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Contract Database Metadata Elements

Title: **Westbury Union Free School District and Westbury Association of Administrators and Supervisors (WAAS), (2007)**

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

Union: **Westbury Association of Administrators and Supervisors (WAAS)**

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

Expiration Date: **06/30/11**

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WESTBURY PUBLIC SCHOOLS

WESTBURY, NEW YORK

2007 - 2011 AGREEMENT

WESTBURY ASSOCIATION OF ADMINISTRATORS AND SUPERVISORS

AND

THE BOARD OF EDUCATION
WESTBURY UNION FREE SCHOOL DISTRICT

Westbury Union Free School District
Westbury, New York 11590

July 1, 2007 - June 30, 2011

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AGREEMENT made and entered into this ___ day of _____, 20___, by and between the BOARD OF EDUCATION OF WESTBURY UNION FREE SCHOOL DISTRICT, WESTBURY, NEW YORK, (hereafter called the "Board"), and the WESTBURY ASSOCIATION ADMINISTRATORS AND SUPERVISORS, (hereafter called "WAAS"), for and in behalf of itself and the personnel now employed or hereafter employed by the Board in the bargaining unit hereafter defined.

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

WITNESSETH:

WHEREAS, the Board has adopted the practices and procedures of collective negotiations as a peaceful, fair and orderly way of conducting relations with employees of the district insofar as such practices and procedures are consistent with functions and obligations of the Board under law, and are consonant with the paramount interests of the school children, the school system and the public; and

WHEREAS, WAAS has demonstrated that it represents a majority of the personnel employed by the Board in the bargaining unit hereafter defined and, in accordance with Board policy, has been duly recognized as the exclusive representative for all such employees; and

NOW, THEREFORE, in consideration of the mutual promises and obligations herein contained, the parties agree as follows:

ARTICLE I - RECOGNITION

1. The Board recognizes WAAS as the exclusive negotiating representative of the professional administrators of the Westbury Union Free School District, Westbury, New York, including principals, assistant principals, supervisors, directors, coordinators, program designers and central administrative personnel, excluding the Superintendent of Schools, Administrative Assistants to the Superintendent, and Assistant Superintendents.
2. The Board agrees that such exclusive recognition shall be granted for the term of this Agreement during which time the Superintendent shall not recognize or bargain with

any other representative of the Administrators covered by this Agreement.

ARTICLE II - FAIR PRACTICES

WAAS agrees to represent equally all personnel within the bargaining unit without regard to membership or participation in WAAS or membership or participation in any other employee organization. WAAS agrees to continue to admit persons to membership and participation in its affairs without discrimination on the basis of race, creed, color, national origin or sex. The Superintendent agrees to continue his policy of not discriminating against any employee on the basis of race, creed, color, national origin or sex.

ARTICLE III - PROFESSIONAL DUES DEDUCTIONS

1. The Superintendent agrees to deduct from the salaries of administrators covered by this Agreement membership dues for the WAAS as said administrators individually and voluntarily authorize in writing.
2. The WAAS shall advise the Superintendent in writing as to the amount of such membership dues and the sums to be deducted from the regular paychecks of the administrators who have authorized the deductions, thirty (30) days prior to commencement of such deductions. The Superintendent shall remit to the WAAS within ten (10) days following such deduction the aggregate sum thereof, together with a list of the administrators whom such deductions have been made.
3. The aforesaid deduction authorizations shall be revocable any time during the terms of this Agreement through written notice by registered mail by the administrator to both the Superintendent and WAAS that he or she desires that the district discontinue the payroll deductions.

ARTICLE IV - CONSULTATIONS

Upon request of either party, meetings shall be held between representatives of WAAS and the Superintendent or his or her designee to consult on matters of concern to either party.

ARTICLE V - SALARIES

1. The salary schedules and classifications for July 1, 2007 through June 30, 2011 are included in Appendix "A".

2. The salary schedule reflects increases as follows:

<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>
3.00%	3.00%	3.00%	3.25%

3. The Superintendent of Schools shall have the right to establish an additional classification or any other comparable position.

