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#### **Contract Database Metadata Elements**

Title: **Freeport Union Free School District and Freeport Teachers Association (2002)**

Employer Name: **Freeport Union Free School District**

Union: **Freeport Teachers Association**

Local:

Effective Date: **07/01/02**

Expiration Date: **06/30/06**

PERB ID Number: **5060**

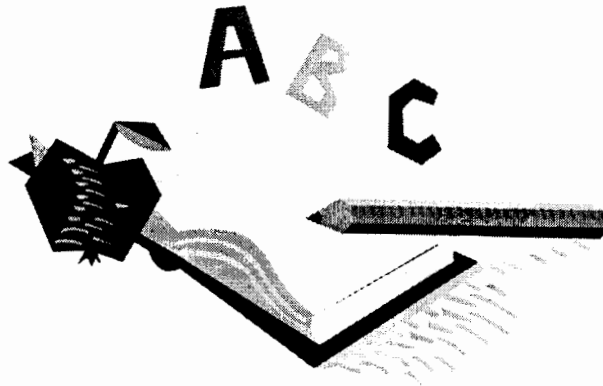
Unit Size: **584**

Number of Pages: **164**

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TA 566



Agreement between

Freeport Union Free  
School District

and

Freeport Teachers' Association

July 1, 2002 - June 30, 2006

**RECEIVED**

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NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD



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**ARTICLE I**

**PREAMBLE**

THIS AGREEMENT made and entered into this 23rd day of June, 2003, by and between the FREEPORT UNION FREE SCHOOL DISTRICT, Freeport, New York (hereinafter referred to as the "District") and the FREEPORT TEACHERS' ASSOCIATION, (hereinafter referred to as the "FTA").

The term of the contract shall be for four (4) years as follows: July 1, 2002, to and including June 30, 2006.

**WITNESSETH**

WHEREAS the parties hereto are desirous of entering into an agreement in accordance with Article 14 of the Civil Service Law known as the "Public Employees Fair Employment Act" (hereinafter referred to as the "PEFEA") pursuant to which the FTA is recognized as the bargaining agency for the covered employees as hereinafter set forth.

IT IS HEREBY MUTUALLY AGREED AS FOLLOWS:

**ARTICLE II**

**RECOGNITION**

A. **NATURE AND TERMS** - The District hereby recognizes the FTA as the exclusive representative of the employees of said unit for the purposes of negotiations regarding wages, hours, terms and conditions of employment pursuant to the PEFEA and any other relevant laws or statutes. Unchallenged representation shall conform to Article 14 of the Civil Service Law and the PEFEA.

During the period of recognition hereunder the District agrees not to negotiate or otherwise bargain with any other organization representing or claiming to represent employees within the employer-employee negotiating unit represented by the FTA.

B. **NEGOTIATING UNIT** - The unit for which the FTA is recognized is hereinafter called the "bargaining unit" and shall be composed of the following employees of the District professionally certificated by the Department of Education of the State of New York, or occupying any position for which such professional certification is normally required: classroom teachers, assistants to the principal, team leaders, lead teachers, cluster leaders, science facilitators, department heads, curriculum specialists, special teachers, nurse teachers, librarians, guidance counselors, school psychologists, registered nurses, attendance teachers, non-classroom teachers, Community School teachers, part-time professional employees; excluded from said negotiating unit are the Superintendent of Schools, all central office administrators, building principals, assistant principals, directors, coordinators and members of other recognized bargaining units.

C. DUES DEDUCTION - Unless directed to the contrary by a duly constituted legislative, administrative or judicial authority other than the Board of Education, the Superintendent agrees to deduct from the salaries of member-employees their dues as said employees individually and voluntarily authorize the Superintendent in writing to deduct. The same shall be forwarded to the FTA monthly. Authorizations shall be given to the Superintendent in writing. The FTA will certify to the District, in writing, the dues deduction for each member.

In the cases of dues deduction authorizations delivered after October 1, deductions will be divided pro rata for the remainder of the year equally among the remaining pay periods.

The Association agrees to indemnify the District for any improper or illegal payments made to the Association under the foregoing checkoff of Association dues. The Freeport Teachers' Association shall be notified of any dues deduction withdrawals.

D. AGENCY FEE - Every member of the bargaining unit who is not a member of the Association shall, within 60 days, after the initial date of employment or within 30 days after this section becomes effective, whichever is later, pay to the Association an Agency Fee. Such fee shall be certified to the District by FTA and shall be consistent with requirements of law. The Association shall forward to the District a list of non-members and the sum of money to be deducted from each teacher's paycheck for the Agency Fee. Said amount shall be deducted from each teacher's paycheck in a manner equivalent, insofar as possible, to that used for deduction of dues of members of the Association. Not later than 30 days after receipt of a list of non-members, the District shall forward said amount to the Association.

E. VOTE/COPE DEDUCTION- The Board agrees to deduct from the salaries of the members who so choose, contributions to Vote/Cope, upon presentation to the Board of individually signed authorization and which shall remain in effect unless written notice revoking said authorization is given to the Board by individual employees. Such sum, to be determined by each individual member, will be deducted, beginning with the second paycheck in September. The Board shall transmit the monies so collected within five (5) calendar days of the installment dates to the Treasurer of the Association. The Board, its officers or employees shall be relieved of any and all liabilities concerning the monies so deducted when the monies are delivered to the Treasurer of the Association.

#### DEFINITIONS

As used in this paragraph (E) the following terms shall have the respective meanings set forth below:

“Administration” and/or “Administrator” means any and all professional employees of the Freeport Public Schools not included in the bargaining unit.



“Board” means the Board of Education, Freeport Union Free School District, Freeport, New York.

“Chief Executive Officer” means the Superintendent of Schools, Freeport Union Free School District, Freeport, New York.

“Bargaining Unit” means that group of employees of Freeport Union Free School District, Freeport, New York, consisting of the following employees of the District, professionally certificated by the Department of Education of the State of New York, or occupying any position for which such professional certification is normally required: classroom teachers, nurse teachers, assistants to the principal, team teachers, lead teachers, cluster leaders, science facilitators, department heads, curriculum specialists, special teachers, librarians, guidance counselors, school psychologists, registered nurses, attendance teachers, non-classroom teachers, Community School teachers and part-time professional employees; excluded from said negotiating unit are the Superintendent of Schools, all central office administrators, building principals, assistant principals, directors, coordinators, and members of other recognized bargaining units.

“Teachers, Employees” used interchangeably means any member or non-member of the FTA who is in the bargaining unit and covered by this agreement.

“Non-Member” means any employee of the Freeport Union Free School District, Freeport, New York, in the bargaining unit who is not a member of the FTA.

“Member” means any dues paying member of the FTA.

“Freeport Public Schools” means Freeport Union Free School District, Freeport, New York.

“FTA Building Representative” means any duly designated representative of the Freeport Teachers’ Association for each school building.

“Elementary School” means each and every one of the following school buildings: Archer, Atkinson, Bayview, Columbus, Giblyn and New Visions.

### IMPASSE PROCEDURES

If negotiations reach a point where either party feels the proceedings are no longer productive, an impasse may be declared by that party.

The District and the FTA agree that if an impasse is reached, either party will contact the Public Employment Relations Board within three (3) days or as soon thereafter as the same may be arranged to request the services of a mediator, fact finder, etc. and both parties agree to follow the provisions of the Public Employees’ Fair Employment Act in regard thereto.

## NEGOTIATIONS PROCEDURES

1. Upon a request of either party for a meeting to open negotiations for a subsequent employment agreement, a mutually acceptable meeting date, place and time shall be set.
2. The District and the FTA mutually agree to exchange information on matters to be negotiated.
3. The parties recognize that when an agreement is reached, the same will be reduced to writing. Copies of the instrument will be executed and exchanged by the parties and will be binding upon both.

## AMENDMENTS

This Agreement may be amended by mutual consent of the District and the FTA in writing.

## ARTICLE III

### TEACHER INVOLVEMENT

The FTA has delivered a letter to the District simultaneously with the execution of this Agreement stating that as long as 8 N.Y.C.R.R. §100.11 remains in effect, the Teacher Involvement Committee ("TIC") shall be suspended. If §100.11 is repealed or substantially modified, the parties will reinstitute the TIC as follows:

Both the FTA and the District recognize the need for the involvement of the professional staff in the development of programs and curricula.

A. In order to accomplish this, an FTA committee, comprised of one teacher from each building and two additional members from the building or department to be affected by the proposed change, will meet with Administrative representatives designated by the Superintendent.

B. This body will meet from the initial stage of planning and will appoint a recorder to take minutes. Copies of the minutes will be sent to the members of the Committee, Superintendent and President of the Association.

C. The committee will be involved with all locally funded programs and curricula and with all federally and state funded programs and curricula where practicable.

D. It is understood the committee will meet when necessary, within reasonable limitations, and that enough time will be allowed for adequate research and development. The TIC Chairperson and the administration representative shall jointly establish the agenda for each TIC meeting and finalize it 48 hours in advance of the meeting. Either party may add one item to the agenda not mutually agreed upon in

advance. Both the District and the Association will provide the committee with any information at its disposal. After the research of the committee is completed, a reasonable span of time will be allowed to elapse before a report with the recommendations is issued.

E. If the FTA committee disagrees with the Administrative representatives, a meeting will be arranged with the Superintendent, the President of the Association, and the committee to see if the differences can be resolved. If the differences cannot be resolved at this meeting, and the District intends to proceed with the program or curriculum, the FTA reserves the right to reduce its objection to writing for the Superintendent to submit to the Board along with the proposal.

The committee will be involved in the evaluation of existing programs for the purpose of suggesting alterations and changes.

The committee will be involved in the development of proposed building programs.

All subject teachers will be involved in the selection of textbooks and materials.

The committee will suggest to the Superintendent suitable summer curriculum revision committees to be funded by the Board if economically feasible.

The teacher members of TIC, in consultation with the administrative representative, shall engage in a process of review and evaluation regarding the role, structure and functions of the Teacher Involvement Committee. Recommendations resulting from this process shall, upon mutual agreement between the Superintendent of Schools and the FTA President, be incorporated into the current contract agreement.

#### F. Distance Learning

Whereas Distance Learning is a relatively new mode of instruction utilizing interactive technologies, the District and the FTA mutually recognize the need and desirability for a flexible and innovative approach to the design and implementation of a distance learning system.

The parties further agree that the optimal role of distance learning within the Freeport Public Schools should evolve as the advantages, constraints, disadvantages and limitations inherent in such an endeavor become apparent through a continual and mutual process of evaluation.

The FTA shall select teacher representatives for the Distance Learning Committee with the understanding that the school district administration is free to select any staff member as an administrative representative, regardless of bargaining unit membership.

1. The District and the FTA shall mutually engage in all planning, implementation and evaluation relating to a distance learning program.
2. Participation in distance learning shall be voluntary on the part of the teacher.
3. Any problems related to the distance learning center which cannot be resolved at the building level shall be referred to the Superintendent and the FTA President. They will attempt to resolve those problems in a mutually acceptable manner with input from staff members of the building(s) involved.

G. Computer Technology and E-Mail

Effective July 1, 2003, instructional employees shall be responsible to make full use of the District's e-mail system on District provided equipment, the District's assigned e-mail address and the student information data system. Employees shall use other District technologies. Access to appropriate training, support and computer equipment shall be provided.

ARTICLE IV

ACADEMIC FREEDOM AND ACADEMIC RESPONSIBILITY

Teachers shall have the right to introduce and explore controversial material, provided only that the material and the manner in which it is presented are in good taste, appropriate to grade level, and relevant to course content.

A teacher shall be judged principally on the basis of his/her teaching ability and his/her competence in his/her professional field without regard to such factors as race, sex, nationality, and religious or political belief and affiliation or lack of them or behavior not demonstrably related to his/her teaching function, provided that none of these is of a subversive nature.

ARTICLE V

TEACHERS' PERSONNEL FILES

Any instructional employee shall be permitted to examine his/her district/building level personnel files absent specific waivers regarding pre-employment references. No other person seeking access to a teacher's file may see said file without the explicit permission of the teacher.

No material shall be placed in an employee's personnel file unless that employee has been sent a copy of the material.

An employee has the right to append an answer or statement to any material filed which shall be attached to the file copy. Upon request, a teacher shall be given a copy in writing of any material placed in his/her personnel file.

No grievance document indicating participation in a grievance either as grievant, witness, or other participant will be entered in a teacher's file.

Complaints directed against a teacher shall promptly be called to the teacher's attention, and the teacher shall be afforded an opportunity to reply to the same. No derogatory complaint, letter, or report shall be placed in the teacher's file without the teacher's knowledge and the teacher's written acknowledgment that he or she has been afforded an opportunity to make a written statement of explanation.

## ARTICLE VI

### PLACEMENT OF PERSONNEL

#### A. VACANCIES

1. A list of vacancies and/or new positions to be filled for the forthcoming school year shall be posted as soon as possible but not later than June 10th in each school building. In addition, a list of vacancies for positions other than classroom teaching occurring during the school year and the summer recess shall be forwarded to all staff members when vacancy occurs. In filling such positions, consideration shall be given to presently employed teachers.

2. State and Federally funded teachers shall have the same rights as district funded teachers.

3. When vacancies within the school system occur during the school year, the Superintendent may fill such a vacancy on an acting or permanent basis. In the event that such vacancy is filled on an acting basis, the position will be considered vacant at the end of the school year. The acting staff member so affected shall have an opportunity to apply for said position.

#### B. VOLUNTARY TRANSFERS

Requests by a teacher for transfer to a building or position shall be made in writing and filed with the Assistant Superintendent for Personnel. Requests by a teacher for transfer to a different class shall be made in writing and filed with the Building Principal. Such requests may be renewed each year and if renewed will be reviewed by the Administration. An applicant for either transfer or change of position shall be notified in writing as to the action, as soon as possible. No request will be unreasonably denied.

C. SUBJECT MATTER ASSIGNMENT AND INVOLUNTARY TRANSFER

1. Subject Matter Assignment

- a. Teachers shall be given notice of subject matter assignment by June 10th for the September term.
- b. In the event of an unanticipated population shift or unexpected personnel changes occurring after June 10th of a given year, the foregoing notice requirement shall not be applicable. In such an event, the District will notify the affected employee(s) of the required change within one week of the District's discovery of the need for the change in assignment.

2. Involuntary Transfer

- a. In the event of involuntary transfer(s) arising from the: 1) abolition of positions; 2) creation of new school programs or positions; or 3) grade level restructuring, the District will endeavor to seek volunteers at least thirty (30) days before involuntary transfers. However, the determination of which staff shall be involuntarily transferred shall be in the sole discretion of the administration.
- b. The District shall give affected teachers sixty (60) days notice prior to involuntary transfers. For the September assignment, such notices shall be given by June 10th.
- c. The aforesaid notice requirements shall not apply in the event of an unanticipated population shift or unexpected personnel changes occurring after June 10th of a given year. In such an event, the District will notify the affected employee of the required change in writing within one week of the District's discovery of the need for the transfer.
- d. In the event of an involuntary transfer for one of the three reasons in §2(a) above, the notice of transfer shall also contain the reason for the individual's selection.

D. ASSIGNMENTS

- 1. When new specialized programs are created or such existing programs (e.g. block organization) are altered so as to effect a transfer of personnel, Administrators will discuss such transfers with the people involved before such transfers are effected, where practicable.

When vacancies occur in these programs, wherever possible, applicants for new positions should confer with present faculty members with whom they would be directly involved.

2. By the end of the school year, secondary school personnel shall be notified of their teaching assignments as to subject matter for the forthcoming school year where possible.

3. Special subject teachers in the elementary schools are permitted to assist the principal in formulating the special subject schedules.

Special subject teachers such as art, music, gym, librarians, shall have five (5) preparation periods per week excluding their lunch period.

#### E. CO-CURRICULAR ASSIGNMENTS

1. A joint co-curricular committee shall be composed of six persons: three FTA members to be appointed by the FTA President and three members of the Administration to be appointed by the Superintendent.
2. The joint committee shall be responsible for reviewing the annual program of co-curricular activities and make recommendations to the Superintendent regarding the operation of the program, the number and type of co-curricular activities and the number of units allocated to specific co-curricular activities.
3. After the Committee forwards its recommendation report to the Superintendent, the Superintendent shall confer with the FTA President prior to making a recommendation to the Board of Education.

### ARTICLE VII

#### MAINTENANCE OF DISCIPLINE

A. Student discipline is the mutual responsibility of both teachers and administrators.

B. As soon as it is reasonably possible teachers will report to their building principal, or his/her duly authorized alternate, all threats of physical violence and/or verbal abuse to their persons or the persons of others and all cases of actual student physical violence sustained by them or others in their presence. Unless there are extreme extenuating circumstances, before their departure from school on the day of any such assault, threatened or actual, teachers involved in or observing such incidents shall submit a written report indicating the name or names of the individual or individuals responsible, and write an accurate and detailed description of all events leading up to the assault or actual physical attack.

A report of any physical injury to the teacher shall be filed in the school Health Office.

In the event that a student is engaged in extremely dangerous and/or outrageous behavior in the classroom, the teacher is required to exercise emergency measures to assure the teacher's safety and the safety of the students in his or her charge.

C. A teacher is charged with the responsibility of maintaining discipline in all assigned areas. In so doing the teacher may employ such means, and call upon such available assistance as is permitted by law and Board Policy.

It shall be the responsibility of the building principal or his/her designee for such purpose, to deal with disciplinary cases referred to him/her.

D. Teachers are charged with the responsibility of acting in loco parentis to the students under their care and control. In the event of any charges or complaints, either civil or criminal in nature, against a teacher arising out of any imposition of punishment or discipline, the District will provide the teacher with counsel for the defense of such charges, and the District will additionally save the teacher harmless of liability in accordance with the laws and statutes in such cases.

In the event of a serious incident, a teacher shall be informed of his/her rights to seek remedy through public agencies.

E. Teachers shall be reasonably responsible (but not economically accountable) for supervision of school property wherever the same may be located. Teachers shall accept temporary emergency duty assignments on school property when such supervision is required for the safety and control of the students. Whenever possible, these assignments should be given to teachers already assigned to a non-classroom duty. Teachers on prep periods will not be requested to perform those assignments except in cases of emergency.

F. A disruptive student is defined herein as a student who, based upon his/her school record and overt behavior, demonstrates a consistent inability to exercise self control and abide by established school policies. No disruptive student shall knowingly be assigned to any class without the teacher first being alerted as to the known facts relative to such student. Guidance counselors shall forward information as it relates to the student in the classroom situation. Teachers should review student records to ascertain the known facts regarding students assigned to their classes and consult with the building principal, or his/her alternate, on students about whom they would like more information concerning past disruptive behavior.

Reassignment of a student mutually recognized as a serious disciplinary problem will be done only after consultation with the teachers involved. No teacher shall be assigned an excessive number of such students.

G. Teachers shall be responsible for notifying a parent or guardian of a student, by telephone (if accessible) and in writing, of the unacceptable behavior



exhibited by the student in instructional areas. In large group situations, such as cafeteria and yard, the administration assisted by teachers will work jointly to resolve the situation.

In dealing with disruptive students, teachers shall receive guidance, assistance and such information as may lawfully be made available to them by and from the Administration, ancillary services and facilities provided by the District.

When a parent-teacher conference (other than a routine conference) is scheduled involving the disruptive conduct of a student, such conference shall be held in the presence and under the direction and supervision of a designee of the Administration. Wherever possible, such designee shall not be another teacher. A summary of the conference and the action, if any, to be taken shall be submitted, in writing, to the principal and to the Superintendent duly executed by the teacher and the administrative designee.

The teacher shall submit to the building principal, or his/her designee, a written report summarizing the steps taken and the results achieved regarding disruptive students in the teacher's charge.

In the event that action is taken against a disruptive student which results in exclusion, suspension, expulsion, court, Superintendent or Board hearings or other procedures the teacher agrees to cooperate with the Administration in all respects in regard thereto. Following such action, if a student is returned to class, the teacher will be advised of the fact, circumstances and conditions of such readmittance.

Teachers may request or be invited by the Administration to participate in conferences preceding a student's return from suspension.

H. Teachers in the secondary schools are required to take attendance in each of their classes and record every absence or tardiness of a student. Written excuses for absence or tardiness must be presented to the home room teacher and retained until the same may be collectively filed in the appropriate Administrative office designed therefor.

## ARTICLE VIII

### WORKING CONDITIONS IN SCHOOLS

#### A. CLASS SIZE

1. The parties agree that class size is a significant factor in determining the quality of education. Classes should be small enough to provide for educational excellence, but the factors of financial ability of the District and existing physical facilities must also be considered.

2. The parties further recognize that it is our common objective to provide teacher-pupil ratios that are realistic in terms of financial responsibility to the community, and conducive to a proper learning environment for the students.

3. For the 2002-2003 school year, the following class size standards shall be utilized by the District for planning the year's budget:

Pre-K	20
Kindergarten	24
Elementary	30
Secondary	141 (total load)

Effective July 1, 2003, the following class size standards shall be utilized by the District for planning the budgets for the remaining years of the agreement:

Pre-K	20
Kindergarten	24
Elementary	30

4. Effective July 1, 2003, at the secondary level, teachers may be assigned a total load of 141 students when the teacher is assigned to a five day cycle schedule of classes. Teachers assigned to a full or a partial A/B schedule may have a total load of 141, but may be assigned a load of up to 168 pupils. In the event that a teacher with a partial or full A/B schedule is actually assigned a total load exceeding 141, the teacher shall be paid \$25 per day during the period of assignment of pupils beyond 141.

5. The parties agree that self-contained ESL classes will not exceed 25 at the elementary and secondary levels. In the event that elementary and secondary level ESL class exceeds 20 students, the District will provide an aide to assist in the class. This paragraph is not applicable to the dual language program.

Special Education class sizes will comply with the provisions of Part 200 of the Regulations of the Commissioner of Education.

6. It is further recognized that under certain conditions such as music, physical education, or special programs requiring flexibility, it is educationally advantageous to work in groups larger or smaller than the maximums set forth. Reasonable effort will be made to balance class loads within the department and grade.

7. The District may exceed the class size standards set forth in subsection 3 above by up to two pupils in the event of the following situations. In such event the District shall pay a stipend to the affected teacher of \$900 for the 1st child and \$1,350 for the 2nd child if assigned before October 1st. Effective July 1, 2003, said stipends shall be paid if assigned before October 15<sup>th</sup>. Thereafter, the said sums shall be pro-rated for the period that the student is registered for the class.

- a. Lack of space due to a failure to complete new construction or renovation.
- b. Natural, accidental, or man-made conditions that render building space suddenly unusable for a limited period of time.

- c. An unforeseeable influx of new students over and above the limits set forth in paragraph 3.

8. Committee

The FTA and the District mutually agree that the number of students in business lab and science lab classes should not exceed the number of stations in those classes in order for effective education to take place.

B. ROOM ASSIGNMENTS

Whenever possible, each teacher will be assigned a single, permanent room that room to be used by the teacher for all teaching periods. To the extent possible, room assignments will be made on a rotating basis.

C. DUPLICATING MACHINES AND TYPEWRITERS

A duplicating machine and a typewriter will be made available in each building in the school district for professional use.

A typewriter shall be available in every library.

D. LESSON PLANS

All teachers in the school district will maintain lesson plans. Teachers may be required to submit lesson plans to supervisors or administrators on a regularly scheduled basis for review and lesson plans may be called for at any time by the appropriate supervisor or administrator. The foregoing shall not be used in a punitive manner nor for the purposes of harassment of a teacher. Further, substitutes' folders containing lesson plans prepared by the teacher will be available in the office of each school in the district and will be updated regularly.

The Association shall be consulted with respect to the form of lesson plans. However, the foregoing shall not constitute a condition precedent to implementation of the requirement of maintenance of lesson plans by all teachers.

E. TEACHER FACILITIES

Every teacher will have a lockable desk. There will be an appropriately furnished teachers' lounge in each building.

A duplicating machine and supplies shall be available to teachers.

F. REPORTING ABSENCES

The District will establish a procedure whereby teachers may report their absences by calling in on the night before or the morning of the day they will be absent.

G. PREPARATIONS

1. ELEMENTARY

Each elementary teacher shall have five (5) preparation periods per week.

The District and the Association recognize the necessity for cooperative planning in a block or team approach. Such planning will be done at a time and place mutually agreed upon by block members and the Administration.

Elementary school teachers, as well as pupils, will be released from classroom duties for ½ day during the last week of school so that said teachers can handle clerical matters.

2. SECONDARY

a. Current practice for secondary teachers will be maintained for the term of the contract.

b. No teacher shall be required to teach more than three (3) teaching preparations.

3. AGGREGATION OF PREPARATION TIME

In the event that the District elects to establish block scheduling, preparation time may be aggregated on a weekly basis (200 minutes per week), provided no assigned preparation period shall be less than 30 minutes. Additionally, only one day per week may be scheduled without a preparation period. The Administration shall involve the Association and faculty in planning for the implementation of block scheduling and the manner of assignment of preparation time in the context of block scheduling.

H. SCHOOL DAY

The school day for teachers in Grades Pre-Kindergarten - 6 will be six (6) hours and 55 minutes; and for teachers in Grades 7 - 12 will be seven hours. Teachers will be permitted to leave with the students on Fridays and days preceding holidays. In addition, elementary teachers will be permitted to leave with the students on days on which they are assigned lunch time supervisory duties.

I. ADDITIONAL HOURS

Each unit member will work an additional twenty (20) hours during the 2002-2003 school year. The Administration will schedule use of these hours on a cooperative basis following consultation with the faculty. The Administration shall endeavor to provide the faculty with sufficient notice of the use of said hours. The hours shall be utilized in a flexible manner, before or after the end of the school day made by the Administration in the following areas: staff development, grade level/department

meetings, meetings with Administration, interdisciplinary planning and any other category of assignments mutually agreed upon by the Superintendent and the President of the Association. Use of the aforesaid hours shall be for periods of no more than two hours contiguous to the end of the school day; nor shall said hours be scheduled earlier than 8 a.m. (The foregoing may be modified by agreement between the Superintendent of Schools and the Union President). The implementation of the foregoing shall be subject to joint periodic review by the Superintendent and the Union President. The aforesaid hours shall not be used for student contact.

Effective July 1, 2003, each unit member will work annually an additional twenty (20) hours. The Administration will schedule use of these hours. The Administration shall endeavor to provide the faculty with thirty (30) calendar days notice of the use of said hours, but not less than fifteen (15) calendar days notice. The hours shall be utilized in a flexible manner, before or after the end of the school day made by the Administration in the following areas: staff development, grade level/department meetings, meetings with Administration, interdisciplinary planning and any other category of assignments mutually agreed upon by the Superintendent and the President of the Association. The District will review courses suggested by the Association for fulfillment of the aforesaid obligation. Use of the aforesaid hours shall be for periods of no more than two hours contiguous to the end of the school day; nor shall said hours be scheduled earlier than 8:00 a.m. (The foregoing may be modified by agreement between the Superintendent of Schools and the Union President.) The implementation of the foregoing shall be subject to joint periodic review by the Superintendent and the Union President. The aforesaid hours shall not be used for student contact. The Association acknowledges that the District will fully implement this provision beginning with the 2003-2004 school year. The Union acknowledges that attendance at regular department meetings will not count towards fulfillment of the twenty (20) hour obligation.

#### J. SCIENCE TEACHERS

Notwithstanding any article or provision of this contract to the contrary, teachers who teach science may be assigned up to the equivalent of thirty (30) teaching periods over a six (6) day cycle, plus on a voluntary basis an additional thirty-first (31<sup>st</sup>), thirty-second (32<sup>nd</sup>), thirty-third (33<sup>rd</sup>) and thirty-fourth (34<sup>th</sup>) period with their consent. The District will solicit volunteers from among the staff. The teacher(s) will be compensated at the rate of \$40.00 for each period over thirty (30) within the six (6) day cycle. Effective July 1, 2003, such rate shall increase to \$45. Effective July 1, 2004, such rate shall increase to \$46.35. Effective July 1, 2005, such rate shall increase to \$47.75. Such additional assignments may be for laboratory periods. On the day(s) that the science teacher is assigned to more than five (5) periods they shall have no duties. In the event there are insufficient volunteers from among the science staff, the Union President and the Superintendent of Schools shall meet to determine how the needs of the District will be met.

K. PARENT-TEACHER CONFERENCES

At the Elementary and Secondary Schools, effective July 1, 2000, there shall be one parent-teacher evening conference scheduled in the Fall, and one parent-teacher evening conference scheduled in the Spring; each such conference shall not exceed 2-1/2 hours.

L. SCHOOL CALENDAR

The school calendar will be developed by the administration after consultation with the FTA. The yearly calendar will contain 183 days; 181 instructional days and two (2) staff development days (day before students begin instruction and a second staff development day to be scheduled during the school year). In addition to the foregoing 183 days, three snow days will be scheduled on the calendar to provide for identified substitute days of work in case of emergency (e.g., snow, hurricane). If any of these three scheduled snow days are unused, they will not be used as work days.

