

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)**

July 1, 2010– June 30, 2017

TABLE OF CONTENTS

PURPOSE AND INTENT	1
ARTI CLE I - RECOGNITION.....	1
ARTI CLE II - DUES DEDUCTION	1
ARTI CLE III - BULLETIN BOARDS	1
ARTI CLE IV - ACCESS TO PREMISES.....	2
ARTI CLE V - REGULAR HOURS, WORKDAY	2
ARTI CLE VI - REST PERIODS	2
ARTI CLE VII - SICK LEAVE/PERSONAL LEAVE.....	2
ARTI CLE VIII - WORKER'S COMPENSATION.....	3
ARTI CLE IX - BEREAVEMENT LEAVE.....	3
ARTI CLE X - JURY DUTY	4
ARTI CLE XI - INSURANCE	4
ARTI CLE XII - RETIREMENT PLAN	6
ARTI CLE XIII - PREMIUM RATES OF PAY FOR FOOD SERVICE/CLERICAL.....	6
ARTICLE XIV - SENIORITY	6
ARTI CLE XV - WORK YEAR	6
ARTICLE XVI - JOB TITLE (CLASSIFICATION) SENIORITY	6
ARTI CLE XVII - SAVINGS CLAUSE.....	6
ARTI CLE XVIII - DISCIPLINE AND DISCHARGE	7
ARTI CLE XIX - SALARY	7
ARTICLE XX - LONGEVITY SERVICE	8

ARTICLE XXI - INTERVIEWS..... 8

ARTICLE XXII - GRIEVANCE PROCEDURES.....8

ARTICLE XXIII - TERM 10

ARTICLE XXIV - EVALUATIONS.....10

ARTICLE XXV - NO STRIKE PROVISION 10

ARTICLE XXVI - LEGISLATIVE AUTHORIZATION 11

APPENDIX A - LONG-TERM DISABILITY PLAN 12

APPENDIX B - SALARY SCHEDULES FOR UNIT MEMBERS
OTHER THAN TEACHING ASSISTANTS 13

APPENDIX C - SALARY SCHEDULES FOR TEACHING ASSISTANTS..... 14

PURPOSE AND INTENT

AGREEMENT made this *9th* day of *May*, 2014, 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") covering the School Related Professionals ("SRP") unit.

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, Account Clerk, Clerk Typists, Senior Account Clerk 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, Senior Account Clerk - 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

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 185 day maximum.

C. Beginning with the 166th day of leave shall be computed in multiples of one-half or full days. Upon retirement, Teacher Aides Clerk/Typists, Senior Account Clerks 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. 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.

ARTICLE VIII - WORKER'S COMPENSATION

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. As set forth in the grid below, employees in the respective contribution tiers, (based on date of hire in the District), will contribute the associated percentage of the insurance premium established by the East End Health Plan for the level of coverage selected by the employee (Individual or Family.) However, for the February 1, 2013 through June 30, 2013 period only, the percentage of employee contribution will be limited to the dollar value of the associated percentage for the number of pay period during this interval (e.g. employee will pay 1% increase for those periods, not the full year's value of 1%.)
- B. 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:

Contribution Tier:	Pre- 5/2/97	5/2/97- 6/30/99	7/1/99- 7/1/04	7/2/04 and thereafter
7/1/12- 1/31/13	0	5	10	15
2/1/13- 6/30/13	1	6	11	16
7/1/13- 6/30/14	2	7	12	16
7/1/14- 6/30/15	3	8	13	16
7/1/15- 6/30/16	4	9	14	17
7/1/16- 6/30/17	5	10	15	17

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.

C. I.R.S. Flexible Spending Plan

- 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 \$1,325 per participant for each school year.

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.

2. 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.

3. 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.

4. 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.

5. 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.

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

D. 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.

E. The District will provide for the Long-Term Disability Plan sponsored by the NYSUT Benefit Trust for all unit employees (Appendix C). 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 and one-half (1.5%) 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, Account Clerks, Senior Account Clerks and the Network and Systems Technician, unit members shall work a ten-month year following the school calendar. Clerk-Typists, Account Clerks, Senior Account Clerks 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 A. Effective July 1, 2011, such schedules to reflect an increase of two percent (2.0%) from each year over the prior year. The schedule for the 2010-11 school shall not be increased over the schedule for the 2009-10 school year.

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 B. Effective July 1, 2011, such schedules to reflect an increase of two percent (2.0%) from each year over the prior year. The schedule for the 2010-11 school shall not be increased over the schedule for the 2009-10 school year.

