

AGREEMENT

BETWEEN

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

AND

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

LOCAL 1890, NYSUT-AFT

July 1, 2023 to June 30, 2028

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	<u>TABLE OF CONTENTS</u>	PAGE
ARTICLE I	RECOGNITION	1
ARTICLE II	FEDERATION RIGHTS	1
ARTICLE III	TERMS OF AGREEMENT	4
ARTICLE IV	TEACHING ASSIGNMENT	4
ARTICLE V	ENRICHMENT ELECTIVE COURSE	12
ARTICLE VI	NON-INSTRUCTIONAL DUTIES	13
ARTICLE VII	ANNUAL PROFESSIONAL PERFORMANCE REVIEW	14
ARTICLE VIII	THE MENTORING PROGRAM	14
ARTICLE IX	TEACHER FILES	14
ARTICLE X	TERMINATION OF SERVICES	15
ARTICLE XI	TEACHER RECRUITMENT, SELECTION AND ORIENTATION	15
ARTICLE XII	EFFICIENT OPERATION	16
ARTICLE XIII	SCHOOL CALENDAR	16
ARTICLE XIV	MANAGEMENT RIGHTS	16
ARTICLE XV	PROFESSIONAL DEVELOPMENT	16
ARTICLE XVI	SUBSTITUTE TEACHER PROGRAM	19
ARTICLE XVII	MEETINGS	19
ARTICLE XVIII	TEACHER/ADMINISTRATION ADVISORY COUNCIL	19
ARTICLE XIX	TAX SHELTERED ANNUITY	20
ARTICLE XX	GRIEVANCE PROCEDURE	20
ARTICLE XXI	TEACHER EXCELLENCE FUND	22
ARTICLE XXII	TUITION REDUCTION FOR CHILDREN OF TEACHERS	22
ARTICLE XXIII	FRINGE BENEFITS	23
ARTICLE XXIV	LEAVES	26
ARTICLE XXV	SICK LEAVE BANK	31
ARTICLE XXVI	SALARY	32
ARTICLE XXVII	COORDINATORS/ADVISORS/TEAM LEADERS	35
ARTICLE XXVIII	EXTRA-CURRICULAR STIPEND SCHEDULE	36
ARTICLE XXIX	CHAPERONING	38
ARTICLE XXX	RETIREMENT INCENTIVE PLAN	38
ARTICLE XXXI	PART-TIME TEACHERS	39
ARTICLE XXXII	SUBSTITUTE/REPLACEMENT TEACHER APPOINTMENTS	40
ARTICLE XXXIII	PARENTAL COMPLAINT PROCEDURE	41
ARTICLE XXXIV	PRINTING OF AGREEMENT	41
ARTICLE XXXV	TEACHING ASSISTANTS	41
ARTICLE XXXVI	HEALTH AND SAFETY COMMITTEE	45
ARTICLE XXXVII	SAVINGS CLAUSE	46

APPENDIX A-1 2023-2024 TEACHER CONTRACT SALARY SCHEDULE
 APPENDIX A-2 2024-2025 TEACHER CONTRACT SALARY SCHEDULE
 APPENDIX A-3 2025-2026 TEACHER CONTRACT SALARY SCHEDULE
 APPENDIX A-4 2026-2027 TEACHER CONTRACT SALARY SCHEDULE
 APPENDIX A-5 2027-2028 TEACHER CONTRACT SALARY SCHEDULE
 APPENDIX B-1 ATHLETIC STIPENDS – 2023-2024 TO 2027-2028
 APPENDIX B-2 EXTRA-CURRICULAR STIPENDS – 2023-2024 TO 2027-2028
 APPENDIX B-3 OTHER STIPENDS – 2023-2024 TO 2027-2028

ATTACHMENT 1 – TEACHER INDUCTION PROGRAM MOA
 ATTACHMENT 2 – RETIREMENT INCENTIVE MOA DATED 3/29/17
 ATTACHMENT 3 – RETIREMENT INCENTIVE MOA DATED 4/24/17
 ATTACHMENT 4 – RETIREMENT INCENTIVE MOA DATED 6/21/17
 ATTACHMENT 5 – ADVISORY PROGRAM MOA DATED 8/5/22

This agreement entered into as of the 7th day of June 2023, by and between the Board of Education of the Blind Brook-Rye Union Free School District (hereinafter called the "Board") and Blind Brook-Rye Federation of Teachers, Local 1890, NYSUT-AFT (hereinafter called the "Federation").

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

WITNESSETH:

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

I. RECOGNITION

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

II. FEDERATION RIGHTS

A. Federation Meetings

Federation meetings will be listed in the Activity Calendar.

B. Dues Deduction

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

PAYROLL DEDUCTION AUTHORIZATION

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

To the Board of Education:

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



Member Signature: _____ Date: _____

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



exclusive basis, and when such building is normally open, to serve as a location where it can perform any of its necessary administrative functions and to maintain its files and records. "Non-exclusive basis" of a teacher room for the Federation use includes the use by individual teachers simultaneously with use by the Federation. The Federation may install and maintain a private telephone, at its own cost and expense, in the teacher room it uses for its files and records.

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

3. The Superintendent of Schools and the Federation President will develop a mutually acceptable daily Sign-Out Procedure.

III.

TERM OF AGREEMENT

The term of this agreement shall commence July 1, 2023 and shall terminate June 30, 2028.

IV.

TEACHING ASSIGNMENT

A. Notification of Assignment

1. Teachers in grades K-12 shall be apprised of actual assignments by June 1st, when possible.
2. After the dates of the respective actual assignments stated above, the Superintendent shall have the right to make changes in assignments if changes in enrollments or teaching personnel indicate such action and the teacher involved shall be notified within three days of the Superintendent's knowledge of such a change.

B. Vacancy - A teacher unsuccessful in his/her request for a vacant position may, in writing, request an interview with the Superintendent. The Superintendent will provide for such an interview, at his/her convenience.

C. Seniority – Seniority as used for promotions should be defined as preference based on:

1. Length of continuous service in the District; and
2. Qualifications and ability to do the work.

D. Elementary Schedule

1. K-5 Schedule

(a) The K-5 teacher workday shall extend from 8:25 AM to 3:15 PM.

(b) Every general education, self-contained special education class, and integrated co-teaching class in grades K-5 shall be assigned a minimum of seven (7) Specials classes in a six-day cycle. Specials include Computer, Art, Health, Music, Physical Education, School Media Specialist (Library), STEAM/Young Engineers, and Foreign Language (if FLES is returned to the K-5 program).



The Specials class offerings will be reviewed each year by the Building Administration. The Building Administration reserves the right to schedule programs and introduce new programming prior to the start of the school year which allows for students to participate in a wide variety of 21st century learning experiences. This review and introduction of new programming must be completed by June 1st and must be consistent with other provisions of the CBA, including but not limited to Article IV ("Teaching Assignment") Section A. If specials classes are to be changed, a conversation will occur among the Building Administration and those Federation members whose schedules will be impacted. This conversation will occur prior to the beginning of the school year and will be consistent with other provisions of this CBA including but not limited to Article IV (Teaching assignment) section A.

- (c) Every reasonable effort will be made to provide all teachers and service providers in Grades K-5 sufficient meeting time for the purpose of Team/Grade Level Meetings, Parent-Teacher Conferences and/or related professional meetings such as with Special Education teachers, etc.
2. The teaching day for general education teachers in Grades K-5 shall consist of:
- (a) One (1) period for use as a Homeroom Enrichment Period (HRE), individual assistance to Students, and professional meetings.
 - (b) For each day of the 6-day cycle, a teacher shall have a forty (40) minute preparation period. Three (3) additional forty (40) minute preparation periods will be scheduled by the administration to occur once during the six (6) day rotation.
 - (c) One (1) lunch period of sixty (60) minutes each day school is in session.
3. A Specials Teacher is a teacher of a special area such as, but not limited to art, music, instrumental band, theater arts, physical education, S.T.E.A.M/Young Engineers, School Media Specialist (Library), technology, and F.L.E.S. The teaching day for K-5 Specials Teachers shall consist of:
- (a) One (1) lunch period of sixty (60) minutes each day school is in session.
 - (b) One (1) forty (40) minute preparation period per day.

- (c) One (1) forty (40) minute period for team meetings or preparation period each day.
 - (d) A teaching period is to be defined as being between thirty (30) and forty-five (45) minutes.
 - (e) Reasonable efforts will be made so full-time Specials teachers whose teaching assignments span K-5 in any combination of grades within that range will teach no more than 240 minutes. The increase in the amount of time that specials teachers are expected to work shall not result in a reduction in force within the tenure areas encumbered by those specials teachers. The reduction in force clause shall sunset on June 30, 2027.
 - (f) When possible, a teacher who travels between Ridge Street School campus and Blind Brook Middle and High School campus will be limited to one (1) trip between buildings each day.
4. The teaching day for Special Education Teachers and ENL (English as a New Language) Teachers shall consist of:
- (a) One (1) lunch period of sixty (60) minutes each day school is in session.
 - (b) One (1) forty (40) minute preparation period per day.
 - (c) One (1) period for team meetings and/or testing each day.
 - (d) A teaching or testing period is to be defined as being between thirty (30) and forty-five (45) minutes.
5. Special Education Service Providers are providers of services such as, but not limited to Speech and Language, Occupational Therapy, Guidance Counselor, School Psychology. The teaching day for Special Education Service Providers shall consist of:
- (a) One (1) lunch period of sixty (60) minutes each day school is in session.
 - (b) One (1) forty (40) minute preparation period per day.
 - (c) One (1) period for team meetings and/or testing each day.
 - (d) A teaching or testing period is to be defined as being between thirty (30) and forty-five (45) minutes.

6. The teaching day for Academic Intervention Service Teachers, Reading Intervention Teachers, Mathematics Intervention Teachers, and Enrichment Teachers shall consist of:
 - (a) One (1) lunch period of sixty (60) minutes each day school is in session.
 - (b) One (1) forty (40) minute preparation period per day.
 - (c) One (1) period for team meetings and/or testing each day.
 - (d) A teaching or testing period is to be defined as being between thirty (30) and forty-five (45) minutes.
7. The District may solicit bargaining unit members in grades 2-5 to volunteer to participate in lunch supervision at RSS. In such a solicitation, bargaining unit members will be asked for the amount of minutes of lunch supervision they will provide in a six-day cycle. In the event that no member volunteers, the District may assign lunch supervision in reverse seniority order. On days assigned to lunch supervision unit members shall be provided with a thirty minute lunch period and thirty minutes of lunch supervision. The rate of pay for lunch supervision shall be the bargaining unit member's contractual pay. No member may be assigned more than 30 minutes of lunch duty per month.
8. **Remote Instruction** - The District and Federation shall establish committees to discuss and make recommendations of best practices for remote learning for grades K-2, 3-4, and 5. The committees shall make recommendations for preparation time needed for teachers based on the best practices for remote learning. The committees shall consist of up to six (6) teachers and (5) administrators.

E. Middle School/High School Schedules

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

1. Five (5) Periods Teaching;
2. One (1) Lunch period (during Periods 4, 5, 6 or 7 when possible)
3. One (1) Preparation Period;
4. One (1) Professional Responsibility Period which would include, but not be limited to, team meetings, meetings with parents and/or



students, and from which six (6) periods would be available for substituting which would not be paid. Grade level teams will plan cooperatively with the school's administration weekly meetings. Special Educators will conduct testing during this period as well.

5. One (1) Academic Assistance to Student Period;

- a. For a minimum period of forty (40) minutes daily, Academic Assistance will be provided to students which shall include remedial assistance, extra help, and student enrichment.

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

7. All middle school teachers will be assigned no more than 200 minutes of instruction per day. Grade level CORE middle school teachers will have 4 classes per day. World Language, Unified Arts, and Physical Education middle school teachers will have 5 classes per day. Special education middle school teachers will be assigned to a combination of 40 and 50 minute classes per day, not to exceed 200 minutes per day. All middle school teachers will be assigned one daily Flex period in which responsibilities shall remain congruent with those outlined in Article IV (E)(5). One Flex period per week will be designated as a non-preparatory Advisory, with responsibilities congruent with the memorandum of agreement on Advisory. The parties agree that middle school teachers will engage in 40 minutes of Professional Responsibility activity time each day. Responsibilities shall remain congruent with those outlined in Article IV (E)(4). All middle school teachers will have a minimum of 40 minutes for lunch each day. Any time that is remaining during the school day shall be used for student and classroom preparation. All students, including students with disabilities, shall have access to the appropriate grade level Flex period as facilitated by the middle school master schedule.

F. K-12 Schedule

Except as referenced otherwise, when possible, full time teachers whose teaching assignments span K-12 in any combination of grades within that range will teach five (5) periods. Their schedules will provide for one (1) lunch period, one (1) preparation period and, in the case of Special

Education teachers, one (1) period for team meetings and/or testing each day. A teaching period is to be defined as between thirty (30) and forty-five (45) minutes. When possible, these teachers will not be required to prepare for more than five (5) different grade levels in any given day. Teaching assignments beyond the required five teaching periods or grade levels shall be mutually agreed upon by the teacher and his/her building principal, subject to the approval of the Superintendent. Reasonable efforts will be made so that a teacher who travels between Ridge Street and Blind Brook will be limited to one trip between buildings per day.

