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Contract Database Metadata Elements

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Union: **School Related Professionals, Shelter Island Faculty Association, NYSUT, AFT, AFL-CIO**

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AGREEMENT

between the

BOARD OF EDUCATION

**SHELTER ISLAND UNION FREE SCHOOL DISTRICT
SHELTER ISLAND, NEW YORK 11964**

and the

**SHELTER ISLAND FACULTY ASSOCIATION
(SCHOOL RELATED PROFESSIONALS)**

2008 - 2009

2009 - 2010

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PURPOSE AND INTENT

AGREEMENT made this 17th day of March, 2009, between the Shelter Island Union Free School District, Town of Shelter Island, County of Suffolk, State of New York, ("District" or "Board") and the Shelter Island Faculty Association, affiliated with New York State United Teachers, A.F.T., AFL-CIO ("Association").

The general purpose of this contract is to set forth terms and conditions of employment and to continue orderly and peaceful labor relations that have been traditional. The parties recognize that the interest of the community and the job security of the employees are dependent upon the successful operation of an educational program.

To this end, the District and Association encourage, to the fullest degree, friendly and cooperative relations to all levels.

ARTICLE I - RECOGNITION

The District recognizes the Association as the sole and exclusive representative of Aides, Teaching Assistants, Food Service Workers, Cooks, Clerk Typists and Network and Systems Technician, for the purpose of establishing salaries, wages, hours, and other terms and conditions of employment.

ARTICLE II - DUES DEDUCTION

The Board agrees to deduct membership dues of the Association from the salaries of the individuals covered by this agreement.

The Association will submit to the Business Office, in writing, by the end of the first week of school, a list of the individuals and the amount of such membership dues. For anyone hired after this date, the Association will provide the above information to the Board in a timely fashion. Individuals will submit signed dues deduction authorization cards indicating which dues they want deducted. Dues will be deducted in twenty (20) even payments, or in case of during-the-year hiring, dues will be deducted evenly from the remaining paychecks.

The Board will remit to the Association at each of the twenty (20) pay periods the total sum of dues collected and a list of the individuals and amounts from whom they were collected.

ARTICLE III - BULLETIN BOARDS

The Board agrees to provide adequate space on bulletin boards for use of the Association to post notices.

ARTICLE IV - ACCESS TO PREMISES

The Board agrees to permit representatives of the Association to enter the premises for individual discussion of working conditions with employees, provided such representatives do not interfere with the performance of duties of the employees. The Board agrees that, with prior permission, the Association may use school facilities for regular, special and committee meetings.

ARTICLE V - REGULAR HOURS, WORKDAY

Regular hours for full-time employees shall be as follows:

- Cook & Food Service Workers - 6 hours per day
- Teaching Assistants - 7 hours per day
- Teacher Aide - 6.5 hours per day
- Clerk-Typist - 8 hours per day; 5 hours per day beginning in the second week in July through the third week in August
- Network and Systems Technician - 8 hours per day

ARTICLE VI - REST PERIODS

- A.** Except where presently longer, all employees shall be entitled to a duty-free lunch period equal to the length of an academic period.
- B.** All employees, other than Teaching Assistants, who work four (4) hours or more shall be entitled to a fifteen (15) minute rest period for every such four (4) hour period. Teaching Assistants shall receive one preparation period per day.

ARTICLE VII - SICK LEAVE/PERSONAL LEAVE/VACATION

A. Full-time unit members shall be entitled to fifteen (15) sick days per year and two (2) personal days per year. Leave for part-time personnel will be prorated. The leave days shall be for the following purposes including medical treatment.

1. Sickness
2. Personal Business
(Personal business is defined as an activity which cannot be accomplished on a non-working day or during non-working hours.)
3. Medical Treatment
(Medical treatment is defined as an activity which cannot be accomplished on a non-working day or during non-working hours).

Requests for personal leave days should be made at least three (3) days in advance, except in cases of emergency. The Superintendent shall request specific reasons for any personal leave in excess of two days per year and may grant these at his/her discretion.