4. Longevity: Based on satisfactory performance, members of WAAS who complete uninterrupted service as a District Administrator shall receive a one-time lump sum longevity award as follows:
 - After the completion of 10 years - \$1,000
 - After the completion of 15 years - \$1,250
 - After the completion of 20 years - \$1,500
 - After the completion of 25 years - \$2,000

ARTICLE VI - FRINGE BENEFITS

1. Administrators shall receive the same fringe benefits as teachers in Westbury Union Free School District, including all insurance benefits, sick leave, personal leave, military leave, terminal pay for accumulated sick leave at retirement, and pay for jury duty.

2. The Superintendent shall notify all administrators of the amount of accumulated sick leave of each on or before October first of each school year.

3. A member of WAAS who retires from the District after fifteen (15) years continuous service as an administrator shall receive the medical insurance provided to active members with the entire cost of the insurance paid by the District. The District reserves the right to provide this benefit to retirees with less than fifteen (15) years Westbury service.

ARTICLE VII - WORK YEAR AND CALENDAR FOR ADMINISTRATORS

1. The base work year for unit members shall be from September 1 through June 30. During July and August, unit members shall be required to work an additional 18 days, 14 of which will each be paid at 1/200th of their then-current salaries. Such days shall be worked on the 10 working days immediately preceding September 1 and the eight working days immediately following June 30.

Recognizing the history of professionalism and in anticipation of the continuing

professionalism of the WAAS membership, the District agrees that summer work hours shall be from 8 am – 3 pm in July and 8 am – 4 pm in August.

All administrators and supervisors will be expected to complete the duties and responsibilities associated with their respective positions within the time stated..

2. Except as noted above, no additional time for any position during July and August will be required. The time needed during July and August to complete the duties of the administrative and supervisory positions for the closing of school in June and the efficient opening of school in September shall be provided by the respective administrator or supervisor at no additional compensation.
3. Administrators shall be afforded the same holidays and recesses as teachers from the opening day to the closing day of school for teachers.

ARTICLE VIII - ADMINISTRATOR FILES

Official administrator files shall be maintained under the following conditions:

1. No material critical of an administrator shall be placed in the file unless the administrator shall first have an opportunity to read the material. The administrator shall acknowledge that he/she has read such material by affixing his signature to the file copy. The signature shall indicate that he/she has read the material to be filed, and shall not necessarily indicate agreement with its content.
2. The administrator shall have the right to respond in writing within thirty (30) days to any material filed, and his/her response shall be attached to the file copy.
3. Upon request of the administrator, he/she shall be permitted to examine the contents of his/her file. The examination shall be made in the presence of the person responsible for safe keeping the file. Privileged or confidential information relating to an administrator's past employment or schooling should not be subject to such examination.
4. No persons other than the administrator's supervisors and the Board shall examine the administrator's file.
5. An administrator's file shall not be removed from school premises except in compliance with legal process.

ARTICLE IX - DISCIPLINARY PROCEEDINGS

1. No administrator shall be disciplined or reprimanded without just cause.
2. An administrator summoned to appear before the Board of Education concerning disciplinary action shall be given at least five (5) days written notice, which notice shall set forth in detail the reasons for the summons. A copy of such notice shall be simultaneously served upon the President of WAAS and a representative of WAAS shall be entitled to be present at any such proceeding. Only representatives of the Board, WAAS, the individual concerning whom action is to be taken and his/her attorney shall be permitted to attend any disciplinary hearing conducted by the Board.
3. A disciplinary appearance which is not conducted in accordance with the conditions of Paragraph 2 shall not be made part of the administrator's file or record, and neither the fact of such appearance nor any statements made thereat may be used in any subsequent proceeding involving the administrator.

ARTICLE X - GRIEVANCE PROCEDURE

1. Definitions:
 - a. "Grievance" shall mean any claimed violation, misinterpretation or inequitable application of the terms of the Agreement or of the rules, procedures or policies of the District.
 - b. "Party aggrieved" shall mean anyone covered by this agreement, or group thereof having the same grievance or the Westbury Association of Administrators and Supervisors.
 - c. "Immediate Supervisor" shall mean the individual to whom the employee is directly responsible.
 - d. "Principal" shall mean an individual in charge of a particular school building.
 - e. "Chief Administrator" shall mean the Superintendent of Schools.
 - f. "Representative" shall mean an individual designated by the party aggrieved or the Association, if so designated by the party aggrieved, to act on behalf of the party aggrieved throughout the grievance proceeding or at any stage thereof.

g. **"Days"** shall mean those days in which the schools of the district are in session.