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. 12 month employees shall be paid every other Friday. For 10 month employees, payment of salaries will be scheduled on an every other Friday basis commencing with the first working Friday in September. In those instances when the alternate Friday falls on a day when school is closed salary will be paid on the last working day before the school closing. It is understood that the gross amount of each paycheck will equal 1/26 or 1/22, by way of written designation by the employee to the District. Notwithstanding the foregoing, the exact number of paychecks may be modified if compliance with the aforesaid would result in payment for work not yet performed.

Article XX - 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. The District will provide additional attire when necessary to ensure the safety and health of the unit member and/or when needed for maintaining uniforms in a normal state of cleanliness.

ARTICLE XXI - LONGEVITY SERVICE

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

Years of Service	
5	\$500
10	\$700
15	\$900
20	\$1,100

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 XXII - INTERVIEWS

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

ARTICLE XXIII - GRIEVANCE PROCEDURES

A. PURPOSE

The purpose of the grievance procedure is to establish a simple, straightforward method of settling differences which may occur in the day-to-day operation of the school or in the interpretation of this contract.

B. DEFINITIONS:

1. A "grievance" shall be any complaint which results from the interpretation of this contract.
2. "Aggrieved person(s)" shall be any person to which this contract applies.
3. "Party in Interest" is defined as any person or group affected by the grievance or the decision regarding the grievance.

C. PROCEDURES

The purpose of the grievance procedure is to arrive at a fair settlement in the least amount of time possible. The procedure described herein assumes that all parties have attempted to settle a dispute in an informal way through discussion and through any other means of communication.

Step I

A matter of disagreement formally becomes a grievance when is reduced to writing and is presented to the Superintendent of Schools.

Step II

The grievance must be filed within five (5) business days from when the grievant or the Association is formally notified by the superintendent that the matter cannot be informally resolved. The Superintendent shall render a decision in writing, within three (3) days of receipt of the grievance at a meeting of the aggrieved person(s) and any parties at interest. If the matter has reached a satisfactory conclusion, all parties shall sign the decision indicating agreement.

Step III:

Within three (3) business days of receipt of the grievance, the Superintendent shall arrange for a meeting with the Aggrieved person/(s), the Association's grievance representative and any other Parties In Interest. Within three (3) business days of the meeting, the Superintendent will render a written decision as to the merits of the grievance and issue a copy of such decision to all present at the meeting. If the parties reached a verbal resolution at the meeting, the written decision shall so state, however, the decision must then be signed by all present in order to become effective.

Step IV:

In the event that the grievance is not satisfied at Step II, the dissatisfied parties may file a written appeal to the Board of Education. The Board will meet with all parties within (10) days to orally discuss the grievance. The Board will decide the grievance within five (5) days and will communicate, in writing, its decision to all parties.

Step V:

In the event that the grievance is not satisfied at Step III, the dissatisfied parties may file for arbitration under the rules and procedures of the American Arbitration Association, the costs of which will be shared equally by the District and the grievant. The decisions of the Arbitrator shall be final and binding.

D. Guidelines

1. The aggrieved person/(s) may be represented by a party of their choice. However, the Association will have the sole and exclusive authority in determining whether to advance a grievance to Step V. Further any resolution to a grievance at a lower stage must be authorized by the Association.
2. A grievance may be withdrawn at any time by the party filing the grievance.
3. All parties will receive copies of all written documents.
4. All settlements will be without malice or reprisal by any party.
5. A grievance should state a satisfactory solution as well as the nature of the grievance.

ARTICLE XXIV - TERM

This agreement shall be in effect July 1, 2010 through June 30, 2017. All terms and conditions of employment set forth in this Agreement shall remain in effect until such time as altered by mutual agreement, in writing, between the duly authorized representatives of the parties.

ARTICLE XXV - EVALUATIONS

A. "It is understood that the intent and purpose for the end of year evaluation process is to promote self-improvement by providing constructive criticism and assistance when necessary. It also provides an opportunity to observe exemplary techniques so that these techniques and methods may be shared with others. The end of year process will follow the assessment procedure in place on June 30, 2012, attached hereto as Appendix D."

B. The District agrees to provide, upon application and approval by the Superintendent, the necessary funds for selected professional development for teaching assistants and teacher aides. Transportation costs, meals, lodging and registration/materials fees will be deemed as appropriate expenses, to the overall limit of funds provided in the District budget for conferences. Such budget line will also be reduced to pay the cost of any substitute staff utilized in the employee's absence. Any employee participating in such authorized conference shall receive regular compensation without suffering any reduction in his or her leave time. Examples of authorized professional development includes, but is not limited to programs sponsored or conducted by BER, Peconic Teacher Center, BOCES or courses conducted on District premises.

