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Contract Database Metadata Elements

Title: **Fishers Island Union Free School District and Fishers Island Teachers Association (2008)**

Employer Name: **Fishers Island Union Free School District**

Union: **Fishers Island Teachers Association**

Effective Date: **07/01/08**

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

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Agreement

**Between
FISHERS ISLAND BOARD OF EDUCATION
And
FISHERS ISLAND TEACHERS' ASSOCIATION**

**July 1, 2008 to June 30, 2011
Fishers Island Union Free School District
Teachers' Contract 2008-2011**

I. Recognition

- A. All certified teaching personnel (including permanent/long term substitutes), except per diem substitutes, teaching assistants, aides, and Superintendent.
- B. Association Rights
Representatives of the Fishers Island Teachers Association (FITA) shall have the right to schedule FITA meetings before or after school on reasonable notice and subject to the approval of the Superintendent, and to use school premises to hold such meetings provided that they shall not interfere with the regular school program or other scheduled activities.

The FITA may use teacher mailboxes for communication to its members.

II. Implementation and Duration of Contract

- A. Duration of Contract
 - 1. July 1, 2008-June 30, 2011
- B. Dues Deductions
 - 1. Fishers Island Teachers' Association, NYSUT, and AFT
- C. Agency Fee

1. The District agrees that no later than fifteen (15) days after the effective date of this Agreement or fifteen (15) days after the effective date of employment, whichever is later, each employee will pay FITA each month a service charge toward the administration of this Agreement and the representation of such employee; provided, however, that each teacher will have available to him/her membership in FITA on the same terms and conditions as are available to every other member of the Union. The service charge shall be an amount equal to the collective bargaining agent's monthly dues for each month thereafter. The District shall deduct such a fee in the same manner that the membership dues are deducted. FITA shall supply the school district with a list of names of non-members at least fifteen (15) days prior to the deduction of the Agency fee.

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2. FITA affirms that it shall adopt procedures as required by Section 3 of Chapter 606 of the Laws of 1992, and that such procedures shall comply with applicable law.

3. FITA agrees to hold the Fishers Island Board of Education harmless against claims arising out of the deduction and transmittal of agency fees where there is a final adjudication by a court or arbitrator, or by PERB, that said agency fees should not have been deducted and/or transmitted to the Association.

D. Upon request, the District shall allow voluntary contributions to the NYSUT Member Benefit Trust and VOTE/COPE through payroll deduction.

1. Indemnification by NYSUT Member Benefits Trust

The NYSUT Member Benefit Trust shall be entitled to rely on the information and representations provided by the District with regard to the periodic deductions made per the NYSUT Member Benefit Trust's directions, and shall not be responsible for the accuracy or completeness thereof. The NYSUT Member Benefit Trust warrants and agrees that the information provided to the District will be accurate to the best of its knowledge, timely, will be authorized by the party whose account will be balanced, and will otherwise comply with all applicable federal, state, and local laws, regulations, and ordinances. The NYSUT Member Benefit Trust shall be responsible for performing the payroll deduction services expressly provided for in this Agreement, and shall be liable for negligence or willful misconduct in performing those services. In no event shall the NYSUT Member Benefit Trust be responsible for any consequential, special, punitive, or indirect loss or damage which the District may incur or suffer in connection with this Agreement, except to the extent such loss or damage results from the NYSUT Member Benefit Trust's negligence or willful misconduct in the performance of its services. The NYSUT Member Benefit Trust will indemnify and hold harmless the District when acting within the scope of the Trust's duties in carrying out the operation of the NYSUT Member Benefits Program, from every claim and demand to the proportionate extent that it results from the negligence or willful misconduct of the Trust's staff acting in that capacity, including but not limited to claims, demands, loss, damage, liability along with reasonable and necessary attorney's fees resulting from the NYSUT Member Benefit Trust's failure to provide accurate or complete information per its obligations to each employee from whom payroll deduction are being made and received by the NYSUT Member Benefit Trust.

