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

Title: **Blind Brook-Rye Union Free School District and Blind Brook-Rye Federation of Teachers (2003) (MOA)**

Employer Name: **Blind Brook-Rye Union Free School District**

Union: **Blind Brook-Rye Federation of Teachers**

Local:

Effective Date: **07/01/03**

Expiration Date: **06/30/07**

Number of Pages: **7**

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Blind Brook-Rye Ufsd And Blind  
Brook-Rye Teachers Federation

**BLIND BROOK-RYE PUBLIC SCHOOLS  
RYE BROOK, NEW YORK  
MEMORANDUM OF AGREEMENT**

- I. Term of Agreement: July 1, 2003 through June 30, 2007
- II. Salary Adjustment
  - 1. Adopt Revised Step Schedule including Step A (attached II.1 which will replace the former schedule)

Increases for the following years shall be applied to the above referenced schedule:

7/1/03 – 6/30/04	3.0%
7/1/04 – 6/30/05	3.3%
7/1/05 – 6/30/06	3.25%
7/1/06 – 6/30/07	3.20%

Attached are revised salary schedules reflecting annual increases

- III. Amend XXIII. A.1 Health Insurance Contribution for active employees shall be as follows:

Effective 7/1/03	10.5% of the applicable monthly premium
Effective 7/1/04	10.5%
Effective 7/1/05	11.0%
Effective 7/1/06	11.5%

It is understood that the applicable monthly premium shall be adjusted when it is changed by the health plan.

Amend XXIII. A.2 Health Insurance effective with the 2003-2004 school year, retirees with less than 22 years of service in the District shall make an annual Contribution for health insurance in accord with the following scale:

22 years of service in the District – No Contribution  
 21 years – 2.5% of premium as an active member

20 years	5%
19 years	7.5%
18 years	10.0%
17 years	20.0%
16 years	30.0%
15 years	40.0%
14 years	50.0%
13 years	60.0%
12 years	70.0%
11 years	80.0%
10 years	90.0%
Less than 10 years	100.0%

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**NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD**

129 Employees

IV. Welfare Fund Contribution  
Total District Contribution

7/1/03 – 6/30/04	\$1,100 per Unit Employee
7/1/04 – 6/30/05	1,150 per Unit Employee
7/1/05 – 6/30/06	1,200 per Unit Employee
7/1/06 – 6/30/07	1,250 per Unit Employee

The Lump Sum annual payment is to be discontinued.

Trustees of the Welfare Fund and/or the Union shall provide a copy of the Trust instrument and a copy of the previous year audit by October 1<sup>st</sup> of each year to the Superintendent of Schools.

The Superintendent and representatives of the Federation shall meet upon request to discuss cost saving strategies and alternatives to the current medical health and welfare benefit plans.

V. Athletic, Sports, Coaches

7/1/03 – 6/30/04	3.0%
7/1/04 – 6/30/05	10.0%
7/1/05 – 6/30/06	10.0%
7/1/06 – 6/30/07	5.0%

Superintendent and Athletic Director will update Fall, Winter, Spring Coaching Assignments.

VI. Co-Curricular

7/1/03 – 6/30/04	3.0%
7/1/04 – 6/30/05	3.3%
7/1/05 – 6/230/06	3.25%
7/1/06 – 6/30/07	3.2%

Superintendent and Federation President will update Co-Curricular activities.

VII. Mentoring

When the District determines to appoint a mentor the compensation for the annual appointment shall be \$1,000 per Mentor. Final mentor appointment subject to approval of Superintendent of Schools.

VIII. Curriculum Payment

7/1/03- 6/30/04	\$25 per hour
7/1/04 -6/30/05	\$30 per hour
7/1/05 -6/30/06	\$30 per hour
7/1/06 - 6/30/07	\$30 per hour

IX. Coordinators, Team Leaders

Increase stipend by \$100 for each year of the agreement.

Superintendent and Federation President will meet to review current MOA.

X. Contract Language Adjustments

Attached are agreed upon changes.

