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Contract Database Metadata Elements

Title: **Peekskill City School District and Peekskill Faculty Association (2003) (MOA)**

Employer Name: **Peekskill City School District**

Union: **Peekskill Faculty Association**

Local:

Effective Date: **07/01/03**

Expiration Date: **06/30/05**

Number of Pages: **6 (MOA – 6)**

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Memorandum of Agreement

It is hereby agreed by and between the negotiating team for the Peekskill Faculty Association and the negotiating team for the Peekskill City School District that the following shall constitute the terms of a successor to the 2000-03 Agreement between the parties subject to ratification by both the membership of the Association and the membership of the Board of Education:

1. Term - July 1 2003 to June 30 2005
2. Salary Increases
 - a.) Salary Schedule shall be increased as follows

July 1 2003	:	1.5%
Feb 1 2004	:	1.5%
July 1 2004	:	1.5%
Feb 1 2005	:	1.5%
 - b.) Extra & co-curricular stipends for each year to be based upon BA Step 2 effective Feb 1.

Received
1/26/04

3. Amend Art VIII par 9. to replace the last sentence with the following:

~~Positions filled by~~
Individuals who are not members of the PFI who held positions as of July 1 1995 are exempted from this provision for all positions currently held.

4. Add the following new provisions

A. Current evaluation procedure for coaches to be subject to review using the current APPR model

B. Any bargaining unit member found unsatisfactory for two seasons will lose preference for a period of two years. The member may reapply for preference and such application shall not be unreasonably be denied. However, should a member commit an infraction of a serious nature including but not limited to corporal punishment, verbal abuse, theft and any other such acts as determined by the District preference may be revoked permanently. Any such determination will be subject to review pursuant to the arbitration procedure with the District to bare the burden of proof by a preponderance of evidence.

C. Posting of coaching positions shall be in the following months

- Fall -
- Winter -
- Spring -

In the alternative all positions may be posted in ^{May} ~~June~~ for the entire following year

D. PFA Presidents to get a list of all applicants for coaching positions, and notice of ~~the~~ the appointment of any non PFA member and ^{the} reason.

E PFA Presidents to be notified of any coach who is notified that his ~~her~~ performance is found to be ^{in jeopardy of losing} ~~unsatisfactory~~ _{preference}

F. If a PFA member fails to apply for a position by the posted dead line he/she shall have no preference for that position

3. All other terms and conditions in the 2000-03 Agreement shall remain unchanged unless modified above

PFA Negotiating Team

District Negotiating Team

Steve Rne
 John Dewey
 John P. Donnelly
 Stuart Sabshin
 [Signature]

[Signature]
 Mary Munn

President of the Board of Education

Tuesday McDonald

Dated: August 22 2003

July 1, 2003-January 31, 2004
Salary Increase =1.5%

Step	BA	BA+15	BA+30	MA	MA+15	BA+60	MA+30	MA+40	MA+45/PHD
1	38,441	42,213	45,980	48,489	52,545	53,897	56,593	59,297	60,648
2	39,596	43,480	47,360	49,944	54,122	55,514	58,291	61,077	62,468
3	40,772	44,643	48,523	51,306	55,483	56,869	59,650	62,444	63,836
4	41,940	45,814	49,694	52,676	56,850	58,234	61,019	63,798	65,188
5	42,813	47,460	51,398	54,413	58,661	60,072	62,901	65,727	67,143
6	43,686	49,106	53,100	56,150	60,470	61,907	64,780	67,657	69,096
7	45,048	51,158	55,218	58,334	62,659	64,196	67,134	70,072	71,535
8	46,413	53,214	57,353	60,514	64,998	66,496	69,486	72,478	73,971
9	47,774	55,672	59,900	63,122	67,715	69,242	72,300	75,357	76,890
10	49,138	58,136	62,460	65,732	70,422	71,992	75,123	78,260	79,828
11	50,501	60,599	65,011	68,338	73,136	74,741	77,943	81,149	82,750
12	51,872	63,062	67,554	70,943	75,860	77,490	80,763	84,029	85,665
13	52,707	64,890	70,109	73,555	78,566	80,240	83,583	86,929	88,603
14	-	-	73,084	76,598	81,743	83,452	86,877	90,299	92,007
15	-	-	75,326	78,871	84,086	85,816	89,285	92,758	94,493