Any unit member, who has been hospitalized with resultant effect being the depletion of his/her cumulative sick leave, shall be granted an additional ten (10) days leave time. The Board reserves the right to grant additional days in special hardship situations.

The Superintendent may request a doctor's certificate for illness in excess of five (5) successive days.

B. All employees shall accrue sick leave/personal leave up to 200 days. For employees in the ERS the first 165 accrued days shall be calculated in conjunction with the rules of §41J. Cash payouts shall be made only for days accrued in excess of 165 up to the 200 day maximum.

C. Beginning with the 166th day sick leave shall be computed in multiples of one-half or full days. Upon retirement, Teacher Aides and Network and Systems Technician will be paid @ 60% of the then current daily rate for a substitute teacher plus fifteen (\$15.00) dollars, to be included in their final pay check in June of their retirement year. Clerk/Typists, Food Service Workers and Cooks shall be paid \$40.00 per day.

D. For Teaching Assistants, sick leave payout shall be paid @ 60% of the then current daily rate for a substitute teacher plus fifteen (\$15.00) dollars for all accumulated days, to be included in their final pay check in June of their retirement year.

E. Full-time 12-month Clerk/Typists and the Network and Systems Technician shall receive the following vacations:

- 10 days per year for service from 0 to 15 years
- 15 days per year for service beyond 15 years

F. All unit members except the Network and Systems Technician shall not be required to work during the three (3) recess periods designated on the school calendar.

ARTICLE VIII - WORKER'S COMPENSATION

Each employee will be covered by worker's compensation in accordance with the related law. Employees will not lose any pay during a compensation case when the employee is covered by earned sick leave but must reimburse the District for that amount paid the employee by the compensation board. Sick leave may be reinstated by the employee, on a prorated basis for monies received from a compensation case.

ARTICLE IX - BEREAVEMENT LEAVE

Bereavement leave shall consist of five (5) consecutive workdays or five (5) aggregate. Bereavement leave shall be allowed for deaths of spouse, children, mother, father, sister, brother, in-laws, grandparents, and a person residing in your house. Other reasons for bereavement leave, not mentioned, may be granted upon approval of the Board, upon recommendation of the Superintendent. Bereavement leave shall not be deducted from sick leave or vacation leave.

ARTICLE X - JURY DUTY

Any unit member called for jury duty will be compensated full pay. However, any pay received for jury duty, less travel and meal expenses, shall be paid to the school district.

ARTICLE XI - INSURANCE

A. Unit members hired on or before May 1, 1997, shall have the full premium costs of the District's health insurance plan paid for by the District for them and their dependents.

B. Those unit members hired after May 1, 1997 by the Board will contribute five (5%) percent toward the premium cost of health insurance coverage, individual or family, as applicable; those Unit members hired subsequent to July 1, 1999 will contribute ten (10%) percent toward the premium cost of health insurance coverage, individual or family as applicable; those unit members hired subsequent to July 1, 2004 will contribute fifteen (15%) percent toward the premium cost of health insurance coverage, individual or family, as applicable.

C. Any member who wishes to waive the contractual rights to medical insurance will do so in writing. Such employees will be compensated in accordance with the following formula:

Employee will receive a salary increase of forty-five (45%) percent of the appropriate medical plan premium pro-rated throughout the Contract year or portion thereof. The employee who chooses this option will be reinstated in the medical plan upon written notice within thirty (30) days of the receipt of such notice.

D. I.R.S. Flexible Spending Plan

1. The Board agrees to provide a cafeteria plan, which shall conform to all laws specified in the I.R.S. Section 125 tax code, to all employees except those hired on an hourly basis. This plan, to be known as The Shelter Island School District Section 125 Flex Plan will be funded by the Board at the contractually agreed upon sum of \$1,275 per participant for the 2008-2009 school year and \$1,325 per participant for the 2009-2010 school year.

