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Contract Database Metadata Elements

Title: **Pelham Union Free School District and Pelham Teachers Association (2007) (MOA)**

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

Union: **Pelham Teachers Association**

Local:

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

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MEMORANDUM OF AGREEMENT

TEACHERS

7/1/07 - 6/30/12

IT IS HEREBY AGREED by and between the negotiating team for the Pelham Teachers' Association (hereinafter the "Association") and the negotiating team for the Board of Education for the Pelham Union Free School District (hereinafter the "District") that, subject to ratification by the membership of the Association and ratification by the Board of Education, the following shall constitute the terms of a successor to the 2002-2007 agreement between the parties.

- 1. Article II Section 1 - Amend Appendix A to reflect salary schedule increases as follows:

2007 - 08	3.8%
2008 - 09	3.3%
2009 - 10	3.3%
2010 - 11	3.5%
2011 - 12	3.8%

Delete half steps from salary schedules.

- 2. Article III Section 1 -

Change "Modified" class designation to "Standard." Change description to read "a class composed of students considered to have special academic needs in a core subject required for graduation.

- Drop designation "Basic/Remedial" from class groupings.
- Add new "AP" designation with the following description: "AP level courses present college-level work and all students are expected to take an AP examination."

- 3. Article III Section 6 -

"The attached stipends shall apply in 2007-2008 with percentage increases corresponding to those for the salary schedule to be applied to all stipends in subsequent years of the Agreement."

- 4. Article III Section 3H, 6A, 6B, 6C - Amend to reflect the following hourly rates:

	6A, 3H	6B	6C
2007 - 08	\$42.00/hour	\$50.00/hour	\$44.00/hour
2008 - 09	\$42.00/hour	\$52.00/hour	\$44.00/hour
2009 - 10	\$44.00/hour	\$52.00/hour	\$44.00/hour
2010 - 11	\$44.00/hour	\$52.00/hour	\$44.00/hour
2011 - 12	\$44.00/hour	\$52.00/hour	\$44.00/hour

6th Teach. Ass
Peer subbing

Tutoring

Since after school
Weekend workshop

241 Teachers
Under this agreement

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5. Article III Section 6 -

Add new subsection "E": "Extended time for grading Exams," with the following language: "Any teacher who is required to work beyond 3:30 p.m. to grade a state or district mandated exam, including any teacher required to "team grade" exams, shall be compensated at the rate of \$44.00 per hour.

6. Article III Section 3K - Add the following:

Revise existing language regarding teachers of AP courses and make other changes as referenced below in appropriate sections of the contract.

Everyone is expected to perform a supervisory duty with the following exceptions:

1. teachers who travel between buildings as shared staff except between the HS and MS shall be exempt from supervisory duty on days they travel
2. the Union President and Grievance Chairperson
3. science teachers with labs shall be exempt from ½ supervisory assignments in a cycle
4. special education teachers who are expected to provide extended time for tests and other IEP related responsibilities, unless needed up to two periods per cycle.

Add a new III, 3. L to provide that exemptions to supervisory duties may only be made by mutual agreement between the Superintendent and Association President.

7. Article III, Section 8, A - add - The length of the school day at all levels and in every building will be 6 hours and 56 minutes. The configuration of the schedule within such school day shall be the prerogative of the District so long as it is consistent with the terms of this agreement.

8. Article III, Section 10. A - Add new Section 5 to ++refer to APPR evaluation forms.9. Article V Section 1 - Replace existing language with the following:

Section 1A - Absence for Personal Business. Amend to provide that for the second and third days(s) of personal leave teachers will be required to provide a specific reason consistent with the standards set forth in the existing language.

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10. Article V Section 10 – Add the following after the existing language:

“However, if the bargaining unit member eligible for the benefit set forth herein is absent five (5) days or less (sick and/or personal leave) during the last year of employment, the benefit shall increase by 1% for a total of 13%. These payments are to be placed in a mutually agreed upon 403 (b) plan.”