2. **Right To Present Grievances:**

A party aggrieved shall have the right to present grievances in accordance with these procedures, free from coercion, interference, restraint, discrimination or reprisal.

Nothing contained herein shall prevent any administrator covered hereunder from filing grievances in accordance with the terms of this Agreement, providing, however, that WAAS is notified in writing of such filings and is afforded the opportunity through a designated representative to be present at all meetings and discussions relating thereto; nor shall anything contained herein deny to any administrator the rights guaranteed under Section 15 of the New York Civil Rights Law, the State Education Law or the Civil Service Laws and Regulations.

3. **Right To Representation:**

A party aggrieved shall have the right to be represented at any stage of the procedure by a representative of his/her own choice.

4. **Determination Of Grievances:**

Any claimed grievance may be presented and determined in the following manner:

STAGE I: Within ninety (90) calendar days, excluding July and August, after the aggrieved knew or should have known of the cause of the grievance, the party aggrieved may, either orally or in writing, present his/her grievance to his/her immediate supervisor, who shall confer with the party aggrieved and the party aggrieved's representative, if a selection of a representative is made by the party aggrieved, with a view to arriving at a mutually satisfying resolution of the complaint.

Whenever a grievance is presented, which would involve the application or interpretation of the terms of this agreement, or would affect the conditions of employment of the professional administrative personnel, the immediate supervisor shall notify the Westbury Association of Administrators and Supervisors so that it may be represented at the conference.

The immediate supervisor shall render his/her determination to the party aggrieved and his/her representative, if any, within five (5) days after the grievance has been presented. Where the grievance has been presented in writing, the decision shall be in writing.

In the event that the grievance is based upon some act or omission on the part of the immediate supervisor, the aggrieved party at his/her option may institute the grievance proceeding initially at

Stage II.

STAGE II: If the immediate supervisor is not the Superintendent of Schools and the grievance is not resolved at Stage I, the party aggrieved, personally or by his/her representative, may make a written request to the District Superintendent or his/her designee within five (5) days after the receipt of the decision of the immediate supervisor. The request for review by the District Superintendent shall be in writing and shall set forth the act or condition and the grounds upon which the grievance is based. The District Superintendent shall immediately notify the immediate supervisor to submit written statements to him/her within five (5) days setting forth the determinations previously rendered by the immediate supervisor and his reasons therefor. The District Superintendent or his/her designee shall render his/her determination within ten (10) days after the statement of the immediate supervisor has been received by him/her. Where the grievance involves the application or interpretation of the terms of this agreement or affects the conditions of employment of those employees covered by this agreement, the Association shall be notified of the Stage II procedure by the District Superintendent, be furnished with copies of all communications made and received at this Stage, and shall have the right to submit any evidence or argumentation in writing to the District Superintendent.

STAGE III: If the grievance is not resolved at Stage II, the aggrieved party may submit the grievance to the Board of Education, within five (5) school days after the decision at Stage II is rendered. Within ten (10) school days after submission of the grievance to the Board of Education, the Board of Education, or a committee of board members, who shall have the authority to act for the entire Board of Education, shall meet with the aggrieved party and his/her representative for a hearing on the grievance. Within ten (10) school days after the conclusion of the hearing, the Board of Education shall render its decision in writing.

STAGE IV: If the grievance is not resolved at Stage III, the aggrieved party may, within ten (10) days after the decision at Stage III is rendered, notify the District Superintendent that the grievance shall be submitted to an arbitrator, who shall be appointed pursuant to the rules and regulations of the American Arbitration Association. The arbitrator shall conduct hearing or hearings on the matter, as the arbitrator deems appropriate, and shall render an opinion in writing on the grievance. The opinion of the arbitrator shall be advisory and shall not be final and binding. The opinion of the arbitrator shall be carefully considered in determining the final disposition of the grievance. The cost of arbitration will be borne equally by the Board of Education and the aggrieved party.

