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Union: **East Quogue Teachers Association**

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TA | 4928

EAST QUOGUE UNION FREE SCHOOL DISTRICT
TOWN OF SOUTHAMPTON
SUFFOLK COUNTY, NEW YORK

EMPLOYMENT AGREEMENT WITH THE
EAST QUOGUE TEACHERS' ASSOCIATION
FOR THE PERIOD COMMENCING
JULY 1, 2007 AND ENDING JUNE 30, 2010

AGREEMENT between the Board of Education of East Quogue Union Free School District, Town of Southampton, Suffolk County, New York, hereinafter referred to as "District," and the EAST QUOGUE TEACHERS' ASSOCIATION, hereinafter referred to as "Association."

WHEREAS, every reasonable effort should be put forth by the East Quogue Board of Education, the East Quogue Teachers' Association, the administration, and individual teachers to improve the levels, efficiency and productivity of educational and teaching processes, and

WHEREAS, the District shall continue to review, study and effectuate improving teaching methods, plans, programs, projects, curriculum, and other innovative methods to improve schools and education and training of students and shall continue to participate when and where feasible and practicable, with governmental units and agencies, local, state, or federal, in such innovative means as it deems necessary to accomplish the improved qualities of education, and

WHEREAS, the parties have conducted negotiations in good faith pursuant to the Public Employees Fair Employment Act;

NOW, THEREFORE, WITNESSETH:

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JAN 15 2009

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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1. RECOGNITION

The District grants exclusive recognition to the Association for bargaining rights to represent all full and part-time teaching personnel and teaching assistants, for the maximum period provided pursuant to Article 14 of Civil Service Law of the State of New York.

2. DURATION OF AGREEMENT

This agreement shall commence on July 1, 2007 and terminate on June 30, 2010. It is further agreed by and between the parties that negotiations for a successor agreement shall commence on or before February 1, 2010.

3. OFFICERS OF THE ASSOCIATION

The association represents that it is an unincorporated association and that its officers include President, Vice-President, Secretary and Treasurer. The Board will be notified of the names of these officers within one week after the June election. The association agrees to inform the Board, in writing, of any change of the officers within one week thereof.

4. PROFESSIONAL COMPENSATION

4.1 SALARY

Teachers shall be paid in accordance with the salary schedule listed:

2007-2008	Appendix A
2008-2009	Appendix B
2009-2010	Appendix C

- a) The 2007-2008 salary schedule will be increased 3.25% across the board effective July 1, 2007 for the 2007/2008 school year (Appendix A). Teachers will be paid an increment, if eligible, effective July 1, 2007.
- b) The 2008-2009 salary schedule shall be increased by 2.75% across the board effective July 1, 2008 for the 2008/2009 school year, (Appendix B). Teachers will be paid an increment, if eligible, effective July 1, 2008.
- c) The 2009-2010 salary schedule will be increased 2.5% across the board effective July 1, 2009 for the 2009/2010 school year (Appendix C). Teachers will be paid an increment, if eligible, effective July 1, 2009.

4.2 LONGEVITY

Longevity increases shall be granted in the following manner:

Years 21 – 25	\$1,000
Years 26 – 30	1,500
Years 31+	2,000

and added to the Teacher's base salary on a yearly basis after the across-the-board increase is computed. Accredited service shall be years of service in the East Quogue Union Free School District plus credit granted for prior service.

4.3 LONGEVITY CREDITS

Teachers coming into the District may be credited for up to five (5) years of experience which may include two years of military service. The Board of Education in its sole discretion may elect to give a teacher more than five years (5) credit.

4.4 INSERVICE CREDIT

Inservice credit shall be granted for mandated Superintendent's conferences and Superintendent mandated training courses and inservice courses which are not mandated by the District shall be granted at the rate of 10 contract hours equaling one-in-service credit. The conference or course must be outside of the regularly assigned teaching day and shall not include regularly scheduled meetings. For the purpose of movement on the salary schedule, one (1) in-service credit shall be allowed for every three (3) graduate credits earned. Completed course work shall be submitted to the District for credit on September 1 and February 1 only.

5. PROFESSIONAL COMPENSATION FOR BOARD APPROVED PROGRAMS

A. A teacher or teaching assistant who has applied for and received Board approval to conduct an extra-curricular program shall be compensated for such additional work at the rate of \$20.00 per hour unless specified in the Extra-Curricular Fee Schedule below. Applications for such extra-curricular programs must be submitted prior to the budget submission date for the school fiscal year during which such program will be conducted.

