

THE IRVINGTON UNION FREE SCHOOL DISTRICT

AND

THE IRVINGTON FACULTY ASSOCIATION

COLLECTIVELY NEGOTIATED AGREEMENT

JULY 1, 2022 – JUNE 30, 2027

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ARTICLE I – RECOGNITION

The Board of Education of the Irvington Union Free School District, Town of Greenburgh, Irvington, New York (hereinafter referred to as the “Board” or “BOE”), hereby recognizes the Irvington Faculty Association (hereinafter referred to as the “Association” or “IFA”) as the exclusive representative of professional employees of the Board including all teachers, program chairpersons, guidance counselors, school psychologists, school nurses, librarians, teaching assistants, speech language therapists, social workers, occupational therapists, and occupational therapist assistants, but excluding teachers employed by B.O.C.E.S. and personnel having supervisory duty, that is the Superintendent of Schools, Assistant Superintendents, Principals, Assistant Principals, Business Administrator and Directors, for the purpose of negotiating collectively in the determination of the terms and conditions of employment as defined in the public Employees Fair Employment Act and in the settlement of grievances arising under the aforementioned terms and conditions of employment. Unless otherwise indicated, the terms “teacher” or “unit member” when used in this Agreement shall refer to a member or members of the Association defined herein. The contract applies to those professional employees who work full time or “part-time”, part-time being defined as those who have worked a minimum of twenty (20) hours per week on a regular basis.

ARTICLE II – NEGOTIATION PROCEDURES

- A. The negotiation procedures to be utilized by the Board and the Association shall follow those stated in the Taylor Law.
- B. All negotiation sessions will be private but either the Board or Association may utilize consultants.
- C. Negotiations are to begin by no later than the 15th of January of the year in which the then existing contract expires.
- D. The Association shall have reasonable access to budget and statistical information prior to the start of negotiations.
- E. The Association may, during the duration of this Agreement, submit to the Board in writing, proposals relating to matters of professional interest to teachers.

Upon receipt of the proposals the Board will request the Superintendent of Schools with whatever staff he/she may deem necessary) to review said proposals and advise the Association and the Board of his/her conclusions and positions on said proposals.

In the event that the position of the Superintendent of Schools does not support any such Association proposal(s) or part thereof, the representatives of the Association may, as their request, meet with the Board, in the presence of the Superintendent of Schools for the purpose of discussing any such proposal(s) or part thereof. This same procedure shall be followed in the case of an Association proposal, which has been supported by the Superintendent of Schools but thereafter not adopted by the Board

ARTICLE III – ASSOCIATION’S RIGHTS

The Board and the Association agree to the following rights and privileges of the Association.

- A. The Board of Education will not discriminate against teachers with respect to hours, wages, terms or any conditions of employment by reason of membership in the Association, or because of participation in any of the activities of the Association, or because of participation in collective professional negotiations with the Board of Education.
- B. The Association shall have the right to use school buildings for Association meetings after school hours, (the cafeteria for serving refreshments). Reimbursements shall be made by the Association for school supplies used.
- C. The Association shall be entitled to one meeting per month after the conclusion of formal classes.
- D. Time for additional after school meetings will be available to the Association if arranged in advance and approved by the Superintendent of Schools.
- E. Copies of the minutes of all Board of Education meetings will be sent to the President of the Association.
- F. During the last year of this contract the negotiation team (three [3] members) of the Association will be released from all duties for two (2) school days. The Association will give reasonable notice to the building principals as to the days desired.
- G. The President of the Association shall be exempt from the following extra duties: lunch, study hall, detention, bus, playground duty, and gym duty.
- H. The President of the Association shall be granted release time of one non-teaching period per week to administer the contract with a telephone available. Such time shall be agreeable to both the building Principal and President of the IFA.
- I. Professional room(s) shall be provided in each building for the exclusive use of the professional staff except in extenuating circumstances affecting the educational program.
- J. Student teachers, paraprofessionals and volunteers shall not be assigned regular teaching duties in lieu of hiring a teacher.
- K. The professional staff will be involved in budget preparation with the Building Principal and/or Program Chairperson.

ARTICLE IV – SALARY

A. Basic Automatic Salary Schedules

- 1. A series of Basic Automatic Salary Schedules is hereby adopted for all unit members which consists of columns, each containing steps. Each column (with the exception of Nurses, Teaching Assistants, Occupational Therapists, and Occupational Therapist Assistants) is designed to give recognition to academic achievement, hours of approved credit and certain outside-related experience. The steps in each column are designed to reflect years of teaching experience or work experience. New hires who begin their employment between July 1st-December 31st shall be entitled to step movement the following school year as of July 1st. New hires who begin their employment between January 1st-June 30th shall not be entitled to step movement the following school year. Said new hires shall be entitled to step movement effective July

1st of the subsequent school year. All unit members are assured of payment in accordance with these schedules, which are included in the appendices of this document, as identified below.

- a. Schedule "A" will be in effect from July 1, 2022 until June 30, 2023, increase of 1.40% (plus increment effective 7/1/2022). A \$500 one-time payment shall be granted to all unit members actively employed by the District as of April 20, 2022 and still actively employed as of July 1, 2022, as well as those who retired at the conclusion of the 2021-22 school year. Said payment shall not be added to base wages and shall be prorated for those working part-time and/or less than a full school year. Said monies shall be paid by separate check on or before January 1, 2023.
 - b. Schedule "B" will be in effect from July 1, 2023 until June 30, 2024, increase of 1.60% (plus increment effective 7/1/2023).
 - c. Schedule "C" will be in effect from July 1, 2024 until June 30, 2025, increase of 1.60% (plus increment effective 7/1/2024).
 - d. Schedule "D" will be in effect from July 1, 2025 until June 30, 2026, increase of 1.60% (plus increment effective 7/1/2025).
 - e. Schedule "E" will be in effect from July 1, 2026 until June 30, 2027, increase of 1.60% (plus increment effective 7/1/2026).
2. Effective July 1, 2022, all nurses shall be placed on the BA column of the teacher salary schedule in accordance with Exhibit "A" attached to the parties' Memorandum of Agreement dated April 20, 2022. Said unit members shall not be eligible for column movement at any time and Article IV(D) shall not be applicable to said unit members in any manner.

B. Paycheck Package

Each staff member will choose either a twenty (20) or twenty four (24) paycheck package by the end of the previous year. Effective September 1, 2022, a mandatory direct deposit payroll system has been implemented for all unit members.

C. Annual Increments

1. Increments, which advance a teacher to steps 6, 9, 12, 15 and 17 on the salary schedule, shall be granted only with recommendation by the Building Principal and the prior approval of the Board of Education. If the Board does not grant such approval to a teacher in any year, said teacher shall be eligible for Board approval to advance to that step in the next year. Advancements to other steps will be automatic. Failure of the Superintendent of Schools to make any recommendations shall be considered a recommendation for approval.
2. The failure or refusal of the Board to approve advancement of any teacher to step 6, 9, 12, 15 or 17 shall be based solely on factors relating to the teacher's performance of professional duties and responsibilities.
3. If the Superintendent of Schools intends to recommend that advancement of a teacher to step 6, 9, 12, 15 or 17 not to be granted for the next school year, he/she shall give

the teacher written notice by February 1, stating his/her reasons, and making recommendations to the teacher. He/she shall make at least one (1) further observation of the teacher prior to May 1, and on or before said date will make his/her recommendation to the Board with respect to granting or not granting the step advancement, and advise the teacher, stating reasons. His/her recommendation and the Board's decision shall be based upon the teacher's entire record for the previous three years.

