

CONTRACTUAL AGREEMENT

Between

MOUNT SINAI BOARD OF EDUCATION

and

**THE MOUNT SINAI TEACHERS'
ASSOCIATION**

July 1, 2017 - June 30, 2022

Index

Article	Area(s) Covered	Page
I	Recognition	1
II	Dues Deduction	1
III	Negotiating Procedures	2
IV	Association-Administration Council	2
V	Professional Duties	2
VI	Teaching Day, Year and Responsibilities	3
VII	Teacher Rights	6
VIII	Class Size	8
IX	Leaves	9
X	Tenure	10
XI	In Service and Graduate Preparation	10
XII	Vacancies and Transfers	11
XIII	Compensation	11
XIV	Insurance	17
XV	Grievance Procedure	18
XVI	Long Term Substitutes	19
XVII	Part-Time Teachers	20
XVIII	Teaching Assistants	21
XIX	Miscellaneous Provisions	22
XX	Agreement	25
XXI	Professional Development	26
XXII	Job Share	26
XXIII	Secondary Case Load/Volunteer/Library Clarification	27
XXIV	Broker of Record	27
XXV	Other Contract Changes	27
	Signatures	
Appendix A	Salary Schedules	
Appendix B	Coaching Salary Schedules	
Appendix C	Co-curricular Compensation	

ARTICLE I Recognition

Section 1

The written agreement that follows is the result of harmonious negotiations between the Mount Sinai Teachers' Association and the School Board's Negotiating Committee, made and ratified on May 25, 2017 by and between the Board of Education of Mt. Sinai U.F.S.D., hereinafter referred to as the Board, and the M.S.T.A. (Association), and is applicable to the Mt. Sinai U.F.S.D.

It is understood that this agreement is intended as a binding agreement pertaining to salary schedules and personnel policies herein stated and has been negotiated by and between the parties, has been approved by both of the parties and its members, and is a true copy of their agreement made applicable to the above mentioned parties.

The Board of Education recognizes the Mt. Sinai Teachers' Association, including Long Term Substitute Teachers, Part-time Teachers, and Teacher Assistants, as the representative body of the Teachers employed for the period of July 1, 2017 through June 30, 2022. Negotiations have been conducted by and between the Board and the Association in reference to a salary schedule and personnel policies agreement for the period of July 1, 2017 through June 30, 2022 (guidance counselors, social workers, coaches and any other personnel whose terms and conditions of employment are contained in this agreement shall be considered teachers for the purposes of this section).

Section 2 - Long Term Substitutes

The terms and conditions of employment for Long Term Substitutes are contained in Article XVI of this agreement.

Section 3 - Part Time Teachers

The terms and conditions of employment for Part-Time Teachers are contained in Article XVII of this agreement.

Section 4 - Teaching Assistants

The terms and conditions of employment for Teaching Assistants are contained in Article XVIII of this agreement.

Section 5

The Board guarantees it will honor all statutory and constitutional rights of the teaching staff.

The Board and the Association maintain that no group can deny academic freedom to educators. The Board, to the fullest extent possible under statutory provisions of law, protects the Teachers' right to academic freedom.

Section 6

The Association hereby affirms that it will not strike against the District in accordance with the Public Employees Fair Employment Act, Article XIV of the Civil Service Law.

Section 7 - Current Definitions

"SUPERVISOR" shall mean Principal, Assistant Principal, or Director responsible for the area in which the grievance arises.

"CHIEF ADMINISTRATOR" shall mean Superintendent of Schools or his/her designee when designated by the Superintendent.

"GRIEVANCE COMMITTEE" shall mean the committee created by the Association.

ARTICLE II Dues Deduction

The Board agrees to deduct from the salary of its employees the total annual membership dues as authorized by the Association in equal installments beginning with the first paycheck in November and ending with the first paycheck in June. The district will also make provisions for payroll deductions for NYSUT/AFT member benefits.

- a) Teachers will be permitted to contribute to VOTE/COPE on a per pay basis provided the voluntary authorization card is submitted to the Business Office by October 1st.

The Association shall officially notify the business office, in writing, of the amount to be deducted no later than the first official workday in October.

Teacher's authorization must be in writing on official dues deduction cards and said dues shall be transmitted to the Association after each pay period.

ARTICLE III Negotiating Procedures

Section 1 - Meetings

No later than January 31, 2022, the parties shall meet to commence negotiations. The meetings shall be open only to the members of the negotiating committees unless mutually agreed to by both parties to extend participation. Meetings shall take place outside of the school day. A mutually convenient date and time shall be set by the members of the negotiating teams.

Section 2 - Committee

The committee for negotiations shall consist of a maximum of four (4) persons to represent each party. Any change in the size of the committee may be made if mutually agreed to by both parties.

Section 3 - Proposals and Acceptance by Both Parties

Once proposals have been placed on the table, no additional proposals may be made without mutual acceptance by both parties. Proposals shall be presented simultaneously. When the committees reach agreement, it shall be so stated in writing and it shall be presented to the respective bodies immediately for official action.

ARTICLE IV Association-Administration Council

In order to promote a harmonious labor/management relationship between the District and the Association, the following shall apply:

Section 1 - Meetings

The President or his/her designee from the membership of the Association and the Superintendent and/or his/her designee, shall meet once a month to confer informally on matters relating to the terms and conditions of the collective bargaining agreement which affects the students, the District and the Teachers.

Section 2 - Additional Personnel

The President of the Teachers Association and the Administrator, both reserve the right to invite additional personnel who they shall determine may contribute to the matters under discussion at such meeting.

Section 3 - Policy and Procedures Committee

A committee of Teachers, Administrators and/or Board Members may be convened to review established policies and procedures whose charge is to make suggestions to the Superintendent of Schools to consider possible changes which would result in a better instructional program for the students and/or working conditions for employees. Size of the committee will be mutually decided upon depending on the issue(s) being discussed.

ARTICLE V Professional Duties

The welfare of the children is the paramount goal of the school and will be promoted by both parties. Both parties agree that mutual understanding and cooperation are necessary to ensure the most effective operation of the school.

ARTICLE VI
Teaching Day, Year and Responsibilities

Section 1 - Workday - Full-Time Teachers

The length of the full-time Teachers' official school day for regular session shall not exceed 6-3/4 hours. All Teachers will be expected to be in attendance for a maximum of 6-3/4 hours each regular session day. Upon request, and by mutual agreement, the Superintendent of Schools may alter the Teachers' hours on specific occasions.

- a) Elementary Contiguous Contact Time - the District shall limit contiguous contact time to 160 minutes (unless mutually agreed to between the teacher, the Association, and the building principal). Elementary classroom teachers that exceed 140 minutes of contiguous contact time may request aide coverage for up to 10 minutes. (Provision shall apply to all members) (Contact time to be broken by instructional period)
 - 1. Teachers in Grades 5 and 6 who have students that are not involved in band, chorus or orchestra will have the opportunity to group these students for a group activity during the "BOC" period to be supervised by one teacher.
- b) Secondary Teachers (7-12) shall have no more than five (5) teaching periods per day plus one (1) flex period. In addition they will have one prep and one lunch, and no more than two (2) duty periods per day with a total student contact of no more than six (6) periods in any one-day (exclusive of a paid lunch duty) with the following clarifications:
 - 1. Secondary Building Principals may assign a 6th teaching period. Principals will poll their faculty to determine those Teachers interested and only those may be assigned a 6th period. Teachers assigned a 6th academic period will be compensated at twenty percent (.2) of MA Step 1.
 - 2. In no case will the assignment of a 6th teaching period reduce the status of any current faculty member. Teachers working on a part time basis will be offered the additional sections prior to assigning a full-time Teacher a 6th period. Teachers assigned the 6th period will not be assigned an unpaid duty.
- c) Due to the unique characteristics of the special education program, special education teachers may assign themselves 6 teaching periods without additional compensation, but may not be assigned 6 teaching periods. However, they may be assigned to a "testing center" as their duty period if they have not assigned themselves 6 teaching periods.
- d) A duty period is defined as a period of consecutive minutes not to exceed the longest instructional period. Teachers may have more than one (1) assignment but not more than two (2) within a duty period. Homeroom and student advisory will not be considered duty periods. The maximum duration of cumulative time for these periods shall not be greater than 50% of the length of a regular period. Duties will be rotated. In no case shall a teacher have the same duty for more than 3 consecutive years. Special area teachers who have four or more preparations per semester shall be relieved of either a duty or homeroom assignment for that semester.
- e) Student Advisory - Middle School Teachers may/may not be assigned to participate in the student advisor/advisee program. In years when the program is in operation, advisory group size shall be approximately fifteen (15) students. Advisorships may/may not be contiguous with the homeroom period. Homeroom/Advisory shall be on a rotating basis.
 - 1. Teachers who are scheduled as advisors will be assigned no more than one (1) unpaid duty period per day. Whenever possible, the building principal will attempt to assign a duty equal to or less than a full instructional period.
- f) Lunch Duty - Volunteers for lunch duty shall be solicited from the secondary staff. Said volunteers shall be given the option of being paid for lunch duty. Those selecting payment may be assigned another duty during the day. Those not selecting payment shall have the lunch duty count as their daily duty. If no one volunteers for lunch duty it may be assigned by the building administrator and the options listed for payment or non-payment will be available to those persons assigned. Teachers new to the district will be notified of this option by the building principal (See Article XIII for compensation).
 - 1. Secondary Teachers shall be assigned no more than one lunch duty every (2) school calendar years.

- g) Secondary Teachers of English, social studies, mathematics and/or science will teach no more than three (3) preparations (i.e., grade levels, subjects, or tracks, or any combination thereof) whenever feasible. When such a Teacher is assigned four (4) preparations, he/she will serve no duty. Every effort will be made to divide preparations evenly within departments; to limit preparations to four (4) for other than core academic teachers; to assign similar preparations to teachers who travel.
- h) Teachers assigned 2 or more periods of A.P. and/or S.U.P.A. courses shall not be assigned a duty.
- i) Flex Period - Each secondary teacher shall be afforded one flex period per day. Said period shall be used at the teacher's professional discretion to engage in professional activities such as mentoring (student extra help), additional class preparation, review of professional materials, cooperative planning, parental contact, attendance at District or building level meetings including, but not limited to CSE meetings. For purposes of this section grades 5 and 6 shall be considered secondary and, therefore, teachers must be afforded one flex period per day.
- j) In-School Suspension Teacher - The in-school suspension teachers shall be assigned a maximum of 6 periods per day of ISS and will receive a lunch period, a preparation period and a flex period. This teacher's duties when no students are assigned to the ISS shall be hallway supervision, cafeteria supervision, hospitality desk supervision, parking lot supervision, mentoring, class coverage, or other duties as assigned if mutually agreeable between the Association and the Administration. In-school suspension class size shall not exceed 32 students. The tenure area and placement on seniority lists of the in-school suspension teacher shall be based on the certification/tenure area of the teacher.
 - 1. The District may appoint a non-bargaining unit person to perform in-school suspension duties at the High School.

Section 2 - Revised Work Schedule

In the event of curtailed sessions or early dismissal, the Superintendent of Schools will announce in advance the scheduled teacher hours. The district maintains the right to block schedule inclusive of the 26-minute period. An advisory committee of teachers and administrators will be created for planning and implementation.

Section 3 - Split or Double Session

In the event of split or double sessions, a Teacher's workday shall be determined by the required law and arrived at with consideration according to grade level and choice by seniority with the final decision determined by the Board of Education.

Section 4 - After School Faculty Meetings

- 1. Normally, Mondays will be set aside for faculty meetings. Under normal circumstances, meetings will start ten (10) minutes after dismissal and will generally not be more than one (1) hour in length. The Administrator will notify the Teachers at least one (1) day in advance before such meeting. An agenda will be provided in advance either formally or informally or by way of the sign-in sheet. Additional meetings will be called only where an emergency situation exists.
- 2. There will be a maximum of 11 faculty meetings per year called by the Building Administrator. Department meetings shall not be counted as faculty meetings.
- 3. Coaches Meeting: - District coaches shall make every attempt to attend a mandatory coaches' meeting on or about the last three weeks of August.
- 4. The Administration will not call any afterschool meetings on Wednesdays so that the Association may utilize Wednesdays for its Association meetings.

Section 5 - Preparation Period

Each Elementary Teacher will be given an uninterrupted preparation period of at least forty-five (45) minutes each day. Middle School and High School Teachers will be given a preparation period equal to the longest instructional period (excluding student passing time).

Section 6 - Lunch Period

Each Elementary Teacher will be given an uninterrupted lunch period of at least forty-five (45) minutes each day. Middle School and High School Teachers will be given a lunch period equal to the longest instructional period (excluding student passing time). Every effort will be made to schedule teacher lunch periods during the times of student lunch.

Section 7 - Bus Check-off (5 & 6)

Bus check-off will be performed by 5th & 6th grade Teachers unless they are on the same time schedule as 7th & 8th. No more than one (1) Teacher on duty. Each Teacher shall be assigned no more than an average of one (1) period per week.

Section 8 - After Class Instruction

Teachers are encouraged to spend a minimum of two days per week for after school extra help.

Section 9 - School Calendar

The District shall schedule 185 days in the school calendar inclusive of five (5) emergency closings. In the event that the District uses three (3) or less emergency closing days, teachers will be required to be in attendance 181 days. The Teachers' Association shall confer with the Superintendent of Schools for the purpose of scheduling said days. However, the Superintendent of Schools shall make the final determination.

Section 10 - Guidance Counselors

1. For the duration of this agreement guidance counselors may be required to work a maximum of ten (10) additional days contiguous with the week after the close and/or the week prior to the opening. Dates, days and times may be adjusted by mutual agreement. In addition, "two high school counselors and one or two middle school counselors may be required to work one additional week each (5 consecutive days). One week will be on or about mid-July and one week will be on or about mid-August. The exact dates will be determined upon consultation and agreement between the counselor and the head of pupil personnel services. The District must solicit volunteers (in August of the prior year). If no volunteers come forth the District may assign counselors on a rotating basis. Each summer week worked must straddle a weekend. The summer workday shall be five hours (8 am – 1 PM). Compensation for this summer work shall be the counselor's pro-rated per diem rate of pay or the summer rate of pay, whichever is greater (pro-rated per diem rate of pay capped at \$115.00 per hour) or five additional sick days, or one comp. week (does not have to be consecutive).
2. Also, the District may solicit volunteers to work one Wednesday or Thursday evening per month during the months of November through April. The hours for said work shall be 4:00 P.M. to 9:00 P.M. Compensation for said work shall be the counselor's prorated per diem rate of pay or the summer rate of pay, whichever is greater (pro-rated per diem rate of pay capped at \$115.00 per hour) or one sick day or one comp day/evening worked.

Section 11 - Evening Assignments

Teachers assigned to multiple buildings may be required to attend two (2) back-to-school nights.

Section 12 - Multi-building Assignments

Teachers assigned to more than one building will be compensated for travel between the buildings following the first trip each day of travel. Each trip thereafter will be considered one mile and the rate of compensation will be IRS rate per mile (i.e. HS to MS to ES to HS = 2 trips). Application for payment may be made midyear and/or at the end of the year through the principal's office.

Section 13 - Differentiated Schedule

The District shall have the right to alter a teacher's schedule so that it is not consistent with that of any particular school. A teacher's schedule may be altered a maximum of one (1) instructional period (40 minutes) from that of a particular school (i.e. start 40 minutes early or late). If a differentiated schedule is required, the District must first solicit and accept volunteers from within the particular department and/or tenure/certification area. If several volunteers come forth, the final decision to assign an individual teacher to a differentiated schedule rests with the District. If no volunteer comes forth, the District may assign a teacher to a differentiated schedule. A differentiated schedule may not be assigned for more than one (1) year [consecutive], unless there is mutual agreement between the Teacher, the District, and the Association. The District may solicit volunteers for a multi-year differentiated schedule assignment for a specific program. If no volunteer comes forth, the District may assign a teacher to a multi-year differentiated schedule for a specific program. In these instances where a teacher's day must begin prior to the High School start time or conclude

later than the Elementary School end time, the necessity of the scheduling arrangement shall be discussed with the Association with the intent of coming up with other solutions. A teacher's schedule shall be the same each day. The maximum length of the school day shall not exceed 6-¾ hours for any reason. The District agrees to solicit volunteers for specific differentiated schedule assignments per building (i.e. two reading teachers, before school, high school), by way of written notice. Teachers assigned a differentiated schedule shall be notified by May 15 (Elementary) or June 15 (Secondary) as part of their tentative teaching assignment pursuant to Article XII Section 2 (b) and (c).

Section 14 – Evening Conference Hours (Elementary)

Four (4) evening (5:00 p.m. and beyond) conference hours will be required per year. Said hours will be scheduled the week before, the week of, or the week after regularly scheduled conference days. Up to two (2) hours may be scheduled prior to the start of school (early morning hours). Compensation shall be one (1) “comp day” to be used without restriction.

Note: This provision does not apply to Art, Music and Physical Education teachers.

ARTICLE VII Teacher Rights

Section 1 - Teacher Files

Teachers will be allowed to refer to personnel files. Teachers shall request this before 9:00 A. M. and will be able to refer to files on the same day. Teachers shall acknowledge reading the material. No information on a Teacher shall be placed in a Teacher's file unless the Teacher reads the material. Teachers must then be given the opportunity to give their responses and this too shall be placed in the file.