B. Authorized chaperones shall be paid \$40.00 per event, per person.

- C. 1) Summer Music Program: \$20.00 per hour based on summer program of 60 hours. Any proposed program involving more than 60 hours of service will require prior Board approval.
- 2) After School Gymnastics Program: \$20.00 per hour.
- 3) Approved Program Coordinators: \$421.00
- 4) Yearbook Editor: \$1,800.00

D. Approved curriculum writing, revision, and/or development shall be done on a non-mandatory and voluntary basis, and the teacher(s) involved shall be compensated at a daily rate of 1/200 of their annual salary. A work day for curriculum writing and/or revision shall be defined as follows:

6 working hours = 1 day 3 working hours = 1/2 day

The above shall include in the day a 1/2 hour lunch break and one 15 minute break for every 3 working hours.

6. OPTIONAL DEDUCTIONS

- A. The Board agrees to deduct from salaries in ten (10) equal installments, beginning with the second pay period, membership dues for the Association and other professional organizations for employees who voluntarily and individually authorize the Board to deduct and transmit all monies to the Association at the time of the usual monthly payments of the District claims. Such authorization shall be in writing and shall continue until such employee notifies the Board, in writing, to the contrary. The Association assumes all responsibility for the funds so deducted and proper transmittal thereof.
- B. The District shall have a voluntary payroll deduction for those teachers who wish to purchase United States Savings Bonds and individual investments provided the District can accommodate those deductions on the payroll stub.

7. BOARD POLICIES

The Board of Education hereto agrees that in the event the Board adopts Policy resolutions in the future affecting the faculty, that copies of such resolutions, upon their approval by the Board of Education, shall be transmitted to the Association and each faculty member as soon as possible.

- A. Each member of the Association shall receive a copy of this agreement, reproduced at the District's expense.
- B. The Association shall have the right to use school buildings for professional meetings. The Association shall have access to bulletin board space in the building and may use teacher mailboxes for official Association business. Duplicating equipment shall be made available by the Board to the Association if such equipment is available and when not in conflict with previously scheduled use of such equipment. All materials used by the Association shall be provided by the Association at its expense.
- C. Shared decision making/school improvement team: The parties agree that a study of roles, methods and means of establishing and maintaining high standards of professional performance is in the best interests of the District and the profession. The Teachers' Association and the Administration shall participate in a study group to discuss and formulate recommendations to be submitted to the Board. The study group will be comprised of the Superintendent and at least two Association members selected by the Association, but shall be open to all interested members of

the Teacher Association as well as members of the Board of Education. During the month of September, the Teachers' Association will name a representative to the study group. During the school year, either the Superintendent or the Association representative may request a meeting of the study group on five (5) school days' notice. Either the representative of the Association or the Superintendent may submit topics to be studied or considered by the study group. The Board of Education and the Association shall be advised of all matters submitted to the study group for consideration and shall further be advised of the outcome of any study conducted by the group.

- D. Written statements directed to the Administration or the Board of Education shall be acknowledged in writing, within seven (7) days of receipt by the Administration, or within seven (7) days of receipt by the Board of Education.

8. INSURANCE

Health and Accident
Long-Term Disability
Life & Dental

- A. 1) Teachers shall receive 100% individual and family coverage as provided by the East End Health Consortium or a plan that is equal to or better as acceptable by both parties; provided, however, that:

- a. All newly-hired teachers appointed after 7/1/96 shall be required to contribute a dollar amount equal to 10% of the annual health insurance premium. This payment shall be made in equal installments over the number of pay periods each teacher elects.

The District shall provide a Flex Benefit Plan (IRS 125 Plan) for all newly-hired teachers who contribute to health insurance.

- 2) If a teacher declines health insurance, the District will pay the disclaimer 40% of the yearly premium of either family or individual coverage, whichever is applicable to the individual declining the insurance. The teacher will be entitled to receive this sum each year that he/she elects to continue the waiver. The sum will be automatically increased each year by the same percentage of any increase in health insurance premiums. If a member wishes to become included under the district health insurance coverage, he/she may do so upon giving written notice. If the insurance carrier requires a time period regarding coverage, that shall be considered timely notice; in no case shall the waiting period be more than 30 days. This option is not available to members unless they are covered by another insurance plan.

