

FILE COPY

AGREEMENT
between the
BOARD OF EDUCATION
of the
City of Yonkers, New York
and the
YONKERS FEDERATION
OF TEACHERS, AFT/NEA

July 1, 2014 - June 30, 2021

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Local 860 AFT, AFL-CIO**

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ARTICLE 1: PREAMBLE

The Board of Education of the City of Yonkers (hereinafter referred to as the "Board") and the Yonkers Federation of Teachers (hereinafter referred to as the "Federation") recognize that they have a common goal, that of working together toward providing the finest educational opportunities for the boys and girls of the Yonkers Public School System. This goal can best be achieved through the joint efforts of the Board and the Federation.

Both groups recognize their responsibilities in our increasingly complex society for working legally and constructively toward improving community structure, resources, and law to provide maximum educational opportunities.

The Board and the Federation, through their respective representatives, have an obligation to engage in joint study and deliberation and endeavor in good faith to negotiate on policies relative to salaries and conditions of employment.

This Agreement is made and entered into by and between the Board and the Federation.

ARTICLE 2: STATEMENT OF RECOGNITION

In accordance with the provisions of the resolution adopted by the Board on April 8, 1965 governing the election, and as a result of this election held on May 17, 1965, the Board recognizes the Federation as the exclusive negotiating representative of all professional personnel on tenure, on probation, and on terminal appointments, such as classroom teachers, attendance teachers, itinerant teachers, regular substitute teachers, teaching interns, teaching assistants, Athletic Directors, nurse teachers, Occupational and Physical Therapists, librarians, guidance/school counselors, psychologists, per diem appointments, teachers in adult basic education, summer and night school teachers, but excluding administrative and supervisory employees whose function it is to evaluate the performance of professional personnel for the purpose of discipline, tenure, or promotion, or effectively to recommend discipline, tenure or promotion, such as the Superintendent, the Deputy Superintendent, Assistant Superintendents, Directors, Assistant Directors, Supervisors, Principals, Assistant Principals, Coordinators, Helping Teachers, Administrative Interns and Administrative Assistants.

Nothing contained herein shall be construed to prevent any authorized representative of the Board from meeting with any employee organization representing professional employees as defined above for the purpose of hearing the views and proposals of its members, except that, as to matters presented by such organizations which are proper subjects of negotiation, the Federation shall be informed of the meeting, be permitted a representative, and, as to those matters, any changes or modifications shall be made only through negotiations with the Federation.

Nothing contained herein shall be construed to prevent any individual employees from (1) discussing any matter with administrators and/or supervisors or (2) processing a grievance in his/her own behalf in accordance with the grievance procedure.

ARTICLE 3: FAIR PRACTICES

The Federation agrees to maintain its eligibility to represent the voting unit by continuing to admit persons to membership without discrimination on the basis of race, creed, color, national origin, age, sex, marital status or handicaps as covered by Titles VI and IX, and to represent equally all members of the voting unit without regard to membership or participation in, or association with the activities of, any employee organization.

The Board and its administrative personnel agree to continue their policy of not discriminating against any member of the voting unit on the basis of race, creed, color, national origin, age, sex, marital status or handicaps covered by Titles VI and IX, or membership or participation in, or association with the activities of, any employee organization.

ARTICLE 4: FEDERATION RIGHTS

A. Officers

The President of the Federation shall have the right, upon his/her request, to be released full time from his/her teaching duties or to be assigned no more than the first three (3) teaching periods of the day or the equivalent teaching time. The President of the Federation shall be given no homeroom assignment and shall be relieved of any administratively assigned period. The Federation may request a leave without pay for not more than three officers while serving as officers of the Federation. The District shall pay the total cost of three (3) members, designated by the YFT, on such leave, effective July 1, 2014.

Six (6) Federation vice presidents shall be relieved of one (1) assigned duty period daily for the purpose of attending to union grievances. Those of the six (6) vice presidents who do not have assigned duty periods will work out an equivalent free time with the principal in his/her building.

B. Teacher Interest Committee

The Teacher Interest Committee (TIC) in each building, will have the right to meet with the building principal to discuss matters of mutual concern in that building on a regular once a month basis.

The TIC shall submit in writing a proposed agenda at least two (2) school days prior to the meeting. Draft minutes shall be provided to the principal at least two (2) school days prior to distribution to the faculty. Subsequent to the submission of the agenda, items may be added if needed.

C. Building Representatives

In elementary schools the representative shall be relieved of any building assignment during the time when children are arriving at school. In addition, the representative shall be given, for Union business, two (2) thirty (30) minute prep periods per week.

With regard to Pre-K 8 schools, Article 10 H(1.5)(s) shall remain in effect.

In secondary schools, building representatives shall be relieved of one (1) assigned duty period daily to process grievances and shall be relieved of homeroom duty.

In Prek-8 schools, when the 7th grade classes have been created in the building, the building representative from each school shall be relieved for one additional period daily, which shall be not less than 30 minutes for elementary teachers and not less than 47 minutes for secondary teachers, to conduct union business. In addition, the building representatives shall be relieved of any building assignments during the time when children are arriving at or leaving from school.

D. Chapter Meetings

Chapter meetings may be held outside the teacher's day as defined in the section entitled, "Length of Teacher's Day." The arrangement for the use of a school building for meetings is to be in accordance with established procedures. Permission to use school buildings, when not in use for school purposes and up to 5:00 p.m. on school days, may be obtained from the principal of the school. Requests for use of a school building for chapter meetings are to be submitted, in writing, to the principal at least 24 hours prior to the desired time of the meeting. Approval shall be granted except where space is not available or if there is a conflict of activities.

E. Organization Activities

Teachers shall not engage in employee organization activities during the time they are assigned to teaching or other duties and they shall not involve students, nor shall they use school supplies for employee organization activities.

The Federation, as the exclusive representative of the professional personnel described in Article 2 of this Agreement, shall be the only teacher organization with the right to use the school mail service as controlled by the central administration mailing room. All mail so handled will be divided and bundled into separate packages with the name and building of the addressee clearly indicated.

All such mail shall be clearly identifiable as coming from the Federation and shall be signed and dated by an officer of the Federation. The Federation shall have the right to use the school mail boxes for distribution of its material.

The provisions of this section as regards the exclusive right to use the mail service shall be suspended when and, in the event, that the New York State Public Employment Relations Board issues an order and direction of representation election which relates to the professional personnel in the unit described in Article 2 of this Agreement.

Announcements of Federation meetings may be included in school bulletins that do not go to students.

The public address system may be used before students' arrival in the morning and after students' dismissal at the end of the day for the same purpose.

The Federation shall use its best judgment to avoid dissemination through the use of school facilities for the school mail service of material which is offensive or prejudicial to the educative process.

F. Board of Education Meetings

Two (2) copies of the minutes of the Board public meetings shall be made available to the Federation upon request at the headquarters of the Board.

The bylaws and the order of business of the Board provide opportunity for the public, including employee groups, to speak at Board meetings on matters of concern to them. The Board shall also permit the Federation to speak upon individual resolutions after a resolution has been presented and prior to the vote when requested of the Board prior to the meeting.

G. Bulletin Board Space

Approximately sixteen (16) square feet of bulletin board space shall be reserved in each school building for the exclusive use of the Federation. All posted documents shall clearly indicate the author of the document and person responsible for posting.

Such bulletin board space shall be easily accessible to teachers in areas not normally frequented by students.

All other teacher organizations shall have no more than four (4) square feet for their use.

The Federation hereby releases and agrees to indemnify the District for any and all materials that are posted by it on the bulletin board reserved for the exclusive use of the Federation.

H. Conventions

A sufficient number of days shall be provided to the Federation to enable the attendance of all elected delegates to union conventions without loss to the delegates of their own personal days. Substitutes shall be provided as needed.

I. Arbitration/PERB Testimony

The District shall release unit members without deduction of pay when needed for testimony as witnesses for arbitrations or PERB during the school day.

J. Federation Rights

There will be thirty (30) minutes dedicated to the YFT leadership, during Visions or similar training, for all newly hired members.

ARTICLE 5: MONTHLY MEETINGS - MATTERS OF MUTUAL CONCERN

The Superintendent of Schools (hereinafter referred to as the "Superintendent") and/or a representative of the Superintendent will meet and consult once a month, during the school year, with representatives of the Federation on matters of mutual concern.

The Federation is to prepare an agenda which will be given to the Superintendent at least three (3) days in advance of the meeting. Subsequent to the submission of the agenda, items may be added if needed.

ARTICLE 6: SALARIES - HIRED BEFORE JULY 1, 2013

A. Teacher's Salary Schedules

(1) Schedule A-1 - Hired Before July 1, 2013 - Baccalaureate Degree-
Effective July 1, 2014

July 1, 2014

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	59,518	61,364	63,205	65,041	66,880	68,717
2	61,969	63,208	65,041	66,880	68,717	70,568
3	65,963	67,802	69,645	71,480	73,318	75,173
4	69,645	71,480	73,318	75,173	77,009	78,851
5	73,318	75,173	77,009	78,851	80,688	82,527
6	77,009	78,851	80,688	82,527	84,369	86,212
7	78,851	80,688	83,149	84,369	86,212	88,050
8	80,688	82,527	84,988	86,212	88,050	89,891
9	83,454	85,284	88,050	89,891	91,735	93,577
10	86,514	88,361	91,534	92,958	94,803	96,644
11	90,811	92,657	95,410	97,253	99,106	100,948
12	99,597	100,555	100,672	100,948	103,383	105,232
13	101,228	102,186	102,173	104,007	106,460	108,298
14	-	-	113,539	115,492	118,724	120,679
15	-	-	115,170	117,123	120,355	122,309
16	-	-	116,170	118,123	121,355	123,309

			Total Longevity
Longevity:	18 yr.	\$ 750	750
	20 yr.	\$ 2,447	3,197
	25 yr.	\$ 1,071	4,268
	30 yr.	\$ 1,371	5,639

Special Increment = \$1,645.00 (See Article 6B)

(1) Schedule A-1 - Hired Before July 1, 2013 - Master's Degree-
Effective July 1, 2014

July 1, 2014

Steps	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	65,141	66,985	68,820	70,659	72,502	74,677
2	66,985	68,820	70,659	72,502	74,354	76,586
3	71,589	73,424	75,264	77,114	78,951	81,318
4	75,264	77,114	78,951	80,792	82,624	85,103
5	78,951	80,792	82,624	84,466	86,312	88,901
6	82,624	84,466	86,312	88,155	89,997	92,699
7	85,086	86,312	88,155	89,997	91,833	95,512
8	86,927	88,155	89,997	91,833	93,681	97,359
9	89,997	91,833	93,681	95,512	97,359	101,041
10	93,066	94,902	96,743	98,580	100,421	105,327
11	97,359	99,193	101,041	102,890	104,723	108,403
12	102,617	102,890	105,324	107,178	109,019	112,697
13	104,111	105,950	108,403	110,238	112,081	114,539
14	115,479	117,433	120,665	122,622	124,570	128,457
15	117,110	119,064	122,297	124,252	126,201	130,088
16	118,110	120,064	123,297	125,252	127,201	131,088

Longevity:	18 yr.	\$	750	Total Longevity
	20 yr.	\$	2,447	750
	25 yr.	\$	1,071	3,197
	30 yr.	\$	1,371	4,268
				5,639

Special Increment = \$1,645.00 (See Article 6B)

[See explanation under Article 6A(15)]

If intern positions, as defined by the Commissioner are created, such interns shall be paid at 80% of such salary during service at Steps 1 and/or 2.

Effective 10/1/99, no member of the unit shall be entitled to move onto the Ph.D. column by virtue of earning a J.D. or any other law degree.

Special Increment = \$1,645.00 (See Article 6B)

Each teacher, entitled to a step advance on the salary schedule shall advance one step on September 1, 2014. Vocational teachers, without teaching experience, will be placed on the sixth (6th) step.

National Board Certification: Effective July 1, 2014, a teacher who has successfully completed National Board Certification shall be deemed to be in the same lane as a Ph.D.

(2) **Schedule A-2 - Hired Before July 1, 2013 - Baccalaureate Degree-
Effective July 1, 2015**

JULY 1, 2015

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	59,518	61,364	63,205	65,041	66,880	68,717
2	61,969	63,208	65,041	66,880	68,717	70,568
3	65,963	67,802	69,645	71,480	73,318	75,173
4	69,645	71,480	73,318	75,173	77,009	78,851
5	73,318	75,173	77,009	78,851	80,688	82,527
6	77,009	78,851	80,688	82,527	84,369	86,212
7	78,851	80,688	83,149	84,369	86,212	88,050
8	80,688	82,527	84,988	86,212	88,050	89,891
9	83,454	85,284	88,050	89,891	91,735	93,577
10	86,514	88,361	91,534	92,958	94,803	96,644
11	90,811	92,657	95,410	97,253	99,106	100,948
12	99,597	100,555	100,672	100,948	103,383	105,232
13	101,228	102,186	102,173	104,007	106,460	108,298
14	-	-	113,539	115,492	118,724	120,679
15	-	-	115,170	117,123	120,355	122,309
16	-	-	116,170	118,123	121,355	123,309

				Total Longevity
Longevity:	18 yr.	\$	1,000	1,000
	20 yr.	\$	3,518	4,518
	30 yr.	\$	1,371	5,889

Special Increment = \$1,645.00 (See Article 6B)

[See explanation under Article 6A(15)]

(2) **Schedule A-2 - Hired Before July 1, 2013 - Master's Degree-
Effective July 1, 2015**

JULY 1, 2015

Steps	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	65,141	66,985	68,820	70,659	72,502	74,677
2	66,985	68,820	70,659	72,502	74,354	76,586
3	71,589	73,424	75,264	77,114	78,951	81,318
4	75,264	77,114	78,951	80,792	82,624	85,103
5	78,951	80,792	82,624	84,466	86,312	88,901
6	82,624	84,466	86,312	88,155	89,997	92,699
7	85,086	86,312	88,155	89,997	91,833	95,512
8	86,927	88,155	89,997	91,833	93,681	97,359
9	89,997	91,833	93,681	95,512	97,359	101,041
10	93,066	94,902	96,743	98,580	100,421	105,327
11	97,359	99,193	101,041	102,890	104,723	108,403
12	102,617	102,890	105,324	107,178	109,019	112,697
13	104,111	105,950	108,403	110,238	112,081	114,539
14	115,479	117,433	120,665	122,622	124,570	128,457
15	117,110	119,064	122,297	124,252	126,201	130,088
16	118,110	120,064	123,297	125,252	127,201	131,088

Longevity:	Total Longevity	
	18 yr.	\$ 1,000
	20 yr.	\$ 3,518
	30 yr.	\$ 1,371
		5,889

Special Increment = \$1,645.00 (See Article 6B)

[See explanation under Article 6A(15)]

If intern positions, as defined by the Commissioner are created, such interns shall be paid at 80% of such salary during service at Steps 1 and/or 2.

Effective 10/1/99, no member of the unit shall be entitled to move onto the PH.D. column by virtue of earning a J.D. or any other law degree.

Special Increment = \$1,645 (See Article 6B)

Each teacher entitled to a step advance on the salary schedule shall advance one step on September 1, 2015. Vocational teachers, without teaching experience, will be placed on the sixth (6th) step.

National Board Certification: Effective July 1, 2014, a teacher who has successfully completed National Board Certification shall be deemed to be in the same lane as a Ph.D.

(3) **Schedule A-3 - Hired Before July 1, 2013 - Baccalaureate Degree-
Effective July 1, 2016 (3.0% increase)**

July 1, 2016

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	61,304	63,205	65,101	66,992	68,886	70,779
2	63,828	65,104	66,992	68,886	70,779	72,685
3	67,942	69,836	71,734	73,624	75,518	77,428
4	71,734	73,624	75,518	77,428	79,319	81,217
5	75,518	77,428	79,319	81,217	83,109	85,003
6	79,319	81,217	83,109	85,003	86,900	88,798
7	81,217	83,109	85,003	86,900	88,798	90,692
8	83,109	85,003	87,538	88,798	90,692	92,588
9	85,958	87,843	90,692	92,588	94,487	96,384
10	89,109	91,012	94,280	95,747	97,647	99,543
11	93,535	95,437	98,272	100,171	102,079	103,976
12	102,585	103,572	103,692	103,976	106,484	108,389
13	104,265	105,252	105,238	107,127	109,654	111,547
14	-	-	116,945	118,957	122,286	124,299
15	-	-	118,625	120,637	123,966	125,978
16	-	-	119,655	121,667	124,996	127,008

			Total Longevity
Longevity:	18 vt.	\$ 2,000	2,000
	20 vt.	\$ 4,000	6,000
	25 vt.	\$ 2,000	8,000

Special Increment = \$1,694.00 (See Article 6B)

[See explanation under Article 6A(15)]

(3) Schedule A-3 - Hired Before July 1, 2013 - Master's Degree-
Effective July 1, 2016 (3.0% Increase)

JULY 1, 2016

Steps	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	67,095	68,995	70,885	72,779	74,677	76,917
2	68,995	70,885	72,779	74,677	76,585	78,884
3	73,737	75,627	77,522	79,427	81,320	83,758
4	77,522	79,427	81,320	83,216	85,103	87,656
5	81,320	83,216	85,103	87,000	88,901	91,568
6	85,103	87,000	88,901	90,800	92,697	95,480
7	87,639	88,901	90,800	92,697	94,588	96,491
8	89,535	90,800	92,697	94,588	96,491	98,377
9	92,697	94,588	96,491	98,377	100,280	102,072
10	95,858	97,749	99,645	101,537	103,434	105,337
11	100,280	102,169	104,072	105,977	107,865	109,755
12	105,696	107,577	109,484	111,393	113,290	115,187
13	107,234	109,129	111,029	112,929	114,826	116,723
14	118,943	120,843	122,743	124,643	126,543	128,443
15	120,623	122,523	124,423	126,323	128,223	130,123
16	121,653	123,553	125,453	127,353	129,253	131,153

Longevity:	Total	
	Longevity	
	18 yr.	\$ 2,000
	20 yr.	\$ 4,000
	25 yr.	\$ 8,000

Special Increment = \$1,694.00 (See Article 6B)

If intern positions, as defined by the Commissioner are created, such interns shall be paid at 80% of such salary during service at Steps 1 and/or 2.

Effective 10/1/99, no member of the unit shall be entitled to move onto the Ph.D. column by virtue of earning a J.D. or any other law degree.

Special Increment = \$1,694 (See Article 6B)

National Board Certification: Effective July 1, 2014, a teacher who has successfully completed National Board Certification shall be deemed to be in the same lane as a Ph.D.

Each teacher entitled to a step advance on the salary schedule shall advance one step on September 1, 2016 Vocational teachers, without teaching experience, will be placed on the sixth (6th) step.

(4) Schedule A-4 - Hired Before July 1, 2013 - Baccalaureate Degree-
Effective July 1, 2017 (2.5% Increase)

JULY 1, 2017

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	62,837	64,785	66,729	68,667	70,608	72,548
2	65,424	66,732	68,667	70,608	72,548	74,502
3	69,641	71,582	73,527	75,465	77,406	79,364
4	73,527	75,465	77,406	79,364	81,302	83,247
5	77,406	79,364	81,302	83,247	85,187	87,128
6	81,302	83,247	85,187	87,128	89,073	91,018
7	83,247	85,187	87,784	89,073	91,018	92,959
8	85,187	87,128	89,726	91,018	92,959	94,903
9	88,107	90,039	92,959	94,903	96,849	98,794
10	91,337	93,287	96,637	98,141	100,088	102,032
11	95,873	97,823	100,729	102,675	104,631	106,575
12	105,150	106,161	106,284	106,575	109,146	111,099
13	106,872	107,883	107,869	109,805	112,395	114,336
14	-	-	119,869	121,931	125,343	127,406
15	-	-	121,591	123,653	127,065	129,127
16	-	-	122,646	124,709	128,121	130,183

Longevity:	Total Longevity		
	18 yr.	\$ 2,050	2,050
20 yr.		\$ 4,100	6,150
25 yr.		\$ 2,050	8,200

Special Increment = \$1,736.00 (See Article 6B)

(4) Schedule A-4 - Hired Before July 1, 2013 - Master's Degree-
Effective July 1, 2017 (2.5% Increase)

JULY 1, 2017

Steps	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	68,772	70,720	72,657	74,598	76,544	78,840
2	70,720	72,657	74,598	76,544	78,500	80,856
3	75,580	77,518	79,460	81,413	83,353	85,852
4	79,460	81,413	83,353	85,296	87,231	89,847
5	83,353	85,296	87,231	89,175	91,124	93,857
6	87,231	89,175	91,124	93,070	95,014	97,867
7	89,830	91,124	93,070	95,014	97,602	100,836
8	91,773	93,070	95,014	96,953	98,903	102,787
9	95,014	96,953	98,903	100,836	102,787	106,674
10	98,254	100,193	102,136	104,075	106,020	111,199
11	102,787	104,723	106,674	108,626	110,562	114,446
12	108,338	108,626	111,196	113,153	115,097	118,980
13	109,915	111,857	114,446	116,384	118,329	120,924
14	121,917	123,980	127,392	129,459	131,515	135,619
15	123,639	125,702	129,115	131,180	133,237	137,341
16	124,694	126,758	130,171	132,235	134,292	138,397

Longevity:	Total Longevity		
	18 yr.	\$	2,050
	20 yr.	\$	4,100
	25 yr.	\$	2,050

Special Increment = \$1,736.00 (See Article 6B)

[See explanation under Article 6A(15)]

If intern positions, as defined by the Commissioner are created, such interns shall be paid at 80% of such salary during service at Steps 1 and/or 2.

Effective 10/1/99, no member of the unit shall be entitled to move onto the PH.D. column by virtue of earning a J.D. or any other law degree.

Special Increment = \$1,736 (See Article 6B)

Each teacher entitled to a step advance on the salary schedule shall advance one step on September 1, 2017 Vocational teachers, without teaching experience, will be placed on the sixth (6th) step.

National Board Certification: Effective July 1, 2014, a teacher who has successfully completed National Board Certification shall be deemed to be in the same lane as a Ph.D.

**(5) Schedule A-5 - Hired Before July 1, 2013 - Baccalaureate Degree-
Effective July 1, 2018 (2.5% Increase)**

JULY 1, 2018

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	64,408	66,405	68,397	70,384	72,373	74,362
2	67,060	68,400	70,384	72,373	74,362	76,365
3	71,382	73,372	75,365	77,352	79,341	81,348
4	75,365	77,352	79,341	81,348	83,335	85,328
5	79,341	81,348	83,335	85,328	87,317	89,306
6	83,335	85,328	87,317	89,306	91,300	93,293
7	85,328	87,317	89,979	91,300	93,293	95,283
8	87,317	89,306	91,969	93,293	95,283	97,276
9	90,310	92,290	95,283	97,276	99,270	101,264
10	93,620	95,619	99,053	100,595	102,590	104,583
11	98,270	100,269	103,247	105,242	107,247	109,239
12	107,779	108,815	108,941	109,239	111,875	113,876
13	109,544	110,580	110,566	112,550	115,205	117,194
14	-	-	122,866	124,979	128,477	130,591
15	-	-	124,631	126,744	130,242	132,355
16	-	-	125,712	127,827	131,324	133,438

Longevity:	Total Longevity		
	18 yr.	\$ 2,101	2,101
20 yr.	\$ 4,203	6,304	
25 yr.	\$ 2,101	8,405	

Special Increment = \$1,779.00 (See Article 6B)

(5) Schedule A-5 - Hired Before July 1, 2013 - Master's Degree-
Effective July 1, 2013 (2.5% Increase)

JULY 1, 2018

Steps	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	70,491	72,488	74,473	76,463	78,458	80,811
2	72,488	74,473	76,463	78,458	80,463	82,877
3	77,470	79,456	81,447	83,448	85,437	87,998
4	81,447	83,448	85,437	87,428	89,412	92,093
5	85,437	87,428	89,412	91,404	93,402	96,203
6	89,412	91,404	93,402	95,397	97,389	100,314
7	92,076	93,402	95,397	97,389	100,042	103,357
8	94,067	95,397	97,389	99,377	101,376	105,357
9	97,389	99,377	101,376	103,357	105,357	109,341
10	100,710	102,698	104,689	106,677	108,671	113,979
11	105,357	107,341	109,341	111,342	113,326	117,307
12	111,046	111,342	113,976	115,982	117,974	121,955
13	112,663	114,653	117,307	119,294	121,287	123,947
14	124,965	127,080	130,577	132,695	134,803	139,009
15	126,730	128,845	132,343	134,460	136,568	140,775
16	127,811	129,927	133,425	135,541	137,649	141,857

Longevity:	Total Longevity		
	18 yr.	\$ 2,101	2,101
	20 yr.	\$ 4,203	6,304
	25 yr.	\$ 2,101	8,405

Special Increment = \$1,779.00 (See Article 6B)

[See explanation under Article 6A(15)]

If intern positions, as defined by the Commissioner are created, such interns shall be paid at 80% of such salary during service at Steps 1 and/or 2.

Effective 10/1/99, no member of the unit shall be entitled to move onto the PH.D. column by virtue of earning a J.D. or any other law degree.

Special Increment = \$1,779 (See Article 6B)

Each teacher entitled to a step advance on the salary schedule shall advance one step on September 1, 2017 Vocational teachers, without teaching experience, will be placed on the sixth (6th) step.

National Board Certification: Effective July 1, 2014, a teacher who has successfully completed National Board Certification shall be deemed to be in the same lane as a Ph.D.

**(6) Schedule A-6 - Hired Before July 1, 2013 - Baccalaureate Degree-
Effective July 1, 2019 (3.5% Increase)**

JULY 1, 2019

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	66,662	68,729	70,791	72,847	74,906	76,965
2	69,407	70,794	72,847	74,906	76,965	79,038
3	73,880	75,940	78,003	80,059	82,118	84,195
4	78,003	80,059	82,118	84,195	86,252	88,314
5	82,118	84,195	86,252	88,314	90,373	92,432
6	86,252	88,314	90,373	92,432	94,496	96,558
7	88,314	90,373	93,128	94,496	96,558	98,618
8	90,373	92,432	95,188	96,558	98,618	100,681
9	93,471	95,520	98,618	100,681	102,744	104,808
10	96,897	98,966	102,520	104,116	106,181	108,243
11	101,709	103,778	106,861	108,925	111,001	113,062
12	111,551	112,624	112,754	113,062	115,791	117,862
13	113,378	114,450	114,436	116,489	119,237	121,296
14	-	-	127,166	129,353	132,974	135,162
15	-	-	128,993	131,180	134,800	136,987
16	-	-	130,112	132,301	135,920	138,108

			Total Longevity
Longevity:	18 yr.	\$ 2,175	2,175
	20 yr.	\$ 4,350	6,525
	25 yr.	\$ 2,175	8,700

Special Increment = \$1,841.00 (See Article 6B)

(6) Schedule A-6 - Hired Before July 1, 2013 - Master's Degree-
Effective July 1, 2019 (3.5% Increase)

JULY 1, 2019

Steps	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	72,958	75,025	77,080	79,139	81,204	83,639
2	75,025	77,080	79,139	81,204	83,279	85,778
3	80,181	82,237	84,298	86,369	88,427	91,078
4	84,298	86,369	88,427	90,488	92,541	95,316
5	88,427	90,488	92,541	94,603	96,671	99,570
6	92,541	94,603	96,671	98,736	100,798	103,825
7	95,299	96,671	98,736	100,798	102,855	106,974
8	97,359	98,736	100,798	102,855	104,924	109,044
9	100,798	102,855	104,924	106,974	109,044	113,168
10	104,235	106,292	108,353	110,411	112,474	117,968
11	109,044	111,098	113,168	115,239	117,292	121,413
12	114,933	115,239	117,965	120,041	122,103	126,223
13	116,606	118,666	121,413	123,469	125,532	128,285
14	129,339	131,528	135,147	137,339	139,521	143,874
15	131,166	133,355	136,975	139,166	141,348	145,702
16	132,284	134,474	138,095	140,285	142,467	146,822

Longevity:	Total		
	Longevity		
	18 yr.	\$ 2,175	2,175
	20 yr.	\$ 4,350	6,525
	25 yr.	\$ 2,175	8,700

Special Increment = \$1,841.00 (See Article 6B)

[See explanation under Article 6A(15)]

If intern positions, as defined by the Commissioner are created, such interns shall be paid at 80% of such salary during service at Steps 1 and/or 2.