2. Indemnification by NYSUT VOTE/COPE

The NYSUT VOTE/COPE shall be entitled to rely on the information and representations provided by the District with regard to the periodic deductions made per the NYSUT VOTE/COPE's directions, and shall not be responsible for the accuracy or completeness thereof. The NYSUT VOTE/COPE warrants and agrees that the information provided to the District will be accurate to the best of its knowledge, timely, will be authorized by the party whose account will be balanced, and will otherwise comply with all applicable federal, state, and local laws, regulations, and ordinances. The NYSUT VOTE/COPE shall be responsible for performing the payroll deduction services expressly provided for in this Agreement, and shall be liable for negligence or willful misconduct in performing those services. In no event shall the NYSUT VOTE/COPE be responsible for any consequential, special, punitive, or indirect loss or damage which the District may incur or suffer in connection with this Agreement, except to the extent such loss or damage results from the NYSUT VOTE/COPE's negligence or willful misconduct in the performance of its services. The NYSUT VOTE/COPE will indemnify and hold harmless the District when acting within the scope of NYSUT VOTE/COPE's duties in carrying out the operation of the NYSUT Member Benefits Program, from every claim and demand to the proportionate extent that it results from the negligence or willful misconduct of the NYSUT VOTE/COPE staff acting in that capacity, including but not limited to claims, demands, loss, damage, liability along with reasonable and necessary attorney's fees

resulting from the NYSUT VOTE/COPE's failure to provide accurate or complete information per its obligations to each employee from whom payroll deduction are being made and received by the NYSUT VOTE/COPE.

III. School Calendar and Work Day

A. School Calendar

1. Representatives of the Association and the Superintendent shall meet in order to develop a calendar of one hundred eighty (180) teaching days and three (3) non-instructional days to be used for in service, staff meetings, etc., and curriculum development.

B. Work Day

1. The work day shall be no longer than seven (7) hours and fifteen (15) minutes.

2. The working day will commence no earlier than 7:50 a.m. and end no later than 3:30 p.m.

3. Teachers shall be in attendance ten (10) minutes before the start of the school day and fifteen (15) minutes after the end of the instructional day except Friday.

4. In the event the ferry schedule changes, the parties will meet to mutually agree upon any new starting/ending times for the school.

5. A full-time teacher will have at least twenty-five (25) and not more than thirty (30) assignments (not including lunch duty) during any week based on a 180-day school year. If a teacher has more than 30 assignments weekly, he/she shall receive an additional 1/30th of his/her base salary for each assignment each week. High school and special area teachers shall have at least ten (10) planning periods per five-day week.

6. The District may exercise its educational judgment to reconfigure the school day, provided that the total assignment time is not increased.

IV. Leaves

A. Sickleave

1. Non-tenured Teacher - Twelve (12) days per year accumulative to thirty-six (36) days.

2. Tenured Teacher - Ninety (90) days of non-accumulative sick leave shall be provided in addition to the teacher's accumulated total of eligible sick days. The ninety (90) days of non-accumulative sick leave shall be considered as a reserve for use only in the event of a significant medical problem. Corroborative certification from two (2) doctors shall be required (i.e. the 90 days of non-accumulative sick leave are not to be considered an automatic extension of accumulative sick days).

Twelve accumulative sick days will be credited to the teacher's record on the opening day of employment for each school year up to 180 days.

Sick days imply any circumstances that deal with the individual teacher's own medical problems (e.g. personal illness, dental or medical appointments, pregnancies, etc.).

For illness in the immediate family a maximum of ten (10) days absence per year, chargeable to the teacher's sick days, will be approved. These days will not require the verification of a doctor's certificate.

Accumulative sick days will require the verification of a doctor's certificate when the number of uncertified sick days requested exceeds more than four (4) days during any thirty (30) consecutive day period.

The accumulated sick days of each teacher based on previous contracts, as of June 30, 1984, shall not be jeopardized.

3. Part-time Teachers - Twelve (12) of their fractional days per year accumulative to thirty-six (36) of their fractional days. After three (3) teaching years, a part-time teacher shall be given the same sick leave benefits as a tenured teacher based on their fractional days. Half days shall be assessed without regard to the number of assignments a part time teacher has during that session, however, they shall not be assessed if the teacher has no assignments during that session.

In the event of a change of the percentage of employment status, past accumulated sick days shall be recalculated in terms of the percentage of employment by using the product of the number of accumulated days times the percentage of employment during which those days were accumulated. This number shall be calculated to the nearest whole number and recorded at the time of the status change or at retirement.

B. Personal Leave

1. Non-tenured Teachers - Two (2) days per year.

2. Tenured Teachers - Three days per year.

3. All Teachers - A maximum of three (3) unused personal days may be accumulated from year to year. No more than seven (7) personal days for tenured teachers and for non-tenured teachers are accumulated and usable in any one year.

