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Contract Database Metadata Elements

Title: **Yonkers Board of Education and Yonkers Federation of Teachers, AFT/NEA (2007) (MOA)**

Employer Name: **Yonkers Board of Education**

Union: **Yonkers Federation of Teachers, AFT/NEA**

Local:

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

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MEMORANDUM OF AGREEMENT
BETWEEN THE
YONKERS BOARD OF EDUCATION
AND THE
YONKERS FEDERATION OF TEACHERS, AFT/NEA

It is hereby agreed that the collective bargaining agreement between the Yonkers Board of Education and the Yonkers Federation of Teachers dated July 1, 2003 – June 30, 2007 is amended as follows:

1. **Article 29 – Duration of the Agreement** is amended to provide for new effective dates beginning as of July 1, 2007 and ending June 30, 2011.
2. **Article 6 – Salaries** is amended to provide for the following increases:
 - Effective July 1, 2007, a 2% increase on base for all categories, steps, lanes, activities and increments (other than EIT/TSA).
 - Effective February 1, 2008, a 2% increase on base for all categories, steps, lanes, activities and increments (other than EIT/TSA).
 - Effective July 1, 2008, a 2.5% increase on base for all categories, steps, lanes, activities and increments (other than EIT/TSA).
 - Effective February 1, 2009, a 2.5% increase on base for all categories, steps, lanes, activities and increments (other than EIT/TSA).
 - Effective July 1, 2009, a 3% increase on base for all categories, steps, lanes, activities, and increments (other than EIT/TSA).
 - Effective July 1, 2009, step one salary amount in all lanes will be eliminated. All other step increments, including longevity increments, shall be advanced to the preceding step on the Schedule. Step 36 will be eliminated.
 - Effective July 1, 2010, a 3% increase on base for all categories, steps, lanes, activities and increments (other than EIT/TSA).

Salary grids shall be as annexed hereto.

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

2033

3. **Article 9A – Welfare Fund** is amended by changing the Board contributions as follows:

<u>Year</u>	<u>Contribution</u>
2007-2008	\$1753.
2008-2009	\$1806.
2009-2010	\$1860.
2010-2011	\$1916.

4. **Article 9B – Hospitalization and Medical Coverage** is amended to read as follows:

1. **Cost of Coverage**

The Board agrees to pay full hospitalization based on the Empire Plan for all employees hired prior to July 1, 2007 as individuals or as individuals with dependents. Effective July 1, 2009 and thereafter, the Board shall deduct a dollar amount equal to 5% of the then current premium cost from such employees' regular paychecks, subject to a cap of \$500 for individual coverage and \$1000 for individuals with dependents.

For all YFT bargaining unit members hired on or after July 1, 2007, the Board shall pay 92% of the premium cost for individuals or individuals with dependents plans and the employee shall pay the remaining 8% through regular payroll deductions. The contribution for such employees shall be capped for the years beginning July 1, 2009 and July 1, 2010 at 8% of the then current premium cost or 10% of the 2008 premium cost, whichever is the lesser amount.

For those employees enrolled in other than The Empire Plan, the Board agrees to pay the portion of the cost that would ordinarily apply to the Empire Plan.

2. **Buy Out Option for Eligible Employees**

Members of the unit who are eligible and enrolled in the District's health insurance plan and who withdraw from the District's plan shall receive \$2500 for an individual plan or \$5000 for an individual with dependents plan provided that they remain

eligible and uncovered for a period of twelve consecutive months. Such payment shall be made at the end of the twelve month period and annually thereafter, provided such teacher is still eligible and uncovered by the District's plan. Nothing contained herein shall preclude an eligible member from re-entering the plan at any time provided, however, that in the case of a member who re-enters in less than twelve months, or on a date prior to an annual payment, no payment shall be made.

3. Coverage Under Another Plan

Effective November 1, 2001, new hires shall not be eligible for health insurance coverage by the District if they are eligible for substantially equivalent coverage under another plan. New hires who may have to pay to participate in such plan are still deemed eligible to participate and will not be covered by the District's plan.

Upon submission of satisfactory proof that such contributions are required, such unit members shall be entitled to an annual payment while such contributions are still required. The amount of such payment shall be equal to the actual cost to the spouse, but shall not exceed 50% of the District's cost for family coverage.

Should an individual lose eligibility for substantially equivalent coverage under such plan, the Board will allow for participation in the District plan as soon as possible.

Members of the unit shall truthfully advise the District of their eligibility for health insurance under other plans.

After completing ten years of employment by the District, employees who are ineligible under this provision shall become eligible for coverage by the District. Such employees shall also become eligible for the buy out option described above.

4. Board to Share Information

It will be the responsibility of the Board of Education to provide the YFT with updated information on insurance premium costs as they occur. Additionally, the Board of Education will provide the YFT with the dollar amounts to be paid by YFT members each time premium costs change. Insurance payments shall be changed only on an annual basis.

5. **A new Article 26 – Occupational and Physical Therapists**, in the Form annexed to this memorandum shall be added to the collective bargaining agreement between the parties.

6. Except as specifically amended by this Agreement, all other terms and conditions of the collective bargaining agreement dated June 1, 2003 – June 30, 2007 shall remain in full force and effect, and shall be incorporated into any revised Agreement.

