Cornell University
ILR School

NYS PERB Contract Collection – Metadata Header

This contract is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial educational use only.

Some variations from the original paper document may have occurred during the digitization process, and some appendices or tables may be absent. Subsequent changes, revisions, and corrections may apply to this document.

For more information about the PERB Contract Collection, see
http://digitalcommons.ilr.cornell.edu/perbcontracts/

Or contact us:
Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853
607-254-5370 ilrref@cornell.edu

Contract Database Metadata Elements

Title: **Somers Central School District and Somers Faculty Association (2005)**

Employer Name: **Somers Central School District**

Union: **Somers Faculty Association**

Local:

Effective Date: **07/01/05**

Expiration Date: **06/30/10**

PERB ID Number: **6205**

Unit Size: **282**

Number of Pages: **52**

For additional research information and assistance, please visit the Research page of the Catherwood website - http://www.ilr.cornell.edu/library/research/

For additional information on the ILR School - http://www.ilr.cornell.edu/

TA\6205

CONTRACT

BETWEEN

SOMERS FACULTY ASSOCIATION

AND THE

SOMERS BOARD OF EDUCATION

JULY 1, 2005 – JUNE 30, 2010

RECEIVED
APR 03 2006
NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

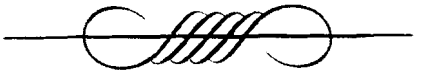
282

TABLE OF CONTENTS

PREAMBLE	.....	**1**
ARTICLE I	**Recognition**	**2**
ARTICLE II	**Association's Responsibilities**	**3**
ARTICLE III	**Existing Conditions**	**3**
ARTICLE IV	**Teaching Conditions**	**4**
	A. Teaching Facilities	**4**
	B. Teacher Facilities	**4**
	C. Teaching Hours	**4**
	D. Class Size and Load	**5**
	E. Extended Time Clause	**6**
	F. Elementary School & Intermediate School Teacher-Parent Conferences	**6**
	G. Attendance at Night Meetings	**6**
	H. After-School Meetings	**7**
	I. Chaperoning Duties	**7**
	J. Teaching Agreement	**7**
	K. Teacher Mailboxes	**7**
	L. Teacher Assignments	**7**
	M. Sponsorship of Activities & Supervision of Co-Curricular Activities	**8**
	N. Assignments Beyond Specified Minimums	**8**
	O. Supervisor/Teacher Conferences	**8**
	P. Probationary Teachers' Orientation Programs	**8**
	Q. Removal from Extra-Curricular Activity	**9**
	R. Classroom Schedules	**9**
	S. Classroom Teaching	**9**
	T. Independent Study Program	**9**
ARTICLE V	**Teacher Responsibilities**	**9**
ARTICLE VI	**Teacher Rights**	**10**
ARTICLE VII	**Teacher Evaluation**	**11**
ARTICLE VIII	**Teacher Files**	**11**
ARTICLE IX	**Career Development**	**12**
ARTICLE X	**School Calendar**	**12**
ARTICLE XI	**Teacher Employment & Recruitment**	**13**
ARTICLE XII	**Salaries, Study Credits and Other Compensation**	**14**
ARTICLE XIII	**Insurance**	**15**
ARTICLE XIV	**Educational Policies**	**16**
ARTICLE XV	**Leave Policy**	**16**
	A. Paid Sick Leave	**16**
	B. Sick Bank	**17**
	C. Unpaid Sick Leave	**18**
	D. Personal Leave – With Pay	**18**
	E. Pregnancy Leave	**19**

ARTICLE XVI	Grievance Procedure	20
ARTICLE XVII	Dues Deduction	23
ARTICLE XVIII	Miscellaneous Provisions	24
	A. The Association President & members...extra curric.duties	23
	B. The Association President & members...study hall duties	24
	C. No teacher...custodial duties	24
	D. Any teacher who resigns...is rehired	24
	E. The Association will be assigned space.....	24
	F. The Board agrees...VOTE/COPE fund	24
	G. National Teacher Certification Recognition	24
	H. In-House Coverage for Absent Teachers	24
	I. Tutorial Services	25
	J. Teachers in secondary schools.....	25
	K. Employer's Non-Elective Contribution to a 403B	25
	L. Retirement Incentive	27
	M. The salary for teachers...summer programs	28
	N. A teacher...volunteer...teaching assignment outside of regular 7-hour school day	28
	O. Five days total leave may be granted...president, vice-pres., treasurer or sec'y of the Association	28
ARTICLE XIX	Duration of Agreement	28
ARTICLE X	Statutory Provision	28
ARTICLE XXI	Conclusion of Negotiations	29

Teacher Salaries 2005-06 ...	Supplement A
Teacher Salaries 2006-07 ...	Supplement B
Teacher Salaries 2007-08 ...	Supplement C
Teacher Salaries 2008-09 ...	Supplement D
Teacher Salaries 2009-10 ...	Supplement E
Co-Curricular Duties Schedule ...	Supplement F
Coaching Duties Stipends ...	Supplement G



PREAMBLE

This agreement entered into this 26th day of October, 2004 by and between the Board of Education of Somers Central School District, Town of Somers, Somers, New York, hereinafter called the "Board," and the Somers Faculty Association, hereinafter called the "Association."

WITNESSETH

Whereas, in order to effectuate the provisions of Article 14 of the Civil Service Law (Chapter 392 of the Laws of 1967; Public Employee's Fair Employment Act), to encourage and increase effective and harmonious working relationships between the Board of Education of Somers Central School District, Town of Somers (hereinafter referred to as the "BOARD") and its teaching staff represented by the Somers Faculty Association (hereinafter referred to as "ASSOCIATION,") and to enable the teachers to participate in and negotiate the development of policies dealing with salaries, hours and other terms and conditions of employment, the parties hereto, in consideration of the mutual covenants herein contained, hereby agree as follows:

ARTICLE I

RECOGNITION

A. Pursuant to the Public Employees Fair Employment Act, the Board recognizes the Somers Faculty Association (referred to as the Association), as the organization with exclusive rights to negotiate terms and conditions of employment with the Board on behalf of the teacher's unit, consisting of classroom teachers, department coordinators, grade level coordinators, guidance counselors, psychologists, social workers, librarians, resource teachers, special education teachers, coaches, physical education instructors, regularly employed consultants in an instructional subject such as remedial reading teachers and remedial speech teachers, and teachers of technology education, home and career skills, business, art, music, speech, reading, and occupational therapist (hereinafter referred to as "teachers,") but excluding the Superintendent of Schools, Assistant Superintendents of Schools, building principals, assistant building principals, assistants to the Superintendent of Schools, assistants to the building principals, department chairpersons, director of athletics, adult education instructors, non-teaching nurses, substitute teachers, teachers' aides, teacher assistants and any other supervisory and administrative personnel.

B. The Association agrees to maintain its rights to represent all teachers and agrees to admit members without regard to race, creed, national origin, sex or marital status. The Board and the Association agree that on the same criteria there will be no discrimination in hiring teachers, or in their training, assignment, promotion, transfer, or discipline.

ARTICLE II

ASSOCIATION'S RESPONSIBILITIES

A. The Association recognizes the responsibility of the teachers to offer their best efforts toward improving educational attitudes and maintaining student discipline in order to bring about a full day of productive learning for each child on every school day.

B. The Board and the Association acknowledge and declare that for the advancement of education, it is necessary that there exist a reasonable means of evaluating individual teacher competence. The goals of said evaluation will be to foster a free flow of constructive criticism that will promote an uninhibited exchange of ideas, methods, materials, and goals; and to foster an atmosphere of cooperative endeavor so that teachers, supervisors, and administrators will be continually involved in "shop talk," critiques, and informal observations. It is understood by both parties that the sole purposes of Item B are to foster individual and faculty growth. Teacher evaluation shall not be used to merit pay ratings.

C. It is jointly recognized that the Parent Teachers Association serves a useful purpose in improving the means of education and both parties will aid in the creation and fruitful participation of such association in the affairs of the school system.

D. It is recognized that legislative enactment has or may have important significance upon education. Accordingly the parties will jointly consult concerning proposed legislation so that wherever possible the parties may act jointly in favor of or in opposition to such proposed legislation.

E. The parties recognize the desirability of developing multi-disciplinary approaches and crossing subject matter lines wherever possible and will jointly work to eliminate artificial certification barriers.

F. The Association shall submit to the Board of Education, by February 15, 2010 its written proposals for a successor collective agreement. The Board will respond thereto within thirty (30) days from receipt thereof. Negotiations thereon will commence not later than March 15, 2010.

ARTICLE III

EXISTING CONDITIONS

Except as expressly modified by law or this Agreement, all rights, powers, and authority held by the Board and the exercise of said rights, powers, and/or authority shall not be subject to the grievance procedure or arbitration set forth in this Agreement.

It is contemplated that terms and conditions of employment provided in this Agreement shall remain in effect during the terms of this Agreement or until altered by mutual agreement in writing between the parties. Nevertheless, because of the special nature of the educational process, it is

likewise recognized that matters may arise from time to time of vital mutual concern to the parties which may require discussion between them. It is in the public interest that the opportunity for mutual discussion of such matters be arranged. The parties accordingly agree to cooperate in arranging meetings, selecting representatives for discussion, furnishing necessary information and otherwise constructively considering such matters.

If any provision of this Agreement or any application of the Agreement to any teacher or group of teachers shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications of this agreement shall continue in full force and effect.

ARTICLE IV

TEACHING CONDITIONS

A. Teaching Facilities

The parties recognize that the availability of satisfactory school facilities for both student and teacher is, among other things, necessary to insure the high quality of education that is the goal of both teacher and the Board.

B. Teacher Facilities

1. The Board considers it desirable and shall continue to make available, whenever practicable in each school, faculty facilities for work and relaxation.

2. There will be a designated faculty room in each building where feasible and practicable.

C. Teaching Hours

1. The teacher's school day will not exceed seven (7) hours exclusive of after-school meetings.

2. It is recognized that the primary duty and responsibility of the teacher is to provide the best possible learning situation, and that the organization of the school and the school day should be directed at insuring that the energy of the teacher is primarily utilized to this end. Administrators and teachers recognize that duties such as study hall, lunch, hall or outside grounds would be more economically performed by paraprofessional personnel. The Board of Education recognizes, however, that supervisory duties such as lunch, movement through halls, and outside recreation during recess, provide a further opportunity for a teacher to interact positively with students. These duties should be minimized so that teachers can devote the maximum amount of time to their primary duty of teaching. However, recognizing the needs of the school district, the Superintendent of Schools or his/her designee shall have the right to assign teachers these duties within a 1350 minute limit per week (teaching and supervisory) at the

Middle School and Senior High School, a 1445 minute limit per week (teaching and supervisory) in the Intermediate School, a 1470 minute limit per week (teaching and supervisory) in the Elementary School. Not included within these respective limits is 35 minutes per week for homeroom in the Middle School, 5 minutes per special class in the Elementary School and the Intermediate School. Unassigned teaching periods or preparation periods shall be used for professional, job-related work.

3. In addition to the number of minutes per week that the Superintendent of Schools, or his/her designee, has the right to assign to the teachers in the Somers Intermediate School as specified in Article IV, C.2 above, the Superintendent of Schools, or his/her designee, shall also have the right to assign such Intermediate School teachers "morning supervisory duty time." Such morning supervisory duty time shall be performed and implemented as follows:

   a. Each "learning area" will be supervised between 8:30 a.m. and 8:45 a.m. daily by at least one teacher.

   b. All special teachers will be assigned to "Great Rooms" for daily morning supervision.

4. During regents examinations, the Superintendent of Schools, or his designee, shall have the right to assign secondary teachers on a reasonable basis beyond the regular school day.

5. When a special teacher and a classroom teacher share responsibility for instruction in a subject, the classroom teacher shall be present at the beginning and at the end of the class, and both shall consult with each other for curriculum planning.

6. It is desirable that qualified teacher aides be hired throughout the school district to relieve the professionals of non-teaching duties to the extent that budget limitations and practicability permit.

7. The Superintendent, or the appropriate building principal, shall have the right to assign each and every member of the bargaining unit for an aggregate of forty-five (45) minutes per school week between the end of the students' school day and the end of the teachers' seven (7) hour work day, for curriculum work, extra help for students, parent conferences and team planning. This provision shall be in addition to and shall in no way affect the provisions of Article V.B. (below).

D. <u>Class Size and Load</u>

1. Recognizing the need for quality education any exceptions to the following recommended class sizes will be reviewed by the Superintendent of Schools, or his/her designee, the President of the Association, and the teacher or teachers involved. This review will be on a consultation basis with the final decision being made by the Superintendent of Schools or his/her designee. The decision is not subject to the

grievance procedure. The consultation will be held before the end of the school year with further consultation in September, if necessary, for any additional exceptions resulting from rescheduling or unanticipated enrollment. The make up of the pupil personnel in the classes may also be discussed at these consultations.

Recommended maximum in Kindergarten	- 25 pupils
Grades 1-3	- 28 pupils
Grades 4-6	- 28 pupils
Secondary Academic	- 28 pupils
English and Social Studies	- 25 pupils
Home & Career Skills & Technology	- 25 pupils
Phys. Ed. and Vocal Music	- 55 pupils

E. Extended Time Clause

It is desirable that no teacher teach more than three consecutive classes during the normal teaching day. Recognizing that alternate forms of scheduling may provide flexibility in the delivery of instruction to students in the secondary schools and, consistent with the maximum of 1,350 minutes per week of teaching and supervisory time in these buildings, and in consultation with the president and chief negotiator of the Association, a teacher may teach three consecutive 55 minute classes or two consecutive eighty minute classes. If a teacher is ever scheduled to teach any more than two consecutive 80 minute periods or three consecutive 55 minute periods, that teacher will have the option of not teaching the class or being compensated to teach the class at the established coverage rate described in the emergency substitute clause of the contract.

No teacher (who normally teaches five sections) will teach more than four 55 minute classes or three 80 minute classes in a day.

F. Elementary School and Intermediate School Teacher-Parent Conferences

There will be one teacher-parent night meeting in the Fall months after the opening of school. At this time, parents, if they so desire, may make individual appointments with teachers. So long as the Commissioner of Education's Regulations or other applicable law permits, one of the full day Superintendent's conference days will be used for scheduled Teacher-Parent conferences. The teachers and the principal involved will, by mutual agreement, hold conferences during two of three sessions on that day, the three sessions being of equal time during the morning, afternoon and evening. Teacher attendance will not be required during the session in which conferences are not scheduled.

G. Attendance at Night Meetings

Teachers shall not be required to attend more than two night meetings per year exclusive of the meetings specified in Article IV F. above.

ARTICLE IV – TEACHING CONDITIONS (Cont.)

H. After-School Meetings

A minimal number of after-school meetings will be held under the following conditions:

1. meeting to start within 15 minutes of dismissal of students or in the case of district-wide meetings within 15 minutes of the last dismissal.

2. meeting to be adjourned within 60 minutes when possible.

3. the third Monday of each month after the end of the teacher's school day will be set aside for Association meetings. In the event of an emergency, a different day will be mutually agreed upon by the Superintendent of Schools and the Association.