4. Part-time Teaching - Three (3) of their fractional days per year.

5. Use - Personal days deal with personal concerns that cannot be accomplished except during working hours. These days shall be ordinarily granted when requested in writing at least one week in advance. Advance notice shall be waived in emergencies. A teacher is not required to submit a reason for personal leave. No such leave will be used to extend vacations. Personal days may not be used for the purpose of engaging in other financial enterprises unrelated to the employee's professional responsibilities to the School District. The School District may ascertain that the use personal days is for a legitimate purpose.

C. Bereavement Days

1. Teachers will be granted up to five (5) days in the event of death in one's immediate family. One (1) day will be granted for other family members. For the purpose of this section, a teacher's spouse, children, mother or father, sister or brother, mother-in-law or father-in-law, or grandparents shall be considered part of a teacher's immediate

household. Additional sick leave may be granted when necessary to extend time of bereavement.

D. Additional Days

1. Days may be granted for court appearances.

E. Leaves Without Pay

1. Requests by teachers for leaves of absence without pay shall be given due consideration by the Board. Each request shall be acted upon according to the merits of the particular case.

F. Sabbatical Leave

1. Any teacher who has been in the district for ten (10) years or more may apply for a sabbatical leave. This leave is for professional growth that will benefit both the teachers and the district. The leave must be applied for by March 1, of the school year preceding the year during which the leave will be taken. During the sabbatical the teacher will continue to receive all the benefits to which he/she would normally be entitled, excepting salary, for the sabbatical period. After completing a sabbatical, a teacher must teach in the district for at least one year. The teacher's position on the salary schedule upon returning from sabbatical would be the same as if the teacher were teaching during the sabbatical leave. There shall be a maximum of one sabbatical grant per school year. The sabbatical is for the full teaching year. If more than one teacher applies, the teacher with the most seniority in the district will be granted the sabbatical.

G. Child-Bearing/Child-Rearing

1. Disability arising from pregnancy and childbirth will be treated as any other disability.
2. Unpaid leave may be requested by either parent following the birth of a child for the purpose of child care. Such leave shall not exceed two (2) years.
3. Duration/Procedure
 - a) Requests for child-rearing leave shall be made at least sixty (60) calendar days before the commencement of the leave.
 - b) Requests for leave will be considered in segments of one semester or greater up to a maximum of two years. Individuals requesting more than one year must reapply for approval each year.
 - c) An individual shall not receive more than two consecutive years for any child-rearing leave. The individual must return to full-time employment at the end of the second year of each leave and work for one school year before being eligible for another child-rearing leave.
 - d) The individual shall notify the District of the intent to return to work at least thirty (30) calendar days prior to the expiration date of the leave. (This provision may be waived at the discretion of the Superintendent.)

4. Miscellaneous

- a) While on leave, individuals shall not accrue seniority or leave credits of any sort. Prior accumulation of personal and/or sick leave will be restored upon return to full-time employment.
- b) Probationary individuals shall have their probationary period extended for the time equivalent of the duration of the leave.
- c) Individuals serving more than a semester during the school year before their leave, or after their return from leave, shall receive credit for full year (for salary purposes only).
- d) Each teacher on leave has the option to continue for a period of the leave medical and dental programs at his/her own cost. Payments to be designated by the Superintendent.
- e) The teacher may return at the beginning of the school year or the beginning of the second semester unless mutual arrangements have been made between the teacher and the Superintendent.

V. Curriculum Development

The Fishers Island Board of Education agrees to provide, upon application to and approval by the Superintendent, monies for the development of any new course which has been mandated by the New York State Board of Regents, The Fishers Island Board of Education, or the Superintendent of Fishers Island School. Reimbursement for self-developed curriculum services shall be a flat per-hour rate of \$25.00 with a maximum cap of thirty (30) hours for a semester course and sixty (60) hours for a year long course. Individual teachers may in lieu of paid curriculum development, accept release time from the current negotiated school day as financial compensation for curriculum development.

VI. National Teacher Certification

A teacher who receives National Teacher Certification shall be entitled to reimbursement up to \$2,500.00 of tuition expenses incurred in obtaining such certification, after payment made by New York State for such costs and tuition expenses.

Upon award of a National Teacher Certification to the teacher, the district shall make a one time payment of \$3,500.00.