7. This Agreement is subject to ratification by the membership of the Yonkers Federation of Teachers and the Yonkers Board of Education.

Dated: August 31, 2007

YONKERS FEDERATION OF TEACHERS

By



President

YONKERS BOARD OF EDUCATION

By



Superintendent

2006-2007 Teachers' Salary Schedule-Effective 7/1/2006

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	47,776	49,314	50,848	52,387	53,931	55,474
2	49,819	51,365	52,906	54,442	55,981	57,520
3	51,871	52,908	54,442	55,981	57,520	59,069
4	55,214	56,753	58,296	59,831	61,371	62,923
5	58,296	59,831	61,371	62,923	64,459	66,002
6	61,371	62,923	64,459	66,002	67,538	69,078
7	64,459	66,002	67,538	69,078	70,620	72,164
8	66,002	67,538	69,599	70,620	72,164	73,701
9	67,538	69,078	71,138	72,164	73,701	75,243
10	69,855	71,386	73,701	75,243	76,786	78,327
11	72,415	73,962	76,274	77,810	79,354	80,895
12	76,012	77,558	79,863	81,405	82,955	84,496
13	83,366	84,169	84,266	84,496	86,535	88,084
14			85,523	87,059	89,111	90,649
15			95,036	96,673	99,376	101,013
21	84,731	85,534	96,401	98,038	100,741	102,378
26	86,779	87,582	98,449	100,086	102,789	104,426
31	87,676	88,479	99,346	100,983	103,686	105,323
36	88,823	89,626	100,493	102,130	104,833	106,470

20yr. Long	\$1,365	
25yr. Long	\$2,048	\$3,413
30yr. Long	\$897	\$4,310
35yr. Long	\$1,147	\$5,457
Special Ed & Guidance	\$1,376	

2007-2008 Teachers' Salary Schedule Effective 7/1/07 ****DRAFT****

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	48,732	50,300	51,865	53,435	55,010	56,583
2	50,815	52,392	53,964	55,531	57,101	58,670
3	52,908	53,966	55,531	57,101	58,670	60,250
4	56,318	57,888	59,462	61,028	62,598	64,181
5	59,462	61,028	62,598	64,181	65,748	67,322
6	62,598	64,181	65,748	67,322	68,889	70,460
7	65,748	67,322	68,889	70,460	72,032	73,607
8	67,322	68,889	70,991	72,032	73,607	75,175
9	68,889	70,460	72,561	73,607	75,175	76,748
10	71,252	72,814	75,175	76,748	78,322	79,894
11	73,863	75,441	77,799	79,366	80,941	82,513
12	77,532	79,109	81,460	83,033	84,614	86,186
13	85,033	85,852	85,951	86,186	88,266	89,846
14			87,233	88,800	90,893	92,462
15			96,937	98,606	101,364	103,033
21	86,425	87,244	98,329	99,998	102,756	104,425
26	88,514	89,333	100,418	102,087	104,845	106,514
31	89,429	90,248	101,333	103,002	105,760	107,429
36	90,599	91,418	102,503	104,172	106,930	108,599

20yr. Long	\$1,392
25yr. Long	\$2,089
30yr. Long	\$915
35yr. Long	\$1,170
Special Ed & Guidance	\$1,404

2007-2008 Teachers' Salary Schedule-Effective 2/1/08 **DRAFT**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	49,707	51,306	52,902	54,504	56,110	57,715
2	51,831	53,440	55,043	56,642	58,243	59,843
3	53,966	55,045	56,642	58,243	59,843	61,455
4	57,444	59,046	60,651	62,249	63,850	65,465
5	60,651	62,249	63,850	65,465	67,063	68,668
6	63,850	65,465	67,063	68,668	70,267	71,869
7	67,063	68,668	70,267	71,869	73,473	75,079
8	68,668	70,267	72,411	73,473	75,079	76,679
9	70,267	71,869	74,012	75,079	76,679	78,283
10	72,677	74,270	76,679	78,283	79,888	81,492
11	75,340	76,950	79,355	80,953	82,560	84,163
12	79,083	80,691	83,089	84,694	86,306	87,910
13	86,734	87,569	87,670	87,910	90,031	91,643
14			88,978	90,576	92,711	94,311
15			98,876	100,578	103,391	105,094
21	88,154	88,989	100,296	101,998	104,811	106,514
26	90,285	91,120	102,427	104,129	106,942	108,645
31	91,218	92,053	103,360	105,062	107,875	109,578
36	92,411	93,246	104,553	106,255	109,068	110,771

20yr. Long	\$1,420
25yr. Long	\$2,131
30yr. Long	\$933
35yr. Long	\$1,193
Special Ed & Guidance	\$1,432