Section 2 - Parent-Teacher Conferences

Teachers shall have three (3) successive one-half (1/2) days for conferences at the first marking period, and one (1) half-day on the second to last day of school. Under extenuating circumstances, parent-teacher conferences not fulfilled will be held at the convenience of the participants. The foregoing shall be organized within the guidelines required by the New York State Education Department.

Section 3 - No Reprisal

There shall be no reprisals taken against any member of the Association because of such membership or participation in its lawful activities.

Section 4 - Regulations and Practices

The Administrator shall consult with the Association prior to instituting any new or major revisions of policies or regulations and practices affecting the Association members.

Section 5 - Teacher Termination

No Teacher shall be dismissed, reduced in rank or compensation, or denied any professional advantage without just cause.

- a) After at least one (1) unsatisfactory formal observation, the teacher shall receive a written warning, followed by a meeting with the Association Representative where the teacher will receive specific written instructions/suggestions for improvement, for the purpose of keeping their position. A first year teacher has 60 school days to improve, a second year teacher has 45 school days to improve, and a third year teacher has 30 school days to improve. If the administrator makes a determination that “no improvement has been shown” the statute will be followed for dismissal.

Section 6 - Bulletin Boards

The Association has the right to use the faculty bulletin board at the discretion of the membership. No material may be removed without the permission of the Association.

Section 7 - Workroom and Conference Area

The School District shall make every effort to provide a workroom and conference area. Office machines will be provided for Teachers' use for school-related business only. School phones may be used for school business. It shall be the duty of the teaching staff to keep the room neat and the equipment clean.

Section 8 - Testing

No standardized testing shall be administered later than June 1st.

Section 9 - Association Days

There shall be 20 Association Days per school year granted to members of the Union as designated by the President without loss of pay and/or benefits to conduct Association business. The Association shall reimburse the School District the per diem cost of a substitute replacement.

- a) Additional association days will be given if the business is of mutual benefit. In those instances the District will pay for the substitute.

Section 10 - Roster

The Association president will be provided a list of new employees prior to the opening of school.

Section 11 - Observations

No District Office Administrator shall perform a classroom observation until December 1st or until at least two (2) building level (principals or directors) observations have been completed. This shall apply to any member with two (2) years or less experience.

Section 12 - Mentor Intern Program

Program to be one year (Interns to be monitored). Mentoring assignment(s) to be made by selection/assignment committee based on tenure/certification area(s) and grade level of the mentor and intern(s). Selection/assignment committee to be made up of three teachers (one to be Association President), one district level administrator, and one building principal. The Association President and Superintendent to jointly solicit volunteers as mentors. A maximum of 10 volunteers and all building principals to receive mandated training. Maximum number of interns per mentor limited to three. Mentor(s) assigned 1, 2, or 3 interns shall not be assigned any non-teaching duty. Mentors assigned 1, 2, or 3 interns shall receive up to one professional day per month (or the equivalent in instructional periods) per mentor, if requested, in order to meet with, observe, confer, coach, etc. their intern(s). The professional day(s) and/or instructional period(s) may also be used to cover the class(es) of their assigned intern(s) so that the intern may observe other colleagues. Request for professional time must be made at least one week in advance to the building principal. If instructional periods are requested (rather than full days), said release time shall be requested on a rotating basis. Professional days requested during the month of June may be granted at the discretion of the building principal. Elementary mentors and interns shall not be required to attend any District/building meeting prior to student arrival. (10 day/year exception) Mentor stipend: \$1000.00 per assigned intern; or 12 sick days added to accumulated sick time per assigned mentor. Intern(s) shall receive no release time but shall not be assigned any non-teaching duty for the first half of the year. All secondary interns must fulfill two chaperone assignments before the conclusion of the first school year. Compensation as per the contractual agreement between the Association and the District shall not apply. Mount Sinai Teachers' Association shall be responsible for all mandated training of mentors, interns, and building principals. This includes the selection, organizing and cost of said training. Role of Mentor to be advisory rather than evaluative. Strict confidentiality between mentor and intern to be maintained.

Section 13 - Surveillance/Video Cameras

Electronic monitoring equipment, such as video/surveillance equipment, ID badges, etc. may be installed and used for legitimate security purposes only. Any and all information captured by any electronic means, shall not be used in the evaluation and/or observation of any member of the Association unless mutually agreed to by and between the District, the Member, and the Association. Information gathered by any electronic means may not appear or be referenced on any observation or evaluation. Information gathered by any electronic means may not be used in any disciplinary hearing or proceeding pursuant to Section 3020-a of the Education Law unless the information reveals the striking of a student or any other illegal activity. The District retains the right to use any information captured by electronic means in the criminal prosecution of any member of the Association.

Section 14 - Weingarten Rights

All members shall have the right to have a union representative present when meeting with any district administrator if the member reasonably believes the meeting could result in discipline.

Section 15 – IEP Days

One (1) IEP day shall be granted per semester to special education teachers, reading specialists, speech & language teachers, and social workers. IEP days must be spent in District. Elementary teachers (as listed above) may use a maximum of two days per year as needed.

ARTICLE VIII Class Size

The policy for class size for the duration of this contract is:

Section 1 - Elementary

Class size for the elementary grades shall be within the following ranges:

Kindergarten	Grade 1	Grades 2 through 6
18 – 23	20 – 24	24 – 28

Music, art, physical education may exceed 28. However, the maximum class size for music, art and physical education shall be equal to an individual class size. If the mainstreaming of self-contained students causes the mainstreamed class to go over the maximum limit, the teacher may elect to receive \$3 per day per student for each of the 180 days school is in session, rather than be assigned an aide. There is a three-student limit.

Class size, except for chorus & band, shall be considered in excess when there are enough pupils over the top of the range to create a new class equal in number to the bottom of the range. If a class size exceeds the upper limit, an aide will be provided for one (1) hour per day for each student over the limit.

Section 2 - Secondary Grades (7-12)

Class size for secondary grades, including general music, shall not exceed 32 with the following exceptions:

- a) Chorus and Band
- b) Physical Education classes shall not exceed 35
- c) Project Adventure classes shall not exceed 25
- d) Science Labs - no class shall exceed 26. If a class exceeds 26 students, an aide for that class will be provided.

Section 3 – Secondary

Caseload for Secondary Teachers shall not exceed a total of 145 students with the following exceptions:

- a) In school years when the student advisory program is in effect the caseload for secondary Teachers involved in the program shall not exceed a total of 152 F.T.E. students.

Section 4 - Home and Career Skills and Technology

Class size for Home and Career Skills and Technology classes in grades 7-12 shall not exceed 25 students per class. For elementary Technology Exploratory Courses, classes that exceed 25 students will have an aide assigned for safety and supervision purposes.

Section 5 - Modified Classes and Secondary Art

Every effort shall be made to keep modified classes at no more than 20 students per class. Secondary art classes shall not exceed 26 students.

ARTICLE IX

Leaves

Section 1 - Personal Leave

A total of five (5) days per year may be allowed without loss of pay for personal leave reasons where matters cannot be attended to outside the normal school day.

- a) Up to three (3) personal days (contiguous to weekend or holiday) can be used without restriction upon approval of Superintendent or designee. Note: No reason required. Personal leave days that are more than three (3) days must:
 1. Be requested at least two school days prior to day(s) requested. (Will be waived in cases of emergency). Response will be given one school day later for request made within the week of said date or approval can be assumed. Those days requested that are received prior to the week before, will receive a response at least a week before said requested leave dates.
 2. Be fully explained on district form
 3. Be approved by Superintendent or his/her designee
 4. Personal leave days will be accumulated as part of sick days.

Section 2 - Sick Leave

1. Tenured Teachers will be granted 12 sick leave days per year without loss of pay.
2. Probationary Teachers will be granted 10 sick leave days per year without loss of pay.
3. Any unused portion of the sick leave shall be accumulated to an unlimited amount.
4. Sick leave shall be defined as personal illness or illness in the immediate family.
5. Medical proof will be submitted if requested by the Superintendent of Schools or the Board.
6. Teachers will be furnished with an accumulated sick leave statement in September of each year.
7. Birth of a Child - Teachers may use up to 10 weeks of accumulated sick time for the natural birth of a child (each week beyond 6 will be understood to be pursuant to FMLA). Teachers may use up to 12 weeks of accumulated sick time for the cesarean birth of a child (each week beyond 6 will be understood to be pursuant to FMLA). Teachers not using their full allocation of FMLA shall have the balance available to them for the remainder of the year. *(Recuperative time in excess of the six weeks after the birth of a child {if charged against sick time} is deducted from FMLA).*

Section 3 - Supplemental Sick Leave at Half (1/2) Pay (SHALL NOT APPLY TO PART-TIME TEACHERS)

1. Supplemental Sick Leave shall be granted to probationary and tenured teachers when a teacher is unable to perform his/her teaching duties as a result of a serious illness and/or accident. The teacher must submit written certification from a physician, to the Superintendent of Schools stipulating the reasons for the inability and the approximate length of time needed to recover and return to work. The district can request a second opinion and/or periodic update exams from the teacher or school district's doctor.
2. The Teacher must first exhaust all of his/her accumulated sick leave and personal leave time.
3. The Teacher shall receive half (1/2) pay for as many payroll periods as the number of years of teaching service in the District rendered by the Teacher. The cumulative total of payroll periods shall cap at the total number of years the teacher has been employed in the district.

Section 4 - Catastrophic Sick Leave at Half (1/2) Pay

Catastrophic Sick Leave is at the Board of Education's discretion and shall apply only to tenured Teachers, after they have utilized their Supplemental Sick Leave benefit. The length of time catastrophic leave may be granted shall be determined by the Superintendent of Schools and the Board of Education after consultation amongst the Teacher, Physician and Superintendent. The length of time may not exceed six (6) calendar months. The board may waive this time limit at its discretion. The Board of Education reserves the right during any period of convalescence to have the teacher examined by a doctor appointed by the Board.

Section 5 - Military Leave

Military Leave will be granted in those cases where personnel are entering the military service for a period of not less than 60 days. Accumulated sick leave will be carried over until the person returns.

Section 6 - Child Care Leave (SHALL NOT APPLY TO PART-TIME TEACHERS)

1. A child care leave of absence, without pay, shall be granted for not more than two (2) school calendar years after the Teacher has completed one (1) full year of satisfactory service. A third year may be granted at the Board's discretion.
2. Child care leave shall be granted for birth of child, illness of child, adoption of child, or death of spouse.
3. Child care leave may begin during the school year provided, however, that the Superintendent of Schools is notified by the Teacher two (2) months in advance of such leave. This advance notice applies in cases of pregnancies only (and whenever possible for the other three listed in part (2) above).
4. A Teacher granted child care leave may not return until the expiration of the leave. Teacher will notify the District by April 15th of his/her intention to return or not. No mid-year returns will be allowed.
5. When the Teacher returns from leave, the Teacher shall be assigned to the same position the Teacher held at the time the leave commenced. If the position no longer exists, the Teacher shall be entitled to a substantially equivalent position.

Section 7 - Professional Days

Subject to the approval of the building principal, any Teacher requesting to attend a conference and/or seminar beneficial to the educational needs of the District will be allowed to do so without loss of pay, time or leave benefits. All reasonable expenses incurred by the Teacher such as registration fees, transportation, meals and lodging shall be reimbursed by the District after submission of receipts for expenditures.

Section 8 - Leave Notification

When a teacher is on an extended leave of absence, the District will send a notice to him/her by March 15th to remind him/her of his/her responsibility to inform the District by April 15th of his/her intention to return to work. Failure of the teacher to do so (by April 15th) will be construed as the teacher's intent to sever employment (at the conclusion of the leave) and will result in his/her termination from the District (action to be taken at the May Board of Education meeting.)

Section 9 - Bereavement Leave

Teachers will receive five (5) bereavement days per occurrence with no restrictions.

ARTICLE X Tenure

The probationary period for all non-tenured Teachers shall be in accordance with Section 3012 of the New York State Education Law. (SHALL NOT APPLY TO PART-TIME TEACHERS)

ARTICLE XI In Service and Graduate Preparation

Section 1 - Credit Acceptance

1. A minimum of three graduate credits must be taken per horizontal movement on the salary schedule.
2. Credits will be accepted for movement on the salary scale following the prior approval of the Superintendent of Schools or his/her designee.
3. Online courses will receive full credit.
4. Up to three (3) in-service credits per column may be earned by chaperoning 15 hrs. per credit at no cost to the District.

5. A minimum of six (6) graduate credits must be taken when moving to MA75 column and MA90 column.

*Note: six (6) graduate credits are required when moving from MA column to MA30 column (new hires, July 1, 2017).

Current members that have twelve (12) in-service and three (3) graduate credits "banked," will be "grandfathered" and may move to MA75 or MA90 with three (3) graduate credits.

Section 2 - Reimbursement Option

The district and teacher may mutually agree on course work to prepare a teacher more fully for a given position or the district may mandate a course to help improve the teacher's performance. In either case the teacher has the option to pay for the course and receive credit toward an increment or they could take the course at the District's expense and not receive credit toward incremental movement.

ARTICLE XII Vacancies and Transfers (Shall not apply to Part-Time Teachers)

Section 1 - Vacancies

1. All professional vacancies shall be posted as soon as the vacancy exists and a position description and qualifications for the position included. The staff will receive first opportunity to apply for said openings. When a Teacher applying for a position is denied this position, the Teacher can request and receive an explanation from the Administrator directly involved.
2. The District Office shall forward a copy of any vacancies to the President of the Association when school is not in session (summer months).
3. The District will notify the Association President in advance of situations of reduction in force.

Section 2 - Transfers

1. All transfers will be explained fully.
2. Elementary Teachers shall be notified of their teaching assignments by written notice no later than May 15th. However, exceptions may be made when extenuating circumstances occur.
3. Secondary Teachers shall be notified of their specific teaching assignments (i.e., grade levels, subjects, and tracks) by written notice not later than June 15th. However, exceptions may be made when extenuating circumstances occur.

Section 3 - Summer Positions

Teachers applying for summer positions shall be chosen by qualifications and seniority. Job description and salary shall be posted by May 15th, whenever possible.

ARTICLE XIII Compensation

A. SALARIES

Section 1 - Salary Schedule

New Hires: Add four (4) additional steps before Step 1 (6 total, A-F). Eliminate BA15 column, BA30 column, BA45 column, and MA15 column.

Percent increases are as follows:

2017-18	.25 % plus increment
2018-19	.50% plus increment
2019-20	.75% plus increment
2020-21	.75% plus increment
2021-22	1.0% plus increment

*All other compensations shall increase the same rate unless otherwise noted herein.

Current Members: Eliminate BA30 column and BA45 column. Eliminate Step 00 and Step 0 on the 2019-20 salary schedule and beyond. \$2,000 longevity to all Step 30 columns (Remains on schedule).

Percent increases are as follows:

2017-18	.25 % plus increment
2018-19	.50% plus increment
2019-20	.75% plus increment
2020-21	.75% plus increment
2021-22	1.0% plus increment

*All other compensations shall increase the same rate unless otherwise noted herein.

Section 2 - Placement on Salary Schedule

1. In the event a teacher's end of year evaluation is rated unsatisfactory, the District may pursue disciplinary charges in accordance with Section 3020(a) of the Education Law. The primary basis of which would be incompetence. It is understood that an unsatisfactory end of year evaluation will need to be supported by written documentation of concerns that have been communicated throughout the year. While several formal classroom observations are required in making such a judgment, informal observations and other non-instructional matters will need to be included in the written documentation to support an unsatisfactory rating. Upon the filing of such charges, the Association must arrange to meet with the teacher and representatives of the District in an attempt to find a mutually acceptable alternate arrangement so that the 3020(a) charges may be withdrawn.
2. Vertical placement on the salary schedule will be allowed on the basis of one step for each year of teaching in the Mt. Sinai School District.
3. Three (3) horizontal moves shall be permitted between September 1, 2017 and June 30, 2022. Moves may occur in September or February (only one move per year permitted). BA to MA does not count as one of the three (3) moves.)
4. Those Teachers who teach for half a year or more will be allowed one full year's credit toward placement on the salary schedule the following September.
5. Those Teachers who teach less than half a school year will remain on step through the following school year in order to earn a year's credit toward increment.
6. Teachers returning from a leave of absence, (granted to fill any administrative position within the District), shall be granted incremental salary credit.

Section 3 - Salary Increments

Salary increments will be granted at the beginning (September) and middle (February) of the school year. The District must receive an official transcript or copy of transcript request form by the end of the semester following completion of courses before additional salary is initiated. Salary increments will be paid retroactively to the beginning of the semester following completion of credits provided there is such timely receipt of a transcript or a copy of a letter requesting a transcript.

Section 4 - Prior Service Credit Allowance

Prior service credit will be unlimited at the discretion of the Superintendent of Schools and the Board.

Section 5 - Military Credit

Credit for placement on the salary schedule for service in the United States Armed Forces may be granted at the discretion of the Administrator and the Board at the rate of one (1) year for each two (2) full years of military service. This service credit will not exceed two (2) years and must be based on a satisfactory service record. (SHALL NOT APPLY TO PART-TIME TEACHERS)

Section 6 - Salary Payment

Salary will be paid every other Friday beginning with the second Friday following the opening of school. Payroll will be distributed on the last day of student attendance where the normal Friday payroll date occurs during a vacation.