VII. Observation and Evaluation

Every tenured teacher shall normally be observed one time in the course of each school year. Every second year non-tenured teacher shall normally be observed one time in each semester. Teachers serving their first year in the District and those in their tenure acquisition year shall be observed two times in each semester.

After three (3) teaching years, part-time and non-tenured teachers shall be observed according to the standard set for tenured teachers.

Formal observations of the work performance of a teacher will be conducted openly, with full knowledge of the teacher. There shall not be more than one observation per week. Each observer shall normally remain in the classroom for not less than thirty (30) minutes for the observation, and shall be as unobtrusive as possible. A teacher shall be given the opportunity to have a representative present during the evaluation process.

VIII. Personnel Files

A personnel file for all teachers will be kept and will be made available by the administration. Nothing shall be placed in the file without the knowledge of the teacher and all information in the file is subject to the teacher's viewing. Nothing shall be removed from a teacher's file without the knowledge of the teacher. The teacher has the right to respond to anything in his/her file with such response to be attached to the original document. The teacher shall not be permitted access to pre-employment recommendations and materials. A teacher's file may only be reviewed in a manner consistent with law and Regents Regulations.

IX. Reduction or Elimination of Assignments

If the teaching staff is to be reduced by eliminating a position or reducing a full-time position to a part-time position, the concerned individuals shall so be notified by no later than June 30th of the school year preceding the school year when the reduction is to take place. This applies only when the position itself is to be reduced, and not when the dismissal of a teacher who will be replaced is contemplated. In the event of a reduction in force, the teacher affected will receive sixty (60) calendar days' notice.

X. Formalization of the E.A.C.

The Board and Association agree that an Educational Advisory Council (EAC) shall be established and maintained, as indicated by Board Policy adopted on January 30, 1975 (#2431) and revised on March 16, 1993. Current policy # 3220

XI. Grievance

A. Definition:

1. An alleged violation of agreement.
2. Day shall mean working days when school is in session or staff attendance is required.
3. Grievant: Member of bargaining unit, group of teachers or the Teachers' Association.
4. Failure at any step of the procedure to communicate the decision of a grievance within the time limits specified shall permit the aggrieved party to proceed to the next step. Failure at any step of the procedure to appeal a decision to the next step within the time limits specified shall be deemed to be acceptance of the decision rendered at the step.

B. Procedures:

1. Step 1: File orally with the Superintendent within ten (10) days following the act or condition which is the basis of the complaint. Superintendent will meet within ten (10)

days of receipt of grievance. Superintendent will render written decision within ten (10) days of conference.

2. Step 2: In the event that the aggrieved party is not satisfied with the disposition of the grievance at Step 1, the aggrieved party shall file, in writing, within ten (10) days after receipt of the Step 1 decision, a request of the Board of Education to hear the grievance. The written request shall include specific provision(s) of the agreement alleged to have been violated when initiating a formal grievance. The Board shall conduct a step 2 hearing within ten (10) days of receipt of the written grievance. The Board shall render a decision in writing within ten (10) days of the Step 2 hearing.

3. Step 3: In the event that the Teachers' Association is not satisfied with the disposition of the grievance on Step 2 or that no decision has been rendered within ten (10) days after the Step 2 conference, the Teachers' Association may notify the Board of Education within twenty (20) days following the Step 2 conference that they, the Teachers' Association, will be submitting the grievance to binding arbitration to AAA under the rules and procedures of the American Arbitration Association. All costs of arbitration will be divided equally between the Teachers' Association and the Board of Education. Only the Teachers' Association shall submit to arbitration; an individual member may not submit the grievance to arbitration. The opinion of the arbitrator shall be binding and final. The decision of the arbitrator shall be rendered within thirty (30) working days.

XII. Compensation

A. Salary

- a. The 2007-08 Salary schedule shall be increased by 3.0% effective 7/1/2008.
- b. The 2008-09 Salary schedule shall be increased by 3.0% effective 7/1/2009.
- c. The 2009-10 Salary schedule shall be increased by 3.0% effective 7/1/2010.

B. Professional Development requirements:

1. All teachers must complete 15 hours of professional development in each school year, in addition to training given on Superintendent's Conference days. The professional development requirements may be met by attending either graduate or in-service courses or professional conferences or workshops. Teachers may attend professional development activities in person or via online-Distance Education, where available.