G. Teacher Work Day

1. The length of the teacher work day in grades K-5 is from 8:25 AM to 3:15 PM. Instructional responsibilities will begin at 8:30 AM and end at 3:10 PM. Time from 8:25 AM to 8:30 AM and 3:10 PM to 3:15 PM is assigned faculty time, and shall be used for supervision of students, including but not limited to, dismissal/arrival supervision and bus duty.
2. The length of the teacher work day in grades 6-12 is from 7:45 AM to 2:45 PM. Instructional responsibilities will begin at 7:50 AM and end at 2:40 PM. Time from 7:45 AM to 7:50 AM and 2:40 PM to 2:45 PM is assigned faculty time, and shall be used for supervision of students, including but not limited to, dismissal/arrival supervision and bus duty. The District reserves the right to maintain an Academic Help period for all students from 2:20 PM to 2:40 PM, during which teachers will make themselves available in specified locations to provide academic support to students. The District will continue to evaluate the Academic Help program, as well as the extracurricular program, from 2:40 PM to 3:10 PM.

H. Working Conditions

1. Consecutive Teaching Assignments – For teachers in grades 6-12, every effort will be made to assign teachers no more than three (3) consecutive teaching assignments. Where a fourth consecutive assignment is required due to scheduling or program demands, the affected teacher shall be free to take one lunch period during periods 4 through 7. Consecutive teaching assignments do not apply to the Academic Assistance or Professional Responsibility periods.
2. Teacher Preparations – The number of different lesson preparations should be kept to a minimum consistent with the nature of the subject, the size of the department, the special offerings of the department, and the special competencies of the teacher. For the teachers of grades 5-12, every effort will be made to assign teachers no more than three (3) preparations, except in those departments where the extent of required singleton courses or elected courses necessitates assignment of more



than three (3) preparations.

3. Class Size – The Board of Education and the Federation recognize that it is desirable to maintain class size at a level which will result in a positive teaching environment and enable teachers to achieve the goal of reaching every student. To that end, the Administration will determine class size and class load giving due consideration to the recommendations of the Federation and the fiscal constraints of the District. The final determination of class size rests with the Board of Education.

I. Guidance Counselors: Additional Responsibilities

1. Guidance Counselors in grades 5-12 will be available to work up to thirty-five (35) hours, for a maximum of 7 hours per day, during the summer beyond the teacher approved school calendar as expressly described below. Compensation shall be 1/200th of the Counselor's annual contractual salary. Additional days will be scheduled as follows:

For a minimum of twenty-one (21) of the required thirty-five (35) hours, counselors can elect to work remotely. During remote working hours, counselors would be available by phone and video teleconference to interface with administrators, parents, and students as necessary. Periodically, as part of the 35-hour summer work requirement, counselors will check school email and communicate with administration throughout the summer.

The K-5 grade counselor(s) will work up to thirty-five (35) hours, for a maximum of 7 hours per day, of the counselor's choosing with the understanding that student placements must be completed by August 15th. The counselor(s) will notify the School Principal of the scheduled hours no later than May 1st each year.

The Middle School Counselor(s) will be provided by the School Principal a number of additional hours/days requested for the entire summer and the last week in August no later than April 1st each year.

The Middle School Counselor(s) will notify the School Principal of the hours/days/ they will work no later than May 1st each year.

The High School Counselor(s) will review all rising senior student transcripts on their caseload during the summer. Counselors will also be available during the summer to meet with students and families new to the District to facilitate student programming and scheduling.



Counselors will also be available during the summer to meet with students and families referred to the Counselors by the Administration. Counselors will communicate and provide dates and times to meet with students and families either in person or virtually on an as-needed basis. Any new students to the school will be provided an appropriate schedule by their assigned counselor no later than the day prior to the first day of school, provided that the new student registered prior to the start of school.

Upon request by either party, the District and Federation will meet to review and potentially revise the summer job duties and structure for counselors. The parties intend that the summer work structure for counselors will meet the needs of the students and families during the summer while respecting counselor working conditions, summer schedules, and flexible work arrangements.

2. As the need arises, High School Counselors will attend and participate in no more than four (4) evening events related to the counseling function, at a stipend of \$100 per event per counselor. Each night event will be two (2) hours long. Effective July 1, 2023, the stipend shall be \$101; effective July 1, 2024, the stipend shall be \$102; effective July 1, 2025, the stipend will be \$103; effective July 1, 2026, the stipend shall be \$105; and effective July 1, 2027, the stipend shall be \$107.

J. Drop Block Scheduling

1. The phrase “drop-block schedule” will refer to a schedule where middle and high school teachers will be scheduled for no more than four (4) classes per day for a maximum of 53 minutes per class period.
2. Each school year, from April 1st through June 30th, the High School Scheduling Committee will meet to advise on the construction of a schedule for the subsequent school year that is either compliant with the language in Article IV Section J or Article IV Sections E and F. The High School Scheduling Committee shall be comprised of volunteers including but not limited to department coordinators and advisors or their designee, a representative of the Federation, high school principal and assistant principal, and other stakeholders as indicated. The High School Building Principal’s decision shall be final and non-grievable. Full-time teachers shall be assigned no more than 30 classes in an 8-day cycle, with each class meeting for a maximum of 53 minutes. Teachers shall not be



assigned more than three (3) consecutive teaching periods.

3. The High School Scheduling Committees shall make reasonable efforts to schedule all teachers for no more than four (4) classes per day. The parties recognize there may be circumstances that arise in which a teacher is assigned to teach five (5) classes in a day. In the above event, the Principal shall inform the teacher of such schedule, and that teacher shall have the option to teach the assignment including five (5) classes in a day or to teach a different schedule that shall not include teaching five (5) classes in a day.
4. The parties agree that teachers will be responsible for scheduling 320 minutes of both professional responsibility and academic assistance time, over the course of the eight day cycle. Responsibilities shall remain congruent with those outlined in Article IV(E)(4) and Article IV(E)(5) of the parties' collective bargaining agreement.
5. For the purpose of attending to Federation business, the President of the Federation shall be assigned to no more than four (4) periods a day; should the District implement the drop-block schedule for the Middle School and/or High School, the President shall be assigned to no more than twenty-four (24) classes of a maximum of 53 minutes each in an eight-day cycle, and shall not be responsible for scheduling or performing 320 minutes of professional responsibility and academic assistance time during the course of an eight day cycle. The President shall make himself or herself available to students for academic assistance as needed, with need and times determined by the President. Should an elementary teacher be elected President of the Federation, comparable time provision will be made for that person to fulfill the administrative duties of the President.
6. The provisions in the time accounted for in items 2, 4, and 5 shall be the only assigned time that teachers are responsible for. All other time during the school day shall be unassigned time and shall constitute time necessary for preparation and lunch.

V. ENRICHMENT ELECTIVE COURSE

The course will be proposed by December 1st of the year prior to its offering. It will be submitted to the Principal and Coordinator of the respective department

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for validity and approval. If the course is deemed invalid by the Coordinator and/or Administrator the teacher will receive written notice and will be allowed to make the necessary changes for approval.

Selection of courses shall be based on the following:

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

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

VI. NON-INSTRUCTIONAL DUTIES

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

1. Collecting of lunch money except teachers of grades 1 and 2 and Kindergarten teachers.
2. Collecting of picture money.
3. Collecting of book club money.
4. Collecting of field trip money.



5. Collecting of field trip permission slips.

6. Collecting of party money.

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

VII. ANNUAL PROFESSIONAL PERFORMANCE REVIEW

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

VIII. THE MENTORING PROGRAM

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

- B. Compensation of Mentor:

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

2023-24	\$1,261
2024-25	\$1,274
2025-26	\$1,290
2026-27	\$1,309
2027-28	\$1,332

IX. TEACHER FILES

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



signature indicates awareness but not necessarily agreement with the material. The teacher may, within reasonable time, thereafter, submit his/her written comment thereto for insertion in his/her personnel file.

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

X. TERMINATION OF SERVICES

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

XI. TEACHER RECRUITMENT, SELECTION AND ORIENTATION

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

administrators.

D. Professional development for Probationary Teachers

1. Prior to opening of the school in September, probationary teachers will attend a fifteen (15) hour staff development course to improve their instructional and curriculum skills. Each teacher will receive one (1) in-service credit upon satisfactory completion of the course.

XII. EFFICIENT OPERATION

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

XIII. SCHOOL CALENDAR

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

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

XIV. MANAGEMENT RIGHTS

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

XV. PROFESSIONAL DEVELOPMENT

The District and the Federation are committed to the concept of professional growth and to that end support it conceptually, philosophically and financially. Courses for teachers outside the normal school day may be required by the



Superintendent of Schools for the purpose of improving instructional skills and/or curriculum development.

A. Course Work

1. Conditions:

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

2. Compensation:

a. Payment:

- (1) Teachers at the maximum (MA + 60) will receive a single payment for each approved course completed.
- (2) Compensation will be made within thirty (30) days of the completion of the course, assuming that the transcript has been received by the Superintendent as in Article XXVI.
- (3) A single payment will be paid as follows:

2023-24	\$394 per credit
2024-25	\$398 per credit
2025-26	\$403 per credit
2026-27	\$409 per credit
2027-28	\$416 per credit

OR

b. Credits:

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



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

2023-24	\$42.06 per hour
2024-25	\$42.48 per hour
2025-26	\$43.01 per hour
2026-27	\$43.65 per hour
2027-28	\$44.42 per hour

Summer curriculum work must be done on school premises. At the sole non-grievable discretion of Administration, summer curriculum work can be done in an alternate location.

4. Professional Development Committee – A Professional Development Committee will consist of two Administrators appointed by the Superintendent of Schools and four teachers, two from the Ridge Street School and two from the Blind Brook Middle/High School, a Special Education representative and a Teacher Center representative appointed by the Federation. In addition, there will be one representative from the School Related Staff appointed by the School Related Staff Union and the Director of Technology. The Superintendent of Schools and the President of the Federation will also serve on the Committee. The Professional Development Committee shall regularly recommend and review appropriate staff development programs including, but not limited to, Superintendent's Days and District sponsored courses. The Committee will make its recommendations to the Superintendent of Schools.

5. Test Preparation – Teachers who provide test preparation outside the school day as recommended by the Principal and approved by the Superintendent of Schools, shall be paid the following rates for a one (1) hour session:

23-24	\$78.86 per session
24-25	\$79.65 per session
25-26	\$80.65 per session
26-27	\$81.85 per session
27-28	\$83.29 per session

6. National Teacher Certification Stipend – After receiving initial approval, any teacher who successfully completes the National Teacher Certification Program and presents the appropriate documentation and evidence to the Superintendent of Schools shall



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

XVI. SUBSTITUTE TEACHER PROGRAM

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

2021-22 - \$31.23 per class

2022-23 - \$31.23 per class

2024 and thereafter - \$55 per period (up to 53 minutes)

XVII. MEETINGS

The Superintendent or his/her designee may schedule a faculty meeting on any Wednesday of the month, except the 3rd Wednesday, and such meetings shall generally not be planned to exceed one hour in duration unless prior notice is given that the meeting is expected to exceed such norm. Effective upon execution of this agreement, Building principals have the ability to schedule two hours per quarter for common department or grade level meeting, including professional development. Reasonable efforts will be made to schedule such meetings no later than the beginning of the semester in which the meeting will occur. Teachers shall be paid their contractual rate for their participation in these meetings.

XVIII. TEACHER/ADMINISTRATION ADVISORY COUNCIL

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



XIX. TAX SHELTERED ANNUITY

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

XX. GRIEVANCE PROCEDURE

Definitions of Terms

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

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

A "Day" shall mean any regular work day.

PROCEDURE

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

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

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

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

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

LEVEL THREE: If the grievance is not resolved at Level Two, the Federation may



appeal to the Board of Education within ten (10) days after receiving the determination made at Level Two. Within ten (10) days after receipt of this appeal, the Board or a committee thereof shall hold a conference. The grievant may be present at such conference. The grievant shall be entitled to three (3) days' notice of such conference. Within fifteen (15) days after the conference, the Board shall issue a written grievance decision to the grievant and the Federation.

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

MISCELLANEOUS:

- A. Failure of the responsible representative of the Board to respond within the time period provided by this Article shall allow immediate appeal to the next step.
- B. An employee grievant must be represented at all stages of the procedure by a representative of the Federation.
- C. The Federation has the right to be in attendance and to present its views at any and all employee grievance conferences.
- D. An appeal to arbitration of an employee grievance may only be taken by the Federation.
- E. A grievant must be represented by a Federation Representative and/or NYSUT Representative at the arbitration level.
- F. Any grievance that is not filed, or if filed, not presented at the next level, within the time limitations herein specified, shall be deemed waived.
- G. The time limitations herein specified may be extended only by written mutual agreement of the parties.
- H. The parties agree to make a reasonable effort to comply with requests of

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the other party to make available material and relevant documents concerning the alleged grievance which are dated not earlier than three (3) years prior to the date of filing of the alleged grievance at Level One.