B. HOME BOUND INSTRUCTION

A Teacher who is assigned by the Superintendent of Schools and/or his designee to provide home bound instruction outside of the normal school day shall be compensated at the rate of:

2017-18	2018-19	2019-20	2020-21	2021-22
\$ 45	\$ 45	\$46	\$46	\$46

Full-Time Teachers shall have primary consideration over Part-Time Teachers for homebound instructional assignments.

C. CURRICULUM DEVELOPMENT

Section 1

The Board of Education, District Administration and the Teachers Association hereby recognize and pledge mutual cooperation in the development of major curriculum program revisions and the development of new courses of study beneficial to the educational needs of the school district. It is further understood by the Board, Administration and the Association that the development of curriculum programs during the normal school day is a professional commitment to the students to further enrich the quality of education in the District.

Section 2

Any Teacher(s) who perform(s) curriculum preparation and/or curriculum writing as indicated in Section 1 outside of their normal workday and/or work year, shall be compensated as set forth below. The Superintendent of Schools shall determine the time allotted for such curriculum work after consultation with the Teacher(s) involved.

2017-18	2018-19	2019-20	2020-21	2021-22
\$52	\$52	\$53	\$53	\$54

Section 3

The Administration and the Association shall confer with each other for the purpose of exchanging ideas and suggestions. Upon completion of the proposed curriculum programs as indicated in Section 1 and upon the recommendation of the Superintendent of Schools, said documents shall be forwarded to the Board of Education for their review and consideration before final adoption of such programs.

D. EXTRACURRICULAR ACTIVITIES

If additional services are required of Teachers to supervise programs of student activities after school, the posting, hours, and salary compensation are set forth in Section 5 (Appendix C).

Section 1 - Voluntary

All extracurricular activities shall be on a voluntary basis with appointments made by the Board of Education. Full-Time Teachers shall have primary consideration over Part-Time Teachers to participate in extracurricular supervision.

Section 2 - Posting of Notices

Posting will be at least seven (7) days in advance of selection of person(s) to be appointed.

Section 3 - Preference

In the initial chartering of an activity, preference shall be given to those members of the staff who have been conducting certain extracurricular activities on a voluntary basis.

Section 4 – Cancellations

It is expressly understood by and between the parties that the District retains its right, at any time, to discontinue any authorized chartered activity. In the event such cancellation occurs, then the Teacher shall receive compensation on a pro-rated basis up to such time that the cancellation occurred.

Section 5 - Rate of Pay

Compensation shall be as per co-curricular salary schedule (see Appendix B).

Stipend Increases - Increase Elementary School Yearbook and Elementary School Student Council stipend by five hundred (\$500) each. Increase High School Musical Stipends: Drama Director, Vocal Director, Pit Orchestra, Set Design, and Producer by five hundred (\$500) each.

Music Stipend - Artistic Director stipend two thousand, eight hundred and forty-two (\$2842). Job description developed upon consultation and agreement with director of Music & Fine Arts.

Varsity Lacrosse & Wrestling – Move to Level “A” sports in the 2018-19 school year

E. COACHING SALARIES (Appendix B)

Section 1 - Payments

1. All coaching salaries to increase as follows:

2017-18: .25% + increment (if applicable)
2018-19: .50% + increment (if applicable)
2019-20: .75% + increment (if applicable)
2020-21: .75% + increment (if applicable)
2021-22: 1.0% + increment (if applicable)

2. Athletic Trainer Compensation - the position of athletic trainer shall be placed on the coaching salary schedule as a B coach (head varsity) for all three seasons.

If 40% of our outdoor athletic events (cumulative home games) occur after 5:30 p.m. during the fall or spring sport season, compensation for the athletic trainer shall be based on a level “A” head varsity coach for that particular season or seasons. Appropriate step applies.

3. Upon receipt of log or notice that half (1/2) the season or activity is completed, the coach will be compensated half amount of pay.
4. Second half payment will be made within 30 calendar days after submission of log and sign-off by supervisor indicating completion of said activity.
5. Coaches not employed by the school district as a teacher will have a 3% agency shop fee deducted from the salary noted. Said sum of money will be forwarded to the Mount Sinai Teachers' Association.
6. Additional compensation for after season playoffs:

Each Practice

2017-18	2018-19	2019-20	2020-21	2021-22
\$75	\$ 76	\$ 76	\$ 77	\$ 77

Each Playoff Game

2017-18	2018-19	2019-20	2020-21	2021-22
\$ 149	\$ 150	\$ 151	\$ 152	\$ 154

7. A coach who moves up within a sport (i.e. JV Head to Varsity Head) will be placed on the coaching schedule at the step nearest the salary earned (+/-) in the position prior to moving up.

F. CHAPERONING, TIME KEEPING, SCOREKEEPING, and FIELD TRIPS/CLASS TRIPS

1. Prior to the start of each semester, a list of all K-12 activities requiring chaperones, scorekeepers, timekeepers, etc., will be posted in each building. Teachers may sign up as "first choices" and/or "alternates". Teachers not assigned as first choices shall be placed on the alternates list. There is no limitation on the number of events that can be assigned or restrictions by building. Teachers will receive preference for all assignments.

Any teacher deemed "not eligible" (as observed by an administrator or his/her designee) must be informed in writing and provided a specific reason(s) by the administrator. Reasons may include, but are not limited to, poor performance, repeated non-attendance [three or more times per year], not wearing the supervisor's "jacket", etc.

The building administrator may give preference to teachers "most familiar" with students. However, should the number of chaperones required for a specific event exceed the number of volunteers from the building; teacher volunteers from other buildings will be given preference over non-MSTA members.

In the event that the person assigned to an activity cannot attend (regardless of reason), the list of alternate chaperones for that event will be exhausted before the district can go outside the bargaining unit (MSTA) to engage non-members.

The final list of assignments and alternates will be sent to all MST A members.

It is understood that MST A members shall also receive preference to all Section XI (A) events, as well as for events that are not initially listed. It is further understood that at the discretion of the Superintendent and/or his/her designee, any event may be canceled.

Teachers who chaperone students or serve as the official timekeeper or scorekeeper during authorized school sponsored events as determined by the School District, shall receive the following remuneration:

2017-18	2018-19	2019-20	2020-21	2021-22
\$ 32	\$ 32	\$ 32	\$ 33	\$ 33

Chaperoning shall begin fifteen (15) minutes prior to an event and end fifteen (15) minutes after the event (this time may be extended by the administrator in charge). A maximum charge shall be seven hours (7) except for weekend (Saturday and/or Sunday) school sponsored activities or when school is not in session nine hours – nine (9) hour maximum per day. Weekday overnight trips will be compensated at nine hours per day. Beyond the half-hour shall be paid for a full hour.

2. Official Timekeepers and Scorekeepers - A maximum charge of three (3) hours will be charged for a single event and a maximum charge of four (4) hours for multi-events. Beyond the half-hour shall be paid for a full hour.
3. Trips - it is understood that the Superintendent and/or designee has the right to approve all school sponsored field/class trips. Approval will be based on the relevance to the curriculum, the specific number of hours, and the number of chaperones needed. In addition to these criteria, when school is not in session, trip approval will occur after consultation with MST A President and/or designee.

Trips occurring when school is in session must extend the normal school day by at least one (1) hour for chaperone payment to be applicable. Chaperones shall be paid up to seven (7) hours beginning after the first "extended" hour (30 minutes or more constitutes one hour). For trips occurring when school is not in session, chaperones shall still be paid up to nine (9) hours per day. If the determination is "no chaperone(s) and/or no pay," the trip may still be scheduled and noted as such. The decision of the superintendent is final. (Note: extension of the school day means before and/or after school).

4. Sporting Events – the chaperone rate of pay for outdoor evening events after 5:30 p.m. shall be 150% of the regular chaperone rate of pay.

G. COMPENSATION FOR COVERED CLASSES

In the event a Building Administrator assigns a Teacher to cover a class due to insufficient substitutes, remuneration is as follows and payable semi-annually:

Section 1 - (Grades K-6)

\$4.00 per student with even distribution of students across grade level. Applies only to classroom Teachers.

Section 2 - (Grades 7-12)

2017-18	2018-19	2019-20	2020-21	2021-22
\$ 30	\$ 30	\$ 30	\$ 31	\$ 31

or, one additional sick day for every six (6) class coverages - at the teacher's option.

H. LUNCH DUTY

Teachers electing to be compensated for lunch duty will receive per period pay. Teachers will be compensated mid-year and at the end of the year following the submission of a log noting the days they served the duty.

I. SUMMER RATE OF PAY

If an administrator needs the services of a teacher during the summer months, the rate of pay will be as follows.

2017-18	2018-19	2019-20	2020-21	2021-22
\$ 77	\$ 78	\$ 78	\$ 79	\$ 80

J. SUMMER SCHOOL COMPENSATION

2017-18	2018-19	2019-20	2020-21	2021-22
\$ 4799	\$ 4823	\$ 4859	\$ 4896	\$ 4945

- Session I is to be one and one half (1-1/2) hours in length and begin at 8:15 a.m.
- Session II is to be one and one half (1-1/2) hours in length and begin at 10:00 a.m.
- Session III is to be one and one half (1-1/2) hours in length and begin at 11:45 a.m.
- Remuneration is based on classes meeting four (4) days per week for a total of six (6) weeks
- Any increase or decrease in the number of classes per week or in the number of weeks shall result in a commensurate proration of the stipends.
- In years where there are combined 7th and 8th grade classes, there will be a 20% premium.
- Summer school teachers may request half compensation at the midpoint of the session.

K. MILEAGE

A teacher, who is authorized by the Superintendent of Schools to conduct school district business and uses his/her personal vehicle to travel outside of the school district, shall be reimbursed at the same rate granted to other District employees.

L. SEVERANCE (not to be used in conjunction with or in addition to the retirement incentive)

Teachers who sever their relationship with the Mt. Sinai School District can have their full-time teaching experience in Mt. Sinai applied to severance compensation provided that:

- said Teachers have completed at least five years full time teaching in Mt. Sinai.
- said Teachers have accumulated a minimum of 50 sick days at the time of severing their relationship.
- said Teachers sever their relationship with the district in good standing.
- Teachers who meet all three conditions at the time of severing their relationship shall be compensated by applying the daily rate of pay of the BA 1 salary, times the number of accumulated sick days as per the following schedule:

Completion of:	1 day's pay for each:
5-12 years	4 days accumulated
13-20 years	3 days accumulated
21+ years	2 days accumulated

M. SEMI-ANNUAL PAYMENTS:

Semi-annual payments shall be made in the twelfth (12th) paycheck for those who wish to be compensated at the half-year point.

ARTICLE XIV

Insurance

Section 1 - Health Insurance

1. Current Members: Effective July 1, 2017, the health insurance plan for the members of the Teachers' Association shall be Empire Core Enhanced (NYSHIP) (inclusive of the prescription plan), [not Blue Cross/Blue Shield Empire]. If any annual increase in the Empire Plan is in excess of 15% in any given year; the Association President, Superintendent or designee, and Board President shall meet to discuss the possibility of a mutually agreeable arrangement including, but not limited to, a new third party administrator. (Empire Core Enhanced shall remain the standard). The teachers' contribution to the health insurance premium shall be 16%. Effective July 1, 2018, the health insurance contribution rate shall be 16.5%. Effective July 1, 2019, the health insurance contribution rate shall be 17%

New Hires: Effective July 1, 2017, the health insurance contribution rate shall be 19% through June 30, 2022, for all new hires (hired on or after July 1, 2017).

2. Should a Teacher elect not to be covered under the District's health plan, the Teacher shall be entitled to payment of \$12,000 (family), \$5,500 (individual), for current members and \$7,500 (family) and \$4,000 (individual) for new hires (on or after July 1, 2017), in lieu of accepting the health insurance benefits. (Part-Time staff will receive payment pro rata of the district's contribution). [Written notification by currently employed Teachers must be received in the Business Office no later than April 1 prior to the school year during which benefits are to be declined.] For Teachers not currently employed, such election shall be made at time of employment. Health benefits will be reinstated as per insurance carrier regulations, following evidence of insurability. Teachers electing not to participate in the health insurance program will be compensated at the end of the school year in which they elect not to participate.
3. Effective July 1 2008, the District's contribution to the health insurance premium for retirees (if not eligible for retirement incentive {retroactive to include current retirees paying more}) shall be 65%. The District agrees to reimburse Medicare Part B payments in accordance with the Empire program. Retirees currently paying 25% or less shall remain the same. By September 1st of each year the district shall provide the Association President or designee a statement of annual premium for single and family health coverage as well as any other information requested that is mutually agreed upon and submitted by August 1st of each year. The association shall have the right to audit the same at its own expense.
4. Retiree contribution rate shall be 30% if not taking advantage of the retirement incentive and 17% for members taking the incentive.
5. If a member (30 years or more of service (Port Jefferson time counts) or retiree), pre-deceases their spouse, the spouse shall continue coverage at the same contribution rate for up to 10 years or until the spouse becomes Medicare (or the equivalent) eligible, whichever is less.

*Note: Individual coverage applies unless the member leaves behind an eligible dependent. Family coverage would then only apply until the dependent becomes ineligible (ages out).

6. The district may offer an optional Plan B health insurance option upon consultation and agreement with the Association. District savings by a member taking the plan will be calculated upon consultation and agreement with the Association, and be shared with the member (50% District, 50% Member, calculated annually). Contribution Rate: Same as NYSHIP.

Section 2 - Dental Insurance (For Full-Time Teachers)

District Dental Contributions:

2017-18	\$675
2018-19	\$750
2019-20	\$825
2020-21	\$900
2021-22	\$975

Section 3 - Life Insurance

All members of the bargaining unit shall be covered by a minimum of \$20,000 life insurance policy.

Section 4 - Domestic Partnership

The District and the Association shall develop a restrictive policy regarding Domestic Partner upon consultation and agreement with District Counsel. A separate Memorandum of Agreement shall be executed.

Section 5 - Flex Plan

A debit card system shall be instituted no later than July 1, 2008, for the purpose of paying eligible benefits pursuant to Section 125 of IRS regulations. (If available)

Section 6 - Subrogation Agreement

If a member receives benefits under the contract and he/she receives money from a third party judgment or settlement in payment for the same benefits, then Empire/The Carrier may recover from such member the reasonable value of the benefits provided. Recovery by Empire/The Carrier shall be limited to amounts received by the member for hospital, medical and surgical services. The member must cooperate fully to assist Empire/The Carrier in protecting its legal rights under this provision. This shall not apply to supplemental insurance policies including but not limited to AFLAC.

ARTICLE XV Grievance Procedure

Section 1 - Purpose

The maintenance of a harmonious and cooperative relationship between the Board and its Teachers is essential to secure equitable solutions to grievances. Teachers may present grievances free from coercion, interference, restraint, discrimination or reprisal. The Board and the Teachers, through the Association, are afforded adequate opportunity to dispose of their differences.

Section 2 - Definition, Procedure and Time Limits

1. A grievance is a timely, written complaint, filed within thirty (30) school days of occurrence by one or more named Teacher(s) of an alleged violation, misapplication, or misinterpretation of this agreement and personnel policies stated herein.
2. Since it is important for good relationships, every effort shall be made by all parties to expedite the matter.
3. If time limits are not met by the Association, the grievance shall be deemed null and void. Time limits can be extended only by mutual agreement.

Section 3 - Grievance Steps

Step 1 - Teacher(s) and/or a Teacher's representative shall present the written grievance to the immediate supervisor, within 30 school days. The Supervisor shall make a written determination within ten (10) school days.

Step 2 - In the event the grievance is not resolved in Step 1, the Association within 20 school days shall forward a written request for review to the Chief Administrator from receipt of Step 1 response. The Chief Administrator shall have ten (10) school days (from his/her receipt of grievance) to make a written determination.

Step 3 - In the event the grievance is not resolved in Step 2, the written grievance along with any other pertinent data shall be forwarded to the Board, with copies to the Chief Administrator, by the Association within 20 school days from receipt of Step 2 response. The Board shall review and make a written determination within 20 school days.

Section 4 - Arbitration Procedure

1. Any grievance as defined in definitions hereof, which is not settled through the grievance procedure, may be submitted to arbitration, provided that the Association notifies the Chief Administrator within ten (10) school days from the date of receipt of the written denial of the grievance in the 3rd Step.

If the Chief Administrator receives no such notice within said ten (10) school days, the grievance shall be considered automatically settled on the basis of the decision given in writing after the 3rd Step.

2. The Association President and Chief Administrator may agree upon a mutually acceptable arbitrator. If they are unable to agree, the Association may submit the grievance to the American Arbitration Association within fourteen (14) days of such impasse.
 - a) In lieu of "2" above, an arbitration panel agreed upon between the Superintendent and Association President shall be used to hear all grievances that necessitate an arbitrator. The arbitration panel will consist of three (3) individuals agreed upon by the Superintendent and Association President. (rotated on basis of earliest availability).
3. The arbitrator shall be limited to ruling on the breach, interpretation or the application of the terms of this agreement. The arbitrator shall have no power to add to, subtract from, or modify any of the terms of this agreement.
4. The arbitrator's award shall be made in writing and shall be rendered within thirty (30) days after the hearings are officially closed and/or the date post hearing briefs are filed by either side.
5. The decision of the arbitrator shall be final and binding. The Board and the Association shall share cost of such services thereof, including any additional expenses, equally.
6. Teacher(s) shall be represented at each step.

ARTICLE XVI

Long Term Substitutes

Section 1 - Long-Term Substitute Teacher's Rights

Teacher(s) who are employed as Long-Term Substitutes as defined herein shall receive only those benefits described below.