4. If the Board fails to approve a teacher's step advancement by June 15, or if the teacher is dissatisfied with the Superintendent of School's recommendations of the Board's decision, Article XI hereof shall not apply
 - (i) The teacher may by July 15 of that year submit to the Board a written request for a review of such recommendation or decision by an arbitration panel composed of one (1) representative of the IFA, one (1) representative of the Board and a Chairperson appointed by the American Arbitration Association. Panel members shall be designated within fifteen (15) days of such request.
 - (ii) Such panel shall conduct a hearing and report to the Board and the teacher in writing as to whether it believes there was just cause for the recommendation or decision in question, but such report will be advisory only. The Board shall give due consideration to such report, but shall not be bound by it.
5. All teachers must be in column 3 by step 12. This does not affect certification regulations which may require teachers to be in column 3 prior to step 12.
6. For all teachers the hour requirements of the masters degree will be determined by the university awarding the degree.

D. Professional Improvement

Effective January 23, 2012, teachers shall receive salary credit for completed graduate and in-service study, provided such study has the prior approval of the Administration, subject to the below.

1. Graduate courses in a teacher's subject area No approval is needed for any graduate course in the teacher's subject area. Notwithstanding the foregoing, all courses, other than courses which are taken as part of an approved degree program as outlined in sub-section (d)(ii) below, must be submitted for review by the administration, in accordance with sub-section (d)(iii) below
 - a. For teachers who are tenured in a content area, subject area is defined as all applicable tenure areas and/or current assignments.
 - b. For teachers who are tenured in special education, subject area is defined as special education, areas of co-teaching assignments within the three (3) years prior to the school year of application, and/or current assignments.
 - c. For teachers who are tenured in elementary education, subject area is defined as the content areas associated with elementary education that include, but are not limited to, elementary-level math, elementary-level science, elementary-level reading, elementary-level writing, and elementary-level social studies, and/or current assignments.

d. Notification

- i. Notification of commencement of a degree granting course of study in a teacher's subject area shall serve as notification for all courses in that program. All other courses must be submitted for review by the administration, in accordance with sub-paragraph (iii) below.
- ii. Graduate courses in a teacher's subject area that are not taken as part of a degree granting program previously submitted for review to the Superintendent in accordance with sub-paragraph (i) above, require Course Notification Forms with attached course descriptions as set forth in sub-paragraph (iii) below.
- iii. Course Notification Forms must be submitted no fewer than ten (10) working days in advance of course commencement, as follows:
 1. Course Notification Forms shall be completed electronically. The catalog course description must be attached to the Form at the time of submission, or as soon thereafter as practicable but prior to the start of the principal's time [see sub-paragraph (3) below] to review/sign the Form.
 2. If the procedures set forth in sub-paragraph (1) above are not complied with, the application shall be deemed denied and the staff member shall be deemed to have waived any right to receive salary credit for courses contained in said application at any time in the future.
 3. Course Notification Forms must be submitted to the staff member's principal or immediate supervisor for his/her approval. The principal shall have three (3) working days to approve the Form, otherwise the application will be deemed approved by the principal.
 4. The Superintendent of Schools must inform a teacher in seven (7) working days if he/she asserts that the coursework is not in the teacher's subject area, otherwise the application will be deemed approved.

2. All other graduate courses and in-service courses

- a. Graduate courses outside of a teacher's subject area and all in-service courses require prior approval by the Superintendent of Schools. No more than six (6) in-service credits may be applied to any fifteen (15) point salary differential. No more than twelve (12) in-service credits may be applied to the thirty (30) point salary differential between MA30 and MA60. In-service credit shall be granted at the rate of one (1) credit per fifteen (15) hours of instruction.

- b. Course Notification Forms must be submitted no fewer than ten (10) working days in advance of course commencement, as follows:
 - i. Course notification forms shall be submitted electronically. The catalog course description must be attached to the Form at the time of submission, or as soon thereafter as practicable but prior to the principal's time [see sub-paragraph (iii) below] to review the form.
 - ii. If the procedures set forth in sub-paragraph (i) above are not complied with, the application shall be deemed denied and the staff member shall be deemed to have waived any right to receive salary credit for courses contained in said application at any time in the future.
 - iii. Course Notification Forms must be submitted to the staff member's principal or immediate supervisor for his/her approval. The principal shall have three (3) working days to approve the Form, otherwise the application will be deemed approved by the principal.
 - iv. The Superintendent of Schools must inform a teacher of his/her determination within seven (7) working days of the date of submission to the Personnel Office, otherwise the application will be deemed approved.
- c. The Superintendent shall utilize the following criteria in determining whether to approve graduate (including on-line courses) and/or in-service courses for salary credit:
 - i. The session and/or course must be sponsored by a recognized educational institution.
 - ii. Attendance at the session and/or course is deemed to be of value to the improvement of education within the District as determined by the Superintendent in his/her sole discretion. Said determination shall not be arbitrary and capricious.
 - iii. No credit will be granted for a graduate or in-service course which is a duplicate of a previously completed course.
 - iv. Prior Superintendent approval or rejection of submitted courses shall not be a determinant in the subsequent approval or rejection of courses. Each course shall be evaluated individually.

3. Online Courses

Online courses which the sponsoring institution does not accept toward its own graduate degree programs shall be credited for the purposes of this article on a one (1) credit granted for every three (3) such credits earned. The staff member applying for course credit shall be required to demonstrate to the Superintendent of Schools, with written evidence, that the course is otherwise

accepted by the sponsoring institution in the manner set forth above. In the event the staff member refuses and/or fails to provide such written evidence credit for said course shall be granted in the manner set forth above (ratio of 1:3)

4. Salary Adjustment

Teachers may apply for changes to their salary column only once per school year, either in the fall semester or in the spring semester. All transcripts for fall semester changes must be received by November 1st in order to be eligible for lane movement retroactive to September 1st in accordance with past practice and all transcripts for the spring semester must be received by April 1st in order to be eligible for lane movement retroactive to February 1st in accordance with past practice.

E. Career Increment (Longevity)

Teachers will receive the following additional salary per year based upon the indicated years of credited TRS service as of July 1st each year. Therefore, if credited service as of June 30th equals "x", then as of July 1st of the subsequent school year longevity credited years of service shall be "x" + one year. Said longevity will be paid as regular salary, effective the July 1st after the teacher reaches the applicable longevity level, in accordance with the unit member's selected paycheck package:

Years of Service	
15-19	\$500.00
20-24	\$1,700.00 (total)
25-29	\$3,300.00 (total)
30+	\$4,900.00 (total)

The above payment(s) shall not be applicable to school nurses. School nurses will receive the following additional salary per year based upon the indicated years of credited ERS service as of July 1st each year. Said longevity will be paid as regular salary, effective the July 1st after the school nurse reaches the applicable longevity level, in accordance with the unit member's selected paycheck package:

Years of Service	
15	\$1,500.00
20	\$2,000.00 (total)

The above payment(s) shall not be applicable to teaching assistants, occupational therapists, and occupational therapist assistants. Teaching assistants, occupational therapists, and occupational therapist assistants will receive the following additional salary per year based upon the indicated years of credited TRS or ERS service as of July 1st each year. Said longevity will be paid as regular salary, effective the July 1st after the unit member reaches the applicable longevity level, in accordance with the unit member's selected paycheck package:

Years of Service	
25	\$1,600.00
30	\$3,200.00 (total)

Effective July 1, 2022, “Years of Service” shall be determined at the time of hire and shall be defined as the number of credited years of TRS or ERS service at the time of hire. Notwithstanding the foregoing, unit members hired prior to the effective date of ratification of this Memorandum of Agreement and who have been granted more years of service for longevity purposes than their actual credited years of TRS or ERS service shall be held harmless and shall not have their years of service reduced.

F. Doctoral Degree

A teacher with an earned doctoral degree will be placed on Column 9 (PHD/EDD) of the annexed salary schedules, so long as the earned doctorate was received from a school of education or a doctorate in the teacher’s subject area.