2008/2009 Teachers' Salary Schedule-Effective 07/01/2008 ****DRAFT****

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	50,950	52,589	54,225	55,867	57,513	59,158
2	53,127	54,776	56,419	58,058	59,699	61,339
3	55,315	56,421	58,058	59,699	61,339	62,991
4	58,880	60,522	62,167	63,805	65,446	67,102
5	62,167	63,805	65,446	67,102	68,740	70,385
6	65,446	67,102	68,740	70,385	72,024	73,666
7	68,740	70,385	72,024	73,666	75,310	76,956
8	70,385	72,024	74,221	75,310	76,956	78,596
9	72,024	73,666	75,862	76,956	78,596	80,240
10	74,494	76,127	78,596	80,240	81,885	83,529
11	77,224	78,874	81,339	82,977	84,624	86,267
12	81,060	82,708	85,166	86,811	88,464	90,108
13	88,902	89,758	89,862	90,108	92,282	93,934
14			91,202	92,840	95,029	96,669
15			101,348	103,092	105,976	107,721
21	90,358	91,214	102,804	104,548	107,432	109,177
26	92,542	93,398	104,988	106,732	109,616	111,361
31	93,498	94,354	105,944	107,688	110,572	112,317
36	94,721	95,577	107,167	108,911	111,795	113,540

20yr. Long	\$1,456	
25yr. Long	\$2,184	\$3,640
30yr. Long	\$956	\$4,596
35yr. Long	\$1,223	\$5,819
Special Ed & Guidance	\$1,468	

2008/2009 Teachers' Salary Schedule-Effective 2/1/09 ****DRAFT****

Step

	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	52,224	53,904	55,581	57,264	58,951	60,637
2	54,455	56,145	57,829	59,509	61,191	62,872
3	56,698	57,832	59,509	61,191	62,872	64,566
4	60,352	62,035	63,721	65,400	67,082	68,780
5	63,721	65,400	67,082	68,780	70,459	72,145
6	67,082	68,780	70,459	72,145	73,825	75,508
7	70,459	72,145	73,825	75,508	77,193	78,880
8	72,145	73,825	76,077	77,193	78,880	80,561
9	73,825	75,508	77,759	78,880	80,561	82,246
10	76,356	78,030	80,561	82,246	83,932	85,617
11	79,155	80,846	83,372	85,051	86,740	88,424
12	83,087	84,776	87,295	88,981	90,676	92,361
13	91,125	92,002	92,109	92,361	94,589	96,282
14			93,482	95,161	97,405	99,086
15			103,882	105,669	108,625	110,414
21	92,617	93,494	105,374	107,161	110,117	111,906
26	94,856	95,733	107,613	109,400	112,356	114,145
31	95,836	96,713	108,593	110,380	113,336	115,125
36	97,090	97,967	109,847	111,634	114,590	116,379

20yr. Long	\$1,492
25yr. Long	\$2,239
30yr. Long	\$3,731
35yr. Long	\$4,711
Special Ed & Guidance	\$1,254
	\$5,965

YFT Sal Calculations

ters Public Schools

2009/2010 Teachers' Salary Schedule-Effective 7/1/2009 **DRAFT**

EA	EA+15	EA+30	EA+45	EA+60	EA+75
1	56,089	59,564	61,294	63,027	64,758
2	58,399	61,294	63,027	64,758	66,503
3	62,163	65,633	67,362	69,094	70,843
4	65,633	69,094	70,843	72,573	74,309
5	69,094	72,573	74,309	76,040	77,773
6	72,573	76,040	77,773	79,509	81,246
7	74,309	78,359	79,509	81,246	82,978
8	76,040	80,092	81,246	82,978	84,713
9	78,647	82,978	84,713	86,450	88,186
0	81,530	85,873	87,603	89,342	91,077
1	85,580	89,914	91,650	93,396	95,132
2	93,859	94,762	95,132	97,427	99,170
3	95,396	96,286	98,016	100,327	102,059
4		106,998	108,839	111,884	113,726
5		108,535	110,376	113,421	115,263
1	97,702	110,841	112,682	115,727	117,569
6	98,711	111,850	113,691	116,736	118,578
1	100,003	113,142	114,983	118,028	119,870

20yr. Long	\$2,306
25yr. Long	\$1,009
30yr. Long	\$1,292
Special Ed & Guidance	\$1,550

2010/2011 Teachers' Salary Schedule-Effective 7/1/2010 ****DRAFT****

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	57,772	59,564	61,351	63,133	64,918	66,701
2	60,151	61,354	63,133	64,918	66,701	68,498
3	64,028	65,813	67,602	69,383	71,167	72,968
4	67,602	69,383	71,167	72,968	74,750	76,538
5	71,167	72,968	74,750	76,538	78,321	80,106
6	74,750	76,538	78,321	80,106	81,894	83,683
7	76,538	78,321	80,710	81,894	83,683	85,467
8	78,321	80,106	82,495	83,683	85,467	87,254
9	81,006	82,782	85,467	87,254	89,044	90,832
10	83,976	85,769	88,449	90,231	92,022	93,809
11	88,147	89,939	92,611	94,400	96,198	97,986
12	96,675	97,605	97,718	97,986	100,350	102,145
13	98,258	99,188	99,175	100,956	103,337	105,121
14			110,208	112,104	115,241	117,138
15			111,791	113,687	116,824	118,721
16	100,633	101,563	114,166	116,062	119,199	121,096
17	101,672	102,602	115,205	117,101	120,238	122,135
18	103,003	103,933	116,536	118,432	121,569	123,466

