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TA 6504

WESTBURY PUBLIC SCHOOLS

WESTBURY • NEW YORK

AGREEMENT BETWEEN ▼

Westbury Teachers Association

AND THE

Board of Education

Westbury Union Free School District

WESTBURY, NEW YORK

July 1, 2004 to June 30, 2009

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

408

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NEGOTIATING COMMITTEE

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Raymond A. Pfeifer, Jr.

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AGREEMENT BETWEEN

WESTBURY TEACHERS ASSOCIATION

and

**BOARD OF EDUCATION
WESTBURY UNION FREE SCHOOL DISTRICT
Westbury, New York**

AGREEMENT made this ___th day of December, 2004, between the BOARD OF EDUCATION OF THE WESTBURY UNION FREE SCHOOL DISTRICT, WESTBURY, NY, (the "Board") and the WESTBURY TEACHERS ASSOCIATION ("the Association").

W I T N E S S E T H;

WHEREAS, the achievement of orderly processes of education within the Westbury Public School System requires good faith collective negotiations between the Board and the Association, as representative of the teaching personnel of the District, concerning the terms and conditions of employment affecting the profession of teaching, and

WHEREAS, the Association has presented satisfactory evidence to the Board that it represents a majority of the teaching personnel, as herein defined, employed in the District, and has fully complied with the requirements of law, authorizing the Association to represent the said teaching personnel in collective negotiations with the Board, in the determination of their terms and conditions of employment and the administration of grievances;

NOW, THEREFORE, it is agreed as follows:

ARTICLE I - RECOGNITION AND DUES DEDUCTION

- A. The Board hereby recognizes the Association as the exclusive representative of the teaching personnel of the District, as such term as hereinafter defined for collective negotiations and the administration of grievances. The term "teaching personnel" shall include all classroom teachers, including those classroom teachers who are district-wide and/or department chairpersons, librarians, guidance counselors, speech therapists, psychologists, social workers and attendance teachers. Upon the establishment of a new position, the Association shall be notified and a job description shall be supplied to the Association at the time of notification.
- B. During the time the Association is recognized as the representative of the professional teaching personnel, as hereinabove provided, the Board shall deduct from the salaries of its employees dues for the Association upon presentation to the Board of individual written authorizations,

which authorizations shall be in effect until the following June 30, if not revoked during that period and shall be automatically renewable, for another year unless written notice revoking the said authorization is given to the Board by the individual employee prior to June 30.

The deductions shall be made in twenty-one (21)/twenty-two (22) or twenty-six (26) installments in accordance with teacher option, in accordance with the payroll dates commencing with the first pay period in September. The dues deduction authorization form shall be prepared and distributed by the Association and shall contain a clause that the employee waives all rights and claims for the monies deducted and transmitted and relieves the Board or any of its officers from any liability therefor. Properly executed dues deduction forms shall be transmitted to the Board which shall transmit the monies so collected within five (5) school days of the installment dates to an officer and at a place designated by the Association in writing. Teachers who desire the twenty-one (21)/twenty-two (22) installment option must notify the Assistant Superintendent for Business and Management Services by June 30.

C. The Board shall deduct from the salary of any employee who is included in the unit described in paragraph "A" but who is not a member of the Westbury Teachers Association, an amount equivalent to the dues payable by a member of the Westbury Teachers Association and that said deduction shall be made in equal installments not to exceed twenty-six (26) installments. The Board shall transmit the money so collected to the Association.

1. The Association agrees to indemnify and hold the Board harmless from any loss or expense arising from any action of claims against the Board because of the implementation of the Agency Shop Law (Civil Service Law, Sec. 208-3 (b)) pursuant to this agreement.

This indemnification shall include, but is not limited to, losses arising from a determination that the Agency Shop Law is unconstitutional, and from claims of employees alleging unlawful deductions from salaries under this agreement and losses incurred in the event that the Association's refund procedure is challenged. It is understood that in lieu of payment of counsel fees, the Association shall provide attorneys to defend the District should it become necessary.

2. The procedure for Agency Shop dues refund as adopted by the Association Representative Assembly on September 20, 1977, as set forth below, shall be adhered to, and in the event that any non-member of the Association shall question the right of the Association to the expenditure of his or her portion of any part of an agency shop fee deduction which represents the employee's pro-rata share, if any, of expenditures of the organization in aid of activities or cause of a political or ideological nature only incidentally related to terms and conditions of employment, such objection shall be made, if at all, by the objector individually notifying the Association President and Treasurer of his or her objection by registered or certified mail, during the period between September 1-15 of each year, for agency fee monies deducted in the prior year, in accordance with the provisions of Sec. 3b of Sec. 201 of the Civil Service Law, as amended.

- D. Professional teaching personnel shall have the option of direct deposit of their salaries commencing in April 1997, upon presentation to the Board of individual written authorizations. Such authorizations shall be in effect until the following June 30, if not revoked during that period and shall be automatically renewable, for another year unless written notice revoking the said authorization is given to the Board by the individual employee prior to June 30.
- E. During the time the Association is recognized as the representative of the professional teaching personnel, as hereinafter provided, the Board shall deduct from the salaries of its employees dues for VOTE/COPE for the Association from the first paycheck in October upon presentation to the Board of individual written authorizations, which automatically shall be in effect until the following September, if not revoked during that period and shall be automatically renewable, for another year unless written notice revoking the said authorization is given to the Board by the individual employee prior to September 30.

ARTICLE II - IMPROVEMENT OF EDUCATION

- A. In keeping with the cooperative spirit and message of the Commissioner's regulations 100.11 and the School Development Process, the Westbury Teachers Association agrees to amend the Westbury Education Improvement Council (W.E.I.C.) and establish a District Council.

The District Council is specifically charged with assisting the District in the development of a Long Range Curriculum and Instructional Plan.

1. The District Council will use a collaborative no fault process to consider proposals concerning educational matters which affect the professional practice of teaching, including, but not limited to, innovation, modification, and implementations of existing curriculum, establishment of new curriculum, curriculum experimentations, the selection and change of textbooks, supplementary teaching publications and other educational teaching materials, the addition, deletion, shifting, and utilization of professional services.
2. The District Council will discuss building level and multi-building level decisions that potentially impact and/or modify the District Mission and Beliefs.
3. The District Council will present its recommendations, after acting upon proposals, in writing, with its reasons and bases therefor, to the Superintendent.
4. The District Council will encourage individual building school planning management teams to utilize and implement the collaborative decision making process.
5. The District Council members will submit agenda items to either of the Chairpersons of the District Council.

In all cases, the District Council shall inform the Superintendent of Schools, Council President of the Parent Teacher Association, President of the Westbury Teachers Association, and President of the Westbury Association of Administrators and Supervisors concerning significant matters of discussion and concern.

Membership and Method of Selection

The Westbury Board of Education hereby establishes the District Council.

- | | | |
|---------------------------------------------------------|-----|-----------------------------------------------|
| Assistant Superintendent for Curriculum and Instruction | (1) | Appointed by the Board |
| Representative from PTA Council | (1) | |
| One teacher from each school | (6) | |
| One WTA Board Member | (1) | Selected by the Westbury Teachers Association |

Administrators from:

- | | | |
|---------------------------------------|-----|---------------------------------------------------|
| High School | (1) | Selected by the School Administration Association |
| Middle School | (1) | Selected by the School Administration Association |
| Elementary | (1) | Selected by the School Administration Association |
| One Student from Westbury High School | (1) | Elected by Student Council |

The District Council will be co-chaired by the Assistant Superintendent member and the WTA board member of the Council. The Assistant Superintendent member and the WTA board member will alternate chairing the District Council meetings.

Committee Authority

The District Council is advisory in nature.

Continuance of Committee

The Committee shall be viewed as a standing body with an election every two years per member excepting the Assistant Superintendent for Curriculum and Instruction and the WTA Board member.

Meetings

The Council will commence its meeting schedule in September and thereafter will meet for five additional meetings. Meetings will be held at 12:00 p.m. on the second Thursday in September, December, February, April, May, and June. Additional meetings of the Council shall be held by consensus of the Council after school hours.

Adjustments to Council Membership

Annually the Council will meet with the Superintendent and WTA leadership to review the success or lack thereof of the District Council in terms of its size. Member additions to or subtractions from the Council will be considered.

The Board of Education will provide \$5,000.00 per annum for teacher mini grants approved by the District Council.

B. Student Achievement

The goals of the District are established by the Board of Education with input from the staff and community. A collaborative decision-making process in which staff, parents, students, and community members of each school work together to create and implement a school plan focused on the unique needs of the students in the school offers the best opportunity for the District to achieve its goals. The collaborative-decision making and participation will create a school climate which promotes high achievement and excellent behavior for all students, professional development and involvement of staff, parent and community participation, and innovation in instructional delivery.

The needed improvement in student achievement should occur as a result of improved policies, resource allocation, curriculum changes and greater performance improvement on the part of students, parents, teachers, administrators, and school board members.

Student achievement is a measure of the ranking of the District compared to other districts in Nassau County for those standardized tests for which rankings are available for Nassau County.

Such standardized tests include Regents Examinations, Terra Nova, English Language Arts and Math Assessments, and other standardized tests developed and implemented by the State Education Department.

In accordance with the desire to promote improved student scholastic performance, the Association and the District agree to work jointly in seeking ways and means to achieve such performance. Among the steps to be taken forthwith, a joint attempt will be made to identify specific yard sticks for measurement of progress made in improved student scholastic performance. Such attempt would include, but not be limited to, improvement of the use of one tool of instruction, namely testing. This would include improvement in test construction, test administration, test evaluation, utilization of data for modifications in teaching methodology and course content, and reporting of results.

ARTICLE III - ATTENDANCE RECORD KEEPING

Except for the taking of daily or class pupil attendance, all teachers shall not be required to perform any work on pupil attendance records, as the same shall be the responsibility of the Board, but will be required at a future date to input daily attendance for homeroom and period-by-period attendance, except as may be required to prepare such records for electronic computation.

ARTICLE IV - HEALTH INSURANCE

- A. The Board will provide a health insurance plan with the same benefits as the benefits of the health insurance plan of the Equitable Life Assurance Society of the United States, group policy #61160H, existing on June 30, 1976, as improved by the Prudential plan in effect July 1, 1976, except for the life insurance supplement.

On or after July 1, 1981, the Association shall have the option of enrolling in the "NYS Employees Health Insurance Program" (including major medical) with or without supplemental coverages obtained from other companies.

The aforesaid option may be exercised upon ninety (90) days written notice from the Association to the District. Notwithstanding the foregoing, the Board shall maintain a group life insurance coverage in an amount equal to the annual salary of a teacher.

- B. A teacher who shall be covered by the said plan shall be required to pay twenty (20) percent of the cost of all premiums for the said plan.

Effective July 1, 1981, the Board shall pay eighty (80) percent of the premium of the "NYS Employees Health Insurance Program" (including major medical). In the event of any increase or decrease in said premium thereafter, the Board's contribution shall be eighty (80) percent of such increased or decreased premium. In the event that the Association elects to exercise an option mentioned in Paragraph "A" above, which results in a premium cost exceeding the said "NYS Employees Health Insurance Program" (including major medical), one hundred (100) percent of such excess shall be paid, at the option of the Association, by reduction of the salary schedule increases provided for 1981-82 to 1982-83, depending upon when such excess shall become effective or by increased payroll deductions.

Reductions in salary schedule will be made only as of July 1, 1984 and July 1, 1985, and only upon thirty (30) days written notice to the District. Any interim premiums to be borne by the teachers shall be paid by payroll deduction.

A teacher enrolled in the said health insurance plan as of April 1, 2004, shall have the option of terminating his or her participation in the plan by filing a notice with the Assistant Superintendent for Business and Management Services, no later than June 30, of each academic year. A teacher who has so terminated his/her participation shall receive, in the last pay of the ensuing year, a sum equivalent to 50% of the District's premium contribution which would have been due for individual coverage on account of that teacher's membership in the health insurance plan.

An enrolled teacher who elects to move from "family" coverage to "individual" coverage shall be entitled to receive a sum equal to 50% of the premium reduction realized by the District as the result of the change in coverage.

The member shall have the right to re-enter the Empire Health Insurance Plan or return to the "family" plan from the "individual" plan by giving the District thirty (30) days written notice. If a member re-enters, the lump-sum payment equal to the 50% of the premium the District would have paid on their behalf shall be prorated. All conditions relating to re-entry into the Empire Plan shall remain in force and effect.

- C. A teacher who is retired or who retires after at least (20) years of service in the Westbury School District shall be entitled to be covered under the said health insurance plan, the full cost thereof to be paid by the Board. The teacher may apply for life insurance benefits, so long as they are available subject to the approval of the carrier and provided the teacher pays the full cost.
- D. The Board will provide a dental plan with benefits at least equal to the benefits of the dental health plan of the Equitable Life Assurance Society of the United States, a group policy #61160D, existing on June 30, 1976. Both parties reserve the option to consider for adoption a second dental health plan, the benefits of which are substantially equivalent to those provided under the existing plan.
- E. A teacher who shall be covered by said dental health plan, shall be required to pay twenty (20) percent of the cost of all premiums for the said plan.

ARTICLE V - MILITARY LEAVE

Military leave will be granted to any teacher who is inducted into or enlists in any branch of the armed forces of the United States. Such teacher shall be entitled to return to the position he/she held prior to going on leave and shall not, in the event that he/she exercises his/her right to return at the end of such leave, lose any retirement benefits or other emoluments which he/she would have received if he/she had not taken such leave.

ARTICLE VI - OTHER LEAVES OF ABSENCE

A. Illness and Bereavement:

The leave days provided below under this subparagraph shall be without loss of salary or benefit, for personal illness or illness in the immediate family, attendance at funeral of relative or friend as close as a relative or for bereavement of a relative or such friend.

1. Each tenured teacher shall be entitled to fifteen (15) days of leave for the purposes above set forth at the commencement of each school year, in addition to any accumulation of leave days at the effective date of this agreement. Any unused leave days under this provision shall be accumulated without limit.
2. Each probationary teacher shall be entitled to one and one-half days of leave for said purposes for each month that said teacher is listed on the payroll of the District and any unused leave time accumulated shall be carried over to the next school year.
3. Upon an employee's retirement from service in the District, the said employee shall receive a sum of money equal to the employee's daily rate of salary during the year in which the employee retires multiplied by ten (10) percent of the number of accumulated sick leave days limited to one hundred and fifty (150) days of accumulated sick leave.
4. Effective with the commencement of the 1978-1979 school year, a "Tenured Teacher Sick Leave Fund" shall be established. Upon the establishment of the Fund, and on the commencement of each school year thereafter, one day from the annual sick leave entitlement of each tenured teacher, as provided in subparagraph 1 above shall be deducted therefrom and applied to the said Fund. The annual deduction shall continue until the Fund accumulates a number of days equal to three (3) times the number of tenured teachers covered by this agreement. During the period of accumulation and thereafter the use of the Fund for the purposes hereinafter set forth may be made, but only to the extent of the number of days available in the Fund.

In the event that the fund is reduced by the use of the days accumulated therein to less than four hundred and fifty (450) days, then at the commencement of the school year immediately following such occurrence and, if necessary, at the commencement of each succeeding school year, a further deduction of one (1) day from the annual leave entitlement of each tenured teacher shall be made until the Fund exceeds four hundred and forty-nine (449) days to the extent resulting from a uniform annual deduction.

The said Fund may be drawn upon by a teacher in such manner, extent and under such circumstances as may be determined by the Association. Each month the Association shall send the Assistant Superintendent for Business and Management Services a written statement directing payment out of the Fund as determined by the Association.

Except as provided in subparagraph A-1 above, the Board shall not be obligated for any additional paid sick leave in excess of the number of days accumulated in Fund as herein provided.

By February 15th, all teachers on leave must provide notice of their intention to return or their request for additional leave. Failure to provide timely notice shall be considered an abandonment of the position. The District shall inform teachers of this consequence in the letter approving the initial leave.

B. Personal Reasons:

Each teacher shall be entitled to two (2) days of leave each school year without loss of salary or benefit for "personal reasons", which shall mean such business or affairs that a teacher must attend to at hours and dates beyond the power of the teacher to schedule. This leave shall be cumulative as sick leave. Upon notification of such leave, the teacher need give no reason other than "personal". Personal leave shall not be used to extend vacation periods or holidays. Requests for leave immediately before or after vacation periods or holidays must be accompanied by a statement of general reasons such as, but not limited to, "Legal", "Religious", "Emergency", or "Family Obligations".