G. Special Assignments

1. The following special assignments are annual appointments made by the Board of Education and the Superintendent of Schools.
2. Teachers will be notified of vacancies as they occur by posting in each building so that they may apply for the positions or express their views.

a. Program Chairperson

1. The teaching load will be one (1) period per day less than other teachers in that department.
2. Program Chairpersons will work the school calendar plus two (2) weeks to be determined jointly by the Building Principal and Program Chairperson.
3. Compensation is that of the classroom teacher, plus 5% for the additional two (2) weeks. The annual stipend for teachers appointed as Program Chair shall be 8% of BA Step 1.
4. Program Chairpersons shall work two (2) additional days to be determined jointly by the Building Principal and the Program Chairperson.
5. Effective July 1, 2018, the annual stipend for a psychologist appointed as CSE Chairperson shall be 10% of BA Step 1.

b. Director of Physical Education and Health

1. A teacher who is appointed as the Director of Physical Education and Health will work the school calendar plus two (2) weeks to be determined jointly by the Superintendent of Schools and the Director.
2. Compensation is that of the classroom teacher, plus 5% for the additional two (2) weeks plus 6% of BA Step 1 for the added responsibility.

- c. Team Leader
The annual stipend for teachers appointed as Team Leader shall be 10% of BA Step 1.
- d. Elementary Grade Level Coordinators
The annual stipend for teachers appointed as Elementary Grade Level Coordinators shall be 10% of BA Step 1.

Teachers will be notified by a posting of any professional openings in each building.

H. Compensation for Sixth Period

All members of the bargaining unit who teach a sixth period will do so voluntarily and will be paid, commencing at the beginning of the school year (prorated for less than a full year's service), in an amount equivalent to the following for the school year indicated:

- 2022-23-14% of MA Step 1
- 2023-24-15% of MA Step 1
- 2024-25-16% of MA Step 1
- 2025-26-17% of MA Step 1
- 2026-27-18% of MA Step 1

Unit members teaching a sixth period shall not be assigned non-instructional duties while assuming the responsibilities of such a sixth period course. Payment of said stipend will be paid as regular salary in accordance with the unit member's selected paycheck package.

I. Adjustments to Salary Schedules

For all teachers appointed beginning the 1999-2000 school year, the MA +45/BA +90 salary lane is eliminated for salary placement purposes.

J. Hourly Rates and Professional Development

- 1. The curriculum hourly rate shall be calculated as follows for all unit members:

BA Step 1 salary divided by 200 days divided by 7.25 hours

- 2. The contractual hourly rate shall be calculated as follows for all unit members:

Unit member's base salary divided by 200 days divided by 7.25 hours

- 3. Applicability of Rates

- a) Summer committee work, as requested by the building administration and approved in advance by the District administration shall be voluntary and paid at the following rates:

- K-8 grade level leaders will be paid at the contractual hourly rate or the per diem rate (in the event the unit member works a full day equivalent to 7.25 hours) for summer **leadership** work as requested by the building administration and approved in advance by the District administration.
 - Instructional coaches will be paid at the contractual hourly rate or the per diem rate (in the event the unit member works a full day equivalent to 7.25 hours) for planning and **leading** staff workshops during the summer as approved in advance by the Assistant Superintendent for Instruction and Human Resources.
- b) Teachers will be paid at the contractual hourly rate if they are planning and leading a workshop outside of the regular school day or during the summer or other vacation periods.
- c) Teachers will be paid the curriculum rate if they are attending a workshop, a seminar, engaging in staff development, or engaging in curriculum work that is conducted outside the regular workday or during the summer or other vacation periods.

Prior approval from the District administration is necessary for all hours worked outside of the regular school day or during the summer or other vacation periods.

4. Science Research Competition

Unit members attending the Science Research Program competition(s) outside of the regular workday/school year shall be paid at the contractual hourly rate of pay for each hour worked.

In the event that two (2) or more members attend the competition at the same time, only one (1) of said unit members shall receive such compensation for their attendance during the same hours. Notwithstanding the foregoing, in the event the attendance of more than one (1) teacher is required by the event organizer, said teacher(s) may attend and will receive compensation for said attendance subject to the prior written approval of the Assistant Superintendent for Instruction and Human Resources who shall have the sole discretion to approve said request.

All other work performed by unit members in connection with the Science Research Program shall be covered by the Science Research Program stipend. No additional payments shall be made for said work.

ARTICLE V – OTHER AREAS OF PROFESSIONAL COMPENSATION

A. Health Insurance

1. The District may, at any time, provide an alternate health insurance plan(s), provided the new level of benefits under the new plan(s) are substantially equal to or better than the current coverage provided by the District at the time of the proposed change. The Association shall be provided with at least four (4) months' notice of any change to provide an opportunity for discussion. In the event the Association believes that the new level of benefits under the new plan(s) are not substantially equal to or better than the current coverage provided by the District at the time of the proposed change, said dispute shall be submitted to expedited binding arbitration before one (1) arbitrator selected from a panel consisting of Martin Scheinman, Bonnie Weinstock or Howard Edelman, based upon which arbitrator is first available. If none of the arbitrators are available, an arbitrator shall be selected in accordance with the American Arbitration Association Voluntary Labor Rules. Notwithstanding the foregoing, the Board may change co-pays and deductibles moderately for cost-savings in accordance with current practice. Benefits shall be subject to the terms of the insurance plan in effect. In order to be covered, teachers must apply to the office of the District Clerk.
2. Effective July 1, 2022, active teachers with individual, two person and family coverage shall contribute 16.35% of the cost of annual health insurance premiums.
3. Effective July 1, 2023, active teachers with individual, two person and family coverage shall contribute 16.70% of the annual health insurance premiums.
4. Effective July 1, 2024, active teachers with individual, two person and family coverage shall contribute 17.05% of the cost of annual health insurance premiums.
5. Effective July 1, 2025, active teachers with individual, two person and family coverage shall contribute 17.40% of the cost of annual health insurance premiums.
6. Effective July 1, 2026, active teachers with individual, two person and family coverage shall contribute 17.75% of the cost of annual health insurance premiums.
7. For the life of this contract, School Nurses with individual, two person and family coverage shall contribute 15% of the cost of the annual health insurance premiums.
8. For the life of this contract, Teaching Assistants with individual, two person and family coverage shall contribute 7.5% of the cost of the annual health insurance premiums.
9. For the life of this contract, Occupational Therapists with individual, two person and family coverage shall contribute 15% of the cost of the annual health insurance premiums.
10. For the life of this contract, Occupational Therapist Assistants with individual, two person and family coverage shall contribute 7.5% of the cost of the annual health insurance premiums.

11. Retiree Health Insurance Coverage

a. The District shall continue to offer health insurance for unit members (and spouses and domestic partners) during retirement so long as the unit member or unit members qualifying for health insurance have worked for the School District for a minimum of ten (10) years at the time they retire into the Retirement System. For unit members hired prior to May 4, 2018, if the unit member or unit members have less than fifteen (15) years employment at the time they retire into the Retirement System, they shall contribute to the cost of the annual health insurance premiums at the rate in effect at the time of their retirement. For unit members with fifteen (15) or more years of employment, the District shall provide such insurance without cost.

b. For all unit members hired on or before May 4, 2018 and who have provided part-time service in a position covered under the parties' Recognition Clause, the District shall calculate total years of service based upon both part-time and full-time years of service for each applicable threshold for health insurance coverage in retirement set forth in paragraph (a) above. Years of part-time service as defined under the Recognition Clause shall count toward a year of service in the same manner as years of full-time service.

c. All full-time unit members hired after May 4, 2018, must be employed for at least ten (10) years in order to be eligible for health insurance into retirement. The contribution rate for said unit members shall be the same contribution rate in effect at the time of retirement. For said unit members, only full-time years of service shall be included in calculating the years of service necessary for eligibility for health insurance into retirement.

d. Any unit member who accesses Medicare after May 4, 2018, the District shall only reimburse at the Basic Medicare Part B reimbursement rate.

e. The District will continue health insurance in retirement for a surviving spouse or domestic partner in those instances where the predeceased retiree qualified at the time of retirement for health insurance in retirement. The District's obligation shall be to pay the same percentage of the applicable premium for the surviving spouse as it would be obligated to pay for retirees.