ARTICLE XXVI - 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.

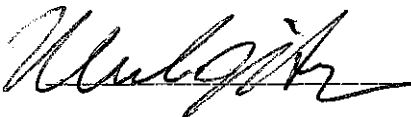
ARTICLE XXVII - LEGISLATIVE AUTHORIZATION

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 24th day of May, 2014, effective the 1st day of July, 2010.

FOR THE DISTRICT

FOR THE ASSOCIATION

By: 
Superintendent of Schools

By: 
President


President, Board of Education

**APPENDIX A
SALARY SCHEDULES**

FOR UNIT MEMBERS OTHER THAN TEACHING ASSISTANTS

Teacher Aide

	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
1	\$18,352	\$18,719	\$19,094	\$19,476	\$19,865	\$20,262	\$20,668
2	\$19,632	\$20,024	\$20,425	\$20,833	\$21,250	\$21,675	\$22,108
3	\$21,000	\$21,420	\$21,848	\$22,285	\$22,731	\$23,186	\$23,649
4	\$22,189	\$22,633	\$23,085	\$23,547	\$24,018	\$24,498	\$24,988
5	\$23,414	\$23,883	\$24,360	\$24,847	\$25,344	\$25,851	\$26,368
6	\$24,693	\$25,186	\$25,690	\$26,204	\$26,728	\$27,263	\$27,808
7	\$25,972	\$26,491	\$27,021	\$27,561	\$28,113	\$28,675	\$29,248
8	\$27,251	\$27,796	\$28,352	\$28,919	\$29,497	\$30,087	\$30,689
9	\$28,529	\$29,100	\$29,682	\$30,275	\$30,881	\$31,499	\$32,128
10	\$29,808	\$30,405	\$31,013	\$31,633	\$32,266	\$32,911	\$33,569

Network Systems Administrator

	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
1	\$41,738	\$42,572	\$43,424	\$44,292	\$45,178	\$46,082	\$47,003
2	\$42,807	\$43,663	\$44,537	\$45,427	\$46,336	\$47,263	\$48,208
3	\$43,878	\$44,756	\$45,651	\$46,564	\$47,495	\$48,445	\$49,414
4	\$44,948	\$45,847	\$46,763	\$47,699	\$48,653	\$49,626	\$50,618
5	\$46,017	\$46,938	\$47,876	\$48,834	\$49,811	\$50,807	\$51,823
6	\$47,088	\$48,030	\$48,990	\$49,970	\$50,970	\$51,989	\$53,029
7	\$48,159	\$49,122	\$50,104	\$51,106	\$52,128	\$53,171	\$54,234
8	\$49,228	\$50,213	\$51,217	\$52,242	\$53,286	\$54,352	\$55,439
9	\$50,299	\$51,305	\$52,331	\$53,378	\$54,445	\$55,534	\$56,645
10	\$51,369	\$52,396	\$53,444	\$54,513	\$55,603	\$56,715	\$57,849

Food Service Worker

	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
1	\$16,907	\$17,245	\$17,590	\$17,942	\$18,301	\$18,667	\$19,040
2	\$18,186	\$18,550	\$18,921	\$19,299	\$19,685	\$20,079	\$20,481
3	\$19,465	\$19,854	\$20,251	\$20,656	\$21,069	\$21,490	\$21,920
4	\$20,744	\$21,159	\$21,582	\$22,013	\$22,454	\$22,903	\$23,361
5	\$22,023	\$22,463	\$22,913	\$23,371	\$23,838	\$24,315	\$24,801
6	\$23,302	\$23,768	\$24,244	\$24,729	\$25,223	\$25,728	\$26,242
7	\$24,581	\$25,073	\$25,575	\$26,086	\$26,608	\$27,140	\$27,683
8	\$25,861	\$26,378	\$26,905	\$27,444	\$27,992	\$28,552	\$29,123
9	\$27,140	\$27,683	\$28,236	\$28,801	\$29,377	\$29,965	\$30,564
10	\$28,418	\$28,987	\$29,566	\$30,158	\$30,761	\$31,376	\$32,003

Cook

	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
1	\$21,133	\$21,555	\$21,987	\$22,426	\$22,875	\$23,332	\$23,799
2	\$22,412	\$22,860	\$23,318	\$23,784	\$24,260	\$24,745	\$25,240
3	\$23,690	\$24,164	\$24,647	\$25,140	\$25,643	\$26,156	\$26,679
4	\$24,971	\$25,470	\$25,979	\$26,499	\$27,029	\$27,570	\$28,121
5	\$26,250	\$26,775	\$27,310	\$27,856	\$28,414	\$28,982	\$29,562
6	\$27,529	\$28,080	\$28,641	\$29,214	\$29,798	\$30,394	\$31,002
7	\$28,807	\$29,383	\$29,971	\$30,570	\$31,182	\$31,806	\$32,442
8	\$30,086	\$30,688	\$31,302	\$31,928	\$32,567	\$33,218	\$33,882
9	\$31,366	\$31,993	\$32,633	\$33,286	\$33,951	\$34,630	\$35,323
10	\$32,645	\$33,298	\$33,964	\$34,643	\$35,336	\$36,043	\$36,764

