

**Memorandum of Agreement  
by and between the  
Board of Education of the Blind Brook-Rye Union Free School District  
and the  
Blind Brook-Rye Federation of Teachers, Local 1890, NYSUT-AFT**

The Board of Education of the Blind Brook-Rye Union Free School District (“District”) and the Blind Brook-Rye Federation of Teachers, Local 1890, NYSUT-AFT (“Federation”) hereby enter into this Memorandum of Agreement in complete and final settlement of all issues proposed and negotiated for the July 1, 2011 - June 30, 2016 successor collective bargaining agreement to the parties’ July 1, 2007 – June 30, 2011 collective bargaining agreement. The terms and conditions of the July 1, 2007 – June 30, 2011 collective bargaining agreement will remain in full force and effect unless otherwise specifically amended, changed or modified by this Memorandum of Agreement. The terms of this Memorandum of Agreement shall not become effective unless and until they are approved by the Board of Education of the District and ratified by the members of the Federation.

1. The successor agreement between the parties shall cover a five (5) year period, inclusive of the dates July 1, 2011 – June 30, 2016.

2. Article XXII, Section A(2) shall be amended to provide:  
Effective January 1, 2014, teachers will contribute 25% of the applicable health insurance premiums; individual, two-person or family coverage.

3. Article XXV, Section A shall be amended to provide:  
The teachers’ salary schedules for 2011-12, 2012-13, 2013-14, 2014-15, and 2015-16 are attached hereto as Appendices A-1 through A-5. Where applicable, the annual increases for each of the five (5) school years of this contract are provided below:

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

2011-12

0% step only

2012-13

0% step only

2013-14

0% no step movement (except teachers will be provided a one-time, off-step payment equal to 1.1% of their salary within 45 calendar days following ratification/approval)

2014-15

.8% (step movement and salary increase effective as of June 30, 2015)

2015-16

.8% (step movement and salary increase effective as of February 1, 2016)

More specifically, in the 2011-12 school year, teachers will move up the salary schedule, where eligible to do so. The salary schedule will not be increased. For the 2012-13 school year, the teachers will move up the salary schedule, where eligible to do so. The salary schedule will not be increased. For the 2013-14 school year, there will be a hard freeze of teachers' salaries. In other words, during the 2013-14 school year, teachers will not advance a step or lane on the salary schedule. For example, if a teacher was on step 9 of the salary schedule during the 2012-13 school year, the teacher will remain on step 9 during the 2013-14 school year. As another example, if a teacher was on step 15 during the 2012-13 school year, the teacher will remain on step 15 during the 2013-14 school year and will not be eligible for a salary career increment (longevity) in 2013-14. In addition during the 2013-14 school year, salary career increments will be frozen. Therefore, if a teacher was five (5) years beyond step 15 in the 2012-13 school year

and paid the applicable salary career increment (longevity, \$3,235), the teacher will remain at five (5) years beyond step 15 during the 2013-14 school year and will not be eligible for the “years 6-10 beyond step 15” salary career increment (longevity) in 2013-14. Moreover, no lane changes will be made during the 2013-14 school year. However, teachers will be provided a lump sum, off-step, one-time payment in the 2013-14 school year equal to 1.1% of the teacher’s base salary. In the 2014-15 school year, teachers will not move up a step, where eligible, until June 30, 2015. So, for example, if a teacher was held on step 9 during the 2013-14 school year, the teacher would advance to step 10 on June 30, 2015; that is, the last day of the 2014-15 school year. Additionally, on June 30, 2015, the salary schedule will be increased by .8% on each step (8/10 of 1%) of the salary schedule/salary guide. Finally, in the 2015-16 school year, teachers will not advance on step, where eligible, until February 1, 2016. So, for example, if the teacher advanced to step 10 on June 30, 2015, that teacher would advance to step 11 on February 1, 2016. Additionally, the salary schedule/salary guide will be increased on February 1, 2016 by .8% on each step (8/10 of 1%).

4. Article XXV, Section B shall be amended to provide:

Salary Career Increments (Longevity) – Teachers, upon completion of the 15<sup>th</sup> step of the salary schedule, shall receive career increments as specified below:

	<u>2011-12</u>	<u>2012-13</u>	<u>2013-14</u>	<u>2014-15*</u>	<u>2015-16**</u>
Years 1-5 beyond step 15:	\$3,235	\$3,235	\$3,235	\$3,261	\$3,287
Years 6-10 beyond step 15:	\$4,378	\$4,378	\$4,378	\$4,413	\$4,448
Years 11-15 beyond step 15:	\$6,563	\$6,563	\$6,563	\$6,616	\$6,669

\* (effective June 30, 2015)

\*\* (effective February 1, 2016)

5. Article XXXIV, Section 1 shall be amended to provide:

Teaching Assistants

1. Annual Salary:

Teaching assistant annual salaries for 2011-12, 2012-13, 2013-14, 2014-15 and 2015-2016 are listed below. The schedules were established providing for three lanes (AAS, BS, and MA) and five steps as presented below.