12. For part-time unit members who elect to participate, the BOE will pay a prorated portion of the premium paid by the Board, prorated according to their part-time employment, and the unit member must pay the remaining amount. Said benefit shall only be provided to unit members working a minimum of twenty (20) hours per week on a regular basis. The premium contribution shall be calculated based upon the unit member's applicable FTE. For example, a 0.6 FTE unit member shall pay the applicable contribution rate for 60% of the premium cost. The unit member shall thereafter be required to pay the full cost of the remaining 40% of the premium.

13. Unit members who have health insurance coverage through another source may opt to waive coverage under the District's insurance policy for a full year by completing the appropriate form furnished by the District. Effective July 1, 2021, the Board will pay these unit members an amount equal to thirty-five (35%) percent of the employer cost (less member contribution) for such coverage. Unit members electing to waive their

coverage must do so by February 1 with the provisions of this section taking effect on September 1. Payment to the unit member shall begin with the first half payment on October 15 and a second payment on April 15. Full coverage may be reinstated by notifying the district in writing no later than April 1 for the succeeding year.

Reinstatement shall take place on September 1. In the event of an emergency causing the loss of insurance through another source the previously stated notification deadlines will be waived to the extent that there is no conflict with the requirements of the District's insurance carrier. If reinstatement occurs due to such emergency conditions, the unit member will repay (pro rata) any amount already forwarded to him/her.

The above referenced rate shall be amended as follows:

Effective July 1, 2022, for all unit members hired on or after May 4, 2018, a cash payment in lieu of the above referenced health insurance buy-out amounts shall be made as follows:

- (i) \$3,472.61 for individual waiver
- (ii) \$5,787.67 for 2-person or family waiver

Effective July 1, 2023, index the above \$3,472.61 and \$5,787.67 flat dollar payments to the percentage increase of the District's health care premium cost for individual, 2-person or family coverage.

Said benefit shall only be provided to unit members working a minimum of twenty (20) hours per week on a regular basis. Said payments shall be prorated based upon the unit member's applicable FTE.

B. Life Insurance and Long-Term Disability Insurance

The Board will pay the full cost of "term" \$70,000 insurance. The Board will pay the full cost of a long-term disability insurance policy with a ninety-day (90) waiting period, 60% of income payable to age sixty-five (65) due to disability resulting from sickness or accident. Said benefit shall only be provided to unit members working a minimum of twenty (20) hours per week on a regular basis.

C. Teacher Benefit Fund

The District shall pay \$1,200 to a teacher benefit fund per teacher each year of the agreement as an additional fringe benefit for Dental, Optical and other like benefits. The application of these funds to additional fringe benefits shall be the responsibility of the Association. Payment will be made no later than October 15. For part-time employees, the District will pay a prorated portion of the appropriate annual payment based upon the unit member's applicable FTE. Said benefit shall only be provided to unit members working a minimum of twenty (20) hours per week on a regular basis.

D. Flex Benefit Plan

The Board will provide members of the bargaining unit with an IRS Section 125 Plan.

E. School Improvement Plan

The School Improvement Plan is designed to serve as an incentive to teachers to become involved in the planning and initiation of new methods and materials which will be of benefit to the Irvington school system.

Under the plan, teachers may receive financial recognition for approved proposals in any of the following areas: Administration, Curriculum, Guidance, or Community Involvement. In order for a teacher to receive a grant of this nature, it is necessary that he/she be actively involved in the implementation of his/her proposal.

A teacher who has had a proposal which he/she thinks would come under the heading of School Improvement must submit this proposal in writing to his/her Program Chairperson (High School and Middle School) or Building Principal.

1. This person(s) should meet with the teacher for discussion and possible revision of the proposal. If the proposal meets with his/her approval, he/she will submit it to a committee consisting of the Superintendent of Schools and the Building Principals.
2. The Committee will decide if the proposal is one which is useful for Irvington, either as is or with revision, and then the Chairperson of this Committee, the Superintendent of Schools, will submit the proposal to the Board.
3. The Board of Education will vote on the acceptance of the proposal. Once passed, they will then appropriate a sum of money to be paid to the teacher involved.
4. The teacher will be informed of the decision of the Board of Education.

F. Payment of accumulated sick leave

1. Any teacher, nurse, occupational therapist, or occupational therapist assistant who retires into the applicable Retirement System shall be entitled to a payment of \$70 per day for each day of accumulated sick leave, provided said unit member notifies the School District in advance on or before November 1 of the school year in which the unit member plans to retire. Said unit members retiring at times other than the conclusion of the school year shall provide a minimum of eight (8) months' advance notice. The District, in its sole discretion, may waive advance notice. The District shall make payment, in its sole discretion, at the conclusion of the school year in which the teacher retires or within thirty (30) days of the start of the succeeding school year or may divide such payment into two (2) equal installments, with the second installment due one (1) year after the conclusion of the school year in which the teacher retires or within thirty (30) days of the start of the next succeeding school year. Such payments shall be made in the manner described in the below paragraph (3).

2. The provisions of paragraph (1) above shall also apply to Teaching Assistants at the rate of \$35 per day for each day of accumulated sick leave.

3. All such payments shall be deposited as a non-discretionary, non-elective employer contribution to the Internal Revenue Code ("IRC") 403-b account of each eligible employee. No employee may receive cash in lieu of or as an alternative to the employer's non-elective contribution described herein. The employer non-elective contribution shall be contributed to the provider designated by each eligible retiring employee to receive employer contributions. If the employee does not designate a 403-b account that can receive an employer non-elective contribution, the District shall deposit the contribution into a 403-b account on behalf of the employee as required by applicable law. Eligible employees shall notify the District in writing

of the total elective contribution, if any, made by them to any 403(b) accounts outside of that which they contribute as a teacher of the Irvington Union Free School District by at least one month prior to the teacher's effective date of retirement. The District shall make the maximum employer non-elective contribution permitted under applicable law. In the event that the aggregate of the employer non-elective contribution and the employee elective contributions (as set forth above) exceeds the applicable annual contribution limitation for a particular calendar year, the excess amount shall be paid into said account the following January 1st and each subsequent January 1st for up to the maximum number of years permissible under the IRC, until such time as the employer non-elective contribution is fully deposited into the employee's 403(b) account in accordance with applicable law.

ARTICLE VI – EXTRA DUTIES

A. Coaches and Advisors, Selection Procedure

1. Notification of available coaching and paid advisor positions will be given to the entire staff in order that any interested teacher may apply.
2. Selection of advisors will be made by the Building Principals with the approval of the Superintendent of Schools and the Board of Education.
3. Upon notification of removal of an advisor or coach, the person removed will have the right to an explanation as to the reason for removal.

B. Extra Duties, excluding Athletics

1. In the employment of teachers or their assignments to classes, an extra class or duty will not be a condition of either employment or assignment.
2. Student activities at all grade levels are to be encouraged and supervised by appropriate teachers. When supervision of social or athletic events proves hazardous or unpleasant, those events will be promptly reviewed by the faculty council and the administration.
3. Teachers shall be remunerated for extra duties as specified by schedules, (Schedules A1-E1).
 - a. Tutors for Home Bound Instruction shall be increased from \$40 per hour to \$50 per hour.
 - b. The applicable Chaperone Pay rates for events are specified in Appendix "A".
 - c. Chaperone Pay for Approved Overnight Events shall be increased from \$105 per overnight event plus expense(s) to \$120 per overnight event plus expense(s).
4. Upon the creation by the Board of new extra duties calling for remuneration, the Superintendent shall notify the IFA for the purpose of jointly establishing an appropriate pay schedule for such new extra duties. If there is no agreement between the District and the IFA as to an appropriate pay schedule after thirty (30) calendar days, the Board shall unilaterally establish a temporary pay schedule which shall remain in effect until the IFA and the Board establish a mutually agreeable pay schedule. Any pay schedule mutually established for new extra duties created by the Board during the

term of this Agreement shall be added to Schedules A1-E1. However, nothing herein shall be construed to require the Board to create or maintain any such extra duties.