20yr. Long	\$2,375
25yr. Long	\$1,039 \$3,414
30yr. Long	\$1,331 \$4,745
Special Ed & Guidance	\$1,597

nkens Public Schools

YFT Sal Calculations

2006-2007 Teachers' Salary Schedule-Effective 7/1/2006

Steps	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	52,474	54,011	55,557	57,095	58,635	60,392
2	54,525	56,069	57,605	59,144	60,687	62,508
3	56,069	57,605	59,144	60,687	62,237	64,106
4	59,923	61,458	62,998	64,547	66,085	68,066
5	62,998	64,547	66,085	67,625	69,159	71,234
6	66,085	67,625	69,159	70,702	72,247	74,414
7	69,159	70,702	72,247	73,790	75,332	77,592
8	71,221	72,247	73,790	75,332	77,381	79,948
9	72,761	73,790	75,332	76,869	78,414	81,493
10	75,332	76,869	78,414	79,948	81,493	84,575
11	77,900	79,436	80,978	82,516	84,057	88,163
12	81,493	83,027	84,575	86,123	87,658	90,738
13	85,894	86,123	88,161	89,713	91,253	94,332
14	87,145	88,685	90,738	92,274	93,817	95,874
15	96,660	98,296	101,002	102,638	104,270	107,523
21	98,025	99,661	102,367	104,003	105,635	108,888
26	100,073	101,709	104,415	106,051	107,683	110,936
31	100,970	102,606	105,312	106,948	108,580	111,833
36	102,117	103,753	106,459	108,095	109,727	112,980

20yr. Long	\$1,365
25yr. Long	\$2,048
30yr. Long	\$3,413
35yr. Long	\$4,310
Special Ed & Guidance	\$1,147
	\$5,457
	\$1,376
	\$6,833

2007-2008		Teachers' Salary Schedule					Effective 7/1/07
ep	MA	MA+15	MA+30	MA+45	MA+60	PHD	
1	53,523	55,091	56,668	58,237	59,808	61,600	
2	55,616	57,190	58,757	60,327	61,901	63,758	
3	57,190	58,757	60,327	61,901	63,482	65,388	
4	61,121	62,687	64,258	65,838	67,407	69,427	
5	64,258	65,838	67,407	68,978	70,542	72,659	
6	67,407	68,978	70,542	72,116	73,692	75,902	
7	70,542	72,116	73,692	75,266	76,839	79,144	
8	72,645	73,692	75,266	76,839	78,929	81,547	
9	74,216	75,266	76,839	78,406	79,982	83,123	
10	76,839	78,406	79,982	81,547	83,123	86,267	
11	79,458	81,025	82,598	84,166	85,738	89,926	
12	83,123	84,688	86,267	87,845	89,411	92,553	
13	87,612	87,845	89,924	91,507	93,078	96,219	
14	88,888	90,459	92,553	94,119	95,693	97,791	
15	98,593	100,262	103,022	104,691	106,355	109,673	
21	99,985	101,654	104,414	106,083	107,747	111,065	
26	102,074	103,743	106,503	108,172	109,836	113,154	
31	102,989	104,658	107,418	109,087	110,751	114,069	
36	104,159	105,828	108,588	110,257	111,921	115,239	
20yr. Long			\$1,392				
25yr. Long			\$2,089	\$3,481			
30yr. Long			\$915	\$4,396			
35yr. Long			\$1,170	\$5,566			
Special Ed & Guidance			\$1,404				

ankers Public Schools

YFT Sal Calculations

2007-2008 Teachers' Salary Schedule-Effective 2/1/08

DRAFT

Step	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	54,593	56,193	57,801	59,402	61,004	62,832
2	56,728	58,334	59,932	61,534	63,139	65,033
3	58,334	59,932	61,534	63,139	64,752	66,696
4	62,343	63,941	65,543	67,155	68,755	70,816
5	65,543	67,155	68,755	70,358	71,953	74,112
6	68,755	70,358	71,953	73,558	75,166	77,420
7	71,953	73,558	75,166	76,771	78,376	80,727
8	74,098	75,166	76,771	78,376	80,508	83,178
9	75,700	76,771	78,376	79,974	81,582	84,785
10	78,376	79,974	81,582	83,178	84,785	87,992
11	81,047	82,646	84,250	85,849	87,453	91,725
12	84,785	86,382	87,992	89,602	91,199	94,404
13	89,384	89,602	91,722	93,337	94,940	98,143
14	90,666	92,268	94,404	96,001	97,607	99,747
15	100,565	102,267	105,082	106,785	108,482	111,866
21	101,985	103,687	106,502	108,205	109,902	113,286
26	104,116	105,818	108,633	110,336	112,033	115,417
31	105,049	106,751	109,566	111,269	112,966	116,350
36	106,242	107,944	110,759	112,462	114,159	117,543
20yr. Long			\$1,420			
25yr. Long			\$2,131	\$3,551		
30yr. Long			\$933	\$4,484		
35yr. Long			\$1,193	\$5,677		
Special Ed & Guidance +			\$1,432			