C. Religious Holidays:

Time taken for observance of religious holy days shall be charged against the leave entitlement provided in paragraph "B" above. However, no charge shall be made for holy days when school is not in session.

D. Extended Illness:

Where a teacher on leave due to illness is confined to his local residence, a hospital or institution for treatment, a statement from a physician may be required. But, for the purpose of planning adequate coverage by substitutes, in cases of extended illness or convalescence in areas remote from Westbury, the Board shall have the right to obtain regular reports of a physician concerning the condition of the teacher's health and estimated length of absence from work.

E. Leave of Absence for Extended Illness:

The teacher whose illness extends beyond the period compensated by the provisions of this article shall be granted a leave of absence without pay for a period of time not to exceed three (3) years or until completely recovered from the illness, whichever is shorter.

Upon recovery, the teacher shall be entitled to return to work and shall be assigned the same position he/she had when he/she left if the position is still in existence and, if not, a position in his/her tenure area. During his /her absence for illness, he/she shall suffer no loss of tenure or seniority rights or any other benefits he/she had when he became ill except that the Board shall not be required to pay any part of the insurance premium for the insurance protection

provided by Article IV for longer than one (1) year after the commencement of the unpaid leave for extended illness.

The teacher on extended leave shall notify the Superintendent of Schools as to his/her intention to return not later than thirty (30) days prior to the date of his/her return to work.

F. Wherever possible, a teacher shall notify the building principal of an anticipated absence at least one day prior to the absence and, except in cases of emergency, not later than one hour before the start of school and shall notify the building principal of his or her intention to return to work, the day prior to the return.

G. Teacher application for anticipated absence for conventions, workshops, and for professional visiting days, together with the principal's initialed approval, must be filed with the Superintendent on or before the second Wednesday of the month prior to the anticipated absence, for approval by the Superintendent and the Board. Approved absence shall be without loss of salary or benefit or charge against accumulated leave.

H. Where a teacher has exhausted his leave entitlement, there shall be a deduction of 1/200 of regular salary for each day of absence from work.

I. No later than October 1st of the school year, each teacher shall be given a written statement of the number of leave days accumulated by the teacher to that date. Teachers shall be entitled to inspect the teacher attendance report showing the number and distribution of days absent in the previous year.

J. Family and Medical Leave

A pamphlet describing employees' rights under the FMLA will be developed and distributed to members of the bargaining unit.

K. Workers' Compensation:

In the event that a teacher becomes disabled by reason of an illness or an injury which is determined by either the Board's Workers' Compensation Insurance carrier or the Workers' Compensation Board, whichever first occurs, to be related to the teacher's employment, no charge shall be made against sick leave or salary deduction made provided that the disability exceeds seven (7) calendar days and no charge shall be made against the sick leave or salary deduction made so long as such worker's compensation benefit is continued but, in no event, in excess of one (1) year. No charge shall be made against sick leave, personal leave or salary, for a teacher's attendance at hearings or examinations at the direction of the Workers' Compensation Board.

Employees shall provide reasonable medical documentation with sufficient specificity regarding condition, treatment, prognosis and limitations, as requested by the District in connection with any Workers' Compensation leave exceeding four (4) weeks.

L. Doctor's Note:

When an employee is absent more than five (5) consecutive days on which they are assigned to work, the District may require the employee to furnish a doctor's note. In the event of any absence immediately before or after a holiday or school break, the employee will receive a warning memo after the first occurrence. Beginning with the second occurrence, the employee must provide a doctor's note.

M. Signing In and Out:

Teachers will sign out and in when leaving and returning to the school building during their work day, including the time of departure and return.

ARTICLE VII - TEACHER WORK DAY

The teacher's work day shall commence fifteen (15) minutes prior to the commencement of the student day in the building to which the teacher is assigned and shall terminate ten (10) minutes after dismissal of the students under the teacher's supervision. The teacher work day at the Middle School and High School shall be six (6) hours and fifty-five (55) minutes, and six (6) hours and twenty-five (25) minutes at all other schools. A teacher's work day may extend beyond these limits to provide time to meet the following requirements:

- A. General meetings where teachers meet parents on schedule. Teachers shall not be obligated to attend more than three (3) such general meetings per year.
- B. Attendance at special meetings called by the Superintendent or the Board of Education.
- C. Three (3) meetings each month of a building faculty, department or grade level, at least one of these meetings to be used for curriculum implementation through in-service courses or other forms of instruction. Attendance at such meetings shall not be required beyond one (1) hour. Additional faculty, departmental and grade level meetings may be held upon the mutual consent of the Building Principal and the Association representative in the building.

One two hour faculty meeting once a month for the purpose of staff development may be required. Every effort shall be made to notify teachers two weeks in advance of a two hour meeting. The total time for faculty meetings shall remain at three hours per month. The meetings shall be scheduled so as not to conflict with regularly scheduled meetings of the Westbury Teachers Association.
- D. Time required to satisfactorily perform instructional and/or supervisory duties associated with co-curricular and athletic assignments.
- E. Time required to satisfactorily perform instructional and/or supervisory duties associated with modified teaching schedules during regents examination periods.

- F. Middle School teachers may be required to be on duty up to seven (7) additional minutes daily if Regents Action Plan requirements necessitate an extension of the school day either through an additional period (from 8 to 9) or a staggered day.
- G. A secondary nine (9) period day shall be structured as follows:
 5 teaching periods
 2 preparation periods
 1 lunch period
 1 duty or tutoring period (up to 5 students)
- H. A secondary eight (8) period day shall be structured as follows:
 5 teaching periods
 1 preparation period
 1 lunch period
 1 duty or tutoring period (up to 5 students)
- I. Preparation periods are those periods which the teacher uses to work on planning and other matters related to classroom or instructional responsibilities; such periods may not be assigned for other purposes.
- J. Effective July, 2000 teachers will provide one weekly thirty minute period prior to or after the end of the regular school day to provide tutorial help for a limited number of students; not to exceed five (5) "per session" for the duration of this contract. The option of before or after school must be mutually agreed upon between the administrator and teacher.
- K. Guidance counselors, psychologists, social workers, and other health related personnel, on a rotating basis, may be asked to be on call for one evening a month to meet with parents from October through May. The staff member in the night meeting will be provided with flexible time to adjust their work day to conform with the teacher work day schedule.

ARTICLE VIII - EMERGENCY SUBSTITUTE SERVICE

- A. No regularly scheduled teacher shall be directed to perform the duties of a substitute teacher, except in case of an emergency. An emergency is defined as the failure of a substitute teacher to arrive on schedule, or, the inability to obtain the services of a substitute teacher or, if a regularly scheduled teacher becomes unable, during the work day, to teach the regularly assigned class because of illness or other unforeseen circumstances. In the event of an emergency, regularly scheduled teachers, including department chairpersons and those having the least number of assigned classes, shall be assigned to cover the class in question. In addition, on the elementary school level, if a substitute for a special teacher is not retained by the building principal, the regular classroom teacher may be directed to teach during that teacher's preparation period.

- B. A regularly employed teacher who is assigned to perform substitute service as hereinabove defined, shall receive compensation at the rate of twenty (\$25) dollars per period of substitute service, which shall be increased by the annual percentage increases applied to regular salaries as follows:

2004-2005	\$25.00
2005-2006	\$25.86
2006-2007	\$26.75
2007-2008	\$27.68
2008-2009	\$28.61

- C. Teachers at the Middle School and High School, whose regular assignment includes less than twenty-five (25) teaching periods and five (5) supervisory periods per week may be assigned at any time, if their schedule permits, for such emergency substitution, without further compensation, up to the normal teaching load of twenty-five (25) teaching periods and five (5) supervisory periods per week.

ARTICLE IX - TEACHER PROGRAMS

- A. Except for the emergency substitute service provided in Article VIII and under circumstances set forth under Paragraph "B" below, teachers in the Middle School and High School shall be assigned a program including an average of five (5) teaching periods per day or a total of twenty-five (25) teaching periods per week, and also a daily preparation period, a duty free lunch period, and a supervisory period. There is a total of nine (9) periods per day.

There shall be an equitable programming of teaching periods within each department, so that the number of teaching periods shall be distributed amongst the teachers of each department as equitably as possible.

- B. A teacher in the Middle School and High School may be assigned a program in excess of twenty-five (25) teaching periods per week, but no more than six (6) teaching periods per day under the following conditions.
1. Where a teaching position becomes vacant and the Board, after diligent effort, is unable to employ a qualified replacement and a teacher on the staff is qualified to teach in the areas of the vacant position; or
 2. Where a new course within a department is offered, the offering being consistent with other applicable provisions of this agreement, and the Board, after diligent effort, is unable to employ a qualified teacher of the new course and a teacher on the staff is qualified to teach in the new course; or
 3. Where student enrollment in one subject of a department shall be in such number so as not to justify the hiring of an additional teacher of said subject, no more than two (2) teachers may be assigned to teach a sixth period of a subject.

Teachers of the department of the subject may volunteer for the sixth teaching period and the assignment shall be given to a qualified volunteer before a non-voluntary assignment is made.

The teacher assigned, whether voluntary or not, shall have no other supervisory duty period on the day he or she teaches six (6) periods and shall be additionally compensated at the rate of 1/1200 of the assigned teacher's regular annual salary for each period of teaching assigned under this article, in excess of twenty-five (25) per week.

Every effort shall be made so that no teacher will be assigned more than six (6) teaching periods per day except in assignments pursuant to Article VIII and to meet unique scheduling problems. In the event that a regularly assigned, seventh teaching period must be given, the teacher shall be assigned at least five (5) preparation periods per week. Prior to the making of an assignment of more than twenty-five (25) teaching periods per week, under this article, the President of the Association shall be given reasonable notice by the Building Principal of all circumstances requiring the assignment. *If more than one teacher volunteers to teach a sixth period, the building principal shall make the selection.*

- C. Each teacher in the elementary school shall be assigned at least one hundred and fifty (150) minutes of preparation time each week, free from instructional, administrative or supervisory duties, which time shall be distributed on a daily basis as equally as scheduling of the special subjects permit. Additional preparation time at the elementary level may be agreed to on a building by building basis in consultation with and at the discretion of the building principal.

An elementary building committee for each building shall be established to review and recommend to the Superintendent of Schools a master schedule to enable each teacher to be afforded a daily preparation period. The objective of the committee is to devise such a schedule within present staffing levels and maintaining present educational standards and the implementation of the recommendation is subject to the approval of the Superintendent of Schools. The committee shall consist of the principal, a WTA representative and any interested teachers.

- D. Each teacher shall be entitled to and shall be assigned within his program a duty free, uninterrupted daily lunch period equal in length to the regular class period within the building, but no less than forty (40) minutes.

E. Department Chairpersons Programs:

Notwithstanding the provisions of the Article hereinabove set forth, the programs of the department chairpersons shall be as follows:

- 1. Building Chairpersons Supervising Seven (7) or Less Teachers
 - four (4) teaching periods
 - one (1) preparation period
 - two (2) department chairperson supervision periods
 - one (1) lunch period

Department chairpersons shall not be assigned to teach more than four (4) periods daily.

2. Building Chairpersons Supervising Eight (8) or More Teachers
three (3) teaching periods
one (1) preparation period
three (3) department chairperson supervision periods
one (1) lunch period

3. District Chairpersons Supervising Grades 7-12 Teaching or Supervising in five (5) Schools

three (3) teaching periods
one (1) preparation period
three (3) department chairperson supervision periods
one (1) lunch period

Department Chairpersons shall not be assigned any non-instructional supervisory duties. Every effort will be made to schedule District wide Department Chairpersons to afford said chairpersons maximum opportunity for supervision duties.

- F. Every reasonable effort shall be made to notify teachers of their assignments and tentative schedules and programs by May 1. Teachers shall be notified as soon as practicable of any changes made together with reasons in writing for the change.

- G. All non-instructional duties, including supervisory duties, shall be assigned on a rotation basis among the entire staff of the building. The roster of duty assignments shall be given to the building representative of each building at the commencement of each semester. Every effort will be made in the scheduling of duties so as to result in an effective rotation of duties each semester.

- H. Every effort shall be made in the programming of teachers in the Middle School and High School so that they will be assigned no more than three teaching periods in succession and be assigned no more than three teaching preparations.

- I. Elementary teachers shall have one (1) clerical half day in 2004-2005 and one additional clerical half day in 2005-2006 and thereafter, to be taken immediately prior to the last day of school, for record keeping, and preparation for summer cleaning and painting.

ARTICLE X - ASSOCIATION BUILDING REPRESENTATIVE

- A. The WTA President and Vice President shall be released from all duty assignments. A maximum of seven (7) days with pay each school year shall be available for WTA officers only for WTA business. The WTA President shall use these days for himself/herself or his/her designees. The use of these days shall be at the sole discretion of the President of the WTA.

The Superintendent shall be notified by the WTA of each day taken. Such days shall not be cumulative.

- B. The principal of each school building shall be required to meet with the Westbury Teachers Association's building representative or committee at least once each month, which dates shall be determined jointly by the principal and the Westbury Teachers Association representative or committee during the first week of school in September. The president of the Association shall notify the Superintendent of Schools, in writing, on or before October 1, of the schedules for these meetings. Such meetings shall be for not more than one (1) hour, outside of teaching periods, for the purpose of discussion on any matter concerning the professional practice of teaching and physical facilities within the building.

The Association's building representative or committee and the building principal shall mutually develop functions involving students for after school and evening programs which are to be attended by teachers of the building.

ARTICLE XI - PROTECTION OF TEACHERS

- A. Personnel File:

All observation and evaluation reports and all material concerning a teacher shall be in writing and shall be included in the individual teacher's personnel file. All documents placed in a teacher's file are to be signed by the originator of the material. A check list of documents within the file shall be available. All materials relating to a teacher shall be incorporated into one file, which shall be located in the Central Administration Office. Prior to the insertion of any writing into a teacher's personnel file, the teacher will be given a copy thereof and shall be entitled to respond in writing, which response shall be attached to the document and included in the said personnel file. No adverse action can be taken against a teacher unless there is first, filed in the teacher's personnel file, a writing describing the basis for the proposed adverse action, which writing shall be subject to the procedure contained herein. Upon notice, a teacher shall be entitled to examine his or her personnel file and make copies of all writings contained therein. If there is any material in a teacher's file which is found to be untrue or inaccurate, a notation to that effect shall be made on such material.

- B. Observations and Evaluations:

Observations and evaluations of a teacher shall be conducted only by certified supervisors employed by the District and who are authorized by the Board or the Superintendent of Schools to make such observations or evaluations. The term "certified supervisors" shall include Department Chairpersons who are not required by law to hold a supervisory certificate. The observations or evaluations made of teachers by District or Department Chairpersons shall be used as aid to the teacher in improving instruction and shall not be used as the sole basis for determination of dismissal or continued employment, but shall be considered in the total evaluation of the performance of the teacher.

Teacher Performance Evaluation Process

1. A joint committee of teachers and administrators will develop evaluative criteria for evaluation of teacher performance to be implemented by September 1997 or when testing of such criteria is completed.
2. The evaluative criteria and procedures must have joint approval of the Superintendent of Schools and the President of the Westbury Teachers Association.
3. The evaluation will be based on teacher performance criteria as it now exists using the categories agreed to by the joint committee.
4. The evaluation process when implemented will be conducted by at least two of the following sources: building administrators, central administration, and department chairs. This procedure will be used if a teacher has more than two unsatisfactory observations.
5. After five (5) observations concluding in an unsatisfactory summative evaluation in the first year, the teacher will enter the second year on intensive supervision. The teacher will be entitled to two (2) additional observations plus a summative evaluation during the first quarter of the second year. Only after an unsatisfactory summative evaluation in the first year may the freeze be implemented. If a freeze is not implemented at the end of the first year, implementation may occur after the first quarter.
6. In the second year, the teacher's step placement and salary shall remain unchanged from the previous school year. If the teacher is identified as satisfactory on both observations conducted pursuant to the preceding paragraph, the teacher will progress to next scheduled step and column placement on the salary schedule and shall receive a lump sum retroactive payment for compensation due.
7. The teacher shall have the right to appeal the freeze before an arbitrator no later than thirty (30) days after being notified of the freeze. The decision of the arbitrator shall be binding.
8. When peer intervention exists in the Teacher Performance Evaluation Process, the peer mentor(s) shall not be required to participate in any action or proceeding initiated under the Education Law.
9. The satisfactory summative evaluation removes the teacher from the freeze and places the teacher on the appropriate step for the following school year.
10. The district will implement an Employee Assistance Program (EAP). A teacher agreeing to attend the EAP will be removed from the Teacher Performance Evaluation Process until services are completed.

