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TA 4636

**AGREEMENT
BETWEEN THE**

**BRIARCLIFF MANOR UNION FREE
SCHOOL DISTRICT**

AND

BRIARCLIFF TEACHERS' ASSOCIATION

July 1, 2005 - June 30, 2010

RECEIVED

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

179

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PREAMBLE

This Agreement entered into as of July 1, 2005, by and between the Board of Education of the Briarcliff Manor Union Free School District, New York (hereinafter called the "Board of Education," the "Board," or the "District"), and the Briarcliff Teachers' Association (hereinafter called the "Association" or "B.T.A.") is to be effective until June 30, 2010.

WITNESSETH

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of Briarcliff Manor is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teaching service, and

WHEREAS, the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards, and

WHEREAS, the Board has a statutory obligation pursuant to Article 14 of the Civil Service Law (Chapter 392 of the Laws of 1967, Public Employees' Fair Employment Act) to negotiate with the Association as the representative of its teaching personnel with respect to hours, wages, terms and conditions of employment, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement.

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I
RECOGNITION

The District hereby recognizes the Association as the exclusive representative for collective negotiations with respect to salaries, wages, hours, and all other terms and conditions of employment for all professional certified personnel, long-term leave replacement teachers and school nurses employed by the District (except the Superintendent of Schools, school principals, assistant principals, director of pupil personnel services, assistant superintendent for business, and all other administrative personnel), hereinafter sometimes referred to as the "teachers' unit." The District and the Association agree, pursuant to Chapter 208 of the Civil Service Law, that the Association shall have unchallenged representation status for the maximum period permitted by law on the date of execution of this Agreement.

ARTICLE II
NEGOTIATION PROCEDURES

A. It is agreed that the terms and conditions of employment provided in this Agreement shall remain in effect unless altered by mutual agreement in writing between the two parties or until the expiration date of this contract.

B. No later than December 15 of the expiring school year of the Agreement the parties will meet to review ground rules and set a calendar of future dates to enter into good faith

negotiations over a successor agreement. If such an agreement is not concluded one hundred twenty (120) days prior to the date of the Annual School District Meeting, either party may request the State Public Employment Relations Board to assist the parties to reach agreement. Such mediation and fact-finding will be governed by the provisions of Section 209 of the Civil Service Law (The Public Employees' Fair Employment Act).

C. The Association and the Board agree to furnish each other, upon request, such information as may be reasonably available to permit them, intelligently and effectively, to discharge their obligation to negotiate collectively.

D. While no final agreement shall be executed without ratification by the Association and Board, negotiating teams of the Association and Board will be given all necessary authority to make, consider and enter into agreements subject to ratification of the Association and Board.

ARTICLE III
SUPPORT OF EXCLUSIVE
TEACHER REPRESENTATIVE

A. On and after the date of this Agreement, any agreement between the Board and any individual member of the teachers' unit regarding the terms and conditions of their employment shall be expressly subject to this Agreement.

B. Membership in the Association shall, at all times, be open to all members of the teachers' unit, regardless of race, creed, handicap, sex, marital status, color, age, political affiliation or activity or national origin. The Association represents the interests of all members of the teachers' unit without regard to membership in the Association.

C. Membership in the Association shall not be, or become, a condition of employment or a preference in employment nor a condition of, a preference in, the continuation of employment of any person.

ARTICLE IV
PAYROLL DEDUCTIONS

The Board agrees to deduct the dues of the Briarcliff teachers in periodic installments from the salaries of those persons who have duly authorized the Board, in writing, to make such deductions and remit the amounts so deducted to the designated organizations.

A. The organizations that the Briarcliff teachers may select for this purpose are the Briarcliff Teachers' Association, and any organization with which it is affiliated, credit union, tax sheltered annuities, and others so designated by the Association or new employees transferring benefits from previous employment.

B. Each of the aforementioned organizations shall certify to the Business Office, in writing, the current rate of its membership dues.

C. Each staff member who desires to authorize such deductions shall file with the Briarcliff Teachers' Association Treasurer a signed and dated "Continuing Membership Form"

which shall specify the organizations whose dues are to be deducted and the amount thereof, no later than September 28 of each year.

D. Deductions shall be made from the first ten pay periods beginning in November, or in the case of a teacher hired subsequent to September 1, from the first ten (10) pay periods commencing one month after the teacher's employment.

E. No later than October 1 of each year, or not later than fifteen (15) days after the commencement of the employment of a new teacher, the B.T.A. treasurer shall provide the Business Office with the completed dues deduction forms.

F. So long as the teacher remains on the payroll, the authorized deductions shall be continued yearly unless the teacher signifies, in writing, that teacher wishes to discontinue or change the teacher's authorization. The removal of authorization of dues deduction shall become effective September 10 of the following year and shall be so set forth on the dues deduction form.

G. The B.T.A. agrees to submit the written refund procedure for members of the bargaining unit who are not Association members and who wish to receive a refund of the portions of the fee which are used for political or ideological activities. Upon such submission, the District shall deduct dues for members of the bargaining unit who are members of the B.T.A. or an agency fee for bargaining unit members who are not members of the Association.

ARTICLE V **ACADEMIC FREEDOM**

A. The nature of American Democracy demands that citizens be able to listen to all sides of a controversial issue, sort out the facts and arrive at independent conclusions. Students in school, therefore, have a right to be exposed to issues which could be considered controversial and their teachers have the right and responsibility to teach such issues. While the Board recognizes the right of citizens to make suggestions for the improvement of the schools, it maintains that no other person or group can deny academic freedom to teachers and students of the District.

B. The private and personal life of a teacher is not within the appropriate concern or attention of the Board except as it may interfere with the teacher's responsibilities to and relationships with students and/or the school system.

ARTICLE VI **ASSOCIATION RIGHTS**

A. Because of the special nature of the educational process, it is recognized that matters affecting the terms and conditions of employment of professional certified personnel which are not covered by this Agreement may arise from time to time. It is in the public interest that the opportunity for mutual discussion of such matters be provided. These matters shall be placed before the Superintendent of Schools and the District Liaison Committee for discussion and resolution.

B. The District Liaison Committee, selected by the Association, shall meet at least six (6) times a year with the Superintendent of Schools to discuss matters of mutual concern. These meetings shall be held at a time and place mutually agreed upon.

C. The Building Liaison Committee, selected by the Association, shall meet at least once a month with the school principal to discuss matters of mutual concern. These meetings shall be held at a time and place mutually agreed upon.

D. The Administration will not assign supervisory duties for the B.T.A. President and Vice President for the purpose of allowing them to attend to Association business.

E. The Association will have the right to use school buildings without cost at reasonable times for meetings with approval of the building principal.

F. No teacher shall be required to attend any meeting in conflict with the monthly Association membership meeting.

G. When representatives of the Association are mutually scheduled by the Board and the Association to participate in negotiations during the working hours, they shall suffer no loss in pay.

H. The Association may be given an opportunity at faculty meetings to present brief reports and announcements.

I. The Association shall have the right to post notices of its activities and matters of Association concern on teacher bulletin boards. It may use inter-office mail service and teacher mailboxes for communications to teachers. Announcement of meetings may be listed in school activity bulletins and the public address system may be used for announcing the date, time and place of meetings.

J. The Association shall be free to advise the Administration on orientation programs conducted by the Superintendent of Schools for new or returning teachers in the District.

K. The B.T.A. President shall be notified of changes in Board regulations and policy and shall receive copies of Board meeting agendas before meetings and Board minutes after adoption.

L. Up to ten (10) children of professional staff members may be admitted to regular classes, tuition free, upon approval of the Superintendent and the Board of Education. The decision shall be within the sole discretion of the Superintendent and Board of Education and shall not be subject to the provisions of Article XXV.

ARTICLE VII **BOARD RIGHTS**

Except as limited by the express provisions of this Agreement, the Board, together with the Superintendent of Schools, has in all respects retained its right to manage, and adopt

necessary policies to control all of the affairs of the District, including, but not limited to, the right to hire, to withhold or grant tenure to probationary teachers, to determine the nature and scope of the budget, to establish and implement educational policies, to develop and apply methods and procedures for the administration of the District.

ARTICLE VIII
THE ROLE OF THE ASSOCIATION
IN EDUCATIONAL MATTERS

A. The Association and the District shall mutually create such committees as are necessary to advise the Board, through the Superintendent of Schools, in its formulation of policies designed to improve the quality of the educational program.

B. A Staff Development Council consisting of an equal number of teachers and administrators has the responsibility for planning and proposing Staff Development Projects for action by the Superintendent. The Council shall meet regularly throughout the school year and shall create guidelines dealing with its own internal operations. The Council may appoint ad hoc committees as needed.

C. The members of the Council shall select a chairperson from its membership, who shall prepare agenda and conduct meetings.

D. The school calendar shall be presented to the Association for suggestions and recommendations prior to its adoption by the Board. If calendar changes are necessary after approval by the Board because of an emergency situation, the Board will make every reasonable effort to follow the same consultative procedures with the B.T.A. regarding emergency changes as those utilized in establishing the original calendar.

E. The Association must be notified of any contemplated significant change in program, curriculum, facilities, physical plant changes or major equipment changes, as early as possible prior to any action to permit discussion on any such issue.

F. The Administration agrees to meet with the B.T.A. Liaison Committee or such committee as designated by the B.T.A. President prior to any final action regarding significant change in any matter referred to above. The Administration agrees to meet or consult with the Association and to communicate to the Board of Education the substance of the Association's position, as well as any documentation furnished by the Association in these discussions prior to taking any final action in the matters referred to above unless such meeting is rendered impossible or impractical because of emergency or non-availability of Association representatives.

ARTICLE IX
TEACHER RESPONSIBILITIES

A. The Association and the District recognize and agree that a teacher's responsibility to the teacher's students and the teacher's profession entails the expenditure of time beyond the regular workday, but that time and work schedules can and should be established

applicable to teachers in the normal course of their employment.

1. Consistent with current practice, the teachers' school day will be a minimum of seven (7) hours at Todd and seven and one fourth (7 1/4) hours at the High School and the Middle School.

a. Within the teachers' workday and between the hours of 10:30 a.m. and 2:00 p.m., an unencumbered lunch period of forty-five (45) minutes shall be provided at the High School and Middle School, and an unencumbered lunch period of forty-five (45) minutes at Todd. Where needed, adjustments will be made to the Todd School schedule to allow for a forty-five (45) minute unencumbered lunch period.

b. A preparation period per day shall be provided District-wide. If team planning time is included in the preparation period, the use of such time will be at the discretion of the principal in consultation with the team. A preparation period averaging forty-five (45) minutes shall be provided for the teachers at the Todd School and a time equal to one (1) class period for the teachers at the Middle School and High School.

c. Subject to existing practice, every reasonable effort will be made District-wide, consonant with the schedule needs of each building, not to schedule more than 135 consecutive minutes of classroom teaching. The District shall have the right, after consultation with the Association, to assign a teacher to four (4) periods in a row if, in the discretion of the District, such assignment is necessary.

d. Every effort will be made to reduce proportionately the supervisory duties of teachers who are assigned to more than one school.

e. Except for contingencies, such as a shortage of coverage or school safety issues, the District will not schedule supervisory duties for elementary, middle or high school Team Leaders and Department Coordinators so that such time shall be utilized for team or department activities, including appropriate induction of new staff members in the team or department. For the purposes of this article, the term "supervisory duties" at Todd School shall mean "bus duty."

2. The District agrees to maintain the ratio of students to professional staff of no more than 17 to 1. For this calculation, the professional staff shall include all members of the bargaining unit and all shared service staff members employed through BOCES.

3. Teachers of English may be assigned up to three (3) preparations and five (5) classes. The departmental average shall not exceed 105 students per teacher.

4. As part of their regular work assignments, guidance counselors may be scheduled for an additional two weeks per year at 1/200th of the base pay per day. Counselors will be notified by April 1st as to which weeks they will be scheduled to work during the summer. Such weeks will be either at the end or the beginning of the school year or split one week each at the end and at the beginning.

5. Each Middle and Senior High School teacher will assume responsibility

for meeting with one group of approximately fifteen (15) students as that teacher's home room advisees.

B. As part of the teacher's normal teaching load, each teacher shall be expected to:

1. Provide a reasonable amount of time for extra help to students who need it.
2. Be available for a faculty, department, guidance or grade level meeting after the regular school day on each Thursday that school is in session.
 - a. Such meetings will be called at least three (3) days prior to the meeting day.
 - b. Every effort shall be made to limit these meetings to one hour from the time they begin.
3. Attend in-service courses when required. Courses given during the school day and funded by the District will not lead to salary credit. After school courses will be for credit.
4. Be obligated to assume responsibility for one (1) uncompensated chaperoning assignment per teacher per year within the teacher's assigned school unless the teacher has three (3) back-to-school nights.
5. Be obligated to attend no more than two (2) evening conferences such as Back-to-School Nights. Also teachers shall make available time for parent conferences before, during and after school at mutually convenient times.

C. Teachers' supervision of after school activities will be voluntary except as provided herein, and teachers will be compensated in accordance with the provisions set forth in this Agreement. The B.T.A. agrees to make all practical efforts to guarantee the filling of extra pay positions. In the absence of volunteers for chaperons, teachers shall be assigned to chaperon in an equitable manner and compensated according to this agreement.

D. The Administration has the responsibility to obtain substitute teachers when necessary. However, in the event of an emergency, or if a substitute cannot be obtained, the Administration may assign teachers to cover classes. The Administration should keep a record of the number of times or frequency a teacher substitutes and make every effort to distribute the assignments equitably.

1. Teachers shall not be assigned to substitute more than one (1) period per week or a total of five (5) periods per year.
2. Teacher load, appointments, class preparations, or special responsibilities will be considered by the administration making these assignments.
3. The Administration will work with the team or department or area involved in implementing these provisions.

E. Teachers shall be compensated for the use of their private automobiles for school-related purposes such as assignment to more than one building, field trips and coaching assignments, and mileage shall be computed at the current Internal Revenue Service rate.

F. The Association shall make every effort to have teachers volunteer for various councils and committees organized under the provisions of this Agreement.

G. A teacher substituting beyond 23 consecutive school days in the same assignment shall be placed on the salary schedule as approved by the Superintendent of Schools. This will not change the teacher's status as a substitute teacher hired on a day-to-day basis. Such substitute teachers shall be eligible for a pro-rata share of the benefits attainable under existing Board policy and this contract. If a position becomes vacant during the school year, and a regular teacher is appointed following normal and reasonable recruiting practices, the appointed teacher shall be accorded all of the rights of a probationary professional staff member in the District.

H. No teacher will be assigned a student teacher without the teacher's consent.

I. Teachers shall be expected to work no more than 187 days, including Superintendent's conference days.

J. Commencing July 1, 2002, the District shall have the right to schedule five (5) hours of additional non-instructional work time per year for the purpose of assisting the District to satisfy the mandates promulgated by the State Education Department with respect to learning standards, graduation requirements and for professional development activities for teaching personnel. Commencing July 1, 2003, the District shall have the right to schedule an additional five (5) hours of such time (10 total) and commencing July 1, 2004, an additional five (5) hours of such time (15 total). One-half (1/2) of the additional time in years three and four shall be scheduled for activities reflecting individual building needs and priorities, as determined by the District's Professional Development Committee.