2. Participants may select one or both of two (2) plan options: A Health Care F.S.A. (Flexible Spending Arrangement), which would cover I.R.S. publication 502 defined medical and dental expenses, except insurance premium, and/or a Dependent Care F.S.A., which would also cover health and welfare insurance premiums.

3. In addition, participants will have the option to contribute their own pre-tax dollars as paycheck deductions to the Health Care F.S.A. and/or the Dependent Care/Insurance premium F.S.A. This option shall be selected by the participant before the plan year begins. Voluntary contributions as N.Y.S.T.R.S. pension check deductions may also continue into retirement, subject to approval of the New York State Teachers or Employees Retirement System.

4. For each year of the contract, to those employees electing the Health Care F.S.A., the Board agrees to contribute, as an addition to each participant's base allocation set forth above, an amount equal to the combined unused previous year's allocations, divided by the number of category participants. Both unused Board allocated monies and voluntary employee contributions to the Dependent Care/Insurance F.S.A. will be forfeited to the District by the participants.

5. The Board agrees to hire PGP, 24 Madison Avenue Extension, Albany, New York, as administrator of the plan. The Board agrees to pay PGP, three and 50/100 (\$3.50) dollars per employee, per month for each of the available F.S.A. options selected by the participant, not to exceed a maximum monthly fee of six and 50/100 (\$6.50) dollars per employee. Administrative expenses in excess of \$6.50 per month will be borne by the participant and charged to his/her account.

6. PGP, 24 Madison Avenue Extension, Albany, New York, agrees to administer. The Shelter Island School District 125 Flex Plan in compliance with all I.R.S. tax code regulations governing the Health Care F.S.A. and the Dependent Care/insurance premiums F.S.A.

7. Each quarter, PGP will provide every participant a copy of each paid claim form and a report of funds remaining individual accounts

E. Unit members who have fifteen (15) years of service and who retire will be eligible for medical benefits paid at the level of one-hundred (100%) percent as of the date of their retirement. Any increases in cost which go into effect as of the date of the unit member's retirement will be borne equally by the unit member, fifty (50%) percent, and the School District, fifty (50%) percent.

F. The District will provide for the Long-Term Disability Plan sponsored by the NYSUT Benefit Trust for all unit employees (Appendix A). The District shall pay 100% of the cost of this plan, up to the maximum of 0.27% of covered payroll as listed in the quote. Should the plan premium increase over this amount, the covered employee shall be fully responsible for any contribution over this amount.

ARTICLE XII - RETIREMENT PLAN

The Employer shall provide the present retirement plan for all qualified unit members who are members of the New York State and Local Government Employees' Retirement System (ERS) or the NYS Teachers' Retirement System (TRS), respectively. For members of ERS, the District shall adopt §41-J.

ARTICLE XIII - PREMIUM RATES OF PAY FOR FOOD SERVICE/CLERICAL

Overtime shall be interpreted as the time spent by an employee above and beyond 40 hours during a regular work week.

Overtime pay shall be paid based upon the regular hourly rate of the employee performing the overtime.

Overtime shall be kept at a minimum and shall be construed as additional service under exceptional circumstances.

If overtime exceeds a 40 hour workweek, the individual shall be paid at one-half (1½) times the hourly rate.

ARTICLE XIV - SENIORITY

Seniority means an employee's length of continuous service with the Employer since the date of probationary appointment per School Board Minutes and is defined as District-wide Seniority.

ARTICLE XV - WORK YEAR

Other than the Clerk-Typists and the Network and Systems Technician, unit members shall work a ten-month year following the school calendar. The Clerk-Typist and the Network and Systems Technician shall work a 12 month year.

ARTICLE XVI - JOB TITLE (CLASSIFICATION) SENIORITY

Shall commence at the date of permanent appointment to a job classification and continue only if the employee continuously works within the job title.

ARTICLE XVII - SAVINGS CLAUSE

Should any section or portion of this agreement be held unlawful and unenforceable by any court or competent jurisdiction, such decision of the court shall apply to the specific section or portion directly specified in the decision.