I. Chaperoning Duties

Chaperoning duties will be distributed on an equitable basis, with no teacher required to chaperone more than two events per year. Effective July 1, 2005, teachers who volunteer for overnight class trips will be paid as follows (this stipend will be increased each year of the contract by the same % by which the salaries are increased):

2005-06:	$81.08 per night
2006-07:	$83.92 per night
2007-08:	$86.65 per night
2008-09:	$89.47 per night
2009-10:	$92.38 per night

J. Teaching Agreement

All teachers covered by this Agreement shall, within 30 days after its execution, be given a copy of said contract by the Superintendent of Schools' office. The cost of reproducing shall be shared equally by the Association and the Board of Education.

K. Teacher Mailboxes

School Teachers' mailboxes shall continue to be available to all teachers.

L. Teacher Assignments

Teachers shall not be assigned outside the scope of their major or minor field of study except in emergency situations, which shall be limited to one year, or in those instances where such teacher's particular aptitudes or abilities may be needed to assist in the implementation of the educational program. In this latter instance, however, assignments shall be voluntary. All such assignments will be made at least 30 days before the end of the school year when feasible and practicable. Any variations from the provisions of this section will be taken up with the Association and the teacher involved in administrative consultation for resolution of the problem. If the problem cannot be resolved among the interested parties, the final decision will be made by the Superintendent of Schools or his/her designee.

1. If requested, consultation will be arranged before a teacher is given his/her final classroom schedule for the school year.

2. The District shall make every effort to avoid assigning a particular teacher at the Senior High School a sixth teaching period. A teacher at the Senior High School assigned to a sixth teaching period will not be assigned to supervisory duties.

3. The Board will not assign a sixth teaching period at the Senior High School in English and Social Studies.

4. No Senior High School teacher teaching a particular subject will be laid off or have his/her teaching position reduced from full time to part-time, or have a reduction in a part-time position, as a result of another Senior High School teacher who is teaching the same subject being assigned a sixth teaching period.

M. Sponsorship of Activities and Supervision of Co-Curricular Activities

In mutual recognition by the Board and the Association of the need for more personal contact between a professionally trained, interested adult and young, impressionable youth, the parties agree that the teachers' duties shall also include sponsorship of clubs, extra help for students who need or desire it, supervision of graduation, field trips, dances, sports contest and all related school activities, without extra compensation except as may otherwise be agreed upon by the parties by written agreement.

N. Assignments Beyond Specified Minimums

Neither the Board nor the Association shall attempt to influence or in any way exert pressure upon any teacher to accept or reject supervisory, instructional or advisory duties for students beyond those minimums specified in this Agreement.

O. Supervisor/Teacher Conferences

It is recognized there is a need for Supervisor-Teacher conferences from time to time. Supervisors will arrange appointments for such conferences for individual teacher counseling to take place before, during or after teacher's school day. Teachers will be obliged to explain to the Supervisor concerning failure or inability to keep such appointment.

P. Probationary Teachers' Orientation Programs

At the direction of the Superintendent of Schools, or his/her designee, probationary teachers shall attend, at no expense to the District, orientation programs after the close of the school day for no more than 20 hours during the school year.

ARTICLE IV – TEACHING CONDITIONS (Cont.)

Q. Removal from Extra-Curricular Activity

Any teacher who is assigned to a paid extra-curricular activity and desires to continue in that activity will not be removed from such activity without prior consultation with the Superintendent of Schools, or his/her designee, except senior class advisors who are rotated from year to year.

R. Classroom Schedules

On Orientation Day for all teachers, each Principal will furnish to the teachers under his/her supervision a written "Classroom Schedule and Teacher's Schedule." Classroom schedule is defined for all grades, as the time from the scheduled commencement of the homeroom periods or first period of instruction, whichever comes first, to the end of the last regularly scheduled period of instruction in the respective buildings.

Starting in the 2001-2002 school year, kindergarten teachers who teach in the full day Kindergarten shall teach under the same contract language and conditions as described for first and second grade teachers. This shall include preparation periods as well as lunch periods.

S. Classroom Teaching

The Board and the Association acknowledge the desirability of uninterrupted classroom teaching. Announcements will be made generally during the homeroom period and in the classroom at the close of the day. Special announcements will be made in the classroom five (5) minutes before the close of the day. However, when necessary, children may be directly contacted at any time in the classroom over the public address system.

T. Independent Study Program

The teachers shall, within the limits of teaching and supervisory time, share in the responsibility of the development and implementation of approved Independent Student Programs.

ARTICLE V

TEACHER RESPONSIBILITIES

A. Each teacher will be responsible for those record-keeping activities which have been part of the teachers' responsibilities at Somers in the past. However, it is recognized that record-keeping should be performed by non-teaching personnel, if available, and under the direction of the teacher involved.

B. Each teacher, recognizing his/her responsibilities in preparation for instruction, pupil evaluation, self-evaluation, extra-assistance to pupils and total evaluation, will continue to meet these responsibilities in relation to the time made available. The phrase, "time made available," does not apply to after-school pupil assistance. Rather, the teachers recognize that it is part of their responsibility to give after-school pupil help wherever necessary.

C. The failure of an employee to report for duty at the agreed-upon starting time shall constitute lateness.

D. Each teacher should make every effort to be systematically and frequently involved in one or more of the following: in-service courses, graduate work, seminars, workshops, and other activities in which teacher growth and meaningful exchange of ideas are fostered. An annual report of his or her participation in such activities shall be made by each teacher to the appropriate building principal and the same shall be included in the Principal's summary report at the end of the school year to the Superintendent.

E. In all cases where a staff member attends a professional conference or convention on released time either with or without reimbursement, a written report will be submitted to the Superintendent of Schools with a copy to the building principal within one week of the staff member's return. This report shall summarize the highlights of the conference and point up information and ideas that might be of use to other faculty members.

F. When directed to be medically examined, a teacher may elect to be examined by the school district's doctor, without cost to the teacher, or by his/her own physician, with costs to be borne by the teacher. Such medical examination shall include a TB, X-Ray and shall be followed by a written statement submitted by the examining physician to the Board as to the teacher's medical fitness to continue to perform the duties of his/her employment. If the examining physician is the school district's doctor, the written statement shall be submitted directly to the Board; if the examining physician is the teacher's physician, the written statement shall first be submitted to the school district's doctor and then submitted by him to the Board.

ARTICLE VI

TEACHER RIGHTS

A. The Association shall have the right to use the school buildings for professional meetings during non-school hours subject to the following conditions:

1. The meetings are scheduled with Building Principals and Superintendent of Schools.

2. The building is manned by the custodial staff.

3. If the use of said building results in any expenses to the Board for utilities, custodial services or any other services, the Association shall reimburse the Board.

4. One bulletin board is mutually agreed upon.

5. Any school equipment used by the Association is not concurrently needed for any school purpose.

6. Such use is permitted by law.

B. The Board shall make available, within reason, records, data and information in its possession which are directly pertinent to a topic under negotiations. The Association shall also make available, within reason, records, data and information in its possession and/or which may be available through its state or national affiliates and which are directly pertinent to a topic under negotiations.

C. One hour will be allotted to the Association during Orientation Day for all teachers to conduct an Association business meeting.

ARTICLE VII

TEACHER EVALUATION

A. There shall be a minimum of three observations of non-tenured teachers during the school year by the Building Principal, or his/her designee: The first observation to be made by October 15, the second by December 15 and the third by March 15. Also, the Building Principal, or his/her designee, shall observe tenured teachers not less than every other year. In addition, there shall be a minimum of two evaluations by the Principal or his/her designee for non-tenured teachers. The first evaluation will be completed by January and the second evaluation by June 15. There shall be one evaluation for tenured teachers by June 15 of each school year. A copy of the Professional Performance Review Plan will be given each teacher at the beginning of the school year. All observation of the work performance of a teacher will be conducted openly and with the full knowledge of the teacher. Teachers will be given a copy of any observation and evaluation report prepared by their superiors and will have the right to discuss such report with their superiors before it is filed. The teacher will sign such report to indicate having read same. However, this signature does not necessarily indicate agreement with the contents of the report.

B. Any complaints to be placed in the teacher's file regarding a teacher made to the Administration by any parent, student, or any other person shall be promptly called to the attention of the teacher.

C. No teacher will be reprimanded, or reduced in rank or compensation or deprived of any professional advantage without just cause.

ARTICLE VIII

TEACHER FILES

A. Any material, except references and information obtained in the process of evaluating the teacher prior to employment, which is derogatory concerning the teacher's conduct, services, character or personality shall not be placed in his/her file from the date of this Agreement unless the teacher has first had an opportunity to read the material and has received a copy thereof. The teacher shall acknowledge that he/she has read such material and has received a copy thereof by affixing his/her signature to the actual copy to be filed with the understanding that

such signature signifies merely that he/she has read the material to be filed and does not necessarily indicate agreement with its content.

B. The teacher shall have the right to answer any material filed; his/her answer to be reviewed by the Superintendent of Schools and the Building Principal of the appropriate division and then attached to the file copy.

C. Upon request by the teacher, he/she shall be given access to any material placed in his/her file, exclusive of references and pre-employment evaluation information, by appointment, and in the presence of the Building Principal if in the school file, or Superintendent of Schools or his/her designee if in the district file.

D. Upon receipt of a written request, the teacher shall be furnished a reproduction of any material placed in this file, exclusive of references and other information obtained in the process of evaluating the teacher for employment.

ARTICLE IX

CAREER DEVELOPMENT

A. All vacancies in the promotional positions or occurring in newly created positions, including specialists and/or special project teachers, shall be filled pursuant to the following procedure:

1. Such vacancies shall be adequately publicized which shall mean as a minimum, that a notice shall be posted in all Somers Central School District schools clearly setting forth a description of and the qualifications for the position, including the duties and salary. During the summer vacation, notices shall be distributed through the mail to those teachers who have deposited with their building principals self-addressed envelopes for such purpose.

2. Such notices shall be posted as far in advance as practical, ordinarily at least fourteen (14) calendar days before the final date when applications must be submitted, and in no event less than one week before such date.

3. Teachers who desire to apply for such vacancies shall submit their applications in writing within the time limit specified in the notice.

4. Such vacancies shall be filled on the basis of qualifications for the post provided, however, that where two or more applicants are equally qualified, seniority in the Somers Central School District shall prevail. The Board or its designee shall be the sole judge of qualifications under this article.

B. Promotional positions are defined as follows: Positions paying a salary differential.

C. All appointments to the aforesaid vacancies and openings shall be made without regard to age, race, creed, color, religion, nationality, political beliefs, sex or marital status.

D. Nothing in the Agreement shall prevent the Board from making acting appointments during emergencies until positions can be filled with permanent appointments as provided in the Agreement. These emergency appointments shall not exceed sixty (60) days for each vacancy.

ARTICLE X

SCHOOL CALENDAR

A. The school calendar shall be set up in consultation with the Association.

1. The school year consists of 185 days. The additional day should be used for instruction or staff development. This day may be added to the school year between Labor Day and the last official day of instruction prior to the High School graduation. In the event that it is not possible to schedule the additional day as noted above, then such day shall be scheduled as three extended days during the school year for a combined total of six hours with no day being more than two hours. The Association and the school district will consult with each other in the scheduling of the extended days. These hours shall then be for staff development.

   In addition to having 185 days in the calendar, there will be a total of six hours of staff development during each year. The school day cannot be extended by more than two hours. This figure of 185 days shall include one (1) day in September for the Orientation for all teachers, one (1) day for a District Superintendent's conference and one (1) day for emergency specified in sub-paragraph (2).

2. Consideration will be given to the use of unused snow days as vacation days in the Spring, except that one of such days may be reserved for use in case of emergency.

3. Specific make-up days, on which school will be in session in the event the District exceeds its permitted snow days, will be designated.

ARTICLE XI

TEACHER EMPLOYMENT & RECRUITMENT

A. Department Coordinators will be consulted (until Department Chairpersons are appointed) and their recommendations will be given very serious consideration in the hiring of teachers within their department.

B. Upon the recommendation of the Superintendent, the Board may grant new teacher appointees, commencing September 1, 1972, prior service credit on the salary schedule as follows:

Not more than one (1) year for every two (2) years of full time service as a uniformed member of one or more of the several branches of the Department of Defense, or as a member of the Peace Corps, or as a member of VISTA, or as a member of the National Teaching Corps.

ARTICLE XII

SALARIES, STUDY CREDITS & OTHER COMPENSATION

A. Teachers' salary schedules for 2005-06, 2006-07, 2007-08, 2008-09 and 2009-10 are attached hereto respectively as Supplements A, B, C, D and E.

All teachers hired shall receive step increments. Salary increments shall be paid to all eligible teachers for each of the five years of this contract.

B. Co-Curricular and coaching duties pay schedules for 2005-06, 2006-07, 2007-08, 2008-09 and 2009-10 are attached hereto as Supplements F and G.

Effective July 1, 2001, coaching duties pay stipends will be based on *coaching experiences* during their years of coaching for the Somers Central School District. *Coaching experiences will be granted for each sport coached.*

Experience and additional stipend pay are as follows:

1-3 experiences	0
4-7 experiences	+ $300
8 + experiences	+ $600

Thereafter, effective July 1, 2001, the base coaching duties pay stipends will increase by the same percentage increase as the base teacher schedule.

C. No teacher shall earn or receive more than thirty (30) approved in-service study credits toward salary advancement while employed in the Somers Central School District. Any teacher who has earned the maximum in-service credits for salary advancement will be compensated at the hourly curriculum rate for District-approved and sponsored courses.

The curriculum development fund will be equal to the MA + 0, Step 1 base salary. Development work shall be paid for each five (5) hour day worked. Effective July 1,2005, the rate shall be $44.00; effective July 1, 2006, the rate shall be $46.00; effective July 1, 2007, the rate shall be $48.00; effective July 1, 2008, the rate shall be $50.00; effective July 1, 2009 the rate shall be $52.00.

D. Teachers required in the course of their work to drive personally-owned automobiles from one school building in the district to another will be reimbursed at the maximum rate allowed by Internal Revenue Service for passenger vehicles. The same allowance will be given for use of personally-owned cars for attending approved conferences and/or for other approved official

school business which are authorized in writing by both the building principals and the Superintendent of Schools. There shall not be any reimbursement or payment for travel to and from school.

E. Teachers who are granted permission by the Board to attend professional conferences will be reimbursed for their authorized expenses not later than fourteen (14) days after they have submitted to the district's business office (i) properly executed district voucher forms, (ii) a copy of the written report submitted to the Superintendent and the Building Principal as provided for in Article V, E.

F. The chief negotiator of the SFA and the Superintendent of Schools will review the extra pay schedule on an as needed basis.

G. Any teacher serving as acting principal for more than fifteen (15) consecutive school days will be reimbursed at the principal's per diem rate if not less than the teacher's pay from the first day of his assignment.

ARTICLE XIII

INSURANCE

A. The district's health insurance plan will consist of the Empire Plan, (Blue Cross, and Major Medical Insurance) under the New York State Health Insurance program or some other health insurance plan selected by the district that will provide health benefits equal to the benefits under the New York State program.