2. To receive recognition for meeting the professional development requirement in any school year, teachers must apply for and receive the approval of the Superintendent of Schools before the professional development activity commences. Such approval shall be specifically with regard to meeting the requirements of this Section. All requests for pre-approval must be made by May 1 of the school year and the teacher must supply the District with confirmation that the professional development activity was completed by June 30 of the same school year.

3. It is understood between the parties that there is nothing in this agreement that would preclude teachers from using their preparation time periods to satisfy this professional development requirement.

4. The professional development requirement shall not apply until a teacher begins his or her first full school year of employment with the District.

5. In the event a teacher fails to meet the professional development requirements for the school year, the teacher's salary shall be 1% less than the collectively bargained rate for the

following school year. In the event that no collectively bargained rate exists for the following school year, the 1% reduction will be applied for the next school year when a collectively bargained rate exists, including a payment for a school year that is applied retroactively. No salary reduction shall take place for the 2005-06 school year.

C. Prior Military Experience

Credit for prior military experience shall be granted: one (1) year of teaching experience for each full year of military experience to a maximum of two (2) years.

D. Extracurricular and Coaching Salaries

Compensation for coaching shall be increased:

For 2008-2009 increase 2007-2008 rates by 3%. However, no retroactive payment shall be made to employees who performed those services.

For 2009-2010 increase 2008-2009 rates by 3%

For 2010-2011 increase 2009-2010 rates by 3%

Compensation for extracurricular and club activities shall be increased:

For 2008-2009 increase 2007-2008 rates by 3%. However, no retroactive payment shall be made to employees who performed those services.

For 2009-2010 increase 2008-2009 rates by 3%

For 2010-2011 increase 2009-2010 rates by 3%

When personnel are chosen to be in charge of these activities, first consideration will be given to qualified members of the Fishers Island teaching staff. Final determination shall be made by the Superintendent and the Board of Education.

The Educational Advisory Council shall evaluate and coordinate faculty recommendations for new activities. The Board of Education shall have final approval on programs, personnel, and funding.

E. Accompanying the first paycheck of the school year, each teacher shall receive a notice setting forth the teachers current annual salary and the number of accumulated sick and personal days.

XIII. Fringe Benefits

A. Health Insurance

1. The District shall provide health insurance to employees, for individual, 2 person or family, as applicable, employed at least 50%, under the New York State Health Insurance Plan's "Empire Plan Core Plus Enhancements" plan.

2. a. Effective July 1, 2008, employees shall contribute 11% of the cost of the health insurance premium.

b. Effective July 1, 2009, employees shall contribute 13% of the cost of the health insurance premium.

c. Effective July 1, 2010, employees shall contribute 15% of the cost of the health

insurance premium.

3. If a unit member is eligible for health insurance coverage through another source that, in totality, is comparable to the coverage provided by the District, that unit member is ineligible for coverage under the District's plan. In determining if alternative coverage is comparable to the coverage provided by the District, the totality of the plan shall be analyzed, with particular emphasis on following items:

Plan structure (E.g. PPO, HMO, Indemnity, etc.)

Premium cost to both employer and employee

Amount and types of fees and co-pay's

Levels of coverage

Benefits provided/procedures excluded

Scope of in-health network providers

In the event the parties cannot agree that alternative coverage should exclude an employee, the Association may proceed directly to Step 3 of the grievance procedure.

4.

- a. In the event the employee is precluded from receiving District insurance pursuant to the above paragraph, and subsequently loses such alternative coverage, either as an active employee or as a retiree, the employee shall be immediately enrolled in the district's health insurance plan, upon submission of documents confirming the loss of alternative coverage. If immediate enrollment is prohibited by the carrier, then enrollment shall occur as soon as permissible.
- b. Employees shall be required to inform the District in writing if they are eligible for alternative health insurance coverage.

5. All unit members who have worked for the District for at least fifteen years prior to the date of retirement shall be eligible for coverage (along with dependents) under the District's plan in retirement. The retiree coverage shall be in accordance with the regulations of the Empire Plan. The District shall be required to make the minimum premium contribution mandated by the plan.

6. Except as required by Article XIII-A(5), medical coverage for retired employees shall be governed by Board policy as adopted on October 19, 1999 and as thereafter amended by the Board of Education.

7. If a teacher resigns effective June 30 (or after) of any given year, health insurance will be paid until September of that year. If a teacher stops working prior to the end of his/her contract health insurance will be terminated at the end of the month in which the teacher stopped work.