5. The parties shall create a committee on or before July 1, 2023 to review any equity issues related to compensation amongst stipend positions (i.e., based upon time commitment and/or number of students the amount of the stipend may need to be adjusted). Said committee shall make a recommendation to the parties based upon its findings on or before December 31, 2023.

C. Athletics

1. Coaching assignments for the school year beginning in September will be submitted to the Board in June of the preceding year, and coaches will be informed of such assignments before the close of the school year.
2. The Athletic Director will fill all coaching positions with the approval of the Superintendent of Schools and Board of Education.
3. No individual will be permitted to coach more than two sports a year, including intramurals, except in unusual circumstances at the discretion of the athletic Director with Board approval. When such exception is made by the Board, the individual taking the extra sport will be paid.
4. Coaches will be remunerated as specified by schedule (Schedules A2- E2).
5. Salaries will conform with state law which mandates equal pay for equal work.
6. The parties shall create a committee on or before July 1, 2023, to review any equity issues related to compensation amongst stipend positions (i.e., based upon time commitment and/or number of students the amount of the stipend may need to be adjusted). Said committee shall make a recommendation to the parties based upon its findings on or before December 31, 2023.

D. Guidance Department

1. All members of the Guidance Department will be required to attend two (2) additional night functions, in addition to "Back to School Night", for no additional compensation.
2. The Guidance Department Chairperson will be required to attend three (3) additional night functions, in addition to "Back to School Night", for no additional compensation.
3. Effective July 1, 2015, guidance staff (other than the Guidance Chairperson) attending more than the three (3) required night functions described above shall be compensated at the applicable curriculum rate for their attendance at said night function(s). Such attendance shall be on a voluntary basis with the express understanding that the Guidance Department shall ensure adequate coverage, after consultation with the High School Principal, for the event. In the event the district determines that there is inadequate coverage for such events, the District may reopen this agreement to negotiate the mandatory attendance of staff at such events as well as the compensation for said attendance. Attendance at seven (7) or more night functions shall be on a voluntary basis and the Guidance Department shall not be responsible for ensuring adequate coverage for the event(s).

4. The parties herewith acknowledge that Article IV(G)(2)(a)(4) of the CBA provides that Program Chairpersons shall work an additional two (2) days (twelve (12) hours) with pay, to perform duties associated with the position of Program Chairperson. Effective July 1, 2015, in the event the Guidance Chairperson attends more than the four (4) required night functions described above, said hours of attendance shall be deducted from the twelve (12) hours allotted to Program Chairpersons pursuant to Article IV(G)(2)(a)(4) of the CBA and no additional compensation shall be provided for such attendance. In the event hours are deducted there shall be no reduction in the duties and responsibilities associated with the position of Program Chairperson. Attendance beyond the required four (4) night functions shall be on a voluntary basis with the express understanding that the Guidance Department shall ensure adequate coverage, after consultation with the High School Principal, for the event. In the event the District determines that there is inadequate coverage for such events, the District may reopen this agreement to negotiate the mandatory attendance of staff at such events. In the event the Guidance Chairperson has attended the required four (4) night functions and thereafter, the above referenced twelve (12) hours have been exhausted and the Guidance Chairperson thereafter attends additional night functions he/she shall be compensated at the applicable curriculum rate for their attendance at said night function(s). Attendance at eight (8) or more night functions shall be on a strictly voluntary basis and the Guidance Department shall not be responsible for ensuring adequate coverage for the event(s).

ARTICLE VII – LEAVES

A. Professional Leaves (Meetings, Conferences and Workshops)

1. Leaves shall be granted without loss of pay or leave time for attendance at approved professional meetings, conferences and workshops for professional improvement.
2. The District shall establish criteria for approval of conference requests. Requests will be considered by the Board of Education upon the and submission by the Superintendent of Schools.
3. The District shall establish a pro-rata amount of money by June 1 for elementary, middle school, and secondary faculty to attend conferences and conventions. The District shall have the right to establish a cut-off date during the course of the school year after which no requests can be honored.
4. There shall be a uniform rate of reimbursement for leaves to all professional employees for travel at the IRS rate not to exceed tourist fare, airline, minus tax. Essential expenses for hotels, meals, registration to the legal limit and other necessary fees while attending authorized professional activities shall be reimbursed. Paid receipts, or reasonable explanations where receipts are not obtainable, shall accompany requests for reimbursement.

Visiting Days

- a. Teachers may visit schools and colleges on matters related to their own work at their own expense. No deduction in pay will be made for such days.

- b. Visiting days may be taken only with the permission of the Building Principal and normally would not exceed two (2) days per year.

B. Leaves of Absence

1. A leave of absence may be granted without pay for valid reasons with the approval of the Board.
2. The leave of absence may be no longer than two (2) years.
3. Notice of intent to return must be given by the first month of the last semester prior to return. Agreement to provide such notice shall be a condition of granting the leave. Failure to provide notice in a timely manner shall constitute a resignation effective when the notice was due except in extenuating circumstances.
4. Possible reasons for leave of absence would include, but not be limited to, Parental Leave, work in the Peace Corps, or ISTA, recuperation from illness, service with NYSUT or other professional associations, graduate study, and study related to the teaching profession.
5. During such leave, a teacher will not be entitled to any benefits underwritten by the Board of Education, or any steps of promotion normally allowed. In those instances where a benefit is contributory, such may be continued during leave if prepaid by the teacher in advance.

C. Parental Leave

1. A parental leave, for any parent, biological or adoptive, shall be granted upon request. Teachers shall be granted one parental leave per birth or adoption which shall be for no longer than twenty-four (24) months. Said parental leave of absence must commence no later than one month after the birth or adoption of the child. Those seeking an extension of the parental leave of up to twenty-four (24) months may request an unpaid leave of absence in accordance with Article VII(B) which will be granted by the Board, provided the total leave period is no longer than twenty-four (24) months and all applicable timelines noted in Article VII(C) are met. In the event said unpaid leave request seeks to extend the leave period beyond a total of twenty-four (24) months, approval of said request shall be at the sole discretion of the Board.
2. Written notice of the request for parental leave shall be provided by the employee to the District at least one hundred twenty (120) calendar days prior to the date of commencement of such leave, unless medical circumstances (as substantiated by an appropriate doctor's note) or, in the case of adoption, the particular circumstances of the adoption (as substantiated by the appropriate written documentation), make it impossible for the unit member to comply with the 120 calendar day notice requirement. In such an event the unit member shall be required to provide as much notice as possible under the circumstances.
3. The teacher must return at the start of the school year provided, however, that in the event a teacher would lose seniority ranking, the teacher may return earlier than previously requested and may be do so at the start of the previous semester. Written notice of intent to return must be submitted by the first month of the semester prior to the employee's return. In other words, a teacher returning for the first semester in September must give notice by February 1st. In those rare instances where a teacher is

returning for the second semester in February, the teacher must give notice by September 1st.

4. During such leave, a teacher will not be entitled to any benefits underwritten by the Board of Education, or any steps of promotion normally allowed. In those instances where a benefit is contributory such may be continued during leave if prepaid by the teacher in advance.
5. Up to six (6) calendar weeks of accrued sick leave may be utilized, by any parent, for normal delivery or adoption of each child. Up to eight (8) calendar weeks of accrued sick leave may be utilized, by any parent, in the event of a cesarean delivery.

