

AGREEMENT

between the

EAST ISLIP UNION FREE SCHOOL DISTRICT

and the

EAST ISLIP TEACHERS' ASSOCIATION

July 1, 2022 - June 30, 2027

RATIFICATION DOCUMENT

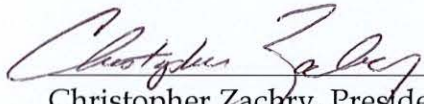
WHEREAS, the Board of Education's negotiating team has recommended and submitted to the Board of Education a negotiations agreement between the Board of Education of the East Islip School District and the East Islip Teachers' Association (EITA) effective from July 1, 2022 to June 30, 2027 covering Unit I (Teachers); and

WHEREAS, the East Islip Board of Education, meeting in Public Session on October 27, 2022, has ratified the contract; and

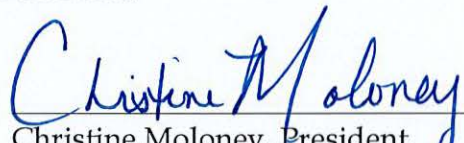
WHEREAS, the East Islip Teachers' Association Negotiation Committee has approved said agreement and recommended its approval by the EITA General Membership; and

WHEREAS, the EITA General Membership, meeting on October 27, 2022, has ratified the contract; therefore be it

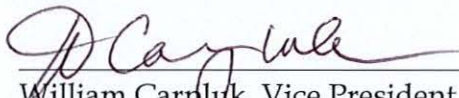
RESOLVED that the President of the Board of Education and the President of the EITA affix their signatures to this Ratification Document.



Christopher Zachry, President
East Islip Board of Education



Christine Moloney, President
East Islip Teachers' Association



William Carpluk, Vice President
East Islip Board of Education

Board of Education
East Islip School District
Town of Islip
East Islip, New York

East Islip Teachers' Association
3500 Sunrise Highway
Great River, New York

Date: 2.1.23

Date: 2/1/23

PREAMBLE

1. In order to effectuate the provisions of the New York State Public Employees' Fair Employment Act, the Board of Education of the East Islip School District and the East Islip Teachers' Association hereby enter into an agreement which has been negotiated according to the terms of the law.

2. In this document the East Islip Teachers' Association shall be referred to as the "Association," the East Islip Board of Education as the "Board," the Superintendent of Schools as the "Chief Executive Officer" or the "Superintendent," and this agreement as the "Agreement" or "Contract Agreement."

3. It is recognized that the members of the teaching staff require specialized qualifications. The success of the educational program depends upon the maximum utilization of the abilities of teachers who are reasonably well satisfied with the conditions under which their services are rendered.

4. The Board of Education, the Superintendent and administrative staff, and the members of the teaching staff can best attain their common objective and discharge their responsibilities if each utilizes the ability, experience and judgment of the other in formulating policies and making decisions. It is the purpose of the Negotiation Agreement to set forth the principles governing such matters of mutual concern to the parties, namely the East Islip School District and the East Islip Teachers' Association.

5. This Agreement provides for the negotiation with the Association of the terms and conditions of employment for Unit I. Both parties to this Agreement recognize education as both a public trust and a professional calling.

6. It is mutually agreed that teacher consultations and involvement in determining the educational program and in operating the various schools shall be provided. It is also mutually agreed that consultation with the Association shall be provided.

TABLE OF CONTENTS

	Page
RATIFICATION DOCUMENT.....	i
PREAMBLE	ii
TABLE OF CONTENTS.....	iii
ARTICLE I RECOGNITION	1
ARTICLE II PRINCIPLES OF NEGOTIATIONS	2
ARTICLE III PROCEDURES OF NEGOTIATION	3
ARTICLE IV ASSOCIATION CONSULTATION.....	4
ARTICLE V GRIEVANCE PROCEDURE.....	5
ARTICLE VI TEACHER RIGHTS.....	12
ARTICLE VII TEACHER ASSOCIATION RIGHTS.....	17
ARTICLE VIII UNPAID LEAVES OF ABSENCE.....	21
ARTICLE IX FRINGE BENEFITS	22
ARTICLE X IN-SERVICE EDUCATION.....	35
ARTICLE XI COACHING AND EXTRACURRICULAR PAY	36
ARTICLE XII LENGTH OF WORK DAY	46
ARTICLE XIII SUMMER SCHOOL.....	48
ARTICLE XIV PROTECTION OF TEACHERS	48
ARTICLE XV SUPERVISION AND TEACHER ASSISTANCE.....	49
ARTICLE XVI FAIR DISMISSAL	52
ARTICLE XVII CLASS SIZE AND LOAD	53
ARTICLE XVIII TEACHER WORK YEAR AND CALENDAR.....	62
ARTICLE XIX TEACHERS FACILITIES	63
ARTICLE XX JOB SECURITY	65
ARTICLE XXI SALARY AND PROFESSIONAL COMPENSATION	66
ARTICLE XXII RATIFICATION OF CONTRACT	74
ARTICLE XXIII IMPLEMENTATION AND DURATION OF AGREEMENT.....	74
NOTICE	75

GLOSSARY	76
INDEX	77
SALARY SCHEDULE 2022-2023	78
SALARY SCHEDULE 2023-2024	79
SALARY SCHEDULE 2024-2025	81
SALARY SCHEDULE 2025-2026	82
SALARY SCHEDULE 2026-2027	83

**ARTICLE I
RECOGNITION**

I. Certification of Unit

The District, in order to recognize the East Islip Teachers' Association as the exclusive representative of the teaching personnel unit (Unit I), has required satisfactory evidence that the Association in fact represents a majority of such employees. Such evidence is in the form of a notarized certificate attesting to the Association's possession of signed Designation Cards by a majority of members of Unit I (sample follows): Such certification will be forwarded to the School District by January 1, 2007.

AUTHORIZATION AND DESIGNATION CARD

Name _____
(Last) (First) (Building)

To: Board of Education, EAST ISLIP, NEW YORK

I hereby designate and authorize East Islip Teachers' Association as my exclusive representative for collective negotiations with respect to terms and conditions of employment, administration of all grievances and all other mailers allowed under the New York Public Employees' Fair Employment Act, and other applicable statutes thereof. I revoke all instruments, if any, heretofore made by me for any of the foregoing purposes. This instrument shall remain in full and continuous force and effect while I am employed in this school system or until revoked by written notice signed by me.

Date _____

Signature _____

II. Composition of Unit

A. The Board hereby recognizes the East Islip Teachers' Association as the official negotiating agent for the following: Teachers; all classroom and others who perform services for pupils in the various certified areas of guidance, nursing, attendance, psychology, library, social work, speech, reading, art, physical education, music, and other special subject teaching areas. In addition, this unit (Unit I), shall include Registered Nurses. This unit (Unit I), shall not include Department Chairpersons.

B. Representation Challenge

In the event of a challenge regarding representation rights, the Board will proceed according to the regulations of the State Public Employees' Relations Board.

**ARTICLE II
PRINCIPLES OF NEGOTIATIONS**

I. Items of Negotiation

The New York State Public Employees' Fair Employment Act provides that public employees shall have the right to be represented for negotiations with respect to "terms and conditions of employment." This term is defined in statute as meaning "salaries, wages, hours, and other terms and conditions of employment." It is mutually agreed that this Agreement shall include the following items for negotiations:

- A. Grievance and Procedures
- B. Teacher and Association Rights
- C. Salary and Professional Compensation
- D. Leaves of Absence
- E. Fringe Benefits
- F. In-Service Education
- G. Coaching & Extracurricular Salaries
- H. Length of Work Day
- I. Teaching Facilities
- J. Summer School Salaries and Working Conditions
- K. Teacher Protection
- L. Supervision and Teacher Assistance
- M. Fair Dismissal Procedure
- N. Class Size and Load
- O. Teacher Work Year
- P. Faculty Consultation
- Q. Job Security

and other mutually agreed matters which directly affect the quality of the educational program in the East Islip School District, i.e., if either party chooses to consider the matter as being outside the defined negotiable areas, it can do so in good faith.

II. Exclusive Bargaining Agent

The Association specifically reserves the right to negotiate with the School District Negotiators on matters concerning terms and conditions of employment as listed above. The School District agrees that negotiations will not be held with any other teacher

organization or individual other than the Association for the duration of this Agreement.

III. Rights of Minorities and Individuals

The legal rights inherent in the New York State law and in the rulings and regulations of the Commissioner of Education affecting certified personnel are in no way abridged by this Agreement.

Individuals may present their views and recommendations to the Board at regularly scheduled meetings of the Board or to the Administration at other times, but they may not negotiate any matters with the School District. Notification of such regularly scheduled public meetings of the Board shall be given to the Association, and the Association shall be given the opportunity at such meetings to present its views on any matters contained in this Agreement.

IV. Management Rights

The Association acknowledges that the Board of Education and the Superintendent of Schools together have the sole right of management and superintendence of the East Islip Union Free School District. Hence, except as provided herein, the Board of Education and the Superintendent of Schools shall retain all authority, rights and/or obligations imposed upon or accorded to them by law.

V. Request for Assistance

The parties bound by this Agreement may call upon competent professional and for lay representatives to consider the matter under discussion, to speak in their behalf, and to make suggestions for the Contract Agreement. Each party will notify the other in advance of said meeting of its intention to have such a person or persons in attendance. Each party will pay any costs involved in securing its own assistance.

ARTICLE III PROCEDURES OF NEGOTIATION

I. Starting Dates

A. On September 1, 2026, or on any other mutually agreed date, the parties will begin negotiations for a successor contract and meet to exchange contract proposals and establish working procedures for the conduct of negotiations.

B. Negotiations for a new contract may be initiated at the written request of the District or the Association. The request shall specify the matter or matters to be negotiated. The meeting date, time and place shall be mutually agreed upon. At all times the parties to this Agreement shall negotiate in good faith to reach accord.

II. Frequency of Negotiations

Negotiations will continue at least once every two weeks, unless mutually agreed otherwise, from the initial request thereafter until the matter or matters being negotiated have been resolved by agreement, or until impasse is declared.

III. Confidentiality

The parties agree that, during the period of negotiations and prior to reaching an agreement to be submitted to the Board and the Association, the proceedings of the negotiations shall remain confidential with the Board, the Association, the negotiators, and their advisors. When an impasse has been declared, according to the provisions of the Public Employment Act, the matter or matters need not remain confidential.

IV. Tentative Agreement

All agreements are tentative until final agreement is reached on the entire contract. When tentative agreement is reached covering all the areas being negotiated, the Agreement will be reduced in writing to contract language and submitted to the Association and to the Board for approval and/or ratification. Within ten (10) calendar days from the date of agreement the negotiators, the Association, and the Board shall take ratification and/or approval action on the Agreement and the parties shall notify each other in writing as to rejection or ratification of the Agreement. Following ratification by the Association and by the Board, the Contract Agreement shall become part of the official minutes of the Board of Education.

V. Impasse

If an impasse is declared in contract negotiations, the impasse shall be resolved by following the machinery as provided in the Public Employees' Fair Employment Act.

ARTICLE IV ASSOCIATION CONSULTATION

It is mutually agreed that there should be professional consultation between the Association and the Administration. The Association and its members are encouraged to contribute to the success and improvement of the school program by consulting with the Superintendent and other members of the District's Administrative Staff.

I. District Consultation Council (DCC)

A. The Superintendent of Schools, together with two of his/her designees, shall meet with the President of the Association and two of his/her designees on a regular basis to discuss Union Proposals or District plans concerning curriculum, teaching methods, materials and supplies, budget, staffing, educational facilities, and any other matter pertaining to educational programs carried on or proposed to be carried on in the East Islip Public Schools that are not directly negotiable as per this Agreement.

B. In addition to the matters described above, prior to the final decision making and/or implementation of any matter pertaining to the modification of any existing program, or introduction of any new program, the Administration will notify the Association in writing as to said plans, giving such details and making materials available in sufficient time in order that the Association can be afforded the opportunity to present its views on such matter to the DCC.

C. The District Consultation Council will meet on a regular basis or upon request of the Association at a mutually acceptable time and day, provided that agenda items have been submitted by either party to the Secretary of the Superintendent of Schools. Minutes will be kept by the Council, and will be distributed to the parties within one week of the meeting.

**ARTICLE V
GRIEVANCE PROCEDURE**

I. Purpose

A. The purpose of this procedure is to secure, at the earliest stage possible, the satisfactory resolution of a grievance.

B. Both parties agree that the proceedings will be kept as informal as possible and that the proceedings will be kept confidential at all levels by all parties involved in the proceedings. This restriction does not apply to the resolution to the grievance.

II. Definitions

A. A "grievance" is a complaint by a teacher, a group of teachers, or Association representatives, based upon an alleged violation of, or variation from the provisions of this contract or the interpretation or application thereof.

B. A "party of interest" is:

1. The teacher or teachers filing the grievance;
2. A supervisor who might be required to take action;
3. A supervisor charged with a violation;
4. The Board of Education;
5. The Association.

C. "Supervisor" means an immediate supervisor, or an administrative or supervisory officer of the school district with immediate responsibility for the matter involved.

D. The "Chief Executive Officer" is the Superintendent of Schools, or his/her designee.

E. "Association" shall mean the East Islip Teachers' Association.

F. "Representatives" are the persons designated to make a presentation at any stage of the grievance procedure by the appropriate party as hereinafter provided. The Association and the District shall appoint only one spokesperson to make a presentation at each stage of the procedure.

G. "Days" means days that school is in session unless otherwise specified.

H. "Aggrieved party" is the individual teacher, group of teachers, or Association representatives filing a grievance.

I. "Board of Education" shall mean the duly elected or appointed trustees of the School District.

III. Procedures

Filing of Grievance

A. If the matter is not resolved at Step 1, a statement shall be provided to the Superintendent of Schools or his/her designee setting forth:

1. Name and position of the aggrieved party.

2. Identity of the contract provisions involved.
3. Time and place where the alleged events or conditions constituting the grievance occurred.
4. Identity of the party responsible for causing the said events or conditions, if known to the aggrieved party.
5. A particularized statement as to how the alleged events or conditions constituting the grievance violates, varies or misinterprets the contract provisions cited.
6. A statement of the redress sought by the aggrieved party.

B. No records or minutes, stenographic or otherwise, will be kept unless as desired by either party at arbitration.

C. The preparation and the processing of grievances, insofar as practicable, shall be conducted outside the hours of employment. Students shall not be involved in any phase of the grievance procedure, where possible.

D. The District and the Association agree to facilitate any investigation which may be required and to make available all non-confidential material and relevant documents, communications and records concerning the alleged grievance. The District will not be required to create records when in fact they do not exist.

E. The appropriate parties and/or their designated representatives shall have the right at Steps 1 and 2, as hereinafter provided, to a free and candid discussion of the matter at hand. At Step 3, the rules and procedures of the American Arbitration Association will prevail.

F. Either party may request, at its expense, that official minutes be taken and transcribed by a public stenographer of all proceedings at Step 3. If both parties request such transcripts, the cost shall be shared equally by the District and the aggrieved party.

G. No interference, coercion, restraint, discrimination or reprisal of any kind shall be taken against any member of Unit I by either party to this Agreement by reason of such grievance or involvement therein.

H. Forms required for the orderly processing of grievances will be jointly developed by the Superintendent of Schools or his/her designee and the Association for the length of this Contract. The Association agrees to have them prepared and

distributed so as to facilitate operation of the grievance procedure. The cost of such forms shall be shared equally by the Board of Education and the Association.

I. Copies of all documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participant. Original evidence documents shall be returned to their proper files.

J. Nothing contained herein will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration and having the grievance informally adjusted without the intervention of the Association, providing the adjustment is not inconsistent with the terms of this Agreement and has the approval of the President of the Association and the Superintendent of Schools.

K. If any provision of this grievance procedure or any applications thereof to any teacher or group of teachers in the negotiating unit shall be finally determined by any court to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications will continue in full force and effect.

L. It is mutually agreed that the Chief Executive Officer shall accumulate and maintain the Official Grievance File, which shall consist of:

1. Copy of resolution at Step 2, if any.
2. Copy of request for arbitration and statements as required in Procedures A 1 through 6.
3. Copy of Arbitrator's Decision and Award at Step 3.

M. The existence of the procedure hereby established shall not be deemed to require any teacher to pursue the remedies here provided and shall not in any manner impair or limit the right of any teacher to pursue any other legal remedies available in any other legal forum.

IV. Time Limits

A. Since it is important to good relationships that grievances be processed as rapidly as possible, efforts will be made by all parties to expedite this process. The time limits and steps provided hereinafter may be altered or waived by mutual consent.

B. No grievance will be entertained unless filed in the first available step within twenty (20) days after the appropriate party knew or should have known of the act or conditions on which the grievance is based.

C. Failure to adhere to the limits as hereinbefore or hereinafter provided by the aggrieved party and/or his/her representative shall discontinue the grievance and bar further appeal under this Agreement unless mutually agreed otherwise.

D. Failure to adhere to the time limits as hereinbefore provided by the Board of Education, its Chief Executive Officer or his/her designee, or its supervisory employees, unless mutually agreed otherwise shall permit the aggrieved party and/or his/her representative to proceed to the next step of the grievance procedure.

E. Any grievance filed between June 1 and June 30 must reach its conclusion in all stages except arbitration by August 1, unless otherwise mutually agreed.

V. Steps

Step 1 - Building Level

A. The aggrieved party and/or his/her representative shall have an informal discussion with the building principal and the immediate supervisor should the immediate supervisor be other than the building principal for the purpose of resolution if the matter at hand is within his/her authority, otherwise the matter proceeds directly to Step 2 by request on a form provided for that purpose. The building principal may elect to have a representative present at this informal discussion.

B. No resolution shall be inconsistent with the terms and conditions of this Contract unless agreed to, in writing, by the Association and Superintendent of Schools.

C. If the matter at hand is not resolved within five (5) days after the date of initial discussion, it shall be so stated on a form provided for that purpose, and the aggrieved party and/or his/her representative may proceed to Step 2 by requesting, on a form provided for that purpose, that the unresolved matter be brought before the District Level Grievance Panel at the next regularly scheduled meeting.

Step 2 - District Level Grievance Panel

A. The District Level Grievance Panel shall be composed of:

1. The Superintendent of Schools or his/her designee.
2. One Administrator as designated by the Superintendent of Schools.

3. The President of the Association or his/her designee.
4. The Grievance Chairperson of the Association or any other Association Official as designated by the President of the Association.

B. The District Level Grievance Panel shall meet, unless agreed otherwise on Wednesday, at a mutually agreeable time, of each odd week that school is in session, to discuss all matters not resolved at Step 1 for the purpose of resolution.

C. The aggrieved party and/or his/her representative at Step 1 and the Supervisor involved shall not in ordinary circumstances be in attendance unless a specific request is made by one or the other which is binding on both or their presence is required by either the Association or the Superintendent of Schools which is also binding on both.

D. If the matter at hand is resolved, the Association will indicate its acceptance of such resolution, in writing, as soon as possible, with copies to all appropriate parties.

E. If the matter at hand is not resolved, the Association may submit the matter to arbitration for resolution of the alleged violation of, or variation from the provisions of this Contract or the interpretation or application thereof.

F. Failure to proceed to arbitration within five (5) days after the date of initial discussion at this step will discontinue the grievance and bar further appeal under this Agreement.

Step 3 - Arbitration

A. There shall be a Permanent Panel of five (5) arbitrators who shall serve on a rotating basis depending upon the availability to serve within two (2) months from the date the demand is filed.

B. This Permanent Panel shall consist of the following members:

1. Jay Siegel
2. Martin Scheinman
3. Owen Walsh
4. Howard Edelman
5. Stephen Bluth

C. In the event a member of the Panel becomes permanently unavailable, the parties will attempt to select a replacement. If the parties cannot agree on a replacement, the replacement will be selected by the four (4) remaining panel members.