In the event that school is closed for a fourth or fifth day during any school year due to an emergency school closing (e.g., snow, hurricane), these additional work days will not be made up. However, if school is closed for six or more days due to emergency (e.g., snow, hurricane) during any school year, these additional days beyond the fourth and fifth day will be made up. The make-up days will be selected after consultation with the FTA.

M. TEACHER ORIENTATION

The District agrees to continue to offer 30 hours of in-service work during a teacher's first year with the District.

The District shall provide three (3) days of orientation to new teachers and two (2) days of orientation to second-year probationers during the 2002-2003 school year. Effective July 1, 2003, the District shall provide four (4) days of orientation to all new employees and second-year probationers.

N. LUNCH/BUILDING DUTY

Teachers in the 1-4 elementary schools shall have a maximum annual responsibility of ten (10) hours for duty during lunchtime or the number of hours currently required, whichever is less.

Teachers in the Atkinson School shall have 36 days (18 hours) maximum annual responsibility for duty during lunchtime.

Effective July 1, 2003, teachers in the pre-Kindergarten and Kindergarten Centers shall have a maximum annual responsibility of ten (10) duty hours for building duty.

Effective July 1, 2003, when a teacher is assigned class coverage during the duty period, the teacher will be paid Twenty Dollars (\$20) per assignment. The teacher shall provide instructional services during such assignment.

O. SIGN-IN AND SIGN-OUT

During the term of this contract employees will initial the sign-in and sign-out sheet provided by the school administration.

P. SIXTH PERIOD ASSIGNMENTS

Secondary teachers who volunteer to teach a sixth period on a temporary basis shall be paid \$40.00 per period. Effective July 1, 2003, such rate shall increase to \$45. Effective July 1, 2004, such rate shall increase to \$46.35. Effective July 1, 2005, such rate shall increase to \$47.75. The sixth period assignment shall be in lieu of the teacher's duty period. The foregoing rate shall also be paid when an elementary teacher is not provided his/her preparation period due to the assignment of the teacher to professional responsibilities.

Q. PROFESSIONAL PERIOD

2002-2003 School Year

At the high school, the professional period shall be utilized by staff for professional duties, responsibilities and growth. Such activities shall include homework assistance and extra help to pupils\*, parent/teacher conferences, curriculum development other than curriculum development normally assigned as stipendiary work, course outline revision, course subject meetings, departmental exam writing, staff development, conferences with students, interdisciplinary planning, equipment maintenance, correction of lengthy or special assignments, preparation and planning for special events, review of educational materials, administration led conferences with staff for special projects, professional development, observation of pupils, inter-disciplinary planning, supervision of makeup tests, assistance to students involved in special academic projects and independent study, special education resource room student articulation, meetings with administrators, and other needed academic responsibilities.

Each teacher shall be involved in the aforesaid activities during the professional period. Each teacher shall maintain a log of the activities performed, identifying the duration, day and location the services were provided.

\*Teachers may fulfill their responsibilities under this section by providing extra help during the professional period. At the teacher's discretion the preparation or lunch period may be used instead of the professional period to provide extra help to students who request it. During the selected period, the teacher shall be assigned a designated area available to his/her students. Teachers may volunteer to assist the students of other teachers. The time and place of the extra help shall be announced to the teacher's students quarterly by the administration.

Effective July 1, 2003

1. Academic Instruction/Enrichment Services (AIS)

a. At the High School, up to fifteen (15) weeks of the professional period shall be assigned at the direction of the building principal or his/her designee. This assignment may include any of the following:

- 1) AIS/Enrichment services for students assigned to the teacher during the teachers professional period;
- 2) the assignment of the teacher to an academic Resource Room to which students may be assigned, or to which students may Adrop in” for AIS/Enrichment Services; or
- 3) the assignment of a teacher on a Apush-in basis to provide students with AIS/Enrichment services in their regularly assigned classes.

The duties to be assigned shall include extra help to pupils, academic intervention services and enrichment within the teacher’s certification area(s). Academic intervention services and enrichment for students shall be beyond the extra help time provided for in the Agreement, which is assigned by administration to staff. (Academic Intervention/Enrichment Services means the assignment of up to any six (6) students to a particular teacher during the professional period in the settings described above.) Lesson plans and grading shall not be required. However, the teacher will be responsible for monitoring of student progress and reporting same to the referring teacher or administrator.

b. The foregoing shall become applicable at the Middle School in the event the Middle School changes from an eight (8) period to a nine (9) period day.

c. At the High School, in the event the District elects to change the day from a nine (9) period day to an eight (8) period day, or at the Middle School in the event a nine (9) period day is reduced to an eight (8) period day, the AIS/Enrichment assignment set forth in subsection 2(a) and/or (b) may be assigned during the teachers duty period.

2. During the balance of the school year at the high school, the professional period shall be utilized by staff for professional duties, responsibilities and growth. Such activities shall include homework assistance and extra help to pupils, parent/teacher conferences, curriculum development other than curriculum development normally assigned as stipended work, course outline revision, course



subject meetings, departmental exam writing, staff development, conferences with students, interdisciplinary planning, equipment maintenance, correction of lengthy or special assignments, preparation and planning for special events, review of educational materials, administration led conferences with staff for special projects, professional development, observation of pupils, inter-disciplinary planning, supervision of makeup tests, assistance to students involved in special academic projects and independent study, special education resource room student articulation, meetings with administrators, and other needed academic responsibilities.

- a. Each teacher shall be involved in the aforesaid activities during the professional period. Each teacher shall maintain a log of the activities performed; identifying the duration, day and location the services were provided.
  - b. Teachers may fulfill their responsibilities under this Section by providing extra help during the professional period. At the teacher's discretion the preparation or lunch period may be used instead of the professional period to provide extra help to students who request it. During the selection period, the teacher shall be assigned a designated area available to his/her students. Teachers may volunteer to assist the students of other teachers. The time and place of the extra help shall be announced to the teacher's students quarterly by the administration.
  - c. The foregoing shall become applicable at the Middle School in the event the Middle School changes from an eight (8) period to a nine (9) period day.
3. Disputes regarding the foregoing may be submitted by the Association to expedited arbitration.

## ARTICLE IX

### A. EVALUATIONS

Every teacher shall see and sign evaluations with provision for teacher's comments to be appended. Signing does not necessarily mean agreement. Upon written request, a teacher may receive a copy of his/her evaluation at the time of signing.

### B. PROFESSIONAL GROWTH TARGETS

Five school months following the assignment of a professional growth target, a teacher may appeal the target to the Professional Assistance Board for substantive review. During review, the Board shall consider the five school month period during which the target was assigned, including the teacher's efforts to implement the target in good faith. However, during said period the teacher may submit his/her concerns to the office of the Superintendent for Interim Review.

C. MENTORING COMMITTEE

A Committee consisting of an equal number of administrative appointees of the Superintendent and the President of the FTA shall be convened to study teacher mentoring.

ARTICLE X

LEAVES OF ABSENCE

A. LEAVE FOR ILLNESS AND PERSONAL BUSINESS

1. Fifteen (15) days of absence leave with full pay, five (5) of which may be used for personal leave, shall be granted at the beginning of each year to each teacher for personal illness. If a teacher who has used his/her sick leave should leave the district before the end of the year the sick leave salary credited but not earned will be deducted from his/her last check at the rate of 1.5 days per month.

For the duration of this agreement, employees requesting the use of a personal day or days will be required to indicate the reason(s) for the leave with the exception of one day per year, which day will not require a reason. The President of the FTA and the Superintendent of Schools will monitor the procedures. The decision to continue the procedures or to modify them or to discontinue them will be made jointly by the President and the Superintendent of schools.

The employee requesting a personal absence leave without reason must continue to meet the criteria set forth on the request form.

2. The five (5) days of personal absence leave with full pay referred to in paragraph one of this article shall be granted each year, and may be accumulated to a total of ten (10) days. The established procedure governing personal absence leave will continue to be followed, except as modified above.

3. Accumulation of Sick Leave - At the end of each school year the unused days of absence leave shall be added to a staff member's sick leave reserve. The reserve can accumulate to an unlimited number of days and consists of all unused days for all preceding years in Freeport.

However, the maximum sick leave accumulation for teachers hired after July 1, 1977 shall be 300 days.

4. Reservations: (a) Upon recommendation of the Superintendent of Schools, the Board of Education reserves the right to increase the number of sick or personal days of leave for a teacher whenever, in its judgment, circumstances so warrant which increase shall not be unreasonably withheld. (b) Catastrophic illness may necessitate a staff member's absence six months or more of a school year. Whether or

not such absence is completely covered by accumulated sick leave, the increment for the following year may be denied.

5. Attendance Review: In the event that the District determines that a unit member has demonstrated abuse of sick and/or personal leave, e.g., excessive use of leave time, pattern use of leave time, or has exhibited excessive tardiness in reporting to work, the following procedure shall be available for use by the District, effective July 1, 2003.

(a) The unit member shall be notified in writing of the District's concern. Said written notification shall also establish a conference date for a discussion of the District's concerns. The conference shall be held by the Assistant Superintendent for Personnel. The employee shall have the right of Union representation at said meeting and to present a response. A writing summarizing the conference shall be prepared by the Assistant Superintendent and provided to the employee. In the event that the procedure in paragraph (b) is not invoked within one (1) year of the delivery of the above summary to the employee, the same shall be removed from the employee's personnel file and the employee will be given notice thereof.

(b) Thereafter, if no substantial improvement in the employee's attendance record is evident, as determined by the District, a second conference shall be held to review the lack of improvement. The employee may be represented by the Union at said meeting. Following said meeting, the Assistant Superintendent shall issue a written determination which shall include a formal reprimand. Additionally, the teacher may be required to provide a physician's note, or to sign an affidavit swearing to the legitimate use of sick or personal leave. Additionally, the teacher shall be required to obtain the prior written approval of the administration prior to use of personal leave. In the case of tardiness exceeding two (2) hours, one-half (1/2) of a leave day then standing to the employee's leave account shall be deducted.

(c) Nothing hereinbefore set forth shall be deemed a prerequisite to the institution of appropriate disciplinary proceedings pursuant to law.

## B. MILITARY LEAVE OF ABSENCE

1. In accordance with the provisions of law, all employees of school districts are entitled to leaves of absence while engaged in the performance of military duty and will be reinstated after the termination of military duty or at any time during the period of terminal leave. Neither sick nor personal leave days will be deducted for the period of duty.

2. Teachers who enter the United States Armed Forces shall be on leave of absence with pay during the first thirty (30) days of such service without loss of sick or personal leave.

3. The Superintendent and the Association mutually agree that every effort is to be exercised by any member of the professional staff engaged in voluntary reserve duty to make the necessary arrangements so that his/her two-week obligation is met at

times other than regular school days, unless it is deemed more advantageous to the government to have said reservist perform his/her duties during the school year.

C. ABSENCE LEAVE FOR ATTENDING CONFERENCES

1. Leave of absence for attending meetings of local, state, and national professional associations may be granted by the Superintendent of Schools. This leave shall not be counted as absence in the staff member's attendance record.

2. A faculty member desiring leave to attend a professional meeting or conference shall first secure approval for such leave from his/her principal, and shall then submit a written request to the Superintendent of Schools or his/her designee for approval. Upon his/her return for leave, he/she shall file with the Superintendent or his/her designee a report on the activities of the conference, with recommendations, if any, for use by the school system.

D. EXTENDED LEAVES (Other than those specified in this Article X)

Any tenured covered employee may be granted a leave, without pay, for one year for personal reasons including leaves for participation in the Peace Corps, Vista, National Teacher Corps, Overseas Teaching, holding office or engaging in State or National Professional Education Association activities, election or appointment to State or National political office, upon all of the following terms and conditions:

1. Any person requesting such leave who is aware of the need therefore prior to the commencement of the school year (September) or, becomes aware of the need for such leave after the school year has commenced, but prior to the commencement of the mid-semester period (February), shall request that such leave begin as of the commencement of the school year or as of the commencement of the mid-semester period, whichever follows sooner.

In the event of leaves for reasons of health, which do not coincide with the above dates, the covered employee must furnish the Superintendent of Schools with medical opinion certifying the employee's physical ability to continue employment.

2. All requests for such leave shall be in writing addressed to the Superintendent of Schools, setting forth the reasons for the requested leave and the applicable commencement date thereof.

3. Upon the written request of an employee, the Board of Education may, but is not required to, approve the extension of a personal leave for two additional years, one year at a time.

4. Except for health leaves which shall be governed by medical documentation, written notice of the employee's intention to return to employment following a leave of absence must be received by the District no later than May 1 preceding the commencement of the school year.

5. The District shall not be required to reemploy the employee following a leave at any time other than at the commencement of the school year in September except regarding health leaves.

6. Upon re-employment, the employee shall be restored to all accumulated rights, privileges, fringe benefits and other entitlements which existed as of the date said leave was commenced. No credit of any kind shall be given for the period of absence from employment.

E. CHILD CARE

1. An employee may request an unpaid child-care leave of absence for the balance of his/her then current school year. Upon request of the employee such leave may be extended for the following school year(s).

2. Any employee shall be entitled to utilize cumulative paid sick leave for absences directly resulting from disability incident to pregnancy and birth, provided medical proof of the disability is timely presented.

3. The District shall not be required to re-employ the employee following a leave at any time other than at the commencement of the school year in September except regarding health leaves.

4. Upon re-employment, the employee shall be restored to all accumulated rights, privileges, fringe benefits and other entitlements which existed as of the date said leave was commenced. No credit of any kind shall be given for the period of absence from employment.

F. BEREAVEMENT LEAVE

Employees shall be entitled to three (3) days off with pay in the event of death of a spouse, children, parents, in-laws, siblings, grandparents, and grandchildren. Effective July 1, 2003, employees shall be entitled to three (3) days off with pay in the event of death of a domestic partner. Employees requesting such bereavement leave for the death of a domestic partner must submit proof of the relationship as required under the District's Health Insurance Plan. Employees shall notify the District of the need for use of such days prior to use and on a form provided by the District.

ARTICLE XI

SALARIES AND WELFARE BENEFITS

A. SALARIES AND DIFFERENTIALS

The salary schedule for the contract term shall be as follows:

For 2002-2003, increment plus a base wage increase of 3.0% shall be granted, effective July 1, 2002.

For 2003-2004, increment plus a base wage increase of 3.0% shall be granted, effective July 1, 2003.

For 2004-2005, increment plus a base wage increase of 3.0% shall be granted, effective July 1, 2004.

For 2005-2006, increment plus a base wage increase of 3.0% shall be granted, effective July 1, 2005.

(SEE SALARY SCHEDULES ATTACHED)

B. SALARY CREDIT

Salary credit may be given, at the discretion of the Superintendent of Schools, for previous appropriate professional experience, including but not limited to full-time teaching, substitute teaching, supervised internships, and appropriate industrial or business experience. One year of salary credit may be granted for each academic year or its equivalent of such experience.

Teachers may be advanced one step on the salary schedule for six (6) months to one year of military service, and two steps for 18 months or more of military service, provided they have not received previous credit for such service, regardless of when such military service occurred.

C. APPLICATION FOR SALARY DIFFERENTIALS

Teachers who seek salary increments through advanced study are required to observe the following procedures in order to qualify for such increments:

1. Teachers may advance across the salary schedule twice a year for courses approved and completed by September 1 or February 1. Those teachers wishing to advance across the salary schedule on September 1 must file their request no later than November 1. Those teachers wishing to advance across the salary schedule on February 1 must file their request no later than March 1. All requests must be submitted to the Assistant Superintendent for Curriculum and Instruction. Advancement will take place following verification [official transcript or in-service certificate of successful completion of the course(s)].

**NOTE: Teachers on BA+40, BA+50, BA+60 as of September 15, 1975 are considered save harmless.**

2. In order to prepare an adequate budgetary estimate of the sum of money needed to make salary changes based upon the completion of advanced study, all teachers contemplating or engaged in programs of advanced study shall submit to the Superintendent of Schools not later than the first of December an estimate of the number of semester hours of approved graduate credit that they expect to earn for application to next year's salary schedule.

3. Courses counting toward salary differentials must be approved by the Superintendent pursuant to the guidelines in Paragraph 5. Individual courses, not part of a planned program, must be individually approved pursuant to the guidelines in paragraph 5. Teachers are to seek prior approval before registering for courses to avoid non-approval of a course after it has been completed.

4. Graduate and in-service courses taken prior to obtaining a Masters Degree shall be used for movement beyond the Masters Degree column on the salary schedule provided approval was granted and the course taken subsequent to July 1, 1975.

A Masters Degree shall only be a Masters Degree received from an institution of higher learning recognized and accredited by the New York State Department of Education.

5. In determining whether to approve or disapprove a graduate course for salary credit the following criteria shall be used:

a) Graduate courses that are acceptable to the N.Y.S. Education Department for permanent certification in the position in which the teacher is currently teaching in Freeport shall be approved.

b) Graduate courses that are acceptable to the N.Y.S. Education Department for permanent certification for one other position in which the teacher is not currently teaching and which position is in the bargaining unit shall be approved. The number of hours approvable under this paragraph shall be limited to the number of graduate hours required for one such additional certification.

c) 1. Graduate courses that are not covered under Article XI-5a and 5b shall be approved provided such courses are functionally related to the teacher's current teaching assignment.

2. Graduate level courses taken in a school of education within the following disciplines shall be approved: guidance, educational administration, special education, educational psychology, and reading.

d) Graduate courses not covered by Article XI-5a, b, and c shall be subject to approval at the discretion of the Superintendent.

e) The prior practice of approval or disapproval shall not be given weight in the interpretation of this Article.

6. Effective July 1, 1999, a new column MA+45 shall be added to the existing salary schedule. MA+45 column movement shall meet the following criteria:

- a) Only credits obtained after July 1, 1999 shall be used for MA+45 column movement.
- b) New credits shall meet the following requirements:
  - 1. New credits shall have prior approval of the administration.
  - 2. Course work must be directly related to the teaching assignment.
  - 3. Six (6) credits must be graduate. A maximum of nine (9) credits may be in-service.
- c) The MA+45 column will be determined by multiplying the percentage difference between the MA+20 and the MA+30 columns by the MA+30 column and adding the result to the MA+30 column at each step.

7. The MA + 10 and the MA+20 columns will no longer be available to teachers employed after January 19, 2000. For teachers employed after January 19, 2000, a new MA+15 salary column will be created which will be equidistant between the MA+10 and the MA+20 columns.

D. IN-SERVICE COURSES

1. Participation in Activity

Each course will be assigned salary credit value on the basis of one credit for fifteen (15) hours of participation. Effective July 1, 2002, each participant shall have the option of being credited one credit for fifteen (15) hours of instruction or being compensated at \$17.01 per instructional hour. Effective July 1, 2003, each participant shall have the option of being credited one credit for fifteen (15) hours of instruction or being compensated at \$17.52 per instructional hour. Effective July 1, 2004, each participant shall have the option of being credited one credit for fifteen (15) hours of instruction or being compensated at \$18.05 per instructional hour. Effective July 1, 2005, each participant shall have the option of being credited one credit for fifteen (15) hours of instruction or being compensated at \$18.59 per instructional hour. However, participants attending in-service courses during the regular school day shall not be eligible for either the compensation rate nor in-service credit.

In the event that there is a tuition for the in-service course, the participant requesting the in-service course shall be responsible for payment of the tuition.

A maximum of twenty (20) credits of in-service for salary purposes is hereby established. Of these twenty (20) in-service credits, a maximum of five (5) in-service credits can be used for each lane change. For example, BA15 means ten (10) credits are graduate and five (5) are in-service credits. Such five (5) in-service credit maximum



shall not apply to the MA+45 column. Section C.6.b.3 of this Article shall reflect the in-service requirements for column MA+45.

The District reserves the right to require first year teachers to attend in-service courses.

2. Instructor for In-Service Activity

The rate of compensation for serving as an in-service instructor shall be as follows: effective July 1, 2002, \$56.69 per instructional hour; effective July 1, 2003, \$58.39 per instructional hour; effective July 1, 2004, \$60.14 per instructional hour; and effective July 1, 2005, \$61.94 per instructional hour.

Instructors of in-service courses during the regular school day shall not be eligible for either the compensation rate nor in-service credit.

E. SALARY CHECKS

The schedule of payroll dates shall be developed by the district after consultation with the FTA. Such schedule shall be in conformity with existing laws. The district will maintain a pay plan providing for a twelve (12) month option.

F. GUIDANCE COUNSELORS

1. For three (3) days out of every working week, Secondary Guidance Counselors work day shall run one-half hour longer than the teachers' work day.

2. The regular work year for guidance counselors shall run from one week prior to Labor Day to one week after the teachers' regular work year provided that the total number of days in the work year shall not exceed the previous years total.

3. Salaries for secondary guidance counselors will be 7-1/2% above the appropriate teachers' schedule. Salaries for elementary counselors shall be 5% above the appropriate teachers' schedule.

4. Guidance Counselors' summer salary shall be 1/200th of the established salary for each day that said service may be required by the school district.

5. Guidance Counselors will carry an average of building pupil load of 250-300 on the secondary school level.

6. During the summer in the senior high school all guidance counselors will work five (5) half day mornings during the same week as scheduled by the principal and shall be reimbursed one and one quarter percent (1-1/4%) of their annual salary.

7. Guidance counselors will receive a lunch period each work day equal in time to one classroom period.

## G. PSYCHOLOGISTS

1. All school psychologists will be provided with locked file cabinets in their offices to maintain security of records. In addition, the furniture, fixtures, and all other physical features of school psychologists' offices will be maintained in good order as an aid in establishing rapport with students, parents, and other staff members.
2. No school psychologist will be required to engage in any nonprofessional duties.
3. School psychologists will have a period of one hour per week after school to meet as a group to discuss case conferences, coordination of programs, and other matters of mutual interest to improve the functioning of school psychologists in the District.
4. One School Psychologist will be permitted to attend a psychological convention during the year, on a rotation basis (year to year), the particular convention subject to the approval of the Superintendent of Schools or his/her designee. In addition to the usual written reports submitted after conference attendance, School Psychologists agree to act as resource personnel for the District after such conference attendance.
5. The work day for School Psychologists will be the same as the teachers' day except that they shall work a 7-1/2 hour day for three days a week.
6. The work year for School Psychologists will be the same as for teachers.
7. Psychologists will be paid the percentage of new money in each of the four (4) years of this contract.

## H. REGISTERED NURSES

The Registered Nurses' salary schedule shall be increased by the same percentage as the teachers' base salary. Registered Nurses who have twelve years or more of Freeport service will receive a longevity payment of \$750 in addition to their base pay.

## I. CHAPERONES

Chaperones shall receive \$39.26 per event in 2002-2003, which amount shall be increased to \$40.44 per event in 2003-2004, to \$41.65 per event in 2004-2005, and \$42.90 per event in 2005-2006.

## J. TUTORING, HOMEWORK CENTER AND REGENTS REVIEW CLASSES

The Tutoring, Homework Center and Regents Review Class rates will be \$35.00 in 2002-2003, which amounts shall be increased to \$42 per hour in 2003-2004, to \$43.26 in 2004-2005, and to \$44.56 in 2005-2006.

K. NURSE TEACHER

The District agrees that it will only hire nurse-teachers to teach regular classes of students in health and related subjects; however, nothing contained herein is intended to limit the district from hiring registered nurses, who, on a non-regular classroom basis, may meet with children or others for the purpose of providing guidance, advice and/or information.

L. COACHES' SALARIES

All new coaches with no previous experience will be placed on Step 1. All coaches with one or two years of experience in Freeport will be placed on Step 2. All coaches with 3 or more consecutive years in Freeport will be placed on Step 3.

M. CO-CURRICULAR SALARIES

All clubs and co-curricular activities will be assigned a designated number of meetings at the beginning of each school year, to be determined jointly by the Building Principal and the Advisor of the activity. If less than ten (10) students are active at any time during the school year, the club or activity will be discontinued. Attendance records are to be submitted to the Principal within one week following each meeting throughout the school year.

Club activities shall be paid the last pay period in December and May 31, in separate checks.

N. SUMMER HIGH SCHOOL

The rate of pay for all teachers teaching three classes will be computed in accordance with negotiated summer school salary schedule. Previous Summer High School experience will be the only factor used in determining step placement on the Summer High School salary schedule. The summer work year for all members of the professional staff will include registration, proctoring of examinations and examination committee work.

No class will be offered unless there is a minimum enrollment of ten (10) students. If a teacher teaches only two classes, the total amount paid will be 2/3 of the rate of a teacher teaching three classes. If a teacher teaches one class, the total amount paid will be 1/3 of the full rate.

The librarian/attendance teacher will be paid as a full-time teacher according to the regulation stated above. The hall supervisor and study hall teacher will be paid the same rate as a teacher with two classes. The IBM coordinator's stipend will be increased in each year of this agreement by the percentage increase applied to the regular school salary schedule.

The salary schedule shall be increased by the percentage increase applied to the regular school year salary schedule.

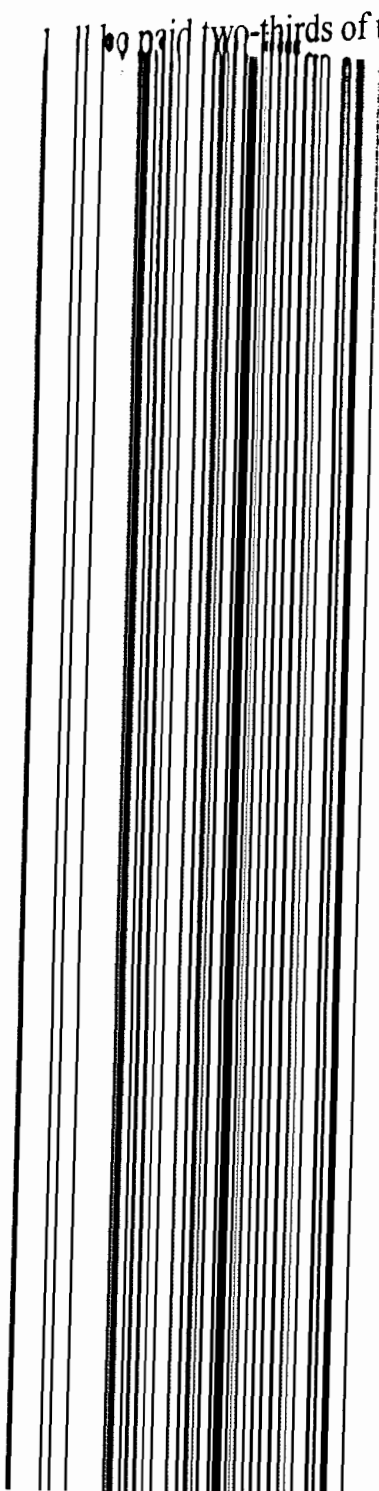
O. SUMMER ELEMENTARY SCHOOL

1. Master Teacher

The Master Teacher's salary schedule shall be the same as the "Two-Thirds Salary" of the Summer High School salary schedule. The same basis will be used for step placement of Masters Teachers as is used for Summer High School teachers.

2. Assistant Teacher

to be paid two-thirds of the Master Teacher's



Assistant Winter Track, Junior Varsity Volleyball and Winter Track coaching positions. The following stipend increases shall apply to said positions. Effective July 1, 2002, said coaching stipends shall be increased by 3.00%. Effective July 1, 2003, said stipends shall be increased by 3.00%, plus an additional \$300 added to that amount. Effective July 1, 2004, stipends shall be increased by 3.00%, plus an additional \$300 added to that amount. July 1, 2005, stipends shall be increased by 3.00%, plus an additional \$300 added to that amount.

Q. STIPENDS

O. SUMMER ELEMENTARY SCHOOL

1. Master Teacher

The Master Teacher's salary schedule shall be the same as the "Two-Thirds Salary" of the Summer High School salary schedule. The same basis will be used for step placement of Masters Teachers as is used for Summer High School teachers.

2. Assistant Teacher

The Assistant Teacher shall be paid two-thirds of the Master Teacher's salary at the first step; he/she shall also receive three (3) in-service credits.

P. TEACHERS' SALARY AND LONGEVITY

1. Salary - See attached salary schedules.

2. Longevity - Staff members who have completed 22 years or more of Freeport service will receive a longevity payment of One Thousand Dollars (\$1000.00), in addition to their base salary.

Effective July 1, 2003, staff members who have completed twenty-five (25) years or more of Freeport service will receive an additional longevity payment of One Thousand Dollars (\$1,000.00), resulting in a total longevity award of Two Thousand Dollars (\$2,000.00) when the first award at the 22<sup>nd</sup> year is included. (Payment shall be in the same manner for the 25<sup>th</sup> year award as is made for the 22<sup>nd</sup> year award). Notwithstanding the above effective date, teachers who have completed twenty-five (25) years or more of Freeport service as of the 2002-2003 school year who have retired during the 2002-2003 school year shall be granted the above longevity award for the 2002-2003 school year up to the date of their retirement.