D. Jury Duty

A teacher who is called for jury duty will receive his/her regular salary and will have no time deducted from his/her sick leave and/or personal days. However, if a teacher receives jury duty pay for a day when school is in session, he/she will turn the amount over to the District, less the amount paid for travel expense.

E. Personal Business Leave

Personal days may only be used for the purpose of transacting or attending to personal business which cannot be attended to other than on a school day during school hours. Each teacher will be granted three (3) personal business days per year for the first year of employment, four (4) days for the second year of employment, and five (5) days for the third and each year thereafter of employment, but these days shall not be accumulated. All personal business days shall require reasonable notice and the reason for such absence. However, upon reasonable notice and reasons no approval shall be required.

Effective July 1, 2011, unused personal days may be banked by the teacher as accrued sick leave at the end of the school year in the ratio of 1-1, i.e. one (1) unused personal day shall convert to one (1) accrued sick day. In all instances, teachers seeking to use their fifth (5th) personal day in a school year before or after a holiday must obtain the approval of the building principal which may be granted or denied in the building principal's sole discretion.

F. Leave for Family Illness and Death in the Family

Three (3) days leave with no deduction in pay will be granted for illness in the immediate family. These days will neither be accumulated nor deducted from sick leave. The immediate family is here defined as father, mother, brother, sister, son, daughter, husband, wife or significant other residing in the same household as the teacher. Three (3) days leave with no deduction in pay will be granted for death (each occurrence) in the immediate family. These days shall neither be cumulative nor deducted from other authorized leaves. The immediate family is defined as mother, father, sister, brother, children, mother-in-law, father-in-law, grandparents, husband, wife or significant other residing in the same household as the teacher.

If an aunt, uncle, or cousin dies, the teacher may request based upon demonstrating a compelling reason, the principal grant a bereavement day. The building principal may grant or deny such day in his/her sole discretion.

G. Sick Leave

1. No deduction in pay will be made for absence of six (6) days or less for illness for the first year of employment, eight (8) days or less for illness for the second year of

employment, and ten (10) days or less for illness for the third year and each year thereafter of employment.

2. A teacher in his/her first year of service in Irvington will be allowed fourteen (14) days of illness before any loss of pay. This allowance covers the first two (2) years of service in Irvington. If a teacher leaves the District in less than two (2) years, having used more than his/her prorated amount of sick leave, his/her salary will be adjusted accordingly.
3. A noncumulative reserve of thirty (30) working days will be available to each teacher for an extended illness. Extended illness shall mean an illness or disability of thirty (30) or more working days. This reserve shall be in effect only after the accumulated sick leave has been used up. Thereafter, the teacher will receive the difference between his/her salary and the amount paid for the substitute employment until the long-term disability insurance becomes effective.
4. Unused sick leave up to six (6) days for the first year of employment, eight (8) days for the second year of employment and ten (10) days for the third year and each year thereafter of employment shall be cumulative over succeeding years with no maximum limit. Whenever a teacher is absent more than eight (8) days in the second year of employment and ten (10) days in the third year and each year thereafter of employment, the additional absence shall be deducted from the cumulative total.
5. A teacher who has been absent for illness for ten (10) consecutive school days shall be examined by the school physician within three (3) days prior to return to duty. The school physician shall certify to the Board of Education, in writing, that said teacher is physically capable of resuming his/her duties. Effective July 1, 2018, a teacher who has been absent for illness for five (5) consecutive school days shall be required to submit a doctor's note to the Building Principal substantiating such illness. A teacher who has been absent for illness for eight (8) school days during a particular thirty (30) day period shall be required to submit a doctor's note to the Building Principal substantiating their illness.

ARTICLE VIII - WORKSHOPS

- A. Workshops during the school year (no more than ten (10) hours per year and not including staff meetings) in support of a school program may be required of certain teachers. If so, there shall be no cost to the teacher.
- B. Workshop applications will be considered for approval based upon the workshop's benefit to the member's professional responsibilities and subject to the District's consideration of budget expenditures. Prior approval by the member's supervisor and the applicable District administration shall be required.

Payment for any work associated with workshops shall be at the rate(s) set forth in Article IV(j).

ARTICLE IX – ADMINISTRATIVE – TEACHER LIAISON COMMITTEE

- A. Membership
1. Two teacher representatives of the Faculty Association Executive Council from each building elected by teachers in their respective building, plus the IFA President serving ex-officio.
 2. Superintendent of Schools and an Administrator from each building.
- B. Functions
1. To advise with respect to formulation and administration of educational policy.
 2. To aid administrative staff in implementing educational policy with the teaching staff.
- C. Appropriate topics for the agenda would be such things as system-wide grading policies, curriculum development and practices for grouping students, but not limited to these.
- D. General educational policies will not be introduced without being presented to the Committee for their consideration.
- E. The Committee shall meet one afternoon each month after the conclusion of formal classes.

ARTICLE X – FACULTY COUNCILS

- A. There shall be a faculty council in each building consisting of an administrator and teachers from that building. Membership shall be elected by the faculty in each building and shall be representative of the total staff. Meetings will be held at the discretion of the council after the conclusion of formal classes.
- B. The faculty council shall advise with respect to the formulation and administration of educational policies and practices within their respective buildings.
- C. Appropriate topics for faculty councils would include such things as disciplinary policy, acquisition and use of teacher aides and paraprofessionals, role of consultants and the implementation of curriculum plans, but not limited to these. The chairperson will publish an agenda prior to the meeting.
- D. Meetings will be open and may be attended by other faculty members providing they are free of other duties.

ARTICLE XI – GRIEVANCE

The Board of Education of the Irvington Union Free School District, Town of Greenburgh, and the Irvington Faculty Association do hereby establish and adopt the following procedures for the orderly settlement of any grievances of the staff recognized in this contract.

- A. Declaration of Policy

It is hereby declared to be the purpose of these procedures to provide a means for orderly settlement of any differences, promptly and fairly, as they arise and to assure equitable and

proper treatment of the members of the professional staff pursuant to established rules, regulations and policies of the District.

B. Definitions

The following definitions are for use in this Article XI:

1. Teacher shall mean any member of the Irvington Faculty as defined in Article I of this Agreement
2. Administrator shall mean the principal to whom the teacher is directly responsible.
3. Chief School Administrator shall mean the Superintendent of Schools or designee.
4. Representative shall mean the person or persons authorized by the aggrieved employees as his/her counsel or to act and speak on his/her behalf. Representative may include a member of the Executive Council of the IFA. This authorization must be in writing. The representative may be charged by further written authorization by the aggrieved employee.
5. Committee shall mean the Irvington Faculty Association Grievance Committee.
6. Grievance shall mean any claimed violation, misinterpretation or inequitable application of the specific terms of this Agreement.
7. The provision of the Education Law, Section 3813 shall not apply to the Grievance and Arbitration procedures of this contract.

C. Basic Principles

1. It is the intent of these procedures to provide for the orderly settlement of differences in a fair and equitable manner. The resolution of a grievance at the earliest possible stage is encouraged
2. A teacher or his/her representative shall have the right to present grievances in accordance with these procedures, free from coercion, interference, restraint, discrimination or reprisal. All hearings held prior to the review state shall be strictly confidential.
3. A teacher shall have the right to be represented at any stage of the procedures by a person or persons of his/her own choice and/or by the Committee at the formal and review stages. The Committee shall consist of three (3) teachers elected by the Irvington Faculty Association. All meetings held to resolve a grievance shall be open to the representatives of the aggrieved employee.
4. Each party to a grievance shall have access at reasonable times to all written statements and records pertaining to such case.
5. It shall be the responsibility of the Chief School Administrator to take such steps as may be necessary to give force and effect to these procedures. Each administrator shall have the responsibility to consider promptly each grievance presented to him/her and make a determination within the authority delegated to him/her within the time specified in these procedures.
6. The function of these procedures is to assure equitable and proper treatment under this agreement which relate to or affect the teacher in the performance of his/her

assignment. These procedures are not designated to be used for changing such rules or establishing new ones.