kers Public Schools

YFT Sal Calculations

2008/2009 Teachers' Salary Schedule		07/01/2008					0
ep	MA	MA+15	MA+30	MA+45	MA+60	PHD	
1	55,958	57,598	59,246	60,887	62,529	64,403	
2	58,146	59,792	61,430	63,072	64,717	66,659	
3	59,792	61,430	63,072	64,717	66,371	68,363	
4	63,902	65,540	67,182	68,834	70,474	72,586	
5	67,182	68,834	70,474	72,117	73,752	75,965	
6	70,474	72,117	73,752	75,397	77,045	79,356	
7	73,752	75,397	77,045	78,690	80,335	82,745	
8	75,950	77,045	78,690	80,335	82,521	85,257	
9	77,593	78,690	80,335	81,973	83,622	86,905	
10	80,335	81,973	83,622	85,257	86,905	90,192	
11	83,073	84,712	86,356	87,995	89,639	94,018	
12	86,905	88,542	90,192	91,842	93,479	96,764	
13	91,598	91,842	94,015	95,670	97,314	100,597	
14	92,933	94,575	96,764	98,401	100,047	102,241	
15	103,079	104,824	107,709	109,455	111,194	114,663	
21	104,535	106,280	109,165	110,911	112,650	116,119	
26	106,719	108,464	111,349	113,095	114,834	118,303	
31	107,675	109,420	112,305	114,051	115,790	119,259	
36	108,898	110,643	113,528	115,274	117,013	120,482	
20yr. Long			\$1,456				
25yr. Long			\$2,184	\$3,640			
30yr. Long			\$956	\$4,596			
35yr. Long			\$1,223	\$5,819			
Special Ed & Guidance			\$1,468				

2008/2009 Teachers' Salary Schedule-Effective 2/1/09 **DRAFT**

Step	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	57,357	59,038	60,727	62,409	64,092	66,013
2	59,600	61,287	62,966	64,649	66,335	68,325
3	61,287	62,966	64,649	66,335	68,030	70,072
4	65,500	67,179	68,862	70,555	72,236	74,401
5	68,862	70,555	72,236	73,920	75,596	77,864
6	72,236	73,920	75,596	77,282	78,971	81,340
7	75,596	77,282	78,971	80,657	82,343	84,814
8	77,849	78,971	80,657	82,343	84,584	87,388
9	79,533	80,657	82,343	84,022	85,713	89,078
10	82,343	84,022	85,713	87,388	89,078	92,447
11	85,150	86,830	88,515	90,195	91,880	96,368
12	89,078	90,756	92,447	94,138	95,816	99,183
13	93,888	94,138	96,365	98,062	99,747	103,112
14	95,256	96,939	99,183	100,861	102,548	104,797
15	105,656	107,445	110,402	112,191	113,974	117,530
21	107,148	108,937	111,894	113,683	115,466	119,022
26	109,387	111,176	114,133	115,922	117,705	121,261
31	110,367	112,156	115,113	116,902	118,685	122,241
36	111,621	113,410	116,367	118,156	119,939	123,495
20yr. Long			\$1,492			
25yr. Long			\$2,239	\$3,731		
30yr. Long			\$980	\$4,711		
35yr. Long			\$1,254	\$5,965		
Special Ed & Guidance +			\$1,505			

kers Public Schools

YFT Sal Calculations

2009/2010 Teachers' Salary Schedule-Effective July 1, 2009**DRAFT**

ep	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	61,388	63,126	64,855	66,588	68,325	70,375
2	63,126	64,855	66,588	68,325	70,071	72,174
3	67,465	69,194	70,928	72,672	74,403	76,633
4	70,928	72,672	74,403	76,138	77,864	80,200
5	74,403	76,138	77,864	79,600	81,340	83,780
6	77,864	79,600	81,340	83,077	84,813	87,358
7	80,184	81,340	83,077	84,813	87,122	90,010
8	81,919	83,077	84,813	86,543	88,284	91,750
9	84,813	86,543	88,284	90,010	91,750	95,220
10	87,705	89,435	91,170	92,901	94,636	99,259
11	91,750	93,479	95,220	96,962	98,690	102,158
12	96,705	96,962	99,256	101,004	102,739	106,205
13	98,114	99,847	102,158	103,887	105,624	107,941
14	108,826	110,668	113,714	115,557	117,393	121,056
15	110,363	112,205	115,251	117,094	118,930	122,593
21	112,669	114,511	117,557	119,400	121,236	124,899
26	113,678	115,520	118,566	120,409	122,245	125,908
31	114,970	116,812	119,858	121,701	123,537	127,200

20yr. Long	\$2,306
25yr. Long	\$1,009
30yr. Long	\$1,292
	\$3,315
	\$4,607

Special Ed & Guidance + \$1,550

2010/2011 Teachers' Salary Schedule-Effective 7/1/2010 ****DRAFT****

Step

	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	63,230	65,020	66,801	68,586	70,375	72,486
2	65,020	66,801	68,586	70,375	72,173	74,339
3	69,489	71,270	73,056	74,852	76,635	78,932
4	73,056	74,852	76,635	78,422	80,200	82,606
5	76,635	78,422	80,200	81,988	83,780	86,293
6	80,200	81,988	83,780	85,569	87,357	89,979
7	82,590	83,780	85,569	87,357	89,736	92,710
8	84,377	85,569	87,357	89,139	90,933	94,503
9	87,357	89,139	90,933	92,710	94,503	98,077
10	90,336	92,118	93,905	95,688	97,475	102,237
11	94,503	96,283	98,077	99,871	101,651	105,223
12	99,606	99,871	102,234	104,034	105,821	109,391
13	101,057	102,842	105,223	107,004	108,793	111,179
14	112,091	113,988	117,125	119,024	120,915	124,688
15	113,674	115,571	118,709	120,607	122,498	126,271
21	116,049	117,946	121,084	122,982	124,873	128,646
26	117,088	118,985	122,123	124,021	125,912	129,685
31	118,419	120,316	123,454	125,352	127,243	131,016