B. Accident/Disability – Teachers shall receive the long-term accident and sickness disability policy as provided by Mutual Benefit Life Insurance Co.

C. Life Insurance – Life insurance policy covering the individual in the amount of \$25,000.

D. Dental Coverage – The Board shall pay 100% of the cost of individual or family dental coverage. The District and the Association shall mutually agree upon a dental program which is substantially similar to or better than the plan provided by Fitzharris and Co., Inc.

9. LEAVES

Sick, Death, Personal, Religious Association, Leave of Absence

A. Sick Leave: Teachers of the District shall be entitled to eleven (11) days of sick leave per school year. Use of sick leave for family illness (parents, spouse, child) shall be permitted. Teachers absent five (5) or more consecutive days shall provide a physician's statement of confirmation of illness, such statement to include a prognosis regarding return to work, if requested. Such sick leave shall be allowed to accumulate during each school year worked to a total of 250 days.

Yearly Payment: Each December an extra payment shall be paid to staff members eligible under the following schedule for not using sick days allocated in the prior school year ending June 30 (to a maximum of payment for 12 days).

<u>Accumulation</u>	<u>Rate of Payment</u>
24-49 days	\$ 3 per unused sick day, prior year
50-74 days	\$ 5 per unused sick day, prior year
75-99 days	\$ 10 per unused sick day, prior year
100-199	\$ 15 per unused sick day, prior year
200-299+ days	\$ 20 per unused sick day, prior year

Unused sick and personal days for these years will be added to the accumulation on June 30 to determine the total accumulation and appropriate rate. Maximum yearly payment would be $12 \times \$20 = \240

B. Bereavement Leave: Upon the death of a member of a teacher's immediate family or any relative permanently residing in the teacher's home, a teacher may take leave for up to five (5) school days. For purposes of this provision, the immediate family of a teacher shall be defined as teacher's spouse, mother, father, brother, sister, mother-in-law, father-in-law, child, grandchild, grandparent. Request for further leaves may be granted by the Superintendent.

C. Personal Leave: Teachers of the District shall be entitled to three (3) personal leave days per school year. For purposes of this provision, personal leave shall be construed to be leave taken to attend important personal business or pressing personal affairs which cannot be attended to during non-school days or non-working days. Unused personal days will be converted to sick days as of June 30 and added to accumulation.

D. Religious Leave: Teachers of the District shall be entitled to a total of two (2) days religious leave per year if the religious faith of the Association member requires a full day of religious observance. The District Principal shall be entitled to seven (7) days prior notice of such request for leave.

E. Association Leave: A total of three (3) teacher work days per year shall be granted to the Association President or his/her designee to attend professional meetings.

F. Leave of Absence: At the sole discretion of the Board of Education, a leave of absence without pay may be granted for personal reasons for one (1) year or any portion of one (1) year. An additional leave for Child Care (for a total of two (2) years) may be granted. Written notice must be presented two (2) months prior to beginning of requested leave date. A teacher who has requested, pursuant to this provision of the agreement, and obtained a leave of absence from the Board of Education, may continue to receive those insurance benefits set forth in paragraph 8 of this agreement, on condition that such teacher pay, in advance on a monthly basis the premium or premiums which the Board of Education would pay if such teacher were continuing in the active employ of the District for that particular year.

G. Unless otherwise stated, the above leaves are non-cumulative.

H. Retirement: A teacher who retires from the District shall be entitled to a one-time, non-discretionary, Section 403(b) contribution in a sum equal to the total number of days of accumulated sick leave times the sum of \$100 per day (maximum 250 days) and \$150 per year of East Quogue service. Teachers must notify the District of planned retirement before May 1 to have this included in the final salary. The contribution shall be made within thirty (30) days of the member's effective date of retirement.

Notwithstanding the value of the member's sick leave payout, the amount of the non-elective employer contribution shall not exceed the applicable annual contribution limits permitted under relevant law, i.e., Section 415(c)(1) of the Internal Revenue Code. In the event that the employer non-elective contribution exceeds the applicable annual contribution limitation, the excess

amount shall be paid directly to the eligible retiring unit member as compensation within thirty (30) days of the member's effective retirement date. No employee may receive cash in lieu of or as an alternative to this employer non-elective contribution.