B. The Board will pay one hundred percent (100%) of the premium cost for individual employee and dependent coverage under said health insurance plan, except that, new teachers hired after July 1, 1991, shall contribute ten (10%) percent of the premium cost under said health insurance plan, the cost of which shall be paid by the teacher through payroll deduction.

C. Effective July 1, 1991, teachers eligible for the District's health insurance plan may opt to decline this coverage or reduce their coverage from dependent to individual coverage, and will be paid the health insurance buyback rate, provided that, any teacher who declines the District's health insurance coverage, must submit evidence satisfactory to the Assistant Superintendent for Business that such teacher has better health coverage from another source, in order to be eligible to participate in the cost savings program under this paragraph C. The health insurance buyback rate for the 2005-2006 school year and for each year thereafter will be computed by increasing the prior year's buyback rate (which for the year 2004-2005 was a sum equal to one-half (1/2) of the premium cost savings realized by the District) by the percentage increase applied to the salary schedule. In the event insurance premiums decrease from the previous year, the insurance buyback rate will equal the lesser of one half (1/2) of premium cost savings realized by the District or the rate as computed in the previous sentence. Exercise of this option shall be effective for one calendar year (twelve months) and after such year a teacher may again opt, during the District's eligibility enrollment period, by written notice to the District's Assistant

Superintendent for Business, to decline the District's health insurance plan, or reduce his/her coverage from dependent to individual coverage and receive the payment stated above. If a teacher fails to so decline or reduce his/her coverage, such teacher shall be reinstated to the level of coverage to which he/she is otherwise eligible under this Contract. The District shall have the right to recover savings paid to the teacher but not realized by the District, by means of payroll deduction.

D. The Board shall contribute to the Welfare Trust Fund, per unit employee, as of July 1 of each contract year. Such Board contributions shall be paid by November 15 of each contract year and unit members appointed after November 15 shall have their contribution prorated. The Welfare Trust Fund shall be used to purchase benefits for such unit employees, in the kinds and forms of benefits the Trustees, in their sole discretion, shall so decide.

The contribution rate for 2005-2006 shall be $1,086.00; 2006-2007 shall be $1,136.00; 2007-2008 shall be $1,186.00; 2008-2009 shall be $1,236.00; 2009-2010 shall be $1,286.00. The Welfare Fund shall be held and administered under the terms and provisions of an Agreement and Declaration of Trust between the S.F.A. and the Trustees of the Welfare Fund. A certified audit of the Welfare Trust Fund shall be made annually and a copy of said audit shall be furnished to the Board. It is specifically agreed that the Board of Education assumes no obligation, financial or otherwise, arising out of the operation and/or administration of the Welfare Trust Fund (other than to make the required payments to the Fund) and the S.F.A. and the Trustees of the Fund hereby agree that they will indemnify and hold the District and the Board of Education and its members, harmless from any claims, actions, and proceedings brought in connection with the operation and/or administration of the Fund and/or benefits provided thereunder. Once payments required are remitted to the Welfare Fund, their disposition thereafter shall be the sole and exclusive obligation and responsibility of the Trustees of the Fund.

ARTICLE XIV

EDUCATIONAL POLICIES

A. The Association recognizes that the Board of Education is legally charged with the responsibility of the establishment of policies governing the operation of the school system.

B. The Board will inform the Association of changes in such policies.

ARTICLE XV

LEAVE POLICY

A. Paid Sick Leave

1. Teachers shall be allowed a maximum of fifteen (15) days sick leave with pay on account of personal illness during their employment by the Board in the school year.

Effective July 1, 1991, not more than four (4) of such days may be used on account of illness of members of the teacher's immediate family.

2. If any teacher does not use the full amount of sick leave allowed in any school year, the amount not used shall be accumulated from year to year and used, if needed, up to a total of two hundred (200) days.

3. A proportionate charge against sick leave days shall be made of that part of the day's pay granted to teachers who are absent from work as a result of a job related injury which is not covered by worker's compensation laws.

4. Annually, on a date to be selected at the discretion of the Board, each teacher shall be furnished with a written statement setting forth his/her accumulated sick leave, such statement to contain advice to the teacher that failure to notify the Board of any discrepancy within five (5) school days shall be deemed as acceptance of the accuracy of the statement presented.

B. Sick Leave Bank (effective July 1, 1991)

a) Teacher contributions shall be mandatory for all tenured teachers. Probationary teachers shall not be required to contribute to the Bank but shall be eligible to participate in the Bank.

b) Each tenured teacher shall contribute one sick leave day commencing September 1, 1991; except that any tenured teacher who has fifteen (15) sick leave days or less on September 1st of any school year during the term of this agreement, shall not be required to make a contribution; until his/her personal unused sick leave days exceeds fifteen (15).

c) In the event that the level of the Sick Bank leave days in the Bank reaches zero in any year, the mandatory contributions stated in sub-paragraph (b) above will be reinstated immediately.

d) Upon exhaustion of all sick leave days, both annual and accumulated, a teacher will become eligible to apply for such Sick Bank leave benefits fourteen (14) consecutive calendar days after such sick leave has been exhausted. If eligible to receive Sick Bank leave benefits after such fourteen (14) day waiting period, the teacher will be entitled to draw such sick leave benefits from the Bank retroactive to the first day of such fourteen (14) day waiting period.

e) Teachers who have exhausted their sick leave days (annual and accumulated) and have a serious personal illness or disability requiring a long period of medical care which make it unable for them to return to regular work on a full time basis, are eligible to apply for and receive Sick Bank leave benefits.

f) The maximum Sick Bank leave benefits shall be limited to a period not to exceed two years per illness.

g) The Sick Bank shall be administered by a committee consisting of the Superintendent of Schools and the President of the Association. Their decision as to a teacher's eligibility for or entitlement to receive Sick Bank leave benefits shall be binding and conclusive on the teacher and shall not be subject to grievance or arbitration. If the Superintendent and the President of the Association are unable to agree with respect to an application for Sick Bank leave benefits by any teacher or teachers, they shall mutually designate a third party to determine the teachers' eligibility for Sick Bank leave benefits. The determination of such third party shall be final and binding on the teacher, the Board and the Association and shall not be subject to grievance or arbitration. The cost and expense of the third party shall be born equally between the Board and the teacher - applicant.

C. Unpaid Sick Leave

Any teacher whose personal illness extends beyond his accumulated sick leave may be granted a leave of absence without pay up to and including the remainder of the school year. Such unpaid leave may be extended upon written application. During this period the Board shall continue payment of its share of existing hospital plans for the benefits of such teacher.

D. Personal Leave: With Pay

1. Time off up to maximum of five (5) days per school year for each death in the immediate family of the teacher (parents, parents-in-law, grandparents, spouse, children, brother, sister, brother-in-law, sister- in-law, aunt or uncle, or any relative residing with the teacher).

2. There shall be three (3) personal leave days without reason except as provided hereafter. Unused personal days will be rolled over to the teacher's accumulated sick leave total. Personal leave is leave with pay for conducting the personal business that cannot be accomplished during non-school hours. Personal leave is not intended to be used to extend any weekend. A specific written reason must be given to the Superintendent for a personal day, if the day requested falls on a day before or after a vacation or a long weekend. The teacher shall notify the building principal three (3) days in advance, except in an emergency before the personal leave is allowed.

3. A teacher may apply for permission to leave his/her job during the last week of the school year in June when it shall be necessary for the purpose of attending or teaching an approved college course which commences classes before the end of the school year provided that such teacher's own classes shall be properly covered by other teachers in the district and there shall be no expense whatsoever to the District if such permission is granted. The Superintendent of Schools may grant or deny such permission at his/her discretion. If permission is granted to teach such college course, the teacher shall not be paid by the school district for the period of time he or she is released for such purpose.

4. When a teacher is summoned for jury duty except that the teacher's pay shall be reduced to reflect receipt by the teacher of jury fees or per diem compensation but not transportation allowance.

5. Court appearances as a witness in any case connected with teacher's employment in the school district.

6. Under all Article XV D. items, no authorized time off will be deducted from a teacher's accumulated sick leave.

E. Pregnancy Leave

A teacher who becomes pregnant shall notify the Superintendent of Schools in writing at the fourth month of pregnancy of the expected delivery date. A pregnant teacher shall be placed on a leave of absence beginning on the date the Board's medical officer determines, with the concurrence of her physician, that she is incapable of continuing to perform her assigned duties. A letter is needed from her doctor saying that she cannot perform her duties in order to use accrued sick days. A teacher unable to work and on leave of absence because of pregnancy or childbirth will be allowed to charge such leave to accrued sick leave credits provided the Board's medical officer determines that she is medically disabled from the performance of her duties and then only for such period of her leave that she continues to be so disabled. If the teacher runs out of sick days, then the remainder of the leave is unpaid. Upon request by the teacher in writing to the Board with 30 days advance notice, such leave shall continue until the date that the Board's medical officer determines, with the concurrence of her physician, that the teacher is physically capable of resuming her duties, at which date, she shall resume her full duties unless she requests and is granted an Unpaid Child Care Leave of Absence without pay as provided for in Article XV, Paragraph E. Under the Family Medical Leave Act, the teacher is covered for medical insurance and the Welfare Plan from the first sick day for a period of 12 weeks or 60 days.

F. Upon the request of a full time teacher, the Board may grant childcare leave without pay to such regular full time teacher who is about to become, or has just become, a parent. Prior to the inception of childcare leave, the application should be made in writing to the Superintendent, with a copy to the building principal three (3) months prior to the beginning of the leave. Requested leaves will end at the end of the commencement of the second semester of the beginning of the new school year, unless under circumstances mutually agreed upon between the leave applicant and Superintendent. Each year a teacher is on leave he or she shall notify the building principal in writing no later than six (6) months prior to his/her intention to return, or not return, to school. A teacher may apply for a maximum of four (4) consecutive semesters of leave. Under extraordinary circumstances, the deadlines for childcare leave requests can be waived. Where both parents are members of the bargaining unit, only one (1) parent may be granted such a leave at any one time. Teachers on unpaid leave shall not be entitled to and shall not accrue any salary increment or paid sick leave days. Upon the expiration of any Family and Medical Leave which may take place during the childcare leave the Board will not pay or contribute to the payment of any premiums for such teacher for any health plan or make any payment of any welfare plan which the Board may have in effect for the teachers in the District.

ARTICLE XVI

GRIEVANCE PROCEDURE

A. Purpose

The purpose of this procedure is to secure at the lowest possible administrative level equitable solutions to problems which may arise affecting the welfare of teachers and Board representatives. Both parties agree that proceedings shall be kept as informal and confidential as is appropriate.

B. Definitions

1. "Grievance" shall mean a complaint by the Association or by a teacher in the bargaining unit (a) that there has been a violation, misinterpretation or inequitable application of any other provisions of this contract or (b) that a teacher has been treated contrary to established policy governing or affecting teachers.

2. "Grievance" shall also mean a complaint by the Board or the Superintendent of Schools that a teacher or a group of teachers or the Association has violated any of the terms of this Agreement or has failed to perform the obligations respectively to be performed by them.

3. As used in this article, the term "teacher" shall also mean a group of teachers having the same grievance.

4. A "party of interest" is the person making the claim or any person who might be required to take action or against whom action might be taken in order to resolve the problem.

5. The term "days" when used in this Article shall, except where otherwise indicated, means working school days; thus week-end or vacation days are excluded.

C. Structure

1. The Association shall designate an Association School Representative for each school and shall provide the names of the representatives to the Superintendent of Schools.

2. The Association shall maintain a Professional Rights and Responsibilities Committee (hereinafter referred to as the PR & R Committee).

D. Procedure

1. Since it is important that grievances are processed as rapidly as possible, the number of days indicated at each level should be a maximum, and every effort should be made to expedite this process. However, at any of the levels described below, the time limits specified may be extended by written mutual agreement of the parties concerned.

ARTICLE XVI – GRIEVANCE PROCEDURE (Cont.)

2. In the event a grievance is filed which might not be finally resolved by Level Four under the time limits set forth herein by the end of the school year and could result in irreparable harm to a party in interest, the time limits set forth herein will be appropriately reduced so that the appeal to the Board may be completed prior to the end of the school term or as soon thereafter as is practicable.

3. If a teacher does not file a grievance in writing within thirty (30) days after he/she knew of the act or conditions on which the grievance is based, then the grievance shall be considered as waived.

4. Failure by the aggrieved at any level to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at the prior level.

5. If a grievance affects a class of teachers and appears to arise from the alleged action of authority higher than a principal of a school and is associated with system-wide policies, it may be submitted by the aggrieved persons directly at Level Two described below.

E. Informal Procedures

1. If a teacher feels that he/she may have a grievance, he/she must first discuss the matter with his/her department chairperson and/or building principal in an effort to resolve the problem informally.

2. If the teacher is not satisfied with such disposition of the matter, he/she shall have the right to have the Association School Representative assist him/her in other further efforts to resolve the problem informally with the building principal or other appropriate administrator.

F. Formal Procedure

1. Level One - Building Principal (a) if an aggrieved person is not satisfied with the outcome of informal procedure, he/she may present his claim in writing to his/her principal or other appropriate administrator; (b) the written grievance shall state the facts on which it is based, the provisions of this Agreement and/or the Board established policy involved and the relief sought, and shall be signed and dated by the aggrieved person; (c) the principal shall within five (5) days after receipt of the written grievance render his/her decision and the reasons therefore, in writing, to the aggrieved person, with a copy to the Chairman of the Association PR & R Committee.

2. Level Two - Superintendent of Schools (a) if the aggrieved person is not satisfied with the disposition of his/her grievance at Level One, he/she may, within three (3) days after the decision or within eight (8) days of his/her formal presentation, file his/her written grievance with the Association PR & R Committee for the referral to the Superintendent of Schools; (b) the PR & R Committee shall, within five (5) days after receipt, refer the grievance to the Superintendent of Schools but, prior to doing so, the Committee shall

provide an opportunity for the aggrieved person to meet with the Committee to review the grievance and to determine appropriate documentation; (c) the Superintendent of Schools shall, within ten (10) days after receipt of the referral, meet with the aggrieved person and with the representatives of the PR & R Committee for the purpose of resolving the grievance and record of such meeting shall be kept by the Superintendent of Schools and made available to any party in interest upon written request; (d) the Superintendent of Schools shall, within five (5) days after the meeting, render his/her decision and the reasons therefore in writing to the aggrieved person, with a copy to the PR & R Committee.

3. Level Three - Board of Education (a) if the aggrieved person is not satisfied with the disposition of his/her grievance at Level Two, he/she may, within three (3) days after the decision or within six (6) days after the meeting, file the grievance again with the Association's PR & R Committee for appeal to the Board of Education; (b) the PR & R Committee shall, within three (3) days after receipt, refer the appeal to the Board of Education; (c) the Board of Education or its committee shall, within ten (10) days after receipt of the appeal, meet with the aggrieved person and with representatives of the PR & R Committee for the purpose of reviewing the grievance; (d) the Board shall, within three (3) days after such meeting, render its decision and the reasons therefore in writing to the aggrieved person, with a copy to the PR & R Committee.