ARTICLE X

TEACHER'S CODE OF COMMITMENT TO STUDENTS AND PARENTS

A. Each teacher within the Briarcliff Public Schools in the teacher's relationship to the teacher's students:

1. Is creative, innovative and effective in the teacher's classroom activities and associations with the teacher's students.
2. Challenges students to formulate and work for high individual goals in the development of their intellectual and physical endowments and social growth and development.
3. Is understanding of pupils' problems, recognizes the differences among students, and seeks to meet their individual needs.
4. Deals with each student justly, impartially, and with respect.

5. Demonstrates an interest in the teacher's students not only inside, but also outside of the classroom.

B. Each teacher, in the teacher's relationship to parents:

1. Keeps parents informed about the progress of their child or children.
2. Seeks to establish friendly and cooperative relationships with the home.

C. All teachers, with the exceptions listed below, in addition to Back-To-School nights are committed to contact their students' parents at least once during the course (quarter, trimester or semester) or year, by phone or by conference. In cases where this is impractical, the contact will be made in writing, such as a note or supplementary report. The purpose of this contact is to register interest in, concern about, and care for the students' progress in class. At the time of these contacts, the teacher also may invite the parents to note their impressions of how the teacher is reaching and teaching their child.

The following teachers are exempted from this commitment because of the nature of their subject or the number of students involved: Art, music, physical education, industrial arts, librarians and counselors. However, these teachers are encouraged to communicate with parents in ways and at times they deem appropriate.

ARTICLE XI

TEACHER RECRUITMENT AND EMPLOYMENT

There shall be no discrimination in the hiring of teachers or in their training, assignment, promotion, transfer or discipline because of race, color, creed, national origin, political activities, Association activities, sex, domicile, marital status, handicap, or age. Insofar as reasonably possible, all final applicants for teaching and administrative positions will be interviewed by committees of teachers and administrators. The final employment decision shall remain with the Administration and the Board.

Teachers will be entitled to full rights of citizenship. No religious or political activities, or activities within the Association, of any teacher or the lack thereof will be grounds for any discipline or discrimination with respect to the professional employment of such teacher.

ARTICLE XII

TEACHER EVALUATION AND PERSONNEL FILES

A. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher.

B. Teachers shall be expected to attain certain minimum standards of performance in order to achieve commendable ratings on evaluation of their performance. These standards include a demonstration of professional skills, competencies and attributes related to learning and instruction.

1. The evaluation of teachers shall be a continuous and ongoing process; not

based solely upon classroom visitations. Presentation of a lesson should be only one of the factors considered in appraising a teacher's work. Any classroom/instructional area observation will include classroom climate, teaching strategies, knowledge of subject matter, demonstrated ability to communicate that knowledge and organization for instruction and classroom management. Of equal importance are: the ability to form positive working relationships with others, involvement in education activities outside the classroom, and continued growth as a professional person as well as other factors mutually agreed upon by both administrator and teacher.

It is expected that administrators will share with teachers the more specific bases upon which evaluations are to be made. Recognizing the differing roles and responsibilities afforded to professional staff, no single evaluative technique should apply to one and all. When a particular evaluative tool is to be used as a basis for classroom evaluation, the faculty member will be apprised of this and understand its application. Faculty members who perform non-classroom teaching roles shall also be evaluated in accordance with the specific requirements of their positions.

2. Teachers' personal performance goals will be submitted to their school principal by October 1. Goals identified to be achieved should focus primarily upon the instruction of students. Formal goal setting by other groups (e.g., teams, departments, areas) shall be at the option of the principal. By November 1, goals will be approved by the principal. Conferences will have been held as needed. A discussion of goals shall be included as a part of the final teacher-administration conferences.

3. Probationary teachers will be observed by the principal or assistant principal at least twice, prior to March 1. At least one of these visits will be followed by a written observation report.

Tenured teachers will be evaluated at least every three (3) years according to a schedule established by the administration. The evaluation will be conducted as stipulated in this article with the understanding that, in addition to the above, other observations may be made at the option of the administration at any time during the three-year period covered by the evaluation. Any tenured teacher who receives less than a commendable year-end evaluation will be evaluated annually thereafter until the teacher receives a commendable rating at year's end. In the year in which they are evaluated, tenured teachers will be observed at least once prior to June 1.

4. The administration has the right to visit any and all classes whenever the administration believes it appropriate to do so. Visits to the classroom or instructional area may be announced or unannounced. These visits may or may not result in a written report, but in all cases where a report is written, a conference with the teacher should be held following the observation and prior to the receipt of the formal written report. In addition to a review of the observation, the conference may include a discussion of other facets of the teacher's work. A teacher may also request a conference after receipt of the formal written report.

5. Final evaluation conferences for all teachers will be held with principals prior to the end of the school year. Teachers not being recommended for re-employment will have their final evaluation conference prior to May 1. The teacher will review with the teacher's

principal the teacher's job performance for that year. Final evaluation reports will be completed for each teacher by the teacher's school principal by the end of the school year.

C. Teachers will be given a copy of any written report of a class visit, observation or evaluation prepared by their supervisors. No such report shall be submitted to the District Office, placed in a teacher's file or otherwise acted upon without a prior conference with the teacher. Within five (5) school days after the class visit, observation or evaluation the teacher and the administrator will schedule an appointment for a post-observation conference. The teacher shall be given the opportunity to sign the evaluation. The teacher shall have the right to put in writing, and include with the evaluation report, the teacher's own comments pertinent to the evaluation.

D. Subsequent to employment, no material other than routine financial notices or confidential college documents shall be placed in a teacher's file until a copy has been given to the teacher and the teacher has been given an opportunity to review such material. The teacher will acknowledge that the teacher has had the opportunity to review such material by affixing the teacher's signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher will also have the right to submit a written answer to such material and the teacher's answer shall be reviewed by the Superintendent of Schools and attached to the file copy.

E. Teachers will have the right upon request to review the contents of their personnel files and to make copies of any document in it with the exception of privileged documents referred to in paragraph D above. A teacher will be entitled to have a representative of the Association accompany him during such review.

F. The Association recognizes the authority and responsibility of a principal for disciplining or reprimanding a teacher for delinquency in professional performance. If a teacher is to be disciplined or reprimanded by the Superintendent of Schools, however, the teacher may request that a representative of the Association be present.

ARTICLE XIII **TEACHER ASSIGNMENTS AND TRANSFERS**

A. As soon as practicable, but by the end of the school year, teachers will be notified in writing of their salary and program for the coming year, including the school to which they are assigned, the grades and/or subjects that they will teach, and, when feasible, other pertinent information such as leave accumulations. Any special assignments such as extra-curricular activities that they will sponsor will be announced as soon as possible.

B. In order to assure that students are taught by teachers working within their areas of competence, teachers will not be assigned except temporarily and for good cause, outside the scope of their teaching certificates and/or their major or minor fields of study.

C. In making changes in grade, subject or school assignment, the preference of the individual teacher will be honored to the extent that these do not conflict with the best interest of the school system and the pupils. The final decision shall be made by the Administration.

D. Teachers who desire a change in grade or subject assignment may file a written statement of such desire to their school principal not later than April 1. In the event that a transfer is granted during the school year, notification shall be made to the teacher no later than one week prior to the end of the school year.

E. When involuntary transfer or assignment is necessary, a conference between the teacher and the Superintendent of Schools or the teacher's designee will be arranged for the purpose of discussion of the reasons for the transfer. Consideration of the teacher's record will determine which teachers are to be transferred. The Association will be consulted in such decisions. Every effort shall be made to limit an involuntary transfer to one year.

ARTICLE XIV **VACANCIES AND PROMOTIONS**

A. A promotional position is defined as any position paying a salary differential and/or any position on the supervisory level including, but not limited to positions as principal, assistant principal, department coordinators, team leaders and other similar positions.

B. Whenever any vacancy in a promotional position occurs, it will be adequately published by the Administration by means of a written memo or notice published on the teachers' bulletin board. The qualifications, duties and compensation of the position will be contained in any such notice. Changes in notices will be posted as soon as they are made. Except on a temporary basis, vacancies will not be filled for at least two (2) weeks from the date when notice was given of such vacancy. If a teacher is asked to teach an additional section, the teacher shall be compensated at the rate of one-fifth (1/5) of the teacher's salary.

C. All teachers will be given adequate opportunity to make application for any promotional position and the Administration agrees to give due weight to professional background and attainments of all applicants. Qualifications of current employees of the Board of Education will be assessed with the same criteria as those used in considering candidates from outside the District. Any District employee who is a finalist for a position will be advised of the disposition of the teacher's application prior to the final action by the Board.

ARTICLE XV **SUMMER EMPLOYMENT (10 MONTH PERSONNEL)**

A. Effective July 1, 2006, summer work payment shall be at the rate of forty-five dollars (\$45) per hour. This rate shall apply to all summer curriculums, in-service or other work which is not an extension of the regular teaching assignment. Summer work which is an extension of the regular assignment for psychologists, guidance counselors, library media specialist, and the athletic director shall be compensated at 1/200th of the base pay per day.

B. No position shall be filled by a teacher not regularly employed by the Board if there is an equally qualified applicant for such a position employed by this School District.

C. Teachers will be informed as soon as possible of summer employment assignments and by May 1 except in emergency conditions which require a change in the summer work planned.

ARTICLE XVI
PROTECTION OF TEACHERS

A. Teachers will report all cases of assault, written or verbal harassment, or attacks on their personal or professional reputations suffered by them in connection with their employment to their principal as soon as possible. This report will be forwarded to the Superintendent of Schools who will comply with a reasonable request from the teacher for information in the District's possession relating to the incident or the persons involved. The District will enforce all applicable student discipline codes.

B. The Board recognizes its obligations under Section 3028 of the Education law and will provide legal services where civil or criminal action is taken against a teacher under the terms of the statute provided that ten (10) days notice of the service of any summons is given to the District.

C. A teacher injured during the performance of duty shall be granted special leave, not to be deducted from sick leave or from the teacher's salary for the period of the teacher's convalescence. In such cases, the Board reserves the right to have its own physician examine the injured teacher in a convalescence lasting more than ten school days.

ARTICLE XVII
LEAVES OF ABSENCE

A. Sick Leave

1. Each member of the professional staff is entitled to fifteen (15) working days sick leave per year, or, if less than full time, a pro-rata share thereof. Sick leave may be accumulated up to Two Hundred Thirty (230) days at the close of any school year. In addition, the Board will provide Long Term Disability Insurance as outlined in Article XIX, Paragraph B. In the event that benefits become payable under this insurance or other insurance paid for by the Board, the amount of such insurance benefits will revert to the Board whenever they overlap.

2. A doctor's certificate may be required after five (5) days of illness.

B. Sick Leave Bank

1. A sick leave bank has been established to cover the needs of teachers with limited sick leave for long term disabling or continuing illness. Staff members may contribute a part of their sick leave for the use of their fellow teachers. Ideally, the sick leave bank will be maintained with a balance of the number of full time teachers times (x) 5. Contributions ordinarily shall be made during the month of October and not later than June 1. The bank shall be administered jointly by the Administration and the Association.

2. Part-time teachers are eligible for the Sick Leave Bank on a pro-rated basis (i.e. part-time teachers may draw sick leave days from the bank equal in length to the workday of the part-time teacher.)

3. In the event that the Administration does not approve of the application for

withdrawal, the staff member shall undergo an examination pursuant to Section 913 of the Education Law. Then, if the Administration and the Association fail to agree on the disposition of application for withdrawal from the Sick Leave Bank, the staff member may, if the teacher so wishes, request a review of the application by a physician in an appropriate medical specialty in a teaching medical college in the New York metropolitan area. This neutral physician must be acceptable to the Administration and the Association. In case of disagreement, the Dean of the medical college will be requested to submit three names of appropriate physicians from whom the examining physician shall be selected.

4. A teacher who is drawing from the sick leave bank at the close of the year must reapply at the beginning of the next school year, should the disability or illness continue.

5. Pregnancy related disability or illness shall be considered as qualification for sick leave. A doctor's certificate will be required in determining the date a teacher is no longer able to perform her duties as well as when she is physically fit to resume her responsibilities. Such sick leave will, under normal conditions, not be in excess of two (2) months.

C. Personal Leave

1. Personal leave shall be used only for the purpose of handling personal affairs that cannot be transacted on the weekends or after school hours, such as business, weddings, religious holidays or emergencies.

2. Absence from school for personal reasons shall be allowed up to a maximum of five (5) school days per school year without loss or deduction from sick leave upon proper notification to the Superintendent of Schools.

3. Two (2) days personal leave will be given without reason. The remaining three (3) days shall require the submission of reason for such leave on the part of the teacher applying for that leave.

4. Personal days may not be taken on the school day immediately prior to or following a holiday, except with the Superintendent of Schools' approval. Without such approval, absence for personal reasons on these days will result in the deduction of 1/200th of the teacher's base pay and/or further disciplinary action in accordance with education law.

5. There shall be no remunerative personal leave except where the Superintendent of Schools allows such leave for educational reasons.

D. Bereavement leave

On the death of a child, parent, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, husband or wife, grandparent or grandchild, or anyone who lives regularly in the household of a teacher, such teacher shall be allowed five days absence from school without loss of salary, exclusive of the regular sick leave and personal leave.

E. Child Care Leave

1. It is the intent of the parties to strike a balance between the childcare needs of employees following the birth or adoption of a child and the need of the district to provide continuity of instruction for students. The reference to “eighteen (18) months” in this section is intended to provide the employees who become parents a maximum of one full school year of unpaid leave with a fraction of another school year. It is the intent of the parties that leave for childcare shall encompass only one September 1st. The parties anticipate that the employee shall return from leave on September 1st.

2. A teacher may request a leave of absence for reasons such as, but not limited to, parenting needs, care for a parent, extended family emergencies, or study at an educational institution. Such request shall be in writing to the Superintendent of Schools and the Board may grant the leave without pay. Leave of absence under this section shall be granted at the sole discretion of the Board of Education.

3. In addition to the two-month period of sick leave for which pregnancy normally qualifies, a teacher may also request a childcare leave of absence on the birth or adoption of a child as required by law. Such request shall be in writing to the Superintendent of Schools and the Board shall grant the leave without pay.

4. A teacher on childcare or adoptive leave must return to the District no later than the beginning of the school year after eighteen (18) full months following the commencement of the leave. This clause is not to be interpreted so as to preclude requests for leaves of fewer than eighteen (18) months. Teachers shall provide a six (6) month notice of return.

5. The teacher shall notify the Superintendent of Schools in writing by February 1 prior to the September in which the teacher wishes to return and also by the same date if the leave is extended.

6. Teachers on child care or adoptive leave will not receive step advancements on the salary schedule or any fringe benefits during their leave, except that teachers may elect to continue their participation in fringe benefits programs at their own expense.