**2011-2012**

<b>Step</b>	<b><u>AAS</u></b>	<b><u>BA</u></b>	<b><u>MA</u></b>
<b>1</b>	37,795	38,366	38,937
<b>2</b>	38,551	39,133	39,715
<b>3</b>	39,322	39,916	40,509
<b>4</b>	40,109	40,713	41,319
<b>5</b>	40,911	41,528	42,146

**2012-2013**

<b>Step</b>	<b><u>AAS</u></b>	<b><u>BA</u></b>	<b><u>MA</u></b>
<b>1</b>	37,795	38,366	38,937
<b>2</b>	38,551	39,133	39,715
<b>3</b>	39,322	39,916	40,509
<b>4</b>	40,109	40,713	41,319
<b>5</b>	40,911	41,528	42,146

**2013-2014**

<b>Step</b>	<b><u>AAS</u></b>	<b><u>BA</u></b>	<b><u>MA</u></b>
<b>1</b>	37,795	38,366	38,937
<b>2</b>	38,551	39,133	39,715
<b>3</b>	39,322	39,916	40,509
<b>4</b>	40,109	40,713	41,319
<b>5</b>	40,911	41,528	42,146

**2014-2015 (step movement and salary increase effective June 30, 2015)**

<b>Step</b>	<b><u>AAS</u></b>	<b><u>BA</u></b>	<b><u>MA</u></b>
<b>1</b>	38,097	38,673	39,248
<b>2</b>	38,859	39,446	40,033
<b>3</b>	39,637	40,235	40,833
<b>4</b>	40,430	41,039	41,650
<b>5</b>	41,238	41,860	42,483

**2015-2016 (step movement and salary increase effective February 1, 2016)**

<b>Step</b>	<b><u>AAS</u></b>	<b><u>BA</u></b>	<b><u>MA</u></b>
<b>1</b>	38,402	38,982	39,562
<b>2</b>	39,170	39,762	40,353
<b>3</b>	39,954	40,557	41,160
<b>4</b>	40,753	41,367	41,983
<b>5</b>	41,568	42,195	42,823

The annual COLA increases for this agreement are:

<b><u>2011-12</u></b>	<b><u>2012-13</u></b>	<b><u>2013-14</u></b>	<b><u>2014-15</u></b>	<b><u>2015-16</u></b>
0% step only	0% step only	0% *	.8% **	.8% ***

\* no step movement (except teachers assistants will be provided a one-time, off-step payment equal to 1.1% of their salary within 45 calendar days following ratification/approval)

\*\* (step movement and salary increase effective as of June 30, 2015)

\*\*\* (step movement and salary increase effective as of February 1, 2016)

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

**2011-2012**

<b><u>Longevity</u></b>	<b><u>Amount</u></b>
After 5 yrs	\$400
After 10 yrs	\$950
After 15 yrs	\$1,750
After 20 yrs	\$2,700
After 25 yrs	\$3,500

**2012-2013**

<u>Longevity</u>	<u>Amount</u>
After 5 yrs	\$400
After 10 yrs	\$950
After 15 yrs	\$1,750
After 20 yrs	\$2,700
After 25 yrs	\$3,500

**2013-2014**

<u>Longevity</u>	<u>Amount</u>
After 5 yrs	\$400
After 10 yrs	\$950
After 15 yrs	\$1,750
After 20 yrs	\$2,700
After 25 yrs	\$3,500

**2014-2015 (effective June 30, 2015)**

<u>Longevity</u>	<u>Amount</u>
After 5 yrs	\$403
After 10 yrs	\$958
After 15 yrs	\$1,764
After 20 yrs	\$2,722
After 25 yrs	\$3,528

**2015-2016 (effective February 1, 2016)**

<u>Longevity</u>	<u>Amount</u>
After 5 yrs	\$406
After 10 yrs	\$966
After 15 yrs	\$1,778
After 20 yrs	\$2,744
After 25 yrs	\$3,556

6. Article XXXIV, Section 4 shall be amended to provide:

**Health Insurance:**

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

<u>2011</u> <u>Contribution</u>	<u>2012</u> <u>Contribution</u>	<u>2013</u> <u>Contribution</u>	<u>2014</u> <u>Contribution</u>	<u>2015</u> <u>Contribution</u>
11.5%	11.5%	11.5%	11.5%	11.5%

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

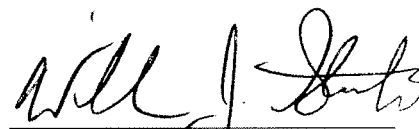
The Board will pay the cost of health insurance for retired teaching assistants according to the same schedule that is applicable to teachers. The Board will pay 100% of the health insurance cost for a retired teaching assistant who has at least 22 years of service with the District.

7. Appendix B-1 to B-3 shall be amended to provide for increases per the attachments.

8. The pending grievance and improper practice relating to health insurance and negotiations will be withdrawn by the Federation.

This memo sets forth the terms and conditions of the parties' complete agreement relating to their five (5) year successor agreement.