Effective 10/1/99, no member of the unit shall be entitled to move onto the PH.D. column by virtue of earning a J.D. or any other law degree.

Special Increment = \$1,841 (See Article 6B)

Each teacher entitled to a step advance on the salary schedule shall advance one step on September 1, 2017 Vocational teachers, without teaching experience, will be placed on the sixth (6th) step.

National Board Certification: Effective July 1, 2014, a teacher who has successfully completed National Board Certification shall be deemed to be in the same lane as a Ph.D.

(7) Schedule A-7 - Hired Before July 1, 2013 - Baccalaureate Degree-Effective July 1, 2020 (3.0% Increase)

JULY 1, 2020

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	68,662	70,791	72,915	75,032	77,153	79,274
2	71,489	72,918	75,032	77,153	79,274	81,409
3	76,096	78,218	80,343	82,461	84,582	86,721
4	80,343	82,461	84,582	86,721	88,840	90,963
5	84,582	86,721	88,840	90,963	93,084	95,205
6	88,840	90,963	93,084	95,205	97,331	99,455
7	90,963	93,084	95,222	97,331	99,455	101,577
8	93,084	95,205	98,044	99,455	101,577	103,701
9	96,275	98,386	101,577	103,701	105,826	107,952
10	99,804	101,935	105,596	107,239	109,366	111,490
11	104,760	106,891	110,067	112,193	114,331	116,454
12	114,898	116,003	116,137	116,454	119,265	121,398
13	116,779	117,884	117,869	119,984	122,814	124,935
14	-	-	130,981	133,234	136,963	139,217
15	-	-	132,863	135,115	138,844	141,097
16	-	-	134,015	136,270	139,998	142,251

			Total Longevity
Longevity:	18 yr.	\$ 2,240	2,240
	20 yr.	\$ 4,481	6,721
	25 yr.	\$ 2,240	8,961

Special Increment = \$1,896.00 (See Article 6B)

(7) Schedule A-7 - Hired Before July 1, 2013 - Master's Degree-
Effective July 1, 2020 (3.0% Increase)

JULY 1, 2020

Steps	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	75,147	77,276	79,392	81,513	83,640	86,148
2	77,276	79,392	81,513	83,640	85,777	88,351
3	82,586	84,704	86,827	88,960	91,080	93,810
4	86,827	88,960	91,080	93,203	95,317	98,175
5	91,080	93,203	95,317	97,441	99,571	102,557
6	95,317	97,441	99,571	101,698	103,822	106,940
7	98,158	99,571	101,698	103,822	106,649	110,183
8	100,280	101,698	103,822	105,941	108,072	112,315
9	103,822	105,941	108,072	110,183	112,315	116,563
10	107,362	109,481	111,604	113,723	115,848	121,507
11	112,315	114,431	116,563	118,696	120,811	125,055
12	118,381	118,696	121,504	123,642	125,766	130,010
13	120,104	122,226	125,055	127,173	129,298	132,134
14	133,219	135,474	139,201	141,459	143,707	148,190
15	135,101	137,356	141,084	143,341	145,588	150,073
16	136,253	138,508	142,238	144,494	146,741	151,227

Longevity:	Total	
	Longevity	
18 yr.	\$	2,240
20 yr.	\$	4,481
25 yr.	\$	8,961

Special Increment = \$1,896.00 (See Article 6B)

[See explanation under Article 6A(15)]

If intern positions, as defined by the Commissioner are created, such interns shall be paid at 80% of such salary during service at Steps 1 and/or 2.

Effective 10/1/99, no member of the unit shall be entitled to move onto the PH.D. column by virtue of earning a J.D. or any other law degree.

Special Increment = \$1,896 (See Article 6)

Each teacher entitled to a step advance on the salary schedule shall advance one step on September 1, 2017 Vocational teachers, without teaching experience, will be placed on the sixth (6th) step.

National Board Certification: Effective July 1, 2014, a teacher who has successfully completed National Board Certification shall be deemed to be in the same lane as a Ph.D.

ARTICLE 6: SALARIES - HIRED AFTER JULY 1, 2013

A. Teacher's Salary Schedules

**(8) Schedule A-8 - Hired After July 1, 2013 - Baccalaureate
Degree-Effective July 1, 2014**

July 1, 2014

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	59,518	61,364	63,205	65,041	66,880	68,717
2	61,969	63,208	65,041	66,880	68,717	70,568
3	65,963	67,802	69,645	71,480	73,318	75,173
4	69,645	71,480	73,318	75,173	77,009	78,851
5	73,318	75,173	77,009	78,851	80,688	82,527
6	77,009	78,851	80,688	82,527	84,369	86,212
7	78,851	80,688	83,149	84,369	86,212	88,050
8	80,688	82,527	84,988	86,212	88,050	89,891
9	83,454	85,284	88,050	89,891	91,735	93,577
10	86,514	88,361	91,534	92,958	94,803	96,644
11	90,811	92,657	95,410	97,253	99,106	100,948
12	99,597	100,555	100,672	100,948	103,383	105,232
13	101,228	102,186	102,173	104,007	106,460	108,298
14			107,855	109,750	112,592	114,489
15			113,539	115,492	118,724	120,679
16			116,170	118,123	121,355	123,309

		Total Longevity
Longevity:	18 yr.	\$ 750
	20 yr.	\$ 2,447
	25 yr.	\$ 1,071
	30 yr.	\$ 1,371

Special Increment = \$1,645.00 (See Article 6B)

(8) Schedule A-8 - Hired After July 1, 2013 - Master's Degree-
Effective July 1, 2014

July 1, 2014

Steps	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	65,141	66,985	68,820	70,659	72,502	74,677
2	66,985	68,820	70,659	72,502	74,354	76,586
3	71,589	73,424	75,264	77,114	78,951	81,318
4	75,264	77,114	78,951	80,792	82,624	85,103
5	78,951	80,792	82,624	84,466	86,312	88,901
6	82,624	84,466	86,312	88,155	89,997	92,699
7	85,086	86,312	88,155	89,997	91,833	95,512
8	86,927	88,155	89,997	91,833	93,681	97,359
9	89,997	91,833	93,681	95,512	97,359	101,041
10	93,066	94,902	96,743	98,580	100,421	105,327
11	97,359	99,193	101,041	102,890	104,723	108,403
12	102,617	102,890	105,324	107,178	109,019	112,697
13	104,111	105,950	108,403	110,238	112,081	114,539
14	109,795	111,692	114,534	116,430	118,325	121,498
15	115,479	117,433	120,665	122,622	124,570	128,457
16	118,110	120,064	123,297	125,252	127,201	131,088

Longevity:	Total	
	Longevity	
	18 yr.	\$ 750
	20 yr.	\$ 2,447
	25 yr.	\$ 1,071
	30 yr.	\$ 1,371
		5,639

Special Increment = \$1,645.00 (See Article 6B)

[See explanation under Article 6A(15)]

If intern positions, as defined by the Commissioner are created, such interns shall be paid at 80% of such salary during service at Steps 1 and/or 2.

Effective 10/1/99, no member of the unit shall be entitled to move onto the Ph.D. column by virtue of earning a J.D. or any other law degree.

Special Increment = \$1,645.00 (See Article 6B)

Each teacher entitled to a step advance on the salary schedule shall advance one step on September 1, 2014. Vocational teachers, without teaching experience, will be placed on the sixth (6th) step.

National Board Certification: Effective July 1, 2014, a teacher who has successfully completed National Board Certification shall be deemed to be in the same lane as a Ph.D.

(9) **Schedule A-9 - Hired After July 1, 2013 - Baccalaureate Degree-Effective July 1, 2015**

JULY 1, 2015

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	59,518	61,364	63,205	65,041	66,880	68,717
2	61,969	63,208	65,041	66,880	68,717	70,568
3	65,963	67,802	69,645	71,480	73,318	75,173
4	69,645	71,480	73,318	75,173	77,009	78,851
5	73,318	75,173	77,009	78,851	80,688	82,527
6	77,009	78,851	80,688	82,527	84,369	86,212
7	78,851	80,688	83,149	84,369	86,212	88,050
8	80,688	82,527	84,988	86,212	88,050	89,891
9	83,454	85,284	88,050	89,891	91,735	93,577
10	86,514	88,361	91,534	92,958	94,803	96,644
11	90,811	92,657	95,410	97,253	99,106	100,948
12	99,597	100,555	100,672	100,948	103,383	105,232
13	101,228	102,186	102,173	104,007	106,460	108,298
14	-	-	107,855	109,750	112,592	114,489
15	-	-	113,539	115,492	118,724	120,679
16	-	-	116,170	118,123	121,355	123,309

Longevity:	Total Longevity	
	18 yr.	20 yr.
	\$ 1,000	\$ 3,518
		\$ 1,371
		\$ 5,889

Special Increment = \$1,645.00 (See Article 6B)

[See explanation under Article 6A(15)]

(9) Schedule A-9 - Hired After July 1, 2013 - Master's Degree-
Effective July 1, 2015

JULY 1, 2015

Steps	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	65,141	66,985	68,820	70,659	72,502	74,677
2	66,985	68,820	70,659	72,502	74,354	76,586
3	71,589	73,424	75,264	77,114	78,951	81,318
4	75,264	77,114	78,951	80,792	82,624	85,103
5	78,951	80,792	82,624	84,466	86,312	88,901
6	82,624	84,466	86,312	88,155	89,997	92,699
7	85,086	86,312	88,155	89,997	92,448	95,512
8	86,927	88,155	89,997	91,833	93,681	97,359
9	89,997	91,833	93,681	95,512	97,359	101,041
10	93,066	94,902	96,743	98,580	100,421	105,327
11	97,359	99,193	101,041	102,890	104,723	108,403
12	102,617	102,890	105,324	107,178	109,019	112,697
13	104,111	105,950	108,403	110,238	112,081	114,539
14	109,795	111,692	114,534	116,430	118,325	121,498
15	115,479	117,433	120,665	122,622	124,570	128,457
16	118,110	120,064	123,297	125,252	127,201	131,088

Longevity:	Total Longevity	
	18 yr.	\$ 1,000
	20 yr.	\$ 3,518
	25 yr.	\$ 5,889

Special Increment = \$1,645.00 (See Article 6B)

[See explanation under Article 6A(15)]

If intern positions, as defined by the Commissioner are created, such interns shall be paid at 80% of such salary during service at Steps 1 and/or 2.

Effective 10/1/99, no member of the unit shall be entitled to move onto the PH.D. column by virtue of earning a J.D. or any other law degree. 6.B.
Special Increment = \$1,645 (See Article 6B)

Each teacher entitled to a step advance on the salary schedule shall advance one step on September 1, 2015 Vocational teachers, without teaching experience, will be placed on the sixth (6th) step.

National Board Certification: Effective July 1, 2014, a teacher who has successfully completed National Board Certification shall be deemed to be in the same lane as a Ph.D.

(10) Schedule A-10- Hired After July 1, 2013 - Baccalaureate Degree-Effective July 1, 2016 (3.0% increase)

July 1, 2016

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	61,304	63,205	65,101	66,992	68,886	70,779
2	63,828	65,104	66,992	68,886	70,779	72,685
3	67,942	69,836	71,734	73,624	75,518	77,428
4	71,734	73,624	75,518	77,428	79,319	81,217
5	75,518	77,428	79,319	81,217	83,109	85,003
6	79,319	81,217	83,109	85,003	86,900	88,798
7	81,217	83,109	85,643	86,900	88,798	90,692
8	83,109	85,003	87,538	88,798	90,692	92,588
9	85,958	87,843	90,692	92,588	94,487	96,384
10	89,109	91,012	94,280	95,747	97,647	99,543
11	93,535	95,437	98,272	100,171	102,079	103,976
12	102,585	103,572	103,692	103,976	106,484	108,389
13	104,265	105,252	105,238	107,127	109,654	111,547
14			111,091	113,043	115,970	117,924
15			116,945	118,957	122,286	124,299
16			119,655	121,667	124,996	127,008

		Total Longevity	
Longevity:	18 yr.	\$ 2,000	2,000
	20 yr.	\$ 4,000	6,000
	25 yr.	\$ 2,000	8,000

SPECIAL INCREMENT = \$1,694.00 (See Article 6B)

[See explanation under Article 6A(15)]

(10) Schedule A-10 - Hired After July 1, 2013 - Master's Degree-
Effective July 1, 2016 (3.0% Increase)

JULY 1, 2016

Steps	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	67,095	68,995	70,885	72,779	74,677	76,917
2	68,995	70,885	72,779	74,677	76,585	78,384
3	73,737	75,627	77,522	79,427	81,320	83,758
4	77,522	79,427	81,320	83,216	85,103	87,656
5	81,320	83,216	85,103	87,000	88,901	91,568
6	85,103	87,000	88,901	90,800	92,697	95,480
7	87,639	88,901	90,800	92,697	94,588	96,491
8	89,535	90,800	92,697	94,588	96,491	98,377
9	92,697	94,588	96,491	98,377	100,280	104,072
10	95,858	97,749	99,645	101,537	103,434	108,487
11	100,280	102,169	104,072	105,977	107,865	111,655
12	105,696	105,977	108,484	110,393	112,290	116,078
13	107,234	109,129	111,655	113,545	115,443	117,975
14	113,089	115,043	117,970	119,923	121,875	125,143
15	118,943	120,956	124,285	126,301	128,307	132,311
16	121,653	123,666	126,996	129,010	131,017	135,021

Longevity:	Total Longevity		
	18 yr.	\$ 2,000	2,000
	20 yr.	\$ 4,000	6,000
	25 yr.	\$ 2,000	8,000

Special Increment = \$1,694.00 (See Article 6B)

If intern positions, as defined by the Commissioner are created, such interns shall be paid at 80% of such salary during service at Steps 1 and/or 2.

Effective 10/1/99, no member of the unit shall be entitled to move onto the Ph.D. column by virtue of earning a J.D. or any other law degree.

Special Increment = \$1,694 (See Article 6B)

National Board Certification: Effective July 1, 2014, a teacher who has successfully completed National Board Certification shall be deemed to be in the same lane as a Ph.D.

Each teacher entitled to a step advance on the salary schedule shall advance one step on September 1, 2016 Vocational teachers, without teaching experience, will be placed on the sixth (6th) step.

**(11) Schedule A-11 - Hired After July 1, 2013 - Baccalaureate
Degree-Effective July 1, 2017 (2.5% Increase)**

JULY 1, 2017

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	62,837	64,785	66,729	68,667	70,608	72,548
2	65,424	66,732	68,667	70,608	72,548	74,502
3	69,641	71,582	73,527	75,465	77,406	79,364
4	73,527	75,465	77,406	79,364	81,302	83,247
5	77,406	79,364	81,302	83,247	85,187	87,128
6	81,302	83,247	85,187	87,128	89,073	91,018
7	83,247	85,187	87,784	89,073	91,018	92,959
8	85,187	87,128	89,726	91,018	92,959	94,903
9	88,107	90,039	92,959	94,903	96,849	98,794
10	91,337	93,287	96,637	98,141	100,088	102,032
11	95,873	97,823	100,729	102,675	104,631	106,575
12	105,150	106,161	106,284	106,575	109,146	111,099
13	106,872	107,883	107,869	109,805	112,395	114,336
14	-	-	113,868	115,869	118,869	120,872
15	-	-	119,869	121,931	125,343	127,406
16	-	-	122,646	124,709	128,121	130,183

Longevity:	Total Longevity	
	18 yr.	20 yr.
	\$ 2,050	2,050
	\$ 4,100	6,150
	\$ 2,050	8,200

SPECIAL INCREMENT = \$1,736.00 (See Article 6B)

(11) Schedule A-11 - Hired After July 1, 2013 - Master's Degree-
Effective July 1, 2017 (2.5% Increase)

JULY 1, 2017

Steps	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	68,772	70,720	72,657	74,598	76,544	78,840
2	70,720	72,657	74,598	76,544	78,500	80,856
3	75,580	77,518	79,460	81,413	83,353	85,852
4	79,460	81,413	83,353	85,296	87,231	89,847
5	83,353	85,296	87,231	89,175	91,124	93,857
6	87,231	89,175	91,124	93,070	95,014	97,867
7	89,830	91,124	93,070	95,014	97,602	100,836
8	91,773	93,070	95,014	96,953	98,903	102,787
9	95,014	96,953	98,903	100,836	102,787	106,674
10	98,254	100,193	102,136	104,075	106,020	111,199
11	102,787	104,723	106,674	108,626	110,562	114,446
12	108,338	108,626	111,196	113,153	115,097	118,980
13	109,915	111,857	114,446	116,384	118,329	120,924
14	115,916	117,919	120,919	122,921	124,922	128,272
15	121,917	123,980	127,392	129,459	131,515	135,619
16	124,694	126,758	130,171	132,235	134,292	138,397

Longevity:	Total	
	Longevity	
	18 yr.	\$ 2,050
	20 yr.	\$ 4,100
	25 yr.	\$ 2,050
		8,200

Special Increment = \$1,736.00 (See Article 6B)

[See explanation under Article 6A(15)]

If intern positions, as defined by the Commissioner are created, such interns shall be paid at 80% of such salary during service at Steps 1 and/or 2.

Effective 10/1/99, no member of the unit shall be entitled to move onto the PH.D. column by virtue of earning a J.D. or any other law degree.

Special Increment = \$1,736 (See Article 6B)

Each teacher entitled to a step advance on the salary schedule shall advance one step on September 1, 2017 Vocational teachers, without teaching experience, will be placed on the sixth (6th) step.

National Board Certification: Effective July 1, 2014, a teacher who has successfully completed National Board Certification shall be deemed to be in the same lane as a Ph.D.

(12) Schedule A-12 - Hired After July 1, 2013 - Baccalaureate Degree-Effective July 1, 2018 (2.5% Increase)

JULY 1, 2018

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	64,408	66,405	68,397	70,384	72,373	74,362
2	67,060	68,400	70,384	72,373	74,362	76,365
3	71,382	73,372	75,365	77,352	79,341	81,348
4	75,365	77,352	79,341	81,348	83,335	85,328
5	79,341	81,348	83,335	85,328	87,317	89,306
6	83,335	85,328	87,317	89,306	91,300	93,293
7	85,328	87,317	89,979	91,300	93,293	95,283
8	87,317	89,306	91,969	93,293	95,283	97,276
9	90,310	92,290	95,283	97,276	99,270	101,264
10	93,620	95,619	99,053	100,595	102,590	104,583
11	98,270	100,269	103,247	105,242	107,247	109,239
12	107,779	108,815	108,941	109,239	111,875	113,876
13	109,544	110,580	110,566	112,550	115,205	117,194
14			116,715	118,766	121,841	123,894
15			122,866	124,979	128,477	130,591
16			125,712	127,827	131,324	133,438

		Total Longevity
Longevity:	18 yr.	\$ 2,101
	20 yr.	\$ 4,203
	25 yr.	\$ 2,101
		8,405

Special Increment = \$1,779.00 (See Article 6B)

(12) Schedule A-12 - Hired After July 1, 2013 - Master's Degree-
Effective July 1, 2018 (2.5% Increase)

JULY 1, 2018

Steps	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	70,491	72,488	74,473	76,463	78,458	80,811
2	72,488	74,473	76,463	78,458	80,463	82,877
3	77,470	79,456	81,447	83,448	85,437	87,998
4	81,447	83,448	85,437	87,428	89,412	92,093
5	85,437	87,428	89,412	91,404	93,402	96,203
6	89,412	91,404	93,402	95,397	97,389	100,314
7	92,076	93,402	95,397	97,389	100,042	103,357
8	94,067	95,397	97,389	99,377	101,376	105,357
9	97,389	99,377	101,376	103,357	105,357	109,341
10	100,710	102,698	104,689	106,677	108,671	113,979
11	105,357	107,341	109,341	111,342	113,326	117,307
12	111,046	111,342	113,976	115,982	117,974	121,955
13	112,663	114,653	117,307	119,293	121,287	123,947
14	118,814	120,867	123,942	125,994	128,045	131,479
15	124,965	127,080	130,577	132,695	134,803	139,009
16	127,811	129,927	133,425	135,541	137,649	141,857

Longevity:	Total Longevity		
	18 yr.	\$ 2,101	2,101
	20 yr.	\$ 4,203	6,304
	25 yr.	\$ 2,101	8,405

Special Increment = \$1,779.00 (See Article 6B)

[See explanation under Article 6A(15)]

If intern positions, as defined by the Commissioner are created, such interns shall be paid at 80% of such salary during service at Steps 1 and/or 2.

Effective 10/1/99, no member of the unit shall be entitled to move onto the PH.D. column by virtue of earning a J.D. or any other law degree.

Special Increment = \$1,779 (See Article 6B)

Each teacher entitled to a step advance on the salary schedule shall advance one step on September 1, 2017 Vocational teachers, without teaching experience, will be placed on the sixth (6th) step.

National Board Certification: Effective July 1, 2014, a teacher who has successfully completed National Board Certification shall be deemed to be in the same lane as a Ph.D.

(13) Schedule A-13- Hired After July 1, 2013 - Baccalaureate Degree-Effective July 1, 2019 (3.5% Increase)

JULY 1, 2019

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	66,662	68,729	70,791	72,847	74,906	76,965
2	69,407	70,794	72,847	74,906	76,965	79,038
3	73,880	75,940	78,003	80,059	82,118	84,195
4	78,003	80,059	82,118	84,195	86,252	88,314
5	82,118	84,195	86,252	88,314	90,373	92,432
6	86,252	88,314	90,373	92,432	94,496	96,558
7	88,314	90,373	93,128	94,496	96,558	98,618
8	90,373	92,432	95,188	96,558	98,618	100,681
9	93,471	95,520	98,618	100,681	102,744	104,808
10	96,897	98,966	102,520	104,116	106,181	108,243
11	101,709	103,778	106,861	108,925	111,001	113,062
12	111,551	112,624	112,754	113,062	115,791	117,862
13	113,378	114,450	114,436	116,489	119,237	121,296
14			120,800	122,923	126,105	128,230
15			127,166	129,535	132,974	135,162
16			130,112	132,301	135,920	138,108

		Total Longevity
Longevity:	18 yr.	\$ 2,175
	20 yr.	\$ 4,350
	25 yr.	\$ 8,700

Special Increment = \$1,841.00 (See Article 6B)

(13) Schedule A-13 - Hired After July 1, 2013 - Master's Degree-
Effective July 1, 2019 (3.5% Increase)

JULY 1, 2019

Steps	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	72,958	75,025	77,080	79,139	81,204	83,639
2	75,025	77,080	79,139	81,204	83,279	85,778
3	80,181	82,237	84,298	86,369	88,427	91,078
4	84,298	86,369	88,427	90,488	92,541	95,316
5	88,427	90,488	92,541	94,603	96,671	99,570
6	92,541	94,603	96,671	98,736	100,798	103,825
7	95,299	96,671	98,736	100,798	103,543	106,974
8	97,359	98,736	100,798	102,855	104,924	109,044
9	100,798	102,855	104,924	106,974	109,044	113,168
10	104,235	106,292	108,353	110,411	112,474	117,968
11	109,044	111,098	113,168	115,239	117,292	121,413
12	114,933	115,239	117,965	120,041	122,103	126,223
13	116,606	118,666	121,413	123,468	125,532	128,285
14	122,972	125,097	128,280	130,404	132,527	136,081
15	129,339	131,528	135,147	137,339	139,521	143,874
16	132,284	134,474	138,095	140,285	142,467	146,822

Longevity:	Total	
	Longevity	
	18 yr.	\$ 2,175
	20 yr.	\$ 4,350
	25 yr.	\$ 2,175
		8,700

Special Increment = \$1,841.00 (See Article 6B)

[See explanation under Article 6A(15)]

If intern positions, as defined by the Commissioner are created, such interns shall be paid at 80% of such salary during service at Steps 1 and/or 2.

Effective 10/1/99, no member of the unit shall be entitled to move onto the PH.D. column by virtue of earning a J.D. or any other law degree.

Special Increment = \$1,841 (See Article 6B)

Each teacher entitled to a step advance on the salary schedule shall advance one step on September 1, 2017 Vocational teachers, without teaching experience, will be placed on the sixth (6th) step.

National Board Certification: Effective July 1, 2014, a teacher who has successfully completed National Board Certification shall be deemed to be in the same lane as a Ph.D.

(14) Schedule A-14 - Hired After July 1, 2013 - Baccalaureate Degree-Effective July 1, 2020 (3.0% Increase)

JULY 1, 2020

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	68,662	70,791	72,915	75,032	77,153	79,274
2	71,489	72,918	75,032	77,153	79,274	81,409
3	76,096	78,218	80,343	82,461	84,582	86,721
4	80,343	82,461	84,582	86,721	88,840	90,963
5	84,582	86,721	88,840	90,963	93,084	95,205
6	88,840	90,963	93,084	95,205	97,331	99,455
7	90,963	93,084	95,205	97,331	99,455	101,577
8	93,084	95,205	98,044	99,455	101,577	103,701
9	96,275	98,386	101,577	103,701	105,826	107,952
10	99,804	101,935	105,596	107,239	109,366	111,490
11	104,76	106,891	110,067	112,193	114,331	116,454
12	114,89	116,003	116,137	116,454	119,265	121,398
13	116,77	117,884	117,869	119,984	122,814	124,935
14			124,424	126,611	129,888	132,077
15			130,981	133,234	136,963	139,217
16			134,015	136,270	139,998	142,251

			Total Longevity
Longevity:	18 yr.	\$ 2,240	2,240
	20 yr.	\$ 4,481	6,721
	25 yr.	\$ 2,240	8,961

Special Increment = \$1,896.00 (See Article 6B)

(14) Schedule A-14 - Hired After July 1, 2013 - Master's Degree-
Effective July 1, 2020 (3.0% Increase)

JULY 1, 2020

Steps	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	75,147	77,276	79,392	81,513	83,640	86,148
2	77,276	79,392	81,513	83,640	85,777	88,351
3	82,586	84,704	86,827	88,960	91,080	93,810
4	86,827	88,960	91,080	93,203	95,317	98,175
5	91,080	93,203	95,317	97,441	99,571	102,557
6	95,317	97,441	99,571	101,698	103,822	106,940
7	98,158	99,571	101,698	103,822	106,649	110,183
8	100,280	101,698	103,822	105,941	108,072	112,315
9	103,822	105,941	108,072	110,183	112,315	116,563
10	107,362	109,481	111,604	113,723	115,848	121,507
11	112,315	114,431	116,563	118,696	120,811	125,055
12	118,381	118,696	121,504	123,642	125,766	130,010
13	120,104	122,226	125,055	127,172	129,298	132,134
14	126,661	128,850	132,128	134,136	136,503	140,163
15	133,219	135,474	139,201	141,459	143,707	148,190
16	136,253	138,508	142,238	144,494	146,741	151,227

Longevity:	Total	
	Longevity	
	18 yr.	\$ 2,240
	20 yr.	\$ 4,481
	25 yr.	\$ 2,240
		8,961

Special Increment = \$1,896.00 (See Article 6B)

[See explanation under Article 6A(15)]

If intern positions, as defined by the Commissioner are created, such interns shall be paid at 80% of such salary during service at Steps 1 and/or 2.