D. The selected arbitrator will hear the matter promptly and will issue his/her decision no later than thirty (30) days from the date of the close of the hearing, or if oral hearings have been mutually waived, then from the date the final statements and proofs are submitted to him. The arbitrator's decision will be in writing and will set forth his/her findings of fact, reasoning, and conclusions.

E. The decision and award of the arbitrator shall be final and binding on all parties.

F. The arbitrator will be without power or authority to make any decision which is in violation of the terms of this Agreement nor shall the arbitrator have any power to add to, detract from, or in any way alter the provisions of this Agreement.

G. The arbitrator shall have no power or authority to make any decision which requires the commission of an act prohibited by law or which is in violation of the terms of this Agreement.

H. The parties will be bound by the rules and procedures of the American Arbitration Association unless modified by this Agreement.

I. In the event that all members of the Permanent Panel become unavailable to serve, the services of the American Arbitration Association will be utilized for the selection of an arbitrator. The parties will then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.

J. The cost and fees of the American Arbitration Association and of the arbitrator incurred as a result of this procedure shall be borne by the party whom the arbitrator finds in error, and will be so stated in his/her decision. In the event the arbitrator is asked to make a determination on more than one issue, the costs will be allocated on a *pro rata* basis determined by who was declared in error by the arbitrator in each issue. The argument or arguments advanced by either party in support or opposition to an issue or issues will not be used as a basis for any *pro rata* allocation of expense.

VI. Miscellaneous Procedures

A. The aggrieved party and/or the supervisor may have access to pertinent School District records under administrative supervision and may make copies thereof

in accordance with Article 6 of New York State Public Officer Law (Freedom of Information Law).

B. No decision, with respect to a grievance, shall require the commission of any act prohibited by law or in violation of the Regulations of the Commissioner of Education or the terms of this or other agreements or contract currently in effect between the School District and the employees of respective negotiation units designated by the Board of Education.

ARTICLE VI TEACHER RIGHTS

I. Teacher Handbooks

A loose-leaf Teachers' Handbook shall be provided for each school to be held and used by the Teacher Representative of the school. Each handbook will contain the written policies of the School District, the written District Administrative Regulations, and the written Administrative Regulations of that particular school. Three (3) copies of the loose-leaf Teachers' Handbook shall be provided to the President of the Association and shall contain the written Administrative Regulations of all the schools in the District. Changes in the policies or regulations shall be forwarded to each Teacher Representative and to the President of the Association for insertion in the Handbooks.

II. Religious and Political Activities of Teachers

Teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher, except that the teacher will not use his/her classroom or school property to propagate his/her own political or religious beliefs to children. All presentations of political or religious beliefs will be made objectively with a conscientious attempt to present both sides of any question.

III. Evaluation Reports

Each teacher shall be given three (3) copies of his/her observation report within eight (8) school days of the classroom observation and three (3) copies of any evaluation report within eight (8) days after its completion. The teacher shall have the right to discuss such reports with the supervisor who completed it (them). Within eight (8) school days after receiving such reports, the teacher shall sign and date two (2) copies to be returned to the issuer of the report, but the teacher's signature will not necessarily indicate agreement with the reports' contents. It shall be the teacher's right to have his/her written response to the observation and/or evaluation report affixed thereto.

For the purpose of this provision, the designated eight (8) days shall not be inclusive of the day of the observation or the date of the receipt of the observation.

IV. District Evaluation File

A teacher may review the contents of his/her personnel evaluation file with the administrator in charge of personnel or his/her designee, at a time mutually convenient, excepting, however all confidential references. A representative of the Association may, if the teacher wished, accompany the teacher at such time. No material may be added to or may be placed in the teacher's evaluation file until said teacher has been notified of such placement or addition and a copy of the material has been forwarded to the teacher. Any material added to or placed in a teacher's evaluation file without his/her knowledge shall be removed. All material to be added to the teacher's file must be signed by the teacher within five (5) days of receipt to indicate knowledge of its placement.

V. Position Openings

The President of the Association shall be notified of position openings for certified positions in the School District.

VI. Civil Rights

Where a teacher feels that he/she is being treated unfairly in the application or interpretation of a clause contained in this Contract, he/she has the right to file a grievance under Article V - Grievance Procedure. The Board of Education agrees that no demand will be made of the teachers that:

- A. Discriminates among teachers because of race, sex, color, creed or marital status.
- B. Singles out or differentiates a teacher from other teachers in an unreasonable, unjustified way.
- C. Blatantly ignores conditions beyond the human control of the teacher.
- D. Represents a prejudice or reprisal on the part of the Administration.

VII. Classroom Environment

The classroom environment shall not be disturbed by an unreasonable number of outside interruptions within the control of the District.

VIII. Transfer and/or Reassignment

Teachers have the right to file an application for reassignment and/or transfer.

IX. Involuntary Transfers

A. The District and the Association recognize that the transfer of teachers from one school to another may become necessary. The District and the Association further recognize that frequent transfer of teachers is disruptive of the educational process and interferes with optimum teaching performance. However, when it is determined that a transfer is necessary, the following procedure will apply:

1. Attrition - When a decline in the number of classes in a building necessitates transfer of teachers, teachers shall not be transferred involuntarily unless volunteers are first sought for transfer. Should no teachers volunteer, an involuntary transfer will be made on a seniority basis; however, an exception to this seniority requirement shall be permissible in situations where voluntary transfers controlled by seniority would create staffing conditions which would be detrimental to the program, inappropriate or violative of law. In such instances the Superintendent will meet with the teacher and/or the Association to review the matter fully prior to the decision to implement the involuntary transfer.
2. Other
 - i. An involuntary transfer means the transfer of a teacher from one building to another. A teacher will only be transferred to a comparable position.
 - ii. Prior to making a transfer, the convenience and wishes of the individual teachers will be considered and the best interest of the school system and the pupils will be considered. Involuntary transfers will not be made until the teacher involved, the Superintendent or his/her designee, and the Association President meet to discuss the transfer. Prior to making a final determination, the District will consider the desires of the teacher being transferred. Notice of involuntary transfer will be given to teachers as soon as practicable.
 - iii. In such cases the teacher who is involuntarily transferred will be given the opportunity to shadow in the new building with colleagues on one regularly scheduled school day.

X. Tentative Teaching Schedule

The teacher shall receive a tentative teaching program for the next school year by May 15 of the current school year for those teachers currently members of the professional staff. When this program shall be tentatively finalized by the Administration, it will be available to the teacher after May 15. Newly employed teachers shall, when practical, receive tentative teaching programs at the time of their appointment.

XI. Right to Experiment and Innovate

A teacher may innovate and experiment within the framework of the approved instructional curriculum, but he/she will be responsible for his/her professional decisions which shall be subject to review by the supervisory staff. Before implementing any major innovation, he/she will submit detailed plans and consult with the building principal.

XII. Application for Special Enrichment Grants

The District may provide funds for special grants to enrich innovative or exceptional programs. If funding is provided, Unit members may make application for grants of up to \$1,000 for the enrichment of programs. Applications shall be submitted to a committee of Unit members selected by the President of the EITA. The committee shall review all proposals, and make recommendations to the Superintendent of Schools for the granting of awards. The final decision shall be made by the Superintendent in consultation with the President of the EITA.

XIII. Assignment of Extracurricular Activities

The teacher has the right to decline any extracurricular activity and the District has the right to employ individuals outside of the unit when qualified unit members are not available.

XIV. Evaluation of Teachers

The observation of the teacher within the classroom situation for the purposes of evaluation shall not be conducted in a surreptitious manner.

XV. Classroom Materials

The teacher has the right to have a classroom which is adequately furnished with materials, supplies and equipment to permit him/her to carry out a meaningful teaching program within the approved budgetary limitation as determined by the Superintendent of Schools.

XVI. Official Complaints

Teachers have the right to be informed of and reply to official complaints made to the Board of Education and/or administration concerning the teacher's professional employment.

XVII. Special Area Facilities

Where regular permanent classroom space is available within the building, special area teachers in the elementary school shall have temporary use of the said space in which to teach. The annual assignment of classes to rooms by the administration shall determine the availability.

XVIII. Confidentiality of Teacher File

The District and the teacher agree that the contents of the Supervisory file shall remain confidential except to members of the Board of Education, administrative staff and those authorized in writing by the teacher. The District may divulge the contents during any grievance, litigation or as required by any agency having the legal right to this information. The contents may also be divulged to any party mutually agreed upon by the Superintendent or his/her designee and the teacher.

XIX. Appropriateness of Facilities

Teachers shall not be required to teach in physical areas which do not conform to standards enumerated in the Commissioner's Regulations applying to classrooms unless a waiver for the use of such facilities is obtained. The Association will receive a copy of the District's application for waiver at the time it is submitted.

XX. Removal of Students from Classroom

Until the arrival of an administrator or supervisor, a teacher may temporarily remove a pupil from a class when the grossness of the offense or the disruptive effect of the behavior makes the continued presence of the student in the classroom demeaning to the learning program. In such cases, the teacher will immediately notify the principal or appropriate supervisor and as promptly as his/her teaching obligations will allow, provide in writing, full particulars of the incident.

XXI. Disciplining of Teachers

An administrator will, whenever possible, avoid discussions concerning negative aspects of a teacher's performance when students or other school personnel not having an interest in the issue are present. If disciplinary action is contemplated, the teacher

has the right to have his/her building representative or an individual designated by the Teachers' Association present if he/she so desires.

XXII. Student Teacher

The teacher has the right to decline the responsibility for a student teacher. After acceptance of a student teacher the teacher will follow through the commitment unless otherwise mutually agreed between teacher and immediate supervisor. This clause will not be used by the Association to exclude the use of student teachers in the District.

XXIII. Right to Unpaid Leave

Upon completion of twelve (12) years of service to the East Islip School District, a teacher shall be entitled to an unpaid leave of absence for up to one (1) year. A maximum of ten (10) teachers per year may exercise this right.

ARTICLE VII TEACHER ASSOCIATION RIGHTS

I. Use of School Facilities

The East Islip Teachers' Association may use designated areas of school buildings for meetings of teachers and for Association functions by making application to the Superintendent of Schools or his/her designee and by receiving approval in advance from said Superintendent or his/her designee. In making use of such facilities the East Islip Teachers' Association shall conform to the rules and regulations of the Board of Education applicable to all organizations regarding the use of school buildings and grounds.

II. Dues Deduction

Teachers shall have the right to have their membership dues deducted from their paychecks for the East Islip Teachers' Association and its State and National affiliates. Such dues shall be deducted in twenty (20) equal payments unless otherwise mutually agreed.

III. Use of District Mailboxes

The Association may, through its Building Representatives or their designees, distribute materials dealing with proper and legitimate business of the Association through the teachers' mailboxes and inter-school mail.

IV. Use of Bulletin Boards

The Association shall have the right to place a bulletin board in one (1) teachers' lounge of each school for the purpose of posting materials dealing with the proper and legitimate business of the Association. The District shall have the right to suspend or revoke this privilege if the terms of this paragraph are not followed.

V. Association Days

A total of ten (10) days with pay each school year shall be allowed for use by members of the Association as follows:

A. District Consultation Committee Visitations (DCC)

Five (5) days for teacher visitations or conferences as a result of DCC consultation. Such days shall be exclusively for teacher members of DCC and agreed upon by the President of the Association and Superintendent of Schools.

B. Teacher Association Organization Days

Five (5) days to be allocated by the President of the Association to members of the Association for organizational purposes. Said days are not to be deducted from any other leave to which the teachers are entitled. The teachers utilizing such days will notify the building principals in advance. If mutually agreed upon between the President of the Association and the Superintendent of Schools, additional days without pay may be granted to members of the Association for organizational purposes.

C. Delegates to National Organizations

Delegates to state and national affiliates may attend their annual House of Delegates or annual meeting of their respective organizations. The delegates shall be paid the difference between their substitute's salary (if any), and their own salary for the days absent.

VI. Agenda and Minutes of the Board Meeting

The President of the East Islip Teachers' Association, or his/her designated representative, may secure a copy of the Agenda of a Board of Education public meeting, if printed, the day preceding the meeting, and a copy of the minutes of a Board of Education public meeting five (5) days after approval by the Board.

VII. Election to Office by State or National Affiliates

Any teacher covered by this Agreement and elected an officer of the state or national affiliates of the East Islip Teachers' Association, shall upon his/her written notification to the Board of Education be granted an unpaid leave of absence for the purpose of discharging the duties of such office. The time spent on such leave may be credited for salary purposes and other benefits in the East Islip School District at the discretion of the Board of Education.

VIII. The President of the Association shall:

A. Have no more than two (2) teaching periods on the secondary level, or ½ day assignment on the elementary level, no administrative or supervisory duties, no supervisory periods per day, and no homeroom responsibilities, and will continue to receive full pay and to accrue all benefits, including seniority. The President's classes will, if possible, be scheduled within the first two (2) teaching periods.

B. In lieu of the reduced schedule outlined above, the President may elect to serve in a regular substitute capacity for a maximum of sixty (60) days during the school year. As in Section A above, the President will continue to receive full pay and to accrue all benefits, including seniority for the full school year for which such service is rendered. The President will notify the District of the option selected no later than June 1 for the following year.

C. In lieu of the release time expressed in sections A and B above, the Association will pay the School District nineteen-thousand five-hundred dollars (\$19,500) annually. All prior side agreements by and between the District and the Association respecting release time for the Association's President are hereby null and void.

IX. Excused Time for Association Business

A. One (1) Building Representative (B/R), in each school building shall have no administrative or supervisory duties, and no supervisory periods. In buildings where there is more than one representative, the President of the Association will designate the building representative who shall have no duties.

B. The EITA Grievance Chairman shall have no administrative or supervisory duties, no supervisory periods, and no homeroom.

X. Reports at Public Board of Education Meetings

The Association, at its request, shall be given a place on the agenda of regular meeting of the Board of Education for reports and announcements. They will be advised, when practical, of the approximate time they will have the opportunity to speak.

XI. Executive Meetings with Board of Education

The Association shall have five (5) Special Meetings scheduled with the Board of Education during the school year to discuss district programs, policies, procedures and problems. Additional meetings may be scheduled by mutual agreement. Two (2) of the above five (5) meetings must be held within thirty (30) days of the date the request is made.

XII. Negotiations Information

The District will comply with reasonable requests for non-privileged pertinent information which will assist the Association in developing proposals and programs for negotiations. As for requests for original statistical studies, pertinent public records will be made available to the Association in accordance with the Public Information Law.

XIII. Teacher Orientation Day

The agenda for the Teachers' Orientation Day, and the District Conference Day, if any, is to be prepared cooperatively by the Administration and the Association.

XIV. Excused Time for Negotiations

When the Superintendent of Schools deems it is in the best interest of the school district to require a teacher or group of teachers to be excused from his/her regular duties for the purpose of participating in negotiations, he/she will provide a replacement for said teacher or teachers at no additional cost to the school district and without loss of pay or leave time to the affected teachers.

XV. Creation of New Position

Whenever a new permanent title or position within Unit I is to be created, the Superintendent shall notify the Association in advance.

**ARTICLE VIII
UNPAID LEAVES OF ABSENCE**

I. Exchange Teacher Programs

The Board of Education will consider applications from teachers to participate in a type of Exchange Teacher Program that would:

A. Permit an East Islip Teacher to go abroad and teach in a foreign school with his/her salary being paid in full by the foreign school or government.

B. Allow an East Islip Teacher to go abroad or teach in another school in the United States and be paid his/her salary by the exchange organization or school and the exchange teacher would receive the East Islip teacher's salary.

C. The Board of Education shall have the discretion to grant or reject each application on its individual merits. However, should the Board of Education grant such leave, the approved time shall be counted as years of service in the East Islip School District for the purpose of determining salary.

II. Military Leave

A. A teacher who is a member of an organized militia or reserve force will be entitled to a leave for the duration of ordered military duty. He/she shall also be entitled to receive his/her salary for a period up to thirty (30) days. (Military Law Section 242).

B. For all matters concerning the entrance of a teacher into the military service, Military Law Section 243 defines provisions, and the school district shall be guided by this law.

III. Miscellaneous Leaves of Absence

A. Application for any leave of absence must be presented to the Superintendent of Schools for recommendation to the Board of Education. The Board shall consider each application on an individual basis. A teacher on any miscellaneous leave of absence which has been granted by the Board of Education shall notify the Assistant Superintendent of Instruction and Personnel in writing not later than March 1 of the leave of absence year expiring the 30th day of June next following, as to whether the teacher shall resume the teaching position at the beginning of the next school year, or shall resign the teaching position as of the end of the then present year. Such leaves must begin on February 1 or September 1, unless this requirement is waived by the

District. A copy of the leave request will be sent by the teacher to the building principal for his/her information.

B. The Board of Education will consider applications from its teachers to participate in Peace Corps and/or Vista programs and/or similar government programs.

C. Salary credit for time spent on Miscellaneous Leaves of Absence shall be awarded at the discretion of the Board of Education.

IV. Child Rearing Leave

A. Teachers who so desire have the right to an unpaid leave of absence of up to two (2) years for the purpose of child rearing.

B. Teachers wishing to exercise this right must so notify the District, in writing, at least thirty (30) days prior to the commencement of such leave.

C. A leave of absence under this section may begin prior to the birth of the child.

D. Leaves under this section may begin at any time, but teachers shall return to service only on February 1 or September 1.

ARTICLE IX FRINGE BENEFITS

I. Leaves of Absence

A. Early Summer Dismissal

1. A teacher applying for admission to a special summer institute must submit to his/her Department Chairman and/or Principal a list of all institutes or grants to which applications were made and on what dates, plus the response received to those applications.
2. A reasonable percentage of the applications should be made to institutes whose starting dates do not require an early departure.
3. A teacher's application for any early summer dismissal should be made to his/her Department Chairman if he/she has one, and to his/her Principal if he/she does not have a Department Chairman.

The Department Chairman will forward all applications and supporting material to the Principal with the Chairman's recommendations in writing. All applicants will be informed in writing as to the status of their application within sufficient time so they may comply with the regulations and requirements of the institute, grant, or fellowship.

4. The Principal may grant early dismissal only for days during the last week of school.
5. The provisions and procedures of this policy may also apply to those instances or situations with regard to other than NDEA and NSF institutes such as private grants, fellowships, or institutes.
6. If leave time is necessary for each dismissal for other than the last week of school and the request is approved by the Superintendent of Schools or his/her designee:
 - a. and no substitute is necessary, the time for early dismissal will not be charged against any other leave entitled to said teacher.
 - b. if a substitute is necessary, a teacher may use accumulated personal days for this purpose.
 - c. if the teacher has no personal days left and a substitute is necessary, the cost of the substitute will be deducted from his/her salary.

B. Professional Development Leave

Any Unit Member who has ten (10) or more years of service to the District may be provided the opportunity to submit to the Superintendent of Schools a proposal for a paid leave of up to one (1) year for the purpose of professional/program development. The proposal shall clearly outline the advantages of the plan to the District. Each proposal submitted shall be judged on its merits, and the decision to grant or not grant any such leave(s) shall be at the sole discretion of the District.

C. Jury Duty

A teacher required to serve as a juror shall be paid full salary, without loss of sick or personal leave, during the period of civic obligation. The teacher will remit to the district the total per diem jury duty fees paid for jury service. Reimbursement for travel will be retained by the teacher. Teachers are encouraged to request, through the

Assistant Superintendent of Instruction and Personnel, a postponement of jury duty to a time when school is not in session.

D. Personal Days

1. Each teacher shall be allowed annually three (3) personal days with written advance notice on the appropriate form to his/her principal. In the event of an unforeseen emergency, the teacher shall provide such written notice immediately upon return to his/her teaching duties. Personal days are to be only for urgent business that cannot be conducted outside the school day. Personal days are not to be used to extend a weekend, recess, holiday and/or vacation, unless an emergency exists.
2. The Principal shall not allow more than ten percent (10%) of teaching staff of his/her school to be absent on a given day under provision (1) above, except in the case of a justified emergency situation which may suddenly arise for the teacher, or for religious observance.
3. In addition to the regular three (3) personal days, each teacher shall be allowed three (3) personal days of absence because of death in the immediate family. Such days shall not be charged to any other leave to which said teacher is entitled.
4. Any personal days not used by the teacher in Paragraph (1) above will be converted to sick leave at the conclusion of the school year and added to the teacher's accumulation.