\_\_\_\_\_  
For the Association

  
\_\_\_\_\_  
For the District

**APPENDIX A-1**

**2011-2012 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2011**

**SCHEDULE I:**

	<u>BA</u>	<u>BA10</u>	<u>BA20</u>	<u>BA30</u>	<u>BA40</u>	<u>BA45</u>	<u>MA</u>	<u>MA10</u>	<u>MA20</u>	<u>MA30</u>	<u>MA40</u>	<u>MA50</u>	<u>MA60</u>
<b>A</b>	54,604	55,708	56,814	57,919	59,025	59,575	61,146	63,259	65,371	67,480	69,105	70,720	72,345
<b>1</b>	57,279	58,530	59,778	61,030	62,283	62,906	64,564	66,727	68,889	71,044	72,731	74,405	76,087
<b>2</b>	59,954	61,350	62,744	64,141	65,540	66,235	67,983	70,195	72,407	74,612	76,355	78,090	79,834
<b>3</b>	62,626	64,169	63,642	67,253	68,797	69,566	71,401	73,662	75,923	78,179	79,982	81,776	83,576
<b>4</b>	65,301	66,988	68,677	70,364	72,054	72,896	74,820	77,132	79,441	81,745	83,607	85,461	87,323
<b>5</b>	67,976	69,810	71,643	73,476	75,312	76,228	78,238	80,599	82,958	85,312	87,231	89,149	91,068
<b>6</b>	70,648	72,628	74,610	76,588	78,569	79,559	81,657	84,067	86,473	88,879	90,857	92,832	94,810
<b>7</b>	73,324	75,447	77,575	79,699	81,826	82,888	85,074	87,534	89,992	92,445	94,483	96,519	98,555
<b>8</b>	75,997	78,268	80,540	82,810	85,083	86,217	88,494	91,001	93,507	96,012	98,107	100,203	102,298
<b>9</b>	78,674	81,090	83,506	85,921	88,341	89,549	91,912	94,470	97,026	99,576	101,734	103,889	106,044
<b>10</b>	81,346	83,908	86,472	89,035	91,596	92,878	95,330	97,938	100,543	103,143	105,358	107,574	109,789
<b>11</b>	84,020	86,730	89,438	92,146	94,854	96,209	98,751	101,407	104,059	106,711	108,985	111,259	113,532
<b>12</b>	86,696	89,550	92,405	95,258	98,112	99,538	102,168	104,874	107,577	110,276	112,610	114,945	117,278
<b>13</b>	89,369	92,369	95,371	98,369	101,370	102,868	105,588	108,343	111,095	113,843	116,235	118,630	121,022
<b>14</b>	92,043	95,188	98,337	101,480	104,626	106,199	109,005	111,811	114,609	117,410	119,861	122,315	124,766
<b>15</b>	94,718	98,009	101,302	104,592	107,885	109,529	112,423	115,279	118,128	120,977	123,487	126,000	128,511

**2011-2012 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2011**

**SCHEDULE II:**

	<u>BA</u>	<u>BA15</u>	<u>BA30</u>	<u>BA45</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>	<u>MA60</u>
<b>A</b>	54,604	56,259	57,919	59,575	61,146	64,315	67,480	69,913	72,345
<b>1</b>	57,279	59,155	61,030	62,906	64,564	67,805	71,044	73,569	76,087
<b>2</b>	59,954	62,047	64,141	66,235	67,983	71,298	74,612	77,225	79,834
<b>3</b>	62,626	64,940	67,253	69,566	71,401	74,792	78,179	80,879	83,576
<b>4</b>	65,301	67,832	70,364	72,896	74,820	78,282	81,745	84,533	87,323
<b>5</b>	67,976	70,724	73,476	76,228	78,238	81,776	85,312	88,192	91,068
<b>6</b>	70,648	73,618	76,588	79,559	81,657	85,268	88,879	91,847	94,810
<b>7</b>	73,324	76,512	79,699	82,888	85,074	88,762	92,445	95,500	98,555
<b>8</b>	75,997	79,405	82,810	86,217	88,494	92,254	96,012	99,156	102,298
<b>9</b>	78,674	82,299	85,921	89,549	91,912	95,747	99,576	102,812	106,044
<b>10</b>	81,346	85,191	89,035	92,878	95,330	99,238	103,143	106,467	109,789
<b>11</b>	84,020	88,084	92,146	96,209	98,751	102,731	106,711	110,120	113,532
<b>12</b>	86,696	90,978	95,258	99,538	102,168	106,224	110,276	113,778	117,278
<b>13</b>	89,369	93,872	98,369	102,868	105,588	109,716	113,843	117,433	121,022
<b>14</b>	92,043	96,764	101,480	106,199	109,005	113,209	117,410	121,088	124,766
<b>15</b>	94,718	99,656	104,592	109,529	112,423	116,701	120,977	124,744	128,511



**APPENDIX A-2**

**2012-2013 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2012**

**SCHEDULE I:**

	<u>BA</u>	<u>BA10</u>	<u>BA20</u>	<u>BA30</u>	<u>BA40</u>	<u>BA45</u>	<u>MA</u>	<u>MA10</u>	<u>MA20</u>	<u>MA30</u>	<u>MA40</u>	<u>MA50</u>	<u>MA60</u>
<b>A</b>	54,604	55,708	56,814	57,919	59,025	59,575	61,146	63,259	65,371	67,480	69,105	70,720	72,345
<b>1</b>	57,279	58,530	59,778	61,030	62,283	62,906	64,564	66,727	68,889	71,044	72,731	74,405	76,087
<b>2</b>	59,954	61,350	62,744	64,141	65,540	66,235	67,983	70,195	72,407	74,612	76,355	78,090	79,834
<b>3</b>	62,626	64,169	63,642	67,253	68,797	69,566	71,401	73,662	75,923	78,179	79,982	81,776	83,576
<b>4</b>	65,301	66,988	68,677	70,364	72,054	72,896	74,820	77,132	79,441	81,745	83,607	85,461	87,323
<b>5</b>	67,976	69,810	71,643	73,476	75,312	76,228	78,238	80,599	82,958	85,312	87,231	89,149	91,068
<b>6</b>	70,648	72,628	74,610	76,588	78,569	79,559	81,657	84,067	86,473	88,879	90,857	92,832	94,810
<b>7</b>	73,324	75,447	77,575	79,699	81,826	82,888	85,074	87,534	89,992	92,445	94,483	96,519	98,555
<b>8</b>	75,997	78,268	80,540	82,810	85,083	86,217	88,494	91,001	93,507	96,012	98,107	100,203	102,298
<b>9</b>	78,674	81,090	83,506	85,921	88,341	89,549	91,912	94,470	97,026	99,576	101,734	103,889	106,044
<b>10</b>	81,346	83,908	86,472	89,035	91,596	92,878	95,330	97,938	100,543	103,143	105,358	107,574	109,789
<b>11</b>	84,020	86,730	89,438	92,146	94,854	96,209	98,751	101,407	104,059	106,711	108,985	111,259	113,532
<b>12</b>	86,696	89,550	92,405	95,258	98,112	99,538	102,168	104,874	107,577	110,276	112,610	114,945	117,278
<b>13</b>	89,369	92,369	95,371	98,369	101,370	102,868	105,588	108,343	111,095	113,843	116,235	118,630	121,022
<b>14</b>	92,043	95,188	98,337	101,480	104,626	106,199	109,005	111,811	114,609	117,410	119,861	122,315	124,766
<b>15</b>	94,718	98,009	101,302	104,592	107,885	109,529	112,423	115,279	118,128	120,977	123,487	126,000	128,511