11. Paragraphs B.1-B-12 shall terminate on the expiration of this contract unless both parties agree to its continuance.
12. The Teacher Performance Evaluation System will be reviewed by the Superintendent of Schools, Board of Education and Westbury Teachers Association after two years from date of full implementation.

C. Meetings with Supervisors:

A teacher shall have the right to be accompanied by a representative at any meeting with a supervisor or administrator, which meeting is for the purpose of criticism, discipline or reprimand. At any time after the commencement of said meeting, the teacher shall have the right to adjourn the meeting for a reasonable period of time for the purpose of obtaining a representative of his/her choice to accompany him/her at the continuation of the meeting.

D. Elimination or Abolition of Positions:

Every effort shall be made to place a teacher whose position has been eliminated or abolished into a full time, temporary, vacant position occasioned by contractual leaves of absence for which they are certified.

In the event no such position is available, the said teacher shall be given priority for per diem substitute work for a period of one year. The said per diem substitute work shall be assigned in the elementary schools to an excessed elementary school teacher (pre-Kindergarten through grade 6 including specials), and in the secondary schools to an excessed secondary school teacher in the area of certification. In the event of the excessing of an employee covered by this contract who does not have teaching certification, per diem substitute assignment shall be made to the maximum extent permitted by law.

The positions of "permanent substitute" in the Senior High School shall not be covered by this provision, nor shall anything herein contained be construed to require the District to dismiss the persons who are assigned to the said Senior High School permanent substitute positions. However, in the event a vacancy occurs in the position of Senior High School permanent substitute, the excessed secondary school teacher shall be assigned to that vacant position.

It is further understood that the utilization of the excessed teachers as per diem substitutes shall be made as need arises. Notwithstanding the District's prevailing per diem substitute pay rate, the excessed teacher performing said substitute assignment shall be compensated at no less than the rate of 1/200 of the B.A., Step 1, 2004-2005 salary, which rate shall *increase by the corresponding annual salary increases set forth in Article XV of this Agreement.*

The number of excessed teachers covered under this provision shall be limited to ten (10) at any one time.

This provision shall in no way limit, restrict or modify the rights of such excessed teacher under the Education Law of the State of New York.

- E. Teachers who will be terminated from service by reason of an abolition of position will be notified at least thirty (30) days prior to the termination. Whenever possible, teachers will be notified of the District's intention to abolish positions by the Monday following the first budget vote in any given school year. Such teachers will be offered to be placed in other vacant positions, if any, for which they are certified, in the order of their seniority, before any other assignment to said positions are made. If no position is available in which the teacher is certified, but there are other positions available, the teacher will be given the opportunity to become certified within one (1) year and, when certified, will be placed in such position of his or her new certification. During the period when the teacher is being certified, the assignment to such position shall be deemed a substitute or temporary assignment. During the period that the teacher is working toward certification, the teacher will be considered on a leave of absence without pay, but will retain all other benefits. Notwithstanding, a teacher who is working toward certification shall be entitled to the substitute work hereinabove provided, if same does not conflict with the program leading to certification. In the event that final court decision is rendered or statute is enacted resulting in the foregoing being illegal, this provision shall be null and void.

The District will notify probationary teachers of discontinuance of service and/or denial of tenure by April 15th in the school year in which such action shall become effective, except where the effective date of such action is other than the end of the school year, in which case the notice provisions set forth in the applicable provisions of the New York State Education Law shall govern.

The parties will meet to discuss changes to the evaluation process and instrument.

- F. Every effort shall be made to provide teachers with at least forty-eight (48) hours notice and a briefing before they are expected to testify at a superintendent's hearing or a CSE meeting.

ARTICLE XII - CURRICULUM CHANGES

In the event there is a major change in curriculum or a new curriculum to be instituted, an in-service course shall be made available, free of tuition cost, for those teachers whose teaching area is affected by the change or new curriculum.

ARTICLE XIII - TRANSFERS

A. Voluntary Transfers:

On or before February 1, the administration shall publish a list of known vacancies in existing positions and new positions for the following school year, which list shall be supplemented as soon as the subsequent vacancies are known. The list shall contain the qualifications and requirements of each position thereon and shall state the time within which the application for the position shall be received, but such times shall not be sooner than two (2) school weeks from the date of the distribution of the list.

Teachers requesting assignment to the available positions set forth on the list shall do so by writing to the Assistant Superintendent for Personnel and the Building Principal. Consistent with the best interests of education, the vacant positions shall be filled by those applying and meeting the qualifications therefor. Where there is more than one application for the vacant position and the qualifications of the applicants are equal, every consideration shall be given to the applicant with seniority of service in the District.

B. Involuntary Transfers:

A teacher designated to be transferred shall be notified of the transfer in writing prior to April 15, whenever possible, or within five (5) days when the decision to transfer or reassign is made, if after April 15.

Whenever possible, an involuntary reassignment or transfer shall be given to a non-tenured teacher.

Wherever practical, a teacher who is involuntarily reassigned or transferred and wishes to return to his/her previous assignment, the teacher shall be transferred to the original position, where that position is available.

If a teacher is involuntarily transferred or reassigned, during the probationary period, to a different tenure area, the transfer or reassignment shall not be considered as a break in the continuity of the probationary period in the original tenure area. So that if there is a further reassignment or transfer, the same shall be the original tenure area and the subsequent service therein shall be deemed a continuation of the original service.

ARTICLE XIV - PROMOTIONS

Promotional positions are defined as follows:

Positions paying a salary differential and/or positions on the administrator supervisory level.

All vacancies in promotional positions caused by death, retirement, discharge, resignations, or by the creation of such position, shall be filled pursuant to the following procedures:

- A. Such vacancies shall be publicized in writing and sent to all teachers by the Superintendent of Schools no later than the Friday before the Sunday on which an advertisement for such position will be advertised in the newspaper.
- B. Said notice of vacancy shall specify the educational and experiential qualification for the position and its salary.
- C. Teachers who desire to apply for such vacancies shall file their applications in writing within the time limit specified in the notice with the Superintendent of Schools.
- D. Such vacancy shall be filled on the basis of total qualification for the particular position offered, provided, however, that where two (2) or more applicants are substantially equal in the total qualification, consideration of the applicant with the greatest amount of seniority in the District, shall be given.
- E. In the event that there exists a vacancy in a promotional position which must be filled during the months of July and August, written notice of such vacancy shall be mailed by first class mail to all teachers at their permanent address.

ARTICLE XV - COMPENSATION

The parties hereto agree that the collective bargaining agreement for the period July 1, 2004 through June 30, 2009, is established with respect to salaries as follows:

A. Regular Salaries:

For the period July 1, 2004 through June 30, 2005

- salaries set forth in Schedule A shall be increased by 3.25%

For the period July 1, 2005 through June 30, 2006

- salaries, including Schedule A shall be increased 3.45%

For the period July 1, 2006 through June 30, 2007

- salaries, including Schedule A shall be increased 3.45%

For the period July 1, 2007 through June 30, 2008

- salaries, including Schedule A shall be increased 3.45%

For the period July 1, 2008 through June 30, 2009
- salaries, including Schedule A shall be increased 3.35%

Vertical increments shall be paid effective July 1st of each year of the agreement. All salary increases shall apply to all schedules. For the 2004-2005 school year, teachers will receive their increases retroactive to July 1, 2004.

The salary schedules for the 2004-2005 school year shall be annexed to the contract as Schedule A. The salary schedules for the subsequent years of the contract shall be annexed as Schedule A-1, Schedule A-2, Schedule A-3, and Schedule A-4.

Supervision of the Alternative Learning Center ("ALC") program may be provided by permanent substitutes.

A teacher will have the option of being paid in 21-22 or 26 equal payments. A teacher who wishes to choose the 21-22 payment option must inform the Assistant Superintendent for Business and Management Services by June 30th. Once chosen, the option will remain in effect for the entire school year. Subsequent changes may be made by June 30th for the following school year.

B. Co-Curricular and Extra-Curricular Teaching Activities:

1. Teacher participation in and chaperoning or supervising any administrative approved extra or co-curricular activity, including but not limited to clubs, theatricals, musical presentations, sports events, dances, graduation exercises, and publications, shall be on a voluntary basis and shall be compensated as hereinafter set forth on Schedule "C".
2. Those teachers accepting an assignment to the co-curricular and extra-curricular positions set forth in Schedules "B", "B-1" and "B-2", annexed hereto and made a part hereof, shall be compensated in the amounts set forth on the said schedules for the respective positions.
3. A teacher who sponsors or supervises a central administration approved club, shall be compensated therefor as hereinafter set forth in Schedule "C".
4. Home Teaching: Teachers assigned to home instruction service shall be compensated as hereinafter set forth in Schedule "C". *Stipends for home instruction shall be payable twice per school year at the end of the first and second semesters*
5. In making assignments to any activity covered by Schedule "B" and "C", preference shall be given to members of the unit covered by this agreement, provided they meet reasonable qualifications as specified in the notice of availability of such activity.

Notice of availability of any co-curricular and extra-curricular teaching activity shall be placed in all teachers' school mailboxes, and posted conspicuously in the general offices and faculty rooms in each building.

C. Department Chairpersons:

Those teachers appointed as department chairpersons shall receive, in addition to their regular annual salaries in accordance with Schedule "A", a differential as set forth in Schedule "C".

It is understood that credit for the previous years of service as department chairperson shall be granted in placement on the foregoing schedule.

Notice of availability of department chairperson positions shall be posted within grade level of the position (e.g. High School, or District-wide, as the case may be). In the event there is a vacancy which must be filled during the months of July and August, written notice of such vacancy shall be mailed by first class mail to all teachers at their permanent addresses who teach in the department at the grade level involved (e.g. English, High School).

D. Compensation in Schedules B and C:

Compensation in Schedules B and C, except for Schedule C, I Miscellaneous, is to be revised as follows:

1. All Salaries are to be increased by 10% effective July 1, 2004;
2. After such increase, all salaries will be increased by the annual percentage increases applied to regular salaries, as set forth above;
3. Positions listed on Appendix "A" shall be adjusted as follows:
 - a. Effective July 1, 2004, the one-third of those positions listed on Appendix "A", annexed hereto, which represent the lowest paid positions as compared to the 2004-2005 Nassau County median for such position based on head coach salary, shall receive a one time adjustment of \$350 after application of all other adjustments.
 - b. Effective July 1, 2005, the next third of those positions listed on Appendix "A" which represent the lowest paid positions as compared to the 2005-2006 Nassau County median for such position based on head coach salary, shall receive a one time adjustment of \$350 after application of all other adjustments, provided that no position which received such an adjustment in 2004 shall be eligible for another adjustment.
 - c. Effective July 1, 2006, the final third of those positions listed on Appendix "A" which represent the lowest paid positions as compared to the 2006-2007 Nassau County median for such position based on head coach salary, shall

receive a one time adjustment of \$350 after application of all other adjustments, provided that no position which received such an adjustment in 2004 or 2005 shall be eligible for another adjustment.

- d. Effective July 1, 2007, the one-third of those positions listed on Appendix "A" which represent the lowest paid positions as compared to the 2007-2008 Nassau County median for such position based on head coach salary, shall receive a one time adjustment of \$350 after application of all other adjustments, with the understanding that positions which received previous adjustments are eligible for another adjustment.
- e. Effective July 1, 2008, the one-third of those positions listed on Appendix "A" which represent the lowest paid positions as compared to the 2008-2009 Nassau County median for such position based on head coach salary, shall receive a one time adjustment of \$350 after application of all other adjustments, with the understanding that positions which received previous adjustments are eligible for another adjustment.

The adjustments set forth in paragraphs "a" through "e" above shall apply to head coaches and assistant coaches for both varsity and junior varsity in high school and middle school. For purposes of determining which position is lowest paid, percentage difference from the applicable median on the annual Oceanside survey shall govern. Such determination shall be made promptly after the issuance of the Oceanside survey, effective the following September.

Those who have served 10 continuous years in the same position and in the same sport shall have their coaching salary increased by \$1,500 for head coaches of varsity sports, and \$750 for all assistant, junior varsity and middle school coaches. Any break in service as a coach or change in coaching position shall result in a forfeiture of this increase for that individual and that position.

E. Teachers Hired After July 1, 1997:

Teachers newly hired by the District after July 1, 1997, who have no previous teaching experience and who have not attained permanent certification, may not move beyond the fifth step of the BA+30 salary schedule.

Teachers with previous teaching experience and who have not attained permanent certification, may not move beyond the seventh step of the BA+30 program. The BA+45 and BA+60 lanes are eliminated.

- F. A form will be developed and distributed regarding movement on the salary schedule. A correct salary schedule for MA and MA+15, steps 14 and 15 will be established by using the difference between steps 13 and 15. Steps 23 and 25 will be added in year one and steps 26 and 27 in year three.

G. The District will make the following benefits available, the cost of which will be borne by the employees, with no cost to or contribution by the District:

1. 403(b) Program, subject to the execution of an acceptable Hold Harmless Agreement;
2. Flexible Spending Accounts (IRC Section 125 Plan) for Health and Dependent Care;
3. Long term disability insurance;
4. 457 Account;
5. AFLAC cancer care insurance;
6. Vision plan;
7. Long term care insurance.

The foregoing is subject to the execution of an acceptable hold harmless agreement.

H. Teachers who earn National Certification shall receive a one-time payment of \$1,000 which shall not be made part of their base salary.

I. Schedule C, I Miscellaneous:

Effective July 1, 2005, salary will be \$45 per hour, which shall be increased by the annual percentage increases applied to regular salaries. Steps shall be eliminated.

ARTICLE XVI - SUMMER EMPLOYMENT

A. All summer school positions, with the qualifications therefor, shall be distributed to all teachers employed by the Board as soon as possible prior to the commencement of the summer school program. In filling summer school and summer recreation teaching positions, first preference shall be granted to qualified teachers of the District who are members of the "teaching personnel" as defined in Article I of this agreement, whether or not they have served in such positions in the past.

B. A teacher from within the District who has rendered satisfactory service in the preceding year of summer school, shall be offered the same position, if this position is offered. In the event the position is not offered, the said teacher shall have preference for an open position in the subject area in which he/she is employed during the regular school year.

At the end of the summer school session, the principal of the summer school shall advise the teacher in writing, as to whether the service was satisfactory.

- C. When in conjunction with an authorized leave, a leave of absence from one year's summer school shall be granted, upon written request by the teacher and the taking of such leave shall not forfeit the right to the position for the year following the leave.
- D. Two (2) days of sick leave non-cumulative, during the summer school session shall be granted without loss of salary.
- E. Salaries and Hours:

Effective July 1, 1989, a teacher employed in the summer program shall not be required to perform service in excess of six (6) weeks, three (3) hours per day, except for those days when faculty meetings are held, and except for the teaching of those courses which, because of regents requirements are longer and shall not be assigned a daily program in excess of two (2) teaching periods, except that the library teachers may be assigned to four and one-half (4 ½) hours per day for which said teachers will be paid a proportionate differential. In the event that a teacher is assigned a program requiring less service, the compensation hereinafter provided shall be reduced proportionately. Compensation shall be in accordance with Schedule "C".

ARTICLE XVII - SCHOOL CALENDAR

The teacher work-year shall conform with the school calendar, which is annexed hereto and made a part hereof as schedule "D" and which was negotiated between the parties. However, for those teachers who have resigned from their positions and whose resignations take effect at the end of the school year, a conference may be called by the building administrators for the purpose of reviewing the status of the teacher's records at a mutually convenient time after the end of the school year.