This provision shall expire and be of no further force and effect on June 30, 2010, except for the District's obligations to make the 403(b) contribution and any excess cash compensation, as described above, for those retiring on or prior to June 30, 2010. The Association waives the applicability of Section 209(a)(1)(e) of the Taylor Law to this provision. Unless agreed to by both parties, effective July 1, 2010, the provision of Article 9(H) as it existed prior to the changes set forth in this Memorandum of Agreement, shall be fully restored to the collective bargaining agreement.

I. Death - The estate of a teacher whose services are terminated by death shall be entitled to a bonus (an addition to the salary of such teacher for his final year of service to the District) of a sum equal to the total number of days of accumulated sick leave times the sum of \$100 per day (maximum 250 days) and \$150 per year of East Quogue service.

10. PROFESSIONAL EMPLOYMENT CONDITIONS:

- A. Length of School Day: The school day will commence at 8:20 am and conclude at 3:15 pm.
- B. Lunch Period: See Policy adopted by the Board of Education of the East Quogue Union Free School District.
- C. Calendar: There shall be 182 teaching days and 2 Superintendent's Conference days per year for a total of 184 days. Snow days will be added to the academic calendar but if the days are unused they will be returned in the spring.
- D. Enrichment Program: There shall be an enrichment program in which all students and faculty will participate. Initially, the program will take place during the two forty minute periods per week. As soon as practicable upon ratification, a committee will commence meeting to design and implement the program including creation of the list of specific activities to be included and assignments to those programs. Programs will include a balanced range including, but not limited to, academics, athletics, and the arts. The committee shall consist of five (5) teachers (selected by the East Quogue Teachers Association) and the Superintendent. No more than one Board Member (per meeting) may attend and participate, but shall have no vote.

The committee shall utilize the consensus process presently in place for SDM in making its determinations.

The parties understand that for the program to be successful, a variety and balance of programs must be offered.

It is understood that the interests of the program are not served by requiring a teacher to conduct an activity which he or she does not wish to conduct, but it is understood that the Board is the final arbiter, if necessary, under the consensus process. An evaluation of the program will be conducted in June 1996 by the committee and the Board shall have the option to continue 2 periods per week, increase to 3 or decrease to 1 or 0 effective for the school year 1996-97. Thereafter, and following similar evaluation in June 1997, the Board shall have the option to continue the then number of periods of enrichment per week or increase to 4 per week or decrease to 2, 1, or 0 effective as of September, 1997.

E. Status/Class Assignment: Each teacher in the District shall be informed by the District by April 1 of each school year of his or her status for the succeeding school year, in writing. The District shall provide teachers with their class assignment for the next academic year by June 1.

F. Within twenty (20 days) of the execution of any employment agreement, teachers will be provided with their salary notice for the ensuing school year.

G. The Administration will confer with the faculty concerning the scheduling for the school in an attempt to work out a mutually satisfactory schedule.

H. The District shall advise teachers of job positions which may become available from time to time in the District by providing a notice on the school bulletin board and the bulletin board in the teachers' room, which notice shall contain the job title, brief description of the job, and qualifications necessary to apply for the position.

I. First consideration shall be given, in filling a promotional or grade opening, to teachers within the faculty who qualify for the position. If the teacher's application to fill a vacancy is denied, a letter will be sent to him/her stating reasons for denying the change and a conference arranged, if requested by the teacher, with the Superintendent at which time these reasons will be discussed.

J. Home Teaching: Hourly rate of pay shall be \$27.00 per hour.

K. Personnel Files: A separate file shall be established for each teacher. This file shall contain all evaluations, attendance records, or any other materials which, in the opinion of the Board of Education or the Superintendent, is relevant to the teacher's performance of his/her job. Before such material is entered into the file, it shall be exhibited to the individual teacher and signed by such teacher as an indication that the particular teacher has seen and is aware of the material being inserted in his/her file. A separate file shall be

maintained by the District for the materials which are on a day-to-day basis dealt with by the clerical staff, such as medical claims, insurance reports, and the like. Each teacher of the District may examine either of his/her files at any time during school hours and make copies of the materials contained therein. Teachers shall have the right to respond to materials entered in their personnel files and have such response included in the file.

