

Certified Starting Salary Levels:

BA	BA+8	BA+16	BA+24	BA+32	MA	MA+8	MA+16	MA+24	MA+32	PHD
35,815	36,295	36,775	37,255	37,735	38,215	38,695	39,175	39,655	40,135	40,615

PLACEMENT PROCEDURES

An amount equal to 1% above the starting salary will be given for each year of experience up to a maximum of 10 years. After an employee is placed on a starting salary, raises are given according to the % of negotiated increase annually. Education lane changes for existing employees will equate to a \$480 salary increase prior to the annual % increase being calculated. Acceptable credits for lane changes include in-district academies, graduate-level college/university credit, and trainings offered by BOCES or CDE. Credits must be submitted prior to October 1st of each year to be credited to that year's contracted salary.

HEALTH/DENTAL/VISION/LIFE INSURANCE:

The district will pay \$583 per month to all certified employees working at least a .75 position for health insurance. Employees that participate in the District's Wellness Initiative by having their blood tested and completing a Health Review at the CEBT clinic will receive an additional \$40 per month for a total of \$623 to pay for health insurance. Certified personnel working at least a .5 position are given a pro-rated monthly allowance. Employees must at least purchase single health insurance or HRP and single life insurance through the district's group health insurance plan.

SICK LEAVE

A number of sick days based upon the scheduled fiscal work days, cumulative up to and including a maximum of 180 days will be given to all full-time employees. Half of these days up to a maximum of five may be used annually for personal reasons. Annual sick leave is accrued as follows: =< 177 scheduled work days = 9 sick days, 178 -205 scheduled work days = 10 sick days, 206 - 233 scheduled work days = 11 sick days, 234 - 259 scheduled work days = 12 sick days, 260 scheduled work days = 13 sick days. For payroll purposes, days will be converted to hours with each day being calculated according to the individual definition of full-time. The sick leave bank is available for lengthy, confined, unforeseen illness of the member.