D. Procedures

1. Informal Stage

The aggrieved party shall orally present his/her grievance to the administrator to whom the teacher is directly responsible. The grievance must be presented within sixty (60) school days of the date the aggrieved teacher or his/her representative knew or should have known of the facts giving rise to the grievance. Such administrator shall orally and informally discuss the grievance with the aggrieved teacher. The administrator shall render his/her determination to the aggrieved teacher or representative within five (5) school days after the grievance has been presented to him/her. If such grievance is not satisfactorily resolved at this stage, the aggrieved teacher or representative may proceed to the formal stage.

2. Formal Stage

- a. Within five (5) school days after a determination has been made at the preceding stage, the aggrieved teacher or representative may make a written request to the Chief School Administrator or his/her designee for a review and determination. If the Chief School Administrator designates a person to act on his/her behalf, he/she shall also delegate authority to render a determination on his/her behalf.
- b. The Chief School Administrator or his/her designee shall immediately notify the aggrieved teacher or representative, his/her administrator and any other person previously rendering determination in the case to submit written statements to him/her within five (5) days setting forth the specific nature of the grievance, the facts relating thereto, and the determination previously rendered. These statements and facts shall be opened to the Committee whenever said Committee has been requested by the aggrieved employee or representative to act on his/her behalf.
- c. If either party requests a formal hearing in the written statement submitted by him/her in accordance with paragraph "b" above, the Chief School Administrator or his/her designee shall notify all parties concerned, including the Committee, of the time and place of such formal hearing. At said hearing such parties may appear and present oral and written statements supplementing their positions in the case. Such hearing shall be held within five (5) days of receipt of the written statements submitted pursuant to paragraph "b" above.
- d. The Chief School Administrator or his/her designee shall render his/her determination within ten (10) school days after the written statements submitted pursuant to paragraph "b" above have been presented to him/her.
- e. If the grievance is not satisfactorily resolved at this stage, the IFA Executive Council may proceed to the review stage.

3. Review Stage

The IFA Executive Council may, within five (5) school days of the final determination by the Chief School Administrator, make a written request to the Board of Education for review and determination. All written statements and records of the case, including

those of the Committee, shall be submitted to the President of the Board of Education by the Chief School Administrator. The Board of Education may hold a hearing to obtain further information regarding the case. Either the board or the IFA Executive Council shall render a final decision within twenty (20) calendar days after receiving the request for review, except that if the request for review is received in June, July or August of any year, the time limit shall be thirty (30) calendar days.

4. Arbitration

- a. The arbitrator will be selected from a list supplied by the American Arbitration Association and shall be an experienced impartial person competent and familiar with school problems and shall be mutually acceptable to the Board of Education and the aggrieved teacher or his/her representative, subject to the rules of the A.A.A. The cost of the arbitrator shall be borne equally by the Board and the Association.
- b. If not settled pursuant to the foregoing procedure, the IFA Executive Council may submit, upon written notice within ten (10) days after the receipt of the determination of the review stage, the grievance to an arbitrator for decision. If the grievance involves a dispute as to the interpretation or application of the terms and conditions of this Agreement, 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 in the written statement referred to herein in the appeal procedure. The appeal shall be taken by submitting to the arbitrator, via the secretary/clerk to the Board, a written statement signed by the employee making the appeal.
- c. The arbitrator shall hold a hearing within fourteen (14) days after receiving the written request for review. This time limit may be extended by mutual agreement of the parties involved. The arbitrator shall give at least five (5) days' notice of time and place of such hearing to the employee, the employee's representative, if any, and the supervisor or Program Chairperson, the Chief School Administrator, Board members, and the Faculty Association, all of whom shall be entitled to be present at the hearing.
- d. The arbitrator shall make his/her report, in writing, within seven (7) days after the close of the hearing. He/she shall immediately file his/her report and the written summary of the proceedings with the Secretary of the Board. The arbitrator shall, at the time, send a copy of his/her summary findings to the employee, the employee's representative, if any, the supervisor or department chairperson, the Chief School Administrator, and the President of the Association. The report 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.

ARTICLE XII – NEW TEACHER ORIENTATION

- A. New teachers will be required to attend an orientation prior to the start of the school year, in accordance with the calendar established for the next school year. The orientation will be conducted by the administration and the Program Chairperson and any others deemed necessary by the Superintendent of Schools.
- B. The purpose of the orientation shall be to acquaint the new teachers with the philosophy of the Irvington school system and with specific policies, program and procedures.
- C. A representative of the Irvington Faculty Association will be given time to distribute and explain an information packet. The time allowed will be agreed upon between the Superintendent of Schools and the Irvington Faculty Association before the establishment of an agenda for the orientation.
- D. New teachers will be provided with a copy of the contract and be apprised of available benefits by the administration and/or business office.

ARTICLE XIII –PROBATIONARY PERIODS AND TEACHER EVALUATION

- A. The evaluation of teachers shall be conducted in accordance with the District’s state approved APPR plan.
- B. Occupational Therapists and Occupational Therapist Assistants shall be required to serve a twenty-six (26) week probationary period prior to becoming “permanent” for purposes of the Westchester County Civil Service Rules (“Rules”) and for purposes of discipline/dismissal pursuant to Section 75 of the Civil Service Law. Notwithstanding the foregoing, the District shall have the sole discretion to extend said probationary period by an additional period of twenty-six (26) weeks pursuant to an evaluation conducted during the first twenty-six (26) week period.
- C. Occupational Therapists and Occupational Therapist Assistants shall be evaluated on an annual basis by the Director of Pupil Personnel Services with input, as applicable, from the building principals in which said employees are assigned to provide services. Notwithstanding the foregoing, those Occupational Therapists and Occupational Therapist Assistants serving a probationary period shall be evaluated at least once during the initial twenty-six (26) week period set forth in paragraph “B” above.

ARTICLE XIV – PERSONNEL FILES

- A. Teachers will have the right to include written responses to all supervisory evaluations placed in the personnel files. Such a response will be submitted before inclusion in the personnel file within fifteen (15) calendar days of receipt of the evaluation with the understanding that responses to evaluations received after June 1, will not be due until September 15.
- B. Personnel records will be open for inspection at the request of the teacher, with no items withheld except those received in confidence in relation to the employment of the teacher.
- C. Teachers will be notified of any additions to their personnel files and will acknowledge notification by signature.

ARTICLE XV – NON-TEACHING DUTIES

The Board and the Association recognize that the primary duty and responsibility of teachers is to teach. The Board will make every effort, within the limits of New York State Law, to ensure that non-teaching duties such as study hall, lunch duty, playground duty, bus duty, etc., are minimized and assigned on an equitable basis in order that teachers may devote maximum time to teaching.