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

XXI. TEACHER EXCELLENCE FUND

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

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

The Teacher Excellence Fund will function under the following guidelines:

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

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

XXII. TUITION REDUCTION FOR CHILDREN OF TEACHERS

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

2023-2028

K-5 \$3,171

6-12 \$5,319

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

XXIII. FRINGE BENEFITS

A. Health Insurance

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



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

Years of Service	Percent of Final Year Premium - Individual	Percent of Final Year Premium - Family
21 years	2.5%	2.5%
20 years	5%	5%
19 years	7.5%	7.5%
18 years	10%	10%
17 years	20%	20%
16 years	30%	30%
15 years	40%	40%
14 years	50%	50% of Individual plus 65% of Dependent Coverage
13 years	50%	50% of Individual plus 65% of Dependent Coverage
12 years	50%	50% of Individual plus 65% of Dependent Coverage
11 years	50%	50% of Individual plus 65% of Dependent Coverage
10 years	50%	50% of Individual plus 65% of Dependent Coverage
Less than 10 years	100%	100%

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

RETIREE CONTRIBUTIONS FOR HEALTH INSURANCE

Years of Service	Percent of Final Year Premium - Individual	Percent of Final Year Premium Family
20+ years	25%	25%
19 years	26%	26%
18 years	28%	28%
17 years	30%	30%

16 years	30%	30%
15 years	40%	40%
14 years	50%	50% of Individual plus 65% of Dependent Coverage
13 years	50%	50% of Individual plus 65% of Dependent Coverage
12 years	50%	50% of Individual plus 65% of Dependent Coverage
11 years	50%	50% of Individual plus 65% of Dependent Coverage
10 years	50%	50% of Individual plus 65% of Dependent Coverage
Less than 10 years	100%	100%

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

B. Elective Plan

1. At the teacher's option, the teacher may reduce medical insurance for a full year by completing an appropriate form furnished by the District. Any teacher changing from family to individual coverage or waiving family or individual coverage shall receive 35% of the premium savings. These monies will be non-pensionable and are taxable.

For the 2023 through 2027 calendar years, the buyback shall be governed by the following:

- Teacher waiving individual medical coverage: \$4,237
 - Teacher waiving family medical coverage: \$10,004
 - Teaching Assistant waiving individual coverage: \$5,000
 - Teaching Assistant waiving family medical coverage: \$11,805
- Commencing with the 2028 Calendar year, the freeze on the buyback shall sunset.
These monies will be non-pensionable and are taxable.

2. Teachers selecting to reduce their coverage must do so each year by March 1st, with the provisions of this section taking effect on July 1st. Payment of teacher share shall begin with the first half payment on payroll nearest to December 15th and a second payment on the payroll nearest to June 15th. Full coverage will be automatically reinstated each year the teacher fails to file. Reinstatement shall take place on July 1st and all benefits will be available on the date.
3. A unit member who has withdrawn from the insurance plan may re-enter the plan at any time, if the coverage which allowed the individual to select the option is no longer available.

C. Insurance Allowance

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

2023-24	\$1,600 per member
2024-25	\$1,600 per member
2025-26	\$1,600 per member
2026-27	\$1,600 per member
2027-28	\$1,600 per member

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

Effective for the 2023/24 school year only, the District's contribution to the Federation Welfare Fund insurance allowance shall be reduced by \$100,000.

XXIV. **LEAVES**

A. Parental Leave

1. Pregnancy Leave

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

2. Child Care Leave



- a. Upon the application of the teacher, the Board will grant an initial unpaid leave of absence for child-care purposes for the period specified in subdivision (c) below which shall include the pregnancy leave of absence time granted to such teacher.
- b. All rights and conditions of child care leave shall apply equally to males who become fathers through the birth or adoption of a child. The District recognizes that all teachers have the right to begin a child care leave at a time appropriate to their personal family needs; however, in order to better meet the needs of the students and maintain the continuity of their education, the District requests that, whenever possible, a child care leave commence at the beginning of the school year and terminate at the end of the school year.
- c. Such initial leave shall be subject to the provisions hereinafter set forth:
 - (1) If during the term of this contract, a teacher gives birth between July 1st and January 31st, both dates inclusive, she may, within 15 days after giving birth, apply for and be granted an initial unpaid child care leave of absence for the balance of the school year in which she gives birth. A teacher who is granted such leave must give Superintendent and Board written notice of her intention to return to her position at the expiration of her leave by not later than February 15th of the school year in which she is granted such leave.
 - (2) If during the term of this contract, a teacher gives birth between February 1st and June 30th, both dates inclusive; she may, within 15 days after giving birth, apply for and be granted an initial unpaid child care leave of absence. She shall specify in such application whether her request is for leave for the balance of the school year in which she gives birth and the next succeeding school year or only for the balance of the school year in which she gives birth. A teacher who applies for and is granted a leave only for the balance of such school year shall state in her application for such leave her intention to return to her position at the expiration of her leave. A teacher who applies for and is granted a leave of absence for the balance of the school year in which she gives birth and the next succeeding school year, must give the Superintendent and the Board written notice of her intention to return to her position at the expiration of her leave by no later than September 1 of

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the full school year included in such leave. Example: If a teacher is granted an initial leave commencing March 1, 2008, for the balance of the school year in which she gives birth and the next succeeding school year, such leave shall expire June 30, 2009, and the teacher must advise the Superintendent and Board by September 1, 2009, of her intentions to return to her position at the expiration of her leave.

(3) A teacher who gives timely written notice of his /her intention to return to his/her position at the expiration of his/her initial leave, and thereafter requests an extension of such leave for an additional period of one full school year, shall be granted except in instances where the District demonstrates a need for personnel to return to work. In this instance, the Superintendent, Federation President and affected member shall meet to discuss the situation and attempt to come to a mutual agreement regarding the leave.

(4) Teachers returning from a leave of absence shall return either by September 1st or February 1st, unless the District determines otherwise.

d. A teacher granted a child care leave of absence pursuant to subdivision "A-2" above may purchase, at his/her own cost and expense, coverage under the health insurance, major medical and insurance allowance plans specified in Article XXIII (Fringe Benefits) provided the particular plans then in effect permit the teacher to make such purchase.

e. A teacher will be eligible for a child care leave when he/she adopts a child, pursuant to the same terms, provisions and conditions set forth in subdivisions 2.a-e above with respect to a child born to such teacher.

B. Extended Leaves

1. Conditions:

a. Such leaves shall be granted only for one full school year or for the balance of the school year in which granted, and may, subject to the recommendation of the Superintendent, be extended for the next succeeding full school year.

b. A teacher must give written notice to the Superintendent, by February 1st of his/her leave year, of his/her intention to return to the School District upon the expiration of his/her leave of absence. A teacher who gives timely notice of his/her intention



to return to his/her position upon the expiration of his/her initial leave of absence, and thereafter requests an extension of his/her leave for an additional full school year, may, subject to the recommendation of the Superintendent, be granted such extended leave or denied such extended leave, solely at the discretion of the Board.

- c. These types of leaves may, subject to the recommendation of the Superintendent, be granted or denied at the sole discretion of the Board.

2. Types of Leaves:

- a. Overseas Teachers Service and Peace Corps – A one (1) year leave without compensation may be granted at the discretion of the Board.
- b. Professional Leave -- Subject to the recommendation of the Superintendent, a leave of absence without compensation may be granted to those teachers who are going to be involved in professional development activities within their respective fields. Teachers granted this type of leave shall not advance on the salary schedule or maintain rights to any benefits. A teacher granted such a leave of absence may purchase at his/her own cost and expense, coverage under the health insurance, major medical and insurance allowance plans specified in Article XXIII (Fringe Benefits) provided the particular plans then in effect permit the teacher to make such purchase.
- c. Health Leave -- Subject to the recommendation of the Superintendent, a leave of absence without compensation may be granted to teachers for reasons of health. Teachers granted this type of leave shall not advance on the salary schedule or maintain rights to any benefits except that they shall be continued under the Board's Health Insurance, Major Medical and Welfare Fund.
- d. Personal Leave -- Subject to the recommendation of the Superintendent, a leave of absence without compensation may be granted to teachers for personal reasons but without specification of reasons. Teachers granted this type of leave shall not advance on the salary schedule or maintain rights to any benefits. A teacher granted such a leave of absence may purchase at his/her own cost and expense, coverage under the health insurance, major medical and insurance allowance plans specified in Article XXIII (Fringe Benefits) provided that the particular plans then in effect permit the teacher to make such

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purchase.

C. Short Term Leaves

1. Personal Leave

- a. Each teacher shall be allowed four (4) days of personal leave annually for compelling personal business. A teacher's request for such leave must be submitted to the building principal at least forty-eight (48) hours prior to the requested date on the forms supplied by the Superintendent's office, which shall contain space for an affirmation by the teacher that the requested leave is for compelling personal business that cannot be accomplished outside of school hours; but the teacher need not specify the nature of the compelling personal business.
- b. With respect to emergencies making required advance notice impossible, request for personal leave shall be submitted with an explanation to the principal for approval of the late notice.
- c. Granting of personal leave days immediately before or after any vacation or recess period shall be discretionary with the Superintendent.
- d. Personal leave is defined as compelling personal business which cannot be accomplished outside of school hours.
- e. Unused personal leave days shall be accumulated with unused sick leave days.

2. Sick Leave

- a. Each teacher with less than three (3) years' service in the district shall be granted ten (10) days sick leave at the beginning of each school year.
- b. Each teacher with three or more years' service in the district shall be granted fifteen (15) days sick leave at the beginning of each school year.
- c. Unused sick leave days shall be accumulated without limit. However, only accumulated days up to 184 days through 2011 and thereafter will be used for sick leave. All days above the foregoing limits will be placed, as they accrue, in a separate category. Unused sick days and these additional accrued days may be used as part of a retirement or other incentive plan.

- d. After five (5) consecutive days of sickness a teacher shall be required to submit medical documentation substantiating the absence upon returning to work. All certificates from the teacher's attending physician referred to in this article shall be subject to the review and approval of the Board's medical officer which shall include a medical examination of the teacher if directed by the Board.
3. Death in the family - Each teacher shall be allowed five (5) days leave for a death in the immediate family, the first three of which are not deducted from the sick leave accumulation.
4. Paid Family and Medical Leave Act (FMLA) Bank - A Paid FMLA Bank will be established. Bargaining unit members may voluntarily donate up to three (3) sick or personal days per year to a bank established and run by the Federation. Additional donations may be required by Bargaining unit members to replenish the bank. A member may use up to ten (10) days per school year at full pay or twenty (20) days per school year at half pay for any reason that qualifies under the Family and Medical Leave Act for which the member is ineligible to use their own sick or personal day accruals. The Federation shall coordinate with the District in providing information of the use of days during a school year. By September 1st of each year, the Federation shall provide an accounting of the days used in the prior school year and the number of days remaining in the bank.

XXV. SICK LEAVE BANK

- A. The purpose of the Sick Leave Bank is to provide sick leave credits to a teacher who is unable to work because of serious personal illness or disability, but is expected to recover and return to work full time in a reasonable time. Sick Leave Bank days are made available as a professional courtesy. It is expected that members exercise good judgment in the use of their sick days prior to applying to the Sick Leave Bank for assistance. The Sick Leave Bank committee and the greater Blind Brook-Rye community have every reason to expect that members granted Sick Leave Bank days will use them responsibly.
- B. The Sick Leave Bank will be administered by a committee in accordance with its rules and regulations document and along the following lines:
 1. The teacher applying for sick leave credits must belong to the bank;
 2. Participation by teachers will be voluntary, and each volunteer teacher will contribute a maximum of two sick leave days. If at any time during the school year the number of days in the sick bank falls

below 75, the Federation may request of its members a voluntary contribution of up to two days per member. New members who join shall contribute only one time in their first year as a member of the sick bank;

3. A maximum number of aggregate sick leave days which may be contributed to the bank by the participating teachers within the limitations contained in the subparagraph (B) above, will be established by the Committee;
4. The bank will be jointly administered by Board of Education representatives and Federation representatives;
5. The bank's sick leave days may be utilized only with respect to a teacher's serious illness or disability requiring periods of medical care beyond unused sick leave days accumulated by the particular teacher and where the teacher is expected to recover and return to work full time in a reasonable time;
6. The committee will determine the eligibility of participating teachers within the standards specified in subparagraph (E) above; and
7. The committee may establish such other provisions, not inconsistent with and subject to the provision of this Article that it may deem necessary or proper to administer the Sick Leave Bank.

XXVI. SALARY

- A. The teachers' salary schedules for 2023-24, 2024-25, 2025-26, 2026-27 and 2027-28 are attached hereto as Appendices A-1, A-2, A-3, A-4 and 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.

2023-24 – 1% plus increment
2024-25 – 1% plus increment
2025-26 – 1.25% plus increment
2026-27 – 1.5% plus increment
2027-28 – 1.75% plus increment

The above increases shall be applied to the following compensatory items in this contract:

- a) Salary schedule
- b) Salary career increments (longevity) (Article XXVI B.)
- c) All stipends in Appendix B-1, B-2, B-3
- d) \$100 counselor stipend for night work (Article IV 1.2)
- e) Compensation of mentor (Article VIII B)
- f) Compensation for PD courses after MA60 (Article XV 2.a.(3))
- g) Curriculum work rate (Article XV 3)
- h) Test preparation rate (Article XV 5)
- i) Coordinator/Advisor/Team Leader stipends - All stipends listed in article XXVII
- j) Stipends listed in Extra-Curricular Stipend Schedule Article XXVIII
- k) Early retirement notification (Article XXX B)
- l) Early retirement attendance incentive (Article XXX C 1.c. 3))
- m) Retirement incentive sick day payment amounts (Article XXX C 1.d.)
- n) Teaching Assistant salaries (Article XXXV. 1.)
- o) Teaching assistant longevity (Article XXXV. 2.)