XI. The terms of this Memorandum are subject to ratification by the membership of the Union and the Board of Education.

DATE: \_\_\_\_\_

For Blind Brook-Rye Federation of Teachers \_\_\_\_\_

For the Blind Brook-Rye U.F.S.D. \_\_\_\_\_

RDV:als

11-10-03

MOA2

**2003-2004 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2003**

**SCHEDULE I:**

	<b>BA</b>	<b>BA10</b>	<b>BA20</b>	<b>BA30</b>	<b>BA40</b>	<b>BA45</b>	<b>MA</b>	<b>MA10</b>	<b>MA20</b>	<b>MA30</b>	<b>MA40</b>	<b>MA50</b>	<b>MA60</b>
A	41,700	42,543	43,386	44,230	45,076	45,496	46,695	48,309	49,922	51,532	52,773	54,007	55,247
1	43,742	44,697	45,651	46,606	47,563	48,039	49,306	50,957	52,608	54,255	55,542	56,821	58,106
2	45,785	46,851	47,916	48,983	50,051	50,582	51,917	53,605	55,295	56,979	58,310	59,635	60,966
3	47,826	49,004	50,181	51,359	52,538	53,125	54,527	56,253	57,980	59,703	61,079	62,450	63,825
4	49,868	51,157	52,446	53,735	55,026	55,668	57,138	58,903	60,666	62,426	63,848	65,264	66,685
5	51,911	53,311	54,712	56,111	57,513	58,213	59,748	61,551	63,352	65,150	66,616	68,079	69,545
6	53,953	55,464	56,977	58,488	60,001	60,756	62,359	64,199	66,037	67,873	69,385	70,893	72,404
7	55,995	57,618	59,241	60,864	62,488	63,299	64,969	66,847	68,724	70,597	72,154	73,708	75,263
8	58,037	59,771	61,506	63,240	64,975	65,842	67,580	69,495	71,409	73,321	74,922	76,522	78,122
9	60,080	61,925	63,771	65,616	67,463	68,385	70,191	72,144	74,095	76,044	77,691	79,336	80,983
10	62,121	64,078	66,036	67,992	69,950	70,928	72,801	74,792	76,781	78,768	80,459	82,151	83,842
11	64,164	66,232	68,301	70,369	72,438	73,471	75,412	77,441	79,467	81,492	83,228	84,965	86,701
12	66,206	68,386	70,567	72,745	74,925	76,015	78,023	80,089	82,153	84,215	85,997	87,780	89,561
13	68,249	70,539	72,832	75,121	77,413	78,558	80,634	82,738	84,839	86,938	88,765	90,594	92,421
14	70,290	72,692	75,097	77,497	79,900	81,101	83,244	85,386	87,524	89,663	91,534	93,409	95,280
15	72,333	74,846	77,362	79,873	82,388	83,644	85,855	88,034	90,210	92,386	94,303	96,223	98,139

**2003-2004 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2003**

**SCHEDULE II:**

	<b>BA</b>	<b>BA15</b>	<b>BA30</b>	<b>BA45</b>	<b>MA</b>	<b>MA15</b>	<b>MA30</b>	<b>MA45</b>	<b>MA60</b>
A	41,700	42,964	44,230	45,496	46,695	49,115	51,532	53,391	55,247
1	43,742	45,174	46,606	48,039	49,306	51,781	54,255	56,182	58,106
2	45,785	47,383	48,983	50,582	51,917	54,448	56,979	58,974	60,966
3	47,826	49,592	51,359	53,125	54,527	57,116	59,703	61,765	63,825
4	49,868	51,802	53,735	55,668	57,138	59,782	62,426	64,556	66,685
5	51,911	54,011	56,111	58,213	59,748	62,450	65,150	67,349	69,545
6	53,953	56,220	58,488	60,756	62,359	65,117	67,873	70,140	72,404
7	55,995	58,430	60,864	63,299	64,969	67,784	70,597	72,931	75,263
8	58,037	60,639	63,240	65,842	67,580	70,451	73,321	75,723	78,122
9	60,080	62,849	65,616	68,385	70,191	73,118	76,044	78,514	80,983
10	62,121	65,058	67,992	70,928	72,801	75,785	78,768	81,305	83,842
11	64,164	67,267	70,369	73,471	75,412	78,452	81,492	84,096	86,701
12	66,206	69,477	72,745	76,015	78,023	81,120	84,215	86,889	89,561
13	68,249	71,686	75,121	78,558	80,634	83,786	86,938	89,680	92,421
14	70,290	73,895	77,497	81,101	83,244	86,454	89,663	92,471	95,280
15	72,333	76,105	79,873	83,644	85,855	89,121	92,386	95,263	98,139