Said Teacher(s) who may feel aggrieved by any alleged violation, misapplication or misinterpretation as to those benefits only, as provided for in this section, may submit such dispute in accordance with the grievance procedure contained in this agreement.

Section 2 - Long-Term Substitute shall be defined as follows:

1. A certified Teacher employed on a full-time teaching schedule and who will teach on a consecutive basis in accordance with the school calendar, and
2. Who replaces a Teacher who is on an authorized leave of absence for more than three (3) months and wherein the absence has been approved by the Board of Education in advance of such leave, or
3. A certified Teacher who has replaced on a consecutive basis a Teacher on leave for a period of less than three (3) months and that circumstances not previously known to either the Superintendent or the substitute Teacher, result in consecutive service greater than three (3) months, shall be treated in a similar manner as 2) above, effective the first day of the fourth month.
4. Retroactive pay does not apply for Long-term Substitutes

Section 3 - Salary, Sick Leave, Personal Leave, Health and Dental Benefits as contained in the Basic Agreement

Long-Term Substitute Teacher(s) shall receive their salary, sick leave and personal leave on a pro-rata basis.

The District shall contribute on pro-rata basis premium payments to Teacher(s) electing to participate in the Health and Dental Insurance Programs. The difference of any additional costs required for the payments shall be borne by the employee electing to participate in either or both the Health and Dental Plans through payroll deductions.

ARTICLE XVII
Part-Time Teachers

Section 1 - Work Day

1. The maximum length of the part-time Teacher's official school day for regular sessions at all grade levels shall not exceed 6-3/4 hours. Those Teachers whose assignments are less than the maximum hours shall be prorated.
 - a) The prorated day will be figured by multiplying the percentage of time employed by the 6-3/4 hour day. From this figure, class and passing time will be subtracted. If additional time is left, lunch and prep time will be subtracted. If additional time remains, the administrator may assign a duty for the balance of time.
2. Part-time Teachers who work a full day (6-3/4 hours) shall be treated in the same manner as a full-time Teacher having the same teaching responsibilities.
3. A part-time Teacher shall be defined as one whose assignment is more than 90 consecutive calendar days.

Section 2 - Lunch Period

Part-time Teachers shall have an uninterrupted lunch and/or preparation as determined by the calculation of time in Section 1 (1) (a) of this article.

Section 3 - After Class Instruction

Part-time teachers whose scheduled teaching assignment is the maximum length of the school day (6-3/4 hours) are encouraged to spend a minimum of two (2) days per week for after-school extra help.

Section 4 - Credit Acceptance

All credits for part-time Teachers will be accepted for movement on the salary schedule as per Article XI. Part-Time Teachers must meet the same conditions as outlined for full-time Teachers (Article XI).

Section 5 - Termination

No part-time Teacher shall be dismissed, reduced in rank or compensation, or denied any professional advantage without just cause.

- a) A part-time Teacher who is to be terminated shall be given a minimum of 30 days notice of effective termination.
- b) Reduction and/or elimination of a part-time Teacher's assignment due to budgetary action by the Board of Education shall be deemed just cause.

Section 6 - Personal Leaves

Part-Time Teachers whose assignments are 50% or more shall receive personal leave on a pro rata basis. (Subject to same conditions as full-time Teachers - Article IX, Section 1).

Section 7 - Sick Leave

Part-Time Teachers shall receive sick leave on a pro rata basis without loss of pay. (Subject to same conditions as full-time Teachers - Article IX, Section 2).

Section 8 - Health & Dental Insurance

1. The District shall contribute on a pro rata basis, premium payments to those part-time Teachers whose assignments are 50% or more of a full-time Teacher and who elect to participate in the health and dental insurance programs. The difference of any additional costs required for payments shall be borne by the employee electing to participate in either or both plans, through payroll deductions.
2. The premium dollar cost currently expended by the District to full-time Teachers shall be the basis for computation used in computing pro rata costs.

Section 9 - Salary Schedule

Part-Time Teachers shall receive their salary on a pro rata basis pursuant to the salary schedule.

ARTICLE XVIII Teaching Assistants

Section 1 - Teaching Assistant's Rights

Teaching Assistants who are employed on a full-time basis and who work the same school calendar year as all other full-time Teachers shall receive only those benefits described below.

Said Teaching Assistants who may feel aggrieved by any alleged violation, misapplication or misinterpretation as to those benefits only as provided for in this section may submit such disputes in accordance with the grievance procedure contained in this agreement.

Section 2 - Sick Leave

Teaching Assistants will be granted 12 sick leave days per year without loss of pay. (Subject to the same conditions as full-time Teachers – Article IX, Section 2)

Section 3 - Personal Leave

Teaching Assistants will be granted 4 personal leave days per year without loss of pay. (Subject to the same conditions as full-time Teachers – Article IX, Section 1)

Section 4 - Bereavement Leave

Teaching Assistants will receive five (5) bereavement days per occurrence with no restrictions.

Section 5 - Child Care Leave

Same as provided to Full-Time Teachers as contained in the basic agreement (Article IX, Section 6).

Section 6 - Supplemental Sick Leave

Supplemental Sick Leave shall be granted at the request of an employee who is unable to perform his/her duties as a result of a serious illness and/or accident and upon submission of medical certification from a physician to the Superintendent of Schools in accordance with the following provisions:

- a) The employee must first exhaust all his/her accumulated sick leave, vacation time, personal leave or any compensatory time.
- b) The employee shall receive half (1/2) pay for as many payroll periods as the number of years of employment service to the District.
- c) The Board of Education reserves its right during the period of convalescence to have the employee examined by the Board's doctor.

Section 7 - Longevity

1. Teaching Assistants who have completed 10 years of service to the District shall receive a longevity increase of \$175 to their annual salary.
2. Teaching Assistants who have completed 15 years of service to the District shall receive an additional \$175 to their annual salary.
3. The longevity increase shall take effect in July following completion of anniversary service to the District.

Section 8 - Health Insurance

Same as provided to all full-time Teachers as contained in the basic agreement (See, Article XIV, Section 1).

Section 9 - Dental Insurance

Same as provided to all full-time Teachers as contained in the basic agreement (See, Article XIV, Section 2).

Section 10 - Salaries

Teaching Assistants shall receive percentage increases as follows:

2017-18	2018-19	2019-20	2020-21	2021-22
.25%	.50%	.75%	.75%	1.0%

ARTICLE XIX Miscellaneous Provisions

Section 1

Whereby the Board offers positions and appoints Teachers in good faith it would be considered unprofessional and unethical to seek a position without making a commitment to remain for one school year or to seek a position elsewhere, once a salary agreement has been signed. Emergency situations will be exceptions to this rule.

Section 2

If any provision of the final agreement is or shall at any time be contrary to statutory law or the Commissioner's regulations, then such provisions shall not be applicable, or performed, or enforced, except to the extent permitted by law.

Section 3

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.

Section 4

Provided there is room, employees covered under the terms and conditions of this agreement may enroll their children in the district at 60% of the non-resident rate pursuant to the policy set by the Board of Education which increases tuition at 5% per annum. It is understood that the employees and their children will be obligated to adhere to the tuition policy set forth by the Board of Education. Students who do not remain in good standing as specified in the policy will not be allowed to continue. Employees wishing to take advantage of this benefit must let the Superintendent know of their intention by June of each preceding school year.

Section 5 - Retirement Incentive

All eligible members can take advantage of this retirement incentive. Eligibility shall be determined exclusive of the legislative enhancements enacted during the 2000-01 school year (commonly referred to as Article XIX). Teachers who are first eligible as defined by the NYSTRS shall have the option of taking this incentive within three (3) years of such eligibility. On July 1, 2019 eligibility reverts back to one (1) year. Members may also take advantage of this incentive up to 10 years prior to becoming first eligible, although certain NYSTRS penalties may apply.

If legislative enhancements are approved allowing Tier 2, 3, and 4 members to retire at age 55 with 25 years of service, without penalty, those members, for purposes of this incentive, shall be considered "first eligible", when they are credited with 30 years of service. As stated above, members could also retire before being first eligible.

Members must have ten (10) years of service in Mt. Sinai and notify the District of their intention to retire by January 1 of the school year during which they intend to retire (60-day notification for mid-year retirement). Teachers who transferred to Mt. Sinai from Port Jefferson pursuant to Education Law 3014 (c) shall have their Port Jefferson service counted as service in Mt. Sinai for the purpose of this retirement incentive.

There are two (2) options for eligible teachers (No one considered first eligible until they reach Step 30):

Option One - \$2650 per year of service in the District plus one (1) for two (2) of accumulated sick time at BA1 (not to exceed \$96,000 or;

Option Two – 100% of accumulated sick time at MA1 (not to exceed \$96,000.

Additional Sick time Buy Back- Any excess accumulated sick time not needed to reach the maximum retirement incentive may be used to extend the one (1) year eligibility so that a semester or school year may be completed. Excess accumulated sick time may be used as follows: Each fifty (50) excess accumulated days will extend the eligibility one (1) calendar month.

In addition to option one or two:

Members shall also receive 100% health insurance coverage, (including the prescription plan), but shall be required to contribute 20% (twenty percent) of the Empire Plan premium. This percentage shall remain fixed for the remainder of their lifetime.

All applicable co-pays and deductibles shall apply. (Same as active members)

At any time, the retiree shall have the right to “opt in” or change from individual to family coverage or vice versa. In order to preserve the right to “opt in”, at least 1 month’s premium as a retiree must be paid.

If two spouses work for the District, each shall be covered by the insurance plan and shall contribute the lowest percentage, regardless of which spouse predeceases the other. (Burk situation)

If a retiree predeceases his/her spouse, the spouse shall continue full coverage (at the same contribution rate) for 2 calendar years from time of death, after which time the spouse will be required to pay for coverage pursuant to COBRA. (Currently allows for 18 months of coverage) This only applies to employees not receiving retirement incentive contained herein or not having 30 years of service as referenced in Article XIV, Section 1 (5).

If an eligible member declines the lifetime health coverage at 20% contribution, they shall be entitled to a one-time insurance buyback of \$20,000.00.

Members declining lifetime health may re-enroll at any time, (after 2 years), but must pay the applicable amount toward coverage. (See Article XIV, Section 1 (a). Retiree contribution)

At age 65 the retiree shall pay 20% (twenty percent) of the published Empire Medicare premium.

The District shall provide each member written confirmation of all entitlements in accordance with this retirement incentive (Article XIX Section 5) within 30 days of notification of a member’s intent to sever relations with the District.

Any dispute arising from the issuance of said written confirmation shall cause the members’ “notification of intent to sever relations,” to be deemed null and void.

- **Note:** In no case shall the District be obligated to contribute more than 60% of the retirement incentive to the 403(b) in the first July immediately following the member’s effective date of separation from the District.

Any/all incentive monies shall be remitted by the district on behalf of each eligible employee in the form of a Non-Elective Employer Contribution, which shall be subject to all of the provisions contained herein.

1. **No Cash Option** No employee may receive cash in lieu of or as an alternative to any of the Employer’s Non-elective Contribution(s) described herein.
2. **Contribution Limitations** In any applicable year, the maximum Employer Contribution shall not cause an employee’s 403(b) account to exceed the applicable contribution limit under Section 415(c)(1) of the Code, as adjusted for cost-of-living increases. For Employer Non-elective Contributions made post-employment to former employees’ 403(b) account, the Contribution Limit shall be based on the employee’s compensation, as determined under Section 403(b)(3) of the Code and in any event, no Employer Non-elective Contribution shall be made on behalf of such former employee after the fifth taxable year following the taxable year in which that employee terminated employment.

In the event that the calculation of the Employer Non-elective Contribution referenced in any of the preceding paragraphs exceed the applicable Contribution Limits, the excess amount shall be handled by the Employer as follows:

- A. For all members in the New York State Teachers’ Retirement System (“TRS”) with a membership date before June 17, 1971* the Employer shall first make an Employer Non-elective Contribution up to the Contribution

Limit of the *Internal Revenue Code* and then pay any excess amount as compensation directly to the Employee. In no instance shall the Employee have any rights to, including the ability to receive, any excess amount as compensation unless and until the Contribution Limit of the *Internal Revenue Code* are fully met through payment of the Employer's Non-Elective Contribution; and

- B. For all members in the New York State Teachers Retirement System ("TRS") with a membership date in the TRS on or after June 17, 1971, and for all members in the New York State Employees' Retirement System regardless of their membership date, the Employer shall first make an Employer Non-elective Contribution up to the Contribution Limit of the *Internal Revenue Code*. To the extent that the Employer Non-elective Contribution exceeds the Contribution Limit, such excess shall be reallocated to the Employee the following year as an Employer Non-elective Contribution (which Contribution shall not exceed the maximum amount permitted under the Code), and in July of each subsequent year for up to four (4) years after the year of the Employee's employment severance, until such time as the Employer Non-elective Contribution is fully deposited into the Employee's 403(b) account. In no case shall the Employer Non-elective Contribution exceed the Contribution Limit of the *Internal Revenue Code*.
3. **403(b) Accounts** Employer contributions shall be deposited into the 403(b) account selected by employee to receive Employer contributions, provided such account will accept Employer Non-elective Contributions. If the employee does not designate a 403(b) account to receive Employer's contributions, or if the account designated will not accept Employer's Non-elective Contributions for any reason, then Employer shall deposit contributions, in the name of the employee, into the endorsed 403(b) program.
 4. **Tier I Adjustments** Tier I members with membership dates prior to June 17, 1971, Employer Non-elective Contribution hereunder will be reported as non-regular compensation to the New York State Teachers' Retirement System.
 5. This incentive shall be subject to IRS regulations and rulings. Should any portion be declared contrary to law, then such portion shall not be deemed valid and subsisting, but all other portions shall continue in full force and effect. As to those portions declared contrary to law, the Association and Employer shall promptly meet and alter those portions in order to provide the same or similar benefit(s) which conform, as closest as possible, to the original intent of the parties.
 6. This incentive shall further be subject to the approval of the 403(b) Provider, which shall review the incentive solely as a matter of form and as the provider of investment products designed to meet the requirements of Section 403(b) of the *Internal Revenue Code*. Upon request, ING Life Insurance and Annuity Company ("ILIAC") agrees to provide the Employer with ILIAC's standard hold harmless agreement where the Employer has selected ILIAC as the provider of 403(b) accounts for receipt of Employer Non-elective Contributions.
 7. Both the Employer and Employee are responsible for providing accurate information to the 403(b) Provider. This information includes both Elective and Employer Non-Elective Contributions and the amount of the participant's Includible Compensation.
 8. In the event of the untimely death of a member, any and all undistributed funds, owed the member, shall be distributed to a designated beneficiary or the estate of said member pursuant to Internal Revenue Code rules and regulations.
 9. Article XIX, Section 5, shall apply in the event of a member death, while in service, pursuant to IRS regulations.
 10. Upon receipt of retirement letter, the District shall pay a \$1000.00 stipend for curriculum coordination and intellectual property rights as mutually determined by the union president and the Superintendent of Schools.

*Explanation for TRS Categories: Under Education Law 501(11)(a), the calculation of a pre-June 17, 1971 TRS Tier I member's last five years final average salary (upon which a member's life-time pension is, in part, calculated) includes any non-ordinary income (such as termination pay) which is received as compensation prior to December 31st of the year of retirement. Thus, such a member would benefit from receiving, as compensation, in their final year of employment that portion of the Employer Non-elective contribution, which is in excess of the maximum Contribution Limits of IRC 415.

The final average salary of all other members of the TRS (i.e. all TRS members with a membership date on or after June 17, 1971) may not include any form of Termination Pay; therefore, the Employer's post-retirement payment into the employee's 403(b) account of that portion of the Employer Non-elective contribution, which is in excess of the maximum Contribution Limits of IRC 415, is more advantageous for those members.

Section 6 - Side Agreements

Side agreements, which more clearly explain the language of a given article, will be subject to the collective bargaining agreement's grievance and arbitration procedures to resolve disputes concerning said side agreements.

Section 7 - Release Time/Incremental Credit

The President of the Association shall not be assigned non-teaching duties and shall be released from teaching duties for three periods (or the equivalent) per day to conduct Association business. Every effort shall be made to schedule the President's teaching periods as early in the school day as possible. If the membership of the Association reaches 210, the President will receive three periods (or the equivalent) of release time. It is understood that the above release time shall be considered time served in the President's tenure and certification areas. The Vice President shall not be assigned non-teaching duties.

Note: Vice President - One (1) period of release time shall be provided for one (1) year as determined by the Association.

The District shall grant incremental salary credit (sixty {60} credits) to the Association President for attendance at workshops, seminars, training sessions, legal conferences, lobbying efforts and the like that are deemed beneficial to the District and community.

Said incremental salary credit shall be in addition to any incremental salary credit earned by way of in-service and/or graduate level coursework.

Section 8 - Vending Machines

The District agrees to allow the teachers to enter into separate contracts with the vending companies for vending machines in each staff room. Said profits shall be distributed for the benefit of all employees and students in the district.

Section 9 - Speech Pathologists

The District shall reimburse speech pathologists that possess ASHA certification \$300.00 per annum toward licensing/certification fees.

Section 10 - Teacher Attire

Building Administrators that have a concern regarding a member's dress/attire may verbally counsel said member in the presence of Association representation upon notification (written or verbal), as follows: "Please make an appointment to see me regarding your attire."