Any deviation from the calendar, except for the closing of school because of inclement weather or other emergencies, shall be subject to negotiation between the parties. In the event make-up days are required for school days lost by reason of inclement weather or unforeseen emergencies, the Association shall be promptly notified so that timely negotiations for the substitute days can be held.

Effective July 1, 2005, the school year shall not be less than 184 days (2 additional day), one of which will be instruction and one of which will be uses for professional development. The school calendar shall be negotiated between the parties and shall be incorporated by reference in this contract.

Notwithstanding the foregoing, guidance counselors, psychologists and social workers, and teachers may be required to work a total of not more than four (4) days either immediately before the commencement of the teachers work year or immediately after the end of the teachers work year or in combination, to be determined by the Superintendent of Schools upon reasonable advance notice to those teachers, provided that said teachers are given compensatory time during the teachers work year which time is to be selected by the said teachers, subject to the approval of the Superintendent of Schools. The staff members affected by this paragraph may elect to be paid 1/200 of their regular salary per day, for the four days referred to herein in lieu of compensatory time off.

ARTICLE XVIII - GRIEVANCE PROCEDURE

A. Definitions:

1. "Grievance" shall mean any claimed violation, misinterpretation, or inequitable application of existing law, rules, procedures, regulations, policies or of any of the provisions of this agreement, which relate to or involve the employee with respect to his/her duties, except any matter which, by law, is prohibited from being administered under this Article.
2. "Party aggrieved" shall mean anyone covered by this agreement, or a group thereof having the same grievance or the Westbury Teachers Association.
3. "Immediate Supervisor" shall mean the individual to whom the employee is directly responsible.
4. "Principal" shall mean an individual in charge of a particular school building.
5. "Chief Administrator" shall mean the District Superintendent.
6. "Representative" shall mean an individual designated by the party aggrieved or the Association, if so designated by the party aggrieved, to act on behalf of the party aggrieved throughout the grievance proceeding or at any stage hereof.
7. "Days" shall mean those days in which the schools of the District are in session.

B. Right to Present Grievances:

A party aggrieved shall have the right to present grievances in accordance with these procedures, free from coercion, interference, restraint, discrimination or reprisal.

C. Right to Representation:

A party aggrieved shall have the right to be represented at any stage of the procedure by a representative of his/her own choice.

D. Determination of Grievances:

Any claimed grievance may be presented and determined in the following manner:

STAGE I: Within thirty (30) school days after the aggrieved knew or should have known of the cause of the grievance the party aggrieved may either orally or in writing, present his/her grievance to his/her Building Principal, who shall confer with the party aggrieved and the party aggrieved's representative, if a selection of a representative is made by the party aggrieved, with a view to arriving at a mutually satisfying resolution of

the complaint. This time limitation shall not apply to grievances arising prior to November 16, 1976.

Whenever a grievance is presented, which would involve the application or interpretation of the terms of this agreement, or would affect the conditions of employment of the professional teaching personnel, the Building Principal shall notify the Westbury Teachers Association so that it may be represented at the conference.

The Building Principal shall render his/her determination to the party aggrieved and his/her representative, if any, within five (5) days after the grievance has been presented. Where the grievance has been presented in writing, the decision shall be in writing.

In the event that the grievance is based upon some act or omission on the part of the Building Principal, the aggrieved party, at his/her option, may institute the grievance proceeding initially at Stage II.

STAGE II: If the grievance is not resolved at Stage I, the party aggrieved personally or by his/her representative, may make a written request to the District Superintendent or his/her designee within five (5) days after receipt of the decision of the Building Principal. The request for review by the District Superintendent shall be in writing and shall set forth the act or condition and the grounds upon which the grievance is based. The Superintendent shall immediately notify the Building Principal to submit written statements to him/her within five (5) days setting forth the determinations previously rendered by the Building Principal and his/her reasons therefor. The Superintendent or his/her designee shall render his/her determination within ten (10) days after the statement of the Building Principal has been received by him. Where the grievance involves the application or interpretation of the terms of this Agreement or affects the conditions of employment of those employees covered by this Agreement, the Association shall be notified of the Stage II procedure by the Superintendent, be furnished with copies of all communications made and received at this Stage, and shall have the right to submit any evidence or argumentation in writing to the Superintendent.

STAGE III: If the grievance is not resolved at Stage II, the aggrieved party may, only with the support of the Association, and within ten (10) days after the decision at Stage II is rendered, notify the Superintendent that the grievance shall be submitted to an arbitrator, who shall be appointed pursuant to the rules and regulations of the American Arbitration Association.

In the event timeliness is an issue, grievances shall be bifurcated. In the first portion of the grievance, the arbitrator shall be employed only to issue a binding decision on timeliness, based on written submissions by the parties. There will be no appearances, unless both sides agree. If the matter is determined to be timely, the grievance will proceed as set forth below. If it is determined to be untimely, the matter shall be closed, and the grievance terminated.

The arbitrator shall conduct a hearing or hearings on the matter, as the arbitrator deems appropriate, and shall render an opinion in writing on the grievance. The opinion of the arbitrator shall be advisory and shall not be final and binding. The opinion of the arbitrator shall be carefully considered in determining the final disposition of the grievance, and any and all arbitration costs shall be borne equally by the Board of Education and the aggrieved party.

STAGE IV: If the grievance is not resolved by the opinion of the arbitrator, as provided in Stage III, the aggrieved party may submit the grievance to the Board of Education, within five (5) school days after the decision of the arbitrator is rendered. Within twenty (20) school days after submission of the grievance to the Board of Education, the Board of Education or a committee of board members, who shall have the authority to act for the entire Board of Education, shall meet with the aggrieved party and his/her representative for a hearing on the grievance. Within ten (10) school days after the conclusion of the hearing, the Board of Education shall render its decision in writing. A party aggrieved, at his or her option, may proceed immediately to Stage IV after the decision at Stage II is rendered. The time limitations set forth in Stage IV will then apply for the decision rendered at the completion of Stage II.

E. Miscellaneous Provisions:

1. No decision rendered under these procedures shall be contrary to or inconsistent with or modifying or varying in any way the terms of this agreement or of applicable rules or regulations having the force and effect of law.
2. Nothing contained in this article shall be construed to deny to any person or organization the rights under law of the State of New York, the United States or any regulation of the Commissioner of Education of the State of New York.
3. No aggrieved party may be represented at any stage of the grievance proceeding by an organization or association other than the Westbury Teachers Association.

ARTICLE XIX - BOARD POLICY

The Board agrees that it shall not alter, modify or change existing policy nor shall it enact new policy which may affect compensation, hours or other terms and conditions of employment not covered by this Agreement without first notifying the Association, in writing, of its intention thereof.

The Board agrees to enact all necessary policy and cause to be promulgated all necessary administrative regulations required to give effect to the terms of this Agreement.

ARTICLE XX - NEGOTIATIONS

On or after November 1, 2008, either party may notify the other, in writing, that negotiations are required for the professional negotiations agreement to succeed this agreement. The notice shall set forth the items upon which negotiations are required. Within five (5) days after delivery of said notice, the other party may submit to the first party, in writing, those items upon which that party seeks negotiation. Negotiation meetings between the parties shall commence within ten (10) days thereafter.

ARTICLE XXI - DISTRICT INFORMATION

The Board hereby agrees to direct the Superintendent of Schools and his administrative staff to make available to the Association all fiscal and other District information which both parties agree may be necessary and relevant to the items sought to be negotiated for the successor agreement.

The Board of Education shall provide to the Association two (2) copies of the official minutes of each regularly scheduled Board of Education meeting. All attachments mentioned therein relative to terms and conditions of employment for members of this unit, with the exception of minutes pertaining to personnel, will be made available to the president of the Association upon request.

ARTICLE XXII - MISCELLANEOUS PROVISIONS

- A. This agreement shall supersede any Board policy, by-law, administrative rule or regulation or practice which shall be contrary or inconsistent therewith. The terms contained in any individual agreement heretofore in effect, which may be contrary or inconsistent, shall not prevail. Any contract hereafter made with individual teachers shall be made expressly subject to the terms of this Agreement.
- B. Copies of this Agreement shall be duplicated at the expense of the Board of Education and distributed to all teachers now employed or hereafter employed by the Board.
- C. This Agreement may not be modified, changed or amended, either in whole or in part, except by an instrument in writing duly executed by both the Board and the Association, and no departure from any provisions, or terms of this Agreement, by either party, or by their respective officers, agents, or representatives, or by individual members of the Board or the Association, shall be construed to constitute a waiver of the Board of the provisions hereof, or the right to enforce any such provision.
- D. If any provisions of this Agreement or any application of any provision of this agreement to any employee or group of employees shall be found contrary to law, by any court of competent jurisdiction whose decision shall not have been appealed within the time permitted for said appeal, then such provision or application shall not be deemed to be valid and subsisting, except to the extent permitted by law, but all other provisions or applications of this Agreement shall continue in full force and effect.

E. This Agreement shall become effective on July 1, 2004 and shall continue in full force and effect through June 30, 2009 and negotiations relating to this contract shall not be opened during this period, except as noted in Article XX.

F. It is agreed by and between the parties that any provisions 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.

G. Retirement Incentive:

1. A teacher who is or becomes eligible to retire under the New York State Retirement System (at least age fifty-five (55) with at least twenty (20) years in the New York State Teachers Retirement System) during the term of this agreement shall be entitled to be paid for every day of accumulated unused sick leave days up to a maximum of three hundred (300) such days according to the following schedule:

<u>Number of Days</u>	<u>Rate</u>	<u>Possible Maximum</u>
1-50	\$50.00/day	\$ 2,500.00
51-100	\$60.00/day	\$ 6,000.00
101-150	\$70.00/day	\$10,500.00
151-200	\$80.00/day	\$16,000.00
201-250	\$90.00/day	\$22,500.00
251-300	\$100.00/day	\$30,000.00

- a. Retirement must be effective at the end of the school year.
- b. A teacher desiring to retire at the end of the school year 2004-05, must file irrevocable notice of intention to retire with the Superintendent of Schools, no later than February 15, 2005.
- c. A teacher desiring to retire at the end of the school year 2005-06, must file irrevocable notice of intention to retire with the Superintendent of Schools, no later than February 15, 2006.
- d. A teacher desiring to retire at the end of the school year 2006-07, must file irrevocable notice of intention to retire with the Superintendent of Schools, no later than February 15, 2007.
- e. A teacher desiring to retire at the end of the school year 2007-08 must file irrevocable notice of intention to retire with the Superintendent of Schools, no later than February 15, 2008.

- f. A teacher desiring to retire at the end of the school year 2008-09 must file irrevocable notice of intention to retire with the Superintendent of Schools, no later than February 15, 2009.
 - g. The retirement incentive will be paid during the month of August immediately following retirement.
 - h. Retirement incentive is in lieu of any other terminal bonus or redemption of sick leave.
 - i. If a School Planning and Management Team makes a recommendation which is in conflict with or inconsistent with provisions of the collective bargaining agreement, the district and the WTA shall have the right and opportunity to bargain and stipulate to appropriate amendments to contract language and/or provisions.
 - j. Should a teacher die while employed by the Westbury School District, the District shall pay his/her estate the amount he/she would have been entitled to of unused sick leave Retirement Incentive.
 - k. Teachers who retire with sick days in excess of three hundred (300) may donate fifty (50) percent of the remaining days to the Teacher's Sick Bank Fund.
- H. Teachers who travel to more than one school shall not be assigned an administrative duty (i.e. lunch duty, bus duty).
- I. The WTA will be notified prior to the establishment of new positions within the bargaining unit. Compensation for these positions will be negotiated between the District and the WTA subject to any restrictions or conditions set forth in any applicable grants.

ARTICLE XXIII - SALARY CREDIT

In order to obtain credit for salary advancement for courses other than graduate courses at any New York State approved college or university prior approval must be obtained from the Superintendent of Schools or his/her designee.

Courses submitted for horizontal salary movement beyond a teacher's next immediate horizontal movement must be comprised of at least 40% of University graduate level courses. Any eligible courses completed prior to January 1, 1993, will be given full credit without regard to whether they are University courses.

Representatives of both parties understand the provisions of the Taylor Law and agree by affixing their signatures on this document that they will affirmatively support approval and/or ratification of its terms. The parties understand that the terms of this memorandum of agreement are subject to approval by the Board of Education and the ratification of the members of the Westbury Teachers Association.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the day and year first above written.

SUPERINTENDENT OF SCHOOLS
WESTBURY UNION FREE SCHOOL DISTRICT,

By: Constance R. Clark Date:

WESTBURY TEACHERS ASSOCIATION

By: Michael V. Ring Date:

BOARD OF EDUCATION
WESTBURY UNION FREE SCHOOL DISTRICT

By: [Signature] Date:

Westbury Union Free School District

Teachers' salary schedule for 2004-2005

Year 1

3.25% Increase

STEP	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DOCTOR
1	43,164	44,890	46,611	49,510	51,583	53,651	55,719	57,792	59,863
2	44,753	46,483	48,212	51,703	53,778	55,849	57,922	59,995	62,060
3	46,349	48,084	49,813	53,900	55,978	58,055	60,120	62,195	64,264
4	48,900	50,628	52,357	56,456	58,526	60,604	62,672	64,741	66,812
5	51,445	53,168	54,895	58,996	61,070	63,143	65,218	67,284	69,358
6	53,045	54,771	56,495	61,548	63,612	65,685	67,761	69,836	71,898
7	54,642	56,366	58,094	64,096	66,162	68,234	70,314	72,384	74,448
8		57,962	59,690	66,640	68,712	70,782	72,851	74,930	76,996
9		59,562	61,285	69,186	71,259	73,326	75,405	77,478	79,547
10		61,156	62,886	71,734	73,806	75,875	77,943	80,015	82,095
11		62,755	64,481	74,277	76,352	78,418	80,500	82,562	84,636
12		64,353	66,080	76,830	78,904	80,970	83,040	85,112	87,186
13		65,951	67,678	79,370	81,443	83,520	85,585	87,658	89,730
14		67,544	69,268	81,918	83,988	86,062	88,134	90,200	92,282
15		69,141	70,863	82,151	84,222	88,616	90,680	92,752	94,818
16		69,609	71,332	82,384	84,456	89,083	91,147	93,219	95,288
17		70,077	71,802	82,851	84,926	89,549	91,614	93,687	95,758
18		70,543	72,273	83,319	85,396	90,012	92,081	94,155	96,228
19		71,011	72,739	83,784	85,863	90,478	92,548	94,623	96,694
20		71,478	73,204	84,251	86,329	90,945	93,015	95,092	97,159
21		71,944	73,671	84,719	86,796	91,411	93,482	95,562	97,624
22		72,413	74,139	85,185	87,263	91,878	93,948	96,027	98,093
23		72,883	74,608	85,653	87,730	92,345	94,416	96,492	98,560
24		73,352	75,076	86,120	88,197	92,812	94,884	96,957	99,027
25		73,816	75,543	86,588	88,663	93,280	95,349	97,424	99,493
27		74,745	76,476	87,525	89,595	94,215	96,279	98,359	100,425
28		75,211	76,942	87,992	90,064	94,683	96,749	98,826	100,893
30		76,146	77,872	88,925	90,998	95,621	97,688	99,758	101,830