E. Professional Conferences

1. The District shall provide \$33,000.00 annually for professional conferences for members of Unit I. Members of Unit I may apply to the Superintendent of Schools or his/her designee for approval to attend a conference.
2. Reimbursement of expenses for approved conferences shall include registration fee, transportation and hotel expenses, plus daily meal expenses of up to \$45.00 per day.
3. The Principal, after consultation with the Building Representative(s), shall reserve 10% from the funds allocated for one-day conferences unless they mutually agree to a different percentage.

4. After attendance at a conference, the teacher shall submit to his/her building principal a report of the conference on a form provided by the school district.
5. Time used for conference attendance shall not be charged against any other leave entitled to said teacher.

F. Professional Visitations

1. The Assistant Superintendent for Instruction may grant one (1) or more days leave with pay for professional visitations by teachers if he/she believes that such time will be of direct benefit to the East Islip School District and is within budget limitations.
2. After a professional visitation, a teacher shall submit a written report of the visitation to his/her principal.
3. Time used for a professional visitation shall not be charged against any other leave entitled to the teacher.
4. If the teacher requests reimbursement for such approved travel, it shall be paid at the current IRS schedule permissible for tax purposes per mile.

G. Sick Leave

1. Sick Leave is provided for use solely in the event of a teacher's personal illness or injury, when such illness or injury prevents the teacher from performing his/her duties.

a. Non-Tenure Teachers

For non-tenure teachers, there will be ten (10) days paid sick leave each year, cumulative to 150 days.

b. Tenure Teachers

For tenure teachers, there will be twelve (12) days paid sick leave each year, with unlimited accumulation.

2. Should a building administrator be concerned with a teacher's attendance record, he/she shall take the following steps:
 - a. Send a note to the teacher asking for a meeting to discuss the teacher's attendance. The teacher will be advised of his/her right to have a union representative present at that meeting.
 - b. After a reasonable period of time, if the administrator still feels that the teacher has used sick leave excessively or abused sick leave, the administrator shall cause a meeting to occur between the affected teacher, his/her union representative, and the Assistant Superintendent of Instruction and Personnel or his/her designee. The purpose for said meeting shall be to conduct a complete review of the teacher's attendance record.
 - c. At the discretion of the Assistant Superintendent for Personnel, following this meeting, a letter reviewing the discussion which took place at the meeting may be sent to the teacher.
 - d. If after a reasonable period of time following this meeting the administrator still feels that the alleged problem persists, he/she may cite his/her concerns in a written communiqué (letter or evaluation report) to the teacher, as well as initiate whatever action he/she deems appropriate consistent with the terms of the contract and the law, in order to correct the alleged problem.

3. Emergency Situations

In the event of accident or other unforeseen emergency situation involving the health or safety of the teacher resulting in his/her absence, such absence will be charged against the teacher's accumulated sick or personal leave upon receipt of a written full explanation of circumstances involved to his/her building principal.

4. Contingency Sick Leave Bank

- a. Annually at the commencement of each school year, the Board of Education will establish a "contingency sick leave bank" of six hundred (600) days for members of Unit I. Upon the completion of the school year, the remaining days in the "Bank," if any, shall be eradicated. Should the "Bank" be depleted prior to the close of the school year, days required may

be borrowed from the coming school year allotment.

b. Eligibility

In order to be eligible to apply for days from the Contingency Sick Leave Bank, a teacher must:

- i. have exhausted his/her accumulated earned sick leave.
 - ii. have had an illness during the year of application of ten (10) or more continuous days.
 - iii. complete a waiting period of five (5) days of eligibility from the time of the exhaustion of sick leave allowance and/or accumulation. If approved, an eligible teacher may draw upon this "Bank" for a total of up to thirty (30) days and may re-apply for additional days, if necessary. The approval of each application and the number of days granted will be as provided in (c) below. When an application is denied, reasons for such denial shall be stated in writing to the applicant.
 - iv. Paragraphs 2 and/or 3 may be waived upon mutual consent of the Superintendent of Schools and the President of the Association.
- c. The Superintendent of Schools and the President of the Association in conjunction with each other, shall accept or reject each application based on its merits, and shall determine the number of days that may be granted from the "Bank." Either may request written verification for the need of such days from a school physician, or a mutually agreed upon physician. Concurrence by a second physician may be requested by the Superintendent and/or the President of the Association.
- d. When a teacher on Step 14 or higher of the salary schedule has exhausted all accumulated sick leave, said teacher may be granted from the "Bank" as many additional approved days (see 2 and 3 above) as is necessary up to the time the teacher would be eligible for the disability policy. From the time the teacher receives protection under the District's policy and said teacher continues on sick leave and/or disability, the District will pay the teacher the difference between his/her normal

salary and the disability benefit for a period not to exceed 120 school days from the date his/her disability insurance benefits begin.

II. Insurance Programs

A. Continuation of Insurance Programs

1. Should a teacher be granted a leave without pay, after the school year has commenced, the teacher shall have the option to continue, at his/her expense for that school year, any insurance covered in the Contract, in the following manner: total payment of the District and Employee's balance of year's premium to be deducted from final salary received with the teacher making up the difference, if any, before the last day of employment.
2. Upon the termination of this Agreement for whatever reason and until a new agreement is negotiated and signed, the Board will continue for all Unit I employees all the insurance coverage herein (Article IX - Fringe Benefits) with the contributions of both the Board and teachers, if any, made by the Board. After a new Agreement has been ratified the Board of Education will adjust each teacher's salary via payroll deductions in no less than four (4) payroll periods for any changes. Such changes will be retroactive to the date of the expiration of the previous Agreement.

B. Dental Benefits

1. The Board of Education shall assume the full cost of dental benefits for the individual teacher and for the teacher's family. Beginning in the 2007-2008 school year, the School District shall provide an excess dental plan comparable to the one provided by the Welfare Trust Fund in 2006-2007. Benefits shall be no less than those in effect during the 1989-1990 school year.
2. The District shall have the option of providing dental benefits through self-insurance or through an insurance policy.
3. Teachers eligible for dual coverage under the dental plan may opt to receive the equivalent of 60% of the dental benefit premium in lieu of this insurance coverage. Teachers must notify the Business Office of their desire to exercise this option no later than June 1 of the previous school year.

C. Disability Income Benefit

The District shall assume the full cost for long-term disability benefits commencing after six (6) months following the initiations of any disability, providing a total disability income of 66 2/3% of the teacher's income. The amount provided by the District will be reduced by any Social Security, NYS Retirement System, or Worker's Compensation disability benefits the teacher receives. Not included in the offset will be any settlement received by the teacher for loss of a limb or other permanent loss. Additionally, the amount paid by the District will be reduced by any other statutory benefit providing for replacement income, to the extent that the statutory benefit and the District's contributions will otherwise have exceeded the employee's salary in effect on the date that the disability began. In the event of any offset of disability income as hereinbefore set forth, the minimum monthly benefit provided by the District will be fifty dollars (\$50). Unit members who apply for benefits under this plan must also apply for Social Security disability benefits as soon as they are eligible to do so. Denial of the claim by the Social Security Administration will not be grounds for denial of contractual disability benefits by the District. In the event that a unit member is permanently disabled, the unit member shall be required to apply for NYS Retirement System disability as a condition to participation in the District disability plan. Denial of the claim by the Retirement System will not be grounds for denial of contractual disability benefits by the District. If the applicant is approved by the Retirement System, and the unit member is subsequently found to no longer be disabled, he/she will be guaranteed by the District to be returned to a position within the teacher's tenure area with all pre-existing rights.

D. Health

1. Unit members shall pay at a rate of twenty percent (20%) of the premium for the NYS Employees' Health Insurance (Empire Core plus Enhancements or its equivalent) for individual teachers and for the member's family coverage.
2. The District shall maintain a plan in accordance with Section 125 of the Internal Revenue Code for the purpose of unit members making payments to the health insurance premium. The School District shall also make available to Unit members an H.M.O. health plan option.
3. Teachers covered under another health plan may opt to receive the equivalent of fifty percent (50%) of the District's portion of the premium as of July 1, 2007, in lieu of this insurance coverage. The value of the buyout shall be set by calculating fifty percent (50%) of the District's portion of the premium on July 1, 2007, and such buyout value shall remain constant throughout the term of the Contract.

Teachers must notify the Business Office of their desire to exercise this option no later than June 1 of the previous school year.

4. Retiree Health

- a. Effective July 1, 2022, teachers who retire with at least twenty (20) years of service in the East Islip Union Free School District shall receive health insurance into retirement with eighty-five percent (85%) of the premium cost to be paid by the School District. The fifteen percent (15%) premium cost to be paid by the retiree shall increase in direct relation to an increase in the premium cost of the coverage to the School District.
- b. Teachers who retire with fifteen to nineteen (15-19) years of service in the East Islip Union Free School District shall receive health insurance into retirement with seventy-five percent (75%) of the premium cost to be paid by the School District. The twenty-five percent (25%) premium cost to be paid by the retiree shall increase in direct relation to an increase in the premium cost of the coverage to the School District.
- c. Teachers who retire with one to fourteen (1-14) years of service in the East Islip Union Free School District shall receive health insurance into retirement only if eligible under the Empire rules and regulations and, if eligible, only for the minimum benefit permitted under the Empire Plan for that member. The premium cost to be paid by the retiree shall increase in direct relation to an increase in the premium cost of the coverage to the School District.
- d. Commencing July 1, 2008, and thereafter, unit members who retire at point of first eligibility without a penalty as defined by the New York State Teachers' Retirement System (hereinafter "NYSTRS") or the New York State Employees' Retirement System (hereinafter "NYSERS"), and with at least twenty (20) years of service in the East Islip Union Free School District will receive health insurance during retirement at no cost to the employee. Unit members intending to retire from the NYSTRS or NYSERS must notify the District in writing no later than February 1st in the intended year of retirement to receive said benefit. Unit members who retire any year thereafter are subject to the payment provisions of this Article.

- e. Commencing February 1, 2008, and thereafter, unit members who are eligible to retire without penalty, but have less than twenty (20) years of service in the East Islip Union Free School District, may continue to work in the East Islip Union Free School District until they reach twenty (20) years of service. The unit member may then retire and will receive health insurance during retirement at no cost to the employee. Unit members must notify the District of their intention to retire from the NYSTRS or NYSERS in writing to the District no later than February 1st in the intended year of retirement to receive said benefit. Unit members who retire any year thereafter are subject to the payment provisions of this Article.
- f. Prior to retirement, unit members shall be given individual agreements setting forth their retiree health benefit payment plan.
- g. Notwithstanding any contrary provision set forth in this Article IX(II)(D)(4), those unit members affected by the freeze in step increment during the 2017-2018 and 2018-2019 school years shall be permitted to obtain the aforesaid reduction in individual retirement health premium should they remain employed by the District for up to twenty-two (22) years rather than being required to retire upon the first point of eligibility to retire without penalty. Hence, commencing July 1, 2017, through and including June 30, 2019, unit members who are on Step 18 who would otherwise be required to retire at the first point of eligibility to retire without penalty upon the acquisition of twenty (20) years of service, may continue to work in the District until they earn twenty-two (22) years of service, and then retire at the conclusion of the 2020-2021 school year under TRS without penalty.
- h. Notwithstanding any contrary provision set forth in this Article IX(II)(D)(4), those unit members affected by the freeze in step increment during the 2017-2018 and 2018-2019 school years shall be permitted to obtain the aforesaid reduction in individual retirement health premium should they remain employed by the District for up to twenty-one (21) years rather than being required to retire upon the first point of eligibility to retire without penalty. Hence, commencing July 1, 2017, through and including June 30, 2019, unit members who are on Step 19 who would otherwise be required to retire at the first

point of eligibility to retire without penalty upon the acquisition of twenty (20) years of service, may continue to work in the District until they earn twenty-one (21) years of service, and then retire at the conclusion of the 2019-2020 school year under TRS without penalty.

5. Each teacher will have the option of selecting the G.H.I., HIP or HMO insurance plan, but must pay any additional cost.
6. During the term of the Contract, the District shall have the right to change health insurance carriers and/or to self-insure provided that the benefit structure remains equal or superior to the Empire Plan, including the participating provider programs, and, that said change has been the subject of negotiations and agreement between the parties. Any new plan must contain at least the statutory entitlements which members now have under the Empire Plan.

E. Welfare Trust Fund

1. The District will pay into the EITA Welfare Trust Fund the sum of \$930.00 per annum for each member of Unit I for the 2022-2023, 2023-2024, 2024-2025, 2025-2026, and 2026-2027 school years.
2. The total amount annually shall be paid to the Fund by June 28th prior to the end of each academic year. The Trust Fund shall have its place of business in the Town of Islip, New York, and it shall be operated by a board of four (4) trustees appointed by the Executive Board of the EITA. The purpose of the Trust Fund shall be to provide additional fringe benefits to members of Unit I and their families. The Trustees shall have the responsibilities for administering the Fund, and shall have full authority to establish rules and regulations with regard to coverage, amounts of benefits, eligibility, methods of providing or arranging for provisions for benefits, investment of Trust Funds, and all other matters including reasonable and necessary administrative costs. All rules and regulations shall be in conformance with existing statutes and regulations, and the Trust Fund shall file all reports required under said statutes. A copy of the annual audit of the Welfare Trust Fund will be sent to the Superintendent of Schools.

F. Workers' Compensation

1. Whenever a teacher is absent from school as a result of a personal injury caused by an accident or an assault occurring while he/she is

acting within the scope of his/her employment, he/she will be paid his/her full salary, less the amount of any Workers' Compensation award made for temporary disability due to said injury for the period of one (1) year and no part of such absence will be charged to his/her annual or accumulated sick leave.

2. Whenever a teacher is absent from school as a result of a personal injury caused by an assault or an accident occurring which the Superintendent of Schools deems to be within the scope of the teacher's employment but not reimbursable by Workers' Compensation, the teacher will be awarded additional sick days not to exceed the number of days lost from school as a direct result of the injury. No part of this absence will be charged to annual or accumulated sick leave. Salary paid under this provision shall be considered as a lien against any award or settlement he/she receives as a result of a third party action.

III. Miscellaneous

A. Payroll Deductions

1. The Board of Education agrees that the following may be deducted from payroll at the option of the teacher:
 - a. Loan payments to the NYS Teachers' Retirement System
 - b. U.S. Savings Bond
 - c. United Way
 - d. Teacher Federal Credit Union - Shares & Loans

New deductions, cancellations of deductions, or changes in the amount of deductions for the T.F.C.U. may only be made by notifying the Business Office prior to September 15th for deductions to begin with the first payday in October, and by January 15th for deductions to begin the first payday in February.

- e. Tax Sheltered Annuities (TSA)

There shall be no TSA Companies added to the current list (as of June 30, 1990) of those programs available to teachers, except by

mutual consent of the District and the Association. Teachers may enroll in a TSA program, change companies, discontinue their deductions or change the amount deducted only by notifying the Business Office prior to September 15th for deductions to begin with the first payday in October, and by January 15th for deductions to begin with the first payday in February.

- f. EITA Welfare Trust Fund
 - g. NYSUT Benefit Fund
 - h. Miscellaneous
- 2.
- a. The Board agrees that unified dues for the East Islip Teachers' Association will be deducted from payroll at the option of the teacher unless otherwise specified in this Agreement.
 - b. The teacher electing payroll deductions shall complete in full the following authorization card:

PAYROLL DEDUCTION AUTHORIZATION

Social Security Number _____

Last Name _____ First _____ M.I. _____

Board of Education, East Islip, N.Y.
EAST ISLIP TEACHERS' ASSOCIATION

To the Board of Education

I hereby authorize you, according to arrangements agreed upon with the above Association, to deduct from my salary and transmit to said Association, dues as certified by said Association for those organizations as unified below. 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 therefor. 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 by notifying simultaneously in writing both the Board and Association no later than June 1, to be effective for the following school year.

ASSOCIATION UNIFICATION

Local

State

National

Member's Signature _____ Date _____

- c. The Association shall certify to the Business Manager in writing the current rate of unified membership dues. If any change is made in the rate of its membership dues, the EITA shall give the Board thirty (30) days written notice prior to the effective date of such change.
- d. Deductions referred to in Section A (1) above will be made in twenty (20) equal installments. The Business Manager will remit all payroll deductions to the Treasurer of the Association within ten (10) days following the previous month's payroll deductions.

IV. Part-Time Teachers

Part-time teachers shall receive no fringe benefits set forth in this collective bargaining agreement. The number of part-time teachers shall not exceed five (5).

**ARTICLE X
IN-SERVICE EDUCATION**

- I. The School District recognizes the importance of a continuous program of in-service training for the teaching staff.
- II. Certain members of the teaching staff may be requested to participate in certain in-service programs according to the educational needs of the school district. In-service credit will be awarded for such participation.
- III. All teaching staff members who participate in-service programs in a non-requested manner must receive the prior approval of the Superintendent of Schools or his/her designee to qualify for in-service credit.
- IV. Teaching staff members may audit in-service programs without in-service credit, with the approval of the Superintendent of Schools.
- V. Salary credit for in-service participation will be as follows:

A. Only teachers who have received advanced approval by the Superintendent of Schools or his/her designee shall be eligible for such credit.

B. The equivalent of one (1) college credit will be given for an approved in-service course of between ten (10) and fifteen (15) hours, two (2) credits for a course of sixteen (16) to twenty-five (25) hours, three (3) credits for a course of twenty-six (26) to thirty-five (35) hours, etc.

C. A term paper or project will be required before salary credit will be awarded. If such is not required by the instructor, one will be assigned by the District.

VI. Members of Bargaining Unit I, who conduct workshop sessions, shall receive, per teaching hour, rates in accordance with the schedule below but no in-service credit for this service. This shall be added to the staff member's salary.

Effective Date	Rate (\$)
July 1, 2022	\$81.04
July 1, 2023	\$82.05
July 1, 2024	\$83.08
July 1, 2025	\$84.12
July 1, 2026	\$85.17

**ARTICLE XI
COACHING AND EXTRACURRICULAR PAY**

I. Coaching

A. Tentative Coaching Appointments

If a coach is to be re-appointed, the tentative coaching appointment for all Fall Sports for the next school year will be made on or before March 15 (of the present year), for Winter Sports on or before April 30 (of the present school year) and for Spring Sports on or before the last day of school in June (of the present year). The above notification dates may be waived by mutual agreement between the coach involved and the Administration.

B. Payment of Salary

Coaches will receive half (1/2) of their salary midway through the season and half (1/2) at the conclusion of the season.

C. Coaching Level Movement

Should a coach change from Middle School coaching to JV coaching or from JV coaching to Varsity coaching, or from Middle School ("MS") coaching to Varsity coaching, or Assistant Varsity to Head Varsity, in the same sport, he/she shall be given full credit for number of years in that sport (up to Year 4 on existing schedule) and he/she will be moved to next coaching schedule.