Members verbally counseled regarding dress/attire in excess of three (3) times in a given year may be subject to written commentary on their annual professional performance review (end of the year evaluation, as follows: Mr./Ms. (Smith) has been counseled (4) times regarding a concern with his/her attire.

ARTICLE XX Agreement

Section 1

Copies of this agreement shall be printed by the District and a copy given to each Teacher.

Section 2

The provisions of this agreement shall constitute the full and complete agreement between both parties and supersedes all conflicting rules and regulations of the District. If any individual agreement or arrangement is inconsistent with this document, the contract will be controlling.

Section 3

If any provision of this agreement or any application of the agreement shall be found contrary to law, then such provision or application shall be deemed invalid except to the extent permitted by law, but all other provisions or applications will remain in full force and effect.

ARTICLE XXI
Professional Development

Pursuant to this Agreement and in accordance with Commissioner's Regulations, Sect. 100.2 (dd), the District shall provide "substantial" professional development, in part, as follows:

Section 1 – Superintendent Conference Days

1. The District shall provide four (4) Superintendent Conference Days for the purpose of Professional Development during the school year.
2. Said days shall begin at 8:00 a.m. and conclude not later than 2:45 p.m.
3. One Superintendent's Conference Day on or about March 1st shall be planned by the Association. The Association shall pay any and all costs associated with said day.

Section 2 – Summer Professional Development Days

1. The District shall make available two (2) consecutive days in August (TBD) for professional development. Said days shall be scheduled upon consultation and agreement with the Association.
2. Teachers electing to participate have the option of choosing **one of the following choices of compensation:**

One Day Course (2017-18)	Two Day Course (2017-18)
\$208.00	\$416.00
½ Graduate Credit	1 Graduate Credit
1 Sick Day	2 Sick Days

(Dollar amount to be increased by agreed upon salary percentage annually)

Note: Teacher retains sole right to elect form of compensation.

Note: An enrollment of 50 teachers will be necessary for the District to conduct the August Staff Development days as described above. If an enrollment of 50 teachers is not reached, the District retains the right to cancel said summer professional development days.

Pursuant to this agreement and in accordance with Commissioner's Regulation 100.2 (dd), participation in Summer Professional Development Days, being outside the regularly scheduled school year, shall be volitional.

The fact that a teacher may elect not to participate in a professional development activity beyond the school year or regular school days shall not be a subject of commentary in an evaluation, nor shall it be cited as part of a hearing/proceeding. Teachers remain accountable for academic success of students.

Section 3 - \$500 Stipend

Teachers required to take a specific course/certification/workshop, etc. in order to teach a specific class shall be compensated five hundred dollars (\$500) per day of attendance if overnight is required. If the course/certification/workshop can be attended by commuting, the stipend shall be two hundred and fifty dollars (\$250) per day of attendance. These stipends shall remain fixed and will not increase as per the salary schedule.

Note: It is understood that New York City is not "commutable."

ARTICLE XXII
Job Share

Only tenured employees who are scheduled to teach full-time may apply for a "job share" relationship.

- Such job share application must be filed no later than April 15
- Approval of the job share request is at the sole discretion of the Board of Education.

- If approval is granted, the job share arrangement must stay in effect for a period of not less than three years, except if mutually agreed upon by all parties.
- Commitment by Board of Education is non-binding until "shared employee" is hired.
- All provisions of Article XVII shall apply.
- For the period the job share arrangement is in effect, the seniority status of the individual requesting the job share shall be unaffected.
- Part-time (job share) service shall not accrue for seniority purposes.
- Teacher requesting the job share will maintain their level of benefits.
- The "shared" individual shall not be eligible for benefits until such time as they are .7 FTE.
- The District agrees to specifically identify, post, and advertise position as "job share".

ARTICLE XXIII

Secondary Case Load/Volunteer/Library Clarification

The calculation of secondary caseload pursuant to Article VIII Sec. 3 shall be based on the average daily roster during a two-week period. In cases where the average daily caseload exceeds 152 students, the teacher shall be paid \$4.00 per day per child up to and inclusive of 157. The total class load shall not exceed an average daily class load of 157. In instances where the teacher agrees to accept a sixth period pursuant to Article VI Sec. 1 (b1) the calculation of total class load pursuant to Article VIII Sec. 3 shall be made on the original five classes assigned to the teacher and the sixth must be specifically delineated.

Where the BOE/Administration seeks volunteers to represent the District there will be mutual agreement in advance that such activity may warrant attendance at a conference(s) and that such attendance will not be withheld. Secondary and middle school librarians will be required to teach 5 formal lessons, be afforded a lunch and prep, and are expected at all other times to be in the library for purposes of providing professional support to both students and faculty.

ARTICLE XXIV

Broker or Record

The Association shall have the right to appoint the Broker of Record for any program and/or benefit when a minimum of twenty-five (25) teacher association members elect to participate in said benefit.

ARTICLE XXV

Other Language Changes

- Summer Staff Development (teacher) - pays \$517/day (2017-18), to increase by annual salary percentage thereafter
- STARS Advisor - remuneration shall be equal to four seasons of a Level "E" head varsity coach (horizontal movement on coach's salary schedule shall apply). Remuneration shall be paid (at the discretion of the advisor) either in the September following the completion of the four seasons; midyear (February and September); quarterly; or throughout the school year in addition to the advisor's ordinary salary. Chaperone pay shall be applicable pursuant to Article XIII, Section F when the advisor must accompany students to the various required competitions when school is not in session or when said chaperoning extends the school day by at least one hour. Should any individual or group of students, participating in the STARS program, receive local, state or national recognition for their research, additional remuneration shall be paid for that particular year as follows: local recognition - \$300, state recognition - \$500, national recognition - \$750. If said winner(s) move up from local to state to national, the advisor will receive the highest level of remuneration and half of the other (i.e. local to national, advisor gets additional \$750 + additional \$150). If advisor is not the advisor the subsequent year, a check for the differential sum shall be forthcoming.
- Local Nursing Home/Business Performances - chaperone compensation applies
- Middle and High School Jazz Band/Choir - must meet at least 28 times yearly inclusive of any/all performances

SIGNATURES

IN WITNESS WHEREOF, the parties have hereunto set their hand and seal this 6th day of June, 2018.

BOARD OF EDUCATION
MOUNT SINAI UNION FREE SCHOOL DISTRICT
MOUNT SINAI, NEW YORK

By: Lynn M. Capobianco
LYNN CAPOBIANCO
President

Dated: 6-6-18

By: Gordon Brosdal
GORDON BROSDAL
Superintendent of Schools

Dated: 6-6-18

MOUNT SINAI TEACHERS' ASSOCIATION
MOUNT SINAI SCHOOLS
MOUNT SINAI, NEW YORK

By: Mitchell P. Wolman
MITCHELL P. WOLMAN
President

Date: 6/6/18

SALARY SCHEDULE 2017/18 STEP ONLY .25% Increase + Step 30 long 2000[illegible]

SALARY SCHEDULE 2018/19 STEP +.5% Increase																				
				BA60									EAD/J.D.							
	BA	BA 15	MA	MA15	MA30	MA45	MA60	MA75	MA90/PhD											
00	49,540	51,572	55,543	58,752	62,258	65,681	68,998	71,407	73,726											
0	51,596	53,616	57,757	60,965	64,472	67,894	71,210	73,621	75,952											
1	58,295	60,672	65,345	69,119	73,245	77,272	81,174	84,009	86,736											
2	60,701	63,077	67,949	71,723	75,849	79,876	83,776	86,613	89,355											
3	63,104	65,483	70,551	74,325	78,451	82,476	86,380	89,215	91,976											
4	65,508	67,887	73,154	76,927	81,052	85,079	88,980	91,817	94,593											
5	67,913	70,292	75,755	79,529	83,656	87,682	91,584	94,419	97,214											
6	70,319	72,696	78,357	82,132	86,256	90,285	94,185	97,022	99,834											
7	72,728	75,102	80,961	84,735	88,861	92,887	96,789	99,624	102,455											
8	75,123	77,507	83,562	87,338	91,462	95,489	99,391	102,228	105,072											
9	77,532	79,911	86,165	89,941	94,065	98,091	101,991	104,829	107,693											
10	79,938	82,316	88,766	92,541	96,668	100,695	104,595	107,430	110,313											
11	82,343	84,722	91,370	95,144	99,270	103,296	107,197	110,033	112,932											
12	84,748	87,126	93,972	97,746	101,872	105,899	109,801	112,636	115,551											
13			96,575	100,349	104,474	108,500	112,402	115,239	118,170											
14			99,178	102,952	107,077	111,102	115,005	117,840	120,792											
15			101,781	105,554	109,679	113,706	117,607	120,443	123,411											
16			104,381	108,155	112,281	116,308	120,210	123,045	126,030											
17			106,984	110,759	114,884	118,912	122,812	125,649	128,649											
18			109,587	113,361	117,487	121,514	125,416	128,251	131,202											
19			112,199	116,067	120,296	124,424	128,423	131,329	134,355											
20			114,876	118,840	123,175	127,406	131,506	134,484	137,585											
21			117,619	121,683	126,126	130,463	134,665	137,718	140,897											
22			118,174	122,258	126,721	131,078	135,301	138,368	141,562											
23			119,674	123,758	128,221	132,578	136,801	139,868	143,062											
24			121,674	125,758	130,221	134,578	138,801	141,868	145,062											
25			121,674	125,758	130,221	134,578	138,801	141,868	145,062											
26			121,674	125,758	130,221	134,578	138,801	141,868	145,062											
27			121,674	125,758	130,221	134,578	138,801	141,868	145,062											
28			124,174	128,258	132,721	137,078	141,301	144,368	147,562											
29			124,174	128,258	132,721	137,078	141,301	144,368	147,562											
30			126,174	130,258	134,721	139,078	143,301	146,368	149,562											

SALARY SCHEDULE 2019/20 STEP +.75% Increase											
	BA60								Edd/J.D.		
	BA	BA 15	MA	MA15	MA30	MA45	MA60	MA75	MA90/PhD		
1	58,732	61,127	65,835	69,638	73,794	77,852	81,783	84,639	87,386		
2	61,156	63,550	68,458	72,261	76,417	80,475	84,404	87,262	90,025		
3	63,577	65,974	71,080	74,883	79,039	83,095	87,028	89,884	92,666		
4	66,000	68,396	73,703	77,504	81,660	85,717	89,648	92,505	95,303		
5	68,423	70,819	76,323	80,125	84,283	88,339	92,271	95,127	97,943		
6	70,847	73,241	78,945	82,748	86,903	90,962	94,892	97,750	100,583		
7	73,274	75,665	81,568	85,370	89,527	93,583	97,515	100,371	103,223		
8	75,687	78,088	84,189	87,993	92,148	96,205	100,137	102,995	105,861		
9	78,114	80,510	86,812	90,615	94,771	98,827	102,756	105,615	108,501		
10	80,538	82,933	89,432	93,235	97,393	101,450	105,379	108,236	111,140		
11	82,961	85,357	92,056	95,858	100,015	104,071	108,001	110,859	113,779		
12	85,384	87,779	94,676	98,479	102,636	106,693	110,624	113,481	116,417		
13			97,299	101,102	105,258	109,314	113,245	116,104	119,056		
14			99,921	103,724	107,881	111,936	115,867	118,723	121,698		
15			102,544	106,346	110,501	114,559	118,489	121,346	124,337		
16			105,164	108,967	113,123	117,181	121,112	123,968	126,975		
17			107,786	111,590	115,745	119,804	123,733	126,591	129,614		
18			110,409	114,211	118,368	122,425	126,357	129,213	132,186		
19			113,040	116,938	121,198	125,357	129,386	132,314	135,362		
20			115,737	119,731	124,099	128,362	132,492	135,492	138,617		
21			118,501	122,596	127,072	131,441	135,675	138,751	141,953		
22			119,060	123,175	127,671	132,061	136,316	139,405	142,623		
23			120,560	124,675	129,171	133,561	137,816	140,905	144,123	1,500	
24			120,560	124,675	129,171	133,561	137,816	140,905	144,123		
25			122,560	126,675	131,171	135,561	139,816	142,905	146,123	2,000	
26			122,560	126,675	131,171	135,561	139,816	142,905	146,123		
27			122,560	126,675	131,171	135,561	139,816	142,905	146,123		
28			125,060	129,175	133,671	138,061	142,316	145,405	148,623	2,500	
29			125,060	129,175	133,671	138,061	142,316	145,405	148,623		
30			127,060	131,175	135,671	140,061	144,316	147,405	150,623	2,000	

SALARY SCHEDULE 2020/21 STEP +.75% Increase										E.D./J.D.	
				BA60						MA75	MA90/PhD
	BA	BA 15	MA	MA15	MA30	MA45	MA60	MA75	MA90/PhD		
1	59,172	61,586	66,329	70,160	74,348	78,436	82,396	85,274	88,042		
2	61,615	64,027	68,972	72,803	76,991	81,078	85,037	87,917	90,701		
3	64,054	66,469	71,613	75,444	79,632	83,718	87,681	90,558	93,361		
4	66,495	68,909	74,256	78,085	82,273	86,360	90,320	93,199	96,018		
5	68,936	71,350	76,895	80,726	84,915	89,002	92,963	95,841	98,678		
6	71,378	73,791	79,537	83,369	87,555	91,645	95,603	98,483	101,338		
7	73,823	76,233	82,180	86,011	90,198	94,285	98,246	101,124	103,998		
8	76,254	78,674	84,820	88,653	92,839	96,927	100,888	103,767	106,654		
9	78,699	81,114	87,463	91,295	95,482	99,568	103,527	106,407	109,314		
10	81,142	83,555	90,102	93,934	98,123	102,211	106,170	109,048	111,973		
11	83,583	85,997	92,746	96,577	100,765	104,851	108,811	111,690	114,632		
12	86,024	88,437	95,387	99,218	103,405	107,493	111,454	114,332	117,290		
13			98,029	101,860	106,047	110,134	114,094	116,974	119,949		
14			100,671	104,502	108,690	112,775	116,736	119,614	122,610		
15			103,313	107,143	111,330	115,418	119,378	122,257	125,269		
16			105,953	109,784	113,972	118,059	122,020	124,898	127,927		
17			108,594	112,426	116,613	120,702	124,661	127,541	130,586		
18			111,237	115,068	119,256	123,344	127,304	130,182	133,178		
19			113,888	117,815	122,107	126,297	130,356	133,307	136,378		
20			116,605	120,629	125,030	129,324	133,486	136,509	139,656		
21			119,390	123,515	128,025	132,427	136,693	139,791	143,018		
22			119,953	124,098	128,629	133,052	137,338	140,451	143,693		
23			121,453	125,598	130,129	134,552	138,838	141,951	145,193	1,500	
24			121,453	125,598	130,129	134,552	138,838	141,951	145,193		
25			123,453	127,598	132,129	136,552	140,838	143,951	147,193	2,000	
26			123,453	127,598	132,129	136,552	140,838	143,951	147,193		
27			123,453	127,598	132,129	136,552	140,838	143,951	147,193		
28			125,953	130,098	134,629	139,052	143,338	146,451	149,693	2,500	
29			125,953	130,098	134,629	139,052	143,338	146,451	149,693		
30			127,953	132,098	136,629	141,052	145,338	148,451	151,693	2,000	

[illegible]

SALARY SCHEDULE 2017/18 STEP ONLY .25% Increase + Step 30 long 2000

SALARY SCHEDULE 2017/18 STEP ONLY .25% Increase + Step 30 long 2000									
							Edd/J.D.		
	BA	MA	MA30	MA45	MA60	MA75	MA90/PhD		
0A	49,294	55,267	61,948	65,354	68,655	71,052	73,359		
0B	50,316	56,368	63,050	66,455	69,755	72,153	74,467		
0C	51,339	57,469	64,151	67,556	70,856	73,255	75,574		
0D	53,005	59,357	66,333	69,889	73,334	75,839	78,257		
0E	54,672	61,245	68,516	72,222	75,813	78,423	80,939		
0F	56,338	63,132	70,698	74,555	78,292	81,007	83,622		
1	58,005	65,020	72,881	76,888	80,770	83,591	86,304		
2	60,399	67,611	75,471	79,478	83,359	86,182	88,911		
3	62,790	70,200	78,061	82,066	85,950	88,771	91,518		
4	65,183	72,791	80,649	84,656	88,538	91,360	94,123		
5	67,576	75,378	83,240	87,246	91,128	93,949	96,730		
6	69,969	77,967	85,827	89,836	93,717	96,540	99,338		
7	72,366	80,558	88,418	92,424	96,307	99,128	101,945		
8	74,749	83,146	91,007	95,014	98,897	101,720	104,550		
9	77,146	85,737	93,597	97,603	101,484	104,307	107,157		
10	79,540	88,324	96,187	100,194	104,075	106,896	109,764		
11	81,933	90,916	98,776	102,782	106,664	109,486	112,370		
12	84,326	93,504	101,365	105,372	109,254	112,075	114,976		
13		96,095	103,954	107,960	111,843	114,666	117,582		
14		98,684	106,545	110,550	114,432	117,253	120,191		
15		101,275	109,133	113,140	117,022	119,844	122,797		
16		103,862	111,723	115,730	119,612	122,433	125,403		
17		106,451	114,312	118,320	122,201	125,024	128,009		
18		109,042	116,903	120,910	124,792	127,613	130,550		
19		111,640	119,697	123,805	127,784	130,676	133,686		
20		114,304	122,563	126,772	130,851	133,815	136,900		
21		117,034	125,499	129,814	133,995	137,033	140,196		
22		117,586	126,090	130,426	134,628	137,679	140,857		
23		119,086	127,590	131,926	136,128	139,179	142,357	1,500	
24		119,086	127,590	131,926	136,128	139,179	142,357		
25		121,086	129,590	133,926	138,128	141,179	144,357	2,000	
26		121,086	129,590	133,926	138,128	141,179	144,357		
27		121,086	129,590	133,926	138,128	141,179	144,357		
28		123,586	132,090	136,426	140,628	143,679	146,857	2,500	
29		123,586	132,090	136,426	140,628	143,679	146,857		
30		125,586	134,090	138,426	142,628	145,679	148,857	2,000	