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

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

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

Appointed Prior to 7/1/17

	Years 1-5 Beyond Step 15	Years 6-10 Beyond Step 15	Years 11+ Beyond Step 15
23-24	\$3,456	\$4,677	\$7,012
24-25	\$3,491	\$4,724	\$7,083

25-26	\$3,534	\$4,783	\$7,171
26-27	\$3,587	\$4,855	\$7,279
27-28	\$3,650	\$4,940	\$7,406

Appointed after 7/1/17

	Years 1-4 Beyond Step 21	Years 5+ Beyond Step 21
23-24	\$4,677	\$7,012
24-25	\$4,724	\$7,083
25-26	\$4,783	\$7,171
26-27	\$4,855	\$7,279
27-28	\$4,940	\$7,406

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

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

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

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

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

Ten credit lanes shall be continued for this purpose only.

In order to be entitled to the study credit hours provided for in the contract: 1) prior course approval by the Superintendent is required; and 2) official transcripts must be submitted to the Superintendent's office as follows: with respect to summer courses (which are taken between June and August) transcripts must be submitted by October 30th, with respect to fall courses (which are taken between September and January) transcripts must be submitted by February 28th; with respect to spring courses (which are taken between January and May) transcripts must be submitted by July 30th.

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

XXVII.

COORDINATORS/ADVISORS/TEAM LEADERS

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

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

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

23-24	\$11,110
24-25	\$11,221
25-26	\$11,361
26-27	\$11,532
27-28 and thereafter	\$11,734

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

- D. Remuneration for Teams, Specials, Special Education Leaders K-8 in addition to the teacher's salary will be:

2023-24: Base pay of \$3,364 for new leaders; Returning leaders will receive \$3,469.
2024-25: Base pay of \$3,398 for new leaders; Returning leaders will receive \$3,504.
2025-26: Base pay of \$3,440 for new leaders; Returning leaders will receive \$3,548.

2026-27: Base pay of \$3,492 for new leaders; Returning leaders will receive \$3,601.
2027-28: Base pay of \$3,553 for new leaders; Returning leaders will receive \$3,664.

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

2023-24: Base pay of \$4,101 for new leaders; Returning leaders will receive \$4,206.
2024-25: Base pay of \$4,142 for new leaders; Returning leaders will receive \$4,248.
2025-26: Base pay of \$4,193 for new leaders; Returning leaders will receive \$4,301.
2026-27: Base pay of \$4,256 for new leaders; Returning leaders will receive \$4,365.
2027-28: Base pay of \$4,331 for new leaders; Returning leaders will receive \$4,442.

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

2023-24: Base pay of \$5,257 for new leaders; Returning leaders will receive \$5,362.
2024-25: Base pay of \$5,310 for new leaders; Returning leaders will receive \$5,416.
2025-26: Base pay of \$5,376 for new leaders; Returning leaders will receive \$5,483.
2026-27: Base pay of \$5,457 for new leaders; Returning leaders will receive \$5,566.
2027-28: Base pay of \$5,552 for new leaders; Returning leaders will receive \$5,663.

G. Guidance Liaison to Cabinet shall receive a base stipend as set forth below: This position shall rotate amongst counselors each year.

23-24	\$1,051
24-25	\$1,062
25-26	\$1,075
26-27	\$1,091
27-28	\$1,110

XXVIII. EXTRA-CURRICULAR STIPEND SCHEDULE

A. Coaching:

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

- d. Step increments will be given only when coaching within the same sport, irrespective of the levels (Modified, Junior Varsity, and Varsity);
- e. Teachers who move from one sport to another will begin at Step 1 within the new coaching assignment;
- f. The steps are as follows below:

	<u>23-24</u>		<u>24-25</u>		<u>25-26</u>		<u>26-27</u>		<u>27-28</u>	
	Annual	Cumulative	Annual	Cumulative	Annual	Cumulative	Annual	Cumulative	Annual	Cumulative
Step 1	\$52.59	\$52.59	\$53.12	\$53.12	\$53.78	\$53.78	\$54.59	\$54.59	\$55.54	\$55.54
Step 2	\$78.79	\$131.38	\$79.58	\$132.69	\$80.57	\$134.35	\$81.78	\$136.37	\$83.21	\$138.76
Step 3	\$105.15	\$236.53	\$106.20	\$238.90	\$107.53	\$241.88	\$109.14	\$245.51	\$111.05	\$249.81
Step 4	\$131.44	\$367.97	\$132.76	\$371.65	\$134.42	\$376.30	\$136.43	\$381.94	\$138.82	\$388.63
Step 5	\$157.73	\$525.71	\$159.31	\$530.96	\$161.30	\$537.60	\$163.72	\$545.66	\$166.58	\$555.21

- g. All out of district coaches will be placed on the same step system as in district coaches commencing at Step 1.
- h. A Varsity coach or a Mock Trial Advisor who takes his/her team past the first round of post-season competition will get an additional stipend in the following amount(s): for second round post-season play, 8% of his/her stipend; for third round post-season play, an additional 8% of his/her stipend.
- i. The Superintendent of Schools and Athletic Director will update Fall, Winter, and Spring coaching assignments on an annual basis.

B. Co-Curricular Activity Program:

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

XXIX. CHAPERONING

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

Head Chaperone:

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

XXX. RETIREMENT INCENTIVE PLAN

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

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

23-24	\$1,578
24-25	\$1,593
25-26	\$1,613
26-27	\$1,638
27-28	\$1,666

C. Attendance Incentive:

1. Criteria

- a. The Member must be recognized by the Teachers' Retirement System as eligible to retire by June 30th of the year of the Incentive. Eligibility is the responsibility of the member.
- b. The Member must have 22 years of service in the Blind Brook-Rye School District.

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

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

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

23-24	\$4,206
24-25	\$4,248
25-26	\$4,301
26-27	\$4,365
27-28	\$4,442

3) The early notification enables the District to recruit for a teacher in a timely manner to find the most highly qualified candidate.

d. In addition to the stipend and for many years of devoted service to the District, the members will also be compensated the following amounts for unused sick days. Payment shall occur by July 15th for monies earned on or before June 30th of each year;

	23-24	24-25	25-26	26-27	27-28
Tier 1	\$21.04	\$21.25	\$21.51	\$21.84	\$22.22
Tier 2	\$31.55	\$31.87	\$32.27	\$32.75	\$33.32
Tier 3	\$42.07	\$42.49	\$43.02	\$43.66	\$44.43

1) Tiers will accumulate in value

- a. Example: Member has met all the above criteria and has 150 unused sick days.
Member will receive stipend for early notification, \$4,000, and $50 \times \$20 = \$1,000$. Total = \$5,000.
- b. Example: Member has met all the above criteria and has 250 unused sick days.
Member will receive stipend for early notification, \$4,000, and $50 \times \$30 = \$1,500$ and payment for days 101– 200, \$2,000. Total Payment = \$7,500

XXXI. PART TIME TEACHERS

A. Classification

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

B. Health Insurance

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

C. Advancement on the Salary Schedule

Regular part time teachers will advance one step on the teacher salary schedule in the same manner as regular full time teachers do, but the salaries paid them will be prorated based upon the percent of their assigned part time work.

XXXII.

SUBSTITUTE/REPLACEMENT TEACHER APPOINTMENTS

Teacher appointments may need to be made mid-semester when there is the



expectation of the teacher who is being replaced returning to his/her former position in the following semester. Therefore, a long-term substitute teacher appointment category is established as follows:

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

XXXIII. PARENTAL COMPLAINT PROCEDURE

Parental complaints involving pedagogical concerns, including but not limited to grading, homework, workload, and teaching style, etc., shall be referred back to the bargaining unit member(s) who are directly responsible for the domain of the basis of the complaint.

No action shall be taken against a teacher or teaching assistant by the Administration by reason of a parental complaint involving pedagogical concerns, including but not limited to grading, homework, workload, and teaching style, etc., unless the complaint is initially referred to the teacher. The teacher shall be permitted to answer such complaint and to confer with the appropriate administrators concerning it. If the complaint is made a part of the teacher's personnel file, the teacher may submit a written explanation which will also be included in his/her personnel file.

This provision shall not apply to misconduct by a teacher. Misconduct shall not include any of the items listed above. Additionally, this provision shall not apply to reports of discrimination, harassment and/or bullying.

XXXIV. PRINTING OF AGREEMENT

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

XXXV. TEACHING ASSISTANTS

1. Annual Salary:

Teaching assistant annual salaries for 2023-24, 2024-25, 2025-26, 2026-27 and

2027-28 are listed below. The schedules were established providing for three lanes (AAS, BS, and MA) and five steps as presented below.

2023-2024			
Step	AAS	BA	MA
1	\$42,004	\$42,635	\$43,265
2	\$42,839	\$43,483	\$44,125
3	\$43,692	\$44,346	\$45,003
4	\$44,560	\$45,228	\$45,896
5	\$45,446	\$46,128	\$46,809

2024-2025			
Step	AAS	BA	MA
1	\$42,424	\$43,061	\$43,698
2	\$43,268	\$43,917	\$44,566
3	\$44,129	\$44,790	\$45,453
4	\$45,006	\$45,680	\$46,355
5	\$45,900	\$46,589	\$47,278

2025-2026			
Step	AAS	BA	MA
1	\$42,954	\$43,600	\$44,244
2	\$43,808	\$44,466	\$45,123
3	\$44,680	\$45,349	\$46,021
4	\$45,568	\$46,251	\$46,935
5	\$46,474	\$47,171	\$47,869

2026-2027			
Step	AAS	BA	MA
1	\$43,599	\$44,254	\$44,908
2	\$44,466	\$45,133	\$45,800
3	\$45,350	\$46,030	\$46,711
4	\$46,252	\$46,945	\$47,639
5	\$47,171	\$47,879	\$48,587

2027-2028			
Step	AAS	BA	MA
1	\$44,362	\$45,028	\$45,694
2	\$45,244	\$45,923	\$46,602
3	\$46,144	\$46,835	\$47,529
4	\$47,061	\$47,766	\$48,473
5	\$47,997	\$48,717	\$49,437

2. Salary Career Increments (Longevity):

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

2023-2024
 Longevity
 After 5 years \$427
 After 10 years \$1,016
 After 15 years \$1,870
 After 20 years \$2,886
 After 25 years \$3,739

2024-2025
 Longevity
 After 5 years \$432
 After 10 years \$1,026
 After 15 years \$1,888
 After 20 years \$2,914
 After 25 years \$3,776

2025-2026
 Longevity
 After 5 years \$437
 After 10 years \$1,039
 After 15 years \$1,912
 After 20 years \$2,951
 After 25 years \$3,824

2026-2027
 Longevity
 After 5 years \$443
 After 10 years \$1,055
 After 15 years \$1,940
 After 20 years \$2,995
 After 25 years \$3,881

2027-2028
 Longevity
 After 5 years \$451
 After 10 years \$1,073
 After 15 years \$1,974
 After 20 years \$3,048
 After 25 years \$3,949

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

4. 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:

2023-2028
Contribution
11.5%

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

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

5. Professional Development

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

- a. The employee shall submit a written request to the Superintendent of Schools by March 15th identifying the course to be taken, dates, times, tuition cost, institution to be attended, and the work-related nature of the course.
- b. Upon approval, the Superintendent will confirm in writing that reimbursement to the employee for said coursework is eligible for reimbursement.
- c. Courses must be attended outside the regular work day of the employee.
- d. The course(s) must be offered at an approved college, university or institute as determined by the Superintendent of Schools.
- e. Employees may enroll for courses that grant either undergraduate/graduate credit or no credit.
- f. At the conclusion of the course, the employee must submit an official transcript from a credit granting institution or an authorized letter on institute stationery stipulating satisfactory course completion. The employee will also submit a credit card receipt, cancelled check or

money order made out to the college, university or institute for the amount of tuition approved in subparagraph "b" above.

- g. Teaching assistants shall be limited to a maximum of two (2) work-related course reimbursements (not to exceed a maximum of \$3,000) for each school year (September 1st through June 30th) one each semester).

6. Other Fringe Benefits:

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

XXXVI. HEALTH AND SAFETY COMMITTEE

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

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

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

in a timely manner but not later than ten (10) business days after the recommendation is made.

- e. The Superintendent shall be responsible to investigate and resolve all complaints and ensure compliance with all health and safety regulations.