7. Upon application, a teacher may perform per diem substitute service while on childcare or adoptive leave.

F. Jury or Short Term Military Duty

Teachers absent because of jury or short term military (2-3 weeks) service, when evidence is presented that conditions of such service cannot be changed to a vacation period, shall be given leave at full pay, minus any fees or Pay received for such service.

G. Professional Leave

1. A teacher may be excused two (2) days each school year to observe and visit another school system with no loss in pay, provided that the details have been approved by

the school principal and by the Superintendent of Schools.

2. Full pay shall be received for days when teachers attend professional meetings and conferences authorized by the Superintendent of Schools without being charged against personal leave. Teachers may be excused to attend State and National education conferences with expenses paid, provided that request is approved by the Superintendent of Schools.

3. Leave will be granted for two (2) Association representatives to attend the Representative Assembly meetings of the State and National affiliates and up to three (3) days will be granted for an elected member of the Retirement System to attend a Retirement System meeting at no loss in pay.

4. Reports and recommendations for new practices in Briarcliff shall be given to the building principal within two weeks of the conclusion of the conference as follow-up to any approved, District paid professional conference.

When further written or oral reports are deemed necessary by the Superintendent of Schools in order to assure that the maximum benefit for the District is obtained from these experiences, the staff member shall comply with any reasonable request for such additional information.

H. Military Leave

Military leave will be granted to any teacher who is required to serve in any branch of the armed forces of the United States. Upon return from such a leave, a teacher will be placed upon the salary schedule at the level which the teacher would have achieved if actively employed in the system during the period of the teacher's absence, up to a maximum of two years.

I. Unpaid Leave of Absence

1. A teacher may request a leave of absence for reasons such as, but not limited to, childcare, care for a parent, extended family emergencies, study at an educational institution. Such request shall be in writing to the Superintendent of Schools and the Board may grant the leave without pay. Leaves of absence under this section shall be granted in the sole discretion of the Board of Education.

2. A teacher on leave of absence must return to the District at the beginning of the school year after eighteen (18) full months following the commencement of the leave. This clause is not to be interpreted so as to preclude requests for leaves of fewer than eighteen (18) months.

3. The teacher shall notify the Superintendent of Schools in writing by February 1 prior to the September in which the teacher wishes to return and also by the same date if the leave is to be extended.

4. Teachers on leave of absence will not receive step advancements on the

salary schedule or any fringe benefits during their leave, except that teachers may elect to continue their participation in fringe benefit programs at their own expense.

5. Upon application, a teacher may perform per diem substitute service while on leave of absence.

6. A teacher on leave of absence shall not qualify for another leave under the provisions of this section until a full five (5) years shall have elapsed since the termination of a prior leave of absence. This provision shall not apply to childcare leave pursuant to Section E (1) of this article.

J. Foreign Exchange Program

A teacher may participate in a teacher exchange program sponsored by an organization approved by the Board at full pay after at least four years of service in the School District. The Superintendent of Schools must review the qualifications of the foreign teachers who are proposed in exchange for our teachers. The information must be submitted to the Superintendent of Schools prior to March 1 for the Superintendent's approval and recommendation to the Board. No more than one such request will be granted in any one year. The teacher will maintain the teacher's place on the salary schedule and all benefits during such leave will continue to accumulate during the teacher's absence. In order to retain tenure rights, the teacher must return to the District at the beginning of the next school year. If the teacher decides not to return, the teacher shall notify the Superintendent of Schools no later than March 1 of the year of participation in the exchange teacher program.

K. Domestic Exchange Program

Every effort will be made by the Administration and the B.T.A. to establish a teacher exchange program with other domestic school Districts. Teachers who participate will advance on the salary schedule and retain tenure.

L. Coordination with FMLA.

Any leave of absence for a continuous period of one week or more, whether on a paid or unpaid basis, shall be considered as leave under the Family Medical Leave Act, starting with the beginning of the first day of the second calendar week.

ARTICLE XVIII
SALARY CREDIT

A. Previous Experience

1. Teaching Experience: Credit will be given for teaching experience, as approved by the Superintendent of Schools, for teachers being hired on any step of the salary schedule.

2. National Service: (Military, Peace Corps, Vista). When determining the step on which a teacher will be placed on the salary schedule, the teacher will be given credit for

national service if the teacher qualifies under one of the following provisions:

- a. National service which interrupts the teacher's teaching career;
- b. National service which has interrupted college study, provided college study was continued following military service;
- c. National service which immediately followed earning of college degree, provided teaching career immediately followed National service.

B. Course Credit

1. Annual salaries shall be increased according to the salary schedule for additional semester hours of study approved by the Superintendent. No credit shall be allowed for course work necessary to complete provisional certification. The District need not consider credits older than five (5) years at the time of application.
2. It is not possible for the credit criteria to cover all areas of requests for course approval. While administrative approval is required for all courses, the criteria listed below will be the guide to approval or disapproval.
3. Courses must be from an accredited degree granting institution on a graduate level or undergraduate level courses that lead to additional certification.
4. Salary credit will be granted with prior administrative approval for:
 - a. Courses in teaching methodology.
 - b. Courses related to the applicant's assignment.
 - c. Courses prescribed by permanent certification requirements in the teaching assignment currently held by the applicant.
 - d. Courses prescribed by a college for a degree as determined by proof of matriculation where the degree or courses are in the approved field of education.
 - e. Courses required by the administration for the improvement of the teacher.
 - f. Credits earned from an educational leave of absence if prior administrative approval is obtained and the credits meet the criteria for approval as listed above.
 - g. In-service courses related to teaching methodology, assignment or required by the Administration.
 - h. Approved undergraduate courses at the rate of one (1) credit for

fifteen (15) hours of classroom instruction.

- i. Approved Internet and Distance Learning courses with appropriate background material from an accredited institution.
5. Salary credit will not be granted for:
- a. Correspondence and T.V. courses.
 - b. Courses leading to a new profession outside the field of education.
 - c. Courses previously approved, but for which a passing grade is not received.
 - d. Courses for which prior approval was not requested and in the District Office at least three (3) days prior to the opening session of the course.
 - e. Courses which duplicate previously taken courses.
 - f. Courses which are not properly documented by official transcripts.
 - g. No salary credit shall be received for any course if the District pays the tuition.

6. Salary adjustments, because of additional training, will be made at the beginning of each school year and/or the first pay period in February, whichever is appropriate. A teacher who expects to earn an adjustment in salary because of additional training shall make every effort to notify the Superintendent of Schools, in writing prior to March 1, but in no event, later than May 1, of the previous school year.

7. Teachers who have reached MA + 60 credits shall be paid, upon completion of an additional fifteen (15) credits, an annual stipend of:

\$750	Effective July 1, 2005
\$900	Effective July 1, 2008
\$1,000	Effective July 1, 2009

8. The District will pay tuition for voluntary in-service courses taken by teachers who do not opt for salary credit.

9. Whenever teachers are assigned to teach a new program of studies or assigned to teach outside their certification area or tenure area, and the Administration approves, in advance, their taking up to six (6) hours of course work to retrain for their new assignment, teachers will receive tuition reimbursement from the District in lieu of salary credit. Any course work, paid for by the teachers, beyond those funded by the District, may be applied for salary credit. Payment of tuition in lieu of salary credit is permissible only upon recommendation of the teacher's school principal and the approval of the Superintendent.

C. Salary Step Advancements

1. The salary step advancements for the present staff and those called for by the schedule shall be automatic except that the Board of Education reserves the right to withhold the salary step advancement in any particular year from any teacher whose teaching shall be appraised as unsatisfactory, provided that no teacher shall receive a salary less than that required by law.

2. Before a teacher on tenure is denied step advancement on the salary schedule, the teacher must be informed in person by the school principal and the Superintendent of Schools as to the cause for such action. The teacher may then request and shall be given specific reasons, in writing, for the withholding of step advancement. The teacher shall be granted the opportunity to address the Board of Education on the teacher's own behalf.

D. Teachers Who leave During Year

Staff members who leave the District during the year shall be paid on the basis of one-tenth of their annual salary for each complete month and 1/200th for each additional day employed.

E. Career Increment Pay

To reward those teachers who have given long, dedicated and exemplary service to the District, the following career increment program is established:

1. A Teacher shall be eligible for career increment pay after three (3) years on the maximum step on the salary schedule, and eight (8) years on maximum and thirteen (13) years on maximum provided that the teacher is employed by the Briarcliff School District for at least three (3) years before the first increment and at least eight (8) years before the second increment and at least thirteen (13) years before the third increment. Those increments shall be 6% of their base (first step) salary. A fourth career increment will be made available for teachers reaching thirty-five (35) years of service under the terms of this section.

2. Following notification of their eligibility for a career increment, teachers must apply, on the appropriate forms, to their school principal, by October 15, of the year preceding the one in which they are eligible for this increment. Teachers may be asked to document their reasons for making application. This increment is subject to the approval of the Board of Education upon recommendation of both the school principal and Superintendent of Schools. A teacher denied the increment may request and receive reasons for disapproval from the teacher's school principal.

3. To be eligible for these increments, not only must the teacher have received commendable formal evaluations (in accordance with established procedures), including the year in which the teacher is eligible for the career increment, but also the teacher may be asked to give evidence of such service.

4. The following is a list of suggested criteria for judging exemplary service

which may be considered in the selection of teachers for career increments.

- a. Professional organization committee membership.
- b. Publications.
- c. Educational honors, such as Teacher of the Year finalist.
- d. Involvement in curriculum development.
- e. Involvement with student teachers.
- f. Educational leadership, such as teacher leadership, or team, department, or area leadership.
- g. Regular graduate or refresher courses.
- h. Involvement in extra curricular activities.
- i. Participation in school community activities.
- j. Attendance at professional meetings such as workshops and conferences.

F. Sick Leave Reimbursement

a. Upon retirement, teachers will be paid for accumulated sick leave in excess of one hundred and thirty (130) days. No payment will be made for one hundred and thirty (130) or fewer days. The payment will be made at a daily rate of One Hundred Eighty Dollars (\$180) not to exceed Eighteen Thousand Dollars (\$18,000) in total for days between one hundred and thirty-one (131) and two hundred and thirty (230) days. This payment shall be made to the teacher as a non-elective employer contribution to the teacher's IRC 403 (b) Tax Sheltered Annuity Account.

b. A teacher who has used sick leave bank days after exhaustion of the teacher's accumulations may not return to the bank to receive additional bank days for payout purposes, except when such teacher suffers a long term disabling or continuing illness during the last three (3) years of employment and at the start of such illness had accumulated two hundred and thirty (230) days of leave, except for teachers retiring during the life of this agreement, the required accumulation shall be two hundred days.

c. Sick leave in excess of two hundred and thirty (230) days may be added to the bank by retiring teachers. To be eligible for this reimbursement, teachers must file a written notice with the Superintendent's office six (6) months prior to the last day of employment with the School District.

d. A teacher may not elect to receive benefits offered by both a New York State Retirement Incentive Plan and a retirement incentive plan that the District may offer its

teachers. Such limitation does not include the accumulated sick bank incentive noted in Section XVIII,F(a).

G. Part-Time Teachers

Part-time teachers' pay and benefits shall be pro-rated according to the teachers' normal teaching load, including preparation time and supervisory assignments. In addition, building assignments, conferences and preparation shall be pro-rated. Every reasonable effort will be made to keep part-time teachers' schedules and class assignments as contiguous as possible.

ARTICLE XIX
INSURANCE COVERAGE

A. The District shall provide individual and dependent health insurance for all teachers pursuant to the Putnam/Northern Westchester Health Insurance Plan. Teachers shall contribute, through a payroll deduction, to the cost of family coverage or individual coverage as follows:

<u>School Year</u>	<u>Family Coverage</u>	<u>Individual Coverage</u>
2005/06	8%	10%
2006/07	9%	10%
2007/08	10%	10%
2008/09	10%	10%
2009/10	10%	10%

Retired teachers with fewer than ten (10) years of service in the Briarcliff Manor UFSD shall contribute the same percentage of the premium as the teacher paid as an active employee. No contributions shall be made by teachers with ten (10) or more years of service to the Briarcliff Manor UFSD.

Pursuant to the rules of the Putnam/Northern Westchester Health Insurance Consortium, same-gender domestic partners are eligible for Health Insurance coverage.

B. At the individual unit member's option, the eligible unit member may opt to waive health insurance coverage under the District Health Insurance Policy on a calendar year-by-year basis (January 1st through December 31st) by completing the appropriate form furnished by the District.

A unit member who has withdrawn from the insurance plan may re-enter the plan at any time due to a severe hardship or change in family status by notifying the Business Office in writing (see #2 below). Health Insurance will become effective upon acceptance of the plan the next month following the written notice. In the case of re-entry, payments made for time withdrawn from the plan will be pro-rated.

In order to be eligible for this option to waive health insurance coverage, the following must occur:

1. The member must verify, in a written, signed and notarized document, that the member has health insurance coverage through another source.

2. Any unit member who has waived the above medical insurance coverage may resume medical insurance coverage due to a severe hardship or change in family status. Severe hardship or change in family status shall be defined as death of a spouse or significant other, loss of a spouse's or significant other's employment, adoption/birth of a child, divorce, legal separation, or loss of spouse's or significant other's medical insurance. For the purpose of this AGREEMENT, the term "significant other" shall mean the person who is the source of the unit member's health insurance. Enrollment is by the month.

3. Parties recognize that this buyout is taxable income.

4. Health Insurance buyout will be paid in two equal installments:

4.1 June 25th payroll, and,

4.2 December 25th payroll

5. Annual Health Coverage Determination - Employee will notify the business office each year in writing of their intention to either:

5.1 Enroll into health insurance coverage plan, or,

5.2 Begin/Continue health insurance buyout,

5.2.1 Change status coverage,

5.2.1.1 Family coverage to no coverage = \$5,000

5.2.1.2 Family coverage to individual coverage = \$3000

5.2.1.3 Individual coverage to no coverage = \$2000

5.3 Unit members who have opted out of the health insurance plan must notify the business office annually in writing of their intention to re-enroll in health insurance between November 1st and November 15th.

C. The District will provide at no extra charge to the individual long-term disability insurance plan providing two-thirds salary benefit after 12 months with a threshold amount of \$5,000. Employees hired after the May 22, 2006 must work a minimum of thirty (30) hours per week to be eligible for long-term disability insurance.

D. The current dental plan will be kept in effect for the life of this Agreement with the current benefits. Employees hired after May 22, 2006 must work a minimum of twenty (20) hours per week to be eligible for dental insurance.

E. The District will provide each teacher with life insurance and accidental death and dismemberment insurance with a principal amount of \$100,000. The premium for such insurance shall be paid in full by the District. The teacher may have the option of purchasing additional life insurance in increments of \$10,000 if permissible under the policy. The full cost of this additional coverage shall be borne by the teacher.

F. Insurance company experience summaries received by the District shall be duplicated and sent to the Association.

G. In the event that a teacher who has taught for no less than five full years in the District dies while actively employed, the District shall pay 50% of that teacher's basic annual salary to the designated beneficiary as a death benefit.