**2012-2013 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2012**

**SCHEDULE II:**

	<u>BA</u>	<u>BA15</u>	<u>BA30</u>	<u>BA45</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>	<u>MA60</u>
<b>A</b>	54,604	56,259	57,919	59,575	61,146	64,315	67,480	69,913	72,345
<b>1</b>	57,279	59,155	61,030	62,906	64,564	67,805	71,044	73,569	76,087
<b>2</b>	59,954	62,047	64,141	66,235	67,983	71,298	74,612	77,225	79,834
<b>3</b>	62,626	64,940	67,253	69,566	71,401	74,792	78,179	80,879	83,576
<b>4</b>	65,301	67,832	70,364	72,896	74,820	78,282	81,745	84,533	87,323
<b>5</b>	67,976	70,724	73,476	76,228	78,238	81,776	85,312	88,192	91,068
<b>6</b>	70,648	73,618	76,588	79,559	81,657	85,268	88,879	91,847	94,810
<b>7</b>	73,324	76,512	79,699	82,888	85,074	88,762	92,445	95,500	98,555
<b>8</b>	75,997	79,405	82,810	86,217	88,494	92,254	96,012	99,156	102,298
<b>9</b>	78,674	82,299	85,921	89,549	91,912	95,747	99,576	102,812	106,044
<b>10</b>	81,346	85,191	89,035	92,878	95,330	99,238	103,143	106,467	109,789
<b>11</b>	84,020	88,084	92,146	96,209	98,751	102,731	106,711	110,120	113,532
<b>12</b>	86,696	90,978	95,258	99,538	102,168	106,224	110,276	113,778	117,278
<b>13</b>	89,369	93,872	98,369	102,868	105,588	109,716	113,843	117,433	121,022
<b>14</b>	92,043	96,764	101,480	106,199	109,005	113,209	117,410	121,088	124,766
<b>15</b>	94,718	99,656	104,592	109,529	112,423	116,701	120,977	124,744	128,511

**APPENDIX A-3**

**2013-2014 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2013**

**SCHEDULE I:**

	<u>BA</u>	<u>BA10</u>	<u>BA20</u>	<u>BA30</u>	<u>BA40</u>	<u>BA45</u>	<u>MA</u>	<u>MA10</u>	<u>MA20</u>	<u>MA30</u>	<u>MA40</u>	<u>MA50</u>	<u>MA60</u>
<b>A</b>	54,604	55,708	56,814	57,919	59,025	59,575	61,146	63,259	65,371	67,480	69,105	70,720	72,345
<b>1</b>	57,279	58,530	59,778	61,030	62,283	62,906	64,564	66,727	68,889	71,044	72,731	74,405	76,087
<b>2</b>	59,954	61,350	62,744	64,141	65,540	66,235	67,983	70,195	72,407	74,612	76,355	78,090	79,834
<b>3</b>	62,626	64,169	63,642	67,253	68,797	69,566	71,401	73,662	75,923	78,179	79,982	81,776	83,576
<b>4</b>	65,301	66,988	68,677	70,364	72,054	72,896	74,820	77,132	79,441	81,745	83,607	85,461	87,323
<b>5</b>	67,976	69,810	71,643	73,476	75,312	76,228	78,238	80,599	82,958	85,312	87,231	89,149	91,068
<b>6</b>	70,648	72,628	74,610	76,588	78,569	79,559	81,657	84,067	86,473	88,879	90,857	92,832	94,810
<b>7</b>	73,324	75,447	77,575	79,699	81,826	82,888	85,074	87,534	89,992	92,445	94,483	96,519	98,555
<b>8</b>	75,997	78,268	80,540	82,810	85,083	86,217	88,494	91,001	93,507	96,012	98,107	100,203	102,298
<b>9</b>	78,674	81,090	83,506	85,921	88,341	89,549	91,912	94,470	97,026	99,576	101,734	103,889	106,044
<b>10</b>	81,346	83,908	86,472	89,035	91,596	92,878	95,330	97,938	100,543	103,143	105,358	107,574	109,789
<b>11</b>	84,020	86,730	89,438	92,146	94,854	96,209	98,751	101,407	104,059	106,711	108,985	111,259	113,532
<b>12</b>	86,696	89,550	92,405	95,258	98,112	99,538	102,168	104,874	107,577	110,276	112,610	114,945	117,278
<b>13</b>	89,369	92,369	95,371	98,369	101,370	102,868	105,588	108,343	111,095	113,843	116,235	118,630	121,022
<b>14</b>	92,043	95,188	98,337	101,480	104,626	106,199	109,005	111,811	114,609	117,410	119,861	122,315	124,766
<b>15</b>	94,718	98,009	101,302	104,592	107,885	109,529	112,423	115,279	118,128	120,977	123,487	126,000	128,511