XXXVII. SAVINGS CLAUSE

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

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

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

BY  3/21/2024
PRESIDENT, FEDERATION

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

BY  3/21/2024
SUPERINTENDENT OF SCHOOLS

BY _____
PRESIDENT, BOARD
OF EDUCATION

BY _____
VICE PRESIDENT, BOARD OF
EDUCATION

Appendix A-1 **2023-2024 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2023**

SCHEDULE I:

10

	<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>	<u>Doctorate</u>
A	60,571	61,790	63,012	64,232	65,454	66,061	67,796	70,130	72,463	74,793	76,587	78,371	80,166	82,571
1	63,524	64,906	66,285	67,668	69,052	69,741	71,571	73,960	76,349	78,729	80,592	82,441	84,299	86,828
2	66,479	68,023	69,561	71,104	72,650	73,417	75,348	77,791	80,234	82,670	84,596	86,512	88,438	91,091
3	69,431	71,136	70,553	74,541	76,247	77,097	79,124	81,620	84,119	86,610	88,601	90,583	92,571	95,348
4	72,385	74,249	76,114	77,977	79,845	80,774	82,900	85,453	88,004	90,549	92,605	94,654	96,710	99,611
5	75,340	77,366	79,391	81,414	83,443	84,455	86,675	89,283	91,889	94,488	96,608	98,726	100,847	103,872
6	78,292	80,479	82,668	84,852	87,040	88,134	90,452	93,113	95,771	98,429	100,614	102,795	104,979	108,128
7	81,247	83,593	85,943	88,288	90,638	91,812	94,226	96,942	99,658	102,367	104,619	106,867	109,116	112,389
8	84,200	86,708	89,218	91,724	94,236	95,488	98,004	100,772	103,540	106,307	108,621	110,936	113,250	116,648
9	87,157	89,826	92,493	95,161	97,834	99,169	101,778	104,604	107,428	110,244	112,627	115,008	117,388	120,909
10	90,108	92,938	95,770	98,600	101,429	102,845	105,553	108,434	111,311	114,184	116,630	119,077	121,525	125,171
11	93,062	96,054	99,046	102,036	105,029	106,525	109,332	112,266	115,196	118,124	120,637	123,148	125,659	129,429
12	96,018	99,170	102,323	105,474	108,627	110,202	113,107	116,096	119,081	122,061	124,640	127,218	129,796	133,690
13	98,970	102,283	105,599	108,910	112,224	113,879	116,884	119,926	122,967	126,003	128,644	131,290	133,932	137,950
14	101,924	105,397	108,876	112,346	115,822	117,559	120,659	123,757	126,849	129,942	132,649	135,360	138,066	142,208
15	104,879	108,512	112,150	115,784	119,421	121,237	124,434	127,588	130,735	133,881	136,654	139,430	142,203	146,469

Members shall only be permitted a lane change if the Doctorate is achieved by September 1st or February 1st. The lane restriction language contained in Article XXVI(A)(1) shall not apply to the Doctorate lane change.

2023-2024 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2023

SCHEDULE II:

	BA	BA15	BA30	BA45	MA	MA15	MA30	MA45	MA60	Doctorate
A	60,571	62,399	64,232	66,061	67,796	71,297	74,793	77,479	80,166	82,571
1	63,524	65,596	67,668	69,741	71,571	75,151	78,729	81,518	84,299	86,828
2	66,479	68,792	71,104	73,417	75,348	79,009	82,670	85,556	88,438	91,091
3	69,431	71,987	74,541	77,097	79,124	82,869	86,610	89,592	92,571	95,348
4	72,385	75,181	77,977	80,774	82,900	86,724	90,549	93,628	96,710	99,611
5	75,340	78,376	81,414	84,455	86,675	90,583	94,488	97,670	100,847	103,872
6	78,292	81,573	84,852	88,134	90,452	94,440	98,429	101,706	104,979	108,128
7	81,247	84,768	88,288	91,812	94,226	98,300	102,367	105,741	109,116	112,389
8	84,200	87,965	91,724	95,488	98,004	102,156	106,307	109,780	113,250	116,648
9	87,157	91,160	95,161	99,169	101,778	106,014	110,244	113,818	117,388	120,909
10	90,108	94,355	98,600	102,845	105,553	109,871	114,184	117,855	121,525	125,171
11	93,062	97,551	102,036	106,525	109,332	113,728	118,124	121,890	125,659	129,429
12	96,018	100,746	105,474	110,202	113,107	117,586	122,061	125,930	129,796	133,690
13	98,970	103,943	108,910	113,879	116,884	121,444	126,003	129,967	133,932	137,950
14	101,924	107,138	112,346	117,559	120,659	125,302	129,942	134,004	138,066	142,208
15	104,879	110,332	115,784	121,237	124,434	129,159	133,881	138,043	142,203	146,469

Members shall only be permitted a lane change if the Doctorate is achieved by September 1st or February 1st. The lane restriction language contained in Article XXVI(A)(1) shall not apply to the Doctorate lane change.



2023-2024 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2023

SCHEDULE III – EMPLOYEES APPOINTED AFTER 7/1/17

	<u>BA</u>	<u>BA15</u>	<u>BA30</u>	<u>BA45</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>	<u>MA60</u>	<u>Doctorate</u>
A	60,571	62,399	64,232	66,061	67,796	71,297	74,793	77,479	80,166	82,571
1	62,910	64,912	66,916	68,919	70,722	74,283	77,837	80,593	83,351	85,852
2	65,250	67,425	69,602	71,777	73,651	77,268	80,881	83,707	86,535	89,131
3	67,591	69,937	72,286	74,634	76,578	80,254	83,924	86,821	89,720	92,411
4	69,931	72,450	74,972	77,492	79,505	83,240	86,968	89,937	92,904	95,691
5	72,271	74,963	77,657	80,350	82,432	86,224	90,012	93,051	96,088	98,971
6	74,611	77,476	80,342	83,208	85,359	89,210	93,057	96,165	99,272	102,251
7	76,952	79,988	83,027	86,064	88,287	92,195	96,101	99,279	102,457	105,530
8	79,292	82,501	85,712	88,922	91,214	95,181	99,144	102,393	105,641	108,810
9	81,631	85,014	88,398	91,780	94,141	98,167	102,188	105,508	108,825	112,090
10	83,972	87,527	91,083	94,638	97,068	101,152	105,232	108,622	112,010	115,370
11	86,312	90,040	93,767	97,495	99,995	104,138	108,277	111,736	115,194	118,650
12	88,653	92,553	96,453	100,353	102,923	107,124	111,321	114,850	118,379	121,931
13	90,992	95,066	99,138	103,211	105,851	110,109	114,365	117,964	121,563	125,210
14	93,333	97,579	101,824	106,069	108,778	113,095	117,408	121,078	124,748	128,490
15	95,673	100,091	104,508	108,927	111,705	116,081	120,452	124,193	127,932	131,770
16	98,013	102,603	107,193	111,783	114,632	119,066	123,497	127,307	131,116	135,050
17	100,353	105,116	109,879	114,641	117,559	122,052	126,541	130,421	134,301	138,330
18	102,693	107,629	112,564	117,499	120,487	125,038	129,585	133,535	137,485	141,609
19	105,034	110,142	115,249	120,357	123,414	128,023	132,628	136,649	140,669	144,889
20	107,374	112,655	117,934	123,214	126,341	131,009	135,673	139,764	143,853	148,169
21	109,715	115,168	120,619	126,072	129,269	133,995	138,717	142,878	147,038	151,449

Members shall only be permitted a lane change if the Doctorate is achieved by September 1st or February 1st. The lane restriction language contained in Article XXVI(A)(1) shall not apply to the Doctorate lane change.

APPENDIX A-2 **2024-2025 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2024**

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>	<u>Doctorate</u>
A	61,176	62,408	63,642	64,874	66,108	66,722	68,474	70,831	73,187	75,541	77,353	79,154	80,967	83,396
1	64,160	65,556	66,948	68,345	69,743	70,439	72,287	74,700	77,113	79,516	81,398	83,266	85,142	87,697
2	67,144	68,703	70,257	71,815	73,376	74,151	76,101	78,569	81,036	83,497	85,442	87,377	89,322	92,002
3	70,126	71,847	73,568	75,286	77,010	77,868	79,915	82,436	84,960	87,476	89,487	91,489	93,497	96,302
4	73,109	74,991	76,875	78,757	80,643	81,582	83,729	86,307	88,884	91,455	93,531	95,600	97,677	100,607
5	76,094	78,139	80,185	82,229	84,277	85,300	87,542	90,176	92,808	95,433	97,574	99,713	101,855	104,911
6	79,075	81,284	83,495	85,700	87,911	89,016	91,356	94,044	96,729	99,413	101,620	103,822	106,029	109,210
7	82,060	84,429	86,802	89,171	91,544	92,730	95,168	97,912	100,654	103,391	105,665	107,936	110,207	113,513
8	85,042	87,575	90,110	92,642	95,179	96,443	98,984	101,780	104,576	107,370	109,707	112,046	114,383	117,814
9	88,029	90,724	93,418	96,112	98,812	100,161	102,796	105,650	108,502	111,347	113,754	116,158	118,562	122,118
10	91,009	93,867	96,728	99,586	102,443	103,874	106,609	109,518	112,425	115,326	117,796	120,268	122,741	126,423
11	93,993	97,015	100,037	103,057	106,079	107,590	110,426	113,388	116,348	119,305	121,843	124,379	126,915	130,723
12	96,978	100,162	103,346	106,528	109,713	111,304	114,238	117,257	120,271	123,282	125,887	128,491	131,094	135,027
13	99,960	103,306	106,655	109,999	113,347	115,018	118,052	121,126	124,197	127,263	129,930	132,603	135,271	139,329
14	102,943	106,451	109,965	113,470	116,980	118,735	121,865	124,995	128,117	131,241	133,976	136,714	139,447	143,630
15	105,928	109,598	113,272	116,941	120,616	122,449	125,678	128,864	132,043	135,220	138,021	140,824	143,625	147,934

Members shall only be permitted a lane change if the Doctorate is achieved by September 1st or February 1st. The lane restriction language contained in Article XXVI(A)(1) shall not apply to the Doctorate lane change.

2024-2025 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2024

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>	<u>Doctorate</u>
A	61,176	63,023	64,874	66,722	68,474	72,010	75,541	78,254	80,967	83,396
1	64,160	66,252	68,345	70,439	72,287	75,903	79,516	82,333	85,142	87,697
2	67,144	69,480	71,815	74,151	76,101	79,799	83,497	86,412	89,322	92,002
3	70,126	72,706	75,286	77,868	79,915	83,697	87,476	90,487	93,497	96,302
4	73,109	75,933	78,757	81,582	83,729	87,592	91,455	94,564	97,677	100,607
5	76,094	79,160	82,229	85,300	87,542	91,489	95,433	98,646	101,855	104,911
6	79,075	82,388	85,700	89,016	91,356	95,384	99,413	102,723	106,029	109,210
7	82,060	85,616	89,171	92,730	95,168	99,283	103,391	106,799	110,207	113,513
8	85,042	88,844	92,642	96,443	98,984	103,178	107,370	110,877	114,383	117,814
9	88,029	92,072	96,112	100,161	102,796	107,074	111,347	114,956	118,562	122,118
10	91,009	95,299	99,586	103,874	106,609	110,969	115,326	119,033	122,741	126,423
11	93,993	98,526	103,057	107,590	110,426	114,866	119,305	123,109	126,915	130,723
12	96,978	101,754	106,528	111,304	114,238	118,762	123,282	127,190	131,094	135,027
13	99,960	104,982	109,999	115,018	118,052	122,658	127,263	131,266	135,271	139,329
14	102,943	108,209	113,470	118,735	121,865	126,555	131,241	135,344	139,447	143,630
15	105,928	111,436	116,941	122,449	125,678	130,451	135,220	139,423	143,625	147,934

Members shall only be permitted a lane change if the Doctorate is achieved by September 1st or February 1st. The lane restriction language contained in Article XXVI(A)(1) shall not apply to the Doctorate lane change.

2024-2025 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2024

SCHEDULE III – EMPLOYEES APPOINTED AFTER 7/1/17

	BA	BA15	BA30	BA45	MA	MA15	MA30	MA45	MA60	Doctorate
A	61,176	63,023	64,874	66,722	68,474	72,010	75,541	78,254	80,967	83,396
1	63,539	65,561	67,586	69,608	71,430	75,025	78,615	81,399	84,185	86,710
2	65,903	68,099	70,298	72,495	74,387	78,040	81,689	84,545	87,401	90,023
3	68,267	70,637	73,009	75,380	77,343	81,056	84,764	87,690	90,617	93,335
4	70,631	73,175	75,721	78,267	80,300	84,072	87,838	90,836	93,833	96,648
5	72,993	75,713	78,434	81,153	83,256	87,087	90,912	93,981	97,049	99,961
6	75,357	78,251	81,146	84,040	86,213	90,103	93,987	97,126	100,265	103,273
7	77,721	80,788	83,857	86,925	89,170	93,117	97,062	100,271	103,481	106,586
8	80,085	83,326	86,569	89,812	92,126	96,133	100,136	103,417	106,697	109,898
9	82,448	85,864	89,282	92,698	95,083	99,149	103,210	106,563	109,914	113,211
10	84,812	88,402	91,994	95,584	98,039	102,164	106,284	109,708	113,130	116,524
11	87,175	90,940	94,705	98,470	100,995	105,180	109,360	112,853	116,346	119,836
12	89,539	93,478	97,417	101,356	103,952	108,195	112,434	115,998	119,563	123,150
13	91,902	96,016	100,130	104,243	106,909	111,210	115,508	119,144	122,779	126,463
14	94,266	98,554	102,842	107,129	109,866	114,226	118,582	122,289	125,995	129,775
15	96,630	101,091	105,553	110,016	112,822	117,242	121,657	125,435	129,211	133,088
16	98,994	103,629	108,265	112,901	115,778	120,257	124,732	128,580	132,427	136,400
17	101,356	106,168	110,978	115,788	118,735	123,273	127,806	131,725	135,644	139,713
18	103,720	108,706	113,690	118,674	121,692	126,288	130,880	134,871	138,860	143,026
19	106,084	111,244	116,401	121,561	124,649	129,303	133,955	138,016	142,076	146,338
20	108,448	113,782	119,113	124,446	127,605	132,319	137,030	141,162	145,292	149,651
21	110,812	116,320	121,826	127,333	130,561	135,335	140,104	144,307	148,508	152,963

Members shall only be permitted a lane change if the Doctorate is achieved by September 1st or February 1st. The lane restriction language contained in Article XXVI(A)(1) shall not apply to the Doctorate lane change.