3. Coaches and Co-Curricular Teachers

Effective July 1, 2002, Co-curricular Teachers' stipends shall be increased by 3.00%. Effective July 1, 2003, said stipends shall be increased by 3.00%. Effective July 1, 2004, said stipends shall be increased by 3.00%. Effective July 1, 2005, said stipends shall be increased by 3.00%.

Effective July 1, 2002, Coaching stipends shall be increased by 3.00%. Effective July 1, 2003, said stipends shall be increased by 3.00%, plus an additional \$200 added to that amount. Effective July 1, 2004, said stipends shall be increased by 3.00%, plus an additional \$200 added to that amount. July 1, 2005, said stipends shall be increased by 3.00%, plus an additional \$200 added to that amount.

The Coaching stipend increases in the paragraph above shall not apply to the Varsity Swimming, Varsity Volleyball, Varsity Winter Track, Varsity

Assistant Winter Track, Junior Varsity Volleyball and Winter Track coaching positions. The following stipend increases shall apply to said positions. Effective July 1, 2002, said coaching stipends shall be increased by 3.00%. Effective July 1, 2003, said stipends shall be increased by 3.00%, plus an additional \$300 added to that amount. Effective July 1, 2004, stipends shall be increased by 3.00%, plus an additional \$300 added to that amount. July 1, 2005, stipends shall be increased by 3.00%, plus an additional \$300 added to that amount.

Q. STIPENDS

The following amounts shall apply for the contract term:

1. Department heads shall be paid at the rate of \$75 per teacher supervised in addition to the following base amounts:

2002-2003	\$4232
2003-2004	\$4359
2004-2005	\$4490
2005-2006	\$4625

2. Team leaders, cluster leaders, lead teachers, helping teachers and science and social studies facilitators will receive the following annual stipends:

2002-2003	\$2621
2003-2004	\$2700
2004-2005	\$2781
2005-2006	\$2864

3. Curriculum Specialists will receive the following annual stipends:

2002-2003	\$3768
2003-2004	\$3881
2004-2005	\$3994
2005-2006	\$4117

R. COMMUNITY SCHOOL

Effective July 1, 2002, the rate of pay for teachers in the Freeport Community School shall be increased by 3.00%. Effective July 1, 2003, said rate shall be increased by 3.00%. Effective July 1, 2004, said rate shall be increased by 3.00%. Effective July 1, 2005, said rate shall be increased by 3.00%. Teachers will be placed on various steps in accordance with the length of their experience in the Freeport Community School, and shall receive a Two Hundred Dollar (\$200) longevity payment after eight years or more of Freeport Community School service.

S. WELFARE BENEFITS

1. Health Insurance - The District agrees to provide all eligible unit members with the opportunity to enroll in the state-wide health insurance program known as the Empire Plan or a qualified health maintenance organization ("HMO"). Regardless of the plan chosen, each individual unit member shall contribute the following sum to the cost of health insurance coverage through payroll deduction:

	<u>Individual Coverage</u>	<u>Family Coverage</u>
Effective July 1, 1999	14%	12%

A unit member enrolled in the health insurance plan may submit an annual waiver of coverage on a form designed by the District on or before November 1 of the school year. In the event a unit member has failed to exercise this option because of an "unforeseen event", the unit member may apply for the benefit after November 1. The Superintendent, with the Association President, shall determine to grant or deny the late application.

The unit member shall be paid the sum of fifty percent (50%) of the yearly contribution by the District for the plan he or she is currently enrolled in. In order for the unit member to receive the fifty percent (50%) waiver for the family plan, the unit member must have been enrolled in a family plan for a minimum of two (2) years immediately prior to the school year in which the request for waiver is made.

In the event a unit member who has chosen to waive their coverage must re-enroll because of an "unforeseen event" the unit member shall return on a pro-rata basis the portion of monies previously paid, determined as of the date of re-enrollment.

Any unforeseen event shall be defined as a "life event", such as, but not limited to, the death of the person under whose medical insurance the unit member is covered, divorce from the policy holder, or loss of job of the policy holder.

Should the Empire plan or other health plan selected by the employee permit the option of coverage of "same sex" and "significant other", the District shall elect same.

2. Part-Time Teachers Leaves and Fringe Benefits

Part-time teachers shall receive a pro-rata share of salary, sick leave, and personal leave; and those receiving at least 50% of salary shall receive the full medical and dental provisions accorded full-time teachers. Part-time teachers who teach three periods or more per day may be assigned one period of building duty.

Part-time teachers shall be advanced to the next salary step after having taught the equivalent of a full-time yearly schedule.



Part-time teachers who receive less than 50% of salary may participate in the health plan offered by the district by paying the entire premium (no cost to the district) subject to the rules of the carrier.

Notwithstanding the above, part-time teachers employed by the District in 1991-92 shall continue to receive the same leave and fringe benefits as full-time teachers.

3. Disability Insurance

For the term of this Agreement the District will provide a long term disability income insurance plan. The details of the plan will be distributed to all members of the FTA. On or before November 1, 1996, the monthly maximum shall be increased to Three Thousand Dollars (\$3000.00).

4. Dental Insurance

The District will provide \$16.00 per month per teacher for the purchase of a dental program.

5. Life Insurance

The School District agrees to purchase group life insurance for each covered employee providing \$10,000 coverage for unit members.

Each covered employee shall have the option of purchasing an additional, matching amount of such insurance, at his/her own expense.

6. Pre-Tax Contribution Program

The District will offer, on a voluntary basis, a Pre-tax Contribution Program authorized by IRS Section 125 whereby health and dental insurance premiums are deducted from employee's salaries and treated as a non-taxable item for the purpose of paying the employee's portion of the premium for group medical and dental insurance. The Association and District will develop mutually agreeable procedures for implementation of the program. Association members will pay up to fifty cents (50¢) per pay check toward the administrative costs of this program.

As they become available, other premium options may be offered as mutually agreeable.

7. Tax Shelter Payments

The Business Office will transmit payments within three (3) business days of deduction for persons on direct deposit.

8. Mileage Allowance

The District agrees to update the mileage allowance to reflect current IRS standards for transportation to unit members who are regularly assigned to more than one building in the course of their day. Claims shall be paid biannually in a separate check.

9. Payment for unused accumulated sick leave

Upon a teacher's retirement or termination of service, provided he/she has been in the District ten years and has given seventy-five (75) calendar days notice of his/her intention to retire or terminate to the district, and where retirement is involved, to the New York State Teachers' Retirement System, he/she shall receive compensation in a lump sum for unused sick leave that he/she may have accumulated in accordance with the following schedule. Effective July 1, 2003, notice of intent to retire must be given by March 15<sup>th</sup> during the school year in which the teacher intends to retire prior to resignation for the purpose of retirement.

- a) In the case of retirement, the accumulated sick leave lump sum will be as follows:

<u>10-15 years</u>	<u>16-20 years</u>	<u>20 years or more</u>
20.0% - 1-99 days	25.0% - 1-99 days	30.0% - 1-99 days
22.5% - 100-199 days	27.5% - 100-199 days	32.5% - 100-199 days
25.0% - 200-250 days	30.0% - 200-250 days	35.0% - 200-250 days*

\*Effective July 1, 2003:  
35.0% - 200-300 days

- b) In the case of resignation, the accumulated sick leave lump sum will be paid as follows:

<u>10-15 years</u>	<u>16-20 years</u>	<u>20 years or more</u>
12.5% - 1-99 days	17.5% - 1-99 days	22.5% - 1-99 days
15.0% - 100-199 days	20.0% - 100-199 days	25.0% - 100-199 days
17.5% - 200-250 days	22.5% - 200-250 days	27.5% - 200-250 days

- c) The foregoing provisions are all subject to the following conditions:

- 1) Any leaves of absence during the period of time that the employee was employed by the District shall be subtracted from the measuring time which the employee has been deemed to have been employed by the District for purposes of this Article; (a leave of absence shall be deemed to be any period of time during which the employee was not being paid his or her full salary for the actual rendering of teaching services to the District).

- 2) The maximum number of days of accumulated unused sick days which will qualify for payment is 300.
- 3) Should a teacher die after having given written notice of his/her intention to retire or terminate, but prior to the actual date of retirement or termination, then the District shall pay to his/her estate the amount of money he/she would be entitled to in this article.
- 4) Upon 75 days notice of intention to retire or terminate, a payment for unused sick leave shall be paid directly to the teacher in a separate check. Effective July 1, 2003, upon 75 days notice of intention to retire or terminate, or March 15<sup>th</sup> prior to resignation for the purpose of retirement, whichever is earlier, a payment for unused sick leave shall be paid directly to the teacher in a separate check. Such check shall be payable within 15 days of effective date of retirement or termination.
- 5) Upon 75 days notice of intention to retire or terminate, a payment for unused sick leave shall be paid to any annuity, investment fund, etc. designated by the teacher. Effective July 1, 2003, upon 75 days notice of intention to retire or terminate, or March 15<sup>th</sup> during the school year in which the teacher intends to retire prior to resignation for the purpose of retirement, whichever is earlier, a payment for unused sick leave shall be paid to any annuity, investment fund, etc. designated by the teacher. Such payment shall be made within 15 days of effective date of retirement or termination.

#### T. CURRICULUM DEVELOPMENT

1. Existing curriculum - the update and rewrite of existing curriculum shall be paid at the rate of \$283 for the project in 2002-2003, which amount shall be increased to \$291 in 2003-2004, which amount shall be increased to \$299 in 2004-2005, which amount shall be increased to \$308 in 2005-2006.

2. Workbook or Packet Development - the creation of a workbook or program packet shall be paid at the rate of \$567 for the project in 2002-2003, which amount shall be increased to \$584 in 2003-2004, which amount shall be increased to \$602 in 2004-2005, which amount shall be increased to \$620 in 2005-2006.

3. New Curriculum - new curriculum development shall be compensated according to the following project rates:

a. One-person project:

\$850 in 2002-2003

\$876 in 2003-2004

\$902 in 2004-2005

\$929 in 2005-2006

b. Two-person project:

\$1135 in 2002-2003

\$1169 in 2003-2004

\$1204 in 2004-2005

\$1240 in 2005-2006

c. Three or more people working on the same project:

\$1361 in 2002-2003

\$1402 in 2003-2004

\$1444 in 2004-2005

\$1487 in 2005-2006

The curriculum developers shall submit, with the completed project, the distribution of payment sheet describing the amounts to be paid to each developer. In no case shall the total sum exceed the allocation for the project. All curriculum projects shall be subject to approval by the Department Chair, Principal and the Assistant Superintendent for Curriculum.

4. New Curriculum - Request for Proposal

Whenever appropriate, the District will post a Request for Proposal which specifies the scope of the project. The Request for Proposal will be posted on the District Posting Boards and sent to the FTA president, building coordinators and appropriate members of the faculty. Upon receipt of proposal the Assistant Superintendent for Curriculum shall award the proposal and assign project compensation.

## ARTICLE XII

### DEPARTMENT HEADS AND CURRICULUM SPECIALISTS

A.     Applicability of contract provisions.

The parties agree to incorporate, in this FTA agreement the terms of the 1980-81 Agreement between the Freeport School Department Heads and Curriculum Specialists and the Freeport Union Free School District. Because Department Heads and Curriculum Specialists primarily serve the District as teachers and their responsibilities as Department Heads and Curriculum Specialists are essentially additional duty assignments, all agreements between the School District and the FTA apply to Department Heads and Curriculum Specialists in their teaching function. The provisions of this article refer to assignment as Department Head or Curriculum Specialist.

B.     Notice of Termination

The District shall give the chairperson not less than thirty (30) days notice of termination during the school year. In the event such notice extends into the following contract year, it would be given not less than seventy-five (75) calendar days prior to the start of the next school year, and not to exceed thirty (30) days after the start of the new school year.

Should termination of position as department head occur, that employee will revert to his/her full time previously held tenured teaching position. It is understood that for the duration of the term of Department Head tenure as a teacher in that department is retained.

C.     Work Year and Facilities

The work year for Department Heads and Curriculum Specialists will begin with orientation of new teachers (if they are employed) or on that same date at the request of the principal, and will conclude not more than two days beyond the teachers' work year.

Office space, telephones and clerical help will be provided when possible.

D.     Professional Meetings and Conferences

Subject to the approval of the Superintendent, the District agrees to provide sufficient monies so that Department Heads and Curriculum Specialists may attend major conferences in their various fields.

E.     Salaries

See Article XI(Q) Stipends.

In addition to the salaries set forth in Article XI, Department Heads or Curriculum Specialists requested to work beyond the contracted school year by the Superintendent will be compensated at the rate of 1/200th of the member's base salary for each day worked. The two days for new teacher orientation and the two days beyond the teacher's work year are exempt from this extra pay provision.

F. The teaching load for Department Heads will be as follows:

Number of Teachers Supervised	Number of Teaching Periods
16 or more	2
9 - 15	3
7 - 8	4

G. Duties of Department Heads.

1. Department Heads will be responsible for the evaluation, supervision and development of teachers within their department.
2. During the school year Department Heads will use their preparation period for staff development whenever possible.

### ARTICLE XIII

#### ASSOCIATION RIGHTS

The District recognizes that the Association as the bargaining unit has certain rights that are inclusive of but not necessarily limited to the following:

Upon reasonable notice to the appropriate administration authorities the Association may use school buildings for Association business at reasonable times (provided that there is no conflict with other use thereof) or after the school day.

One bulletin board will be made available in each school building for the posting of materials and information dealing with legal Association business.

The Association has the use of the inter-school mail facilities and members' mail boxes for distributing materials which involve legitimate Association business.

Board minutes, agenda and personnel policies, to the extent that the same are public records, will be supplied to the Association.

The Association shall be afforded adequate time to distribute the contract to new teachers during orientation.

The Association, through its representative, shall be given time to make announcements concerning legitimate Association business at the beginning and/or end of faculty meetings on prior notice to the principal.

The FTA President shall be relieved of all administrative assignments and examination proctoring duties. In the event that the FTA President is a pre-K, elementary or middle school teacher, aggregate equivalent time off from administrative assignments shall be granted, subject to the review of the parties. (This shall include release one day per month – the equivalent of secondary proctoring time – and release from all duties).

The Union Vice Presidents, the Grievance Chairs and all FTA Building Coordinators shall not have a duty assignment. Current limitations on annual hours to duty assignments for teachers shall be maintained.

## ARTICLE XIV

### GRIEVANCE PROCEDURE

#### A. Definition

Any claimed violation concerning the meaning, interpretation or application of this agreement shall constitute a grievance for the purpose of this Article.

#### B. General Principles

1. Grievances may be instituted by a covered employee or by a representative of the FTA on behalf of the grievant.

2. All grievances shall be in writing and shall include the name and position of the person or persons aggrieved and a statement of the nature of the grievance, the section or sections of the contract that are alleged to have been violated and the remedy sought. Grievances and responses thereto at all steps shall be in writing and shall include the decision of the respondent at each step.

3. All grievances must be filed at the appropriate step within thirty (30) school days after the occurrence of the event or action giving rise to the grievance or the same shall be waived.

4. The failure of the grievant to raise a grievance in the prescribed time period or within the time limits set forth therefore shall be a waiver of the right to grieve the matter in the first instance; and, failure to proceed to a subsequent step in the grievance procedure within the time limits specified therein after a decision has been rendered at any level shall be, and be deemed to be an acceptance of the decision rendered and shall constitute a waiver of any future appeal on the grievance or grievances at issue. In the event that new evidence comes to light which would justify a decision

different in effect than the one rendered, a new grievance may be filed based upon such new evidence and the grievance timetable set forth in this Article shall apply thereto.

In the event that a decision has been rendered in a grievance proceeding and that decision has not been implemented, if implementation is required within a reasonable time, or if the said decision has been violated, by the District the presentation of such evidence to the person or persons who rendered said decision shall constitute grounds to reopen the grievance at the level at which it had previously been terminated.

At all formal steps in the grievance procedure, whether or not the FTA is representing the grievant, the FTA shall receive reasonable notice of and have a reasonable opportunity for an FTA member to be present at each scheduled meeting. The FTA shall receive a copy of each formal written grievance commencing with Step 1, and any written responses thereto. As a corollary to such right extended to the FTA, the decision at each step shall be as binding upon the FTA as it is on the grievant.

5. Forms for filing grievance, serving of notice, and asking of appeals and any other necessary documentary forms reasonably required for an orderly grievance process shall be jointly prepared and approved by the parties hereto not inconsistent with all of the other terms and provisions of this Article. The District shall then cause to be reproduced reasonable supplies of said forms and provide the FTA with a reasonable quantity thereof and have additional sets of such forms available with the school district clerk. The unavailability of forms will under no circumstances justify an extension (to any party) of the grievance timetable.

6. The processing of grievances shall, wherever possible, be conducted at a time which shall afford all interested parties a reasonable opportunity to attend scheduled meetings; however, nothing contained in this provision may be deemed to extend the grievance timetable unless such extension of time shall be set forth in writing and executed by the grievant, the FTA and the appropriate representative or representatives charged with the decision responsibility at each particular step.

7. The district, the grievant and the FTA agree that to the extent permitted by law, and providing there is no violation of privilege or right of privacy on the part of anyone, each will provide, upon reasonable request, records, documents and other evidence deemed necessary and material by the deciding authority to a just resolution of the grievance.

8. Nothing contained herein shall be construed to limit the right of any covered employee unit at any time to discuss with any administrator or representative of the Board of Education a claimed violation or alleged improper application of the terms and conditions of this contract, provided however, that such discussion and/or the results thereof shall not be inconsistent or in conflict with the terms and provisions of this agreement.



C. Procedure

- Step 1: All grievances shall be submitted in writing to the teacher's immediate superior, within the time limits specified herein, and a written response thereto shall be made within seven (7) days (exclusive of holidays) after the supervisor has received the same.
- Step 2: If the grievance is not settled at Step 1, or an answer has not been received by the grievant (or the FTA on behalf of the grievant) in the time specified in Step 1, the grievant, or the FTA on behalf of the grievant may within fourteen (14) days (exclusive of holidays) submit the same in writing to the Superintendent. Within five (5) days (exclusive of holidays), after the grievance has been submitted to the Superintendent, the Superintendent shall schedule a meeting with the aggrieved party and a representative of the FTA for the purpose of resolving the grievance, the meeting to take place within ten (10) days (exclusive of holidays) of the submission of the grievance to the Superintendent.
- Step 3: If the grievance is not settled at Step 2 within ten (10) days after the meeting with the Superintendent, or the Superintendent fails to respond within such time, the grievant or the FTA on behalf of the grievant, may within an additional ten (10) days (exclusive of holidays) submit the grievance for resolution to the Board of Education. The Board shall within ten (10) days (exclusive of holidays) following its receipt of the written grievance at Step 3 meet with the aggrieved party and the representative of the FTA for the purpose of attempting to resolve the grievance. The Board shall, within ten (10) days (exclusive of holidays) following the completion of its meeting with the grievant, apprise the grievant, or the FTA on behalf of the grievant, in writing of its position in regard to the grievance.
- Step 4: In the event that the grievance is not resolved at the Board level within the ten (10) days (exclusive of holidays) following the date of the decision of the Board, or the failure of the Board to submit its written decision to the grievant, or the FTA on behalf of the grievant, the FTA may submit the grievance to binding arbitration.

The decision of the arbitrator or arbitrators shall be based upon and limited to the application and the interpretation of this agreement and the effect of such decision may not modify, amend, alter, vary, contradict or have effect beyond the specific terms and conditions of this agreement.

The decision of the arbitrator(s) shall be final and binding upon all parties.

The costs for all services and expenses of the arbitration proceeding shall be borne equally by the grievant (or grievant) and the District.

#### **ARTICLE XV**

##### **COPY OF AGREEMENT**

Each teacher in the District will receive a complete copy of this agreement, as well as any amendments to its provisions which shall be agreed upon in the future. The cost of printing will be equally divided between the Board of Education and the Association.

#### **ARTICLE XVI**

##### **CONFORMITY TO LAW-SAVING CLAUSE**

A. If any provision of this agreement is or shall at any time be contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law.

B. If there is such a provision as described in "A" all other provisions of this agreement not affected shall remain in force.

#### **ARTICLE XVII**

##### **PRIMACY OF AGREEMENT**

This agreement shall supersede any rules, regulations, or practices in the District which shall be contrary to or inconsistent with its terms. If an individual arrangement, agreement or contract contains any language inconsistent with this agreement, this agreement, during its duration shall be controlling.

#### **ARTICLE XVIII**

##### **MAINTENANCE OF STANDARDS**

General working conditions shall be maintained at existing standards and shall not be reduced by virtue of the execution of this document, unless expressly stated herein, or for good, proper, and compelling reasons.

**ARTICLE XIX**

**MISCELLANEOUS**

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

**ARTICLE XX**

**ELIMINATION OF POSITIONS**


A. In the event the Board of Education intends to terminate the employment of a teacher due to the abolition of a position(s), such teacher shall receive notice within 10 days after the Board makes the official decision to eliminate the position(s). Teachers who are terminated because of the elimination of positions, upon written request to the Superintendent, shall be given preference for available part-time and substitute teaching positions for which they are qualified at the pay rates and benefits applicable to those positions.

IN WITNESS WHEREOF, the parties hereto have caused these present to be executed by their duly authorized representatives on the day and year first above written.

**FREEPORT TEACHERS' ASSOCIATION**

 9/10/04  
RUTH SMITH Date  
President

**FREEPORT UNION FREE SCHOOL  
DISTRICT, TOWN OF HEMPSTEAD**

 9/14/04  
DR. ERIC L. EVERSLEY Date  
Superintendent of Schools

**FREEPORT TEACHERS ASSOCIATION  
SALARY SCHEDULES  
2002-2003**

**POST-1/19/00**

2002-2003

Post-1/19/00

SCHEDULE U4C DESCRIPTION TEACHER SAL SCH A

RANGE

STEP	1A/BA	1B/BA+15	1C/BA+30	1D/BA+45
1	42,398.00	43,613.00	46,503.00	47,390.00
2	44,265.00	45,450.00	48,604.00	49,506.00
3	46,121.00	47,286.00	50,720.00	51,621.00
4	47,989.00	49,131.00	52,838.00	53,732.00
5	49,857.00	50,971.00	54,945.00	55,859.00
6	51,558.00	52,736.00	57,245.00	58,141.00
7	53,261.00	54,514.00	59,552.00	60,412.00
8	54,968.00	56,277.00	61,852.00	62,698.00
9	56,681.00	58,042.00	64,156.00	64,982.00
10	58,382.00	59,818.00	66,451.00	67,268.00
11	60,070.00	61,498.00	68,614.00	69,440.00
12	64,196.00	65,107.00	70,774.00	71,619.00
13	66,138.00	67,279.00	72,932.00	73,797.00
14	68,087.00	69,456.00	75,093.00	75,986.00
15	70,032.00	71,624.00	77,271.00	78,162.00
16	70,032.00	71,624.00	77,271.00	78,162.00
17	70,032.00	71,624.00	77,271.00	78,162.00
18	70,032.00	71,624.00	77,271.00	78,162.00
19	70,032.00	71,624.00	77,271.00	78,162.00
20	71,490.00	74,097.00	79,406.00	80,706.00
21	71,490.00	74,097.00	79,406.00	80,706.00
22	71,490.00	74,097.00	79,406.00	80,706.00
23	71,490.00	74,097.00	79,406.00	80,706.00
24	71,490.00	74,097.00	79,406.00	80,706.00
25	74,573.00	76,366.00	80,243.00	81,933.00

2002-2003

Post 1/19/00

SCHEDULE U4D DESCRIPTION TCH SALD P1/19/00

RANGE

STEP	2A/MA	2F/MA+15	2D/MA+30	2E/MA+45	3A/EDD
1	50,077.00	51,642.00	53,240.00	54,329.00	58,366.00
2	52,193.00	53,809.00	55,464.00	56,603.00	60,687.00
3	54,309.00	55,979.00	57,695.00	58,878.00	63,000.00
4	56,435.00	58,144.00	59,920.00	61,147.00	65,324.00
5	58,559.00	60,315.00	62,153.00	63,425.00	67,647.00
6	60,770.00	62,535.00	64,365.00	65,633.00	69,910.00
7	63,000.00	64,760.00	66,549.00	67,777.00	72,154.00
8	65,237.00	66,984.00	68,745.00	69,945.00	74,395.00
9	67,466.00	69,207.00	70,962.00	72,154.00	76,651.00
10	69,693.00	71,428.00	73,174.00	74,358.00	78,896.00
11	71,931.00	73,762.00	75,592.00	76,831.00	81,512.00
12	74,168.00	76,106.00	78,069.00	79,400.00	83,732.00
13	76,538.00	78,533.00	80,526.00	81,874.00	86,735.00
14	78,939.00	80,962.00	83,006.00	84,394.00	89,359.00
15	81,336.00	83,397.00	85,464.00	86,858.00	91,970.00
16	81,336.00	83,397.00	85,464.00	86,858.00	91,970.00
17	81,336.00	83,397.00	85,464.00	86,858.00	91,970.00
18	81,336.00	83,397.00	85,464.00	86,858.00	91,970.00
19	81,336.00	83,397.00	85,464.00	86,858.00	91,970.00
20	84,607.00	86,603.00	88,618.00	89,987.00	94,253.00
21	84,607.00	86,603.00	88,618.00	89,987.00	94,253.00
22	84,607.00	86,603.00	88,618.00	89,987.00	94,253.00
23	84,607.00	86,603.00	88,618.00	89,987.00	94,253.00
24	84,607.00	86,603.00	88,618.00	89,987.00	94,253.00
25	86,977.00	88,978.00	90,982.00	92,337.00	96,300.00

2002-2003

Post 1/19/00

SCHEDULE U4E DESCRIPTION TEACHER SAL SCH E

R A N G E

STEP 1D/BA+40 1E/BA+50 1F/BA+60

1	58,141.00	59,018.00	59,903.00
2	60,413.00	61,286.00	62,144.00
3	62,699.00	63,542.00	64,393.00
4	64,982.00	65,811.00	66,637.00
5	67,267.00	68,074.00	68,886.00
6	69,440.00	70,276.00	71,103.00
7	71,620.00	72,476.00	73,316.00
8	73,784.00	74,673.00	75,545.00
9	75,987.00	76,874.00	77,769.00
10	78,162.00	79,036.00	80,101.00
11	80,706.00	82,008.00	83,301.00
12	81,933.00	83,614.00	85,288.00

2002-2003

POST 1/19/00

SCHEDULE E4C DESCRIPT ELEM  
R A N G E

GUIDANCE

STEP	1A/BA	1B/BA+15	1C/BA+30	1D/BA+45
1	44,518.00	45,794.00	48,828.00	49,760.00
2	46,479.00	47,722.00	51,033.00	51,981.00
3	48,428.00	49,650.00	53,256.00	54,202.00
4	50,389.00	51,588.00	55,480.00	56,418.00
5	52,344.00	53,519.00	57,692.00	58,652.00
6	54,136.00	55,373.00	60,108.00	61,048.00
7	55,925.00	57,239.00	62,529.00	63,433.00
8	57,716.00	59,091.00	64,945.00	65,833.00
9	59,515.00	60,944.00	67,363.00	68,230.00
10	61,301.00	62,809.00	69,774.00	70,631.00
11	63,073.00	64,573.00	72,045.00	72,912.00
12	67,405.00	68,363.00	74,313.00	75,200.00
13	69,446.00	70,643.00	76,578.00	77,487.00
14	71,491.00	72,929.00	78,848.00	79,786.00
15	73,534.00	75,205.00	81,134.00	82,069.00
16	73,534.00	75,205.00	81,134.00	82,069.00
17	73,534.00	75,205.00	81,134.00	82,069.00
18	73,534.00	75,205.00	81,134.00	82,069.00
19	73,534.00	75,205.00	81,134.00	82,069.00
20	75,064.00	77,802.00	83,376.00	84,741.00
21	75,064.00	77,802.00	83,376.00	84,741.00
22	75,064.00	77,802.00	83,376.00	84,741.00
23	75,064.00	77,802.00	83,376.00	84,741.00
24	75,064.00	77,802.00	83,376.00	84,741.00
25	78,302.00	80,184.00	84,255.00	86,030.00