ARTICLE XVIII - DISCIPLINE AND DISCHARGE

A. No employee will be dismissed, disciplined, reduced in regular compensation, nor denied any professional advantage without just cause. It is hereby understood that in light of the foregoing provision, §75 of Civil Service Law shall not apply for those employees who would otherwise be statutorily entitled to due process pursuant to §75.

B. Before discharge or disciplinary action is imposed on an employee, the Board shall notify the employee and the Association President, in writing, of the charges at least ten (10) calendar days before such charges will be brought to the Board's attention at a Board meeting.

C. The disciplined employee, upon request, will be allowed to discuss his/her discharge or discipline with his authorized Association representative. The Board will make an area available to the employee for private discussion prior to the employee being required to leave the premises.

D. The employee shall have the right to be represented by the Association in the case of a formal discipline or discharge hearing. Upon written request, an employee may summon the authorized Association representative in cases of reprimand.

ARTICLE XIX - SALARY

A. Except for Teaching Assistants, salary schedules for each year of the agreement are attached as Appendix B.

B. Teaching Assistants: Teaching Assistants shall be placed on the appropriate column of the Teaching Assistant schedule based on their educational credits. The Teaching Assistant schedules are attached as Appendix C.

C. All employees shall advance each year to the next step.

D. The attached salary schedules of this Agreement shall identify the step placement effective July 1, 2008 for each member. Part-time employees shall have their salary pro-rated accordingly.

E. Uniforms: Two (2) representatives of the Unit and two (2) representatives of the District will meet in committee to agree upon the selection of uniforms for cafeteria staff. The District will purchase the agreed upon uniforms. Uniforms will be worn under all normal working conditions. Members are exempt from wearing uniforms where work dictates another form of clothing.

ARTICLE XX - LONGEVITY SERVICE

Employees who have completed the following years of service shall receive the indicated longevity increase:

<u>Years of Service</u>	<u>Annual Increment</u>
10	\$600
15	\$800
20	\$1,000

On their anniversary date, eligible employees will be paid their longevity in a lump sum. Each payment will be made in the paycheck immediately following the anniversary date.

ARTICLE XXI - INTERVIEWS

Any member of the unit applying for a posted position will be entitled to an interview for the position.

ARTICLE XXII - GRIEVANCE PROCEDURES

Purpose:

In order to provide the best possible educational climate and program for Shelter Island Union Free School District, and to establish harmonious and effective relationships among those working toward this goal, these grievance procedures have been established consistent with law and with this Agreement to resolve satisfactorily group or individual differences which would tend to unsettle or undermine the effective functioning of the school system. It is their purpose to secure, under this contract, at the lowest possible administrative level, equitable solutions to grievances to Unit members through procedures free for coercion, interference, restraint, discrimination or reprisal.

Definitions:

- 1) A "grievance" is an alleged violation of the application, meaning or interpretation of this Agreement.
- 2) An "aggrieved person" shall mean any person, group of persons, or the Association negotiating unit filing a grievance.
- 3) A "party in interest" is the person or persons making a claim against whom action might be taken in order to resolve the claim, including both the Association and the Board.
- 4) The term "days" shall mean working days.

Procedure:

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level will be regarded as a maximum, and every effort will be made to expedite the process. The time limits specified may, however, be extended by mutual agreement of the Association and the Board and Administrator.

Stage 1 - Supervisor

a. A person having a grievance may discuss it with his supervisor either directly or through a representative, with the objective of resolving the matter informally. Such discussion must take place within twenty-five (25) days of the alleged violation or within twenty-five (25) days of the date within which the member should reasonably have known of the alleged violation. If the person submits the grievance through a representative, the member may be present during the discussion of the grievance.

b. If the grievance is not resolved informally, it should be reduced to writing and presented to the supervisor within four (4) days. Within four (4) days after the written grievance is presented to him/her, the supervisor shall render a decision, in writing, including a possible solution, if any, of the condition or conditions which brought about the grievance, and present it to the person and his representative.

