

AGREEMENT

BETWEEN

**THE BOARD OF EDUCATION OF THE
BLIND BROOK-RYE
UNION FREE SCHOOL DISTRICT**

AND

**THE BLIND BROOK-RYE FEDERATION
OF TEACHERS,**

LOCAL 1890, NYSUT-AFT

July 1, 2016 to June 30, 2021

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| <p>APPENDIX A-1 2016-2017 TEACHER CONTRACT SALARY SCHEDULE APPENDIX A-2 2017-2018 TEACHER CONTRACT SALARY SCHEDULE APPENDIX A-3 2018-2019 TEACHER CONTRACT SALARY SCHEDULE APPENDIX A-4 2019-2020 TEACHER CONTRACT SALARY SCHEDULE APPENDIX A-5 2020-2021 TEACHER CONTRACT SALARY SCHEDULE APPENDIX B-1 ATHLETIC STIPENDS -- 2016-2017 TO 2020-2021 APPENDIX B-2 EXTRA-CURRICULAR STIPENDS -- 2016-2017 TO 2020-2021 APPENDIX B-3 OTHER STIPENDS -- 2016-2017 TO 2020-2021</p> | <p>ATTACHMENT 1 – TEACHER INDUCTION PROGRAM MOA ATTACHMENT 2 – RETIREMENT INCENTIVE MOA DATED 3/29/17 ATTACHMENT 3 – RETIREMENT INCENTIVE MOA DATED 4/24/17 ATTACHMENT 4 – RETIREMENT INCENTIVE MOA DATED 6/21/17</p> |
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This agreement entered into as of the 14th day of August 2017, by and between the Board of Education of the Blind Brook-Rye Union Free School District (hereinafter called the “Board”) and Blind Brook-Rye Federation of Teachers, Local 1890, NYSUT-AFT (hereinafter called the “Federation”).

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

WITNESSETH:

In consideration of the mutual covenants herein contained, the parties hereto hereby agree as follows:

I. RECOGNITION

The Board recognizes the Federation as the representative for the full time and part time instructional unit employed by the Board, including Teaching Assistants.

II. FEDERATION RIGHTS

A. Federation Meetings

Federation meetings will be listed in the Activity Calendar.

B. Dues Deduction

1. The Board will deduct dues in the amount certified by the Federation for each member of the instructional unit who files a dues deduction authorization card in the following form:

PAYROLL DEDUCTION AUTHORIZATION

Social Security Number _____ - _____ - _____
Last Name _____ First _____ Middle _____
District Name _____
Organization _____

To the Board of Education:

I hereby authorize you, according to the arrangements agreed upon with the above organization, to deduct from my salary and transmit to said organization, dues as certified by said organization. I hereby waive all right and claim to said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all its officers from any liability therefore. I revoke any and all instruments heretofore made by me for such purposes. This authority shall remain in full force and effect for all purposes while I am employed in this school system, or until revoked by me in writing between September 1st and September 15th of any given year.

Member Signature: _____ Date: _____

2. Federation dues as certified by the President of the Federation to the Board shall be deducted in equal installments from the pay checks of members who submit dues deduction authorization cards signed by individual teachers. Such deduction shall begin within thirty (30) days of receiving the dues deduction authority.
 3. The Federation shall forward a list of employees who have authorized deduction of dues. The Board shall certify that dues were deducted from those on the list. The amounts shall be transmitted to the Federation Treasurer whenever possible on the paydays when deducted.
 4. Members who desire to revoke their payroll deduction authorizations must notify the Federation and the Board in writing at least thirty (30) days before the effective date of any such revocation and shall be binding upon the parties to this agreement.
- C. The Board agrees to provide the following data to the Federation for the purpose of administering and negotiating their collective bargaining agreements:
1. Current enrollment statistics and expected enrollment for succeeding school year.
 2. Leave utilization for prior and current school year.
 3. Salary distribution data for current year.
 4. Budget for current year.
 5. Proposed budget, as and when it is submitted to the public.
- D. Existing bulletin boards in Teachers' Rooms may be used to post notices of appropriate and related Federation business. There shall be one bulletin board in each school building.
- E. Federation mail to teachers may be distributed utilizing the teacher mail boxes.
- F. The Federation may utilize the interschool mail service provided it does not unreasonably burden the service.
- G. The Federation may utilize one Teacher Room in the District, on a non-exclusive basis, and when such building is normally open, to serve as a location where it can perform any of its necessary administrative functions and to maintain its files and records. "Non-exclusive basis" of a teacher room for the Federation use includes the use by individual teachers simultaneously with use by the Federation. The Federation may install and maintain a private telephone, at its own cost and expense, in the teacher room it uses for its files and records.

- H. The Federation shall have the right to use school buildings or facilities for Federation meetings provided the Federation pays for any special expense connected with such use and provided further that such use in compliance with the Board Rules and regulations and applicable law. "Facilities" in connection with the use of school buildings refer to access to rest rooms, public telephones, and a room large enough to accommodate the Federation Meeting.
- I. The Board shall provide to the Federation President a copy of the Board's Rules and Regulations as well as a copy of the adopted Board minutes of each regular public Board meeting. When Board of Education meetings are video recorded, access to the recording will be provided for the Federation President.
- J. For the purpose of attending to Federation business, the President of the Federation shall be assigned to no more than four (4) periods a day. Should an elementary teacher be elected President of the Federation, comparable time provision will be made for that person to fulfill the administrative duties of the President.
- K. Payroll will occur on a semi-monthly basis, to be paid twice a month on the 15th and the last business day of each month from September to June. Teachers may opt, upon presentation of an election form by June 15th, deferred compensation of 24 pays. If this option is exercised they will receive semi-monthly paychecks (annual salary divided by 24) of equal installments with the last check of the year being a balloon payment equal to five installments.
- L. Sign-In and Sign-Out Procedure
 - 1. Teachers leaving, and returning to, work during the school day will sign out and sign in, specifying the times for leaving and returning to school.
 - 2. Sign-In Procedure will occur daily in mutually agreed upon designated area.
 - 3. The Superintendent of Schools and the Federation President will develop a mutually acceptable daily Sign-Out Procedure.

III. TERM OF AGREEMENT

The term of this agreement shall commence July 1, 2016, and shall terminate June 30, 2021.

IV. TEACHING ASSIGNMENT

A. Notification of Assignment

- 1. Teachers of grades K through 5 shall be apprised of tentative assignments by April 15 and actual assignments by June 15, when possible.

2. Teachers in grade 6 through 12 shall be apprised of tentative assignments by June 1 and of actual assignments by August 1, when possible.
 3. After the dates of the respective actual assignments stated above, the Superintendent shall have the right to make changes in assignments if changes in enrollments or teaching personnel indicate such action and the teacher involved shall be notified within three days of the Superintendent's knowledge of such a change.
- B. Vacancy - A teacher unsuccessful in his/her request for a vacant position may, in writing, request an interview with the Superintendent. The Superintendent will provide for such an interview, at his/her convenience.
- C. Seniority – Seniority as used for promotions should be defined as preference based on:
1. Length of continuous service in the District; and
 2. Qualifications and ability to do the work.
- D. Elementary Schedule
1. K-5 Schedule (This schedule shall not apply to Specials Teachers)
 - a. The K-5 teacher work day shall extend from 8:25 AM to 3:15 PM.
 2. The teaching day for teachers of Grades K-5 shall consist of:
 - a. One (1) period for use as a Homeroom Enrichment Period, individual assistance to students, professional meeting.
 - (1) Special Education teachers and teachers who provide related services shall have an instructional assignment in lieu of Homeroom Enrichment Period.
 - b. One (1) Professional Responsibility Period
 - (1) Special Education teachers and teachers who provide related services shall use the Professional Responsibility Period for testing and/or team or department meetings.

3. For each day of the 6 day cycle, a teacher shall have a forty (40) minute preparation period. An additional forty (40) minute preparation period will be scheduled by the administration to occur once during the six (6) day rotation.
4. Teachers of Grades K-5 shall have one (1) lunch period of sixty (60) minutes each day school is in session.
5. K-5 Schedule for Special Teachers
 - a. When possible, full time teachers whose teaching assignments span K-5 in any combination of grades within that range will teach two hundred and twenty minutes (220) daily or an equivalent amount of time.
 - b. K-5 schedules for Special Teachers shall consist of:
 - (1) One (1) lunch period, one (1) preparation period and, in the case of Pupil Personnel Service teachers, one (1) period for team meetings and/or testing each day.
 - (2) A teaching period is to be defined as being between thirty (30) and forty-five (45) minutes. When possible, these teachers will not be required to prepare for more than five (5) different grade levels in any given day.
 - (3) Teaching assignments beyond the required two hundred and twenty (220) minutes daily shall be mutually agreed upon by the teacher and the building principal, subject to the approval of the Superintendent of Schools. When possible, a teacher who travels between Ridge Street and Blind Brook will be limited to one (1) trip between buildings each day.
 - c. Every class from grades K-5 shall be assigned a minimum of seven (7) Specials classes in a six-day cycle. Specials include Computer, Art, Health, Music, Physical Education, School Media Specialist (Library), STEAM, and Foreign Language (if FLES is returned to the K-5 program).
 - d. The Specials class offerings will be reviewed each year by the Building Administration. The Building Administration reserves the right to schedule programs and introduce new programming prior to the start of

the school year which allows for students to participate in a wide variety of 21st century learning experiences. This review and introduction of new programming must be completed by June 1st and must be consistent with other provisions of the CBA, including but not limited to Article IV (“Teaching Assignment”) Section A.

- e. If Specials classes are to be changed, a conversation will occur among the Building Administration and those Federation members whose schedules will be impacted. This conversation will occur prior to the beginning of the school year and will be consistent with other provisions of the CBA, including but not limited to Article IV (“Teaching Assignment”) Section A.
- f. The District will not eliminate any teaching “Specials” FTEs as a result of the K-5 schedule changes impacting 5th-grade teachers. However, the parties agree and understand that this clause sunsets on June 30, 2021; that is, this provision will not be subject to the Triborough Amendment, New York Civil Service Law Section 209-a(1)(e).

- 6. Every reasonable effort will be made to provide all classroom and Special teachers in Grade K-5 sufficient meeting time for the purpose of Team/Grade Level Meetings, Parent-Teacher Conferences and/or related professional meetings such as with Special Education teachers, etc.

E. Middle School/High School Schedules

The teaching day for the Middle and High School Staff shall include:

- 1. Five (5) Periods Teaching;
- 2. One (1) Lunch period (during Periods 4, 5, 6 or 7 when possible)
- 3. One (1) Preparation Period;
- 4. One (1) Professional Responsibility Period which would include, but not be limited to, team meetings, meetings with parents and/or students and from which seven (7) periods would be available for substituting. Grade level teams will plan cooperatively with the school’s administration weekly meetings. Special Educators will conduct testing during this period as well.
- 5. One (1) Academic Assistance to Student Period;
 - a. For a minimum period of forty (40) minutes daily, Academic Assistance will be provided to students which shall include remedial assistance, extra help, and student enrichment.

6. The Federation agrees to discuss and implement alternate scheduling (modified block schedule) at the MS/HS that results from a District/Federation committee. Model language will be established by the District, subject to negotiation regarding any change and/or impact on any mandatory subjects of bargaining. The schedule shall be a pilot in the first school year it is implemented. Any plan for an alternate schedule must be presented to the MS and HS teachers no later than December 31st of the year prior to implementation. The District agrees to provide professional development pursuant to implementing the alternate schedule.

F. K-12 Schedule

When possible, full time teachers whose teaching assignments span K-12 in any combination of grades within that range will teach five (5) periods or an equivalent amount of time not to exceed two-hundred ten (210) minutes. Their schedules will provide for one (1) lunch period, one (1) preparation period and, in the case of Special Education teachers, one (1) period for team meetings and/or testing each day. A teaching period is to be defined as between thirty (30) and forty-five (45) minutes. When possible, these teachers will not be required to prepare for more than five (5) different grade levels in any given day. Teaching assignments beyond the required five teaching periods or grade levels shall be mutually agreed upon by the teacher and his/her building principal, subject to the approval of the Superintendent. When possible, a teacher who travels between Ridge Street and Blind Brook will be limited to one trip between buildings per day.

G. Teacher Work Day

1. The length of the teacher work day in grades K-5 is from 8:25 AM to 3:15 PM. Instructional and professional responsibilities, including but not limited to supervision of students, will begin at 8:30 AM and end at 3:10 PM. Time from 8:25 AM-8:30 AM and 3:10 PM-3:15 PM is unassigned faculty preparation time, and shall not be used for supervision of students, including but not limited to dismissal supervision, nor for instructional purposes.
2. The length of the teacher work day in grades 6-12 is from 7:45 AM to 2:45 PM. Instructional and professional responsibilities, including but not limited to supervision of students, will begin at 7:50 AM and end at 2:40 PM. Time from 7:45 AM-7:50 AM, and 2:40 PM-2:45 PM is unassigned faculty preparation time, and shall not be used for supervision of students, nor for instructional purposes. The District reserves the right to maintain an Academic Help period for all students from 2:20 PM to 2:40 PM, during which teachers will make themselves available in specified locations to provide academic support to students. The District will continue to evaluate the Academic Help program, as well as the extracurricular program, from 2:40 PM to 3:10 PM.

H. Working Conditions

1. Consecutive Teaching Assignments – For teachers in grades 5-12, every effort will be made to assign teachers no more than three (3) consecutive teaching assignments. Where a fourth consecutive assignment is required due to scheduling or program demands, the affected teacher shall be free to take one lunch period during periods 4 through 7. Consecutive teaching assignments do not apply to the Academic Assistance or Professional Responsibility periods.
2. Teacher Preparations – The number of different lesson preparations should be kept to a minimum consistent with the nature of the subject, the size of the department, the special offerings of the department, and the special competencies of the teacher. For the teachers of grades 5-12, every effort will be made to assign teachers no more than three (3) preparations, except in those departments where the extent of required singleton courses or elected courses necessitates assignment of more than three (3) preparations.
3. Class Size – The Board of Education and the Federation recognize that it is desirable to maintain class size at a level which will result in a positive teaching environment and enable teachers to achieve the goal of reaching every student. To that end, the Administration will determine class size and class load giving due consideration to the recommendations of the Federation and the fiscal constraints of the District. The final determination of class size rests with the Board of Education.

I. Guidance Counselors: Additional Responsibilities

1. Guidance Counselors in grades 9-12 may be required to work up to five (5) additional days during the summer beyond the Teacher approved school calendar. Compensation shall be 1/200th of the Counselor's annual contractual salary. Additional days shall be mutually determined by the immediate supervising administrator and Counselor, and shall be approved by the Superintendent of Schools.
2. As the need arises, High School Counselors will attend and participate in no more than four (4) evening events related to the counseling function, at a stipend of \$100 per event per counselor. Each night event will be two (2) hours long.

V. **ENRICHMENT ELECTIVE COURSE**

The course will be proposed by December 1st of the year prior to its offering. It will be submitted to the Principal and Coordinator of the respective department for validity and approval. If the course is deemed invalid by the Coordinator and/or Administrator

the teacher will receive written notice and will be allowed to make the necessary changes for approval.

Selection of courses shall be based on the following:

- The courses should be prioritized based on the least impact to scheduling and enrollment in all other courses.
- The course will not reduce any teaching assignment and will not be proposed by a department unless every teacher in that department is full time.
- Courses that are part of the Enrichment program for the Middle School or an integral part of the curricula of the Middle/High school shall not be taught as an additional teaching assignment, and thereby excluded.
- Courses offered as a continuation of the Regents program, although not required by the state, or satisfy a state required sequence are excluded.
- Remedial courses are excluded from the Enrichment/Elective Program.
- Courses will be equivalent to a full year or a one semester course, offered during the normal school day.
- Students will receive one credit for a full year course and one half (1/2) credit for a semester course.

Courses will be offered on a volunteer basis by any faculty member, K-12, excluding non-tenured teachers. Teachers shall receive ten percent (10%) of their regular salary for this additional assignment for a full year course and five percent (5%) for a one semester course. Student minimum is 10.

VI. NON-INSTRUCTIONAL DUTIES

A. No teacher will be expected to perform the following duties:

1. Collecting of lunch money except teachers of grades 1 and 2 and Kindergarten teachers.
2. Collecting of picture money.
3. Collecting of book club money.
4. Collecting of field trip money.
5. Collecting of field trip permission slips.
6. Collecting of party money.

- B. In the event K-5 teachers apply for posted bus entrance, and lunch supervisory assignments they shall be afforded priority consideration at the rate of pay advertised for the position(s).

VII. ANNUAL PROFESSIONAL PERFORMANCE REVIEW

- A. Annual Professional Performance Review – The parties’ Annual Professional Performance Review Plan dated June 30, 2016 is incorporated into this Agreement by reference.

VIII. THE MENTORING PROGRAM:

- A. The parties’ Mentoring Program is outlined in the Memorandum of Agreement dated June 13, 2016, and is incorporated into this Agreement by reference as Attachment 1.

B. Compensation of Mentor:

The mentor will keep a time log as documentation for compensation. As there will be a substantial time investment the mentor will be provided one in-service credit per semester or a stipend of:

| | |
|---------|--------|
| 2016-17 | \$1200 |
| 2017-18 | \$1200 |
| 2018-19 | \$1215 |
| 2019-20 | \$1231 |
| 2020-21 | \$1249 |

IX. TEACHER FILES

- A. Teachers shall be entitled to review the material in their personnel file with the exception of all placement material at reasonable times with reasonable advance notice. This material shall be reviewed in the Superintendent’s Office and no items shall be removed.
- B. If the teacher requests a Federation Representative to be present when a teacher is inspecting his/her files, it will be permitted under the restriction that the Representative will not be permitted to inspect the placement material within the file.
- C. The teacher will receive a copy of any document relating to his/her professional performance subsequent to his/her hiring which is placed in the teacher's

personnel file in the Superintendent's Office. A space will be provided for the teacher's written and signed statement. The teacher's signature indicates awareness but not necessarily agreement with the material. The teacher may, within reasonable time, thereafter, submit his/her written comment thereto for insertion in his/her personnel file.

- D. No material in the teacher's personnel file shall be shown to anyone except the District's administrators and the Board without the express written consent of the individual involved. The provision is subject however to applicable provisions of the law.

X. TERMINATION OF SERVICES

- A. In the event a probationary teacher is not to be recommended for continued employment, he/she will be orally notified to that effect on or before April 15th if in the first, second, third, or fourth probationary year of his/her probationary appointment.
- B. For a teacher in his/her tenure year, the District will make every effort to communicate its dissatisfaction with the teacher's performance prior to April 15th, if the dissatisfaction may lead to denial of tenure.
- C. The oral notification shall take place at a conference with the Superintendent, and/or his designee, and the teacher at which time the teacher shall be appraised of his/her deficiency in performance.
- D. If the Superintendent, following the informal conference, determines to recommend that the services of the teacher shall be discontinued; the teacher will receive written notice thereof and the reasons for such recommendation as provided by law.