**2004-2005 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2004**

**SCHEDULE I:**

	<b>BA</b>	<b>BA10</b>	<b>BA20</b>	<b>BA30</b>	<b>BA40</b>	<b>BA45</b>	<b>MA</b>	<b>MA10</b>	<b>MA20</b>	<b>MA30</b>	<b>MA40</b>	<b>MA50</b>	<b>MA60</b>
<b>A</b>	43,076	43,947	44,818	45,690	46,564	46,997	48,236	49,903	51,569	53,233	54,515	55,789	57,070
<b>1</b>	45,185	46,172	47,157	48,144	49,133	49,624	50,933	52,639	54,344	56,045	57,375	58,696	60,023
<b>2</b>	47,296	48,397	49,497	50,599	51,703	52,251	53,630	55,374	57,120	58,859	60,234	61,603	62,978
<b>3</b>	49,404	50,621	51,837	53,054	54,272	54,878	56,326	58,109	59,893	61,673	63,095	64,511	65,931
<b>4</b>	51,514	52,845	54,177	55,508	56,842	57,505	59,024	60,847	62,668	64,486	65,955	67,418	68,886
<b>5</b>	53,624	55,070	56,517	57,963	59,411	60,134	61,720	63,582	65,443	67,300	68,814	70,326	71,840
<b>6</b>	55,733	57,294	58,857	60,418	61,981	62,761	64,417	66,318	68,216	70,113	71,675	73,232	74,793
<b>7</b>	57,843	59,519	61,196	62,873	64,550	65,388	67,113	69,053	70,992	72,927	74,535	76,140	77,747
<b>8</b>	59,952	61,743	63,536	65,327	67,119	68,015	69,810	71,788	73,765	75,741	77,394	79,047	80,700
<b>9</b>	62,063	63,969	65,875	67,781	69,689	70,642	72,507	74,525	76,540	78,553	80,255	81,954	83,655
<b>10</b>	64,171	66,193	68,215	70,236	72,258	73,269	75,203	77,260	79,315	81,367	83,114	84,862	86,609
<b>11</b>	66,281	68,418	70,555	72,691	74,828	75,896	77,901	79,997	82,089	84,181	85,975	87,769	89,562
<b>12</b>	68,391	70,643	72,896	75,146	77,398	78,523	80,598	82,732	84,864	86,994	88,835	90,677	92,517
<b>13</b>	70,501	72,867	75,235	77,600	79,968	81,150	83,295	85,468	87,639	89,807	91,694	93,584	95,471
<b>14</b>	72,610	75,091	77,575	80,054	82,537	83,777	85,991	88,204	90,412	92,622	94,555	96,491	98,424
<b>15</b>	74,720	77,316	79,915	82,509	85,107	86,404	88,688	90,939	93,187	95,435	97,415	99,398	101,378

**2004-2005 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2004**

**SCHEDULE II:**

	<b>BA</b>	<b>BA15</b>	<b>BA30</b>	<b>BA45</b>	<b>MA</b>	<b>MA15</b>	<b>MA30</b>	<b>MA45</b>	<b>MA60</b>
<b>A</b>	43,076	44,382	45,690	46,997	48,236	50,736	53,233	55,153	57,070
<b>1</b>	45,185	46,665	48,144	49,624	50,933	53,490	56,045	58,036	60,023
<b>2</b>	47,296	48,947	50,599	52,251	53,630	56,245	58,859	60,920	62,978
<b>3</b>	49,404	51,229	53,054	54,878	56,326	59,001	61,673	63,803	65,931
<b>4</b>	51,514	53,511	55,508	57,505	59,024	61,755	64,486	66,686	68,886
<b>5</b>	53,624	55,793	57,963	60,134	61,720	64,511	67,300	69,572	71,840
<b>6</b>	55,733	58,075	60,418	62,761	64,417	67,266	70,113	72,455	74,793
<b>7</b>	57,843	60,358	62,873	65,388	67,113	70,021	72,927	75,338	77,747
<b>8</b>	59,952	62,640	65,327	68,015	69,810	72,776	75,741	78,222	80,700
<b>9</b>	62,063	64,923	67,781	70,642	72,507	75,531	78,553	81,105	83,655
<b>10</b>	64,171	67,205	70,236	73,269	75,203	78,286	81,367	83,988	86,609
<b>11</b>	66,281	69,487	72,691	75,896	77,901	81,041	84,181	86,871	89,562
<b>12</b>	68,391	71,770	75,146	78,523	80,598	83,797	86,994	89,756	92,517
<b>13</b>	70,501	74,052	77,600	81,150	83,295	86,551	89,807	92,639	95,471
<b>14</b>	72,610	76,334	80,054	83,777	85,991	89,307	92,622	95,523	98,424
<b>15</b>	74,720	78,616	82,509	86,404	88,688	92,062	95,435	98,407	101,378