4. Level Four - Arbitration (a) if the aggrieved person is not satisfied with the disposition of his/her grievance at Level Three and the grievance involves the interpretation or application of this Agreement or the written regulation of the Board relating to matters which are subject to negotiation under the Taylor Law, he/she may, within three (3) days after the decision or within six (6) days after the Board meeting, request in writing to the President of the Association that his/her grievance be submitted to arbitration; (b) the Association may, within five (5) days after receipt of such request, if the PR & R Committee formally determines that the grievance is meritorious and recommends such action, submit the grievance to arbitration by so notifying the Board in writing, such notice shall include a statement of the issue to be decided by the arbitrator, the provisions of the agreement and/or Board written regulation involved and the relief sought; (c) after receipt of such written demand for arbitration, request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties will be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator; (d) the arbitrator so selected will hear the matter promptly and will issue his decision no later than thirty (30) calendar days from the date of the close of hearings, or if oral hearings have been waived, then from the date the final statements and proofs are submitted to him/her. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted; (e) the arbitrator shall confine himself/herself to the interpretation and application of the terms of this Agreement and the written regulations of the Board relating to matters which are subject to negotiation under the Taylor Law and shall have no power to add to, subtract from or modify the terms of Agreement nor to interfere with the proper exercise of the judgment or discretion of the Board and the Superintendent of Schools under law and this Agreement nor to require the commission of any act

prohibited by law or rules or regulations having the force and effect of law or by this Agreement; (f) the decision of the arbitrator, if made in accordance with his/her jurisdiction and authority under this Agreement, will be accepted as final by the parties to the dispute and they will abide by it; (g) the arbitrator's fees and costs and the expenses of the arbitration proceeding shall be shared equally by the Board and the Association.

G. Board's Rights

In the event that the Board or the Superintendent of Schools claims that a teacher or a group of teachers or the Association has violated any of the terms of the Agreement or failed to perform the obligations to be performed by them, the Board shall have the right to submit the issue of such violation for resolution, in accordance with the procedures set forth in subparagraphs F. 2, F. 3 and F. 4 of this Article XVI. In the event it is determined that there has been such a violation, the Board or the Superintendent of Schools, as the case may be, shall be granted appropriate relief which shall not be inconsistent with the terms of this Agreement.

ARTICLE XVII

DUES DEDUCTION

A. The Board agrees that upon presentation of and until cancellation of dues deduction authorization cards signed by the individual teachers to whom this Agreement is applicable, it will make a payroll deduction from the salaries of such teachers in the amount so designated on the authorization cards as membership dues deduction of the Association, and will remit such deduction to the Association.

B. The Association will certify in writing to the Board the current membership dues of the Association. The Association will give the Board ten (10) days prior written notice before the effective date of any change thereto, and there will be only one change per year for dues deduction.

C. Deductions referred to in paragraph A above will be made in 8 equal installments commencing September 30th and ending January 15th. The Board will not be required to honor, for any pay period's deduction, any dues deduction authorizations that are delivered to it later than ten (10) days prior to distribution of the payroll from which the deductions are to be made.

D. Not later than September 30th of each year the Board will provide the Association with a list of those teachers who have voluntarily authorized the Board to deduct dues for the Association. Any teacher desiring to do so may have the Board discontinue deductions he/she has previously authorized by notifying the Board in writing.

E. The Board agrees that so long as the Association remains the recognized or certified exclusive bargaining representative of the teachers in the unit described in Article I, it will not accord dues deductions or similar check-offs rights to any other organization representing teachers in such unit provided this provision shall not be contrary by law.

ARTICLE XVIII

MISCELLANEOUS PROVISIONS

A. The Association President and members of its negotiating committee, while functioning in their respective capacities, will not be assigned to non-paid extra-curricular duties provided this can be done without any cost whatsoever to the School District.

B. The Association President and Chairman of its negotiating committee, during such time as they hold these offices, will not be assigned to study hall duties provided the same does not impose an unreasonable burden on the teachers in the building or buildings involved.

C. No teacher will be required to perform duties normally performed by the custodial staff.

D. Any teacher who resigns his/her position in the District and thereafter is rehired for a probationary appointment may, in the sole and exclusive discretion of the Board, be granted prior service credit for all or part of his/her teaching or part of the unused sick leave which he/she had been allowed to accumulate at the time he/she had so resigned.

E. The Association will be assigned space by the Superintendent or his/her designee in one of the District's school buildings for use as a business office to conduct the lawful affairs of the Association.

F. The Board agrees to implement a salary deduction plan to reflect voluntary teacher contributions to the VOTE/COPE Fund under procedures subject to the approval of the Board.

G. National Teacher Certification Recognition: Any teacher who obtains national teaching certification, in addition to her/his regular salary, will receive an annual $2,000 stipend.

H. In-House Coverage for Absent Teachers

While the Somers School District should make every effort to obtain substitute teachers, there are occasions when substitute teachers cannot be obtained. When these situations occur, administrators may need to assign building teachers to cover for an absent teacher. Those teachers who are assigned to cover the absent teacher will be compensated. In the high school and middle school, those teachers on a voluntary list for this duty shall be given first opportunity to substitute. If a substitute is not available from the voluntary list, the building administrator may assign non-volunteer teachers on a rotating basis. Compensation to teachers will be per period at the rate of:

2005 – 2006 = $38.40
2062 – 2007 = $39.74
2007 – 2008 = $41.03
2008 – 2009 = $42.37
2009 – 2010 = $43.74

Each teacher will receive monetary compensation as described above starting with the fourth assigned class coverage in that school year. Teachers who perform emergency substitute

service during an extended time period or teacher block within the secondary schools will be compensated for their service as follows:

> Emergency substitute service during a fifty-five minute clock will be computed for compensation and toward the satisfaction of the three "free" class prerequisite purposes on the basis of one and one-third teaching periods.
>
> Emergency substitute service for an entire 80 minute teaching block will be computed for compensation and toward satisfaction of the three "free" class prerequisite on the basis of two teaching periods.

All of the above provisions also apply to teachers in grades K through five. In addition, when teachers at the elementary level are assigned extra students above their normal class load in an emergency, they shall be paid per day equally divided among the teachers at that grade level sharing the extra load of students at the rate of:

2005 – 2006 = $192.04
2006 – 2007 = $198.77
2007 – 2008 = $205.23
2008 – 2009 = $211.90
2009 – 2010 = $218.78

The same provision will apply to special area teachers at the elementary level who are assigned extra students above their normal class load.

I. Tutorial Services

Any teacher who volunteers to tutor a student at the request of the District shall be paid as follows:

2005 – 2006 = $40.00
2006 – 2007 = $41.00
2007 – 2008 = $42.00
2008 – 2009 = $43.00
2009 – 2010 = $44.00

This rate is per hour for one student.

J. Teachers in the secondary schools will receive a minimum of 40 minutes for a duty free lunch on a daily basis.

K. Employer's Non-Elective Contribution to a 403B
By Memorandum of Agreement, effective Tuesday, June 17, 2003, the Employer (Somers Central School District) and Association (Somers Faculty Association) agree to the following:

1. **No Cash Option** – No employee may receive cash in lieu of or as an alternative to any of the Employer's Non-elective Contribution(s) described herein.

ARTICLE XVIII - MISCELLANEOUS PROVISIONS (Cont.)

2. **Contribution Limitations** – In any applicable year, the maximum Employer Contribution shall not cause an employee's 403(b) account to exceed the applicable contribution limit under Section 415(c) (1) of the Code, as adjusted for cost-of-living increases. In the event that the calculation of the Employer Non-elective Contribution referenced in any of the preceding paragraphs exceed the applicable Contribution Limits, the excess amount shall be handled by the Employer as follows: The Employer shall first make an Employer Non-elective Contribution up to the *Contribution Limit of the Internal Revenue Code* and then pay any excess amount as compensation directly to the Employee. In no instance shall the Employee have any rights to, including the ability to receive, any excess amount as compensation unless and until the Contribution Limit of the Internal Revenue Code are fully met through payment of the Employer's Non-Elective Contribution.

3. **403(b) Accounts** – Employer contributions shall be deposited into the ING Life Insurance and Annuity Company ("ING") 403(b) account of each recipient employee. If the employee doe not have an ING 403(b) account, the Employer shall deposit the employer contributions, in the name of the employee, into an ING account established in the employee's name. Agents from ING will be allowed reasonable access to the School District's facilities in order to assist the employees and District's representatives in fulfilling applicable 403(b) legal requirements. Upon request of the District, the ING agents will assist District's representatives in calculating the annual maximum allowable 403(b) contribution under the *Internal Revenue Code*, based upon salary and payroll information provided to the ING representative by the District. Upon request, ING agrees to provide the Employer with their standard hold harmless agreement.

4. **Tier I Adjustments** – Tier I members with membership dates prior to June 17, 1971, Employer Non-elective Contribution hereinunder will be reported as non-regular compensation to the New York State Teachers' Retirement System.

5. This MOA shall be subject to IRS regulations and rulings. Should any portion be declared contrary to law, then such portion shall not be deemed valid and subsisting, but all other portions shall continue in full force and effect. As to those portions declared contrary to law, the Association and Employer shall promptly meet and alter those portions in order to provide the same or similar benefits which conform, as closest as possible, to the original intent of the parties.

6. This MOA shall further be subject to the approval of ING Life Insurance and Annuity Company ("ILIAC"), which shall review the MOA solely as a matter of form and as the provider of investment products designed to meet the requirements of Section 403(b) of the *Internal Revenue Code*. Upon request, ILIAC agrees to provide the Employer with their standard hold harmless agreement where the Employer has selected ILIAC as the provider of 403(b) accounts for receipt of Employer Non-elective Contributions.

7. Both the Employer and Employee are responsible for providing accurate information to the 403(b) Provider. This information includes both Elective and Employer Non-elective Contributions and the amount of the participant's Includible Compensation.

8. **Early Retirement Incentive** – The Employer agrees to make an Employer Non-elective Contribution to the 403(b) account of each covered employee who notifies the Employer of his or her intent to retire in accordance with Article XVIII, Section K of the collective bargaining agreement. The total amount of Employer's Non-elective Contribution for each eligible employee shall equal $20,000 and shall be made no later than August 1st of the year of the employee's retirement. Employer shall make the maximum contribution permitted under Section 415(c)(1) of the *Internal Revenue Code* of 1986, as amended, such amount not to exceed $20,000 under any circumstances.

9. The Somers Central School District makes no representation with regard to ING or to any individual 403(b) provider, regardless of any endorsement provided by NYSUT.

L. Retirement Incentive

This retirement incentive shall only be available during the life of this contract and shall sunset with the expiration of the contract. Subject to the conditioned set forth below being met, the following classification of employees shall be eligible for a twenty thousand dollar ($20,000) retirement incentive:

1. A teacher who retires at the conclusion of the school year (July 1 – June 30) he/she first reaches the age of fifty-five (55) years and completes twelve (12) years of service with the Somers Central School District.

2. A teacher who retires at the conclusion of the school year in which the teacher, who is age fifty-five (55) or more, has first completed twelve (12) years with the Somers Central School District.

3. A teacher who is less than fifty-five (55) years of age, but at least fifty (50) years of age who has completed at least twelve (12) years with the Somers Central School District. Said teacher must pay full (100%) health insurance premium until he/she reaches 55 years of age.

Conditions to be met:

1. For the 2005-2006 school year, the eligible teacher must: (a) submit to the District no later than January 17, 2006 of the final full year of service, an irrevocable letter of resignation for retirement purposes; and (b) the teacher's retirement must be effective June 30, 2006.

2. For the 2006-2007 school year, the eligible teacher must: (a) submit to the District no later than January 16, 2007 of the final full year of service, an irrevocable letter of resignation for retirement purposes; and (b) the teacher's retirement must be effective June 30, 2007.

3. For the 2007-2008 school year, the eligible teacher must: (a) submit to the District no later than January 15, 2008 of the final full year of service, an irrevocable letter of resignation for retirement purposes; and (b) the teacher's retirement must be effective June 30, 2008.

4. For the 2008-2009 school year, the eligible teacher must: (a) submit to the District no later than January 15, 2009 of the final full year of service, an irrevocable letter of resignation for retirement purposes; and (b) the teacher's retirement must be effective June 30, 2009.

5. For the 2009-2010 school year, the eligible teacher must: (a) submit to the District no later than January 15, 2010 of the final full year of service, an irrevocable letter of resignation for retirement purposes; and (b) the teacher's retirement must be effective June 30, 2010.

M. The salary for teachers who teach in the district sponsored summer programs, including all summer academy programs, will be increased on an annual basis at the same percent by which the salaries are increased.

N. A teacher, who may volunteer to perform a teaching assignment outside of the regular seven hour school day, will be paid on Step 7, MA + 0, of the teacher's salary schedule. This teaching assignment will be compensated on a prorated basis.

O. Five (5) days total leave may be granted for the president, vice-president, treasurer or secretary of the association to attend to matters of concern to the SFA upon mutual agreement of the President of the SFA and the Superintendent of Schools.

ARTICLE XIX

DURATION OF AGREEMENT

This contract shall be effective as of July 1, 2005, and shall continue in effect through June 30, 2010.

ARTICLE XX

STATUTORY PROVISION

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

ARTICLE XXI

CONCLUSION OF NEGOTIATIONS

The Board and the Association agree that all negotiable items have been discussed during the negotiations leading to this Agreement; and they further agree that negotiations shall not be reopened on any item whatsoever whether contained in this Agreement or not, during the life of this Agreement.

In witness whereof, the parties hereto have executed this Agreement the day and year first written.