Clerk/Typist

	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
1	\$33,535	\$34,206	\$34,890	\$35,588	\$36,299	\$37,025	\$37,766
2	\$34,814	\$35,511	\$36,221	\$36,945	\$37,684	\$38,438	\$39,207
3	\$36,038	\$36,758	\$37,493	\$38,243	\$39,008	\$39,788	\$40,584
4	\$37,372	\$38,119	\$38,882	\$39,659	\$40,452	\$41,261	\$42,087
5	\$38,652	\$39,425	\$40,214	\$41,018	\$41,838	\$42,675	\$43,529
6	\$39,931	\$40,730	\$41,545	\$42,375	\$43,223	\$44,087	\$44,969
7	\$41,210	\$42,034	\$42,874	\$43,732	\$44,606	\$45,499	\$46,409
8	\$42,489	\$43,339	\$44,205	\$45,089	\$45,991	\$46,911	\$47,849
9	\$43,703	\$44,577	\$45,468	\$46,378	\$47,305	\$48,251	\$49,216
10	\$45,048	\$45,949	\$46,868	\$47,806	\$48,762	\$49,737	\$50,732

Senior Account Clerk

	2013-14	2014-15	2015-16	2016-17
1	\$45,774	\$46,689	\$47,623	\$48,576
2	\$46,806	\$47,742	\$48,697	\$49,671
3	\$47,837	\$48,794	\$49,770	\$50,765
4	\$48,871	\$49,848	\$50,845	\$51,862
5	\$49,901	\$50,899	\$51,917	\$52,955
6	\$50,935	\$51,954	\$52,993	\$54,053
7	\$51,967	\$53,006	\$54,066	\$55,148
8	\$53,001	\$54,061	\$55,142	\$56,245
9	\$54,033	\$55,114	\$56,216	\$57,340
10	\$55,067	\$56,168	\$57,292	\$58,438

Appendix A
Salaries Scales

Nurse (Non- Teacher)

Step	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
1	\$ 43,112	\$ 43,974	\$ 44,854	\$ 45,751	\$ 46,666	\$ 47,599
2	\$ 44,416	\$ 45,305	\$ 46,211	\$ 47,135	\$ 48,078	\$ 49,039
3	\$ 45,721	\$ 46,635	\$ 47,568	\$ 48,519	\$ 49,490	\$ 50,480
4	\$ 46,969	\$ 47,908	\$ 48,866	\$ 49,844	\$ 50,841	\$ 51,857
5	\$ 48,331	\$ 49,298	\$ 50,284	\$ 51,289	\$ 52,315	\$ 53,361
6	\$ 49,636	\$ 50,628	\$ 51,641	\$ 52,674	\$ 53,727	\$ 54,802
7	\$ 50,940	\$ 51,959	\$ 52,998	\$ 54,058	\$ 55,139	\$ 56,242
8	\$ 52,245	\$ 53,290	\$ 54,355	\$ 55,442	\$ 56,551	\$ 57,682
9	\$ 53,549	\$ 54,620	\$ 55,716	\$ 56,827	\$ 57,963	\$ 59,123
10	\$ 54,855	\$ 55,952	\$ 57,071	\$ 58,212	\$ 59,377	\$ 60,564