Stage 2 - Board of Education

a. In the event that an aggrieved person or a party in interest is not satisfied with the decision at Stage 1, said party may file an appeal, in writing, with the Board within ten (10) days after receiving the decision at Stage 1.

b. Within ten (10) days after receipt of an appeal, the Board shall hold a hearing on the grievance. At the hearing, the aggrieved person or party in interest may be in attendance and may orally supplement the written grievance.

c. Within five (5) days after a conclusion of the hearing, the Board shall render a decision, in writing, and serve it upon the aggrieved person or party in interest.

Stage 3 - Arbitration

In the event the aggrieved person or party interest is not satisfied with the disposition of the grievance at Stage 2, the grievance shall be submitted to arbitration. Both parties will be bound by the rules and procedures of the American Arbitration Association. Neither party shall be permitted in such arbitration proceeding any ground or to reply on any evidence not previously disclosed at any of the Stages. The arbitration panel shall have no power to alter the terms of this Agreement. The decision of the Arbitrator will be final and binding upon all parties hereto made a part thereof. The cost of any arbitration under this article shall be shared equally by the Board and the grievant.

Miscellaneous

- a. A grievance may be withdrawn at any Stage without prejudice of record. If, however, in the judgment of the Association representative, the grievance affects a group of unit members, the representative may process the grievance at the appropriate stage.
- b. Copies of all written decisions or grievances will be sent to all parties involved and the Association President.
- c. No reprisal of any kind will be taken by or against any party of interest or any participant in the grievance procedure by reason of such participation.
- d. All accounts, communications or records dealing with a grievance will be filed separately from the personnel files of the participants.
- e. Access will be given to records of all available information necessary to the determination and processing of the grievance.
- f. It is understood and agreed that time off with pay may be granted by the Board for the purpose of processing grievance, within the discretion of the Employer, reasonably applied.
- g. Time limits contained herein may be extended by mutual agreement, in writing.

ARTICLE XXIII - TERM

This agreement shall be in effect July 1, 2008 through June 30, 2010.

ARTICLE XXIV - EVALUATIONS

Two (2) representatives of the Unit and two (2) representatives of the District will meet in committee to develop evaluations forms and procedures.

ARTICLE XXV - NO STRIKE PROVISION


The Association hereby states that it does not assert the right to strike, to assist or participate in a strike, or to impose an obligation to conduct, assist, or participate in a strike pursuant to §207(3)(b) of the Public Employees Fair Employment Act.

ARTICLE XXVI - LEGISLATIVE AUTHORIZATION

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 ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

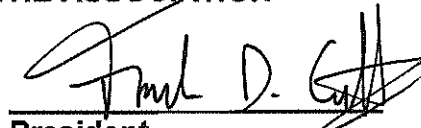
IN WITNESS HEREOF, the parties have hereunto set their hand and seal this 17th day of March, 2009, effective the 1st day of July, 2008.

FOR THE DISTRICT

By: 
Superintendent of Schools


President, Board of Education

FOR THE ASSOCIATION

By: 
President

Benefits & Cost Summary Long Term Disability Income Protection Insurance

PREPARED FOR: Shelter Island
SUBMITTED BY: New York State United Teachers Benefit Trust
DATE: June 2, 2004

UnumProvident's Group Long Term Disability Income Protection Offering is designed to help the employer:

- Provide sound financial protection in the event of a disability
- Increase productivity and performance
- Meet diverse employee needs at every life stage
- Attract and retain skilled employees

This insurance plan provides Long Term Disability Income Protection Insurance coverage for active full-time employees working more than 30 hours per week.