Effective 10/1/99, no member of the unit shall be entitled to move onto the PH.D. column by virtue of earning a J.D. or any other law degree.

Special Increment = \$1,896 (See Article 6B)

Each teacher entitled to a step advance on the salary schedule shall advance one step on September 1, 2017 Vocational teachers, without teaching experience, will be placed on the sixth (6th) step.

National Board Certification: Effective July 1, 2014, a teacher who has successfully completed National Board Certification shall be deemed to be in the same lane as a Ph.D.

(15) Salary:

Salary Article 6(A): Employees in *all* VFT bargaining unit titles, shall receive the following salary increases on base for all salary steps and lanes, longevity, D-1 schedule, summer school, all hourly related duties, workshops and increments other than EIT/TSA:

July 1, 2014- June 30, 2015:	0.0%
July 1, 2015- June 30, 2016:	0.0%
July 1, 2016- June 30, 2017:	3.0%
July 1, 2017- June 30, 2018:	2.5%
July 1, 2018- June 30, 2019:	2.5%
July 1, 2019- June 30, 2020:	3.5%
July 1, 2020- June 30, 2021:	3.0%

TEACHERS' BASIC SALARY SCHEDULE

(16) Lane Requirements:

BA... Teachers (Non-Vocational) -- Bachelor's Degree:

Vocational Teachers -- Completion of Journeyman's experience in trade or technical area. Evidence of having passed the New York State Trade Proficiency Examination.

BA+15... Teachers (Non-Vocational) -- 15 Semester Hours of

approved study beyond and earned subsequent to the granting of a Baccalaureate Degree.

Vocational Teachers -- Completion of 15 Semester Hours of work toward the provisional license as a trade or technical teacher.

BA+30... Teachers (Non-Vocational) -- 30 Semester Hours of

approved study beyond and earned subsequent to the granting of a Baccalaureate Degree.

Vocational Teachers -- Completion of requirements for the provisional license as a trade or technical teacher in New York State.

Occupational and Physical Therapists who possess a Baccalaureate Degree.

BA+45...

Teachers (Non-Vocational) -- 45 Semester Hours of approved study beyond and earned subsequent to the granting of a Baccalaureate Degree.
Vocational Teachers (Non-Applicable).

BA+60

Teachers (Non-Vocational) -- 60 Semester Hours of approved study beyond and earned subsequent to the granting of a Baccalaureate Degree.
Vocational Teachers -- Completion of requirements for the permanent license as trade or technical teacher in New York State.

BA+75 ...

Teachers (Non-Vocational) -- 75 Semester Hours of approved study beyond and earned subsequent to the granting of a Baccalaureate Degree.
Vocational Teachers -- Receipt of a Baccalaureate Degree at an institution recognized by the Education Department of the State of New York.

MA...

Teachers (Non-Vocational) -- Completion of earned Master's Degree.

MA+15...

Teachers (Non-Vocational) -- 15 Semester Hours of approved study beyond and earned in addition to the granting of a Master's Degree.

MA+30...

Teachers (Non-Vocational) -- 30 Semester Hours of approved study beyond and earned in addition to the granting of a Master's Degree.
Occupational and Physical Therapists who possess a Master's Degree.

MA+45...

Teachers (Non-Vocational) -- 45 Semester Hours of approved study beyond and earned in addition to the granting of a Master's Degree.

MA+60...

Teachers (Non-Vocational) -- 60 Semester Hours of approved study beyond and earned in addition to the granting of a Master's Degree.
Vocational Teachers -- 60 Semester Hours of approved study in addition to the earned Bachelor's Degree.

Ph.D...

Teachers (Non-Vocational) -- Earned Doctorate awarded by a University accredited by the New York State Education Department.

Vocational Teachers -- One year or more beyond the Master's Degree -- (30 Semester Hours) of approved study beyond and earned in addition to the Master's Degree).

*Effective 10/1/99, no member of the unit shall be entitled to move onto the Ph.D. column by virtue of earning a J.D. or any other law degree.

(17) Excellence in Teaching (EIT/TSA) Increment:

- a. Each teacher, regular substitute teacher and ABE teacher will be paid an EIT/TSA increment. The amount each year will be determined by the EIT/TSA amount allocated by the State to Yonkers for that year and shall be distributed as an equal percent added to the salary grid pay for each covered teacher.
- b. The percent shall be determined by the ratio of the total EIT/TSA money received in that year over the total base salary grid money to be paid to all covered teachers for that year. Like all other increments, the EIT/TSA increment shall be part of the teacher's yearly salary for the purposes of social security and pension calculations.
- c. The specific dollar amounts of the EIT/TSA increment which apply to each step of the salary grid will be agreed to between the parties each year in a separate document.
- d. The payment of the EIT/TSA increment will be part of the covered teacher's regular paycheck in the same manner as other increments and when retroactive payments are made they shall be by separate check, if possible.
- e. In no event shall the sum total of all EIT/TSA salary increments paid to covered teachers exceed the EIT/TSA allocation for the given year.
- f. In the event that no EIT/TSA money shall be received from the State, this Agreement shall be of no force or effect, and shall cease to operate for that school year.
- g. In the event that the legislature shall at some future time permit EIT/TSA allocations to be used for payment of benefits or other costs attendant to the EIT/TSA salary increments, then the parties will attempt to negotiate a new agreement.

- h. The parties agree that in no event will any expenditure or payment under this Agreement be required which is not in accordance with the provisions relating to EIT/TSA apportionment as set forth in the Laws and Regulations of New York State.

(18) Longevity:

- a. Upon completion of eighteen (18) years employment by the Board, a teacher shall be entitled to an annual longevity increment. (See Article 6.A)
- b. Upon completion of twenty (20) years employment by the Board, a teacher shall be entitled to an annual longevity increment. (See Article 6.A)
- c. Upon completion of twenty-five (25) years employment by the Board, the teacher shall be entitled to an additional annual increment. (See Article 6.A)

(19) Lane Changes:

All college credits earned subsequent to the Baccalaureate Degree shall count towards lane changes. Lane changes shall take place on September 1 and February 1 of each year. In order for a lane change to occur, teachers must submit to the Personnel office the appropriate form provided by the District for this purpose, but not earlier than the date of completion of the last course used for this change.

Any teacher submitting a lane change request must as a precondition to receiving said increase, provide the District with (an) official transcript(s) of his/her grades as proof of satisfactory completion of same.

Application for a lane change shall be submitted as soon after the completion of the needed credits as possible. If a delay occurs in the appropriate proof of completion of said course, the lane change will not occur until all materials are filed. The lane change will be retroactive to the applicable September 1 or February 1.

However, where questions of relevancy to professional growth in areas of employment are raised, they will be referred to a committee for final determination. That committee shall be

composed of two (2) members appointed by the Superintendent, two (2) members appointed by the Federation, and one (1) teacher appointed by the other four members.

Teachers hired after November 1, 1997 who do not hold a Master's degree or Ph.D. will be placed upon the appropriate BA lane of the salary schedule. There shall be no movement onto any other BA lanes for such teachers. Occupational education teachers who may not be required to obtain a Master's degree for permanent state certification may be placed on any of the BA lanes and may move onto any of the lanes 2 to 6.

(20) In-Service Credits

There are two (2) methods of earning in-service credits for placement on the next salary lane:

a. Course Work

Nine (9) in-service credits offered by the Board may be earned in a complement of Fifteen (15) providing two-thirds are earned in "200" digit courses.

Note: It is the teacher's responsibility to select courses in the "200" digits classification to meet the requirements set forth in the in-service policy for credit for salary adjustment.

Furthermore, teachers will not receive credit more than once for the same course.

All in-service courses will be given for fifteen (15) sessions of two (2) hours per session. Each fifteen (15) class hours equals one (1) in-service credit. Criteria for qualifying for an in-service course will be established by the instructor.

No more than two (2) absences will be permitted in any one (1) course. Late registration is counted as an absence.

In order to start a course, there must be a minimum of fifteen (15) teachers in regular attendance.

Teachers seeking in-service credit for courses taken outside the District must request and receive approval prior to attending classes. The request and approval shall be in writing.

Additionally, proof of successful completion of each in-service course is required prior to approval to count such credits towards lane changes.

Courses sponsored by organizations such as BOCES, etc., will also be given two (2) in-service credits if prior approval is received from the Director in the appropriate area. NDEA, NSF, courses taken under scholarships and foundation grants, and other similar courses for which no official transcript is given, will also be granted two (2) credits of in-service credit. Upon approval of a special project by the instructor, it may be designated as a "200" digit course. When an official transcript is given by an accredited university, the number of credits given by the university will be honored.

Verification of the successful completion of such courses must be submitted to the Office of Personnel together with the approved project. Personnel participating in such courses are responsible for the submission of such verification by the instructor.

In the event that such in-service credit shall entitle the employee to a lane change, then the Board shall pay such increments retroactive to the date said employee became entitled to the lane change, if such proof of completion is not furnished until sometime subsequent to said date. Retroactive payments made hereunder shall not exceed two (2) years.

b. Student Teacher Assignments

Student teachers shall be assigned to teachers on a voluntary basis only, and with the approval of the appropriate central office administrators.

As of January 1, 2007, teachers who have been approved to supervise student teachers shall receive two (2) in-service credits for each supervisory period of nine (9) to sixteen (16) weeks and shall receive one (1) in-service credit for any supervisory period of eight (8) weeks or less. Such credits shall be awarded upon successful completion of each supervisory period.

B. Special Increments

- (1) Teachers of special education, speech, guidance, and psychologists shall be paid above the regular teaching salary the increment set forth in salary schedules A-1 to A-7 and B-1 to B7 Effective October 1, 1999 such increments shall not be applicable to newly hired Special Education and Speech teachers.
- (2) The Teacher-in-Charge who fulfills this responsibility actively for more than one (1) week shall be compensated for such active responsibility based on Step 1 of the differential schedule for assistant principal on a pro-rata basis.

C. Substitute Teachers

(1) Per Diem

- a. The rate for per diem substitute teachers effective July 1 2016 shall be \$149.33 and shall be increased by the agreed upon percentages for each year of the life of the CBA. The 25 day increment has been subsumed by the per diem rate.

<u>Effective Date</u>	<u>Salary Rate</u>
July 1, 2016	\$149.33
July 1, 2017	\$153.06
July 1, 2018	\$156.89
July 1, 2019	\$162.38
July 1, 2020	\$167.25

- b. Per diem substitute teachers shall be entitled to the same length duty-free lunch period as the teacher being replaced.
- c. Continuous service requirements for per diem substitute pay scale purposes will be considered interrupted only by per diem absences of three (3) or more days. In such cases, the continuous service count will begin anew, unless waived by the District for extraordinary reasons at the District's sole discretion.
- d. The application of per diem substitute teachers will be reviewed and considered, in accordance with the District's personnel procedures, when appointments for regular or regular substitute teaching positions are made.

- e. Concerning the matters contained in Article 6, Section D, (1) of this Agreement, per diem substitutes will have the same access to the grievance machinery of the Federation/Board agreement as any other members of the bargaining unit.
 - f. Per diem substitute teachers shall be granted one (1) year of salary credit for each 200 days of service in the Yonkers Public Schools. This credit will also be granted to substitute teachers receiving a regular appointment in this system.
- If, while serving as a substitute teacher in a specific assignment in the Yonkers Public School system, a teacher is granted a regular appointment in the same assignment, the effective date of the appointment will be retroactive to the first day of service in that assignment. Moreover, a substitute teacher who is placed in a regular position prior to April 1, will be granted the full increment on the regular salary scale at the next increment date.

(2) Regular Substitute Teachers

A regular substitute teacher is a substitute who is assigned to an encumbered position which is vacant for at least 90 school days within the same school year. Such regular substitute teachers shall be employed under the following terms:

- a. **Salary:** The starting salary of regular substitute teachers shall be at the appropriate step and lane of the regular teachers' salary schedule in accordance with the Board policies. Regular substitute teachers who serve on a continuous basis in the school district shall be eligible for maximum placement of up to Step 10 of the appropriate lane, and the teacher shall be granted one (1) year of salary service credit for each year of regular substitute service in the Yonkers Public Schools.

If, while serving as a regular substitute teacher in a specific assignment in the school system, a teacher is granted a regular appointment in that assignment, then the effective date of the appointment will be retroactive to the first day of that assignment.

b. **Other Benefits:** A regular substitute teacher shall be entitled to all other contract benefits of the Federation Agreement except:

- Tenure provisions
- Seniority provisions
- Transfer rights provision

c. **Terminations:** A regular substitute teacher shall be terminated upon the return of the teacher for whom the position has been encumbered, or the services of the regular substitute are no longer required. The services of a regular substitute teacher may be terminated at any time.

d. Encumbered positions which have been filled with regular substitutes will be posted in June if the teacher for whom the position is encumbered is not returning within one (1) year.

D. Coaches of Varsity Athletics and Intramural Sports

(1) Additional Pay

Coaches of varsity athletics and intramural sports, who carry full teaching loads and who are designated by the Superintendent to handle one (1) or more of the sports, shall be paid an additional salary as designated in Schedule D-1.

Payment of additional pay under this article will be made at the end of each activity season.

(2) End of Season Coaching Evaluation

Observations by a building administrator are to be followed by a conference with the coach/sponsor at which time the coach/sponsor's performance is to be discussed and recommendations made.

In the event that the first observation is unsatisfactory the building administrator shall complete an additional observation(s) and conference(s) at which time the specific concerns of the building administrator shall be addressed. In serious circumstances involving the health and/or safety of students a second evaluation will not be necessary.

Following the observation(s) and conference(s) the coach/

sponsor is to be informed by the building administrator, in writing, of possible non-continuance in the coaching/sponsoring assignment.

A coach/sponsor whose services may be recommended for non-continuance shall be entitled to present his/her position directly to the school principal, who shall prepare the end-of-season evaluation form.

The school principal will make a written recommendation to the Director of Physical Education and Athletics as to whether the coach should be continued in the position. A copy of the evaluation and recommendation will be made available to the coach/sponsor.

The recommendation of the school principal will be reviewed by the Director of Physical Education and Athletics who shall make the final determination as to whether the coach/sponsor should be continued.

A coach/sponsor whose services have been recommended for discontinuance shall have the opportunity to present his/her position directly to the Director of Physical Education and Athletics.

The determination of the Director of Physical Education and Athletics will be documented in the file of the Director of Physical Education and Athletics and forwarded to the Department of Personnel for placement in staff members' personnel file and a copy sent to the building principal and coach/sponsor. The determination by the Director of Physical Education and Athletics shall be non-grievable, but shall be subject to review at the sole discretion of the Superintendent.

(3) YFT SALARY SCHEDULE D-1

SEASON		7/1/2014	7/1/2015	7/1/2016	7/1/2017	7/1/2018	7/1/2019	7/1/2020
Mid Aug - Mid Nov - 3 Months (12 weeks)								
Cheerleading Freshman/Modified Coach**	FALL	1,134	1,134	1,168	1,197	1,227	1,270	1,308
Cheerleading - Junior Varsity Coach	FALL	1,418	1,418	1,461	1,498	1,535	1,589	1,637
Cheerleading - Varsity Coach	FALL	1,997	1,997	2,057	2,108	2,161	2,237	2,304
Cross Country - Coach	FALL	4,998	4,998	5,148	5,277	5,409	5,598	5,766
Field Hockey - Coach	FALL	5,199	5,199	5,355	5,489	5,626	5,823	5,998
Football - Asst. Freshman/Modified Coach**	FALL	4,095	4,095	4,218	4,323	4,431	4,586	4,724
Football - Freshman/Modified Coach**	FALL	4,604	4,604	4,742	4,861	4,983	5,157	5,312
Football - Asst. Junior Varsity Coach	FALL	4,095	4,095	4,218	4,323	4,431	4,586	4,724
Football - Junior Varsity Coach	FALL	4,348	4,348	4,478	4,590	4,705	4,870	5,016
Football - Varsity Asst. Coach	FALL	5,629	5,629	5,798	5,943	6,092	6,305	6,494
Football - Varsity Coach	FALL	8,026	8,026	8,267	8,474	8,686	8,990	9,260
Soccer - Freshman/Modified Coach**	FALL	3,641	3,641	3,750	3,844	3,940	4,078	4,200
Soccer - Junior Varsity Coach	FALL	4,046	4,046	4,167	4,271	4,378	4,531	4,667
Soccer - Varsity Coach	FALL	5,426	5,426	5,589	5,729	5,872	6,078	6,260
Swimming - Coach	FALL	6,726	6,726	6,928	7,101	7,279	7,534	7,760
Swimming - Junior Varsity Coach	FALL	5,045	5,045	5,196	5,326	5,459	5,650	5,820
Tennis - Coach	FALL	3,761	3,761	3,874	3,971	4,070	4,212	4,338
Twirling - Coach	FALL	1,843	1,843	1,898	1,945	1,994	2,064	2,126
Volleyball - Asst. Freshman/Modified Coach-	FALL	2,842	2,842	2,927	3,000	3,075	3,183	3,278
Volleyball - Freshman/Modified Coach - Girls**	FALL	3,199	3,199	3,295	3,377	3,461	3,582	3,689
Volleyball - Junior Varsity Coach - Girls	FALL	3,553	3,553	3,660	3,752	3,846	3,981	4,100
Volleyball - Varsity Coach - Girls	FALL	4,588	4,588	4,726	4,844	4,965	5,139	5,293
Mid Nov - Feb - 3 1/2 Months (14 weeks)								
Basketball - Freshman/Modified Coach**	WINTER	4,759	4,759	4,902	5,025	5,151	5,331	5,491
Basketball - Junior Varsity Coach	WINTER	5,284	5,284	5,443	5,579	5,718	5,918	6,096
Basketball - Varsity Coach	WINTER	6,963	6,963	7,172	7,351	7,535	7,799	8,033

SEASON	7/1/2014	7/1/2015	7/1/2016	7/1/2017	7/1/2018	7/1/2019	7/1/2020
Bowling - Coach	WINTER	3,387	3,387	3,489	3,576	3,665	3,907
Cheerleading Freshman/Modified Coach**	WINTER	1,276	1,276	1,314	1,347	1,381	1,429
Cheerleading - Junior Varsity Coach	WINTER	1,418	1,418	1,461	1,498	1,535	1,589
Gymnastics - Coach	WINTER	1,997	1,997	2,057	2,108	2,161	2,237
Gymnastics - Junior Varsity Coach	WINTER	5,480	5,480	5,644	5,785	5,930	6,138
Swimming - Coach	WINTER	6,726	6,726	6,928	7,101	7,279	7,534
Swimming - Junior Varsity Coach	WINTER	5,045	5,045	5,196	5,326	5,459	5,650
Track (Winter) - Asst. Coach	WINTER	4,218	4,218	4,345	4,454	4,565	4,725
Track (Winter) - Coach	WINTER	5,322	5,322	5,482	5,619	5,759	5,961
Wrestling - Junior Varsity Coach - Boys	WINTER	4,940	4,940	5,088	5,215	5,345	5,532
Wrestling - Freshman/Modified Coach**	WINTER	4,447	4,447	4,580	4,695	4,812	4,980
Wrestling - Varsity Coach	WINTER	6,586	6,586	6,784	6,954	7,128	7,377
March - May - 3 Months (12 weeks)							
Baseball - Freshman/Modified Coach**	SPRING	3,839	3,839	3,954	4,053	4,154	4,299
Baseball - Junior Varsity Coach	SPRING	4,261	4,261	4,389	4,499	4,611	4,772
Baseball - Asst. Varsity Coach	SPRING	4,707	4,707	4,848	4,969	5,093	5,271
Baseball - Varsity Coach	SPRING	5,883	5,883	6,059	6,210	6,365	6,588
Golf - Coach	SPRING	3,037	3,037	3,128	3,206	3,286	3,401
Lacrosse - Coach	SPRING	6,032	6,032	6,213	6,368	6,527	6,755
Lacrosse - Junior Varsity Coach - Boys	SPRING	4,523	4,523	4,659	4,775	4,894	5,065
Rifle - Coach	SPRING	2,759	2,759	2,842	2,913	2,986	3,091
Softball - Freshman/Modified Coach - Girls**	SPRING	3,839	3,839	3,954	4,053	4,154	4,299
Softball - Junior Varsity Coach - Girls	SPRING	4,261	4,261	4,389	4,499	4,611	4,772
Softball - Asst. Varsity Coach - Girls	SPRING	4,707	4,707	4,848	4,969	5,093	5,271
Softball - Varsity Coach - Girls	SPRING	5,883	5,883	6,059	6,210	6,365	6,588
Tennis - Coach	SPRING	3,761	3,761	3,874	3,971	4,070	4,212
Track (Spring) - Asst. Coach	SPRING	4,218	4,218	4,345	4,454	4,565	4,725
Track (Spring) - Coach	SPRING	5,927	5,927	6,105	6,258	6,414	6,638

** Freshman/Modified Coach Salary Based on 90% of JV Coach Salary.
 ** Asst. Freshman/Modified Coach Salary Based on 80% of JV Coach Salary.

YFT SALARY SCHEDULE D-1

SEASON		7/1/2014	7/1/2015	7/1/2016	7/1/2017	7/1/2018	7/1/2019	7/1/2020
Full Year Activities		FULL YEAR						
Athletic Directors - High School	FULL YEAR	12,941	12,941	13,329	13,662	14,004	14,494	14,929
Athletic Directors - Middle	FULL YEAR	6,473	6,473	6,667	6,834	7,005	7,250	7,468
Senior High School								
Dramatics	FULL YEAR	3,929	3,929	4,047	4,148	4,252	4,401	4,533
G.O.	FULL YEAR	6,604	6,604	6,802	6,972	7,146	7,396	7,618
Instrumental Music	FULL YEAR	3,929	3,929	4,047	4,148	4,252	4,401	4,533
Intramurals	FULL YEAR	3,634	3,634	3,743	3,837	3,933	4,071	4,193
Literary Magazine (Sr.)	FULL YEAR	2,141	2,141	2,205	2,260	2,317	2,398	2,470
Newspaper	FULL YEAR	3,311	3,311	3,410	3,495	3,582	3,707	3,818
Yearbook	FULL YEAR	4,384	4,384	4,516	4,629	4,745	4,911	5,058
Middle School								
G.O.	FULL YEAR	3,929	3,929	4,047	4,148	4,252	4,401	4,533
Instrumental Music	FULL YEAR	2,077	2,077	2,139	2,192	2,247	2,326	2,396
Intramurals	FULL YEAR	3,634	3,634	3,743	3,837	3,933	4,071	4,193
Newspaper	FULL YEAR	1,554	1,554	1,601	1,641	1,682	1,741	1,793
Yearbook	FULL YEAR	2,077	2,077	2,139	2,192	2,247	2,326	2,396

Compensation for teachers who are doing the work of G.O. for schools comprised of grades seven (7) through twelve (12) shall be compensated as per the following rate schedule:

Grade 6 or 7 thru 12 School								
G.O.	FULL YEAR	7,750	7,750	7,983	8,183	8,388	8,682	8,942

**Freshman/Modified Coach Salary Based on 90% of JV Coach Salary

**Asst. Freshman/Modified Coach Salary Based on 80% of JV Coach Salary

E. Adult Basic Education (ABE)

(1) Schedule E-1 Teacher's Salary (Baccalaureate Degree) effective July 1, 2014

July 1, 2014

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	53,567	55,228	56,885	58,537	60,192	61,845
2	55,772	56,888	58,537	60,192	61,845	63,512
3	59,366	61,022	62,681	64,333	65,986	67,656
4	62,681	64,333	65,986	67,656	69,772	70,966
5	65,986	67,656	69,308	70,966	72,619	74,274
6	69,308	70,966	72,619	74,274	75,933	77,592
7	70,966	72,619	74,835	75,933	77,592	79,245
8	72,619	74,274	76,490	77,592	79,245	80,903
9	75,109	76,756	79,245	80,903	82,562	84,220
10	77,863	79,525	82,010	83,662	85,323	86,979
11	81,730	83,391	85,869	87,528	89,195	90,853
12	89,638	90,500	90,604	90,853	93,045	94,710
13	91,104	91,956	91,956	93,606	95,814	97,468
14	-	-	102,185	103,943	106,852	108,610
15	-	-	103,653	105,411	108,320	110,079
16	92,104	92,567	104,653	106,411	109,320	111,079

Longevity:	18 yr.	\$ 750
	20 yr.	\$ 2,202
	25 yr.	\$ 946
	30 yr.	\$ 1,234

[See explanation under Article 6E(8)]

E. Adult Basic Education (ABE)

(1) Schedule E-1 Teacher's Salary (Master's Degree) effective July 1, 2014

July 1, 2014

Steps	MA	MA+15	MA+30	MA+45	MA+60
1	58,627	60,287	61,938	63,593	65,252
2	60,287	61,938	63,593	65,252	66,919
3	64,430	66,082	67,737	69,404	71,057
4	67,737	69,404	71,057	72,714	74,362
5	71,057	72,714	74,362	76,019	77,681
6	74,362	76,019	77,681	79,340	80,997
7	76,578	77,681	79,340	80,997	83,203
8	78,234	79,340	80,997	82,649	84,314
9	80,997	82,649	84,314	85,961	87,624
10	83,760	85,412	87,070	88,722	90,380
11	87,624	89,274	90,937	92,600	94,251
12	92,355	92,600	94,792	96,461	98,118
13	93,700	95,355	97,564	99,215	100,874
14	103,931	105,690	108,599	110,360	112,113
15	105,400	107,158	110,068	111,827	113,581
16	106,400	108,158	111,068	112,827	114,581

Longevity:	18 yr.	\$ 750
	20 yr.	\$ 2,202
	25 yr.	\$ 964
	30 yr.	\$ 1,234

[See explanation under Article 6E(8)]

E. Adult Basic Education (ABE)

(2) Schedule E-2 Teacher's Salary (Baccalaureate Degree) effective July 1, 2015

JULY 1, 2015

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	53,567	55,228	56,885	58,537	60,192	61,845
2	55,772	56,888	58,537	60,192	61,845	63,512
3	59,366	61,022	62,681	64,333	65,986	67,656
4	62,681	64,333	65,986	67,656	69,772	70,966
5	65,986	67,656	69,308	70,966	72,619	74,274
6	69,308	70,966	72,619	74,274	75,933	77,592
7	70,966	72,619	74,335	75,933	77,592	79,245
8	72,619	74,274	76,490	77,592	79,245	80,903
9	75,109	76,756	79,245	80,903	82,562	84,220
10	77,863	79,525	82,010	83,662	85,323	86,979
11	81,730	83,391	85,869	87,528	89,195	90,853
12	89,638	90,500	90,604	90,853	93,045	94,710
13	91,104	91,956	91,956	93,606	95,814	97,468
14	-	-	102,185	103,943	106,852	108,610
15	-	-	103,653	105,411	108,320	110,079
16	92,104	92,967	104,653	106,411	109,320	111,079

Longevity:	18 yr.	\$ 1,000
	20 yr.	\$ 3,518
	30 yr.	\$ 1,371

[See explanation under Article 6E(8)]

E. Adult Basic Education (ABE)

(2) Schedule E-2 Teacher's Salary (Master's Degree) effective July 1, 2015

JULY 1, 2015

Steps	MA	MA+15	MA+30	MA+45	MA+60
1	58,627	60,287	61,938	63,593	65,252
2	60,287	61,938	63,593	65,252	66,919
3	64,430	66,082	67,737	69,404	71,057
4	67,737	69,404	71,057	72,714	74,362
5	71,057	72,714	74,362	76,019	77,681
6	74,362	76,019	77,681	79,340	80,997
7	76,578	77,681	79,340	80,997	83,203
8	78,234	79,340	80,997	82,649	84,314
9	80,997	82,649	84,314	85,961	87,624
10	83,760	85,412	87,070	88,722	90,380
11	87,624	89,274	90,937	92,600	94,251
12	92,355	92,600	94,792	96,461	98,118
13	93,700	95,355	97,564	99,215	100,874
14	103,931	105,690	108,599	110,360	112,113
15	105,400	107,158	110,068	111,827	113,581
16	106,400	108,158	111,068	112,827	114,851