XI. TEACHER RECRUITMENT, SELECTION AND ORIENTATION

- A. The Board shall be responsible for teacher recruitment, selection and orientation.
- B. Whenever administratively possible, the school principal or department director will arrange to have candidates meet with other faculty members during the candidate's visit to the District when this occurs during normal school hours. At all other times, the principal shall invite experienced faculty members to meet the candidates. Selections shall be made on the basis of the candidate's record and recommendations, personal interview, observations of his/her teaching whenever possible and consultation with those faculty members who have met with him/her during his/her visit to the District where such meeting occurred.

- C. Recognizing the importance of teacher selection to the continued excellence of the school system, the Federation agrees to encourage its members to refer the names of possible candidates to their building and District administrators.
- D. Professional development for Probationary Teachers
 - 1. Prior to opening of the school in September, probationary teachers will attend a fifteen (15) hour staff development course to improve their instructional and curriculum skills. Each teacher will receive one (1) in-service credit upon satisfactory completion of the course.

XII. EFFICIENT OPERATION

The Federation and the Board are in complete accord to continue the efficient operation of the schools in Blind Brook-Rye Union Free School District.

XIII. SCHOOL CALENDAR

- A. The Board shall adopt the school calendar after the Superintendent of Schools consults with the Federation. The calendar will include 184 teacher work days, 181 student attendance days, and three (3) Superintendent Conference days, but exclusive of emergency closing days.
- B. It shall be the professional responsibility of those teachers whose services extend from K-5 to attend scheduled Open House Meetings (K-2, 3-5). Likewise, it shall be the professional responsibility of teachers whose services include the middle and high schools or the elementary and middle/high schools to attend scheduled Open House Meetings.
- C. Parent Conferences: Grade K-5

There will be an 11:30 dismissal on conference days. The length of individual parent conferences in grades K-4 will be fifteen (15) minutes for each conference. In Grade 5, the length of individual parent conferences will be fifteen (15) minutes for each conference and will be coordinated through the guidance department so as not to exceed 24 conferences.

XIV. MANAGEMENT RIGHTS

Nothing in this agreement is to interfere with the right and obligation of the Board to carry out statutory goals and mandates, to manage employees, in hiring, promoting, assigning, suspension, discharge or appropriate disciplinary action in accordance with applicable laws and Commissioner's Regulations, so long as none of these actions,

except those mandated by the law and regulations, are inconsistent with terms and conditions of this agreement.

XV. PROFESSIONAL DEVELOPMENT

The District and the Federation are committed to the concept of professional growth and to that end support it conceptually, philosophically and financially. Courses for teachers outside the normal school day may be required by the Superintendent of Schools for the purpose of improving instructional skills and/or curriculum development.

A. Course Work

1. Conditions:

- a. Each one (1) credit in-service course will run fifteen (15) hours. The Superintendent of Schools will establish a calendar of such approved in-service courses and hours that they will run.
- b. Out of the district in-service or graduate courses of not less than fifteen (15) hours may receive one (1) or more in-service credit, (only graduate courses will receive graduate credit) if these courses have received the prior written approval of the Superintendent of Schools.

2. Compensation:

a. Payment:

- (1) Teachers at the maximum (MA + 60) will receive a single payment for each approved course completed.
- (2) Compensation will be made within thirty (30) days of the completion of the course, assuming that the transcript has been received by the Superintendent as in Article XXVI.
- (3) A single payment will be paid as follows:
 - (a) 2016-17: \$375 Per Credit
 - (b) 2017-18: \$375 Per Credit
 - (c) 2018-19: \$380 Per Credit
 - (d) 2019-20: \$385 Per Credit
 - (e) 2020-21: \$390 Per Credit

OR

b. Credits:

- (1) Those teachers below maximum will receive one (1) salary credit for each approval course credit completed.
- (2) Compensation in the form of salary credits will be in accord with Article XXVI.

3. Curriculum Work – Teachers who do curriculum development work outside the normal school day or school year or teachers who volunteer for related organizational development work outside the normal school day or school year will be paid at the rate of:

| | |
|---------|-------------------|
| 2016-17 | \$40.00 per hour. |
| 2017-18 | \$40.00 per hour. |
| 2018-19 | \$40.50 per hour. |
| 2019-20 | \$41.05 per hour. |
| 2020-21 | \$41.64 per hour. |

4. Professional Development Committee – A Professional Development Committee will consist of two Administrators appointed by the Superintendent of Schools and four teachers, two from the Ridge Street School and two from the Blind Brook Middle/High School, a Special Education representative and a Teacher Center representative appointed by the Federation. In addition, there will be one representative from the School Related Staff appointed by the School Related Staff Union and the Director of Technology. The Superintendent of Schools and the President of the Federation will also serve on the Committee. The Professional Development Committee shall regularly recommend and review appropriate staff development programs including, but not limited to, Superintendent’s Days and District sponsored courses. The Committee will make its recommendations to the Superintendent of Schools.
5. Test Preparation – Teachers who provide test preparation outside the school day as recommended by the Principal and approved by the Superintendent of Schools, shall be paid the following rates for a one (1) hour session:
- a. 2016-17: \$75.00 per session
 - b. 2017-18: \$75.00 per session
 - c. 2018-19: \$75.94 per session
 - d. 2019-20: \$76.96 per session
 - e. 2020-21: \$78.08 per session
6. National Teacher Certification Stipend – After receiving initial approval, any teacher who successfully completes the National Teacher Certification Program and presents the appropriate documentation and evidence to the Superintendent of

Schools shall be paid an additional \$1,000 stipend for each of the five (5) years immediately succeeding attainment of the certification.

XVI. SUBSTITUTE TEACHER PROGRAM

Teachers assigned in grade 5-12 may apply for inclusion in the substitute teacher program whereby they may be assigned by the Superintendent or his/her designee to serve during either their preparation or lunch period, as the teacher may select, as per diem period substitute teachers for absent teachers. Teachers who volunteer for such program shall indicate their availability for these assignments by written notice to their Building Principals by September 15 of the school year. Teachers who have volunteered for these assignments must accept them if offered. However, teachers may remove their names from the list on 30 days prior written notice to the Building Principal, and having done so, may not be restored to the list during that school year unless authorized by the Superintendent. Teachers serving as substitutes will be compensated at the following rates:

2016-2017: \$30.00 per class
2017-2018: \$30.00 per class
2018-2019: \$30.38 per class
2019-2020: \$30.79 per class
2020-2021: \$31.23 per class

XVII. MEETINGS

The Superintendent or his/her designee may schedule a faculty meeting on any Wednesday of the month, except the 3rd Wednesday, and such meetings shall generally not be planned to exceed one hour in duration unless prior notice is given that the meeting is expected to exceed such norm.

XVIII. TEACHER/ADMINISTRATION ADVISORY COUNCIL

- A. The Board recognizes the Teacher/Administration Advisory Council which meets regularly to discuss educational problems of mutual concern.
- B. The Superintendent and a representative of the Federation shall meet upon request to discuss matters relating to the implementation of this agreement and on other matters of mutual concern.
- C. The meetings shall be held at a mutually agreeable time.

XIX. TAX SHELTERED ANNUITY

The Board and the Federation agree to continue payroll deductions for tax sheltered annuity programs.

XX. GRIEVANCE PROCEDURE

Definitions of Terms

A “Grievance” shall mean a claimed violation of any express term of this agreement.

A “Grievant” shall mean an employee or group of employees in the instructional unit as defined in Article I of this agreement and the Federation.

A “Day” shall mean any regular work day.

PROCEDURE

Any affected employee in the unit may present a grievance to his/her immediate supervisor. All grievances must be initiated within fifteen (15) days after the grievant knew or should have known of the act or condition which is the basis of the complaint. The grievance shall contain a statement of the act underlying the grievance, the contract section violated and the remedy of recourse sought.

If a grievance is not satisfactorily resolved on Level One, the Federation shall become the grievant and only the Federation shall be permitted to proceed to Level Two or beyond.

A member of the bargaining unit cannot file a grievance against his/her own unit.

LEVEL ONE: The immediate supervisor shall hold a conference on the grievance within ten (10) days of the receipt of grievance. The grievant may be present at such conference. Within ten (10) days after the conference, the immediate supervisor shall issue a written decision which shall be sent to the grievant and the Federation.

LEVEL TWO: In the event that the grievance is not amicably resolved at the first step conference or by the decision, the grievant shall, within ten (10) days after the receipt of the decision, appeal to the Superintendent of Schools, or his/her designee. Appeal to the Superintendent shall be heard by the Superintendent, or his/her designee, within ten (10) days after the receipt of appeal. The grievant may be present at such conference. Within ten (10) days after the conference, the Superintendent, or his/her designee, shall issue a written decision which shall be sent to the grievant and the Federation.

LEVEL THREE: If the grievance is not resolved at Level Two, the Federation may appeal to the Board of Education within ten (10) days after receiving the determination made at Level Two. Within ten (10) days after receipt of this appeal, the Board or a

committee thereof shall hold a conference. The grievant may be present at such conference. The grievant shall be entitled to three (3) days' notice of such conference. Within fifteen (15) days after the conference, the Board shall issue a written grievance decision to the grievant and the Federation.

LEVEL FOUR: Within ten (10) days after receipt of the Board's decision, an appeal may be taken to arbitration under the rules for voluntary arbitration of the American Arbitration Association by filing a Demand for Arbitration with the Superintendent of Schools and the American Arbitration Association. The selected arbitrator will have the authority only to decide if the contract has been violated and to provide a remedy for a violation. The arbitrator shall have no power or authority to order any remedy or to make any decision which is contrary to the law or rules or regulations having the force and effect of law or which in any way varies or modifies any of the terms of this agreement. The decision and remedy of the arbitrator, if made in accordance with his/her jurisdiction and authority under this agreement, shall be final and binding upon the parties to the dispute. The cost for services of the arbitrator, including expenses, if any, will be borne solely by the losing party.

MISCELLANEOUS:

- A. Failure of the responsible representative of the Board to respond within the time period provided by this Article shall allow immediate appeal to the next step.
- B. An employee grievant must be represented at all stages of the procedure by a representative of the Federation.
- C. The Federation has the right to be in attendance and to present its views at any and all employee grievance conferences.
- D. An appeal to arbitration of an employee grievance may only be taken by the Federation.
- E. A grievant must be represented by a Federation Representative and/or NYSUT Representative at the arbitration level.
- F. Any grievance that is not filed, or if filed, not presented at the next level, within the time limitations herein specified, shall be deemed waived.
- G. The time limitations herein specified may be extended only by written mutual agreement of the parties.
- H. The parties agree to make a reasonable effort to comply with requests of the other party to make available material and relevant documents concerning the alleged grievance which are dated not earlier than three (3) years prior to the date of filing of the alleged grievance at Level One.

- I. No reference to or records of a grievance shall be placed in the grievant's personnel file.

XXI. TEACHER EXCELLENCE FUND

The District and the Federation are committed to promoting the professional growth of teachers and the intellectual climate in each school. Growth is accomplished when the creative talent of the teachers is more liberated. Teachers must believe the innovations in the classroom will be recognized and supported by the District. Teachers are expected to be not only accountable but creative and innovative, as well.

To achieve this goal, the District will establish a Teacher Excellence Fund – a program of competitive grants to enable teachers to design and carry out a special professional project. A maximum of \$6,500 will be allocated to the Teacher Excellence Fund for each year of this agreement.

The Teacher Excellence Fund will function under the following guidelines:

- A. Individual competitive grants will range from \$250 to \$1,200 per grant.
- B. Grants will be made to teachers to provide creative and enriching programs for students, such as, weekend seminars, class lecture series, innovative lessons, and specialized projects.
- C. Teacher Excellence Fund Committee consisting of two administrators appointed by the Superintendent of Schools and two teachers appointed by the Federation who will represent the elementary and the middle/high schools. The committee may elect to choose a non-voting chairperson. The committee will develop timelines, specific criteria and evaluation of protocols for the grant competition in accordance with the standard set forth in paragraph B above.

The committee will evaluate the grant applications and make recommendations to the Superintendent and Board for funding.

XXII. TUITION REDUCTION FOR CHILDREN OF TEACHERS

Beginning with the 2011-12 school year the annual percentage increase in tuition for children of non-resident teachers will be equal to the percentage increase in salary. In no case will the increase be greater than that charged to the public. The projected tuition rates for children of teachers are as follows:

2016-17 2017-18 2018-19 2019-20 2020-21

| | | | | | |
|------|---------|---------|---------|---------|---------|
| K-6 | \$3,013 | \$3,046 | \$3,084 | \$3,126 | \$3,171 |
| 6-12 | \$5,054 | \$5,109 | \$5,173 | \$5,243 | \$5,319 |

Acceptance into any grade level for children of teachers shall be dependent on space availability as determined by the Superintendent of Schools. As a practice, an additional class will not be opened for the non-resident children of teachers.

XXIII. FRINGE BENEFITS

A. Health Insurance

1. The Board will provide health insurance coverage for either an individual or any employee’s family in the New York State Employees Health Insurance and Major Medical Plan or an equivalent health insurance plan purchased by the Board of Education. A committee, consisting of an equal number of Board of Education and Federation representatives, will review such other health insurance plan that may be proposed to the Board of Education to determine whether it is equivalent to the New York State Employees Health Insurance Plan. Effective July 1, 2007, the Superintendent and representatives of the Federation shall meet upon request to discuss cost saving strategies and alternatives to the current medical health and welfare benefit plans. Such other plan(s) will not be implemented unless the Committee determines that it provides benefits equivalent to those provided for the New York State Employees Insurance Plan.
2. Effective January 1, 2014 teachers will contribute 25% of the applicable health insurance premiums; individual, two-person or family coverage.
3. The Board of Education will pay 100 percent of the Health Insurance and Major Medical Premiums for retired teachers, except as provided hereafter. Retirees hired prior to July 1, 2017 with less than 22 years of service in the District shall make a fixed annual contribution for health insurance in the following amounts: (as long as the Board purchases health insurance from NYSHIP)

RETIREE CONTRIBUTIONS FOR HEALTH INSURANCE FOR MEMBERS HIRED PRIOR TO 7/1/2017

| Years of Service | Percent of Final Year Premium - Individual | Percent of Final Year Premium - Family |
|-------------------------|---|---|
| 21 years | 2.5% | 2.5% |
| 20 years | 5% | 5% |

| | | |
|--------------------|------|---|
| 19 years | 7.5% | 7.5% |
| 18 years | 10% | 10% |
| 17 years | 20% | 20% |
| 16 years | 30% | 30% |
| 15 years | 40% | 40% |
| 14 years | 50% | 50% of Individual plus 65% of Dependent Coverage |
| 13 years | 50% | 50% of Individual plus 65% of Dependent Coverage |
| 12 years | 50% | 50% of Individual plus 65% of Dependent Coverage |
| 11 years | 50% | 50% of Individual plus 65% of Dependent Coverage |
| 10 years | 50% | 50% of Individual plus 65% of Dependent Coverage |
| Less than 10 years | 100% | 100% |

For employees with effective dates of hire on or after July 1, 2017, the Board of Education shall pay for Health Insurance and Major Medical Premiums for retired teachers, and the retiree shall make a fixed annual contribution for health insurance in the following amounts as listed below.

RETIREE CONTRIBUTIONS FOR HEALTH INSURANCE

| Years of Service | Percent of Final Year Premium - Individual | Percent of Final Year Premium - Family |
|-------------------------|---|---|
| 20+ years | 25% | 25% |
| 19 years | 26% | 26% |
| 18 years | 28% | 28% |
| 17 years | 30% | 30% |
| 16 years | 30% | 30% |
| 15 years | 40% | 40% |
| 14 years | 50% | 50% of Individual plus 65% of Dependent Coverage |

| | | |
|-----------------------|------|---|
| 13 years | 50% | 50% of Individual plus 65% of Dependent Coverage |
| 12 years | 50% | 50% of Individual plus 65% of Dependent Coverage |
| 11 years | 50% | 50% of Individual plus 65% of Dependent Coverage |
| 10 years | 50% | 50% of Individual plus 65% of Dependent Coverage |
| Less than 10 years | 100% | 100% |

4. The District shall continue to provide an IRS 125 Flexible Spending Plan, to the extent permitted by the law.

B. Elective Plan

1. At the teacher's option, the teacher may reduce medical insurance for a full year by completing an appropriate form furnished by the District. Any teacher changing from family to individual coverage or waiving family or individual coverage shall receive 35% of the premium savings. These monies will be non-pensionable and are taxable.
2. Teachers selecting to reduce their coverage must do so each year by March 1st, with the provisions of this section taking effect on July 1st. Payment of teacher share shall begin with the first half payment on payroll nearest to December 15th and a second payment on the payroll nearest to June 15th. Full coverage will be automatically reinstated each year the teacher fails to file. Reinstatement shall take place on July 1st and all benefits will be available on the date.
3. A unit member who has withdrawn from the insurance plan may re-enter the plan at any time, if the coverage which allowed the individual to select the option is no longer available.

C. Insurance Allowance

The Board of Education will contribute to the Federation Welfare Fund an insurance allowance for each full time unit employee as follows:

| | |
|-----------|--------------------|
| 2016-2017 | \$1,450 per member |
| 2017-2018 | \$1,450 per member |
| 2018-2019 | \$1,500 per member |

| | |
|-----------|--------------------|
| 2019-2020 | \$1,550 per member |
| 2020-2021 | \$1,600 per member |

The Board of Education will contribute to the Federation Welfare Fund an insurance allowance for each part time unit employee (as hereinafter defined) as provided in Article XXXI below under the heading “Part Time Teachers”. Trustees of the Welfare Fund and/or the Federation shall provide a copy of the Trust Instrument and a copy of the previous year’s audit to the Superintendent of Schools by October 1st of each year.

XXIV. LEAVES

A. Parental Leave

1. Pregnancy Leave

- a. A teacher unable to work and on leave of absence because of pregnancy or childbirth will be allowed to charge such leave to unused accrued sick leaves credits provided she is medically disabled from the performance of her duties and then only for such period of her leave that she continues to be so disabled.

2. Child Care Leave

- a. Upon the application of the teacher, the Board will grant an initial unpaid leave of absence for child-care purposes for the period specified in subdivision c below which shall include the pregnancy leave of absence time granted to such teacher.
- b. All rights and conditions of child care leave shall apply equally to males who become fathers through the birth or adoption of a child. The District recognizes that all teachers have the right to begin a child care leave at a time appropriate to their personal family needs; however, in order to better meet the needs of the students and maintain the continuity of their education, the District requests that, whenever possible, a child care leave commence at the beginning of the school year and terminate at the end of the school year.
- c. Such initial leave shall be subject to the provisions hereinafter set forth:
 - (1) If during the term of this contract, a teacher gives birth between July 1st and January 31st, both dates inclusive, she may, within 15 days after giving birth, apply for and be granted an initial unpaid child care leave of absence for the balance of the school year in which she gives birth. A teacher who is granted such leave must give Superintendent and Board written notice of her intention to

return to her position at the expiration of her leave by not later than February 15th of the school year in which she is granted such leave.