20yr. Long	\$2,375
25yr. Long	\$1,039
30yr. Long	\$1,331
Special Ed & Guidance	\$4,745
	\$1,597

		7/1/2007	2/1/2008	7/1/2008	2/1/2009	7/1/2009	7/1/2010
		D-1	D-1	D-1	D-1	D-1	D-1
	Season	Schedule	Schedule	Schedule	Schedule	Schedule	Schedule
Mid Aug - Mid Nov - 3 Months (12 wks)	Fall						
Cheerleading Freshman/Modified Coach**	Fall	988	987	1,012	1,037	1,068	1,10
Cheerleading-Junior Varsity Coach	Fall	1,210	1,234	1,265	1,297	1,338	1,37
Cheerleading-Varsity Coach	Fall	1,705	1,739	1,782	1,827	1,882	1,93
Cross Country - Coach	Fall	4,267	4,352	4,461	4,573	4,710	4,85
Field Hockey - Coach	Fall	4,438	4,527	4,640	4,756	4,899	5,04
Football - Asst. Freshman/Modified Coach**	Fall	3,498	3,568	3,655	3,746	3,858	3,97
Football - Freshman/Modified Coach**	Fall	3,931	4,010	4,110	4,213	4,339	4,46
Football - Asst. Junior Varsity Coach	Fall	3,498	3,568	3,655	3,746	3,858	3,97
Football - Junior Varsity Coach	Fall	4,368	4,455	4,566	4,680	4,820	4,96
Football - Varsity Assistant Coach	Fall	4,805	4,901	5,024	5,150	5,305	5,46
Football - Varsity Coach	Fall	6,852	6,989	7,164	7,343	7,563	7,79
Soccer - Freshman/Modified Coach**	Fall	3,109	3,171	3,250	3,331	3,431	3,53
Soccer - Junior Varsity Coach	Fall	3,455	3,524	3,612	3,702	3,813	3,92
Soccer - Varsity Coach	Fall	4,633	4,728	4,844	4,965	5,114	5,26
Swimming - Coach	Fall	5,743	5,858	6,004	6,154	6,339	6,52
Swimming - Junior Varsity Coach	Fall	4,307	4,393	4,503	4,616	4,754	4,89
Tennis - Coach	Fall	3,211	3,275	3,357	3,441	3,544	3,65
Twirling - Coach	Fall	1,574	1,605	1,645	1,688	1,737	1,78
Volleyball-Asst.Freshman/Modified Coach-Girls**	Fall	2,427	2,476	2,538	2,601	2,679	2,75
Volleyball-Freshman/Modified Coach-Girls**	Fall	2,731	2,786	2,856	2,927	3,015	3,10
Volleyball-Junior Varsity Coach-Girls	Fall	3,033	3,094	3,171	3,250	3,348	3,44
Volleyball-Varsity Coach-Girls	Fall	3,917	3,995	4,095	4,197	4,323	4,45
Mid Nov - Feb - 3 1/2 Months (14 wks)	Winter						
Basketball-Freshman/Modified Coach**	Winter	4,063	4,144	4,248	4,354	4,485	4,620
Basketball-Junior Varsity Coach	Winter	4,512	4,602	4,717	4,835	4,980	5,128
Basketball-Varsity Coach	Winter	5,945	6,064	6,216	6,371	6,562	6,759
Bowling - Coach	Winter	2,361	2,408	2,468	2,530	2,606	2,684
Cheerleading-Freshman/Modified Coach**	Winter	1,089	1,111	1,139	1,167	1,202	1,238
Cheerleading-Junior Varsity Coach	Winter	1,210	1,234	1,265	1,297	1,338	1,376
Cheerleading-Varsity Coach	Winter	1,705	1,739	1,782	1,827	1,882	1,938
Gymnastics - Coach	Winter	4,679	4,773	4,892	5,014	5,164	5,319
Swimming - Coach	Winter	5,743	5,858	6,004	6,154	6,339	6,529
Swimming - Junior Varsity Coach	Winter	4,307	4,393	4,503	4,616	4,754	4,897
Track (Winter) - Asst. Coach	Winter	3,602	3,674	3,766	3,860	3,978	4,095
Track (Winter) - Coach	Winter	4,544	4,635	4,751	4,870	5,018	5,168
Wrestling - Junior Varsity Coach - Boys	Winter	4,217	4,301	4,409	4,519	4,655	4,795
Wrestling - Freshman/Modified Coach**	Winter	3,798	3,872	3,969	4,068	4,190	4,316
Wrestling - Varsity Coach	Winter	5,824	5,738	5,879	6,026	6,207	6,393