[illegible]

SALARY SCHEDULE 2019/20 STEP +.75% Increase										EED/J.D.																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
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1

"B" Level - Basketball, Lacrosse, Wrestling, Winter Track, Trainer (Head Varsity Coach)

	1.00%	0.25%	0.50%	0.75%	0.75%	1.00%		1.00%	0.25%	0.50%	0.75%	0.75%	1.00%
STEP 1							STEP 11						
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022
Varsity Asst	7,689	7,708	7,747	7,805	7,863	7,942	Varsity Asst	8,520	9,544	9,592	9,663	9,736	9,833
Head J V	6,629	6,646	6,679	6,729	6,779	6,847	Head J V	8,460	8,481	8,524	8,587	8,652	8,738
JV Asst	5,922	5,937	5,966	6,011	6,056	6,117	Head J V	7,754	7,773	7,812	7,871	7,930	8,009
Middle Schoc	5,216	5,229	5,255	5,295	5,334	5,388	JV Asst	7,047	7,065	7,100	7,153	7,207	7,279
MS Asst	4,862	4,874	4,899	4,935	4,972	5,022	Middle Schoc	6,694	6,711	6,744	6,795	6,846	6,914
STEP 2							MS Asst	5,990	6,005	6,035	6,080	6,126	6,187
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 12						
Varsity Asst	7,872	7,892	7,931	7,991	8,051	8,131	Head Varsity	9,704	9,728	9,777	9,850	9,924	10,023
Head J V	6,812	6,829	6,863	6,915	6,967	7,036	Varsity Asst	8,644	8,666	8,709	8,774	8,840	8,928
JV Asst	6,105	6,120	6,151	6,197	6,243	6,306	Head J V	7,938	7,958	7,998	8,058	8,118	8,199
Middle Schoc	5,399	5,412	5,440	5,480	5,521	5,577	JV Asst	7,231	7,249	7,285	7,361	7,395	7,469
MS Asst	5,046	5,059	5,084	5,122	5,160	5,212	Middle Schoc	6,877	6,894	6,929	6,981	7,033	7,103
STEP 3							MS Asst	6,173	6,188	6,219	6,266	6,313	6,376
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 13						
Varsity Asst	8,055	8,075	8,116	8,176	8,238	8,320	Head Varsity	9,855	9,880	9,929	10,004	10,079	10,179
Head J V	6,995	7,012	7,048	7,100	7,154	7,225	Varsity Asst	8,794	8,816	8,860	8,927	8,993	9,083
JV Asst	6,288	6,304	6,335	6,383	6,431	6,495	Head J V	8,086	8,108	8,149	8,210	8,271	8,354
Middle Schoc	5,582	5,596	5,624	5,666	5,709	5,766	JV Asst	7,382	7,400	7,437	7,493	7,549	7,625
MS Asst	5,229	5,242	5,268	5,308	5,348	5,401	Middle Schoc	7,028	7,046	7,081	7,134	7,187	7,259
STEP 4							MS Asst	6,324	6,340	6,372	6,419	6,467	6,532
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 14						
Varsity Asst	8,237	8,258	8,299	8,361	8,424	8,508	Head Varsity	9,970	9,995	10,045	10,120	10,196	10,298
Head J V	7,178	7,196	7,232	7,286	7,341	7,414	Varsity Asst	8,909	8,931	8,976	9,043	9,111	9,202
JV Asst	6,472	6,488	6,521	6,570	6,619	6,685	Head J V	8,202	8,223	8,264	8,326	8,388	8,472
Middle Schoc	5,765	5,779	5,808	5,852	5,896	5,955	JV Asst	7,497	7,516	7,553	7,610	7,667	7,744
MS Asst	5,412	5,426	5,453	5,494	5,535	5,582	Middle Schoc	7,143	7,161	7,197	7,251	7,305	7,378
STEP 5							MS Asst	6,438	6,454	6,486	6,535	6,584	6,650
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 15						
Varsity Asst	8,421	8,442	8,484	8,548	8,612	8,698	Head Varsity	10,084	10,109	10,160	10,236	10,313	10,416
Head J V	7,361	7,379	7,416	7,472	7,528	7,603	Varsity Asst	9,023	9,046	9,091	9,159	9,228	9,320
JV Asst	6,655	6,672	6,705	6,755	6,806	6,874	Head J V	8,317	8,338	8,379	8,442	8,506	8,591
Middle Schoc	5,948	5,963	5,993	6,038	6,083	6,144	JV Asst	7,611	7,630	7,668	7,726	7,784	7,861
MS Asst	5,594	5,608	5,636	5,678	5,721	5,778	Middle Schoc	7,257	7,275	7,312	7,366	7,422	7,496
STEP 6							MS Asst	6,553	6,569	6,602	6,652	6,702	6,769
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 16						
Varsity Asst	8,604	8,626	8,669	8,734	8,799	8,887	Head Varsity	10,199	10,224	10,276	10,353	10,430	10,535
Head J V	7,544	7,568	7,601	7,658	7,715	7,792	Varsity Asst	9,138	9,161	9,207	9,276	9,345	9,439
JV Asst	6,838	6,855	6,889	6,941	6,993	7,063	Head J V	8,431	8,452	8,494	8,558	8,622	8,708
Middle Schoc	6,131	6,146	6,177	6,223	6,270	6,333	JV Asst	7,725	7,744	7,783	7,841	7,899	7,979
MS Asst	5,777	5,791	5,820	5,864	5,908	5,967	Middle Schoc	7,372	7,390	7,427	7,483	7,539	7,615
STEP 7							MS Asst	6,667	6,684	6,717	6,767	6,818	6,886
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 17						
Varsity Asst	8,788	8,810	8,854	8,920	8,987	9,077	Head Varsity	10,313	10,339	10,390	10,468	10,547	10,652
Head J V	7,726	7,750	7,784	7,842	7,901	7,980	Varsity Asst	9,252	9,275	9,322	9,391	9,462	9,556
JV Asst	7,020	7,038	7,073	7,126	7,179	7,251	Head J V	8,545	8,566	8,609	8,674	8,739	8,826
Middle Schoc	6,314	6,330	6,361	6,409	6,457	6,522	JV Asst	7,840	7,860	7,899	7,958	8,018	8,098
MS Asst	5,961	5,976	6,006	6,051	6,096	6,157	Middle Schoc	7,486	7,505	7,542	7,599	7,656	7,732
STEP 8							MS Asst	6,782	6,799	6,833	6,884	6,936	7,005
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 18						
Varsity Asst	8,971	8,993	9,038	9,106	9,174	9,266	Head Varsity	10,428	10,454	10,506	10,585	10,665	10,771
Head J V	7,910	7,930	7,969	8,029	8,089	8,170	Varsity Asst	9,368	9,391	9,438	9,509	9,580	9,676
JV Asst	7,203	7,221	7,257	7,312	7,366	7,440	Head J V	8,660	8,684	8,725	8,790	8,856	8,945
Middle Schoc	6,496	6,512	6,545	6,594	6,643	6,710	JV Asst	7,954	7,974	7,974	8,014	8,074	8,151
MS Asst	6,144	6,159	6,190	6,237	6,283	6,346	Middle Schoc	7,601	7,620	7,658	7,716	7,773	7,851
STEP 9							MS Asst	6,896	6,913	6,948	7,000	7,052	7,123
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 19						
Varsity Asst	9,154	9,177	9,223	9,292	9,362	9,455	Head Varsity	10,542	10,568	10,621	10,701	10,781	10,889
Head J V	8,094	8,114	8,155	8,216	8,278	8,360	Varsity Asst	9,482	9,506	9,553	9,625	9,697	9,794
JV Asst	7,386	7,404	7,441	7,497	7,554	7,629	Head J V	8,774	8,796	8,840	8,906	8,973	9,063
Middle Schoc	6,680	6,697	6,730	6,781	6,832	6,900	JV Asst	8,069	8,089	8,130	8,191	8,252	8,335
MS Asst	6,327	6,343	6,375	6,422	6,471	6,535	Middle Schoc	7,773	7,793	7,831	7,873	7,930	8,002
STEP 10							MS Asst	7,011	7,029	7,064	7,117	7,170	7,242
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 20						
Varsity Asst	9,336	9,359	9,406	9,477	9,548	9,643	Head Varsity	10,667	10,694	10,747	10,828	10,909	11,018
Head J V	8,277	8,298	8,339	8,402	8,465	8,549	Varsity Asst	9,596	9,620	9,668	9,741	9,814	9,912
JV Asst	7,570	7,589	7,627	7,684	7,742	7,819	Head J V	8,890	8,912	8,957	9,024	9,092	9,183
Middle Schoc	6,863	6,880	6,915	6,966	7,019	7,089	JV Asst	8,184	8,204	8,245	8,307	8,370	8,453
MS Asst	6,510	6,526	6,559	6,608	6,658	6,724	Middle Schoc	7,830	7,850	7,889	7,948	8,008	8,088
MS Asst	5,804	5,819	5,848	5,891	5,936	5,995	MS Asst	7,125	7,143	7,179	7,232	7,287	7,359

"C" Level - Baseball, Softball, Gymnastics, Spring Track, Soccer

	1.00%	0.25%	0.50%	0.75%	0.75%	1.00%	STEP 11	1.00%	0.25%	0.50%	0.75%	0.75%	1.00%	
STEP 1	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	6/6/2018
Head Varsity	7.335	7.354	7.390	7.446	7.502	7.577	Head Varsity	9.167	9.190	9.236	9.305	9.375	9.469	
Varsity Asst	6.276	6.292	6.323	6.371	6.418	6.483	Varsity Asst	8.107	8.127	8.168	8.229	8.291	8.374	
Head J V	5.569	5.583	5.611	5.653	5.695	5.752	Head J V	7.401	7.420	7.457	7.513	7.569	7.645	
JV Asst	4.862	4.874	4.899	4.935	4.972	5.022	JV Asst	6.694	6.711	6.744	6.795	6.846	6.914	
Middle Schoc	4.511	4.522	4.545	4.579	4.613	4.659	Middle Schoc	6.342	6.358	6.390	6.438	6.486	6.551	
MS Asst	3.803	3.813	3.832	3.860	3.889	3.928	MS Asst	5.635	5.649	5.677	5.720	5.763	5.820	
STEP 2	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 12	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	
Head Varsity	7.518	7.537	7.574	7.631	7.689	7.765	Head Varsity	9.351	9.374	9.421	9.492	9.563	9.659	
Varsity Asst	6.459	6.475	6.508	6.556	6.606	6.672	Varsity Asst	8.290	8.311	8.352	8.415	8.478	8.563	
Head J V	5.752	5.766	5.795	5.839	5.882	5.941	Head J V	7.584	7.603	7.641	7.698	7.756	7.834	
JV Asst	5.046	5.059	5.084	5.122	5.160	5.212	JV Asst	6.877	6.894	6.929	6.981	7.033	7.103	
Middle Schoc	4.694	4.706	4.729	4.765	4.800	4.848	Middle Schoc	6.526	6.542	6.575	6.624	6.674	6.741	
MS Asst	3.988	3.998	4.018	4.048	4.078	4.119	MS Asst	5.819	5.834	5.863	5.907	5.951	6.010	
STEP 3	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 13	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	
Head Varsity	7.702	7.721	7.760	7.818	7.877	7.955	Head Varsity	9.501	9.525	9.572	9.644	9.717	9.814	
Varsity Asst	6.642	6.659	6.692	6.742	6.793	6.861	Varsity Asst	8.441	8.462	8.504	8.568	8.632	8.719	
Head J V	5.936	5.951	5.981	6.025	6.071	6.131	Head J V	7.735	7.754	7.793	7.852	7.910	7.990	
JV Asst	5.229	5.242	5.268	5.308	5.348	5.401	JV Asst	7.028	7.046	7.081	7.134	7.187	7.259	
Middle Schoc	4.877	4.889	4.914	4.950	4.988	5.037	Middle Schoc	6.677	6.694	6.727	6.778	6.828	6.897	
MS Asst	4.171	4.181	4.202	4.234	4.266	4.308	MS Asst	5.971	5.986	6.016	6.061	6.106	6.167	
STEP 4	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 14	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	
Head Varsity	7.885	7.905	7.944	8.004	8.064	8.144	Head Varsity	9.615	9.639	9.687	9.760	9.833	9.931	
Varsity Asst	6.824	6.841	6.875	6.927	6.979	7.049	Varsity Asst	8.556	8.577	8.620	8.685	8.750	8.838	
Head J V	6.118	6.133	6.164	6.210	6.257	6.319	Head J V	7.849	7.869	7.908	7.967	8.027	8.107	
JV Asst	5.412	5.426	5.453	5.494	5.535	5.590	JV Asst	7.143	7.161	7.197	7.251	7.305	7.378	
Middle Schoc	5.060	5.073	5.098	5.136	5.175	5.227	Middle Schoc	6.645	6.679	6.714	6.765	6.816	6.885	
MS Asst	4.354	4.365	4.387	4.420	4.453	4.497	MS Asst	6.085	6.100	6.131	6.177	6.223	6.285	
STEP 5	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 15	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	
Head Varsity	8.068	8.088	8.129	8.190	8.251	8.334	Head Varsity	9.730	9.754	9.803	9.877	9.951	10.050	
Varsity Asst	7.007	7.025	7.060	7.113	7.166	7.238	Varsity Asst	8.670	8.692	8.735	8.801	8.867	8.955	
Head J V	6.301	6.317	6.348	6.396	6.444	6.508	Head J V	7.964	7.984	8.024	8.084	8.145	8.226	
JV Asst	5.594	5.608	5.636	5.678	5.721	5.778	JV Asst	7.257	7.275	7.312	7.366	7.422	7.496	
Middle Schoc	5.243	5.256	5.282	5.322	5.362	5.416	Middle Schoc	6.905	6.922	6.957	7.009	7.062	7.132	
MS Asst	4.536	4.547	4.570	4.604	4.639	4.685	MS Asst	6.200	6.216	6.247	6.293	6.341	6.404	
STEP 6	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 16	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	
Head Varsity	8.251	8.272	8.313	8.375	8.438	8.523	Head Varsity	9.845	9.870	9.919	9.993	10.068	10.169	
Varsity Asst	7.191	7.209	7.245	7.299	7.354	7.428	Varsity Asst	8.785	8.785	8.851	8.917	8.984	9.074	
Head J V	6.484	6.500	6.533	6.582	6.631	6.697	Head J V	8.078	8.098	8.139	8.200	8.261	8.344	
JV Asst	5.777	5.791	5.820	5.864	5.908	5.967	JV Asst	7.427	7.372	7.427	7.483	7.539	7.615	
Middle Schoc	5.426	5.408	5.449	5.508	5.549	5.605	Middle Schoc	7.020	7.038	7.073	7.126	7.179	7.251	
MS Asst	4.719	4.731	4.754	4.790	4.826	4.874	MS Asst	6.314	6.330	6.361	6.409	6.457	6.522	
STEP 7	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 17	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	
Head Varsity	8.433	8.454	8.496	8.560	8.624	8.711	Head Varsity	9.960	9.985	10.035	10.110	10.186	10.288	
Varsity Asst	7.374	7.392	7.429	7.485	7.541	7.617	Varsity Asst	8.899	8.921	8.966	9.033	9.101	9.192	
Head J V	6.667	6.684	6.717	6.767	6.818	6.886	Head J V	8.193	8.213	8.255	8.316	8.379	8.463	
JV Asst	5.961	5.976	6.006	6.051	6.096	6.157	JV Asst	7.486	7.505	7.542	7.599	7.656	7.732	
Middle Schoc	5.609	5.623	5.651	5.694	5.736	5.794	Middle Schoc	7.134	7.152	7.188	7.242	7.296	7.369	
MS Asst	4.902	4.914	4.939	4.976	5.013	5.063	MS Asst	6.429	6.445	6.477	6.526	6.575	6.641	
STEP 8	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 18	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	
Head Varsity	8.617	8.639	8.682	8.747	8.812	8.901	Head Varsity	10.074	10.099	10.150	10.226	10.302	10.406	
Varsity Asst	7.557	7.576	7.614	7.671	7.728	7.806	Varsity Asst	9.015	9.038	9.083	9.151	9.219	9.312	
Head J V	6.850	6.867	6.901	6.953	7.005	7.075	Head J V	8.307	8.328	8.369	8.432	8.495	8.581	
JV Asst	6.144	6.159	6.190	6.237	6.283	6.346	JV Asst	7.601	7.620	7.658	7.716	7.773	7.851	
Middle Schoc	5.792	5.806	5.836	5.879	5.923	5.983	Middle Schoc	7.249	7.267	7.303	7.358	7.413	7.488	
MS Asst	5.085	5.098	5.123	5.162	5.200	5.252	MS Asst	6.543	6.559	6.592	6.642	6.691	6.758	
STEP 9	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 19	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	
Head Varsity	8.800	8.822	8.866	8.933	9.000	9.090	Head Varsity	10.189	10.214	10.266	10.343	10.420	10.524	
Varsity Asst	7.741	7.760	7.799	7.858	7.917	7.996	Varsity Asst	9.129	9.152	9.198	9.267	9.336	9.429	
Head J V	7.083	7.051	7.086	7.139	7.193	7.264	Head J V	8.422	8.443	8.485	8.549	8.613	8.689	
JV Asst	6.327	6.343	6.375	6.422	6.471	6.535	JV Asst	7.715	7.734	7.773	7.831	7.890	7.969	
Middle Schoc	5.975	5.990	6.020	6.065	6.112	6.172	Middle Schoc	7.363	7.381	7.418	7.474	7.530	7.599	
MS Asst	5.269	5.282	5.309	5.348	5.389	5.442	MS Asst	6.658	6.675	6.708	6.758	6.809	6.877	
STEP 10	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 20	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	
Head Varsity	8.984	9.006	9.051	9.119	9.188	9.280	Head Varsity	10.303	10.329	10.380	10.458	10.537	10.642	
Varsity Asst	7.923	7.943	7.963	8.042	8.103	8.184	Varsity Asst	9.244	9.267	9.313	9.383	9.454	9.548	
Head J V	7.218	7.236	7.272	7.382	7.456	7.566	Head J V	8.537	8.556	8.601	8.666	8.731	8.818	
JV Asst	6.510	6.526	6.559	6.608	6.658	6.724	JV Asst	7.830	7.850	7.889	7.948	8.008	8.088	
Middle Schoc	6.158	6.173	6.204	6.251	6.298	6.361	Middle Schoc	7.478	7.497	7.534	7.591	7.648	7.724	
MS Asst	5.452	5.466	5.493	5.534	5.576	5.631	MS Asst	6.772	6.789	6.823	6.874	6.926	6.995	