- (2) If during the term of this contract, a teacher gives birth between February 1st and June 30th, both dates inclusive; she may, within 15 days after giving birth, apply for and be granted an initial unpaid child care leave of absence. She shall specify in such application whether her request is for leave for the balance of the school year in which she gives birth and the next succeeding school year or only for the balance of the school year in which she gives birth. A teacher who applies for and is granted a leave only for the balance of such school year shall state in her application for such leave her intention to return to her position at the expiration of her leave. A teacher who applies for and is granted a leave of absence for the balance of the school year in which she gives birth and the next succeeding school year, must give the Superintendent and the Board written notice of her intention to return to her position at the expiration of her leave by no later than September 1 of the full school year included in such leave. Example: If a teacher is granted an initial leave commencing March 1, 2008, for the balance of the school year in which she gives birth and the next succeeding school year, such leave shall expire June 30, 2009, and the teacher must advise the Superintendent and Board by September 1, 2009, of her intentions to return to her position at the expiration of her leave.
 - (3) A teacher who gives timely written notice of his /her intention to return to his/her position at the expiration of his/her initial leave, and thereafter requests an extension of such leave for an additional period of one full school year, may be granted or denied such leave, solely at the discretion of the Superintendent and the Board.
 - (4) Teachers returning from a leave of absence shall return either by September 1st or February 1st, unless the District determines otherwise.
- d. Subject to the Superintendent's recommendation, child care leave, if extended, will be extended only for the next succeeding full school year at the sole discretion of the Superintendent and Board of Education.

(1) With the increasing difficulty of recruiting qualified and certified teachers, the extension of an additional year leave will not be automatically granted.

- e. A teacher granted a child care leave of absence pursuant to subdivision "A 2." Above may purchase, at his/her own cost and expense, coverage under the health insurance, major medical and insurance allowance plans specified in Article XXIII (Fringe Benefits) provided the particular plans then in effect permit the teacher to make such purchase.
- f. A teacher will be eligible for a child care leave when he/she adopts a child, pursuant to the same terms, provisions and conditions set forth in subdivisions 2.a-e above with respect to a child born to such teacher.

B. Extended Leaves

1. Conditions:

- a. Such leaves shall be granted only for one full school year or for the balance of the school year in which granted, and may, subject to the recommendation of the Superintendent, be extended for the next succeeding full school year.
- b. A teacher must give written notice to the Superintendent, by February 1st of his/her leave year, of his/her intention to return to the School District upon the expiration of his/her leave of absence. A teacher who gives timely notice of his/her intention to return to his/her position upon the expiration of his/her initial leave of absence, and thereafter requests an extension of his/her leave for an additional full school year, may, subject to the recommendation of the Superintendent, be granted such extended leave or denied such extended leave, solely at the discretion of the Board.
- c. These types of leaves may, subject to the recommendation of the Superintendent, be granted or denied at the sole discretion of the Board.

2. Types of Leaves:

- a. Overseas Teachers Service and Peace Corps – A one (1) year leave without compensation may be granted at the discretion of the Board.
- b. Professional Leave -- Subject to the recommendation of the Superintendent, a leave of absence without compensation may be

granted to those teachers who are going to be involved in professional development activities within their respective fields. Teachers granted this type of leave shall not advance on the salary schedule or maintain rights to any benefits. A teacher granted such a leave of absence may purchase at his/her own cost and expense, coverage under the health insurance, major medical and insurance allowance plans specified in Article XXIII (Fringe Benefits) provided the particular plans then in effect permit the teacher to make such purchase.

- c. Health Leave -- Subject to the recommendation of the Superintendent, a leave of absence without compensation may be granted to teachers for reasons of health. Teachers granted this type of leave shall not advance on the salary schedule or maintain rights to any benefits except that they shall be continued under the Board's Health Insurance, Major Medical and Welfare Fund.
- d. Personal Leave -- Subject to the recommendation of the Superintendent, a leave of absence without compensation may be granted to teachers for personal reasons but without specification of reasons. Teachers granted this type of leave shall not advance on the salary schedule or maintain rights to any benefits. A teacher granted such a leave of absence may purchase at his/her own cost and expense, coverage under the health insurance, major medical and insurance allowance plans specified in Article XXIII (Fringe Benefits) provided that the particular plans then in effect permit the teacher to make such purchase.

C. Short Term Leaves:

1. Personal Leave

- a. Each teacher shall be allowed four (4) days of personal leave annually for compelling personal business. A teacher's request for such leave must be submitted to the building principal at least forty-eight (48) hours prior to the requested date on the forms supplied by the Superintendent's office, which shall contain space for an affirmation by the teacher that the requested leave is for compelling personal business that cannot be accomplished outside of school hours; but the teacher need not specify the nature of the compelling personal business.
- b. With respect to emergencies making required advance notice impossible, request for personal leave shall be submitted with an explanation to the principal for approval of the late notice.

- c. Granting of personal leave days immediately before or after any vacation or recess period shall be discretionary with the Superintendent.
- d. Personal leave is defined as compelling personal business which cannot be accomplished outside of school hours.
- e. Unused personal leave days shall be accumulated with unused sick leave days.

2. Sick Leave

- a. Each teacher with less than three (3) years' service in the district shall be granted ten (10) days sick leave at the beginning of each school year.
 - b. Each teacher with three or more years' service in the district shall be granted fifteen (15) days sick leave at the beginning of each school year.
 - c. Unused sick leave days shall be accumulated without limit. However, only accumulated days up to 184 days through 2011 and thereafter will be used for sick leave. All days above the foregoing limits will be placed, as they accrue, in a separate category. Unused sick days and these additional accrued days may be used as part of a retirement or other incentive plan.
 - d. After five (5) consecutive days of sickness a teacher shall be required to submit medical documentation substantiating the absence upon returning to work. All certificates from the teacher's attending physician referred to in this article shall be subject to the review and approval of the Board's medical officer which shall include a medical examination of the teacher if directed by the Board.
3. Death in the family- Each teacher shall be allowed five (5) days leave for a death in the immediate family, the first three of which are not deducted from the sick leave accumulation.

XXV. SICK LEAVE BANK

- A. The purpose of the Sick Leave Bank is to provide sick leave credits to a teacher who is unable to work because of serious personal illness or disability, but is expected to recover and return to work full time in a reasonable time. Sick Leave Bank days are made available as a professional courtesy. It is expected that members exercise good judgment in the use of their sick days prior to

applying to the Sick Leave Bank for assistance. The Sick Leave Bank committee and the greater Blind Brook-Rye community have every reason to expect that members granted Sick Leave Bank days will use them responsibly.

- B. The Sick Leave Bank will be administered by a committee in accordance with its rules and regulations document and along the following lines:
- C. The teacher applying for sick leave credits must belong to the bank;
- D. Participation by teachers will be voluntary, and each volunteer teacher will contribute a maximum of two sick leave days. If at any time during the school year the number of days in the sick bank falls below 75, the Federation may request of its members a voluntary contribution of up to two days per member. New members who join shall contribute only one time in their first year as a member of the sick bank
- E. A maximum number of aggregate sick leave days which may be contributed to the bank by the participating teachers within the limitations contained in the subparagraph (B) above, will be established by the Committee;
- F. The bank will be jointly administered by Board of Education representatives and Federation representatives;
- G. The bank's sick leave days may be utilized only with respect to a teacher's serious illness or disability requiring periods of medical care beyond unused sick leave days accumulated by the particular teacher and where the teacher is expected to recover and return to work full time in a reasonable time;
- H. The committee will determine the eligibility of participating teachers within the standards specified in subparagraph (E) above; and
- I. The committee may establish such other provisions, not inconsistent with and subject to the provision of this Article that it may deem necessary or proper to administer the Sick Leave Bank.

XXVI. SALARY

- A. The teachers' salary schedules for 2016-17, 2017-18, 2018-19, 2019-20 and 2020-21 are attached hereto as Appendices A-1 through A-5. Where applicable, the annual increases for each of the five (5) school years of this contract are provided below:
 - 1. Salary Adjustments: Where applicable, teachers will receive increases to their annual contractual salary as indicated below during the five (5) years of this contract.

2016-2017

Step only

2017-2018

1.1% on schedule, plus step movement on July 1, 2017

2018-2019

1.25% on schedule, plus step movement on July 1, 2018

2019-2020

1.35% on schedule, plus step movement on July 1, 2019

2020-2021

1.45% plus \$250 on schedule, plus step movement on July 1, 2020

Effective July 1, 2017, Federation members hired prior to 7/1/17 can earn no more than one (1) 15-credit lane change every eighteen (18) months from their last lane change that was approved and implemented by the BOE. Effective July 1, 2021, this lane restriction increases to no more than (1) 15-credit lane change every twenty-four (24) months from their last lane change that was approved and implemented by the BOE. For the (18) month lane change for members hired prior to 7/1/17, if the member earned all credit towards their next 15-credit lane change prior to 6/30/21 then this next lane movement will occur on 9/1/21.

Federation members hired after July 1, 2017, can earn no more than one (1) 15-credit lane change every twenty-four (24) months from their effective date of employment or last lane change, effective immediately (i.e. effective July 1, 2017).

The parties agree that the percentage increases/adjustments outlined in XXVI A (1) shall apply only to teachers' and teaching assistants' salaries for the 2016-2017 and 2017-2018 school years. Commencing with the 2018-2019 school years (and including the 2019-2020 and 2020-2021 school years), the percentage increases will also be applied to salary career increments (longevity), stipends, and any other monetary items within the CBA. For example, if a stipend listed within the CBA pays \$500 annually, it will remain at \$500 for the 2016-2017 and 2017-2018 school years. For the 2018-2019 school year, it will increase to \$506.25 (i.e. a 1.25% increase to \$500). For the 2019-2020 school year, the stipend will increase to \$513.08 (i.e. a 1.35% increase to \$506.25). For the 2020-2021 school year, it will increase to \$520.52 (i.e. a 1.45% increase to \$513.08).

- B. Salary Career Increments (Longevity) – Teachers, upon completion of the 15th step of the salary schedule, shall receive career increments as specified below:

| | <u>2016-17</u> | <u>2017-18</u> | <u>2018-19</u> | <u>2019-20</u> | <u>2020-21</u> |
|-----------------------------|----------------|----------------|----------------|----------------|----------------|
| Years 1-5 beyond Step 15 | \$3,287 | \$3,287 | \$3,328 | \$3,373 | \$3,422 |
| Year 6-10 beyond Step 15 | \$4,448 | \$4,448 | \$4,504 | \$4,564 | \$4,631 |
| Year 11+ beyond Step 15 | \$6,669 | \$6,669 | \$6,752 | \$6,844 | \$6,943 |

New longevity table for faculty members appointed after 7/1/17:

| | <u>2016-17</u> | <u>2017-18</u> | <u>2018-19</u> | <u>2019-20</u> | <u>2020-21</u> |
|-----------------------------|----------------|----------------|----------------|----------------|----------------|
| Years 1-4 beyond Step 21 | \$4,448 | \$4,448 | \$4,504 | \$4,564 | \$4,631 |
| Year 5+ beyond Step 21 | \$6,669 | \$6,669 | \$6,752 | \$6,844 | \$6,943 |

- C. Credit Hours – Not more than fifty percent of all accumulated study credit hours may be in-service credits. Anyone who has fifty percent or more in-service credit hours will have to match all future in-service credit hours with graduate credit hours in order to receive salary adjustments. Moreover, any study credit hours over 45 hours beyond the baccalaureate degree or any study hours over 60 hours beyond the master’s degree shall not be credited for salary purposes. Upon application of the individual concerned, these limitations on total number of hours to be given salary study credits may be waived by the Superintendent for due cause such as certification requirements.

Salary study credit hours will be paid for after a teacher has earned and accumulated such credit hours in the following units:

Teachers with a B.A. degree: Units of 15, 30, and 45 hours.*

Teachers with a M.A. degree: Units of 15, 30, 45, and 60 hours.*

** All teachers on a ten credit lane, then existing, as of December 13, 1995, will remain on such lane until such time as they have earned enough credits to move to the next succeeding fifteen credit lane.*

Ten credit lanes shall be continued for this purpose only.

In order to be entitled to the study credit hours provided for in the contract: 1) prior course approval by the Superintendent is required; and 2) official transcripts must be submitted to the superintendent’s office as follows: with respect to summer courses

(which are taken between June and August) transcripts must be submitted by October 30th, with respect to fall courses (which are taken between September and January) transcripts must be submitted by February 28th; with respect to spring courses (which are taken between January and May) transcripts must be submitted by July 30th.

If the teacher is unable to obtain a transcript to submit to the Superintendent's office within the time limits specified above, the teacher shall within such time limitations (a) submit a copy of his/her grade report to the Superintendent's office and (b) write to the appropriate college or university requesting such transcripts and send a copy of such request to the Superintendent's office. Under such circumstances, the transcript shall be submitted to the Superintendent's office immediately upon request.

XXVII. COORDINATORS/ADVISORS/TEAM LEADERS

- A. Prior to July 1, 2018, all Coordinators will have no more than four (4) teaching assignments. Effective July 1, 2018, all coordinators will have no more than five (5) teaching assignments. For the 2018-2019 school year, the Federation and the District, upon mutual agreement, will meet to discuss expectations of Coordinators and any proposed revisions to the existing role of a Coordinator. Any proposed revisions to the role of a Coordinator resulting from the discussions shall be mutually agreed upon by the Federation and the District.

The coordinator terms will be annual appointments subject to the Superintendent's recommendation and Board approval. Coordinator duties will be carried out during prep periods, professional periods and/or outside of the school day.

- B. The Writing Center Advisor will have no more than five (5) teaching assignments.
- C. In addition to their teacher salary, Coordinators who serve in such assignment for a full school year, will each be paid stipends as follows:

2016-2017: Base pay of \$3,200 for new Coordinators. Returning coordinators will receive an increase of \$100 over their 2016-17 stipends.

2017-2018: Base pay of \$3,200 for new Coordinators. Returning coordinators will receive an increase of \$100 over their 2017-18 stipends.

2018-2019: \$ 9,000

2019-2020: \$10,000

2020-2021 and thereafter: \$11,000

The stipends will be subject to negotiations when the contract expires.

C. Remuneration for Teams, Specials, Special Education Leaders K-5 in addition to the teacher's salary will be:

2016-17: Base pay of \$2,050 for new leaders. Returning leaders will receive an increase of \$100 over their 2015-16 stipends.

2017-18: Base pay of \$3,200 for new leaders. Returning leaders will receive an increase of \$100 over their 2016-2017 stipends.

2018-19: Base pay of \$3,240 for new leaders. Returning leaders will receive an increase of \$101 over their 2017-18 stipends.

2019-20: Base pay of \$3,284 for new leaders. Returning leaders will receive an increase of \$103 over their 2018-19 stipends.

2020-21: Base pay of \$3,331 for new leaders. Returning leaders will receive an increase of \$104 over their 2019-2020 stipends.

D. Educational Advisors and Mentor Advisors K-5 and 6-12

2016-17: Base pay of \$3,900 for new advisors. Returning advisors will receive an increase of \$100 over their 2015-16 stipends.

2017-18: Base pay of \$3,900 for new advisors. Returning advisors will receive an increase of \$100 over their 2016-17 stipends.

2018-19: Base pay of \$3,949 for new advisors. Returning advisors will receive an increase of \$101 over their 2017-18 stipends

2019-20: Base pay of \$4,002 for new advisors. Returning advisors will receive an increase of \$103 over their 2018-19 stipends.

2020-21: Base pay of \$4,060 for new advisors. Returning advisors will receive an increase of \$104 over their 2019-20 stipends.

E. K-12 Music Advisor and K-12 Art Advisor

2016-17: Base pay of \$3,900 for new advisors. Returning advisors will receive an increase of \$100 over their 2015-16 stipends.

2017-18: Base pay of \$5,000 for new advisors. Returning advisors will receive an increase of \$100 over their 2016-17 stipends.

2018-19: Base pay of \$5,063 for new advisors. Returning advisors will receive an increase of \$101 over their 2017-18 stipends

2019-20: Base pay of \$5,131 for new advisors. Returning advisors will receive an increase of \$103 over their 2018-19 stipends.

2020-21: Base pay of \$5,205 for new advisors. Returning advisors will receive an increase of \$104 over their 2019-20 stipends.

F. Guidance Liaison to Cabinet shall receive a base stipend of \$1,000 in the 2017-2018 school year. This position shall rotate amongst counselors each year.

2018-19: Base pay of \$1,013 for new liaisons.

2019-20: Base pay of \$1,026 for new liaisons.

2020-21: Base pay of \$1,041 for new liaisons.

XXVIII. EXTRA-CURRICULAR STIPEND SCHEDULE

A. Coaching:

1. Coaching positions are annual positions.
2. The stipend to be paid for each of the coaching positions is listed in Appendix B-1.
3. Teachers in the Blind Brook-Rye UFSD who apply for and are appointed to an approved coaching assignment will advance on a step basis under the following conditions:
 - a. Teachers step advancement will be cumulative;
 - b. Step payment will be in addition to the coaching stipend for a particular sport;
 - c. Step payment will be credited for each full season of experience within the same sport;
 - d. Step increments will be given only when coaching within the same sport, irrespective of the levels (Modified, Junior Varsity, and Varsity);

- e. Teachers who move from one sport to another will begin at Step 1 within the new coaching assignment;
- f. The steps are as follows below:

Current schedule shall be in effect for 2016-2017 and 2017-2018
2016-2017 and 2017-2018

| | <u>Annual Increase</u> | <u>Cumulative Increase</u> |
|-----------------------|-----------------------------------|---------------------------------------|
| Step 1: | \$50 | \$50 |
| Step 2: an additional | \$75 | \$125 |
| Step 3: an additional | \$100 | \$225 |
| Step 4: an additional | \$125 | \$350 |
| Step 5: an additional | \$150 | \$500 |

| 2018-2019 | <u>Annual Increase</u> | <u>Cumulative Increase</u> |
|-----------------------|-----------------------------------|---------------------------------------|
| Step 1: | \$50.63 | \$50.63 |
| Step 2: an additional | \$75.94 | \$126.57 |
| Step 3: an additional | \$101.25 | \$227.82 |
| Step 4: an additional | \$126.57 | \$354.38 |
| Step 5: an additional | \$151.88 | \$506.25 |

| 2019-2020 | <u>Annual Increase</u> | <u>Cumulative Increase</u> |
|-----------------------|-----------------------------------|---------------------------------------|
| Step 1: | \$51.32 | \$51.32 |
| Step 2: an additional | \$76.97 | \$128.28 |
| Step 3: an additional | \$102.62 | \$230.90 |
| Step 4: an additional | \$128.28 | \$359.17 |
| Step 5: an additional | \$153.93 | \$513.09 |

| 2020-2021 | <u>Annual Increase</u> | <u>Cumulative Increase</u> |
|-----------------------|-----------------------------------|---------------------------------------|
| Step 1: | \$52.07 | \$52.07 |
| Step 2: an additional | \$78.01 | \$130.14 |
| Step 3: an additional | \$104.11 | \$234.25 |
| Step 4: an additional | \$130.14 | \$364.38 |
| Step 5: an additional | \$156.17 | \$520.53 |

- g. All out of district coaches will be placed on the same step system as in district coaches commencing at Step 1.
- h. A Varsity coach or a Mock Trial Advisor who takes his/her team past the first round of post-season competition will get an additional stipend

in the following amount(s): for second round post-season play, 8% of his/her stipend; for third round post-season play, an additional 8% of his/her stipend.