D. Coaches Pay

Coaching Levels				
2022-2023				
	Step #1	Step #2	Step #3	Step #4
1	\$8,746.78	\$9,475.24	\$10,206.84	\$11,039.82
2	\$7,529.19	\$8,258.70	\$8,988.21	\$9,790.88
3	\$7,290.90	\$7,759.12	\$8,228.39	\$8,746.78
4	\$6,757.88	\$7,237.60	\$7,758.08	\$8,278.56
5	\$5,977.16	\$6,479.87	\$6,978.40	\$7,498.88
6	\$5,717.96	\$6,216.50	\$6,716.07	\$7,237.60
7	\$4,884.99	\$5,221.80	\$5,585.80	\$5,961.23

Coaching Levels				
2023-2024				
	Step #1	Step #2	Step #3	Step #4
1	\$8,856.11	\$9,593.68	\$10,334.43	\$11,177.82
2	\$7,623.30	\$8,361.93	\$9,100.56	\$9,913.27
3	\$7,382.04	\$7,856.11	\$8,331.24	\$8,856.11
4	\$6,842.35	\$7,328.07	\$7,855.06	\$8,382.04
5	\$6,051.87	\$6,560.87	\$7,065.63	\$7,592.62
6	\$5,789.43	\$6,294.21	\$6,800.02	\$7,328.07
7	\$4,946.05	\$5,287.07	\$5,655.62	\$6,035.75

Coaching Levels				
2024-2025				
	Step #1	Step #2	Step #3	Step #4
1	\$8,966.81	\$9,713.60	\$10,463.61	\$11,317.54
2	\$7,718.59	\$8,466.45	\$9,214.32	\$10,037.19
3	\$7,474.32	\$7,954.31	\$8,435.38	\$8,966.81
4	\$6,927.88	\$7,419.67	\$7,953.25	\$8,486.82
5	\$6,127.52	\$6,642.88	\$7,153.95	\$7,687.53
6	\$5,861.80	\$6,372.89	\$6,885.02	\$7,419.67
7	\$5,007.88	\$5,353.16	\$5,726.32	\$6,111.20

Coaching Levels				
2025-2026				
	Step #1	Step #2	Step #3	Step #4
1	\$9,078.90	\$9,835.02	\$10,594.41	\$11,459.01
2	\$7,815.07	\$8,572.28	\$9,329.50	\$10,162.65
3	\$7,567.75	\$8,053.74	\$8,540.82	\$9,078.90
4	\$7,014.48	\$7,512.42	\$8,052.67	\$8,592.91
5	\$6,204.11	\$6,725.92	\$7,243.37	\$7,783.62
6	\$5,935.07	\$6,452.55	\$6,971.08	\$7,512.42
7	\$5,070.48	\$5,420.07	\$5,797.90	\$6,187.59

Coaching Levels				
2026-2027				
	Step #1	Step #2	Step #3	Step #4
1	\$9,192.39	\$9,957.96	\$10,726.84	\$11,602.25
2	\$7,912.76	\$8,679.43	\$9,446.12	\$10,289.68
3	\$7,662.35	\$8,154.41	\$8,647.58	\$9,192.39
4	\$7,102.16	\$7,606.33	\$8,153.33	\$8,700.32
5	\$6,281.66	\$6,809.99	\$7,333.91	\$7,880.92
6	\$6,009.26	\$6,533.21	\$7,058.22	\$7,606.33
7	\$5,133.86	\$5,487.82	\$5,870.37	\$6,264.93

*Coaches hired subsequent to 7/1/84 will not advance beyond Step 2 of the Coaches Salary Schedule without certification.

E. Coaching Assignments

The District agrees that qualifications and experience being equal, as determined by the District, preference to appointment for a particular coaching assignment shall be given to current members of this Unit. If qualified members of the Unit are unavailable, the Board of Education, upon the recommendation of the Superintendent of Schools, may employ coaches who are not members of the Unit. Notwithstanding the provisions of this section, in the case of Varsity head coaching positions which become vacant, the District may establish, as a criteria for appointment, prior experience as a Varsity head coach. In such instances, the District may appoint from outside the Unit if, in the judgment of the District, the outside applicant is more qualified than unit members who apply.

F. Removal from Coaching Position

When a coach is removed from his/her coaching position, he/she shall be notified as to said reasons. If the teacher requests, such notification shall be in writing. The teacher shall have the opportunity to confer with the Superintendent of Schools regarding such removal.

G. Coaching Levels

1. Varsity Football
2. Varsity Basketball
Varsity Wrestling
3. Ass't Varsity Football
Varsity Soccer
Varsity Baseball
Varsity Field Hockey
Varsity Lacrosse
Varsity Track
Varsity Volleyball
Varsity Softball
4. Varsity Tennis (Boys - Spring)
JV Wrestling
JV Basketball
Varsity Winter Track
Varsity Cheerleading
5. MS Football
Varsity Tennis (Girls - Fall)
Varsity Gymnastics
JV Soccer
JV Field Hockey
JV Lacrosse
JV Baseball
JV Volleyball
JV Softball
Ass't Varsity Baseball
Ass't Varsity Softball
Ass't Varsity Lacrosse
Ass't Varsity Track
Ass't Varsity Soccer
Ass't Varsity Field Hockey

Ass't Varsity Wrestling
Ass't Varsity Basketball

6. Varsity Bowling
Varsity Golf
Varsity Handball
Varsity Badminton
Ass't MS Football
MS Track
MS Baseball
MS Soccer
MS Basketball
MS Wrestling
JV9
MS Lacrosse
JV Tennis
Varsity Cross Country

7. MS Volleyball
MS Cross Country
MS School Softball
MS Gymnastics
MS Tennis
JV Cheerleading
MS Field Hockey
JV Golf
MS Cheerleading
Ass't MS Wrestling
Ass't MS Lacrosse

II. Extracurricular Activity Listing and Compensation

A. Funds

The creation and the continuation of all elementary and secondary Extracurricular Activities shall be subject to student participation and budgetary limitations. A proposal for any activity will be presented for approval to the Building Principal, who will, after consultation with the association president or his/her designee, accept or reject the proposed activity based on the availability of funds allocated for his/her building, his/her opinion of the worth and need of the activity and the ability of the proposed advisor.

B. Criteria

1. All Extracurricular Activities must have a minimum of twenty (20) sessions per school year, except that all Intramurals shall have a minimum of thirty (30) sessions per year.
2. Each session of all Extracurricular Activities shall be thirty (30) minutes or more in duration.
3. The building administrator will supervise the conduct of all activities and may disqualify from payment status any activity failing to maintain satisfactory standards.
4. All Extracurricular Activity shall submit a mission statement to their respective building administrator prior to the conclusion of the second meeting.
5. All Extracurricular Activity shall be inclusive, with all students having access to participation with no prerequisites.

C. Payment and Compensation

Compensation shall be made half (1/2) in January and half (1/2) in June. Those activities having less than the minimum sessions per year shall have a prorated stipend. The 2022-2027 Extracurricular Activity Stipends are as follows:

1. 2022-2027 Club Stipends

TIER	AMOUNT
Tier 1	\$3,800
Tier 2	\$2,600
Tier 3	\$1,850
Tier 4	\$1,495
Tier 5	\$960

2. Elementary Extracurricular Activity Listing and Compensation

ACTIVITY	TIER
Intramurals Girls & Boys (Grade 3-5) ¹	1
Intramurals Girls & Boys (Grades K-2) ²	1

¹ By the fourth session, if the number of students attending is above fifteen (15) then a second advisor will be added and each advisor will receive a full stipend.

Drama	2
Student Council	2
Best Buddies (2 Advisors)	3
Community Service Club	3
Homework Club (Grade 1 & 2)	3
Homework Club (Grade 3)	3
Homework Club (Grade 4 & 5)	3
Homework Club (Grade K)	3
STEAM Club	3
Art Club	4
Environmental Club	4
Literary Club	4
Crafts Club	5
Lego Club	5
Chess Club	5
Social Media Club	5

3. Secondary Extracurricular Activity Listing and Compensation

a. Middle School

ACTIVITY	TIER
Intramural Boys & Girls (Grade 7 & 8) ³	1
Intramurals Boys & Girls (Grade 6) ⁴	1
Newspaper Club	1
Yearbook	1
Student Government	2
Best Buddies**	2
Best Buddies**	2
Musical (School)	2
Kickline ⁵	2
Renaissance	3
Stage Band (Jazz)	3
Tri-M Music Honor Soc.	3
Homework Club (Grade 6)	3

² By the fourth session, if the number of students attending is above fifteen (15) then a second advisor will be added and each advisor will receive a full stipend.

³ By the fourth session, if the number of students attending is above twenty-five (25) then a second advisor will be added and each advisor will receive a full stipend.

⁴ By the fourth session, if the number of students attending is above twenty-five (25) then a second advisor will be added and each advisor will receive a full stipend.

⁵ For two advisors.

Homework Club (Grade 7 & 8)	3
School Store**	4
School Store**	4
A-V Club	4
Art Service Club	4
Chorus Club	4
Family & Consumer Science Club	4
Fitness Club	4
Literary Club (Book Club)	4
Musical (School) Assistant	4
National Junior Honor Society	4
Robotics	4
Special Olympics	4
Technology Club	4
S.T.E.M. Club	4
Builders Club	5
Chess Club	5
Crafts Club	5
Leaders (Boys)	5
Leaders (Girls)	5
Math League	5
World Language Club French	5
World Language Club Italian	5
World Language Club Spanish	5

** Stipend will be doubled if only one advisor.

b. High School

ACTIVITY	TIER
12 th Grade Co-Advisor**	1
12 th Grade Co-Advisor**	1
Physical Fitness & Weight Training	1
Robotics	1
School Musical - Director	1
School Musical - Orchestra	1
School Musical - Stage Crew	1
Newspaper	1
11 th Grade Co-Advisor**	2
11 th Grade Co-Advisor**	2

Peer Leadership Program**	2
Peer Leadership Program**	2
Kickline Advisor 1**	2
Kickline Advisor 2**	2
Pep Band/Marching Band	2
Mock Trial Club	2
National Honor Society	2
School Musical - Vocal Director	2
Skills USA Club	2
Student Government	2
Yearbook Advisor 1**	2
Yearbook Advisor 2**	2
9th Grade Co-Advisor**	3
9th Grade Co-Advisor**	3
10th Grade Co-Advisor**	3
10th Grade Co-Advisor**	3
Academic Team	3
Best Buddies**	3
Best Buddies**	3
Chamber Orchestra	3
A Cappella Club	3
Drama Club	3
Foreign Language Honor Society	3
Gender-Sexuality Alliance	3
Jazz Band	3
Math Honor Society	3
National Art Honor Society (NAHS)	3
SADD	3
School Literary Magazine	3
School Musical Asst. Advisor	3
Science Honor Society	3
TRI M Music Honor Society	3
School Store Advisor**	3
School Store Advisor**	3
AV Coordinator	4
E-Sports Club	4
Key Club	4
Math League	4
Photography Club	4

STARS	4
Science Research Club / STEM	4
Special Olympics	4
Art Club	5
Chess Club	5
Environmental Club	5
French Club	5
Interact Club	5
Leaders Club (Boys)	5
Leaders Club (Girls)	5
Videovation	5

** Stipend will be doubled if only one advisor

D. Chorus, Band, Orchestra

1. The minimum number of sessions shall be fifty (50).
2. Each chorus, band and orchestra session shall be forty-five (45) minutes or more in duration.
3. Chorus, band, and orchestra teachers shall be compensated at a rate of \$3,004.00.
4. Payment for chorus, band, and orchestra programs will be made half (1/2) in January and half (1/2) in June.
5. Chorus, band, and orchestra shall be considered activities only when the entire forty-five (45) minute session cannot be scheduled within the adjusted work day.

E. Per Event Activity Compensation

Timer/Scorer (H)	\$122
Timer/Scorer (A)	\$134
Movie (Game) Photographer	\$193

ARTICLE XII
LENGTH OF WORK DAY

I. The definition of a "work day" for teachers is as follows: "The work day shall commence from the time the teacher is required to report for duty until the time he/she is relieved of duty."

II. The work day for teachers shall not exceed seven (7) hours.

III. Teachers will meet the following professional responsibilities without additional compensation outside of the established work day when they cannot be met within these hours.

A. Provide extra help to pupils: For a minimum of one (1) hour per week, the teacher will make him/herself available to his/her students for extra help and/or enrichment. The scheduling of such assistance may vary from week to week and will be at the discretion of the teacher. However, some form of assistance will be provided, either within or beyond the seven (7) hour work day. Teachers will maintain records, in their plan book or grade book, of the date(s) and time(s) at which extra help is provided, as well as the names of those students who have availed themselves of this assistance.

B. Meet with pupils who wish assistance and advice.

C. Meet with parents at a mutually agreed time, preferably at a time during or close to school hours. If this is not possible, at a time scheduled by the principal. If the principal schedules such a meeting after school hours, the principal or his/her designee (one who has administrative responsibilities as part of his/her job description) will be present in the building.

D. Meet with members of the Pupil-Personnel Services staff.

E. Attend grade-level meetings, district meetings, department meetings and school faculty meetings either before the start of the work day but not beginning before 7:30 A.M. or to commence within twenty (20) minutes after the end of the instructional day.

IV. Teachers may be required to attend a maximum of three (3) evening events, meetings or parent-teacher conferences as scheduled by the administration. In the event of parent-teacher conferences held in the evening they shall not exceed three (3) hours in duration. Secondary teachers who are assigned to more than one (1) building may be required to attend an evening parental conference meeting in each building, even if such attendance exceeds the three (3) evenings provided above. Teachers required to

attend more than three (3) such evening meetings, however, will be compensated for each meeting in excess of three (3) at the current Home Teaching rate provided herein.

V. During the school year, there shall be a maximum of sixteen (16) school faculty meetings and a school faculty meeting shall be held at least once every two (2) months. This is exclusive of those faculty meetings called by request of the faculty. Three (3) days' notice shall be given for all faculty meetings except in case of an emergency.

VI. A school faculty meeting must be called within three (3) days by the Principal at the written request of 25% of the teachers assigned to his/her school.

VII. During the school year there shall be not more than twenty (20) department meetings. This is exclusive of those department meetings called by request of the teachers in the department. Three (3) days' notice shall be given for all department meetings except in case of an emergency.

VIII. A Department Meeting must be called within three (3) days by the Department Chairman if 50% or more of the teachers in a department request such a meeting in writing.

IX. During the school year there shall be a maximum of sixteen (16) grade level or district grade level meetings. This is exclusive of those Grade Level meetings called at the request of the teachers on a grade level. Three (3) days' notice shall be given for all Grade Level Meetings except in case of an emergency.

X. A Grade Level Meeting must be called within three (3) days by the Principal if fifty percent (50%) or more of the teachers on a Grade Level request such a meeting.

XI. A Faculty Meeting, a Department Meeting, or a Grade Level Meeting shall not be longer than one and one-half (1 ½) hours, or whether it extends that long shall be at the discretion of the party that called the meeting; the Principal, the Department Chairperson/Director, or the Faculty Group as described above. Any of these meetings may be extended longer by mutual consent.

XII. If it is necessary for the Principal of the school to schedule part of the regular instructional school program before or after the regular instructional hours, the teacher shall discharge whatever duties are assigned with the length of the work day not to exceed seven (7) consecutive hours.

XIII. Teachers will be advised whenever one of their students is being considered by the Committee on Special Education (CSE) for possible placement. The teacher will be provided the opportunity to submit a written report to the CSE concerning the child's placement. The teacher will have the opportunity to attend the CSE meeting in

accordance with state education regulations. The teacher will be notified in a timely manner of the disposition of the case by the CSE.

ARTICLE XIII SUMMER SCHOOL

I. All openings for Summer School positions will be adequately posted in each school building as early as possible. Teachers who apply for such positions will be notified in writing of the action taken regarding their applications no later than seven (7) days, after a favorable vote, if the budget passes in May, and no later than five (5) days, after a favorable vote, if the budget passes in June.

II. A teacher's appointment to Summer School employment shall be made on the condition that sufficient enrollment materializes for his/her classes as determined by the Board of Education.

III. A Summer School teacher shall be granted two (2) days of sick leave with pay.

IV. All teachers shall report to an orientation session prior to the commencement of classes, a mid-term faculty meeting, and an evaluation session at the end of the Summer School session. Teachers shall not be involved in the Summer School registration procedure.

V. Each teacher shall report ten (10) minutes before the start of his/her school day.

VI. Salary Schedules shall follow the salary schedule posted annually by Eastern Suffolk BOCES.

VII. Qualifications and experience being equal, preference for Summer School employment shall be given to current members of Unit I.

VIII. When a teacher is removed from his/her teaching position, he/she shall be notified in writing as to said reasons. The teacher shall have the opportunity to confer with the Superintendent of Schools regarding such removal.

ARTICLE XIV PROTECTION OF TEACHERS

I. Teachers shall report immediately in writing to their Principal and to the Superintendent all cases of assault suffered by them in connection with their employment.

II. The School District agrees to implement and abide by the following sections: Education Law Sections 3023, 3028 and their amendments.

III. When the School District provides an attorney for the teacher under the provisions of Education Law Sections 3023 or 3028, such attorney will be a specialist in the area of tort or criminal law, depending on the charges.

IV. Nothing contained in this Article XIV shall be interpreted to preclude a teacher from asking advice and counsel of, and to be represented by an attorney of his or her own choice in addition to counsel provided by the Board, it being understood that such additional representation shall be at the expense of the teacher.

V. When a supervisor contemplates action against a teacher as a result of a complaint made by an individual other than a member of the professional staff, the teacher will be advised of the complaint prior to any action being taken. At the request of either the supervisor or the teacher, a conference will be held between the complainant, the teacher, his/her union representative and the building principal at a time designated by the Principal.

VI. All cases involving damage to personal property, including replacing or repairing dentures, eyeglasses and/or other physical aids not covered by Workers' Compensation, destroyed or lost as the result of an injury sustained in the course of employment will be handled as individual cases to be judged by the Superintendent of Schools acting as the agent for the Board of Education.

ARTICLE XV SUPERVISION AND TEACHER ASSISTANCE

I. Elementary

It is mutually agreed that the following non-instructional responsibilities shall be removed from the Elementary Teacher's work load:

- A.
 - 1. Cafeteria Supervision.
 - 2. Playground supervision before and after school and during lunch. Teachers may voluntarily take their class outdoors or to the gymnasium during the instructional day.
 - 3. Supervising students on sidewalks or in parking lots.
 - 4. Bus supervision outside the school building.

5. Lavatory supervision but not excluding escorting classes to and from lavatories.
6. Elementary classroom teachers will not be required to assist the nurse-teacher, nurse, art, music and physical education teachers with clerical duties.

B. Collecting milk money, picture money, insurance money and other non-instructional monies.

C. Chaperone after-school events such as dances, athletic events, concerts and the like except as provided in this Agreement.

D. Each elementary school will be provided with clerical assistance for four (4) hours per day for one hundred-seventy (170) days of each school year of this Contract. This assistance will be for the exclusive use of the teachers. Specific utilization of this clerical assistance will be determined jointly by the Building Principal and the Association's Building Representative.

E. Assignment of teachers to supervisory duties will be mutually agreed upon by the Association's Building Representative and the Building Principal or his/her designee. The Building Representative will be available one (1) week prior to the start of school for this purpose.

F. Teachers will escort their classes to the designated Aide responsible for bus loading at the end of the day.

II. Secondary

It is mutually agreed that the following non-instructional responsibilities shall be removed from Secondary Teacher's work load:

- A.
 1. Lavatory Supervision - Teachers will not be assigned lavatory supervision, but will however periodically check lavatories to insure proper student deportment.
 2. Supervising students on sidewalks and in parking lots.
 3. Bus Supervision outside the school building.
 4. Collection of non-instructional monies.

5. Chaperoning after school events such as dances, athletic events, concerts and the like, except as provided in this Agreement.

B. When a study hall is supervised completely by teachers, there shall be one (1) teacher for every sixty (60) pupils or fraction thereof, with a maximum of one hundred-eighty (180) pupils. If aides assist a teacher, there shall be one (1) aide for each sixty (60) pupils or fraction thereof, above the teacher's load.

C. Teachers assigned to Lunch Supervision at the Secondary schools will perform up to one-half ($\frac{1}{2}$) of the duties of supervision of the cafeterias and playgrounds for each lunch period.