February 1, 2004 -June 30, 2004
Salary Increase =1.5%

Step	BA	BA+15	BA+30	MA	MA+15	BA+60	MA+30	MA+40	MA+45/PHD
1	39,018	42,846	46,669	49,216	53,333	54,705	57,442	60,187	61,558
2	40,190	44,132	48,070	50,693	54,934	56,347	59,166	61,993	63,405
3	41,383	45,312	49,251	52,076	56,315	57,722	60,544	63,380	64,794
4	42,569	46,501	50,440	53,467	57,703	59,107	61,934	64,755	66,166
5	43,455	48,172	52,169	55,229	59,541	60,973	63,844	66,713	68,150
6	44,341	49,842	53,896	56,992	61,377	62,835	65,752	68,672	70,133
7	45,723	51,925	56,046	59,209	63,599	65,159	68,141	71,123	72,608
8	47,109	54,013	58,213	61,422	65,973	67,493	70,528	73,565	75,081
9	48,491	56,507	60,799	64,069	68,730	70,281	73,385	76,487	78,044
10	49,875	59,008	63,397	66,718	71,478	73,072	76,250	79,433	81,025
11	51,259	61,508	65,986	69,363	74,233	75,862	79,112	82,366	83,991
12	52,650	64,008	68,568	72,008	76,998	78,653	81,974	85,289	86,950
13	53,498	65,863	71,161	74,658	79,745	81,443	84,837	88,233	89,932
14	-	-	74,180	77,747	82,969	84,704	88,180	91,654	93,387
15	-	-	76,456	80,054	85,347	87,103	90,625	94,149	95,911

BOLD = No movement to these columns after 2/1/2001

July 1, 2004-January 31, 2005
Salary Increase =1.5%

Step	BA	BA+15	BA+30	MA	MA+15	BA+60	MA+30	MA+40	MA+45/PHD
1	39,603	43,489	47,369	49,954	54,133	55,526	58,304	61,090	62,481
2	40,793	44,794	48,791	51,454	55,758	57,192	60,053	62,923	64,356
3	42,004	45,992	49,990	52,857	57,160	58,588	61,452	64,331	65,766
4	43,207	47,199	51,196	54,269	58,568	59,994	62,863	65,726	67,159
5	44,107	48,895	52,951	56,058	60,434	61,887	64,802	67,714	69,173
6	45,006	50,590	54,705	57,847	62,297	63,778	66,738	69,702	71,185
7	46,409	52,704	56,887	60,097	64,553	66,136	69,163	72,189	73,697
8	47,816	54,823	59,086	62,343	66,962	68,506	71,586	74,669	76,207
9	49,218	57,354	61,711	65,030	69,761	71,335	74,486	77,634	79,214
10	50,623	59,893	64,348	67,719	72,550	74,168	77,394	80,625	82,241
11	52,028	62,430	66,976	70,403	75,346	77,000	80,299	83,602	85,251
12	53,439	64,968	69,596	73,088	78,153	79,832	83,204	86,569	88,254
13	54,300	66,851	72,228	75,778	80,941	82,665	86,110	89,556	91,281
14	-	-	75,293	78,913	84,214	85,975	89,503	93,029	94,788
15	-	-	77,603	81,254	86,627	88,410	91,984	95,561	97,350

February 1, 2005-June 30, 2005
Salary Increase =1.5%

Step	BA	BA+15	BA+30	MA	MA+15	BA+60	MA+30	MA+40	MA+45/PHD
1	40,197	44,141	48,080	50,703	54,945	56,358	59,178	62,006	63,419
2	41,405	45,466	49,523	52,225	56,594	58,050	60,954	63,866	65,322
3	42,634	46,682	50,740	53,650	58,017	59,467	62,374	65,296	66,752
4	43,856	47,907	51,964	55,083	59,447	60,894	63,806	66,712	68,166
5	44,768	49,628	53,745	56,899	61,340	62,816	65,774	68,730	70,210
6	45,681	51,349	55,525	58,715	63,232	64,735	67,739	70,747	72,252
7	47,105	53,495	57,740	60,999	65,521	67,128	70,201	73,272	74,803
8	48,533	55,645	59,972	63,278	67,967	69,533	72,660	75,789	77,350
9	49,956	58,215	62,636	66,005	70,808	72,405	75,603	78,799	80,403
10	51,383	60,792	65,313	68,735	73,638	75,280	78,555	81,834	83,474
11	52,808	63,367	67,980	71,459	76,477	78,155	81,503	84,856	86,530
12	54,241	65,943	70,640	74,184	79,325	81,030	84,452	87,867	89,578
13	55,114	67,854	73,312	76,915	82,155	83,905	87,401	90,899	92,651
14	-	-	76,422	80,097	85,477	87,264	90,845	94,424	96,209
15	-	-	78,767	82,473	87,927	89,736	93,364	96,995	98,810

BOLD = No movement to these columns after 2/1/2001

TEACHING ASSISTANT ARTICLE II - Salary/Payroll

<u>2003-2004</u>		<u>2004-2005</u>	
<u>July-Jan</u>	<u>Feb - June</u>	<u>July-Jan</u>	<u>Feb - June</u>
1.50%	1.50%	1.50%	1.50%
\$ 25,287	\$ 25,666	\$ 26,051	\$ 26,442