11. Article VI Section A1 – Replace existing language with the following:

(a) “Active bargaining unit members shall contribute the following amount through payroll deduction for health insurance coverage using the district’s section 125 plan:

	2007-08	2008-09	2009-10	2010-11	2011-12
Employee % of Applicable Premium	6%	7%	8%	9%	10%

Replace existing (d) with the following language:

The District’s Medicare Part B reimbursement will be limited to the base premium amount charged by Medicare. Members will be responsible for payment of any income related surcharge beyond the base premium, with the understanding that if either party experiences an inequitable fiscal burden during the course of the agreement, either party may reopen negotiations on the Medicare Part B coverage issue only. The District shall reimburse Medicare Part B percentages on the same basis as applied to the retiree health premiums as set forth in Article VI, Section A (2) (c). The existing practice for reimbursement of Medicare Part B percentage of premiums to individuals retiring on or before August 1, 2007 will be continued.

Rename (d) to (e).

12. Article VI Section A3 (New) – Add the following language:

“A Committee shall be established to study and report to the parties regarding alternate lower cost health care plans. The Committee shall report to the parties at the end of the first year of the Agreement with the parties to reopen negotiations with regard to the options presented by the Committee’s findings.”

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13. Article VII Section A - Contribution levels:

2007/08 = \$1187 2008/09 = \$1187 2009/10 = \$1212
 2010/11 = \$1237 2011/12 = \$1237.

✓ 14. Article IX -

"Change individual reimbursement amount from \$500 to \$750 and change contribution amount from \$5,000 to \$7,500."

15. Article XV - Joint Code of Ethics (p. 42)

Add new Q:

"It is recognized by the parties that some students will struggle to master specific aspects of the curriculum, in spite of the teacher's best efforts. In such situations, the teacher will take reasonable measures to provide extra help. In addition, when appropriate, the teacher will encourage the utilization of all sources of academic support available in the school as the primary sources of remediation."

✓ 16. Article X -

Section 5 - Summer School: Delete

✓ 17. Article XIII(G) - Amend arbitration stage to provide that only the Association can take a grievance to arbitration and provide for a panel of three (3) named arbitrators to be agreed upon by the parties.18. Article XVII - General Provisions

See p. 45 of contract

Retitle existing Section 2 "Inservice", existing section to A and add a new B:

Teachers at BA+90 or above with at least 15 years of Pelham service who, outside the work day, successfully complete in any school year up to two (2) credits of staff development inservice or graduate course work approved by the Administration consistent with District goals and objectives will receive a one-time stipend in the amount of \$500 per credit. It is understood and agreed upon that fifteen (15) hours of approved staff development inservice for such teachers shall be considered one (1) credit.

Section 4B - Open House and parent Conferences to increase evening conferences by one hour per night (6:30 p.m. to 9:30 p.m.).

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19. Article XIX Section 1 - Change term of agreement to July 1, 2007 to June 30, 2012.

20. Appendix B - Change payroll dates accordingly.

21. Appendix C -

Change language in second and third sentences of Section 4 to read "At the discretion of the Board, upon recommendation of the Superintendent, an increase may be withheld for reasonable cause demonstrated. In such instances, the Association shall have the right to challenge whether reasonable cause exists by filing for arbitration directly at Stage 4 of the grievance procedure. However, notwithstanding the provisions of Stage 4, the loser of the arbitration must pay the full cost of the arbitrator."

All other terms and conditions in the 2002 - 2007 Agreement between the parties unless changed above shall remain in full force and effect.

Dated: June 15th, 2007

FOR THE PELHAM TEACHERS' ASSOCIATION NEGOTIATING TEAM:

[Handwritten signatures for Pelham Teachers' Association Negotiating Team]

FOR THE PELHAM SCHOOL DISTRICT NEGOTIATING TEAM

[Handwritten signatures for Pelham School District Negotiating Team]