- i. The Superintendent of Schools and Athletic Director will update Fall, Winter, and Spring coaching assignments on an annual basis.

B. Co-Curricular Activity Program:

1. Participation by the activity advisors in the activity program is voluntary. After applying for an advisory position, appointments will be recommended by the administration to the Board of Education. These are annual appointments.
2. The stipend to be paid for each of these positions is listed on Appendix B-2.
3. The Superintendent of Schools and Federation President will update co-curricular activities on an annual basis.

XXIX. CHAPERONING

Teachers assigned to chaperone scheduled and approved after-school activities will be paid at the chaperone rate as specified in Appendix B-3.

Head Chaperone:

A head chaperone is normally the advisor of an organization. The head chaperone shall ensure that the school regulations regarding the activity program are enforced. Where more than one head chaperone is required for an activity, prior approval of the Superintendent is required.

XXX. RETIREMENT INCENTIVE PLAN

- A. The Board of Education shall have the right to provide a retirement incentive plan for the members of the bargaining unit specified in Article I (Recognition). The Board will provide uniform criteria and procedures in setting up such a plan but the parties hereto agree and acknowledge that the incentive granted to such retiring persons, including but not limited to cash payments and other retirement benefits, may vary among such persons. Total accumulated sick days will be a component part of any incentive plan. A copy of such uniform criteria and procedures will be made available to the Federation.

B. Early Retirement Notification: Any teacher eligible to retire, who notifies the Superintendent of Schools in writing by January 15th of each year of this contract will receive, upon the Board of Education's public acceptance of said teacher's intent to resign for purposes of retirement, a one-time total payment for early notification to the District in the following amount:

2016-17: \$1,500

2017-18: \$1,500

2018-19: \$1,519

2019-20: \$1,539

2020-21: \$1,562

C. Attendance Incentive:

1. Criteria

a. The Member must be recognized by the Teachers' Retirement System as eligible to retire by June 30th of the year of the Incentive. Eligibility is the responsibility of the member.

b. The Member must have 22 years of service in the Blind Brook-Rye School District.

c. The Member must give written notification to the Superintendent of Schools by November 15th of the school year in which the member will retire.

1) Notification for the 2011-12 school year and all succeeding years will be by Nov. 15th of the school year in which the member will retire.

2) The stipend for the early notification shall be the following:

2016-17: \$4,000

2017-18: \$4,000

2018-19: \$4,050

2019-20: \$4,105

2020-21: \$4,164

- 3) The early notification enables the District to recruit for a teacher in a timely manner to find the most highly qualified candidate.
- d. In addition to the stipend and for many years of devoted service to the District, the members will also be compensated the following amounts for unused sick days. Payment shall occur by July 15th for monies earned on or before June 30th of each year;

2016-2017 and 2017-2018 school years the following shall apply:

Tier 1 - \$20 per day for 101-200 days
Tier 2 - \$30 per day for 201-300 days
Tier 3 - \$40 per day for 301-350 days

2018-19 **Tier 1** - \$20.25 per day for 101-200 days
 Tier 2 - \$30.38 per day for 201-300 days
 Tier 3 - \$40.50 per day for 301-350 days

2019-20 **Tier 1** - \$20.53 per day for 101-200 days
 Tier 2 - \$30.79 per day for 201-300 days
 Tier 3 - \$41.05 per day for 301-350 days

2020-21 **Tier 1** - \$20.83 per day for 101-200 days
 Tier 2 - \$31.24 per day for 201-300 days
 Tier 3 - \$41.65 per day for 301-350 days

1) Tiers will accumulate in value

- a. Example: Member has met all the above criteria and has 150 unused sick days.

Member will receive stipend for early notification, \$4,000, and $50 \times \$20 = \$1,000$. Total = \$5,000.

- b. Example: Member has met all the above criteria and has 250 unused sick days.

Member will receive stipend for early notification, \$4,000, and $50 \times \$30 = \$1,500$ and payment for days 101 – 200, \$2,000. Total Payment = \$7,500

XXXI. PART TIME TEACHERS

A. Classification

1. Part time teachers who are not required to be present every day, but who work a full day when present, will be subject to all conditions of a full time teacher in a similar position on the days when the part time teacher is present. Salary will be computed as a proportion of the full time teaching assignment. The number of sick and personal days allowed annually will be pro-rated on the basis of their assigned part time work.
2. Part time teachers who are required to be present every day are expected to provide services similar to those provided by full time teachers, in addition to the classroom teaching assignment. These services shall be in proportion to their teaching assignment. Salary will be computed on the basis of percentage of days per week normally worked. The number of sick and personal days allowed annually will be the same as that of a full time teacher in a similar position.

B. Health Insurance

1. Payment shall be made by the Board of Education, for part time teachers who are assigned to teach fifty (50%) percent or more (based on the computations determined in the previous paragraphs in this Article) with respect to the health insurance, major medical and insurance allowance provided for in Article XXIII of the agreement.
2. Any part time teacher who is eligible for health insurance and major medical provided for in Article XXIII of this Agreement and whose gross salary is less than that of BA Step 1 will contribute 50% of the health insurance contribution provided for in Article XXIII A. 2. of this Agreement.
3. Payment for part time teachers who are assigned to teach less than fifty (50%) percent (“less than 50% teachers”) will be made with respect only to the insurance allowance provided for in said Article XXIII on a pro-rated basis based on their percentage of their assigned part-time work. However, such “less than fifty (50%) percent teachers” may, if eligible, purchase at their own cost expenses, full coverage under the health insurance, major medical and insurance allowance specified in Article XXIII of the agreement provided they are permitted to do so by the respective insurance carriers.

C. Advancement on the Salary Schedule: Regular part time teachers will advance one step on the teacher salary schedule in the same manner as

regular full time teachers do, but the salaries paid them will be prorated based upon the percent of their assigned part time work.

XXXII. SUBSTITUTE/REPLACEMENT TEACHER APPOINTMENTS

Teacher appointments may need to be made mid-semester when there is the expectation of the teacher who is being replaced returning to his/her former position in the following semester. Therefore a long-term substitute teacher appointment category is established as follows:

1. When the expectation and Board motion states that the teacher will not be continuing in that position in the subsequent semester benefits will be paid for by the District in the following manner
 - a. Cut-off dates for this substitute appointment are November 1st for fall semester and April 1st for spring. Anyone appointed after these dates will not be extended any benefits.
 - b. Empire health benefits will be paid at 50% for individual and 65% of the difference between individual and family coverage (Empire minimums). No vision/dental benefits will be extended.
 - c. If the individual's status changes in terms of continuing next semester that person's benefits will become whole at the time of the change in Board appointment.

XXXIII. PARENTAL COMPLAINT PROCEDURE

No action shall be taken against a teacher or teaching assistant by the Administration by reason of a parental complaint unless the complaint is submitted in writing, signed and delivered either in person, by mail or electronically and presented in the presence of the teacher involved. The teacher shall be permitted to answer such complaint and to confer with the appropriate administrators concerning it. If the complaint is made a part of the teacher's personnel file, the teacher may submit a written explanation which will also be included in his/her personnel file.

XXXIV. PRINTING OF AGREEMENT

The Board will duplicate copies of the Agreement and distribute to each teacher.

XXXV. TEACHING ASSISTANTS

1. Annual Salary:

Teaching assistant annual salaries for 2016-17, 2017-18, 2018-19, 2019-20, and 2020-2021 are listed below. The schedules were established providing for three lanes (AAS, BS, and MA) and five steps as presented below.

2016-2017

| Step | AAS | BA | MA |
|------|----------|----------|----------|
| 1 | \$38,402 | \$38,982 | \$39,562 |
| 2 | \$39,170 | \$39,762 | \$40,353 |
| 3 | \$39,954 | \$40,557 | \$41,160 |
| 4 | \$40,753 | \$41,367 | \$41,983 |
| 5 | \$41,568 | \$42,195 | \$42,823 |

2017-2018

| Step | AAS | BA | MA |
|------|----------|----------|----------|
| 1 | \$38,824 | \$39,411 | \$39,997 |
| 2 | \$39,601 | \$40,199 | \$40,797 |
| 3 | \$40,393 | \$41,003 | \$41,613 |
| 4 | \$41,201 | \$41,822 | \$42,445 |
| 5 | \$42,025 | \$42,659 | \$43,294 |

2018-2019

| Step | AAS | BA | MA |
|------|----------|----------|----------|
| 1 | \$39,310 | \$39,903 | \$40,497 |
| 2 | \$40,096 | \$40,702 | \$41,307 |
| 3 | \$40,898 | \$41,516 | \$42,133 |
| 4 | \$41,716 | \$42,345 | \$42,975 |
| 5 | \$42,551 | \$43,192 | \$43,835 |

2019-2020

| Step | AAS | BA | MA |
|------|----------|----------|----------|
| 1 | \$39,840 | \$40,442 | \$41,044 |
| 2 | \$40,637 | \$41,251 | \$41,864 |
| 3 | \$41,451 | \$42,076 | \$42,702 |
| 4 | \$42,279 | \$42,916 | \$43,556 |
| 5 | \$43,125 | \$43,775 | \$44,427 |

2020-2021

| Step | AAS | BA | MA |
|------|----------|----------|----------|
| 1 | \$40,668 | \$41,279 | \$41,889 |
| 2 | \$41,476 | \$42,099 | \$42,722 |
| 3 | \$42,302 | \$42,936 | \$43,571 |

| | | | |
|---|----------|----------|----------|
| 4 | \$43,143 | \$43,789 | \$44,437 |
| 5 | \$44,000 | \$44,660 | \$45,321 |

Salary Adjustments: Where applicable, teaching assistants will receive COLA increases to their annual contractual salary as indicated below during the five (5) years of this contract.

2016-2017

Step only

2017-2018

1.1% on schedule, plus step movement on July 1, 2017

2018-2019

1.25% on schedule, plus step movement on July 1, 2018

2019-2020

1.35% on schedule, plus step movement on July 1, 2019

2020-2021

1.45% plus \$250 on schedule, plus step movement on July 1, 2020

2. Salary Career Increments (Longevity)

Teaching assistants, upon completing the requisite number of years of service, shall receive career increments as follows:

2016-2017

| Longevity | Amount |
|------------------|---------|
| After 5 years | \$406 |
| After 10 years | \$966 |
| After 15 years | \$1,778 |
| After 20 years | \$2,744 |
| After 25 years | \$3,556 |

2017-2018

| Longevity | Amount |
|------------------|---------|
| After 5 years | \$406 |
| After 10 years | \$966 |
| After 15 years | \$1,778 |
| After 20 years | \$2,744 |
| After 25 years | \$3,556 |

2018-2019

| <u>Longevity</u> | Amount |
|-------------------------|---------|
| After 5 years | \$411 |
| After 10 years | \$978 |
| After 15 years | \$1,800 |
| After 20 years | \$2,778 |
| After 25 years | \$3,600 |

2019-2020

| <u>Longevity</u> | Amount |
|-------------------------|---------|
| After 5 years | \$417 |
| After 10 years | \$991 |
| After 15 years | \$1,825 |
| After 20 years | \$2,816 |
| After 25 years | \$3,649 |

2020-2021

| <u>Longevity</u> | Amount |
|-------------------------|---------|
| After 5 years | \$423 |
| After 10 years | \$1,006 |
| After 15 years | \$1,851 |
| After 20 years | \$2,857 |
| After 25 years | \$3,702 |

2. Work Day

Teaching Assistants shall work a nine-period day inclusive of one duty-free lunch period.

3. Health Insurance:

The Board will provide health insurance coverage for either an individual or an employee's family in the New York State Health Insurance and Major Medical Plan or an equivalent health insurance plan. The Board shall pay the portion of the applicable premium remaining after the appropriate teaching assistant contribution for the year as noted below:

2016-2021
Contribution
 11.5%

The annual contribution shall be adjusted once annually on January 1st for teaching assistants and shall be an amount that reflects the annual percentage increase of the new year insurance premium cost.

The Board will pay the cost of health insurance for retired teaching assistants according to the same schedule that is applicable to teachers. The Board will pay 100% of the health insurance cost for a retired teaching assistant who has at least 22 years of service with the District.

4. Professional Development

The Board of Education encourages professional development for teaching assistants. To this end, all full time teaching assistants shall be reimbursed for work-related courses provided each of the following conditions is fulfilled:

- a. The employee shall submit a written request to the Superintendent of Schools by March 15th identifying the course to be taken, dates, times, tuition cost, institution to be attended, and the work-related nature of the course.
- b. Upon approval, the Superintendent will confirm in writing that reimbursement to the employee for said coursework is eligible for reimbursement.
- c. Courses must be attended outside the regular work day of the employee.
- d. The course(s) must be offered at an approved college, university or institute as determined by the Superintendent of Schools.
- e. Employees may enroll for courses that grant either undergraduate/graduate credit or no credit.
- f. At the conclusion of the course the employee must submit an official transcript from a credit granting institution or an authorized letter on institute stationery stipulating satisfactory course completion. The employee will also submit a credit card receipt, cancelled check or money order made out to the college, university or institute for the amount of tuition approved in subparagraph "b" above.
- g. Teaching assistants shall be limited to a maximum of two (2) work-related course reimbursements (not to exceed a maximum of \$3,000) for each school year (September 1st through June 30th; one each semester).

5. Other Fringe Benefits:

Teaching assistants are entitled to other fringe benefits afforded teachers per this agreement and as enumerated in the language of the contract.

XXXVI. HEALTH AND SAFETY COMMITTEE

The parties agree to establish a Health and Safety Committee during the 2017-2018 school year, subject to the following:

Safe and healthful conditions in school buildings, parking lots, and exterior school premises shall be reasonably maintained. To this end, a Health and Safety Committee is to be created, which shall be composed of District representatives from each building, the Superintendent, representation from the Blind Brook-Rye Federation of Teachers, and the Blind Brook Employees Local 4060. Other parties of interest will be invited to be members of equal standing. This Health and Safety Committee shall:

- a. Devise a “complaint report form” which all employees may use to communicate health and safety concerns or problems to their building-level labor-management committee. If the concern is not resolved by the building-level labor-management committee within 10 work days, then this concern shall be referred to the District Health and Safety Committee for further review and action. Once a complaint is referred to the District Health and Safety Committee, the President (or the President’s designee) of the originator's union shall be notified in writing. Reason for denial of action on any concern shall be given in writing to all parties at each level of the process.
- b. Meet at least four (4) times a year.
- c. Examine and make recommendations concerning District "housekeeping" practices and procedures, including but not limited to usage of all equipment and materials and access to records.
- d. Recommend to the Superintendent for appropriate action regarding health and safety issues, which shall be considered in a timely manner but not later than ten (10) business days after the recommendation is made.
- e. The Superintendent shall be responsible to investigate and resolve all complaints and ensure compliance with all health and safety regulations.

XXXVII. SAVINGS CLAUSE

If any section or clause shall prove to be invalid, the remainder of the agreement shall not be affected.

IN WITNESS WHEREOF, the parties hereto have executed this document the year and day first above written.

**BLIND BROOK-RYE FEDERATION OF
TEACHERS LOCAL 1890 NYSUT-AFT**

BY 
PRESIDENT, FEDERATION

**BOARD OF EDUCATION BLIND BROOK-
RYE UNION FREE SCHOOL DISTRICT**

BY 
SUPERINTENDENT OF SCHOOLS

BY 
PRESIDENT, BOARD OF EDUCATION

BY 
VICE-PRESIDENT, BOARD OF EDUCATION

2016-2017 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2016

SCHEDULE I:

| | <u>BA</u> | <u>BA10</u> | <u>BA20</u> | <u>BA30</u> | <u>BA40</u> | <u>BA45</u> | <u>MA</u> | <u>MA10</u> | <u>MA20</u> | <u>MA30</u> | <u>MA40</u> | <u>MA50</u> | <u>MA60</u> |
|-----------|-----------|-------------|-------------|-------------|-------------|-------------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| A | 55,481 | 56,603 | 57,727 | 58,849 | 59,973 | 60,532 | 62,128 | 64,275 | 66,421 | 68,564 | 70,215 | 71,856 | 73,507 |
| 1 | 58,199 | 59,470 | 60,738 | 62,010 | 63,284 | 63,917 | 65,601 | 67,799 | 69,996 | 72,185 | 73,899 | 75,600 | 77,309 |
| 2 | 60,917 | 62,336 | 63,752 | 65,171 | 66,593 | 67,299 | 69,075 | 71,323 | 73,570 | 75,811 | 77,582 | 79,344 | 81,116 |
| 3 | 63,632 | 65,200 | 64,664 | 68,333 | 69,902 | 70,684 | 72,548 | 74,845 | 77,143 | 79,435 | 81,267 | 83,090 | 84,919 |
| 4 | 66,350 | 68,064 | 69,780 | 71,494 | 73,211 | 74,067 | 76,022 | 78,371 | 80,717 | 83,058 | 84,950 | 86,834 | 88,726 |
| 5 | 69,068 | 70,931 | 72,794 | 74,656 | 76,522 | 77,453 | 79,495 | 81,894 | 84,291 | 86,682 | 88,632 | 90,581 | 92,531 |
| 6 | 71,783 | 73,795 | 75,809 | 77,818 | 79,831 | 80,837 | 82,969 | 85,417 | 87,862 | 90,307 | 92,317 | 94,323 | 96,333 |
| 7 | 74,502 | 76,659 | 78,821 | 80,979 | 83,140 | 84,220 | 86,441 | 88,940 | 91,438 | 93,930 | 96,001 | 98,069 | 100,138 |
| 8 | 77,218 | 79,525 | 81,834 | 84,140 | 86,450 | 87,602 | 89,916 | 92,463 | 95,009 | 97,554 | 99,683 | 101,813 | 103,941 |
| 9 | 79,938 | 82,393 | 84,847 | 87,301 | 89,760 | 90,988 | 93,388 | 95,988 | 98,585 | 101,176 | 103,368 | 105,558 | 107,747 |
| 10 | 82,653 | 85,256 | 87,861 | 90,465 | 93,067 | 94,370 | 96,861 | 99,511 | 102,158 | 104,800 | 107,050 | 109,302 | 111,553 |
| 11 | 85,370 | 88,123 | 90,875 | 93,626 | 96,378 | 97,755 | 100,337 | 103,036 | 105,731 | 108,425 | 110,736 | 113,046 | 115,356 |
| 12 | 88,089 | 90,989 | 93,889 | 96,788 | 99,688 | 101,137 | 103,809 | 106,559 | 109,305 | 112,047 | 114,419 | 116,791 | 119,162 |
| 13 | 90,805 | 93,853 | 96,903 | 99,949 | 102,998 | 104,520 | 107,284 | 110,083 | 112,880 | 115,672 | 118,102 | 120,536 | 122,966 |
| 14 | 93,522 | 96,717 | 99,917 | 103,110 | 106,307 | 107,905 | 110,756 | 113,607 | 116,450 | 119,296 | 121,786 | 124,280 | 126,770 |
| 15 | 96,240 | 99,583 | 102,929 | 106,272 | 109,618 | 111,288 | 114,229 | 117,131 | 120,026 | 122,920 | 125,471 | 128,024 | 130,575 |