**2013-2014 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2013**

**SCHEDULE II:**

	<u>BA</u>	<u>BA15</u>	<u>BA30</u>	<u>BA45</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>	<u>MA60</u>
<b>A</b>	54,604	56,259	57,919	59,575	61,146	64,315	67,480	69,913	72,345
<b>1</b>	57,279	59,155	61,030	62,906	64,564	67,805	71,044	73,569	76,087
<b>2</b>	59,954	62,047	64,141	66,235	67,983	71,298	74,612	77,225	79,834
<b>3</b>	62,626	64,940	67,253	69,566	71,401	74,792	78,179	80,879	83,576
<b>4</b>	65,301	67,832	70,364	72,896	74,820	78,282	81,745	84,533	87,323
<b>5</b>	67,976	70,724	73,476	76,228	78,238	81,776	85,312	88,192	91,068
<b>6</b>	70,648	73,618	76,588	79,559	81,657	85,268	88,879	91,847	94,810
<b>7</b>	73,324	76,512	79,699	82,888	85,074	88,762	92,445	95,500	98,555
<b>8</b>	75,997	79,405	82,810	86,217	88,494	92,254	96,012	99,156	102,298
<b>9</b>	78,674	82,299	85,921	89,549	91,912	95,747	99,576	102,812	106,044
<b>10</b>	81,346	85,191	89,035	92,878	95,330	99,238	103,143	106,467	109,789
<b>11</b>	84,020	88,084	92,146	96,209	98,751	102,731	106,711	110,120	113,532
<b>12</b>	86,696	90,978	95,258	99,538	102,168	106,224	110,276	113,778	117,278
<b>13</b>	89,369	93,872	98,369	102,868	105,588	109,716	113,843	117,433	121,022
<b>14</b>	92,043	96,764	101,480	106,199	109,005	113,209	117,410	121,088	124,766
<b>15</b>	94,718	99,656	104,592	109,529	112,423	116,701	120,977	124,744	128,511

**APPENDIX A-4**

**2014-2015 TEACHER CONTRACT SALARY SCHEDULE - Effective June 30, 2015**

**SCHEDULE I:**

1.008

	<u>BA</u>	<u>BA10</u>	<u>BA20</u>	<u>BA30</u>	<u>BA40</u>	<u>BA45</u>	<u>MA</u>	<u>MA10</u>	<u>MA20</u>	<u>MA30</u>	<u>MA40</u>	<u>MA50</u>	<u>MA60</u>
<b>A</b>	55,041	56,154	57,269	58,382	59,497	60,052	61,635	63,765	65,894	68,020	69,658	71,286	72,924
<b>1</b>	57,737	58,998	60,256	61,518	62,781	63,409	65,081	67,261	69,440	71,612	73,313	75,000	76,696
<b>2</b>	60,434	61,841	63,246	64,654	66,064	66,765	68,527	70,757	72,986	75,209	76,966	78,715	80,473
<b>3</b>	63,127	64,682	64,151	67,791	69,347	70,123	71,401	74,251	76,530	78,804	80,622	82,430	84,245
<b>4</b>	65,823	67,524	69,226	70,927	72,630	73,479	75,419	77,749	80,077	82,399	84,276	86,145	88,022
<b>5</b>	68,520	70,368	72,216	74,064	75,914	76,838	78,864	81,244	83,622	85,994	87,929	89,862	91,797
<b>6</b>	71,213	73,209	75,207	77,201	79,198	80,195	82,310	84,740	87,165	89,590	91,584	93,575	95,568
<b>7</b>	73,911	76,051	78,196	80,337	82,481	83,551	85,755	88,234	90,712	93,185	95,239	97,291	99,343
<b>8</b>	76,605	78,894	81,184	83,472	85,764	86,907	89,202	91,729	94,255	96,780	98,892	101,005	103,116
<b>9</b>	79,303	81,739	84,174	86,608	89,048	90,265	92,647	95,226	97,802	100,373	102,548	104,720	106,892
<b>10</b>	81,997	84,579	87,164	89,747	92,329	93,621	96,093	98,722	101,347	103,968	106,201	108,435	110,667
<b>11</b>	84,692	87,424	90,154	92,883	95,613	96,979	99,541	102,218	104,891	107,565	109,857	112,149	114,440
<b>12</b>	87,390	90,266	93,144	96,020	98,897	100,334	102,985	105,713	108,438	111,158	113,511	115,865	118,216
<b>13</b>	90,084	93,108	96,134	99,156	102,181	103,691	106,433	109,210	111,984	114,754	117,165	119,579	121,990
<b>14</b>	92,779	95,950	99,124	102,292	105,463	107,049	109,877	112,705	115,526	118,349	120,820	123,294	125,764
<b>15</b>	95,476	98,793	102,112	105,429	108,748	110,405	113,322	116,201	119,073	121,945	124,475	127,008	129,539

**2014-2015 TEACHER CONTRACT SALARY SCHEDULE - Effective June 30, 2015**

**SCHEDULE II:**

	<u>BA</u>	<u>BA15</u>	<u>BA30</u>	<u>BA45</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>	<u>MA60</u>
<b>A</b>	55,041	56,709	58,382	60,052	61,635	64,830	68,020	70,472	72,924
<b>1</b>	57,737	59,628	61,518	63,409	65,081	68,347	71,612	74,158	76,696
<b>2</b>	60,434	62,543	64,654	66,765	68,527	71,868	75,209	77,843	80,473
<b>3</b>	63,127	65,460	67,791	70,123	71,972	75,390	78,804	81,526	84,245
<b>4</b>	65,823	68,375	70,927	73,479	75,419	78,908	82,399	85,209	88,022
<b>5</b>	68,520	71,290	74,064	76,838	78,864	82,430	85,994	88,898	91,797
<b>6</b>	71,213	74,207	77,201	80,195	82,310	85,950	89,590	92,582	95,568
<b>7</b>	73,911	77,124	80,337	83,551	85,755	89,472	93,185	96,264	99,343
<b>8</b>	76,605	80,040	83,472	86,907	89,202	92,992	96,780	99,949	103,116
<b>9</b>	79,303	82,957	86,608	90,265	92,647	96,513	100,373	103,634	106,892
<b>10</b>	81,997	85,873	89,747	93,621	96,093	100,032	103,968	107,319	110,667
<b>11</b>	84,692	88,789	92,883	96,979	99,541	103,553	107,565	111,001	114,440
<b>12</b>	87,390	91,706	96,020	100,334	102,985	107,074	111,158	114,688	118,216
<b>13</b>	90,084	94,623	99,156	103,691	106,433	110,594	114,754	118,372	121,990
<b>14</b>	92,779	97,538	102,292	107,049	109,877	114,115	118,349	122,057	125,764
<b>15</b>	95,476	100,453	105,429	110,405	113,322	117,635	121,945	125,742	129,539