B. Dental Insurance

1. Dental insurance shall be provided to employees plus dependents under the Delta Dental Premier Plan.

2. Effective 7/1/06 or sooner if change in coverage enacted, unit members shall contribute 10% to the cost of dental insurance premium or rate.

C. Group Term Life Insurance

The District shall provide \$15,000 Group Term Life Insurance and Accidental Death and Dismemberment Insurance for the life of this contract for all faculty members employed 50% and over. The Fishers Island Teachers Association shall correspond with the company and provide the appropriate paperwork to the office. The District will pay the premium on an annual basis not to exceed \$1,100.

D. Educational Expense

Teachers must complete their first year of teaching at Fishers Island School before they can apply for an educational expense grant. Reimbursement for educational expense shall be awarded at a rate up to a full grant of \$1,200 for each three to four credits of approved college course work, approved by the Board of Education. This grant is intended for six(6) teachers, although the Board may grant up to \$1,200 for a travel-study plan to a teacher with tenure or three consecutive years of employment in the school district. The total educational reimbursements will not exceed \$8,000 in each year of the contract.

Partial grants of amounts less than \$1,200 may be acceptable in place of full grants; therefore more than six(6) individual grants would be awarded.

Deadlines for grants are as follows: June 15 for summer grants; September 15 for fall semester and January 15 for spring grants. Priorities should be given to teachers who have not received grants in the near past, however, there is a possibility that grants may be duplicated in a given year.

Grants shall be awarded as related to the teaching assignment, unless otherwise approved by the Board of Education.

Only the following approved expenses are allowable: tuition, textbooks, related materials and supplies. Reimbursement will be paid upon receipt of an official college transcript showing satisfactory completion of study 50% of the grant will be paid on September 1, and 50% on February 1. The said transcript should be applied for within two months of completion of course work.

If the District requests that a teacher take course work, they will reimburse that teacher to a maximum of six(6) credits, including all reasonable and customary expenses, at a rate determined by the Board.

E. Cafeteria Plan under Section 125 of the Internal Revenue Code

The Board shall provide a Flexible Spending Benefits Plan (as outlined under Section 125 of the Internal Revenue Code). The Plan shall include a medical spending account and dependent care account. Cost of implementation and maintenance of this Plan shall be the full responsibility of the District.

XIV. Retirement Incentive

This benefit is for retirement only and not for any other separation from service and shall only apply in a teacher's first year of eligibility for retirement.

"First eligibility" is defined as either the school year in which the teacher becomes eligible to retire from the New York State Teachers' Retirement System in the respective tier without

penalty as well as having at least 10 years of service with Fishers Island, or for a teacher who retires in any year with penalty who has at least 10 years of service with Fishers Island.

For teachers retiring on June 30 of a school year, resignation for purposes of retirement must be given by February 1 in the school year of retirement. For a teacher retiring other than on June 30, five (5) months' notice must be given prior to retirement.

Payment shall be calculated by multiplying the number of accumulated sick days, up to 65, by 1/180 of the teacher's final year's salary.

Payment shall be made no later than July 31 in the final calendar year of employment.

XV. Interviewing Prospective Teachers

There shall be a teacher representative on any committee established by the Board of Education to interview prospective teachers.

XVI. Statutory Clause

It is agreed, by and between the parties hereto, that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals on this date.

Date: 10/30/08

FISHERS ISLAND UNION FREE SCHOOL DISTRICT

County of Suffolk, New York

By: Stephanie K Hall
Stephanie Hall
President, Board of Education

FISHERS ISLAND TEACHERS' ASSOCIATION

By: Debra Walters
Debra Walters, President

APPENDIX B

Extra Curricular and Club compensation
2008 - 2009

	Activity	Rate
	Director/Drama Coordinator	2,135.64
	Director/Musical Coordinator	2,135.64
	Rehearsal/Performance Accompanist	2,002.16
	Senior Class Advisor	1,735.21
	Student Council	1,735.21
	Yearbook Co-Editor (Layouts/Ads)	1,735.21
	District Technology Support	1,787.27
/hr.	Homework hall/Adult Ed /Recreation Programs	30.25
		13,266.32

Coaching Compensation
2008 - 2009

	Activity	Salary
	Cross-Country	2,936.51
	Basketball - Men's Coach	2,803.03
	Basketball - Men's Assistant Coach	1,477.10
	Basketball - Women's Coach	2,803.03
	Basketball - Women's Assistant Coach	1,477.10
	Basketball - Cougars (or hourly @ recreation rate)	675.31
	Golf	3,069.98
	Golf Assistant Coach (or hourly @ recreation rate)	675.31
		15,917.37