SOMERS FACULTY ASSOCIATION

BY _____
Its President

BY _____
Chairman, Negotiating Committee

BOARD OF EDUCATION
SOMERS CENTRAL SCHOOL DISTRICT

BY _____
Its President

BY _____
Superintendent of Schools

SUPPLEMENT A

SFA SALARY SCHEDULE
SALARIES FOR 2005 - 2006

2005-2006 INCREASE 1.035% 1.035

STEP	A BA	B BA+9	C BA+15	D BA+24	E BA+30	F BA+39	G BA+45	H BA+54	I BA+60
1	$43,870	$45,336	$46,239	$47,747	$48,639	$50,142	$51,049	$52,543	$53,452
2	$48,509	$50,115	$51,086	$52,687	$53,652	$55,256	$56,867	$58,477	$59,441
3	$50,115	$52,048	$53,333	$54,623	$55,907	$57,830	$59,765	$61,368	$62,332
4	$52,048	$54,294	$55,256	$56,867	$58,477	$60,721	$62,332	$63,944	$64,895
5	$53,977	$56,225	$57,196	$58,798	$61,368	$63,608	$65,166	$66,826	$67,791
6	$55,907	$58,477	$59,441	$61,692	$63,944	$66,185	$67,431	$69,400	$70,346
7	$58,150	$60,406	$62,012	$64,257	$66,826	$68,758	$70,393	$71,976	$73,255
8	$60,406	$62,975	$64,895	$67,151	$69,400	$71,656	$73,255	$74,857	$75,818
9	$62,975	$65,864	$67,468	$69,726	$71,976	$74,223	$76,147	$77,433	$78,719
10	$65,541	$68,439	$70,346	$72,612	$74,857	$77,107	$78,719	$80,327	$81,293
11	$68,439	$71,331	$72,923	$75,183	$77,757	$79,677	$81,616	$82,888	$84,187
12	$71,331	$73,900	$75,818	$77,757	$80,327	$82,565	$84,187	$85,785	$86,746
13	$73,900	$76,786	$78,395	$80,643	$82,888	$85,142	$87,067	$88,988	$90,286
14	$76,468	$79,677	$81,293	$83,534	$86,105	$88,034	$89,961	$92,530	$93,494

LONGEVITY

$1,100	Teachers who have completed 15 years in the Somers Central School District
$1,500	Teachers who have completed 20 years in the Somers Central School District
$1,850	Teachers who have completed 25 years in the Somers Central School District

SUPPLEMENT A

SFA SALARY SCHEDULE
SALARIES FOR 2005 - 2006

2005-2006 INCREASE 1.035% 1.035

STEP	A MA	B MA+9	C MA+15	D MA+24	E MA+30	F MA+39	G MA+45	H MA+54	I MA+60	J DOCTORATE
1	$49,555	$50,739	$51,947	$53,146	$54,345	$55,547	$56,748	$57,956	$58,856	$62,158
2	$55,256	$56,867	$57,830	$59,441	$60,406	$62,012	$62,975	$64,581	$65,541	$69,075
3	$57,830	$59,441	$60,406	$62,012	$62,975	$64,581	$65,541	$67,151	$68,117	$71,968
4	$60,722	$62,332	$63,290	$64,895	$65,864	$67,468	$68,439	$70,040	$71,007	$74,532
5	$63,290	$64,895	$65,864	$67,468	$68,439	$70,040	$71,007	$72,612	$73,572	$77,433
6	$66,209	$67,791	$68,758	$70,040	$71,331	$72,926	$73,900	$75,506	$76,468	$79,996
7	$68,758	$70,346	$71,331	$72,926	$73,900	$75,506	$76,468	$78,076	$79,039	$82,888
8	$71,656	$73,255	$74,223	$75,506	$76,786	$78,395	$80,017	$80,643	$82,565	$86,105
9	$74,223	$75,811	$76,786	$78,395	$79,356	$81,614	$83,213	$84,187	$86,105	$89,645
10	$77,108	$78,719	$79,677	$80,969	$82,247	$85,142	$86,746	$87,709	$89,316	$93,169
11	$79,677	$81,293	$82,247	$83,849	$85,471	$88,363	$90,286	$90,936	$92,854	$96,390
12	$82,565	$84,187	$85,142	$87,067	$88,988	$91,403	$93,494	$94,457	$96,065	$99,913
13	$85,142	$86,746	$87,709	$90,606	$92,207	$95,416	$97,026	$97,992	$99,605	$103,134
14	$88,034	$89,645	$91,244	$94,137	$95,416	$98,957	$100,242	$101,519	$103,457	$106,980

LONGEVITY

$1,100	Teachers who have completed 15 years in the Somers Central School District
$1,500	Teachers who have completed 20 years in the Somers Central School District
$1,850	Teachers who have completed 25 years in the Somers Central School District

SUPPLEMENT B

SFA SALARY SCHEDULE
SALARIES FOR 2006 - 2007

2006-2007 INCREASE 1.035% **1.035**

STEP	A BA	B BA+9	C BA+15	D BA+24	E BA+30	F BA+39	G BA+45	H BA+54	I BA+60
1	$45,405	$46,923	$47,858	$49,418	$50,341	$51,897	$52,836	$54,382	$55,323
2	$50,207	$51,869	$52,874	$54,531	$55,530	$57,190	$58,857	$60,524	$61,522
3	$51,869	$53,869	$55,200	$56,535	$57,864	$59,854	$61,856	$63,516	$64,514
4	$53,869	$56,194	$57,190	$58,857	$60,524	$62,847	$64,514	$66,182	$67,166
5	$55,866	$58,193	$59,198	$60,856	$63,516	$65,835	$67,447	$69,165	$70,164
6	$57,864	$60,524	$61,522	$63,851	$66,182	$68,501	$69,792	$71,829	$72,808
7	$60,186	$62,521	$64,183	$66,506	$69,165	$71,164	$72,857	$74,495	$75,819
8	$62,521	$65,179	$67,166	$69,501	$71,829	$74,164	$75,819	$77,477	$78,472
9	$65,179	$68,170	$69,829	$72,166	$74,495	$76,821	$78,812	$80,144	$81,474
10	$67,835	$70,835	$72,808	$75,153	$77,477	$79,806	$81,474	$83,138	$84,138
11	$70,835	$73,827	$75,475	$77,814	$80,479	$82,465	$84,472	$85,789	$87,133
12	$73,827	$76,486	$78,472	$80,479	$83,138	$85,454	$87,133	$88,787	$89,782
13	$76,486	$79,474	$81,139	$83,465	$85,789	$88,122	$90,114	$92,102	$93,446
14	$79,145	$82,465	$84,138	$86,458	$89,119	$91,116	$93,110	$95,769	$96,767

LONGEVITY

$1,100	Teachers who have completed 15 years in the Somers Central School District
$1,500	Teachers who have completed 20 years in the Somers Central School District
$1,850	Teachers who have completed 25 years in the Somers Central School District

SUPPLEMENT B

SFA SALARY SCHEDULE
SALARIES FOR 2006 - 2007

2006-2007 INCREASE 1.035% 1.035

STEP	A MA	B MA+9	C MA+15	D MA+24	E MA+30	F MA+39	G MA+45	H MA+54	I MA+60	J DOCTORATE
1	$51,289	$52,514	$53,765	$55,006	$56,247	$57,491	$58,734	$59,985	$60,916	$64,333
2	$57,190	$58,857	$59,854	$61,522	$62,521	$64,183	$65,179	$66,841	$67,835	$71,492
3	$59,854	$61,522	$62,521	$64,183	$65,179	$66,841	$67,835	$69,501	$70,501	$74,487
4	$62,848	$64,514	$65,505	$67,166	$68,170	$69,829	$70,835	$72,491	$73,492	$77,140
5	$65,505	$67,166	$68,170	$69,829	$70,835	$72,491	$73,492	$75,153	$76,147	$80,144
6	$68,527	$70,164	$71,164	$72,491	$73,827	$75,478	$76,486	$78,149	$79,145	$82,796
7	$71,164	$72,808	$73,827	$75,478	$76,486	$78,149	$79,145	$80,809	$81,806	$85,789
8	$74,164	$75,819	$76,821	$78,149	$79,474	$81,139	$82,818	$83,465	$85,454	$89,119
9	$76,821	$78,464	$79,474	$81,139	$82,134	$84,471	$86,125	$87,133	$89,119	$92,783
10	$79,807	$81,474	$82,465	$83,802	$85,125	$88,122	$89,782	$90,778	$92,442	$96,430
11	$82,465	$84,138	$85,125	$86,784	$88,462	$91,456	$93,446	$94,119	$96,104	$99,764
12	$85,454	$87,133	$88,122	$90,114	$92,102	$94,602	$96,767	$97,763	$99,428	$103,410
13	$88,122	$89,782	$90,778	$93,778	$95,434	$98,756	$100,422	$101,422	$103,091	$106,744
14	$91,116	$92,783	$94,437	$97,432	$98,756	$102,420	$103,750	$105,072	$107,078	$110,724

LONGEVITY

$1,100	Teachers who have completed 15 years in the Somers Central School District
$1,500	Teachers who have completed 20 years in the Somers Central School District
$1,850	Teachers who have completed 25 years in the Somers Central School District

SUPPLEMENT C

SFA SALARY SCHEDULE
SALARIES FOR 2007 - 2008

2007-2008 INCREASE 1.0325% **1.0325**

STEP	A BA	B BA+9	C BA+15	D BA+24	E BA+30	F BA+39	G BA+45	H BA+54	I BA+60
1	$46,881	$48,448	$49,413	$51,024	$51,977	$53,584	$54,553	$56,149	$57,121
2	$51,839	$53,555	$54,592	$56,303	$57,335	$59,049	$60,770	$62,491	$63,521
3	$53,555	$55,620	$56,994	$58,372	$59,745	$61,799	$63,867	$65,581	$66,611
4	$55,620	$58,021	$59,049	$60,770	$62,491	$64,889	$66,611	$68,332	$69,349
5	$57,682	$60,085	$61,122	$62,834	$65,581	$67,974	$69,639	$71,413	$72,444
6	$59,745	$62,491	$63,521	$65,926	$68,332	$70,727	$72,060	$74,164	$75,175
7	$62,142	$64,553	$66,269	$68,668	$71,413	$73,477	$75,225	$76,916	$78,283
8	$64,553	$67,298	$69,349	$71,760	$74,164	$76,575	$78,283	$79,995	$81,022
9	$67,298	$70,385	$72,099	$74,512	$76,916	$79,318	$81,373	$82,748	$84,122
10	$70,039	$73,137	$75,175	$77,596	$79,995	$82,399	$84,122	$85,840	$86,873
11	$73,137	$76,227	$77,928	$80,343	$83,094	$85,145	$87,217	$88,577	$89,965
12	$76,227	$78,972	$81,022	$83,094	$85,840	$88,232	$89,965	$91,673	$92,700
13	$78,972	$82,057	$83,776	$86,178	$88,577	$90,986	$93,043	$95,096	$96,483
14	$81,717	$85,145	$86,873	$89,268	$92,015	$94,077	$96,136	$98,881	$99,912

LONGEVITY

$1,100	Teachers who have completed 15 years in the Somers Central School District
$1,500	Teachers who have completed 20 years in the Somers Central School District
$1,850	Teachers who have completed 25 years in the Somers Central School District

SUPPLEMENT C

SFA SALARY SCHEDULE
SALARIES FOR 2007 - 2008

2007-2008 INCREASE 1.0325% **1.0325**

STEP	A MA	B MA+9	C MA+15	D MA+24	E MA+30	F MA+39	G MA+45	H MA+54	I MA+60	J DOCTORATE
1	$52,956	$54,221	$55,512	$56,793	$58,076	$59,360	$60,643	$61,934	$62,896	$66,424
2	$59,049	$60,770	$61,799	$63,521	$64,553	$66,269	$67,298	$69,014	$70,039	$73,816
3	$61,799	$63,521	$64,553	$66,269	$67,298	$69,014	$70,039	$71,760	$72,792	$76,908
4	$64,890	$66,611	$67,634	$69,349	$70,385	$72,099	$73,137	$74,847	$75,881	$79,647
5	$67,634	$69,349	$70,385	$72,099	$73,137	$74,847	$75,881	$77,596	$78,622	$82,748
6	$70,754	$72,444	$73,477	$74,847	$76,227	$77,931	$78,972	$80,689	$81,717	$85,487
7	$73,477	$75,175	$76,227	$77,931	$78,972	$80,689	$81,717	$83,435	$84,464	$88,577
8	$76,575	$78,283	$79,318	$80,689	$82,057	$83,776	$85,509	$86,178	$88,232	$92,015
9	$79,318	$81,014	$82,057	$83,776	$84,803	$87,216	$88,924	$89,965	$92,015	$95,799
10	$82,400	$84,122	$85,145	$86,526	$87,892	$90,986	$92,700	$93,729	$95,446	$99,564
11	$85,145	$86,873	$87,892	$89,604	$91,337	$94,428	$96,483	$97,178	$99,227	$103,006
12	$88,232	$89,965	$90,986	$93,043	$95,096	$97,677	$99,912	$100,941	$102,659	$106,771
13	$90,986	$92,700	$93,729	$96,825	$98,536	$101,965	$103,686	$104,718	$106,441	$110,213
14	$94,077	$95,799	$97,506	$100,598	$101,965	$105,749	$107,122	$108,487	$110,558	$114,323

LONGEVITY

$1,100	Teachers who have completed 15 years in the Somers Central School District
$1,500	Teachers who have completed 20 years in the Somers Central School District
$1,850	Teachers who have completed 25 years in the Somers Central School District

SUPPLEMENT D

SFA SALARY SCHEDULE
SALARIES FOR 2008 - 2009

2008-2009 INCREASE 1.0325% **1.0325**

STEP	A BA	B BA+9	C BA+15	D BA+24	E BA+30	F BA+39	G BA+45	H BA+54	I BA+60
1	$48,405	$50,023	$51,019	$52,682	$53,667	$55,325	$56,326	$57,974	$58,977
2	$53,524	$55,295	$56,366	$58,133	$59,198	$60,968	$62,745	$64,522	$65,586
3	$55,295	$57,428	$58,846	$60,269	$61,686	$63,808	$65,942	$67,712	$68,776
4	$57,428	$59,906	$60,968	$62,745	$64,522	$66,998	$68,776	$70,553	$71,603
5	$59,556	$62,037	$63,108	$64,876	$67,712	$70,183	$71,902	$73,734	$74,799
6	$61,686	$64,522	$65,586	$68,069	$70,553	$73,026	$74,402	$76,574	$77,618
7	$64,161	$66,650	$68,422	$70,900	$73,734	$75,865	$77,670	$79,416	$80,827
8	$66,650	$69,485	$71,603	$74,092	$76,574	$79,063	$80,827	$82,595	$83,655
9	$69,485	$72,673	$74,442	$76,933	$79,416	$81,895	$84,018	$85,438	$86,856
10	$72,316	$75,514	$77,618	$80,118	$82,595	$85,077	$86,856	$88,630	$89,696
11	$75,514	$78,704	$80,460	$82,954	$85,795	$87,913	$90,052	$91,456	$92,889
12	$78,704	$81,538	$83,655	$85,795	$88,630	$91,099	$92,889	$94,652	$95,712
13	$81,538	$84,724	$86,499	$88,979	$91,456	$93,943	$96,067	$98,186	$99,619
14	$84,373	$87,913	$89,696	$92,169	$95,006	$97,134	$99,261	$102,095	$103,159

LONGEVITY

$1,100	Teachers who have completed 15 years in the Somers Central School District
$1,500	Teachers who have completed 20 years in the Somers Central School District
$1,850	Teachers who have completed 25 years in the Somers Central School District