APPENDIX B
SALARY SCHEDULES FOR TEACHING ASSISTANTS

2010-11

<u>STEP</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u> <u>BA+45</u>	<u>MA+15</u> <u>BA 60</u>	<u>MA+30</u> <u>BA+74</u>	<u>MA+45</u> <u>BA+90</u>	<u>MA+60</u> <u>BA+105</u>
1	\$29,406	\$30,699	\$31,988	\$33,981	\$35,320	\$36,657	\$38,082	\$39,508
2	\$30,778	\$32,157	\$33,538	\$35,469	\$36,890	\$38,384	\$39,732	\$41,082
3	\$32,151	\$33,618	\$35,087	\$36,958	\$38,534	\$40,110	\$41,384	\$42,658
4	\$33,524	\$35,079	\$36,635	\$38,446	\$40,536	\$41,837	\$43,034	\$44,493
5	\$34,892	\$36,537	\$38,181	\$39,930	\$41,746	\$43,560	\$44,686	\$45,814
6	\$36,256	\$37,973	\$39,692	\$41,547	\$43,334	\$45,124	\$46,327	\$47,535
7	\$37,620	\$39,249	\$41,201	\$43,162	\$44,767	\$46,684	\$47,968	\$49,256
8	\$38,984	\$40,847	\$42,709	\$44,776	\$46,514	\$48,247	\$49,611	\$50,979
9	\$40,348	\$42,284	\$44,219	\$46,393	\$48,100	\$49,806	\$51,254	\$52,700
10	\$41,715	\$43,722	\$45,727	\$48,005	\$49,690	\$51,367	\$52,894	\$54,422
11	\$42,891	\$45,026	\$47,160	\$49,567	\$51,305	\$53,047	\$54,560	\$56,073
12	\$44,069	\$46,331	\$48,592	\$51,127	\$52,928	\$54,729	\$56,227	\$57,724
13	\$0	\$47,638	\$50,025	\$52,685	\$54,550	\$56,409	\$57,893	\$59,372
14	\$0	\$48,942	\$51,459	\$54,248	\$56,170	\$58,091	\$59,560	\$61,025
15	\$0	\$50,245	\$52,891	\$55,806	\$57,791	\$59,771	\$61,225	\$62,677
16	\$0	\$51,554	\$54,326	\$57,365	\$59,411	\$61,452	\$62,890	\$63,507
17	\$0	\$52,175	\$54,993	\$58,393	\$60,345	\$62,300	\$63,561	\$64,823
18	\$0	\$52,798	\$55,663	\$59,416	\$61,280	\$63,144	\$64,640	\$66,136
19	\$0	\$53,408	\$56,332	\$60,428	\$62,209	\$63,989	\$65,721	\$67,451
20	\$0	\$54,017	\$57,001	\$61,443	\$63,132	\$64,823	\$66,685	\$68,546

2011-12

<u>STEP</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>MA+60</u>
				<u>BA+45</u>	<u>BA 60</u>	<u>BA+74</u>	<u>BA+90</u>	<u>BA+105</u>
1	\$29,994	\$31,313	\$32,628	\$34,661	\$36,026	\$37,390	\$38,844	\$40,298
2	\$31,394	\$32,800	\$34,209	\$36,178	\$37,628	\$39,152	\$40,527	\$41,904
3	\$32,794	\$34,290	\$35,789	\$37,697	\$39,304	\$40,912	\$42,211	\$43,511
4	\$34,194	\$35,780	\$37,368	\$39,215	\$41,347	\$42,674	\$43,895	\$45,383
5	\$35,590	\$37,267	\$38,945	\$40,729	\$42,581	\$44,432	\$45,580	\$46,730
6	\$36,982	\$38,732	\$40,485	\$42,378	\$44,201	\$46,026	\$47,254	\$48,486
7	\$38,372	\$40,034	\$42,025	\$44,025	\$45,662	\$47,618	\$48,927	\$50,241
8	\$39,764	\$41,664	\$43,563	\$45,672	\$47,445	\$49,212	\$50,603	\$51,998
9	\$41,155	\$43,130	\$45,104	\$47,321	\$49,062	\$50,802	\$52,279	\$53,754
10	\$42,549	\$44,597	\$46,641	\$48,965	\$50,684	\$52,394	\$53,952	\$55,511
11	\$43,749	\$45,927	\$48,103	\$50,558	\$52,332	\$54,108	\$55,651	\$57,194
12	\$44,950	\$47,257	\$49,564	\$52,150	\$53,987	\$55,824	\$57,352	\$58,879
13	\$0	\$48,591	\$51,026	\$53,739	\$55,641	\$57,537	\$59,050	\$60,559
14	\$0	\$49,921	\$52,488	\$55,333	\$57,294	\$59,252	\$60,751	\$62,245
15	\$0	\$51,250	\$53,949	\$56,922	\$58,947	\$60,967	\$62,449	\$63,931
16	\$0	\$52,586	\$55,412	\$58,513	\$60,600	\$62,681	\$64,148	\$64,778
17	\$0	\$53,218	\$56,093	\$59,560	\$61,552	\$63,546	\$64,833	\$66,119
18	\$0	\$53,854	\$56,776	\$60,604	\$62,506	\$64,407	\$65,933	\$67,459
19	\$0	\$54,477	\$57,459	\$61,637	\$63,453	\$65,269	\$67,036	\$68,800
20	\$0	\$55,098	\$58,141	\$62,672	\$64,395	\$66,119	\$68,019	\$69,916