SCHEDULE II:

| | <u>BA</u> | <u>BA15</u> | <u>BA30</u> | <u>BA45</u> | <u>MA</u> | <u>MA15</u> | <u>MA30</u> | <u>MA45</u> | <u>MA60</u> |
|-----------|-----------|-------------|-------------|-------------|-----------|-------------|-------------|-------------|-------------|
| A | 55,481 | 57,163 | 58,849 | 60,532 | 62,128 | 65,348 | 68,564 | 71,036 | 73,507 |
| 1 | 58,199 | 60,105 | 62,010 | 63,917 | 65,601 | 68,894 | 72,185 | 74,751 | 77,309 |
| 2 | 60,917 | 63,044 | 65,171 | 67,299 | 69,075 | 72,443 | 75,811 | 78,466 | 81,116 |
| 3 | 63,632 | 65,983 | 68,333 | 70,684 | 72,548 | 75,993 | 79,435 | 82,178 | 84,919 |
| 4 | 66,350 | 68,922 | 71,494 | 74,067 | 76,022 | 79,540 | 83,058 | 85,891 | 88,726 |
| 5 | 69,068 | 71,860 | 74,656 | 77,453 | 79,495 | 83,090 | 86,682 | 89,609 | 92,531 |
| 6 | 71,783 | 74,801 | 77,818 | 80,837 | 82,969 | 86,638 | 90,307 | 93,322 | 96,333 |
| 7 | 74,502 | 77,741 | 80,979 | 84,220 | 86,441 | 90,188 | 93,930 | 97,034 | 100,138 |
| 8 | 77,218 | 80,681 | 84,140 | 87,602 | 89,916 | 93,736 | 97,554 | 100,749 | 103,941 |
| 9 | 79,938 | 83,621 | 87,301 | 90,988 | 93,388 | 97,285 | 101,176 | 104,464 | 107,747 |
| 10 | 82,653 | 86,560 | 90,465 | 94,370 | 96,861 | 100,832 | 104,800 | 108,177 | 111,553 |
| 11 | 85,370 | 89,499 | 93,626 | 97,755 | 100,337 | 104,381 | 108,425 | 111,889 | 115,356 |
| 12 | 88,089 | 92,439 | 96,788 | 101,137 | 103,809 | 107,930 | 112,047 | 115,606 | 119,162 |
| 13 | 90,805 | 95,380 | 99,949 | 104,520 | 107,284 | 111,478 | 115,672 | 119,319 | 122,966 |
| 14 | 93,522 | 98,318 | 103,110 | 107,905 | 110,756 | 115,028 | 119,296 | 123,033 | 126,770 |
| 15 | 96,240 | 101,257 | 106,272 | 111,288 | 114,229 | 118,576 | 122,920 | 126,748 | 130,575 |

2017-2018 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2017

SCHEDULE I:

1.011

| | <u>BA</u> | <u>BA10</u> | <u>BA20</u> | <u>BA30</u> | <u>BA40</u> | <u>BA45</u> | <u>MA</u> | <u>MA10</u> | <u>MA20</u> | <u>MA30</u> | <u>MA40</u> | <u>MA50</u> | <u>MA60</u> |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| A | 56,091 | 57,226 | 58,362 | 59,496 | 60,633 | 61,198 | 62,811 | 64,982 | 67,152 | 69,318 | 70,987 | 72,646 | 74,316 |
| 1 | 58,839 | 60,124 | 61,406 | 62,692 | 63,980 | 64,620 | 66,323 | 68,545 | 70,766 | 72,979 | 74,712 | 76,432 | 78,159 |
| 2 | 61,587 | 63,022 | 64,453 | 65,888 | 67,326 | 68,039 | 69,835 | 72,108 | 74,379 | 76,645 | 78,435 | 80,217 | 82,008 |
| 3 | 64,332 | 65,917 | 67,375 | 68,885 | 70,671 | 71,462 | 73,346 | 75,668 | 77,992 | 80,309 | 82,161 | 84,004 | 85,853 |
| 4 | 67,080 | 68,813 | 70,548 | 72,280 | 74,016 | 74,882 | 76,858 | 79,233 | 81,605 | 83,972 | 85,884 | 87,789 | 89,702 |
| 5 | 69,828 | 71,711 | 73,595 | 75,477 | 77,364 | 78,305 | 80,369 | 82,795 | 85,218 | 87,636 | 89,607 | 91,577 | 93,549 |
| 6 | 72,573 | 74,607 | 76,643 | 78,674 | 80,709 | 81,726 | 83,882 | 86,357 | 88,828 | 91,300 | 93,332 | 95,361 | 97,393 |
| 7 | 75,322 | 77,502 | 79,688 | 81,870 | 84,055 | 85,146 | 87,392 | 89,918 | 92,444 | 94,963 | 97,057 | 99,148 | 101,240 |
| 8 | 78,067 | 80,400 | 82,734 | 85,066 | 87,401 | 88,566 | 90,905 | 93,480 | 96,054 | 98,627 | 100,780 | 102,933 | 105,084 |
| 9 | 80,817 | 83,299 | 85,780 | 88,261 | 90,747 | 91,989 | 94,415 | 97,044 | 99,669 | 102,289 | 104,505 | 106,719 | 108,932 |
| 10 | 83,562 | 86,194 | 88,827 | 91,460 | 94,091 | 95,408 | 97,926 | 100,606 | 103,282 | 105,953 | 108,228 | 110,504 | 112,780 |
| 11 | 86,309 | 89,092 | 91,875 | 94,656 | 97,438 | 98,830 | 101,441 | 104,169 | 106,894 | 109,618 | 111,954 | 114,290 | 116,625 |
| 12 | 89,058 | 91,990 | 94,922 | 97,853 | 100,785 | 102,250 | 104,951 | 107,731 | 110,507 | 113,280 | 115,678 | 118,076 | 120,473 |
| 13 | 91,804 | 94,885 | 97,969 | 101,048 | 104,131 | 105,670 | 108,464 | 111,294 | 114,122 | 116,944 | 119,401 | 121,862 | 124,319 |
| 14 | 94,551 | 97,781 | 101,016 | 104,244 | 107,476 | 109,092 | 111,974 | 114,857 | 117,731 | 120,608 | 123,126 | 125,647 | 128,164 |
| 15 | 97,299 | 100,678 | 104,061 | 107,441 | 110,824 | 112,512 | 115,486 | 118,419 | 121,346 | 124,272 | 126,851 | 129,432 | 132,011 |

SCHEDULE II:

| | <u>BA</u> | <u>BA15</u> | <u>BA30</u> | <u>BA45</u> | <u>MA</u> | <u>MA15</u> | <u>MA30</u> | <u>MA45</u> | <u>MA60</u> |
|----|-----------|-------------|-------------|-------------|-----------|-------------|-------------|-------------|-------------|
| A | 56,091 | 57,792 | 59,496 | 61,198 | 62,811 | 66,067 | 69,318 | 71,817 | 74,316 |
| 1 | 58,839 | 60,766 | 62,692 | 64,620 | 66,323 | 69,652 | 72,979 | 75,573 | 78,159 |
| 2 | 61,587 | 63,737 | 65,888 | 68,039 | 69,835 | 73,240 | 76,645 | 79,329 | 82,008 |
| 3 | 64,332 | 66,709 | 69,085 | 71,462 | 73,346 | 76,829 | 80,309 | 83,082 | 85,853 |
| 4 | 67,080 | 69,680 | 72,280 | 74,882 | 76,858 | 80,415 | 83,972 | 86,836 | 89,702 |
| 5 | 69,828 | 72,650 | 75,477 | 78,305 | 80,369 | 84,004 | 87,636 | 90,595 | 93,549 |
| 6 | 72,573 | 75,624 | 78,674 | 81,726 | 83,882 | 87,591 | 91,300 | 94,349 | 97,393 |
| 7 | 75,322 | 78,596 | 81,870 | 85,146 | 87,392 | 91,180 | 94,963 | 98,101 | 101,240 |
| 8 | 78,067 | 81,568 | 85,066 | 88,566 | 90,905 | 94,767 | 98,627 | 101,857 | 105,084 |
| 9 | 80,817 | 84,541 | 88,261 | 91,989 | 94,415 | 98,355 | 102,289 | 105,613 | 108,932 |
| 10 | 83,562 | 87,512 | 91,460 | 95,408 | 97,926 | 101,941 | 105,953 | 109,367 | 112,780 |
| 11 | 86,309 | 90,483 | 94,656 | 98,830 | 101,441 | 105,529 | 109,618 | 113,120 | 116,625 |
| 12 | 89,058 | 93,456 | 97,853 | 102,250 | 104,951 | 109,117 | 113,280 | 116,878 | 120,473 |
| 13 | 91,804 | 96,429 | 101,048 | 105,670 | 108,464 | 112,704 | 116,944 | 120,632 | 124,319 |
| 14 | 94,551 | 99,399 | 104,244 | 109,092 | 111,974 | 116,293 | 120,608 | 124,386 | 128,164 |
| 15 | 97,299 | 102,371 | 107,441 | 112,512 | 115,486 | 119,880 | 124,272 | 128,142 | 132,011 |

SCHEDULE III: EMPLOYEES APPOINTED AFTER 7/1/17

| | <u>BA</u> | <u>BA15</u> | <u>BA30</u> | <u>BA45</u> | <u>MA</u> | <u>MA15</u> | <u>MA30</u> | <u>MA45</u> | <u>MA60</u> |
|----|-----------|-------------|-------------|-------------|-----------|-------------|-------------|-------------|-------------|
| A | 56,091 | 57,792 | 59,496 | 61,198 | 62,811 | 66,067 | 69,318 | 71,817 | 74,316 |
| 1 | 58,267 | 60,129 | 61,993 | 63,856 | 65,533 | 68,844 | 72,149 | 74,713 | 77,278 |
| 2 | 60,444 | 62,466 | 64,490 | 66,513 | 68,256 | 71,620 | 74,980 | 77,610 | 80,239 |
| 3 | 62,620 | 64,803 | 66,988 | 69,171 | 70,978 | 74,397 | 77,811 | 80,506 | 83,201 |
| 4 | 64,797 | 67,140 | 69,485 | 71,829 | 73,701 | 77,174 | 80,642 | 83,402 | 86,162 |
| 5 | 66,973 | 69,477 | 71,982 | 74,486 | 76,423 | 79,950 | 83,473 | 86,298 | 89,124 |
| 6 | 69,150 | 71,814 | 74,479 | 77,144 | 79,146 | 82,727 | 86,304 | 89,195 | 92,085 |
| 7 | 71,326 | 74,151 | 76,977 | 79,802 | 81,868 | 85,504 | 89,135 | 92,091 | 95,047 |
| 8 | 73,502 | 76,488 | 79,474 | 82,459 | 84,590 | 88,280 | 91,966 | 94,987 | 98,008 |
| 9 | 75,679 | 78,825 | 81,971 | 85,117 | 87,313 | 91,057 | 94,797 | 97,884 | 100,970 |
| 10 | 77,855 | 81,162 | 84,468 | 87,775 | 90,035 | 93,834 | 97,628 | 100,780 | 103,931 |
| 11 | 80,032 | 83,498 | 86,966 | 90,432 | 92,758 | 96,610 | 100,459 | 103,676 | 106,893 |
| 12 | 82,208 | 85,835 | 89,463 | 93,090 | 95,480 | 99,387 | 103,290 | 106,572 | 109,854 |
| 13 | 84,385 | 88,172 | 91,960 | 95,748 | 98,203 | 102,164 | 106,121 | 109,469 | 112,816 |
| 14 | 86,561 | 90,509 | 94,457 | 98,405 | 100,925 | 104,940 | 108,952 | 112,365 | 115,777 |
| 15 | 88,737 | 92,846 | 96,955 | 101,063 | 103,647 | 107,717 | 111,783 | 115,261 | 118,739 |
| 16 | 90,914 | 95,183 | 99,452 | 103,721 | 106,370 | 110,494 | 114,614 | 118,158 | 121,700 |
| 17 | 93,090 | 97,520 | 101,949 | 106,378 | 109,092 | 113,270 | 117,445 | 121,054 | 124,662 |
| 18 | 95,267 | 99,857 | 104,446 | 109,036 | 111,815 | 116,047 | 120,276 | 123,950 | 127,623 |
| 19 | 97,443 | 102,194 | 106,944 | 111,694 | 114,537 | 118,824 | 123,107 | 126,847 | 130,585 |
| 20 | 99,620 | 104,531 | 109,441 | 114,351 | 117,260 | 121,600 | 125,938 | 129,743 | 133,546 |
| 21 | 101,796 | 106,868 | 111,938 | 117,009 | 119,982 | 124,377 | 128,769 | 132,639 | 136,508 |

2018-2019 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2018

SCHEDULE I:

1.0125

| | <u>BA</u> | <u>BA10</u> | <u>BA20</u> | <u>BA30</u> | <u>BA40</u> | <u>BA45</u> | <u>MA</u> | <u>MA10</u> | <u>MA20</u> | <u>MA30</u> | <u>MA40</u> | <u>MA50</u> | <u>MA60</u> |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| A | 56,792 | 57,941 | 59,092 | 60,240 | 61,391 | 61,963 | 63,597 | 65,794 | 67,991 | 70,185 | 71,875 | 73,554 | 75,245 |
| 1 | 59,575 | 60,876 | 62,174 | 63,476 | 64,780 | 65,428 | 67,152 | 69,402 | 71,651 | 73,891 | 75,646 | 77,387 | 79,136 |
| 2 | 62,357 | 63,809 | 65,259 | 66,711 | 68,167 | 68,890 | 70,708 | 73,009 | 75,309 | 77,603 | 79,416 | 81,219 | 83,033 |
| 3 | 65,136 | 66,741 | 68,192 | 69,948 | 71,554 | 72,355 | 74,263 | 76,614 | 78,966 | 81,313 | 83,188 | 85,054 | 86,926 |
| 4 | 67,918 | 69,673 | 71,429 | 73,184 | 74,942 | 75,818 | 77,819 | 80,223 | 82,625 | 85,021 | 86,958 | 88,887 | 90,823 |
| 5 | 70,701 | 72,608 | 74,515 | 76,421 | 78,331 | 79,284 | 81,374 | 83,830 | 86,283 | 88,731 | 90,727 | 92,722 | 94,718 |
| 6 | 73,480 | 75,539 | 77,601 | 79,657 | 81,718 | 82,748 | 84,930 | 87,436 | 89,939 | 92,442 | 94,499 | 96,553 | 98,610 |
| 7 | 76,263 | 78,471 | 80,684 | 82,893 | 85,105 | 86,211 | 88,484 | 91,042 | 93,599 | 96,150 | 98,270 | 100,387 | 102,505 |
| 8 | 79,043 | 81,405 | 83,768 | 86,129 | 88,493 | 89,673 | 92,041 | 94,649 | 97,255 | 99,860 | 102,039 | 104,220 | 106,398 |
| 9 | 81,828 | 84,341 | 86,853 | 89,365 | 91,882 | 93,139 | 95,595 | 98,257 | 100,915 | 103,568 | 105,811 | 108,053 | 110,294 |
| 10 | 84,607 | 87,271 | 89,938 | 92,603 | 95,267 | 96,601 | 99,151 | 101,863 | 104,573 | 107,277 | 109,580 | 111,886 | 114,190 |
| 11 | 87,388 | 90,206 | 93,023 | 95,839 | 98,656 | 100,066 | 102,709 | 105,472 | 108,230 | 110,988 | 113,354 | 115,718 | 118,083 |
| 12 | 90,171 | 93,140 | 96,108 | 99,076 | 102,044 | 103,528 | 106,263 | 109,078 | 111,889 | 114,696 | 117,124 | 119,552 | 121,979 |
| 13 | 92,951 | 96,071 | 99,194 | 102,312 | 105,433 | 106,991 | 109,820 | 112,685 | 115,548 | 118,406 | 120,894 | 123,385 | 125,873 |
| 14 | 95,733 | 99,003 | 102,279 | 105,547 | 108,820 | 110,456 | 113,374 | 116,292 | 119,203 | 122,116 | 124,665 | 127,218 | 129,767 |
| 15 | 98,515 | 101,937 | 105,362 | 108,784 | 112,209 | 113,919 | 116,929 | 119,900 | 122,863 | 125,826 | 128,437 | 131,050 | 133,661 |

SCHEDULE II:

| | <u>BA</u> | <u>BA15</u> | <u>BA30</u> | <u>BA45</u> | <u>MA</u> | <u>MA15</u> | <u>MA30</u> | <u>MA45</u> | <u>MA60</u> |
|----|-----------|-------------|-------------|-------------|-----------|-------------|-------------|-------------|-------------|
| A | 56,792 | 58,514 | 60,240 | 61,963 | 63,597 | 66,893 | 70,185 | 72,715 | 75,245 |
| 1 | 59,575 | 61,526 | 63,476 | 65,428 | 67,152 | 70,522 | 73,891 | 76,518 | 79,136 |
| 2 | 62,357 | 64,534 | 66,711 | 68,890 | 70,708 | 74,155 | 77,603 | 80,321 | 83,033 |
| 3 | 65,136 | 67,543 | 69,948 | 72,355 | 74,263 | 77,789 | 81,313 | 84,120 | 86,926 |
| 4 | 67,918 | 70,551 | 73,184 | 75,818 | 77,819 | 81,420 | 85,021 | 87,921 | 90,823 |
| 5 | 70,701 | 73,559 | 76,421 | 79,284 | 81,374 | 85,054 | 88,731 | 91,727 | 94,718 |
| 6 | 73,480 | 76,569 | 79,657 | 82,748 | 84,930 | 88,686 | 92,442 | 95,528 | 98,610 |
| 7 | 76,263 | 79,579 | 82,893 | 86,211 | 88,484 | 92,320 | 96,150 | 99,328 | 102,505 |
| 8 | 79,043 | 82,588 | 86,129 | 89,673 | 92,041 | 95,952 | 99,860 | 103,130 | 106,398 |
| 9 | 81,828 | 85,598 | 89,365 | 93,139 | 95,595 | 99,585 | 103,568 | 106,933 | 110,294 |
| 10 | 84,607 | 88,606 | 92,603 | 96,601 | 99,151 | 103,215 | 107,277 | 110,734 | 114,190 |
| 11 | 87,388 | 91,615 | 95,839 | 100,066 | 102,709 | 106,848 | 110,988 | 114,534 | 118,083 |
| 12 | 90,171 | 94,624 | 99,076 | 103,528 | 106,263 | 110,481 | 114,696 | 118,339 | 121,979 |
| 13 | 92,951 | 97,635 | 102,312 | 106,991 | 109,820 | 114,113 | 118,406 | 122,139 | 125,873 |
| 14 | 95,733 | 100,642 | 105,547 | 110,456 | 113,374 | 117,747 | 122,116 | 125,941 | 129,767 |
| 15 | 98,515 | 103,650 | 108,784 | 113,919 | 116,929 | 121,379 | 125,826 | 129,744 | 133,661 |