"D" Level - Volleyball, Cross Country, Tennis, MS and HS Cheerleading

	1.00%	0.25%	0.50%	0.75%	0.75%	1.00%		1.00%	0.25%	0.50%	0.75%	0.75%	1.00%		6/6/2018
STEP 1	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 11	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022		
Head Varsity	6,982	6,999	7,034	7,087	7,140	7,212	Head Varsity	8,114	8,336	8,980	8,947	9,014	9,104		
Varsity Asst	5,924	5,938	5,969	6,013	6,058	6,119	Varsity Asst	7,756	7,775	7,814	7,873	7,932	8,011		
Head J V	5,216	5,229	5,255	5,295	5,334	5,388	Head J V	7,047	7,065	7,100	7,153	7,207	7,279		
JV Asst	4,511	4,522	4,545	4,579	4,613	4,659	JV Asst	6,342	6,358	6,390	6,438	6,486	6,551		
Middle Schoc	4,158	4,168	4,189	4,221	4,252	4,285	Middle Schoc	5,990	6,005	6,035	6,080	6,126	6,187		
MS Asst	3,451	3,460	3,477	3,503	3,529	3,565	MS Asst	5,282	5,295	5,322	5,362	5,402	5,456		
STEP 2	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 12	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022		
Head Varsity	7,166	7,184	7,220	7,274	7,329	7,402	Head Varsity	8,997	9,019	9,065	9,133	9,201	9,293		
Varsity Asst	6,107	6,122	6,153	6,199	6,246	6,308	Varsity Asst	7,339	7,359	7,399	7,459	7,519	7,600		
Head J V	5,399	5,412	5,440	5,480	5,521	5,577	Head J V	7,231	7,249	7,285	7,340	7,395	7,469		
JV Asst	4,694	4,706	4,729	4,765	4,800	4,848	JV Asst	7,231	7,249	7,285	7,340	7,395	7,469		
Middle Schoc	4,340	4,351	4,373	4,405	4,438	4,483	Middle Schoc	6,173	6,188	6,219	6,266	6,313	6,376		
MS Asst	3,633	3,642	3,660	3,688	3,715	3,753	MS Asst	5,466	5,480	5,507	5,548	5,590	5,646		
STEP 3	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 13	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022		
Head Varsity	7,349	7,367	7,404	7,460	7,516	7,591	Head Varsity	9,148	9,171	9,217	9,286	9,355	9,449		
Varsity Asst	6,290	6,306	6,337	6,385	6,433	6,497	Varsity Asst	8,090	8,110	8,151	8,212	8,273	8,356		
Head J V	5,596	5,596	5,624	5,666	5,709	5,766	Head J V	7,437	7,437	7,437	7,437	7,437	7,437		
JV Asst	4,877	4,889	4,914	4,950	4,988	5,037	JV Asst	6,677	6,677	6,694	6,727	6,778	6,828		
Middle Schoc	4,524	4,535	4,558	4,592	4,627	4,673	Middle Schoc	6,324	6,324	6,340	6,372	6,419	6,467		
MS Asst	3,817	3,827	3,846	3,875	3,904	3,943	MS Asst	5,617	5,631	5,659	5,702	5,744	5,802		
STEP 4	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 14	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022		
Head Varsity	7,531	7,550	7,588	7,644	7,702	7,779	Head Varsity	9,262	9,285	9,332	9,402	9,472	9,567		
Varsity Asst	6,474	6,490	6,523	6,572	6,621	6,687	Varsity Asst	8,204	8,225	8,266	8,328	8,390	8,474		
Head J V	5,765	5,779	5,808	5,852	5,896	5,955	Head J V	7,497	7,516	7,553	7,610	7,667	7,744		
JV Asst	5,060	5,073	5,098	5,136	5,175	5,227	JV Asst	6,791	6,808	6,842	6,893	6,945	7,014		
Middle Schoc	4,707	4,719	4,742	4,778	4,814	4,862	Middle Schoc	6,438	6,454	6,484	6,535	6,584	6,650		
MS Asst	4,000	4,010	4,030	4,060	4,091	4,132	MS Asst	5,732	5,746	5,775	5,818	5,862	5,921		
STEP 5	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 15	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022		
Head Varsity	7,714	7,733	7,772	7,830	7,889	7,968	Head Varsity	9,377	9,400	9,447	9,518	9,590	9,666		
Varsity Asst	6,656	6,673	6,706	6,756	6,807	6,875	Varsity Asst	8,319	8,340	8,381	8,444	8,508	8,583		
Head J V	5,948	5,963	5,993	6,038	6,083	6,144	Head J V	7,611	7,630	7,668	7,726	7,784	7,861		
JV Asst	5,243	5,256	5,282	5,322	5,362	5,416	JV Asst	6,905	6,922	6,957	7,009	7,062	7,132		
Middle Schoc	4,890	4,901	4,927	4,964	5,001	5,051	Middle Schoc	6,553	6,569	6,602	6,652	6,702	6,769		
MS Asst	4,163	4,193	4,214	4,246	4,278	4,321	MS Asst	5,846	5,861	5,890	5,934	5,979	6,038		
STEP 6	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 16	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022		
Head Varsity	7,897	7,917	7,956	8,016	8,076	8,157	Head Varsity	9,492	9,516	9,563	9,635	9,707	9,804		
Varsity Asst	6,839	6,866	6,894	6,942	6,994	7,064	Varsity Asst	8,433	8,454	8,496	8,560	8,624	8,711		
Head J V	6,131	6,146	6,177	6,223	6,270	6,333	Head J V	7,725	7,744	7,783	7,841	7,900	7,979		
JV Asst	5,426	5,440	5,467	5,508	5,549	5,605	JV Asst	7,179	7,038	7,179	7,251	7,324	7,413		
Middle Schoc	5,073	5,086	5,111	5,149	5,188	5,240	Middle Schoc	6,667	6,684	6,717	6,767	6,818	6,886		
MS Asst	4,366	4,377	4,399	4,432	4,465	4,510	MS Asst	5,961	5,976	6,006	6,051	6,096	6,157		
STEP 7	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 17	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022		
Head Varsity	8,080	8,100	8,141	8,202	8,263	8,346	Head Varsity	9,607	9,631	9,679	9,752	9,825	9,923		
Varsity Asst	7,022	7,040	7,075	7,128	7,181	7,253	Varsity Asst	8,549	8,570	8,613	8,678	8,743	8,830		
Head J V	6,314	6,330	6,361	6,409	6,457	6,522	Head J V	7,840	7,860	7,899	7,958	8,018	8,098		
JV Asst	5,609	5,623	5,651	5,694	5,736	5,794	JV Asst	7,134	7,134	7,188	7,242	7,296	7,369		
Middle Schoc	5,269	5,289	5,335	5,385	5,437	5,493	Middle Schoc	6,782	6,799	6,833	6,884	6,936	7,005		
MS Asst	4,550	4,561	4,584	4,619	4,653	4,700	MS Asst	6,075	6,090	6,121	6,167	6,213	6,275		
STEP 8	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 18	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022		
Head Varsity	8,264	8,285	8,326	8,389	8,451	8,536	Head Varsity	9,721	9,745	9,794	9,867	9,941	10,041		
Varsity Asst	7,206	7,224	7,260	7,315	7,369	7,443	Varsity Asst	8,663	8,685	8,728	8,794	8,859	8,948		
Head J V	6,496	6,512	6,545	6,594	6,643	6,710	Head J V	7,954	7,974	8,014	8,074	8,134	8,216		
JV Asst	5,792	5,806	5,836	5,879	5,923	5,983	JV Asst	7,249	7,267	7,303	7,358	7,413	7,488		
Middle Schoc	5,438	5,452	5,479	5,520	5,561	5,617	Middle Schoc	6,896	6,913	6,948	7,000	7,052	7,123		
MS Asst	4,733	4,745	4,769	4,804	4,840	4,889	MS Asst	6,190	6,205	6,237	6,283	6,330	6,394		
STEP 9	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 19	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022		
Head Varsity	8,448	8,469	8,511	8,575	8,640	8,726	Head Varsity	9,836	9,861	9,910	9,964	10,059	10,160		
Varsity Asst	7,389	7,407	7,445	7,500	7,557	7,632	Varsity Asst	8,777	8,799	8,843	8,909	8,976	9,066		
Head J V	6,680	6,697	6,730	6,781	6,832	6,900	Head J V	8,069	8,089	8,130	8,191	8,252	8,335		
JV Asst	5,975	5,990	6,020	6,065	6,111	6,172	JV Asst	7,363	7,381	7,418	7,474	7,530	7,605		
Middle Schoc	5,621	5,635	5,663	5,706	5,752	5,806	Middle Schoc	7,011	7,029	7,064	7,117	7,170	7,242		
MS Asst	4,915	4,927	4,952	4,989	5,026	5,076	MS Asst	6,304	6,320	6,351	6,399	6,447	6,511		
STEP 10	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 20	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022		
Head Varsity	8,630	8,652	8,695	8,760	8,826	8,914	Head Varsity	9,950	9,975	10,025	10,100	10,177	10,277		
Varsity Asst	7,572	7,591	7,629	7,686	7,744	7,821	Varsity Asst	8,892	8,914	8,954	9,026	9,106	9,185		
Head J V	6,863	6,880	6,915	6,966	7,019	7,089	Head J V	8,184	8,204	8,245	8,307	8,370	8,453		
JV Asst	6,158	6,173	6,204	6,251	6,298	6,361	JV Asst	7,478	7,497	7,534	7,591	7,648	7,724		
Middle Schoc	5,804	5,819	5,848	5,891	5,936	5,995	Middle Schoc	7,125	7,143	7,183	7,232	7,287	7,359		
MS Asst	5,098	5,111	5,136	5,175	5,214	5,266	MS Asst	6,418	6,434	6,466	6,515	6,564	6,629		

"E" Level - Golf

	1.00%	0.25%	0.50%	0.75%	1.00%		1.00%	0.25%	0.50%	0.75%	1.00%
STEP 1						STEP 11					
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021
Varsity Asst	6,629	6,646	6,679	6,729	6,779	Varsity Asst	8,480	8,481	8,524	8,587	8,652
Head J V	5,569	5,583	5,611	5,653	5,695	Head J V	7,401	7,420	7,457	7,513	7,569
JV Asst	4,862	4,874	4,899	4,935	4,972	JV Asst	6,694	6,711	6,744	6,795	6,846
Middle Schoc	4,158	4,189	4,221	4,235	4,252	Middle Schoc	5,990	6,005	6,035	6,080	6,126
MS Asst	3,803	3,813	3,832	3,860	3,889	MS Asst	5,635	5,649	5,677	5,720	5,763
STEP 2						STEP 12					
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021
Varsity Asst	6,812	6,829	6,863	6,915	6,967	Varsity Asst	8,644	8,666	8,709	8,774	8,840
Head J V	5,752	5,766	5,795	5,839	5,882	Head J V	7,584	7,603	7,641	7,698	7,756
JV Asst	5,046	5,059	5,084	5,122	5,160	JV Asst	6,877	6,894	6,929	6,981	7,033
Middle Schoc	4,340	4,351	4,373	4,405	4,438	Middle Schoc	6,173	6,188	6,219	6,266	6,313
MS Asst	3,988	3,998	4,018	4,048	4,078	MS Asst	5,819	5,834	5,863	5,907	5,951
STEP 3						STEP 13					
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021
Varsity Asst	6,995	7,012	7,048	7,100	7,154	Varsity Asst	8,794	8,816	8,860	8,927	8,993
Head J V	5,936	5,951	5,981	6,025	6,071	Head J V	7,735	7,754	7,793	7,852	7,910
JV Asst	5,229	5,238	5,268	5,308	5,348	JV Asst	7,028	7,046	7,081	7,134	7,187
Middle Schoc	4,524	4,535	4,558	4,592	4,627	Middle Schoc	6,324	6,340	6,372	6,419	6,467
MS Asst	4,171	4,181	4,202	4,234	4,266	MS Asst	5,971	5,986	6,016	6,061	6,106
STEP 4						STEP 14					
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021
Varsity Asst	7,178	7,196	7,232	7,286	7,341	Varsity Asst	8,909	8,931	8,976	9,043	9,111
Head J V	6,118	6,133	6,164	6,210	6,257	Head J V	7,849	7,869	7,908	7,967	8,027
JV Asst	5,412	5,426	5,453	5,484	5,520	JV Asst	7,143	7,161	7,197	7,251	7,305
Middle Schoc	4,707	4,719	4,742	4,778	4,814	Middle Schoc	6,438	6,454	6,486	6,535	6,584
MS Asst	4,354	4,367	4,387	4,420	4,453	MS Asst	6,085	6,100	6,123	6,177	6,223
STEP 5						STEP 15					
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021
Varsity Asst	7,361	7,379	7,416	7,472	7,528	Varsity Asst	9,023	9,046	9,091	9,159	9,228
Head J V	6,301	6,317	6,346	6,396	6,444	Head J V	7,964	7,984	8,024	8,084	8,145
JV Asst	5,594	5,608	5,636	5,678	5,721	JV Asst	7,257	7,275	7,312	7,366	7,422
Middle Schoc	4,890	4,902	4,927	4,964	5,001	Middle Schoc	6,553	6,569	6,602	6,652	6,702
MS Asst	4,536	4,547	4,570	4,639	4,685	MS Asst	6,200	6,216	6,247	6,293	6,341
STEP 6						STEP 16					
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021
Varsity Asst	7,544	7,563	7,601	7,658	7,715	Varsity Asst	9,138	9,161	9,207	9,276	9,345
Head J V	6,533	6,552	6,583	6,631	6,681	Head J V	8,078	8,098	8,139	8,200	8,261
JV Asst	5,777	5,791	5,820	5,864	5,908	JV Asst	7,372	7,390	7,427	7,483	7,539
Middle Schoc	5,073	5,086	5,111	5,149	5,188	Middle Schoc	6,667	6,684	6,717	6,767	6,818
MS Asst	4,719	4,731	4,754	4,826	4,874	MS Asst	6,314	6,330	6,361	6,409	6,457
STEP 7						STEP 17					
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021
Varsity Asst	7,756	7,784	7,842	7,900	7,960	Varsity Asst	9,252	9,275	9,322	9,391	9,462
Head J V	6,667	6,684	6,717	6,767	6,818	Head J V	8,193	8,213	8,255	8,316	8,379
JV Asst	5,961	5,976	6,006	6,051	6,096	JV Asst	7,486	7,505	7,542	7,599	7,656
Middle Schoc	5,256	5,269	5,295	5,335	5,375	Middle Schoc	6,782	6,799	6,833	6,884	6,936
MS Asst	4,902	4,914	4,939	4,976	5,013	MS Asst	6,429	6,445	6,477	6,526	6,575
STEP 8						STEP 18					
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021
Varsity Asst	7,910	7,930	7,969	8,029	8,089	Varsity Asst	9,368	9,391	9,438	9,509	9,580
Head J V	6,850	6,867	6,901	6,953	7,005	Head J V	8,307	8,328	8,369	8,432	8,495
JV Asst	6,144	6,159	6,190	6,237	6,283	JV Asst	7,601	7,620	7,658	7,716	7,773
Middle Schoc	5,438	5,452	5,479	5,561	5,617	Middle Schoc	6,896	6,913	6,948	7,000	7,052
MS Asst	5,085	5,098	5,123	5,162	5,200	MS Asst	6,543	6,559	6,592	6,642	6,691
STEP 9						STEP 19					
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021
Varsity Asst	8,094	8,114	8,155	8,216	8,278	Varsity Asst	9,482	9,506	9,553	9,625	9,697
Head J V	7,033	7,051	7,086	7,139	7,193	Head J V	8,422	8,443	8,485	8,549	8,613
JV Asst	6,327	6,343	6,375	6,421	6,471	JV Asst	7,715	7,734	7,773	7,831	7,889
Middle Schoc	5,621	5,635	5,663	5,706	5,748	Middle Schoc	7,011	7,029	7,064	7,117	7,170
MS Asst	5,269	5,282	5,309	5,348	5,389	MS Asst	6,658	6,675	6,708	6,758	6,809
STEP 10						STEP 20					
Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021	Head Varsity	2016-2017	2017-18	2018-19	2019-20	2020-2021
Varsity Asst	8,277	8,298	8,339	8,402	8,465	Varsity Asst	9,596	9,620	9,668	9,741	9,814
Head J V	7,218	7,236	7,272	7,327	7,382	Head J V	8,537	8,558	8,601	8,666	8,731
JV Asst	6,510	6,526	6,559	6,608	6,658	JV Asst	7,830	7,850	7,889	7,948	8,008
Middle Schoc	5,804	5,819	5,848	5,891	5,936	Middle Schoc	7,125	7,143	7,179	7,232	7,287
MS Asst	5,452	5,466	5,493	5,534	5,576	MS Asst	6,772	6,789	6,823	6,874	6,926
MS Asst	4,745	4,757	4,781	4,817	4,853	MS Asst	6,065	6,080	6,111	6,156	6,203