2002-2003

POST 1/19/00

## SCHEDULE E4D DESCRIPTION ELEM GUIDANCE SCHD

## R A N G E

STEP	2A/MA	2F/MA+15	2D/MA+30	2E/MA+45	3A/EDD
1	52,580.00	54,224.00	55,901.00	57,046.00	61,284.00
2	54,803.00	56,500.00	58,237.00	59,433.00	63,721.00
3	57,024.00	58,778.00	60,580.00	61,822.00	66,150.00
4	59,257.00	61,051.00	62,917.00	64,204.00	68,590.00
5	61,487.00	63,331.00	65,261.00	66,597.00	71,030.00
6	63,809.00	65,663.00	67,583.00	68,914.00	73,406.00
7	66,150.00	67,999.00	69,877.00	71,166.00	75,762.00
8	68,499.00	70,334.00	72,182.00	73,442.00	78,114.00
9	70,839.00	72,668.00	74,510.00	75,762.00	80,483.00
10	73,177.00	74,999.00	76,833.00	78,076.00	82,841.00
11	75,528.00	77,451.00	79,372.00	80,673.00	85,588.00
12	77,876.00	79,910.00	81,973.00	83,369.00	87,919.00
13	80,365.00	82,460.00	84,553.00	85,967.00	91,072.00
14	82,886.00	85,010.00	87,156.00	88,614.00	93,827.00
15	85,402.00	87,566.00	89,738.00	91,200.00	96,569.00
16	85,402.00	87,566.00	89,738.00	91,200.00	96,569.00
17	85,402.00	87,566.00	89,738.00	91,200.00	96,569.00
18	85,402.00	87,566.00	89,738.00	91,200.00	96,569.00
19	85,402.00	87,566.00	89,738.00	91,200.00	96,569.00
20	88,838.00	90,934.00	93,049.00	94,486.00	98,965.00
21	88,838.00	90,934.00	93,049.00	94,486.00	98,965.00
22	88,838.00	90,934.00	93,049.00	94,486.00	98,965.00
23	88,838.00	90,934.00	93,049.00	94,486.00	98,965.00
24	88,838.00	90,934.00	93,049.00	94,486.00	98,965.00
25	91,326.00	93,426.00	95,531.00	96,954.00	101,115.00

2002-2003

POST 1/19/00

SCHEDULE H4C DESCRIPTION GUIDANCE BACH

RANGE

STEP	1A/BA	1B/BA+15	1C/BA+30	1D/BA+45
1	45,579.00	46,885.00	49,992.00	50,944.00
2	47,584.00	48,859.00	52,249.00	53,219.00
3	49,581.00	50,832.00	54,524.00	55,491.00
4	51,589.00	52,816.00	56,799.00	57,763.00
5	53,590.00	54,794.00	59,066.00	60,048.00
6	55,424.00	56,690.00	61,539.00	62,501.00
7	57,256.00	58,601.00	64,018.00	64,943.00
8	59,090.00	60,498.00	66,491.00	67,401.00
9	60,932.00	62,395.00	68,967.00	69,857.00
10	62,761.00	64,303.00	71,435.00	72,313.00
11	64,574.00	66,111.00	73,759.00	74,647.00
12	69,011.00	69,991.00	76,082.00	76,990.00
13	71,098.00	72,325.00	78,403.00	79,332.00
14	73,193.00	74,665.00	80,724.00	81,686.00
15	75,284.00	76,996.00	83,067.00	84,024.00
16	75,284.00	76,996.00	83,067.00	84,024.00
17	75,284.00	76,996.00	83,067.00	84,024.00
18	75,284.00	76,996.00	83,067.00	84,024.00
19	75,284.00	76,996.00	83,067.00	84,024.00
20	76,852.00	79,655.00	85,362.00	86,758.00
21	76,852.00	79,655.00	85,362.00	86,758.00
22	76,852.00	79,655.00	85,362.00	86,758.00
23	76,852.00	79,655.00	85,362.00	86,758.00
24	76,852.00	79,655.00	85,362.00	86,758.00
25	80,166.00	82,094.00	86,261.00	88,078.00

2002-2003

POST 1/19/00

SCHEDULE H4D DESCRIPTION GUIDMST P1/19/00

## R A N G E

STEP	2A/MA	2F/MA+15	2D/MA+30	2E/MA+45	3A/EDD
1	53,832.00	55,515.00	57,233.00	58,405.00	62,742.00
2	56,108.00	57,846.00	59,624.00	60,846.00	65,238.00
3	58,382.00	60,178.00	62,022.00	63,294.00	67,726.00
4	60,667.00	62,503.00	64,415.00	65,735.00	70,222.00
5	62,951.00	64,837.00	66,815.00	68,183.00	72,721.00
6	65,328.00	67,225.00	69,193.00	70,554.00	75,154.00
7	67,726.00	69,619.00	71,539.00	72,858.00	77,565.00
8	70,130.00	72,007.00	73,899.00	75,191.00	79,973.00
9	72,525.00	74,399.00	76,284.00	77,563.00	82,400.00
10	74,919.00	76,787.00	78,662.00	79,935.00	84,812.00
11	77,327.00	79,295.00	81,262.00	82,593.00	87,625.00
12	79,732.00	81,813.00	83,924.00	85,357.00	90,012.00
13	82,278.00	84,425.00	86,567.00	88,015.00	93,241.00
14	84,861.00	87,035.00	89,231.00	90,723.00	96,060.00
15	87,437.00	89,653.00	91,874.00	93,375.00	98,867.00
16	87,437.00	89,653.00	91,874.00	93,375.00	98,867.00
17	87,437.00	89,653.00	91,874.00	93,375.00	98,867.00
18	87,437.00	89,653.00	91,874.00	93,375.00	98,867.00
19	87,437.00	89,653.00	91,874.00	93,375.00	98,867.00
20	90,953.00	93,099.00	95,265.00	96,736.00	101,322.00
21	90,953.00	93,099.00	95,265.00	96,736.00	101,322.00
22	90,953.00	93,099.00	95,265.00	96,736.00	101,322.00
23	90,953.00	93,099.00	95,265.00	96,736.00	101,322.00
24	90,953.00	93,099.00	95,265.00	96,736.00	101,322.00
25	93,500.00	95,651.00	97,807.00	99,262.00	103,523.00

2002-2003

Post-1/19/00

SCHEDULE U4A DESCRIPTION PSY SAL P1/19/00

R A N G E

STEP	2A/MA	2F/MA+15	2D/MA+30	2E/MA+45	3A/EDD
1	63,883.00	65,921.00	67,940.00	69,310.00	70,650.00
2	66,767.00	68,898.00	71,016.00	72,452.00	73,852.00
3	69,662.00	71,881.00	74,094.00	75,604.00	77,064.00
4	72,548.00	74,857.00	77,169.00	78,747.00	80,256.00
5	75,432.00	77,847.00	80,243.00	81,872.00	83,456.00
6	78,317.00	80,866.00	83,315.00	85,004.00	86,655.00
7	81,212.00	83,807.00	86,397.00	88,161.00	89,856.00
8	85,640.00	86,788.00	89,469.00	91,288.00	93,057.00
9	86,980.00	89,772.00	92,542.00	94,424.00	96,257.00

2002-2003

SCHEDULE T4B DESCRIPTION REGISTERED NURSE

R A N G E

STEP REG NURS

1	33,392.00
2	34,627.00
3	35,859.00
4	37,095.00
5	38,330.00
6	39,563.00
7	40,804.00
8	42,032.00
9	43,272.00
10	44,503.00

2002-2003

SCHEDULE T4J DESCRIPTION COMM AIDE SALSCHA

RANGE

STEP COM AIDE

1	34,184.00
2	35,673.00
3	37,161.00
4	38,654.00
5	40,144.00
6	41,509.00
7	42,874.00
8	44,235.00
9	45,609.00
10	46,966.00
11	48,318.00
12	51,621.00
13	53,174.00
14	54,731.00
15	56,300.00
16	56,300.00
17	56,300.00
18	56,300.00
19	56,300.00
20	57,455.00
21	57,455.00
22	57,455.00
23	57,455.00
24	57,455.00
25	59,921.00



**FREEPORT TEACHERS ASSOCIATION  
SALARY SCHEDULES  
2003-2004**

**POST-1/19/00**

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2003-2004

Post 1/19/00

SCHEDULE U5C DESCRIPTION TEACHER SAL SCH A

RANGE

STEP	1A/BA	1B/BA+15	1C/BA+30	1D/BA+45
1	43,670.00	44,921.00	47,898.00	48,812.00
2	45,593.00	46,814.00	50,062.00	50,991.00
3	47,505.00	48,705.00	52,242.00	53,170.00
4	49,429.00	50,605.00	54,423.00	55,344.00
5	51,347.00	52,500.00	56,593.00	57,535.00
6	53,105.00	54,318.00	58,962.00	59,885.00
7	54,859.00	56,149.00	61,339.00	62,224.00
8	56,617.00	57,965.00	63,708.00	64,579.00
9	58,381.00	59,783.00	66,081.00	66,931.00
10	60,133.00	61,613.00	68,445.00	69,286.00
11	61,872.00	63,343.00	70,672.00	71,523.00
12	66,122.00	67,060.00	72,897.00	73,768.00
13	68,122.00	69,297.00	75,120.00	76,011.00
14	70,130.00	71,540.00	77,346.00	78,266.00
15	72,133.00	73,773.00	79,589.00	80,507.00
16	72,133.00	73,773.00	79,589.00	80,507.00
17	72,133.00	73,773.00	79,589.00	80,507.00
18	72,133.00	73,773.00	79,589.00	80,507.00
19	72,133.00	73,773.00	79,589.00	80,507.00
20	73,635.00	76,320.00	81,788.00	83,127.00
21	73,635.00	76,320.00	81,788.00	83,127.00
22	73,635.00	76,320.00	81,788.00	83,127.00
23	73,635.00	76,320.00	81,788.00	83,127.00
24	73,635.00	76,320.00	81,788.00	83,127.00
25	76,810.00	78,657.00	82,650.00	84,391.00

2003-2004

Post 1/19/00

SCHEDULE U5D DESCRIPTION TCH SALD P1/19/00

R A N G E

STEP	2A/MA	2F/MA+15	2D/MA+30	2E/MA+45	3A/EDD
1	51,579.00	53,191.00	54,837.00	55,959.00	60,117.00
2	53,759.00	55,423.00	57,128.00	58,301.00	62,508.00
3	55,938.00	57,658.00	59,426.00	60,644.00	64,890.00
4	58,128.00	59,888.00	61,718.00	62,981.00	67,284.00
5	60,316.00	62,124.00	64,018.00	65,328.00	69,676.00
6	62,593.00	64,411.00	66,296.00	67,602.00	72,007.00
7	64,890.00	66,703.00	68,545.00	69,810.00	74,319.00
8	67,194.00	68,994.00	70,807.00	72,043.00	76,627.00
9	69,490.00	71,283.00	73,091.00	74,319.00	78,951.00
10	71,784.00	73,571.00	75,369.00	76,589.00	81,263.00
11	74,089.00	75,975.00	77,860.00	79,136.00	83,957.00
12	76,393.00	78,389.00	80,411.00	81,782.00	86,244.00
13	78,834.00	80,889.00	82,942.00	84,330.00	89,337.00
14	81,307.00	83,391.00	85,496.00	86,926.00	92,040.00
15	83,776.00	85,899.00	88,028.00	89,464.00	94,729.00
16	83,776.00	85,899.00	88,028.00	89,464.00	94,729.00
17	83,776.00	85,899.00	88,028.00	89,464.00	94,729.00
18	83,776.00	85,899.00	88,028.00	89,464.00	94,729.00
19	83,776.00	85,899.00	88,028.00	89,464.00	94,729.00
20	87,145.00	89,201.00	91,277.00	92,687.00	97,081.00
21	87,145.00	89,201.00	91,277.00	92,687.00	97,081.00
22	87,145.00	89,201.00	91,277.00	92,687.00	97,081.00
23	87,145.00	89,201.00	91,277.00	92,687.00	97,081.00
24	87,145.00	89,201.00	91,277.00	92,687.00	97,081.00
25	89,586.00	91,647.00	93,711.00	95,107.00	99,189.00

2003-2004

Post 1/19/00

SCHEDULE U5E DESCRIPTION TEACHER SAL SCH E

RANGE

STEP 1D/BA+40 1E/BA+50 1F/BA+60

1	59,885.00	60,789.00	61,700.00
2	62,225.00	63,125.00	64,008.00
3	64,580.00	65,448.00	66,325.00
4	66,931.00	67,785.00	68,636.00
5	69,285.00	70,116.00	70,953.00
6	71,523.00	72,384.00	73,236.00
7	73,769.00	74,650.00	75,515.00
8	75,998.00	76,913.00	77,811.00
9	78,267.00	79,180.00	80,102.00
10	80,507.00	81,407.00	82,504.00
11	83,127.00	84,468.00	85,800.00
12	84,391.00	86,122.00	87,847.00

2003-2004

POST 1/19/00

## SCHEDULE E5C DESCRIPTION ELEM GUIDANCE

## R A N G E

STEP	1A/BA	1B/BA+15	1C/BA+30	1D/BA+45
1	45,854.00	47,168.00	50,293.00	51,253.00
2	47,873.00	49,154.00	52,564.00	53,540.00
3	49,881.00	51,140.00	54,854.00	55,828.00
4	51,901.00	53,136.00	57,144.00	58,111.00
5	53,914.00	55,125.00	59,423.00	60,412.00
6	55,760.00	57,034.00	61,911.00	62,879.00
7	57,603.00	58,956.00	64,405.00	65,336.00
8	59,447.00	60,864.00	66,893.00	67,808.00
9	61,300.00	62,772.00	69,384.00	70,277.00
10	63,140.00	64,693.00	71,867.00	72,750.00
11	64,965.00	66,510.00	74,206.00	75,099.00
12	69,427.00	70,414.00	76,542.00	77,456.00
13	71,529.00	72,762.00	78,875.00	79,812.00
14	73,636.00	75,117.00	81,213.00	82,180.00
15	75,740.00	77,461.00	83,568.00	84,531.00
16	75,740.00	77,461.00	83,568.00	84,531.00
17	75,740.00	77,461.00	83,568.00	84,531.00
18	75,740.00	77,461.00	83,568.00	84,531.00
19	75,740.00	77,461.00	83,568.00	84,531.00
20	77,316.00	80,136.00	85,877.00	87,283.00
21	77,316.00	80,136.00	85,877.00	87,283.00
22	77,316.00	80,136.00	85,877.00	87,283.00
23	77,316.00	80,136.00	85,877.00	87,283.00
24	77,316.00	80,136.00	85,877.00	87,283.00
25	80,651.00	82,590.00	86,783.00	88,611.00



2005-2006

Pre-1/19/00

SCHEDULE T7A DESCRIPTION SCHOOL PSY SAL SCH

R A N G E

STEP	2A/MA	2B/MA+10	2C/MA+20	2D/MA+30	2E/MA+45	3A/EDD
1	69,806.00	71,294.00	72,772.00	74,239.00	75,737.00	77,202.00
2	72,958.00	74,509.00	76,061.00	77,600.00	79,171.00	80,701.00
3	76,122.00	77,740.00	79,348.00	80,965.00	82,614.00	84,210.00
4	79,275.00	80,960.00	82,637.00	84,325.00	86,048.00	87,698.00
5	82,427.00	84,191.00	85,943.00	87,684.00	89,464.00	91,195.00
6	85,580.00	87,495.00	89,232.00	91,040.00	92,886.00	94,691.00
7	88,742.00	90,636.00	92,519.00	94,409.00	96,336.00	98,189.00
8	93,581.00	93,854.00	95,819.00	97,766.00	99,753.00	101,686.00
9	95,045.00	97,084.00	99,111.00	101,123.00	103,180.00	105,183.00

2005-2006

PRE 1/19/00

## SCHEDULE G7D DESCRIPTION GUIDANCE MASTER

## RANGE

STEP	2A/MA	2B/MA+10	2C/MA+20	2D/MA+30	2E/MA+45	3A/EDD
1	58,823.00	60,039.00	61,286.00	62,541.00	63,821.00	68,560.00
2	61,311.00	62,577.00	63,841.00	65,153.00	66,488.00	71,287.00
3	63,795.00	65,103.00	66,411.00	67,773.00	69,163.00	74,007.00
4	66,293.00	67,626.00	68,973.00	70,387.00	71,830.00	76,734.00
5	68,789.00	70,155.00	71,545.00	73,011.00	74,505.00	79,465.00
6	71,386.00	72,770.00	74,149.00	75,609.00	77,098.00	82,123.00
7	74,007.00	75,389.00	76,758.00	78,173.00	79,616.00	84,758.00
8	76,633.00	78,001.00	79,368.00	80,751.00	82,188.00	87,388.00
9	79,250.00	80,613.00	81,983.00	83,358.00	84,756.00	90,041.00
10	81,866.00	83,224.00	84,588.00	85,957.00	87,343.00	92,676.00
11	84,497.00	85,929.00	87,366.00	88,797.00	90,255.00	95,751.00
12	87,126.00	88,630.00	90,166.00	91,706.00	93,273.00	98,358.00
13	89,907.00	91,468.00	93,039.00	94,594.00	96,176.00	101,887.00
14	92,730.00	94,311.00	95,901.00	97,505.00	99,135.00	104,967.00
15	95,545.00	97,149.00	98,781.00	100,393.00	102,033.00	108,035.00
16	95,545.00	97,149.00	98,781.00	100,393.00	102,033.00	108,035.00
17	95,545.00	97,149.00	98,781.00	100,393.00	102,033.00	108,035.00
18	95,545.00	97,149.00	98,781.00	100,393.00	102,033.00	108,035.00
19	95,545.00	97,149.00	98,781.00	100,393.00	102,033.00	108,035.00
20	99,387.00	100,947.00	102,514.00	104,099.00	105,706.00	110,718.00
21	99,387.00	100,947.00	102,514.00	104,099.00	105,706.00	110,718.00
22	99,387.00	100,947.00	102,514.00	104,099.00	105,706.00	110,718.00
23	99,387.00	100,947.00	102,514.00	104,099.00	105,706.00	110,718.00
24	99,387.00	100,947.00	102,514.00	104,099.00	105,706.00	110,718.00
25	102,170.00	103,731.00	105,308.00	106,876.00	108,466.00	113,123.00



2005-2006

PRE 1/19/00  
SCHEDULE G7C DESCRIPTION GUIDANCE BACH

## R A N G E

STEP	1A/BA	1B/BA+15	1C/BA+30	1D/BA+45
1	49,805.00	51,233.00	54,628.00	55,667.00
2	51,996.00	53,390.00	57,093.00	58,154.00
3	54,178.00	55,546.00	59,580.00	60,637.00
4	56,373.00	57,713.00	62,066.00	63,119.00
5	58,560.00	59,875.00	64,543.00	65,615.00
6	60,564.00	61,947.00	67,246.00	68,296.00
7	62,565.00	64,035.00	69,955.00	70,965.00
8	64,570.00	66,107.00	72,657.00	73,651.00
9	66,582.00	68,181.00	75,362.00	76,335.00
10	68,580.00	70,266.00	78,059.00	79,017.00
11	70,561.00	72,241.00	80,599.00	81,569.00
12	75,409.00	76,482.00	83,136.00	84,129.00
13	77,691.00	79,032.00	85,673.00	86,688.00
14	79,981.00	81,588.00	88,209.00	89,261.00
15	82,265.00	84,136.00	90,770.00	91,815.00
16	82,265.00	84,136.00	90,770.00	91,815.00
17	82,265.00	84,136.00	90,770.00	91,815.00
18	82,265.00	84,136.00	90,770.00	91,815.00
19	82,265.00	84,136.00	90,770.00	91,815.00
20	83,979.00	87,041.00	93,278.00	94,803.00
21	83,979.00	87,041.00	93,278.00	94,803.00
22	83,979.00	87,041.00	93,278.00	94,803.00
23	83,979.00	87,041.00	93,278.00	94,803.00
24	83,979.00	87,041.00	93,278.00	94,803.00
25	87,599.00	89,707.00	94,259.00	96,245.00

2005-2006

Pre-1/19/00

SCHEDULE T7E DESCRIPTION TEACHER SAL SCH E

R A N G E

STEP	1D/BA+40	1E/BA+50	1F/BA+60
1	63,532.00	64,491.00	65,458.00
2	66,015.00	66,970.00	67,906.00
3	68,513.00	69,433.00	70,364.00
4	71,007.00	71,914.00	72,816.00
5	73,505.00	74,386.00	75,274.00
6	75,879.00	76,793.00	77,696.00
7	78,261.00	79,197.00	80,113.00
8	80,626.00	81,597.00	82,549.00
9	83,033.00	84,002.00	84,980.00
10	85,410.00	86,364.00	87,528.00
11	88,190.00	89,612.00	91,025.00
12	89,531.00	91,367.00	93,196.00

2005-2006

Pre-1/19/00

## SCHEDULE T7D DESCRIPTION TEACHER SAL SCH D

## R A N G E

STEP	2A/MA	2B/MA+10	2C/MA+20	2D/MA+30	2E/MA+45	3A/EDD
1	54,720.00	55,851.00	57,009.00	58,176.00	59,367.00	63,779.00
2	57,033.00	58,210.00	59,388.00	60,607.00	61,852.00	66,314.00
3	59,344.00	60,563.00	61,779.00	63,045.00	64,337.00	68,842.00
4	61,668.00	62,907.00	64,162.00	65,477.00	66,816.00	71,382.00
5	63,989.00	65,262.00	66,553.00	67,917.00	69,307.00	73,919.00
6	66,405.00	67,692.00	68,977.00	70,334.00	71,719.00	76,392.00
7	68,842.00	70,129.00	71,401.00	72,719.00	74,061.00	78,845.00
8	71,286.00	72,559.00	73,830.00	75,119.00	76,430.00	81,294.00
9	73,722.00	74,987.00	76,264.00	77,543.00	78,845.00	83,760.00
10	76,156.00	77,418.00	78,685.00	79,959.00	81,254.00	86,212.00
11	78,601.00	79,935.00	81,269.00	82,602.00	83,955.00	89,070.00
12	81,046.00	82,448.00	83,877.00	85,308.00	86,762.00	91,496.00
13	83,635.00	85,086.00	86,546.00	87,993.00	89,466.00	94,778.00
14	86,258.00	87,731.00	89,209.00	90,703.00	92,220.00	97,645.00
15	88,878.00	90,372.00	91,889.00	93,389.00	94,912.00	100,498.00
16	88,878.00	90,372.00	91,889.00	93,389.00	94,912.00	100,498.00
17	88,878.00	90,372.00	91,889.00	93,389.00	94,912.00	100,498.00
18	88,878.00	90,372.00	91,889.00	93,389.00	94,912.00	100,498.00
19	88,878.00	90,372.00	91,889.00	93,389.00	94,912.00	100,498.00
20	92,452.00	93,905.00	95,364.00	96,835.00	98,332.00	102,993.00
21	92,452.00	93,905.00	95,364.00	96,835.00	98,332.00	102,993.00
22	92,452.00	93,905.00	95,364.00	96,835.00	98,332.00	102,993.00
23	92,452.00	93,905.00	95,364.00	96,835.00	98,332.00	102,993.00
24	92,452.00	93,905.00	95,364.00	96,835.00	98,332.00	102,993.00
25	95,042.00	96,495.00	97,960.00	99,418.00	100,899.00	105,230.00

2005-2006

Pre-1/19/00

SCHEDULE T7C DESCRIPTION TEACHER SAL SCH A

R A N G E

STEP	1A/BA	1B/BA+15	1C/BA+30	1D/BA+45
1	46,329.00	47,657.00	50,815.00	51,784.00
2	48,370.00	49,665.00	53,111.00	54,097.00
3	50,398.00	51,671.00	55,423.00	56,408.00
4	52,439.00	53,687.00	57,738.00	58,714.00
5	54,474.00	55,697.00	60,040.00	61,039.00
6	56,339.00	57,626.00	62,553.00	63,532.00
7	58,200.00	59,568.00	65,074.00	66,014.00
8	60,065.00	61,495.00	67,588.00	68,511.00
9	61,936.00	63,423.00	70,105.00	71,007.00
10	63,795.00	65,365.00	72,613.00	73,506.00
11	65,640.00	67,200.00	74,976.00	75,879.00
12	70,149.00	71,144.00	77,337.00	78,260.00
13	72,271.00	73,517.00	79,695.00	80,640.00
14	74,401.00	75,897.00	82,056.00	83,032.00
15	76,526.00	78,266.00	84,436.00	85,410.00
16	76,526.00	78,266.00	84,436.00	85,410.00
17	76,526.00	78,266.00	84,436.00	85,410.00
18	76,526.00	78,266.00	84,436.00	85,410.00
19	76,526.00	78,266.00	84,436.00	85,410.00
20	78,119.00	80,968.00	86,769.00	88,190.00
21	78,119.00	80,968.00	86,769.00	88,190.00
22	78,119.00	80,968.00	86,769.00	88,190.00
23	78,119.00	80,968.00	86,769.00	88,190.00
24	78,119.00	80,968.00	86,769.00	88,190.00
25	81,487.00	83,448.00	87,684.00	89,531.00

**FREEPORT TEACHERS ASSOCIATION  
SALARY SCHEDULES  
2005-2006**

**PRE-1/19/00**

2004-2005

Pre-1/19/00

SCHEDULE T6A DESCRIPTION SCHOOL PSY SAL SCH

R A N G E

STEP 2A/MA 2B/MA+10 2C/MA+20 2D/MA+30 2E/MA+45 3A/EDD

1	67,773.00	69,217.00	70,652.00	72,077.00	73,531.00	74953
2	70,833.00	72,339.00	73,846.00	75,340.00	76,865.00	78350
3	73,905.00	75,476.00	77,037.00	78,607.00	80,208.00	81757
4	76,966.00	78,602.00	80,230.00	81,869.00	83,542.00	85144
5	80,026.00	81,739.00	83,440.00	85,130.00	86,858.00	88539
6	83,087.00	84,947.00	86,633.00	88,388.00	90,181.00	91933
7	86,157.00	87,996.00	89,824.00	91,659.00	93,530.00	95329
8	90,855.00	91,120.00	93,028.00	94,918.00	96,848.00	98724
9	92,277.00	94,256.00	96,224.00	98,178.00	100,175.00	102119

2004-2005

PRE 1/19/00

## SCHEDULE G6D DESCRIPTION GUIDANCE MASTER

## R A N G E

STEP	2A/MA	2B/MA+10	2C/MA+20	2D/MA+30	2E/MA+45	3A/EDD
1	57,110.00	58,290.00	59,501.00	60,719.00	61,962.00	66,563.00
2	59,525.00	60,754.00	61,982.00	63,255.00	64,551.00	69,211.00
3	61,937.00	63,207.00	64,477.00	65,799.00	67,149.00	71,851.00
4	64,362.00	65,656.00	66,964.00	68,337.00	69,738.00	74,499.00
5	66,785.00	68,112.00	69,461.00	70,884.00	72,335.00	77,150.00
6	69,307.00	70,650.00	71,989.00	73,407.00	74,852.00	79,731.00
7	71,851.00	73,193.00	74,522.00	75,896.00	77,297.00	82,289.00
8	74,401.00	75,729.00	77,056.00	78,399.00	79,794.00	84,843.00
9	76,942.00	78,265.00	79,595.00	80,930.00	82,287.00	87,418.00
10	79,482.00	80,800.00	82,124.00	83,453.00	84,799.00	89,977.00
11	82,036.00	83,426.00	84,821.00	86,211.00	87,626.00	92,962.00
12	84,588.00	86,049.00	87,540.00	89,035.00	90,556.00	95,493.00
13	87,288.00	88,804.00	90,329.00	91,839.00	93,375.00	98,919.00
14	90,029.00	91,564.00	93,108.00	94,665.00	96,248.00	101,910.00
15	92,762.00	94,319.00	95,904.00	97,469.00	99,061.00	104,888.00
16	92,762.00	94,319.00	95,904.00	97,469.00	99,061.00	104,888.00
17	92,762.00	94,319.00	95,904.00	97,469.00	99,061.00	104,888.00
18	92,762.00	94,319.00	95,904.00	97,469.00	99,061.00	104,888.00
19	92,762.00	94,319.00	95,904.00	97,469.00	99,061.00	104,888.00
20	96,492.00	98,007.00	99,528.00	101,067.00	102,627.00	107,493.00
21	96,492.00	98,007.00	99,528.00	101,067.00	102,627.00	107,493.00
22	96,492.00	98,007.00	99,528.00	101,067.00	102,627.00	107,493.00
23	96,492.00	98,007.00	99,528.00	101,067.00	102,627.00	107,493.00
24	96,492.00	98,007.00	99,528.00	101,067.00	102,627.00	107,493.00
25	99,194.00	100,710.00	102,241.00	103,763.00	105,307.00	109,828.00

2004-2005

PRE 1/19/00

SCHEDULE G6C DESCRIPTION GUIDANCE BACH

R A N G E

STEP      1A/BA      1B/BA+15      1C/BA+30      1D/BA+45

1	48,354.00	49,741.00	53,037.00	54,046.00
2	50,482.00	51,835.00	55,430.00	56,460.00
3	52,600.00	53,928.00	57,845.00	58,871.00
4	54,731.00	56,032.00	60,258.00	61,281.00
5	56,854.00	58,131.00	62,663.00	63,704.00
6	58,800.00	60,143.00	65,287.00	66,307.00
7	60,743.00	62,170.00	67,917.00	68,898.00
8	62,689.00	64,182.00	70,541.00	71,506.00
9	64,643.00	66,195.00	73,167.00	74,112.00
10	66,583.00	68,219.00	75,785.00	76,716.00
11	68,506.00	70,137.00	78,251.00	79,193.00
12	73,213.00	74,254.00	80,715.00	81,679.00
13	75,428.00	76,730.00	83,178.00	84,163.00
14	77,651.00	79,212.00	85,640.00	86,661.00
15	79,869.00	81,685.00	88,126.00	89,141.00
16	79,869.00	81,685.00	88,126.00	89,141.00
17	79,869.00	81,685.00	88,126.00	89,141.00
18	79,869.00	81,685.00	88,126.00	89,141.00
19	79,869.00	81,685.00	88,126.00	89,141.00
20	81,533.00	84,506.00	90,561.00	92,042.00
21	81,533.00	84,506.00	90,561.00	92,042.00
22	81,533.00	84,506.00	90,561.00	92,042.00
23	81,533.00	84,506.00	90,561.00	92,042.00
24	81,533.00	84,506.00	90,561.00	92,042.00
25	85,048.00	87,094.00	91,514.00	93,442.00