SCHEDULE III: EMPLOYEES APPOINTED AFTER 7/1/17

| | <u>BA</u> | <u>BA15</u> | <u>BA30</u> | <u>BA45</u> | <u>MA</u> | <u>MA15</u> | <u>MA30</u> | <u>MA45</u> | <u>MA60</u> |
|----|-----------|-------------|-------------|-------------|-----------|-------------|-------------|-------------|-------------|
| A | 56,792 | 58,514 | 60,240 | 61,963 | 63,597 | 66,893 | 70,185 | 72,715 | 75,245 |
| 1 | 58,996 | 60,881 | 62,768 | 64,654 | 66,353 | 69,704 | 73,051 | 75,647 | 78,243 |
| 2 | 61,199 | 63,247 | 65,297 | 67,345 | 69,109 | 72,516 | 75,917 | 78,580 | 81,242 |
| 3 | 63,403 | 65,613 | 67,825 | 70,036 | 71,866 | 75,327 | 78,784 | 81,512 | 84,241 |
| 4 | 65,607 | 67,979 | 70,354 | 72,727 | 74,622 | 78,138 | 81,650 | 84,445 | 87,239 |
| 5 | 67,810 | 70,345 | 72,882 | 75,417 | 77,378 | 80,950 | 84,516 | 87,377 | 90,238 |
| 6 | 70,014 | 72,711 | 75,410 | 78,108 | 80,135 | 83,761 | 87,383 | 90,310 | 93,236 |
| 7 | 72,218 | 75,078 | 77,939 | 80,799 | 82,891 | 86,572 | 90,249 | 93,242 | 96,235 |
| 8 | 74,421 | 77,444 | 80,467 | 83,490 | 85,648 | 89,384 | 93,116 | 96,175 | 99,233 |
| 9 | 76,625 | 79,810 | 82,996 | 86,181 | 88,404 | 92,195 | 95,982 | 99,107 | 102,232 |
| 10 | 78,828 | 82,176 | 85,524 | 88,872 | 91,161 | 95,007 | 98,848 | 102,040 | 105,230 |
| 11 | 81,032 | 84,542 | 88,053 | 91,563 | 93,917 | 97,818 | 101,715 | 104,972 | 108,229 |
| 12 | 83,236 | 86,908 | 90,581 | 94,254 | 96,674 | 100,629 | 104,581 | 107,905 | 111,227 |
| 13 | 85,439 | 89,275 | 93,110 | 96,945 | 99,430 | 103,441 | 107,448 | 110,837 | 114,226 |
| 14 | 87,643 | 91,641 | 95,638 | 99,635 | 102,187 | 106,252 | 110,314 | 113,770 | 117,224 |
| 15 | 89,847 | 94,007 | 98,167 | 102,326 | 104,943 | 109,064 | 113,180 | 116,702 | 120,223 |
| 16 | 92,050 | 96,373 | 100,695 | 105,017 | 107,700 | 111,875 | 116,047 | 119,635 | 123,222 |
| 17 | 94,254 | 98,739 | 103,223 | 107,708 | 110,456 | 114,686 | 118,913 | 122,567 | 126,220 |
| 18 | 96,458 | 101,105 | 105,752 | 110,399 | 113,212 | 117,498 | 121,779 | 125,500 | 129,219 |
| 19 | 98,661 | 103,471 | 108,280 | 113,090 | 115,969 | 120,309 | 124,646 | 128,432 | 132,217 |
| 20 | 100,865 | 105,838 | 110,809 | 115,781 | 118,725 | 123,120 | 127,512 | 131,365 | 135,216 |
| 21 | 103,068 | 108,204 | 113,337 | 118,472 | 121,482 | 125,932 | 130,379 | 134,297 | 138,214 |

2019-2020 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2019

SCHEDULE I:

1.0135

| | <u>BA</u> | <u>BA10</u> | <u>BA20</u> | <u>BA30</u> | <u>BA40</u> | <u>BA45</u> | <u>MA</u> | <u>MA10</u> | <u>MA20</u> | <u>MA30</u> | <u>MA40</u> | <u>MA50</u> | <u>MA60</u> |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| A | 57,559 | 58,723 | 59,889 | 61,053 | 62,219 | 62,799 | 64,455 | 66,683 | 68,909 | 71,132 | 72,845 | 74,547 | 76,260 |
| 1 | 60,379 | 61,698 | 63,013 | 64,333 | 65,654 | 66,311 | 68,058 | 70,339 | 72,618 | 74,889 | 76,667 | 78,432 | 80,205 |
| 2 | 63,199 | 64,671 | 66,140 | 67,612 | 69,087 | 69,820 | 71,662 | 73,995 | 76,326 | 78,651 | 80,488 | 82,316 | 84,154 |
| 3 | 66,015 | 67,642 | 69,086 | 70,893 | 72,520 | 73,332 | 75,265 | 77,648 | 80,033 | 82,410 | 84,311 | 86,202 | 88,100 |
| 4 | 68,835 | 70,613 | 72,394 | 74,172 | 75,953 | 76,841 | 78,870 | 81,307 | 83,740 | 86,169 | 88,132 | 90,087 | 92,049 |
| 5 | 71,655 | 73,588 | 75,521 | 77,452 | 79,388 | 80,354 | 82,473 | 84,961 | 87,448 | 89,929 | 91,952 | 93,974 | 95,997 |
| 6 | 74,472 | 76,559 | 78,649 | 80,733 | 82,821 | 83,865 | 86,077 | 88,616 | 91,153 | 93,690 | 95,775 | 97,856 | 99,941 |
| 7 | 77,293 | 79,530 | 81,773 | 84,012 | 86,254 | 87,375 | 89,679 | 92,271 | 94,863 | 97,448 | 99,597 | 101,742 | 103,889 |
| 8 | 80,110 | 82,504 | 84,899 | 87,292 | 89,688 | 90,883 | 93,284 | 95,926 | 98,568 | 101,208 | 103,417 | 105,627 | 107,834 |
| 9 | 82,932 | 85,479 | 88,025 | 90,571 | 93,122 | 94,396 | 96,886 | 99,583 | 102,278 | 104,966 | 107,240 | 109,512 | 111,783 |
| 10 | 85,749 | 88,449 | 91,152 | 93,854 | 96,553 | 97,905 | 100,489 | 103,238 | 105,984 | 108,725 | 111,060 | 113,396 | 115,731 |
| 11 | 88,568 | 91,424 | 94,279 | 97,133 | 99,988 | 101,417 | 104,095 | 106,895 | 109,691 | 112,486 | 114,884 | 117,280 | 119,677 |
| 12 | 91,389 | 94,397 | 97,406 | 100,413 | 103,422 | 104,925 | 107,697 | 110,550 | 113,399 | 116,244 | 118,705 | 121,166 | 123,625 |
| 13 | 94,206 | 97,368 | 100,533 | 103,693 | 106,856 | 108,435 | 111,302 | 114,206 | 117,108 | 120,005 | 122,526 | 125,051 | 127,572 |
| 14 | 97,025 | 100,340 | 103,660 | 106,972 | 110,289 | 111,947 | 114,905 | 117,862 | 120,812 | 123,764 | 126,348 | 128,935 | 131,518 |
| 15 | 99,845 | 103,313 | 106,784 | 110,253 | 113,724 | 115,456 | 118,508 | 121,518 | 124,522 | 127,524 | 130,171 | 132,819 | 135,466 |

SCHEDULE II:

| | <u>BA</u> | <u>BA15</u> | <u>BA30</u> | <u>BA45</u> | <u>MA</u> | <u>MA15</u> | <u>MA30</u> | <u>MA45</u> | <u>MA60</u> |
|----|-----------|-------------|-------------|-------------|-----------|-------------|-------------|-------------|-------------|
| A | 57,559 | 59,304 | 61,053 | 62,799 | 64,455 | 67,796 | 71,132 | 73,697 | 76,260 |
| 1 | 60,379 | 62,356 | 64,333 | 66,311 | 68,058 | 71,475 | 74,889 | 77,551 | 80,205 |
| 2 | 63,199 | 65,405 | 67,612 | 69,820 | 71,662 | 75,156 | 78,651 | 81,405 | 84,154 |
| 3 | 66,015 | 68,454 | 70,893 | 73,332 | 75,265 | 78,839 | 82,410 | 85,256 | 88,100 |
| 4 | 68,835 | 71,504 | 74,172 | 76,841 | 78,870 | 82,519 | 86,169 | 89,108 | 92,049 |
| 5 | 71,655 | 74,552 | 77,452 | 80,354 | 82,473 | 86,202 | 89,929 | 92,965 | 95,997 |
| 6 | 74,472 | 77,603 | 80,733 | 83,865 | 86,077 | 89,883 | 93,690 | 96,818 | 99,941 |
| 7 | 77,293 | 80,653 | 84,012 | 87,375 | 89,679 | 93,566 | 97,448 | 100,669 | 103,889 |
| 8 | 80,110 | 83,703 | 87,292 | 90,883 | 93,284 | 97,247 | 101,208 | 104,523 | 107,834 |
| 9 | 82,932 | 86,753 | 90,571 | 94,396 | 96,886 | 100,929 | 104,966 | 108,377 | 111,783 |
| 10 | 85,749 | 89,802 | 93,854 | 97,905 | 100,489 | 104,609 | 108,725 | 112,229 | 115,731 |
| 11 | 88,568 | 92,851 | 97,133 | 101,417 | 104,095 | 108,291 | 112,486 | 116,080 | 119,677 |
| 12 | 91,389 | 95,901 | 100,413 | 104,925 | 107,697 | 111,973 | 116,244 | 119,936 | 123,625 |
| 13 | 94,206 | 98,953 | 103,693 | 108,435 | 111,302 | 115,654 | 120,005 | 123,788 | 127,572 |
| 14 | 97,025 | 102,001 | 106,972 | 111,947 | 114,905 | 119,337 | 123,764 | 127,641 | 131,518 |
| 15 | 99,845 | 105,050 | 110,253 | 115,456 | 118,508 | 123,017 | 127,524 | 131,496 | 135,466 |

SCHEDULE III: EMPLOYEES APPOINTED AFTER 7/1/17

| | <u>BA</u> | <u>BA15</u> | <u>BA30</u> | <u>BA45</u> | <u>MA</u> | <u>MA15</u> | <u>MA30</u> | <u>MA45</u> | <u>MA60</u> |
|----|-----------|-------------|-------------|-------------|-----------|-------------|-------------|-------------|-------------|
| A | 57,559 | 59,304 | 61,053 | 62,799 | 64,455 | 67,796 | 71,132 | 73,697 | 76,260 |
| 1 | 59,792 | 61,702 | 63,616 | 65,527 | 67,248 | 70,645 | 74,037 | 76,668 | 79,300 |
| 2 | 62,026 | 64,101 | 66,178 | 68,254 | 70,042 | 73,495 | 76,942 | 79,641 | 82,339 |
| 3 | 64,259 | 66,499 | 68,741 | 70,981 | 72,836 | 76,344 | 79,847 | 82,613 | 85,378 |
| 4 | 66,492 | 68,897 | 71,303 | 73,708 | 75,629 | 79,193 | 82,752 | 85,585 | 88,417 |
| 5 | 68,726 | 71,295 | 73,866 | 76,436 | 78,423 | 82,043 | 85,657 | 88,557 | 91,456 |
| 6 | 70,959 | 73,693 | 76,428 | 79,163 | 81,217 | 84,892 | 88,562 | 91,529 | 94,495 |
| 7 | 73,193 | 76,091 | 78,991 | 81,890 | 84,010 | 87,741 | 91,468 | 94,501 | 97,534 |
| 8 | 75,426 | 78,489 | 81,554 | 84,617 | 86,804 | 90,591 | 94,373 | 97,473 | 100,573 |
| 9 | 77,659 | 80,887 | 84,116 | 87,344 | 89,598 | 93,440 | 97,278 | 100,445 | 103,612 |
| 10 | 79,893 | 83,285 | 86,679 | 90,072 | 92,391 | 96,289 | 100,183 | 103,417 | 106,651 |
| 11 | 82,126 | 85,684 | 89,241 | 92,799 | 95,185 | 99,139 | 103,088 | 106,389 | 109,690 |
| 12 | 84,359 | 88,082 | 91,804 | 95,526 | 97,979 | 101,988 | 105,993 | 109,361 | 112,729 |
| 13 | 86,593 | 90,480 | 94,367 | 98,253 | 100,772 | 104,837 | 108,898 | 112,333 | 115,768 |
| 14 | 88,826 | 92,878 | 96,929 | 100,981 | 103,566 | 107,687 | 111,803 | 115,306 | 118,807 |
| 15 | 91,060 | 95,276 | 99,492 | 103,708 | 106,360 | 110,536 | 114,708 | 118,278 | 121,846 |
| 16 | 93,293 | 97,674 | 102,054 | 106,435 | 109,153 | 113,385 | 117,613 | 121,250 | 124,885 |
| 17 | 95,526 | 100,072 | 104,617 | 109,162 | 111,947 | 116,235 | 120,518 | 124,222 | 127,924 |
| 18 | 97,760 | 102,470 | 107,180 | 111,889 | 114,741 | 119,084 | 123,423 | 127,194 | 130,963 |
| 19 | 99,993 | 104,868 | 109,742 | 114,617 | 117,534 | 121,933 | 126,329 | 130,166 | 134,002 |
| 20 | 102,227 | 107,266 | 112,305 | 117,344 | 120,328 | 124,783 | 129,234 | 133,138 | 137,041 |
| 21 | 104,460 | 109,665 | 114,867 | 120,071 | 123,122 | 127,632 | 132,139 | 136,110 | 140,080 |

2020-2021 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2020

SCHEDULE I:

1.0145

| | <u>BA</u> | <u>BA10</u> | <u>BA20</u> | <u>BA30</u> | <u>BA40</u> | <u>BA45</u> | <u>MA</u> | <u>MA10</u> | <u>MA20</u> | <u>MA30</u> | <u>MA40</u> | <u>MA50</u> | <u>MA60</u> |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| A | 58,644 | 59,825 | 61,008 | 62,189 | 63,372 | 63,960 | 65,640 | 67,899 | 70,158 | 72,414 | 74,151 | 75,878 | 77,616 |
| 1 | 61,504 | 62,842 | 64,177 | 65,516 | 66,856 | 67,523 | 69,295 | 71,608 | 73,921 | 76,225 | 78,029 | 79,819 | 81,618 |
| 2 | 64,365 | 65,859 | 67,349 | 68,842 | 70,339 | 71,082 | 72,951 | 75,317 | 77,682 | 80,041 | 81,905 | 83,760 | 85,625 |
| 3 | 67,223 | 68,873 | 68,309 | 72,170 | 73,822 | 74,645 | 76,607 | 79,024 | 81,443 | 83,855 | 85,783 | 87,702 | 89,627 |
| 4 | 70,083 | 71,887 | 73,693 | 75,497 | 77,305 | 78,205 | 80,263 | 82,735 | 85,205 | 87,669 | 89,660 | 91,643 | 93,634 |
| 5 | 72,944 | 74,905 | 76,866 | 78,825 | 80,789 | 81,769 | 83,918 | 86,443 | 88,966 | 91,483 | 93,535 | 95,586 | 97,639 |
| 6 | 75,802 | 77,919 | 80,039 | 82,153 | 84,272 | 85,331 | 87,575 | 90,151 | 92,725 | 95,298 | 97,414 | 99,525 | 101,640 |
| 7 | 78,663 | 80,934 | 83,209 | 85,480 | 87,755 | 88,892 | 91,229 | 93,859 | 96,488 | 99,111 | 101,291 | 103,468 | 105,645 |
| 8 | 81,522 | 83,950 | 86,380 | 88,807 | 91,239 | 92,451 | 94,887 | 97,567 | 100,247 | 102,926 | 105,166 | 107,408 | 109,648 |
| 9 | 84,385 | 86,969 | 89,551 | 92,134 | 94,722 | 96,015 | 98,541 | 101,277 | 104,011 | 106,738 | 109,045 | 111,350 | 113,654 |
| 10 | 87,242 | 89,982 | 92,724 | 95,464 | 98,203 | 99,574 | 102,196 | 104,985 | 107,771 | 110,552 | 112,920 | 115,290 | 117,660 |
| 11 | 90,102 | 92,999 | 95,896 | 98,791 | 101,688 | 103,137 | 105,855 | 108,695 | 111,532 | 114,367 | 116,800 | 119,231 | 121,662 |
| 12 | 92,964 | 96,016 | 99,068 | 102,119 | 105,172 | 106,697 | 109,509 | 112,403 | 115,293 | 118,179 | 120,676 | 123,172 | 125,668 |
| 13 | 95,822 | 99,030 | 102,240 | 105,446 | 108,655 | 110,257 | 113,166 | 116,112 | 119,056 | 121,995 | 124,552 | 127,114 | 129,672 |
| 14 | 98,682 | 102,045 | 105,413 | 108,773 | 112,138 | 113,820 | 116,821 | 119,821 | 122,814 | 125,809 | 128,430 | 131,055 | 133,675 |
| 15 | 101,543 | 105,061 | 108,583 | 112,101 | 115,623 | 117,381 | 120,476 | 123,530 | 126,577 | 129,623 | 132,308 | 134,995 | 137,680 |