Longevity:	18 yr.	\$ 1,000
	20 yr.	\$ 3,518
	30 yr.	\$ 1,371

[See explanation under Article 6E(8)]

E. Adult Basic Education (ABE)

(3) Schedule E-3 Teacher's (Baccalaureate Degree) effective July 1, 2016 (3.0% increase)

July 1, 2016

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	55,174	56,885	58,592	60,293	61,998	63,700
2	57,445	58,595	60,293	61,998	63,700	65,417
3	61,147	62,853	64,561	66,263	67,966	69,686
4	64,561	66,263	67,966	69,686	71,865	73,095
5	67,966	69,686	71,387	73,095	74,798	76,502
6	71,387	73,095	74,798	76,502	78,211	79,920
7	73,095	74,798	77,080	78,211	79,920	81,622
8	74,798	76,502	78,785	79,920	81,622	83,330
9	77,362	79,059	81,622	83,330	85,039	86,747
10	80,199	81,911	84,470	86,172	87,883	89,588
11	84,182	85,893	88,445	90,154	91,871	93,579
12	92,327	93,215	93,322	93,579	95,836	97,551
13	93,837	94,715	94,715	96,414	98,688	100,392
14	-	-	105,251	107,061	110,058	111,868
15	-	-	106,763	108,573	111,570	113,381
16	94,867	95,756	107,793	109,603	112,600	114,411
Longevity:		18 yr.	\$ 2,000			
		20 yr.	\$ 4,000			
		25 yr.	\$ 2,000			

[See explanation under Article 6E(8)]

E. Adult Basic Education (ABE)

(3) Schedule E-3 Teacher's Salary (Master's Degree) effective July 1, 2016 (3.0% increase)

JULY 1, 2016

Steps	MA	MA+15	MA+30	MA+45	MA+60
1	60,386	62,096	63,796	65,501	67,210
2	62,096	63,796	65,501	67,210	68,927
3	66,363	68,064	69,769	71,486	73,189
4	69,769	71,486	73,189	74,895	76,593
5	73,189	74,895	76,593	78,300	80,011
6	76,593	78,300	80,011	81,720	83,427
7	78,875	80,011	81,720	83,427	85,699
8	80,581	81,720	83,427	85,128	86,843
9	83,427	85,128	86,843	88,540	90,253
10	86,273	87,974	89,682	91,384	93,091
11	90,253	91,952	93,665	95,378	97,079
12	95,126	95,378	97,636	99,355	101,062
13	96,511	98,216	100,491	102,191	103,900
14	107,049	108,861	111,857	113,671	115,476
15	108,562	110,373	113,370	115,182	116,988
16	109,592	111,403	114,400	116,212	118,018

Longevity:	18 yr.	\$ 2,000
	20 yr.	\$ 4,000
	25 yr.	\$ 2,000

[See explanation under Article 6E(8)]

E. Adult Basic Education (ABE)

(4) Schedule E-4 Teacher's Salary Schedule (Baccalaureate Degree)
effective July 1, 2017 (2.5% increase)

JULY 1, 2017

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	56,553	58,307	60,056	61,800	63,548	65,293
2	58,881	60,060	61,800	63,548	65,293	67,053
3	62,676	64,424	66,175	67,920	69,665	71,428
4	66,175	67,920	69,665	71,428	73,662	74,922
5	69,665	71,428	73,172	74,922	76,668	78,415
6	73,172	74,922	76,668	78,415	80,166	81,918
7	74,922	76,668	79,007	80,166	81,918	83,663
8	76,668	78,415	80,754	81,918	83,663	85,413
9	72,296	81,035	83,663	85,413	87,165	88,915
10	82,204	83,959	86,582	88,326	90,080	91,828
11	86,286	88,040	90,656	92,408	94,168	95,918
12	94,635	95,545	95,655	95,918	98,232	99,900
13	96,183	97,083	97,083	98,825	101,156	102,902
14	-	-	107,882	109,738	112,809	114,665
15	-	-	109,432	111,288	114,359	116,216
16	97,239	98,150	110,487	112,343	115,415	117,272

Longevity:	18 yr.	\$ 2,050
	20 yr.	\$ 4,100
	25 yr.	\$ 2,050

E. Adult Basic Education (ABE)

(4) Schedule E-4 Teacher's Salary (Master's Degree) effective July 1, 2017 (2.5% increase)

JULY 1, 2017

Steps	MA	MA+15	MA+30	MA+45	MA+60
1	61,895	63,648	65,391	67,138	68,890
2	63,648	65,391	67,138	68,890	70,650
3	68,022	69,766	71,513	73,273	75,018
4	71,513	73,273	75,018	76,768	78,508
5	78,018	76,768	78,508	80,257	82,012
6	78,508	80,257	82,012	83,763	85,513
7	80,847	82,012	83,763	85,513	87,842
8	82,596	83,763	85,513	87,257	89,015
9	85,513	87,257	89,015	90,753	92,509
10	88,430	90,174	91,924	93,668	95,419
11	92,509	94,251	96,007	97,762	99,505
12	97,504	97,762	100,077	101,839	103,588
13	98,924	100,671	103,003	104,746	106,498
14	109,725	111,582	114,653	116,513	118,363
15	111,276	113,132	116,204	118,061	119,913
16	112,332	114,188	117,260	119,117	120,969

Longevity:	18 yr.	\$ 2,050
	20 yr.	\$ 4,100
	25 yr.	\$ 2,050

[See explanation under Article 6E(8)]

E. Adult Basic Education (ABE)

- (5) Schedule E-5 Teacher's Salary (Baccalaureate Degree) effective July 1, 2018 (2.5% increase)

JULY 1, 2018

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	57,967	59,765	61,558	63,345	65,136	66,925
2	60,353	61,561	63,345	65,136	66,925	68,729
3	64,243	66,035	67,830	69,618	71,406	73,214
4	67,830	69,618	71,406	73,214	75,001	76,795
5	71,406	73,214	75,001	76,795	78,584	80,375
6	75,001	76,795	78,584	80,375	82,170	83,966
7	76,795	78,584	80,375	82,170	83,966	85,754
8	78,584	80,375	82,170	83,966	85,754	87,549
9	81,279	83,061	84,844	86,627	88,410	90,194
10	84,259	86,057	87,847	89,638	91,424	93,210
11	88,444	90,241	92,033	93,824	95,614	97,404
12	97,001	99,510	101,579	103,648	105,717	107,786
13	98,588	101,295	104,002	106,709	109,416	112,123
14	-	-	-	-	-	-
15	-	-	-	-	-	-
16	99,670	100,604	101,538	102,472	103,406	104,340

Longevity:	18 yr.	\$ 2,101
	20 yr.	\$ 4,203
	25 yr.	\$ 2,101

[See explanation under Article 6E(8)]

E. Adult Basic Education (ABE)

(5) Schedule E-5 Teacher's (Master's Degree) effective July 1, 2018
(2.5% increase)

JULY 1, 2018

Steps	MA	MA+15	MA+30	MA+45	MA+60
1	63,443	65,239	67,026	68,817	70,612
2	65,239	67,026	68,817	70,612	72,416
3	69,723	71,510	73,301	75,105	76,894
4	73,301	75,105	76,894	78,687	80,470
5	76,894	78,687	80,470	82,263	84,062
6	80,470	82,263	84,062	85,857	87,650
7	82,868	84,062	85,857	87,650	90,038
8	84,660	85,857	87,650	89,438	91,240
9	87,650	89,438	91,240	93,022	94,822
10	90,640	92,428	94,222	96,010	97,804
11	94,822	96,607	98,407	100,207	101,993
12	99,941	100,207	102,579	104,385	106,178
13	101,397	103,188	105,578	107,365	109,160
14	112,468	114,372	117,520	119,425	121,322
15	114,058	115,960	119,109	121,013	122,911
16	115,140	117,043	120,192	122,095	123,993

Longevity:	18 yr.	\$ 2,101
	20 yr.	\$ 4,203
	25 yr.	\$ 2,101

[See explanation under Article 6E(8)]

E. Adult Basic Education (ABE)

(6) Schedule E-6 Teacher's Salary (Baccalaureate Degree) effective July 1, 2019 (3.5% increase)

JULY 1, 2019

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	59,996	61,856	63,712	65,563	67,416	69,268
2	62,466	63,716	65,563	67,416	69,268	71,135
3	66,491	68,346	70,204	72,054	73,906	75,776
4	70,204	72,054	73,906	75,776	78,146	79,483
5	73,906	75,776	77,626	79,483	81,335	83,188
6	77,626	79,483	81,335	83,188	85,046	86,904
7	79,483	81,335	83,188	85,046	86,904	88,756
8	81,335	83,188	85,046	86,904	88,756	90,613
9	84,123	85,968	88,756	90,613	92,471	94,328
10	87,208	89,069	91,853	93,703	95,563	97,418
11	91,539	93,399	96,175	98,033	99,900	101,757
12	100,396	101,362	101,478	101,757	104,212	106,077
13	102,038	102,992	102,992	104,840	107,313	109,166
14	-	-	114,449	116,418	119,676	121,645
15	-	-	116,093	118,062	121,320	123,291
16	103,158	104,125	117,213	119,182	122,240	124,411

Longevity:	18 yr.	\$ 2,175
	20 yr.	\$ 4,350
	25 yr.	\$ 2,175

[See explanation under Article 6E(8)]

E. Adult Basic Education (ABE)

(6) Schedule E-6 Teacher's Salary (Master's Degree) effective July 1, 2019 (3.5% increase)

JULY 1, 2019

Steps	MA	MA+15	MA+30	MA+45	MA+60
1	65,663	67,523	69,372	71,225	73,083
2	67,523	69,372	71,225	73,083	74,951
3	72,163	74,013	75,867	77,734	79,585
4	75,867	77,734	79,585	81,441	83,287
5	79,585	81,441	83,287	85,143	87,004
6	83,287	85,143	87,004	88,862	90,718
7	85,769	87,004	88,862	90,718	93,189
8	87,624	88,862	90,718	92,568	94,433
9	90,718	92,568	94,433	96,278	98,141
10	93,813	95,663	97,520	99,370	101,227
11	98,141	99,989	101,851	103,714	105,563
12	103,439	103,714	106,169	108,038	109,894
13	104,946	106,799	109,274	111,123	112,981
14	116,405	118,375	121,633	123,605	125,569
15	118,050	120,019	123,278	125,248	127,213
16	119,170	121,139	124,398	126,368	128,333

Longevity:	18 yr.	\$ 2,175
	20 yr.	\$ 4,350
	25 yr.	\$ 2,175

[See explanation under Article 6E(8)]

E. Adult Basic Education (ABE)

(7) Schedule E-7 Teacher's Salary (Baccalaureate Degree) effective July 1, 2020 (3.0% increase)

JULY 1, 2020

Steps	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	61,796	63,712	65,624	67,529	69,439	71,346
2	64,340	65,627	67,529	69,439	71,346	73,269
3	68,486	70,396	72,310	74,216	76,123	78,049
4	72,310	74,216	76,123	78,049	80,490	81,868
5	76,123	78,049	79,955	81,868	83,775	85,684
6	79,955	81,868	83,775	85,684	87,598	89,512
7	81,868	83,775	86,331	87,598	89,512	91,419
8	83,775	85,684	88,240	89,512	91,419	93,331
9	86,647	88,547	91,419	93,331	95,245	97,158
10	89,824	91,742	94,608	96,514	98,430	100,341
11	94,285	96,201	99,060	100,974	102,897	104,810
12	103,408	104,403	104,523	104,810	107,339	109,259
13	105,099	106,082	106,082	107,986	110,533	112,441
14	-	-	117,883	119,911	123,267	125,295
15	-	-	119,576	121,604	124,960	126,989
16	106,253	107,249	120,730	122,758	126,114	128,143

Longevity:	18 yr.	\$ 2,240
	20 yr.	\$ 4,480
	25 yr.	\$ 2,240

[See explanation under Article 6E(8)]

E. Adult Basic Education (ABE)

(7) Schedule E-7 Teacher's Salary (Master's Degree) effective July 1, 2020 (3.0% increase)

JULY 1, 2020

Steps	MA	MA+15	MA+30	MA+45	MA+60
1	67,633	69,548	71,453	73,362	75,276
2	69,548	71,453	73,362	75,276	77,199
3	74,328	76,233	78,143	80,066	81,973
4	78,143	80,066	81,973	83,884	85,785
5	81,973	83,884	85,785	87,697	89,614
6	85,785	87,697	89,614	91,528	93,440
7	88,342	89,614	91,528	93,440	95,985
8	90,252	91,528	93,440	95,345	97,266
9	93,440	95,345	97,266	99,166	101,085
10	96,627	98,533	100,446	102,351	104,264
11	101,085	102,988	104,907	106,825	108,730
12	106,543	106,825	109,354	111,279	113,191
13	108,094	110,003	112,552	114,456	116,370
14	119,897	121,926	125,282	127,313	129,336
15	121,591	123,620	126,977	129,006	131,029
16	122,745	124,773	128,130	130,159	132,183
Longevity:		18 yr.	\$ 2,240		
		20 yr.	\$ 4,480		
		25 yr.	\$ 2,240		

[See explanation under Article 6E(8)]

(8) Longevity:

- a. Upon completion of eighteen (18) years employment by the Board, ABE teachers shall be entitled to an annual longevity increment. (See Article 6.F)
- b. Upon completion of twenty (20) years employment by the Board, ABE teachers shall be entitled to an annual longevity increment. (See Article 6.F)
- c. Upon completion of twenty-five (25) years employment by the Board, ABE teachers shall be entitled to an additional annual increment. (See Article 6.F)

The amount set forth for Steps 21, 26 and 31 shall reflect 90% of the amount set forth on Schedule 6A and 6B.

(9) Benefits:

- a. ABE teachers shall be entitled to the same Health and Medical benefits as other teachers in the bargaining unit.
- b. ABE teachers shall be entitled to the same number of personal leave and sick leave days as other teachers in the bargaining unit. The salary paid to each teacher during such days will be the same as they would have earned had they worked that day.
- c. Each ABE teacher will be entitled to a Welfare Fund contribution benefit on the following basis:
 - 6 hour teacher: Full Welfare Fund contribution
 - 4-1/2 hour teacher: 3/4 Welfare Fund contribution
 - 3 hour teacher: 1/2 Welfare Fund contribution
- d. ABE teachers will be entitled to accumulate and exercise seniority within the ABE Program based upon the date of assignment to the ABE Program and the subsequent years of service within the ABE Program.
- e. ABE teachers will be entitled to transfer within the school system into open positions on the same basis as other teachers in the bargaining unit, using ABE service credit as computed in paragraph "d" hereof.

- f. For the purposes of the above two provisions, each year of employment shall be credited as one (1) year of seniority.
- g. Effective September 1981, ABE six (6) hour teachers may use future consecutive ABE service in order to earn tenure. If the Board requires the teacher to perform less than six (6) hours service per day in any subsequent year, then such teacher shall receive full time probationary credit. A voluntary reduction by a teacher to less than six (6) hours per day service shall result in a forfeiture of previously acquired probationary credit.
- h. ABE teachers shall have the same rights under other sections of the teacher contract, where appropriate, as other teachers in the bargaining unit, except that no matters related to salary, benefits, transfers, continuation of employment and tenure shall be beyond those agreed to in Article 6, Section E of this Agreement.

F. Athletic Directors

1. Salary

The stipend for Athletic Directors will be paid in three (3) equal increments to coincide with the end of the Fall, Winter and Spring sports seasons.

In the event the Director of Physical Education and Athletics deems the Athletic Director's attendance necessary for days during the months of July and August, compensation will be at the rate of 1/200th for each day worked. Every effort shall be made to give notice of such required attendance by the last day of school.

2. Responsibilities

Athletic Directors, under the supervision of the building principals, will be responsible for the following in their assigned school:

- a. Administration and supervision of school Interscholastic Athletic Program under the direct supervision of the Building Principal and/or the District Director.
- b. Attendance and other responsibilities as set forth in the "Policies and Procedures for Interscholastic Athletics" at all

home varsity football and basketball games. In addition, the Athletic Director's attendance may be required at other football or basketball games which, in the judgment of the Building Principal, present unusual circumstances warranting the attendance of the Athletic Director.

3. Teaching

- a. Athletic Directors will not be eligible to accept coaching assignments, except in the event that the District, in its sole discretion requests an Athletic Director to accept a coaching assignment when it is found to be in the best interest of the school system.
- b. High School Athletic Directors will be required to teach two (2) periods or the equivalent time per day, to be scheduled in the A.M.
- c. Middle School Athletic Directors will be required to teach four (4) periods per day.
- d. Athletic Directors will not serve in the capacity of Physical Education Departmental Chairpersons.

4. Certification

All Athletic Directors must be certified as Physical Education teachers.

5. Evaluation

Athletic Directors will be subject to observation by the building administrator for the purpose of evaluation. Observations by a building administrator are to be followed by a conference with the Athletic Director at which time the Athletic Director's performance is to be discussed and recommendations made. In the event that the first observation is unsatisfactory, the building administrator shall complete an additional observation(s) and conference(s) at which time the specific concerns of the building administrator shall be addressed.

Following the observation(s) and conference(s), the School Athletic Director is to be informed by the principal in writing of his/her recommendation for non-continuance in the assignment

The school principal will make a written recommendation to the Director of Physical Education and Athletics as to whether the School Athletic Director should be continued in the position. A copy of the evaluation and recommendation will be made available to the School Athletic Director. The recommendation of the school principal will be reviewed by the Director of Physical Education and Athletics who shall make the determination as to whether the Athletic Director should be continued.

A School Athletic Director whose services have been recommended for discontinuance shall have the opportunity to present his/her position directly to the Director of Physical Education and Athletics.

The determination of the Director of Physical Education and Athletics will be documented in the file of the Director of Physical Education and Athletics and forwarded to the Department of Personnel for placement in staff member's personnel file and a copy sent to the building principal and Athletic Director. The determination by the Director of Physical Education and Athletics shall be non-grievable but shall be subject to review by the Superintendent in his/her sole discretion.

G. YFT WORKSHOP PAY SCHEDULE

EFFECTIVE DATE	WORKSHOP RATE
July 1, 2014	\$69.89
July 1, 2015	\$69.89
July 1, 2016	\$71.99
July 1, 2017	Workshop Pay Removed From Contract

ARTICLE 7: JURY DUTY

Members of the professional staff who serve on jury duty may retain the fees which they receive for such service in addition to their regular

salary. Teachers shall utilize the night-before call-in system when available.

ARTICLE 8: ADULT EVENING SCHOOL, SUMMER SCHOOL STAFF SELECTION, AND HOURLY RATES

Teachers in the Yonkers School System, who have satisfactorily served in the District and who desire to teach in the Summer or Adult Evening School, shall be given preference over teachers from outside of the school system.

Teachers who have satisfactorily served in Summer or Adult Evening Education classes the previous term shall receive preference over other applicants.

Summer school, night school and all hourly rated teachers' duties will be paid according to the following schedule.

EFFECTIVE DATE	HOURLY RATE
July 1, 2014	\$51.38
July 1, 2015	\$51.38
July 1, 2016	\$52.92
July 1, 2017	\$54.24
July 1, 2018	\$55.60
July 1, 2019	\$57.55
July 1, 2020	\$59.28

Summer school teachers who are employed by the Board during the regular school year shall be permitted to use no more than two (2) sick leave days each summer from their sick leave bank for reasons of illness.

ARTICLE 9: HEALTH AND WELFARE

A. Welfare Fund

The Board shall contribute for each teacher to the Federation's Welfare Fund at the annual rate indicated in the following table:

2014/15:	0.0%
2015/16:	0.0%
2016/17:	3.0%
2017/18:	2.5%
2018/19:	2.5%
2019/20:	3.5%
2020/21:	3.0%

The Federation shall take such steps as are necessary to provide for a Board member to be selected by the Federation as the one public trustee to be on the Board of Trustees of the Welfare Fund.

B. Hospitalization and Medical Coverage

(1) Cost of Coverage

For all employees hired *prior to* July 1, 2007 (excluding Teaching Assistants), the following health insurance premium contributions shall apply:

Effective Date	Individual Plan Contribution	Family Plan Contribution
July 1, 2016	\$600.00	\$1,200.00
July 1, 2017	\$700.00	\$1,400.00
July 1, 2018	\$800.00	\$1,600.00
July 1, 2019	\$900.00	\$1,800.00
July 1, 2020	\$1,000.00	\$2,000.00

For all employees hired *on or after* July 1, 2007 and *before* December 31, 2016 (excluding Teaching Assistants), the following health insurance premium contributions shall apply:

Effective Date	Individual Plan Contribution	Family Plan Contribution
July 1, 2016	No change	No change
July 1, 2017	No change	No change
July 1, 2018	\$800.00	\$1,600.00
July 1, 2019	\$900.00	\$1,800.00
July 1, 2020	\$1,000.00	\$2,000.00

Effective January 1, 2017, employees hired on or after January 1, 2017 shall contribute 10% for the cost of the annual premium on an individual plan, or 15% for the cost of the annual premium on a family plan. Upon the expiration of this MOA, the members' contribution cost shall be locked in to whatever the dollar amount is as of June 30, 2021, until such time as a new contract is agreed upon between the YFTT and the Board.

For all Teaching Assistants hired on or before December 31, 2016, the following health insurance premium contributions shall apply:

Effective Date	Individual Plan Contribution	Family Plan Contribution
July 1, 2016	\$250.00	\$500.00
July 1, 2017	\$300.00	\$600.00
July 1, 2018	\$350.00	\$750.00
July 1, 2019	\$400.00	\$850.00
July 1, 2020	\$500.00	\$1,000.00

Teaching Assistants hired on or after January 1, 2017 shall contribute \$500.00 for the individual plan, or \$1,000.00 for the family plan.

For those employees enrolled in other than The Empire Plan, the Board agrees to pay the portion of the cost that would ordinarily apply to the Empire Plan.

(2) Buy Out Option for Eligible Employees

Members of the unit who are eligible and enrolled in the District's health insurance plan and who withdraw from the District's plan shall receive \$2,500 for an individual plan or

\$5,000 for an individual with dependents plan provided that they remain eligible and uncovered for a period of twelve (12) consecutive months. Such payments shall be made at the end of the twelve-month period and annually thereafter, provided such teacher is still eligible and uncovered under the District's plan. Nothing contained herein shall preclude an eligible member from re-entering the plan at any time provided, however, that in the case of a member who re-enters in less than twelve months, or on a date prior to an annual payment, no payment shall be made.

(3) Coverage Under Another Plan

Effective November 1, 2001, new hires shall not be eligible for health insurance coverage by the District if they are eligible for substantially equivalent coverage under another plan. New hires who may have to pay to participate in such plan are still deemed eligible to participate and will not be covered by the District plan.

Upon submission of satisfactory proof that such contributions are required, such unit members shall be entitled to an annual payment while such contributions are still required. The amount of such payment shall be equal to the actual cost to the spouse, but shall not exceed 50% of the District's cost for family coverage.

Should an individual lose eligibility for substantially equivalent coverage under such plan, the Board will allow for participation in the District plan as soon as possible.

Members of the unit shall truthfully advise the District of their eligibility for health insurance under other plans. After completing ten years of employment by the District, employees who are ineligible under this provision shall become eligible for coverage by the District. Such employees shall also become eligible for the buyout option described above.

(4) Board to Share Information

It will be the responsibility of the Board of Education to provide the YFT with updated information on insurance premium costs as they occur. Additionally, the Board of Education will provide the YFT with the dollar amounts to be paid by YFT members

each time premium costs change. Insurance payments shall be changed only on an annual basis.

C. Accident and Health Insurance

The Board agrees that upon application of a teacher for the Federation accident and health insurance, a payroll deduction shall be made and forwarded to the agency handling the Federation accident and health insurance plan.

The application for such insurance shall be forwarded to the Auditor's office at least thirty (30) days prior to the date of payroll deduction.

This plan is subject to limitations of the insurance company with respect to the minimum number of applications necessary to implement the plan.

ARTICLE 10: STAFFING AND TEACHING CONDITIONS

A. Level of Staffing

There shall be a district-wide ratio of not less than fifty (50) professional employees to each 1,000 pupils.

During the term of this agreement, the District shall continue to employ all teachers hired prior to July 1, 1977. (This does not include those in Federally financed programs who were not covered under the former "level of staffing" clause) except that, whenever in the judgment of the Board it is necessary to transfer such teachers for economic reasons, or reasons relating to reduced programs, changes in programs, or closing of schools, such teachers may be dismissed by the District only in compliance with the following procedure:

(1) The District notifies the teacher by January 15th that due to any of the reasons recited above, the District will not employ the teacher in the teacher's certification area beyond January 15th of the succeeding year.

(2) Teachers who have received the notice described in Paragraph (1) shall be given an opportunity to apply for any vacancy from a list of all vacancies in other certification areas currently available or projected, such list to be provided to the teacher by the District.

(3) The District shall provide assistance to teachers who have received the notice described in Paragraph (1) and who have elected to become certified for a vacancy, in any of the following programs elected by the teacher:

a. An unpaid leave of absence to terminate no longer than the conclusion of the fall semester.

b. Reimbursement by the District of up to \$1000 for tuition for courses taken by the teacher towards certification for the vacancy. Such reimbursement to be paid upon receipt of the notice for certification.

(4) When the District identifies a vacancy or vacancies for a teacher who has received the notice described in Paragraph (1), and the teacher is not certified for the vacancy, the teacher shall within ten (10) school days of receiving the notice, notify the District that the teacher shall become eligible for certification for the vacancy by January 15th of the succeeding year and, if no such notice is received by the District within ten (10) school days, the teacher's employment may be terminated at the close of the school year. No teacher's employment may be terminated (such teacher shall be entitled to another position in the bargaining unit) unless the District has identified a vacancy for which the teacher can apply, provided the assistance described in Paragraph (3), and the teacher has failed or neglected to notify the District of the teacher's election to be retrained within the ten (10) days specified above or unless the teacher fails to provide evidence by September 15th that the teacher is matriculated in a program that will result in eligibility for certification for the vacancy by January 15th of the succeeding year.

B. Maximum Class Size

<u>Grades</u>	<u>Maximum Class Size</u>
2-12	30
Kdgn.-1st Grade	28
Pre-K	25

(1) In instances when class size as set forth above is exceeded by one (1) child per class or per grade level in a building, an additional cluster aide shall be employed to assist all classes affected. Such

cluster aide shall be employed for a minimum of two (2) hours daily plus an additional hour for each child above two (2) to a maximum of six (6) hours daily.

# of Students in Excess of Limit	Cluster Aide Hours
1	2
2	2
3	3
4	4
5	5
6	6

In instances when class size as stipulated above is exceeded by three (3) or more children per class or seven (7) per grade level, an additional cluster teacher shall be employed to assist all classes affected.

An acceptable reason for exceeding the class size shall be that there is no recitation class space available to permit scheduling of any additional class or classes in order to reduce size.

Regularly assigned teaching assistants may also be used to meet overages in class size requirements in place of cluster aides under the same conditions set forth above. However, in the event that a teaching assistant is used for such purposes, the teaching assistant may not be assigned as a per diem substitute teacher under the terms set forth in this contract.