Westbury Union Free School District

Teachers' salary schedule for 2005-2006

Year 2

3.45% Increase

STEP	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DOCTOR
1	44,653	46,439	48,219	51,218	53,363	55,502	57,641	59,786	61,928
2	46,297	48,087	49,875	53,487	55,633	57,776	59,920	62,065	64,201
3	47,948	49,743	51,532	55,760	57,909	60,058	62,194	64,341	66,481
4	50,587	52,375	54,163	58,404	60,545	62,695	64,834	66,975	69,117
5	53,220	55,002	56,789	61,031	63,177	65,321	67,468	69,605	71,751
6	54,875	56,661	58,444	63,671	65,807	67,951	70,099	72,245	74,378
7	56,527	58,311	60,098	66,307	68,445	70,588	72,740	74,881	77,016
8		59,962	61,749	68,939	71,083	73,224	75,364	77,515	79,652
9		61,617	63,399	71,573	73,717	75,856	78,006	80,151	82,291
10		63,266	65,056	74,209	76,352	78,493	80,632	82,776	84,927
11		64,920	66,706	76,840	78,986	81,123	83,277	85,410	87,556
12		66,573	68,360	79,481	81,626	83,763	85,905	88,048	90,194
13		68,226	70,013	82,108	84,253	86,401	88,538	90,682	92,826
14		69,874	71,658	84,744	86,886	89,031	91,175	93,312	95,466
15		71,526	73,308	84,985	87,128	91,673	93,808	95,952	98,089
16		72,011	73,793	85,226	87,370	92,156	94,292	96,435	98,575
17		72,495	74,279	85,709	87,856	92,638	94,775	96,919	99,062
18		72,977	74,766	86,194	88,342	93,117	95,258	97,403	99,548
19		73,461	75,248	86,675	88,825	93,599	95,741	97,887	100,030
20		73,944	75,730	87,158	89,307	94,083	96,224	98,373	100,511
21		74,426	76,213	87,642	89,790	94,565	96,707	98,859	100,992
22		74,911	76,697	88,124	90,274	95,048	97,189	99,340	101,477
23		75,397	77,182	88,608	90,757	95,531	97,673	99,821	101,960
24		75,883	77,666	89,091	91,240	96,014	98,157	100,302	102,443
25		76,363	78,149	89,575	91,722	96,498	98,639	100,785	102,926
26		76,844	78,632	90,060	92,204	96,982	99,120	101,269	103,408
27		77,324	79,114	90,545	92,686	97,465	99,601	101,752	103,890
28		77,806	79,596	91,028	93,171	97,950	100,087	102,235	104,374
29		78,290	80,078	91,511	93,654	98,435	100,573	102,718	104,859
30		78,773	80,559	91,993	94,137	98,920	101,058	103,200	105,343

Westbury Union Free School District

Teachers' salary schedule for 2006-2007

Year 3

3.45% Increase

STEP	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DOCTOR
1	46,194	48,041	49,883	52,985	55,204	57,417	59,630	61,849	64,065
2	47,894	49,746	51,596	55,332	57,552	59,769	61,987	64,206	66,416
3	49,602	51,459	53,310	57,684	59,907	62,130	64,340	66,561	68,775
4	52,332	54,182	56,032	60,419	62,634	64,858	67,071	69,286	71,502
5	55,056	56,900	58,748	63,137	65,357	67,575	69,796	72,006	74,226
6	56,768	58,616	60,460	65,868	68,077	70,295	72,517	74,737	76,944
7	58,477	60,323	62,171	68,595	70,806	73,023	75,250	77,464	79,673
8		62,031	63,879	71,317	73,535	75,750	77,964	80,189	82,400
9		63,743	65,586	74,042	76,260	78,473	80,697	82,916	85,130
10		65,449	67,300	76,769	78,986	81,201	83,414	85,632	87,857
11		67,160	69,007	79,491	81,711	83,922	86,150	88,357	90,577
12		68,870	70,718	82,223	84,442	86,653	88,869	91,086	93,306
13		70,580	72,428	84,941	87,160	89,382	91,593	93,811	96,028
14		72,285	74,130	87,668	89,884	92,103	94,321	96,531	98,760
15		73,994	75,837	87,917	90,134	94,836	97,044	99,262	101,473
16		74,495	76,339	88,166	90,384	95,335	97,545	99,762	101,976
17		74,996	76,842	88,666	90,887	95,834	98,045	100,263	102,480
18		75,495	77,345	89,168	91,390	96,330	98,544	100,763	102,982
19		75,995	77,844	89,665	91,889	96,828	99,044	101,264	103,481
20		76,495	78,343	90,165	92,388	97,329	99,544	101,767	103,979
21		76,994	78,842	90,666	92,888	97,827	100,043	102,270	104,476
22		77,495	79,343	91,164	93,388	98,327	100,542	102,767	104,978
23		77,998	79,845	91,665	93,888	98,827	101,043	103,265	105,478
24		78,501	80,345	92,165	94,388	99,326	101,543	103,762	105,977
25		78,998	80,845	92,665	94,886	99,827	102,042	104,262	106,477
26		79,495	81,344	93,167	95,385	100,328	102,540	104,762	106,976
27		79,992	81,843	93,669	95,884	100,828	103,037	105,262	107,474
28		80,490	82,342	94,168	96,385	101,329	103,540	105,762	107,975
29		80,991	82,840	94,668	96,885	101,831	104,043	106,261	108,476
30		81,491	83,338	95,167	97,385	102,333	104,545	106,760	108,977

Westbury Union Free School District

Teachers' salary schedule for 2008-2009

Year 5

3.35% Increase

STEP	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DOCTOR
1	49,437	51,413	53,384	56,704	59,079	61,447	63,815	66,190	68,561
2	51,255	53,237	55,217	59,216	61,592	63,964	66,338	68,713	71,077
3	53,083	55,071	57,052	61,733	64,112	66,490	68,856	71,233	73,603
4	56,005	57,985	59,965	64,659	67,030	69,411	71,779	74,149	76,521
5	58,920	60,894	62,872	67,568	69,945	72,318	74,695	77,060	79,436
6	60,752	62,730	64,704	70,491	72,856	75,229	77,607	79,982	82,345
7	62,581	64,557	66,535	73,410	75,776	78,148	80,532	82,902	85,266
8		66,385	68,363	76,322	78,696	81,067	83,437	85,818	88,184
9		68,217	70,190	79,239	81,613	83,981	86,361	88,736	91,105
10		70,043	72,024	82,158	84,530	86,900	89,269	91,642	94,024
11		71,874	73,851	85,070	87,446	89,812	92,197	94,558	96,935
12		73,704	75,682	87,995	90,369	92,736	95,107	97,479	99,855
13		75,534	77,512	90,903	93,278	95,656	98,022	100,395	102,768
14		77,359	79,333	93,822	96,193	98,568	100,941	103,306	105,692
15		79,188	81,160	94,088	96,461	101,493	103,856	106,230	108,596
16		79,724	81,698	94,355	96,728	102,027	104,391	106,765	109,134
17		80,260	82,236	94,890	97,267	102,560	104,927	107,300	109,674
18		80,794	82,773	95,426	97,805	103,091	105,461	107,835	110,210
19		81,329	83,308	95,958	98,339	103,625	105,996	108,372	110,744
20		81,864	83,842	96,494	98,872	104,161	106,531	108,910	111,277
21		82,398	84,376	97,030	99,408	104,693	107,065	109,448	111,809
22		82,935	84,912	97,563	99,943	105,228	107,599	109,980	112,347
23		83,473	85,450	98,099	100,478	105,764	108,135	110,514	112,882
24		84,011	85,985	98,634	101,013	106,298	108,670	111,045	113,415
25		84,542	86,519	99,169	101,547	106,834	109,204	111,580	113,950
26		85,075	87,054	99,707	102,081	107,370	109,737	112,116	114,484
27		85,607	87,588	100,244	102,614	107,906	110,269	112,651	115,018
28		86,140	88,122	100,778	103,150	108,441	110,807	113,186	115,554
29		86,675	88,655	101,313	103,686	108,978	111,345	113,720	116,090
30		87,210	89,187	101,847	104,221	109,515	111,883	114,253	116,626

Westbury Union Free School District
Schedule B-1

Senior High School

Men's Interscholastic Sports - Group I

July 1, 2004 - June 30, 2005 3.25% Inc.

July 1, 2005 - June 30, 2006 3.45% Inc.

		Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4
Director of Athletics and Recreation		14,106	15,658	17,223	18,429	14,593	16,198	17,818	19,065
Football: (Fall)	Varsity Head Coach	5,301	5,873	6,454	6,906	5,845	6,477	7,118	7,616
	Varsity Assistant Coach	3,909	4,316	4,722	5,052	4,406	4,864	5,322	5,694
	J.V. Head Coach	3,909	4,316	4,722	5,052	4,406	4,864	5,322	5,694
	J.V. Assistant	3,682	4,058	4,431	4,741	4,171	4,597	5,020	5,371
Basketball: (Winter)	Varsity Head Coach	5,155	5,702	6,283	6,723	5,333	5,898	6,500	6,955
	Varsity Assistant Coach	3,818	4,193	4,578	4,899	3,950	4,337	4,736	5,068
	J.V. Head Coach	3,818	4,193	4,578	4,899	3,950	4,337	4,736	5,068
	J.V. Assistant Coach	3,588	3,936	4,290	4,590	3,712	4,072	4,438	4,749
Track: (Spring)	Varsity Head Coach	3,650	4,077	4,485	4,799	3,776	4,218	4,640	4,965
	Varsity Assistant Coach	2,649	2,953	3,225	3,451	2,740	3,055	3,336	3,570
Wrestling: (Winter)	Varsity Head Coach	4,004	4,484	4,923	5,268	4,504	5,044	5,538	5,926
	Varsity Assistant Coach	2,909	3,237	3,542	3,790	3,371	3,752	4,105	4,392
	J.V. Head Coach	2,909	3,237	3,542	3,790	3,371	3,752	4,105	4,392
Baseball: (Spring)	Varsity Head Coach	3,650	4,077	4,485	4,799	4,138	4,622	5,085	5,441
	J.V. Head Coach	2,649	2,953	3,225	3,451	3,102	3,459	3,777	4,041
Swimming: (Winter)	Head Coach	2,954	3,306	3,649	3,901	3,056	3,420	3,775	4,036
Soccer: (Fall)	Varsity Head Coach	3,790	4,203	4,649	4,974	3,921	4,348	4,809	5,146
	Varsity Assistant Coach	2,862	3,163	3,485	3,726	2,961	3,272	3,606	3,854
	J.V. Head Coach	2,862	3,163	3,485	3,726	2,961	3,272	3,606	3,854
Indoor Track: (Winter)	Head Coach	3,650	4,077	4,485	4,799	3,776	4,218	4,640	4,965
	Varsity Assistant Coach	2,649	2,953	3,225	3,451	2,740	3,055	3,336	3,570
Tennis: (Spring)	Head Coach	2,613	2,917	3,226	3,451	3,066	3,421	3,784	4,049
Cross Country: (Fall)	Head Coach	2,209	2,459	2,712	2,902	2,647	2,946	3,250	3,477
Bowling: (Winter)	Head Coach, Varsity/J.V.	2,296	2,555	2,818	3,013	2,375	2,643	2,915	3,116
Golf: (Spring)	Head Coach	1,934	2,153	2,374	2,538	2,001	2,227	2,456	2,626
Volleyball	Varsity Head Coach	3,774	4,163	4,554	4,873	3,905	4,307	4,712	5,041
	J.V. Head Coach	2,862	3,163	3,485	3,726	2,961	3,272	3,606	3,854

Westbury Union Free School District

Schedule B-1

Senior High School

July 1, 2006 - June 30, 2007 3.45% Inc.

Men's Interscholastic Sports - Group I

		Step 1	Step 2	Step 3	Step 4
Director of Athletics and Recreation		15,096	16,757	18,432	19,723
Football: (Fall)	Varsity Head Coach	6,047	6,700	7,364	7,879
	Varsity Assistant Coach	4,558	5,032	5,505	5,891
	J.V. Head Coach	4,558	5,032	5,505	5,891
	J.V. Assistant	4,315	4,755	5,193	5,556
Basketball: (Winter)	Varsity Head Coach	5,879	6,502	7,166	7,667
	Varsity Assistant Coach	4,448	4,884	5,334	5,707
	J.V. Head Coach	4,448	4,884	5,334	5,707
	J.V. Assistant Coach	4,202	4,609	5,024	5,376
Track: (Spring)	Varsity Head Coach	3,907	4,364	4,800	5,136
	Varsity Assistant Coach	2,834	3,160	3,451	3,693
Wrestling: (Winter)	Varsity Head Coach	4,659	5,218	5,730	6,131
	Varsity Assistant Coach	3,487	3,881	4,246	4,544
	J.V. Head Coach	3,487	3,881	4,246	4,544
Baseball: (Spring)	Varsity Head Coach	4,281	4,782	5,260	5,628
	J. V. Head Coach	3,209	3,578	3,907	4,181
Swimming: (Winter)	Head Coach	3,524	3,943	4,353	4,653
Soccer: (Fall)	Varsity Head Coach	4,056	4,498	4,975	5,323
	Varsity Assistant Coach	3,063	3,385	3,730	3,987
	J.V. Head Coach	3,063	3,385	3,730	3,987
Indoor Track: (Winter)	Head Coach	3,907	4,364	4,800	5,136
	Varsity Assistant Coach	2,834	3,160	3,451	3,693
Tennis: (Spring)	Head Coach	3,171	3,539	3,914	4,188
Cross Country: (Fall)	Head Coach	2,739	3,048	3,362	3,597
Bowling: (Winter)	Head Coach, Varsity/J.V.	2,457	2,734	3,016	3,224
Golf: (Spring)	Head Coach	2,432	2,707	2,986	3,192
Volleyball	Varsity Head Coach	4,039	4,455	4,874	5,215
	J.V. Head Coach	3,063	3,385	3,730	3,987

Schedule B-1 Interscholastic sports High School/Middle School salaries will be determined by the Oceanside/Nassau County coaching salary survey for 2007-08 and 2008-09. Teams furthest from the mean will receive a second \$350 increase.

Schedule B-1		July 1, 2004 - June 30, 2005 3.25% Inc.				July 1, 2005 - June 30, 2006 3.45% Inc.			
Senior High School		Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4
Women's Interscholastic Sports - Group I									
Badminton	Head Coach	2,483	2,791	3,137	3,360	2,569	2,887	3,245	3,476
Soccer: (Fall)	Varsity Head Coach	3,790	4,203	4,649	4,974	3,921	4,348	4,809	5,146
	Varsity Assistant Coach	2,862	3,163	3,485	3,726	2,961	3,272	3,606	3,854
Swimming: (Fall)	Head Coach	1,997	2,236	2,464	2,639	2,066	2,313	2,549	2,730
Volleyball: (Fall)	Varsity Head Coach	3,774	4,163	4,554	4,873	3,905	4,307	4,712	5,041
	J.V. Head Coach	2,862	3,163	3,485	3,726	2,961	3,272	3,606	3,854
Basketball: (Winter)	Varsity Head Coach	5,155	5,702	6,283	6,723	5,333	5,898	6,500	6,955
	Varsity Assistant Coach	3,818	4,193	4,578	4,899	3,950	4,337	4,736	5,068
	J.V. Head Coach	3,818	4,193	4,578	4,899	3,950	4,337	4,736	5,068
Gymnastics: (Winter)	Head Coach	3,689	4,135	4,545	4,863	3,816	4,278	4,701	5,031
	Assistant Coach	2,679	2,987	3,277	3,503	2,772	3,090	3,390	3,624
Tennis: (Fall)	Varsity Head Coach	2,609	2,917	3,226	3,452	3,061	3,422	3,785	4,050
Bowling: (Winter)	Head Coach, Varsity/J.V.	2,296	2,555	2,818	3,013	2,375	2,643	2,915	3,116
Softball: (Spring)	Varsity Head Coach	3,650	4,077	4,485	4,799	4,138	4,622	5,085	5,441
	Varsity Assistant Coach	2,649	2,953	3,225	3,451	3,102	3,459	3,777	4,041
Spring Track	Varsity Head Coach	3,650	4,077	4,485	4,799	3,776	4,218	4,640	4,965
	Varsity Assistant Coach	2,649	2,953	3,225	3,451	2,740	3,055	3,336	3,570
Indoor Track: (Winter)	Varsity Head Coach	3,650	4,077	4,485	4,799	3,776	4,218	4,640	4,965
	Varsity Assistant Coach	2,649	2,953	3,225	3,451	2,740	3,055	3,336	3,570
Cheerleader Advisor	(Fall)	1,492	1,697	1,907	2,041	1,544	1,755	1,973	2,111
	(Winter)	1,492	1,697	1,907	2,041	1,544	1,755	1,973	2,111
Intra-murals - Group II		July 1, 2004 - June 30, 2005 3.25% Inc.				July 1, 2005 - June 30, 2006 3.45% Inc.			
		Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4
Boys Intra-murals	Head Coach								
	See Schedule B-1a	4,076	4,578	5,090	5,447	4,217	4,736	5,266	5,634
	Assistant Coach								
	See Schedule B-1b	2,853	3,207	3,566	3,816	2,951	3,317	3,689	3,947
Girls Intra-murals	Head Coach								
	See Schedule B-1a	4,076	4,578	5,090	5,447	4,217	4,736	5,266	5,634
	Assistant Coach								
	See Schedule B-1b	2,853	3,207	3,566	3,816	2,951	3,317	3,689	3,947