D. Assignment of teachers to supervisory duties will be mutually agreed upon by the Association's Building Representative and the Building Principal or his/her designee. The Building Representative will be available one (1) week prior to the start of school for this purpose. Teachers having no supervisory period except as otherwise provided for in this Agreement shall utilize this time in providing assistance for pupils. Such assistance will be at the discretion of the teacher but some form of assistance must be provided.

E. In the event of disagreement between the Building Principal and the Building Representative regarding (d) above, said disagreement will be immediately referred to the Association's President and the Superintendent of Schools or his/her designee for resolution.

III. Clerical Assistance*

Clerical Assistance will be provided for the Secondary schools. This assistance will be for the exclusive use of Members of Unit I. Specific utilization of this clerical assistance will be determined jointly by the Building Principal and the Association's Building Representative. In the event of disagreement between the Building Principal and the Building Representative regarding specific utilization of clerical assistance as provided below, said disagreement will be immediately referred to the Association's President and Superintendent of Schools or his/her designee for resolution.

A. High School - Sixteen (16) hours per day for One Hundred-Seventy (170) days per year to be utilized by all members of Unit I in the building.

B. Middle School - Fourteen (14) hours per day for One Hundred-Seventy (170) days per year to be utilized by all members of Unit I in the building.

IV. Clerical Assistance - Librarians*

Clerical Assistance will be provided for the School Librarians in the following manner:

A. High School - Fourteen (14) hours per day for One Hundred-Eighty (180) days per year. An additional two (2) hours of clerical aide time will be provided to the HS Librarian per day for the purpose of having the Library remain open during lunch period and preparation periods.

B. Middle School - Ten (10) hours per day for One Hundred-Eighty (180) days per year. An additional one (1) hour of clerical aide time will be provided to the librarian per day for the purpose of having the library remain open during lunch periods and preparation periods.

C. Elementary Schools - \$5,000 of clerical aide time will be provided to the Elementary Librarian.

*In the event of the closing of any building, the clerical assistance provided above for the building to be closed will be re-distributed to other buildings if needed to maintain existing levels of service, following consultation between the Superintendent of Schools and the President of the EITA.

V. Instructional Assistance

Special Education - The District will provide a minimum of seventy-five (75) minutes per day of Instructional Aide time for each Special Education teacher in the District. However, the time provided by the District shall be at least an average of one hundred (100) minutes per Special Education teacher, district-wide.

ARTICLE XVI FAIR DISMISSAL

I. Non-tenure Teachers

A. The Association and the Board of Education agree that thirty (30) days' notice shall be given in all cases of resignation or termination of service.

B. The teacher shall receive from the administrator and/or his/her immediate supervisor candid appraisal of his/her work and assistance with his/her problems; the Board of Education requires such supervisory assistance.

C. A professional staff member should be advised of deficiencies in his/her performance of duties in his/her supervisory reports and given reasonable time to make his/her performance satisfactory.

D. The Superintendent of Schools and/or his/her designee will hold a personal conference with a teacher to inform him/her of the reasons for dismissal.

E. Any teacher informed of dismissal will have the opportunity to appear with a Teacher Association representative before the Board of Education in executive session.

II. Tenure Teachers

They shall be guaranteed all the rights and privileges encompassed under New York State Education Law, other applicable statutes and the policies of the State Education Department.

ARTICLE XVII CLASS SIZE AND LOAD

I. Class Size

A. During the course of the District's budget planning process, the Superintendent of Schools, and/or his or her designee, will meet with the President of the Association, and/or his or her designee, for the purpose of planning for projected class sizes for the subsequent school year. Reports detailing student distributions for every school building and class in grades K through 12, with self-contained and integrated classes clearly defined, will be provided by the Building Principal. Meetings between the District and the Association shall occur within the following timeframes:

1. Between February 11 and February 15
2. Between April 1 and April 15
3. Between June 6 and June 15
4. During the first five (5) days of classes
5. Best efforts will be used by the District and Association to meet during Mid-August.

B. At the Elementary schools, after the first day of school, the District-wide grade level average shall not exceed the maximum ranges hereinafter set forth.

C. At the High School, class size will not exceed the limits set forth below after the second week of school, except in the following circumstances:

1. new entrants into the District;
2. to accommodate individual student needs to enroll in a class, to meet graduation requirements, in the event that no other option exists.

D. At the Middle School, class size will not exceed the limits set forth below after the second week of school, except in the following circumstances:

1. new entrants into the District;
2. to accommodate individual student needs, to meet New York State middle level requirements, in the event that no other option exists.

E. For class size limitations with ranges, the lower number in the range is the class size factor to be used in budgetary staffing. The range provides for flexibility in actual class size.

F. In the event an emergency arises, the foregoing class size standards may be exceeded following notice and discussion with the Union President.

G. Elementary Schools

1. Common Branch

- | | | |
|---------------------|--|-------|
| a. Pre Kindergarten | | 15-16 |
| b. Kindergarten | | 22-23 |

The District will make every effort to provide Kindergarten teachers with thirty (30) minutes of paraprofessional time per day.

- | | | |
|-----------|-----|-------|
| c. Grades | 1-3 | 25-26 |
| d. Grades | 4-5 | 26-27 |

2. Special Subject Areas

- a. Physical Education — same as grade level courses.

b. Music

i. Music - same as regular class.

ii. Chorus, Instrumental Music, String Music, Band, Orchestra - according to facilities and equipment.

c. Art - For planning purposes, one art teacher per elementary building. Art teachers may be given split assignments between elementary and/or secondary buildings.

d. Reading Classes 8

Reading teachers may be scheduled to push in.

e. AIS Classes 14-15

This class size standard applies only with respect to pull-out AIS classes. The District reserves the right to deliver such services in different settings.

f. Blended or Inclusion classes 20

Blended or inclusion classes may contain up to eight (8) special education students. Effective July 1, 2022, blended or inclusion classes may contain up to ten (10) special education students. There will be one (1) certified elementary teacher, one (1) certified special education teacher in each blended class, and a paraprofessional.

The balance of other students in the inclusion classes may not have any IEP or 504 plan in place that addresses an educational disability in contrast to a non-educational disability.

H. Secondary Schools (Grades 6 - 12)

1. English, Mathematics, Science*, Social Studies, and Foreign Language**

Honors, Accelerated, Advanced Placement,
College Level 28-29

Regents 25-26

Electives 28-29

*According to limits of lab facilities and equipment

**Up to three (3) days of substitute coverage for each section of students taking the Proficiency or Regents Exams will be provided for oral testing. The principal and his/her designee, in consultation with a union representative, will decide how the coverage can be equitably divided among the teachers needing coverage based on the number of students each teacher needs to test.

2. Physical Education 32-33

Health 28-29

Business* 28-29

*(Specialized Business Courses according to limits of facilities)

3. Reading Classes 8

This class size standard applies only with respect to pull-out reading classes. The District reserves the right to deliver such services in different settings.

4. AIS Classes 14-15

This class size standard applies only with respect to pull-out AIS classes. The District reserves the right to deliver such services in different settings.

5. Blended or Inclusion classes 20

Blended or inclusion classes may contain up to eight (8) special education students. Effective July 1, 2022, blended or inclusion classes may contain up to ten (10) special education students. There will be one (1) certified teacher and one (1) certified special education teacher in each blended class.

The balance of other students in the inclusion classes may not have any IEP or 504 plan in place that addresses an educational disability in contrast to a non-educational disability.

6. Character Development

28-29

7. Chorus, Band, Orchestra, Vocal Instrumental Lessons according to facilities and equipment.

8. Art, Family and Consumer Science, Technology, and Music according to limits of facilities.

9. In the case of classes which contain twenty percent (20%) or more mainstreamed CSE classified students (those in a Resource Room or Alternate Program), or in the event a teacher has twenty (20) or more of such students in his/her workload, the teacher will be provided with released time and/or aide time for the preparation of IEP's and other responsibilities which impact the teacher's workload. The amount of released time/aide time will depend on the handicapping conditions of the students as well as the overall impact on the teacher, and will be determined by the Superintendent after consultation with the President of the EITA. The foregoing is not applicable to students who are "Inclusion" students.

I. Special Education Classes (District Wide) - Maximums for the following classes shall be as set by the NYS Education Department:

1. Self Contained Classes

2. Resource Rooms

3. Speech

4. Adaptive Physical Education Classes

J. District Personnel Minimums

1. Social Worker 1 per District

2. Psychologists 4 per District

3. Speech Therapists 2 per District

4. Librarians 1 per Secondary School
 1 for Elementary Schools

5. Reading Teachers 6 per District

- | | |
|------------------------|---|
| 6. Nurse-Teachers | 1 per District - number may be reduced by attrition |
| 7. Guidance Counselors | (grades 6-12) 7 per District-
Number may be reduced by attrition, but in no case is the Counselor-Student ratio to exceed 1-300. In the event of new entrants after the commencement of the school year, guidance counselors may exceed the above-referenced ratio provided the new entrants are equally distributed among the counselors. |

II. Class Load

A. Elementary

1. Each elementary school teacher shall have a maximum of one (1) hour but not less than fifty (50) minutes lunch period per day except as otherwise provided for in this Contract.
2. Each elementary school teacher shall have at least 225 minutes of individually initiated professional work time per week, exclusive of lunch periods. A minimum of 150 minutes each week of this time must be scheduled during the regular instructional class time. Such time for the specialists will be scheduled on a daily basis in minimum blocks of twenty (20) minutes.
3. Elementary Consecutive Teaching Time

The District Administration will attempt to schedule elementary teachers in such a manner that no teacher will teach for more than three (3) consecutive hours without a break. In no event will teachers be assigned more than three and one-half (3½) consecutive hours of teaching without a break.

4. Elementary classroom teachers will not be required to remain with their classes during scheduled class instruction given by the Elementary Librarian or a Nurse-Teacher. However, during periods when the Librarian is not providing direct instruction, the Classroom teacher shall remain with the class. The Classroom teacher shall use time made available under this Section for professional or preparation purposes.

5. In emergency situations, reading, instrumental music, and ESL teachers may be required to assume responsibility for the students of absent teachers, such assignments will be made on an equitable basis. A preparation, lunch, and professional period will be provided. After four (4) class coverages, bargaining unit members will be compensated at the substitute rate of pay in addition to their contractual rate of pay for covering classes in emergency situations.

B. Professional Staff

1. Staff shall be scheduled with a goal of minimizing the number of teachers assigned to more than one (1) building, on an equitable basis, subject to curriculum/program needs. However, when such an assignment is made, the following will apply:
 - a. Travel time will be considered "assigned time."
 - b. Teachers assigned to more than one (1) building shall have no supervisory duty or supervisory period. Teachers so assigned will not be scheduled to return to a building in the same day, when possible.
 - c. Traveling teachers will have access to clerical assistance in any assigned building.
 - d. Traveling teachers will, whenever possible, be assigned to only one (1) room within each assigned building.
2. During lunch, professional and preparation periods, after giving notice to the building principal or his/her designee, teachers may leave the school building after notifying the main office as long as a meeting is not scheduled.

C. Secondary

1. Each secondary school teacher shall ordinarily be assigned twenty-five (25) periods of teaching per week. He/she may also be assigned a maximum of five (5) periods of supervisory duty per week.

2.
 - a. Each department in the Middle School and the High School will have no more than one (1) teacher teaching six (6) periods. In addition, no department in the Middle School and the High School may have any teacher teaching six (6) periods while there is a part time teacher within that department. These teachers will not be assigned a supervisory duty.
 - b. In situations where a secondary school teacher is assigned an additional class or classes as per this Agreement, they will not be assigned a supervisory duty or supervisory period. These teachers may be assigned a homeroom.
 - c. Science teachers may be assigned a maximum of twenty-eight (28) teaching periods per week, including laboratory periods. These teachers shall not be assigned a supervisory duty.
3. Each secondary school teacher, except as otherwise indicated, may be assigned supervision of a homeroom.
4. Each secondary school teacher shall have one (1) lunch period per day of forty (40) minutes.
5. All secondary teachers will be provided with one (1) daily Preparation period and one (1) Professional period, of the same duration as regular class periods. The Professional period is provided for individually initiated professional work including, but not limited to, professional consultation with supervisory personnel or other teachers and the guidance and advising of students. The Preparation period shall be for preparation as decided by the teacher. The teacher may, at his/her discretion, designate the Preparation period as "non-interruptible," and therefore not subject to scheduled meetings with staff, students or parents. Teachers may leave the building during these periods in the same manner as during lunch periods. The Preparation period is not subject to non-voluntary substituting under Article XXI, Section 13 (Emergency Class Coverage). With advance notice an administrator may call a meeting with a teacher during the Preparation or Professional period.

In the High School and Middle School, prep/professional periods will not be assigned in the following patterns: The first two periods of the day, the last two periods of the day, and the first and last periods of the day. In both buildings, schedules will be devised with an eye

toward avoiding the scheduling of five (5) consecutive assigned periods, even when broken by the shortened lunch periods.

6. Each secondary school teacher shall have no more than three (3) teaching preparations in his/her subject area, except when the curriculum provides only singletons in the teacher's load. A teacher having more than three (3) preparations shall not be assigned a supervisory duty. Time thus made available to the teacher shall be utilized for the miscellaneous individually initiated professional work described in (5) above.
7. Each secondary teacher shall not be assigned more than three (3) consecutive teaching periods including lab periods. With the written agreement of the Association, teachers assigned to lab type programs may be assigned four (4) consecutive teaching periods. Such agreement will be in effect only until the end of the school year. This provision shall be inapplicable on days when state and/or federally mandated testing is being conducted or graded. The testing schedule and proctoring assignments will be furnished by administration at least one (1) week in advance. Teachers may be asked to adjust their work day to accommodate proctoring assignments. Adjustments will be made in consultation with the EITA building proctoring representative.
8. The teacher of Distributive Education shall have each assigned forty-two (42) minute period of field work count as one instructional period unless the length of a period is changed. In such event, the changed length of period shall apply.

D. Specialists

Nurse-teachers, psychologists, librarians, guidance counselors and other specialists working full-time shall have one (1) lunch period per day of one (1) hour. They also shall have thirty (30) minutes per day for preparation. The lunch and preparation periods will be scheduled by the administration in a manner consistent with program needs. The lunch period, however, must be scheduled within the regular student lunch periods, and the prep period scheduled within the student day. The lunch and prep periods will not be scheduled consecutively.

ARTICLE XVIII
TEACHER WORK YEAR AND CALENDAR

I.

A. The teacher work year will be from September through June, except for Guidance Counselors, Psychologists and Social Workers who shall have a 10 ½ month year. Counselors, Psychologists, and Social Workers will be compensated at their regular rate of pay (1/180) for each day worked in excess of the regular work days.

B. The calendars for each year of this Contract will be determined by the Board of Education after consultation with the Association. The calendars for each year (except as indicated below) will contain a maximum of 182 days for teachers. If New York State mandates or gives school districts the option to mandate a teacher work year of more than 180 days, and the East Islip School District opts for such additional days, the salary schedule will be increased by 1/180 for each day in excess of 180 teacher days.

C. The school calendar and teacher work year shall have one (1) non-instructional day each year of this Contract. If the school calendar permits, the non-instructional day will be scheduled in September. If the school calendar does not allow for the non-instructional day in September, before the first day students are scheduled for class, the non-instructional day will be scheduled on a date as mutually agreed upon by the President of the Association and the Superintendent. The non-instructional day will not be scheduled on a Saturday or Sunday or during regular scheduled recess periods. The Agenda items will be related to enhancing student achievement.

1. The scheduling of these days, sessions, and agenda items shall be planned and approved by the Superintendent or his/her designee in consultation with the Union President or his/her designee. Approval of these agenda items and activities shall not be unreasonably withheld.

D. The calendar will be adopted in a timely manner by the Board of Education and will be officially announced no later than May 15 of the preceding school year, if possible.

II. The Superintendent shall schedule a ½ day Rating Day, plus two (2) additional ½ Rating Days provided that the additional days do not violate law or Commissioner's Regulations respecting attendance requirements for state aid purposes, during the last week of school each year for the elementary schools. One Rating Day shall be scheduled for the Middle School during the last week of school. The Superintendent shall schedule a ½ day Rating Day as part of the June Regents week program. Rating Days as specified will be in the Teachers' Work Year and Calendar for each year of this Agreement.

III. The Superintendent of Schools may schedule two (2) short days for the elementary schools when the afternoons shall be used by teachers for parent-teacher conferences.

IV. Special Education teachers will be provided with a minimum of four (4) half days of released time for the preparation or revision of IEP's.

V. When the Superintendent of Schools has closed school because of inclement weather, riot, civil disorder, or other true emergency, which prevents schools from being in session for four (4) hours or more on a given day, the day(s) in session shall be made up provided that school would officially be in session less than 180 days for a school year if the days(s) were not made up. Where school may be closed for any other unexpected reason, the Superintendent will consult with the Association before such action is taken. All teachers will report for duty on such necessary make-up days. Days to be made up will be by agreement between the President of the Association and the Superintendent of Schools.

VI. The Commissioner of Education has listed days of Religious Observance on which teachers of the particular faith concerned shall not be required to report for duty. Whether they shall be paid for any such days of absence or not, shall be according to provisions covering paid leaves of absence.

ARTICLE XIX TEACHERS FACILITIES

I. The following conditions will prevail in each school building of the District:

A. Each classroom shall be clean and have space in which teachers may safely store instructional materials and supplies.

B. There shall be a telephone reserved for the use of teachers to make school business calls.

II. To the extent practical within existing facilities, each school building shall have the following facilities:

A. A private dining area for the use of the teachers in each building in which lunchroom facilities are provided for the students. If this is not practicable within existing facilities, an adequate number of special tables shall be reserved for the use of the teachers.

B. When practicable, a Teacher Workroom will contain adequate equipment and supplies to aid in the preparation of instructional materials. Every building in the District will be equipped with:

1. Two (2) typewriters in each secondary school
2. One (1) typewriter in each elementary school, and
3. Duplicating equipment for staff use in a facility accessible to teachers.

C. An appropriate furnished room for use as a Teacher Lounge. When available said room to be in addition to the aforementioned Teacher Workroom.

D. Well-lighted and sanitary teacher lavatories.

E. A communications system which permits teachers to communicate with the school building office from their classroom or assigned areas shall be installed in any new buildings and such communications systems as presently exist shall be maintained in good working order if this can be done without substantial capital investment.

F. Parking facilities shall be provided and maintained at each school building in the District.

G. An aide or parking lot guard (District's option) will be stationed in the parking lot of the Middle School fifteen (15) minutes before teachers are required to report to school and will remain on duty until fifteen (15) minutes after the end of the teacher work day as defined in this Contract. This time shall not exceed 7 ½ hours per day. Such guards or aides will be on duty every day teachers are required to be in school. A section of the middle school parking lot will be marked and designated for High School teachers.

H. The District shall establish a fund of \$3,000 to compensate members of bargaining units represented by EITA for vandalism damage to their cars while parked in District parking facilities. To be eligible for reimbursement, the employee must make application to the Superintendent of Schools or his/her designee and:

1. provide proof that a report was filed with the police.
2. present his/her insurance policy.
3. provide proof that the damage did occur on school parking facilities.

4. provide at least two (2) estimates for the cost of repairing the damage. The District will only reimburse an approved claim for the amount not covered by the employee's insurance. The Superintendent of Schools or his/her designee and the President of the Association, in conjunction with each other, shall accept or reject each application and shall determine the amount of money to be awarded. Upon the completion of the school year, the monies not expended shall be returned to the District General Fund and a new fund of \$3,000 shall be established on July 1.

III. In the construction of new school buildings and major reconstruction of existing school buildings, the Board of Education shall attempt to include in its construction plans adequate facilities of the nature noted above.

ARTICLE XX JOB SECURITY

I. The District agrees that it will not sub-contract any part of the educational program to outside commercial business organizations unless mutually agreed.

II. The number of teaching positions in the District will be determined by the Board of Education based on student enrollment and educational needs, and in conformance with this Article.