2012-13

<u>STEP</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>MA+60</u>
				<u>BA+45</u>	<u>BA 60</u>	<u>BA+74</u>	<u>BA+90</u>	<u>BA+105</u>
1	\$30,594	\$31,939	\$33,281	\$35,354	\$36,747	\$38,138	\$39,621	\$41,104
2	\$32,022	\$33,456	\$34,893	\$36,902	\$38,381	\$39,935	\$41,337	\$42,742
3	\$33,450	\$34,976	\$36,505	\$38,451	\$40,091	\$41,730	\$43,056	\$44,381
4	\$34,878	\$36,496	\$38,115	\$39,999	\$42,174	\$43,527	\$44,773	\$46,291
5	\$36,302	\$38,013	\$39,724	\$41,543	\$43,432	\$45,320	\$46,491	\$47,665
6	\$37,721	\$39,507	\$41,295	\$43,225	\$45,085	\$46,947	\$48,199	\$49,456
7	\$39,140	\$40,834	\$42,866	\$44,906	\$46,576	\$48,570	\$49,906	\$51,246
8	\$40,559	\$42,498	\$44,434	\$46,585	\$48,393	\$50,196	\$51,615	\$53,038
9	\$41,978	\$43,993	\$46,006	\$48,267	\$50,043	\$51,818	\$53,324	\$54,829
10	\$43,400	\$45,489	\$47,574	\$49,945	\$51,698	\$53,442	\$55,031	\$56,621
11	\$44,624	\$46,846	\$49,065	\$51,569	\$53,378	\$55,190	\$56,764	\$58,338
12	\$45,849	\$48,202	\$50,555	\$53,192	\$55,066	\$56,940	\$58,499	\$60,056
13	\$0	\$49,562	\$52,046	\$54,814	\$56,753	\$58,688	\$60,231	\$61,771
14	\$0	\$50,919	\$53,538	\$56,439	\$58,440	\$60,438	\$61,966	\$63,490
15	\$0	\$52,275	\$55,027	\$58,061	\$60,126	\$62,186	\$63,698	\$65,210
16	\$0	\$53,637	\$56,520	\$59,683	\$61,812	\$63,935	\$65,431	\$66,073
17	\$0	\$54,283	\$57,214	\$60,752	\$62,783	\$64,817	\$66,129	\$67,442
18	\$0	\$54,931	\$57,912	\$61,816	\$63,756	\$65,695	\$67,252	\$68,808
19	\$0	\$55,566	\$58,608	\$62,869	\$64,722	\$66,574	\$68,377	\$70,176
20	\$0	\$56,200	\$59,304	\$63,925	\$65,682	\$67,442	\$69,379	\$71,315

2013-14

<u>STEP</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>MA+60</u>
				<u>BA+45</u>	<u>BA 60</u>	<u>BA+74</u>	<u>BA+90</u>	<u>BA+105</u>
1	\$31,206	\$32,578	\$33,946	\$36,061	\$37,481	\$38,901	\$40,413	\$41,926
2	\$32,662	\$34,126	\$35,591	\$37,640	\$39,148	\$40,734	\$42,164	\$43,596
3	\$34,119	\$35,676	\$37,235	\$39,220	\$40,892	\$42,565	\$43,917	\$45,269
4	\$35,576	\$37,226	\$38,878	\$40,799	\$43,017	\$44,398	\$45,669	\$47,217
5	\$37,028	\$38,773	\$40,518	\$42,374	\$44,301	\$46,227	\$47,421	\$48,618
6	\$38,476	\$40,297	\$42,121	\$44,090	\$45,987	\$47,886	\$49,163	\$50,445
7	\$39,922	\$41,651	\$43,723	\$45,804	\$47,507	\$49,542	\$50,904	\$52,271
8	\$41,370	\$43,348	\$45,323	\$47,517	\$49,361	\$51,200	\$52,648	\$54,099
9	\$42,818	\$44,872	\$46,926	\$49,232	\$51,044	\$52,855	\$54,391	\$55,925
10	\$44,268	\$46,398	\$48,526	\$50,943	\$52,731	\$54,511	\$56,131	\$57,753
11	\$45,517	\$47,782	\$50,046	\$52,600	\$54,446	\$56,294	\$57,900	\$59,505
12	\$46,766	\$49,166	\$51,567	\$54,256	\$56,168	\$58,079	\$59,669	\$61,258
13	\$0	\$50,554	\$53,087	\$55,910	\$57,889	\$59,862	\$61,436	\$63,006
14	\$0	\$51,938	\$54,609	\$57,568	\$59,608	\$61,646	\$63,205	\$64,760
15	\$0	\$53,320	\$56,128	\$59,222	\$61,328	\$63,430	\$64,972	\$66,514
16	\$0	\$54,710	\$57,651	\$60,877	\$63,048	\$65,214	\$66,740	\$67,395
17	\$0	\$55,368	\$58,359	\$61,967	\$64,039	\$66,113	\$67,452	\$68,791
18	\$0	\$56,030	\$59,070	\$63,052	\$65,031	\$67,009	\$68,597	\$70,185
19	\$0	\$56,677	\$59,780	\$64,127	\$66,016	\$67,905	\$69,744	\$71,580
20	\$0	\$57,324	\$60,490	\$65,204	\$66,996	\$68,791	\$70,767	\$72,741