- (2) The Superintendent will forward a copy to the Federation of the excess class size report in the month of November.
- (3) In the event of the need to make adjustments in Article 10, provisions A, B, F of the Agreement, the two parties shall meet to discuss a mutually acceptable solution to the problems.
- (4) The Federation and the District agree that Academic Intervention Services (AIS) class size is important for the program to be effective. Therefore, in the Secondary Schools, while the District reserves the right to assign the number of students to AIS classes subject to the above maximums, the District shall attempt to keep AIS class sizes to no more than 15 students.

C. Guidance/School Counselor Clerical Staff

Adequate clerical assistance shall be provided to the secondary guidance departments. Technological changes shall be taken in account in determining whether clerical assistance is adequate.

D. Minimum Preparation Periods

(1) Provisions will be made for teachers to have unassigned preparation periods or equivalent time for professional activities as follows:

Secondary school teachers shall have five (5) unassigned preparation periods per week.

Elementary school teachers shall have 30 minutes per day for an unassigned preparation period.

In those schools without seven (7) classroom periods plus lunch, minimum standards for unassigned preparation periods in some cases are difficult to meet for teachers of non-academic or vocational courses because of staffing and physical plant limitations and nature of the program. In these cases, the teacher's total building assignment shall be adjusted in such areas as homeroom, study hall, and other building assignments if the minimum standards are not met.

In those secondary schools with seven (7) classroom periods plus lunch, Audio-Visual Coordinators shall be given their administratively assigned periods for this work and every effort shall be made to relieve them of homeroom assignments. In other secondary schools, every effort will be made to comply with this provision.

The employment of additional personnel will contribute to the reduction of cafeteria and yard duty by classroom teachers.

(2) In any case where the minimum preparation periods as outlined above are not provided for, the principal shall notify the Superintendent, the Assistant Superintendent and the Director. The Superintendent shall notify, in writing, the President of the

Federation of all such cases. In the event that a number of these conditions exist in a single school, the Superintendent shall meet with the Federation in an attempt to resolve the situation.

- (3) Teachers who give up their preparation periods shall be given, when requested by the teacher, comparable compensatory time off in recognition of this additional assignment, such as relief from an administratively assigned period, homeroom, assembly programs, the time period after pupil dismissal set aside for pupil guidance and instruction or such other relief to be mutually agreed upon between the teacher and the principal. Such time off shall be provided within two (2) months.

E. Teaching Loads

- (1) No teacher of academic subjects on the secondary level will have a daily teaching load in excess of 150 pupils.
- (2) In the exceptional case where the above limits are exceeded, appropriate adjustments will be made in a teacher's total building assignment.

F. Teaching Periods

- (1) Secondary school teachers in schools with seven (7) classroom periods plus lunch, and teachers of academic subjects at Saunders High School shall not be assigned more than five (5) daily teaching periods, nor more than three (3) consecutive teaching periods, nor more than two (2) different preparations. When the above is not feasible, the teacher involved shall meet with the principal to work out a mutually acceptable adjustment in his/her total building assignment.
- (2) A reasonable effort shall be made to make each art class in the elementary schools at least forty (40) minutes in duration.
- (3) Teachers of Physical Education, Music and Art in the elementary schools shall teach no more than four (4) consecutive periods.

G. Teachers' Lunch Period

All teachers shall receive no less than a thirty (30) minute duty free lunch period exclusive of normal passing time.

In the elementary schools the existing lunch period pattern will be continued.

All secondary school teachers shall receive a duty free lunch period of approximately forty-five (45) minutes.

Teachers may leave school premises during their assigned lunch time.

H. Teachers' Day

The Board and the Federation recognize that teachers have responsibilities that extend beyond the regular school day for students and that it is necessary to make provision to assist pupils, confer with parents, and carry on other work related to teachers' duties. The provisions shall be as follows:

1. Elementary

A committee of three (3) persons appointed by the President of the YFT and three (3) persons appointed by the Superintendent shall meet to review a current schedule for elementary. The committee shall also meet to negotiate a new schedule for PK-8 schools to be implemented in September 2013.

- a. Elementary teachers shall sign in at 8:30 a.m. and be at assignment at 8:35 a.m.
- b. The existing lunch period pattern shall continue.
- c. Elementary teachers shall have thirty (30) minutes per day for an unassigned preparation period.
- d. The student day shall be six (6) hours and forty (40) minutes. The teachers' day shall be six (6) hours and forty-five (45) minutes.
- e. Teachers may leave at the end of the student day.

- f. On a day designated by the District (other than Mondays or Fridays), teachers shall sign in at 8:05 a.m. for faculty meetings, grade level meetings, department meetings, and/or staff development meetings which shall end no later than 8:55 a.m.
- g. On the day designated above, teachers shall be at their assignments at 9:00 a.m.
- h. Teachers shall provide, when an additional adult is in the room to assist, thirty (30) minutes of AIS instruction on a daily basis. Any required paperwork shall be completed during the AIS instructional period.
- i. The day designated pursuant to paragraph (f) above, teachers may, when deemed necessary by the building principal, be assigned coverage from 8:30 to 8:55 a.m. only provided they have been unassigned from 8:05 to 8:30 a.m. Such assignments shall be rotated on an equitable basis amongst the entire staff. If on the designated day, a teacher does not have twenty-five (25) minutes of unassigned time hereunder, the twenty-five (25) minutes will be made up at a time mutually acceptable to the Federation and the District.
- j. The Federation and the District agree to meet to address concerns in a school or schools with regard to insufficient aides resulting in teacher coverage on the day designated under paragraph (f) above.

1.5 Pre-K - 3 Schools

- a. Teachers shall sign in at 8:30 a.m. and be at assignment at 8:35 a.m.
- b. The existing lunch period pattern shall continue for Elementary and secondary teachers.
- c. Elementary teachers shall have thirty (30) minutes per day for an unassigned preparation period.
- d. The teachers' day shall be six (6) hours and forty-five (45) minutes.

- e. Teachers may leave at the end of the students' day.
- f. On a day designated by the District (other than Mondays or Fridays) all teachers shall sign in at 8:05 a.m. for faculty meetings, grade level meetings, department meetings, and/or staff development meetings which shall end no later than 8:55 a.m.
- g. On the day designated above, teachers shall be at their assignments at 9:00 a.m.
- h. Elementary teachers shall provide, when an additional adult is in the room to assist, thirty (30) minutes of AIS instruction on a daily basis. Any required paperwork shall be completed during the AIS instructional period.
- i. The day designated pursuant to paragraph (f) above, teachers may, when deemed necessary by the building principal, be assigned coverage from 8:30 a.m. to 8:55 a.m. only provided they have been unassigned from 8:05 to 8:30 a.m. Such assignment shall be rotated on an equitable basis amongst the entire staff. If on the designated day, a teacher does not have twenty-five (25) minutes of unassigned time hereunder the twenty-five (25) minutes will be made up at a time mutually acceptable to the Federation and the District.
- j. The Federation and the District agree to meet to address concerns in a school or schools with regard to insufficient aides resulting in teacher coverage on the day designated under paragraph (f) above.
- k. Secondary core area teachers (English, Social Studies, Science, Mathematics and Foreign Languages) shall have a lunch period of forty-seven (47) minutes.
- l. Secondary core area teachers (English, Social Studies, Science, Mathematics and Foreign Languages) shall have five (5) unassigned preparation periods of forty-seven (47) minutes per week.
- m. There shall be eight (8) forty-seven (47) minute periods a day with four (4) minutes of passing time between each period for the secondary classes.

- n. A representative teacher from each of the core area subjects (English, Social Studies, Science, Mathematics and Foreign Languages) will be given time to attend required Yonkers Public School district-wide meetings in his/her discipline.
- o. If Department Representatives are established in PreK-8 buildings, all contractual provisions in Article 10 (I) shall apply.
- p. Secondary teachers teaching AIS students will be provided one (1) period per month of congruence time if they are assigned students not on their team.
- q. For non core area teachers such as Art, Music, Library and Physical Education, Reading, ELL, Speech, Resource Teachers, Guidance Counselors, Social Workers, and Psychologists in PreK-8 buildings:
 - (1) Will be scheduled daily for either a 47 minute lunch period and a 47 minute prep period, or a 60 minute lunch period and a 30 minute prep period.
 - (2) Their teaching schedules with a combination of 30 and 47 minute periods shall not exceed 270 minutes.
 - (3) No combination of 30 and 47 minute periods shall exceed 4 consecutive periods, nor shall it exceed 141 minutes of teaching time.
- r. Article 10 H 3, 4, 5 a/b/c, 6, 7, 8 provisions shall also apply to PreK-8 teachers.
- s. Elementary teachers shall not be used to cover secondary core area classes and Secondary core area teachers shall not be used to cover elementary classes in PreK-8 buildings. During union business preparation periods for YFT building representatives, every effort will be made to provide PreK through 8th grade students with a consistent educational program (e.g., art, music, physical education, library, etc.). In the event that sufficient staff is lacking, secondary core area teachers may be assigned coverage of an elementary class, as an administrative duty, if the YFT building representative is

an elementary teacher. Such assignments shall be rotated on a fair and equitable basis.

- t. Foreign Language teachers with secondary certification shall not be used to teach foreign language elementary classes. A Foreign Language teacher with secondary certification and an elementary extension may post for a PreK-8, elementary through secondary position and teach both elementary and secondary classes.

u. Aide Time

- 1. Aide time shall be equitably distributed among elementary and secondary teachers according to past practice.
- 2. The existing amount of aide time as specified by the contract, state and federal regulations shall continue for PreK-8, Kindergarten and Special Education.

- v. Elementary teachers in Pre-K-8 schools are defined as PreK-6 teachers. Secondary teachers are defined as core area teachers of 7th and 8th grade students in PreK-8 schools, unless otherwise specified in this document.

- 1.6 The Federation agrees to renew the 2011-2012 agreement made for the start time and length of day at Cross Hill Academy, Dodson, YMA, and PEARLS/Hawthorne. Start times will become part of the negotiated schedule.

- 1.7 If designated by the Yonkers Board of Education, Gibran DiChiaro, Family School 32, and/or Montessori 31, the start times shall commence earlier than the current YBOE and Yonkers Federation of Teachers contract, and will follow the same length of an Elementary or Pre-K – 8 day, as follows:

The Teacher's Day shall be six (6) hours and forty five (45) minutes.

The Teachers shall sign in at 7:30 a.m., and be at assignment at 7:35 a.m. The Teacher's day shall end at 2:15 p.m.

All other applicable provisions of the collective bargaining agreement shall remain in effect.

If the Board of Education chooses to implement the aforementioned start time and end time at the aforementioned schools, the Teachers shall be notified no later than the second Friday in January of the school year preceding the anticipated change. Any proposed changes to the start time shall be brought to the YFT for review and approval before taking effect.

2. Secondary

- a. Teachers shall sign in at 7:35 a.m. and be at assignment at 7:45 a.m.
- b. Teachers shall have a lunch period of forty-seven (47) minutes.
- c. Teachers shall have five (5) unassigned preparation periods of forty-seven (47) minutes per week.
- d. There shall be eight (8) forty-seven (47) minute periods per day with four (4) minutes of passing time.
- e. The secondary teachers' day, except for Saunders, shall not exceed seven (7) hours and four (4) minutes.
- f. The teachers' day and schedule that currently exists shall remain the same at Saunders.
- g. On one day per week, except in Saunders where the current schedule remains intact, teachers shall be available for fifty (50) minutes after student dismissal for pupil guidance and instruction. Such day, which shall not be either Monday or Friday, shall be selected by a majority of the staff by department, but the Mathematics and English Departments in each building shall not choose the same day. If a teacher cannot stay on the day the department chooses, then an alternate day may be substituted by the teacher. Teachers may leave if no students or parents need assistance.

h. Regular dismissal time for teachers shall be ten (10) minutes after scheduled classes end in the building. Teachers shall be in their classroom for ten (10) minutes on the day chosen for pupil guidance and instruction pursuant to paragraph (g) above.

i. In the Secondary Schools, teachers teaching AIS students will be provided one (1) period per month of congruence time if they are assigned students not on their team.

j. On two Mondays each month teachers shall remain for forty-five (45) minutes after student dismissal for faculty meetings, grade level meetings, departmental meetings and/or staff development.

A schedule will be posted by each department/teacher, and a copy filed with the building principal. A teacher will notify the principal of any modification prior to the effective time if a change is needed. Teachers may leave if no meetings are scheduled or if no students or parents need assistance.

3. Special services such as school libraries, guidance, physical education, etc., should be available to students within the above indicated time schedules.

4. All itinerant personnel and substitute teachers will be governed by the time schedule of the school to which they are assigned for the day.

5. The requirements noted in items H.(2 (g,h,j), 3 and 4, will be waived as follows:

- a. On school days preceding a legal holiday or on days salary checks are distributed
- b. For reasons of inclement weather at the discretion of the Superintendent.
- c. To attend professional meetings called by members of the central office staff.

6. Elementary teachers shall be provided with half-day teaching schedules for the last two (2) days of the school year for the purpose of assisting pupils, conferring with parents and carrying on other work related to teachers' duties.

7. The District shall schedule two (2) half-days for elementary students during the course of the school year for the purpose of allowing teachers to conduct parent-teacher conferences. The decision as to when the half days should be scheduled will be made by the Board with input from the Federation. Teachers will provide schedules of all parents seen during such days to the principal.

8. Teachers shall be available for three (3) evening school events (e.g. open house) per year starting in the 2017-2018 school year. These events should not exceed two hours and thirty five minutes, inclusive of the sign-in time and begin no later than 6 p.m. One event must be for the sole purpose of a parent teacher conference. Graduations that occur other than during the regular school time shall count as an evening event.

The open house date will be disclosed to the teachers the first week of the school year. The dates of the remaining two (2) evening events shall be selected in consultation with SDMC and will be disclosed to the teachers no later than the end of the first week in October.

9. The Union agrees to the changes in the elementary and secondary scheduling initiated by the District in 1996 in order to facilitate dual school bus runs. In addition to the above, the District shall have the right to expand such time by an additional twenty (20) minutes.

10. On days when the District has delayed opening due to weather conditions, the members' work days shall be delayed for the same amount of time as the students' day. For example, in a building with a 7:35 a.m. start time, the members assigned to that building will be expected to sign in at 9:35 a.m., should there be a two (2) hour weather delay.

I. Teachers' Work Year

The Teachers' work year shall be 185 days.

J. Department Representatives and Liaisons

(1) If authorized by the Superintendent, departments with more than eight (8) members shall have a "department representative" and departments of eight (8) or fewer members shall have a "department liaison."

(2) *Responsibilities*

If a department representative or a department liaison is authorized by the Superintendent, the responsibilities would include the following:

- Textbooks / supplies / equipment distribution and inventory;
- Dissemination of curriculum and curriculum-related information;
- Serving as a conduit between department and administration; and,
- Assisting school administrators in conducting department meetings.

(3) *Work Day*

For department representatives the work day will include neither administrative assignments nor homeroom assignments, and will include only four (4) teaching periods. For department liaisons the work day will not include any administrative assignments.

(4) *Criteria for Selection*

Department representatives and liaisons will be chosen by the principal after consultation with the staff of the department.

ARTICLE 11: URBAN PROBLEMS

The Board and the Federation recognize that special problems exist in urban schools. The Board and the Federation will seek to obtain, under state and federal programs, funds to provide additional services, including psychological and psychiatric assistance for emotionally disabled pupils and for pupils achieving below grade level in both the elementary and secondary schools.

ARTICLE 12: LEAVES OF ABSENCE

A. Death in Family

(1) There will be no deduction in pay for absences not exceeding five (5) consecutive days immediately following the death, excluding Saturday and Sunday, because of the death of the following:

- a. Immediate family of employee
- b. One residing with the family
- c. Grandmother
- d. Grandfather
- e. Grandchild
- f. Parent or foster parent
- g. Husband, wife, son, daughter, brother, sister, father-in-law, mother-in-law
- h. Any person with whom the unit member resides

(2) There will be no deduction in pay for one (1) day in case of the death of the following if not residing in the home of the teacher:

- a. Brother-in-law
- b. Sister-in-law
- c. Uncle
- d. Aunt
- e. Niece or nephew

If the time is insufficient because of distance from Yonkers, the Superintendent shall be the deciding authority for further allowance.

B. Maternity Leave

Any unit member, upon becoming pregnant, may apply to the Superintendent in writing with a copy to her principal requesting a maternity leave of absence. Such leave will be without pay except to the extent that the teacher may use accumulated sick days during the pendency of the leave.

Such leave may commence at any time during the pregnancy at the request of the unit member or at such time as the unit member is found no longer capable of performing her duties by either her own physician or the Director of Personnel of the District. The Superintendent may require the unit member to submit a certificate

from a qualified physician attesting to her ability to perform her duties each month after the fourth month of pregnancy. A leave of absence under this section of the agreement shall continue for a period ending no later than two (2) weeks after the termination of the pregnancy. A unit member who suffers an interrupted pregnancy may, upon application to the Superintendent, be returned to service immediately upon appropriate medical certification to the Director of Personnel of the District, attesting to her ability to perform her duties. A unit member who suffers a disability arising out of a pregnancy which terminates may continue her leave for the period of time attested to by her physician.

C. Child Care Leave

Any member of the professional staff excluding teaching assistants covered by the Collective Bargaining Agreement who becomes or will become a parent either naturally or by adoption, and desires to apply for child care leave shall give notice to the Superintendent with a copy to his/her principal. Such notice shall be given, no less than sixty (60) days before that teacher intends to leave the classroom. Under extraordinary circumstances the notification period may be reduced. This leave shall continue for a period of not more than four (4) years from the date of birth or adoption. All parental leaves can be terminated by the teacher at any time prior to the end of a requested leave in accordance with the notification procedures that follow. At the request of the teacher, the Board may extend the period of any parental leave or extension thereof to correspond with the beginning of the semester next following the expiration of the leave without the loss of any rights and privileges pertaining thereto.

Child Care leaves will be restricted as follows:

- the child care leave period ends at the child's fourth birthday.
- teachers who take child care leave but return to teaching before the end of their leave will forfeit the unused portion of leave, except that the Superintendent may, in his or her sole discretion grant an additional leave within the leave period.
- teachers who do not request a child care leave immediately after the birth of the child will be entitled only to the time remaining in the child care leave.
- teachers on child care leave may not engage in full-time employment.

Teachers who remain on leave for more than one (1) year of maternity or child care leave or a combination of both shall not be guaranteed return to their original school or original assignment. Where a comparable vacancy exists at the time of the teacher's return, the teacher shall be given an opportunity to request such a vacancy.

The returning teacher shall give notice, in writing, to the Office of Personnel not later than June 1 for the Spring term and not later than January 1 for the fall term. Such notice may be included in the letter of application for leave.

A teacher who suffers the death of a child for whom the teacher has received a child care leave, may, upon notification to the Office of Personnel, be returned to service on the first day of the semester following. Teachers are encouraged to give this notification at the earliest possible date. For non-tenured teachers, the probationary period will be suspended with the commencement of the leave and will resume at the termination of the leave. Credit will be granted for all active service in the Yonkers Public School system.

D. Military Leave

Section 243 of the Military Law, State of New York, shall govern all military leaves.

E. Extended Leave for Personal Illness

Whenever a teacher is absent from school for an extended illness, such teacher may apply for a leave of absence and shall be granted such leave, provided the teacher's personal physician communicates with the Director of Personnel, who shall then certify to the Superintendent as to the health status of the teacher. If a leave is indicated, such leave shall be granted for not more than one (1) year unless the Director of Personnel and the Superintendent deem it advisable.

Upon returning to the Yonkers school system, the teacher shall obtain a certificate of health from his/her personal physician and forward it to the Director of Personnel, who will present an evaluation to the Superintendent whether said teacher may return to his/her teaching position.

F. Personal Reasons

A teacher employed in the Yonkers Public Schools consecutively for seven (7) years or more may apply for a leave of absence without pay to cover a period of one half school year or one school year for study, travel, rest, etc. A second such leave shall not be granted until the teacher has served for a period of seven (7) years or more after the conclusion of the first leave.

G. Sick Leave

The Board and Federation recognize the necessity of protecting the health and welfare of teachers and pupils. To provide this protection and to assure a desirable educational program, sick leave provisions with the proper compensatory benefits, are made as follows:

- (1) At the beginning of the school year unit members shall start with a "bank" of twelve (12) days of sick leave which shall represent the unit member's current year's sick leave. This bank shall be added to the unit member's sick leave accumulation, if any. Any unit member who does not serve a full year shall have sick leave prorated one (1) day per month.
- (2) The salary of any teacher terminating his/her service prior to the end of the school year will be adjusted to compensate for any sick leave days taken in excess of those granted.
- (3) Unused sick leave credit shall be accumulated at the rate of twelve (12) days per year to a maximum of two hundred fifty (250) days. Effective July 1, 2000, the maximum accumulation shall be increased to three hundred (300) days.

Unit member shall be advised in writing each September as to their respective number of sick leave days accumulated as of the preceding June 30th.

- (4) For personal illness absences extending beyond the cumulative allowance specified above, 1/200 deduction of the unit member's annual salary shall be made per day.
- (5) Unit members may apply to the Superintendent for special consideration relative to sick leave. The Superintendent may, at his/her discretion, recommend special consideration to the Board if in his/her judgment, long service, undue hardship, fidelity of service, or unusual circumstances warrant such action.

- (6) In addition to the above requirements, unit members who do not return to work within four (4) days after the onset of an illness may be required to furnish a certificate from a licensed physician certifying that the unit member is unable to perform his or her duties for medical reasons. The certificate shall include a statement as to the projected date of return of the unit member. Unit members may return earlier than the projected date without penalty of any kind. Unit members who are unable to return on the projected date shall provide a further certificate indicating the continuing inability to return and a new projected date of return.
- (7) The Superintendent may require a unit member to submit a completed Board health certificate stating that he or she is presently fit and physically able to perform his or her duties upon return to service. This certificate may be completed by a Board physician or by the teacher's own physician.
- (8) In the event of an unusual, severe or serious accident incurred in the performance of regular duty, the accumulated sick leave shall not be consumed.
- (9) For part-time teachers, sick leave allowance shall be prorated.
- (10) There shall be a sick bank of 1200 school days provided by the district. The bank shall be administered in accordance with the rules and procedures heretofore established.

The sick bank shall be used only where an employee has been or will be absent from his/her duties because of a serious or long term illness or injury. Such determination shall be made by the Superintendent.

H. Urgent Personal Business

- (1) The Board, in an effort to prevent undue hardship to staff members who must be absent from school to attend to urgent personal business, shall provide three (3) days of personal leave without deduction in salary. If not used, these days will be added to their accumulated sick leave. Additionally, Teachers may use up to three (3) sick days per year from their accrued sick time for urgent personal business.

- (2) The intent of the Board and Federation is that these days be used for urgent personal business which cannot be attended to on a day or time other than a school day.
- (3) In other than emergencies, the principal must be notified not later than three (3) days prior to the day of leave.
- (4) Personal leave for the following reasons within the spirit of Clause (2) requires no approval:
 - a. Legal matters
 - b. Death (other than contract 12, A)
 - c. Sickness in family
 - d. Personal property damage
 - e. Medical visit, medical exams or treatment of a compelling nature for teacher, wife/husband, son or daughter
 - f. Family problem of a compelling nature for unit member, wife/husband, son or daughter
 - g. Graduation of child, 8th grade or above, spouse
 - h. Birth of child
 - i. Day of graduation (unit member)
 - j. Days of religious observance
 - k. Attendance at union conventions as elected Federation delegate (subject to Article 4 H)
- (5) For other reasons, Superintendent's approval is necessary. Wherever possible, approval should be requested and acted upon prior to the date of leave.
- (6) The District may require specific verification for any personal business day when it has sufficient evidence to believe that the leave is being abused.

I. School-Related Injuries

A teacher, who is injured in the course of carrying out his/her duties and responsibilities for the Board, whether on school property or not, shall be granted a leave without loss of pay, benefits or accumulated sick leave of up to sixty (60) days.

Teachers hired after January 4, 2017 who, if injured in the course of carrying out their duties and responsibilities for the Board, whether on school property or not, shall be granted a leave without loss of pay, benefits or accumulated sick leave of up to thirty (30) school days.

In situations where injury is not immediately debilitating and the teacher returns to work immediately but within three (3) consecutive days following the injury, becomes debilitated and requires additional medical/surgical treatment, the school related injury leave may commence at that point.

Nothing in this provision shall prevent the teacher from applying for special consideration in accordance with Article 12, G, (5).

Any teacher, who is injured while on duty and who receives leave under this provision, shall apply for Worker's Compensation, and when payment there from is received, shall sign over such payment to the Board.

J. Long Term and Childhood Diseases

In the event a teacher initially contracts tuberculosis, he/she shall be granted a leave of up to six (6) months with full pay and no loss of benefits.

In the event a teacher contracts a childhood disease, specifically chickenpox, measles, mumps, diphtheria or whooping cough, he/she shall be entitled to up to five (5) days leave with pay and no loss of benefits.

If a teacher receives leave under this provision, there shall be no deduction of accumulated sick leave during the period of the leave.

The Board may require a statement from a licensed physician as proof of the basis of the request for leave.

ARTICLE 13: GRIEVANCE PROCEDURE

The organization and procedure for the processing of grievances for members of the professional staff shall be as follows:

A. Definitions

- (1) "Employee" shall mean any person directly employed by the Board or any number of employees similarly affected by an alleged grievance represented by the Federation Building representative.
- (2) "Grievance" shall mean any claimed violation, misinterpretation, or inequitable application of the existing Agreement, laws, rules, procedures, regulations, administrative orders, or work rules of the Board or a department thereof, provided, however, that such terms shall not include an action against disciplinary proceedings or any other matters which are otherwise reviewable pursuant to law, or any rule or regulation having the force and effect of law. The denial of tenure is in no way to be construed as a grievance.
- (3) "Department" shall mean any school, office, or department of the Board.
- (4) "Supervisor" shall mean an employee or officer on a higher level of authority than the employee in the Department wherein the grievance exists and who assigns and supervises the employee's work and approves his/her time record or evaluates his/her work performance.
- (5) "Days" shall mean all days other than Saturdays, Sundays and legal holidays. Saturdays, Sundays, and legal holidays shall be excluded in computing the number of days within which action must be taken or notice given.

B. The Arbitrator

The Arbitrator shall be selected from the labor panel of the American Arbitration Association, according to the rules of the American

Arbitration Association then pertaining. The cost of the Arbitrator shall be borne equally by the employer and employee taking the grievance to arbitration.

C. Three-Stage Grievance Procedure

(1) 1st Stage

- a. An employee who claims to have a grievance, shall present his/her grievance to his/her principal, supervisor or department head, in writing, within fifteen (15) days after the grievance occurs, specifying the grievance and requesting a conference to discuss the grievance.
- b. The principal, supervisor, or department head shall discuss the grievance with the employee and shall make such investigation as he/she deems appropriate.
- c. Within five (5) days after presentation of the grievance to the principal, supervisor, or department head, said principal, supervisor or department head shall make his/her decision and communicate the same, in writing, to the employee presenting the grievance, the person whom the employee designates as his/her representative, the Superintendent, and to the President of the Federation.

(2) 2nd Stage

If the grievance is not resolved by the principal, supervisor, or department head on the basis of the 1st stage, the Superintendent shall receive all records and reports relative to the grievance. The employee may then choose one of the following alternatives:

- a. The employee may request of the Superintendent a review of the determination made by the principal, supervisor, or department head, made in the 1st Stage of this procedure.

Said request for review by the Superintendent shall be submitted in writing, within seven (7) days after the receipt of the said determination in the 1st Stage in this procedure. The Superintendent, or his/her designee, will review the decision in the 1st Stage of this procedure and make a

determination within five (5) days of the receipt of the request for a review.

The Federation has the right to present to the Superintendent, in writing, within seven (7) days after the receipt of the determination in the 1st Stage of this procedure, a brief outlining its views on the grievance.