2004-2005

Pre-1/19/00

SCHEDULE T6E DESCRIPTION TEACHER SAL SCH E

R A N G E

STEP	1D/BA+40	1E/BA+50	1F/BA+60
1	61,682.00	62613	63551
2	64,092.00	65019	65928
3	66,517.00	67411	68315
4	68,939.00	69819	70695
5	71,364.00	72219	73082
6	73,669.00	74556	75433
7	75,982.00	76890	77780
8	78,278.00	79220	80145
9	80,615.00	81555	82505
10	82,922.00	83849	84979
11	85,621.00	87002	88374
12	86,923.00	88706	90482

2004-2005

Pre-1/19/00

## SCHEDULE T6D DESCRIPTION TEACHER SAL SCH D

## R A N G E

STEP	2A/MA	2B/MA+10	2C/MA+20	2D/MA+30	2E/MA+45	3A/EDD
1	53,126.00	54,224.00	55,349.00	56,482.00	57,638.00	61,921.00
2	55,372.00	56,515.00	57,658.00	58,842.00	60,050.00	64,383.00
3	57,616.00	58,799.00	59,980.00	61,209.00	62,463.00	66,837.00
4	59,872.00	61,075.00	62,293.00	63,570.00	64,870.00	69,303.00
5	62,125.00	63,361.00	64,615.00	65,939.00	67,288.00	71,766.00
6	64,471.00	65,720.00	66,968.00	68,285.00	69,630.00	74,167.00
7	<del>66,837.00</del>	<del>68,086.00</del>	<del>69,327.00</del>	<del>70,601.00</del>	71,904.00	76,549.00
8	69,210.00	70,446.00	71,680.00	72,931.00	74,204.00	78,926.00
9	71,575.00	72,803.00	74,043.00	75,284.00	76,549.00	81,320.00
10	73,938.00	75,163.00	76,393.00	77,630.00	78,887.00	83,701.00
11	76,312.00	77,607.00	78,902.00	80,196.00	81,510.00	86,476.00
12	78,685.00	80,047.00	81,434.00	82,823.00	84,235.00	88,831.00
13	81,199.00	82,608.00	84,025.00	85,430.00	86,860.00	92,017.00
14	83,746.00	85,176.00	86,611.00	88,061.00	89,534.00	94,801.00
15	86,289.00	87,740.00	89,213.00	90,669.00	92,148.00	97,571.00
16	86,289.00	87,740.00	89,213.00	90,669.00	92,148.00	97,571.00
17	86,289.00	87,740.00	89,213.00	90,669.00	92,148.00	97,571.00
18	86,289.00	87,740.00	89,213.00	90,669.00	92,148.00	97,571.00
19	86,289.00	87,740.00	89,213.00	90,669.00	92,148.00	97,571.00
20	89,759.00	91,170.00	92,586.00	94,015.00	95,468.00	99,993.00
21	89,759.00	91,170.00	92,586.00	94,015.00	95,468.00	99,993.00
22	89,759.00	91,170.00	92,586.00	94,015.00	95,468.00	99,993.00
23	89,759.00	91,170.00	92,586.00	94,015.00	95,468.00	99,993.00
24	89,759.00	91,170.00	92,586.00	94,015.00	95,468.00	99,993.00
25	92,274.00	93,684.00	95,107.00	96,522.00	97,960.00	102,165.00

2004-2005

Pre-1/19/00

SCHEDULE T6C DESCRIPTION TEACHER SAL SCH A

RANGE

STEP	1A/BA	1B/BA+15	1C/BA+30	1D/BA+45
1	44,980.00	46,269.00	49,335.00	50,276.00
2	46,961.00	48,218.00	51,564.00	52,521.00
3	48,930.00	50,166.00	53,809.00	54,765.00
4	50,912.00	52,123.00	56,056.00	57,004.00
5	52,887.00	54,075.00	58,291.00	59,261.00
6	54,698.00	55,948.00	60,731.00	61,682.00
7	56,505.00	57,833.00	63,179.00	64,091.00
8	58,316.00	59,704.00	65,619.00	66,516.00
9	60,132.00	61,576.00	68,063.00	68,939.00
10	61,937.00	63,461.00	70,498.00	71,365.00
11	63,728.00	65,243.00	72,792.00	73,669.00
12	68,106.00	69,072.00	75,084.00	75,981.00
13	70,166.00	71,376.00	77,374.00	78,291.00
14	72,234.00	73,686.00	79,666.00	80,614.00
15	74,297.00	75,986.00	81,977.00	82,922.00
16	74,297.00	75,986.00	81,977.00	82,922.00
17	74,297.00	75,986.00	81,977.00	82,922.00
18	74,297.00	75,986.00	81,977.00	82,922.00
19	74,297.00	75,986.00	81,977.00	82,922.00
20	75,844.00	78,610.00	84,242.00	85,621.00
21	75,844.00	78,610.00	84,242.00	85,621.00
22	75,844.00	78,610.00	84,242.00	85,621.00
23	75,844.00	78,610.00	84,242.00	85,621.00
24	75,844.00	78,610.00	84,242.00	85,621.00
25	79,114.00	81,017.00	85,130.00	86,923.00



**FREEPORT TEACHERS ASSOCIATION  
SALARY SCHEDULES  
2004-2005**

**PRE-1/19/00**



2003-2004

Pre-1/19/00

SCHEDULE T5A DESCRIPTION SCHOOL PSY SAL SCH

RANGE

STEP 2A/MA 2B/MA+10 2C/MA+20 2D/MA+30 2E/MA+45 3A/EDD

1	65,799.00	67,201.00	68,594.00	69,978.00	71,389.00	72,770.00
2	68,770.00	70,232.00	71,695.00	73,146.00	74,626.00	76,068.00
3	71,752.00	73,278.00	74,793.00	76,317.00	77,872.00	79,376.00
4	74,724.00	76,313.00	77,893.00	79,484.00	81,109.00	82,664.00
5	77,695.00	79,358.00	81,010.00	82,650.00	84,328.00	85,960.00
6	80,667.00	82,473.00	84,110.00	85,814.00	87,554.00	89,255.00
7	83,648.00	85,433.00	87,208.00	88,989.00	90,806.00	92,552.00
8	88,209.00	88,466.00	90,318.00	92,153.00	94,027.00	95,849.00
9	89,589.00	91,511.00	93,421.00	95,318.00	97,257.00	99,145.00

2003-2004

PRE 1/19/00

## SCHEDULE G5D DESCRIPTION GUIDANCE MASTER

## RANGE

STEP	2A/MA	2B/MA+10	2C/MA+20	2D/MA+30	2E/MA+45	3A/EDD
1	55,447.00	56,592.00	57,768.00	58,950.00	60,157.00	64,624.00
2	57,791.00	58,984.00	60,177.00	61,413.00	62,671.00	67,195.00
3	60,133.00	61,366.00	62,599.00	63,883.00	65,193.00	69,758.00
4	62,487.00	63,744.00	65,014.00	66,347.00	67,707.00	72,329.00
5	64,840.00	66,128.00	67,438.00	68,819.00	70,228.00	74,903.00
6	67,288.00	68,592.00	69,892.00	71,269.00	72,672.00	77,409.00
7	69,758.00	71,061.00	72,351.00	73,685.00	75,046.00	79,892.00
8	72,234.00	73,523.00	74,812.00	76,116.00	77,470.00	82,372.00
9	74,701.00	75,985.00	77,277.00	78,573.00	79,890.00	84,872.00
10	77,167.00	78,447.00	79,732.00	81,022.00	82,329.00	87,356.00
11	79,647.00	80,996.00	82,350.00	83,700.00	85,074.00	90,254.00
12	82,124.00	83,543.00	84,990.00	86,442.00	87,918.00	92,712.00
13	84,746.00	86,217.00	87,698.00	89,164.00	90,655.00	96,038.00
14	87,407.00	88,897.00	90,396.00	91,908.00	93,445.00	98,942.00
15	90,060.00	91,572.00	93,111.00	94,630.00	96,176.00	101,833.00
16	90,060.00	91,572.00	93,111.00	94,630.00	96,176.00	101,833.00
17	90,060.00	91,572.00	93,111.00	94,630.00	96,176.00	101,833.00
18	90,060.00	91,572.00	93,111.00	94,630.00	96,176.00	101,833.00
19	90,060.00	91,572.00	93,111.00	94,630.00	96,176.00	101,833.00
20	93,682.00	95,152.00	96,629.00	98,123.00	99,638.00	104,362.00
21	93,682.00	95,152.00	96,629.00	98,123.00	99,638.00	104,362.00
22	93,682.00	95,152.00	96,629.00	98,123.00	99,638.00	104,362.00
23	93,682.00	95,152.00	96,629.00	98,123.00	99,638.00	104,362.00
24	93,682.00	95,152.00	96,629.00	98,123.00	99,638.00	104,362.00
25	96,305.00	97,777.00	99,263.00	100,741.00	102,240.00	106,629.00



2003-2004

PRE 1/19/00

SCHEDULE G5C DESCRIPTION GUIDANCE BACH

RANGE

STEP	1A/BA	1B/BA+15	1C/BA+30	1D/BA+45
1	46,946.00	48,292.00	51,492.00	52,472.00
2	49,012.00	50,325.00	53,816.00	54,816.00
3	51,068.00	52,357.00	56,160.00	57,156.00
4	53,137.00	54,400.00	58,503.00	59,496.00
5	55,198.00	56,438.00	60,838.00	61,849.00
6	57,087.00	58,391.00	63,385.00	64,376.00
7	58,974.00	60,359.00	65,939.00	66,891.00
8	60,863.00	62,313.00	68,486.00	69,423.00
9	62,760.00	64,267.00	71,036.00	71,953.00
10	64,644.00	66,232.00	73,578.00	74,482.00
11	66,511.00	68,094.00	75,972.00	76,886.00
12	71,081.00	72,091.00	78,364.00	79,300.00
13	73,231.00	74,495.00	80,755.00	81,712.00
14	75,389.00	76,905.00	83,146.00	84,137.00
15	77,543.00	79,306.00	85,559.00	86,545.00
16	77,543.00	79,306.00	85,559.00	86,545.00
17	77,543.00	79,306.00	85,559.00	86,545.00
18	77,543.00	79,306.00	85,559.00	86,545.00
19	77,543.00	79,306.00	85,559.00	86,545.00
20	79,158.00	82,045.00	87,923.00	89,361.00
21	79,158.00	82,045.00	87,923.00	89,361.00
22	79,158.00	82,045.00	87,923.00	89,361.00
23	79,158.00	82,045.00	87,923.00	89,361.00
24	79,158.00	82,045.00	87,923.00	89,361.00
25	82,571.00	84,557.00	88,849.00	90,720.00

2003-2004

Pre-1/19/00

SCHEDULE T5E DESCRIPTION TEACHER SAL SCH E

RANGE

STEP 1D/BA+40 1E/BA+50 1F/BA+60

1	59,885.00	60,789.00	61,700.00
2	62,225.00	63,125.00	64,008.00
3	64,580.00	65,448.00	66,325.00
4	66,931.00	67,785.00	68,636.00
5	69,285.00	70,116.00	70,953.00
6	71,523.00	72,384.00	73,236.00
7	73,769.00	74,650.00	75,515.00
8	75,998.00	76,913.00	77,811.00
9	78,267.00	79,180.00	80,102.00
10	80,507.00	81,407.00	82,504.00
11	83,127.00	84,468.00	85,800.00
12	84,391.00	86,122.00	87,847.00

2003-2004

Pre-1/19/00

## SCHEDULE T5D DESCRIPTION TEACHER SAL SCH D

## RANGE

STEP	2A/MA	2B/MA+10	2C/MA+20	2D/MA+30	2E/MA+45	3A/EDD
1	51,579.00	52,645.00	53,737.00	54,837.00	55,959.00	60,117.00
2	53,759.00	54,869.00	55,979.00	57,128.00	58,301.00	62,508.00
3	55,938.00	57,086.00	58,233.00	59,426.00	60,644.00	64,890.00
4	58,128.00	59,296.00	60,479.00	61,718.00	62,981.00	67,284.00
5	60,316.00	61,516.00	62,733.00	64,018.00	65,328.00	69,676.00
6	62,593.00	63,806.00	65,017.00	66,296.00	67,602.00	72,007.00
7	64,890.00	66,103.00	67,302.00	68,545.00	69,810.00	74,319.00
8	67,194.00	68,394.00	69,592.00	70,807.00	72,043.00	76,627.00
9	69,490.00	70,683.00	71,886.00	73,091.00	74,319.00	78,951.00
10	71,784.00	72,974.00	74,168.00	75,369.00	76,589.00	81,263.00
11	74,089.00	75,347.00	76,604.00	77,860.00	79,136.00	83,957.00
12	76,393.00	77,716.00	79,062.00	80,411.00	81,782.00	86,244.00
13	78,834.00	80,202.00	81,578.00	82,942.00	84,330.00	89,337.00
14	81,307.00	82,695.00	84,088.00	85,496.00	86,926.00	92,040.00
15	83,776.00	85,184.00	86,615.00	88,028.00	89,464.00	94,729.00
16	83,776.00	85,184.00	86,615.00	88,028.00	89,464.00	94,729.00
17	83,776.00	85,184.00	86,615.00	88,028.00	89,464.00	94,729.00
18	83,776.00	85,184.00	86,615.00	88,028.00	89,464.00	94,729.00
19	83,776.00	85,184.00	86,615.00	88,028.00	89,464.00	94,729.00
20	87,145.00	88,515.00	89,889.00	91,277.00	92,687.00	97,081.00
21	87,145.00	88,515.00	89,889.00	91,277.00	92,687.00	97,081.00
22	87,145.00	88,515.00	89,889.00	91,277.00	92,687.00	97,081.00
23	87,145.00	88,515.00	89,889.00	91,277.00	92,687.00	97,081.00
24	87,145.00	88,515.00	89,889.00	91,277.00	92,687.00	97,081.00
25	89,586.00	90,955.00	92,337.00	93,711.00	95,107.00	99,189.00

2003-2004

Pre-1/19/00

## SCHEDULE T5C DESCRIPTION TEACHER SAL SCH A

## R A N G E

STEP	1A/BA	1B/BA+15	1C/BA+30	1D/BA+45
1	43,670.00	44,921.00	47,898.00	48,812.00
2	45,593.00	46,814.00	50,062.00	50,991.00
3	47,505.00	48,705.00	52,242.00	53,170.00
4	49,429.00	50,605.00	54,423.00	55,344.00
5	51,347.00	52,500.00	56,593.00	57,535.00
6	53,105.00	54,318.00	58,962.00	59,885.00
7	54,859.00	56,149.00	61,339.00	62,224.00
8	56,617.00	57,965.00	63,708.00	64,579.00
9	58,381.00	59,783.00	66,081.00	66,931.00
10	60,133.00	61,613.00	68,445.00	69,286.00
11	61,872.00	63,343.00	70,672.00	71,523.00
12	66,122.00	67,060.00	72,897.00	73,768.00
13	68,122.00	69,297.00	75,120.00	76,011.00
14	70,130.00	71,540.00	77,346.00	78,266.00
15	72,133.00	73,773.00	79,589.00	80,507.00
16	72,133.00	73,773.00	79,589.00	80,507.00
17	72,133.00	73,773.00	79,589.00	80,507.00
18	72,133.00	73,773.00	79,589.00	80,507.00
19	72,133.00	73,773.00	79,589.00	80,507.00
20	73,635.00	76,320.00	81,788.00	83,127.00
21	73,635.00	76,320.00	81,788.00	83,127.00
22	73,635.00	76,320.00	81,788.00	83,127.00
23	73,635.00	76,320.00	81,788.00	83,127.00
24	73,635.00	76,320.00	81,788.00	83,127.00
25	76,810.00	78,657.00	82,650.00	84,391.00

**FREEPORT TEACHERS ASSOCIATION  
SALARY SCHEDULES  
2003-2004**

**PRE-1/19/00**

2002-2003

PRE 1/19/00

SCHEDULE T4A DESCRIPTION SCHOOL PSY SAL SCH

RANGE

STEP 2A/MA 2B/MA+10 2C/MA+20 2D/MA+30 2E/MA+45 3A/EDD

1	63,883.00	65,244.00	66,596.00	67,940.00	69,310.00	70,650.00
2	66,767.00	68,186.00	69,607.00	71,016.00	72,452.00	73,852.00
3	69,662.00	71,144.00	72,615.00	74,094.00	75,604.00	77,064.00
4	72,548.00	74,090.00	75,624.00	77,169.00	78,747.00	80,256.00
5	75,432.00	77,047.00	78,650.00	80,243.00	81,872.00	83,456.00
6	78,317.00	80,071.00	81,660.00	83,315.00	85,004.00	86,655.00
7	81,212.00	82,945.00	84,668.00	86,397.00	88,161.00	89,856.00
8	85,640.00	85,889.00	87,687.00	89,469.00	91,288.00	93,057.00
9	86,980.00	88,846.00	90,700.00	92,542.00	94,424.00	96,257.00

2002-2003

PRE 1/19/00

## SCHEDULE G4D DESCRIPTION GUIDANCE MASTER

## RANGE

STEP	2A/MA	2B/MA+10	2C/MA+20	2D/MA+30	2E/MA+45	3A/EDD
1	53,832.00	54,944.00	56,085.00	57,233.00	58,405.00	62,742.00
2	56,108.00	57,266.00	58,424.00	59,624.00	60,846.00	65,238.00
3	58,382.00	59,579.00	60,776.00	62,022.00	63,294.00	67,726.00
4	60,667.00	61,887.00	63,120.00	64,415.00	65,735.00	70,222.00
5	62,951.00	64,202.00	65,474.00	66,815.00	68,183.00	72,721.00
6	65,328.00	66,594.00	67,856.00	69,193.00	70,555.00	75,154.00
7	67,726.00	68,991.00	70,244.00	71,539.00	72,860.00	77,565.00
8	70,130.00	71,382.00	72,633.00	73,899.00	75,214.00	79,973.00
9	72,525.00	73,772.00	75,026.00	76,284.00	77,563.00	82,400.00
10	74,919.00	76,162.00	77,410.00	78,662.00	79,931.00	84,812.00
11	77,327.00	78,637.00	79,951.00	81,262.00	82,596.00	87,625.00
12	79,732.00	81,110.00	82,515.00	83,924.00	85,357.00	90,012.00
13	82,278.00	83,706.00	85,144.00	86,567.00	88,015.00	93,241.00
14	84,861.00	86,308.00	87,763.00	89,231.00	90,723.00	96,060.00
15	87,437.00	88,905.00	90,399.00	91,874.00	93,375.00	98,867.00
16	87,437.00	88,905.00	90,399.00	91,874.00	93,375.00	98,867.00
17	87,437.00	88,905.00	90,399.00	91,874.00	93,375.00	98,867.00
18	87,437.00	88,905.00	90,399.00	91,874.00	93,375.00	98,867.00
19	87,437.00	88,905.00	90,399.00	91,874.00	93,375.00	98,867.00
20	90,953.00	92,381.00	93,815.00	95,265.00	96,736.00	101,322.00
21	90,953.00	92,381.00	93,815.00	95,265.00	96,736.00	101,322.00
22	90,953.00	92,381.00	93,815.00	95,265.00	96,736.00	101,322.00
23	90,953.00	92,381.00	93,815.00	95,265.00	96,736.00	101,322.00
24	90,953.00	92,381.00	93,815.00	95,265.00	96,736.00	101,322.00
25	93,500.00	94,929.00	96,372.00	97,807.00	99,262.00	103,523.00

2002-2003

PRE 1/19/00

SCHEDULE G4C DESCRIPTION GUIDANCE BACH

RANGE

STEP 1A/BA 1B/BA+15 1C/BA+30 1D/BA+45

1	45,579.00	46,885.00	49,992.00	50,944.00
2	47,584.00	48,859.00	52,249.00	53,219.00
3	49,581.00	50,832.00	54,524.00	55,491.00
4	<del>51,589.00</del>	<del>52,816.00</del>	<del>56,799.00</del>	<del>57,763.00</del>
5	53,590.00	54,794.00	59,066.00	60,048.00
6	55,424.00	56,690.00	61,539.00	62,501.00
7	57,256.00	58,601.00	64,018.00	64,943.00
8	59,090.00	60,498.00	66,491.00	67,401.00
9	60,932.00	62,395.00	68,967.00	69,857.00
10	62,761.00	64,303.00	71,435.00	72,313.00
11	64,574.00	66,111.00	73,759.00	74,647.00
12	69,011.00	69,991.00	76,082.00	76,990.00
13	71,098.00	72,325.00	78,403.00	79,332.00
14	73,193.00	74,665.00	80,724.00	81,686.00
15	75,284.00	76,996.00	83,067.00	84,024.00
16	75,284.00	76,996.00	83,067.00	84,024.00
17	75,284.00	76,996.00	83,067.00	84,024.00
18	75,284.00	76,996.00	83,067.00	84,024.00
19	75,284.00	76,996.00	83,067.00	84,024.00
20	76,852.00	79,655.00	85,362.00	86,758.00
21	76,852.00	79,655.00	85,362.00	86,758.00
22	76,852.00	79,655.00	85,362.00	86,758.00
23	76,852.00	79,655.00	85,362.00	86,758.00
24	76,852.00	79,655.00	85,362.00	86,758.00
25	80,166.00	82,094.00	86,261.00	88,078.00



2002-2003

PRE 1/19/00

SCHEDULE T4E DESCRIPTION TEACHER SAL SCH E

RANGE

STEP 1D/BA+40 1E/BA+50 1F/BA+60

1	58,141.00	59,018.00	59,903.00
2	60,413.00	61,286.00	62,144.00
3	62,699.00	63,542.00	64,393.00
4	64,982.00	65,811.00	66,637.00
5	67,267.00	68,074.00	68,886.00
6	69,440.00	70,276.00	71,103.00
7	71,620.00	72,476.00	73,316.00
8	73,784.00	74,673.00	75,545.00
9	75,987.00	76,874.00	77,769.00
10	78,162.00	79,036.00	80,101.00
11	80,706.00	82,008.00	83,301.00
12	81,933.00	83,614.00	85,288.00

2002-2003

PRE 1/19/00

SCHEDULE T4D DESCRIPTION TEACHER SAL SCH D

RANGE

STEP	2A/MA	2B/MA+10	2C/MA+20	2D/MA+30	2E/MA+45	3A/EDD
1	50,077.00	51,112.00	52,172.00	53,240.00	54,329.00	58,366.00
2	52,193.00	53,271.00	54,349.00	55,464.00	56,603.00	60,687.00
3	54,309.00	55,423.00	56,537.00	57,695.00	58,878.00	63,000.00
4	56,435.00	57,569.00	58,717.00	59,920.00	61,147.00	65,324.00
5	58,559.00	59,724.00	60,906.00	62,153.00	63,425.00	67,647.00
6	60,770.00	61,948.00	63,123.00	64,365.00	65,633.00	69,910.00
7	63,000.00	64,178.00	65,342.00	66,549.00	67,777.00	72,154.00
8	65,237.00	66,402.00	67,565.00	68,745.00	69,945.00	74,395.00
9	67,466.00	68,624.00	69,792.00	70,962.00	72,154.00	76,651.00
10	69,693.00	70,849.00	72,008.00	73,174.00	74,358.00	78,896.00
11	71,931.00	73,152.00	74,373.00	75,592.00	76,831.00	81,512.00
12	74,168.00	75,452.00	76,759.00	78,069.00	79,400.00	83,732.00
13	76,538.00	77,866.00	79,202.00	80,526.00	81,874.00	86,735.00
14	78,939.00	80,286.00	81,639.00	83,006.00	84,394.00	89,359.00
15	81,336.00	82,703.00	84,092.00	85,464.00	86,858.00	91,970.00
16	81,336.00	82,703.00	84,092.00	85,464.00	86,858.00	91,970.00
17	81,336.00	82,703.00	84,092.00	85,464.00	86,858.00	91,970.00
18	81,336.00	82,703.00	84,092.00	85,464.00	86,858.00	91,970.00
19	81,336.00	82,703.00	84,092.00	85,464.00	86,858.00	91,970.00
20	84,607.00	85,937.00	87,271.00	88,618.00	89,987.00	94,253.00
21	84,607.00	85,937.00	87,271.00	88,618.00	89,987.00	94,253.00
22	84,607.00	85,937.00	87,271.00	88,618.00	89,987.00	94,253.00
23	84,607.00	85,937.00	87,271.00	88,618.00	89,987.00	94,253.00
24	84,607.00	85,937.00	87,271.00	88,618.00	89,987.00	94,253.00
25	86,977.00	88,306.00	89,648.00	90,982.00	92,337.00	96,300.00

2002-2003

PRE 1/19/00

## SCHEDULE T4C DESCRIPTION TEACHER SAL SCH A

## R A N G E

STEP	1A/BA	1B/BA+15	1C/BA+30	1D/BA+45
1	42,398.00	43,613.00	46,503.00	47,390.00
2	44,265.00	45,450.00	48,604.00	49,506.00
3	46,121.00	47,286.00	50,720.00	51,621.00
4	47,989.00	49,131.00	52,838.00	53,732.00
5	49,851.00	50,971.00	54,945.00	55,859.00
6	51,558.00	52,736.00	57,245.00	58,141.00
7	53,261.00	54,514.00	59,552.00	60,412.00
8	54,968.00	56,277.00	61,852.00	62,698.00
9	56,681.00	58,042.00	64,156.00	64,982.00
10	58,382.00	59,818.00	66,451.00	67,268.00
11	60,070.00	61,498.00	68,614.00	69,440.00
12	64,196.00	65,107.00	70,774.00	71,619.00
13	66,138.00	67,279.00	72,932.00	73,797.00
14	68,087.00	69,456.00	75,093.00	75,986.00
15	70,032.00	71,624.00	77,271.00	78,162.00
16	70,032.00	71,624.00	77,271.00	78,162.00
17	70,032.00	71,624.00	77,271.00	78,162.00
18	70,032.00	71,624.00	77,271.00	78,162.00
19	70,032.00	71,624.00	77,271.00	78,162.00
20	71,490.00	74,097.00	79,406.00	80,706.00
21	71,490.00	74,097.00	79,406.00	80,706.00
22	71,490.00	74,097.00	79,406.00	80,706.00
23	71,490.00	74,097.00	79,406.00	80,706.00
24	71,490.00	74,097.00	79,406.00	80,706.00
25	74,573.00	76,366.00	80,243.00	81,933.00



**FREEPORT TEACHERS ASSOCIATION  
SALARY SCHEDULES  
2002-2003**

**PRE-1/19/00**



CLUB	LOCATION	POINTS	STIPEND
93 Athletes Helping Athletes	FHS	21	1099
94 Brass Ensemble	FHS	21	1099
95 Ninth Grade Select	FHS	21	1099
96 Chess Club	FHS	21	1099
97 Science Club	FHS	17	1099
98 African American Bowl	FHS	17	1099
99 Devil Pride	FHS	17	889
100 French Club.	FHS	17	889
101 Spanish Club	FHS	17	889
102 Italian Club	FHS	17	889
103 ESL Club	FHS	17	1099
104 Horticulture Club	FHS	17	889
105 Art Club	FHS	17	889
106 Computer Repair Club	FHS	17	889
107 Renaissance Club	FHS	17	889
108 SADD	FHS	17	889
109 National Honor Society	FHS	17	889
110 AIDS Awareness Group	FHS	17	889
111 Peer Mediation	FHS	15	785
112 Science Olympiad	FHS	17	889
113 HOSA	FHS	58	889
114 Interactors/Rotary Club	FHS	29	889
<b>FHS Musical:</b>			
115 Director	FHS	58	3034
116 Manager	FHS	29	1517
117 Orchestra Prep	FHS	19	993
118 Musical Director	FHS	19	993
119 Choreographer	FHS	19	993
120 Costume Designer	FHS	19	993
121 Stage Designer	FHS	19	993
122 Artistic Advisor	FHS	19	993
123 Conductor	FHS	10	522
124 Accompanist	FHS	10	522