H. Full-time tenured teachers who are reduced from full-time to part-time, by other than their own request shall retain full-time insurance coverage.

I. Commencing July 1, 1999, the District shall establish a flexible spending plan pursuant to IRS regulations. The plan may be utilized for premium contribution payments, dependent care and unreimbursed medical expense.

ARTICLE XX **MAINTENANCE OF STANDARDS**

The parties shall maintain all existing Board policies and practices established by the Administration, which are conditions of employment in full force and effect during the life of this Agreement. It shall, however, be the prerogative of the District to initiate and announce new policies not affecting matters contained herein. The parties may also agree to improve or reduce any condition of employment.

ARTICLE XXI **DUE PROCESS**

Any tenured teacher who believes that the teacher has been unfairly disciplined, reprimanded, reduced in rank or compensation, dismissed from employment, or deprived of any professional advantage, may appeal under the provisions detailed in Article XXV of this contract.

ARTICLE XXII **MISCELLANEOUS PROVISION**

A. The Board will furnish the Association with a written notice of official Board action ratifying this Agreement.

B. There will be no reprisals of any kind taken against any teacher by reason of the teacher's membership in the Association or participation in its activities.

C. If any provision of this Agreement is found contrary to law, then only that

provision will be deemed invalid, but all other provisions will continue in full force and effect.

D. Any article in this Agreement, except salary schedules, may be reopened by mutual consent upon ten (10) days written notice from one party to the other.

E. In the event of a merger, the Board of Education and the Association shall establish a committee to study staffing and all other aspects and implications of such consolidation. In addition, any proposed building consolidation occurring within the District shall be subject to discussion between the parties before it is implemented.

F. If and when a minority report is written on any issue covered in the scope of the committees and councils created by this contract, the report will be submitted to the Board of Education by the Superintendent of Schools.

G. Teachers and their immediate family members (parents, spouse or children) will be admitted to regular interscholastic athletic events, drama productions, and music programs with no required payment of any admissions fee collected by the Board of Education for the General fund.

H. Teachers will report, in writing, to the school principal, any conditions which seem to be unsafe and/or unhealthy. The Administration will examine the circumstances of every such report and take appropriate action. The results of this investigation and the action taken, if any, will be reported to the teacher initiating the report.

I. Nothing herein contained is intended nor shall it have the effect of abridging the rights and obligations according to or imposed upon the respective parties by the Education Law of the State of New York.

J. It is agreed by and between the parties that any provision of this Agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds thereof shall not become effective until the appropriate legislative body has given approval.

ARTICLE XXIII **CODE OF ETHICS**

The Board of Education and the B.T.A. agree to abide by the Code of Ethics of the Educational Profession and the Joint Code of Ethics as published by the New York State Teachers Association (Appendix A).

ARTICLE XXIV **SALARY SCHEDULE**

A. The District shall pay salaries to the members of the unit as set forth in the salary schedules attached hereto and made a part of this agreement for the 2005/06, 2006/07, 2007/08, 2008/09 and 2009/10 school years so as to reflect the following across the board increases:

<u>School Year</u>	<u>Percentage Increase</u>
2005-06	3.25%
2006-07	3.4%
2007-08	3.5%
2008-09	3.5%
2009-10	3.5%

Teachers who have insufficient credits to advance to a salary lane set forth in the attached schedules shall remain in their current salary lanes until they have achieved sufficient credits to advance. Such advancement shall occur at the time set forth elsewhere in this agreement.

B. Extra Curricular

1. In filling all co-curricular and extra-curricular positions, the Board will make every effort to appoint regularly employed persons of the District whenever available.

2. The Board shall not initiate or re-initiate co-curricular or extra-curricular assignments without negotiating with the Association over terms and conditions of such job assignments.

3. All openings for co-curricular and extra-curricular positions shall be adequately published by the Administration by means of a notice posted on the teacher bulletin boards and/or written memoranda to each teacher in every school as far in advance of appointment as possible. Except on a temporary basis vacancies will not be filled for at least two weeks from the date when notice was given of such vacancy.

4. All extra curricular and co-curricular stipends will be adjusted pursuant to the study and work of the District/Association Negotiation Team Sub-Committee, with minimum increases equal to the across the board increases to the salary schedule each school year.

C. When the District establishes teaching assignments for academic intervention services related to fourth and eighth grade state assessments after the regular school day or regular school year the rate of pay for such assignments shall be Fifty Five Dollars and Eighty Five Cents (\$55.85) per hour in the 2005/06 school year, Fifty Seven Dollars and Seventy Five Cents (\$57.75) per hour in the 2006/07 school year, and Fifty Nine Dollars and Seventy Seven Cents (\$59.77) per hour in the 2007/08 school year, Sixty One Dollars and Eighty Six Cents (\$61.86) per hour in the 2008/09 school year and Sixty Four Dollars and Two Cents (\$64.02) per hour in the 2009-10 school year.

D. Chaperone Pay

Teachers who perform the work of chaperoning student events shall be compensated pursuant to the following schedule. The first block of chaperoning will consist of up to six (6) hours at rates of \$75 for home events and \$90 for away events. Chaperoning at events which are longer than this six (6) hour block of time shall result in additional compensation for each successive half hour or part thereof at the calculated hourly chaperone rate. Overnight chaperoning duties will be calculated status quo (3 eight hour blocks at \$90 per

block in 24 hours (total of \$270).

E. Each teacher who submits a timely resignation to the Board of Education for the purposes of retirement shall, upon acceptance of such resignation by the Board of Education, receive a commemorative clock or similar commemoration of the teacher's services with the school District

ARTICLE XXV **GRIEVANCE PROCEDURE**

A. Purpose

1. The purpose of this procedure is to secure equitable solutions to disputes as rapidly as possible.

2. Nothing contained herein will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the Administration and having the grievance adjusted without the intervention of the Association, provided that the adjustment is not inconsistent with the terms of this Agreement or any other agreement between the District and the Association and further that the Association has been given the opportunity to state its views.

B. Definitions

1. A grievance is a claim by a teacher or teachers that they have been adversely affected by an incorrect or improper application of any board rules, regulations or policy concerning terms and conditions of employment, and any action involving denial of academic freedom or loss or injury to professional status, or the terms of this Agreement or any other agreement between the Board and the Association.

2. In computing working days through the levels of the grievance procedure, time lost by reason of a grievant's, the school principal's, or the Superintendent of School's (or the Superintendent's designee) absence up to five (5) days shall not be counted.

C. Use of the Grievance Procedure

1. No grievance shall be entertained if it is filed more than thirty (30) working days after occurrence of the alleged grievance or after the aggrieved person becomes aware of the alleged grievance, whichever is later.

2. The right to use the established grievance procedure is guaranteed to all teachers without coercion, discrimination or reprisal.

3. The aggrieved party may be represented at all levels of this procedure by a person of the teacher's own choosing, except that grievant may not be represented by a teacher organization other than the Briarcliff Teachers' Association or its affiliates.

D. Grievance Procedure

Level One: To initiate a grievance, a teacher shall submit it, in writing, to the school principal with a copy of the letter to the Briarcliff Teachers' Association. The letter shall set forth the nature of the grievance and those articles allegedly violated. The letter may also include a request for remedy.

The school principal may require a hearing before rendering a decision. A determination in written form shall be made by the school principal within five working days after receipt of the grievance with a copy of the determination being sent to the Association. Failure to respond within the time limit set forth in this paragraph shall constitute a denial of the grievance and the aggrieved may proceed to Level Two unless a different time limit shall have been established by the mutual agreement of the parties involved.

Level Two: If the aggrieved is not satisfied with the disposition of the grievance at Level One, the determination may be appealed by submitting it in writing to the Superintendent of Schools with a copy of the letter to the Briarcliff Teachers' Association. The letter shall set forth the nature of the grievance and those articles allegedly violated. The letter may also include a request for remedy.

The Superintendent of Schools, or the Superintendent's designee, may require a hearing before rendering a decision. A determination in written form shall be made by the Superintendent of Schools, or the Superintendent's designee, within seven (7) working days after receipt of the grievance with a copy of the determination being sent to the Association. Failure to respond within the time limits set forth in this paragraph shall constitute a denial of the grievance and the aggrieved may proceed to Level Three unless a different time limit shall have been established by the mutual agreement of the parties involved.

Level Three: If the Association and/or the aggrieved person is not satisfied with the disposition of the grievance at Level Two, the Association, on its own initiative, or at the request of an aggrieved teacher, may appeal to the Board of Education by submitting the grievance in writing to the District Clerk. The letter shall set forth the nature of the grievance and those articles allegedly violated. The letter may also include a request for remedy. The Board of Education shall schedule a hearing on the grievance within fifteen (15) working days of its submission or in conjunction with its next regular Board meeting, whichever is sooner. The Board shall render a written determination of the grievance within ten (10) working days of the hearing. Failure to respond within the time limits set forth in this paragraph shall constitute a denial of the grievance and the aggrieved may proceed to Level Four unless a different time limit shall have been established by mutual agreement with the parties involved.

Level Four: If the Association and/or the aggrieved person is not satisfied with the disposition of the grievance at Level Three, the Association on its own initiative or at the request of an aggrieved teacher, may submit the grievance to arbitration. No teacher may submit a grievance to arbitration without the approval of the Association.

The arbitration proceeding shall be initiated by the Association by filing with the Board and the American Arbitration Association a demand for arbitration. The demand shall be filed within twenty (20) working days after receipt of the Board of Education's determination.

The arbitration shall be governed by the Voluntary Labor Arbitration Rules of the American Arbitration Association.

If the parties mutually agree, the grievance may be submitted to expedited arbitration in accordance with the Expedited Labor Arbitration Rules of the American Arbitration Association.

The arbitrator shall have no authority or power to add to, subtract from or modify any express condition or provision of this Agreement or to render an award which by its terms has the effect of adding to, subtracting from or modifying any express condition or provision of this Agreement, nor shall an arbitrator have any authority or power to render an award which requires the commission of an act prohibited.

The decision of the arbitrator, if made in accordance with the arbitrator's jurisdiction and authority under this Agreement, will be accepted as final by the parties to the dispute and both will abide by it.

All expenses, costs and fees of the arbitration shall be borne equally, by the Board and the Association.

E. General Provision as to Grievances and Arbitration.

1. If, in the judgment of the Association, a grievance affects a group of teachers or the rights of the Association, the Association shall have the right to file the grievance on its own initiative at Level Three.

2. All documents, communications and records dealing with a grievance will be filed separately from the personal files of the participants.

ARTICLE XXVI
SCHOOL NURSES

The following constitutes the terms and conditions of employment of all full time and part time school nurses. Set forth below are the provisions of the collective bargaining agreement between the District and the Association which are applicable to school nurses or such additional terms and conditions of employment as have been agreed to between the District and the Association, and, except as set forth herein, the provisions of the collective bargaining agreement shall not be applicable to school nurses:

ARTICLE I – RECOGNITION

ARTICLE II – NEGOTIATION PROCEDURE

ARTICLE III – SUPPORT OF EXCLUSIVE TEACHER REPRESENTATIVE

ARTICLE IV – PAYROLL DEDUCTIONS

ARTICLE VI – ASSOCIATION RIGHTS

ARTICLE VII – BOARD RIGHTS

ARTICLE IX – Not applicable except that the provisions regarding length of school day shall be applicable to school nurses (A1) and that school nurses shall be entitled to an unencumbered lunch period as set forth in paragraph A1 (a), and shall remain on call for emergencies, shall notify the building principal if it becomes necessary to leave the school building for any reason and shall arrange for coverage during such absence with another school nurse. The provisions of Article XI (Work Year) shall be applicable to school nurses and in addition for any work assigned and performed beyond the contractual work day and work year school nurses shall be compensated at the daily rate of 1/200th of the annual salary. Such work shall not be performed except pursuant to written assignment by the applicable administrator; school nurses shall request compensation for such work by submitting a claim form provided by the District.

ARTICLE XI – TEACHER RECRUITMENT AND EMPLOYMENT

ARTICLE XII – TEACHER EVALUATION AND PERSONNEL FILES. The provisions of subdivisions “D,” “E,” and “F” shall be applicable.

ARTICLE XVI – PROTECTION OF TEACHERS

ARTICLE XVII – LEAVES OF ABSENCE. The provisions of Sections A, C, D, E, F, H and I shall be applicable.

ARTICLE XIX – INSURANCE COVERAGE. The provisions of Sections A, B, C, D, E, F, G, H and I shall be applicable and school nurses shall pay the following percentage* of the teacher contribution to health insurance premiums:

*Effective July 1, 2005	91%
*Effective July 1, 2006	94%
*Effective July 1, 2007	97%
*Effective July 1, 2008	100%
and thereafter	

ARTICLE XX – MAINTENANCE OF STANDARDS

ARTICLE XXI – DUE PROCESS. The nurses shall be subject to the provisions of the Civil Service Law.

ARTICLE XXII – MISCELLANEOUS PROVISIONS

ARTICLE XXIII – CODE OF ETHICS

ARTICLE XXV - GRIEVANCE PROCEDURE

ARTICLE XXVI – DURATION

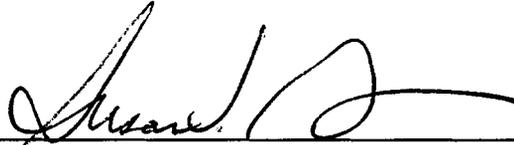
The following provisions shall be applicable to school nurses only.

SALARY. The salary schedule of school nurses shall be a percentage* of the teacher BA, step 1 – 12:

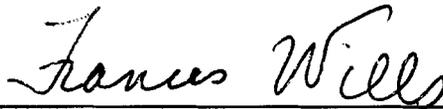
*Effective July 1, 2005	91%
*Effective July 1, 2006	94%
*Effective July 1, 2007	97%
*Effective July 1, 2008 and thereafter	100%

ARTICLE XXVII
DURATION

This agreement subject to the limitations herein contained shall be effective as of July 1, 2005 and shall continue in effect through June 30, 2010.



Susan T. Bodansky, President
Briarcliff Manor Union Free School District Board
of Education



Dr. Frances G. Wills, Superintendent of Schools
Briarcliff Manor Union Free School District



Jeanne Claire Cotnoir, President
Briarcliff Teachers' Association

APPENDIX A
THE CODE OF ETHICS OF THE
EDUCATION PROFESSION
PREAMBLE

The educator believes in the worth and dignity of man. He recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic citizenship. He regards as essential to these goals the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator accepts the teacher's responsibility to practice his profession according to the highest ethical standards.

The educator recognizes the magnitude of the responsibility he has accepted in choosing a career in education, and engages himself, individually and collectively with other educators, to judge the teacher's colleagues, and to be judged by them, in accordance with the provisions of this code.