A. All probationary and tenure teachers employed by the District as of 7/1/84 will be assured of full employment and benefits for the duration of this Agreement with the following exceptions:

1. No elementary classroom teacher will be excessed provided that to continue such teacher or teachers will not result in a teacher-student ratio of less than 1:22.6.
2. Reduction of such elementary classroom teaching position or positions through attrition resulting in a teacher-student ratio higher than 1:22.6 shall not obligate the District to hire additional elementary classroom teachers. This provision shall be limited by the class size requirements of the Contract contained in Article XVII.
3. No secondary classroom teacher* will be excessed providing that to continue such teacher or teachers in employment will not result in a teacher-student ratio of less than 1:18.5.

4. Reduction of such secondary* classroom teaching position or positions through attrition resulting in a teacher-student ratio higher than 1:18.5 shall not obligate the District to hire additional secondary classroom teachers. This provision shall be limited by the class size requirements of the Contract contained in Article XVII.

B. It is recognized that in K-12 tenure areas, the abolition of positions on one level may affect personnel on other levels.

III. Excessed teachers shall have the right to recall to permanent positions as provided by law. In addition, they shall have the right to regular substitute (temporary) or part-time positions which are one semester or more in duration, provided that they are certified for said position.

IV. Retraining Expenses

Based on enrollment projections, teachers who are notified that they may be excessed at the end of the school year will be provided with up to \$750 of expenses for retraining for a position within or outside of the field of education. Teachers will submit evidence of retraining expenditures in order for reimbursement to be made. The District will provide sufficient notice to teachers in danger of being excessed in order that this retraining may be undertaken prior to the date of excessing.

*For definitions of elementary classroom teacher, secondary teacher, and particular staff used to determine the ratios, see GLOSSARY - page 76.

**ARTICLE XXI
SALARY AND PROFESSIONAL COMPENSATION**

I. In order to maintain a high standard of education in East Islip, the District and the Association recognize that an adequate salary schedule is necessary to attract and retain high quality teachers. Accordingly, the District and the Association agree as follows:

II. **Base Salary:**

A. The salary schedules of unit members are set forth in the annexed salary schedules which reflect the following:

1. 2022-2023

- a. The salary schedule in effect for the 2021-2022 school year shall be the salary schedule in effect for the 2022-2023 school year. The

parties acknowledge that step increment has been granted for the 2022-2023 school year effective July 1, 2022.

- b. Additional salary for the 2022-2023 school year for all members of the Association as of October 27, 2022, in lieu of a percentage increase, shall be in the form of a one time "off-the-salary-schedule" payment of four percent (4%) of their base salary in effect on July 1, 2022. Unit members who were hired or retired during the 2022-2023 school year and served less than a full school year shall receive a prorated payment based on their date of hire or retirement. This one time compensation will be made on or about February 1, 2023.
 - i. The parties agree that the determination of whether said "off-the-salary-schedule" cash payment may be included in the calculation of retirement income is within the sole authority and discretion of the New York State Teachers Retirement System. The District does not warrant that the aforesaid "off-the-salary-schedule" cash payment of 4% of a unit member's base salary may lawfully be included in the calculation of a teacher's retirement income by the New York State Teacher's Retirement System.

2. 2023-2024

- a. Effective July 1, 2023, the salary schedule in effect on June 30, 2023 will be modified as follows.
 - i. In each salary schedule column, seven (7) new salary cells ("Split Steps") shall be created and inserted between steps 2 and 3; 6 and 7; 13 and 14; 16 and 17; 17 and 18; 18 and 19; and 19 and 20. The value of the Split Steps shall be equal to one-half the value of the difference between the salary expressed for the step immediately preceding the Split Step and the salary expressed for the step immediately following the Split Step.
 - ii. Following insertion of the Split Steps, all rows of the salary schedule will be renumbered 1 to 28, resulting in the Split Steps being renumbered as steps 4, 9, 17, 21, 23, 25, and 27.
 - iii. The BA column of the salary schedule in effect for the 2022-2023 school year shall be renamed "NURSES". The Nurses

salary schedule in effect for the 2022-2023 school year shall become NURSES steps 1, 2, 3, and 4, respectively, of the 2023-2024 salary schedule. BA steps 2-20 of the 2022-2023 salary schedule shall become NURSES steps 5-28 of the 2023-2024 salary schedule, subject to insertion of the Split Steps set forth in Article XXI(II)(A)(2)(a)(i) and (ii), above, except that there will be no split steps at step 4 and step 9.

- iv. The BA+15 column of the salary schedule in effect for the 2022-2023 school year shall be renamed "BA". Effective July 1, 2023, there shall no longer be a BA+15 column.
 - b. Effective July 1, 2023, all unit members shall be placed onto the new salary schedule at the step with the same cell value as the step they were on as of June 30, 2023. Unit members who were on a step in the BA column as of June 30, 2023 shall be placed on the new BA column (previously the BA+15 column, as set forth in Article XXI (II)(A)(2)(a)(iv), above). Following placement onto the new schedule, step increment will be granted for the 2023-2024 school year and the salary schedule shall be increased by 1.25% effective July 1, 2023.
 - c. The Split Steps shall be applicable to all unit members hired on or after July 1, 2023. Unit members hired before July 1, 2023, shall skip over all Split Steps. The following example is provided for illustrative purposes to explain this procedure. For example, a unit member hired before July 1, 2023 who is on step 8 of the 2025-2026 salary schedule shall, effective July 1, 2026, be granted increment to step 10 on the 2026-2027 salary schedule (thereby skipping over the step 9 Split Step). A unit member hired on or after July 1, 2023 who is on step 3 of the 2025-2026 salary schedule shall, effective July 1, 2026, be granted increment to step 4 on the 2026-2027 salary schedule.
 - d. Any employee hired during the 2022-2023 school year performing leave replacement work who is later hired full-time in a tenure track position shall be grandfathered in and shall skip over all Split Steps.
3. 2024-2025

Effective July 1, 2024, the salary schedule in effect on June 30, 2024 shall be increased by 1.25%. Step increment will be granted for the

2024-2025 school year effective July 1, 2024. Unit members hired before July 1, 2023, shall skip over all Split Steps.

4. 2025-2026

Effective July 1, 2025, the salary schedule in effect on June 30, 2025 shall be increased by 1.25%. Step increment will be granted for the 2025-2026 school year effective July 1, 2025. Unit members hired before July 1, 2023, shall skip over all Split Steps.

5. 2026-2027

Effective July 1, 2026, the salary schedule in effect on June 30, 2026 shall be increased by 1.25%. Step increment will be granted for the 2026-2027 school year effective July 1, 2026. Unit members hired before July 1, 2023, shall skip over all Split Steps.

B. Ancillary non-salary rates in the Contract have been modified in accordance with the foregoing increases for the 2022-2023, 2023-2024, 2024-2025, 2025-2026, and 2026-2027 school years except that there is no application of said increases to Article XI, Section II(C)(1) entitled "Club Stipends".

III. Salary Schedule Columns

A. There will be nine (9) Salary Schedule Columns:

- | | |
|------------------|------------------|
| 1. BA | 6. BA+75*, MA+30 |
| 2. BA+15 | 7. MA+45 |
| 3. BA+30 | 8. MA+60 |
| 4. BA+45, MA | 9. MA+75* |
| 5. BA+60, MA +15 | |

*Advancement to BA+75 or MA+75 Columns will be on the basis of credits earned subsequent to July 1, 1984, with the exception of "TEACH," "PRIDE," or "LEARNING CHANNELS" courses already taken and not used previously for salary advancement. Teachers with an earned Doctorate will receive an increase of \$2,295.

B. Effective July 1, 2023, there will be twelve (12) Salary Schedule Columns:

- | | |
|-----------|----------|
| 1. Nurses | 7. MA+45 |
| 2. BA | 8. MA+60 |
| 3. BA+30 | 9. MA+75 |

4.	MA	10.	MA+90
5.	MA+15	11.	PHD
6.	MA+30	12.	M9PHD

IV. Prior Service Credit

The District will award credit for one (1) year of service in the armed forces. It shall award credit for one (1) year in either the Peace Corps or VISTA. For salary purposes, service in these three (3) areas of six (6) months or more shall be credited as one (1) year of service.

V. Vertical Movement

Vertical incremental movement on the salary schedule shall be on the basis of actual months worked in cases of hiring after September 1st, or in the case of members serving less than a full year.

VI. Teachers shall receive their salary with 1/26 being paid to them bi-weekly during the school year and the balance of the annual salary being paid on the last day of school in June.

VII. When a teacher has accumulated fifteen (15) approved in-service or college credits, he/she shall be eligible for movement to the next vertical column within his/her degree category. Column advancement should be applied for, and transcripts ordered by the Unit member immediately after completion of the course. Column advancement will not be retroactive beyond the fiscal year in which application is made. Every effort will be made to submit documentation within the school semester following completed course work.

Teachers who have been awarded a Masters or Doctoral Degree from an accredited institution shall receive the increase provided in Section III(A) of this Article. Effective July 1, 2023, the foregoing increase shall no longer be awarded.

Teachers who wish to have college, university, in-service or District workshop credits applied for salary purposes must have prior approval from the Superintendent or his/her designee. Graduate credit in the area of the teacher's assignment will automatically receive approval.

A. Horizontal Movement on Salary Schedule

Teachers who qualify for horizontal movement on the salary schedule by virtue of course work completed prior to September 5 will be advanced to the appropriate column effective the first payday in September. Prior to final approval, the

teacher must submit the appropriate notification form to the Personnel Office, and provide for the sending of an official transcript to the District.

Teachers who qualify for horizontal movement by virtue of course work completed after the opening of school but before February 1, shall be advanced to the appropriate column effective February 1st.

Teachers can take 24 credits per year but only move 15 credits per year. Nine (9) of these fifteen (15) credits will be limited to Teacher Center, NYSUT or BOCES courses, with guidelines for use in the classroom.

B. Those teachers who are on the MA+75 column shall receive a stipend of \$2,284.00 for a block of fifteen (15) in-service or college credits. Effective July 1, 2023, the forgoing stipend shall no longer be awarded.

C. The course work comprising the block of credits shall have begun on or after July 1, 1990. In each case the teacher shall have obtained the express approval of the Superintendent and/or his/her designee prior to having enrolled in the course. The courses utilized to obtain the aforesaid stipend shall in the first instance be identified by the Superintendent or his/her designee to the teachers, based on the curriculum needs of the District.

VIII. Home teaching shall be paid at the following rates per hour: \$63.82 effective July 1, 2022; \$64.62 effective July 1, 2023; \$65.43 effective July 1, 2024; \$66.25 effective July 1, 2025; and \$67.08 effective July 1, 2026.

IX. Members of Unit I who use their car in the performance of District duties, including travel from building to building the same day, shall be compensated at the current IRS rate per mile.

X. When a teacher is authorized to perform a professional service for the school district outside of the established work day, and except as otherwise provided in this Agreement, he/she will be paid at the same hourly rate as home teaching.

XI. Authorized chaperoning, on a voluntary basis, shall be paid at the following rates per activity: \$103.13 effective July 1, 2022; \$104.42 effective July 1, 2023; \$105.73 effective July 1, 2024; \$107.05 effective July 1, 2025; and \$108.39 effective July 1, 2026. Such activity not to exceed three (3) hours. If such an activity exceeds three (3) hours, each additional hour or major fraction thereof shall be paid at the following rates per hour: \$34.16 effective July 1, 2022; \$34.59 effective July 1, 2023; \$35.02 effective July 1, 2024; \$35.46 effective July 1, 2025; and \$35.90 effective July 1, 2026. Teachers who perform authorized chaperoning on an overnight field trip shall be paid at the following rates per night: \$68.22 effective July 1, 2022; \$69.07 effective July 1, 2023;

\$69.94 effective July 1, 2024; \$70.81 effective July 1, 2025; and \$71.70 effective July 1, 2026.

XII. The District shall add to a teacher's annual salary for that year only the expenses of an in-service training program held outside the school district for members of Unit I, who are requested by the administration to attend. Such expenses shall be limited to all fees excluding transportation costs.

XIII. In cases of emergency, principals may direct teachers in the secondary schools to substitute during their unassigned periods (excluding lunch and professional periods) at the following rates per hour: \$59.28 effective July 1, 2022; \$60.02 effective July 1, 2023; \$60.77 effective July 1, 2024; \$61.53 effective July 1, 2025; and \$62.30 effective July 1, 2026. An emergency situation would be:

A. When a member of the teaching staff is delayed in arriving at school.

B. When a member of the teaching staff becomes ill during the course of the day and must leave the building prior to completing his/her teaching assignment.

C. When the District has made reasonable attempt to secure substitutes, but is unable to cover all classes.

In the event of emergency situations, as defined above, the District will first seek volunteers, and then, if necessary, will rotate the duty to cover classes among all Unit members, so that no individual is unreasonably utilized to provide emergency coverage.

The Association shall have the right to request periodic review of the District's procedures for the procurement of substitutes, including the effectiveness thereof, as a subject for consultation with the District's Superintendent and his/her staff in the DCC.

XIV. Members of Unit I employed by the District during the months of July and August to plan, develop, revise or evaluate educational programs and curriculum shall be paid on a *pro rata* basis as those teachers employed as members of the District's Elementary Summer School. The District may offer in-service credits in lieu of remuneration for these activities.

XV. Year 5 Stipend

Unit members hired on or after July 1, 2023, who complete four (4) years of service to the District, shall receive a one-time "off-the-salary-schedule" cash payment, which shall not be added to base salary, in the amount of \$3,500, to be paid in the first paycheck of their fifth year of service.

XVI. Payment of Accumulated Sick Leave

Upon termination of employment due to Retirement, permanent disability, or death, the District will provide to the Unit member, or to his/her designated beneficiary in the event of death, payment for accumulated sick days according to the following formula:

up to 180 days	\$125 per day (maximum \$20,000)
over 180 days	daily rate of pay (1.180th) x 1/2 the number of accumulated sick days over 180 (maximum \$12,000).

Teachers retiring with 250 or more accumulated sick days will receive two (2) years benefits from the EITA Welfare Trust Fund. Those retiring with 275 or more days will receive three (3) years benefits, and those retiring with 300 or more days will receive four (4) years benefits.

XVII. Registered Nurses

All provisions of this Contract shall apply to Registered Nurses, except for those which conflict with the items listed below.

A. All Registered Nurses who are employed by the District shall be compensated as follows:

1. Effective July 1, 2022, currently employed Registered Nurses with less than four (4) years of service to the District shall be paid in accordance with the following schedule:

Registered Nurse Schedule	
Step	2022-2023
P	\$46,408
1	\$46,408
2	\$48,343
3	\$50,280

2. Effective July 1, 2023, currently employed Registered Nurses shall be placed on the Nurses Column of the 2023-2024 salary schedule in accordance with Article XXI (II)(A)(2)(b) of this Agreement.
3. Newly hired Registered Nurses shall be placed on Step 1 of the Nurses column of the salary schedule.

4. The Split Steps on the salary schedule shall be applicable to all Registered Nurses hired on or after July 1, 2023. Registered Nurses hired before July 1, 2023, shall skip over all Split Steps.
5. All Registered Nurses employed by the School District shall be scheduled to work no less than seven (7) hours per day.

B. The Registered Nurses shall be provided a thirty (30) minute lunch period, with nurses having the option of choosing a forty-five (45) minute lunch period, provided that the additional minutes under this option are added to the length of their work day. Registered Nurses shall be permitted one (1) fifteen (15) minute break per day, which shall be designated by their immediate Administrative Supervisor.

ARTICLE XXII RATIFICATION OF CONTRACT

I. After the chief negotiators have signed an agreement according to the requirements of the Public Employees Fair Employment Act, the Agreement shall be presented to the Board and the Association for ratification within one (1) week from the signing.

II. Within ten (10) calendar days from the date of the signed tentative agreement between the negotiators, the Association and the Board shall take ratification and/or approval action on the Agreement and the parties shall notify each other in writing as to rejection or ratification of the Agreement.

III. If ratified, a Ratification Document shall be signed by the President of the Board of Education and by the President of the Association. A copy of this Agreement shall become part of the Board of Education minutes.

IV. If either or both parties fail to ratify the Agreement, it shall be the responsibility of the Chief Executive Officer or the Board's Designated Chief Negotiator and the Negotiating Representatives of the Association to renew negotiations within three (3) days of failure to ratify.

ARTICLE XXIII IMPLEMENTATION AND DURATION OF AGREEMENT

I. This Agreement shall supersede any rules, regulations or practice of the Board which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall become part of the established policies of the Board.

II. This Agreement shall become effective July 1, 2022 and shall remain in effect until June 30, 2027.

III. This Agreement may be amended by mutual consent of both parties with written evidence of said consent being presented to each party by the other.

IV. If any provision of this Agreement, or any application of this Agreement to any teacher or group, shall be found contrary to law, then such provisions or application shall not be deemed valid and substituting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect until midnight June 30, 2027.

V. Copies of the Agreement shall be printed, with the expense shared by the Association and the Board within one (1) week after the delivery of the printed Agreements. The EITA will be responsible for the printing of the Contract.

VI. The parties agree that all negotiable items have been discussed during the negotiations leading to this Agreement. The parties therefore agree that except by mutual consent, negotiations will not be reopened on any item whether contained herein or not.

NOTICE

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.

GLOSSARY

Elementary Ratio	This ratio is determined by dividing the number of classroom teachers (exclusive of music, art, safety, physical education teachers, school nurse teachers, psychologists, speech teachers, librarians and social workers) into the total elementary student enrollment (K-6).
Secondary Ratio	This ratio is determined by dividing the number of classroom teachers (exclusive of music, art, safety, physical education teachers, school nurse teachers, psychologists, speech teachers, librarian and social workers) into the total secondary enrollment (7-12).
Calendar Days	Consecutive days including days school is not in session.
Official Complaint	A complaint in writing, or a verbal complaint which requests that action be taken against the teacher or on the basis of which the administrator plans to take action against the teacher.
Work Days	Days teachers are required to be in attendance.
Seniority	The length of active District Service as a member of Unit I exclusive of unpaid leaves of absence.