		7/1/2007	2/1/2008	7/1/2008	2/1/2009	7/1/2009	7/1/2010
		D-1	D-1	D-1	D-1	D-1	D-1
	Season	Schedule	Schedule	Schedule	Schedule	Schedule	Schedule
March - May - 3 Months (12 wks)	Spring						
Baseball-Freshman/Modified Coach**	Spring	3,276	3,342	3,426	3,512	3,617	3,726
Baseball-Junior Varsity Coach	Spring	3,638	3,711	3,804	3,899	4,016	4,136
Baseball-Asst. Varsity Coach	Spring	4,019	4,099	4,201	4,306	4,435	4,568
Baseball-Varsity Coach	Spring	5,024	5,124	5,252	5,383	5,544	5,710
Golf - Coach	Spring	2,593	2,645	2,711	2,779	2,862	2,948
Lacrosse - Coach	Spring	5,149	5,252	5,383	5,518	5,684	5,856
Lacrosse - Junior Varsity Coach - Boys	Spring	3,862	3,939	4,037	4,138	4,262	4,390
Rifery - Coach	Spring	2,355	2,402	2,462	2,524	2,600	2,678
Softball-Freshman/Modified Coach-Girls**	Spring	3,276	3,342	3,426	3,512	3,617	3,726
Softball-Junior Varsity Coach-Girls	Spring	3,638	3,711	3,804	3,899	4,016	4,136
Softball-Asst. Varsity Coach-Girls	Spring	4,019	4,099	4,201	4,306	4,435	4,568
Softball-Varsity Coach-Girls	Spring	5,024	5,124	5,252	5,383	5,544	5,710
Tennis - Coach	Spring	3,211	3,275	3,357	3,441	3,544	3,650
Track (Spring) - Assistant Coach	Spring	3,602	3,674	3,768	3,860	3,976	4,096
Track (Spring) - Coach	Spring	5,080	5,161	5,260	5,422	5,585	5,753
**Freshman/Modified Coach salary based on 90% of JV Coach salary							
**Asst.Freshman/Modified Coach salary based on 80% of JV Coach salary							
Full Year Activities							
Athletic Directors - High School	Full Year	11,049	11,270	11,552	11,841	12,196	12,562
Athletic Directors - Middle School	Full Year	5,526	5,637	5,778	5,922	6,100	6,282
Senior High School							
Dramatics	Full Year	3,354	3,421	3,507	3,595	3,703	3,814
G.O.	Full Year	5,638	5,751	5,895	6,042	6,223	6,410
Instrumental Music	Full Year	3,354	3,421	3,507	3,595	3,703	3,814
Intramurals	Full Year	3,102	3,164	3,243	3,324	3,424	3,527
Literary Magazine (Sr.)	Full Year	1,826	1,863	1,910	1,958	2,017	2,077
Newspaper	Full Year	2,826	2,883	2,956	3,029	3,120	3,214
Yearbook	Full Year	3,743	3,818	3,913	4,011	4,131	4,252
Middle School							
G.O.	Full Year	3,354	3,421	3,507	3,595	3,703	3,814
Instrumental Music	Full Year	1,774	1,809	1,854	1,900	1,957	2,016
Intramurals	Full Year	3,102	3,164	3,243	3,324	3,424	3,527
Newspaper	Full Year	1,325	1,352	1,386	1,421	1,464	1,508
Yearbook	Full Year	1,774	1,809	1,854	1,900	1,957	2,016

**MEMORANDUM OF AGREEMENT
BETWEEN THE
YONKERS BOARD OF EDUCATION
AND THE
YONKERS FEDERATION OF TEACHERS, AFT**

It is hereby agreed that the collective bargaining agreement between the Yonkers Board of Education and the Yonkers Federation of Teachers, as amended by agreement dated May 31, 2006, is further amended as follows:

1. A new Article 26 is added to the contract to read as follows herein. The contract paragraphs currently numbered from 26 through the end of the contract shall be renumbered.

Article 26 – Occupational and Physical Therapists

A. Working Conditions :

1. Occupational and physical therapists shall be required to work all days that teachers are required to work.
2. The occupational and physical therapists' work day shall be the same as the teachers' work day at the building to which he/she is assigned.
 - a. The occupational and physical therapists shall have a duty free lunch period.
 - b. Occupational and physical therapists shall prepare all reports and documentation required by the Board of Education and /or applicable rules and regulations, and shall be given adequate time during the workday to prepare such reports and documents.

B. Evaluation and Protection :

1. Observations :

- a. There shall be a minimum of two (2) formal observations during an occupational or physical therapist's first full year of employment. Such observations shall take place no later than December and April of that school year. During subsequent years, there shall be a minimum of one (1) formal observation each year.

- b. Within three-four (3 to 4) weeks the occupational or physical therapists shall receive a written report of the observation. The occupational or physical therapists shall have the right to have, upon request to the Administrator, a conference regarding the report within a reasonable period of time and/or make comments on the report to be placed in the personnel file.
- c. For occupational and physical therapists, an evaluation, observation or walk through may be conducted at any time by the Principal or Central Office Administrator.

2. Annual Evaluations :

All occupational and physical therapists, provisional and permanent, shall receive, on the appropriate Board form, an annual written rating of "satisfactory" or "unsatisfactory".

3. Occupational/Physical Therapists Protection :

All occupational and physical therapists are covered under Civil Service Law.