PRINCIPLE I - COMMITMENT TO THE STUDENT

The educator measures the teacher's success by the progress of each student toward realization of his potential as a worthy and effective citizen. The educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

**IN FULFILLING THE TEACHER'S OBLIGATION TO
THE STUDENT, THE EDUCATOR**

1. Shall not without just cause restrain the student from independent action in the teacher's pursuit of learning, and shall not without just cause deny the student access to varying points of view.
2. Shall not deliberately suppress or distort subject matter for which he bears responsibility.
3. Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety.
4. Shall conduct professional business in such a way that he does not expose the student to unnecessary embarrassment or disparagement.
5. Shall not on the ground of race, color, creed, or national origin exclude any student from participation in or deny him benefits under any program, nor grant any discriminatory consideration or advantage.
6. Shall not use professional relationships with students for private advantage.
7. Shall keep in confidence information that has been obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.

8. Shall be permitted to tutor for any form of remuneration students who are enrolled in the Briarcliff Manor UFSD but not currently assigned to the teacher's class or classes. In the Middle School or High School teachers may tutor students assigned to the same grade or subject area if approved by the Superintendent of Schools, whose decision is not subject to the grievance procedure. All tutoring shall take place off school grounds and outside the school day.

PRINCIPLE II - COMMITMENT TO THE PUBLIC

The educator believes that patriotism in its highest form requires dedication to the principles of our democratic heritage. He shares with all other citizens the responsibility for development of sound public policy and assumes full political and citizenship responsibilities. The educator bears particular responsibility for the development of policy relating to the extension of educational opportunities for all and for interpreting educational programs and policies to the public.

IN FULFILLING THE TEACHER'S OBLIGATION TO THE PUBLIC, THE EDUCATOR

1. Shall not misrepresent an institution or organization with which he is affiliated, and shall take adequate precautions to distinguish between the teacher's personal and institutional or organizational views.
2. Shall not knowingly distort or misrepresent the facts concerning educational matters in direct and indirect public expressions.
3. Shall not interfere with a colleague's exercise of political and citizenship rights and responsibilities.
4. Shall not use instructional privileges for private gain or to promote political candidates or partisan political activities.
5. Shall accept no gratuities, gifts, or favors that might impair or appear to impair professional judgment, nor offer any favor, service or thing of value to obtain special advantage.

PRINCIPLE III - COMMITMENT TO THE PROFESSION

The educator believes that the quality of the services of the education profession directly influences the nation and its citizens. He, therefore, exerts every effort to raise professional standards, to improve the teacher's service, to promote a climate in which the exercise of professional judgment is encouraged, and to achieve conditions which attract persons worthy of the trust to careers in education. Aware of the value of united effort, he contributes actively to the support, planning, and program of professional organizations.

JOINT CODE OF ETHICS

The New York State School Boards Association and the New York State Teachers Association have jointly issued the following statements as common beliefs.

1. The teacher and the school board recognize that while the teacher participates in the formulation of school policy under the leadership of the school administrator, it is the duty of the administrator to recommend and the prerogative of the board to determine final policy.
2. The teacher is obligated to adhere to the school board policy; the school board is obligated to establish policy that is consistent with federal and state laws and regulations and to adhere to such policy.
3. The teacher and the school board transact all official business through proper channels and hold inviolate all confidential information.
4. The teacher and the school board recognize their obligations to develop growing appreciation and understanding of the principles of democracy; they refrain from using the school to promote personal views on religion, race or partisan politics.
5. The teacher and the school board avoid public disparagement of fellow workers and predecessors.
6. The teacher and the school board are impartial in all relationships with the pupil.
7. The teacher and the school board encourage able and promising students to enter the teaching profession.
8. The teacher receives from the administrator a candid appraisal of the teacher's work, and help with his problems; the school board requires such supervisory assistance.
9. The teacher actively participates in the work of local, state and national school boards associations.
10. The teacher uses ethical procedures in securing positions and in maintaining salary schedules; the school board uses ethical procedures in filling positions and in maintaining salary schedules.
11. The teacher accepts no compensation from firms commercially interested in the school; no member of the school board accepts such compensation.
12. The teacher assumes responsibility for the welfare of the pupil and shows sympathetic understanding of pupil problems; the school board provides conditions under which this can be accomplished.
13. The teacher endeavors to maintain good mental and physical health and to maintain a wholesome attitude toward a pupil; the school board provides a healthful teaching environment.
14. The teacher develops through continued study, travel, participation in professional and community life and through wholesome human relationships; the school board stimulates and encourages professional growth of the teacher.

15. The teacher is proud of the teacher's profession; the school board is proud of its teachers.

IN FULFILLING THE TEACHER'S OBLIGATION TO THE PROFESSION, THE EDUCATOR

1. Shall not discriminate on the ground of race, color, creed, or national origin for membership in professional organizations, nor interfere with the free participation of colleagues in the affairs of their association.

2. Shall accord just and equitable treatment to all members of the profession in the exercise of their professional rights and responsibilities.

3. Shall not use coercive means or promise special treatment in order to influence professional decisions of colleagues.

4. Shall withhold and safeguard information acquired about colleagues in the course of employment, unless disclosure serves professional purposes.

5. Shall not refuse to participate in a professional inquiry when requested by an appropriate professional association

6. Shall provide upon the request of the aggrieved party a written statement of specific reasons for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.

7. Shall not misrepresent the teacher's professional qualifications.

8. Shall not knowingly distort evaluations of colleagues.

PRINCIPLE IV - COMMITMENT TO PROFESSIONAL EMPLOYMENT PRACTICES

The educator regards the employment agreement as a pledge to be executed both in spirit and in fact in a manner consistent with the highest ideals of professional service. He believes that sound professional personnel relationships with governing boards are built upon personal integrity, dignity, and mutual respect. The educator discourages the practice of the teacher's profession by unqualified persons.

IN FULFILLING THE TEACHER'S OBLIGATION TO PROFESSIONAL EMPLOYMENT PRACTICES, THE EDUCATOR

1. Shall apply for, accept, offer, or assign a position or responsibility on the basis of professional preparation and legal qualifications.

2. Shall apply for a specific position only when it is known to be vacant, and shall refrain from underbidding or commenting adversely about other candidates.

BRIARCLIFF MANOR UFSD TEACHER SALARY SCHEDULE

2005-2006

Step	BA	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	\$ 47,131	\$ 52,782	\$ 55,141	\$ 57,499	\$ 60,324	\$ 63,148	\$ 66,450
2	\$ 49,016	\$ 55,139	\$ 57,496	\$ 59,854	\$ 62,681	\$ 65,507	\$ 68,803
3	\$ 51,368	\$ 57,499	\$ 59,854	\$ 62,209	\$ 65,036	\$ 67,863	\$ 71,161
4	\$ 55,139	\$ 61,265	\$ 63,857	\$ 66,450	\$ 69,278	\$ 72,105	\$ 75,409
5	\$ 57,968	\$ 64,566	\$ 67,159	\$ 69,750	\$ 72,580	\$ 75,409	\$ 78,702
6	\$ 60,325	\$ 67,389	\$ 69,983	\$ 72,579	\$ 75,408	\$ 78,235	\$ 81,533
7	\$ 62,683	\$ 70,219	\$ 72,813	\$ 75,409	\$ 78,235	\$ 81,060	\$ 84,358
8	\$ 64,566	\$ 73,048	\$ 75,641	\$ 78,235	\$ 81,061	\$ 83,888	\$ 86,472
9	\$ 66,450	\$ 75,877	\$ 78,469	\$ 81,060	\$ 83,886	\$ 86,712	\$ 90,020
10	\$ 68,335	\$ 78,702	\$ 81,296	\$ 83,888	\$ 86,713	\$ 89,540	\$ 92,845
11	\$ 70,219	\$ 81,533	\$ 84,124	\$ 86,712	\$ 89,541	\$ 92,370	\$ 95,666
12	\$ 72,105	\$ 84,358	\$ 86,950	\$ 89,540	\$ 92,367	\$ 95,193	\$ 98,495
13	\$ 73,990	\$ 88,126	\$ 90,720	\$ 93,312	\$ 96,140	\$ 98,968	\$ 102,269
14	\$ 75,877	\$ 90,956	\$ 93,548	\$ 96,138	\$ 99,204	\$ 102,269	\$ 105,563
15	\$ 77,759	\$ 93,784	\$ 96,377	\$ 98,968	\$ 102,266	\$ 105,565	\$ 108,865
Career Incre.	\$ 2,828	\$ 3,168	\$ 3,309	\$ 3,451	\$ 3,620	\$ 3,788	\$ 3,986

July 1, 2006

BRIARCLIFF MANOR UFSD TEACHER SALARY SCHEDULE

2006-2007

Step	BA	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	\$ 48,733	\$ 54,577	\$ 57,015	\$ 59,454	\$ 62,375	\$ 65,295	\$ 68,709
2	\$ 50,682	\$ 57,013	\$ 59,451	\$ 61,889	\$ 64,812	\$ 67,734	\$ 71,142
3	\$ 53,114	\$ 59,454	\$ 61,889	\$ 64,324	\$ 67,247	\$ 70,170	\$ 73,580
4	\$ 57,013	\$ 63,348	\$ 66,028	\$ 68,709	\$ 71,633	\$ 74,556	\$ 77,973
5	\$ 59,939	\$ 66,762	\$ 69,442	\$ 72,121	\$ 75,047	\$ 77,973	\$ 81,378
6	\$ 62,376	\$ 69,680	\$ 72,362	\$ 75,046	\$ 77,971	\$ 80,895	\$ 84,306
7	\$ 64,814	\$ 72,607	\$ 75,289	\$ 77,973	\$ 80,895	\$ 83,816	\$ 87,227
8	\$ 66,762	\$ 75,532	\$ 78,213	\$ 80,895	\$ 83,817	\$ 86,740	\$ 89,412
9	\$ 68,709	\$ 78,457	\$ 81,137	\$ 83,816	\$ 86,739	\$ 89,661	\$ 93,080
10	\$ 70,658	\$ 81,378	\$ 84,060	\$ 86,740	\$ 89,662	\$ 92,585	\$ 96,002
11	\$ 72,607	\$ 84,306	\$ 86,984	\$ 89,661	\$ 92,586	\$ 95,510	\$ 98,919
12	\$ 74,556	\$ 87,227	\$ 89,906	\$ 92,585	\$ 95,508	\$ 98,430	\$ 101,844
13	\$ 76,506	\$ 91,122	\$ 93,804	\$ 96,485	\$ 99,409	\$ 102,333	\$ 105,746
14	\$ 78,457	\$ 94,049	\$ 96,728	\$ 99,407	\$ 102,577	\$ 105,746	\$ 109,152
15	\$ 80,402	\$ 96,973	\$ 99,653	\$ 102,333	\$ 105,743	\$ 109,154	\$ 112,566
Career Incre.	\$ 2,924	\$ 3,275	\$ 3,422	\$ 3,568	\$ 3,743	\$ 3,917	\$ 4,122

July 1, 2006

BRIARCLIFF MANOR UFSD TEACHER SALARY SCHEDULE

2007-2008

Step	BA	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	\$ 50,439	\$ 56,487	\$ 59,011	\$ 61,535	\$ 64,558	\$ 67,580	\$ 71,114
2	\$ 52,456	\$ 59,009	\$ 61,531	\$ 64,055	\$ 67,081	\$ 70,105	\$ 73,632
3	\$ 54,973	\$ 61,535	\$ 64,055	\$ 66,576	\$ 69,601	\$ 72,626	\$ 76,156
4	\$ 59,009	\$ 65,566	\$ 68,339	\$ 71,114	\$ 74,140	\$ 77,166	\$ 80,702
5	\$ 62,036	\$ 69,098	\$ 71,873	\$ 74,645	\$ 77,674	\$ 80,702	\$ 84,226
6	\$ 64,559	\$ 72,119	\$ 74,895	\$ 77,673	\$ 80,700	\$ 83,726	\$ 87,256
7	\$ 67,083	\$ 75,148	\$ 77,924	\$ 80,702	\$ 83,726	\$ 86,749	\$ 90,279
8	\$ 69,098	\$ 78,176	\$ 80,950	\$ 83,726	\$ 86,750	\$ 89,776	\$ 92,541
9	\$ 71,114	\$ 81,203	\$ 83,977	\$ 86,749	\$ 89,774	\$ 92,799	\$ 96,338
10	\$ 73,131	\$ 84,226	\$ 87,002	\$ 89,776	\$ 92,800	\$ 95,825	\$ 99,362
11	\$ 75,148	\$ 87,256	\$ 90,029	\$ 92,799	\$ 95,826	\$ 98,853	\$ 102,381
12	\$ 77,166	\$ 90,279	\$ 93,053	\$ 95,825	\$ 98,851	\$ 101,875	\$ 105,409
13	\$ 79,183	\$ 94,311	\$ 97,087	\$ 99,862	\$ 102,888	\$ 105,915	\$ 109,447
14	\$ 81,203	\$ 97,340	\$ 100,114	\$ 102,886	\$ 106,167	\$ 109,447	\$ 112,972
15	\$ 83,216	\$ 100,367	\$ 103,141	\$ 105,915	\$ 109,444	\$ 112,974	\$ 116,506
Career Incre.	\$ 3,027	\$ 3,390	\$ 3,541	\$ 3,693	\$ 3,874	\$ 4,054	\$ 4,266

July 1, 2006

BRIARCLIFF MANOR UFSD TEACHER SALARY SCHEDULE

2008-2009

Step	BA	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	\$ 52,204	\$ 58,464	\$ 61,076	\$ 63,688	\$ 66,817	\$ 69,945	\$ 73,603
2	\$ 54,292	\$ 61,074	\$ 63,685	\$ 66,297	\$ 69,428	\$ 72,559	\$ 76,209
3	\$ 56,897	\$ 63,688	\$ 66,297	\$ 68,906	\$ 72,037	\$ 75,168	\$ 78,821
4	\$ 61,074	\$ 67,860	\$ 70,731	\$ 73,603	\$ 76,735	\$ 79,866	\$ 83,526
5	\$ 64,208	\$ 71,517	\$ 74,388	\$ 77,258	\$ 80,393	\$ 83,526	\$ 87,174
6	\$ 66,819	\$ 74,643	\$ 77,516	\$ 80,391	\$ 83,525	\$ 86,656	\$ 90,310
7	\$ 69,431	\$ 77,778	\$ 80,651	\$ 83,526	\$ 86,656	\$ 89,785	\$ 93,439
8	\$ 71,517	\$ 80,912	\$ 83,783	\$ 86,656	\$ 89,786	\$ 92,918	\$ 95,780
9	\$ 73,603	\$ 84,045	\$ 86,916	\$ 89,785	\$ 92,917	\$ 96,047	\$ 99,710
10	\$ 75,691	\$ 87,174	\$ 90,047	\$ 92,918	\$ 96,048	\$ 99,179	\$ 102,840
11	\$ 77,778	\$ 90,310	\$ 93,180	\$ 96,047	\$ 99,180	\$ 102,313	\$ 105,964
12	\$ 79,866	\$ 93,439	\$ 96,310	\$ 99,179	\$ 102,310	\$ 105,441	\$ 109,098
13	\$ 81,955	\$ 97,612	\$ 100,485	\$ 103,357	\$ 106,489	\$ 109,622	\$ 113,278
14	\$ 84,045	\$ 100,747	\$ 103,618	\$ 106,487	\$ 109,883	\$ 113,278	\$ 116,926
15	\$ 86,129	\$ 103,880	\$ 106,751	\$ 109,622	\$ 113,275	\$ 116,929	\$ 120,584
Career Incre.	\$ 3,132	\$ 3,509	\$ 3,665	\$ 3,822	\$ 4,010	\$ 4,196	\$ 4,416