APPENDIX B

Extra Curricular and Club compensation
2009 - 2010

	Activity	Rate
	Director/Drama Coordinator	2,199.71
	Director/Musical Coordinator	2,199.71
	Rehearsal/Performance Accompanist	2,062.22
	Senior Class Advisor	1,787.26
	Student Council	1,787.26
	Yearbook Co-Editor (Layouts/Ads)	1,787.26
	District Technology Support	1,840.89
/hr.	Homework hall/Adult Ed./Recreation Programs	31.15

13,664.31

Coaching Compensation
2009 - 2010

	Activity	Salary
	Cross-Country	3,024.60
	Basketball - Men's Coach	2,887.12
	Basketball - Men's Assistant Coach	1,521.42
	Basketball - Women's Coach	2,887.12
	Basketball - Women's Assistant Coach	1,521.42
	Basketball - Cougars (or hourly @ recreation rate)	695.56
	Golf	3,162.08
	Golf Assistant Coach (or hourly @ recreation rate)	695.56

16,394.89

APPENDIX B

Extra Curricular and Club compensation
2010 - 2011

	Activity	Rate
	Director/Drama Coordinator	2,265.70
	Director/Musical Coordinator	2,265.70
	Rehearsal/Performance Accompanist	2,124.09
	Senior Class Advisor	1,840.88
	Student Council	1,840.88
	Yearbook Co-Editor (Layouts/Ads)	1,840.88
	District Technology Support	1,896.11
/hr.	Homework hall/Adult Ed./Recreation Programs	32.09
		14,074.24

Coaching Compensation
2010 - 2011

	Activity	Salary
	Cross-Country	3,115.34
	Basketball - Men's Coach	2,973.74
	Basketball - Men's Assistant Coach	1,567.06
	Basketball - Women's Coach	2,973.74
	Basketball - Women's Assistant Coach	1,567.06
	Basketball - Cougars (or hourly @ recreation rate)	716.43
	Golf	3,256.95
	Golf Assistant Coach (or hourly @ recreation rate)	716.43
		16,886.74

CONFIDENTIAL

2008 - 2009 Schedule

STEP	B	M	M+6*	M+8*	M+15	M+16*	M+20*	M+22*	M+30	M+44	M+60	
1	47,528	55,696	X	X	58,360	X	59,249	X	61,024	63,509	65,138	1
2	49,749	57,916	X	X	60,582	X	61,467	X	63,243	65,730	67,357	2
3	51,967	60,135	X	X	62,800	X	63,687	X	65,463	67,949	69,577	3
4	54,188	62,357	X	X	65,018	X	65,906	X	67,682	70,170	71,796	4
5	56,406	64,575	X	X	67,239	X	68,126	X	69,902	72,388	74,016	5
6	58,628	66,796	X	X	69,457	X	70,347	X	72,123	74,609	76,235	6
7	60,846	69,015	X	X	71,678	X	72,566	X	74,342	76,827	78,455	7
8	63,066	71,235	X	X	73,896	X	74,786	X	76,562	79,048	80,675	8
9	65,285	73,454	X	X	76,118	X	77,004	X	78,781	81,266	82,895	9
10	67,505	75,672	X	X	78,337	X	79,225	X	81,001	83,486	85,114	10
11	69,724	77,892	X	X	80,557	80,329	81,443	X	83,219	85,705	87,334	11
12	71,944	80,113	X	X	82,776	82,955	83,664	X	85,440	87,927	89,553	12
13	74,164	82,332	X	X	84,996	85,173	85,884	X	87,658	90,145	91,773	13
14	76,385	84,552	X	X	87,215	87,394	88,104	X	89,879	92,365	93,992	14
15	78,603	86,771	X	X	89,435	89,612	90,323	X	92,098	94,583	96,212	15
20	-	91,210	X	X	93,875	97,429	94,762	X	96,537	99,023	100,653	20
21	-	91,210	X	X	93,875	94,052	94,762	X	96,537	99,023	100,653	21
22	-	92,278	X	X	96,068	95,119	95,830	X	97,606	100,091	101,720	22
>22	-	93,345	94,411	94,767	96,010	96,187	96,898	97,253	98,673	101,158	102,788	>22