Number of Eligible Employees: 19

Plan Descriptions:

Benefit Percentage:	60%
Disability Plus:	40%
Total:	100%
Min. Benefit Maximum:	\$5,000
Disability Plus:	\$5,000
Total:	\$10,000

Definition of Disability:

- 2 Year Regular Occupation
- Zero-Day Residual
- Accelerated Elimination Period
- Work Incentive Benefit during the first 12 months of disability payments

Elimination Period:

- 180 Day * please see rates below**
- 30 Day Accumulation Feature

Benefit Duration: To age 65/Reducing Benefit Duration (ADEA I)

Social Security Integration: Primary and family

State Notice

Standard Plan Features Included in Quote:

- Worldwide emergency travel assistance services
- Universal AccessSM Card
- Guaranteed Insurability
- Full Maternity Benefits
- Minimum Monthly Benefit – greater of \$100 or 10% of the gross disability payment
- Return to Work Program Development
- 3 Month Lump-Sum Accelerated Survivor Benefit
- Indexed Pre-Disability Earnings
- "Freeze" in Cost of Living Increases from Deductible Sources of Income
- Waiver of Premium for employees receiving LTD payments
- 12 Month Rehire Provision
- Comparative Reporting & Analysis

Superior Administrative Support Features Included in Quote:

- Superior Customer Care Center Service Standards
- Centralized 1-800 Service Center for general inquiries
- Local Field Office Support
- Electronic distribution of employee certificates
- Integrated with Life Premium Waiver when sold with UnumProvident Life plan
- Compliance with ERISA reporting and disclosure requirements

Rates and Cost Information:

180 Day EP

	Covered Payroll	Rate*	Monthly Cost
	\$ 36,075.08	0.27% of covered payroll	\$97.40

*Rate assumes the following:

- The employer's company type is not SubChapter 'S' Corp, Partnership or Limited Liability Company.

~~Rate Guarantee: 3 Year(s)~~

For purposes of calculating benefits and cost, an employee's "monthly earnings" is assumed to mean: gross monthly income before taxes, including any pre-tax contributions to a deferred compensation plan, *excluding* commissions, bonuses, overtime pay or other extra compensation.

Cost of Coverage Paid By: Employer (Rate assumes 100% participation)

In general, the LTD monthly benefit will be taxable:

- If the Employer pays the premiums.
- If the Employees pay premiums with pre-tax dollars.
- If Employees share payments of premiums with the employer, a portion of the benefits will be taxed.

State Notice

In general, the LTD monthly benefit will not be taxable:

- If Employees pay premiums with post-tax dollars.
- If Employees' salary is grossed-up by the Employer to include the cost of the premium.

Benefit Integration:

The LTD monthly payment may be reduced by amounts the employee receives from deductible sources of income (offsets) and disability earnings.

Coverage Exclusions and Limitations:

Limitations:

- 24 Months Mental Illness Limitation

Exclusions:

- 3/12 Pre-Existing Condition*
- Intentionally self-inflicted injuries
- Active participation in a riot
- Participation in a felony
- War, declared or undeclared, or any act of war

* A "Pre-Existing Condition" means the insured employee:

- received medical treatment, consultation, care or services including diagnostic measures, or took prescribed drugs or medicines in the 3 months just prior to their effective date of coverage; and
- the disability begins in the first 12 months after the employee's effective date of coverage.

Coverage Termination:

An employee's coverage under the plan will end on the earliest of:

- the date the policy or a plan is cancelled;
- the date the employee is no longer in an eligible group;
- the date the employee's eligible group is no longer covered;
- the last day of the period for which the employee made any required contributions; or
- the last day the employee is in active employment, unless they are absent due to a covered layoff or leave of absence.