July 1, 2006

BRIARCLIFF MANOR UFSD TEACHER SALARY SCHEDULE

2009-2010

Step	BA	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	\$ 54,031	\$ 60,511	\$ 63,214	\$ 65,918	\$ 69,156	\$ 72,393	\$ 76,179
2	\$ 56,192	\$ 63,212	\$ 65,914	\$ 68,618	\$ 71,858	\$ 75,098	\$ 78,876
3	\$ 58,889	\$ 65,918	\$ 68,618	\$ 71,317	\$ 74,558	\$ 77,799	\$ 81,580
4	\$ 63,212	\$ 70,236	\$ 73,207	\$ 76,179	\$ 79,421	\$ 82,662	\$ 86,450
5	\$ 66,455	\$ 74,020	\$ 76,992	\$ 79,962	\$ 83,206	\$ 86,450	\$ 90,225
6	\$ 69,157	\$ 77,256	\$ 80,229	\$ 83,205	\$ 86,448	\$ 89,689	\$ 93,471
7	\$ 71,861	\$ 80,500	\$ 83,474	\$ 86,450	\$ 89,689	\$ 92,928	\$ 96,710
8	\$ 74,020	\$ 83,744	\$ 86,716	\$ 89,689	\$ 92,929	\$ 96,170	\$ 99,133
9	\$ 76,179	\$ 86,987	\$ 89,958	\$ 92,928	\$ 96,169	\$ 99,408	\$ 103,200
10	\$ 78,340	\$ 90,225	\$ 93,199	\$ 96,170	\$ 99,410	\$ 102,650	\$ 106,439
11	\$ 80,500	\$ 93,471	\$ 96,441	\$ 99,408	\$ 102,652	\$ 105,894	\$ 109,673
12	\$ 82,662	\$ 96,710	\$ 99,681	\$ 102,650	\$ 105,891	\$ 109,131	\$ 112,916
13	\$ 84,823	\$ 101,029	\$ 104,002	\$ 106,974	\$ 110,217	\$ 113,459	\$ 117,243
14	\$ 86,987	\$ 104,273	\$ 107,244	\$ 110,214	\$ 113,728	\$ 117,243	\$ 121,019
15	\$ 89,144	\$ 107,515	\$ 110,488	\$ 113,459	\$ 117,239	\$ 121,021	\$ 124,804
Career Incre.	\$ 3,242	\$ 3,632	\$ 3,794	\$ 3,956	\$ 4,150	\$ 4,343	\$ 4,570

July 1, 2006

CO-CURRICULAR EXTRA CLASSROOM	2005-06		2006-07		2007-08		2008-09		2009-10	
	NEW	INCUMBENT								
TODD SCHOOL										
Literary Magazine	\$ 1,724	\$ 1,968	\$ 1,824	\$ 2,068	\$ 1,888	\$ 2,140	\$ 1,954	\$ 2,215	\$ 2,022	\$ 2,293
Mathfax	\$ 1,724	\$ 1,968	\$ 1,824	\$ 2,068	\$ 1,888	\$ 2,140	\$ 1,954	\$ 2,215	\$ 2,022	\$ 2,293
Odyssey of the Mind	\$ 1,947	\$ 2,224	\$ 2,047	\$ 2,324	\$ 2,119	\$ 2,405	\$ 2,193	\$ 2,490	\$ 2,270	\$ 2,577
MIDDLE SCHOOL										
Art Club	\$ 1,630	\$ 1,859	\$ 1,730	\$ 1,959	\$ 1,791	\$ 2,028	\$ 1,853	\$ 2,099	\$ 1,918	\$ 2,172
Audio-Visual	\$ 1,518	\$ 1,731	\$ 1,618	\$ 1,831	\$ 1,675	\$ 1,895	\$ 1,733	\$ 1,961	\$ 1,794	\$ 2,030
Book Club	\$ 1,518	\$ 1,731	\$ 1,618	\$ 1,831	\$ 1,675	\$ 1,895	\$ 1,733	\$ 1,961	\$ 1,794	\$ 2,030
Chess Club	\$ 1,518	\$ 1,731	\$ 1,618	\$ 1,831	\$ 1,675	\$ 1,895	\$ 1,733	\$ 1,961	\$ 1,794	\$ 2,030
Cinemanía Club	\$ 1,518	\$ 1,731	\$ 1,618	\$ 1,831	\$ 1,675	\$ 1,895	\$ 1,733	\$ 1,961	\$ 1,794	\$ 2,030
Dance Club	\$ 1,518	\$ 1,731	\$ 1,618	\$ 1,831	\$ 1,675	\$ 1,895	\$ 1,733	\$ 1,961	\$ 1,794	\$ 2,030
Drama Club	\$ 1,741	\$ 1,987	\$ 1,841	\$ 2,087	\$ 1,905	\$ 2,160	\$ 1,972	\$ 2,236	\$ 2,041	\$ 2,314
Grade 6 Literary Magazine	\$ 2,131	\$ 2,436	\$ 2,231	\$ 2,536	\$ 2,309	\$ 2,625	\$ 2,390	\$ 2,717	\$ 2,474	\$ 2,812
Grade 7 Literary Magazine	\$ 2,131	\$ 2,436	\$ 2,231	\$ 2,536	\$ 2,309	\$ 2,625	\$ 2,390	\$ 2,717	\$ 2,474	\$ 2,812
Grade 8 Literary Magazine	\$ 2,131	\$ 2,436	\$ 2,231	\$ 2,536	\$ 2,309	\$ 2,625	\$ 2,390	\$ 2,717	\$ 2,474	\$ 2,812
Guitar Club	\$ 2,131	\$ 2,436	\$ 2,231	\$ 2,536	\$ 2,309	\$ 2,625	\$ 2,390	\$ 2,717	\$ 2,474	\$ 2,812
Jazz Band	\$ 1,741	\$ 1,987	\$ 1,841	\$ 2,087	\$ 1,905	\$ 2,160	\$ 1,972	\$ 2,236	\$ 2,041	\$ 2,314
Marine Biology	\$ 1,519	\$ 1,731	\$ 1,619	\$ 1,831	\$ 1,676	\$ 1,895	\$ 1,734	\$ 1,961	\$ 1,795	\$ 2,030
Mathletes	\$ 1,671	\$ 1,906	\$ 1,771	\$ 2,006	\$ 1,833	\$ 2,076	\$ 1,897	\$ 2,149	\$ 1,964	\$ 2,224
Newspaper	\$ 1,841	\$ 2,102	\$ 1,941	\$ 2,202	\$ 2,009	\$ 2,279	\$ 2,079	\$ 2,359	\$ 2,152	\$ 2,441
School Service Learning/School Store	\$ 1,518	\$ 1,731	\$ 1,618	\$ 1,831	\$ 1,675	\$ 1,895	\$ 1,733	\$ 1,961	\$ 1,794	\$ 2,030
Singing Club	\$ 1,518	\$ 1,731	\$ 1,618	\$ 1,831	\$ 1,675	\$ 1,895	\$ 1,733	\$ 1,961	\$ 1,794	\$ 2,030
Student Government	\$ 2,355	\$ 2,693	\$ 2,455	\$ 2,793	\$ 2,541	\$ 2,891	\$ 2,630	\$ 2,992	\$ 2,722	\$ 3,097
Technology Computer Club	\$ 1,518	\$ 1,731	\$ 1,618	\$ 1,831	\$ 1,675	\$ 1,895	\$ 1,733	\$ 1,961	\$ 1,794	\$ 2,030
Yearbook	\$ 2,550	\$ 3,000	\$ 2,650	\$ 3,102	\$ 2,743	\$ 3,211	\$ 2,839	\$ 3,323	\$ 2,938	\$ 3,439
Yearbook Pictures	\$ 707	\$ 832	\$ 807	\$ 932	\$ 835	\$ 965	\$ 865	\$ 998	\$ 895	\$ 1,033