SCHEDULE II:

| | <u>BA</u> | <u>BA15</u> | <u>BA30</u> | <u>BA45</u> | <u>MA</u> | <u>MA15</u> | <u>MA30</u> | <u>MA45</u> | <u>MA60</u> |
|----|-----------|-------------|-------------|-------------|-----------|-------------|-------------|-------------|-------------|
| A | 58,644 | 60,414 | 62,189 | 63,960 | 65,640 | 69,029 | 72,414 | 75,015 | 77,616 |
| 1 | 61,504 | 63,510 | 65,516 | 67,523 | 69,295 | 72,761 | 76,225 | 78,925 | 81,618 |
| 2 | 64,365 | 66,604 | 68,842 | 71,082 | 72,951 | 76,496 | 80,041 | 82,835 | 85,625 |
| 3 | 67,223 | 69,697 | 72,170 | 74,645 | 76,607 | 80,233 | 83,855 | 86,742 | 89,627 |
| 4 | 70,083 | 72,790 | 75,497 | 78,205 | 80,263 | 83,966 | 87,669 | 90,650 | 93,634 |
| 5 | 72,944 | 75,883 | 78,825 | 81,769 | 83,918 | 87,702 | 91,483 | 94,563 | 97,639 |
| 6 | 75,802 | 78,978 | 82,153 | 85,331 | 87,575 | 91,436 | 95,298 | 98,471 | 101,640 |
| 7 | 78,663 | 82,072 | 85,480 | 88,892 | 91,229 | 95,173 | 99,111 | 102,378 | 105,645 |
| 8 | 81,522 | 85,167 | 88,807 | 92,451 | 94,887 | 98,907 | 102,926 | 106,288 | 109,648 |
| 9 | 84,385 | 88,261 | 92,134 | 96,015 | 98,541 | 102,642 | 106,738 | 110,198 | 113,654 |
| 10 | 87,242 | 91,354 | 95,464 | 99,574 | 102,196 | 106,376 | 110,552 | 114,106 | 117,660 |
| 11 | 90,102 | 94,448 | 98,791 | 103,137 | 105,855 | 110,111 | 114,367 | 118,013 | 121,662 |
| 12 | 92,964 | 97,542 | 102,119 | 106,697 | 109,509 | 113,846 | 118,179 | 121,925 | 125,668 |
| 13 | 95,822 | 100,637 | 105,446 | 110,257 | 113,166 | 117,581 | 121,995 | 125,833 | 129,672 |
| 14 | 98,682 | 103,730 | 108,773 | 113,820 | 116,821 | 121,317 | 125,809 | 129,742 | 133,675 |
| 15 | 101,543 | 106,823 | 112,101 | 117,381 | 120,476 | 125,051 | 129,623 | 133,652 | 137,680 |

0

SCHEDULE III: EMPLOYEES APPOINTED AFTER 7/1/17

| | <u>BA</u> | <u>BA15</u> | <u>BA30</u> | <u>BA45</u> | <u>MA</u> | <u>MA15</u> | <u>MA30</u> | <u>MA45</u> | <u>MA60</u> |
|----|-----------|-------------|-------------|-------------|-----------|-------------|-------------|-------------|-------------|
| A | 58,644 | 60,414 | 62,189 | 63,960 | 65,640 | 69,029 | 72,414 | 75,015 | 77,616 |
| 1 | 60,909 | 62,847 | 64,788 | 66,727 | 68,473 | 71,920 | 75,361 | 78,030 | 80,700 |
| 2 | 63,175 | 65,280 | 67,388 | 69,494 | 71,308 | 74,810 | 78,308 | 81,045 | 83,783 |
| 3 | 65,441 | 67,713 | 69,987 | 72,260 | 74,142 | 77,701 | 81,255 | 84,060 | 86,866 |
| 4 | 67,707 | 70,146 | 72,587 | 75,027 | 76,976 | 80,592 | 84,202 | 87,076 | 89,949 |
| 5 | 69,972 | 72,579 | 75,187 | 77,794 | 79,810 | 83,482 | 87,149 | 90,091 | 93,032 |
| 6 | 72,238 | 75,012 | 77,787 | 80,561 | 82,644 | 86,373 | 90,097 | 93,106 | 96,115 |
| 7 | 74,504 | 77,444 | 80,386 | 83,327 | 85,479 | 89,263 | 93,044 | 96,121 | 99,198 |
| 8 | 76,770 | 79,877 | 82,986 | 86,094 | 88,313 | 92,154 | 95,991 | 99,136 | 102,281 |
| 9 | 79,035 | 82,310 | 85,586 | 88,861 | 91,147 | 95,045 | 98,938 | 102,152 | 105,364 |
| 10 | 81,301 | 84,743 | 88,186 | 91,628 | 93,981 | 97,935 | 101,885 | 105,167 | 108,447 |
| 11 | 83,567 | 87,176 | 90,785 | 94,394 | 96,815 | 100,826 | 104,833 | 108,182 | 111,530 |
| 12 | 85,833 | 89,609 | 93,385 | 97,161 | 99,649 | 103,717 | 107,780 | 111,197 | 114,614 |
| 13 | 88,098 | 92,042 | 95,985 | 99,928 | 102,484 | 106,607 | 110,727 | 114,212 | 117,697 |
| 14 | 90,364 | 94,475 | 98,585 | 102,695 | 105,318 | 109,498 | 113,674 | 117,227 | 120,780 |
| 15 | 92,630 | 96,907 | 101,184 | 105,462 | 108,152 | 112,389 | 116,621 | 120,243 | 123,863 |
| 16 | 94,896 | 99,340 | 103,784 | 108,228 | 110,986 | 115,279 | 119,569 | 123,258 | 126,946 |
| 17 | 97,161 | 101,773 | 106,384 | 110,995 | 113,820 | 118,170 | 122,516 | 126,273 | 130,029 |
| 18 | 99,427 | 104,206 | 108,984 | 113,762 | 116,655 | 121,061 | 125,463 | 129,288 | 133,112 |
| 19 | 101,693 | 106,639 | 111,583 | 116,529 | 119,489 | 123,951 | 128,410 | 132,303 | 136,195 |
| 20 | 103,959 | 109,072 | 114,183 | 119,295 | 122,323 | 126,842 | 131,358 | 135,319 | 139,278 |
| 21 | 106,225 | 111,505 | 116,783 | 122,062 | 125,157 | 129,733 | 134,305 | 138,334 | 142,361 |

APPENDIX B-1

ATHLETICS COACHING STIPENDS -- 2016-2017 to 2020-2021

1.0125

1.0135

1.0145

| ACTIVITY | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 |
|---------------------------------|-----------|-----------|-----------|-----------|-----------|
| Freshman Basketball (Boys) | 3,909 | 3,909 | 3,958 | 4,011 | 4,070 |
| Freshman Basketball (Girls) | 3,909 | 3,909 | 3,958 | 4,011 | 4,069 |
| JV Baseball | 4,722 | 4,722 | 4,781 | 4,846 | 4,916 |
| JV Basketball (Boys) | 5,319 | 5,319 | 5,385 | 5,458 | 5,537 |
| JV Basketball (Girls) | 5,319 | 5,319 | 5,385 | 5,458 | 5,537 |
| JV Soccer (Boys) | 4,607 | 4,607 | 4,665 | 4,728 | 4,796 |
| JV Soccer (Girls) | 4,607 | 4,607 | 4,665 | 4,728 | 4,796 |
| JV Softball (Girls) | 4,607 | 4,607 | 4,665 | 4,728 | 4,796 |
| JV Tennis (Boys) | 3,847 | 3,847 | 3,895 | 3,948 | 4,005 |
| JV Tennis (Girls) | 3,847 | 3,847 | 3,895 | 3,948 | 4,005 |
| JV Volleyball (Girls) | 4,393 | 4,393 | 4,448 | 4,508 | 4,573 |
| Modified Baseball (Boys) | 3,778 | 3,778 | 3,825 | 3,877 | 3,933 |
| Modified Basketball (Boys) | 3,778 | 3,778 | 3,825 | 3,877 | 3,933 |
| Modified Basketball (Girls) | 3,778 | 3,778 | 3,825 | 3,877 | 3,933 |
| Modified Cross Country (1 of 2) | 3,778 | 3,778 | 3,825 | 3,877 | 3,933 |
| Modified Cross Country (2 of 2) | 3,778 | 3,778 | 3,825 | 3,877 | 3,933 |
| Modified Football | 4,000 | 4,000 | 4,050 | 4,105 | 4,164 |
| Modified Football | 4,000 | 4,000 | 4,050 | 4,105 | 4,164 |
| Modified Lacrosse (Boys) | 3,778 | 3,778 | 3,825 | 3,877 | 3,933 |
| Modified Lacrosse (Girls) | 3,778 | 3,778 | 3,825 | 3,877 | 3,933 |
| Modified Soccer - Boys | 3,932 | 3,932 | 3,981 | 4,035 | 4,093 |
| Modified Soccer - Girls | 3,932 | 3,932 | 3,981 | 4,035 | 4,093 |
| Modified Softball - Girls | 3,778 | 3,778 | 3,825 | 3,877 | 3,933 |
| Modified Tennis - Boys | 3,778 | 3,778 | 3,825 | 3,877 | 3,933 |
| Modified Tennis - Girls | 3,778 | 3,778 | 3,825 | 3,877 | 3,933 |
| Modified Track/Field (1 of 2) | 3,778 | 3,778 | 3,825 | 3,877 | 3,933 |
| Modified Track/Field (2 of 2) | 3,778 | 3,778 | 3,825 | 3,877 | 3,933 |
| Modified Volleyball | 3,778 | 3,778 | 3,825 | 3,877 | 3,933 |
| Modified Cheerleading - Fall | 3,778 | 3,778 | 3,825 | 3,877 | 3,933 |
| Modified Cheerleading - Winter | 3,778 | 3,778 | 3,825 | 3,877 | 3,933 |
| Varsity Baseball | 6,592 | 6,592 | 6,674 | 6,765 | 6,863 |
| Varsity Baseball Asst | 3,937 | 3,937 | 3,986 | 4,040 | 4,099 |
| Varsity Basketball (Boys) | 7,437 | 7,437 | 7,530 | 7,632 | 7,742 |
| Varsity Basketball (Girls) | 7,437 | 7,437 | 7,530 | 7,632 | 7,742 |
| Varsity Cheerleading (Fall) | 4,302 | 4,302 | 4,356 | 4,415 | 4,479 |
| Varsity Cheerleading (Winter) | 4,302 | 4,302 | 4,356 | 4,415 | 4,479 |
| Varsity Cross Country | 4,700 | 4,700 | 4,759 | 4,823 | 4,893 |
| Varsity Football | 9,000 | 9,000 | 9,113 | 9,236 | 9,369 |
| Varsity Football Asst | 6,000 | 6,000 | 6,075 | 6,157 | 6,246 |
| Varsity Football Asst | 6,000 | 6,000 | 6,075 | 6,157 | 6,246 |
| Varsity Football Asst | 6,000 | 6,000 | 6,075 | 6,157 | 6,246 |
| Varsity Football Asst | 6,000 | 6,000 | 6,075 | 6,157 | 6,246 |
| Varsity Golf | 3,760 | 3,760 | 3,807 | 3,858 | 3,914 |
| Varsity Lacrosse (Boys) | 6,721 | 6,721 | 6,805 | 6,897 | 6,997 |
| Varsity Lacrosse Asst (Boys) | 3,937 | 3,937 | 3,986 | 4,040 | 4,099 |
| Varsity Lacrosse (Girls) | 6,721 | 6,721 | 6,805 | 6,897 | 6,997 |
| Varsity Lacrosse Asst (Girls) | 3,937 | 3,937 | 3,986 | 4,040 | 4,099 |
| Varsity Ski Team | 4,142 | 4,142 | 4,194 | 4,250 | 4,312 |
| Varsity Soccer (Boys) | 6,721 | 6,721 | 6,805 | 6,897 | 6,997 |
| Varsity Soccer (Girls) | 6,721 | 6,721 | 6,805 | 6,897 | 6,997 |
| Varsity Softball (Girls) | 6,592 | 6,592 | 6,674 | 6,765 | 6,863 |
| Varsity Softball Asst (Girls) | 3,937 | 3,937 | 3,986 | 4,040 | 4,099 |
| Varsity Tennis (Boys) | 4,725 | 4,725 | 4,784 | 4,849 | 4,919 |
| Varsity Tennis (Girls) | 4,725 | 4,725 | 4,784 | 4,849 | 4,919 |
| Varsity Track/Field (1 of 2) | 6,592 | 6,592 | 6,674 | 6,765 | 6,863 |
| Varsity Track/Field (2 of 2) | 6,592 | 6,592 | 6,674 | 6,765 | 6,863 |
| Varsity Volleyball (Girls) | 5,970 | 5,970 | 6,045 | 6,126 | 6,215 |

APPENDIX B-2

EXTRACURRICULAR ACTIVITY STIPENDS - 2016-2017 to 2020-2021

1.0125 1.0135 1.0145

| MS/HS ACTIVITIES | TIER | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2019-2020 |
|--------------------------------------|-------------|-----------|-----------|-----------|-----------|-----------|
| Acapella Club | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Art Club (MS) | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Bowling Club | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Book Club | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Chess Club | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Community Services Club | 1 | \$928 | | | | |
| Digital Media Club (MS) | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Financial Markets Club | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Girl Up Club | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Guitar Club (MS) | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Human Rights Council Club | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| International Foods Club | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Italian Club | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Latin Club | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Little Wishes Club | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Math Team Club | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Memory Project | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Midnight Run Club | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Minecraft Club | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Youth to Youth (MS) | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Relay for Life | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Monique Tricarico | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Select Chorus (MS) | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Spanish Club (HS) | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Spanish Club/Sunshine (MS) | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Sports Management NEW | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Stock Market Club (MS) | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Ultimate Frisbee Club | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Computer Club | 2 | \$2,319 | \$2,319 | \$2,348 | \$2,380 | \$2,415 |
| Small Business Club/Market PI | 2 | \$2,319 | \$2,319 | \$2,348 | \$2,380 | \$2,415 |
| Chamber Ensemble | 2 | \$2,319 | \$2,319 | \$2,348 | \$2,380 | \$2,415 |
| Community Services Club | 2 | | \$2,319 | | | |
| Debate Team | 2 | \$2,319 | \$2,319 | \$2,348 | \$2,380 | \$2,415 |
| Director, Instrument Musical | 2 | \$2,319 | \$2,319 | \$2,348 | \$2,380 | \$2,415 |
| Drama Club (MS) ** | 2 | \$2,319 | \$2,319 | \$2,348 | \$2,380 | \$2,415 |
| Freshman Class | 2 | \$2,319 | \$2,319 | \$2,348 | \$2,380 | \$2,415 |
| Jazz Ensemble | 2 | \$2,319 | \$2,319 | \$2,348 | \$2,380 | \$2,415 |
| Jazz Ensemble (MS) ** | 2 | \$2,319 | \$2,319 | \$2,348 | \$2,380 | \$2,415 |
| Newspaper (MS) | 2 | \$2,319 | \$2,319 | \$2,348 | \$2,380 | \$2,415 |
| Outdoor Ed Coordinator-6th Gr. | 2 | \$2,319 | \$2,319 | \$2,348 | \$2,380 | \$2,415 |
| Pride Club ** | 2 | \$2,319 | \$2,319 | \$2,348 | \$2,380 | \$2,415 |
| Robotics ** | 2 | \$2,319 | \$2,319 | \$2,348 | \$2,380 | \$2,415 |
| Select Band (MS) ** | 2 | \$2,319 | \$2,319 | \$2,348 | \$2,380 | \$2,415 |
| Altered Ego (Impulse) | 3 | \$2,899 | \$2,899 | \$2,935 | \$2,975 | \$3,018 |
| Community Services Club | 3 | | | \$2,935 | \$2,975 | \$3,018 |
| Destination Imagination HS | 3 | \$2,899 | \$2,899 | \$2,935 | \$2,975 | \$3,018 |
| Destination Imagination MS | 3 | \$2,899 | \$2,899 | \$2,935 | \$2,975 | \$3,018 |
| Human Relations | 3 | \$2,899 | \$2,899 | \$2,935 | \$2,975 | \$3,018 |
| School Congress | 3 | \$2,899 | \$2,899 | \$2,935 | \$2,975 | \$3,018 |
| Sophomore Class | 3 | \$2,899 | \$2,899 | \$2,935 | \$2,975 | \$3,018 |
| Student Gov't (Gr. 6-8) | 3 | \$2,899 | \$2,899 | \$2,935 | \$2,975 | \$3,018 |
| Student Senate | 3 | \$2,899 | \$2,899 | \$2,935 | \$2,975 | \$3,018 |
| Yearbook (MS) ** | 4 | \$3,478 | \$3,478 | \$3,521 | \$3,569 | \$3,621 |
| Dance Team Advisor | 4 | \$3,478 | \$3,478 | \$3,521 | \$3,569 | \$3,621 |
| Community Service Facilitator | 4 | \$3,478 | \$3,478 | \$3,521 | \$3,569 | \$3,621 |
| Junior Class | 4 | \$3,478 | \$3,478 | \$3,521 | \$3,569 | \$3,621 |
| Producer, Spring Musical (HS) | 4 | \$3,478 | \$3,478 | \$3,521 | \$3,569 | \$3,621 |
| Director, Spring Musical (HS) | 4 | \$3,478 | \$3,478 | \$3,521 | \$3,569 | \$3,621 |
| Director Spring Musical (MS) | 4 | \$3,495 | \$3,495 | \$3,539 | \$3,586 | \$3,638 |
| Music Director, Spring Musical (MS) | 4 | \$3,478 | \$3,478 | \$3,521 | \$3,569 | \$3,621 |
| Producer, Spring Musical (MS) | 4 | \$3,495 | \$3,495 | \$3,539 | \$3,586 | \$3,638 |
| Model UN | 5 | \$4,638 | \$4,638 | \$4,696 | \$4,759 | \$4,828 |
| Senior Options | 5 | \$4,638 | \$4,638 | \$4,696 | \$4,759 | \$4,828 |
| Mock Trial ** | 6 | \$5,217 | \$5,217 | \$5,282 | \$5,353 | \$5,431 |
| Director, Fall Play (HS) | 6 | \$5,217 | \$5,217 | \$5,282 | \$5,353 | \$5,431 |
| Director, Spring Musical (HS Acting) | 6 | \$5,217 | \$5,217 | \$5,282 | \$5,353 | \$5,431 |
| Newspaper Focus (HS) | 6.1 | \$5,798 | \$5,798 | \$5,870 | \$5,949 | \$6,029 |
| Senior Class | 6 | \$5,217 | \$5,217 | \$5,282 | \$5,353 | \$5,431 |
| Yearbook - Spectrum (HS) ** | 6.1 | \$5,798 | \$5,798 | \$5,870 | \$5,949 | \$6,029 |
| PRSS ACTIVITIES | TIER | | | | | |
| Green Key | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Recycling Club 1 | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Recycling Club 2 | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| New | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| New | 1 | \$928 | \$928 | \$940 | \$953 | \$966 |
| Newspaper (PRSS) | 2 | \$2,319 | \$2,319 | \$2,348 | \$2,380 | \$2,415 |
| Yearbook-Memory Book (PRSS) ** | 2 | \$2,319 | \$2,319 | \$2,348 | \$2,380 | \$2,415 |
| Student Gov't (Gr. 4-5) | 2 | \$2,319 | \$2,319 | \$2,348 | \$2,380 | \$2,415 |
| 4th/5th Grade Chorus | 3 | \$2,899 | \$2,899 | \$2,935 | \$2,975 | \$3,018 |
| Destination Imagination (PRSS) | 3 | \$2,899 | \$2,899 | \$2,935 | \$2,975 | \$3,018 |
| Destination Imagination (PRSS) | 3 | \$2,899 | \$2,899 | \$2,935 | \$2,975 | \$3,018 |
| Director 5th Gr. Musical - PRSS | 3 | \$2,899 | \$2,899 | \$2,935 | \$2,975 | \$3,018 |