APPENDIX A-3 **2025-2026 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2025**

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>	<u>Doctorate</u>
A	61,941	63,188	64,438	65,685	66,935	67,556	69,330	71,716	74,102	76,485	78,320	80,144	81,980	84,439
1	64,962	66,375	67,785	69,199	70,615	71,319	73,191	75,634	78,077	80,510	82,416	84,306	86,207	88,793
2	67,984	69,562	71,135	72,712	74,293	75,078	77,052	79,551	82,049	84,541	86,510	88,469	90,439	93,152
3	71,002	72,745	74,149	76,227	77,972	78,842	80,914	83,467	86,022	88,569	90,606	92,633	94,666	97,506
4	74,023	75,928	77,836	79,741	81,651	82,602	84,775	87,386	89,995	92,598	94,701	96,795	98,898	101,865
5	77,045	79,116	81,187	83,257	85,331	86,366	88,636	91,303	93,968	96,626	98,793	100,960	103,128	106,222
6	80,064	82,300	84,539	86,772	89,010	90,128	92,498	95,219	97,938	100,656	102,891	105,120	107,354	110,575
7	83,085	85,484	87,887	90,286	92,689	93,889	96,358	99,136	101,913	104,683	106,986	109,285	111,584	114,932
8	86,105	88,670	91,236	93,800	96,368	97,649	100,222	103,052	105,883	108,712	111,078	113,446	115,812	119,287
9	89,129	91,858	94,586	97,314	100,047	101,413	104,081	106,971	109,858	112,739	115,175	117,610	120,044	123,645
10	92,147	95,041	97,937	100,831	103,724	105,172	107,941	110,887	113,830	116,767	119,268	121,772	124,275	128,003
11	95,167	98,227	101,287	104,345	107,405	108,935	111,806	114,806	117,802	120,797	123,366	125,934	128,502	132,357
12	98,190	101,414	104,638	107,860	111,085	112,695	115,666	118,722	121,775	124,823	127,460	130,097	132,733	136,715
13	101,209	104,597	107,988	111,374	114,764	116,456	119,528	122,640	125,749	128,853	131,554	134,260	136,962	141,071
14	104,230	107,782	111,339	114,888	118,442	120,219	123,389	126,557	129,719	132,882	135,650	138,423	141,190	145,426
15	107,252	110,967	114,687	118,403	122,123	123,980	127,249	130,475	133,693	136,910	139,746	142,584	145,420	149,783

Members shall only be permitted a lane change if the Doctorate is achieved by September 1st or February 1st. The lane restriction language contained in Article XXVI(A)(1) shall not apply to the Doctorate lane change.

2025-2026 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2025

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>	<u>Doctorate</u>
A	61,941	63,810	65,685	67,556	69,330	72,910	76,485	79,232	81,980	84,439
1	64,962	67,081	69,199	71,319	73,191	76,852	80,510	83,362	86,207	88,793
2	67,984	70,348	72,712	75,078	77,052	80,797	84,541	87,492	90,439	93,152
3	71,002	73,615	76,227	78,842	80,914	84,744	88,569	91,619	94,666	97,506
4	74,023	76,882	79,741	82,602	84,775	88,687	92,598	95,746	98,898	101,865
5	77,045	80,149	83,257	86,366	88,636	92,633	96,626	99,879	103,128	106,222
6	80,064	83,418	86,772	90,128	92,498	96,576	100,656	104,007	107,354	110,575
7	83,085	86,686	90,286	93,889	96,358	100,524	104,683	108,134	111,584	114,932
8	86,105	89,955	93,800	97,649	100,222	104,468	108,712	112,263	115,812	119,287
9	89,129	93,223	97,314	101,413	104,081	108,412	112,739	116,393	120,044	123,645
10	92,147	96,490	100,831	105,172	107,941	112,356	116,767	120,521	124,275	128,003
11	95,167	99,758	104,345	108,935	111,806	116,301	120,797	124,648	128,502	132,357
12	98,190	103,026	107,860	112,695	115,666	120,246	124,823	128,780	132,733	136,715
13	101,209	106,295	111,374	116,456	119,528	124,191	128,853	132,907	136,962	141,071
14	104,230	109,562	114,888	120,219	123,389	128,137	132,882	137,036	141,190	145,426
15	107,252	112,829	118,403	123,980	127,249	132,081	136,910	141,166	145,420	149,783

Members shall only be permitted a lane change if the Doctorate is achieved by September 1st or February 1st. The lane restriction language contained in Article XXVI(A)(1) shall not apply to the Doctorate lane change.

2025-2026 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2025

SCHEDULE III – EMPLOYEES APPOINTED AFTER 7/1/17

	<u>BA</u>	<u>BA15</u>	<u>BA30</u>	<u>BA45</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>	<u>MA60</u>	<u>Doctorate</u>
A	61,941	63,810	65,685	67,556	69,330	72,910	76,485	79,232	81,980	84,439
1	64,333	66,380	68,430	70,478	72,323	75,963	79,598	82,417	85,237	87,794
2	66,727	68,950	71,177	73,401	75,317	79,016	82,710	85,601	88,493	91,148
3	69,120	71,520	73,922	76,322	78,310	82,069	85,823	88,786	91,750	94,502
4	71,513	74,090	76,668	79,245	81,304	85,123	88,936	91,971	95,006	97,856
5	73,906	76,659	79,414	82,168	84,297	88,175	92,048	95,156	98,262	101,210
6	76,299	79,229	82,160	85,090	87,290	91,229	95,162	98,340	101,519	104,564
7	78,693	81,798	84,905	88,012	90,285	94,281	98,275	101,525	104,775	107,918
8	81,086	84,368	87,651	90,934	93,278	97,335	101,388	104,709	108,031	111,272
9	83,478	86,937	90,398	93,857	96,271	100,388	104,500	107,895	111,288	114,626
10	85,872	89,507	93,144	96,779	99,265	103,441	107,613	111,079	114,544	117,980
11	88,265	92,077	95,889	99,701	102,258	106,494	110,727	114,264	117,800	121,334
12	90,658	94,647	98,635	102,623	105,251	109,548	113,839	117,448	121,058	124,689
13	93,051	97,217	101,381	105,546	108,246	112,600	116,952	120,633	124,314	128,043
14	95,444	99,786	104,127	108,468	111,239	115,654	120,065	123,817	127,570	131,397
15	97,838	102,355	106,873	111,391	114,232	118,707	123,177	127,003	130,827	134,751
16	100,231	104,925	109,619	114,313	117,226	121,760	126,291	130,188	134,083	138,105
17	102,623	107,495	112,365	117,235	120,219	124,813	129,404	133,372	137,339	141,459
18	105,017	110,064	115,111	120,158	123,213	127,867	132,516	136,557	140,595	144,813
19	107,410	112,634	117,856	123,080	126,207	130,919	135,629	139,741	143,852	148,167
20	109,804	115,204	120,602	126,002	129,200	133,973	138,743	142,927	147,108	151,521
21	112,197	117,774	123,348	128,924	132,193	137,027	141,856	146,111	150,364	154,875

Members shall only be permitted a lane change if the Doctorate is achieved by September 1st or February 1st. The lane restriction language contained in Article XXVI(A)(1) shall not apply to the Doctorate lane change.

APPENDIX A-4 **2026-2027 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2026**

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>	<u>Doctorate</u>
A	62,870	64,136	65,404	66,671	67,939	68,569	70,370	72,792	75,214	77,632	79,495	81,346	83,209	85,706
1	65,936	67,371	68,802	70,237	71,674	72,389	74,289	76,768	79,248	81,718	83,652	85,571	87,500	90,125
2	69,003	70,605	72,202	73,803	75,408	76,204	78,208	80,745	83,280	85,809	87,807	89,796	91,795	94,549
3	72,067	73,836	75,604	77,371	79,142	80,024	82,128	84,719	87,312	89,898	91,965	94,022	96,086	98,968
4	75,133	77,067	79,004	80,938	82,876	83,841	86,047	88,697	91,345	93,987	96,121	98,247	100,382	103,393
5	78,201	80,303	82,405	84,505	86,611	87,662	89,965	92,672	95,377	98,076	100,275	102,474	104,675	107,815
6	81,265	83,534	85,807	88,073	90,345	91,480	93,886	96,648	99,407	102,165	104,434	106,697	108,964	112,233
7	84,332	86,766	89,205	91,640	94,079	95,298	97,803	100,623	103,441	106,253	108,590	110,924	113,258	116,656
8	87,397	90,000	92,605	95,207	97,814	99,113	101,725	104,598	107,471	110,343	112,745	115,148	117,550	121,076
9	90,466	93,236	96,004	98,773	101,548	102,934	105,642	108,575	111,506	114,430	116,903	119,374	121,844	125,500
10	93,529	96,466	99,406	102,343	105,280	106,750	109,561	112,551	115,537	118,519	121,057	123,598	126,139	129,923
11	96,595	99,701	102,807	105,910	109,016	110,569	113,483	116,528	119,569	122,609	125,217	127,823	130,429	134,342
12	99,663	102,935	106,207	109,478	112,751	114,386	117,401	120,503	123,601	126,695	129,372	132,048	134,724	138,766
13	102,727	106,166	109,608	113,045	116,485	118,202	121,321	124,479	127,636	130,786	133,528	136,274	139,017	143,187
14	105,793	109,399	113,009	116,611	120,219	122,022	125,239	128,456	131,664	134,875	137,685	140,499	143,308	147,607
15	108,860	112,632	116,408	120,179	123,955	125,840	129,158	132,432	135,698	138,964	141,842	144,723	147,602	152,030

Members shall only be permitted a lane change if the Doctorate is achieved by September 1st or February 1st. The lane restriction language contained in Article XXVI(A)(1) shall not apply to the Doctorate lane change.

2026-2027 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2026

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>	<u>Doctorate</u>
A	62,870	64,768	66,671	68,569	70,370	74,003	77,632	80,421	83,209	85,706
1	65,936	68,087	70,237	72,389	74,289	78,004	81,718	84,613	87,500	90,125
2	69,003	71,404	73,803	76,204	78,208	82,009	85,809	88,804	91,795	94,549
3	72,067	74,720	77,371	80,024	82,128	86,015	89,898	92,993	96,086	98,968
4	75,133	78,035	80,938	83,841	86,047	90,017	93,987	97,182	100,382	103,393
5	78,201	81,351	84,505	87,662	89,965	94,022	98,076	101,377	104,675	107,815
6	81,265	84,669	88,073	91,480	93,886	98,025	102,165	105,567	108,964	112,233
7	84,332	87,986	91,640	95,298	97,803	102,031	106,253	109,756	113,258	116,656
8	87,397	91,304	95,207	99,113	101,725	106,035	110,343	113,947	117,550	121,076
9	90,466	94,621	98,773	102,934	105,642	110,039	114,430	118,139	121,844	125,500
10	93,529	97,937	102,343	106,750	109,561	114,042	118,519	122,329	126,139	129,923
11	96,595	101,254	105,910	110,569	113,483	118,046	122,609	126,517	130,429	134,342
12	99,663	104,571	109,478	114,386	117,401	122,050	126,695	130,711	134,724	138,766
13	102,727	107,889	113,045	118,202	121,321	126,054	130,786	134,901	139,017	143,187
14	105,793	111,205	116,611	122,022	125,239	130,059	134,875	139,092	143,308	147,607
15	108,860	114,521	120,179	125,840	129,158	134,063	138,964	143,283	147,602	152,030

Members shall only be permitted a lane change if the Doctorate is achieved by September 1st or February 1st. The lane restriction language contained in Article XXVI(A)(1) shall not apply to the Doctorate lane change.