APPENDIX A1

**PELHAM PUBLIC SCHOOLS
PELHAM, NEW YORK
2007-2008
TEACHER SALARY SCHEDULE**

CLASS	I	II	III	IV	V	VI	(*) VII	VIII	IX
	Bach.	B + 15	B + 30	Masters	B + 45 Inc. Masters or B + 80	B + 60 Inc. Masters	B + 75 Inc. Masters	B + 90 Inc. Masters	Doctorate
STEP									
A	\$45,725	\$48,413	\$51,113	\$53,767	\$56,478	\$59,189		\$64,507	\$67,204
1	\$49,225	\$51,913	\$54,613	\$57,267	\$59,978	\$62,669	\$65,474	\$68,007	\$70,704
2	\$51,484	\$54,174	\$56,864	\$59,514	\$62,201	\$64,903	\$67,719	\$70,281	\$72,945
3	\$53,709	\$56,397	\$59,088	\$61,774	\$64,428	\$67,141	\$69,807	\$72,542	\$75,192
4	\$56,253	\$58,856	\$61,774	\$64,428	\$67,141	\$69,807	\$72,688	\$75,412	\$78,114
5	\$58,622	\$61,322	\$64,428	\$67,141	\$69,807	\$72,688	\$75,646	\$78,335	\$81,022
6	\$61,067	\$63,962	\$67,141	\$69,807	\$72,688	\$75,646	\$78,541	\$81,254	\$84,150
7	\$63,571	\$66,688	\$69,807	\$72,688	\$75,646	\$78,541	\$81,449	\$84,370	\$87,268
8	\$66,237	\$69,351	\$72,688	\$75,646	\$78,541	\$81,449	\$84,590	\$87,469	\$90,407
9	\$68,911	\$72,052	\$75,646	\$78,541	\$81,449	\$84,590	\$87,744	\$90,627	\$93,549
10	\$71,612	\$74,937	\$78,541	\$81,449	\$84,590	\$87,744	\$90,860	\$93,783	\$96,886
11	\$74,312	\$77,869	\$81,449	\$84,590	\$87,744	\$90,860	\$93,977	\$97,140	\$100,245
12			\$84,590	\$87,744	\$90,860	\$93,977	\$97,350	\$100,502	\$103,605
13			\$87,744	\$90,860	\$93,977	\$97,350	\$100,698	\$103,826	\$106,976
14			\$90,860	\$93,977	\$97,350	\$100,698	\$104,071	\$107,211	\$110,559
15			\$93,978	\$97,350	\$100,698	\$104,071	\$107,417	\$110,769	\$114,114
LONGEVITY	I	II	III	IV	V	VI	VII	VIII	IX
(**)	\$78,017	\$81,587	\$97,717	\$101,090	\$104,399	\$107,788	\$111,147	\$114,493	\$117,831 ¹⁵
(***)	\$79,291	\$82,860	\$98,950	\$102,365	\$105,675	\$109,060	\$112,423	\$115,769	\$119,106 ²⁰
(****)	\$80,066	\$83,636	\$99,767	\$103,141	\$106,453	\$109,835	\$113,196	\$116,545	\$119,882 ²⁵