Schedule B-1		July 1, 2006 - June 30, 2007 3.45% Inc.			
Senior High School		Step 1	Step 2	Step 3	Step 4
Women's Interscholastic Sports - Group I					
Badminton	Head Coach	2,657	2,987	3,357	3,595
Soccer: (Fall)	Varsity Head Coach	4,056	4,498	4,975	5,323
	Varsity Assistant Coach	3,063	3,385	3,730	3,987
Swimming: (Fall)	Head Coach	2,499	2,799	3,084	3,303
Volleyball: (Fall)	Varsity Head Coach	4,039	4,455	4,874	5,215
	J.V. Head Coach	3,063	3,385	3,730	3,987
Basketball: (Winter)	Varsity Head Coach	5,879	6,502	7,166	7,667
	Varsity Assistant Coach	4,448	4,884	5,334	5,707
	J.V. Head Coach	4,448	4,884	5,334	5,707
Gymnastics: (Winter)	Head Coach	4,310	4,831	5,310	5,681
	Assistant Coach	3,229	3,601	3,950	4,223
Tennis: (Fall)	Varsity Head Coach	3,166	3,540	3,915	4,189
Bowling: (Winter)	Head Coach, Varsity/J.V.	2,457	2,734	3,016	3,224
Softball: (Spring)	Varsity Head Coach	4,281	4,782	5,260	5,628
	Varsity Assistant Coach	3,209	3,578	3,907	4,181
Spring Track	Varsity Head Coach	3,907	4,364	4,800	5,136
	Varsity Assistant Coach	2,834	3,160	3,451	3,693
Indoor Track: (Winter)	Varsity Head Coach	3,907	4,364	4,800	5,136
	Varsity Assistant Coach	2,834	3,160	3,451	3,693
Cheerleader Advisor	(Fall)	1,959	2,228	2,504	2,679
	(Winter)	1,959	2,228	2,504	2,679

Intra-murals - Group II		July 1, 2006 - June 30, 2007 3.45% Inc.				July 1, 2007 - June 30, 2008 3.45% Inc.				July 1, 2008 - June 30, 2009 3.35% Inc.			
		Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4
Boys Intra-murals	Head Coach												
	See Schedule B-1a	4,362	4,899	5,448	5,829	4,513	5,068	5,635	6,030	4,664	5,238	5,824	6,232
	Assistant Coach												
	See Schedule B-1b	3,053	3,432	3,816	4,083	3,159	3,550	3,948	4,224	3,264	3,669	4,080	4,366
Girls Intra-murals	Head Coach												
	See Schedule B-1a	4,362	4,899	5,448	5,829	4,513	5,068	5,635	6,030	4,664	5,238	5,824	6,232
	Assistant Coach												
	See Schedule B-1b	3,053	3,432	3,816	4,083	3,159	3,550	3,948	4,224	3,264	3,669	4,080	4,366

Schedule B-1		July 1, 2004 - June 30, 2005 3.25% Inc.				July 1, 2005 - June 30, 2006 3.45% Inc.			
Senior High School		Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4
Non-athletic - Group III									
Yearbook Advisor		3,367	3,772	4,156	4,447	3,484	3,902	4,300	4,601
Yearbook Assistant		1,934	2,153	2,374	2,541	2,001	2,227	2,456	2,628
Yearbook Business Manager		2,058	2,323	2,579	2,760	2,129	2,404	2,668	2,855
Debate Coach		1,864	2,100	2,336	2,499	1,928	2,173	2,416	2,585
Speech Coach		1,350	1,588	1,822	1,949	1,397	1,643	1,884	2,016
Mathletes Coach (interscholastic)		795	1,057	1,329	1,422	822	1,093	1,375	1,471
Dramatics	Head Coach	2,085	2,348	2,613	2,799	2,157	2,429	2,703	2,895
	Assistant Coach	1,271	1,440	1,610	1,726	1,315	1,490	1,665	1,785
WHISP Advisor		2,058	2,323	2,579	2,760	2,129	2,404	2,668	2,855
Reflections Advisor		1,271	1,440	1,610	1,726	1,315	1,490	1,665	1,785
Audio-Visual Coordinator		2,122	2,385	2,680	2,871	2,195	2,467	2,773	2,970
Class Advisor - 9th Grade		1,143				1,182			
Class Advisor - 10th Grade		1,211				1,253			
Class Advisor - 11th Grade		1,274				1,318			
Class Advisor - 12th Grade		1,404				1,452			
Group IV									
Band Director		3,367	3,772	4,156	4,447	3,484	3,902	4,300	4,601
Chorus Director		3,367	3,772	4,156	4,447	3,484	3,902	4,300	4,601
Orchestra		3,367	3,772	4,156	4,447	3,484	3,902	4,300	4,601
Chorus Accompanist		1,271	1,440	1,610	1,726	1,315	1,490	1,665	1,785
Stage Construction	Head	2,058	2,323	2,579	2,760	2,129	2,404	2,668	2,855
	Assistant	1,833	2,057	2,289	2,449	1,896	2,128	2,368	2,534
Musical	Choreographer	429	473	543	579	444	489	562	599
	Art Director (includes Sr. Play)	1,697	1,907	2,140	2,290	1,755	1,973	2,214	2,369
	Orchestra Director	1,271	1,440	1,603	1,728	1,315	1,490	1,658	1,787
	Stage Director	2,122	2,385	2,668	2,858	2,195	2,467	2,760	2,956
	Stage Director Assistant	1,271	1,440	1,603	1,728	1,315	1,490	1,658	1,787
	Public Relations	429	473	543	579	444	489	562	599

Schedule B-1**Senior High School****Non-athletic - Group III**

		July 1, 2006 - June 30, 2007 3.45% Inc.				July 1, 2007 - June 30, 2008 3.45% Inc.				July 1, 2008 - June 30, 2009 3.35% Inc.			
		Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4
Yearbook Advisor		3,604	4,036	4,448	4,759	3,728	4,176	4,601	4,924	3,853	4,315	4,756	5,089
Yearbook Assistant		2,070	2,304	2,541	2,719	2,141	2,383	2,629	2,813	2,213	2,463	2,717	2,907
Yearbook Business Manager		2,202	2,487	2,760	2,953	2,278	2,572	2,855	3,055	2,355	2,659	2,951	3,158
Debate Coach		1,995	2,248	2,500	2,675	2,063	2,325	2,586	2,767	2,133	2,403	2,673	2,860
Speech Coach		1,445	1,700	1,949	2,086	1,495	1,758	2,017	2,158	1,545	1,817	2,084	2,230
Mathletes Coach (interscholastic)		851	1,131	1,422	1,522	880	1,170	1,472	1,575	910	1,209	1,521	1,627
Dramatics	Head Coach	2,232	2,513	2,797	2,995	2,309	2,599	2,893	3,099	2,386	2,687	2,990	3,202
	Assistant Coach	1,360	1,541	1,723	1,847	1,407	1,594	1,782	1,911	1,454	1,648	1,842	1,975
WHISP Advisor		2,202	2,487	2,760	2,953	2,278	2,572	2,855	3,055	2,355	2,659	2,951	3,158
Reflections Advisor		1,360	1,541	1,723	1,847	1,407	1,594	1,782	1,911	1,454	1,648	1,842	1,975
Audio-Visual Coordinator		2,270	2,552	2,868	3,072	2,349	2,640	2,967	3,178	2,428	2,729	3,067	3,285
Class Advisor - 9th Grade		1,223				1,265				1,307			
Class Advisor - 10th Grade		1,269				1,341				1,385			
Class Advisor - 11th Grade		1,364				1,411				1,458			
Class Advisor - 12th Grade		1,502				1,554				1,606			
Group IV													
Band Director		3,604	4,036	4,448	4,759	3,728	4,176	4,601	4,924	3,853	4,315	4,756	5,089
Chorus Director		3,604	4,036	4,448	4,759	3,728	4,176	4,601	4,924	3,853	4,315	4,756	5,089
Orchestra		3,604	4,036	4,448	4,759	3,728	4,176	4,601	4,924	3,853	4,315	4,756	5,089
Chorus Accompanist		1,360	1,541	1,723	1,847	1,407	1,594	1,782	1,911	1,454	1,648	1,842	1,975
Stage Construction	Head	2,202	2,487	2,760	2,953	2,278	2,572	2,855	3,055	2,355	2,659	2,951	3,158
	Assistant	1,962	2,201	2,450	2,621	2,029	2,277	2,534	2,712	2,097	2,353	2,619	2,803
Musical	Choreopragher	459	506	581	620	475	523	601	642	491	541	621	663
	Art Director (includes Sr. Play)	1,816	2,041	2,290	2,450	1,879	2,112	2,369	2,535	1,941	2,182	2,448	2,620
	Orchestra Director	1,360	1,541	1,715	1,849	1,407	1,594	1,774	1,913	1,454	1,648	1,834	1,977
	Stage Director	2,270	2,552	2,856	3,058	2,349	2,640	2,954	3,164	2,428	2,729	3,053	3,270
	Stage Director Assistant	1,360	1,541	1,715	1,849	1,407	1,594	1,774	1,913	1,454	1,648	1,834	1,977
	Public Relations	459	506	581	620	475	523	601	642	491	541	621	663

Schedule B-1

Middle School

Men's Interscholastic Sports - Group I

July 1, 2004 - June 30, 2005 3.25% Inc.

July 1, 2005 - June 30, 2006 3.45% Inc.

		Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4
Football: (Fall)	Head Coach	2,820	3,105	3,391	3,628	3,279	3,611	3,943	4,219
	Assistant Coach	2,585	2,838	3,105	3,322	3,036	3,334	3,647	3,902
Basketball: (Winter)	8th Grade Head Coach	2,712	2,986	3,267	3,499	2,806	3,089	3,379	3,619
	7th Grade Head Coach	2,712	2,986	3,267	3,499	2,806	3,089	3,379	3,619
Track: (Spring)	Head Coach	2,813	3,114	3,426	3,666	2,911	3,222	3,544	3,792
	Assistant Coach	2,483	2,791	3,137	3,360	2,569	2,887	3,245	3,476
Wrestling: (Winter)	Head Coach	2,737	3,030	3,336	3,570	3,194	3,535	3,892	4,165
	Assistant Coach	2,375	2,629	2,887	3,086	2,819	3,120	3,426	3,663
Baseball: (Spring)	Head Coach	1,934	2,153	2,374	2,538	2,363	2,630	2,901	3,101
Swimming: (Winter)	Head Coach	1,934	2,153	2,374	2,538	2,001	2,227	2,456	2,626
Soccer: (Fall)	Head Coach	2,685	2,970	3,261	3,486	2,778	3,072	3,373	3,606
	Assistant Coach	2,296	2,555	2,818	3,013	2,375	2,643	2,915	3,116
Cross Country: (Fall)	Head Coach	1,391	1,543	1,697	1,819	1,801	1,998	2,197	2,356
Tennis: (Spring)	Head Coach	1,697	1,907	2,149	2,300	2,117	2,380	2,682	2,870
Women's Interscholastic Sports - Group I									
Track & Field: (Spring)	Head Coach	2,813	3,114	3,426	3,666	2,911	3,222	3,544	3,792
	Assistant Coach	2,483	2,791	3,137	3,360	2,569	2,887	3,245	3,476
Volleyball: (Winter)	Head Coach	1,449	1,629	1,781	1,904	1,499	1,685	1,842	1,969
Basketball: (Winter)	8th Grade Head Coach	2,712	2,986	3,267	3,499	2,806	3,089	3,379	3,619
Gymnastics: (Winter)	Head Coach	1,554	1,720	1,892	2,024	1,607	1,779	1,957	2,094
	Assistant Coach	1,098	1,153	1,342	1,436	1,136	1,193	1,389	1,486
Softball (Spring)	Head Coach	1,934	2,153	2,374	2,538	2,363	2,630	2,901	3,101
	Assistant Coach	808	892	975	1,045	1,197	1,322	1,446	1,549
Tennis: (Fall)	Coach	1,689	1,898	2,139	2,289	2,109	2,371	2,672	2,859
Cheerleader Advisor	(Fall & Winter)	1,487	1,689	1,898	2,029	1,538	1,747	1,964	2,100

Schedule B-1**Middle School**

July 1, 2006 - June 30, 2007 3.45% Inc.

Men's Interscholastic Sports - Group I

		Step 1	Step 2	Step 3	Step 4
Football: (Fall)	Head Coach	3,393	3,735	4,079	4,364
	Assistant Coach	3,141	3,449	3,773	4,037
Basketball: (Winter)	8th Grade Head Coach	3,265	3,594	3,932	4,211
	7th Grade Head Coach	3,265	3,594	3,932	4,211
Track: (Spring)	Head Coach	3,011	3,333	3,666	3,923
	Assistant Coach	2,657	2,987	3,357	3,595
Wrestling: (Winter)	Head Coach	3,304	3,657	4,027	4,309
	Assistant Coach	2,916	3,228	3,544	3,789
Baseball: (Spring)	Head Coach	2,445	2,721	3,001	3,208
Swimming: (Winter)	Head Coach	2,432	2,707	2,986	3,192
Soccer: (Fall)	Head Coach	2,874	3,178	3,490	3,730
	Assistant Coach	2,457	2,734	3,016	3,224
Cross Country: (Fall)	Head Coach	1,864	2,067	2,273	2,437
Tennis: (Spring)	Head Coach	2,190	2,462	2,775	2,969
Women's Interscholastic Sports - Group I					
Track & Field: (Spring)	Head Coach	3,011	3,333	3,666	3,923
	Assistant Coach	2,657	2,987	3,357	3,595
Volleyball: (Winter)	Head Coach	1,551	1,744	1,906	2,037
Basketball: (Winter)	8th Grade Head Coach	3,265	3,594	3,932	4,211
Gymnastics: (Winter)	Head Coach	2,025	2,241	2,466	2,638
	Assistant Coach	1,537	1,614	1,879	2,011
Softball (Spring)	Head Coach	2,445	2,721	3,001	3,208
	Assistant Coach	1,239	1,368	1,496	1,602
Tennis: (Fall)	Coach	2,182	2,453	2,764	2,957
Cheerleader Advisor	(Fall & Winter)	1,953	2,219	2,494	2,666

Schedule B-1		July 1, 2004 - June 30, 2005 3.25% Inc.				July 1, 2005 - June 30, 2006 3.45% Inc.			
Middle School		Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4
Intra-murals - Group II									
Boys Intra-murals	Head Coach								
	See Schedule B-1a	4,076	4,578	5,090	5,447	4,217	4,736	5,266	5,635
	Assistant Coach								
	See Schedule B-1b	2,853	3,207	3,566	3,816	2,951	3,317	3,689	3,947
Girls Intra-murals	Head Coach								
	See Schedule B-1a	4,076	4,578	5,090	5,447	4,217	4,736	5,266	5,635
	Assistant Coach								
	See Schedule B-1b	2,853	3,207	3,566	3,816	2,951	3,317	3,689	3,947
Non-athletic - Group III		July 1, 2004 - June 30, 2005 3.25% Inc.				July 1, 2005 - June 30, 2006 3.45% Inc.			
		Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4
Yearbook Advisor		1,833	2,057	2,289	2,449	1,896	2,128	2,368	2,534
Yearbook Assistant & Business Manager		1,187	1,361	1,529	1,637	1,228	1,408	1,582	1,694
Newspaper	Advisor	2,058	2,323	2,579	2,760	2,129	2,404	2,668	2,855
	Technical Assistant	1,021	1,154	1,295	1,384	1,056	1,194	1,339	1,432
Organic Farm Director		1,697	1,907	2,149	2,300	1,755	1,973	2,224	2,379
Student Senate Advisor		1,021	1,154	1,295	1,384	1,056	1,194	1,339	1,432
8th Grade Organization		1,021	1,154	1,295	1,384	1,056	1,194	1,339	1,432
Audio-Visual Coordinator		2,122	2,385	2,680	2,871	2,195	2,467	2,773	2,970
Group IV									
Orchestra Director		2,058	2,323	2,579	2,760	2,129	2,404	2,668	2,855
Band Director		2,058	2,323	2,579	2,760	2,129	2,404	2,668	2,855
Chorus Director		2,058	2,323	2,579	2,760	2,129	2,404	2,668	2,855
Musical	Choreographer	429	473	545	582	444	489	564	602
	Art Director	429	473	545	582	444	489	564	602
	Orchestra Director	1,271	1,440	1,610	1,726	1,315	1,490	1,665	1,785
	Stage Director	2,122	2,385	2,680	2,871	2,195	2,467	2,773	2,970
	Stage Director Assistant	429	473	545	582	444	489	564	602