CLUB	LOCATION	POINTS	STIPEND
48 Environmental Club	Dodd	17	889
49 Art Club	Dodd	17	889
50 National Honor Society	Dodd	17	889
51 Peer Mediation	Dodd	17	889
52 Tae Kwon Do Club	Dodd	17	889
53 Service Club/Future Corps	FHS	84	889
54 Flashings	FHS	84	4394
55 Student Org. Controller	FHS	84	4394
56 Yearbook	FHS	84	4394
57 Marching Band Director	FHS	78	4081
58 Marching Band Asst. Director	FHS	36	1883
59 Vintage	FHS	65	3400
60 Student Congress	FHS	63	3295
61 Class Advisor-Grade 12	FHS	63	3295
62 Ass't Class Advisor -Grade 12	FHS	42	2207
63 Class Advisor -Grade 11	FHS	42	2207
64 Asst. Advisor -Grade 11	FHS	30	1570
65 Class Advisor -Grade 10	FHS	30	1570
66 Class Advisor -Grade 9	FHS	30	1570
67 WFHS Communications	FHS	42	2207
68 Mathletes	FHS	42	2207
69 Mathletes Asst. Advisor	FHS	17	889
70 Future Problem Solving-Team #1	FHS	42	2207
71 Future Problem Solving-Team #2	FHS	42	2207
72 Future Problem Solving- Team #3	FHS	42	2207
73 Future Problem Solving-Team #4	FHS	42	2207
74 Future Problem Solving-Team #5	FHS	42	2207
75 Masque & Wig	FHS	42	2207
76 Masque & Wig Asst.	FHS	30	1570
77 Masque & Wig Set Design	FHS	42	0
78 DECA	FHS	42	2207
79 Odyssey of the Mind- Team # 1	FHS	42	2207
80 Odyssey of the Mind-Team #2	FHS	42	2207
81 Odyssey of the Mind-Team #3	FHS	42	2207
82 Key Club	FHS	42	2207
83 Renaissance Club	FHS	42	2207
84 Peer Leadership Advisor	FHS	31	1622
85 Peer Leadership (3 Co-Advisors)	FHS	72	4213
86 Marching Band Kickline	FHS	31	1622
87 Peer Tutoring	FHS	30	1570
88 Human Relations	FHS	30	1570
Human Rights Day & Black			
89 History Assembly (3 Co-Advisors)	FHS	50	2616
90 Jazz Ensemble	FHS	26	1360
91 Mock Trial	FHS	21	1099
92 "It's Academic"	FHS	21	1099



**Stipends  
Co-Curricular Clubs**

**2005/2006**

<b>CLUB</b>	<b>LOCATION</b>	<b>POINTS</b>	<b>STIPEND</b>
1 Art Club	Archer	17	889
2 Science Club	Archer	17	889
3 Math Club	Archer	17	889
4 Young Managers of Tomorrow	Archer	30	1570
5 Art Club	Bayview	17	889
6 Science Club	Bayview	17	889
7 Bayview Boosters Club	Bayview	17	889
8 Drama Club	Bayview	17	889
9 Yearbook Club	Giblyn	30	0
10 Chorus	New Visions	17	889
11 Orchestra	New Visions	17	889
12 Band	New Visions	17	889
13 Peer Mediation	Atkinson	17	889
14 Aiki Club	Atkinson	17	889
15 Drama Club	Atkinson	30	1570
16 Marching/Flag/Drill Team Kickline	Atkinson	10	522
17 Running Club	Atkinson	13	680
18 Mathletes -Grade 5	Atkinson	30	1570
19 Mathletes -Grade 6	Atkinson	30	1570
20 Odyssey of the Mind-Team #1	Atkinson	42	2207
21 Odyssey of the Mind-Team #2	Atkinson	42	2207
22 Future Problem Solving- Team # 1	Atkinson	42	2207
23 Future Problem Solving- Team #2	Atkinson	42	2207
24 A-Mart	Atkinson	42	2207
25 DoddYearbook	Dodd	63	3295
26 Student Council	Dodd	63	3295
27 Dodd Echo	Dodd	42	2207
28 Mathletes	Dodd	42	2207
29 Future Problem Solving-Team #1	Dodd	42	2207
30 Future Problem Solving-Team #2	Dodd	42	2207
31 Odyssey of the Mind- Team # 1	Dodd	42	2207
32 Odyssey of the Mind- Team #2	Dodd	42	2207
33 Odyssey of the Mind-Team #3	Dodd	42	2207
34 Student Fund Treasurer	Dodd	30	1570
35 Dodd Literary Magazine	Dodd	30	1570
36 Jazz Ensemble	Dodd	30	1570
37 Dodd Respect	Dodd	25	1268
38 Select Chorale	Dodd	21	1098
39 Select Orchestra	Dodd	21	1098
40 Computer Club	Dodd	17	889
41 Crafts Club	Dodd	17	889
42 Technology Club	Dodd	17	889
43 Science Club	Dodd	17	889
44 Foreign Language Club	Dodd	17	889
45 Photography Club	Dodd	17	889
46 Sewing Club	Dodd	17	889
47 A.M. Announcement Club	Dodd	17	889

<b>CLUB</b>	<b>LOCATION</b>	<b>POINTS</b>	<b>STIPEND</b>
93 Athletes Helping Athletes	FHS	21	1067
94 Brass Ensemble	FHS	21	1067
95 Ninth Grade Select	FHS	21	1067
96 Chess Club	FHS	21	1067
97 Science Club	FHS	17	1067
98 African American Bowl	FHS	17	1067
99 Devil Pride	FHS	17	863
100 French Club.	FHS	17	863
101 Spanish Club	FHS	17	863
102 Italian Club	FHS	17	863
103 ESL Club	FHS	17	1067
104 Horticulture Club	FHS	17	863
105 Art Club	FHS	17	863
106 Computer Repair Club	FHS	17	863
107 Renaissance Club	FHS	17	863
108 SADD	FHS	17	863
109 National Honor Society	FHS	17	863
110 AIDS Awareness Group	FHS	17	863
111 Peer Mediation	FHS	15	762
112 Science Olympiad	FHS	17	863
113 HOSA	FHS	58	863
114 Interactors/Rotary Club	FHS	29	863
<b>FHS Musical:</b>			
115 Director	FHS	58	2946
116 Manager	FHS	29	1473
117 Orchestra Prep	FHS	19	964
118 Musical Director	FHS	19	964
119 Choreographer	FHS	19	964
120 Costume Designer	FHS	19	964
121 Stage Designer	FHS	19	964
122 Artistic Advisor	FHS	19	964
123 Conductor	FHS	10	507
124 Accompanist	FHS	10	507

CLUB	LOCATION	POINTS	STIPEND
48 Environmental Club	Dodd	17	863
49 Art Club	Dodd	17	863
50 National Honor Society	Dodd	17	863
51 Peer Mediation	Dodd	17	863
52 Tae Kwon Do Club	Dodd	17	863
53 Service Club/Future Corps	FHS	84	863
54 Flashings	FHS	84	4266
55 Student Org. Controller	FHS	84	4266
56 Yearbook	FHS	84	4266
57 Marching Band Director	FHS	78	3962
58 Marching Band Asst. Director	FHS	36	1828
59 Vintage	FHS	65	3301
60 Student Congress	FHS	63	3199
61 Class Advisor-Grade 12	FHS	63	3199
62 Ass't Class Advisor -Grade 12	FHS	42	2143
63 Class Advisor -Grade 11	FHS	42	2143
64 Asst. Advisor -Grade 11	FHS	30	1524
65 Class Advisor -Grade 10	FHS	30	1524
66 Class Advisor -Grade 9	FHS	30	1524
67 WFHS Communications	FHS	42	2143
68 Mathletes	FHS	42	2143
69 Mathletes Asst. Advisor	FHS	17	863
70 Future Problem Solving-Team #1	FHS	42	2143
71 Future Problem Solving-Team #2	FHS	42	2143
72 Future Problem Solving- Team #3	FHS	42	2143
73 Future Problem Solving-Team #4	FHS	42	2143
74 Future Problem Solving-Team #5	FHS	42	2143
75 Masque & Wig	FHS	42	2143
76 Masque & Wig Asst.	FHS	30	1524
77 Masque & Wig Set Design	FHS	42	0
78 DECA	FHS	42	2143
79 Odyssey of the Mind- Team # 1	FHS	42	2143
80 Odyssey of the Mind-Team #2	FHS	42	2143
81 Odyssey of the Mind-Team #3	FHS	42	2143
82 Key Club	FHS	42	2143
83 Renaissance Club	FHS	42	2143
84 Peer Leadership Advisor	FHS	31	1575
85 Peer Leadership (3 Co-Advisors)	FHS	72	4090
86 Marching Band Kickline	FHS	31	1575
87 Peer Tutoring	FHS	30	1524
88 Human Relations	FHS	30	1524
Human Rights Day & Black			
89 History Assembly (3 Co-Advisors)	FHS	50	2540
90 Jazz Ensemble	FHS	26	1320
91 Mock Trial	FHS	21	1067
92 "It's Academic"	FHS	21	1067

**Stipends  
Co-Curricular Clubs**

2004/2005

<b>CLUB</b>	<b>LOCATION</b>	<b>POINTS</b>	<b>STIPEND</b>
1 Art Club	Archer	17	863
2 Science Club	Archer	17	863
3 Math Club	Archer	17	863
4 Young Managers of Tomorrow	Archer	30	1524
5 Art Club	Bayview	17	863
6 Science Club	Bayview	17	863
7 Bayview Boosters Club	Bayview	17	863
8 Drama Club	Bayview	17	863
9 Yearbook Club	Giblyn	30	0
10 Chorus	New Visions	17	863
11 Orchestra	New Visions	17	863
12 Band	New Visions	17	863
13 Peer Mediation	Atkinson	17	863
14 Aiki Club	Atkinson	17	863
15 Drama Club	Atkinson	30	1524
16 Marching/Flag/Drill Team Kickline	Atkinson	10	507
17 Running Club	Atkinson	13	660
18 Mathletes -Grade 5	Atkinson	30	1524
19 Mathletes -Grade 6	Atkinson	30	1524
20 Odyssey of the Mind-Team #1	Atkinson	42	2143
21 Odyssey of the Mind-Team #2	Atkinson	42	2143
22 Future Problem Solving- Team # 1	Atkinson	42	2143
23 Future Problem Solving- Team #2	Atkinson	42	2143
24 A-Mart	Atkinson	42	2143
25 DoddYearbook	Dodd	63	3199
26 Student Council	Dodd	63	3199
27 Dodd Echo	Dodd	42	2143
28 Mathletes	Dodd	42	2143
29 Future Problem Solving-Team #1	Dodd	42	2143
30 Future Problem Solving-Team #2	Dodd	42	2143
31 Odyssey of the Mind- Team # 1	Dodd	42	2143
32 Odyssey of the Mind- Team #2	Dodd	42	2143
33 Odyssey of the Mind-Team #3	Dodd	42	2143
34 Student Fund Treasurer	Dodd	30	1524
35 Dodd Literary Magazine	Dodd	30	1524
36 Jazz Ensemble	Dodd	30	1524
37 Dodd Respect	Dodd	25	1231
38 Select Chorale	Dodd	21	1066
39 Select Orchestra	Dodd	21	1066
40 Computer Club	Dodd	17	863
41 Crafts Club	Dodd	17	863
42 Technology Club	Dodd	17	863
43 Science Club	Dodd	17	863
44 Foreign Language Club	Dodd	17	863
45 Photography Club	Dodd	17	863
46 Sewing Club	Dodd	17	863
47 A.M. Announcement Club	Dodd	17	863

CLUB	LOCATION	POINTS	STIPEND
93 Athletes Helping Athletes	FHS	21	1036
94 Brass Ensemble	FHS	21	1036
95 Ninth Grade Select	FHS	21	1036
96 Chess Club	FHS	21	1036
97 Science Club	FHS	17	1036
98 African American Bowl	FHS	17	1036
99 Devil Pride	FHS	17	838
100 French Club.	FHS	17	838
101 Spanish Club	FHS	17	838
102 Italian Club	FHS	17	838
103 ESL Club	FHS	17	1036
104 Horticulture Club	FHS	17	838
105 Art Club	FHS	17	838
106 Computer Repair Club	FHS	17	838
107 Renaissance Club	FHS	17	838
108 SADD	FHS	17	838
109 National Honor Society	FHS	17	838
110 AIDS Awareness Group	FHS	17	838
111 Peer Mediation	FHS	15	740
112 Science Olympiad	FHS	17	838
113 HOSA	FHS	58	838
114 Interactors/Rotary Club	FHS	29	838
<b>FHS Musical:</b>			
115 Director	FHS	58	2860
116 Manager	FHS	29	1430
117 Orchestra Prep	FHS	19	936
118 Musical Director	FHS	19	936
119 Choreographer	FHS	19	936
120 Costume Designer	FHS	19	936
121 Stage Designer	FHS	19	936
122 Artistic Advisor	FHS	19	936
123 Conductor	FHS	10	492
124 Accompanist	FHS	10	492

CLUB	LOCATION	POINTS	STIPEND
48 Environmental Club	Dodd	17	838
49 Art Club	Dodd	17	838
50 National Honor Society	Dodd	17	838
51 Peer Mediation	Dodd	17	838
52 Tae Kwon Do Club	Dodd	17	838
53 Service Club/Future Corps	FHS	84	838
54 Flashings	FHS	84	4142
55 Student Org. Controller	FHS	84	4142
56 Yearbook	FHS	84	4142
57 Marching Band Director	FHS	78	3847
58 Marching Band Asst. Director	FHS	36	1775
59 Vintage	FHS	65	3205
60 Student Congress	FHS	63	3106
61 Class Advisor-Grade 12	FHS	63	3106
62 Ass't Class Advisor -Grade 12	FHS	42	2081
63 Class Advisor -Grade 11	FHS	42	2081
64 Asst. Advisor -Grade II	FHS	30	1480
65 Class Advisor -Grade 10	FHS	30	1480
66 Class Advisor -Grade 9	FHS	30	1480
67 WFHS Communications	FHS	42	2081
68 Mathletes	FHS	42	2081
69 Mathletes Asst. Advisor	FHS	17	838
70 Future Problem Solving-Team #1	FHS	42	2081
71 Future Problem Solving-Team #2	FHS	42	2081
72 Future Problem Solving- Team #3	FHS	42	2081
73 Future Problem Solving-Team #4	FHS	42	2081
74 Future Problem Solving-Team #5	FHS	42	2081
75 Masque & Wig	FHS	42	2081
76 Masque & Wig Asst.	FHS	30	1480
77 Masque & Wig Set Design	FHS	42	0
78 DECA	FHS	42	2081
79 Odyssey of the Mind- Team # 1	FHS	42	2081
80 Odyssey of the Mind-Team #2	FHS	42	2081
81 Odyssey of the Mind-Team #3	FHS	42	2081
82 Key Club	FHS	42	2081
83 Renaissance Club	FHS	42	2081
84 Peer Leadership Advisor	FHS	31	1529
85 Peer Leadership (3 Co-Advisors)	FHS	72	3971
86 Marching Band Kickline	FHS	31	1529
87 Peer Tutoring	FHS	30	1480
88 Human Relations	FHS	30	1480
Human Rights Day & Black			
89 History Assembly (3 Co-Advisors)	FHS	50	2466
90 Jazz Ensemble	FHS	26	1282
91 Mock Trial	FHS	21	1036
92 "It's Academic"	FHS	21	1036

**Stipends  
Co-Curricular Clubs**

**2003/2004**

<b>CLUB</b>	<b>LOCATION</b>	<b>POINTS</b>	<b>STIPEND</b>
1 Art Club	Archer	17	838
2 Science Club	Archer	17	838
3 Math Club	Archer	17	838
4 Young Managers of Tomorrow	Archer	30	1480
5 Art Club	Bayview	17	838
6 Science Club	Bayview	17	838
7 Bayview Boosters Club	Bayview	17	838
8 Drama Club	Bayview	17	838
9 Yearbook Club	Giblyn	30	0
10 Chorus	New Visions	17	838
11 Orchestra	New Visions	17	838
12 Band	New Visions	17	838
13 Peer Mediation	Atkinson	17	838
14 Aiki Club	Atkinson	17	838
15 Drama Club	Atkinson	30	1480
16 Marching/Flag/Drill Team Kickline	Atkinson	10	492
17 Running Club	Atkinson	13	641
18 Mathletes -Grade 5	Atkinson	30	1480
19 Mathletes -Grade 6	Atkinson	30	1480
20 Odyssey of the Mind-Team #1	Atkinson	42	2081
21 Odyssey of the Mind-Team #2	Atkinson	42	2081
22 Future Problem Solving- Team # 1	Atkinson	42	2081
23 Future Problem Solving- Team #2	Atkinson	42	2081
24 A-Mart	Atkinson	42	2081
25 DoddYearbook	Dodd	63	3106
26 Student Council	Dodd	63	3106
27 Dodd Echo	Dodd	42	2081
28 Mathletes	Dodd	42	2081
29 Future Problem Solving-Team #1	Dodd	42	2081
30 Future Problem Solving-Team #2	Dodd	42	2081
31 Odyssey of the Mind- Team # 1	Dodd	42	2081
32 Odyssey of the Mind- Team #2	Dodd	42	2081
33 Odyssey of the Mind-Team #3	Dodd	42	2081
34 Student Fund Treasurer	Dodd	30	1480
35 Dodd Literary Magazine	Dodd	30	1480
36 Jazz Ensemble	Dodd	30	1480
37 Dodd Respect	Dodd	25	1195
38 Select Chorale	Dodd	21	1035
39 Select Orchestra	Dodd	21	1035
40 Computer Club	Dodd	17	838
41 Crafts Club	Dodd	17	838
42 Technology Club	Dodd	17	838
43 Science Club	Dodd	17	838
44 Foreign Language Club	Dodd	17	838
45 Photography Club	Dodd	17	838
46 Sewing Club	Dodd	17	838
47 A.M. Announcement Club	Dodd	17	838

<b>CLUB</b>	<b>LOCATION</b>	<b>POINTS</b>	<b>STIPEND</b>
93 Athletes Helping Athletes	FHS	21	1006
94 Brass Ensemble	FHS	21	1006
95 Ninth Grade Select	FHS	21	1006
96 Chess Club	FHS	21	1006
97 Science Club	FHS	21	1006
98 African American Bowl	FHS	21	1006
99 Devil Pride	FHS	17	814
100 French Club.	FHS	17	814
101 Spanish Club	FHS	17	814
102 Italian Club	FHS	17	814
103 ESL Club	FHS	21	1006
104 Horticulture Club	FHS	17	814
105 Art Club	FHS	17	814
106 Computer Repair Club	FHS	17	814
107 Renaissance Club	FHS	17	814
108 SADD	FHS	17	814
109 National Honor Society	FHS	17	814
110 AIDS Awareness Group	FHS	17	814
111 Peer Mediation	FHS	15	718
112 Science Olympiad	FHS	17	814
113 HOSA	FHS	17	814
114 Interactors/Rotary Club	FHS	17	814
<b>FHS Musical:</b>			
115 Director	FHS	58	2777
116 Manager	FHS	29	1388
117 Orchestra Prep	FHS	19	909
118 Musical Director	FHS	19	909
119 Choreographer	FHS	19	909
120 Costume Designer	FHS	19	909
121 Stage Designer	FHS	19	909
122 Artistic Advisor	FHS	19	909
123 Conductor	FHS	10	478
124 Accompanist	FHS	10	478



CLUB	LOCATION	POINTS	STIPEND
48 Environmental Club	Dodd	17	814
49 Art Club	Dodd	17	814
50 National Honor Society	Dodd	17	814
51 Peer Mediation	Dodd	17	814
52 Tae Kwon Do Club	Dodd	17	814
53 Service Club/Future Corps	Dodd	17	814
54 Flashings	FHS	84	4021
55 Student Org. Controller	FHS	84	4021
56 Yearbook	FHS	84	4021
57 Marching Band Director	FHS	78	3735
58 Marching Band Asst. Director	FHS	36	1723
59 Vintage	FHS	65	3112
60 Student Congress	FHS	63	3016
61 Class Advisor-Grade 12	FHS	63	3016
62 Ass't Class Advisor -Grade 12	FHS	42	2020
63 Class Advisor -Grade 11	FHS	42	2020
64 Asst. Advisor -Grade 11	FHS	30	1437
65 Class Advisor -Grade 10	FHS	30	1437
66 Class Advisor -Grade 9	FHS	30	1437
67 WFHS Communications	FHS	42	2020
68 Mathletes	FHS	42	2020
69 Mathletes Asst. Advisor	FHS	17	814
70 Future Problem Solving-Team #1	FHS	42	2020
71 Future Problem Solving-Team #2	FHS	42	2020
72 Future Problem Solving- Team #3	FHS	42	2020
73 Future Problem Solving-Team #4	FHS	42	2020
74 Future Problem Solving-Team #5	FHS	42	2020
75 Masque & Wig	FHS	42	2020
76 Masque & Wig Asst.	FHS	30	1437
77 Masque & Wig Set Design	FHS		
78 DECA	FHS	42	2020
79 Odyssey of the Mind- Team # 1	FHS	42	2020
80 Odyssey of the Mind-Team #2	FHS	42	2020
81 Odyssey of the Mind-Team #3	FHS	42	2020
82 Key Club	FHS	42	2020
83 Renaissance Club	FHS	42	2020
84 Peer Leadership Advisor	FHS	31	1484
85 Peer Leadership (3 Co-Advisors)	FHS	72	3855
86 Marching Band Kickline	FHS	31	1484
87 Peer Tutoring	FHS	30	1437
88 Human Relations	FHS	30	1437
Human Rights Day & Black			
89 History Assembly (3 Co-Advisors)	FHS	30	1437
90 Jazz Ensemble	FHS	26	1245
91 Mock Trial	FHS	21	1006
92 "It's Academic"	FHS	21	1006

**Stipends  
Co-Curricular Clubs**

**2002/2003**

<b>CLUB</b>	<b>LOCATION</b>	<b>POINTS</b>	<b>STIPEND</b>
1 Art Club	Archer	17	814
2 Science Club	Archer	17	814
3 Math Club	Archer	17	814
4 Young Managers of Tomorrow	Archer	30	1437
5 Art Club	Bayview	17	814
6 Science Club	Bayview	17	814
7 Bayview Boosters Club	Bayview	17	814
8 Mini-Math Club	Giblyn	17	814
9 Yearbook Club	Giblyn		
10 Chorus	New Visions	17	814
11 Orchestra	New Visions	17	814
12 Band	New Visions	17	814
13 Peer Mediation	Atkinson	17	814
14 Aiki Club	Atkinson	17	814
15 Drama Club	Atkinson	30	1437
16			
17			
18 Mathletes -Grade 5	Atkinson	30	1437
19 Mathletes -Grade 6	Atkinson	30	1437
20 Odyssey of the Mind-Team #1	Atkinson	42	2020
21 Odyssey of the Mind-Team #2	Atkinson	42	2020
22 Future Problem Solving- Team # 1	Atkinson	42	2020
23 Future Problem Solving- Team #2	Atkinson	42	2020
24 A-Mart	Atkinson	42	2020
25 Dodd Yearbook	Dodd	63	3016
26 Student Council	Dodd	63	3016
27 Dodd Echo	Dodd	42	2020
28 Mathletes	Dodd	42	2020
29 Future Problem Solving-Team #1	Dodd	42	2020
30 Future Problem Solving-Team #2	Dodd	42	2020
31 Odyssey of the Mind- Team # 1	Dodd	42	2020
32 Odyssey of the Mind- Team #2	Dodd	42	2020
33 Odyssey of the Mind-Team #3	Dodd	42	2020
34 Student Fund Treasurer	Dodd	30	1437
35 Dodd Literary Magazine	Dodd	30	1437
36 Jazz Ensemble	Dodd	30	1437
37 Dodd Respect	Dodd	25	
38 Select Chorale	Dodd	21	1005
39 Select Orchestra	Dodd	21	1005
40 Computer Club	Dodd	17	814
41 Crafts Club	Dodd	17	814
42 Technology Club	Dodd	17	814
43 Science Club	Dodd	17	814
44 Foreign Language Club	Dodd	17	814
45 Photography Club	Dodd	17	814
46 Sewing Club	Dodd	17	814
47 A.M. Announcement Club	Dodd	17	814

**FREEPORT TEACHERS ASSOCIATION**

**CO-CURRICULAR STIPENDS**

**2002-2006**



## Teachers Summer School Schedule

	02/03		03/04		04/05		05/06	
	Elem	HS	Elem	HS	Elem	HS	Elem	HS
1	4244	6362	4371	6553	4502	6750	4637	6953
2	4388	6582	4520	6779	4656	6982	4796	7191
3	4526	6789	4662	6993	4802	7203	4946	7419
4	4671	7007	4811	7217	4955	7434	5104	7657
5	4810	7219	4954	7436	5103	7659	5256	7889
6	4953	7429	5102	7652	5255	7882	5413	8118
7	5096	7637	5249	7866	5406	8102	5568	8345
8	5237	7854	5394	8090	5556	8333	5723	8583
9	5379	8064	5540	8306	5706	8555	5877	8812
10	5513	8277	5678	8525	5848	8781	6023	9044

## Community School

	02/03	03/04	04/05	05/06
	CS	CS	CS	CS
1	8594	8852	9118	9392
2	8868	9134	9408	9690
3	9145	9419	9702	9993
4	9420	9703	9994	10294
5	9694	9985	10285	10594
6	9968	10267	10575	10892
7	10247	10554	10871	11197



**FREEPORT TEACHERS ASSOCIATION**

**SUMMER SCHOOL &  
COMMUNITY SCHOOL  
SALARY SCHEDULES**

**2002-2006**

TRACK-WINTER

Varsity Coach -Boys	3,881	4,024	4,176
Varsity Coach -Girls	3,881	4,024	4,176
Varsity Asst. Coach -Girls	3,290	3,403	3,525

TRACK-SPRING

Varsity Head Coach -Boys	5,678	5,941	6,217
Varsity Assistant Coach -Boys (2)	4,090	4,273	4,443
Jr. High Head Coach -Co-Ed	3,572	3,715	3,867
Jr. High Assistant Coach -Co-Ed	3,304	3,434	3,576
Head Coach -Girls	5,678	5,941	6,217
Assistant Coach -Girls (2)	4,090	4,273	4,443

VOLLEYBALL

Varsity Coach -Girls	3,881	4,024	4,176
JV Coach -Girls	3,254	3,419	3,580
Jr. High "B" Coach-Girls	2,516	2,665	2,825

WRESTLING

Varsity Head Coach	6,195	6,461	6,758
Varsity Assistant Coach	4,360	4,540	4,735
JV Coach	4,360	4,540	4,735
7th & 8th Gr. "B" Head Coach	4,090	4,273	4,443
7th & 8th Gr. "B" Assistant Coach	4,090	4,273	4,443



**INTRAMURALS**

Weight Training -Summer	1,860		
Weight Training -Fall	1,860		
Weight Training -Winter	1,860		
Weight Training -Spring	1,860		

**LACROSSE**

Varsity Head Coach -Boys	5,678	5,941	6,218
Varsity Assistant Coach -Boys	4,360	4,540	4,735
J. V. Head Coach -Boys	4,360	4,540	4,735
J. V. Assistant Coach -Boys	4,360	4,540	4,735
7th & 8th Gr. Head Coach -Boys	3,834	3,990	4,155
7th & 8th Assistant Coach -Boys	3,304	3,434	3,576
Varsity Head Coach -Girls	5,678	5,941	6,218
Varsity Asst Coach -Girls	4,360	4,540	4,735
J. V. Head Coach -Girls	4,360	4,540	4,735
J. V. Asst Coach -Girls	4,360	4,540	4,735
7th & 8th Gr. Head Coach -Girls	3,834	3,990	4,155
7th & 8th Gr. Asst Coach -Girls	3,304	3,434	3,577

**RIFLE**

Coach -Co-Ed	3,572	3,715	3,867
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**SOCCER**

Varsity Coach -Boys	5,028	5,243	5,478
J. V. Coach -Boys	4,090	4,146	4,382
7th & 8th Gr. Coach -Boys	3,505	3,649	3,797
Varsity Head Coach -Girls	5,028	5,243	5,478
J. V. Coach -Girls	4,090	4,146	4,382
7th & 8th Gr. Coach -Girls	3,505	3,649	3,797

**SOFTBALL**

Varsity Coach -Girls	5,678	5,941	6,217
Varsity Asst Coach -Girls	3,981	4,036	4,264
J. V. Coach -Girls	4,089	4,273	4,443
Jr. High "B" Coach- Girls	3,304	3,434	3,576

**SWIMMING**

Varsity Coach - Boys	4,711	4,891	5,090
Varsity Asst Coach - Boys	3,549	3,689	3,843
Varsity Coach - Girls	4,711	4,891	5,090
Varsity Asst Coach - Girls	3,549	3,689	3,843

**TENNIS**

Varsity Coach - Boys	3,572	3,715	3,867
Varsity Asst Coach - Boys	2,981	3,094	3,214
Varsity Coach - Girls	3,572	3,715	3,867
Varsity Asst Coach - Girls	2,981	3,094	3,214