SUPPLEMENT D

SFA SALARY SCHEDULE
SALARIES FOR 2008 - 2009

2008-2009 INCREASE 1.0325% **1.0325**

STEP	A MA	B MA+9	C MA+15	D MA+24	E MA+30	F MA+39	G MA+45	H MA+54	I MA+60	J DOCTORATE
1	$54,677	$55,983	$57,317	$58,639	$59,963	$61,289	$62,614	$63,947	$64,940	$68,583
2	$60,968	$62,745	$63,808	$65,586	$66,650	$68,422	$69,485	$71,257	$72,316	$76,215
3	$63,808	$65,586	$66,650	$68,422	$69,485	$71,257	$72,316	$74,092	$75,158	$79,407
4	$66,999	$68,776	$69,832	$71,603	$72,673	$74,442	$75,514	$77,280	$78,347	$82,236
5	$69,832	$71,603	$72,673	$74,442	$75,514	$77,280	$78,347	$80,118	$81,177	$85,438
6	$73,053	$74,799	$75,865	$77,280	$78,704	$80,464	$81,538	$83,311	$84,373	$88,265
7	$75,865	$77,618	$78,704	$80,464	$81,538	$83,311	$84,373	$86,147	$87,209	$91,456
8	$79,063	$80,827	$81,895	$83,311	$84,724	$86,499	$88,289	$88,979	$91,099	$95,006
9	$81,895	$83,647	$84,724	$86,499	$87,559	$90,051	$91,814	$92,889	$95,006	$98,912
10	$85,078	$86,856	$87,913	$89,338	$90,748	$93,943	$95,712	$96,775	$98,548	$102,799
11	$87,913	$89,696	$90,748	$92,516	$94,306	$97,497	$99,619	$100,336	$102,452	$106,354
12	$91,099	$92,889	$93,943	$96,067	$98,186	$100,852	$103,159	$104,221	$105,995	$110,241
13	$93,943	$95,712	$96,775	$99,972	$101,738	$105,279	$107,056	$108,122	$109,901	$113,795
14	$97,134	$98,912	$100,675	$103,868	$105,279	$109,186	$110,604	$112,013	$114,151	$118,038

LONGEVITY

$1,100	Teachers who have completed 15 years in the Somers Central School District
$1,500	Teachers who have completed 20 years in the Somers Central School District
$1,850	Teachers who have completed 25 years in the Somers Central School District

SFA SALARY SCHEDULE
SALARIES FOR 2009 - 2010

2009-2010 INCREASE 1.0325% **1.0325**

STEP	A BA	B BA+9	C BA+15	D BA+24	E BA+30	F BA+39	G BA+45	H BA+54	I BA+60
1	$49,978	$51,648	$52,677	$54,394	$55,411	$57,123	$58,157	$59,858	$60,894
2	$55,263	$57,093	$58,198	$60,023	$61,122	$62,949	$64,785	$66,619	$67,717
3	$57,093	$59,294	$60,759	$62,228	$63,691	$65,882	$68,086	$69,913	$71,011
4	$59,294	$61,853	$62,949	$64,785	$66,619	$69,175	$71,011	$72,846	$73,930
5	$61,492	$64,054	$65,159	$66,985	$69,913	$72,464	$74,239	$76,130	$77,230
6	$63,691	$66,619	$67,717	$70,281	$72,846	$75,399	$76,820	$79,063	$80,140
7	$66,247	$68,817	$70,646	$73,204	$76,130	$78,331	$80,194	$81,997	$83,454
8	$68,817	$71,743	$73,930	$76,500	$79,063	$81,633	$83,454	$85,279	$86,374
9	$71,743	$75,034	$76,861	$79,434	$81,997	$84,557	$86,749	$88,214	$89,679
10	$74,666	$77,968	$80,140	$82,722	$85,279	$87,842	$89,679	$91,511	$92,611
11	$77,968	$81,262	$83,075	$85,650	$88,583	$90,770	$92,979	$94,429	$95,908
12	$81,262	$84,188	$86,374	$88,583	$91,511	$94,060	$95,908	$97,728	$98,823
13	$84,188	$87,477	$89,310	$91,871	$94,429	$96,996	$99,189	$101,377	$102,856
14	$87,115	$90,770	$92,611	$95,164	$98,093	$100,291	$102,487	$105,413	$106,511

LONGEVITY

$1,100	Teachers who have completed 15 years in the Somers Central School District
$1,500	Teachers who have completed 20 years in the Somers Central School District
$1,850	Teachers who have completed 25 years in the Somers Central School District

SUPPLEMENT E

SFA SALARY SCHEDULE
SALARIES FOR 2009 - 2010

2009-20010 INCREASE 1.0325% 1.0325

STEP	A MA	B MA+9	C MA+15	D MA+24	E MA+30	F MA+39	G MA+45	H MA+54	I MA+60	J DOCTORATE
1	$56,454	$57,803	$59,179	$60,545	$61,912	$63,281	$64,649	$66,026	$67,051	$70,812
2	$62,949	$64,785	$65,882	$67,717	$68,817	$70,646	$71,743	$73,572	$74,666	$78,692
3	$65,882	$67,717	$68,817	$70,646	$71,743	$73,572	$74,666	$76,500	$77,601	$81,988
4	$69,177	$71,011	$72,102	$73,930	$75,034	$76,861	$77,968	$79,791	$80,893	$84,908
5	$72,102	$73,930	$75,034	$76,861	$77,968	$79,791	$80,893	$82,722	$83,815	$88,214
6	$75,427	$77,230	$78,331	$79,791	$81,262	$83,079	$84,188	$86,019	$87,115	$91,134
7	$78,331	$80,140	$81,262	$83,079	$84,188	$86,019	$87,115	$88,947	$90,044	$94,429
8	$81,633	$83,454	$84,557	$86,019	$87,477	$89,310	$91,158	$91,871	$94,060	$98,093
9	$84,557	$86,366	$87,477	$89,310	$90,405	$92,977	$94,798	$95,908	$98,093	$102,127
10	$87,843	$89,679	$90,770	$92,242	$93,698	$96,996	$98,823	$99,920	$101,751	$106,140
11	$90,770	$92,611	$93,698	$95,523	$97,371	$100,666	$102,856	$103,597	$105,782	$109,810
12	$94,060	$95,908	$96,996	$99,189	$101,377	$104,129	$106,511	$107,608	$109,440	$113,824
13	$96,996	$98,823	$99,920	$103,221	$105,044	$108,701	$110,535	$111,636	$113,472	$117,493
14	$100,291	$102,127	$103,947	$107,244	$108,701	$112,734	$114,198	$115,653	$117,861	$121,875

LONGEVITY

$1,100	Teachers who have completed 15 years in the Somers Central School District
$1,500	Teachers who have completed 20 years in the Somers Central School District
$1,850	Teachers who have completed 25 years in the Somers Central School District

Co-Curricular Duties Stipends - 2005/06 through 2009/10

Supplement F

HIGH SCHOOL	2005-06 (3.5%)	2006-07 (3.5%)	2007-08 (3.25%)	2008-09 (3.25%)	2009-2010 (3.25%)
Academic Challenge Coach (Texas Star)	1,813	1,876	1,937	2,000	2,065
Art Activities	1,234	1,277	1,318	1,361	1,405
Bus Duty (1)	2,522	2,611	2,695	2,783	2,873
Bus Duty (2)	2,522	2,611	2,695	2,783	2,873
Craft Club	1,234	1,277	1,318	1,361	1,405
Dept. Leader: Foreign Language	3,603	3,729	3,850	3,975	4,104
Dept. Leader: Mathematics	3,603	3,729	3,850	3,975	4,104
Dept. Leader: Science	3,603	3,729	3,850	3,975	4,104
Dept. Leader: English	3,603	3,729	3,850	3,975	4,104
Dept. Leader: Special Education	3,603	3,729	3,850	3,975	4,104
Dept. Leader: Alternative HS	3,603	3,729	3,850	3,975	4,104
Destination Imagination Advisor	2,401	2,485	2,566	2,649	2,735
Drama Production Manager	843	873	901	930	960
Dramatics Coach	2,159	2,235	2,307	2,382	2,460
Environmental Club Advisor	841	870	899	928	958
Fashion Board Advisor	1,491	1,544	1,594	1,646	1,699
Fitness Center Coordinator	4,346	4,498	4,644	4,795	4,951
Foreign Language Honor Society (French)	843	873	901	930	960
Foreign Language Honor Society (Italian)	843	873	901	930	960
Foreign Language Honor Society (Spanish)	843	873	901	930	960
Freshman Class Advisor	1,268	1,312	1,355	1,399	1,444
Future Teachers Association Advisor (FTA)	843	873	901	930	960
Human Rights Club Advisor	2,679	2,773	2,863	2,956	3,052
Junior Class Advisor (1)	1,268	1,312	1,355	1,399	1,444
Junior Class Advisor (2)	1,268	1,312	1,355	1,399	1,444
Literary Magazine Advisor	1,564	1,619	1,671	1,726	1,782
Marching Band	7,803	8,076	8,338	8,609	8,889
Math Team Advisor	1,680	1,739	1,795	1,853	1,914
Men's & Women's Choir Director	1,087	1,125	1,162	1,199	1,238
Mock Trial Club	2,157	2,232	2,305	2,380	2,457
Musical Theatre - Accompanist	964	998	1,030	1,064	1,098
Musical Theatre - Choregraphy Consultant	578	598	618	638	658
Musical Theatre - Lighting Crew Sponsor-100 hrs	868	898	928	958	989
Musical Theatre - Musical Director	1,928	1,996	2,061	2,128	2,197
Musical Theatre - Pit Orchestra Director	1,655	1,713	1,769	1,826	1,885
Musical Theatre - Stage Director	2,142	2,217	2,290	2,364	2,441
Musical Theatre - Technical Director	1,928	1,996	2,061	2,128	2,197
National Honor Society Advisor	1,445	1,495	1,544	1,594	1,646
Newspaper Advisor (1)	1,321	1,367	1,411	1,457	1,505
Newspaper Advisor (2)	1,321	1,367	1,411	1,457	1,505
Photography Club	1,234	1,277	1,318	1,361	1,405
Senior Class Advisor (1)	2,159	2,235	2,307	2,382	2,460
Senior Class Advisor (2)	2,159	2,235	2,307	2,382	2,460
Sophomore Class Advisor	1,268	1,312	1,355	1,399	1,444
Student Council Advisor (1)	3,027	3,133	3,235	3,340	3,449
Student Council Advisor (2)	3,027	3,133	3,235	3,340	3,449
Students Against Drunk Drivers (SADD)	2,298	2,378	2,455	2,535	2,618
Team Leader - 9th Grade (1)	1,605	1,661	1,715	1,771	1,829
Team Leader - 9th Grade (2)	1,605	1,661	1,715	1,771	1,829
Technology Student Assoc. Advisor	1,475	1,526	1,576	1,627	1,680
Web Page Editor	1,390	1,439	1,485	1,534	1,584
Weight Lifting	906	938	968	1,000	1,032
Yearbook Advisor	4,101	4,244	4,382	4,525	4,672
Yearbook Assistant Advisor	1,564	1,619	1,671	1,726	1,782
Dept. Chair: Social Studies	6,387	6,611	6,825	7,047	7,276

Co-Curricular Duties Stipends - 2005/06 through 2009/10

Supplement F

MIDDLE SCHOOL	2005-06 (3.5%)	2006-07 (3.5%)	2007-08 (3.25%)	2008-09 (3.25%)	2009-2010 (3.25%)
6th Grade Advisor (1)	1,922	1,989	2,054	2,121	2,190
6th Grade Advisor (2)	1,922	1,989	2,054	2,121	2,190
7th Grade Advisor (1)	2,567	2,657	2,743	2,832	2,924
7th Grade Advisor (2)	2,567	2,657	2,743	2,832	2,924
8th Grade Advisor (1)	2,567	2,657	2,743	2,832	2,924
8th Grade Advisor (2)	2,567	2,657	2,743	2,832	2,924
Academic Triathlon Advisor	1,022	1,057	1,092	1,127	1,164
Animal Appreciation Club	1,080	1,117	1,154	1,191	1,230
Art Club	1,080	1,117	1,154	1,191	1,230
Audio Visual Coordinator	1,204	1,246	1,287	1,328	1,372
Boys Intramurals (1)	1,052	1,088	1,124	1,160	1,198
Boys Intramurals (2)	1,052	1,088	1,124	1,160	1,198
Boys Intramurals (3)	1,052	1,088	1,124	1,160	1,198
Bus Duty (1)	2,522	2,611	2,695	2,783	2,873
Bus Duty (2)	2,522	2,611	2,695	2,783	2,873
Bus Duty (3)	2,522	2,611	2,695	2,783	2,873
Bus Duty (4)	2,522	2,611	2,695	2,783	2,873
Bus Duty (5)	2,522	2,610	2,695	2,783	2,873
Cafeteria Supervisor (1)	3,154	3,264	3,370	3,480	3,593
Cafeteria Supervisor (2)	3,154	3,264	3,370	3,480	3,593
Cafeteria Supervisor (3)	3,154	3,264	3,370	3,480	3,593
Cafeteria Supervisor (4)	3,154	3,264	3,370	3,480	3,593
Cafeteria Supervisor (5)	3,154	3,264	3,370	3,480	3,593
Cafeteria Supervisor (6)	3,154	3,264	3,370	3,480	3,593
Chess Club	1,080	1,117	1,154	1,191	1,230
Computer Advisor (1)	904	935	966	997	1,029
Computer Advisor (2)	904	935	966	997	1,029
Conflict Resol. - Peer Mediat. Coord.	1,670	1,729	1,785	1,843	1,903
Conflict Resol. - Peer Mediation Advisor (1)	1,441	1,491	1,540	1,590	1,641
Conflict Resol. - Peer Mediation Advisor (2)	1,441	1,491	1,540	1,590	1,641
Conflict Resol. - Peer Mediation Advisor (3)	1,441	1,491	1,540	1,590	1,641
Curriculum Leader - English/Language Arts	3,154	3,264	3,370	3,480	3,593
Curriculum Leader - Foreign Language	2,473	2,560	2,643	2,729	2,817
Curriculum Leader - Mathematics	2,473	2,560	2,643	2,729	2,817
Curriculum Leader - Science	2,473	2,560	2,643	2,729	2,817
Curriculum Leader - Social Studies	2,473	2,560	2,643	2,729	2,817
Curriculum Leader - Special Education	2,473	2,560	2,643	2,729	2,817
Curriculum Leader - Guidance	2,473	2,560	2,643	2,729	2,817
Destination Imagination Advisor	2,401	2,485	2,566	2,649	2,735
Girls Intramurals (1)	1,052	1,088	1,124	1,160	1,198
Girls Intramurals (2)	1,052	1,088	1,124	1,160	1,198
Girls Intramurals (3)	1,052	1,088	1,124	1,160	1,198
Girls Intramurals (4)	1,052	1,088	1,124	1,160	1,198
Intramurals (1)	526	544	562	580	599
Intramurals (2)	526	544	562	580	599
Jazz Band (Instrumentals Ensemble)	1,866	1,931	1,994	2,059	2,126
Literacy Club	1,680	1,739	1,795	1,853	1,914
Math Club	1,680	1,739	1,795	1,853	1,914
Meterology Club	1,080	1,117	1,154	1,191	1,230
Musical Assistant Stage Director	1,928	1,996	2,061	2,128	2,197
Musical Choreography Consultant	579	599	618	638	659
Musical Director	1,928	1,996	2,061	2,128	2,197
Musical Drama Production Manager	826	855	883	911	941
Musical Lighting Crew Sponsor - 100 hrs	867	898	927	957	988
Musical Set Design & Painting	706	731	754	779	804
Musical Stage Director	2,142	2,217	2,290	2,364	2,441
Musical Technical Director	1,035	1,071	1,106	1,142	1,179
Newspaper Advisor (1)	480	497	513	530	547