SCHOOL DISTRICT NEGOTIATORS

JOHN H. GROSS, ESQ.	CHIEF NEGOTIATOR
CHRISTOPHER ZACHRY.....	NEGOTIATOR
WILLIAM CARPLUK.....	NEGOTIATOR
JOHN DOLAN.....	NEGOTIATOR

TEACHER ASSOCIATION NEGOTIATORS

CHRISTINE MOLONEY.....	CHIEF NEGOTIATOR
SHELLEY STAPLETON.....	NEGOTIATOR
CHRISTOPHER NESKE.....	NEGOTIATOR
JODIE MACHER.....	NEGOTIATOR
VICTORIA MENCHISE.....	NEGOTIATOR

INDEX

Association Consultation.....	4
Association Rights	2, 17
Calendar and Teacher Work Year	62
Class Size And Load.....	2, 53
Clerical Assistance	50, 51, 52, 59
Coaching and Extracurricular Pay	2, 36
Extracurricular Activities.....	15, 40, 41
Facilities.....	2, 5, 16, 17, 55, 56, 57, 63, 64, 65
Fair Dismissal	2, 52
Fringe Benefits.....	2, 22, 28, 32, 35
Glossary	66, 76
Grievance	1, 2, 5, 6, 7, 8, 9, 10, 12, 13, 16, 19
Implementation And Duration Of Agreement.....	74
In-Service Education.....	2, 35
Job Security	2, 65
Leaves Of Absence.....	2, 17, 19, 21, 22, 63, 76
Payroll Deductions	28, 33, 34, 35
Procedures of Negotiation.....	3
Professional Conferences	24
Professional Visitations.....	25
Protection of Teachers	48
Ratification Of Contract	74
Recognition	1
Registered Nurses	1, 73, 74
Salary ...	2, 18, 19, 21, 22, 23, 27, 28, 29, 33, 34, 35, 36, 38, 48, 62, 66, 67, 68, 69, 70, 72, 73, 74
Summer School.....	2, 48, 72
Supervision and Teacher Assistance.....	2, 49
Teacher Rights	12
Work Day	2, 45, 46, 47, 61, 62, 64, 71, 74, 76

**Salary Schedule
2022-2023**

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	MA+75	MA+90	PHD	M9PH
P	\$ 51,275	\$ 53,841	\$ 56,404	\$ 59,482	\$ 62,045	\$ 64,610	\$ 67,174	\$ 69,739	\$ 72,302	\$ 74,684	\$ 75,041	\$ 77,423
1	\$ 51,275	\$ 53,841	\$ 56,404	\$ 59,482	\$ 62,045	\$ 64,610	\$ 67,174	\$ 69,739	\$ 72,302	\$ 74,684	\$ 75,041	\$ 77,423
2	\$ 53,841	\$ 56,404	\$ 58,969	\$ 62,045	\$ 64,610	\$ 67,174	\$ 69,739	\$ 72,302	\$ 74,868	\$ 77,247	\$ 77,604	\$ 79,989
3	\$ 56,404	\$ 58,969	\$ 61,534	\$ 64,610	\$ 67,174	\$ 69,739	\$ 72,302	\$ 74,868	\$ 77,431	\$ 79,814	\$ 80,170	\$ 82,550
4	\$ 59,482	\$ 62,045	\$ 64,610	\$ 67,688	\$ 70,250	\$ 72,817	\$ 75,378	\$ 77,941	\$ 80,508	\$ 82,889	\$ 85,461	\$ 85,630
5	\$ 62,045	\$ 64,610	\$ 67,943	\$ 71,020	\$ 73,583	\$ 76,148	\$ 78,713	\$ 81,276	\$ 83,838	\$ 86,222	\$ 86,580	\$ 88,963
6	\$ 64,610	\$ 67,174	\$ 71,276	\$ 74,352	\$ 76,916	\$ 79,480	\$ 82,045	\$ 84,607	\$ 87,172	\$ 89,554	\$ 89,912	\$ 92,291
7	\$ 67,174	\$ 69,739	\$ 74,608	\$ 77,685	\$ 80,248	\$ 82,812	\$ 85,378	\$ 87,939	\$ 90,504	\$ 92,888	\$ 93,244	\$ 95,625
8	\$ 69,739	\$ 72,302	\$ 77,938	\$ 81,015	\$ 83,581	\$ 86,145	\$ 88,709	\$ 91,272	\$ 93,836	\$ 96,219	\$ 96,577	\$ 98,957
9	\$ 72,302	\$ 74,330	\$ 81,273	\$ 84,350	\$ 86,914	\$ 89,476	\$ 92,042	\$ 94,606	\$ 97,169	\$ 99,551	\$ 99,909	\$ 102,289
10	\$ 74,868	\$ 77,431	\$ 84,604	\$ 87,680	\$ 90,245	\$ 92,811	\$ 95,373	\$ 97,938	\$ 100,502	\$ 102,883	\$ 103,242	\$ 105,621
11	\$ 77,431	\$ 79,995	\$ 87,936	\$ 91,011	\$ 93,578	\$ 96,142	\$ 98,706	\$ 101,271	\$ 103,834	\$ 106,215	\$ 106,574	\$ 108,955
12	\$ 79,995	\$ 82,559	\$ 91,269	\$ 94,346	\$ 96,912	\$ 99,476	\$ 102,037	\$ 104,602	\$ 107,167	\$ 109,547	\$ 109,908	\$ 112,286
13	\$ 82,559	\$ 85,124	\$ 94,602	\$ 97,678	\$ 100,243	\$ 102,807	\$ 105,371	\$ 107,936	\$ 110,499	\$ 112,881	\$ 113,239	\$ 115,620
14	\$ 85,124	\$ 87,687	\$ 97,933	\$ 101,009	\$ 103,576	\$ 106,139	\$ 108,703	\$ 111,268	\$ 113,833	\$ 116,213	\$ 116,570	\$ 118,952
15	\$ 87,687	\$ 90,252	\$ 101,267	\$ 104,344	\$ 106,907	\$ 109,471	\$ 112,036	\$ 114,599	\$ 117,165	\$ 119,546	\$ 119,902	\$ 122,285
16	\$ 90,252	\$ 92,817	\$ 104,598	\$ 107,675	\$ 110,242	\$ 112,805	\$ 115,368	\$ 117,932	\$ 120,496	\$ 122,879	\$ 123,236	\$ 125,618
17	\$ 90,252	\$ 92,817	\$ 107,932	\$ 111,008	\$ 113,572	\$ 116,136	\$ 118,702	\$ 121,265	\$ 123,828	\$ 126,211	\$ 126,567	\$ 128,950
18	\$ 95,378	\$ 98,200	\$ 113,572	\$ 116,956	\$ 119,776	\$ 122,597	\$ 125,417	\$ 128,239	\$ 131,058	\$ 133,441	\$ 133,798	\$ 136,180
19	\$ 98,967	\$ 101,967	\$ 117,521	\$ 121,118	\$ 124,121	\$ 127,122	\$ 130,120	\$ 133,121	\$ 136,119	\$ 138,501	\$ 138,859	\$ 141,239
20	\$ 102,557	\$ 105,738	\$ 121,470	\$ 125,282	\$ 128,463	\$ 131,644	\$ 134,824	\$ 138,003	\$ 141,180	\$ 143,561	\$ 143,918	\$ 146,302

Salary Schedule
2023-2024 (Before Percentage Increase - For Transition Purposes Only)

Step	NURSES	BA	BA+30	MA	MA+15	MA+30	MA+45	MA+60	MA+75	MA+90	PHD	M9PH
1	\$ 46,408	\$ 53,841	\$ 56,404	\$ 59,482	\$ 62,045	\$ 64,610	\$ 67,174	\$ 69,739	\$ 72,302	\$ 74,684	\$ 75,041	\$ 77,423
2	\$ 46,408	\$ 53,841	\$ 56,404	\$ 59,482	\$ 62,045	\$ 64,610	\$ 67,174	\$ 69,739	\$ 72,302	\$ 74,684	\$ 75,041	\$ 77,423
3	\$ 48,343	\$ 56,404	\$ 58,969	\$ 62,045	\$ 64,610	\$ 67,174	\$ 69,739	\$ 72,302	\$ 74,868	\$ 77,247	\$ 77,604	\$ 79,989
4	\$ 50,280	\$ 57,687	\$ 60,252	\$ 63,328	\$ 65,892	\$ 68,457	\$ 71,021	\$ 73,585	\$ 76,150	\$ 78,531	\$ 78,887	\$ 81,270
5	\$ 53,841	\$ 58,969	\$ 61,534	\$ 64,610	\$ 67,174	\$ 69,739	\$ 72,302	\$ 74,868	\$ 77,431	\$ 79,814	\$ 80,170	\$ 82,550
6	\$ 56,404	\$ 62,045	\$ 64,610	\$ 67,688	\$ 70,250	\$ 72,817	\$ 75,378	\$ 77,941	\$ 80,508	\$ 82,889	\$ 85,461	\$ 85,630
7	\$ 59,482	\$ 64,610	\$ 67,943	\$ 71,020	\$ 73,583	\$ 76,148	\$ 78,713	\$ 81,276	\$ 83,838	\$ 86,222	\$ 86,580	\$ 88,963
8	\$ 62,045	\$ 67,174	\$ 71,276	\$ 74,352	\$ 76,916	\$ 79,480	\$ 82,045	\$ 84,607	\$ 87,172	\$ 89,554	\$ 89,912	\$ 92,291
9	\$ 64,610	\$ 68,457	\$ 72,942	\$ 76,019	\$ 78,582	\$ 81,146	\$ 83,712	\$ 86,273	\$ 88,838	\$ 91,221	\$ 91,578	\$ 93,958
10	\$ 67,174	\$ 69,739	\$ 74,608	\$ 77,685	\$ 80,248	\$ 82,812	\$ 85,378	\$ 87,939	\$ 90,504	\$ 92,888	\$ 93,244	\$ 95,625
11	\$ 69,739	\$ 72,302	\$ 77,938	\$ 81,015	\$ 83,581	\$ 86,145	\$ 88,709	\$ 91,272	\$ 93,836	\$ 96,219	\$ 96,577	\$ 98,957
12	\$ 72,302	\$ 74,330	\$ 81,273	\$ 84,350	\$ 86,914	\$ 89,476	\$ 92,042	\$ 94,606	\$ 97,169	\$ 99,551	\$ 99,909	\$ 102,289
13	\$ 74,868	\$ 77,431	\$ 84,604	\$ 87,680	\$ 90,245	\$ 92,811	\$ 95,373	\$ 97,938	\$ 100,502	\$ 102,883	\$ 103,242	\$ 105,621
14	\$ 77,431	\$ 79,995	\$ 87,936	\$ 91,011	\$ 93,578	\$ 96,142	\$ 98,706	\$ 101,271	\$ 103,834	\$ 106,215	\$ 106,574	\$ 108,955
15	\$ 79,995	\$ 82,559	\$ 91,269	\$ 94,346	\$ 96,912	\$ 99,476	\$ 102,037	\$ 104,602	\$ 107,167	\$ 109,547	\$ 109,908	\$ 112,286
16	\$ 82,559	\$ 85,124	\$ 94,602	\$ 97,678	\$ 100,243	\$ 102,807	\$ 105,371	\$ 107,936	\$ 110,499	\$ 112,881	\$ 113,239	\$ 115,620
17	\$ 83,842	\$ 86,406	\$ 96,268	\$ 99,344	\$ 101,910	\$ 104,473	\$ 107,037	\$ 109,602	\$ 112,166	\$ 114,547	\$ 114,905	\$ 117,286
18	\$ 85,124	\$ 87,687	\$ 97,933	\$ 101,009	\$ 103,576	\$ 106,139	\$ 108,703	\$ 111,268	\$ 113,833	\$ 116,213	\$ 116,570	\$ 118,952
19	\$ 87,687	\$ 90,252	\$ 101,267	\$ 104,344	\$ 106,907	\$ 109,471	\$ 112,036	\$ 114,599	\$ 117,165	\$ 119,546	\$ 119,902	\$ 122,285
20	\$ 90,252	\$ 92,817	\$ 104,598	\$ 107,675	\$ 110,242	\$ 112,805	\$ 115,368	\$ 117,932	\$ 120,496	\$ 122,879	\$ 123,236	\$ 125,618
21	\$ 90,252	\$ 92,817	\$ 106,265	\$ 109,342	\$ 111,907	\$ 114,471	\$ 117,035	\$ 119,599	\$ 122,162	\$ 124,545	\$ 124,902	\$ 127,284
22	\$ 90,252	\$ 92,817	\$ 107,932	\$ 111,008	\$ 113,572	\$ 116,136	\$ 118,702	\$ 121,265	\$ 123,828	\$ 126,211	\$ 126,567	\$ 128,950
23	\$ 92,815	\$ 95,509	\$ 110,752	\$ 113,982	\$ 116,674	\$ 119,367	\$ 122,060	\$ 124,752	\$ 127,443	\$ 129,826	\$ 130,183	\$ 132,565
24	\$ 95,378	\$ 98,200	\$ 113,572	\$ 116,956	\$ 119,776	\$ 122,597	\$ 125,417	\$ 128,239	\$ 131,058	\$ 133,441	\$ 133,798	\$ 136,180
25	\$ 97,173	\$ 100,084	\$ 115,547	\$ 119,037	\$ 121,949	\$ 124,860	\$ 127,769	\$ 130,680	\$ 133,589	\$ 135,971	\$ 136,329	\$ 138,710
26	\$ 98,967	\$ 101,967	\$ 117,521	\$ 121,118	\$ 124,121	\$ 127,122	\$ 130,120	\$ 133,121	\$ 136,119	\$ 138,501	\$ 138,859	\$ 141,239
27	\$ 100,762	\$ 103,853	\$ 119,496	\$ 123,200	\$ 126,292	\$ 129,383	\$ 132,472	\$ 135,562	\$ 138,650	\$ 141,031	\$ 141,389	\$ 143,771
28	\$ 102,557	\$ 105,738	\$ 121,470	\$ 125,282	\$ 128,463	\$ 131,644	\$ 134,824	\$ 138,003	\$ 141,180	\$ 143,561	\$ 143,918	\$ 146,302

Salary Schedule
2023-2024 (After 1.25% Increase)

Step	NURSES	BA	BA+30	MA	MA+15	MA+30	MA+45	MA+60	MA+75	MA+90	PHD	M9PH
1	\$ 46,988	\$ 54,514	\$ 57,109	\$ 60,226	\$ 62,821	\$ 65,418	\$ 68,014	\$ 70,611	\$ 73,206	\$ 75,618	\$ 75,979	\$ 78,391
2	\$ 46,988	\$ 54,514	\$ 57,109	\$ 60,226	\$ 62,821	\$ 65,418	\$ 68,014	\$ 70,611	\$ 73,206	\$ 75,618	\$ 75,979	\$ 78,391
3	\$ 48,947	\$ 57,109	\$ 59,706	\$ 62,821	\$ 65,418	\$ 68,014	\$ 70,611	\$ 73,206	\$ 75,804	\$ 78,213	\$ 78,574	\$ 80,989
4	\$ 50,909	\$ 58,408	\$ 61,005	\$ 64,120	\$ 66,716	\$ 69,313	\$ 71,909	\$ 74,505	\$ 77,102	\$ 79,513	\$ 79,873	\$ 82,286
5	\$ 54,514	\$ 59,706	\$ 62,303	\$ 65,418	\$ 68,014	\$ 70,611	\$ 73,206	\$ 75,804	\$ 78,399	\$ 80,812	\$ 81,172	\$ 83,582
6	\$ 57,109	\$ 62,821	\$ 65,418	\$ 68,534	\$ 71,128	\$ 73,727	\$ 76,320	\$ 78,915	\$ 81,514	\$ 83,925	\$ 86,529	\$ 86,700
7	\$ 60,226	\$ 65,418	\$ 68,792	\$ 71,908	\$ 74,503	\$ 77,100	\$ 79,697	\$ 82,292	\$ 84,886	\$ 87,300	\$ 87,662	\$ 90,075
8	\$ 62,821	\$ 68,014	\$ 72,167	\$ 75,281	\$ 77,877	\$ 80,474	\$ 83,071	\$ 85,665	\$ 88,262	\$ 90,673	\$ 91,036	\$ 93,445
9	\$ 65,418	\$ 69,313	\$ 73,854	\$ 76,969	\$ 79,564	\$ 82,160	\$ 84,758	\$ 87,351	\$ 89,948	\$ 92,361	\$ 92,723	\$ 95,132
10	\$ 68,014	\$ 70,611	\$ 75,541	\$ 78,656	\$ 81,251	\$ 83,847	\$ 86,445	\$ 89,038	\$ 91,635	\$ 94,049	\$ 94,410	\$ 96,820
11	\$ 70,611	\$ 73,206	\$ 78,912	\$ 82,028	\$ 84,626	\$ 87,222	\$ 89,818	\$ 92,413	\$ 95,009	\$ 97,422	\$ 97,784	\$ 100,194
12	\$ 73,206	\$ 75,259	\$ 82,289	\$ 85,404	\$ 88,000	\$ 90,594	\$ 93,193	\$ 95,789	\$ 98,384	\$ 100,795	\$ 101,158	\$ 103,568
13	\$ 75,804	\$ 78,399	\$ 85,662	\$ 88,776	\$ 91,373	\$ 93,971	\$ 96,565	\$ 99,162	\$ 101,758	\$ 104,169	\$ 104,533	\$ 106,941
14	\$ 78,399	\$ 80,995	\$ 89,035	\$ 92,149	\$ 94,748	\$ 97,344	\$ 99,940	\$ 102,537	\$ 105,132	\$ 107,543	\$ 107,906	\$ 110,317
15	\$ 80,995	\$ 83,591	\$ 92,410	\$ 95,525	\$ 98,123	\$ 100,719	\$ 103,312	\$ 105,910	\$ 108,507	\$ 110,916	\$ 111,282	\$ 113,690
16	\$ 83,591	\$ 86,188	\$ 95,785	\$ 98,899	\$ 101,496	\$ 104,092	\$ 106,688	\$ 109,285	\$ 111,880	\$ 114,292	\$ 114,654	\$ 117,065
17	\$ 84,890	\$ 87,486	\$ 97,471	\$ 100,586	\$ 103,184	\$ 105,779	\$ 108,375	\$ 110,972	\$ 113,568	\$ 115,979	\$ 116,341	\$ 118,752
18	\$ 86,188	\$ 88,783	\$ 99,157	\$ 102,272	\$ 104,871	\$ 107,466	\$ 110,062	\$ 112,659	\$ 115,256	\$ 117,666	\$ 118,027	\$ 120,439
19	\$ 88,783	\$ 91,380	\$ 102,533	\$ 105,648	\$ 108,243	\$ 110,839	\$ 113,436	\$ 116,031	\$ 118,630	\$ 121,040	\$ 121,401	\$ 123,814
20	\$ 91,380	\$ 93,977	\$ 105,905	\$ 109,021	\$ 111,620	\$ 114,215	\$ 116,810	\$ 119,406	\$ 122,002	\$ 124,415	\$ 124,776	\$ 127,188
21	\$ 91,380	\$ 93,977	\$ 107,593	\$ 110,709	\$ 113,306	\$ 115,902	\$ 118,498	\$ 121,094	\$ 123,689	\$ 126,102	\$ 126,463	\$ 128,875
22	\$ 91,380	\$ 93,977	\$ 109,281	\$ 112,396	\$ 114,992	\$ 117,588	\$ 120,186	\$ 122,781	\$ 125,376	\$ 127,789	\$ 128,149	\$ 130,562
23	\$ 93,975	\$ 96,703	\$ 112,136	\$ 115,407	\$ 118,132	\$ 120,859	\$ 123,586	\$ 126,311	\$ 129,036	\$ 131,449	\$ 131,810	\$ 134,222
24	\$ 96,570	\$ 99,428	\$ 114,992	\$ 118,418	\$ 121,273	\$ 124,129	\$ 126,985	\$ 129,842	\$ 132,696	\$ 135,109	\$ 135,470	\$ 137,882
25	\$ 98,388	\$ 101,335	\$ 116,991	\$ 120,525	\$ 123,473	\$ 126,421	\$ 129,366	\$ 132,314	\$ 135,259	\$ 137,671	\$ 138,033	\$ 140,444
26	\$ 100,204	\$ 103,242	\$ 118,990	\$ 122,632	\$ 125,673	\$ 128,711	\$ 131,747	\$ 134,785	\$ 137,820	\$ 140,232	\$ 140,595	\$ 143,004
27	\$ 102,022	\$ 105,151	\$ 120,990	\$ 124,740	\$ 127,871	\$ 131,000	\$ 134,128	\$ 137,257	\$ 140,383	\$ 142,794	\$ 143,156	\$ 145,568
28	\$ 103,839	\$ 107,060	\$ 122,988	\$ 126,848	\$ 130,069	\$ 133,290	\$ 136,509	\$ 139,728	\$ 142,945	\$ 145,356	\$ 145,717	\$ 148,131