- b. The employee and/or his/her representative may request, in writing, a hearing with the Superintendent, or his/her designee, to review the determination made in the 1st stage of this procedure. Said request must be submitted to the Superintendent within seven (7) days after receipt of the determination made in the 1st Stage of this procedure. The Office of the Superintendent shall set a date for said hearing within five (5) days of the receipt of the request and shall notify the appropriate individuals and the Federation of this date.

The hearing shall take place within ten (10) days of the receipt of this request. The Superintendent, or his/her designee, shall submit to the employee and/or his/her representative his/her findings upon such review within five (5) days after the conclusion of said hearings. The Federation has the right at the hearing to present orally or in writing a brief giving its views on the grievance.

- c. In addition to the rights of employees appealing from first stage decisions, the Federation and the Board shall each have the right to initiate grievances at the second stage. Such grievance by the Federation shall be made within forty five (45) days of the event giving rise to the grievance, and failure to bring grievance within the stipulated time period shall be deemed a waiver of the grievance. The Federation may request, in writing, a hearing with the Superintendent, or his/her designee, which will be held within ten (10) days of the receipt of this request. The Superintendent shall submit to the Federation his/her determination within five (5) days after the conclusion of said hearings.

The Board may request in writing, a hearing with the president of the Federation, or his/her designee, which will be held within ten (10) days of the receipt of this request.

The Federation president shall submit to the Board his/her determination within five (5) days after the conclusion of said hearings.

(3) 3rd Stage

- a. An employee, or the Federation or the Board, may appeal from the determination of the principal, supervisor, or department head, or the determination of the Superintendent or the Federation president, after the completion of the 1st Stage and the 2nd Stage, as outlined under this procedure, upon written notice within ten (10) days after the receipt of the determination by the Superintendent or the Federation president. If the grievance involves a dispute as to the interpretation of any provision of the written agreement as it applies to the grievance, either party may request interpretation of the provision of the agreement which is in dispute in an arbitration which shall be final and binding upon the parties thereto only with respect to that part of the Arbitrator's award which decides the issue of interpretation. The Arbitrator shall be so advised.

The appeal shall be taken by submitting to the Arbitrator, via the American Arbitration Association, with a copy to the other party, a written statement signed by the appealing party and which statement shall contain:

- 1) The name, residence address, and school or department of employment of the parties involved in the grievance as well as the employee's representative.
- 2) An appeal from the determinations of the Superintendent or the Federation president.
- 3) A statement of the nature of the grievance and the facts relating to it.

- b. The Arbitrator shall hold a hearing and render his/her award within ten (10) days of the receipt of the request for Arbitration by the American Arbitration Association referred to in Section 3a. The employee's representative, if any, and the Principal, Supervisor or Department Head, the Superintendent (or designee), and the Federation shall be

entitled to be present at the hearing.

- c. The hearing on the appeal will be held in private unless mutually agreed that it is to be a public hearing.
- d. New evidence, testimony, or argument on the specified grievance may be introduced at the hearing by the employee, by the principal, supervisor, or department head, and the Superintendent, or upon the request of the Arbitrator.
- e. The parties shall have the right at this hearing to present orally their views on the grievance or to file a brief.
- f. The hearing shall be held in the District and may be adjourned from time to time by the Arbitrator, if, in his/her judgment, such adjournment is necessary, provided that the time limit indicated in 3b is adhered to.
- g. The Arbitrator shall not be bound by formal rules of evidence; however, normal cross-examination rights will be maintained.
- h. At the option of any party, a stenographic record shall be made of the entire hearing before the Arbitrator.

The cost of such stenographic record shall be paid for by the requesting party.
- i. The Arbitrator shall make an award in writing. He/she shall immediately file the award with the American Arbitration Association. If either party requests in writing an opinion to support the Arbitrator's decision, the Arbitrator will provide such opinion to the parties through the American Arbitration Association within thirty (30) days of the issuance of the decision. The decision shall include a statement of the Arbitrator's findings of fact, conclusions, recommendations and, in the case of binding arbitration, the decision as to interpretation of the provision of the written agreement which is in dispute between the parties.
- j. The Board has the legal responsibility to make a determination in cases of advisory awards. However, the Board pledges to give careful consideration to and be guided

by the recommendations of the Arbitrator in exercising this responsibility. Action will be taken within thirty (30) days unless an earlier time limit is indicated by the Arbitrator in his award. In the case of binding arbitration as provided herein, the parties shall give effect to the decision within the time limited by the Arbitrator in his report. If no time limit is stated, then a reasonable time shall be the standard.

- k. The Board agrees to continue to adhere to its policy of not discriminating or taking any reprisals against an employee instituting a grievance action.
- l. A final and binding arbitration decision as provided herein may be enforced by either party as provided in the Civil Practice Law and Rules. In addition, any willful interruption in the performance of teachers' duties individually or by group action directly or indirectly related to the binding decision of the Arbitrator, shall be sufficient cause to invalidate and void the right to binding arbitration as herein provided.

D. Representation

Any employee may informally present a complaint or grievance orally to the immediate supervisor at any time without being represented. When an employee wishes to present a grievance formally according to the grievance procedure as set forth in the current Agreement in the 1st Stage and in the 2nd Stage, the grievance shall be presented only through representatives designated by the Federation who shall first investigate the circumstances of the grievance prior to its presentation. Thereafter, the employee shall be represented only by Federation designated representatives. References to the employees shall mean through a Federation designated representative, and reference to representative shall mean designees of the Federation. Commencing with the 3rd Stage, the employee instituting the grievance may elect to proceed in person or through a representative of his/her own choice. The Federation shall not, in any event, be denied the right to participate as an interested party in any step of the 3rd Stage and, in addition, to receive notice of all proceedings and copies of all papers.

ARTICLE 14: SCHOOL AIDES

The Board will provide school aides to assist teachers in such non-teaching duties as:

- A. Cafeteria
- B. Study Hall supervision
- C. Typing and mimeographing upon request of teachers
- D. Playground supervision
- E. Bus duty
- F. Supervision of halls
- G. Management of records, materials, and equipment
- H. Building level office duty one (1) hour per day, per building

School Aides are to be used primarily for the relief of teachers and not to relieve clerical or administrative staff members of their duties. A schedule of assignments of School Aides shall be posted in the school office available to the teachers.

ARTICLE 15: TRANSFERS

Qualified applicants for a position in a building other than the one they are teaching in or from a position in a special field to classroom teacher or vice versa shall be considered by the administration and the position shall be filled in order of system-wide seniority from among candidates with comparable ability.

The Board and the Federation recognize that certain magnet positions, by virtue of their unique nature, require the services of teachers with specialized training or experience. Areas which the Board and the Federation agree will require additional qualifications are as follows:

- A. Dance, drama, media, photography, graphic reproduction, Paideia, Foxfire, Montessori and computer science (such as the programs presently at Gorton, Fermi, and King). Such additional qualifications will be developed jointly by the Board and the Federation. Applicants for the above positions will be selected by the Board in order of

system-wide seniority from among the candidates who have met the qualifications.

B. In addition to the above identified magnet positions, the Board and the Federation will continue to meet to consider the establishment of threshold qualifications for magnet and non-magnet positions that may require such specialized qualifications.

C. Facilitators/Trainers, In-House Suspension and Dean positions will be posted but may be filled by the Board without regard to seniority and without regard to whether the individual to be selected has submitted an application.

Teachers who have received twenty (20) hours or more of program-specific training (e.g., 4th grade ELA) shall remain in such positions for one (1) full school year following the completion of such training. By mutual agreement between the teacher and the Superintendent, the requirement to remain in such a position may be waived.

Teachers on sick leave of not more than one (1) year's duration shall continue to accumulate seniority during the period of leave.

In all other leaves of absence, teachers shall retain the seniority acquired at the time of taking leave, and the leave of absence shall not constitute a break in consecutive employment; but teachers who resign their positions and are later re-employed shall lose that seniority acquired before resignation.

In the case of a leave of absence of not more than one (1) year's duration, a teacher shall be entitled to return to the same building and retain his/her seniority status in that building in which he/she was teaching at the time he/she went on leave.

Involuntary transfers may be made only when new buildings open, when an old facility is closed, when staff needs cause a reduction in staff, or when judged to be in the best interest of the school system.

Transfers made for the best interest of the school system which supersede seniority shall only be for one of the following reasons:

- (1) To protect the health and safety of the students/teachers;
- (2) To provide students with a unique educational skill or learning experience which cannot be satisfied by a transfer under the seniority system; and,
- (3) For such other reasons limited to identifiable and mutually understood and accepted past practices under transfers made in the best interest of the school system.

Any teacher transferred on the latter basis may appeal the transfer to a committee of three (3) teachers appointed by the President of the Federation and three (3) persons appointed by the Superintendent. Said appeal must be filed with the Superintendent within ten (10) days of the notification of transfer. The decision of the committee shall be binding on all parties. In the event the committee cannot reach a decision, the appeal is referred to the Superintendent whose decision shall be binding.

When it becomes necessary to transfer a teacher, that person in the building or department involved shall be transferred who has least seniority. If the transfer is within the building, building seniority shall apply, otherwise system-wide seniority shall apply.

When system-wide seniority is equal between two (2) or more teachers, seniority shall be judged according to (a) building seniority; (b) tenure area seniority; (c) grade level seniority, in that order, until an inequality develops.

Special Education teachers shall be considered to have separate building seniority which shall be equal to their tenure area seniority.

If two (2) or more teachers have equal seniority after the above steps have been exhausted, the Superintendent shall have the final decision.

When a position is reopened after having been closed for three

(3) years or less, the transferred teacher shall be notified and shall be reinstated if he/she wishes to return to that position. In the case of transfers made after the closing of the school year because of temporary or unforeseen changes in school enrollment, the teacher may return to the school from which he/she was transferred provided that a position is open for which he/she is qualified. Should no vacancy occur in the school from which the teacher was transferred, said teacher shall not be required to transfer again for two (2) years unless to do so would require the bumping of a more senior teacher.

Teachers who have attained tenure shall retain their tenure status when they are transferred within the system in the same tenure area.

Probationary teachers who are involuntarily transferred from one tenure area to another shall have their prior probationary service credited toward the completion of their probationary period.

- D. When a special education position is relocated to another building, that person in the building from which the position is being relocated with the least system wide seniority shall be excessed.

When a special education position is relocated to another building and the majority of students do not follow, then this position shall be posted. When a special education class moves to another building and the majority of students follow that class, then the teachers shall follow the class. When a special education Kindergarten class moves, the teacher shall follow the class. In the last two situations, if teachers do not wish to follow the class, they may post out.

When in a building, the number of special education positions remain but the types of special education classes change, then the teachers in that building shall have the right to shuffle within the building for the new classes using system wide seniority.

- E. The parties continue to support the concept that there should be no discrimination against any teachers on the basis of race, color, or national origin. However, recognizing the desirability of achieving as

integrated a staffing pattern as possible, the parties agree that a further integration of staff will be achieved by:

(1) The establishment of no more than twenty-five (25) specific new positions other than those in existence at the end of the 1980-81 school year to which teachers will be assigned to further integrate school faculties on the basis of race, experience and training.

(2) Waive seniority as a requirement for assignment to said positions for teachers currently employed who elect to apply.

(3) Transfer to such a position will be under the following provisions:

- a. All assignments to these positions shall be on a voluntary basis.
- b. No teacher shall be excessed from a school building as a consequence of such position being created in that school.
- c. No position shall be eliminated in the affected school building as a result of the creation of such a position.
- d. No position shall be eliminated in any other school building as a result of the creation of such a position, other than in those positions as a result of attrition or declining enrollment.
- e. Teachers in such positions shall continue to be subject to all other contractual and legal requirements.

ARTICLE 16: POSTING AND TRANSFER PROCEDURE

A. By May 15th, a list of all known positions available for the following September will be posted in each school and in the District Personnel Office.

1. Applications for positions posted must be in writing and received within the time established and must specifically identify and prioritize all positions applied for. Applications for transfer which do not specify particular postings listed, or do not prioritize positions sought will not be considered.

2. It shall be the responsibility of teachers on leave to review the postings and to make known their requests. In communications to teachers notifying them of approvals of leave requests, they will be reminded of their responsibility to review the postings prior to return.
 3. A teacher claiming building rights for any posted position in a building other than the one to which the teacher is assigned shall assert the claim within the time set forth for response to the postings.
 4. The seniority date to be used for considering transfers will be as of May 1, of the current year.
 5. Part-year positions will not be posted.
 6. Voluntary movement by teachers as a result of the posting and transfer process will occur once a year, on the first day of school in September. Non-classroom positions will be posted as and when such positions become available, but transfers to such positions shall not occur until the commencement of the succeeding school year.
 7. The Board shall publish the results of all voluntary movement by unit members, including the fishbowl, to the YFT office. The fishbowl results will be provided to the YFT office within one week of the BOE obtaining the results.
- B.** Teachers who are to move in September as a result of the May postings are notified as soon as possible but prior to the June postings.
- C.** By June 15th, a supplemental list of positions anticipated to be available in September including positions vacated as a result of May transfers shall be posted. The June posting will include positions which were posted in May but which were not filled.
- D.** Follow procedures outlined in Step A1 through A6.
- E.** Teachers who are to move in September as a result of June postings are to be notified.
- F.** Teachers who apply for and receive a transfer as a result of the May

posting shall have the right to apply for new openings posted in June. In the event that a teacher transferred in May shall receive a transfer as a result of the June posting, the position given to such teacher as a result of the May posting shall be treated as a non-posted position.

G. Any unfilled positions posted in May or June will be filled in the following order:

(1) Assignment to the position or positions of any available, unassigned teachers, in order of reverse seniority, or by consent of any of the available teachers.

(2) Hiring.

H. Excess teachers, beyond positions available in June, will be pooled until the September "fishbowl."

I. All positions which become available as a result of the May or June transfers or which become available after the June posting and before the start of the subsequent school year and for which there are Certified Teachers in the "pool" will be held to offer to teachers in the "fishbowl".

J. If there are no certified teachers in the "pool" after completion of the June transfers, then teachers whose positions are eliminated after the June posting shall have the right to select from among any unfilled positions remaining after the June posting plus any new positions which have been made available as a result of the May/June transfers or which have been projected for September but which have not been posted. Such teachers shall be apprised of all available positions by mail during the summer and will respond in writing within the designated time period and will prioritize their selections. Teachers who do not respond to the notice in a timely manner will be deemed to have waived any rights of selection to the position listed and will be assigned.

K. A teacher who transfers voluntarily in May or June and whose position is eliminated before the commencement of the school year in September shall be given the option to return to his/her previous position or go into the "fishbowl". If the teacher elects to return to his/her previous position, the teacher currently filling such position, if any, shall go into the "fishbowl".

L. If, subsequent to posting but prior to assigning teachers into posted

positions, staffing changes are made which result in a net equal number of qualified teachers and positions in a given building, then no transfers will be made into that building as a result of the postings and the staffing will be accomplished within the school.

If, subsequent to posting and assignment of new teachers into a building, consolidations are made which affect staff in that building, then teachers who are directly affected by the consolidation may elect to claim the previously posted positions for that building, and the incoming teacher whose position is taken shall be given the options described in paragraph K.

M. Teachers who select or are involuntarily staffed to assignments which are encumbered acquire no rights to that position or building.

N. Effective the 2017/18 school year, all classroom, positions which become available after the first working Friday in January will be filled by the Personnel Department and will be posted as of the following May. All classroom positions which become available after the June posting due to a retirement incentive which is not offered until after the June posting and/or any position that becomes vacated as a result of the first posting but does not appear in the second posting will be filled by the Personnel Department and will be posted the following May.

ARTICLE 17: PAYROLL DEDUCTIONS

A. Dues Deduction

The Board agrees that upon receipt of a signed authorization of a unit member for payroll deduction of his/her membership dues in the Federation, the proper deduction shall be made each regular payday from the unit member's salary and forwarded to the Federation.

B. Voluntary Deduction for Teachers' Credit Union

Payroll deductions shall be made, at the written request of a unit member, and deposited to the unit member's account with the Yonkers Teachers Federal Credit Union.

C. Voluntary Deduction for Political Action

The Board agrees, that upon receipt of a signed authorization from a unit member for payroll deduction of political action contributions,

deductions in the authorized amounts shall be made from the unit member's salary and forwarded to the Federation Political Action Committee.

ARTICLE 18: ATTENDANCE, RETIREMENT AND TERMINATION PAY

A. Retirement Allowance

Unit members who have ten (10) years or more of consecutive service shall be entitled to payment for their accumulated unused sick days upon retirement. Time on full or partial paid leave shall count as consecutive service. Consecutive years of service, when interrupted by an approved leave without pay, shall be resumed upon return to full-time status. Payment shall be determined as follows:

(1) Unit members who intend to retire shall notify the Superintendent by certified or registered mail prior to January 15th with a copy to the Principal, so that the benefit provided herein shall be granted as part of a unit member's salary during his/her last month of service.

(2) Unit members who have ten (10) years or more of consecutive service shall be entitled to payment for their accumulated unused sick days upon retirement as follows:

Days 1-50	\$20 per day
Days 51-100	\$40 per day
Days 101-150	\$60 per day
Days 151-200	\$80 per day
Days 201-250	\$100 per day
Days 251-300	\$120 per day

a. The base for unit members shall be determined by the accumulated sick leave notice issued annually by the District.

b. In order to be eligible for such payments, unit members shall provide a letter of retirement to the Director, Personnel/Human Resources no later than January 15th of the year of their retirement and must retire at the end of the school year.

The January 15th date will be waived in any year in which the District opts to participate in a state-sponsored

retirement incentive. In such years, the letter of retirement shall be submitted no later than thirty (30) days following the District's adoption of the retirement incentive. If the window of opportunity for participation in the state retirement incentive is less than thirty (30) days, the shorter time frame shall apply.

- c. Provided the conditions above are met, payments shall be made during the last month of employment.

B. Experimental Attendance Incentive Plan

Those teachers who have previously been credited with unused sick days and personal leave days under the 1988-89 Experimental Attendance Incentive Plan shall be compensated upon the teachers' retirement from the District at \$56 per day for each unused day.

ARTICLE 19: ACADEMIC FREEDOM

The nature of American Democracy demands that citizens be able to listen to all sides of a controversial issue, sort out the facts, and arrive at independent conclusions. Students in school, therefore, have a right to be exposed to issues which are within their intellectual grasp and are under current debate in society. This right imposes certain obligations upon the teachers and the administration.

The Board will attempt to employ qualified teachers, to supply them with the necessary teaching materials and to maintain an atmosphere of academic freedom in the schools.

The teachers, individually, will be responsible for determining when and how to deal with controversial issues according to the maturity and abilities of their students and in accordance with current Board policies and will be responsible for the evaluation of their students' work. This provision shall not

be interpreted to preclude the District from adopting new programs. Prior to the implementation of such programs the Superintendent shall consult with the Federation.

The administration shall be available to assist teachers when in doubt as to the appropriateness of certain controversial issues. It shall further have the

responsibility of approval of any and all speakers brought into the schools to present a viewpoint to students.

The Board and the Federation agree that the community and the students have the right to expect that controversial issues will be presented in a fair and unbiased nature and the parties agree that they will take reasonable steps to assure this.

ARTICLE 20: QUALITY INTEGRATED EDUCATION

The Board and the Federation agree that it is desirable to and will continue in their efforts to provide quality integrated, nondiscriminatory education for all students by:

- A. Using integrated nondiscriminatory elementary textbooks as part of the basic reading program;
- B. Using textbooks and other curriculum material in all history classes to cover the contributions of all minorities;
- C. Providing teachers with curriculum guides which provide supplemental information regarding the culture, history, and contributions of minority groups;
- D. Making available supplementary reading materials for students dealing with the culture, history, and contributions of minority groups;
- E. Using comprehensive units in world history courses which study African, Asian, and Latin American history at appropriate grade levels; and,
- F. Providing in-service courses for teachers which study in depth the culture, history, and contributions of minority groups.

ARTICLE 21: MISCELLANEOUS

A. Classroom Interruption

The parties recognize and are of the opinion that the needless interruption of classroom instruction by loudspeaker announcements and messengers is distracting to the educational process. Every effort will be made to minimize the use of messengers and to localize announcements made on the public address system to the specific classroom involved. All interruptions

of regular classroom instruction are to be authorized by the school principal.

B. Collection of Money

The principal or his/her designee will receive and provide a receipt for monies collected by teachers during the school day. The principal will determine a method to safeguard the teacher and money when it is collected after the close of the regular school day.

C. Communicable Diseases

Unit members shall not be required to enter the home of any student when it is known that the student or any member of his/her family present in the home is suffering from a communicable disease.

D. Employment of Certified Teachers

The Board will employ certificated teachers. When competent certificated teachers are not available, the Board will employ the most qualified applicants available.

E. Epidemics

In the event the Yonkers Board of Health establishes that an epidemic exists in regard to a communicable disease, the Board of Education shall provide for immunization for all unit members at no cost in places designated by the Board of Health to the extent that such immunization is available.

F. Grades

The principal's decision with respect to methods of grading and specific grades shall be final. The principal's decision in these matters will be made after careful review of all circumstances relative to the situation under consideration, and in the best interests of the pupil or pupils involved.

A teacher who disagrees with the principal's decision relative to methods of grading or individual grades may note his/her objection and have a copy of said objection placed in the student's individual folder.

G. Handbook

A professional Staff Handbook containing the current Board policy as it relates to teachers will be issued to all professional staff members on or before November 1. This handbook will be retained by the teacher until the teacher leaves the school system. A copy of the handbook shall also be available in each school library for reference by the teachers.

H. Lunch Duty

Elementary teachers will be relieved of lunch duty.

I. Maintenance

No unit member shall be directed to perform custodial functions, such as the cleaning of rooms or furniture, the placing of chairs upon desks, the washing of blackboards, and other such tasks.

The foregoing provision is not intended to relieve the unit member of the responsibility, by leadership and direction, to teach and encourage children by practical effort where necessary, to maintain a neat, tidy, and wholesome classroom and school environment. Unit members will, however, do routine cleaning and maintenance of their specialized equipment in order to keep it in proper working order.

J. Mileage Reimbursement

Any unit member who is required to use his/her personal automobile in the performance of his/her work shall be reimbursed at the current Board rate upon submission of the appropriate vouchers as set forth below. Periods of Travel Reimbursement shall conclude on the last school day in the month of January and the last school day in the month of June.

Unit members must submit their completed mileage reimbursement to their Building Secretary on or before the end of the applicable Travel Reimbursement Period. Any voucher submission received by Accounts Payable more than thirty (30) days after the end of the Travel Reimbursement Period shall not be reimbursed except in cases where the unit member can demonstrate that their completed

voucher was timely submitted to their school secretary within the thirty (30) days and the delay cannot be attributed to the unit member.

The District shall make the above referenced voucher available to a unit member in each building in the Yonkers Public Schools, in a conspicuous location.

K. Organizational Chart

An organizational chart indicating administrative and supervisory relationships of the total staff within the individual school, as posted in a place readily accessible to the teachers will not be altered with respect to the teachers or school aides without negotiation with the Federation.

L. Personal Effects Security

The Board shall provide every teacher with a mail box and convenient space for the teacher to secure his/her coat and lock up other personal belongings.

The Board will attempt to ensure that each teacher is provided a desk and a locker. In any case where it is not feasible to provide such equipment, alternative arrangements will be made by the principal and the teacher with the assistance of the building representative.

M. Plan Books

The Plan book supervision shall normally apply to non-tenured teachers. Tenured teachers shall be subject to plan book supervision only after receiving an unsatisfactory rating, but the plan book supervision shall be discontinued after such teachers receive a satisfactory rating. Plan book for non-tenured teachers will contain the following categories for teachers to follow: STANDARD, INSTRUCTIONAL, OBJECTIVE, MOTIVATION, DELIVERY OF INSTRUCTION, CLOSURE, AND EXTENDED PRACTICE. The district shall provide pre-printed plan books as well as electronic/computer format containing the above categories. It is up to the discretion of the teachers as to whether to use a pre-printed plan book or electronic/computer format. A descriptor page agreed upon by the Federation and the District will be provided as a guide for each category.

Planning is a professional responsibility vital to effective teaching. On an individual basis, a tenured teacher not covered by Paragraph 1 above, may be required to produce evidence of short and long term planning. Such tenured teachers may use as evidence of planning *syllabi*, *curricula* and/or listing of subject matter or any other appropriate evidence of planning. Such tenured teacher, when asked by an administrator, shall describe the variety of instructional methods he/she will employ to deliver the indicated material/content. Tenured teachers will not be required to submit written lesson plans on a daily or weekly basis. Where, in the opinion of the observer, there exists evidence of insufficient planning, the teacher shall supply evidence of planning for the day observed other than *syllabi*, *curricula*, and/or listing of subject matter.

Plans in sufficient detail to guide substitutes in carrying on the regular program of instruction effectively must be available.

N. Registers

Teachers shall be required to maintain attendance registers but shall not be required to do the tallying therein.

O. Release for Conference

In order to foster professional growth and development, staff members who are asked to speak or participate in educational meetings shall be given release time with pay. This shall be subject to the approval and discretion of the Superintendent.

P. Science Labs

Science laboratories and rooms shall be maintained to conform with safety standards established in the City of Yonkers.

Q. Payments

The Board will pay on a semi-monthly basis with payment to be made on the last working day of the month and on the 15th of the month. However, when the 15th falls on a weekend or a holiday, payment shall be made on the last working day preceding the 15th.

The Board and the Federation agree that the 2/12 retained salary shall be paid at the unit member's option in one (1) check, dated

June 30th, and delivered to the teacher on the last working day in June, or in four (4) equal payments on the regularly scheduled payroll dates during July and August. The option of four (4) equal summer payments must be elected prior to May 1st of each year.

Money earned beyond the school day/year shall be identified as separate earnings. Such payment for such work shall be made no later than (2) two pay periods following the month in which work was done. Article 21Q shall apply to Teaching Assistants in its entirety.

R. Special Funds

The Board shall consult with the Federation and all interested groups on the formation of desirable programs for which federal, state, or other special funds are available. Knowledge of the availability of such funds for the formulation of desirable programs shall be exchanged among the parties.

S. Teacher Assignments

Teachers shall be appraised of their September assignment as to subject and/or grade level no later than June 1, except under extraordinary circumstances. Assignment changes which are recommended after June 1 are subject to review and approval of the Superintendent.

T. Staff Development

All members of the professional staff in the bargaining unit shall attend the Staff Development Day.

Such day shall be jointly planned between the Federation and the Board and shall address District priorities and/or State Standards. The day shall start at 8:30 A.M. and end at 3:00 P.M. with one (1) hour for lunch.

All non-tenured teachers shall be required to attend staff development based on the following schedule:

(1) First year non-tenured teachers shall take twenty-four (24) hours of staff development of which no more than twelve (12) hours shall be required within the school year beyond the school day.

(2) Second year non-tenured teachers shall take twenty (20) hours of staff development of which no more than ten (10) hours shall be required within the school year beyond the school day.

(3) Third year non-tenured teachers shall take twelve (12) hours of staff development of which no more than six (6) shall be required within the school year beyond the school day.

The district shall provide, in advance, a schedule of the required staff development with a number of optional days for attendance. Teachers who have already received the above training and change tenure areas within the district shall not be required to repeat the above training. All teachers required to attend staff development beyond the school days shall be compensated as per contract.