**APPENDIX A-5**

**2015-2016 TEACHER CONTRACT SALARY SCHEDULE - Effective February 1, 2016**

**SCHEDULE I:**

1.008

	<u>BA</u>	<u>BA10</u>	<u>BA20</u>	<u>BA30</u>	<u>BA40</u>	<u>BA45</u>	<u>MA</u>	<u>MA10</u>	<u>MA20</u>	<u>MA30</u>	<u>MA40</u>	<u>MA50</u>	<u>MA60</u>
<b>A</b>	55,481	56,603	57,727	58,849	59,973	60,532	62,128	64,275	66,421	68,564	70,215	71,856	73,507
<b>1</b>	58,199	59,470	60,738	62,010	63,284	63,917	65,601	67,799	69,996	72,185	73,899	75,600	77,309
<b>2</b>	60,917	62,336	63,752	65,171	66,593	67,299	69,075	71,323	73,570	75,811	77,582	79,344	81,116
<b>3</b>	63,632	65,200	64,664	68,333	69,902	70,684	71,401	74,845	77,143	79,435	81,267	83,090	84,919
<b>4</b>	66,350	68,064	69,780	71,494	73,211	74,067	76,022	78,371	80,717	83,058	84,950	86,834	88,726
<b>5</b>	69,068	70,931	72,794	74,656	76,522	77,453	79,495	81,894	84,291	86,682	88,632	90,581	92,531
<b>6</b>	71,783	73,795	75,809	77,818	79,831	80,837	82,969	85,417	87,862	90,307	92,317	94,323	96,333
<b>7</b>	74,502	76,659	78,821	80,979	83,140	84,220	86,441	88,940	91,438	93,930	96,001	98,069	100,138
<b>8</b>	77,218	79,525	81,834	84,140	86,450	87,602	89,916	92,463	95,009	97,554	99,683	101,813	103,941
<b>9</b>	79,938	82,393	84,847	87,301	89,760	90,988	93,388	95,988	98,585	101,176	103,368	105,558	107,747
<b>10</b>	82,653	85,256	87,861	90,465	93,067	94,370	96,861	99,511	102,158	104,800	107,050	109,302	111,553
<b>11</b>	85,370	88,123	90,875	93,626	96,378	97,755	100,337	103,036	105,731	108,425	110,736	113,046	115,356
<b>12</b>	88,089	90,989	93,889	96,788	99,688	101,137	103,809	106,559	109,305	112,047	114,419	116,791	119,162
<b>13</b>	90,805	93,853	96,903	99,949	102,998	104,520	107,284	110,083	112,880	115,672	118,102	120,536	122,966
<b>14</b>	93,522	96,717	99,917	103,110	106,307	107,905	110,756	113,607	116,450	119,296	121,786	124,280	126,770
<b>15</b>	96,240	99,583	102,929	106,272	109,618	111,288	114,229	117,131	120,026	122,920	125,471	128,024	130,575