A party aggrieved, at his/her option, may proceed immediately to Stage IV after the decision at Stage II is rendered. The time limitations set forth in Stage IV will then apply from the decision rendered at the completion of Stage II.

ARTICLE XI - NO STRIKE PLEDGE

WAAS and the Superintendent recognize that strikes and other forms of work stoppages by personnel covered by this Agreement are contrary to law and public policy. WAAS and the Board subscribe to the principle that differences shall be resolved by peaceful, appropriate means without interruption of the school program. WAAS, therefore, agrees that there shall be no strike, work stoppage, or other concerted refusal to perform work by personnel covered by this Agreement, nor shall WAAS encourage, instigate or condone the same.

ARTICLE XII - LEGAL DEFENSE AND COMPENSATION FOR INJURIES

1. The Board agrees to save harmless and protect administrators from financial loss and will provide for their defense, arising out of any claim, demand, suit or judgment by reason of alleged negligence or other act resulting in accidental bodily injury to any person within or about the school building, provided such administrator at the time of the accident or injury was acting in the discharge of his/her duties within the scope of his/her employment and/or the direction of the Board, pursuant to the procedures set forth in Section 3023 of the Education Law.
2. Whenever an administrator is absent from employment and unable to perform his/her duties as a result of personal injury occurring in the course of his/her employment for which he/she is eligible to receive Workmen's Compensation payments, he/she will be paid his/her full salary for the period of his/her absence during the terms of this contract less the amount of any Workmen's Compensation award made for disability due to said injury. No part of such absence will be charged to his/her annual or accumulated sick leave. The Board may request a reasonable number of physical examinations by a doctor selected by mutual agreement with WAAS.

ARTICLE XIII - MAINTENANCE OF STANDARDS AND BENEFITS

All conditions of employment, practices and benefits shall be maintained at not less than the highest minimum standards in effect at the time this Agreement is executed, provided, however, that such conditions shall be improved for the benefit of the administrators as required by the provisions of this Agreement. Except by mutual agreement of the parties, this Agreement shall not be interpreted or applied so as to decrease the professional advantages and benefits heretofore enjoyed by administrators covered thereunder.

ARTICLE XIV - CONFORMITY TO LAW - SAVINGS CLAUSE

201-250	\$90/day	\$22,500
251-300	\$100/day	\$30,000

- (A) Retirement must be effective at the end of the school year.
- (B) An administrator desiring to retire must file irrevocable notice of intention to retire no later than February 15th of the school year in which such retirement shall be effective.
- (C) The retirement incentive will be paid during the month of August immediately following retirement.
- (D) Retirement incentive is in lieu of any other terminal bonus or redemption of sick leave.
- (E) Should an administrator die while employed by the Westbury School District, the District shall pay his/her estate the amount he/she would have been entitled to of unused sick leave retirement incentive.

ARTICLE XVIII - POSTING OF POSITIONS

The District will post in each school all promotional positions at least two (2) weeks before the closing date for applications. The Association President will also be sent a copy of the posting.

ARTICLE XIX - TERM OF AGREEMENT

This Agreement shall be effective July 1, 2007 and shall continue in force and effect until June 30, 2011. No provision of this Agreement may be modified or waived except by an instrument in writing signed by the parties hereto.

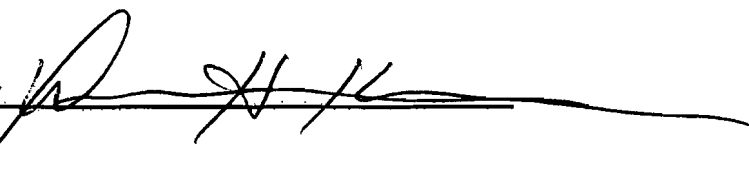
Deadlines established in this section may be extended by mutual agreement.

IN WITNESS WHEREOF, the parties hereto have hereunto executed this Agreement on the day and year first above written.