Schedule B-1

Middle School

Intra-murals - Group II

		July 1, 2006 - June 30, 2007 3.45% Inc.				July 1, 2007 - June 30, 2008 3.45% Inc.				July 1, 2008 - June 30, 2009 3.35% Inc.			
		Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4
Boys Intra-murals	Head Coach												
	See Schedule B-1a	4,362	4,899	5,448	5,829	4,513	5,068	5,636	6,030	4,664	5,238	5,824	6,232
	Assistant Coach												
	See Schedule B-1b	3,053	3,432	3,816	4,083	3,159	3,550	3,948	4,224	3,264	3,669	4,080	4,366
Girls Intra-murals	Head Coach												
	See Schedule B-1a	4,362	4,899	5,448	5,829	4,513	5,068	5,636	6,030	4,664	5,238	5,824	6,232
	Assistant Coach												
	See Schedule B-1b	3,053	3,432	3,816	4,083	3,159	3,550	3,948	4,224	3,264	3,669	4,080	4,366

Non-athletic - Group III

		July 1, 2006 - June 30, 2007 3.45% Inc.				July 1, 2007 - June 30, 2008 3.45% Inc.				July 1, 2008 - June 30, 2009 3.35% Inc.			
		Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4
Yearbook Advisor		1,962	2,201	2,450	2,621	2,029	2,277	2,534	2,712	2,097	2,353	2,619	2,803
Yearbook Assistant & Business Manager		1,270	1,457	1,636	1,752	1,314	1,507	1,693	1,813	1,358	1,558	1,749	1,873
Newspaper	Advisor	2,202	2,487	2,760	2,953	2,278	2,572	2,855	3,055	2,355	2,659	2,951	3,158
	Technical Assistant	1,093	1,235	1,385	1,481	1,130	1,277	1,433	1,532	1,168	1,320	1,481	1,583
Organic Farm Director		1,816	2,041	2,300	2,461	1,879	2,112	2,380	2,546	1,941	2,182	2,459	2,632
Student Senate Advisor		1,093	1,235	1,385	1,481	1,130	1,277	1,433	1,532	1,168	1,320	1,481	1,583
8th Grade Organization		1,093	1,235	1,385	1,481	1,130	1,277	1,433	1,532	1,168	1,320	1,481	1,583
Audio-Visual Coordinator		2,270	2,552	2,868	3,072	2,349	2,640	2,967	3,178	2,428	2,729	3,067	3,285
Group IV													
Orchestra Director		2,202	2,487	2,760	2,953	2,278	2,572	2,855	3,055	2,355	2,659	2,951	3,158
Band Director		2,202	2,487	2,760	2,953	2,278	2,572	2,855	3,055	2,355	2,659	2,951	3,158
Chorus Director		2,202	2,487	2,760	2,953	2,278	2,572	2,855	3,055	2,355	2,659	2,951	3,158
Musical	Choreographer	459	506	584	623	475	523	604	644	491	541	624	666
	Art Director	459	506	584	623	475	523	604	644	491	541	624	666
	Orchestra Director	1,360	1,541	1,723	1,847	1,407	1,594	1,782	1,911	1,454	1,648	1,842	1,975
	Stage Director	2,270	2,552	2,868	3,072	2,349	2,640	2,967	3,178	2,428	2,729	3,067	3,285
	Stage Director Assistant	459	506	584	623	475	523	604	644	491	541	624	666

**Schedule B-1
Elementary Schools**

		July 1, 2004 - June 30, 2005 3.25% Inc.				July 1, 2005 - June 30, 2006 3.45% Inc.			
		Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4
Intra-murals - Group II									
Boys Intra-murals	Head (Assistant) Coach								
	See Schedule B-1a	2,853	3,207	3,567	3,818	2,951	3,318	3,690	3,950
Girls Intra-murals	Head (Assistant) Coach								
	See Schedule B-1a	2,853	3,207	3,567	3,818	2,951	3,318	3,690	3,950
Non-athletic - Group III									
Yearbook		930	1,059	1,194	1,278	962	1,095	1,235	1,322
Newspaper		1,082	1,126	1,169	1,250	1,120	1,164	1,209	1,294
Bowling		846	949	1,069	1,144	875	982	1,106	1,183
Non athletic - Group IV									
Band Director		2,058	2,324	2,579	2,764	2,129	2,404	2,668	2,859
Orchestra Director		2,058	2,324	2,579	2,764	2,129	2,404	2,668	2,859
Chorus Director		2,058	2,324	2,579	2,764	2,129	2,404	2,668	2,859
Theatre Arts:	Director	1,433	1,476	1,521	1,629	1,483	1,527	1,573	1,685
	Assistant Director	1,216	1,260	1,303	1,394	1,258	1,303	1,348	1,442
	Art/Stage Director	784	828	868	930	811	857	898	962

**Schedule B-1
Elementary Schools**

		July 1, 2006 - June 30, 2007 3.45% Inc.				July 1, 2007 - June 30, 2008 3.45% Inc.				July 1, 2008 - June 30, 2009 3.35% Inc.			
		Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4
Intra-murals - Group II													
Boys Intra-murals	Head (Assistant) Coach												
	See Schedule B-1a	3,053	3,432	3,818	4,086	3,159	3,551	3,950	4,227	3,265	3,670	4,082	4,369
Girls Intra-murals	Head (Assistant) Coach												
	See Schedule B-1a	3,053	3,432	3,818	4,086	3,159	3,551	3,950	4,227	3,264	3,670	4,082	4,369
Non-athletic - Group III													
Yearbook		995	1,133	1,277	1,367	1,030	1,172	1,322	1,415	1,065	1,212	1,367	1,463
Newspaper		1,158	1,205	1,251	1,338	1,198	1,246	1,294	1,384	1,240	1,289	1,339	1,432
Bowling		906	1,016	1,144	1,224	937	1,051	1,183	1,266	969	1,087	1,224	1,310
Non athletic - Group IV													
Band Director		2,202	2,487	2,760	2,958	2,278	2,573	2,856	3,060	2,357	2,661	2,954	3,166
Orchestra Director		2,202	2,487	2,760	2,958	2,278	2,573	2,856	3,060	2,357	2,661	2,954	3,166
Chorus Director		2,202	2,487	2,760	2,958	2,278	2,573	2,856	3,060	2,357	2,661	2,954	3,166
Theatre Arts:	Director	1,534	1,580	1,628	1,743	1,587	1,635	1,684	1,803	1,642	1,691	1,742	1,865
	Assistant Director	1,302	1,348	1,394	1,491	1,347	1,394	1,442	1,543	1,393	1,443	1,492	1,596
	Art/Stage Director	839	886	929	995	868	917	961	1,030	898	948	994	1,065

ScheduleB-1a - July 1, 2004 - June 30, 2005
 STIPENDS FOR INTRA-MURAL ASSIGNMENTS
 INTRA-MURAL HEAD COACH - SECONDARY SCHOOLS

Step 1 - \$ 4,076 Step 2 - \$ 4,578 Step 3 - \$ 5,090 Step 4 - \$ 5,447

STEP 1	1 mo.	2 mo.	3 mo.	4 mo.	5 mo.	6 mo.	7 mo.	8 mo.	9 mo.	10 mo.
1 day	102	204	306	408	510	612	714	816	918	1,019
2 day	204	408	612	816	1,020	1,224	1,428	1,632	1,836	2,038
3 day	306	612	918	1,224	1,530	1,836	2,142	2,448	2,754	3,057
4 day	408	816	1,224	1,632	2,040	2,448	2,856	3,264	3,672	4,076
STEP 2										
1 day	115	230	345	460	575	690	805	920	1,035	1,145
2 day	229	458	687	916	1,145	1,374	1,603	1,832	2,061	2,289
3 day	343	686	1,029	1,372	1,715	2,058	2,401	2,744	3,087	3,434
4 day	458	916	1,374	1,832	2,290	2,748	3,206	3,664	4,122	4,578
STEP 3										
1 day	127	254	381	508	635	762	889	1,016	1,143	1,273
2 day	255	510	765	1,020	1,275	1,530	1,785	2,040	2,295	2,545
3 day	382	764	1,146	1,528	1,910	2,292	2,674	3,056	3,438	3,818
4 day	509	1,018	1,527	2,036	2,545	3,054	3,563	4,072	4,581	5,090
STEP 4										
1 day	136	272	408	544	680	816	952	1,088	1,224	1,362
2 day	272	544	816	1,088	1,360	1,632	1,904	2,176	2,448	2,724
3 day	409	818	1,227	1,636	2,045	2,454	2,863	3,272	3,681	4,085
4 day	545	1,090	1,635	2,180	2,725	3,270	3,815	4,360	4,905	5,447

ScheduleB-1b - July 1, 2004 - June 30, 2005

STIPENDS FOR INTRA-MURAL ASSIGNMENTS

INTRA-MURAL ASSISTANT COACH - ELEMENTARY & SECONDARY SCHOOLS

Step 1 - \$ 2,853

Step 2 - \$ 3,207

Step 3 - \$ 3,567

Step 4 - \$ 3,818

STEP 1	1 mo.	2 mo.	3 mo.	4 mo.	5 mo.	6 mo.	7 mo.	8 mo.	9 mo.	10 mo.
1 day	71	142	213	284	355	426	497	568	639	713
2 day	143	286	429	572	715	858	1,001	1,144	1,287	1,427
3 day	214	428	642	856	1,070	1,284	1,498	1,712	1,926	2,140
4 day	285	570	855	1,140	1,425	1,710	1,995	2,280	2,565	2,853
STEP 2										
1 day	80	160	240	320	400	480	560	640	720	802
2 day	160	320	480	640	800	960	1,120	1,280	1,440	1,604
3 day	241	482	723	964	1,205	1,446	1,687	1,928	2,169	2,406
4 day	321	642	963	1,284	1,605	1,926	2,247	2,568	2,889	3,207
STEP 3										
1 day	89	178	267	356	445	534	623	712	801	892
2 day	178	356	534	712	890	1,068	1,246	1,424	1,602	1,784
3 day	268	536	804	1,072	1,340	1,608	1,876	2,144	2,412	2,676
4 day	357	714	1,071	1,428	1,785	2,142	2,499	2,856	3,213	3,567
STEP 4										
1 day	96	192	288	384	480	576	672	768	864	955
2 day	191	382	573	764	955	1,146	1,337	1,528	1,719	1,909
3 day	286	572	858	1,144	1,430	1,716	2,002	2,288	2,574	2,864
4 day	382	764	1,146	1,528	1,910	2,292	2,674	3,056	3,438	3,818

ScheduleB-1a - July 1, 2005 - June 30, 2006
 STIPENDS FOR INTRA-MURAL ASSIGNMENTS
 INTRA-MURAL HEAD COACH - SECONDARY SCHOOLS

Step 1 - \$ 4,217 Step 2 - \$ 4,736 Step 3 - \$ 5,266 Step 4 - \$ 5,635

STEP 1	1 mo.	2 mo.	3 mo.	4 mo.	5 mo.	6 mo.	7 mo.	8 mo.	9 mo.	10 mo.
1 day	105	210	315	420	525	630	735	840	945	1,054
2 day	211	422	633	844	1,055	1,266	1,477	1,688	1,899	2,108
3 day	316	632	948	1,264	1,580	1,896	2,212	2,528	2,844	3,163
4 day	422	844	1,266	1,688	2,110	2,532	2,954	3,376	3,798	4,217
STEP 2										
1 day	118	236	354	472	590	708	826	944	1,062	1,184
2 day	237	474	711	948	1,185	1,422	1,659	1,896	2,133	2,368
3 day	355	710	1,065	1,420	1,775	2,130	2,485	2,840	3,195	3,552
4 day	474	948	1,422	1,896	2,370	2,844	3,318	3,792	4,266	4,736
STEP 3										
1 day	132	264	396	528	660	792	924	1,056	1,188	1,316
2 day	263	526	789	1,052	1,315	1,578	1,841	2,104	2,367	2,633
3 day	395	790	1,185	1,580	1,975	2,370	2,765	3,160	3,555	3,949
4 day	527	1,054	1,581	2,108	2,635	3,162	3,689	4,216	4,743	5,266
STEP 4										
1 day	141	282	423	564	705	846	987	1,128	1,269	1,409
2 day	282	564	846	1,128	1,410	1,692	1,974	2,256	2,538	2,817
3 day	423	846	1,269	1,692	2,115	2,538	2,961	3,384	3,807	4,226
4 day	564	1,128	1,692	2,256	2,820	3,384	3,948	4,512	5,076	5,635

ScheduleB-1b - July 1, 2005 - June 30, 2006

STIPENDS FOR INTRA-MURAL ASSIGNMENTS

INTRA-MURAL ASSISTANT COACH - ELEMENTARY & SECONDARY SCHOOLS

Step 1 - \$ 2,951

Step 2 - \$ 3,318

Step 3 - \$ 3,690

Step 4 - \$ 3,950

STEP 1	1 mo.	2 mo.	3 mo.	4 mo.	5 mo.	6 mo.	7 mo.	8 mo.	9 mo.	10 mo.
1 day	74	148	222	296	370	444	518	592	666	738
2 day	148	296	444	592	740	888	1,036	1,184	1,332	1,476
3 day	221	442	663	884	1,105	1,326	1,547	1,768	1,989	2,214
4 day	295	590	885	1,180	1,475	1,770	2,065	2,360	2,655	2,951
STEP 2										
1 day	83	166	249	332	415	498	581	664	747	830
2 day	166	332	498	664	830	996	1,162	1,328	1,494	1,659
3 day	249	498	747	996	1,245	1,494	1,743	1,992	2,241	2,489
4 day	332	664	996	1,328	1,660	1,992	2,324	2,656	2,988	3,318
STEP 3										
1 day	92	184	276	368	460	552	644	736	828	923
2 day	185	370	555	740	925	1,110	1,295	1,480	1,665	1,845
3 day	277	554	831	1,108	1,385	1,662	1,939	2,216	2,493	2,768
4 day	369	738	1,107	1,476	1,845	2,214	2,583	2,952	3,321	3,690
STEP 4										
1 day	99	198	297	396	495	594	693	792	891	988
2 day	198	396	594	792	990	1,188	1,386	1,584	1,782	1,975
3 day	296	592	888	1,184	1,480	1,776	2,072	2,368	2,664	2,963
4 day	395	790	1,185	1,580	1,975	2,370	2,765	3,160	3,555	3,950

ScheduleB-1a - July 1, 2006 - June 30, 2007
 STIPENDS FOR INTRA-MURAL ASSIGNMENTS
 INTRA-MURAL HEAD COACH - SECONDARY SCHOOLS

Step 1 - \$ 4,362 Step 2 - \$ 4,899 Step 3 - \$ 5,448 Step 4 - \$ 5,829

STEP 1	1 mo.	2 mo.	3 mo.	4 mo.	5 mo.	6 mo.	7 mo.	8 mo.	9 mo.	10 mo.
1 day	109	218	327	436	545	654	763	872	981	1,091
2 day	218	436	654	872	1,090	1,308	1,526	1,744	1,962	2,181
3 day	327	654	981	1,308	1,635	1,962	2,289	2,616	2,943	3,272
4 day	436	872	1,308	1,744	2,180	2,616	3,052	3,488	3,924	4,362
STEP 2										
1 day	123	246	369	492	615	738	861	984	1,107	1,225
2 day	245	490	735	980	1,225	1,470	1,715	1,960	2,205	2,450
3 day	367	734	1,101	1,468	1,835	2,202	2,569	2,936	3,303	3,674
4 day	490	980	1,470	1,960	2,450	2,940	3,430	3,920	4,410	4,899
STEP 3										
1 day	136	272	408	544	680	816	952	1,088	1,224	1,362
2 day	272	544	816	1,088	1,360	1,632	1,904	2,176	2,448	2,724
3 day	409	818	1,227	1,636	2,045	2,454	2,863	3,272	3,681	4,086
4 day	545	1,090	1,635	2,180	2,725	3,270	3,815	4,360	4,905	5,448
STEP 4										
1 day	146	292	438	584	730	876	1,022	1,168	1,314	1,457
2 day	292	584	876	1,168	1,460	1,752	2,044	2,336	2,628	2,915
3 day	437	874	1,311	1,748	2,185	2,622	3,059	3,496	3,933	4,372
4 day	583	1,166	1,749	2,332	2,915	3,498	4,081	4,664	5,247	5,829