2026-2027 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2026

SCHEDULE III – EMPLOYEES APPOINTED AFTER 7/1/17

	<u>BA</u>	<u>BA15</u>	<u>BA30</u>	<u>BA45</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>	<u>MA60</u>	<u>Doctorate</u>
A	62,870	64,768	66,671	68,569	70,370	74,003	77,632	80,421	83,209	85,706
1	65,298	67,376	69,457	71,536	73,407	77,103	80,792	83,653	86,515	89,111
2	67,728	69,984	72,244	74,502	76,447	80,201	83,951	86,885	89,821	92,515
3	70,157	72,593	75,030	77,467	79,485	83,300	87,110	90,118	93,126	95,920
4	72,586	75,201	77,818	80,434	82,523	86,400	90,270	93,351	96,431	99,324
5	75,014	77,809	80,605	83,400	85,561	89,498	93,429	96,583	99,736	102,728
6	77,444	80,418	83,393	86,366	88,600	92,597	96,590	99,815	103,041	106,133
7	79,873	83,025	86,179	89,332	91,639	95,696	99,749	103,048	106,346	109,537
8	82,302	85,633	88,966	92,298	94,677	98,795	102,908	106,280	109,652	112,941
9	84,730	88,241	91,754	95,265	97,715	101,894	106,068	109,513	112,957	116,346
10	87,160	90,850	94,541	98,231	100,754	104,992	109,227	112,746	116,262	119,750
11	89,589	93,458	97,327	101,196	103,792	108,092	112,388	115,978	119,567	123,154
12	92,018	96,066	100,115	104,163	106,830	111,191	115,547	119,210	122,873	126,560
13	94,447	98,675	102,902	107,129	109,869	114,289	118,706	122,442	126,179	129,964
14	96,876	101,283	105,689	110,095	112,908	117,389	121,866	125,675	129,484	133,368
15	99,305	103,890	108,476	113,062	115,946	120,488	125,025	128,908	132,789	136,773
16	101,734	106,499	111,263	116,027	118,984	123,586	128,185	132,140	136,094	140,177
17	104,163	109,107	114,050	118,994	122,022	126,686	131,345	135,373	139,399	143,581
18	106,592	111,715	116,838	121,960	125,061	129,785	134,504	138,605	142,704	146,986
19	109,021	114,324	119,624	124,926	128,100	132,883	137,664	141,837	146,010	150,390
20	111,451	116,932	122,411	127,892	131,138	135,983	140,824	145,070	149,315	153,794
21	113,880	119,540	125,199	130,858	134,176	139,082	143,983	148,303	152,620	157,199

Members shall only be permitted a lane change if the Doctorate is achieved by September 1st or February 1st. The lane restriction language contained in Article XXVI(A)(1) shall not apply to the Doctorate lane change.

APPENDIX A-5 **2027-2028 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2027**

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>	<u>Doctorate</u>
A	63,970	65,259	66,549	67,837	69,128	69,769	71,602	74,066	76,530	78,991	80,886	82,770	84,665	87,205
1	67,090	68,550	70,006	71,466	72,928	73,656	75,589	78,112	80,635	83,148	85,116	87,068	89,031	91,702
2	70,211	71,841	73,466	75,094	76,727	77,538	79,577	82,158	84,737	87,311	89,344	91,367	93,402	96,204
3	73,328	75,128	74,513	78,725	80,527	81,425	83,565	86,201	88,840	91,471	93,574	95,667	97,767	100,700
4	76,448	78,416	80,386	82,354	84,326	85,308	87,553	90,249	92,944	95,631	97,803	99,966	102,138	105,202
5	79,569	81,708	83,847	85,984	88,127	89,196	91,540	94,294	97,046	99,792	102,030	104,267	106,507	109,702
6	82,687	84,996	87,308	89,614	91,926	93,081	95,529	98,339	101,147	103,953	106,262	108,564	110,871	114,197
7	85,807	88,285	90,766	93,244	95,725	96,966	99,515	102,384	105,251	108,113	110,491	112,865	115,240	118,697
8	88,926	91,575	94,225	96,873	99,526	100,848	103,505	106,428	109,352	112,274	114,718	117,163	119,607	123,195
9	92,049	94,868	97,684	100,502	103,325	104,735	107,491	110,475	113,458	116,432	118,949	121,463	123,976	127,696
10	95,166	98,155	101,146	104,134	107,122	108,618	111,478	114,520	117,559	120,593	123,176	125,761	128,346	132,197
11	98,285	101,446	104,606	107,764	110,924	112,504	115,469	118,567	121,662	124,754	127,408	130,060	132,712	136,693
12	101,407	104,737	108,066	111,394	114,724	116,388	119,455	122,612	125,764	128,912	131,636	134,359	137,082	141,194
13	104,525	108,024	111,526	115,023	118,523	120,271	123,444	126,658	129,869	133,075	135,864	138,659	141,449	145,693
14	107,645	111,313	114,987	118,652	122,323	124,158	127,431	130,704	133,968	137,235	140,095	142,958	145,816	150,190
15	110,766	114,603	118,445	122,282	126,124	128,042	131,418	134,749	138,073	141,396	144,325	147,256	150,185	154,690

Members shall only be permitted a lane change if the Doctorate is achieved by September 1st or February 1st. The lane restriction language contained in Article XXVI(A)(1) shall not apply to the Doctorate lane change.

2027-2028 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2027

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>	<u>Doctorate</u>
A	63,970	65,901	67,837	69,769	71,602	75,298	78,991	81,828	84,665	87,205
1	67,090	69,278	71,466	73,656	75,589	79,369	83,148	86,093	89,031	91,702
2	70,211	72,653	75,094	77,538	79,577	83,444	87,311	90,358	93,402	96,204
3	73,328	76,027	78,725	81,425	83,565	87,520	91,471	94,620	97,767	100,700
4	76,448	79,401	82,354	85,308	87,553	91,592	95,631	98,883	102,138	105,202
5	79,569	82,775	85,984	89,196	91,540	95,667	99,792	103,152	106,507	109,702
6	82,687	86,151	89,614	93,081	95,529	99,741	103,953	107,415	110,871	114,197
7	85,807	89,526	93,244	96,966	99,515	103,817	108,113	111,676	115,240	118,697
8	88,926	92,902	96,873	100,848	103,505	107,890	112,274	115,941	119,607	123,195
9	92,049	96,277	100,502	104,735	107,491	111,964	116,432	120,207	123,976	127,696
10	95,166	99,651	104,134	108,618	111,478	116,037	120,593	124,470	128,346	132,197
11	98,285	103,026	107,764	112,504	115,469	120,112	124,754	128,731	132,712	136,693
12	101,407	106,401	111,394	116,388	119,455	124,186	128,912	132,999	137,082	141,194
13	104,525	109,777	115,023	120,271	123,444	128,260	133,075	137,262	141,449	145,693
14	107,645	113,151	118,652	124,158	127,431	132,335	137,235	141,526	145,816	150,190
15	110,766	116,525	122,282	128,042	131,418	136,409	141,396	145,791	150,185	154,690

Members shall only be permitted a lane change if the Doctorate is achieved by September 1st or February 1st. The lane restriction language contained in Article XXVI(A)(1) shall not apply to the Doctorate lane change.

② JB

2027-2028 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2027

SCHEDULE III – EMPLOYEES APPOINTED AFTER 7/1/17

	BA	BA15	BA30	BA45	MA	MA15	MA30	MA45	MA60	Doctorate
A	63,970	65,901	67,837	69,769	71,602	75,298	78,991	81,828	84,665	87,205
1	66,441	68,555	70,672	72,787	74,692	78,452	82,206	85,117	88,029	90,670
2	68,913	71,209	73,508	75,806	77,784	81,605	85,420	88,406	91,392	94,134
3	71,385	73,863	76,343	78,823	80,876	84,758	88,635	91,695	94,756	97,598
4	73,856	76,517	79,180	81,841	83,967	87,912	91,850	94,985	98,119	101,062
5	76,327	79,171	82,016	84,860	87,059	91,064	95,064	98,273	101,482	104,526
6	78,799	81,825	84,852	87,878	90,150	94,218	98,280	101,562	104,845	107,990
7	81,271	84,478	87,687	90,895	93,243	97,370	101,495	104,851	108,208	111,454
8	83,743	87,132	90,523	93,913	96,334	100,524	104,709	108,140	111,571	114,918
9	86,213	89,786	93,359	96,932	99,425	103,677	107,924	111,430	114,934	118,382
10	88,685	92,440	96,195	99,950	102,517	106,830	111,139	114,719	118,297	121,845
11	91,157	95,094	99,030	102,967	105,608	109,983	114,354	118,008	121,660	125,309
12	93,629	97,748	101,867	105,986	108,700	113,137	117,569	121,296	125,024	128,774
13	96,099	100,402	104,703	109,004	111,792	116,289	120,784	124,585	128,387	132,238
14	98,571	103,056	107,539	112,022	114,883	119,443	123,998	127,874	131,750	135,702
15	101,043	105,708	110,374	115,040	117,975	122,597	127,213	131,164	135,113	139,166
16	103,515	108,362	113,210	118,058	121,066	125,749	130,429	134,453	138,476	142,630
17	105,986	111,016	116,046	121,076	124,158	128,903	133,643	137,742	141,839	146,094
18	108,457	113,670	118,882	124,094	127,250	132,056	136,858	141,030	145,202	149,558
19	110,929	116,324	121,717	127,113	130,341	135,209	140,073	144,319	148,565	153,022
20	113,401	118,978	124,554	130,130	133,433	138,362	143,288	147,609	151,928	156,486
21	115,873	121,632	127,390	133,148	136,524	141,516	146,503	150,898	155,291	159,950

Members shall only be permitted a lane change if the Doctorate is achieved by September 1st or February 1st. The lane restriction language contained in Article XXVI(A)(1) shall not apply to the Doctorate lane change.

APPENDIX B-1 Coaching Stipends

ACTIVITY	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Freshman Basketball (Boys)	4110	4151	4203	4266	4340
Freshman Basketball (Girls)	4110	4151	4203	4266	4340
JV Baseball	4965	5015	5077	5154	5244
JV Basketball (Boys)	5592	5648	5719	5805	5906
JV Basketball (Girls)	5592	5648	5719	5805	5906
JV Soccer (Boys)	4844	4892	4954	5028	5116
JV Soccer (Girls)	4844	4892	4954	5028	5116
JV Softball (Girls)	4844	4892	4954	5028	5116
JV Tennis (Boys)	4045	4086	4137	4199	4272
JV Tennis (Girls)	4045	4086	4137	4199	4272
JV Volleyball (Girls)	4619	4665	4723	4794	4878
Modified Baseball (Boys)	3972	4012	4062	4123	4195
Modified Basketball (Boys)	3972	4012	4062	4123	4195
Modified Basketball (Girls)	3972	4012	4062	4123	4195
Modified Cross Country (1 of 2)	3972	4012	4062	4123	4195
Modified Cross Country (2 of 2)	3972	4012	4062	4123	4195
Modified Football	4206	4248	4301	4365	4442
Modified Football	4206	4248	4301	4365	4442
Modified Lacrosse (Boys)	3972	4012	4062	4123	4195
Modified Lacrosse (Girls)	3972	4012	4062	4123	4195
Modified Soccer - Boys	4134	4175	4227	4291	4366
Modified Soccer - Girls	4134	4175	4227	4291	4366
Modified Softball - Girls	3972	4012	4062	4123	4195
Modified Tennis - Boys	3972	4012	4062	4123	4195
Modified Tennis - Girls	3972	4012	4062	4123	4195
Modified Track/Field (1 of 2)	3972	4012	4062	4123	4195
Modified Track/Field (2 of 2)	3972	4012	4062	4123	4195
Modified Volleyball	3972	4012	4062	4123	4195

ACTIVITY	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Modified Cheerleading - Fall	3972	4012	4062	4123	4195
Modified Cheerleading - Winter	3972	4012	4062	4123	4195
Varsity Baseball	6932	7001	7088	7195	7321
Varsity Baseball Asst	4140	4181	4234	4297	4372
Varsity Basketball (Boys)	7819	7898	7996	8116	8258
Varsity Basketball (Girls)	7819	7898	7996	8116	8258
Varsity Cheerleading (Fall)	4524	4569	4626	4696	4778
Varsity Cheerleading (Winter)	4524	4569	4626	4696	4778
Varsity Cross Country	4942	4991	5054	5130	5219
Varsity Football	9463	9557	9677	9822	9994
Varsity Football Asst	6308	6372	6451	6548	6663
Varsity Football Asst	6308	6372	6451	6548	6663
Varsity Football Asst	6308	6372	6451	6548	6663
Varsity Golf	3953	3993	4043	4103	4175
Varsity Lacrosse (Boys)	7067	7138	7227	7335	7464
Varsity lacrosse Asst (Boys)	4140	4181	4234	4297	4372
Varsity Lacrosse (Girls)	7067	7138	7227	7335	7464
Varsity Lacrosse Asst (Girls)	4140	4181	4234	4297	4372
Varsity Ski Team	4355	4399	4454	4520	4600
Varsity Soccer (Boys)	7067	7138	7227	7335	7464
Varsity Soccer (Girls)	7067	7138	7227	7335	7464
Varsity Softball (Girls)	6932	7001	7088	7195	7321
Varsity Softball Asst (Girls)	4140	4181	4234	4297	4372
Varsity Tennis (Boys)	4968	5018	5081	5157	5247
Varsity Tennis (Girls)	4968	5018	5081	5157	5247
Varsity Track/Field (1 of 2)	6932	7001	7088	7195	7321
Varsity Track/Field (2 of 2)	6932	7001	7088	7195	7321
Varsity Volleyball (Girls)	6277	6340	6419	6515	6629