CO-CURRICULAR EXTRA CLASSROOM	2006-06		2006-07		2007-08		2008-09		2009-10		2009-10	
	NEW	INCUMBENT	NEW	INCUMBENT								
HIGH SCHOOL												
Academic Challenge	\$ 2,094	\$ 2,393	\$ 2,194	\$ 2,493	\$ 2,271	\$ 2,580	\$ 2,350	\$ 2,671	\$ 2,433	\$ 2,764		
Advisor-Freshman	\$ 1,743	\$ 1,990	\$ 1,843	\$ 2,090	\$ 1,908	\$ 2,163	\$ 1,974	\$ 2,239	\$ 2,043	\$ 2,317		
Advisor-Sophomore	\$ 1,779	\$ 2,031	\$ 1,879	\$ 2,131	\$ 1,945	\$ 2,206	\$ 2,013	\$ 2,283	\$ 2,063	\$ 2,363		
Advisor-Junior	\$ 2,055	\$ 2,348	\$ 2,155	\$ 2,448	\$ 2,230	\$ 2,534	\$ 2,308	\$ 2,622	\$ 2,389	\$ 2,714		
Advisor-Senior	\$ 2,891	\$ 3,313	\$ 2,991	\$ 3,426	\$ 3,096	\$ 3,546	\$ 3,204	\$ 3,670	\$ 3,316	\$ 3,798		
Amnesty International	\$ 1,694	\$ 1,933	\$ 1,794	\$ 2,033	\$ 1,857	\$ 2,104	\$ 1,922	\$ 2,178	\$ 1,989	\$ 2,254		
Art & Music Festival (Pool)	\$ 3,596	\$ 4,230	\$ 3,718	\$ 4,374	\$ 3,848	\$ 4,527	\$ 3,963	\$ 4,685	\$ 4,122	\$ 4,849		
Art Club	\$ 1,889	\$ 2,158	\$ 1,989	\$ 2,258	\$ 2,059	\$ 2,337	\$ 2,131	\$ 2,419	\$ 2,205	\$ 2,503		
Asian Club	\$ 1,694	\$ 1,933	\$ 1,794	\$ 2,033	\$ 1,857	\$ 2,104	\$ 1,922	\$ 2,178	\$ 1,989	\$ 2,254		
Auditorium Coordinator	\$ 5,610	\$ 6,451	\$ 5,800	\$ 6,670	\$ 6,003	\$ 6,904	\$ 6,213	\$ 7,145	\$ 6,431	\$ 7,396		
Black-Latino Club	\$ 1,701	\$ 1,941	\$ 1,801	\$ 2,041	\$ 1,864	\$ 2,112	\$ 1,929	\$ 2,186	\$ 1,997	\$ 2,263		
Briers and Ivy	\$ 2,950	\$ 3,384	\$ 3,050	\$ 3,499	\$ 3,157	\$ 3,621	\$ 3,268	\$ 3,748	\$ 3,382	\$ 3,879		
Camerata Choir	\$ 2,828	\$ 3,240	\$ 2,928	\$ 3,350	\$ 3,030	\$ 3,467	\$ 3,137	\$ 3,589	\$ 3,246	\$ 3,714		
Chamber Group	\$ 3,006	\$ 3,441	\$ 3,108	\$ 3,558	\$ 3,217	\$ 3,683	\$ 3,330	\$ 3,811	\$ 3,446	\$ 3,945		
Chemistry Club	\$ 1,547	\$ 1,764	\$ 1,647	\$ 1,864	\$ 1,705	\$ 1,929	\$ 1,764	\$ 1,997	\$ 1,826	\$ 2,067		
Chess Club	\$ 1,547	\$ 1,764	\$ 1,647	\$ 1,864	\$ 1,705	\$ 1,929	\$ 1,764	\$ 1,997	\$ 1,826	\$ 2,067		
Cliff Notes / Overtones	\$ 1,519	\$ 1,731	\$ 1,619	\$ 1,831	\$ 1,676	\$ 1,895	\$ 1,734	\$ 1,961	\$ 1,795	\$ 2,030		
Community Service, Grades 9-10	\$ 3,366	\$ 3,871	\$ 3,480	\$ 4,002	\$ 3,602	\$ 4,143	\$ 3,728	\$ 4,288	\$ 3,859	\$ 4,438		
Community Service, Grades 11-12	\$ 3,366	\$ 3,871	\$ 3,480	\$ 4,002	\$ 3,602	\$ 4,143	\$ 3,728	\$ 4,288	\$ 3,859	\$ 4,438		
Computer Club	\$ 1,701	\$ 1,941	\$ 1,801	\$ 2,041	\$ 1,864	\$ 2,112	\$ 1,929	\$ 2,186	\$ 1,997	\$ 2,263		
Dance Club	\$ 1,519	\$ 1,731	\$ 1,619	\$ 1,831	\$ 1,676	\$ 1,895	\$ 1,734	\$ 1,961	\$ 1,795	\$ 2,030		
Debate Club	\$ 2,033	\$ 2,323	\$ 2,133	\$ 2,423	\$ 2,208	\$ 2,508	\$ 2,285	\$ 2,596	\$ 2,365	\$ 2,686		
Drama Club	\$ 2,317	\$ 2,650	\$ 2,417	\$ 2,750	\$ 2,502	\$ 2,846	\$ 2,589	\$ 2,946	\$ 2,680	\$ 3,049		
Drama - FALL Production	\$ 4,013	\$ 4,615	\$ 4,150	\$ 4,772	\$ 4,295	\$ 4,939	\$ 4,445	\$ 5,112	\$ 4,601	\$ 5,291		
Drivers Education	\$ 2,500	\$ 2,500	\$ 2,600	\$ 2,600	\$ 2,691	\$ 2,691	\$ 2,785	\$ 2,785	\$ 2,883	\$ 2,883		
Ecology Club	\$ 1,701	\$ 1,941	\$ 1,801	\$ 2,041	\$ 1,864	\$ 2,112	\$ 1,929	\$ 2,186	\$ 1,997	\$ 2,263		
Engineering Club	\$ 1,519	\$ 1,731	\$ 1,619	\$ 1,831	\$ 1,676	\$ 1,895	\$ 1,734	\$ 1,961	\$ 1,795	\$ 2,030		
Equipment Manager	\$ 5,595	\$ 6,994	\$ 5,785	\$ 7,232	\$ 5,988	\$ 7,485	\$ 6,198	\$ 7,747	\$ 6,414	\$ 8,018		
Film Club	\$ 2,317	\$ 2,650	\$ 2,417	\$ 2,750	\$ 2,502	\$ 2,846	\$ 2,589	\$ 2,946	\$ 2,680	\$ 3,049		
French Club	\$ 1,547	\$ 1,764	\$ 1,647	\$ 1,864	\$ 1,705	\$ 1,929	\$ 1,764	\$ 1,997	\$ 1,826	\$ 2,067		
Future Educators	\$ 1,519	\$ 1,731	\$ 1,619	\$ 1,831	\$ 1,676	\$ 1,895	\$ 1,734	\$ 1,961	\$ 1,795	\$ 2,030		
Garage Orchestra	\$ 1,519	\$ 1,731	\$ 1,619	\$ 1,831	\$ 1,676	\$ 1,895	\$ 1,734	\$ 1,961	\$ 1,795	\$ 2,030		
Gay-Straight Alliance	\$ 1,519	\$ 1,731	\$ 1,619	\$ 1,831	\$ 1,676	\$ 1,895	\$ 1,734	\$ 1,961	\$ 1,795	\$ 2,030		
Habitat for Humanity	\$ 1,519	\$ 1,731	\$ 1,619	\$ 1,831	\$ 1,676	\$ 1,895	\$ 1,734	\$ 1,961	\$ 1,795	\$ 2,030		
Interact Club	\$ 1,519	\$ 1,731	\$ 1,619	\$ 1,831	\$ 1,676	\$ 1,895	\$ 1,734	\$ 1,961	\$ 1,795	\$ 2,030		
Interior Design Club	\$ 1,519	\$ 1,731	\$ 1,619	\$ 1,831	\$ 1,676	\$ 1,895	\$ 1,734	\$ 1,961	\$ 1,795	\$ 2,030		
Jazz Band	\$ 2,828	\$ 3,240	\$ 2,928	\$ 3,350	\$ 3,030	\$ 3,467	\$ 3,137	\$ 3,589	\$ 3,246	\$ 3,714		
Latin Club	\$ 1,519	\$ 1,731	\$ 1,619	\$ 1,831	\$ 1,676	\$ 1,895	\$ 1,734	\$ 1,961	\$ 1,795	\$ 2,030		
Literary Coffee House	\$ 1,741	\$ 1,987	\$ 1,841	\$ 2,087	\$ 1,905	\$ 2,160	\$ 1,972	\$ 2,238	\$ 2,041	\$ 2,314		
Mathletes	\$ 1,791	\$ 2,045	\$ 1,891	\$ 2,145	\$ 1,957	\$ 2,220	\$ 2,026	\$ 2,298	\$ 2,097	\$ 2,378		
Mock Trial	\$ 2,622	\$ 3,001	\$ 2,722	\$ 3,103	\$ 2,817	\$ 3,212	\$ 2,916	\$ 3,324	\$ 3,018	\$ 3,440		
Model Congress	\$ 1,519	\$ 1,731	\$ 1,619	\$ 1,831	\$ 1,676	\$ 1,895	\$ 1,734	\$ 1,961	\$ 1,795	\$ 2,030		
Model UN	\$ 1,547	\$ 1,764	\$ 1,647	\$ 1,864	\$ 1,705	\$ 1,929	\$ 1,764	\$ 1,997	\$ 1,826	\$ 2,067		
Multicultural Club	\$ 1,547	\$ 1,764	\$ 1,647	\$ 1,864	\$ 1,705	\$ 1,929	\$ 1,764	\$ 1,997	\$ 1,826	\$ 2,067		
Musical - Accompanist	\$ 1,582	\$ 1,804	\$ 1,682	\$ 1,904	\$ 1,741	\$ 1,971	\$ 1,802	\$ 2,040	\$ 1,865	\$ 2,111		
Musical - Choreographer	\$ 1,582	\$ 1,804	\$ 1,682	\$ 1,904	\$ 1,741	\$ 1,971	\$ 1,802	\$ 2,040	\$ 1,865	\$ 2,111		
Musical - Conductor	\$ 2,266	\$ 2,591	\$ 2,366	\$ 2,691	\$ 2,449	\$ 2,785	\$ 2,535	\$ 2,883	\$ 2,623	\$ 2,984		
Musical - Director, Spring	\$ 4,013	\$ 4,615	\$ 4,150	\$ 4,772	\$ 4,295	\$ 4,939	\$ 4,445	\$ 5,112	\$ 4,601	\$ 5,291		
National Honor Society	\$ 1,694	\$ 1,933	\$ 1,794	\$ 2,033	\$ 1,857	\$ 2,104	\$ 1,922	\$ 2,178	\$ 1,989	\$ 2,254		
Newspaper	\$ 3,401	\$ 3,911	\$ 3,517	\$ 4,044	\$ 3,640	\$ 4,186	\$ 3,767	\$ 4,332	\$ 3,899	\$ 4,484		
Pep Band	\$ 1,701	\$ 1,941	\$ 1,801	\$ 2,041	\$ 1,864	\$ 2,112	\$ 1,929	\$ 2,186	\$ 1,997	\$ 2,263		
Poetry Club	\$ 1,519	\$ 1,731	\$ 1,619	\$ 1,831	\$ 1,676	\$ 1,895	\$ 1,734	\$ 1,961	\$ 1,795	\$ 2,030		
Self Defense Club	\$ 1,519	\$ 1,731	\$ 1,619	\$ 1,831	\$ 1,676	\$ 1,895	\$ 1,734	\$ 1,961	\$ 1,795	\$ 2,030		
Set Design-Construction- ALL SHOWS	\$ 2,951	\$ 3,386	\$ 3,051	\$ 3,501	\$ 3,158	\$ 3,623	\$ 3,269	\$ 3,750	\$ 3,383	\$ 3,881		
Set Paint- Fall & Spring	\$ 2,951	\$ 3,386	\$ 3,051	\$ 3,501	\$ 3,158	\$ 3,623	\$ 3,269	\$ 3,750	\$ 3,383	\$ 3,881		
Sew What Club	\$ 1,519	\$ 1,731	\$ 1,619	\$ 1,831	\$ 1,676	\$ 1,895	\$ 1,734	\$ 1,961	\$ 1,795	\$ 2,030		
Spanish Club	\$ 1,547	\$ 1,764	\$ 1,647	\$ 1,864	\$ 1,705	\$ 1,929	\$ 1,764	\$ 1,997	\$ 1,826	\$ 2,067		
Student Council	\$ 3,297	\$ 3,791	\$ 3,409	\$ 3,920	\$ 3,528	\$ 4,057	\$ 3,652	\$ 4,199	\$ 3,779	\$ 4,346		
Tech Crew Club- ALL SHOWS	\$ 2,840	\$ 3,252	\$ 2,940	\$ 3,363	\$ 3,043	\$ 3,481	\$ 3,149	\$ 3,602	\$ 3,260	\$ 3,729		
Tri-M Music Honor Society	\$ 1,694	\$ 1,933	\$ 1,794	\$ 2,033	\$ 1,857	\$ 2,104	\$ 1,922	\$ 2,178	\$ 1,989	\$ 2,254		
Ultimate Players Club	\$ 1,519	\$ 1,731	\$ 1,619	\$ 1,831	\$ 1,676	\$ 1,895	\$ 1,734	\$ 1,961	\$ 1,795	\$ 2,030		
World of Difference	\$ 1,547	\$ 1,764	\$ 1,647	\$ 1,864	\$ 1,705	\$ 1,929	\$ 1,764	\$ 1,997	\$ 1,826	\$ 2,067		
Writer's Circle	\$ 1,519	\$ 1,731	\$ 1,619	\$ 1,831	\$ 1,676	\$ 1,895	\$ 1,734	\$ 1,961	\$ 1,795	\$ 2,030		
Yearbook	\$ 4,265	\$ 4,893	\$ 4,400	\$ 5,059	\$ 4,554	\$ 5,236	\$ 4,713	\$ 5,420	\$ 4,878	\$ 5,609		
INTRAMURALS 6-12	\$ 1,004	\$ 1,140	\$ 1,104	\$ 1,240	\$ 1,143	\$ 1,283	\$ 1,183	\$ 1,328	\$ 1,224	\$ 1,375		

CURRICULUM LEADERS -	2005-06		2006-07		2007-08		2008-09		2009-10	
	NEW	INCUMBENT								
Department Coordinator	\$ 4,568	\$ 5,253	\$ 4,723	\$ 5,432	\$ 4,888	\$ 5,622	\$ 5,059	\$ 5,819	\$ 5,237	\$ 6,023
Curriculum Leader	\$ 1,432	\$ 1,602	\$ 1,752	\$ 1,924	\$ 2,097	\$ 2,273	\$ 2,444	\$ 2,623	\$ 2,816	\$ 3,000
Distance Learning / Video Yearbook Coordinator	\$ 4,568	\$ 5,253	\$ 4,723	\$ 5,432	\$ 4,888	\$ 5,622	\$ 5,059	\$ 5,819	\$ 5,237	\$ 6,023
Health Coordinator	\$ 3,072	\$ 3,534	\$ 3,176	\$ 3,654	\$ 3,287	\$ 3,782	\$ 3,402	\$ 3,915	\$ 3,521	\$ 4,052
Physical Education Coordinator	\$ 4,568	\$ 5,253	\$ 4,723	\$ 5,432	\$ 4,888	\$ 5,622	\$ 5,059	\$ 5,819	\$ 5,237	\$ 6,023
Technology Coordinator	\$ 4,568	\$ 5,253	\$ 4,723	\$ 5,432	\$ 4,888	\$ 5,622	\$ 5,059	\$ 5,819	\$ 5,237	\$ 6,023
Professional Development (Mentoring) Coordinator	\$ 4,568	\$ 5,253	\$ 4,723	\$ 5,432	\$ 4,888	\$ 5,622	\$ 5,059	\$ 5,819	\$ 5,237	\$ 6,023
Team Leaders	\$ 4,568	\$ 5,253	\$ 4,723	\$ 5,432	\$ 4,888	\$ 5,622	\$ 5,059	\$ 5,819	\$ 5,237	\$ 6,023
K-12 Performing Arts Coordinator	\$ 6,000	\$ 6,855	\$ 6,204	\$ 7,356	\$ 6,421	\$ 7,895	\$ 6,646	\$ 8,442	\$ 6,878	\$ 9,023
K-12 Visual Arts Coordinator	\$ 6,000	\$ 6,855	\$ 6,204	\$ 7,356	\$ 6,421	\$ 7,895	\$ 6,646	\$ 8,442	\$ 6,878	\$ 9,023
Athletic Director	\$ 13,036	\$ 15,000	\$ 13,479	\$ 15,510	\$ 13,950	\$ 16,053	\$ 14,439	\$ 16,615	\$ 14,944	\$ 17,196
Assistant Athletic Director	\$ 10,767	\$ 12,390	\$ 11,133	\$ 12,811	\$ 11,523	\$ 13,260	\$ 11,926	\$ 13,724	\$ 12,344	\$ 14,204
Guidance Coordinator	\$ 4,568	\$ 5,253	\$ 4,723	\$ 5,432	\$ 4,888	\$ 5,622	\$ 5,059	\$ 5,819	\$ 5,237	\$ 6,023
High School Special Education Coordinator	\$ 4,568	\$ 5,253	\$ 4,723	\$ 5,432	\$ 4,888	\$ 5,622	\$ 5,059	\$ 5,819	\$ 5,237	\$ 6,023