Newspaper Advisor (2)	480	497	513	530	547
Photography Club Advisor	843	873	901	930	960
Remote Control Car Club Advisor	818	846	874	902	931
Service Club Advisor (1)	997	1,032	1,065	1,100	1,136
Service Club Advisor (2)	998	1,033	1,066	1,101	1,137
Ski Club Advisor	1,680	1,739	1,795	1,853	1,914
Structured Study Advisor - Grade 6	3,146	3,257	3,362	3,472	3,584
Structured Study Advisor - Grade 7&8	3,146	3,257	3,362	3,472	3,584
Student Council Advisor	1,922	1,989	2,054	2,121	2,190
Students Against Drunk Driving (SADD)	1,022	1,057	1,092	1,127	1,164
Team Leader - 6th Grade (1)	1,605	1,661	1,715	1,771	1,829
Team Leader - 6th Grade (2)	1,605	1,661	1,715	1,771	1,829
Team Leader - 6th Grade (3)	1,605	1,661	1,715	1,771	1,829
Team Leader - 7th Grade (1)	1,605	1,661	1,715	1,771	1,829
Team Leader - 7th Grade (2)	1,605	1,661	1,715	1,771	1,829
Team Leader - 8th Grade (1)	1,605	1,661	1,715	1,771	1,829
Team Leader - 8th Grade (2)	1,605	1,661	1,715	1,771	1,829
Team Leader - 7th/8th Grade	1,605	1,661	1,715	1,771	1,829
Technology Student Association (TSA) Advisor	1,628	1,685	1,740	1,796	1,855
Web Page Editor	1,390	1,439	1,485	1,534	1,584
Yearbook Advisor (1)	1,564	1,619	1,671	1,726	1,782
Yearbook Advisor (2)	1,564	1,619	1,671	1,726	1,782

INTERMEDIATE SCHOOL	2005-06 (3.5%)	2006-07 (3.5%)	2007-08 (3.25%)	2008-09 (3.25%)	2009-2010 (3.25%)
Audio Visual Coordinator	1,204	1,246	1,287	1,328	1,372
Author's Club	700	724	748	772	797
Book Room Coordinator	957	991	1,023	1,056	1,091
Boys Intramurals (1)	1,052	1,088	1,124	1,160	1,198
Boys Intramurals (2)	1,052	1,088	1,124	1,160	1,198
Boys Intramurals (3)	1,052	1,088	1,124	1,160	1,198
Boys Intramurals (4)	1,052	1,088	1,124	1,160	1,198
Bus Duty (1)	2,522	2,611	2,695	2,783	2,873
Bus Duty (2)	2,522	2,611	2,695	2,783	2,873
Bus Duty (3)	2,522	2,611	2,695	2,783	2,873
Bus Duty (4)	2,522	2,611	2,695	2,783	2,873
Chess Club (1)	535	554	572	590	609
Chess Club (2)	535	554	572	590	609
Computer Facilitator	1,359	1,407	1,452	1,499	1,548
Coordinator - Third Grade	3,829	3,963	4,092	4,225	4,362
Coordinator - Fourth Grade	3,829	3,963	4,092	4,225	4,362
Coordinator - Fifth Grade	3,829	3,963	4,092	4,225	4,362
Coordinator - Special Area Teacher	3,829	3,963	4,092	4,225	4,362
Curriculum Leader - Language Arts	2,473	2,559	2,642	2,728	2,817
Curriculum Leader - Mathematics	2,473	2,559	2,642	2,728	2,817
Curriculum Leader - Science	2,473	2,559	2,642	2,728	2,817
Curriculum Leader - Social Studies	2,473	2,559	2,642	2,728	2,817
Destination Imagination Advisor	2,400	2,484	2,565	2,648	2,734
Director of 5th Grade Play/Opera	1,080	1,117	1,154	1,191	1,230
Family Math Advisor	1,080	1,117	1,154	1,191	1,230
Friendship Club	534	553	571	589	608
Girls Intramurals (1)	1,052	1,088	1,124	1,160	1,198
Girls Intramurals (2)	1,052	1,088	1,124	1,160	1,198
Girls Intramurals (3)	1,052	1,088	1,124	1,160	1,198
Girls Intramurals (4)	1,052	1,088	1,124	1,160	1,198
Invention Convention Advisor	1,080	1,117	1,154	1,191	1,230
Junior Historical Society	1,080	1,117	1,154	1,191	1,230
Publications Center Advisor	1,186	1,228	1,268	1,309	1,351
School Newspaper Club	700	724	748	772	797
Science Fair Coordinator	1,080	1,117	1,154	1,191	1,230
Student Council Advisor	1,080	1,117	1,154	1,191	1,230
Web Page Editor	1,390	1,439	1,485	1,534	1,584

Co-Curricular Duties Stipends - 2005/06 through 2009/10

Supplement F

PRIMROSE SCHOOL	2005-06 (3.5%)	2006-07 (3.5%)	2007-08 (3.25%)	2008-09 (3.25%)	2009-2010 (3.25%)
Bus Duty (1)	2,522	2,611	2,695	2,783	2,873
Bus Duty (2)	2,522	2,611	2,695	2,783	2,873
Coordinator - Kindergarten	3,829	3,963	4,092	4,225	4,362
Coordinator - First Grade	3,829	3,963	4,092	4,225	4,362
Coordinator - Second Grade	3,829	3,963	4,092	4,225	4,362
Coordinator - Third Grade	3,829	3,963	4,092	4,225	4,362
Coordinator - Special Area	3,829	3,963	4,092	4,225	4,362
Curriculum Leader - Language Arts	2,473	2,559	2,642	2,728	2,817
Curriculum Leader - Mathematics	2,473	2,559	2,642	2,728	2,817
Curriculum Leader - Science	2,473	2,559	2,642	2,728	2,817
Curriculum Leader - Social Studies	2,473	2,559	2,642	2,728	2,817
Destination Imagination Advisor	2,400	2,484	2,565	2,648	2,734
Post Office Coordinator	1,081	1,118	1,155	1,192	1,231
Publications Center Coordinator	1,186	1,228	1,268	1,309	1,351
Reading Resource Coordinator	957	991	1,023	1,056	1,091
Web Page Editor	1,390	1,439	1,485	1,534	1,584

DISTRICT-WIDE					
Special Olympics Coordinator I - Fall	526	544	562	580	599
Special Olympics Coordinator I - Winter	526	544	562	580	599
Special Olympics Coordinator I - Spring	526	544	562	580	599
Special Olympics Coordinator II - Fall	526	544	562	580	599
Special Olympics Coordinator II - Winter	526	544	562	580	599
Special Olympics Coordinator II - Spring	526	544	562	580	599
Computer Coordinator PES & SHS	9,233	9,556	9,867	10,188	10,519
Computer Coordinator SMS & SIS	9,233	9,556	9,867	10,188	10,519
Coordinator: Chapter/PSEN	3,497	3,620	3,737	3,859	3,984
Coordinator: Art K-12	3,124	3,233	3,338	3,447	3,559
Coordinator: Library K-12	2,282	2,362	2,439	2,518	2,600
Coordinator: Music K-12	3,124	3,233	3,338	3,447	3,559
Coordinator: Special Area 7-12	2,277	2,357	2,433	2,512	2,594
Coordinator: PE K-12	3,124	3,233	3,338	3,447	3,559

SUMMER SCHOOL PROGRAMS	2005-06 (3.5%)	2006-07 (3.5%)	2007-08 (3.25%)	2008-09 (3.25%)	2009-2010 (3.25%)
SUMMER READING					
Summer Reading Teacher/Coordinator (SIS)	3,668	3,796	3,920	4,047	4,179
Summer Reading Teachers (1) (SIS)	2,397	2,481	2,562	2,645	2,731
Summer Reading Teacher (2)	2,397	2,481	2,562	2,645	2,731
Summer Reading Teacher (3)	2,397	2,481	2,562	2,645	2,731
Summer Reading Teacher (4)	2,397	2,481	2,562	2,645	2,731
Summer Reading Teacher/Coordinator (PES)	3,668	3,796	3,920	4,047	4,179
Summer Reading Teachers (1) (PES)	2,397	2,481	2,562	2,645	2,731
Summer Reading Teacher (2)	2,397	2,481	2,562	2,645	2,731
Summer Reading Teacher (3)	2,397	2,481	2,562	2,645	2,731
Summer Reading Teacher (4)	2,397	2,481	2,562	2,645	2,731
Summer Reading Teacher (5)	2,397	2,481	2,562	2,645	2,731
Summer Reading Teacher (6)	2,397	2,481	2,562	2,645	2,731
Summer Reading Teacher (7)	2,397	2,481	2,562	2,645	2,731
Summer Reading Teacher (8)	2,397	2,481	2,562	2,645	2,731

Co-Curricular Duties Stipends - 2005/06 through 2009/10

Supplement F

SUMMER ACADEMY	2005-06 (3.5%)	2006-07 (3.5%)	2007-08 (3.25%)	2008-09 (3.25%)	2009-2010 (3.25%)
SA Teacher/Coordinator – 9th Grade	1,834	1,898	1,960	2,024	2,089
SA Teacher – 9th Grade (1)	1,199	1,240	1,281	1,322	1,365
SA Teacher - 9th Grade (2)	1,199	1,240	1,281	1,322	1,365
SA Teacher - 9th Grade (3)	1,199	1,240	1,281	1,322	1,365
SA Teacher/Coordinator – 6th Grade	2,658	2,751	2,840	2,933	3,028
SA Teacher - 6th Grade (1)	1,423	1,473	1,521	1,570	1,621
SA Teacher - 6th Grade (2)	1,423	1,473	1,521	1,570	1,621
SA Teacher - 6th Grade (3)	1,423	1,473	1,521	1,570	1,621

SUMMER SCHOOL - SMS					
Teacher (1)	1,832	1,896	1,958	2,021	2,087
Teacher (2)	1,832	1,896	1,958	2,021	2,087

NURSE FOR SUMMER PROGRAMS					
Nurse for Summer School (max: 54 hrs) ($25/hr)	1,348	1,395	1,441	1,487	1,536

COACHING DUTIES STIPENDS - 2005/06 through 2009/10

Supplement G

FALL SPORTS:	2005-2006 Experience/Stipend (3.5%)			2006-2007 Experience/Stipend (3.5%)			2007-2008 Experience/Stipend (3.25%)			2008-2009 Experience/Stipend (3.25%)			2009-2010 Experience/Stipend (3.25%)		
	1-3	4-7	8+	1-3	4-7	8+	1-3	4-7	8+	1-3	4-7	8+	1-3	4-7	8+
Varsity Football Head Coach	6,236	6,536	6,836	6,454	6,754	7,054	6,664	6,964	7,264	6,880	7,180	7,480	7,104	7,404	7,704
Asst. Varsity Football Coach (1)	4,532	4,832	5,132	4,691	4,991	5,291	4,843	5,143	5,443	5,001	5,301	5,601	5,163	5,463	5,763
Asst. Varsity Football Coach (2)	4,532	4,832	5,132	4,691	4,991	5,291	4,843	5,143	5,443	5,001	5,301	5,601	5,163	5,463	5,763
Asst. Varsity Football Coach (3)	4,532	4,832	5,132	4,691	4,991	5,291	4,843	5,143	5,443	5,001	5,301	5,601	5,163	5,463	5,763
Asst. Varsity Football Coach (4)	4,532	4,832	5,132	4,691	4,991	5,291	4,843	5,143	5,443	5,001	5,301	5,601	5,163	5,463	5,763
Asst. Varsity Football Coach (5)	4,532	4,832	5,132	4,691	4,991	5,291	4,843	5,143	5,443	5,001	5,301	5,601	5,163	5,463	5,763
Modified Football Coach (1)	3,420	3,720	4,020	3,539	3,839	4,139	3,654	3,954	4,254	3,773	4,073	4,373	3,896	4,196	4,496
Modified Football Coach (2)	3,420	3,720	4,020	3,539	3,839	4,139	3,654	3,954	4,254	3,773	4,073	4,373	3,896	4,196	4,496
Modified Football Coach (3)	3,420	3,720	4,020	3,539	3,839	4,139	3,654	3,954	4,254	3,773	4,073	4,373	3,896	4,196	4,496
Modified Football Coach (4)	3,420	3,720	4,020	3,539	3,839	4,139	3,654	3,954	4,254	3,773	4,073	4,373	3,896	4,196	4,496
Varsity Boys Soccer Head Coach	4,467	4,767	5,067	4,623	4,923	5,223	4,774	5,074	5,374	4,929	5,229	5,529	5,089	5,389	5,689
Asst. Varsity Boys Soccer Coach	3,131	3,431	3,731	3,240	3,540	3,840	3,346	3,646	3,946	3,455	3,755	4,055	3,567	3,867	4,167
J.V. Boys Soccer Coach	3,131	3,431	3,731	3,240	3,540	3,840	3,346	3,646	3,946	3,455	3,755	4,055	3,567	3,867	4,167
Freshman Boys Soccer (JV"B") Coach	3,177	3,477	3,777	3,289	3,589	3,889	3,396	3,696	3,996	3,506	3,806	4,106	3,620	3,920	4,220
Modified Boys Soccer Coach	2,953	3,253	3,553	3,056	3,356	3,656	3,156	3,456	3,756	3,258	3,558	3,858	3,364	3,664	3,964
Varsity Cheerleading Head Coach	3,843	4,143	4,443	3,978	4,278	4,578	4,107	4,407	4,707	4,240	4,540	4,840	4,378	4,678	4,978
J.V. Cheerleading Coach - Fall	2,690	2,990	3,290	2,784	3,084	3,384	2,875	3,175	3,475	2,968	3,268	3,568	3,065	3,365	3,665
Modified Cheerleading Coach - Fall	2,536	2,836	3,136	2,625	2,925	3,225	2,710	3,010	3,310	2,798	3,098	3,398	2,889	3,189	3,489
Varsity Cross Country Head Coach - Coed	3,675	3,975	4,275	3,804	4,104	4,404	3,928	4,228	4,528	4,055	4,355	4,655	4,187	4,487	4,787
Asst. Varsity Cross Country Coach - Coed	2,576	2,876	3,176	2,666	2,966	3,266	2,753	3,053	3,353	2,842	3,142	3,442	2,935	3,235	3,535
Modified Cross Country Coach	2,008	2,308	2,608	2,078	2,378	2,678	2,146	2,446	2,746	2,215	2,515	2,815	2,287	2,587	2,887
Varsity Field Hockey Head Coach	4,466	4,766	5,066	4,622	4,922	5,222	4,773	5,073	5,373	4,928	5,228	5,528	5,088	5,388	5,688
Varsity Field Hockey Asst. Coach	2,953	3,253	3,553	3,056	3,356	3,656	3,156	3,456	3,756	3,258	3,558	3,858	3,364	3,664	3,964
J.V. Field Hockey Coach	3,132	3,432	3,732	3,242	3,542	3,842	3,347	3,647	3,947	3,456	3,756	4,056	3,568	3,868	4,168
Modified Field Hockey Coach (1)	2,953	3,253	3,553	3,056	3,356	3,656	3,156	3,456	3,756	3,258	3,558	3,858	3,364	3,664	3,964
Modified Field Hockey Coach (2)	2,953	3,253	3,553	3,056	3,356	3,656	3,156	3,456	3,756	3,258	3,558	3,858	3,364	3,664	3,964
Varsity Girls Soccer Head Coach	4,467	4,767	5,067	4,623	4,923	5,223	4,774	5,074	5,374	4,929	5,229	5,529	5,089	5,389	5,689
Asst. Varsity Girls Soccer Coach	3,131	3,431	3,731	3,240	3,540	3,840	3,346	3,646	3,946	3,455	3,755	4,055	3,567	3,867	4,167
J.V. Girls Soccer Coach	3,131	3,431	3,731	3,240	3,540	3,840	3,346	3,646	3,946	3,455	3,755	4,055	3,567	3,867	4,167
Modified Girls Soccer Coach	2,953	3,253	3,553	3,056	3,356	3,656	3,156	3,456	3,756	3,258	3,558	3,858	3,364	3,664	3,964
Asst. Modified Girls Soccer Coach	1,306	1,606	1,906	1,352	1,652	1,952	1,396	1,696	1,996	1,441	1,741	2,041	1,488	1,788	2,088
Varsity Volleyball Head Coach	4,466	4,766	5,066	4,622	4,922	5,222	4,773	5,073	5,373	4,928	5,228	5,528	5,088	5,388	5,688
J.V. Volleyball Coach	3,132	3,432	3,732	3,242	3,542	3,842	3,347	3,647	3,947	3,456	3,756	4,056	3,568	3,868	4,168
Modified Volleyball Coach (1)	2,953	3,253	3,553	3,056	3,356	3,656	3,156	3,456	3,756	3,258	3,558	3,858	3,364	3,664	3,964
Modified Volleyball Coach (2)	2,953	3,253	3,553	3,056	3,356	3,656	3,156	3,456	3,756	3,258	3,558	3,858	3,364	3,664	3,964
Varsity Tennis Head Coach - Girls	3,013	3,313	3,613	3,118	3,418	3,718	3,220	3,520	3,820	3,324	3,624	3,924	3,432	3,732	4,032
J.V. Tennis Coach - Girls	2,273	2,573	2,873	2,352	2,652	2,952	2,429	2,729	3,029	2,508	2,808	3,108	2,589	2,889	3,189
Fall Modified Sports Coordinator	2,088	2,388	2,688	2,161	2,461	2,761	2,231	2,531	2,831	2,303	2,603	2,903	2,378	2,678	2,978