11 TEACHING ASSISTANTS:

Benefits for the certified teaching assistant are set forth in Appendix "D." In addition, the following articles in this collective bargaining agreement shall apply to the teaching assistants.

- 1) Recognition
- 2) Duration
- 3) Officers of the Association
- 4) Professional Compensation (Appendix A, B and C)
- 5) Optional Deductions (Sections A and B)
- 6) Board Policies - Section 7A only [not paragraph 1]
- 7) Grievance Procedures
- 8) Job Action

No other provision of the existing collective bargaining agreement will be applicable to the Teaching Assistants.

12 GRIEVANCE PROCEDURES:

In the event there is a dispute over the interpretation or application of the provisions of this agreement, the Association or individual teacher may file a written grievance with the Superintendent. Within five (5) school days the Superintendent will render a determination. In the event the aggrieved party is not satisfied with the determination of the Superintendent, he/she may submit a written grievance, together with the determination of the Superintendent to the Board of Education of the District, which shall be required to consider the matter at its next regularly scheduled Board meeting.

The Board must make a determination, in writing, within ten (10) days of considering the grievance. In the event the grievant is still dissatisfied with the determination, he/she may submit the matter to advisory arbitration pursuant to the rules and procedures established by the Public Employment Relations Board. The determination of the arbitrator shall be advisory only.

13 JOB ACTION

The Association agrees that it will not, during the term of this agreement, engage in or assist or participate in any strike, slow-down, job-action, or any other similar form of work stoppage, or encourage or impose an obligation on the members of the Association to assist or participate in any such conduct.

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 THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

Nothing contained herein shall be contrary to State or Federal law. In the event any subsequent law or court action invalidates any portion of this contract, only that particular portion shall be invalidated.

IN WITNESS WHEREOF, the parties have made and executed this agreement.

EAST QUOGUE UNION FREE SCHOOL DISTRICT

Date: 1/4/07

By: Joseph F. Donovan
Superintendent of Schools

Date: 1/4/07

By: Roberta A. Shoten
President, Board of Education

EAST QUOGUE TEACHERS' ASSOCIATION

Date: 1/4/07

By: Kelly Zapputo
President

Date: 1/4/07

By: George Purkin
Vice President

APPENDIX A

2007 – 2008 SALARY SCHEDULE

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60
1	40,353	41,964	44,064	47,150	49,035	50,993	53,036	55,156
2	42,368	44,064	46,265	49,505	51,484	53,544	55,687	57,914
3	44,386	46,161	48,469	51,859	53,937	56,095	58,339	60,673
4	46,403	48,259	50,674	54,220	56,388	58,608	60,990	63,430
5	48,421	50,357	52,875	56,577	58,840	61,194	63,642	66,187
6	50,439	52,454	55,081	58,935	61,293	63,741	66,292	68,943
7	52,454	54,555	57,282	61,293	63,741	66,292	68,943	71,702
8	54,473	56,653	59,485	63,651	66,195	68,842	71,598	74,462
9	56,492	58,752	61,688	66,007	68,649	71,393	74,250	77,219
10	58,509	60,850	63,894	68,364	71,098	73,942	76,900	79,976
11	60,525	62,948	66,095	70,723	73,551	76,492	79,554	82,737
12	62,545	65,044	68,299	73,081	76,001	79,041	82,205	85,494
13	64,562	67,143	70,503	75,438	78,455	81,592	84,855	88,249
14	66,582	68,920	72,702	77,794	80,905	84,143	87,509	91,007
15	68,597	71,340	74,906	80,151	83,356	86,695	90,160	93,766
16	70,211	73,018	76,670	82,036	85,359	88,730	92,281	95,973
17	71,825	74,698	78,433	83,921	87,280	90,773	94,401	98,176
18	73,440	76,379	80,195	85,809	89,240	92,810	96,523	100,384
19	74,539	77,479	81,295	86,909	90,340	93,910	97,623	101,483
20	75,639	78,578	82,395	88,008	91,439	95,010	98,722	102,583
21	76,738	79,678	83,494	89,108	92,539	96,109	99,822	103,683