**BRIARCLIFF MANOR UFSD
COACHES' SALARIES**

COACHES --	2005-06	2005-06	2006-07	2006-07	2007-08	2007-08	2008-09	2008-09	2009-10	2009-10
	NEW	INCUMBENT								
Football Varsity, Head Coach	\$ 6,885	\$ 7,917	\$ 7,119	\$ 8,186	\$ 7,368	\$ 8,473	\$ 7,626	\$ 8,769	\$ 7,893	\$ 9,076
Football Varsity 1st Asst	\$ 5,107	\$ 5,873	\$ 5,280	\$ 6,073	\$ 5,465	\$ 6,285	\$ 5,656	\$ 6,505	\$ 5,854	\$ 6,733
Football Varsity 2nd Asst	\$ 5,107	\$ 5,873	\$ 5,280	\$ 6,073	\$ 5,465	\$ 6,285	\$ 5,656	\$ 6,505	\$ 5,854	\$ 6,733
Football Junior Varsity Head	\$ 4,838	\$ 5,564	\$ 5,003	\$ 5,753	\$ 5,178	\$ 5,955	\$ 5,359	\$ 6,163	\$ 5,547	\$ 6,379
Football Junior Varsity 1st Asst	\$ 3,466	\$ 3,988	\$ 3,584	\$ 4,123	\$ 3,709	\$ 4,267	\$ 3,839	\$ 4,417	\$ 3,974	\$ 4,571
Football Modified HEAD	\$ 4,515	\$ 5,192	\$ 4,669	\$ 5,369	\$ 4,832	\$ 5,557	\$ 5,001	\$ 5,751	\$ 5,176	\$ 5,953
Football Modified 1st Asst	\$ 4,030	\$ 4,634	\$ 4,167	\$ 4,791	\$ 4,313	\$ 4,959	\$ 4,464	\$ 5,133	\$ 4,620	\$ 5,312
Football Modified 2nd Asst	\$ 4,030	\$ 4,634	\$ 4,167	\$ 4,791	\$ 4,313	\$ 4,959	\$ 4,464	\$ 5,133	\$ 4,620	\$ 5,312
Soccer BOYS Varsity Head	\$ 5,399	\$ 6,209	\$ 5,583	\$ 6,421	\$ 5,778	\$ 6,645	\$ 5,980	\$ 6,878	\$ 6,189	\$ 7,119
Soccer BOYS Varsity 1st Asst	\$ 3,929	\$ 4,517	\$ 4,062	\$ 4,671	\$ 4,204	\$ 4,834	\$ 4,352	\$ 5,003	\$ 4,504	\$ 5,179
Soccer BOYS Junior Varsity Head	\$ 3,671	\$ 4,221	\$ 3,795	\$ 4,364	\$ 3,928	\$ 4,517	\$ 4,066	\$ 4,675	\$ 4,208	\$ 4,839
Soccer BOYS Modified 8th	\$ 2,744	\$ 3,140	\$ 2,844	\$ 3,247	\$ 2,944	\$ 3,360	\$ 3,047	\$ 3,478	\$ 3,153	\$ 3,600
Soccer BOYS Modified 7th	\$ 2,744	\$ 3,140	\$ 2,844	\$ 3,247	\$ 2,944	\$ 3,360	\$ 3,047	\$ 3,478	\$ 3,153	\$ 3,600
Cross Country Coed Varsity Head	\$ 4,567	\$ 5,251	\$ 4,722	\$ 5,430	\$ 4,887	\$ 5,620	\$ 5,058	\$ 5,817	\$ 5,235	\$ 6,020
Cross Country Coed Modified Head	\$ 2,744	\$ 3,140	\$ 2,844	\$ 3,247	\$ 2,944	\$ 3,360	\$ 3,047	\$ 3,478	\$ 3,153	\$ 3,600
Field Hockey GIRLS Varsity Head	\$ 5,611	\$ 6,453	\$ 5,801	\$ 6,673	\$ 6,004	\$ 6,906	\$ 6,215	\$ 7,148	\$ 6,432	\$ 7,398
Field Hockey GIRLS Varsity 1st Asst	\$ 3,971	\$ 4,567	\$ 4,106	\$ 4,722	\$ 4,250	\$ 4,887	\$ 4,398	\$ 5,058	\$ 4,552	\$ 5,235
Field Hockey GIRLS JR Varsity Head	\$ 3,957	\$ 4,550	\$ 4,091	\$ 4,705	\$ 4,234	\$ 4,870	\$ 4,382	\$ 5,040	\$ 4,536	\$ 5,216
Field Hockey GIRLS Modified Head 8th	\$ 2,744	\$ 3,140	\$ 2,844	\$ 3,247	\$ 2,944	\$ 3,360	\$ 3,047	\$ 3,478	\$ 3,153	\$ 3,600
Field Hockey GIRLS Modified Head 7th	\$ 2,744	\$ 3,140	\$ 2,844	\$ 3,247	\$ 2,944	\$ 3,360	\$ 3,047	\$ 3,478	\$ 3,153	\$ 3,600
Volleyball GIRLS Varsity Head	\$ 5,006	\$ 5,757	\$ 5,176	\$ 5,953	\$ 5,357	\$ 6,161	\$ 5,544	\$ 6,377	\$ 5,738	\$ 6,600
Volleyball GIRLS JR Varsity Head	\$ 3,439	\$ 3,956	\$ 3,556	\$ 4,090	\$ 3,681	\$ 4,233	\$ 3,809	\$ 4,381	\$ 3,943	\$ 4,535
Volleyball GIRLS Modified Head	\$ 2,744	\$ 3,140	\$ 2,844	\$ 3,247	\$ 2,944	\$ 3,360	\$ 3,047	\$ 3,478	\$ 3,153	\$ 3,600
Cheerleading Varsity Head -FALL	\$ 3,078	\$ 3,525	\$ 3,183	\$ 3,645	\$ 3,294	\$ 3,772	\$ 3,409	\$ 3,904	\$ 3,529	\$ 4,041
Tennis GIRLS Varsity Head	\$ 3,895	\$ 4,479	\$ 4,027	\$ 4,631	\$ 4,168	\$ 4,793	\$ 4,314	\$ 4,961	\$ 4,465	\$ 5,135
Tennis GIRLS JR Varsity Head	\$ 2,936	\$ 3,362	\$ 3,036	\$ 3,476	\$ 3,142	\$ 3,598	\$ 3,252	\$ 3,724	\$ 3,366	\$ 3,854
Basketball GIRLS Varsity Head	\$ 6,278	\$ 7,218	\$ 6,491	\$ 7,464	\$ 6,718	\$ 7,725	\$ 6,953	\$ 7,995	\$ 7,197	\$ 8,275
Basketball GIRLS Varsity 1st Asst	\$ 3,952	\$ 4,543	\$ 4,086	\$ 4,697	\$ 4,229	\$ 4,862	\$ 4,377	\$ 5,032	\$ 4,531	\$ 5,208
Basketball GIRLS JR Varsity Head	\$ 4,417	\$ 5,080	\$ 4,567	\$ 5,253	\$ 4,727	\$ 5,436	\$ 4,893	\$ 5,627	\$ 5,064	\$ 5,824
Basketball GIRLS Modified Head 8th	\$ 2,744	\$ 3,140	\$ 2,844	\$ 3,247	\$ 2,944	\$ 3,360	\$ 3,047	\$ 3,478	\$ 3,153	\$ 3,600
Basketball GIRLS Modified Head 7th	\$ 2,744	\$ 3,140	\$ 2,844	\$ 3,247	\$ 2,944	\$ 3,360	\$ 3,047	\$ 3,478	\$ 3,153	\$ 3,600
Basketball BOYS Varsity Head	\$ 6,278	\$ 7,218	\$ 6,491	\$ 7,464	\$ 6,718	\$ 7,725	\$ 6,953	\$ 7,995	\$ 7,197	\$ 8,275
Basketball BOYS Varsity 1st Asst	\$ 3,952	\$ 4,543	\$ 4,086	\$ 4,697	\$ 4,229	\$ 4,862	\$ 4,377	\$ 5,032	\$ 4,531	\$ 5,208
Basketball BOYS JR Varsity Head	\$ 4,417	\$ 5,080	\$ 4,567	\$ 5,253	\$ 4,727	\$ 5,436	\$ 4,893	\$ 5,627	\$ 5,064	\$ 5,824
Basketball BOYS 9th Grade Head	\$ 3,532	\$ 4,063	\$ 3,652	\$ 4,201	\$ 3,780	\$ 4,348	\$ 3,912	\$ 4,500	\$ 4,049	\$ 4,658
Basketball BOYS Modified Head 8th	\$ 2,744	\$ 3,140	\$ 2,844	\$ 3,247	\$ 2,944	\$ 3,360	\$ 3,047	\$ 3,478	\$ 3,153	\$ 3,600
Basketball Boys Modified Head 7th	\$ 2,744	\$ 3,140	\$ 2,844	\$ 3,247	\$ 2,944	\$ 3,360	\$ 3,047	\$ 3,478	\$ 3,153	\$ 3,600
Track Winter BOYS Varsity Head	\$ 6,215	\$ 7,147	\$ 6,426	\$ 7,390	\$ 6,651	\$ 7,649	\$ 6,884	\$ 7,916	\$ 7,125	\$ 8,193
Track Winter GIRLS Varsity Head	\$ 6,215	\$ 7,147	\$ 6,426	\$ 7,390	\$ 6,651	\$ 7,649	\$ 6,884	\$ 7,916	\$ 7,125	\$ 8,193
Track Winter GIRLS Varsity 1st Asst	\$ 3,939	\$ 4,530	\$ 4,073	\$ 4,684	\$ 4,215	\$ 4,848	\$ 4,363	\$ 5,017	\$ 4,516	\$ 5,193
Track Winter Coed Modified Head	\$ 2,744	\$ 3,140	\$ 2,844	\$ 3,247	\$ 2,944	\$ 3,360	\$ 3,047	\$ 3,478	\$ 3,153	\$ 3,600
Track Winter Modified 1st Asst	\$ 1,747	\$ 1,995	\$ 1,847	\$ 2,095	\$ 1,912	\$ 2,168	\$ 1,979	\$ 2,244	\$ 2,048	\$ 2,323
Track Spring Modified 1st Asst	\$ 1,747	\$ 1,995	\$ 1,847	\$ 2,095	\$ 1,912	\$ 2,168	\$ 1,979	\$ 2,244	\$ 2,048	\$ 2,323
Cheerleading Winter Varsity Head	\$ 3,942	\$ 4,534	\$ 4,076	\$ 4,688	\$ 4,219	\$ 4,852	\$ 4,366	\$ 5,022	\$ 4,519	\$ 5,198
Cheerleading Winter Varsity 1st Asst	\$ 3,017	\$ 3,463	\$ 3,120	\$ 3,581	\$ 3,229	\$ 3,706	\$ 3,342	\$ 3,836	\$ 3,459	\$ 3,970

BRIARCLIFF MANOR UFSD
COACHES' SALARIES

COACHES --	2005-06		2006-07		2007-08		2008-09		2009-10	
	NEW	INCUMBENT								
Bowling Varsity Head	\$ 3,470	\$ 3,991	\$ 3,588	\$ 4,126	\$ 3,714	\$ 4,271	\$ 3,844	\$ 4,420	\$ 3,978	\$ 4,575
Bowling Junior Varsity Head	\$ 2,462	\$ 2,816	\$ 2,562	\$ 2,916	\$ 2,652	\$ 3,018	\$ 2,744	\$ 3,124	\$ 2,841	\$ 3,233
Soccer Girls Varsity Head	\$ 5,399	\$ 6,209	\$ 5,583	\$ 6,421	\$ 5,778	\$ 6,645	\$ 5,980	\$ 6,878	\$ 6,189	\$ 7,119
Soccer Girls Varsity 1st Asst	\$ 3,929	\$ 4,517	\$ 4,062	\$ 4,671	\$ 4,204	\$ 4,834	\$ 4,352	\$ 5,003	\$ 4,504	\$ 5,179
Soccer Girls JR Varsity Head	\$ 3,671	\$ 4,221	\$ 3,795	\$ 4,364	\$ 3,928	\$ 4,517	\$ 4,066	\$ 4,675	\$ 4,208	\$ 4,839
Soccer Girls Modified Head 8th	\$ 2,744	\$ 3,140	\$ 2,844	\$ 3,247	\$ 2,944	\$ 3,360	\$ 3,047	\$ 3,478	\$ 3,153	\$ 3,600
Soccer Girls Modified Head 7th	\$ 2,744	\$ 3,140	\$ 2,844	\$ 3,247	\$ 2,944	\$ 3,360	\$ 3,047	\$ 3,478	\$ 3,153	\$ 3,600
Baseball Varsity Head	\$ 5,672	\$ 6,523	\$ 5,864	\$ 6,745	\$ 6,070	\$ 6,981	\$ 6,282	\$ 7,226	\$ 6,502	\$ 7,478
Baseball Varsity 1st Asst	\$ 4,049	\$ 4,657	\$ 4,187	\$ 4,815	\$ 4,334	\$ 4,983	\$ 4,485	\$ 5,158	\$ 4,642	\$ 5,338
Baseball JR Varsity Head	\$ 3,949	\$ 4,541	\$ 4,084	\$ 4,695	\$ 4,227	\$ 4,860	\$ 4,374	\$ 5,030	\$ 4,528	\$ 5,206
Baseball JR Varsity 1st Asst	\$ 3,407	\$ 3,918	\$ 3,523	\$ 4,052	\$ 3,646	\$ 4,193	\$ 3,774	\$ 4,340	\$ 3,906	\$ 4,492
Baseball 9th Grade, Head	\$ 3,176	\$ 3,653	\$ 3,284	\$ 3,777	\$ 3,399	\$ 3,909	\$ 3,518	\$ 4,046	\$ 3,641	\$ 4,188
Baseball Modified #1 Head	\$ 2,744	\$ 3,140	\$ 2,844	\$ 3,247	\$ 2,944	\$ 3,360	\$ 3,047	\$ 3,478	\$ 3,153	\$ 3,600
Baseball Modified #2 Head	\$ 2,744	\$ 3,140	\$ 2,844	\$ 3,247	\$ 2,944	\$ 3,360	\$ 3,047	\$ 3,478	\$ 3,153	\$ 3,600
Softball Varsity Head	\$ 5,672	\$ 6,523	\$ 5,864	\$ 6,745	\$ 6,070	\$ 6,981	\$ 6,282	\$ 7,226	\$ 6,502	\$ 7,478
Softball Varsity 1st Asst	\$ 4,049	\$ 4,657	\$ 4,187	\$ 4,815	\$ 4,334	\$ 4,983	\$ 4,485	\$ 5,158	\$ 4,642	\$ 5,338
Softball JR Varsity Head	\$ 3,949	\$ 4,541	\$ 4,084	\$ 4,695	\$ 4,227	\$ 4,860	\$ 4,374	\$ 5,030	\$ 4,528	\$ 5,206
Softball Modified Head	\$ 2,744	\$ 3,140	\$ 2,844	\$ 3,247	\$ 2,944	\$ 3,360	\$ 3,047	\$ 3,478	\$ 3,153	\$ 3,600
Track Spring BOYS Varsity Head	\$ 5,494	\$ 6,318	\$ 5,681	\$ 6,533	\$ 5,880	\$ 6,761	\$ 6,085	\$ 6,998	\$ 6,298	\$ 7,243
Track Spring BOYS Varsity 1st Asst	\$ 4,012	\$ 4,614	\$ 4,149	\$ 4,771	\$ 4,294	\$ 4,938	\$ 4,444	\$ 5,111	\$ 4,600	\$ 5,290
Track Spring GIRLS Varsity Head	\$ 5,494	\$ 6,318	\$ 5,681	\$ 6,533	\$ 5,880	\$ 6,761	\$ 6,085	\$ 6,998	\$ 6,298	\$ 7,243
Track Spring Coed Modified Head	\$ 2,744	\$ 3,140	\$ 2,844	\$ 3,247	\$ 2,944	\$ 3,360	\$ 3,047	\$ 3,478	\$ 3,153	\$ 3,600
Tennis BOYS Varsity Head	\$ 3,895	\$ 4,479	\$ 4,027	\$ 4,631	\$ 4,168	\$ 4,793	\$ 4,314	\$ 4,961	\$ 4,465	\$ 5,135
Tennis BOYS JR Varsity Head	\$ 2,928	\$ 3,368	\$ 3,028	\$ 3,483	\$ 3,134	\$ 3,604	\$ 3,244	\$ 3,731	\$ 3,357	\$ 3,861
Golf Varsity Head	\$ 4,049	\$ 4,657	\$ 4,187	\$ 4,815	\$ 4,334	\$ 4,983	\$ 4,485	\$ 5,158	\$ 4,642	\$ 5,338
Lacrosse BOYS Varsity Head	\$ 5,399	\$ 6,209	\$ 5,583	\$ 6,421	\$ 5,778	\$ 6,645	\$ 5,980	\$ 6,878	\$ 6,189	\$ 7,119
Lacrosse BOYS Varsity 1st Asst	\$ 3,929	\$ 4,517	\$ 4,062	\$ 4,671	\$ 4,204	\$ 4,834	\$ 4,352	\$ 5,003	\$ 4,504	\$ 5,179
Lacrosse GIRLS JR Varsity Head	\$ 3,671	\$ 4,221	\$ 3,795	\$ 4,364	\$ 3,928	\$ 4,517	\$ 4,066	\$ 4,675	\$ 4,208	\$ 4,839
Lacrosse GIRLS Modified Head	\$ 2,744	\$ 3,140	\$ 2,844	\$ 3,247	\$ 2,944	\$ 3,360	\$ 3,047	\$ 3,478	\$ 3,153	\$ 3,600
Lacrosse BOYS Modified Head	\$ 2,744	\$ 3,140	\$ 2,844	\$ 3,247	\$ 2,944	\$ 3,360	\$ 3,047	\$ 3,478	\$ 3,153	\$ 3,600
Timers - Football		\$ 85		\$ 85		\$ 85		\$ 85		\$ 85
Timers - Basketball, Varsity		\$ 75		\$ 75		\$ 75		\$ 75		\$ 75
Timers - Basketball, JV		\$ 45		\$ 45		\$ 45		\$ 45		\$ 45
Timers - 9th Grade Boys		\$ 45		\$ 45		\$ 45		\$ 45		\$ 45
Timers - Modified Girls		\$ 45		\$ 45		\$ 45		\$ 45		\$ 45
Timers - Modified Boys		\$ 45		\$ 45		\$ 45		\$ 45		\$ 45

... from the previous year's modified soccer to the following year's JV soccer (there being no lapse in service), shall be regarded as incumbents
 ... served for at least one full year in that capacity within the last 5 years, shall be regarded as incumbents.
 ... through the grades or high School class advisors who have completed their Senior class stint and
 ... shall be re-... regarded as incumbents