2014-15

<u>STEP</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>MA+60</u>
				<u>BA+45</u>	<u>BA 60</u>	<u>BA+74</u>	<u>BA+90</u>	<u>BA+105</u>
1	\$31,830	\$33,229	\$34,625	\$36,782	\$38,231	\$39,679	\$41,222	\$42,765
2	\$33,316	\$34,808	\$36,303	\$38,393	\$39,931	\$41,548	\$43,007	\$44,468
3	\$34,801	\$36,389	\$37,980	\$40,004	\$41,710	\$43,416	\$44,795	\$46,174
4	\$36,287	\$37,971	\$39,655	\$41,615	\$43,878	\$45,286	\$46,582	\$48,161
5	\$37,768	\$39,548	\$41,328	\$43,222	\$45,187	\$47,151	\$48,370	\$49,590
6	\$39,245	\$41,103	\$42,964	\$44,971	\$46,906	\$48,844	\$50,146	\$51,454
7	\$40,721	\$42,484	\$44,598	\$46,720	\$48,457	\$50,533	\$51,922	\$53,317
8	\$42,198	\$44,215	\$46,229	\$48,467	\$50,349	\$52,224	\$53,701	\$55,181
9	\$43,674	\$45,770	\$47,864	\$50,217	\$52,064	\$53,912	\$55,478	\$57,044
10	\$45,153	\$47,326	\$49,496	\$51,962	\$53,786	\$55,601	\$57,254	\$58,908
11	\$46,427	\$48,738	\$51,047	\$53,652	\$55,535	\$57,420	\$59,058	\$60,695
12	\$47,702	\$50,150	\$52,598	\$55,341	\$57,291	\$59,241	\$60,862	\$62,483
13	\$0	\$51,565	\$54,149	\$57,028	\$59,046	\$61,059	\$62,665	\$64,266
14	\$0	\$52,976	\$55,701	\$58,720	\$60,800	\$62,879	\$64,469	\$66,055
15	\$0	\$54,387	\$57,251	\$60,406	\$62,555	\$64,698	\$66,272	\$67,844
16	\$0	\$55,804	\$58,804	\$62,094	\$64,309	\$66,518	\$68,074	\$68,743
17	\$0	\$56,476	\$59,526	\$63,206	\$65,320	\$67,435	\$68,801	\$70,166
18	\$0	\$57,151	\$60,251	\$64,313	\$66,331	\$68,349	\$69,969	\$71,588
19	\$0	\$57,811	\$60,976	\$65,409	\$67,336	\$69,264	\$71,139	\$73,011
20	\$0	\$58,470	\$61,700	\$66,508	\$68,336	\$70,166	\$72,182	\$74,196