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<b>SPORT</b>	<b>STEP I</b>	<b>STEP II</b>	<b>STEP III</b>	<b>2005/2006</b>
<b>BADMINTON</b>				
Varsity Coach -Girls	3,572	3,715	3,867	
J. V. Coach -Girls	2,945	3,110	3,270	
7th & 8th Gr. Coach- Girls	2,790	2,945	3,110	
<b>BASEBALL</b>				
Varsity Head Coach	5,678	5,941	6,218	
Varsity Assistant Coach	4,090	4,273	4,443	
J. V. Coach	4,090	4,273	4,443	
Jr.High "B" Coach	2,808	2,934	3,072	
<b>BASKETBALL</b>				
Varsity Coach- Boys	7,346	7,689	8,017	
J. V. Coach -Boys	4,885	5,093	5,317	
7th & 8th Gr. "B" Coach -Boys (2)	3,304	3,434	3,576	
Varsity Coach -Girls	7,346	7,689	8,017	
J. V. Coach- Girls	4,885	5,093	5,317	
7th & 8thGr. Coach- Girls(2)	3,304	3,434	3,576	
<b>BOWLING</b>				
Coach -Boys	3,304	3,434	3,575	
Coach- Girls	3,304	3,434	3,575	
<b>CHEERLEADERS</b>				
Varsity Coach (Fall & Winter)	3,039	3,169	3,291	
J. V. Coach (Fall & Winter))	2,436	2,509	2,607	
7th & 8th Gr. Coach (Fall(1) & Winter(2))	1,999	2,073	2,135	
<b>CROSS COUNTRY</b>				
Varsity Coach -Boys	3,834	3,990	4,155	
Varsity Coach -Girls	3,834	3,990	4,155	
7th & 8th Gr. -Co-Ed	3,034	3,205	3,380	
<b>ELEMENTARY SPORTS</b>				
Bayview Coach	2,396	2,484	2,572	
<b>FIFTH &amp; SIXTH GRADE SPORTS</b>				
Coach- Boys	2,396	2,484	2,572	
Coach- Girls	2,396	2,484	2,572	
<b>FOOTBALL</b>				
Varsity Head Coach	7,509	7,851	8,161	
Varsity Assistant Coach (3)	5,208	5,430	5,678	
J. V. Head Coach	5,208	5,430	5,678	
J. V. Assistant Coach	5,208	5,430	5,678	
7th & 8th Gr. "B" Head Coach	4,589	4,683	4,884	
7th & 8th Gr. "B" Asst. Coach (2)	3,572	3,715	3,867	

TRACK-WINTER

Varsity Coach -Boys	3,477	3,616	3,763
Varsity Coach -Girls	3,477	3,616	3,763
Varsity Asst. Coach -Girls	2,903	3,013	3,131

TRACK-SPRING

Varsity Head Coach -Boys	5,318	5,574	5,842
Varsity Assistant Coach -Boys (2)	3,777	3,954	4,119
Jr. High Head Coach -Co-Ed	3,274	3,413	3,560
Jr. High Assistant Coach -Co-Ed	3,014	3,140	3,278
Head Coach -Girls	5,318	5,574	5,842
Assistant Coach -Girls (2)	3,777	3,954	4,119

VOLLEYBALL

Varsity Coach -Girls	3,477	3,616	3,763
JV Coach -Girls	2,868	3,028	3,184
Jr. High "B" Coach -Girls	2,249	2,393	2,549

WRESTLING

Varsity Head Coach	5,820	6,079	6,367
Varsity Assistant Coach	4,039	4,214	4,403
JV Coach	4,039	4,214	4,403
7th & 8th Gr. "B" Head Coach	3,777	3,954	4,119
7th & 8th Gr. "B" Assistant Coach	3,777	3,954	4,119

<b>INTRAMURALS</b>			
Weight Training -Summer	1,612		
Weight Training -Fall	1,612		
Weight Training -Winter	1,612		
Weight Training -Spring	1,612		
<b>LACROSSE</b>			
Varsity Head Coach -Boys	5,318	5,574	5,843
Varsity Assistant Coach -Boys	4,039	4,214	4,403
J. V. Head Coach -Boys	4,039	4,214	4,403
J. V. Assistant Coach -Boys	4,039	4,214	4,403
7th & 8th Gr. Head Coach -Boys	3,528	3,680	3,840
7th & 8th Assistant Coach -Boys	3,014	3,140	3,278
Varsity Head Coach -Girls	5,318	5,574	5,843
Varsity Asst Coach -Girls	4,039	4,214	4,403
J. V. Head Coach -Girls	4,039	4,214	4,403
J. V. Asst Coach -Girls	4,039	4,214	4,403
7th & 8th Gr. Head Coach -Girls	3,528	3,680	3,840
7th & 8th Gr. Asst Coach -Girls	3,014	3,140	3,279
<b>RIFLE</b>			
Coach -Co-Ed	3,274	3,413	3,560
	200	200	200
<b>SOCCER</b>			
Varsity Coach -Boys	4,687	4,896	5,124
J. V. Coach -Boys	3,777	3,831	4,060
7th & 8th Gr. Coach -Boys	3,209	3,349	3,492
Varsity Head Coach -Girls	4,687	4,896	5,124
J. V. Coach -Girls	3,777	3,831	4,060
7th & 8th Gr. Coach -Girls	3,209	3,349	3,492
<b>SOFTBALL</b>			
Varsity Coach -Girls	5,318	5,574	5,842
Varsity Asst Coach -Girls	3,671	3,724	3,946
J. V. Coach -Girls	3,776	3,954	4,119
Jr. High "B" Coach- Girls	3,014	3,140	3,278
<b>SWIMMING</b>			
Varsity Coach - Boys	4,283	4,457	4,650
Varsity Asst Coach - Boys	3,251	3,387	3,537
Varsity Coach - Girls	4,283	4,457	4,650
Varsity Asst Coach - Girls	3,251	3,387	3,537
<b>TENNIS</b>			
Varsity Coach - Boys	3,274	3,413	3,560
Varsity Asst Coach - Boys	2,700	2,810	2,926
Varsity Coach - Girls	3,274	3,413	3,560
Varsity Asst Coach - Girls	2,700	2,810	2,926

<b>SPORT</b>	<b>STEP I</b>	<b>STEP II</b>	<b>STEP III</b>	<b>2004/2005</b>
<b>BADMINTON</b>				
Varsity Coach -Girls	3,274	3,413	3,560	
J. V. Coach -Girls	2,665	2,825	2,981	
7th & 8th Gr. Coach- Girls	2,515	2,665	2,825	
<b>BASEBALL</b>				
Varsity Head Coach	5,318	5,574	5,843	
Varsity Assistant Coach	3,777	3,954	4,119	
J. V. Coach	3,777	3,954	4,119	
Jr.High "B" Coach	2,532	2,654	2,788	
<b>BASKETBALL</b>				
Varsity Coach- Boys	6,938	7,271	7,589	
J. V. Coach -Boys	4,549	4,750	4,968	
7th & 8th Gr. "B" Coach -Boys (2)	3,014	3,140	3,278	
Varsity Coach -Girls	6,938	7,271	7,589	
J. V. Coach- Girls	4,549	4,750	4,968	
7th & 8thGr. Coach- Girls(2)	3,014	3,140	3,278	
<b>BOWLING</b>				
Coach -Boys	3,014	3,140	3,277	
Coach- Girls	3,014	3,140	3,277	
	200	200	200	
<b>CHEERLEADERS</b>				
Varsity Coach (Fall & Winter)	2,756	2,883	3,001	
J. V. Coach (Fall & Winter))	2,171	2,242	2,337	
7th & 8th Gr. Coach (Fall(1) & Winter(2))	1,747	1,818	1,879	
<b>CROSS COUNTRY</b>				
Varsity Coach -Boys	3,528	3,680	3,840	
Varsity Coach -Girls	3,528	3,680	3,840	
7th & 8th Gr. -Co-Ed	2,751	2,917	3,087	
<b>ELEMENTARY SPORTS</b>				
Bayview Coach	2,132	2,217	2,303	
<b>FIFTH &amp; SIXTH GRADE SPORTS</b>				
Coach- Boys	2,132	2,217	2,303	
Coach- Girls	2,132	2,217	2,303	
	200	200	200	
<b>FOOTBALL</b>				
Varsity Head Coach	7,096	7,428	7,729	
Varsity Assistant Coach (3)	4,862	5,078	5,318	
J. V. Head Coach	4,862	5,078	5,318	
J. V. Assistant Coach	4,862	5,078	5,318	
7th & 8th Gr. "B" Head Coach	4,261	4,352	4,548	
7th & 8th Gr. "B" Asst. Coach (2)	3,274	3,413	3,560	

<b>TRACK-WINTER</b>			
Varsity Coach -Boys	3,084	3,219	3,362
Varsity Coach -Girls	3,084	3,219	3,362
Varsity Asst. Coach -Girls	2,527	2,634	2,749
<b>TRACK-SPRING</b>			
Varsity Head Coach -Boys	4,969	5,217	5,478
Varsity Assistant Coach -Boys (2)	3,473	3,645	3,805
Jr. High Head Coach -Co-Ed	2,984	3,119	3,262
Jr. High Assistant Coach -Co-Ed	2,732	2,854	2,988
Head Coach -Girls	4,969	5,217	5,478
Assistant Coach -Girls (2)	3,473	3,645	3,805
<b>VOLLEYBALL</b>			
Varsity Coach -Girls	3,084	3,219	3,362
JV Coach -Girls	2,493	2,649	2,800
Jr. High "B" Coach-Girls	2,249	2,393	2,549
<b>WRESTLING</b>			
Varsity Head Coach	5,456	5,708	5,987
Varsity Assistant Coach	3,727	3,897	4,081
JV Coach	3,727	3,897	4,081
7th & 8th Gr. "B" Head Coach	3,473	3,645	3,805
7th & 8th Gr. "B" Assistant Coach	3,473	3,645	3,805

INTRAMURALS

Weight Training -Summer	1,371		
Weight Training -Fall	1,371		
Weight Training -Winter	1,371		
Weight Training -Spring	1,371		

LACROSSE

Varsity Head Coach -Boys	4,969	5,217	5,479
Varsity Assistant Coach -Boys	3,727	3,897	4,081
J. V. Head Coach -Boys	3,727	3,897	4,081
J. V. Assistant Coach -Boys	3,727	3,897	4,081
7th & 8th Gr. Head Coach -Boys	3,231	3,379	3,534
7th & 8th Assistant Coach -Boys	2,732	2,854	2,988
Varsity Head Coach -Girls	4,969	5,217	5,479
Varsity Asst Coach -Girls	3,727	3,897	4,081
J. V. Head Coach -Girls	3,727	3,897	4,081
J. V. Asst Coach -Girls	3,727	3,897	4,081
7th & 8th Gr. Head Coach -Girls	3,231	3,379	3,534
7th & 8th Gr. Asst Coach -Girls	2,732	2,854	2,989

RIFLE

Coach -Co-Ed	2,984	3,119	3,262
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SOCCER

Varsity Coach -Boys	4,356	4,559	4,781
J. V. Coach -Boys	3,473	3,525	3,748
7th & 8th Gr. Coach -Boys	2,921	3,057	3,196
Varsity Head Coach -Girls	4,356	4,559	4,781
J. V. Coach -Girls	3,473	3,525	3,748
7th & 8th Gr. Coach -Girls	2,921	3,057	3,196

SOFTBALL

Varsity Coach -Girls	4,969	5,217	5,478
Varsity Asst Coach -Girls	3,370	3,421	3,637
J. V. Coach -Girls	3,472	3,645	3,805
Jr. High "B" Coach- Girls	2,732	2,854	2,988

SWIMMING

Varsity Coach - Boys	3,867	4,036	4,223
Varsity Asst Coach - Boys	2,962	3,094	3,240
Varsity Coach - Girls	3,867	4,036	4,223
Varsity Asst Coach - Girls	2,962	3,094	3,240

TENNIS

Varsity Coach - Boys	2,984	3,119	3,262
Varsity Asst Coach - Boys	2,427	2,534	2,647
Varsity Coach - Girls	2,984	3,119	3,262
Varsity Asst Coach - Girls	2,427	2,534	2,647

<b>SPORT</b>	<b>STEP I</b>	<b>STEP II</b>	<b>STEP III</b>	<b>2003/2004</b>
<b>BADMINTON</b>				
Varsity Coach -Girls	2,984	3,119	3,262	
J. V. Coach -Girls	2,393	2,549	2,700	
7th & 8th Gr. Coach- Girls	2,248	2,393	2,549	
<b>BASEBALL</b>				
Varsity Head Coach	4,969	5,217	5,479	
Varsity Assistant Coach	3,473	3,645	3,805	
J. V. Coach	3,473	3,645	3,805	
Jr.High "B" Coach	2,532	2,654	2,788	
<b>BASKETBALL</b>				
Varsity Coach- Boys	6,542	6,865	7,174	
J. V. Coach -Boys	4,222	4,417	4,629	
7th & 8th Gr. "B" Coach -Boys (2)	2,732	2,854	2,988	
Varsity Coach -Girls	6,542	6,865	7,174	
J. V. Coach- Girls	4,222	4,417	4,629	
7th & 8thGr. Coach- Girls(2)	2,732	2,854	2,988	
<b>BOWLING</b>				
Coach -Boys	2,732	2,854	2,987	
Coach- Girls	2,732	2,854	2,987	
<b>CHEERLEADERS</b>				
Varsity Coach (Fall & Winter)	2,482	2,605	2,719	
J. V. Coach (Fall & Winter))	1,914	1,983	2,075	
7th & 8th Gr. Coach (Fall(1) & Winter(2))	1,502	1,571	1,630	
<b>CROSS COUNTRY</b>				
Varsity Coach -Boys	3,231	3,379	3,534	
Varsity Coach -Girls	3,231	3,379	3,534	
7th & 8th Gr. -Co-Ed	2,477	2,638	2,803	
<b>ELEMENTARY SPORTS</b>				
Bayview Coach	1,876	1,958	2,042	
<b>FIFTH &amp; SIXTH GRADE SPORTS</b>				
Coach- Boys	1,876	1,958	2,042	
Coach- Girls	1,876	1,958	2,042	
<b>FOOTBALL</b>				
Varsity Head Coach	6,695	7,017	7,310	
Varsity Assistant Coach (3)	4,526	4,736	4,969	
J. V. Head Coach	4,526	4,736	4,969	
J. V. Assistant Coach	4,526	4,736	4,969	
7th & 8th Gr. "B" Head Coach	3,943	4,031	4,221	
7th & 8th Gr. "B" Asst. Coach (2)	2,984	3,119	3,262	



**TRACK-WINTER**

Varsity Coach -Boys	2,703	2,834	2,973
Varsity Coach -Girls	2,703	2,834	2,973
Varsity Asst. Coach -Girls	2,162	2,266	2,378

**TRACK-SPRING**

Varsity Head Coach -Boys	4,630	4,871	5,124
Varsity Assistant Coach -Boys (2)	3,178	3,345	3,500
Jr. High Head Coach -Co-Ed	2,703	2,834	2,973
Jr. High Assistant Coach -Co-Ed	2,458	2,577	2,707
Head Coach -Girls	4,630	4,871	5,124
Assistant Coach -Girls (2)	3,178	3,345	3,500

**VOLLEYBALL**

Varsity Coach -Girls	2,703	2,834	2,973
JV Coach -Girls	2,129	2,281	2,427
7th & 8th Gr. "B" Coach-Girls	1,989	2,129	2,281

**WRESTLING**

Varsity Head Coach	5,103	5,348	5,618
Varsity Assistant Coach	3,424	3,589	3,768
JV Coach	3,424	3,589	3,768
7th & 8th Gr. "B" Head Coach	3,178	3,345	3,500
7th & 8th Gr. "B" Assistant Coach	3,178	3,345	3,500

**INTRAMURALS**

Weight Training -Summer	1,137		
Weight Training -Fall	1,137		
Weight Training -Winter	1,137		
Weight Training -Spring	1,137		

**LACROSSE**

Varsity Head Coach -Boys	4,630	4,871	5,125
Varsity Assistant Coach -Boys	3,424	3,589	3,768
J. V. Head Coach -Boys	3,424	3,589	3,768
J. V. Assistant Coach -Boys	3,424	3,589	3,768
7th & 8th Gr. Head Coach -Boys	2,943	3,086	3,237
7th & 8th Assistant Coach -Boys	2,458	2,577	2,707
Varsity Head Coach -Girls	4,630	4,871	5,125
Varsity Asst Coach -Girls	3,424	3,589	3,768
J. V. Head Coach -Girls	3,424	3,589	3,768
J. V. Asst Coach -Girls	3,424	3,589	3,768
7th & 8th Gr. Head Coach -Girls	2,943	3,086	3,237
7th & 8th Gr. Asst Coach -Girls	2,458	2,577	2,708

**RIFLE**

Coach -Co-Ed	2,703	2,834	2,973
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**SOCCER**

Varsity Coach -Boys	4,035	4,232	4,448
J. V. Coach -Boys	3,178	3,228	3,445
7th & 8th Gr. Coach -Boys	2,642	2,774	2,909
Varsity Head Coach -Girls	4,035	4,232	4,448
J. V. Coach -Girls	3,178	3,228	3,445
7th & 8th Gr. Coach -Girls	2,642	2,774	2,909

**SOFTBALL**

Varsity Coach -Girls	4,630	4,871	5,124
Varsity Asst Coach -Girls	3,078	3,127	3,337
J. V. Coach -Girls	3,177	3,345	3,500
7th & 8th Gr. "B" Coach- Girls	2,458	2,577	2,707

**SWIMMING**

Varsity Coach - Boys	3,463	3,627	3,809
Varsity Asst Coach - Boys	2,682	2,810	2,951
Varsity Coach - Girls	3,463	3,627	3,809
Varsity Asst Coach - Girls	2,682	2,810	2,951

**TENNIS**

Varsity Coach - Boys	2,703	2,834	2,973
Varsity Asst Coach - Boys	2,162	2,266	2,376
Varsity Coach - Girls	2,703	2,834	2,973
Varsity Asst Coach - Girls	2,162	2,266	2,376

<b>SPORT</b>	<b>STEP I</b>	<b>STEP II</b>	<b>STEP III</b>	<b>2002/2003</b>
<b>BADMINTON</b>				
Varsity Coach -Girls	2,703	2,834	2,973	
J. V. Coach -Girls	2,129	2,281	2,427	
7th & 8th Gr. Coach- Girls	1,988	2,129	2,281	
<b>BASEBALL</b>				
Varsity Head Coach	4,630	4,871	5,125	
Varsity Assistant Coach	3,178	3,345	3,500	
J. V. Coach	3,178	3,345	3,500	
7th & 8th Gr. "B" Coach	2,458	2,577	2,707	
<b>BASKETBALL</b>				
Varsity Coach- Boys	6,157	6,471	6,771	
J. V. Coach -Boys	3,905	4,094	4,300	
7th & 8th Gr. "B" Coach -Boys (2)	2,458	2,577	2,707	
Varsity Coach -Girls	6,157	6,471	6,771	
J. V. Coach- Girls	3,905	4,094	4,300	
7th & 8thGr. Coach- Girls(2)	2,458	2,577	2,707	
<b>BOWLING</b>				
Coach -Boys	2,458	2,577	2,706	
Coach- Girls	2,458	2,577	2,706	
<b>CHEERLEADERS</b>				
Varsity Coach (Fall & Winter)	2,216	2,335	2,446	
J. V. Coach (Fall & Winter))	1,664	1,731	1,820	
7th & 8th Gr. Coach (Fall(1) & Winter(2))	1,264	1,331	1,388	
<b>CROSS COUNTRY</b>				
Varsity Coach -Boys	2,943	3,086	3,237	
Varsity Coach -Girls	2,943	3,086	3,237	
7th & 8th Gr. -Co-Ed	2,211	2,367	2,527	
<b>ELEMENTARY SPORTS</b>				
Bayview Coach	1,627	1,707	1,788	
<b>FIFTH &amp; SIXTH GRADE SPORTS</b>				
Coach- Boys	1,627	1,707	1,788	
Coach- Girls	1,627	1,707	1,788	
<b>FOOTBALL</b>				
Varsity Head Coach	6,306	6,618	6,903	
Varsity Assistant Coach (3)	4,200	4,404	4,630	
J. V. Head Coach	4,200	4,404	4,630	
J. V. Assistant Coach	4,200	4,404	4,630	
7th & 8th Gr. "B" Head Coach	3,634	3,719	3,904	
7th & 8th Gr. "B" Asst. Coach (2)	2,703	2,834	2,973	



**FREEPORT TEACHERS ASSOCIATION**

**COACHING SALARY SCHEDULES**

**2002-2006**



2005-2006

SCHEDULE T7J DESCRIPTION COMM AIDE SALSCHA

RANGE

STEP

COM AIDE

1	37,354.00
2	38,980.00
3	40,607.00
4	42,238.00
5	43,866.00
6	45,358.00
7	46,850.00
8	48,337.00
9	49,838.00
10	51,321.00
11	52,799.00
12	56,408.00
13	58,104.00
14	59,806.00
15	61,521.00
16	61,521.00
17	61,521.00
18	61,521.00
19	61,521.00
20	62,783.00
21	62,783.00
22	62,783.00
23	62,783.00
24	62,783.00
25	65,478.00

2005-2006

SCHEDULE T7B DESCRIPTION REGISTERED NURSE

R A N G E

STEP	REG NURS
1	36,489.00
2	37,838.00
3	39,184.00
4	40,535.00
5	41,884.00
6	43,232.00
7	44,588.00
8	45,930.00
9	47,284.00
10	48,629.00



2005-2006

Post 1/19/00

SCHEDULE U7A DESCRIPTION PSY SAL P1/19/00

RANGE

STEP 2A/MA 2F/MA+15 2D/MA+30 2E/MA+45 3A/EDD

1	69,806.00	72,034.00	74,239.00	75,737.00	77,202.00
2	72,958.00	75,287.00	77,600.00	79,171.00	80,701.00
3	76,122.00	78,546.00	80,965.00	82,614.00	84,210.00
4	79,275.00	81,798.00	84,325.00	86,048.00	87,698.00
5	82,427.00	85,065.00	87,684.00	89,464.00	91,195.00
6	85,580.00	88,365.00	91,040.00	92,886.00	94,691.00
7	88,742.00	91,578.00	94,409.00	96,336.00	98,189.00
8	93,581.00	94,836.00	97,766.00	99,753.00	101,686.00
9	95,045.00	98,096.00	101,123.00	103,180.00	105,183.00

2005-2006

POST 1/19/00

SCHEDULE H7D DESCRIPTION GUIDMST P1/19/00

## RANGE

STEP	2A/MA	2F/MA+15	2D/MA+30	2E/MA+45	3A/EDD
1	58,823.00	60,662.00	62,541.00	63,821.00	68,560.00
2	61,311.00	63,209.00	65,153.00	66,488.00	71,287.00
3	63,795.00	65,757.00	67,773.00	69,163.00	74,007.00
4	66,293.00	68,298.00	70,387.00	71,830.00	76,734.00
5	68,789.00	70,849.00	73,011.00	74,505.00	79,465.00
6	71,386.00	73,459.00	75,609.00	77,097.00	82,123.00
7	74,007.00	76,075.00	78,173.00	79,614.00	84,758.00
8	76,633.00	78,684.00	80,751.00	82,163.00	87,388.00
9	79,250.00	81,298.00	83,358.00	84,756.00	90,041.00
10	81,866.00	83,908.00	85,957.00	87,347.00	92,676.00
11	84,497.00	86,648.00	88,797.00	90,252.00	95,751.00
12	87,126.00	89,399.00	91,706.00	93,273.00	98,358.00
13	89,907.00	92,254.00	94,594.00	96,176.00	101,887.00
14	92,730.00	95,105.00	97,505.00	99,135.00	104,967.00
15	95,545.00	97,966.00	100,393.00	102,033.00	108,035.00
16	95,545.00	97,966.00	100,393.00	102,033.00	108,035.00
17	95,545.00	97,966.00	100,393.00	102,033.00	108,035.00
18	95,545.00	97,966.00	100,393.00	102,033.00	108,035.00
19	95,545.00	97,966.00	100,393.00	102,033.00	108,035.00
20	99,387.00	101,732.00	104,099.00	105,706.00	110,718.00
21	99,387.00	101,732.00	104,099.00	105,706.00	110,718.00
22	99,387.00	101,732.00	104,099.00	105,706.00	110,718.00
23	99,387.00	101,732.00	104,099.00	105,706.00	110,718.00
24	99,387.00	101,732.00	104,099.00	105,706.00	110,718.00
25	102,170.00	104,521.00	106,876.00	108,466.00	113,123.00

2005-2006

POST 1/19/00

SCHEDULE H7C DESCRIPTION GUIDANCE BACH

RANGE

STEP	1A/BA	1B/BA+15	1C/BA+30	1D/BA+45
1	49,805.00	51,233.00	54,628.00	55,667.00
2	51,996.00	53,390.00	57,093.00	58,154.00
3	54,178.00	55,546.00	59,580.00	60,637.00
4	56,373.00	57,713.00	62,066.00	63,119.00
5	58,560.00	59,875.00	64,543.00	65,615.00
6	60,564.00	61,947.00	67,246.00	68,296.00
7	62,565.00	64,035.00	69,955.00	70,965.00
8	64,570.00	66,107.00	72,657.00	73,651.00
9	66,582.00	68,181.00	75,362.00	76,335.00
10	68,580.00	70,266.00	78,059.00	79,017.00
11	70,561.00	72,241.00	80,599.00	81,569.00
12	75,409.00	76,482.00	83,136.00	84,129.00
13	77,691.00	79,032.00	85,673.00	86,688.00
14	79,981.00	81,588.00	88,209.00	89,261.00
15	82,265.00	84,136.00	90,770.00	91,815.00
16	82,265.00	84,136.00	90,770.00	91,815.00
17	82,265.00	84,136.00	90,770.00	91,815.00
18	82,265.00	84,136.00	90,770.00	91,815.00
19	82,265.00	84,136.00	90,770.00	91,815.00
20	83,979.00	87,041.00	93,278.00	94,803.00
21	83,979.00	87,041.00	93,278.00	94,803.00
22	83,979.00	87,041.00	93,278.00	94,803.00
23	83,979.00	87,041.00	93,278.00	94,803.00
24	83,979.00	87,041.00	93,278.00	94,803.00
25	87,599.00	89,707.00	94,259.00	96,245.00

2005-2006

POST 1/19/00

## SCHEDULE E7D DESCRIPTION ELEM GUIDANCE SCHD

## R A N G E

STEP	2A/MA	2F/MA+15	2D/MA+30	2E/MA+45	3A/EDD
1	57,455.00	59,253.00	61,084.00	62,336.00	66,968.00
2	59,884.00	61,739.00	63,638.00	64,944.00	69,630.00
3	62,312.00	64,228.00	66,197.00	67,555.00	72,284.00
4	64,752.00	66,712.00	68,751.00	70,157.00	74,950.00
5	67,189.00	69,204.00	71,313.00	72,773.00	77,617.00
6	69,726.00	71,752.00	73,849.00	75,303.00	80,212.00
7	72,284.00	74,304.00	76,356.00	77,765.00	82,787.00
8	74,851.00	76,856.00	78,874.00	80,251.00	85,357.00
9	77,408.00	79,406.00	81,418.00	82,787.00	87,946.00
10	79,962.00	81,953.00	83,957.00	85,316.00	90,523.00
11	82,532.00	84,633.00	86,732.00	88,154.00	93,525.00
12	85,097.00	87,319.00	89,574.00	91,099.00	96,072.00
13	87,817.00	90,106.00	92,394.00	93,938.00	99,517.00
14	90,572.00	92,893.00	95,238.00	96,830.00	102,527.00
15	93,321.00	95,686.00	98,059.00	99,657.00	105,524.00
16	93,321.00	95,686.00	98,059.00	99,657.00	105,524.00
17	93,321.00	95,686.00	98,059.00	99,657.00	105,524.00
18	93,321.00	95,686.00	98,059.00	99,657.00	105,524.00
19	93,321.00	95,686.00	98,059.00	99,657.00	105,524.00
20	97,075.00	99,366.00	101,676.00	103,248.00	108,142.00
21	97,075.00	99,366.00	101,676.00	103,248.00	108,142.00
22	97,075.00	99,366.00	101,676.00	103,248.00	108,142.00
23	97,075.00	99,366.00	101,676.00	103,248.00	108,142.00
24	97,075.00	99,366.00	101,676.00	103,248.00	108,142.00
25	99,795.00	102,089.00	104,389.00	105,945.00	110,490.00