**APPENDIX B
SALARY SCHEDULES FOR UNIT MEMBERS
OTHER THAN TEACHING ASSISTANTS
2008-2009***

	Teacher Aide	Food Service Worker	Cook	Clerk/Typist
1	\$ 17,689	\$ 16,296	\$ 20,369	\$ 32,323
2	\$ 18,922	\$ 17,529	\$ 21,602	\$ 33,556
3	\$ 20,241	\$ 18,761	\$ 22,834	\$ 34,735
4	\$ 21,387	\$ 19,994	\$ 24,068	\$ 36,021
5	\$ 22,568	\$ 21,227	\$ 25,301	\$ 37,255
6	\$ 23,800	\$ 22,460	\$ 26,534	\$ 38,488
7	\$ 25,033	\$ 23,693	\$ 27,766	\$ 39,720
8	\$ 26,266	\$ 24,926	\$ 28,999	\$ 40,953
9	\$ 27,498	\$ 26,159	\$ 30,232	\$ 42,123
10	\$ 28,731	\$ 27,391	\$ 31,465	\$ 43,420

**SALARY SCHEDULE FOR
NETWORK AND SYSTEMS TECHNICIAN
2008-2009***

1.	\$40,229
2.	\$41,260
3.	\$42,292
4.	\$43,323
5.	\$44,354
6.	\$45,386
7.	\$46,418
8.	\$47,449
9.	\$48,481
10.	\$49,512

* For the 2009-2010 school year, the salary schedule shall be increased pursuant to CPI*, with a minimum of 3.75% and maximum of 5.75%

**APPENDIX C
SALARY SCHEDULE FOR TEACHING ASSISTANTS
2008-2009***

Steps	BA	BA+15	BA+30	MA BA+45	MA+15 BA+60	MA+30 BA+75	MA+45 BA+90	MA+60 BA+105
1	\$28,343	\$29,589	\$30,832	\$32,753	\$34,043	\$35,332	\$36,706	\$38,080
2	\$29,666	\$30,995	\$32,326	\$34,187	\$35,557	\$36,997	\$38,296	\$39,597
3	\$30,989	\$32,403	\$33,819	\$35,622	\$37,141	\$38,660	\$39,888	\$41,116
4	\$32,312	\$33,811	\$35,311	\$37,056	\$39,071	\$40,325	\$41,479	\$42,885
5	\$33,631	\$35,216	\$36,801	\$38,487	\$40,237	\$41,986	\$43,071	\$44,158
6	\$34,946	\$36,600	\$38,257	\$40,045	\$41,768	\$43,493	\$44,653	\$45,817
7	\$36,260	\$37,830	\$39,712	\$41,602	\$43,149	\$44,997	\$46,234	\$47,476
8	\$37,575	\$39,371	\$41,165	\$43,158	\$44,833	\$46,503	\$47,818	\$49,136
9	\$38,890	\$40,756	\$42,621	\$44,716	\$46,361	\$48,006	\$49,401	\$50,795
10	\$40,207	\$42,142	\$44,074	\$46,270	\$47,894	\$49,510	\$50,982	\$52,455
11	\$41,341	\$43,399	\$45,455	\$47,775	\$49,451	\$51,130	\$52,588	\$54,046
12	\$42,476	\$44,656	\$46,836	\$49,279	\$51,015	\$52,751	\$54,195	\$55,638
13		\$45,916	\$48,217	\$50,781	\$52,578	\$54,370	\$55,800	\$57,226
14		\$47,173	\$49,599	\$52,287	\$54,140	\$55,991	\$57,407	\$58,819
15		\$48,429	\$50,979	\$53,789	\$55,702	\$57,611	\$59,012	\$60,412
16		\$49,691	\$52,362	\$55,292	\$57,264	\$59,231	\$60,617	\$61,212
17		\$50,289	\$53,005	\$56,282	\$58,164	\$60,048	\$61,264	\$62,480
18		\$50,890	\$53,651	\$57,268	\$59,065	\$60,862	\$62,304	\$63,746
19		\$51,478	\$54,296	\$58,244	\$59,960	\$61,676	\$63,346	\$65,013
20		\$52,065	\$54,941	\$59,222	\$60,850	\$62,480	\$64,275	\$66,068

* For the 2009-2010 school year, the salary schedule shall be increased pursuant to CPI*, with a minimum of 3.75% and maximum of 5.75%