FOR THE BOARD OF EDUCATION OF THE
WESTBURY UNION FREE SCHOOL DISTRICT

By 

WESTBURY ASSOCIATION OF
ADMINISTRATORS AND SUPERVISORS

By 

D# 590141

WESTBURY UNION FREE S D																
Earning Schedule for Date Range: 07/01/07 - 06/30/08																
Step	A MA	A MA30	A MA60	A DR	B MA	B MA30	B MA60	B DR	C MA	C MA30	C MA60	C DR	D MA	D MA30	D MA60	D DR
1	\$91,003	\$92,458	\$94,598	\$96,397	\$98,397	\$97,940	\$99,985	\$101,786	\$101,786	\$103,423	\$105,392	\$107,192	\$107,192	\$108,904	\$110,785	\$112,584
2	\$94,598	\$96,112	\$98,198	\$99,995	\$99,995	\$101,597	\$103,594	\$105,392	\$105,392	\$107,077	\$108,987	\$110,786	\$110,786	\$112,559	\$114,387	\$116,186
3	\$98,198	\$99,771	\$101,798	\$103,594	\$103,594	\$105,251	\$107,192	\$108,987	\$108,987	\$110,733	\$112,584	\$114,388	\$114,388	\$116,218	\$117,983	\$119,781
4	\$101,798	\$103,422	\$105,392	\$107,192	\$107,192	\$108,905	\$110,786	\$112,584	\$112,584	\$114,388	\$116,186	\$117,982	\$117,982	\$119,889	\$121,581	\$123,378
5	\$105,392	\$107,077	\$108,987	\$110,786	\$110,786	\$112,560	\$114,388	\$116,186	\$116,186	\$118,045	\$119,781	\$121,580	\$121,580	\$123,523	\$125,175	\$126,978
6	\$108,987	\$110,732	\$112,584	\$114,388	\$114,388	\$116,218	\$117,982	\$119,781	\$119,781	\$121,698	\$123,378	\$125,175	\$125,175	\$127,180	\$128,775	\$130,574
7	\$112,584	\$114,389	\$116,186	\$117,982	\$117,982	\$119,899	\$121,590	\$123,378	\$123,378	\$125,352	\$126,976	\$128,775	\$128,775	\$130,835	\$132,372	\$134,170
8	\$116,513	\$117,381	\$119,204	\$121,049	\$121,049	\$122,899	\$124,739	\$126,585	\$126,585	\$128,511	\$130,277	\$132,124	\$132,124	\$134,238	\$135,814	\$137,661
9	\$118,518	\$120,413	\$122,302	\$124,197	\$124,197	\$126,184	\$127,986	\$129,878	\$129,878	\$131,955	\$133,663	\$135,558	\$135,558	\$137,726	\$139,347	\$141,235
10	\$121,598	\$123,545	\$125,484	\$127,427	\$127,427	\$129,467	\$131,312	\$133,254	\$133,254	\$135,385	\$137,141	\$139,083	\$139,083	\$141,309	\$142,968	\$144,911
11	\$124,761	\$126,767	\$128,749	\$130,741	\$130,741	\$132,831	\$134,727	\$136,718	\$136,718	\$138,905	\$140,706	\$142,697	\$142,697	\$144,983	\$146,686	\$148,676
12	\$128,002	\$130,049	\$132,095	\$134,138	\$134,138	\$136,283	\$138,229	\$140,273	\$140,273	\$142,518	\$144,365	\$146,409	\$146,409	\$148,752	\$150,502	\$152,543
13	\$131,333	\$133,431	\$135,529	\$137,629	\$137,629	\$139,828	\$141,823	\$143,919	\$143,919	\$146,223	\$148,117	\$150,215	\$150,215	\$152,621	\$154,413	\$156,509
14	\$134,747	\$136,900	\$139,053	\$141,205	\$141,205	\$143,463	\$145,511	\$147,662	\$147,662	\$150,023	\$151,989	\$154,122	\$154,122	\$156,588	\$158,428	\$160,578
15	\$137,441	\$139,839	\$141,835	\$144,029	\$144,029	\$146,333	\$148,421	\$150,915	\$150,915	\$153,024	\$155,008	\$157,204	\$157,204	\$159,719	\$161,584	\$163,790