**Salary Schedule
2024-2025**

Step	NURSES	BA	BA+30	MA	MA+15	MA+30	MA+45	MA+60	MA+75	MA+90	PHD	M9PH
1	\$ 47,575	\$ 55,195	\$ 57,823	\$ 60,979	\$ 63,606	\$ 66,236	\$ 68,864	\$ 71,494	\$ 74,121	\$ 76,563	\$ 76,929	\$ 79,371
2	\$ 47,575	\$ 55,195	\$ 57,823	\$ 60,979	\$ 63,606	\$ 66,236	\$ 68,864	\$ 71,494	\$ 74,121	\$ 76,563	\$ 76,929	\$ 79,371
3	\$ 49,559	\$ 57,823	\$ 60,452	\$ 63,606	\$ 66,236	\$ 68,864	\$ 71,494	\$ 74,121	\$ 76,752	\$ 79,191	\$ 79,556	\$ 82,001
4	\$ 51,545	\$ 59,138	\$ 61,768	\$ 64,922	\$ 67,550	\$ 70,179	\$ 72,808	\$ 75,436	\$ 78,066	\$ 80,507	\$ 80,871	\$ 83,315
5	\$ 55,195	\$ 60,452	\$ 63,082	\$ 66,236	\$ 68,864	\$ 71,494	\$ 74,121	\$ 76,752	\$ 79,379	\$ 81,822	\$ 82,187	\$ 84,627
6	\$ 57,823	\$ 63,606	\$ 66,236	\$ 69,391	\$ 72,017	\$ 74,649	\$ 77,274	\$ 79,901	\$ 82,533	\$ 84,974	\$ 87,611	\$ 87,784
7	\$ 60,979	\$ 66,236	\$ 69,652	\$ 72,807	\$ 75,434	\$ 78,064	\$ 80,693	\$ 83,321	\$ 85,947	\$ 88,391	\$ 88,758	\$ 91,201
8	\$ 63,606	\$ 68,864	\$ 73,069	\$ 76,222	\$ 78,850	\$ 81,480	\$ 84,109	\$ 86,736	\$ 89,365	\$ 91,806	\$ 92,174	\$ 94,613
9	\$ 66,236	\$ 70,179	\$ 74,777	\$ 77,931	\$ 80,559	\$ 83,187	\$ 85,817	\$ 88,443	\$ 91,072	\$ 93,516	\$ 93,882	\$ 96,321
10	\$ 68,864	\$ 71,494	\$ 76,485	\$ 79,639	\$ 82,267	\$ 84,895	\$ 87,526	\$ 90,151	\$ 92,780	\$ 95,225	\$ 95,590	\$ 98,030
11	\$ 71,494	\$ 74,121	\$ 79,898	\$ 83,053	\$ 85,684	\$ 88,312	\$ 90,941	\$ 93,568	\$ 96,197	\$ 98,640	\$ 99,006	\$ 101,446
12	\$ 74,121	\$ 76,200	\$ 83,318	\$ 86,472	\$ 89,100	\$ 91,726	\$ 94,358	\$ 96,986	\$ 99,614	\$ 102,055	\$ 102,422	\$ 104,863
13	\$ 76,752	\$ 79,379	\$ 86,733	\$ 89,886	\$ 92,515	\$ 95,146	\$ 97,772	\$ 100,402	\$ 103,030	\$ 105,471	\$ 105,840	\$ 108,278
14	\$ 79,379	\$ 82,007	\$ 90,148	\$ 93,301	\$ 95,932	\$ 98,561	\$ 101,189	\$ 103,819	\$ 106,446	\$ 108,887	\$ 109,255	\$ 111,696
15	\$ 82,007	\$ 84,636	\$ 93,565	\$ 96,719	\$ 99,350	\$ 101,978	\$ 104,603	\$ 107,234	\$ 109,863	\$ 112,302	\$ 112,673	\$ 115,111
16	\$ 84,636	\$ 87,265	\$ 96,982	\$ 100,135	\$ 102,765	\$ 105,393	\$ 108,022	\$ 110,651	\$ 113,279	\$ 115,721	\$ 116,087	\$ 118,528
17	\$ 85,951	\$ 88,580	\$ 98,689	\$ 101,843	\$ 104,474	\$ 107,101	\$ 109,730	\$ 112,359	\$ 114,988	\$ 117,429	\$ 117,795	\$ 120,236
18	\$ 87,265	\$ 89,893	\$ 100,396	\$ 103,550	\$ 106,182	\$ 108,809	\$ 111,438	\$ 114,067	\$ 116,697	\$ 119,137	\$ 119,502	\$ 121,944
19	\$ 89,893	\$ 92,522	\$ 103,815	\$ 106,969	\$ 109,596	\$ 112,224	\$ 114,854	\$ 117,481	\$ 120,113	\$ 122,553	\$ 122,919	\$ 125,362
20	\$ 92,522	\$ 95,152	\$ 107,229	\$ 110,384	\$ 113,015	\$ 115,643	\$ 118,270	\$ 120,899	\$ 123,527	\$ 125,970	\$ 126,336	\$ 128,778
21	\$ 92,522	\$ 95,152	\$ 108,938	\$ 112,093	\$ 114,722	\$ 117,351	\$ 119,979	\$ 122,608	\$ 125,235	\$ 127,678	\$ 128,044	\$ 130,486
22	\$ 92,522	\$ 95,152	\$ 110,647	\$ 113,801	\$ 116,429	\$ 119,058	\$ 121,688	\$ 124,316	\$ 126,943	\$ 129,386	\$ 129,751	\$ 132,194
23	\$ 95,150	\$ 97,912	\$ 113,538	\$ 116,850	\$ 119,609	\$ 122,370	\$ 125,131	\$ 127,890	\$ 130,649	\$ 133,092	\$ 133,458	\$ 135,900
24	\$ 97,777	\$ 100,671	\$ 116,429	\$ 119,898	\$ 122,789	\$ 125,681	\$ 128,572	\$ 131,465	\$ 134,355	\$ 136,798	\$ 137,163	\$ 139,606
25	\$ 99,618	\$ 102,602	\$ 118,453	\$ 122,032	\$ 125,016	\$ 128,001	\$ 130,983	\$ 133,968	\$ 136,950	\$ 139,392	\$ 139,758	\$ 142,200
26	\$ 101,457	\$ 104,533	\$ 120,477	\$ 124,165	\$ 127,244	\$ 130,320	\$ 133,394	\$ 136,470	\$ 139,543	\$ 141,985	\$ 142,352	\$ 144,792
27	\$ 103,297	\$ 106,465	\$ 122,502	\$ 126,299	\$ 129,469	\$ 132,638	\$ 135,805	\$ 138,973	\$ 142,138	\$ 144,579	\$ 144,945	\$ 147,388
28	\$ 105,137	\$ 108,398	\$ 124,525	\$ 128,434	\$ 131,695	\$ 134,956	\$ 138,215	\$ 141,475	\$ 144,732	\$ 147,173	\$ 147,538	\$ 149,983

**Salary Schedule
2025-2026**

Step	NURSES	BA	BA+30	MA	MA+15	MA+30	MA+45	MA+60	MA+75	MA+90	PHD	M9PH
1	\$ 48,170	\$ 55,885	\$ 58,546	\$ 61,741	\$ 64,401	\$ 67,064	\$ 69,725	\$ 72,388	\$ 75,048	\$ 77,520	\$ 77,891	\$ 80,363
2	\$ 48,170	\$ 55,885	\$ 58,546	\$ 61,741	\$ 64,401	\$ 67,064	\$ 69,725	\$ 72,388	\$ 75,048	\$ 77,520	\$ 77,891	\$ 80,363
3	\$ 50,178	\$ 58,546	\$ 61,208	\$ 64,401	\$ 67,064	\$ 69,725	\$ 72,388	\$ 75,048	\$ 77,711	\$ 80,181	\$ 80,550	\$ 83,026
4	\$ 52,189	\$ 59,877	\$ 62,540	\$ 65,734	\$ 68,394	\$ 71,056	\$ 73,718	\$ 76,379	\$ 79,042	\$ 81,513	\$ 81,882	\$ 84,356
5	\$ 55,885	\$ 61,208	\$ 63,871	\$ 67,064	\$ 69,725	\$ 72,388	\$ 75,048	\$ 77,711	\$ 80,371	\$ 82,845	\$ 83,214	\$ 85,685
6	\$ 58,546	\$ 64,401	\$ 67,064	\$ 70,258	\$ 72,917	\$ 75,582	\$ 78,240	\$ 80,900	\$ 83,565	\$ 86,036	\$ 88,706	\$ 88,881
7	\$ 61,741	\$ 67,064	\$ 70,523	\$ 73,717	\$ 76,377	\$ 79,040	\$ 81,702	\$ 84,363	\$ 87,021	\$ 89,496	\$ 89,867	\$ 92,341
8	\$ 64,401	\$ 69,725	\$ 73,982	\$ 77,175	\$ 79,836	\$ 82,499	\$ 85,160	\$ 87,820	\$ 90,482	\$ 92,954	\$ 93,326	\$ 95,796
9	\$ 67,064	\$ 71,056	\$ 75,712	\$ 78,905	\$ 81,566	\$ 84,227	\$ 86,890	\$ 89,549	\$ 92,210	\$ 94,685	\$ 95,056	\$ 97,525
10	\$ 69,725	\$ 72,388	\$ 77,441	\$ 80,634	\$ 83,295	\$ 85,956	\$ 88,620	\$ 91,278	\$ 93,940	\$ 96,415	\$ 96,785	\$ 99,255
11	\$ 72,388	\$ 75,048	\$ 80,897	\$ 84,091	\$ 86,755	\$ 89,416	\$ 92,078	\$ 94,738	\$ 97,399	\$ 99,873	\$ 100,244	\$ 102,714
12	\$ 75,048	\$ 77,153	\$ 84,359	\$ 87,553	\$ 90,214	\$ 92,873	\$ 95,537	\$ 98,198	\$ 100,859	\$ 103,331	\$ 103,702	\$ 106,174
13	\$ 77,711	\$ 80,371	\$ 87,817	\$ 91,010	\$ 93,671	\$ 96,335	\$ 98,994	\$ 101,657	\$ 104,318	\$ 106,789	\$ 107,163	\$ 109,631
14	\$ 80,371	\$ 83,032	\$ 91,275	\$ 94,467	\$ 97,131	\$ 99,793	\$ 102,454	\$ 105,117	\$ 107,777	\$ 110,248	\$ 110,621	\$ 113,092
15	\$ 83,032	\$ 85,694	\$ 94,735	\$ 97,928	\$ 100,592	\$ 103,253	\$ 105,911	\$ 108,574	\$ 111,236	\$ 113,706	\$ 114,081	\$ 116,550
16	\$ 85,694	\$ 88,356	\$ 98,194	\$ 101,387	\$ 104,050	\$ 106,710	\$ 109,372	\$ 112,034	\$ 114,695	\$ 117,168	\$ 117,538	\$ 120,010
17	\$ 87,025	\$ 89,687	\$ 99,923	\$ 103,116	\$ 105,780	\$ 108,440	\$ 111,102	\$ 113,763	\$ 116,425	\$ 118,897	\$ 119,267	\$ 121,739
18	\$ 88,356	\$ 91,017	\$ 101,651	\$ 104,844	\$ 107,509	\$ 110,169	\$ 112,831	\$ 115,493	\$ 118,156	\$ 120,626	\$ 120,996	\$ 123,468
19	\$ 91,017	\$ 93,679	\$ 105,113	\$ 108,306	\$ 110,966	\$ 113,627	\$ 116,290	\$ 118,950	\$ 121,614	\$ 124,085	\$ 124,455	\$ 126,929
20	\$ 93,679	\$ 96,341	\$ 108,569	\$ 111,764	\$ 114,428	\$ 117,089	\$ 119,748	\$ 122,410	\$ 125,071	\$ 127,545	\$ 127,915	\$ 130,388
21	\$ 93,679	\$ 96,341	\$ 110,300	\$ 113,494	\$ 116,156	\$ 118,818	\$ 121,479	\$ 124,141	\$ 126,800	\$ 129,274	\$ 129,645	\$ 132,117
22	\$ 93,679	\$ 96,341	\$ 112,030	\$ 115,224	\$ 117,884	\$ 120,546	\$ 123,209	\$ 125,870	\$ 128,530	\$ 131,003	\$ 131,373	\$ 133,846
23	\$ 96,339	\$ 99,136	\$ 114,957	\$ 118,311	\$ 121,104	\$ 123,900	\$ 126,695	\$ 129,489	\$ 132,282	\$ 134,756	\$ 135,126	\$ 137,599
24	\$ 98,999	\$ 101,929	\$ 117,884	\$ 121,397	\$ 124,324	\$ 127,252	\$ 130,179	\$ 133,108	\$ 136,034	\$ 138,508	\$ 138,878	\$ 141,351
25	\$ 100,863	\$ 103,885	\$ 119,934	\$ 123,557	\$ 126,579	\$ 129,601	\$ 132,620	\$ 135,643	\$ 138,662	\$ 141,134	\$ 141,505	\$ 143,978
26	\$ 102,725	\$ 105,840	\$ 121,983	\$ 125,717	\$ 128,835	\$ 131,949	\$ 135,061	\$ 138,176	\$ 141,287	\$ 143,760	\$ 144,131	\$ 146,602
27	\$ 104,588	\$ 107,796	\$ 124,033	\$ 127,878	\$ 131,087	\$ 134,296	\$ 137,503	\$ 140,710	\$ 143,915	\$ 146,386	\$ 146,757	\$ 149,230
28	\$ 106,451	\$ 109,753	\$ 126,082	\$ 130,039	\$ 133,341	\$ 136,643	\$ 139,943	\$ 143,243	\$ 146,541	\$ 149,013	\$ 149,382	\$ 151,858

**Salary Schedule
2026-2027**

Step	NURSES	BA	BA+30	MA	MA+15	MA+30	MA+45	MA+60	MA+75	MA+90	PHD	M9PH
1	\$ 48,772	\$ 56,584	\$ 59,278	\$ 62,513	\$ 65,206	\$ 67,902	\$ 70,597	\$ 73,293	\$ 75,986	\$ 78,489	\$ 78,865	\$ 81,368
2	\$ 48,772	\$ 56,584	\$ 59,278	\$ 62,513	\$ 65,206	\$ 67,902	\$ 70,597	\$ 73,293	\$ 75,986	\$ 78,489	\$ 78,865	\$ 81,368
3	\$ 50,805	\$ 59,278	\$ 61,973	\$ 65,206	\$ 67,902	\$ 70,597	\$ 73,293	\$ 75,986	\$ 78,682	\$ 81,183	\$ 81,557	\$ 84,064
4	\$ 52,841	\$ 60,625	\$ 63,322	\$ 66,556	\$ 69,249	\$ 71,944	\$ 74,639	\$ 77,334	\$ 80,030	\$ 82,532	\$ 82,906	\$ 85,410
5	\$ 56,584	\$ 61,973	\$ 64,669	\$ 67,902	\$ 70,597	\$ 73,293	\$ 75,986	\$ 78,682	\$ 81,376	\$ 83,881	\$ 84,254	\$ 86,756
6	\$ 59,278	\$ 65,206	\$ 67,902	\$ 71,136	\$ 73,828	\$ 76,527	\$ 79,218	\$ 81,911	\$ 84,610	\$ 87,111	\$ 89,815	\$ 89,992
7	\$ 62,513	\$ 67,902	\$ 71,405	\$ 74,638	\$ 77,332	\$ 80,028	\$ 82,723	\$ 85,418	\$ 88,109	\$ 90,615	\$ 90,990	\$ 93,495
8	\$ 65,206	\$ 70,597	\$ 74,907	\$ 78,140	\$ 80,834	\$ 83,530	\$ 86,225	\$ 88,918	\$ 91,613	\$ 94,116	\$ 94,493	\$ 96,993
9	\$ 67,902	\$ 71,944	\$ 76,658	\$ 79,891	\$ 82,586	\$ 85,280	\$ 87,976	\$ 90,668	\$ 93,363	\$ 95,869	\$ 96,244	\$ 98,744
10	\$ 70,597	\$ 73,293	\$ 78,409	\$ 81,642	\$ 84,336	\$ 87,030	\$ 89,728	\$ 92,419	\$ 95,114	\$ 97,620	\$ 97,995	\$ 100,496
11	\$ 73,293	\$ 75,986	\$ 81,908	\$ 85,142	\$ 87,839	\$ 90,534	\$ 93,229	\$ 95,922	\$ 98,616	\$ 101,121	\$ 101,497	\$ 103,998
12	\$ 75,986	\$ 78,117	\$ 85,413	\$ 88,647	\$ 91,342	\$ 94,034	\$ 96,731	\$ 99,425	\$ 102,120	\$ 104,623	\$ 104,998	\$ 107,501
13	\$ 78,682	\$ 81,376	\$ 88,915	\$ 92,148	\$ 94,842	\$ 97,539	\$ 100,231	\$ 102,928	\$ 105,622	\$ 108,124	\$ 108,503	\$ 111,001
14	\$ 81,376	\$ 84,070	\$ 92,416	\$ 95,648	\$ 98,345	\$ 101,040	\$ 103,735	\$ 106,431	\$ 109,124	\$ 111,626	\$ 112,004	\$ 114,506
15	\$ 84,070	\$ 86,765	\$ 95,919	\$ 99,152	\$ 101,849	\$ 104,544	\$ 107,235	\$ 109,931	\$ 112,626	\$ 115,127	\$ 115,507	\$ 118,007
16	\$ 86,765	\$ 89,460	\$ 99,421	\$ 102,654	\$ 105,351	\$ 108,044	\$ 110,739	\$ 113,434	\$ 116,129	\$ 118,633	\$ 119,007	\$ 121,510
17	\$ 88,113	\$ 90,808	\$ 101,172	\$ 104,405	\$ 107,102	\$ 109,796	\$ 112,491	\$ 115,185	\$ 117,880	\$ 120,383	\$ 120,758	\$ 123,261
18	\$ 89,460	\$ 92,155	\$ 102,922	\$ 106,155	\$ 108,853	\$ 111,546	\$ 114,241	\$ 116,937	\$ 119,633	\$ 122,134	\$ 122,508	\$ 125,011
19	\$ 92,155	\$ 94,850	\$ 106,427	\$ 109,660	\$ 112,353	\$ 115,047	\$ 117,744	\$ 120,437	\$ 123,134	\$ 125,636	\$ 126,011	\$ 128,516
20	\$ 94,850	\$ 97,545	\$ 109,926	\$ 113,161	\$ 115,858	\$ 118,553	\$ 121,245	\$ 123,940	\$ 126,634	\$ 129,139	\$ 129,514	\$ 132,018
21	\$ 94,850	\$ 97,545	\$ 111,679	\$ 114,913	\$ 117,608	\$ 120,303	\$ 122,997	\$ 125,693	\$ 128,385	\$ 130,890	\$ 131,266	\$ 133,768
22	\$ 94,850	\$ 97,545	\$ 113,430	\$ 116,664	\$ 119,358	\$ 122,053	\$ 124,749	\$ 127,443	\$ 130,137	\$ 132,641	\$ 133,015	\$ 135,519
23	\$ 97,543	\$ 100,375	\$ 116,394	\$ 119,790	\$ 122,618	\$ 125,449	\$ 128,279	\$ 131,108	\$ 133,936	\$ 136,440	\$ 136,815	\$ 139,319
24	\$ 100,236	\$ 103,203	\$ 119,358	\$ 122,914	\$ 125,878	\$ 128,843	\$ 131,806	\$ 134,772	\$ 137,734	\$ 140,239	\$ 140,614	\$ 143,118
25	\$ 102,124	\$ 105,184	\$ 121,433	\$ 125,101	\$ 128,161	\$ 131,221	\$ 134,278	\$ 137,339	\$ 140,395	\$ 142,898	\$ 143,274	\$ 145,778
26	\$ 104,009	\$ 107,163	\$ 123,508	\$ 127,288	\$ 130,445	\$ 133,598	\$ 136,749	\$ 139,903	\$ 143,053	\$ 145,557	\$ 145,933	\$ 148,435
27	\$ 105,895	\$ 109,143	\$ 125,583	\$ 129,476	\$ 132,726	\$ 135,975	\$ 139,222	\$ 142,469	\$ 145,714	\$ 148,216	\$ 148,591	\$ 151,095
28	\$ 107,782	\$ 111,125	\$ 127,658	\$ 131,664	\$ 135,008	\$ 138,351	\$ 141,692	\$ 145,034	\$ 148,373	\$ 150,876	\$ 151,249	\$ 153,756