2005-2006

POST 1/19/00

SCHEDULE E7C DESCRIPTION ELEM GUIDANCE

R A N G E

STEP	1A/BA	1B/BA+15	1C/BA+30	1D/BA+45
1	48,647.00	50,040.00	53,356.00	54,375.00
2	50,788.00	52,148.00	55,765.00	56,800.00
3	52,918.00	54,254.00	58,195.00	59,228.00
4	55,062.00	56,372.00	60,624.00	61,650.00
5	57,197.00	58,482.00	63,042.00	64,091.00
6	59,156.00	60,507.00	65,681.00	66,708.00
7	61,111.00	62,547.00	68,327.00	69,315.00
8	63,067.00	64,571.00	70,967.00	71,937.00
9	65,033.00	66,595.00	73,610.00	74,557.00
10	66,985.00	68,633.00	76,244.00	77,181.00
11	68,921.00	70,560.00	78,725.00	79,673.00
12	73,655.00	74,702.00	81,203.00	82,173.00
13	75,885.00	77,193.00	83,678.00	84,672.00
14	78,120.00	79,692.00	86,158.00	87,184.00
15	80,352.00	82,179.00	88,657.00	89,679.00
16	80,352.00	82,179.00	88,657.00	89,679.00
17	80,352.00	82,179.00	88,657.00	89,679.00
18	80,352.00	82,179.00	88,657.00	89,679.00
19	80,352.00	82,179.00	88,657.00	89,679.00
20	82,024.00	85,016.00	91,107.00	92,598.00
21	82,024.00	85,016.00	91,107.00	92,598.00
22	82,024.00	85,016.00	91,107.00	92,598.00
23	82,024.00	85,016.00	91,107.00	92,598.00
24	82,024.00	85,016.00	91,107.00	92,598.00
25	85,563.00	87,620.00	92,068.00	94,007.00

2005-2006

Post 1/19/00

SCHEDULE U7E DESCRIPTION TEACHER SAL SCH E

R A N G E

STEP 1D/BA+40 1E/BA+50 1F/BA+60

1	63,532.00	64,491.00	65,458.00
2	66,015.00	66,970.00	67,906.00
3	68,513.00	69,433.00	70,364.00
4	71,007.00	71,914.00	72,816.00
5	73,505.00	74,386.00	75,274.00
6	75,879.00	76,793.00	77,696.00
7	78,261.00	79,197.00	80,113.00
8	80,626.00	81,597.00	82,549.00
9	83,033.00	84,002.00	84,980.00
10	85,410.00	86,364.00	87,528.00
11	88,190.00	89,612.00	91,025.00
12	89,531.00	91,367.00	93,196.00

2005-2006

Post 1/19/00

SCHEDULE U7D DESCRIPTION TCH SALD P1/19/00

R A N G E

STEP 2A/MA 2F/MA+15 2D/MA+30 2E/MA+45 3A/EDD

1	54,720.00	56,431.00	58,176.00	59,367.00	63,779.00
2	57,033.00	58,799.00	60,607.00	61,852.00	66,314.00
3	59,344.00	61,170.00	63,045.00	64,337.00	68,842.00
4	61,668.00	63,536.00	65,477.00	66,816.00	71,382.00
5	63,989.00	65,908.00	67,917.00	69,307.00	73,919.00
6	66,405.00	68,333.00	70,334.00	71,719.00	76,392.00
7	68,842.00	70,765.00	72,719.00	74,061.00	78,845.00
8	71,286.00	73,196.00	75,119.00	76,430.00	81,294.00
9	73,722.00	75,624.00	77,543.00	78,845.00	83,760.00
10	76,156.00	78,051.00	79,959.00	81,254.00	86,212.00
11	78,601.00	80,602.00	82,602.00	83,955.00	89,070.00
12	81,046.00	83,163.00	85,308.00	86,762.00	91,496.00
13	83,635.00	85,815.00	87,993.00	89,466.00	94,778.00
14	86,258.00	88,470.00	90,703.00	92,220.00	97,645.00
15	88,878.00	91,130.00	93,389.00	94,912.00	100,498.00
16	88,878.00	91,130.00	93,389.00	94,912.00	100,498.00
17	88,878.00	91,130.00	93,389.00	94,912.00	100,498.00
18	88,878.00	91,130.00	93,389.00	94,912.00	100,498.00
19	88,878.00	91,130.00	93,389.00	94,912.00	100,498.00
20	92,452.00	94,633.00	96,835.00	98,332.00	102,993.00
21	92,452.00	94,633.00	96,835.00	98,332.00	102,993.00
22	92,452.00	94,633.00	96,835.00	98,332.00	102,993.00
23	92,452.00	94,633.00	96,835.00	98,332.00	102,993.00
24	92,452.00	94,633.00	96,835.00	98,332.00	102,993.00
25	95,042.00	97,228.00	99,418.00	100,899.00	105,230.00





2005-2006

Post 1/19/00

SCHEDULE U7C DESCRIPTION TEACHER SAL SCH A

R A N G E

STEP 1A/BA 1B/BA+15 1C/BA+30 1D/BA+45

1	46,329.00	47,657.00	50,815.00	51,784.00
2	48,370.00	49,665.00	53,111.00	54,097.00
3	50,398.00	51,671.00	55,423.00	56,408.00
4	52,439.00	53,687.00	57,738.00	58,714.00
5	54,474.00	55,697.00	60,040.00	61,039.00
6	56,339.00	57,626.00	62,553.00	63,532.00
7	58,200.00	59,568.00	65,074.00	66,014.00
8	60,065.00	61,495.00	67,588.00	68,511.00
9	61,936.00	63,423.00	70,105.00	71,007.00
10	63,795.00	65,365.00	72,613.00	73,506.00
11	65,640.00	67,200.00	74,976.00	75,879.00
12	70,149.00	71,144.00	77,337.00	78,260.00
13	72,271.00	73,517.00	79,695.00	80,640.00
14	74,401.00	75,897.00	82,056.00	83,032.00
15	76,526.00	78,266.00	84,436.00	85,410.00
16	76,526.00	78,266.00	84,436.00	85,410.00
17	76,526.00	78,266.00	84,436.00	85,410.00
18	76,526.00	78,266.00	84,436.00	85,410.00
19	76,526.00	78,266.00	84,436.00	85,410.00
20	78,119.00	80,968.00	86,769.00	88,190.00
21	78,119.00	80,968.00	86,769.00	88,190.00
22	78,119.00	80,968.00	86,769.00	88,190.00
23	78,119.00	80,968.00	86,769.00	88,190.00
24	78,119.00	80,968.00	86,769.00	88,190.00
25	81,487.00	83,448.00	87,684.00	89,531.00



**FREEMPORT TEACHERS ASSOCIATION  
SALARY SCHEDULES  
2005-2006**

**POST-1/19/00**



2004-2005

SCHEDULE T6J DESCRIPTION COMM AIDE SALSCHA

R A N G E

STEP      COM AIDE

1	36,266.00
2	37,845.00
3	39,424.00
4	41,008.00
5	42,588.00
6	44,037.00
7	45,485.00
8	46,929.00
9	48,386.00
10	49,826.00
11	51,261.00
12	54,765.00
13	56,412.00
14	58,064.00
15	59,729.00
16	59,729.00
17	59,729.00
18	59,729.00
19	59,729.00
20	60,954.00
21	60,954.00
22	60,954.00
23	60,954.00
24	60,954.00
25	63,571.00

2004-2005

SCHEDULE T6B DESCRIPTION REGISTERED NURSE

R A N G E

STEP	REG NURS
1	35,426.00
2	36,736.00
3	38,043.00
4	39,354.00
5	40,664.00
6	41,973.00
7	43,289.00
8	44,592.00
9	45,907.00
10	47,213.00

2004-2005

Post 1/19/00

SCHEDULE U6A DESCRIPTION PSY SAL P1/19/00

RANGE

STEP	2A/MA	2F/MA+15	2D/MA+30	2E/MA+45	3A/EDD
1	67,773.00	69,936.00	72,077.00	73,531.00	74,953.00
2	70,833.00	73,094.00	75,340.00	76,865.00	78,350.00
3	73,905.00	76,258.00	78,607.00	80,208.00	81,757.00
4	76,966.00	79,416.00	81,869.00	83,542.00	85,144.00
5	80,026.00	82,587.00	85,130.00	86,858.00	88,539.00
6	83,087.00	85,791.00	88,388.00	90,181.00	91,933.00
7	86,157.00	88,911.00	91,659.00	93,530.00	95,329.00
8	90,855.00	92,074.00	94,918.00	96,848.00	98,724.00
9	92,277.00	95,239.00	98,178.00	100,175.00	102,119.00

2004-2005

POST 1/19/00

## SCHEDULE H6D DESCRIPTION GUIDMST P1/19/00

## R A N G E

STEP	2A/MA	2F/MA+15	2D/MA+30	2E/MA+45	3A/EDD
1	57,110.00	58,895.00	60,719.00	61,962.00	66,563.00
2	59,525.00	61,368.00	63,255.00	64,551.00	69,211.00
3	61,937.00	63,842.00	65,799.00	67,149.00	71,851.00
4	64,362.00	66,309.00	68,337.00	69,738.00	74,499.00
5	66,785.00	68,785.00	70,884.00	72,335.00	77,150.00
6	69,307.00	71,319.00	73,407.00	74,851.00	79,731.00
7	71,851.00	73,859.00	75,896.00	77,295.00	82,289.00
8	74,401.00	76,392.00	78,399.00	79,770.00	84,843.00
9	76,942.00	78,930.00	80,930.00	82,287.00	87,418.00
10	79,482.00	81,464.00	83,453.00	84,803.00	89,977.00
11	82,036.00	84,124.00	86,211.00	87,623.00	92,962.00
12	84,588.00	86,795.00	89,035.00	90,556.00	95,493.00
13	87,288.00	89,567.00	91,839.00	93,375.00	98,919.00
14	90,029.00	92,335.00	94,665.00	96,248.00	101,910.00
15	92,762.00	95,113.00	97,469.00	99,061.00	104,888.00
16	92,762.00	95,113.00	97,469.00	99,061.00	104,888.00
17	92,762.00	95,113.00	97,469.00	99,061.00	104,888.00
18	92,762.00	95,113.00	97,469.00	99,061.00	104,888.00
19	92,762.00	95,113.00	97,469.00	99,061.00	104,888.00
20	96,492.00	98,769.00	101,067.00	102,627.00	107,493.00
21	96,492.00	98,769.00	101,067.00	102,627.00	107,493.00
22	96,492.00	98,769.00	101,067.00	102,627.00	107,493.00
23	96,492.00	98,769.00	101,067.00	102,627.00	107,493.00
24	96,492.00	98,769.00	101,067.00	102,627.00	107,493.00
25	99,194.00	101,477.00	103,763.00	105,307.00	109,828.00



2004-2005

POST 1/19/00

SCHEDULE H6C DESCRIPTION GUIDANCE BACH

R A N G E

STEP	1A/BA	1B/BA+15	1C/BA+30	1D/BA+45
1	48,354.00	49,741.00	53,037.00	54,046.00
2	50,482.00	51,835.00	55,430.00	56,460.00
3	52,600.00	53,928.00	57,845.00	58,871.00
4	54,731.00	56,032.00	60,258.00	61,281.00
5	56,854.00	58,131.00	62,663.00	63,704.00
6	58,800.00	60,143.00	65,287.00	66,307.00
7	60,743.00	62,170.00	67,917.00	68,898.00
8	62,689.00	64,182.00	70,541.00	71,506.00
9	64,643.00	66,195.00	73,167.00	74,112.00
10	66,583.00	68,219.00	75,785.00	76,716.00
11	68,506.00	70,137.00	78,251.00	79,193.00
12	73,213.00	74,254.00	80,715.00	81,679.00
13	75,428.00	76,730.00	83,178.00	84,163.00
14	77,651.00	79,212.00	85,640.00	86,661.00
15	79,869.00	81,685.00	88,126.00	89,141.00
16	79,869.00	81,685.00	88,126.00	89,141.00
17	79,869.00	81,685.00	88,126.00	89,141.00
18	79,869.00	81,685.00	88,126.00	89,141.00
19	79,869.00	81,685.00	88,126.00	89,141.00
20	81,533.00	84,506.00	90,561.00	92,042.00
21	81,533.00	84,506.00	90,561.00	92,042.00
22	81,533.00	84,506.00	90,561.00	92,042.00
23	81,533.00	84,506.00	90,561.00	92,042.00
24	81,533.00	84,506.00	90,561.00	92,042.00
25	85,048.00	87,094.00	91,514.00	93,442.00

2004-2005

POST 1/19/00

## SCHEDULE E6D DESCRIPTION ELEM GUIDANCE SCHD

## R A N G E

STEP	2A/MA	2F/MA+15	2D/MA+30	2E/MA+45	3A/EDD
1	55,782.00	57,527.00	59,305.00	60,520.00	65,017.00
2	58,140.00	59,941.00	61,784.00	63,052.00	67,602.00
3	60,497.00	62,357.00	64,269.00	65,587.00	70,179.00
4	62,866.00	64,769.00	66,749.00	68,114.00	72,767.00
5	65,232.00	67,188.00	69,236.00	70,653.00	75,356.00
6	67,695.00	69,662.00	71,698.00	73,110.00	77,876.00
7	70,179.00	72,140.00	74,132.00	75,500.00	80,376.00
8	72,671.00	74,617.00	76,577.00	77,914.00	82,871.00
9	75,153.00	77,093.00	79,047.00	80,376.00	85,384.00
10	77,633.00	79,566.00	81,512.00	82,831.00	87,886.00
11	80,128.00	82,168.00	84,206.00	85,586.00	90,801.00
12	82,618.00	84,776.00	86,965.00	88,446.00	93,274.00
13	85,259.00	87,482.00	89,703.00	91,202.00	96,618.00
14	87,934.00	90,187.00	92,464.00	94,010.00	99,541.00
15	90,603.00	92,899.00	95,203.00	96,754.00	102,450.00
16	90,603.00	92,899.00	95,203.00	96,754.00	102,450.00
17	90,603.00	92,899.00	95,203.00	96,754.00	102,450.00
18	90,603.00	92,899.00	95,203.00	96,754.00	102,450.00
19	90,603.00	92,899.00	95,203.00	96,754.00	102,450.00
20	94,248.00	96,472.00	98,715.00	100,241.00	104,992.00
21	94,248.00	96,472.00	98,715.00	100,241.00	104,992.00
22	94,248.00	96,472.00	98,715.00	100,241.00	104,992.00
23	94,248.00	96,472.00	98,715.00	100,241.00	104,992.00
24	94,248.00	96,472.00	98,715.00	100,241.00	104,992.00
25	96,888.00	99,116.00	101,349.00	102,859.00	107,272.00

2004-2005

POST 1/19/00

## SCHEDULE E6C DESCRIPTION ELEM GUIDANCE

## R A N G E

STEP	1A/BA	1B/BA+15	1C/BA+30	1D/BA+45
1	47,230.00	48,583.00	51,802.00	52,791.00
2	49,309.00	50,629.00	54,141.00	55,146.00
3	51,377.00	52,674.00	56,500.00	57,503.00
4	53,458.00	54,730.00	58,858.00	59,854.00
5	55,531.00	56,779.00	61,206.00	62,224.00
6	57,433.00	58,745.00	63,768.00	64,765.00
7	59,331.00	60,725.00	66,337.00	67,296.00
8	61,230.00	62,690.00	68,900.00	69,842.00
9	63,139.00	64,655.00	71,466.00	72,385.00
10	65,034.00	66,634.00	74,023.00	74,933.00
11	66,914.00	68,505.00	76,432.00	77,352.00
12	71,510.00	72,526.00	78,838.00	79,780.00
13	73,675.00	74,945.00	81,241.00	82,206.00
14	75,845.00	77,371.00	83,649.00	84,645.00
15	78,012.00	79,785.00	86,075.00	87,067.00
16	78,012.00	79,785.00	86,075.00	87,067.00
17	78,012.00	79,785.00	86,075.00	87,067.00
18	78,012.00	79,785.00	86,075.00	87,067.00
19	78,012.00	79,785.00	86,075.00	87,067.00
20	79,635.00	82,540.00	88,453.00	89,901.00
21	79,635.00	82,540.00	88,453.00	89,901.00
22	79,635.00	82,540.00	88,453.00	89,901.00
23	79,635.00	82,540.00	88,453.00	89,901.00
24	79,635.00	82,540.00	88,453.00	89,901.00
25	83,071.00	85,068.00	89,386.00	91,269.00

2004-2005

Post 1/19/00

SCHEDULE U6E DESCRIPTION TEACHER SAL SCH E

R A N G E

STEP	1D/BA+40	1E/BA+50	1F/BA+60
1	61,682.00	62,613.00	63,551.00
2	64,092.00	65,019.00	65,928.00
3	66,517.00	67,411.00	68,315.00
4	68,939.00	69,819.00	70,695.00
5	71,364.00	72,219.00	73,082.00
6	73,669.00	74,556.00	75,433.00
7	75,982.00	76,890.00	77,780.00
8	78,278.00	79,220.00	80,145.00
9	80,615.00	81,555.00	82,505.00
10	82,922.00	83,849.00	84,979.00
11	85,621.00	87,002.00	88,374.00
12	86,923.00	88,706.00	90,482.00

2004-2005

Post 1/19/00

## SCHEDULE U6D DESCRIPTION TCH SALD P1/19/00

## R A N G E

STEP	2A/MA	2F/MA+15	2D/MA+30	2E/MA+45	3A/EDD
1	53,126.00	54,787.00	56,482.00	57,638.00	61,921.00
2	55,372.00	57,086.00	58,842.00	60,050.00	64,383.00
3	57,616.00	59,388.00	61,209.00	62,463.00	66,837.00
4	59,872.00	61,685.00	63,570.00	64,870.00	69,303.00
5	62,125.00	63,988.00	65,939.00	67,288.00	71,766.00
6	64,471.00	66,343.00	68,285.00	69,630.00	74,167.00
7	66,837.00	68,704.00	70,601.00	71,904.00	76,549.00
8	69,210.00	71,064.00	72,931.00	74,204.00	78,926.00
9	71,575.00	73,421.00	75,284.00	76,549.00	81,320.00
10	73,938.00	75,778.00	77,630.00	78,887.00	83,701.00
11	76,312.00	78,254.00	80,196.00	81,510.00	86,476.00
12	78,685.00	80,741.00	82,823.00	84,235.00	88,831.00
13	81,199.00	83,316.00	85,430.00	86,860.00	92,017.00
14	83,746.00	85,893.00	88,061.00	89,534.00	94,801.00
15	86,289.00	88,476.00	90,669.00	92,148.00	97,571.00
16	86,289.00	88,476.00	90,669.00	92,148.00	97,571.00
17	86,289.00	88,476.00	90,669.00	92,148.00	97,571.00
18	86,289.00	88,476.00	90,669.00	92,148.00	97,571.00
19	86,289.00	88,476.00	90,669.00	92,148.00	97,571.00
20	89,759.00	91,877.00	94,015.00	95,468.00	99,993.00
21	89,759.00	91,877.00	94,015.00	95,468.00	99,993.00
22	89,759.00	91,877.00	94,015.00	95,468.00	99,993.00
23	89,759.00	91,877.00	94,015.00	95,468.00	99,993.00
24	89,759.00	91,877.00	94,015.00	95,468.00	99,993.00
25	92,274.00	94,396.00	96,522.00	97,960.00	102,165.00

2004-2005

Post 1/19/00

SCHEDULE U6C DESCRIPTION TEACHER SAL SCH A

RANGE

STEP	1A/BA	1B/BA+15	1C/BA+30	1D/BA+45
1	44,980.00	46,269.00	49,335.00	50,276.00
2	46,961.00	48,218.00	51,564.00	52,521.00
3	48,930.00	50,166.00	53,809.00	54,765.00
4	50,912.00	52,123.00	56,056.00	57,004.00
5	52,887.00	54,075.00	58,291.00	59,261.00
6	54,698.00	55,948.00	60,731.00	61,682.00
7	56,505.00	57,833.00	63,179.00	64,091.00
8	58,316.00	59,704.00	65,619.00	66,516.00
9	60,132.00	61,576.00	68,063.00	68,939.00
10	61,937.00	63,461.00	70,498.00	71,365.00
11	63,728.00	65,243.00	72,792.00	73,669.00
12	68,106.00	69,072.00	75,084.00	75,981.00
13	70,166.00	71,376.00	77,374.00	78,291.00
14	72,234.00	73,686.00	79,666.00	80,614.00
15	74,297.00	75,986.00	81,977.00	82,922.00
16	74,297.00	75,986.00	81,977.00	82,922.00
17	74,297.00	75,986.00	81,977.00	82,922.00
18	74,297.00	75,986.00	81,977.00	82,922.00
19	74,297.00	75,986.00	81,977.00	82,922.00
20	75,844.00	78,610.00	84,242.00	85,621.00
21	75,844.00	78,610.00	84,242.00	85,621.00
22	75,844.00	78,610.00	84,242.00	85,621.00
23	75,844.00	78,610.00	84,242.00	85,621.00
24	75,844.00	78,610.00	84,242.00	85,621.00
25	79,114.00	81,017.00	85,130.00	86,923.00

**FREEPORT TEACHERS ASSOCIATION  
SALARY SCHEDULES  
2004-2005**

**POST-1/19/00**

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2003-2004

SCHEDULE T5J DESCRIPTION COMM AIDE SALSCHA

RANGE

STEP COM AIDE

1	35,210.00
2	36,743.00
3	38,276.00
4	39,814.00
5	41,348.00
6	42,754.00
7	44,160.00
8	45,562.00
9	46,977.00
10	48,375.00
11	49,768.00
12	53,170.00
13	54,769.00
14	56,373.00
15	57,989.00
16	57,989.00
17	57,989.00
18	57,989.00
19	57,989.00
20	59,179.00
21	59,179.00
22	59,179.00
23	59,179.00
24	59,179.00
25	61,719.00



2003-2004

SCHEDULE T5B DESCRIPTION REGISTERED NURSE

RANGE

STEP REG NURS

1	34,394.00
2	35,666.00
3	36,935.00
4	38,208.00
5	39,480.00
6	40,750.00
7	42,028.00
8	43,293.00
9	44,570.00
10	45,838.00

2003-2004

Post 1/19/00

SCHEDULE U5A DESCRIPTION PSY SAL P1/19/00

R A N G E

STEP 2A/MA 2F/MA+15 2D/MA+30 2E/MA+45 3A/EDD

1	65,799.00	67,899.00	69,978.00	71,389.00	72,770.00
2	68,770.00	70,965.00	73,146.00	74,626.00	76,068.00
3	71,752.00	74,037.00	76,317.00	77,872.00	79,376.00
4	74,724.00	77,103.00	79,484.00	81,109.00	82,664.00
5	77,695.00	80,182.00	82,650.00	84,328.00	85,960.00
6	80,667.00	83,292.00	85,814.00	87,554.00	89,255.00
7	83,648.00	86,321.00	88,989.00	90,806.00	92,552.00
8	88,209.00	89,392.00	92,153.00	94,027.00	95,849.00
9	89,589.00	92,465.00	95,318.00	97,257.00	99,145.00

2003-2004

POST 1/19/00

SCHEDULE H5D DESCRIPTION GUIDMST P1/19/00

## RANGE

STEP	2A/MA	2F/MA+15	2D/MA+30	2E/MA+45	3A/EDD
1	55,447.00	57,180.00	58,950.00	60,157.00	64,624.00
2	57,791.00	59,581.00	61,413.00	62,671.00	67,195.00
3	60,133.00	61,983.00	63,883.00	65,193.00	69,758.00
4	62,487.00	64,378.00	66,347.00	67,707.00	72,329.00
5	64,840.00	66,782.00	68,819.00	70,228.00	74,903.00
6	67,288.00	69,242.00	71,269.00	72,671.00	77,409.00
7	69,758.00	71,708.00	73,685.00	75,044.00	79,892.00
8	72,234.00	74,167.00	76,116.00	77,447.00	82,372.00
9	74,701.00	76,631.00	78,573.00	79,890.00	84,872.00
10	77,167.00	79,091.00	81,022.00	82,333.00	87,356.00
11	79,647.00	81,674.00	83,700.00	85,071.00	90,254.00
12	82,124.00	84,267.00	86,442.00	87,918.00	92,712.00
13	84,746.00	86,958.00	89,164.00	90,655.00	96,038.00
14	87,407.00	89,646.00	91,908.00	93,445.00	98,942.00
15	90,060.00	92,343.00	94,630.00	96,176.00	101,833.00
16	90,060.00	92,343.00	94,630.00	96,176.00	101,833.00
17	90,060.00	92,343.00	94,630.00	96,176.00	101,833.00
18	90,060.00	92,343.00	94,630.00	96,176.00	101,833.00
19	90,060.00	92,343.00	94,630.00	96,176.00	101,833.00
20	93,682.00	95,892.00	98,123.00	99,638.00	104,362.00
21	93,682.00	95,892.00	98,123.00	99,638.00	104,362.00
22	93,682.00	95,892.00	98,123.00	99,638.00	104,362.00
23	93,682.00	95,892.00	98,123.00	99,638.00	104,362.00
24	93,682.00	95,892.00	98,123.00	99,638.00	104,362.00
25	96,305.00	98,521.00	100,741.00	102,240.00	106,629.00

2003-2004

POST 1/19/00

## SCHEDULE H5C DESCRIPTION GUIDANCE BACH

## R A N G E

STEP	1A/BA	1B/BA+15	1C/BA+30	1D/BA+45
1	46,946.00	48,292.00	51,492.00	52,472.00
2	49,012.00	50,325.00	53,816.00	54,816.00
3	51,068.00	52,357.00	56,160.00	57,156.00
4	53,137.00	54,400.00	58,503.00	59,496.00
5	55,198.00	56,438.00	60,838.00	61,849.00
6	57,087.00	58,391.00	63,385.00	64,376.00
7	58,974.00	60,359.00	65,939.00	66,891.00
8	60,863.00	62,313.00	68,486.00	69,423.00
9	62,760.00	64,267.00	71,036.00	71,953.00
10	64,644.00	66,232.00	73,578.00	74,482.00
11	66,511.00	68,094.00	75,972.00	76,886.00
12	71,081.00	72,091.00	78,364.00	79,300.00
13	73,231.00	74,495.00	80,755.00	81,712.00
14	75,389.00	76,905.00	83,146.00	84,137.00
15	77,543.00	79,306.00	85,559.00	86,545.00
16	77,543.00	79,306.00	85,559.00	86,545.00
17	77,543.00	79,306.00	85,559.00	86,545.00
18	77,543.00	79,306.00	85,559.00	86,545.00
19	77,543.00	79,306.00	85,559.00	86,545.00
20	79,158.00	82,045.00	87,923.00	89,361.00
21	79,158.00	82,045.00	87,923.00	89,361.00
22	79,158.00	82,045.00	87,923.00	89,361.00
23	79,158.00	82,045.00	87,923.00	89,361.00
24	79,158.00	82,045.00	87,923.00	89,361.00
25	82,571.00	84,557.00	88,849.00	90,720.00

2003-2004

POST 1/19/00

## SCHEDULE E5D DESCRIPTION ELEM GUIDANCE SCHD

## RANGE

STEP	2A/MA	2F/MA+15	2D/MA+30	2E/MA+45	3A/EDD
1	54,157.00	55,851.00	57,578.00	58,757.00	63,123.00
2	56,447.00	58,195.00	59,984.00	61,216.00	65,633.00
3	58,735.00	60,541.00	62,397.00	63,677.00	68,135.00
4	61,035.00	62,883.00	64,805.00	66,130.00	70,648.00
5	63,332.00	65,231.00	67,219.00	68,595.00	73,161.00
6	65,723.00	67,633.00	69,610.00	70,981.00	75,608.00
7	68,135.00	70,039.00	71,973.00	73,301.00	78,035.00
8	70,554.00	72,444.00	74,347.00	75,645.00	80,457.00
9	72,964.00	74,848.00	76,745.00	78,035.00	82,897.00
10	75,372.00	77,249.00	79,138.00	80,418.00	85,326.00
11	77,794.00	79,775.00	81,753.00	83,093.00	88,156.00
12	80,212.00	82,307.00	84,432.00	85,870.00	90,557.00
13	82,776.00	84,934.00	87,090.00	88,546.00	93,804.00
14	85,373.00	87,560.00	89,771.00	91,272.00	96,642.00
15	87,964.00	90,193.00	92,430.00	93,936.00	99,466.00
16	87,964.00	90,193.00	92,430.00	93,936.00	99,466.00
17	87,964.00	90,193.00	92,430.00	93,936.00	99,466.00
18	87,964.00	90,193.00	92,430.00	93,936.00	99,466.00
19	87,964.00	90,193.00	92,430.00	93,936.00	99,466.00
20	91,503.00	93,662.00	95,840.00	97,321.00	101,934.00
21	91,503.00	93,662.00	95,840.00	97,321.00	101,934.00
22	91,503.00	93,662.00	95,840.00	97,321.00	101,934.00
23	91,503.00	93,662.00	95,840.00	97,321.00	101,934.00
24	91,503.00	93,662.00	95,840.00	97,321.00	101,934.00
25	94,066.00	96,229.00	98,397.00	99,863.00	104,148.00