COACHING DUTIES STIPENDS - 2005/06 through 2009/10

Supplement G

WINTER SPORTS:	2005-2006 Experience/Stipend (3.5%)			2006-2007 Experience/Stipend (3.5%)			2007-2008 Experience/Stipend (3.25%)			2008-2009 Experience/Stipend (3.25%)			2009-2010 Experience/Stipend (3.25%)		
	1-3	4-7	8+	1-3	4-7	8+	1-3	4-7	8+	1-3	4-7	8+	1-3	4-7	8+
Varsity Boys Basketball Head Coach	5,384	5,684	5,984	5,573	5,873	6,173	5,754	6,054	6,354	5,941	6,241	6,541	6,134	6,434	6,734
Asst. Varsity Boys Basketball Coach	3,949	4,249	4,549	4,087	4,387	4,687	4,220	4,520	4,820	4,357	4,657	4,957	4,498	4,798	5,098
J.V. Boys Basketball Coach	3,949	4,249	4,549	4,087	4,387	4,687	4,220	4,520	4,820	4,357	4,657	4,957	4,498	4,798	5,098
Freshman Boys Basketball Coach	2,412	2,712	3,012	2,496	2,796	3,096	2,577	2,877	3,177	2,661	2,961	3,261	2,747	3,047	3,347
Modified Boys Basketball Coach (1)	3,157	3,457	3,757	3,267	3,567	3,867	3,373	3,673	3,973	3,483	3,783	4,083	3,596	3,896	4,196
Modified Boys Basketball Coach (2)	3,157	3,457	3,757	3,267	3,567	3,867	3,373	3,673	3,973	3,483	3,783	4,083	3,596	3,896	4,196
Varsity Wrestling Head Coach	5,227	5,527	5,827	5,410	5,710	6,010	5,586	5,886	6,186	5,767	6,067	6,367	5,954	6,254	6,554
Asst. Varsity Wrestling Coach	4,009	4,309	4,609	4,149	4,449	4,749	4,284	4,584	4,884	4,423	4,723	5,023	4,567	4,867	5,167
J.V. Wrestling Coach	4,009	4,309	4,609	4,149	4,449	4,749	4,284	4,584	4,884	4,423	4,723	5,023	4,567	4,867	5,167
Modified Wrestling Coach	2,953	3,253	3,553	3,056	3,356	3,656	3,156	3,456	3,756	3,258	3,558	3,858	3,364	3,664	3,964
Varsity Winter Track Head Coach-Boys	4,409	4,709	5,009	4,563	4,863	5,163	4,712	5,012	5,312	4,865	5,165	5,465	5,023	5,323	5,623
Varsity Winter Track Head Coach-Girls	4,409	4,709	5,009	4,563	4,863	5,163	4,712	5,012	5,312	4,865	5,165	5,465	5,023	5,323	5,623
Asst. Varsity Winter Track Coach-Coed	3,214	3,514	3,814	3,326	3,626	3,926	3,434	3,734	4,034	3,546	3,846	4,146	3,661	3,961	4,261
Modified Winter Track Coach	2,953	3,253	3,553	3,056	3,356	3,656	3,156	3,456	3,756	3,258	3,558	3,858	3,364	3,664	3,964
Asst. Modified Winter Track Coach	1,306	1,606	1,906	1,352	1,652	1,952	1,396	1,696	1,996	1,441	1,741	2,041	1,488	1,788	2,088
Varsity Cheerleading Head Coach -Winter	4,343	4,643	4,943	4,495	4,795	5,095	4,641	4,941	5,241	4,792	5,092	5,392	4,948	5,248	5,548
J.V. Cheerleading Coach - Winter	3,040	3,340	3,640	3,146	3,446	3,746	3,249	3,549	3,849	3,354	3,654	3,954	3,463	3,763	4,063
Modified Cheerleading Coach - Winter	2,866	3,166	3,466	2,966	3,266	3,566	3,063	3,363	3,663	3,162	3,462	3,762	3,265	3,565	3,865
Competitive Cheerleading Winter Coach	1,306	1,606	1,906	1,352	1,652	1,952	1,396	1,696	1,996	1,441	1,741	2,041	1,488	1,788	2,088
Varsity Girls Basketball Head Coach	5,384	5,684	5,984	5,573	5,873	6,173	5,754	6,054	6,354	5,941	6,241	6,541	6,134	6,434	6,734
Asst. Varsity Girls Basketball Coach	3,949	4,249	4,549	4,087	4,387	4,687	4,220	4,520	4,820	4,357	4,657	4,957	4,498	4,798	5,098
J.V. Girls Basketball Coach	3,949	4,249	4,549	4,087	4,387	4,687	4,220	4,520	4,820	4,357	4,657	4,957	4,498	4,798	5,098
Freshman Girls Basketball Coach	3,177	3,477	3,777	3,289	3,589	3,889	3,396	3,696	3,996	3,506	3,806	4,106	3,620	3,920	4,220
Modified Girls Basketball Coach (1)	3,157	3,457	3,757	3,267	3,567	3,867	3,373	3,673	3,973	3,483	3,783	4,083	3,596	3,896	4,196
Modified Girls Basketball Coach (2)	3,157	3,457	3,757	3,267	3,567	3,867	3,373	3,673	3,973	3,483	3,783	4,083	3,596	3,896	4,196
Ski Coach	3,089	3,389	3,689	3,198	3,498	3,798	3,302	3,602	3,902	3,409	3,709	4,009	3,520	3,820	4,120
Asst. Ski Coach	2,273	2,573	2,873	2,352	2,652	2,952	2,429	2,729	3,029	2,508	2,808	3,108	2,589	2,889	3,189
Ice Hockey Head Coach	4,512	4,812	5,112	4,669	4,969	5,269	4,821	5,121	5,421	4,978	5,278	5,578	5,140	5,440	5,740
Asst. Ice Hockey Coach	2,273	2,573	2,873	2,352	2,652	2,952	2,429	2,729	3,029	2,508	2,808	3,108	2,589	2,889	3,189
Modified Ice Hockey Coach	2,273	2,573	2,873	2,352	2,652	2,952	2,429	2,729	3,029	2,508	2,808	3,108	2,589	2,889	3,189
Winter Modified Sports Coord.	2,088	2,388	2,688	2,161	2,461	2,761	2,231	2,531	2,831	2,303	2,603	2,903	2,378	2,678	2,978

COACHING DUTIES STIPENDS - 2005/06 through 2009/10

Supplement G

SPRING SPORTS:	2005-2006 Experience/Stipend (3.5%)			2006-2007 Experience/Stipend (3.5%)			2007-2008 Experience/Stipend (3.25%)			2008-2009 Experience/Stipend (3.25%)			2009-2010 Experience/Stipend (3.25%)		
	1-3	4-7	8+	1-3	4-7	8+	1-3	4-7	8+	1-3	4-7	8+	1-3	4-7	8+
Varsity Boys Baseball Head Coach	4,676	4,976	5,276	4,840	5,140	5,440	4,997	5,297	5,597	5,159	5,459	5,759	5,327	5,627	5,927
Asst. Varsity Boys Baseball Coach	3,131	3,431	3,731	3,241	3,541	3,841	3,346	3,646	3,946	3,455	3,755	4,055	3,567	3,867	4,167
J.V. Boys Baseball Coach	3,429	3,729	4,029	3,549	3,849	4,149	3,664	3,964	4,264	3,783	4,083	4,383	3,906	4,206	4,506
Freshman Boys Baseball Coach	2,853	3,153	3,453	2,953	3,253	3,553	3,049	3,349	3,649	3,148	3,448	3,748	3,250	3,550	3,850
Modified Boys Baseball Coach	2,833	3,133	3,433	2,932	3,232	3,532	3,027	3,327	3,627	3,126	3,426	3,726	3,227	3,527	3,827
Varsity Boys Track & Field Head Coach	4,513	4,813	5,113	4,671	4,971	5,271	4,822	5,122	5,422	4,979	5,279	5,579	5,141	5,441	5,741
Asst. Boys Varsity Track & Field Coach (1)	3,193	3,493	3,793	3,305	3,605	3,905	3,412	3,712	4,012	3,523	3,823	4,123	3,638	3,938	4,238
Asst. Boys Varsity Track & Field Coach (2)	3,193	3,493	3,793	3,305	3,605	3,905	3,412	3,712	4,012	3,523	3,823	4,123	3,638	3,938	4,238
Varsity Boys Lacrosse Head Coach	4,467	4,767	5,067	4,623	4,923	5,223	4,774	5,074	5,374	4,929	5,229	5,529	5,089	5,389	5,689
Asst. Varsity Boys Lacrosse Coach	3,131	3,431	3,731	3,240	3,540	3,840	3,346	3,646	3,946	3,455	3,755	4,055	3,567	3,867	4,167
J.V. Boys Lacrosse Coach	3,132	3,432	3,732	3,242	3,542	3,842	3,347	3,647	3,947	3,456	3,756	4,056	3,568	3,868	4,168
Asst. JV Boys Lacrosse Coach	2,198	2,498	2,798	2,275	2,575	2,875	2,349	2,649	2,949	2,426	2,726	3,026	2,504	2,804	3,104
Modified Boys Lacrosse Coach (1)	3,266	3,566	3,866	3,381	3,681	3,981	3,491	3,791	4,091	3,604	3,904	4,204	3,721	4,021	4,321
Modified Boys Lacrosse Coach (2)	3,266	3,566	3,866	3,381	3,681	3,981	3,491	3,791	4,091	3,604	3,904	4,204	3,721	4,021	4,321
Varsity Girls Lacrosse Head Coach	4,467	4,767	5,067	4,623	4,923	5,223	4,774	5,074	5,374	4,929	5,229	5,529	5,089	5,389	5,689
Varsity Girls LacrosseAsst. Head Coach	3,131	3,431	3,731	3,240	3,540	3,840	3,346	3,646	3,946	3,455	3,755	4,055	3,567	3,867	4,167
JV Girls Lacrosse Coach	3,132	3,432	3,732	3,242	3,542	3,842	3,347	3,647	3,947	3,456	3,756	4,056	3,568	3,868	4,168
Asst. JV Girls Lacrosse Coach	2,198	2,498	2,798	2,275	2,575	2,875	2,349	2,649	2,949	2,426	2,726	3,026	2,504	2,804	3,104
Modified Girls Lacrosse Coach	3,266	3,566	3,866	3,381	3,681	3,981	3,491	3,791	4,091	3,604	3,904	4,204	3,721	4,021	4,321
Asst. Modified Girls Lacrosse Coach	1,306	1,606	1,906	1,352	1,652	1,952	1,396	1,696	1,996	1,441	1,741	2,041	1,488	1,788	2,088
Varsity Girls Track & Field Head Coach	4,513	4,813	5,113	4,671	4,971	5,271	4,822	5,122	5,422	4,979	5,279	5,579	5,141	5,441	5,741
Asst. Varsity Girls Track & Field Coach	3,193	3,493	3,793	3,305	3,605	3,905	3,412	3,712	4,012	3,523	3,823	4,123	3,638	3,938	4,238
Modified Track & Field Coach	2,953	3,253	3,553	3,056	3,356	3,656	3,156	3,456	3,756	3,258	3,558	3,858	3,364	3,664	3,964
Asst. Modified Track & Field Coach	1,306	1,606	1,906	1,352	1,652	1,952	1,396	1,696	1,996	1,441	1,741	2,041	1,488	1,788	2,088
Varsity Girls Softball Head Coach	4,676	4,976	5,276	4,840	5,140	5,440	4,997	5,297	5,597	5,159	5,459	5,759	5,327	5,627	5,927
Asst. Varsity Girls Softball Head Coach	3,131	3,431	3,731	3,240	3,540	3,840	3,346	3,646	3,946	3,455	3,755	4,055	3,567	3,867	4,167
J.V. Girls Softball Coach	3,429	3,729	4,029	3,549	3,849	4,149	3,664	3,964	4,264	3,783	4,083	4,383	3,906	4,206	4,506
Modified Girls Softball Coach	2,833	3,133	3,433	2,932	3,232	3,532	3,027	3,327	3,627	3,126	3,426	3,726	3,227	3,527	3,827
Varsity Tennis Head Coach - Boys	3,013	3,313	3,613	3,118	3,418	3,718	3,220	3,520	3,820	3,324	3,624	3,924	3,432	3,732	4,032
Varsity Golf Head Coach	2,808	3,108	3,408	2,906	3,206	3,506	3,001	3,301	3,601	3,098	3,398	3,698	3,199	3,499	3,799
J.V. Golf Coach	1,887	2,187	2,487	1,953	2,253	2,553	2,016	2,316	2,616	2,082	2,382	2,682	2,150	2,450	2,750
Spring Modified Sports Coord.	2,088	2,388	2,688	2,161	2,461	2,761	2,231	2,531	2,831	2,303	2,603	2,903	2,378	2,678	2,978