U. Teacher Evaluation and Protection

(1) Probationary Teachers

Probationary teachers will receive three (3) formal observations. The observations will be in person and conducted by a trained and certified Lead Evaluator (administrator). The process of these observations will be as follows:

a. One formal observation will be conducted by a trained and certified Lead Evaluator (administrator). The first observation will include a pre-observation conference, announced observation, and a post-observation conference. The pre and post-observation conferences will take place during the school day, at a mutually agreed upon time by the teacher and administrator. This observation will be conducted no later than the end of November and the observation will be announced. The observation must be scheduled within three (3) workdays of the pre-observation conference. In the event that the observation does not take place as scheduled, a new pre-observation conference will be required. A specific time/day of observation will be determined at the pre-observation conference.

b. Two (2) formal observations will be conducted by a trained and certified Lead Evaluator (administrator). The first of the two observations will be conducted no later than the end of February and will be unannounced; and the third will be

conducted no later than the end of April and can be either announced or unannounced. The procedures for both observations will be the same as above in step (1)(a) except that a preconference is not needed for an unannounced observation.

- c. A probationary teacher whose service may be terminated shall be entitled, upon request, to a formal hearing with the Superintendent or his/her designee. The teacher may be accompanied by the YFT President or his/her designee. Any additional information submitted at this hearing will be reviewed by the Superintendent or his/her designee before reaching a final decision.
- d. The post conference meetings should take place within two (2) weeks of each observation at which time the teacher shall receive a copy of the written observation signed by the administrator. The teacher shall have the right to make comments on the observations. A copy of the administrator's observation with the teacher's comments and signature shall be placed into the teacher's personnel file. During the course of a school year, the teacher shall, at the teacher's request, have access to such notes and the right to comment on them.

(1A) Shared Teacher (Probationary)

Shared teachers are teachers who are assigned to two or more schools for the school year. Shared teachers will receive three (3) formal observations a year by a trained and certified Lead Evaluator (administrator). The process of these observations will be as follows:

- a. If the split is .5/.5, the shared teacher will receive one formal observation from each assigned school for the year. The third formal observation will be decided by both administrators as to who will conduct the observation. The building administrators from these assigned schools will decide who among them will complete the first, second, and third of the three (3) observations. If there is no mutual agreement on which of the administrators will conduct the observations, a designated Central Office Administrator will make the determination. The teacher will be notified no later than October 15th as to who will conduct each of the observations. Administrators from both schools will collaborate on the

shared teacher's final evaluation to determine one rubric score.

i. One formal observation will be conducted by a trained and certified Lead Evaluator (administrator). The first formal observation will be an announced observation and the observation will be conducted no later than the end of November. Teachers will be notified and the observation must be scheduled within three (3) workdays of the pre-observation conference. In the event that the observation does not take place as scheduled, a new pre-observation conference will be required. A specific time/day of observation will be determined at the pre-observation conference. The pre and post observation conferences will be held during the school day at a mutually agreed upon time by the teacher and administrator.

ii. Two (2) formal observations will be conducted by a trained and certified Lead Evaluator (administrator). The first of the two observations will be conducted no later than the end of February and will be unannounced: The last will be conducted no later than the end of April and can be either announced or unannounced. If the third (3rd) observation is announced, teachers will be notified at least three (3) working days before the observation. In the event that the observation does not take place as scheduled, a new pre-observation conference will be required. A pre-observation conference, if any, and a post-observation conference will be held during the school day, at a mutually agreed upon time by the teacher and administrator. These observations will follow the same procedures as in steps (1A)(a)(i) except a preconference is not needed for an unannounced observation.

iii. The post conference meetings should take place within two (2) weeks of each observation at which time the teacher shall receive a copy of the written observation signed by the administrator.

- b. Shared teachers who are in more than two (2) schools will receive three (3) formal observations a year. The building administrator from these assigned schools will decide who among them will complete each of the three (3) observations.

Each of the three (3) observations will be conducted in a different school by a different trained and certified Lead Evaluator (administrator). If there is no mutual agreement on which of the administrators will conduct the observations, a designated Central Office Administrator will make the determination. The teacher will be notified no later than October 15th as to who will conduct the observations. The observations shall follow the same procedures as described in (1A) a. (i), (ii), (iii) above except preconference is not needed for unannounced observation.

- c. The teacher shall have the right to make comments on the observations. A copy of the administrator's observation with the teacher's comments and signature shall be placed into the teacher's personnel file. During the course of a school year, the teacher shall, at the teacher's request, have access to such notes and the right to comment on them.

(2) Tenured Teachers

Tenured teachers will receive two (2) formal observations. The observations will be in person and conducted by a trained and certified Lead Evaluator (administrator). The process of these observations will be as follows:

- a. One formal observation will be conducted by a trained and certified Lead Evaluator (administrator). The first observation will be an announced observation. Teachers will be notified at least five (5) working days before the observation and the observation will be conducted no later than the end of December. Upon request, the tenured teacher has the right to a pre and post-observation conference during the school day, at mutually agreed upon time by the teacher and administrator. This does not preclude the administrator from meeting with teachers as she/he deems necessary at a mutually agreed upon time during the school day.
- b. The second formal observation will be conducted by a trained and certified Lead Evaluator (administrator). This will

be an unannounced observation and will be conducted no later than the end of April. Upon request, the teacher has the right to a post-observation conference during the school day at a time mutually agreed upon by the teacher and administrator.

- c. The observation forms, signed by the administrator and teacher, shall be placed in the teacher's personnel file and the teacher may comment on each observation within a school year. During the course of a school year, the teacher shall, at the teacher's request, have access to such notes and the right to comment on them.

(2A) Shared Teacher (Tenured)

Shared teachers are teachers who are assigned to two or more schools for the school year. Shared teachers will receive two (2) formal observations a year by a trained and certified Lead Evaluator (administrator). The process of these observations will be as follows:

- a. If the split is .5/.5, the shared teacher will receive one formal observation from each assigned school for the year. Teachers will be notified no later than October 15th as to who will conduct each observation. Administrators from both buildings will collaborate on the shared teacher's final evaluation to determine one rubric score.
- i. One formal observation will be conducted by a trained and certified Lead Evaluator (administrator). The first observation will be an announced observation and the observation will be conducted no later than the end of December. Teachers will be notified at least five (5) working days before the observation. Upon request, the tenured teacher has the right to a pre and post-observation conference during the school day, at mutually agreed upon time by the teacher and administrator. This will not preclude the administrator from meeting with teachers as s/he deems necessary at a mutually agreed upon time during the school day.
- ii. The second formal observation will be conducted by a trained and certified Lead Evaluator (administrator). The observation will be an unannounced observation and the observation will be conducted no later than the end of

April. Upon request the teacher has the right to a post observation conference during the school day at a time mutually agreed upon by the teacher and administrator. This will not preclude the administrator from meeting with teachers as s/he deems necessary at a mutually agreed upon time during the school day.

- b. Shared teachers who are in more than two (2) schools will receive two (2) formal observations a year. The building administrator from these assigned schools will decide who among them will complete the first of the two (2) observations and the second of the two (2) observations. Each of the two (2) observations will be conducted in a different school by a different trained and certified Lead Evaluator (administrator). If there is no mutual agreement on which of the administrators will conduct the observations, a designated Central Office Administrator will make the determination. The teacher will be notified no later than October 15th as to who will conduct the observations.
- c. The observation forms, signed by the administrator and teacher, shall be placed in the teacher's personnel file and the teacher may comment on each observation within a school year. During the course of a school year, the teacher shall, at the teacher's request, have access to such notes and the right to comment on them.

(3) Annual Evaluation

All probationary and tenured teachers covered under 3012-d shall receive a written evaluation on the appropriate Professional Annual Evaluation Composite Summary ("PAECS") form. Ratings on this PAECS form shall be of a "HEDI" nature. This evaluation will use the rating determined using a HEDI scale.

H = Highly Effective

E = Effective

D = Developing

I = Ineffective

A teacher shall be entitled to comment on the written evaluation report, sign it, and retain one copy.

APPR: Section F: Teacher Observation and Evaluation for non 3012-D Teachers

Teacher Observation and Evaluation for Non 3012-d Teachers

Teachers who do not fall under the 3012(d) will be evaluated using the criteria in Section F of the APPR document which is incorporated into the YFT/Bd. of Ed. agreement.

V. Observations

(1) Probationary Teachers:

Probationary teachers will receive no more than three (3) formal observations. The observations will be in person and conducted by an administrator. All forms that will be used for these teachers/staff are contained in Section F of the APPR. The process of these observations will be as follows:

- a. One formal observation will be conducted by an administrator. The first observation will include a pre-observation conference, announced observation and a post observation conference. The pre-and post-observation conferences will take place during the school day, at a time mutually agreed upon by the teacher and administrator. The observation will be conducted no later than the end of November. The formal observation must be scheduled within three (3) workdays of the pre-observation conference. In the event that the observation does not take place as scheduled, a new pre-observation conference will be required. A specific time/day of observation will be determined at the pre-observation conference.
- b. Two formal observations will be conducted by an administrator. The first of these two observations will be conducted no later than the end of February and will be unannounced; and the third will be conducted no later than the end of April and can either be announced or unannounced.
- c. A probationary teacher whose service may be terminated shall be entitled, upon request, to a formal hearing with the Superintendent or his/her designee. The teacher may be accompanied by the YFT President or his/her designee. Any

additional information submitted at this hearing will be reviewed by the Superintendent or his/her designee before reaching a final decision.

- d. The post conference meetings should take place within two (2) weeks of each observation at which time the teacher shall receive a copy of the written observation signed by the administrator. The teacher shall have the right to make comments on the observations. A copy of the administrator's observation with the teacher's comments and signature shall be placed into the teacher's personnel file. During the course of the school year, the teacher shall, at the teacher's request, have access to such notes and the right to comment on them.

(1A) Shared Teachers (Probationary)

Shared teachers are teachers who are assigned to two or more schools for the school year. Shared teachers will receive no more than three (3) formal observations a year from an administrator. The observation forms, signed by the administrator and teacher, shall be placed in the teacher's personnel file and the teacher may comment on each observation within a school year. During the course of a school year, the teacher shall, at the teacher's request, have access to such notes and the right to comment on them. The process of these observations will be as follows:

- a. If the split is .5/.5, the shared teacher will receive one formal observation from each assigned school for the year. The third formal observation will be decided by both school administrators as to who will observe the teacher. The building administrators from these assigned schools will decide who among them will complete the first, second, and third of the three (3) observations. If there is no mutual agreement on which of the administrators will conduct the observations, a designated Central Office Administrator will make the determination. The teacher will be notified no later than October 15th as to who will conduct each of the observations. Administrators for both schools will collaborate on the shared teacher's final evaluation.
- i. The first formal observation will be an announced observation and will be conducted no later than the end of November. Teachers will be notified and the observation must be scheduled within (3) workdays of

the pre-observation conference. In the event that the observation does not take place as scheduled, a new pre-observation conference will be required. A specific time/day of observation will be determined at the pre-observation conference. The pre-and post-conference will be held during the school day, at a mutually agreed upon time by the teacher and administrator.

- ii. The second and third formal observation will be conducted by an administrator. The first of the two observations will be conducted no later than the end of February and will be unannounced. The last will be conducted no later than the end of April and can either be announced or unannounced. If the third (3rd) observation is announced, teachers will be notified at least three (3) working days before the observation. A preconference, if any, and post-observation conference will be held during the school day, at a mutually agreed upon time by the teacher and administrator. The procedures for both observations will be the same as above in step (a), with one exception: the unannounced formal observation does not include a preconference.

- iii. The post conference meetings should take place within two (2) weeks of each observation at which time the teacher shall receive a copy of the written observation signed by the administrator. The teacher shall have the right to make comments on the observations. A copy of the administrator's observation with the teacher's comments and signature shall be placed into the teacher's personnel file. During the course of a school year, the teacher shall, at the teacher's request, have access to such notes and the right to comment on them.

- b. Shared teachers who are in more than two (2) schools will receive no more than three (3) formal observations a year. The building administrator from these assigned schools will decide who among them will complete each of the three observations. Each of the three (3) observations will be conducted in a different building by a different school administrator. If there is no mutual agreement on who will conduct these evaluations, a designated Central Office Administrator will make the determination. The teacher will

be notified no later than October 15th as to who will conduct the observation. The observations shall follow the same procedures as above.

(2) Tenured Teachers:

Tenured teachers will receive no more than two (2) formal observations. The observations will be in person and conducted by an administrator. The observation forms, signed by the administrator, and teacher shall be placed in the teacher's personnel file and the teacher may comment on each observation within a school year. During the course of a school year, the teacher shall, at the teacher's request, have access to such notes and the right to comment on them. The process of these observations will be as follows:

1. One formal observation will be conducted by an administrator. The first observation will be an announced observation. Teachers will be notified at least five (5) working days before the observation and the observation will be conducted no later than the end of November. Upon request, the tenured teacher has the right to a pre- and a post-observation conference during the school day, at a mutually agreed upon time by the teacher and administrator. This does not preclude the administrator from meeting with teachers as she/he deems necessary at a mutually agreed upon time during the school day.

2. The second formal observation will be conducted by an administrator. This will be an unannounced observation and will be conducted no later than the end of April. Upon request, the teacher has the right to a post observation conference during the school day at a mutually agreed upon time by the administrator and teacher. During the course of a school year, the teacher shall, at the teacher's request, have access to such notes and the right to comment on them. The procedures for both observations will be the same as above in step (1), with one exception: the unannounced formal observation does not include a preconference.

(2A)

Shared Teachers (Tenure)

Shared teachers are teachers who are assigned to two or more schools for the year. Shared teachers will receive no

more than two (2) formal observations a year. The observation forms, signed by the administrator and teacher shall, be placed in the teacher's personnel file and the teacher may comment on each observation within a school year. During the course of a school year, the teacher shall, at the teacher's request, have access to such notes and the right to comment on them. The process of these observations will be as follows:

1. If the split is .5/.5, the shared teacher will receive one formal observation from each assigned school for the year. Teachers will be notified no later than October 15th as to who will conduct each observation. Administrators from both buildings will collaborate on the shared teacher's final evaluation.

- i. The first observation will be an announced observation and the observation will be conducted no later than the end of November. Teachers will be notified at least five (5) working days before the observation. Upon request, the tenured teacher has the right to a pre- and post-observation conference during the school day, at a mutually agreed upon time by the teacher and administrator. This does not preclude the administrator from meeting with teachers as she/he deems necessary at a mutually agreed upon time during the school day.

- ii. The 2nd formal observation will be conducted by an administrator. This will be an unannounced observation and will be conducted no later than the end of April. Upon request, the teacher has the right to a post-observation conference during the school day at a time mutually agreed upon by the teacher and the administrator. This does not preclude the administrator from meeting with teachers as she/he deems necessary at a mutually agreed upon time during the school day.

2. Shared teachers who are in more than two schools will receive only two (2) formal observations a year. The building administrators from these assigned schools will decide who among them will complete one of the two observations. Each observation will be conducted by a

different building administrator. If there is no mutual agreement on who will conduct these observations, a designated Central Office Administrator will make the determination. The teacher will be notified no later than October 15th as to who will conduct the observation. The procedures for both observations will be the same as above in step (ii), with one exception: the unannounced formal observation does not include a preconference.

(3) Annual Evaluation

All probationary and tenured teachers shall receive a written evaluation on the appropriate form. Ratings on this form shall be "satisfactory" or "unsatisfactory." A teacher shall be entitled to comment on the written evaluation report; sign it and retain one copy.

(4) Personnel Files

New evaluations and all other items from within the school system received after September 30, 1965, shall be open to the teacher's review. Individual teachers shall have the right to review such materials, upon request, in the presence of the administrator responsible for such files, or his/her designee. Teachers may also review all past non-confidential materials in their personnel files whether in the central office or any school building, in the same manner. They shall have the right to copy such materials, provided that such action does not interfere with the normal business of the school or office. References from outside of the Yonkers Public School System and official transcripts of graduate and undergraduate studies shall remain confidential as shall evaluation reports submitted prior to September 30, 1965.

W. Teacher Visitation

Teachers may observe other professionals in their specialty in or outside of the Yonkers Public School system upon the recommendation of the Principal and Director and with approval of the Superintendent.

X. Testing

(1) In professional conferences with guidance counselors, teachers

on the secondary level shall be informed as to test scores of achievement tests, differential aptitude tests, Otis Group Intelligence tests, college qualifying tests, and minimum competency tests.

(2) In kindergarten classes, when individually administered instruments are used, the District shall schedule an appropriate amount of time, near the beginning of the school year for the testing of students. The schedule shall be determined by the Board with input from the Federation. Teachers shall test students one at a time in a location which is conducive to testing and which is separate from other students. Such location shall be assigned by the principal after consultation with the teacher. During testing the teacher shall not be responsible for monitoring students other than the individual student being tested.

(3) In the event that teachers are required to manually score state-mandated examinations, then every effort will be made to provide such teachers with a sufficient amount of non-teaching time to allow for such scoring. Such effort shall not necessarily require the employment of a substitute.

Y. Textbooks

When textbooks and/or workbooks are to be purchased, those teachers who shall be involved in the use of the books plus the grade level or subject coordinator shall voluntarily meet and prepare a priority list for submission to the administrator charged with the responsibility of the purchase.

If the administrator elects not to follow the list, he/she shall meet with the committee and explain his/her reasons therefore.

Z. Experimentation

Section 1. The Board and the Federation recognize that a sound educational program requires not only the efficient use of existing resources but also constant experimentation with new methods and organization. The Federation agrees that experimentation presupposes flexibility in assigning and programming pedagogical and other professional personnel. Hence, the Federation will facilitate its

members' voluntary participation in new ventures that may depart from usual procedures. The Board agrees that educational experimentation will be consistent with the standards of working conditions prescribed in this agreement.

Section 2.

All proposals for educational experimentation which require modification of class size limits shall be studied by a committee comprised of two (2) persons selected by the Superintendent and two (2) persons chosen by the Federation and a third teacher chosen by the other four.

Section 3.

All proposals under Section 2 shall contain:

- (a) Educational objectives of the experiment;
- (b) Scope (Number of students and teachers involved);
- (c) Evaluation criteria and procedures; and,
- (d) Methods of implementation.

Section 4.

No proposals shall be implemented without first having been studied by this committee nor before the committee's recommendations are made to the Superintendent. The recommendations on all proposals shall be made within a reasonable time limit.

Section 5.

The Superintendent has ultimate authority on whether or not to implement the proposals submitted by the committee.

Section 6.

The committee, in conjunction with the originator of the proposal, shall establish a time period for the evaluation of the experiment before it may be installed. At the end of the time period, the committee shall forward to the Superintendent their evaluation of the educational impact of the experiment. The committee shall make specific recommendations to the Superintendent. The committee's recommendations to terminate an

experiment shall be final, provided the committee's supporting rationale for decisions has been given to the Superintendent. The committee may recommend modifications of an experiment to the Superintendent. These modifications must be implemented in order for the experiment to continue.

Section 7. In no event will a teacher be required to participate in such a program except on a voluntary basis.

Section 8. In no event can proposals be initiated for budgetary reasons. Proposals must be for valid educational purposes.

Section 9. No experimental program introduced shall be on a system-wide basis. Each program must be well-defined and limited in scope during the trial period.

Section 10. All classes or individual groups must be conducted by teachers as defined in the collective bargaining unit. However, this does not preclude the use of a paraprofessional under the supervision of a teacher.

Section 11. Nothing in this section shall authorize the parties to violate any sections of this Agreement except those specifically referred to in this section.

AA. Rotation of Special Assignments

(1) No teacher shall be assigned to lunch duty two years in a row.

(2) Assignments shall be rotated in a fair and equitable manner by the principal.

(3) Any teacher may voluntarily undertake such assignment.

(4) Principals shall seek alternative methods of compensation for those who have been involuntarily assigned an onerous chore. For example: Relief of homeroom assignments and arrival of teacher twenty-five (25) minutes after the regular reporting time. Other such reliefs might be worked out with the principal and teachers involved and any such agreements would be subject to the approval of the Superintendent.

BB. No Reprisal Clause

The District agrees that no reprisals shall be taken against any teacher by reason of the teacher's membership in the Federation or participation in its activities against the District in September 1977. The Federation agrees that no reprisals shall be taken against any teacher by reason of the teacher's lack of membership in the Federation or lack of participation in its activities against the District during September 1977.

All probationary teachers who participated in the strike that commenced on October 1, 1999 shall be continued in their employment effective October 6, 1999. No disciplinary action will be taken against them for any conduct during the strike except criminal conduct, excluding criminal contempt.

No charges will be filed against any tenured teachers pursuant to the §3020-a of the Education law for any conduct during the strike that commenced on October 1, 1999 except criminal conduct, excluding criminal contempt.

CC. Distance Learning Program

- (1) It is the intent of the intra-district interactive learning program to make available additional course offerings to students or to preserve existing curriculum. The course offerings will be agreed upon by the Board and the Federation and will not be used to supplant teachers or reduce teaching positions.
- (2) The course of instruction will be provided by a teacher at a primary location and will be made available through interactive video technology at one or more remote locations.
- (3) Each course will count as one (1) class assignment for the primary teacher. The primary teacher will be responsible for all teaching, attendance, and grading of all students. Primary teachers shall be volunteers.
- (4) The total number of students at all sites, both primary and remote, will not exceed contractual size limits.
- (5) Students at remote sites will be supervised by teachers on administrative assignment who shall not have any teaching responsibilities for that class. Assignments of teachers to

supervise remote sites shall be rotated among teachers available during that period.

DD. Mentoring Program

1. Qualifications of Mentors

Mentors will participate in the mentor training offered by the district. Priority will be given to active tenured teachers and recently retired tenured teachers of the Yonkers Public Schools with a minimum of 5 years teaching experience.

Consistently satisfactory performance throughout their teaching career as evidenced by previous evaluations and walk-throughs, which may include: Mastery of pedagogical skills; content knowledge; positive interpersonal relationship qualities; leadership qualities, organizational skills (NYS Guidelines); and, positive attitude toward professional growth. Three written recommendations by current and past supervisors shall be required for mentors coming from outside of the district if no YPS teachers (active or retired) are available.

The selection committee will review the performance evaluations and observations contained in the mentor's personnel files as part of the selection process.

2. Mentor Working Conditions

Mentoring sessions and confidential conferences shall be held at times and in a private location mutually agreed upon between the mentor, the mentee, and building administrators.

Mentors participating in mentoring activities outside the school day shall be compensated at the hourly rate. No more than twenty (20) compensated hours shall be allotted annually unless recommended by the Mentoring Committee and approved by the Superintendent. In lieu of such hourly compensation, and for purposes of this mentoring agreement only, mentors may opt for in-service credit issued by the Professional Development Department at the rate of 1 credit for each 10 hours of mentoring outside of the school day. Hours may be exchanged for service credit only in 10 hour increments. Otherwise, hours will be paid at the hourly rate.

Mentors must keep logs of their meetings, times, and topics covered to be submitted monthly to the Mentoring Committee.

Mentors shall not accept an administrative or administrative-intern position while serving as a mentor.

The role of mentor does not limit or supplant the authority of administrators to supervise or evaluate the performance of the mentees; therefore, the Board and the Federation agree that information obtained by a mentor shall not be made available to any administrator.

3. Mentees

Mentees shall be identified as per SED regulations. Mentees participating in mentoring activities outside of the school day shall receive one in-service credit issued by the professional development department for at least 10 and as many as 15 hours of mentoring. Thereafter, for hours beyond 15, but fewer than 20, mentees shall be compensated at the hourly rate. Mentees who complete 20 hours of mentoring outside of the school day shall receive 2 in-service credits. No more than 20 compensable hours shall be allotted annually unless recommended by the Mentoring Committee and approved by the Superintendent.

4. Mentoring Committee

The Committee shall design and schedule a District-wide Orientation meeting which all mentors and mentees must attend. The Committee shall further design and schedule Mid-Course Program Review and Culmination meetings which all participants will make every effort to attend. Compensation for mentors and mentees shall be subject to the above provisions and limitations. There shall be no extra compensation for committee members.

The mentoring committee shall be a subcommittee of the Professional Development Plan Committee composed of 3 teachers appointed by the YFT and 3 administrators appointed by the Superintendent. The Professional Development Plan Committee will select one of its members to chair the mentoring subcommittee by consensus.

If consensus on issues cannot be reached, the issues go back to the full Professional Development Plan Committee, and if consensus is still not reached, the issues go to the Superintendent and the President of the Federation.

5. Role of the Mentoring Committee

The Committee shall design the Mentoring Program and the program evaluation.

The Committee shall monitor the implementation of the mentoring program and the program evaluation.

The Committee shall monitor, approve, and evaluate the design and implementation of the Mentoring Program.

The Committee shall ensure that training for Committee members and mentors is provided.

The Committee shall approve all mentor application and program evaluation forms and procedures and shall select mentors.

Issues or concerns between the mentor and mentee shall be addressed by the Committee.

The committee will establish clearly defined goals and desired outcomes for the mentoring program and will establish an annual program evaluation process which addresses those goals and outcomes.

6. Confidentiality

Confidentiality of information obtained concerning all individuals during the mentoring process shall be maintained by all involved. The information obtained by a mentor through interaction with the mentee while engaged in the mentoring activities of the program shall not be used for evaluating or disciplining the mentor or the mentee at any time.

7. Role of the Building Principal

The Principal (and/or Assistant Principal) will be a partner in the mentor/mentee program in Yonkers Public Schools, seeing himself or herself as an integral part of the team by helping to

clarify the school's staff development goals with both the mentor and the mentee.

Building principals will facilitate assignments of new teacher to mentors, and support and champion mentoring as integral to the school's professional development planning.

Principals (and/or Assistant Principals) must attend the District-wide Orientation meeting and will make every effort to attend the Mid-Course Program Review and Culmination meetings for the mentor/mentee program.

Yonkers Public Schools believes that this mentoring experience cannot succeed without the full, willing support of the building administrators.

8. Sunset Clause

In the event that the NYS Education Department mentoring requirement ceases to exist, the program may be cancelled at the option of the District; but, the Board and the Federation will reopen negotiations on this issue in order to explore other alternative ways to provide mentoring opportunities.

EE. YPIE College Centers

The YFT and YBOE agree to allow YPIE to continue to operate college centers in each high school, one (1) YPIE person per center for a total of (8) eight persons district wide. The District in turn will add a total of sixteen (16) certified YFT pupil support personnel positions (guidance counselors, psychologists, social workers) on February 1, 2013 and a total of additional eight (8) certified YFT pupil support personnel positions (guidance counselors, psychologists, social workers) on July 1, 2013. The twenty-four (24) positions referenced herein shall not be abolished so long as YPIE continues to operate college centers in each high school.

ARTICLE 22: COMMITTEES

A. Athletic Activities

A committee of three (3) persons appointed by the President of the Federation and three (3) persons appointed by the Superintendent shall study and make recommendations concerning the

requirements of a comprehensive athletic program and the feasibility of improving athletic facilities.

B. Calendar

A committee, composed of two (2) people appointed by the Superintendent and two (2) people appointed by the Federation, shall make recommendations concerning the school calendar for the subsequent year. In the event the Superintendent rejects the recommendations of the committee, the Superintendent shall meet with the committee to discuss the reasons for such changes and state such reasons in writing prior to submission of the calendar to the Board. Effective with the 2000-2001 school calendar, the Board shall include as part of the calendar a minimum of a one (1) week winter recess provided that the Southern Westchester BOCES calendar contains such a week. Effective with the 2000-2001 school calendar the Board shall not start the school year prior to Labor Day unless the Southern Westchester BOCES calendar begins before that day.

C. Health, Safety and Maintenance of Facilities

A committee composed of four (4) members, two (2) appointed by the Superintendent and two (2) appointed by the Federation, shall meet at least three (3) times per year to study and make recommendations to improve the safety and conditions of the facilities. The Board will make every effort to implement the priorities recommended by the committee depending upon available space and finances.

D. School Conduct and Discipline Code

Prior to changing the existing School Conduct and Discipline Code, the District shall consult with the YFT. YFT representatives shall also be given an opportunity to meet with the Board of Education and representatives of the administration in Executive Session prior to any such change.