APPENDIX B-3

OTHER STIPENDS 2016-2017 to 2020-2021

| | | | 1.0125 | 1.0135 | 1.0145 |
|---|-----------|-----------|-----------|-----------|-----------|
| | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 |
| Chaperones: | | | | | |
| Home Game | 109 | 109 | 110 | 112 | 113 |
| Away Game | 137 | 137 | 139 | 141 | 143 |
| Scorekeeper (1-game) | 72 | 72 | 73 | 74 | 75 |
| Scorekeeper (2-games) | 109 | 109 | 110 | 112 | 113 |
| Head Chaperone Regular Event (to 4 hours) | 171 | 171 | 173 | 175 | 178 |
| Reg. Chaperone Regular Event (to 4 hours) | 109 | 109 | 110 | 112 | 113 |
| Head Chaperone Extended Event (more than 4 hours) | 256 | 256 | 259 | 263 | 267 |
| Reg. Chaperone Extended Event (more than 4 hours) | 164 | 164 | 166 | 168 | 171 |
| Overnight Chaperones: | | | | | |
| Head Chaperone | 303 | 303 | 307 | 311 | 315 |
| Chaperone | 212 | 212 | 215 | 218 | 221 |
| BB Supervisory: | | | | | |
| AM Detention | 2,193 | 2,193 | 2,220 | 2,250 | 2,283 |
| AM Gym Supervision | 2,193 | 2,193 | 2,220 | 2,250 | 2,283 |
| HS Lunchroom Supervision | 2,193 | 2,193 | 2,220 | 2,250 | 2,283 |

June 1³, 2016
AGREEMENT
BY AND BETWEEN THE
BLIND BROOK-RYE UNION FREE SCHOOL DISTRICT
AND
THE BLIND BROOK-RYE FEDERATION OF TEACHERS

WHEREAS, the Board of Education of the Blind Brook-Rye Union Free School District (“District”) and the Blind Brook-Rye Federation of Teachers are parties to a collective bargaining agreement in effect July 1, 2011 through June 30, 2016; and

WHEREAS, the parties found it in their best interests to review the Mentoring Program, as it currently exists and as provided in Article VIII of the parties’ collective bargaining agreement; and

WHEREAS, the parties have agreed to rename the Mentoring Program as a “Teacher Induction Program” and amend Article VIII of the collective bargaining agreement, as follows:

VIII. THE TEACHER INDUCTION PROGRAM:

1. The Teacher Induction Program provides to non-tenured faculty (and tenured faculty rated “Ineffective” or “Developing”) a peer mentor, selected by an administrator in collaboration with the mentoring supervisor and a building representative from the Professional Development Committee. The mentor, who is compensated for his or her contribution, provides the teacher assistance and support in the achievement of goals, problem solving, and fulfillment of responsibilities.
2. All non-tenured 1st year teachers are required to participate in Year 1 of the Teacher Induction Program, which provides the non-tenured teacher with a one-to-one mentor. The role of the Year 1 mentor is to provide assistance and support in the mastery of: (1) emotional, organizational and management skills; (2) effective communication and problem-solving skills; and (3) the vision and expectations of the Blind Brook School District.

Additional components of Year 1 include a two day “New Teacher Orientation” prior to the start of school, monthly after school New Teacher University (NTU) meetings, weekly mentor-mentee meetings, mentor-mentee peer observations (mentor observes mentee once per semester and vice versa), and joint peer observations based on administrator feedback/recommendation which are attended by both the mentor and mentee (twice per semester).

Upon completion of Year 1, the new teacher will receive two in-service credits, one for attending the two day New Teacher Orientation and one for attending the monthly NTU

meetings.

The school administrator may require a non-tenured teacher to continue with a one-to-one mentor during the teacher's second, third, or fourth year of employment. In addition, a 2nd year teacher may request a one-to-one mentor with the approval of the administration. In some cases tenured teachers who are changing teaching assignments may request a one-to-one mentor with the approval of the administration. While the mentor is provided with compensation for this responsibility, the mentee may not be given in-service credit or payment for their participation in the program.

3. All non-tenured 2nd, 3rd, and 4th year teachers have the option of continuing in the Teacher Induction Program, during which time they will become part of a Professional Learning Community (PLC) guided a shared mentor. The goal of Years 2-4 is to provide more tailored, differentiated professional development to meet the varied needs of teachers. The role of the mentor is to provide assistance and support in the mastery of effective instructional practices, authentic assessment, data-driven decision making and/or other competencies identified by the administration. Mentees will be organized around mentors at each building or department. The mentor coordinator(s) and principals/directors will meet and discuss needs on an annual basis. Years 2-4 mentors will be responsible for a group of 3-4 mentees.

Additional components of Years 2-4 include a one-day workshop prior to the start of school, monthly after school PLC meetings facilitated by the mentor and/or mentoring supervisor, targeted goal setting, mentor-mentee peer observations (mentor observes mentee once per semester and vice versa), joint peer observations based on administrator feedback/recommendation which are attended by both the mentor and mentee (twice per semester), and a mini action research project.

Upon completion of each year, the new teacher will receive two in-service credits, ½ for attending the summer workshop, 1 for attending the monthly PLC meetings, and ½ for completing the mini action research project.

4. The mentor will meet the teacher as early in the school year as possible to develop a professional, collegial relationship based upon trust and confidentiality. The mentor, mentee and building administrator will meet periodically throughout the year. The mentor will not conduct formal observations or evaluations, but will be available to observe the teacher and offer informal suggestions for improvement. The mentor must attend post-observation conferences with the mentee and administrator. The mentor can also attend the pre-observation conference and the observation if agreed to by the mentee and the administrator. The mentor will normally be expected to provide a minimum of 15 hours mentoring service per semester for which he or she will be compensated with one in-service credit or compensated as per the Federation contract with the Board of Education.

MENTOR SELECTION CRITERIA:

- A. Selection of Mentor:

Professional staff members interested in becoming Mentors must complete an application form (see APPR Plan) and return it to the building administrator.

The Mentoring Building Committee (Building and/or Central Administrator and representative of the Federation) will review all applications and supportive material.

B. Criteria for Serving as a Mentor Include:

- Tenure in the District and a full-time teaching assignment.
- Expertise in pedagogy.
- Willingness to give substantial time to the process.
- Effective interpersonal skills.
- Willingness to participate in training, coaching and conferencing.

C. Duties of the Mentor:

The school administration is responsible for the evaluation of the instructional staff. A mentor is thus not an evaluator, but a source of professional support and assistance to the mentee. Specific responsibilities of the mentor include:

Year 1

- Maintaining confidentiality
- Attending mentor training sessions at district expense
- Meeting with the mentee at least once per week
- Maintaining a formal log of all mentoring activities (to be collected monthly)
- Observing and conferencing with the mentee at least once per semester
- Inviting the mentee to observe the mentor at least once per semester and discussing his/her observations
- Arranging peer observations (based on administrator feedback and recommendation) which mentor and mentee attend together (at least twice per semester)
- Assisting the mentee with professional matters such as: daily planning, routine procedures, student evaluation, parent conferencing, management skills, classroom organization, curriculum planning, and instructional strategies
- Attending the mentee's pre-observation conferences, observation lessons, and post-observation conferences
- Attending formal and/or informal conferences with the administrator and the mentee
- Communicating with the Mentor Coordinator

Years 2-4

- Maintaining confidentiality
- Attending mentor training sessions at district expense
- Touching base with each mentee weekly
- Maintaining a formal log of all mentoring activities (to be collected monthly)
- Observing and conferencing with the mentees at least once per semester
- Inviting the mentees to observe the mentor at least once per semester and discussing their observations

- Arranging peer observations (based on administrator feedback and recommendation) which mentor and mentees attend together (at least twice per semester)
- Assisting the mentees with professional matters such as: daily planning, routine procedures, student evaluation, parent conferencing, management skills, classroom organization, curriculum planning, and instructional strategies
- Attending the mentees' pre-observation conferences, observation lessons, and post-observation conferences
- Attending formal and/or informal conferences with the administrator and the mentee
- Facilitating monthly after school PLC meetings
- Communicating with the Mentor Coordinator

D. Compensation of Mentor:

The mentor will keep a time log as documentation for compensation. As there will be a substantial time investment the mentor will be provided one in-service credit per semester or a stipend of:

2015-16 \$1200

E. The Mentee's Responsibilities:

- Weekly conferencing with the mentor
- Logging monthly mentor meetings on MyLearningPlan.com
- Being observed by the mentor at least once per semester
- Observing the mentor at least once per semester
- Observing a colleague with the mentor at least twice per semester
- Conferencing with others as needed
- Attending district-sponsored training and orientation sessions
- Implementing mentor and administrator suggestions for improvement.

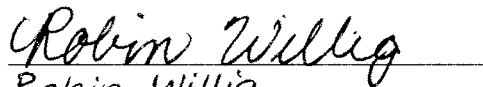
This Agreement shall be subject to the approval of the Board of Education.

FOR THE DISTRICT

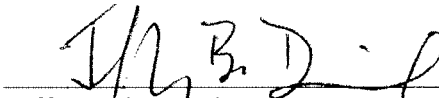


Jonathan Ross
Superintendent of Schools

FOR THE FEDERATION



Robin Willig
President



Jeffrey Diamond
Board President

DATE:

MARCH 29, 2017

**AGREEMENT
BY AND BETWEEN THE
BLIND-BROOK RYE UNION FREE SCHOOL DISTRICT
AND
THE BLIND-BROOK RYE FEDERATION OF TEACHERS**

WHEREAS, the Blind-Brook Rye Federation of Teachers ("Federation") represents certain certified personnel employed by the Blind-Brook Rye Union Free School District ("District"); and

WHEREAS, the Federation and the District are parties to a collective bargaining agreement in effect July 1, 2011 through June 30, 2016 (the "CBA"); and

WHEREAS, Article XXX of the CBA sets forth the terms of a Retirement Incentive Plan; and

WHEREAS, the District desires to offer to eligible members of the Federation a one-time alternative to the Article XXX Retirement Incentive Plan; and

WHEREAS, the Federation is agreeable to such an alternative;

IT IS HEREBY AGREED AS FOLLOWS:

I. Members of the bargaining unit, with twenty (20) or more years of service to the District, who are eligible to retire in accordance with the rules of the New York State Teachers' Retirement System or New York State Employee's Retirement System, and who do so retire in accordance herewith shall be eligible to receive either: (A) a one-time payment of \$30,000 plus \$10 per sick day for unused sick days 101-450 payable to the teacher on July 15, 2017; (If the bargaining unit member has less than 100 unused sick days, (s)he will not be entitled to any payment for such unused sick days.) or (B) two payments of amounts that equal to the total due, payable to the teacher, the first made on July 15, 2017 and the second made on July 15, 2018.

The choice of payment method will reside with the retiring member.

2. This Agreement is subject to the following motion's adoption by the Blind-Brook

– Rye Federation of Teachers Welfare Fund Trustees:

Except as otherwise stated in this Motion, lifetime Individual Welfare Benefits will be extended without cost to all current members with twenty (20) or more years of service to the District who leave the District for the purpose of retirement into the applicable State Retirement System in the 2016/2017 school year only and effective June 30, 2017. Family benefits may be purchased by the retiree through payment of the difference between the individual and family coverage cost, as determined by the Trustees, for each plan year. Welfare benefits are subject to all changes in benefits affecting active members, and shall cease upon termination of the Welfare Fund. This Resolution is subject to the District's and the Federation's approval of the 2016-2017 retirement incentive package per District/Federation negotiations and the pertinent retirement incentive MOA. If the aforementioned contingency is satisfied, the Trust document will be amended to authorize the extension of benefits as provided in this resolution.

Both parties understand that the inclusion of Paragraph 2 of this Memorandum of Agreement will not create an obligation to the District. The District's obligation relating to the Welfare Fund is only that which is set forth in Article XXIII of the parties' collective bargaining agreement. The District's obligation only applies to active employees; it does not apply to retirees. In other words, nothing within this provision may be construed as obligating the District to incur any extra charges or expenses as a result of its inclusion. The Retirement Incentive Plan shall be a one-time benefit offered to Federation members by the District, and any additional costs such as lifetime Individual Welfare Benefits, shall be completely absorbed by the Welfare Fund.

3. In order to receive this payment, eligible bargaining unit members must submit to the Superintendent of Schools his/her irrevocable letter of resignation for retirement purposes no later than 12:00 p.m. (noon) on Friday, March 31, 2017, for acceptance by the Board of Education, for retirement at the close of business on June 30, 2017.

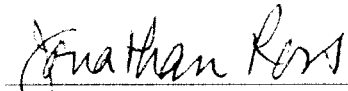
4. A minimum of one (1) general education teacher who teaches in grades kindergarten through sixth grade and one (1) 7-12 teacher of social studies for the 2016-2017

school year must participate in this Incentive for it to be effective.

5. This Incentive shall be in place of the incentive offered pursuant to Article XXX of the CBA for the 2016-2017 school year only. This agreement shall sunset on June 30, 2017 and shall have no further force or effect, except as to payments due on or after that date.

6. This agreement is subject to the approval of the Board of Education of the District.

FOR THE DISTRICT



Dr. Jonathan Ross
Superintendent of Schools

FOR THE FEDERATION



Nicholas Bianculli
President

APRIL 24, 2017

**AGREEMENT
BY AND BETWEEN THE
BLIND-BROOK RYE UNION FREE SCHOOL DISTRICT
AND
THE BLIND-BROOK RYE FEDERATION OF TEACHERS**

WHEREAS, the Blind-Brook Rye Federation of Teachers (“Federation”) represents certain certified personnel employed by the Blind-Brook Rye Union Free School District (“District”); and

WHEREAS, the Federation and the District are parties to a collective bargaining agreement in effect July 1, 2011 through June 30, 2016 (the “CBA”); and

WHEREAS, Article XXX of the CBA sets forth the terms of a Retirement Incentive Plan; and

WHEREAS, the District desires to offer to eligible members of the Federation a one-time alternative to the Article XXX Retirement Incentive Plan; and

WHEREAS, the Federation is agreeable to such an alternative; and

WHEREAS, by Agreement dated March 29, 2017, the parties previously agreed to provide a retirement incentive to Federation members with 20 or more years of service to the District;

IT IS HEREBY AGREED AS FOLLOWS:

1. Members of the bargaining unit, with at least ten (10) and no greater than twenty (20) years of service to the District, who are eligible to retire in accordance with the rules of the New York State Teachers’ Retirement System or New York State Employee’s Retirement System, and who do so retire in accordance herewith shall be eligible to receive a payment of

\$20,000, to be paid out to the teacher in two (2) equal installments, each totaling \$10,000, the first made on July 15, 2017, and the second made on July 15, 2018.

2. This Agreement is subject to the following motion's adoption by the Blind Brook-Rye Federation of Teachers Welfare Fund Trustees:

Except as otherwise stated in this Motion, lifetime Individual Welfare Benefits will be extended without cost to all current members with at least ten (10) and no greater than twenty (20) years of service to the District who leave the District for the purpose of retirement into the applicable State Retirement System in the 2016/2017 school year only and effective August 31, 2017. Family benefits may be purchased by the retiree through payment of the difference between the individual and family coverage cost, as determined by the Trustees, for each plan year. Welfare benefits are subject to all changes in benefits affecting active members, and shall cease upon termination of the Welfare Fund. This Resolution is subject to the District's and the Federation's approval of the 2016-2017 retirement incentive package per District/Federation negotiations and the pertinent retirement incentive MOA. If the aforementioned contingency is satisfied, the Trust document will be amended to authorize the extension of benefits as provided in this Resolution.

3. The inclusion of Paragraph 2 of the Memorandum of Agreement will not create an obligation to the District. The District's obligation relating to the Welfare Fund is only that which is set forth in Article XXIII of the parties' collective bargaining agreement. The District's obligation only applies to active employees; it does not apply to retirees. In other words, nothing within this provision may be construed as obligating the District to incur any extra charges or

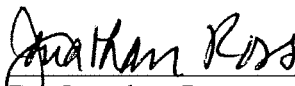
expenses as a result of its inclusion. This shall be a one-time benefit offered to Federation members by the District, and any additional costs incurred through this benefit shall be completely absorbed by the Welfare Fund.

4. In order to receive this payment, eligible bargaining unit members must submit to the Superintendent of Schools his/her irrevocable letter of resignation for retirement purposes no later than 12:00 p.m. (noon) on April 28, 2017, for acceptance by the Board of Education, for retirement effective at the close of business on June 30, 2017.

5. This Incentive shall be in place of the incentive offered pursuant to Article XXX of the CBA for the 2016-2017 school year only. This Agreement shall sunset on June 30, 2017, and shall have no further force or effect, except as to payments due on or after that date.


6. This Agreement is subject to the approval of the Board of Education of the District.

FOR THE DISTRICT



Dr. Jonathan Ross
Superintendent of Schools

FOR THE FEDERATION



Nicholas Bianculli
President

JUNE 21, 2017

**AGREEMENT
BY AND BETWEEN THE
BLIND-BROOK RYE UNION FREE SCHOOL DISTRICT
AND
THE BLIND-BROOK RYE FEDERATION OF TEACHERS**

WHEREAS, the Blind-Brook Rye Federation of Teachers (“Federation”) represents certain certified personnel employed by the Blind-Brook Rye Union Free School District (“District”); and

WHEREAS, the parties signed a Memorandum of Agreement dated March 29, 2017 (“March MOA”), regarding a retirement incentive for teachers with 20 or more years of service to the District; and

WHEREAS, the parties signed a Memorandum of Agreement dated April 24, 2017 (“April MOA”), regarding a retirement incentive for teachers with at least ten (10) and no greater than twenty (20) years of service to the District; and


WHEREAS, the parties wish to clarify and define how the District intends on dispersing the retirement incentive payments outlined within the March MOA and the April MOA.

IT IS HEREBY AGREED AS FOLLOWS:

1. The parties agree that the retirement incentives outlined in the March MOA and the April MOA will be dispersed to the affected individual(s) as non-elective, direct employer contributions into each individual’s 403(b) account. These payments will be made payable on or before the dates outlined within whichever document—the March MOA or the April MOA—is applicable to the specific individual. All (five) individual faculty members who exercised their right to accept the offer to retire by 6/30/17, and receive the appropriate retirement incentive based on years of service, must execute the necessary form provided by OMNI in order for this Agreement to become effective.

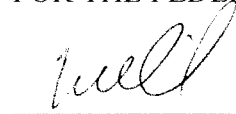
2. This Agreement is subject to the approval of the Board of Education of the District.

FOR THE DISTRICT



Dr. Jonathan Ross
Superintendent of Schools

FOR THE FEDERATION



Nicholas Bianculli
President