10/20/08	WESTBURY UNION FREE S D														5:24 PM	
Earning Schedule for Date Range: 07/01/08 - 06/30/09																
Schedule Id: 150																
Step	A MA	A MA30	A MA60	A DR	B MA	B MA30	B MA60	B DR	C MA	C MA30	C MA60	C DR	D MA	D MA30	D MA60	D DR
1	\$93,733	\$95,232	\$97,436	\$99,289	\$99,289	\$100,878	\$102,995	\$104,850	\$104,850	\$106,526	\$108,554	\$110,408	\$110,408	\$112,171	\$114,109	\$115,962
2	\$97,436	\$98,895	\$101,144	\$102,995	\$102,995	\$104,845	\$106,702	\$108,554	\$108,554	\$110,269	\$112,257	\$114,110	\$114,110	\$115,836	\$117,819	\$119,672
3	\$101,144	\$102,764	\$104,850	\$106,702	\$106,702	\$108,409	\$110,408	\$112,257	\$112,257	\$114,056	\$115,962	\$117,820	\$117,820	\$119,705	\$121,523	\$123,374
4	\$104,850	\$106,526	\$108,554	\$110,408	\$110,408	\$112,172	\$114,110	\$115,962	\$115,962	\$117,820	\$119,672	\$121,521	\$121,521	\$123,465	\$125,228	\$127,079
5	\$108,554	\$110,269	\$112,257	\$114,110	\$114,110	\$115,937	\$117,820	\$119,672	\$119,672	\$121,586	\$123,374	\$125,227	\$125,227	\$127,229	\$128,930	\$130,785
6	\$112,257	\$114,054	\$115,962	\$117,820	\$117,820	\$119,705	\$121,521	\$123,374	\$123,374	\$125,347	\$127,079	\$128,930	\$128,930	\$130,995	\$132,638	\$134,491
7	\$115,962	\$117,821	\$119,672	\$121,521	\$121,521	\$123,465	\$125,227	\$127,079	\$127,079	\$129,113	\$130,785	\$132,636	\$132,636	\$134,760	\$136,343	\$138,195
8	\$118,978	\$120,862	\$122,780	\$124,680	\$124,680	\$126,679	\$128,481	\$130,383	\$130,383	\$132,469	\$134,165	\$136,068	\$136,068	\$138,265	\$139,666	\$141,791
9	\$122,074	\$124,025	\$125,971	\$127,923	\$127,923	\$129,970	\$131,826	\$133,772	\$133,772	\$135,814	\$137,673	\$139,625	\$139,625	\$141,858	\$143,527	\$145,472
10	\$125,248	\$127,251	\$129,249	\$131,250	\$131,250	\$133,351	\$135,251	\$137,252	\$137,252	\$139,447	\$141,255	\$143,255	\$143,255	\$145,548	\$147,257	\$149,258
11	\$128,504	\$130,500	\$132,611	\$134,663	\$134,663	\$136,818	\$138,769	\$140,820	\$140,820	\$143,072	\$144,927	\$146,978	\$146,978	\$149,332	\$151,067	\$153,136
12	\$131,842	\$133,950	\$136,068	\$138,182	\$138,182	\$140,371	\$142,378	\$144,481	\$144,481	\$146,794	\$148,696	\$150,801	\$150,801	\$153,215	\$155,017	\$157,119
13	\$135,273	\$137,434	\$139,596	\$141,758	\$141,758	\$144,023	\$146,076	\$148,237	\$148,237	\$150,610	\$152,561	\$154,721	\$154,721	\$157,200	\$158,045	\$161,204
14	\$138,769	\$141,007	\$143,225	\$145,441	\$145,441	\$147,767	\$149,876	\$152,092	\$152,092	\$154,524	\$156,528	\$158,746	\$158,746	\$161,286	\$163,179	\$165,395
15	\$141,564	\$143,828	\$146,090	\$148,350	\$148,350	\$150,723	\$152,874	\$155,133	\$155,133	\$157,615	\$159,658	\$161,920	\$161,920	\$164,511	\$166,442	\$168,704