(*) Not part of the salary schedule for teachers employed after July 1, 1982

(**) Longevity - For teachers having 15 or more years in Pelham

(***) Longevity - For teachers having 20 or more years in Pelham

(****) Longevity - For teachers having 25 or more years in Pelham

APPENDIX A1

**PELHAM PUBLIC SCHOOLS
PELHAM, NEW YORK
2008-2009
TEACHER SALARY SCHEDULE**

CLASS	I	II	III	IV	V	VI	(*) VII	VIII	IX
	Bach.	B + 15	B + 30	Masters	B + 45 Inc. Masters or B + 60	B + 60 Inc. Masters	B + 75 Inc. Masters	B + 90 Inc. Masters	Doctorate
STEP									
A	\$47,349	\$50,126	\$52,915	\$55,657	\$58,457	\$61,237		\$66,751	\$69,537
1	\$50,849	\$53,626	\$56,415	\$59,157	\$61,957	\$64,737	\$67,635	\$70,251	\$73,037
2	\$53,183	\$55,962	\$58,741	\$61,478	\$64,254	\$67,045	\$69,954	\$72,600	\$75,352
3	\$55,481	\$58,258	\$61,038	\$63,813	\$66,554	\$69,357	\$72,111	\$74,936	\$77,673
4	\$58,109	\$60,798	\$63,813	\$66,554	\$69,357	\$72,111	\$75,087	\$77,901	\$80,692
5	\$60,557	\$63,346	\$66,554	\$69,357	\$72,111	\$75,087	\$78,142	\$80,920	\$83,696
6	\$63,082	\$66,073	\$69,357	\$72,111	\$75,087	\$78,142	\$81,133	\$83,935	\$86,927
7	\$65,669	\$68,889	\$72,111	\$75,087	\$78,142	\$81,133	\$84,137	\$87,154	\$90,148
8	\$68,423	\$71,640	\$75,087	\$78,142	\$81,133	\$84,137	\$87,381	\$90,345	\$93,390
9	\$71,185	\$74,430	\$78,142	\$81,133	\$84,137	\$87,381	\$90,640	\$93,618	\$96,636
10	\$73,975	\$77,410	\$81,133	\$84,137	\$87,381	\$90,640	\$93,858	\$96,878	\$100,083
11	\$76,764	\$80,439	\$84,137	\$87,381	\$90,640	\$93,858	\$97,078	\$100,346	\$103,553
12			\$87,381	\$90,640	\$93,858	\$97,078	\$100,563	\$103,819	\$107,024
13			\$90,640	\$93,858	\$97,078	\$100,563	\$104,021	\$107,252	\$110,506
14			\$93,858	\$97,078	\$100,563	\$104,021	\$107,505	\$110,749	\$114,207
15			\$97,079	\$100,563	\$104,021	\$107,505	\$110,962	\$114,424	\$117,880
LONGEVITY	I	II	III	IV	V	VI	VII	VIII	IX
(**)	\$80,592	\$84,279	\$100,942	\$104,426	\$107,844	\$111,343	\$114,815	\$118,271	\$121,719
(***)	\$81,908	\$85,594	\$102,215	\$105,743	\$109,162	\$112,659	\$116,133	\$119,589	\$123,036
(****)	\$82,708	\$86,396	\$103,059	\$106,545	\$109,966	\$113,460	\$116,931	\$120,391	\$123,838

(*) Not part of the salary schedule for teachers employed after July 1, 1982
 (**) Longevity - For teachers having 15 or more years in Pelham
 (***) Longevity - For teachers having 20 or more years in Pelham
 (****) Longevity - For teachers having 25 or more years in Pelham

APPENDIX A1

**PELHAM PUBLIC SCHOOLS
PELHAM, NEW YORK
2009-10
TEACHER SALARY SCHEDULE**

CLASS	I	II	III	IV	V	VI	(*) VII	VIII	IX
	Bach.	B + 15	B + 30	Masters	B + 45 Inc. Masters or B + 60	B + 60 Inc. Masters	B + 75 Inc. Masters	B + 90 Inc. Masters	Doctorate
STEP									
A	\$49,027	\$51,896	\$54,777	\$57,609	\$60,502	\$63,373		\$69,069	\$71,947
1	\$52,527	\$55,396	\$58,277	\$61,109	\$64,002	\$66,873	\$69,867	\$72,569	\$75,447
2	\$54,938	\$57,809	\$60,679	\$63,507	\$66,374	\$69,257	\$72,262	\$74,996	\$77,839
3	\$57,312	\$60,181	\$63,052	\$65,919	\$68,750	\$71,646	\$74,491	\$77,409	\$80,236
4	\$60,027	\$62,804	\$65,919	\$68,750	\$71,646	\$74,491	\$77,565	\$80,472	\$83,355
5	\$62,555	\$65,436	\$68,750	\$71,646	\$74,491	\$77,565	\$80,721	\$83,590	\$86,458
6	\$65,164	\$68,253	\$71,646	\$74,491	\$77,565	\$80,721	\$83,810	\$86,705	\$89,796
7	\$67,836	\$71,162	\$74,491	\$77,565	\$80,721	\$83,810	\$86,914	\$90,030	\$93,123
8	\$70,681	\$74,004	\$77,565	\$80,721	\$83,810	\$86,914	\$90,265	\$93,326	\$96,472
9	\$73,534	\$76,886	\$80,721	\$83,810	\$86,914	\$90,265	\$93,631	\$96,707	\$99,825
10	\$76,416	\$79,965	\$83,810	\$86,914	\$90,285	\$93,631	\$96,955	\$100,075	\$103,386
11	\$79,297	\$83,093	\$86,914	\$90,265	\$93,631	\$96,955	\$100,282	\$103,657	\$106,970
12			\$90,265	\$93,631	\$96,955	\$100,282	\$103,882	\$107,245	\$110,566
13			\$93,631	\$96,955	\$100,282	\$103,882	\$107,454	\$110,791	\$114,153
14			\$96,955	\$100,282	\$103,882	\$107,454	\$111,053	\$114,404	\$117,976
15			\$100,283	\$103,882	\$107,454	\$111,063	\$114,624	\$118,200	\$121,770
LONGEVITY	I	II	III	IV	V	VI	VII	VIII	IX
(**)	\$83,252	\$87,060	\$104,273	\$107,872	\$111,403	\$115,017	\$118,804	\$122,174	\$125,736
(***)	\$84,611	\$88,419	\$105,588	\$109,233	\$112,764	\$116,377	\$119,965	\$123,535	\$127,096
(****)	\$85,437	\$89,247	\$106,460	\$110,061	\$113,595	\$117,204	\$120,790	\$124,364	\$127,925