**2005-2006 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2005**

**SCHEDULE I:**

	<b>BA</b>	<b>BA10</b>	<b>BA20</b>	<b>BA30</b>	<b>BA40</b>	<b>BA45</b>	<b>MA</b>	<b>MA10</b>	<b>MA20</b>	<b>MA30</b>	<b>MA40</b>	<b>MA50</b>	<b>MA60</b>
A	44,476	45,375	46,275	47,175	48,077	48,524	49,804	51,525	53,245	54,963	56,287	57,602	58,925
1	46,654	47,673	48,690	49,709	50,730	51,237	52,588	54,350	56,110	57,866	59,240	60,604	61,974
2	48,833	49,970	51,106	52,243	53,383	53,949	55,373	57,174	58,976	60,772	62,192	63,605	65,025
3	51,010	52,266	51,837	54,778	56,036	56,662	58,157	59,998	61,840	63,677	65,146	66,608	68,074
4	53,188	54,562	55,938	57,312	58,689	59,374	60,942	62,825	64,705	66,582	68,099	69,609	71,125
5	55,367	56,860	58,354	59,847	61,342	62,088	63,726	65,648	67,570	69,487	71,050	72,612	74,175
6	57,544	59,156	60,770	62,382	63,995	64,801	66,511	68,473	70,433	72,392	74,004	75,612	77,224
7	59,723	61,453	63,185	64,916	66,648	67,513	69,294	71,297	73,299	75,297	76,957	78,615	80,274
8	61,900	63,750	65,601	67,450	69,300	70,225	72,079	74,121	76,162	78,203	79,909	81,616	83,323
9	64,080	66,048	68,016	69,984	71,954	72,938	74,863	76,947	79,028	81,106	82,863	84,618	86,374
10	66,257	68,344	70,432	72,519	74,606	75,650	77,647	79,771	81,893	84,011	85,815	87,620	89,424
11	68,435	70,642	72,848	75,053	77,260	78,363	80,433	82,597	84,757	86,917	88,769	90,621	92,473
12	70,614	72,939	75,265	77,588	79,913	81,075	83,217	85,421	87,622	89,821	91,722	93,624	95,524
13	72,792	75,235	77,680	80,122	82,567	83,787	86,002	88,246	90,487	92,726	94,674	96,625	98,574
14	74,970	77,531	80,096	82,656	85,219	86,500	88,786	91,071	93,350	95,632	97,628	99,627	101,623
15	77,148	79,829	82,512	85,191	87,873	89,212	91,570	93,895	96,216	98,537	100,581	102,628	104,673

**2005-2006 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2005**

**SCHEDULE II:**

	<b>BA</b>	<b>BA15</b>	<b>BA30</b>	<b>BA45</b>	<b>MA</b>	<b>MA15</b>	<b>MA30</b>	<b>MA45</b>	<b>MA60</b>
A	44,476	45,824	47,175	48,524	49,804	52,385	54,963	56,945	58,925
1	46,654	48,182	49,709	51,237	52,588	55,228	57,866	59,922	61,974
2	48,833	50,538	52,243	53,949	55,373	58,073	60,772	62,900	65,025
3	51,010	52,894	54,778	56,662	58,157	60,919	63,677	65,877	68,074
4	53,188	55,250	57,312	59,374	60,942	63,762	66,582	68,853	71,125
5	55,367	57,606	59,847	62,088	63,726	66,608	69,487	71,833	74,175
6	57,544	59,962	62,382	64,801	66,511	69,452	72,392	74,810	77,224
7	59,723	62,320	64,916	67,513	69,294	72,297	75,297	77,786	80,274
8	61,900	64,676	67,450	70,225	72,079	75,141	78,203	80,764	83,323
9	64,080	67,033	69,984	72,938	74,863	77,986	81,106	83,741	86,374
10	66,257	69,389	72,519	75,650	77,647	80,830	84,011	86,718	89,424
11	68,435	71,745	75,053	78,363	80,433	83,675	86,917	89,694	92,473
12	70,614	74,103	77,588	81,075	83,217	86,520	89,821	92,673	95,524
13	72,792	76,459	80,122	83,787	86,002	89,364	92,726	95,650	98,574
14	74,970	78,815	82,656	86,500	88,786	92,209	95,632	98,627	101,623
15	77,148	81,171	85,191	89,212	91,570	95,054	98,537	101,605	104,673