10/20/08	WESTBURY UNION FREE S D															5:25 PM
Earning Schedule for Date Range: 07/01/09 - 06/30/10																
Schedule Id: 163																
Step	A MA	A MA30	A MA60	A DR	B MA	B MA30	B MA60	B DR	C MA	C MA30	C MA60	C DR	D MA	D MA30	D MA60	D DR
1	\$96,545	\$98,089	\$100,359	\$102,268	\$102,268	\$103,904	\$106,085	\$107,996	\$107,996	\$109,722	\$111,811	\$113,720	\$113,720	\$115,536	\$117,532	\$119,441
2	\$100,359	\$101,965	\$104,178	\$106,085	\$106,085	\$107,784	\$109,903	\$111,811	\$111,811	\$113,598	\$115,625	\$117,533	\$117,533	\$119,414	\$121,354	\$123,262
3	\$104,178	\$105,847	\$107,996	\$109,903	\$109,903	\$111,861	\$113,720	\$115,625	\$115,625	\$117,477	\$119,441	\$121,355	\$121,355	\$123,296	\$125,169	\$127,075
4	\$107,996	\$109,721	\$111,811	\$113,720	\$113,720	\$115,537	\$117,533	\$119,441	\$119,441	\$121,355	\$123,262	\$125,167	\$125,167	\$127,169	\$128,985	\$130,891
5	\$111,811	\$113,598	\$115,625	\$117,533	\$117,533	\$119,415	\$121,355	\$123,262	\$123,262	\$125,234	\$127,075	\$128,984	\$128,984	\$131,048	\$132,798	\$134,709
6	\$115,625	\$117,476	\$119,441	\$121,355	\$121,355	\$123,296	\$125,167	\$127,075	\$127,075	\$129,107	\$130,891	\$132,798	\$132,798	\$134,925	\$136,617	\$138,526
7	\$119,441	\$121,356	\$123,262	\$125,167	\$125,167	\$127,169	\$128,984	\$130,891	\$130,891	\$132,986	\$134,709	\$136,617	\$136,617	\$138,803	\$140,433	\$142,341
8	\$122,547	\$124,508	\$126,463	\$128,420	\$128,420	\$130,479	\$132,335	\$134,294	\$134,294	\$136,443	\$138,211	\$140,171	\$140,171	\$142,413	\$144,085	\$146,045
9	\$125,736	\$127,746	\$129,750	\$131,761	\$131,761	\$133,969	\$135,761	\$137,785	\$137,785	\$139,991	\$141,903	\$143,814	\$143,814	\$146,114	\$147,833	\$149,836
10	\$129,003	\$131,069	\$133,126	\$135,186	\$135,186	\$137,352	\$139,309	\$141,370	\$141,370	\$143,630	\$145,489	\$147,553	\$147,553	\$149,914	\$151,675	\$153,736
11	\$132,359	\$134,477	\$136,589	\$138,703	\$138,703	\$140,920	\$142,932	\$145,045	\$145,045	\$147,364	\$149,275	\$151,387	\$151,387	\$153,812	\$155,620	\$157,730
12	\$135,787	\$137,969	\$140,140	\$142,307	\$142,307	\$144,582	\$146,847	\$148,815	\$148,815	\$151,198	\$153,157	\$155,325	\$155,325	\$157,811	\$159,668	\$161,833
13	\$139,331	\$141,557	\$143,783	\$146,011	\$146,011	\$148,344	\$150,460	\$152,684	\$152,684	\$155,128	\$157,138	\$159,363	\$159,363	\$161,916	\$163,816	\$166,040
14	\$142,953	\$145,237	\$147,522	\$149,804	\$149,804	\$152,200	\$154,372	\$156,655	\$156,655	\$159,160	\$161,224	\$163,508	\$163,508	\$166,125	\$168,074	\$170,357
15	\$146,611	\$148,143	\$150,473	\$152,601	\$152,601	\$155,245	\$157,460	\$159,787	\$159,787	\$162,343	\$164,448	\$166,778	\$166,778	\$169,448	\$171,436	\$173,765