**2015-2016 TEACHER CONTRACT SALARY SCHEDULE - Effective February 1, 2016**

**SCHEDULE II:**

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

**APPENDIX B-1**

**ATHLETICS COACHING STIPENDS – 2011-2012 to 2015-2016**

ACTIVITY	2011-2012	2012-2013	2013-2014	Effective 6/30/15	Effective 2/1/16
				2014-2015	2015-2016
Freshman Basketball (Boys)	3,847	3,847	3,847	3,878	3,909
Freshman Basketball (Girls)	3,847	3,847	3,847	3,878	3,909
Freshman Baseball	3,597	3,597	3,597	3,626	3,655
Intramurals-MS	1,290	1,290	1,290	1,300	1,311
Intramurals-MS	1,290	1,290	1,290	1,300	1,311
JV Baseball	4,647	4,647	4,647	4,684	4,722
JV Basketball (Boys)	5,235	5,235	5,235	5,277	5,319
JV Basketball (Girls)	5,235	5,235	5,235	5,277	5,319
JV Soccer (Boys)	4,534	4,534	4,534	4,570	4,607
JV Soccer (Girls)	4,534	4,534	4,534	4,570	4,607
JV Softball (Girls)	4,647	4,647	4,647	4,684	4,722
JV Lacrosse (Girls)	4,324	4,324	4,324	4,359	4,393
JV Tennis (Boys)	3,786	3,786	3,786	3,816	3,847
JV Tennis (Girls)	3,786	3,786	3,786	3,816	3,847
JV Volleyball (Girls)	4,324	4,324	4,324	4,359	4,393
Modified Baseball (Boys) 1of2	3,718	3,718	3,718	3,748	3,778
Modified Baseball (Boys) 2of2	3,718	3,718	3,718	3,748	3,778
Modified 7 Basketball (Boys)	3,718	3,718	3,718	3,748	3,778
Modified 7 Basketball (Girls)	3,718	3,718	3,718	3,748	3,778
Modified 8 Basketball (Boys)	3,718	3,718	3,718	3,748	3,778
Modified 8 Basketball (Girls)	3,718	3,718	3,718	3,748	3,778
Modified Cross Country	3,718	3,718	3,718	3,748	3,778
Modified Football	4,218	4,218	4,218	4,252	4,286
Modified Football - Assistant	3,718	3,718	3,718	3,748	3,778
Modified Football - Assistant	3,718	3,718	3,718	3,748	3,778
Modified Lacrosse (Boys)	3,718	3,718	3,718	3,748	3,778
Modified Lacrosse (Girls)	3,718	3,718	3,718	3,748	3,778
Modified Soccer - Boys 1of2	3,870	3,870	3,870	3,901	3,932
Modified Soccer - Boys 2of2	3,870	3,870	3,870	3,901	3,932
Modified Soccer - Girls 1of2	3,870	3,870	3,870	3,901	3,932
Modified Soccer - Girls 2of2	3,870	3,870	3,870	3,901	3,932
Modified Softball - Girls 1of2	3,718	3,718	3,718	3,748	3,778
Modified Softball - Girls 2of2	3,718	3,718	3,718	3,748	3,778
Modified Tennis - Boys	3,718	3,718	3,718	3,748	3,778
Modified Tennis - Girls	3,718	3,718	3,718	3,748	3,778
Modified Track	3,718	3,718	3,718	3,748	3,778
Modified Volleyball - 7th Grade	3,718	3,718	3,718	3,748	3,778
Modified Volleyball - 8th Grade	3,718	3,718	3,718	3,748	3,778
Varsity Ski Team	4,077	4,077	4,077	4,110	4,142
Varsity Baseball	6,488	6,488	6,488	6,540	6,592
Varsity Baseball Asst	3,875	3,875	3,875	3,906	3,937
Varsity Basketball (Boys)	7,319	7,319	7,319	7,378	7,437
Varsity Basketball (Girls)	7,319	7,319	7,319	7,378	7,437
Varsity Cheerleading (Fall)	4,234	4,234	4,234	4,268	4,302
Varsity Cheerleading (Winter)	4,234	4,234	4,234	4,268	4,302
Varsity Cross Country	4,626	4,626	4,626	4,663	4,700
Varsity Cross Country Asst	3,875	3,875	3,875	3,906	3,937
Varsity Football	8,161	8,161	8,161	8,226	8,292
Varsity Football Asst	7,006	7,006	7,006	7,062	7,119
Varsity Football Asst	7,006	7,006	7,006	7,062	7,119
Varsity Golf	3,701	3,701	3,701	3,731	3,760
Varsity Hockey Asst	6,033	6,033	6,033	6,081	6,130
Varsity Hockey Asst	6,033	6,033	6,033	6,081	6,130
Varsity Lacrosse (Girls)	6,615	6,615	6,615	6,668	6,721
Varsity Soccer (Boys)	6,615	6,615	6,615	6,668	6,721
Varsity Soccer (Girls)	6,615	6,615	6,615	6,668	6,721
Varsity Soccer Asst (Boys)	3,456	3,456	3,456	3,484	3,512
Varsity Softball (Girls)	6,488	6,488	6,488	6,540	6,592
Varsity Softball Asst (Girls)	3,875	3,875	3,875	3,906	3,937
Varsity Tennis (Boys)	4,650	4,650	4,650	4,687	4,725
Varsity Tennis (Girls)	4,650	4,650	4,650	4,687	4,725
Varsity Track (Boys)	6,488	6,488	6,488	6,540	6,592
Varsity Track (Girls)	6,488	6,488	6,488	6,540	6,592
Varsity Volleyball (Girls)	5,876	5,876	5,876	5,923	5,970
Varsity Wrestling	4,539	4,539	4,539	4,575	4,612
Equip Mgr/Site Coordinator	3,820	3,820	3,820	3,851	3,881