E. Unit Member Assault

The parties agree that a joint committee shall be established composed of three (3) representatives appointed by each side to address the issue of "assaults on unit members by students." Such committee shall issue its recommendations to the Board no later than June 1998. If the Board does not amend the current "Unit

Member Assaults" policy by September 15, 1998, the parties agree to reopen negotiations on that date limited to that issue only. In the interim, the current policy shall be in force except where inconsistent with applicable law.

F. Special Education Classes

The parties agree to form a Joint Committee composed of an equal number of representatives from both sides to address the issue of communicating educationally necessary information regarding special education students among the professional staff.

G. Attendance Committee

The Federation and the Board agree to form a joint task force to draft procedures which shall address the problem of teachers' absences which are excessive or which constitute an inappropriate pattern. It is anticipated that such procedures shall include a method for identification of teachers with attendance problems and progressive steps to deal with those teachers who have been identified, including letters of admonition and counseling, including peer counseling. It is further understood that these procedures are not in any way a limitation of the Board's right to institute disciplinary proceedings based on attendance nor are they a prerequisite to such proceedings.

H. Shared Decision Making

Teachers agree to participate in the shared decision making process in their schools at the applicable hourly rate.

I. Flex Plan

The District will put together a committee to review flex plan opportunities.

ARTICLE 23: MATTERS NOT COVERED

With respect to matters not covered by any article of this Agreement, the Board agrees that it will consult and negotiate with the Federation prior to making any changes which are normally classified as pertaining to salaries and conditions of employment.

The parties will make every effort to limit as far as possible the number of disputes that arise under this provision.

The parties agree that all negotiable items have been discussed during negotiations leading to this Agreement and, therefore, agree that negotiations will not be reopened on any item contained herein during the life of this Agreement.

ARTICLE 24: MANAGEMENT RIGHTS

Except as provided by this Agreement and by established policy and practice of the Yonkers School System which affect salaries and conditions of employment, the Board and the Superintendent shall retain all rights vested in them by the laws of the State of New York to determine and administer educational policy of the Yonkers School District including the right to properly discharge their duties and responsibilities to supervise and manage the schools under their jurisdiction.

ARTICLE 25: TEACHING ASSISTANTS

A. Salary:

1. **See Appendix A.** Employees in *all* YFT bargaining unit titles, shall receive the following salary increases on base for all salary steps and lanes, longevity, D-1 schedule, summer school, all hourly related duties, workshops and increments other than EIT/TSA:

July 1, 2014- June 30, 2015:	0.0%
July 1, 2015- June 30, 2016:	0.0%
July 1, 2016- June 30, 2017:	3.0%
July 1, 2017- June 30, 2018:	2.5%
July 1, 2018- June 30, 2019:	2.5%
July 1, 2019- June 30, 2020:	3.5%
July 1, 2020- June 30, 2021:	3.0%

2. Longevity

- a. Upon completion of (15) fifteen years employment by the Board, a teaching assistant shall be entitled to an annual longevity increment. (See Appendix A).
- b. Upon completion of (20) twenty years employment by the Board, a teaching assistant shall be entitled to an annual longevity increment. (See Appendix A).

3. YFT WORKSHOP PAY SCHEDULE

EFFECTIVE DATE	WORKSHOP RATE
July 1, 2014	\$69.89
July 1, 2015	\$69.89
July 1, 2016	\$71.99
July 1, 2017	Workshop Pay Removed From Contract

4. Hourly Rate

All hourly related teaching assistant duties will be paid according to the following schedule.

Effective Date	Salary Rate
July 1, 2016	\$26.53
July 1, 2017	\$27.20
July 1, 2018	\$27.88
July 1, 2019	\$28.85
July 1, 2020	\$29.72

5. Coaches of Varsity Athletics and Intramural Sports

All provisions under Article 6.D (1),(2),(3) of the contract except for the section in part (3) titled "Full Year Activities" shall apply to any teaching assistant receiving a coaching/sponsor position.

B. Working Conditions:

(1) The Teaching Assistant's work year shall be the same as the teachers' calendar year, except that Teaching Assistants will be required to work two (2) additional days beyond the teachers' work year of 185 days.

(2) The teaching assistants' workday shall start ten (10) minutes before the students' day starts and end ten (10) minutes after student dismissal.

- a. Elementary teaching assistants shall have a duty free (45) minute lunch period and one (1) unassigned fifteen (15) minute break daily.

- b. Secondary teaching assistants shall have a duty free lunch period of the same length as teachers in the building and one (1) unassigned fifteen (15) minute break daily.
- (3) The teaching assistant, under the supervision of a duly certified teacher, shall be used at any grade level to assist in the instructional program of the teacher.
- (4) In cases where a teacher in a class to which a teaching assistant is regularly assigned is absent the teaching assistant may, by mutual agreement between the Board of Education and the teaching assistant, be used as a substitute teacher for that class. In such cases, the teaching assistant shall follow the schedule of the teacher for which the teaching assistant is substituting. Teaching assistants shall not be used for the sole purpose of providing prep periods during the school day.
- (5) Teaching assistants shall not be responsible for the assistance of students with toileting unless proper training and materials have been provided in accordance with State Regulations/Recommendations.
- (6) All other teaching assistants' working conditions/duties under the supervision of a certified teacher shall comply with the Commissioner's Regulations Part 80-5.6.
- (7) Teaching assistants shall not be required to remain ten (10) minutes after student dismissal and / or attend meetings or staff development:
 - a. On days preceding a legal holiday or on days salary checks are distributed.
 - b. For reasons of inclement weather at the discretion of the Superintendent.
- (8) Teaching assistants shall be used to assist teachers, to whom they are regularly assigned, in work related to teachers' duties on the last two (2) days of the school year.

C. Evaluation and Protection

(1) Observations

(a) There shall be a minimum of two (2) formal observations during a Teaching assistant's first full year of employment. Such observations shall take place no later than December and April of that school year. During subsequent years, there shall be a minimum of one (1) formal observation each year. In subsequent years of employment, the observation shall take place no later than April.

(b) Within three-four (3 to 4) weeks the teaching assistant shall receive a written report of the observation. The teaching assistant shall have the right to have, upon request to the Administrator, a conference regarding the report within a reasonable period of time and/or make comments on the report to be placed in the personnel file.

(c) For teaching assistants, an evaluation, observation or walk through may be conducted at any time by the Principal or Central Office Administrators.

(2) Annual Evaluation

All teaching assistants, non-tenured and tenured shall receive, on the appropriate Board form, an annual written rating of "satisfactory" or "unsatisfactory".

(3) Probationary Teaching Assistant Protection

All probationary teaching assistants whose services may be terminated for reasons other than certification shall be entitled, upon request, to an informal hearing with the Superintendent or designee. The teaching assistant may be accompanied by the President of the Federation or her/his designee.

(4) Tenured Teaching Assistant Protection

The Federation and the District agree that in cases of disciplinary action being brought against a teaching assistant that the procedures in section 3020a shall be followed except in cases involving alleged pedagogical incompetence or issues involving pedagogical judgment, the case shall be heard by a single hearing officer instead of a three member panel.

Notwithstanding the above provision, however, the charged teaching assistant may elect to have the 3020a procedure applied by filing a written notice of such election to the district within ten (10) days of the charges.

D. Personnel Files

Evaluations and all other items from within the school system shall be open to the teaching assistant's review. Individual teaching assistants shall have the right to review their Personnel files, upon appointment with the Personnel Department, and in the presence of the administrator responsible for such files, or his/her designee. Teaching assistants may also review all past, non-confidential materials in their personnel files whether in the central office or any school building, in the same manner. They shall have the right to obtain copies upon request, provided that such action does not interfere with the normal business of the school or office.

E. Applicable Teacher Contract Provision

The following provisions in the teacher contract shall apply to teaching assistants.

Article 1 – Preamble

Article 2 – Statement of Recognition

Article 3 – Fair Practices

Article 4 – Federation Rights

Article 5 – Monthly Meetings, Matters of Mutual Concern

Article 7 – Jury Duty

Article 9 – Health and Welfare: In addition, the following shall apply to teaching assistants; Teaching assistants who are hired from within the Yonkers Public School System shall retain all rights to medical benefits previously held.

Effective July 1, 2009, Teaching Assistants will make contributions to their health insurance premiums through regular payroll deductions as follows:

Individual Plan - \$250.00 per year

Family Plan - \$500.00 per year

Article 10 – Section B as amended to include teaching assistants;
Section G as amended in paragraph 4 to include teaching assistants.

Article 12 – Sections A, D, E, G (1 thru 7 and 10) H,

Article 13 – Grievance Procedure

Article 17 – All Sections amended to include teaching assistants

Article 21 – Sections B, C, E, I, J, L, Q

Article 22 – Section E as amended to include teaching assistants

Article 23 – Matters Not Covered

Article 24 – Management Rights

Article 27 – Conformity to Law – Savings Clause

Article 28 – Comparable Substitutions

Article 29 – No Strike Pledge

Article 30 – Taylor Law Section 204 - A

Article 31 – Duration of Agreement

Except as set forth in this Article 25 the remaining provisions of the Yonkers Federation of Teachers/Board of Education contract shall not apply to teaching assistants.

F. Maternity And Child Care Leave

(1) Maternity Leave

Any teaching assistant, upon becoming pregnant, may apply to the Superintendent in writing with a copy to her principal

requesting a maternity leave of absence. Such leave will be without pay except to the extent that the teaching assistant may use accumulated sick days during the pendency of the leave. Such leave for a teaching assistant may commence two (2) weeks prior to the due date or at such time as the teaching assistant is found no longer capable of performing her duties by either her own physician or the Director of Personnel of the District. The Superintendent may require the teaching assistant to submit a certificate from a qualified physician attesting to her ability to perform her duties each month after the fourth month of pregnancy. A leave of absence under this section of the agreement shall continue for a period no later than two (2) weeks after the termination of the pregnancy. A teaching assistant who suffers an interrupted pregnancy may, upon application to the Superintendent, be returned to service immediately upon appropriate certification to the Director of Personnel of the District, attesting to her ability to perform her duties. A teaching assistant who suffers a disability arising out of a pregnancy which terminates may continue her leave for the period of time attested to by her physician.

(2) Child Care Leave

Any teaching assistant who becomes or will become a parent either naturally or by adoption, and desires to apply for child care leave shall give notice to the Superintendent with a copy to his/her principal. Such notice shall be given, no less than sixty (60) days before that teaching assistant intends to leave the classroom. Under extraordinary circumstances the notification may be reduced. This leave shall continue for a period of not more than one (1) year from the date of birth or adoption. All parental leaves can be terminated by the teaching assistant at any time prior to the end of a requested leave in accordance with the notification procedures that follow. At the request of the teaching assistant, the Board may extend the period of any parental leave or extension thereof to correspond with the beginning of the semester next following the expiration of the leave without the loss of any rights or privileges pertaining thereto. A teaching assistant may request a second (2) year of child care leave and such request shall be considered at the sole discretion of the Superintendent.

Child Care leaves will be restricted as follows:

- the child care leave period ends at the child's first birthday.
- teaching assistants who take child care leave but return to teaching before the end of their leave will forfeit the unused portion of leave, except that the Superintendent may, in his or her sole discretion grant an additional leave within the leave period.
- Teaching assistants who do not request a child care leave immediately after the birth of the child will be entitled to the time remaining in the child care leave.
- Teaching assistants on child care leave may not engage in full time employment.

Teaching assistants shall not be guaranteed return to their original school or assignment. Where a comparable vacancy exists at the time of the teaching assistants return, the teaching assistant shall be given an opportunity to request such a vacancy.

The returning teaching assistant shall give notice, in writing, to the Office of Personnel not later than June 1 for the Spring term and not later than January 1 for the Fall term. Such notice may be included in the letter of application for leave.

A Teaching Assistant who suffers the death of a child for whom the teaching assistant has received a child care leave, may, upon notification to the Office of Personnel, be returned to service on the first day of the semester following. Teaching assistants are encouraged to give this notification at the earliest possible date.

For non-tenured teaching assistants, the probationary period will be suspended with the commencement of the leave and will resume at the termination of the leave. Credit will be granted for all active service in the Yonkers Public Schools.

G. Miscellaneous

- (1) The Federation shall receive from the District no later than June first of the school year a list of all teaching assistants' positions that will be available for the next school year.

(2) Retirement Allowance

Teaching Assistants who have ten (10) years or more of consecutive service shall be entitled to payment for their accumulated unused sick days upon retirement. Time on full or partial paid leave shall count as consecutive service. Consecutive years of service, when interrupted by an approved leave without pay, shall be resumed upon return to full-time status. Payment shall be determined as follows:

Commencing with the 2006-2007 school year, teaching assistants who have ten (10) years or more of consecutive service shall be entitled to payment for their accumulated unused sick days upon retirement as follows:

Days 1-50	\$10 per day
Days 51-100	\$20 per day
Days 101-150	\$30 per day
Days 151-200	\$40 per day
Days 201-250	\$50 per day
Days 251-300	\$60 per day

- a. In order to be eligible for such payments, teaching assistant shall provide a letter of retirement to the Director, Personnel/Human Resources no later than January 15th of the year of their retirement and must retire at the end of the school year.
- b. The January 15th date will be waived in any year in which the District opts to participate in a state-sponsored retirement incentive. In such years, the letter of retirement shall be submitted no later than thirty (30) days following the District's adoption of the retirement incentive. If the window of opportunity for participation in the state retirement incentive is less than thirty (30) days, the shorter time frame shall apply.
- c. Provided the conditions above are met, payments shall be made during the last month of employment.

(3) Teaching Assistants Staff Development

All members of the professional staff in the bargaining unit shall attend the Staff Development Day.

All non-tenured teaching assistants shall be required to attend staff development based on the following schedule:

1. First year non-tenured teaching assistants shall take twelve (12) hours of staff development of which no more than six (6) hours shall be required within the school year beyond the school day.
2. Second year non-tenured teaching assistants shall take ten (10) hours of staff development of which no more than five (5) hours shall be required within the school year beyond the school day.
3. Third year non-tenured teaching assistants shall take six (6) hours of staff development of which no more than three (3) shall be required within the school year beyond the school day.

The district shall provide, in advance, a schedule of the required staff development with a number of optional days for attendance. All teaching assistants required to attend staff development beyond the school days shall be compensated.

APPENDIX A:

Teaching Assistants' Salary Schedule Effective July 1, 2014

JULY 1, 2014

Steps	A1	A2
1	25,723	32,154
2	26,752	33,440
3	27,822	34,778
4	28,935	36,169
5	30,093	37,616
6	31,297	39,120
7	32,549	40,685
8	33,851	42,312
9	35,205	44,041
10	36,699	45,499

		Total Longevity
Longevity:	15 yr.	\$ 1,493
	20 yr.	\$ 1,493
		2,986

Special Increment = \$2,060

[See explanation under Article 25A(2)]

Special Increment – 2,060 (See Appendix A, Lane II Qualifications, 2nd bullet)

Teaching Assistants' Salary Schedule Effective July 1, 2015

JULY 1, 2015

Steps	A1	A2
1	25,723	32,154
2	26,752	33,440
3	27,822	34,778
4	28,935	36,169
5	30,093	37,616
6	31,297	39,120
7	32,549	40,685
8	33,851	42,312
9	35,205	44,041
10	36,699	45,499

Longevity:	15 yr.	\$ 1,493	Total Longevity
	20 yr.	\$ 1,493	

Special Increment = **\$2,060** [See explanation under Article 25A(2)]

Special Increment – 2,060 (See Appendix A, Lane II Qualifications, 2nd bullet)

Teaching Assistants' Salary Schedule-Effective July 1, 2016 (3.0% Increase)

JULY 1, 2016

Steps	A1	A2
1	26,495	33,119
2	27,555	34,443
3	28,657	35,821
4	29,803	37,254
5	30,996	38,744
6	32,236	40,294
7	33,525	41,906
8	34,867	43,581
9	36,261	45,362
10	37,800	46,864

		Total Longevity	
Longevity:		15 yr.	\$ 2,564
		20 yr.	\$ 1,200
			2,564
			3,764

Special Increment = \$2,122

Teaching Assistants' Salary Schedule -Effective July 1, 2017 (2.5% Increase)

JULY 1, 2017

Steps	A1	A2
1	27,157	33,947
2	28,244	35,304
3	29,373	36,717
4	30,548	38,185
5	31,771	39,713
6	33,042	41,301
7	34,363	42,954
8	35,739	44,671
9	37,168	46,496
10	38,745	48,036

Longevity:	15 yr.	\$ 2,628	Total Longevity
	20 yr.	\$ 1,230	2,628
			3,858

Special Increment = \$2,175

Teaching Assistants' Salary Schedule - Effective July 1, 2018 (2.5% Increase)

JULY 1, 2018

Steps	A1	A2
1	27,836	34,796
2	28,950	36,187
3	30,107	37,635
4	31,312	39,140
5	32,565	40,706
6	33,868	42,334
7	35,222	44,028
8	36,632	45,788
9	38,097	47,658
10	39,714	49,237

Total Longevity			
Longevity:	15 yr.	\$ 2,694	2,694
	20 yr.	\$ 1,261	3,955

Special Increment = \$2,229

Teaching Assistants' Salary Schedule - Effective July 1, 2019 (3.5% Increase)

JULY 1, 2019

Steps	A1	A2
1	28,810	36,014
2	29,963	37,454
3	31,161	38,952
4	32,408	40,510
5	33,705	42,131
6	35,053	43,816
7	36,455	45,569
8	37,914	47,391
9	39,430	49,326
10	41,104	50,960

Longevity:	15 yr.	\$ 2,788	Total Longevity
	20 yr.	\$ 1,305	2,788
			4,093

Special Increment = \$2,307

Teaching Assistants' Salary Schedule -Effective July 1, 2020 (3.0% Increase)

JULY 1, 2020

Steps	A1	A2
1	29,674	37,094
2	30,862	38,578
3	32,096	40,121
4	33,380	41,725
5	34,716	43,395
6	36,105	45,130
7	37,549	46,936
8	39,051	48,813
9	40,613	50,806
10	42,337	52,489

Total Longevity			
Longevity:		15 yr.	\$ 2,872
		20 yr.	\$ 1,344

Special Increment = \$2,376

APPENDIX A

Qualifications for Lane I

- Teaching assistant must have a high school diploma and passed the State exam to qualify for steps 1 to 3 in the first three (3) years of service.
- Continued certification as a teaching assistant and movement to steps 4 to 6 requires nine (9) college credits.
- Continued certification as a teaching assistant and movements beyond step six (6) requires eighteen (18) college credits. Continuous certification requires 75 hours of professional development every five (5) years.

Qualifications for Lane II

- A teaching assistant must have 60 College credits or an Associate's Degree and must be matriculated in a teacher preparation program. Certification is valid for five (5) years and is renewable.
- A teaching assistant with a Bachelor's Degree will be placed in lane II and given the special increment for the applicable year.

All applicants for a teaching assistant position shall be placed in the appropriate lane based on their qualifications.

All applicants for a teaching assistant position who were licensed on or before February 1, 2004 and who do not otherwise meet the qualification set forth above will be placed in Lane 1. The maximum step for those individuals will be step 8. These teaching assistants, also, will be entitled to longevity increments after 15 and 20 years of service.

Teaching assistants in Lane 1 who earn 48 credits or an Associate Degree shall be placed in Lane 2 upon completing a district provided form and providing proof of completion.

Lane Changes

All college credits earned prior to the employment as a teaching assistant shall count towards lane changes. Lane changes shall take place on September 1 and February 1 of each year. In order for a lane change to occur, teaching assistants must submit to the Personnel Office the

appropriate form provided by the district, but not earlier than the date of completion of the last course used for this change. Any teaching assistant submitted a lane change must as a precondition to receiving said increase provide the District with an official transcript(s) of his/her grades as proof of satisfactory completion of same.

Application for a lane change shall be submitted as soon after the completion of the needed college credits as possible. If a delay occurs in the appropriate proof of completion of said course, the lane change will not occur until all materials are filed. The lane change will be retroactive to the applicable September 1 or February 1.

Article 26: OCCUPATIONAL AND PHYSICAL THERAPISTS

A. Working Conditions

1. Occupational and physical therapists shall be required to work all days that teachers are required to work.
2. The occupational and physical therapists' work day shall be the same as the teachers' work day at the building to which he/she is assigned.
 - a. The occupational and physical therapists shall have a duty free lunch period.
 - b. Occupational and physical therapists shall prepare all reports and documentation required by the Board of Education and /or applicable rules and regulations, and shall be given adequate time during the workday to prepare such reports and documents.

B. Evaluation and Protection

1. Observations

- a. There shall be a minimum of two (2) formal observations during an occupational or physical therapist's first full year of employment. Such observations shall take place no later than December and April of that school year. During subsequent years, there shall be a minimum of one (1) formal observation each year.

- b. Within three-four (3 to 4) weeks the occupational or physical therapists shall receive a written report of the observation. The occupational or physical therapists shall have the right to have, upon request to the Administrator, a conference regarding the report within a reasonable period of time and/or make comments on the report to be placed in the personnel file.
- c. For occupational and physical therapists, an evaluation, observation or walk through may be conducted at any time by the Principal or Central Office Administrator.

2. Annual Evaluations

All occupational and physical therapists, provisional and permanent, shall receive, on the appropriate Board form, an annual written rating of "satisfactory" or "unsatisfactory".

3. Occupational/Physical Therapists Protection

All occupational and physical therapists are covered under Civil Service Law.

C. Personnel Files

Evaluations and all other items from within the school system shall be open to the occupational and physical therapist's review. Individual occupational and physical therapists shall have the right to review their Personnel files, upon appointment with the Personnel Department, and in the presence of the administrator responsible for such files, or his/her designee. Occupational and physical therapists may also review all past, non-confidential materials in their personnel files whether in the central office or any school building, in the same manner. They shall have the right to obtain copies upon request, provided that such action does not interfere with the normal business of the school or office.

D. Applicable Teacher Contract Provisions

The following provisions in the teacher contract shall apply to occupational and physical therapists.

Article 1 – Preamble

Article 2 – Statement of Recognition

Article 3 – Fair Practices

Article 4 – Federation Rights

Article 5 – Monthly Meetings, Matters of Mutual Concern

Article 6 – Salaries – Sections A (1), (7)

Article 7 – Jury Duty

Article 9 – Health and Welfare: See Section E, 2 & 3 in Article 26

Article 12 – Leaves of Absence – Sections: A,B,D,G (1 to 7 & 10) H

Article 13 – Grievance Procedure

Article 17 – Payroll Deductions

Article 18 – Attendance, Retirement, and Termination Pay– Section A

Article 21 – Miscellaneous – Sections: C,E,I,J,O,Q

Article 22 – Committees – Section E as amended to include occupational and physical therapists.

Article 23 – Matters Not Covered

Article 24 – Management Rights

Article 27 – Conformity To Law – Savings Clause

Article 28 – Comparable Substitutions

Article 29 – No Strike Pledge

Article 30 – Taylor Law Section 204-A

Article 31 – Duration of Agreement

Except as set forth in this Article 26 the remaining provisions of the Yonkers Federation of Teachers/Board of Education contract shall not apply to Physical and Occupational Therapists.

E. Miscellaneous

1. Child Care Leave

Any physical or occupational therapist who becomes or will become a parent either naturally or by adoption, and desires to apply for child care leave shall give notice to the Superintendent with a copy to his/her principal. Such notice shall be given, no less than sixty (60) days before that therapist intends to leave the classroom. Under extraordinary circumstances the notification may be reduced. This leave shall continue for a period of not more than one (1) year from the date of birth or adoption. All parental leaves can be terminated by the physical or occupational therapist at any time prior to the end of a requested leave in accordance with the notification procedures that follow. At the request of the physical or occupational therapist, the Board may extend the period of any parental leave or extension thereof to correspond with the beginning of the semester next following the expiration of the leave without the loss of any rights or privileges pertaining thereto. A physical or occupational therapist may request a second (2) year of child care leave and such request shall be considered at the sole discretion of the Superintendent.

2. Child Care leaves will be restricted as follows:

- the child care leave period ends at the child's first birthday. Physical or occupational therapists who take child care leave but return to work before the end of their leave will forfeit the unused portion of leave, except that the Superintendent may, in his or her sole discretion grant an additional leave within the leave period.
- physical or occupational therapists who do not request a child care leave immediately after the birth of the child will be entitled to the time remaining in the child care leave.

- physical or occupational therapists on child care leave may not engage in full time employment.

Physical or occupational therapists shall not be guaranteed return to their original school or assignment. Where a comparable vacancy exists at the time of the therapists' return, the therapist shall be given an opportunity to request such a vacancy.

The returning physical or occupational therapist shall give notice, in writing, to the Office of Personnel not later than June 1 for the Spring term and not later than January 1 for the fall term. Such notice may be included in the letter of application for leave.

A physical or occupational therapist who suffers the death of a child for whom the therapist has received a child care leave, may, upon notification to the Office of Personnel, be returned to service on the first day of the semester following. Therapists are encouraged to give this notification at the earliest possible date.

For probationary therapists, the probationary period will be suspended with the commencement of the leave and will resume at the termination of the leave. Credit will be granted for all active service in the Yonkers Public Schools.

3. Welfare Fund

Effective as of July 1, 2007, occupational and physical therapists shall receive the same contributions to the YFT Welfare Fund as is made for teachers under Article 9, Section A of the YFT/Board of Education Agreement.

4. Hospitalization and Medical Coverage

Effective as of July 1, 2007, occupational and physical therapists shall be eligible for hospitalization and medical coverage and accident and health insurance under the same conditions as those provided for teachers in Article 9, Sections B. and C. of the YFT/Board of Education Agreement

5. Hourly Rate

All hourly related duties for physical and occupational therapists shall be paid at the same rate that teachers receive.

6. Lunch Period

Occupational and Physical Therapists may leave school premises during their assigned lunch time.

7. Personal Effects Security

The Board shall provide every occupational and physical therapist with a mailbox and convenient space for therapists to secure his/her coat and lock up other personal belongings.

8. Extended Leave for Personal Illness:

Covered under Civil Service Law, Section 72.

ARTICLE 27: CONFORMITY TO LAW - SAVING CLAUSE

- A. If any provision of this Agreement is or shall at any time be contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law; any substitute action shall be subject to appropriate consultation and negotiation.
- B. In the event that any provision of this Agreement is or shall at any time be contrary to law, all other provisions of this Agreement shall continue in effect.

ARTICLE 28: COMPARABLE SUBSTITUTIONS

In the event any provision in this Agreement proves to be illegal, the parties will meet and negotiate a comparable clause for substitution. In the event the illegal clause stipulates a sum of money which is to be provided by the Board, and the parties cannot agree to a substitute clause, that sum of money shall be utilized in the manner determined by the Federation provided said manner is consistent with law and the provision contained herein.

ARTICLE 29: NO STRIKE PLEDGE

The Federation and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program. The Federation, therefore, agrees that there shall be no strikes, work stoppage, or other concerted refusal to perform work by the employees covered by this Agreement nor any instigation thereof.

ARTICLE 30: TAYLOR LAW SECTION 204-A

"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."

ARTICLE 31: DURATION OF THE AGREEMENT

The effective date of this Agreement and each of its provisions except as otherwise specified herein shall be July 1, 2014, and it shall remain in force and effect until June 30, 2021.

AGREEMENT BETWEEN THE BOARD OF EDUCATION OF THE CITY OF YONKERS, NY AND THE YONKERS FEDERATION OF TEACHERS, AFT/NEA JULY 1, 2014 - JUNE 30, 2021.



Patricia Puleo, President
Yonkers Federation of Teachers

Date

6/24/19



Reverend Steve Lopez, President
Board of Education

6/24/19

Date

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