**2006-2007 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2006**

**SCHEDULE I:**

	<u>BA</u>	<u>BA10</u>	<u>BA20</u>	<u>BA30</u>	<u>BA40</u>	<u>BA45</u>	<u>MA</u>	<u>MA10</u>	<u>MA20</u>	<u>MA30</u>	<u>MA40</u>	<u>MA50</u>	<u>MA60</u>
A	45,899	46,827	47,756	48,685	49,615	50,077	51,398	53,174	54,949	56,722	58,088	59,445	60,811
1	48,147	49,199	50,248	51,300	52,353	52,877	54,271	56,089	57,906	59,718	61,136	62,543	63,957
2	50,396	51,569	52,741	53,915	55,091	55,675	57,145	59,004	60,863	62,717	64,182	65,640	67,106
3	52,642	53,939	53,496	56,531	57,829	58,475	60,018	61,918	63,819	65,715	67,231	68,739	70,252
4	54,890	56,308	57,728	59,146	60,567	61,274	62,892	64,835	66,776	68,713	70,278	71,836	73,401
5	57,139	58,680	60,221	61,762	63,305	64,075	65,765	67,749	69,732	71,711	73,324	74,936	76,549
6	59,385	61,049	62,715	64,378	66,043	66,875	68,639	70,664	72,687	74,709	76,372	78,032	79,695
7	61,634	63,419	65,207	66,993	68,781	69,673	71,511	73,579	75,645	77,707	79,420	81,131	82,843
8	63,881	65,790	67,700	69,608	71,518	72,472	74,386	76,493	78,599	80,705	82,466	84,228	85,989
9	66,131	68,162	70,193	72,223	74,257	75,272	77,259	79,409	81,557	83,701	85,515	87,326	89,138
10	68,377	70,531	72,686	74,840	76,993	78,071	80,132	82,324	84,514	86,699	88,561	90,424	92,286
11	70,625	72,903	75,179	77,455	79,732	80,871	83,007	85,240	87,469	89,698	91,610	93,521	95,432
12	72,874	75,273	77,673	80,071	82,470	83,669	85,880	88,154	90,426	92,695	94,657	96,620	98,581
13	75,121	77,643	80,166	82,686	85,209	86,468	88,754	91,070	93,383	95,693	97,704	99,717	101,728
14	77,369	80,012	82,659	85,301	87,946	89,268	91,627	93,985	96,337	98,692	100,752	102,815	104,875
15	79,617	82,384	85,152	87,917	90,685	92,067	94,500	96,900	99,295	101,690	103,800	105,912	108,023

**2006-2007 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2006**

**SCHEDULE II:**

	<u>BA</u>	<u>BA15</u>	<u>BA30</u>	<u>BA45</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>	<u>MA60</u>
A	45,899	47,290	48,685	50,077	51,398	54,061	56,722	58,767	60,811
1	48,147	49,724	51,300	52,877	54,271	56,995	59,718	61,840	63,957
2	50,396	52,155	53,915	55,675	57,145	59,931	62,717	64,913	67,106
3	52,642	54,587	56,531	58,475	60,018	62,868	65,715	67,985	70,252
4	54,890	57,018	59,146	61,274	62,892	65,802	68,713	71,056	73,401
5	57,139	59,449	61,762	64,075	65,765	68,739	71,711	74,132	76,549
6	59,385	61,881	64,378	66,875	68,639	71,674	74,709	77,204	79,695
7	61,634	64,314	66,993	69,673	71,511	74,611	77,707	80,275	82,843
8	63,881	66,746	69,608	72,472	74,386	77,546	80,705	83,348	85,989
9	66,131	69,178	72,223	75,272	77,259	80,482	83,701	86,421	89,138
10	68,377	71,609	74,840	78,071	80,132	83,417	86,699	89,493	92,286
11	70,625	74,041	77,455	80,871	83,007	86,353	89,698	92,564	95,432
12	72,874	76,474	80,071	83,669	85,880	89,289	92,695	95,639	98,581
13	75,121	78,906	82,686	86,468	88,754	92,224	95,693	98,711	101,728
14	77,369	81,337	85,301	89,268	91,627	95,160	98,692	101,783	104,875
15	79,617	83,768	87,917	92,067	94,500	98,096	101,690	104,856	108,023