APPENDIX B-2

EXTRA-CURRICULAR ACTIVITY STIPENDS -- 2011-2012 to 2015-2016

MSMS ACTIVITIES	Tier	2011-2012	2012-2013	2013-2014	Effective 6/30/15	Effective 2/1/16
					2014-2015	2015-2016
AIDS Awareness	1	\$913	\$913	\$913	\$920	\$928
Art Club MS	1	\$913	\$913	\$913	\$920	\$928
Chess Club	1	\$913	\$913	\$913	\$920	\$928
Community Services Club MS	1	\$913	\$913	\$913	\$920	\$928
Community Services Club HS	1	\$913	\$913	\$913	\$920	\$928
Computer Club HS	1	\$913	\$913	\$913	\$920	\$928
Cooking/Sewing Club	1	\$913	\$913	\$913	\$920	\$928
Drama Club MS	1	\$913	\$913	\$913	\$920	\$928
Environmental Club	1	\$913	\$913	\$913	\$920	\$928
Fitness Club	1	\$913	\$913	\$913	\$920	\$928
French Club	1	\$913	\$913	\$913	\$920	\$928
Habitat for Humanity/Midnight Run	1	\$913	\$913	\$913	\$920	\$928
International Club MS	1	\$913	\$913	\$913	\$920	\$928
Invisible Children Club	1	\$913	\$913	\$913	\$920	\$928
Multi-cultural Club MS	1	\$913	\$913	\$913	\$920	\$928
Italian Club HS	1	\$913	\$913	\$913	\$920	\$928
Jazz Club (MS)	1	\$913	\$913	\$913	\$920	\$928
Math Club (MS)	1	\$913	\$913	\$913	\$920	\$928
Math Club (HS)	1	\$913	\$913	\$913	\$920	\$928
Model Car Club	1	\$913	\$913	\$913	\$920	\$928
Movie Production Club	1	\$913	\$913	\$913	\$920	\$928
SADD	1	\$913	\$913	\$913	\$920	\$928
SAGA	1	\$913	\$913	\$913	\$920	\$928
Select Chorus	1	\$913	\$913	\$913	\$920	\$928
Sign Language Club	1	\$913	\$913	\$913	\$920	\$928
SOS	1	\$913	\$913	\$913	\$920	\$928
Spanish Club	1	\$913	\$913	\$913	\$920	\$928
Stock Market Club	1	\$913	\$913	\$913	\$920	\$928
World Languages Club	1	\$913	\$913	\$913	\$920	\$928
Debate Club	2	\$2,282	\$2,282	\$2,282	\$2,300	\$2,319
Newspaper (MS)	2	\$2,282	\$2,282	\$2,282	\$2,300	\$2,319
Outdoor Ed Coordinator-6th Gr.	2	\$2,282	\$2,282	\$2,282	\$2,300	\$2,319
Freshman Class	2	\$2,282	\$2,282	\$2,282	\$2,300	\$2,319
Director, Instrument Musical	2	\$2,282	\$2,282	\$2,282	\$2,300	\$2,319
Jazz Band	2	\$2,282	\$2,282	\$2,282	\$2,300	\$2,319
Jazz Ensemble (HS)	2	\$2,282	\$2,282	\$2,282	\$2,300	\$2,319
Chamber Ensemble (HS)	2	\$2,282	\$2,282	\$2,282	\$2,300	\$2,319
Altered Ego	3	\$2,853	\$2,853	\$2,853	\$2,876	\$2,899
Destination Imagination MS	3	\$2,853	\$2,853	\$2,853	\$2,876	\$2,899
Destination Imagination MS	3	\$2,853	\$2,853	\$2,853	\$2,876	\$2,899
Human Relations	3	\$2,853	\$2,853	\$2,853	\$2,876	\$2,899
Sophomore Class	3	\$2,853	\$2,853	\$2,853	\$2,876	\$2,899
Student Senate	3	\$2,853	\$2,853	\$2,853	\$2,876	\$2,899
School Congress	3	\$2,853	\$2,853	\$2,853	\$2,876	\$2,899
Student Gov't (Gr. 6-8)	3	\$2,853	\$2,853	\$2,853	\$2,876	\$2,899
Yearbook (MS)	3	\$2,853	\$2,853	\$2,853	\$2,876	\$2,899
Dance Team	4	\$3,423	\$3,423	\$3,423	\$3,450	\$3,478
Junior Class	4	\$3,423	\$3,423	\$3,423	\$3,450	\$3,478
Model UN	4	\$3,423	\$3,423	\$3,423	\$3,450	\$3,478
Producer, Spring Musical (HS)	4	\$3,423	\$3,423	\$3,423	\$3,450	\$3,478
Director, Spring Musical (HS Music)	4	\$3,423	\$3,423	\$3,423	\$3,450	\$3,478
Co-Director Spring Musical (MS)	4	\$5,087	\$5,087	\$5,087	\$5,128	\$5,169
Mock Trial	5	\$4,565	\$4,565	\$4,565	\$4,602	\$4,638
Senior Options	5	\$4,565	\$4,565	\$4,565	\$4,602	\$4,638
Director, Fall Play (HS)	6	\$5,135	\$5,135	\$5,135	\$5,176	\$5,217
Director, Spring Musical (HS Acting)	6	\$5,135	\$5,135	\$5,135	\$5,176	\$5,217
Newspaper Focus (HS)	6	\$5,706	\$5,706	\$5,706	\$5,752	\$5,798
Senior Class	6	\$5,135	\$5,135	\$5,135	\$5,176	\$5,217
Yearbook - Spectrum (HS)	6	\$5,135	\$5,135	\$5,135	\$5,176	\$5,217

PRSS ACTIVITIES	Tier	2012-2013	2012-2013	2013-2014	Effective 6/30/15	Effective 2/1/16
					2014-2015	2015-2016
Newspaper (PRSS)	1	\$913	\$913	\$913	\$920	\$928
Yearbook-Memory Book (PRSS)	1	\$913	\$913	\$913	\$920	\$928
Yearbook-Memory Book (PRSS)	1	\$913	\$913	\$913	\$920	\$928
Student Gov't (Gr. 4-5)	2	\$2,282	\$2,282	\$2,282	\$2,300	\$2,319
Destination Imagination (PRSS)	3	\$2,853	\$2,853	\$2,853	\$2,876	\$2,899
Destination Imagination (PRSS)	3	\$2,853	\$2,853	\$2,853	\$2,876	\$2,899
Director 5th Gr. Musical - PRSS	3	\$2,853	\$2,853	\$2,853	\$2,876	\$2,899
Director Night of Music - PRSS	3	\$2,853	\$2,853	\$2,853	\$2,876	\$2,899

**APPENDIX B-3**

**OTHER STIPENDS 2011-2012 to 2015-2016**

	2011-2012	2012-2013	2013-2014	Effective 6/30/15 2014-2015	Effective 2/1/16 2015-2016
<b>Chaperones:</b>					
Home Game	107	107	107	108	109
Away Game	135	135	135	136	137
Scorekeeper (1-game)	71	71	71	72	72
Scorekeeper (2-games)	107	107	107	108	109
Head Chaperone Regular Event (to 4 hours)	168	168	168	169	171
Reg. Chaperone Regular Event (to 4 hours)	107	107	107	108	109
Head Chaperone Extended Event (more than 4 hours)	252	252	252	254	256
Reg. Chaperone Extended Event (more than 4 hours)	161	161	161	162	164
<b>Overnight Chaperones:</b>					
Head Chaperone	298	298	298	300	303
Chaperone	209	209	209	211	212
<b>BB Supervisory:</b>					
AM Detention	2,158	2,158	2,158	2,175	2,193
AM Gym Supervision	2,158	2,158	2,158	2,175	2,193
HS Lunchroom Supervision	2,158	2,158	2,158	2,175	2,193