(*) Not part of the salary schedule for teachers employed after July 1, 1982

(**) Longevity - For teachers having 15 or more years in Pelham

(***) Longevity - For teachers having 20 or more years in Pelham

(****) Longevity - For teachers having 25 or more years in Pelham

APPENDIX A1

**PELHAM PUBLIC SCHOOLS
PELHAM, NEW YORK
2010-2011
TEACHER SALARY SCHEDULE**

CLASS	(*)								
	I	II	III	IV	V	VI	VII	VIII	IX
	Bach.	B + 15	B + 30	Masters	B + 45 Inc. Masters or B + 60	B + 60 Inc. Masters	B + 75 Inc. Masters	B + 90 Inc. Masters	Doctorate
STEP									
A	\$50,865	\$53,835	\$56,817	\$59,748	\$62,742	\$65,714		\$71,609	\$74,588
1	\$54,365	\$57,335	\$60,317	\$63,248	\$66,242	\$69,214	\$72,312	\$75,109	\$78,088
2	\$56,861	\$59,832	\$62,803	\$65,730	\$68,697	\$71,681	\$74,791	\$77,621	\$80,563
3	\$59,318	\$62,287	\$65,259	\$68,226	\$71,156	\$74,154	\$77,098	\$80,118	\$83,044
4	\$62,128	\$65,002	\$68,226	\$71,156	\$74,154	\$77,098	\$80,280	\$83,289	\$86,272
5	\$64,744	\$67,726	\$71,156	\$74,154	\$77,098	\$80,280	\$83,546	\$86,516	\$89,484
6	\$67,445	\$70,642	\$74,154	\$77,098	\$80,280	\$83,546	\$86,743	\$89,740	\$92,939
7	\$70,210	\$73,653	\$77,098	\$80,280	\$83,546	\$86,743	\$89,956	\$93,181	\$96,382
8	\$73,155	\$76,594	\$80,280	\$83,546	\$86,743	\$89,956	\$93,424	\$96,592	\$99,849
9	\$76,108	\$79,577	\$83,546	\$86,743	\$89,956	\$93,424	\$96,908	\$100,092	\$103,319
10	\$79,091	\$82,764	\$86,743	\$89,956	\$93,424	\$96,908	\$100,348	\$103,578	\$107,005
11	\$82,072	\$86,001	\$89,956	\$93,424	\$96,908	\$100,348	\$103,792	\$107,285	\$110,714
12			\$93,424	\$96,908	\$100,348	\$103,792	\$107,518	\$110,999	\$114,425
13			\$96,908	\$100,348	\$103,792	\$107,518	\$111,215	\$114,669	\$118,148
14			\$100,348	\$103,792	\$107,518	\$111,215	\$114,940	\$118,408	\$122,105
15			\$103,793	\$107,518	\$111,215	\$114,940	\$118,636	\$122,337	\$126,032
LONGEVITY	I	II	III	IV	V	VI	VII	VIII	IX
(**)	\$86,168	\$90,107	\$107,923	\$111,648	\$115,302	\$119,043	\$122,755	\$126,450	\$130,137
(***)	\$87,572	\$91,514	\$109,284	\$113,056	\$116,711	\$120,450	\$124,164	\$127,859	\$131,544
(****)	\$88,427	\$92,371	\$110,186	\$113,913	\$117,571	\$121,306	\$125,018	\$128,717	\$132,402