Appendix C Compensations

	A	B	C	D	E	F	G	H	I
1	Note: The number of clubs to be offered will depend on the approved budget and/or student participation in each club.								
2	Club offerings may alter by mutual agreement.								
3	Location	Rate	Activity	16/17	17/18	18/19	19/20	20/21	21/22
4	Grades 7-12	Yearly	Sixth Class	\$ 12,472	\$ 12,503	\$ 12,566	\$ 12,660	\$ 12,755	\$ 12,882
5	Misc		Activity	Base	0.25%	0.50%	0.75%	0.75%	1.00%
6	District-wide	Hourly	Homebound	\$ 45	\$ 45	\$ 45	\$ 46	\$ 46	\$ 46
7	District-wide	Hourly	Summer Rate of Pay	\$ 77	\$ 77	\$ 78	\$ 78	\$ 79	\$ 80
8	District-wide		Summer School Compensation	\$ 4,787	\$ 4,799	\$ 4,823	\$ 4,859	\$ 4,896	\$ 4,945
9	District-wide	Daily	Summer Inservice Attendance	\$ 206	\$ 207	\$ 208	\$ 209	\$ 211	\$ 213
10	District-wide		Staff Development	\$ 516	\$ 517	\$ 520	\$ 524	\$ 528	\$ 533
11	District-wide		Curriculum Development	\$ 52	\$ 52	\$ 52	\$ 53	\$ 53	\$ 54
12	District-wide		Interscholastic Activities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
13	High Sch		Additional Practice	\$ 75	\$ 75	\$ 76	\$ 76	\$ 77	\$ 77
14	High Sch		Playoff Games	\$ 149	\$ 149	\$ 150	\$ 151	\$ 152	\$ 154
15	District-wide	Hourly	Chap, Time & Score Keep	\$ 32	\$ 32	\$ 32	\$ 32	\$ 33	\$ 33
16	District-wide	Eve/Hrly	Chap, Time & Score Keep(150%)	\$ 48	\$ 48	\$ 48	\$ 49	\$ 49	\$ 50
17	District-wide		Field and Class Trips	\$ 32	\$ 32	\$ 32	\$ 32	\$ 33	\$ 33
18	District-wide		Extra-Child in Class	\$ 4.31	\$ 4	\$ 4	\$ 4	\$ 4	\$ 4
19	Grades 7-12		Covered Class	\$ 30	\$ 30	\$ 30	\$ 30	\$ 31	\$ 31
20	Grades 7-12		Lunch Duty	\$ 25	\$ 25	\$ 25	\$ 25	\$ 26	\$ 26
21	High Sch	Yearly	Clubs	Base	0.25%	0.50%	0.75%	0.75%	1.00%
22			Art Club	\$ 1,337	\$ 1,340	\$ 1,347	\$ 1,357	\$ 1,367	\$ 1,381
23			Black & Red Night	\$ 1,671	\$ 1,675	\$ 1,684	\$ 1,696	\$ 1,709	\$ 1,726
24			Best Buddies Advisor	\$ 3,906	\$ 3,916	\$ 3,935	\$ 3,965	\$ 3,995	\$ 4,035
25			Chamber Choir	\$ 2,290	\$ 2,296	\$ 2,307	\$ 2,325	\$ 2,342	\$ 2,365
26			Chamber Orchestra	\$ 2,290	\$ 2,296	\$ 2,307	\$ 2,325	\$ 2,342	\$ 2,365
27			Chess Club	\$ 1,003	\$ 1,006	\$ 1,011	\$ 1,018	\$ 1,026	\$ 1,036
28			Class Advisor Gr. 9	\$ 1,809	\$ 1,814	\$ 1,823	\$ 1,836	\$ 1,850	\$ 1,869
29			Class Advisor Gr.10	\$ 2,171	\$ 2,176	\$ 2,187	\$ 2,204	\$ 2,220	\$ 2,242
30			Class Advisor Gr. 11	\$ 3,906	\$ 3,916	\$ 3,935	\$ 3,965	\$ 3,995	\$ 4,035
31			Class Advisor Gr. 12	\$ 4,775	\$ 4,787	\$ 4,811	\$ 4,847	\$ 4,883	\$ 4,932
32			Computer Club	\$ 1,337	\$ 1,340	\$ 1,347	\$ 1,357	\$ 1,367	\$ 1,381
33			Drama Club	\$ 4,346	\$ 4,357	\$ 4,379	\$ 4,411	\$ 4,445	\$ 4,489
34			Drama Club Producer	\$ 2,176	\$ 2,181	\$ 2,192	\$ 2,209	\$ 2,225	\$ 2,248
35			Engineering Club	\$ 1,337	\$ 1,340	\$ 1,347	\$ 1,357	\$ 1,367	\$ 1,381
36			History Club	\$ 1,337	\$ 1,340	\$ 1,347	\$ 1,357	\$ 1,367	\$ 1,381
37			Home Economics Club	\$ 1,003	\$ 1,006	\$ 1,011	\$ 1,018	\$ 1,026	\$ 1,036
38			Honor Society	\$ 3,009	\$ 3,017	\$ 3,032	\$ 3,054	\$ 3,077	\$ 3,108
39			Inter Act Advisor	\$ 3,009	\$ 3,017	\$ 3,032	\$ 3,054	\$ 3,077	\$ 3,108
40			Jazz Band	\$ 2,290	\$ 2,296	\$ 2,307	\$ 2,325	\$ 2,342	\$ 2,365
41			Jazz Choir	\$ 2,290	\$ 2,296	\$ 2,307	\$ 2,325	\$ 2,342	\$ 2,365
42			Language Club	\$ 1,003	\$ 1,006	\$ 1,011	\$ 1,018	\$ 1,026	\$ 1,036
43			Literary Magazine	\$ 3,009	\$ 3,017	\$ 3,032	\$ 3,054	\$ 3,077	\$ 3,108
44			Mathletes 10-12	\$ 1,505	\$ 1,509	\$ 1,516	\$ 1,528	\$ 1,539	\$ 1,555
45			Mathletes 9	\$ 1,171	\$ 1,174	\$ 1,180	\$ 1,189	\$ 1,198	\$ 1,210

Appendix C

Compensations

	A	B	C	D	E	F	G	H	I
46	Location	Rate	Activity	16/17	17/18	18/19	19/20	20/21	21/22
47	High Sch	Yearly	Clubs	Base	0.25%	0.50%	0.75%	0.75%	1.00%
48			Mock Trial Club	\$ 1,337	\$ 1,340	\$ 1,347	\$ 1,357	\$ 1,367	\$ 1,381
49			Musical - Drama Director	\$ 2,842	\$ 3,342	\$ 3,359	\$ 3,384	\$ 3,409	\$ 3,443
50			Vocal Director	\$ 2,842	\$ 3,342	\$ 3,359	\$ 3,384	\$ 3,409	\$ 3,443
51			Pit Orchestra	\$ 2,842	\$ 3,342	\$ 3,359	\$ 3,384	\$ 3,409	\$ 3,443
52			Set Design	\$ 2,842	\$ 3,342	\$ 3,359	\$ 3,384	\$ 3,409	\$ 3,443
53			Producer	\$ 2,497	\$ 2,997	\$ 3,012	\$ 3,035	\$ 3,057	\$ 3,088
54			Artistic Director	\$ -	\$ 2,842	\$ 2,856	\$ 2,878	\$ 2,899	\$ 2,928
55			Newspaper	\$ 3,676	\$ 3,685	\$ 3,704	\$ 3,731	\$ 3,759	\$ 3,797
56			Peer Leadership	\$ 1,337	\$ 1,340	\$ 1,347	\$ 1,357	\$ 1,367	\$ 1,381
57			STARS 4 seasons Level E						
58			FBLA	\$ 1,505	\$ 1,509	\$ 1,516	\$ 1,528	\$ 1,539	\$ 1,555
59			Ocean Bowl	\$ 3,906	\$ 3,916	\$ 3,935	\$ 3,965	\$ 3,995	\$ 4,035
60			Multimedial Club	\$ 4,943	\$ 4,955	\$ 4,980	\$ 5,017	\$ 5,055	\$ 5,106
61			Model UN	\$ 2,507	\$ 2,513	\$ 2,526	\$ 2,545	\$ 2,564	\$ 2,590
62			Forensics Club	\$ 2,507	\$ 2,513	\$ 2,526	\$ 2,545	\$ 2,564	\$ 2,590
63			MSG Varsity	\$ 1,041	\$ 1,044	\$ 1,049	\$ 1,057	\$ 1,065	\$ 1,075
64			Greenhouse Club	\$ 1,003	\$ 1,006	\$ 1,011	\$ 1,018	\$ 1,026	\$ 1,036
65			Pep Band	\$ 1,003	\$ 1,006	\$ 1,011	\$ 1,018	\$ 1,026	\$ 1,036
66			Percussion Ensemble	\$ 2,290	\$ 2,296	\$ 2,307	\$ 2,325	\$ 2,342	\$ 2,365
67			Physical Fitness Club	\$ 1,337	\$ 1,340	\$ 1,347	\$ 1,357	\$ 1,367	\$ 1,381
68			Robotics Coordinator	\$ 1,505	\$ 1,509	\$ 1,516	\$ 1,528	\$ 1,539	\$ 1,555
69			SADD	\$ 1,337	\$ 1,340	\$ 1,347	\$ 1,357	\$ 1,367	\$ 1,381
70			Science Club	\$ 2,005	\$ 2,010	\$ 2,020	\$ 2,035	\$ 2,050	\$ 2,071
71			Science Olympiads	\$ 1,003	\$ 1,006	\$ 1,011	\$ 1,018	\$ 1,026	\$ 1,036
72			Sch Store	\$ 1,671	\$ 1,675	\$ 1,684	\$ 1,696	\$ 1,709	\$ 1,726
73			Set Construction (Drama)	\$ 2,005	\$ 2,010	\$ 2,020	\$ 2,035	\$ 2,050	\$ 2,071
74			Student Govt Advisor	\$ 6,686	\$ 6,703	\$ 6,736	\$ 6,787	\$ 6,838	\$ 6,906
75			Student Govt Ass. Advisor	\$ 3,342	\$ 3,350	\$ 3,367	\$ 3,392	\$ 3,418	\$ 3,452
76			Thespian Society	\$ 669	\$ 671	\$ 674	\$ 679	\$ 684	\$ 691
77			Tri M Society	\$ 669	\$ 671	\$ 674	\$ 679	\$ 684	\$ 691
78			Variety Show Advisor	\$ 1,672	\$ 1,676	\$ 1,685	\$ 1,697	\$ 1,710	\$ 1,727
79			Video Club	\$ 1,337	\$ 1,340	\$ 1,347	\$ 1,357	\$ 1,367	\$ 1,381
80			Whitman Literary Contest Coord.	\$ 2,005	\$ 2,010	\$ 2,020	\$ 2,035	\$ 2,050	\$ 2,071
81			Web Site Club	\$ 2,005	\$ 2,010	\$ 2,020	\$ 2,035	\$ 2,050	\$ 2,071
82			Yearbook	\$ 5,789	\$ 5,803	\$ 5,832	\$ 5,876	\$ 5,920	\$ 5,980
83			Yearbook Assistant	\$ 3,472	\$ 3,481	\$ 3,498	\$ 3,524	\$ 3,551	\$ 3,586
84			Intramurals - Weightlifting	\$ 6,686	\$ 6,703	\$ 6,736	\$ 6,787	\$ 6,838	\$ 6,906
85			Basketball	\$ 1,337	\$ 1,340	\$ 1,347	\$ 1,357	\$ 1,367	\$ 1,381
86			Indoor Soccer	\$ 1,003	\$ 1,006	\$ 1,011	\$ 1,018	\$ 1,026	\$ 1,036
87			Volleyball Tourney.	\$ 1,337	\$ 1,340	\$ 1,347	\$ 1,357	\$ 1,367	\$ 1,381
88			Additional Athletic Intramurals	\$ 2,005	\$ 2,010	\$ 2,020	\$ 2,035	\$ 2,050	\$ 2,071
89									
90									
91									

Appendix C

Compensations

	A	B	C	D	E	F	G	H	I
137									
138	Location	Rate	Activity	16/17	17/18	18/19	19/20	20/21	21/22
139	Elem Sch	Yearly	Clubs	Base	0.25%	0.50%	0.75%	0.75%	1.00%
140			Craft 3	\$ 1,215	\$ 1,218	\$ 1,224	\$ 1,233	\$ 1,243	\$ 1,255
141			Science Club 2	\$ 1,823	\$ 1,828	\$ 1,837	\$ 1,850	\$ 1,864	\$ 1,883
142			Craft Club 4	\$ 1,215	\$ 1,218	\$ 1,224	\$ 1,233	\$ 1,243	\$ 1,255
143			Theatre Wkshop	\$ 1,520	\$ 1,524	\$ 1,531	\$ 1,543	\$ 1,554	\$ 1,570
144			Drama-3	\$ 1,520	\$ 1,524	\$ 1,531	\$ 1,543	\$ 1,554	\$ 1,570
145			Drama-3	\$ 2,127	\$ 2,132	\$ 2,143	\$ 2,159	\$ 2,175	\$ 2,197
146			Set Design-3	\$ 912	\$ 914	\$ 919	\$ 926	\$ 933	\$ 942
147			Sports-3	\$ 2,279	\$ 2,285	\$ 2,296	\$ 2,313	\$ 2,331	\$ 2,354
148			Book Club 3	\$ 1,215	\$ 1,218	\$ 1,224	\$ 1,233	\$ 1,243	\$ 1,255
149			Drama - 4	\$ 2,127	\$ 2,132	\$ 2,143	\$ 2,159	\$ 2,175	\$ 2,197
150			Set Design-4	\$ 912	\$ 914	\$ 919	\$ 926	\$ 933	\$ 942
151			Chours-4	\$ 1,520	\$ 1,524	\$ 1,531	\$ 1,543	\$ 1,554	\$ 1,570
152			Band-4	\$ 1,520	\$ 1,524	\$ 1,531	\$ 1,543	\$ 1,554	\$ 1,570
153			Orchestra-4	\$ 1,520	\$ 1,524	\$ 1,531	\$ 1,543	\$ 1,554	\$ 1,570
154			Sports-4	\$ 2,279	\$ 2,285	\$ 2,296	\$ 2,313	\$ 2,331	\$ 2,354
155			Math Olympiads-4	\$ 1,215	\$ 1,218	\$ 1,224	\$ 1,233	\$ 1,243	\$ 1,255
156			Student Council-4	\$ 1,671	\$ 2,171	\$ 2,182	\$ 2,198	\$ 2,215	\$ 2,237
157			Yearbook-4	\$ 1,520	\$ 2,020	\$ 2,030	\$ 2,045	\$ 2,061	\$ 2,081
158			Set Construction - 4	\$ 608	\$ 610	\$ 613	\$ 617	\$ 622	\$ 628
159			Sign Language-4	\$ 1,215	\$ 1,218	\$ 1,224	\$ 1,233	\$ 1,243	\$ 1,255
160			Courtyard	\$ 1,215	\$ 1,218	\$ 1,224	\$ 1,233	\$ 1,243	\$ 1,255
161			Study Buddy-4	\$ 1,215	\$ 1,218	\$ 1,224	\$ 1,233	\$ 1,243	\$ 1,255
162			Conflict Mediation-4	\$ 1,520	\$ 1,524	\$ 1,531	\$ 1,543	\$ 1,554	\$ 1,570
163			Newspaper Club	\$ 1,367	\$ 1,370	\$ 1,377	\$ 1,388	\$ 1,398	\$ 1,412
164			Computer Club	\$ 1,367	\$ 1,370	\$ 1,377	\$ 1,388	\$ 1,398	\$ 1,412
165			Board Games	\$ 1,367	\$ 1,370	\$ 1,377	\$ 1,388	\$ 1,398	\$ 1,412