C. Personnel Files :

Evaluations and all other items from within the school system shall be open to the occupational and physical therapist's review. Individual occupational and physical therapists shall have the right to review their Personnel files, upon appointment with the Personnel Department, and in the presence of the administrator responsible for such files, or his/her designee. Occupational and physical therapists may also review all past, non-confidential materials in their personnel files whether in the central office or any school building, in the same manner. They shall have the right to obtain copies upon request, provided that such action does not interfere with the normal business of the school or office.

D. Applicable Teacher Contract Provisions :

The following provisions in the teacher contract shall apply to occupational and physical therapists.

- Article 1. - Preamble
- Article 2. - Statement of Recognition
- Article 3. - Fair Practices
- Article 4. - Federation Rights
- Article 5. - Monthly Meetings, Matters of Mutual Concern
- Article 6. - Salaries – Sections A (3), (5)
- Article 7. - Jury Duty
- Article 9. - Health and Welfare: See Section E, 2 &3 in Article 26
- Article 12. - Leaves of Absence - Sections: A,B,D,G (1 to 7 & 10) H
- Article 13. - Grievance Procedure
- Article 17. - Payroll Deductions
- Article 18. - Attendance, Retirement, and Termination Pay – Section A

- Article 21. - Miscellaneous – Sections: C,E,I,J,O,Q
- Article 22. - Committees – Section E as amended to include occupational and physical therapists.
- Article 23. - Matters Not Covered
- Article 24. - Management Rights
- Article 27. - Conformity To Law – Savings Clause
- Article 28. - Comparable Substitutions
- Article 29. - No Strike Pledge
- Article 30. - Taylor Law Section 204-A
- Article 31. - Duration of Agreement

E. MISCELLANEOUS :

1. Child Care Leave

Any physical or occupational therapist who becomes or will become a parent either naturally or by adoption, and desires to apply for child care leave shall give notice to the Superintendent with a copy to his/her principal. Such notice shall be given, no less than sixty (60) days before that therapist intends to leave the classroom. Under extraordinary circumstances the notification may be reduced. This leave shall continue for a period of not more than one (1) year from the date of birth or adoption. All parental leaves can be terminated by the physical or occupational therapist at any time prior to the end of a requested leave in accordance with the notification procedures that follow. At the request of the physical or occupational therapist, the Board may extend the period of any parental leave or extension thereof to correspond with the beginning of the semester next following the expiration of the leave without the loss of any rights or privileges pertaining thereto. A physical or occupational therapist may request a second (2) year of child care leave and such request shall be considered at the sole discretion of the Superintendent.

Child Care leaves will be restricted as follows:

- the child care leave period ends at the child’s first birthday.
- physical or occupational therapists who take child care leave but return to work before the end of their leave will forfeit the unused portion of leave, except that the Superintendent may, in his or her sole discretion grant an additional leave within the leave period.
- physical or occupational therapists who do not request a child care leave immediately after the birth of the child will be entitled to the time remaining in the child care leave.
- physical or occupational therapists on child care leave may not engage in full time employment.

Physical or occupational therapists shall not be guaranteed return to their original school or assignment. Where a comparable vacancy exists at the time of the therapists' return, the therapist shall be given an opportunity to request such a vacancy.

The returning physical or occupational therapist shall give notice, in writing, to the Office of Personnel not later than June 1 for the Spring term and not later than January 1 for the fall term. Such notice may be included in the letter of application for leave.

A physical or occupational therapist who suffers the death of a child for whom the therapist has received a child care leave, may, upon notification to the Office of Personnel, be returned to service on the first day of the semester following. Therapists are encouraged to give this notification at the earliest possible date.

For probationary therapists, the probationary period will be suspended with the commencement of the leave and will resume at the termination of the leave. Credit will be granted for all active service in the Yonkers Public Schools.

2. Welfare Fund:

Effective as of July 1, 2007, occupational and physical therapists shall receive the same contributions to the YFT Welfare Fund as is made for teachers under Article 9, Section A of the YFT/Board of Education Agreement.

3. Hospitalization and Medical Coverage:

Effective as of July 1, 2007, occupational and physical therapists shall be eligible for hospitalization and medical coverage and accident and health insurance under the same conditions as those provided for teachers in Article 9, Sections B. and C. of the YFT/Board of Education Agreement

4. Hourly Rate :

All hourly related duties for physical and occupational therapists shall be paid at the same rate that teachers receive.

5. Lunch Period:

Occupational and Physical Therapists may leave school premises during their assigned lunch time.

6. Personal Effects Security:

The Board shall provide every occupational and physical therapist with a mail box and convenient space for therapists to secure his/her coat and lock up other personal belongs.

7. Extended Leave for Personal Illness:

Covered under Civil Service Law, Section 72.

8. The following is to be added to Article 6, Section A (3) in the B.A. + 30 Category, effective July 1, 2006 :

“ Occupational and Physical Therapists who possess a Baccalaureate Degree “

9. The following is to be added to Article 6, Section A (3) in the M.A. + 30 Category, effective July 1, 2006:

“ Occupational and Physical Therapists who possess a Master’s Degree “

F. Except as set forth in this Article 26 the remaining provisions of the Yonkers Federation of Teachers/Board of Education contract shall not apply to Physical and Occupational Therapists.

Dated: May _____, 2007

Yonkers Federation of Teachers

By *[Signature]* 6/13/07
President

Yonkers Board of Education

By *[Signature]*
Superintendent | 6.13.07