2015-16

<u>STEP</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>MA+60</u>
				<u>BA+45</u>	<u>BA 60</u>	<u>BA+74</u>	<u>BA+90</u>	<u>BA+105</u>
1	\$32,466	\$33,894	\$35,318	\$37,518	\$38,996	\$40,472	\$42,046	\$43,620
2	\$33,982	\$35,504	\$37,029	\$39,161	\$40,730	\$42,379	\$43,867	\$45,358
3	\$35,497	\$37,117	\$38,739	\$40,804	\$42,544	\$44,284	\$45,691	\$47,098
4	\$37,013	\$38,730	\$40,448	\$42,447	\$44,755	\$46,192	\$47,514	\$49,124
5	\$38,524	\$40,339	\$42,155	\$44,086	\$46,091	\$48,094	\$49,337	\$50,582
6	\$40,030	\$41,925	\$43,823	\$45,871	\$47,845	\$49,821	\$51,149	\$52,483
7	\$41,535	\$43,334	\$45,489	\$47,654	\$49,426	\$51,543	\$52,960	\$54,383
8	\$43,042	\$45,099	\$47,154	\$49,437	\$51,355	\$53,268	\$54,775	\$56,284
9	\$44,548	\$46,685	\$48,822	\$51,221	\$53,106	\$54,990	\$56,588	\$58,185
10	\$46,056	\$48,273	\$50,486	\$53,002	\$54,862	\$56,713	\$58,399	\$60,086
11	\$47,355	\$49,713	\$52,068	\$54,725	\$56,645	\$58,569	\$60,239	\$61,909
12	\$48,656	\$51,153	\$53,650	\$56,448	\$58,437	\$60,425	\$62,079	\$63,732
13	\$0	\$52,596	\$55,232	\$58,169	\$60,227	\$62,280	\$63,918	\$65,551
14	\$0	\$54,036	\$56,815	\$59,894	\$62,016	\$64,137	\$65,759	\$67,376
15	\$0	\$55,475	\$58,396	\$61,614	\$63,806	\$65,992	\$67,597	\$69,201
16	\$0	\$56,920	\$59,980	\$63,336	\$65,595	\$67,848	\$69,436	\$70,117
17	\$0	\$57,605	\$60,716	\$64,470	\$66,626	\$68,784	\$70,177	\$71,570
18	\$0	\$58,294	\$61,456	\$65,600	\$67,658	\$69,716	\$71,368	\$73,020
19	\$0	\$58,967	\$62,195	\$66,718	\$68,683	\$70,649	\$72,562	\$74,471
20	\$0	\$59,640	\$62,934	\$67,838	\$69,703	\$71,570	\$73,626	\$75,680

2016-17

<u>STEP</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>MA+60</u>
				<u>BA+45</u>	<u>BA 60</u>	<u>BA+74</u>	<u>BA+90</u>	<u>BA+105</u>
1	\$33,116	\$34,572	\$36,024	\$38,268	\$39,776	\$41,282	\$42,887	\$44,492
2	\$34,662	\$36,214	\$37,769	\$39,944	\$41,545	\$43,227	\$44,745	\$46,265
3	\$36,207	\$37,859	\$39,514	\$41,621	\$43,395	\$45,170	\$46,605	\$48,040
4	\$37,753	\$39,505	\$41,257	\$43,296	\$45,650	\$47,115	\$48,464	\$50,107
5	\$39,294	\$41,146	\$42,998	\$44,968	\$47,013	\$49,056	\$50,324	\$51,594
6	\$40,831	\$42,763	\$44,699	\$46,788	\$48,801	\$50,817	\$52,172	\$53,532
7	\$42,366	\$44,200	\$46,399	\$48,608	\$50,415	\$52,574	\$54,020	\$55,471
8	\$43,902	\$46,001	\$48,097	\$50,426	\$52,383	\$54,334	\$55,870	\$57,410
9	\$45,439	\$47,619	\$49,798	\$52,246	\$54,168	\$56,090	\$57,720	\$59,349
10	\$46,978	\$49,238	\$51,496	\$54,062	\$55,959	\$57,847	\$59,567	\$61,288
11	\$48,303	\$50,707	\$53,109	\$55,820	\$57,778	\$59,740	\$61,443	\$63,147
12	\$49,629	\$52,176	\$54,723	\$57,577	\$59,606	\$61,634	\$63,321	\$65,007
13	\$0	\$53,648	\$56,336	\$59,332	\$61,432	\$63,526	\$65,196	\$66,862
14	\$0	\$55,117	\$57,951	\$61,092	\$63,257	\$65,420	\$67,074	\$68,724
15	\$0	\$56,584	\$59,564	\$62,847	\$65,082	\$67,312	\$68,949	\$70,585
16	\$0	\$58,059	\$61,179	\$64,603	\$66,907	\$69,205	\$70,825	\$71,520
17	\$0	\$58,757	\$61,931	\$65,760	\$67,958	\$70,160	\$71,580	\$73,001
18	\$0	\$59,460	\$62,685	\$66,912	\$69,011	\$71,111	\$72,796	\$74,480
19	\$0	\$60,147	\$63,439	\$68,052	\$70,057	\$72,062	\$74,013	\$75,961
20	\$0	\$60,832	\$64,193	\$69,195	\$71,097	\$73,001	\$75,098	\$77,193

APPENDIX C
LONG-TERM DISABILITY PLAN

State Notice

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 offering for Long Term Disability Income Protection Insurance coverage includes all active employees who are members of the UnumProvident Plan.

Number of Eligible Employees: 19

Plan Descriptions:

Benefit Coverage	60%
Benefit Rate	40%
Benefit Period	100%
Min. Benefit Measure	\$5,000
Benefit Plus	\$2,000
Max. Benefit	\$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 1)

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: 12 Years~~

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.