(*) Not part of the salary schedule for teachers employed after July 1, 1982

(**) Longevity - For teachers having 15 or more years in Pelham

(***) Longevity - For teachers having 20 or more years in Pelham

(****) Longevity - For teachers having 25 or more years in Pelham

APPENDIX A1

**PELHAM PUBLIC SCHOOLS
PELHAM, NEW YORK
2011-2012
TEACHER SALARY SCHEDULE**

CLASS	I	II	III	IV	V	VI	(*) VII	VIII	IX
	Bach.	B + 15	B + 30	Masters	B + 45 Inc. Masters or B + 60	B + 60 Inc. Masters	B + 75 Inc. Masters	B + 90 Inc. Masters	Doctorate
STEP									
A	\$52,931	\$56,014	\$59,109	\$62,151	\$65,259	\$68,344		\$74,463	\$77,555
1	\$56,431	\$59,514	\$62,609	\$65,651	\$68,759	\$71,844	\$75,060	\$77,963	\$81,055
2	\$59,022	\$62,106	\$65,190	\$68,228	\$71,307	\$74,405	\$77,633	\$80,571	\$83,624
3	\$61,572	\$64,654	\$67,739	\$70,819	\$73,860	\$76,972	\$80,028	\$83,162	\$86,200
4	\$64,489	\$67,472	\$70,819	\$73,860	\$76,972	\$80,028	\$83,331	\$86,454	\$89,550
5	\$67,204	\$70,300	\$73,860	\$76,972	\$80,028	\$83,331	\$86,721	\$89,804	\$92,894
6	\$70,008	\$73,326	\$76,972	\$80,028	\$83,331	\$86,721	\$90,039	\$93,150	\$96,471
7	\$72,878	\$76,452	\$80,028	\$83,331	\$86,721	\$90,039	\$93,374	\$96,722	\$100,045
8	\$75,935	\$79,505	\$83,331	\$86,721	\$90,039	\$93,374	\$96,974	\$100,262	\$103,643
9	\$79,000	\$82,601	\$86,721	\$90,039	\$93,374	\$96,974	\$100,591	\$103,896	\$107,245
10	\$82,096	\$85,909	\$90,039	\$93,374	\$96,974	\$100,591	\$104,161	\$107,514	\$111,071
11	\$85,191	\$89,269	\$93,374	\$96,974	\$100,591	\$104,161	\$107,736	\$111,362	\$114,921
12			\$96,974	\$100,591	\$104,161	\$107,736	\$111,604	\$115,217	\$118,773
13			\$100,591	\$104,161	\$107,736	\$111,604	\$115,441	\$119,026	\$122,638
14			\$104,161	\$107,736	\$111,604	\$115,441	\$119,308	\$122,908	\$126,745
15			\$107,737	\$111,604	\$115,441	\$119,308	\$123,144	\$126,986	\$130,821
LONGEVITY	I	II	III	IV	V	VI	VII	VIII	IX
(**)	\$89,440	\$93,531	\$112,024	\$115,891	\$119,683	\$123,567	\$127,420	\$131,255	\$135,082
(***)	\$90,900	\$94,992	\$113,437	\$117,352	\$121,146	\$125,027	\$128,882	\$132,718	\$136,543
(****)	\$91,787	\$95,881	\$114,373	\$118,242	\$122,039	\$125,916	\$129,769	\$133,608	\$137,433

(*) Not part of the salary schedule for teachers employed after July 1, 1982

(**) Longevity - For teachers having 15 or more years in Pelham

(***) Longevity - For teachers having 20 or more years in Pelham

(****) Longevity - For teachers having 25 or more years in Pelham