APPENDIX B-2 – Extracurricular Stipends

HS ACTIVITIES	TIER	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
BB Knitting Club	1	976	985	998	1,013	1,030
Chess Club	1	976	985	998	1,013	1,030
Digital Music Club	1	976	985	998	1,013	1,030
Financial Markets Club	1	976	985	998	1,013	1,030
Girl Up Club	1	976	985	998	1,013	1,030
Health & Medicine	1	976	985	998	1,013	1,030
Human Rights Council Club	1	976	985	998	1,013	1,030
Italian Club	1	976	985	998	1,013	1,030
Memory Project	1	976	985	998	1,013	1,030
Midnight Run Club	1	976	985	998	1,013	1,030
Multicultural Club	1	976	985	998	1,013	1,030
Political Action Club	1	976	985	998	1,013	1,030
Roots & Shoots Club	1	976	985	998	1,013	1,030
SADD (SAS)	1	976	985	998	1,013	1,030
Ski Club	1	976	985	998	1,013	1,030
Spanish Club	1	976	985	998	1,013	1,030
Computer Club	2	2,439	2,464	2,494	2,532	2,576
DECA	2	2,439	2,464	2,494	2,532	2,576
Director, Instrumental Musical	2	2,439	2,464	2,494	2,532	2,576
Freshman Class	2	2,439	2,464	2,494	2,532	2,576
Habitat for Humanity	2	2,439	2,464	2,494	2,532	2,576
Pride Club	2	2,439	2,464	2,494	2,532	2,576
Bring Change to Mind	3	3,048	3,079	3,117	3,164	3,219
Community Services Club	3	3,048	3,079	3,117	3,164	3,219
Impulse	3	3,048	3,079	3,117	3,164	3,219
Sophomore Class	3	3,048	3,079	3,117	3,164	3,219
Student Congress	3	3,048	3,079	3,117	3,164	3,219

2

FB

HS ACTIVITIES	TIER	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Student Senate	3	3,048	3,079	3,117	3,164	3,219
Chamber Ensemble	4	3,657	3,694	3,740	3,796	3,862
Community Service Facilitator	4	3,657	3,694	3,740	3,796	3,862
Destination Imagination	4	3,657	3,694	3,740	3,796	3,862
Director, Spring Musical	4	3,657	3,694	3,740	3,796	3,862
Jazz Ensemble	4	3,657	3,694	3,740	3,796	3,862
Junior Class	4	3,657	3,694	3,740	3,796	3,862
Producer, Spring Musical	4	3,657	3,694	3,740	3,796	3,862
Dance Team	5	4,876	4,925	4,987	5,061	5,150
Debate Team	5	4,876	4,925	4,987	5,061	5,150
Model UN	5	4,876	4,925	4,987	5,061	5,150
Robotics	5	4,876	4,925	4,987	5,061	5,150
Director, Fall Play	6	5,485	5,540	5,609	5,694	5,793
Director, Spring Musical (Acting)	6	5,485	5,540	5,609	5,694	5,793
Mock Trial	6	5,485	5,540	5,609	5,694	5,793
Newspaper Focus	6.1	6,089	6,150	6,227	6,320	6,431
Senior Class	6.1	6,089	6,150	6,227	6,320	6,431
Senior Options	6	5,485	5,540	5,609	5,694	5,793
Yearbook – Spectrum	6.1	6,089	6,150	6,227	6,320	6,431
MS ACTIVITIES						
Ancient & Medieval Board Games	1	976	985	998	1,013	1,030
Art Club	1	976	985	998	1,013	1,030
Chess Club	1	976	985	998	1,013	1,030
Math League	1	976	985	998	1,013	1,030
Gamer's Club	1	976	985	998	1,013	1,030
Robotics	1	976	985	998	1,013	1,030

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MS ACTIVITIES	TIER	2023-	2024-	2025-	2026-2027	2027-2028
Select Chorus	1	976	985	998	1,013	1,030
Stock Market Club	1	976	985	998	1,013	1,030
Youth Leadership Forum	1	976	985	998	1,013	1,030
Backyard Games	2	2,439	2,464	2,494	2,532	2,576
Drama Club	2	2,439	2,464	2,494	2,532	2,576
Multicultural Club	2	2,439	2,464	2,494	2,532	2,576
BBMS Senate	3	3,048	3,079	3,117	3,164	3,219
Debate Team	4	3,657	3,694	3,740	3,796	3,862
Destination Imagination	4	3,657	3,694	3,740	3,796	3,862
Director, Spring Musical	4	3,657	3,694	3,740	3,796	3,862
Jazz Ensemble	4	3,657	3,694	3,740	3,796	3,862
Music Director, Spring Musical	4	3,657	3,694	3,740	3,796	3,862
Producer, Spring Musical	4	3,657	3,694	3,740	3,796	3,862
Select Band	4	3,657	3,694	3,740	3,796	3,862
Yearbook	4	3,657	3,694	3,740	3,796	3,862

BMPRSS ACTIVITIES

Recycling Club	1	976	985	998	1,013	1,030
Multi-Purpose Room - 7:30 AM	1	976	985	998	1,013	1,030
Multicultural Club	1	976	985	998	1,013	1,030
Multicultural Club	1	976	985	998	1,013	1,030
NASA/Aerospace Club	1	976	985	998	1,013	1,030
Healthy & Fit	2	2,439	2,464	2,494	2,532	2,576
Student Council (Gr. 4-5)	2	2,439	2,464	2,494	2,532	2,576

Destination Imagination Assistant	2	2,439	2,464	2,494	2,532	2,576
Director, 5th Gr. Musical	3	3,048	3,079	3,117	3,164	3,219
Early Morning Band	3	3,048	3,079	3,117	3,164	3,219
Yearbook-Memory Book	4	3,657	3,694	3,740	3,796	3,862
Destination Imagination Lead	6	5,485	5,540	5,609	5,694	5,793

W AB

APPENDIX B-3 – Other Stipends

	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
CHAPERONES					
Chaperone Home Game	114	115	117	118	121
Chaperone Away Game	144	146	148	150	153
Head Chaperone Regular Event (to 4 hours)	180	182	184	187	190
Reg. Chaperone Regular Event (to 4 hours)	114	115	117	118	121
Head Chaperone Extended Event (more than 4 hours)	270	272	276	280	285
Reg. Chaperone Extended Event (more than 4 hours)	173	174	177	179	182
Head Chaperone Overnight	318	321	325	330	336
Chaperone Overnight	223	225	228	232	236
SCOREKEEPERS					
Scorekeeper (1-game)	76	77	77	79	80
Scorekeeper (2-games)	114	115	117	118	121
BB SUPERVISORY					
AM Detention	2,306	2,329	2,358	2,393	2,435
AM Gym Supervision	2,306	2,329	2,358	2,393	2,435
HS Lunchroom Supervision	2,306	2,329	2,358	2,393	2,435

June ~~2~~³, 2016
AGREEMENT
BY AND BETWEEN THE
BLIND BROOK-RYE UNION FREE SCHOOL DISTRICT
AND
THE BLIND BROOK-RYE FEDERATION OF TEACHERS

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

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

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

VIII. THE TEACHER INDUCTION PROGRAM:

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

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

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

meetings.

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

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

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

Upon completion of each year, the new teacher will receive two in-service credits, $\frac{1}{2}$ for attending the summer workshop, 1 for attending the monthly PLC meetings, and $\frac{1}{2}$ for completing the mini action research project.

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

MENTOR SELECTION CRITERIA:

- A. Selection of Mentor:

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

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

B. Criteria for Serving as a Mentor Include:

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

C. Duties of the Mentor:

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

Year 1

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

Years 2-4

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



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

D. Compensation of Mentor:

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

2015-16 \$1200

E. The Mentee's Responsibilities:

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

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

FOR THE DISTRICT

Jonathan Ross
Jonathan Ross
Superintendent of Schools

FOR THE FEDERATION

Robin Willig
Robin Willig
President

Jeffrey Diamond
Jeffrey Diamond
Board President

DATE:

MARCH 29, 2017

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

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

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

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

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

WHEREAS, the Federation is agreeable to such an alternative;

IT IS HEREBY AGREED AS FOLLOWS:

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

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

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

– Ryc Federation of Teachers Welfare Fund Trustees:

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

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

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


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

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

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


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

FOR THE DISTRICT



Dr. Jonathan Ross
Superintendent of Schools

FOR THE FEDERATION



Nicholas Bianculli
President

APRIL 24, 2017

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

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

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

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

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

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

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

IT IS HEREBY AGREED AS FOLLOWS:

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

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

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

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

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

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

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

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

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

FOR THE DISTRICT



Dr. Jonathan Ross
Superintendent of Schools

FOR THE FEDERATION



Nicholas Bianculli
President



JUNE 21, 2017

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

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

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

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

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

IT IS HEREBY AGREED AS FOLLOWS:

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



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

FOR THE DISTRICT



Mr. Jonathan Ross
Superintendent of Schools

FOR THE FEDERATION



Nicholas Bianculli
President



MEMORANDUM OF AGREEMENT

This AGREEMENT between the BOARD OF EDUCATION, BLIND BROOK-RYE UNION FREE SCHOOL DISTRICT (the "District"), and the BLIND BROOK-RYE FEDERATION OF TEACHERS, LOCAL 1890, NYSUT-AFT (the "Federation"), herein referred to as "the parties", is constituted as follows:

WHEREAS, the District and the Federation are parties to a collective bargaining agreement covering the period July 1, 2021 to June 30, 2023 (the "CBA"); and

WHEREAS, the District has informed the Federation of its intent to implement an Advisory program at the Blind Brook Middle School and the Blind Brook High School for the 2022-2023 school year; and

WHEREAS, to implement the Advisory program for the 2022-2023 school year and beyond, the District and Federation have negotiated regarding the terms and conditions of employment for those Federation members who will implement the Advisory program and wish to memorialize their agreements regarding these issues

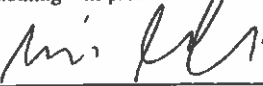
NOW THEREFORE, the parties incorporate each of the above recitals into the body of this Agreement, as if more fully set forth in the body of this Agreement, and hereby agree as follows:

1. For the purposes of providing academic assistance to students in the middle and high schools, as part of the existing academic assistance program cited in the parties' Collective Bargaining Agreement, the District and Federation agree to implement an Advisory program for students designed to enrich students in the areas of Social Emotional Learning and executive functioning skills that are necessary to succeed academically.
2. At the high school, once every two weeks of school, the existing Academic Help period of twenty (20) minutes will be used and can be moved to provide time for the Advisory program.
3. At the middle school, once every week for no more than thirty (30) minutes per week, the existing Academic Assistance to Student Period will be used to provide time for the Advisory program. Upon request, the parties will meet quarterly to evaluate the frequency that the Advisory program meets, with the possibility that the frequency of Advisory meetings could be reduced by mutual agreement of the parties.
4. During the Advisory time, teachers will meet with small groups of students to execute pre-planned activities that will be presented by the Administration to the faculty at the prior month's faculty meeting. Teachers will not be expected to perform any work for the

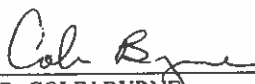
Advisory program beyond the work done in monthly faculty meetings and the work done in the Advisory sessions themselves.

5. Teachers will be asked by the Administration to provide feedback on the Advisory activities.
6. If topics for activities and discussions for Advisory arise that cause concern for faculty members in terms of their appropriateness, Federation representatives will make the Administration aware of such concerns. The Administration will discuss the concerns with Federation representatives and take the concerns into account in the planning process for Advisory activities before asking faculty to lead discussions or activities on these topics. The Administration will give due consideration to the Federation's request to have a concerning topic removed from Advisory.
7. For the purpose of observations and evaluations related to the Annual Professional Performance Review, teachers shall not be observed or evaluated on their performance during Advisory.
8. Teachers will not be expected to meet with students individually as part of their Advisory responsibilities; should the District decide to implement a one-on-one meeting component of Advisory, the District shall hire and assign qualified staff (i.e., guidance counselors, social workers, psychologists) to perform this work.
9. This Memorandum of Agreement shall be incorporated into the long form Collective Bargaining Agreement.
10. The Parties have satisfied all obligations to bargain pursuant to the Taylor Law regarding the terms and conditions of employment attendant to the District's implementation of Advisory. The Federation will not file any grievance, demand for arbitration, improper practice charge, demand for impact bargaining and/or any other action or proceeding of any kind and nature with regard to the implementation of Advisory, except that nothing will prohibit the Federation from filing an action to enforce the terms of this Agreement.

Dated: 8/5/22

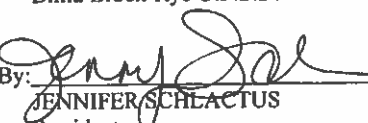
By: 
NICHOLAS BIANCULLI, President,
Blind Brook-Rye Federation of Teachers,
Local 1890, NYSUT-AFT

Dated: 8/5/22

By: 
DR. COLIN BYRNE
Interim Superintendent of Schools,
Blind Brook-Rye U.F.S.D.

Dated: 8/10/22

8/10 (98)

By: 
JENNIFER SCHLECTUS
President,
Board of Education,
Blind Brook-Rye U.F.S.D.