* Only for teachers on such column as of June 30, 1999

CONFIDENTIAL

2009 - 2010 Schedule

STEP	B	M	M+6*	M+8*	M+15	M+16*	M+20*	M+22*	M+30	M+44	M+60	
1	48,954	57,367	X	X	60,111	X	61,027	X	62,855	65,414	67,092	1
2	51,241	59,654	X	X	62,399	X	63,311	X	65,141	67,702	69,378	2
3	53,526	61,939	X	X	64,684	X	65,598	X	67,427	69,988	71,664	3
4	55,813	64,227	X	X	66,969	X	67,884	X	69,713	72,275	73,950	4
5	58,098	66,512	X	X	69,256	X	70,170	X	71,999	74,560	76,236	5
6	60,387	68,799	X	X	71,541	X	72,457	X	74,286	76,847	78,522	6
7	62,672	71,086	X	X	73,828	X	74,743	X	76,572	79,132	80,808	7
8	64,958	73,372	X	X	76,113	X	77,029	X	78,858	81,419	83,096	8
9	67,244	75,658	X	X	78,402	X	79,314	X	81,145	83,704	85,382	9
10	69,530	77,943	X	X	80,687	X	81,601	X	83,431	85,990	87,668	10
11	71,816	80,229	X	X	82,974	82,739	83,886	X	85,716	88,276	89,954	11
12	74,102	82,516	X	X	85,259	85,443	86,173	X	88,003	90,565	92,240	12
13	76,389	84,802	X	X	87,546	87,728	88,461	X	90,288	92,850	94,526	13
14	78,676	87,088	X	X	89,831	90,015	90,747	X	92,575	95,136	96,812	14
15	80,961	89,374	X	X	92,118	92,300	93,033	X	94,861	97,421	99,098	15
20	-	93,946	X	X	96,692	100,351	97,605	X	99,433	101,994	103,673	20
21	-	93,946	X	X	96,692	96,874	97,605	X	99,433	101,994	103,673	21
22	-	95,047	X	X	98,950	97,973	98,705	X	100,535	103,094	104,772	22
>22	-	96,146	97,243	97,610	98,891	99,073	99,805	100,171	101,634	104,193	105,872	>22

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CONFIDENTIAL

2010 - 2011 Schedule

STEP	B	M	M+6*	M+8*	M+15	M+16*	M+20*	M+22*	M+30	M+44	M+60	
1	50,422	59,088	X	X	61,914	X	62,857	X	64,740	67,377	69,105	1
2	52,778	61,444	X	X	64,271	X	65,211	X	67,095	69,733	71,459	2
3	55,132	63,797	X	X	66,625	X	67,565	X	69,450	72,087	73,814	3
4	57,488	66,154	X	X	68,978	X	69,920	X	71,804	74,443	76,169	4
5	59,841	68,508	X	X	71,334	X	72,275	X	74,159	76,797	78,523	5
6	62,198	70,863	X	X	73,687	X	74,631	X	76,515	79,153	80,878	6
7	64,552	73,218	X	X	76,043	X	76,985	X	78,870	81,506	83,233	7
8	66,906	75,573	X	X	78,397	X	79,340	X	81,224	83,862	85,588	8
9	69,261	77,927	X	X	80,754	X	81,693	X	83,579	86,215	87,943	9
10	71,616	80,281	X	X	83,107	X	84,049	X	85,934	88,570	90,298	10
11	73,970	82,636	X	X	85,463	85,221	86,403	X	88,287	90,925	92,652	11
12	76,325	84,991	X	X	87,817	88,006	88,759	X	90,643	93,282	95,007	12
13	78,681	87,346	X	X	90,172	90,360	91,115	X	92,996	95,635	97,362	13
14	81,037	89,701	X	X	92,526	92,716	93,469	X	95,352	97,990	99,717	14
15	83,390	92,055	X	X	94,882	95,069	95,824	X	97,707	100,343	102,071	15
20	-	96,765	X	X	99,592	103,362	100,533	X	102,416	105,054	106,783	20
21	-	96,765	X	X	99,592	99,780	100,533	X	102,416	105,054	106,783	21
22	-	97,898	X	X	101,918	100,912	101,666	X	103,551	106,187	107,915	22
>22	-	99,030	100,161	100,538	101,857	102,045	102,800	103,176	104,683	107,319	109,048	>22

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