APPENDIX B**2008 – 2009 SALARY SCHEDULE**

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60
1	41,463	43,118	45,276	48,447	50,384	52,395	54,495	56,673
2	43,533	45,276	47,538	50,867	52,899	55,017	57,218	59,507
3	45,607	47,430	49,802	53,286	55,420	57,637	59,944	62,341
4	47,679	49,586	52,068	55,711	57,939	60,220	62,667	65,174
5	49,753	51,742	54,329	58,133	60,458	62,877	65,392	68,008
6	51,826	53,897	56,595	60,556	62,979	65,494	68,115	70,839
7	53,897	56,056	58,857	62,979	65,494	68,115	70,839	73,674
8	55,971	58,211	61,121	65,401	68,015	70,735	73,567	76,510
9	58,046	60,368	63,384	67,822	70,537	73,357	76,292	79,342
10	60,118	62,524	65,651	70,244	73,053	75,976	79,014	82,176
11	62,190	64,680	67,913	72,668	75,574	78,595	81,742	85,013
12	64,265	66,833	70,177	75,091	78,091	81,215	84,465	87,845
13	66,338	68,990	72,442	77,512	80,612	83,836	87,188	90,676
14	68,413	70,540	74,702	79,933	83,130	86,456	89,915	93,509
15	70,484	73,301	76,966	82,355	85,648	89,079	92,639	96,345
16	72,142	75,026	78,779	84,292	87,706	91,170	94,818	98,612
17	73,800	76,752	80,590	86,228	89,681	93,270	96,998	100,876
18	75,459	78,480	82,401	88,169	91,694	95,363	99,178	103,144
19	76,589	79,609	83,531	89,299	92,824	96,493	100,308	104,274
20	77,719	80,739	84,660	90,428	93,954	97,622	101,437	105,404
21	78,849	81,869	85,790	91,558	95,084	98,752	102,567	106,534

APPENDIX C

2009 – 2010 SALARY SCHEDULE

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60
1	42,499	44,196	46,408	49,658	51,644	53,705	55,857	58,090
2	44,621	46,408	48,726	52,138	54,222	56,392	58,649	60,994
3	46,747	48,616	51,047	54,618	56,806	59,078	61,442	63,900
4	48,871	50,826	53,369	57,103	59,387	61,725	64,234	66,803
5	50,997	53,035	55,688	59,586	61,970	64,449	67,027	69,708
6	53,121	55,244	58,010	62,070	64,553	67,132	69,818	72,610
7	55,244	57,457	60,329	64,553	67,132	69,818	72,610	75,516
8	57,370	59,667	62,649	67,036	69,715	72,503	75,406	78,422
9	59,497	61,877	64,969	69,517	72,300	75,190	78,199	81,326
10	61,621	64,087	67,293	72,000	74,879	77,875	80,990	84,230
11	63,744	66,296	69,611	74,485	77,463	80,560	83,785	87,138
12	65,871	68,504	71,931	76,968	80,044	83,245	86,577	90,041
13	67,996	70,715	74,253	79,450	82,627	85,932	89,368	92,943
14	70,123	72,053	76,569	81,931	85,208	88,618	92,163	95,847
15	72,246	75,134	78,890	84,414	87,789	91,306	94,955	98,754
16	73,945	76,902	80,748	86,400	89,899	93,449	97,189	101,078
17	75,645	78,671	82,604	88,384	91,923	95,601	99,422	103,398
18	77,346	80,442	84,461	90,373	93,986	97,747	101,657	105,723
19	78,504	81,600	85,619	91,531	95,145	98,905	102,815	106,881
20	79,662	82,758	86,777	92,689	96,303	100,063	103,973	108,039
21	80,820	83,916	87,935	93,847	97,461	101,221	105,131	109,197

APPENDIX D

**CERTIFIED TEACHING ASSISTANT
BENEFITS PACKAGE**

Job Title:	Certified Teaching Assistant
Employment Status:	Full time - 10 months - Works Teachers' Calendar
Health Insurance:	Single Coverage - 90%
Sick Days:	10 days per year - may be carried to next year
Personal Days:	3 per year - unused will be converted to sick days *Prior approval required for personal days.
Work Hours:	7 hours per day 8:20 am – 3:20 pm A 40 minute lunch period and a 30 minute prep.
Hourly Work Formula:	Salary ÷ (*# of mandated working days ÷ 7 hours)
Extra Curricular Activities Stipend:	\$20 per hour
Salary:	2007-2008 \$23,483 2008-2009 \$24,128 2009-2010 \$24,732