ScheduleB-1b - July 1, 2006 - June 30, 2007

STIPENDS FOR INTRA-MURAL ASSIGNMENTS

INTRA-MURAL ASSISTANT COACH - ELEMENTARY & SECONDARY SCHOOLS

Step 1 - \$ 3,053

Step 2 - \$ 3,432

Step 3 - \$ 3,818

Step 4 - \$ 4,086

STEP 1	1 mo.	2 mo.	3 mo.	4 mo.	5 mo.	6 mo.	7 mo.	8 mo.	9 mo.	10 mo.
1 day	76	152	228	304	380	456	532	608	684	763
2 day	153	306	459	612	765	918	1,071	1,224	1,377	1,527
3 day	229	458	687	916	1,145	1,374	1,603	1,832	2,061	2,290
4 day	305	610	915	1,220	1,525	1,830	2,135	2,440	2,745	3,053
STEP 2										
1 day	86	172	258	344	430	516	602	688	774	858
2 day	172	344	516	688	860	1,032	1,204	1,376	1,548	1,716
3 day	257	514	771	1,028	1,285	1,542	1,799	2,056	2,313	2,574
4 day	343	686	1,029	1,372	1,715	2,058	2,401	2,744	3,087	3,432
STEP 3										
1 day	95	190	285	380	475	570	665	760	855	954
2 day	191	382	573	764	955	1,146	1,337	1,528	1,719	1,909
3 day	286	572	858	1,144	1,430	1,716	2,002	2,288	2,574	2,863
4 day	382	764	1,146	1,528	1,910	2,292	2,674	3,056	3,438	3,818
STEP 4										
1 day	102	204	306	408	510	612	714	816	918	1,022
2 day	204	408	612	816	1,020	1,224	1,428	1,632	1,836	2,043
3 day	307	614	921	1,228	1,535	1,842	2,149	2,456	2,763	3,065
4 day	409	818	1,227	1,636	2,045	2,454	2,863	3,272	3,681	4,086

ScheduleB-1a - July 1, 2007 - June 30, 2008
STIPENDS FOR INTRA-MURAL ASSIGNMENTS
INTRA-MURAL HEAD COACH - SECONDARY SCHOOLS

Step 1 - \$ 4,513 Step 2 - \$ 5,068 Step 3 - \$ 5,636 Step 4 - \$ 6,030

STEP 1	1 mo.	2 mo.	3 mo.	4 mo.	5 mo.	6 mo.	7 mo.	8 mo.	9 mo.	10 mo.
1 day	113	226	339	452	565	678	791	904	1,017	1,128
2 day	226	452	678	904	1,130	1,356	1,582	1,808	2,034	2,256
3 day	339	678	1,017	1,356	1,695	2,034	2,373	2,712	3,051	3,385
4 day	451	902	1,353	1,804	2,255	2,706	3,157	3,608	4,059	4,513
STEP 2										
1 day	127	254	381	508	635	762	889	1,016	1,143	1,267
2 day	253	506	759	1,012	1,265	1,518	1,771	2,024	2,277	2,534
3 day	380	760	1,140	1,520	1,900	2,280	2,660	3,040	3,420	3,801
4 day	507	1,014	1,521	2,028	2,535	3,042	3,549	4,056	4,563	5,068
STEP 3										
1 day	141	282	423	564	705	846	987	1,128	1,269	1,409
2 day	282	564	846	1,128	1,410	1,692	1,974	2,256	2,538	2,818
3 day	423	846	1,269	1,692	2,115	2,538	2,961	3,384	3,807	4,227
4 day	564	1,128	1,692	2,256	2,820	3,384	3,948	4,512	5,076	5,636
STEP 4										
1 day	151	302	453	604	755	906	1,057	1,208	1,359	1,508
2 day	302	604	906	1,208	1,510	1,812	2,114	2,416	2,718	3,015
3 day	452	904	1,356	1,808	2,260	2,712	3,164	3,616	4,068	4,523
4 day	603	1,206	1,809	2,412	3,015	3,618	4,221	4,824	5,427	6,030

ScheduleB-1b - July 1, 2007 - June 30, 2008

STIPENDS FOR INTRA-MURAL ASSIGNMENTS

INTRA-MURAL ASSISTANT COACH - ELEMENTARY & SECONDARY SCHOOLS

Step 1 - \$ 3,159

Step 2 - \$ 3,551

Step 3 - \$ 3,950

Step 4 - \$ 4,227

STEP 1	1 mo.	2 mo.	3 mo.	4 mo.	5 mo.	6 mo.	7 mo.	8 mo.	9 mo.	10 mo.
1 day	79	158	237	316	395	474	553	632	711	790
2 day	158	316	474	632	790	948	1,106	1,264	1,422	1,579
3 day	237	474	711	948	1,185	1,422	1,659	1,896	2,133	2,369
4 day	316	632	948	1,264	1,580	1,896	2,212	2,528	2,844	3,159
STEP 2										
1 day	89	178	267	356	445	534	623	712	801	888
2 day	178	356	534	712	890	1,068	1,246	1,424	1,602	1,775
3 day	266	532	798	1,064	1,330	1,596	1,862	2,128	2,394	2,663
4 day	355	710	1,065	1,420	1,775	2,130	2,485	2,840	3,195	3,551
STEP 3										
1 day	99	198	297	396	495	594	693	792	891	987
2 day	198	396	594	792	990	1,188	1,386	1,584	1,782	1,975
3 day	296	592	888	1,184	1,480	1,776	2,072	2,368	2,664	2,962
4 day	395	790	1,185	1,580	1,975	2,370	2,765	3,160	3,555	3,950
STEP 4										
1 day	106	212	318	424	530	636	742	848	954	1,057
2 day	211	422	633	844	1,055	1,266	1,477	1,688	1,899	2,114
3 day	317	634	951	1,268	1,585	1,902	2,219	2,536	2,853	3,171
4 day	423	846	1,269	1,692	2,115	2,538	2,961	3,384	3,807	4,227

ScheduleB-1a - July 1, 2008 - June 30, 2009
STIPENDS FOR INTRA-MURAL ASSIGNMENTS
INTRA-MURAL HEAD COACH - SECONDARY SCHOOLS

Step 1 - \$ 4,664 Step 2 - \$ 5,238 Step 3 - \$ 5,825 Step 4 - \$ 6,232

STEP 1	1 mo.	2 mo.	3 mo.	4 mo.	5 mo.	6 mo.	7 mo.	8 mo.	9 mo.	10 mo.
1 day	117	234	351	468	585	702	819	936	1,053	1,166
2 day	233	466	699	932	1,165	1,398	1,631	1,864	2,097	2,332
3 day	350	700	1,050	1,400	1,750	2,100	2,450	2,800	3,150	3,498
4 day	466	932	1,398	1,864	2,330	2,796	3,262	3,728	4,194	4,664
STEP 2										
1 day	131	262	393	524	655	786	917	1,048	1,179	1,310
2 day	262	524	786	1,048	1,310	1,572	1,834	2,096	2,358	2,619
3 day	393	786	1,179	1,572	1,965	2,358	2,751	3,144	3,537	3,929
4 day	524	1,048	1,572	2,096	2,620	3,144	3,668	4,192	4,716	5,238
STEP 3										
1 day	146	292	438	584	730	876	1,022	1,168	1,314	1,456
2 day	291	582	873	1,164	1,455	1,746	2,037	2,328	2,619	2,912
3 day	437	874	1,311	1,748	2,185	2,622	3,059	3,496	3,933	4,369
4 day	583	1,166	1,749	2,332	2,915	3,498	4,081	4,664	5,247	5,825
STEP 4										
1 day	156	312	468	624	780	936	1,092	1,248	1,404	1,558
2 day	312	624	936	1,248	1,560	1,872	2,184	2,496	2,808	3,116
3 day	467	934	1,401	1,868	2,335	2,802	3,269	3,736	4,203	4,674
4 day	623	1,246	1,869	2,492	3,115	3,738	4,361	4,984	5,607	6,232

ScheduleB-1b - July 1, 2008 - June 30, 2009

STIPENDS FOR INTRA-MURAL ASSIGNMENTS

INTRA-MURAL ASSISTANT COACH - ELEMENTARY & SECONDARY SCHOOLS

Step 1 - \$ 3,265 Step 2 - \$ 3,670 Step 3 - \$ 4,082 Step 4 - \$ 4,369

STEP 1	1 mo.	2 mo.	3 mo.	4 mo.	5 mo.	6 mo.	7 mo.	8 mo.	9 mo.	10 mo.
1 day	82	164	246	328	410	492	574	656	738	816
2 day	163	326	489	652	815	978	1,141	1,304	1,467	1,633
3 day	245	490	735	980	1,225	1,470	1,715	1,960	2,205	2,449
4 day	327	654	981	1,308	1,635	1,962	2,289	2,616	2,943	3,265
STEP 2										
1 day	92	184	276	368	460	552	644	736	828	917
2 day	184	368	552	736	920	1,104	1,288	1,472	1,656	1,835
3 day	275	550	825	1,100	1,375	1,650	1,925	2,200	2,475	2,752
4 day	367	734	1,101	1,468	1,835	2,202	2,569	2,936	3,303	3,670
STEP 3										
1 day	102	204	306	408	510	612	714	816	918	1,020
2 day	204	408	612	816	1,020	1,224	1,428	1,632	1,836	2,041
3 day	306	612	918	1,224	1,530	1,836	2,142	2,448	2,754	3,061
4 day	408	816	1,224	1,632	2,040	2,448	2,856	3,264	3,672	4,082
STEP 4										
1 day	109	218	327	436	545	654	763	872	981	1,092
2 day	219	438	657	876	1,095	1,314	1,533	1,752	1,971	2,185
3 day	328	656	984	1,312	1,640	1,968	2,296	2,624	2,952	3,277
4 day	437	874	1,311	1,748	2,185	2,622	3,059	3,496	3,933	4,369

SCHEDULE 'C'
 JULY 1, 2004 - JUNE 30, 2005

CLUB SUPERVISORS	\$	240.78	Per semester
CHAPERONES	\$	89.72	
HOME TEACHING	\$	30.67	
	STEPS		
		1	2
		3	
DEPARTMENT CHAIRPERSONS	\$	4,841	\$ 5,303 \$ 5,829
DISTRICTWIDE CHAIRPERSONS	\$	6,784	\$ 7,708 \$ 8,761
SUMMER EMPLOYMENT	STEPS		
		1	2
		3	
SECONDARY SCHOOL LEVEL (2 CLASSES)	\$	3,415	\$ 4,068 \$ 4,396

I. MISCELLANEOUS			
a. After School Detention	STEPS		
b. SAT Preparation - Instructors		1	2
c. Saturday Driver Education Instructions		3	
d. Tutorials after school	\$ 100	\$ 121	\$ 135
Daily rate is for three (3) hours and will be pro-rated for less time.			
II. ATHLETICS EVENTS			
a. Ticket Sellers and Time Keepers			\$ 78.37
b. Field Supervisors			\$ 60.19
III. WEEKEND AND HOLIDAY RECREATION PROGRAM			
a. Gym Supervisors			\$ 27.26
b. Pool Supervisor			\$ 30.67
c. Ticket Sellers			\$ 26.12
IV. MENTOR/TESTING COORDINATOR/SCREENING FACIL.			\$ 2,503
V. IN-SERVICE LEADERS			\$ 65.87 /Hr.

SCHEDULE 'C'
 JULY 1, 2006 - JUNE 30, 2007

CLUB SUPERVISORS	\$	257.68	Per semester	
CHAPERONES	\$	96.02		
HOME TEACHING	\$	32.82		
		STEPS		
		1	2	3
DEPARTMENT CHAIRPERSONS	\$	5,180	\$ 5,675	\$ 6,238
DISTRICTWIDE CHAIRPERSONS	\$	7,260	\$ 8,249	\$ 9,376
			STEPS	
		1	2	3
SUMMER EMPLOYMENT	\$	3,655	\$ 4,354	\$ 4,705
SECONDARY SCHOOL LEVEL (2 CLASSES)	\$	3,655	\$ 4,354	\$ 4,705

I. MISCELLANEOUS		
a. After School Detention	}	\$ 48.16
b. SAT Preparation - Instructors		
c. Saturday Driver Education Instructions		
d. Tutorials after school		
II. ATHLETICS EVENTS		
a. Ticket Sellers and Time Keepers		\$ 83.87
b. Field Supervisors		\$ 64.42
III. WEEKEND AND HOLIDAY RECREATION PROGRAM		
a. Gym Supervisors		\$ 29.17
b. Pool Supervisor		\$ 32.82
c. Ticket Sellers		\$ 27.96
IV. MENTOR/TESTING COORDINATOR/SCREENING FACIL.		\$ 2,679
V. IN-SERVICE LEADERS		\$ 70.49 /Hr.

SCHEDULE 'C'
 JULY 1, 2007 - JUNE 30, 2008

CLUB SUPERVISORS	\$	266.57	Per semester
CHAPERONES	\$	99.33	
HOME TEACHING	\$	33.95	
		STEPS	
		1	2
DEPARTMENT CHAIRPERSONS	\$	5,359	\$ 5,871 \$ 6,453
DISTRICTWIDE CHAIRPERSONS	\$	7,510	\$ 8,534 \$ 9,700
		STEPS	
		1	2
SUMMER EMPLOYMENT			
SECONDARY SCHOOL LEVEL (2 CLASSES)	\$	3,781	\$ 4,504 \$ 4,867

I. MISCELLANEOUS		
a. After School Detention	}	\$ 49.82
b. SAT Preparation - Instructors		
c. Saturday Driver Education Instructions		
d. Tutorials after school		
II. ATHLETICES EVENTS		
a. Ticket Sellers and Time Keepers		\$ 86.76
b. Field Supervisors		\$ 66.64
III. WEEKEND AND HOLIDAY RECREATION PROGRAM		
a. Gym Supervisors		\$ 30.18
b. Pool Supervisor		\$ 33.95
c. Ticket Sellers		\$ 28.92
IV. MENTOR/TESTING COORDINATOR/SCREENING FACIL.		\$ 2,771
V. IN-SERVICE LEADERS		\$ 72.93 /Hr.

SCHEDULE 'C'
 JULY 1, 2008 - JUNE 30, 2009

CLUB SUPERVISORS	\$	275.50	Per semester
CHAPERONES	\$	102.66	
HOME TEACHING	\$	35.09	
		STEPS	
		1	2
		3	
DEPARTMENT CHAIRPERSONS	\$	5,539	\$ 6,067 \$ 6,669
DISTRICTWIDE CHAIRPERSONS	\$	7,762	\$ 8,820 \$ 10,025
SUMMER EMPLOYMENT			
		STEPS	
		1	2
		3	
SECONDARY SCHOOL LEVEL (2 CLASSES)	\$	3,908	\$ 4,655 \$ 5,030

I. MISCELLANEOUS		
a.	After School Detention	} \$ 51.49
b.	SAT Preparation - Instructors	
c.	Saturday Driver Education Instructions	
d.	Tutorials after school	
II. ATHLETICES EVENTS		
a.	Ticket Sellers and Time Keepers	\$ 89.67
b.	Field Supervisors	\$ 68.87
III. WEEKEND AND HOLIDAY RECREATION PROGRAM		
a.	Gym Supervisors	\$ 31.19
b.	Pool Supervisor	\$ 35.09
c.	Ticket Sellers	\$ 29.89
IV.	MENTOR/TESTING COORDINATOR/SCREENING FACIL.	\$ 2,864
V.	IN-SERVICE LEADERS	\$ 75.37 /Hr.