10/20/08	WESTBURY UNION FREE S D															5:26 PM
Earning Schedule for Date Range: 07/01/10 - 06/30/11																
Schedule Id: 164																
Step	A MA	A MA30	A MA60	A DR	B MA	B MA30	B MA60	B DR	C MA	C MA30	C MA60	C DR	D MA	D MA30	D MA60	D DR
1	\$99,663	\$101,277	\$103,621	\$105,592	\$105,592	\$107,281	\$109,533	\$111,506	\$111,506	\$113,288	\$115,445	\$117,416	\$117,416	\$119,291	\$121,352	\$123,323
2	\$103,621	\$105,279	\$107,564	\$109,533	\$109,533	\$111,287	\$113,475	\$115,445	\$115,445	\$117,290	\$119,383	\$121,353	\$121,353	\$123,295	\$125,298	\$127,268
3	\$107,564	\$109,287	\$111,506	\$113,475	\$113,475	\$115,290	\$117,416	\$119,383	\$119,383	\$121,285	\$123,323	\$125,299	\$125,299	\$127,303	\$129,237	\$131,205
4	\$111,506	\$113,287	\$115,445	\$117,416	\$117,416	\$119,292	\$121,363	\$123,323	\$123,323	\$125,299	\$127,268	\$129,235	\$129,235	\$131,302	\$133,177	\$135,145
5	\$115,445	\$117,290	\$119,383	\$121,353	\$121,353	\$123,298	\$125,299	\$127,268	\$127,268	\$129,304	\$131,205	\$133,176	\$133,176	\$135,305	\$137,114	\$139,067
6	\$119,383	\$121,294	\$123,323	\$125,299	\$125,299	\$127,303	\$129,235	\$131,205	\$131,205	\$133,303	\$135,145	\$137,114	\$137,114	\$139,310	\$141,057	\$143,028
7	\$123,323	\$125,300	\$127,268	\$129,235	\$129,235	\$131,302	\$133,176	\$135,145	\$135,145	\$137,308	\$139,067	\$141,057	\$141,057	\$143,314	\$144,987	\$146,967
8	\$128,530	\$128,555	\$130,573	\$132,594	\$132,594	\$134,720	\$136,638	\$138,659	\$138,659	\$140,877	\$142,703	\$144,727	\$144,727	\$147,041	\$148,768	\$150,791
9	\$129,822	\$131,898	\$133,967	\$136,043	\$136,043	\$138,220	\$140,194	\$142,263	\$142,263	\$144,541	\$146,412	\$148,488	\$148,488	\$150,863	\$152,838	\$154,706
10	\$133,196	\$135,329	\$137,453	\$139,562	\$139,562	\$141,816	\$143,837	\$145,965	\$145,965	\$148,298	\$150,222	\$152,348	\$152,348	\$154,786	\$156,804	\$158,732
11	\$136,661	\$138,848	\$141,028	\$143,211	\$143,211	\$145,500	\$147,577	\$149,759	\$149,759	\$152,153	\$154,126	\$156,307	\$156,307	\$158,811	\$160,878	\$162,856
12	\$140,210	\$142,453	\$144,695	\$146,932	\$146,932	\$149,281	\$151,413	\$153,651	\$153,651	\$156,112	\$158,135	\$160,373	\$160,373	\$162,940	\$164,857	\$167,093
13	\$143,859	\$146,158	\$148,466	\$150,758	\$150,758	\$153,165	\$155,360	\$157,546	\$157,546	\$160,170	\$162,245	\$164,542	\$164,542	\$167,178	\$169,140	\$171,436
14	\$147,599	\$149,857	\$152,316	\$154,673	\$154,673	\$157,147	\$159,389	\$161,746	\$161,746	\$164,333	\$166,464	\$168,822	\$168,822	\$171,524	\$173,536	\$175,694
15	\$150,550	\$152,958	\$155,363	\$157,767	\$157,767	\$160,290	\$162,577	\$164,980	\$164,980	\$167,619	\$169,793	\$172,198	\$172,198	\$174,953	\$177,007	\$179,412