ARTICLE XVI – SCHOOL DAY

- A. Effective July 1, 1999, the teacher's workday will not exceed seven (7) hours fifteen (15) minutes, including lunch but exclusive of after school meetings. In addition, the Board and the teachers recognize that teachers have a responsibility to remain beyond the conclusion of classes in order to be available to meet with students. All teachers will have a daily preparation period averaging forty (40) minutes but no less than thirty (30) minutes, exclusive of the lunch period. Within such limitations, the starting and finishing times of the workday will be determined by the Administration, but any change will be made only after consultation with the Association.
- B. Effective July 1, 1999, the teacher's workday at the Elementary and Middle School Level shall be increased from seven (7) hours to seven (7) hours and fifteen (15) minutes, including lunch and exclusive of after school meetings. The additional time shall be used for professional purposes such as, but not limited to collaboration, team planning, conferences with parents, conferences about students, curriculum work and staff development.
- C. Effective July 1, 1999, a staff development committee comprised of teachers and administrators shall meet at least once per school year to identify and reach by consensus priorities for the use of pooled time at the Elementary and Middle School Levels.
- D. Last Day of School (Elementary)
Effective July 1, 1999, the last day of school (elementary) at the end of the school year shall be a day of teacher attendance only to be used for completing end of year responsibilities and professional obligations.
- E. Effective July 1, 2025, the District shall have the right to implement a sign in/sign out process for all staff for safety and security purposes only. The specific system (manual/electronic/swipe system) as well as the specific plan for implementation shall be determined with a committee composed of equal representation of the IFA and superintendent designees.

ARTICLE XVII – CLASS SIZE

The Board and the teachers recognize that it is desirable to maintain class size at a level which will allow teachers to achieve the goal of reaching every student. The Board will consider the recommendations of teachers and will make every effort to determine class size according to the needs of pupils.

ARTICLE XVIII – JOB SECURITY

- A. Notification in writing, of assignments for the following year will be made by the close of the school year, except when extenuating circumstances necessitate a change. The notification will be made by the administrator as soon as possible.
- B. The Association recognizes that the Board has demonstrated its good faith in maintaining an educational system and professional staff of the highest quality. The Board pledges its commitment to the continuance of this policy. The Board shares a concern of the Association over possible staff reductions. In the event any elimination of a teaching position will result in the loss of employment of a teacher, the Board will give serious consideration to the employment of such teacher in other tenure areas for which the teacher is certified, or certifiable with one (1) year of the abolishment of the position that the teacher held, if an opening exists through the September immediately following the termination of the teacher's service. If the teacher is not appointed to the opening he/she shall, upon request, be entitled to a statement of reasons for the denial of appointment to the opening.
- C. The word "certifiable" in paragraph "B" above, shall mean that it is physically possible for a teacher to obtain the certification within one (1) year of the abolishment of the position, i.e., there is enough time to take courses required for the certification. The teacher must inform the Superintendent of Schools in writing of his/her commitment to obtain certification within the time set forth in paragraph "B" above.

ARTICLE XIX – TEACHING LOAD

The Board and the Association agree that the present practices regarding teacher load are educationally sound and should be maintained if at all possible. These practices provide for the following goals:

Secondary School

Five (5) classes or less per day for all teachers except English and Social Studies.

Four (4) classes or one hundred eight (108) students per day for English and Social Studies teachers.

Under normal circumstances, however, a teacher will not be assigned to more than twenty-five (25) teaching periods per week.

The number of lesson preparations for different courses shall be no more than three (3) per day although it is recognized that the prior teaching experience of a teacher or the special needs of the curriculum may render this goal difficult to obtain.

Middle School

Five (5) teaching periods, one (1) preparation period, and the remainder of the day to be spent on program planning, student supervision and working with and assisting students. (Such activities could include enrichment period and team planning period.) The activities other than the five (5) teaching periods shall not require lesson planning.

Under normal circumstances, however, a teacher will not be assigned to more than twenty-five (25) teaching periods per week.

Class Coverage

In the event that classroom teachers in a building are absent and a substitute cannot be obtained following reasonable efforts to do so, teachers may be assigned to cover the classes of an absent teacher during one of their preparation periods. For this assignment, compensation will be \$40.00 per period.

ARTICLE XX – SCHOOL CALENDAR

- A. The School calendar shall be constructed annually by a committee consisting of the representatives of the administration and the faculty. The committee shall be chaired by the Superintendent of Schools and will consist of the other members of the administration chosen by the Superintendent of Schools. The final approval of the calendar will rest with the Board. Changes in the school calendar will be discussed with the Faculty Association representatives, but the Board will have the final authority to approve or disapprove any proposed changes.
- B. Effective July 1, 2002, there will be the addition of the equivalent of one day during the school year to be used for professional development.
- C. In the event the District uses more than four (4) emergency closure days during a particular school year, unit members shall be required to provide remote instruction to students for each additional day schools are closed due to an emergency. Unit members shall not receive any additional compensation for working such additional days. Unit members shall receive notice of the requirement to work remotely the day prior to the weather or other emergency closing of school to the extent possible. The Superintendent may exercise discretion in requiring said remote instruction of unit members to the extent the weather emergency is due to a major storm that may result in severe storm impacts (power outages).
- D. Effective July 1, 2023, for the life of this contract only, each unit member shall be required to provide additional service to the District each year, as indicated below, for no additional compensation:

2023/24	2 hours
2024/25	4 hours
2025/26	4 hours
2026/27	6 hours

These hours shall be used at the sole discretion of the District in increments of one (1) hour, assigned on the same dates District-wide, and shall not be scheduled more than once per month unless approved by the Association’s president which usage may include but shall not be limited to such activities as professional development and attendance at professional meetings. The schedule for the use of said hours shall be provided to the staff on or before September 1st of each year.

The Staff Development Committee shall convene during the 2022/23 school year to provide the Association with the opportunity to provide feedback to the District on its proposed use of the additional professional development time. The Association shall make a representative group of members (based upon grade level, department and experience levels) available to the committee for this purpose.

ARTICLE XXI – PROFESSIONAL ETHICS COMMITTEE

The Association recognizes its responsibility to foster and promote high professional standards and ethics. The Association shall establish a professional standards and ethics committee with the objective of maintaining high professional standards among the teachers in the Irvington Public Schools.

ARTICLE XXII – ACADEMIC FREEDOM

Both parties seek to educate young people in the tradition of democracy to foster a recognition of individual freedom and social responsibility, to inspire meaningful awareness of a respect for the Constitution, including the Bill of Rights. It is recognized that these values can best be transmitted in an atmosphere which is free from censorship and artificial restraints upon free inquiry and learning, and in which academic freedom for both teacher and student is encouraged. Academic freedom shall be guaranteed to teachers and no special limitation shall be placed upon study, investigation, presenting and interpreting facts and ideas in all branches of learning, subject only to accepted standards of professional education responsibility, the statutes of the State of New York and the established curriculum. It is recognized that the exercise of academic freedom entails a corresponding burden of academic responsibility to maintain the academic freedom for all people, to encourage the presentation of all points of view and to preserve the boundaries of propriety and good taste.

ARTICLE XXIII – TEACHERS' RIGHTS

- A. The provisions of this Agreement and the wages, hours, terms and conditions of employment shall not be applied in any arbitrary or capricious manner, nor shall they be applied so as to discriminate directly or indirectly against any teacher because of race, creed, religion, color, national origin, age, sex or marital status.
- B. Teachers shall have the right to remove students from the classroom for abusive language or behavior which interferes with the learning process. Such students will be sent to a place(s) designated by the Superintendent of Schools.
- C. The Board will pay for all property damage, medical and hospital bills (beyond health insurance) which results from any student action or student assault provided such teacher at the time of the accident or injury was acting in discharge of his/her duties within the scope of his/her employment and/or under the orders or direction of the Board of Education.
- D. The teacher will receive full pay for any time absent from the job as a result of such student action, with no loss of sick days, provided such teacher at the time of accident or injury was acting in discharge of his/her duties within the scope of his/her employment and/or under the order or direction of the Board of Education. Any workers' compensation, therefore, will be paid by the Board of Education.
- E. The Board agrees to save harmless and protect teachers from financial loss, and will provide for their defense, arising out of any claim, demand, suit or judgment by reason of alleged negligence or other act resulting in accidental bodily injury to any person within or about the school building, provided such teacher at the time of the accident or injury was acting in the discharge of his/her duties, within the scope of his/her employment and/or under the orders or direction of the Board. The Board shall not be subject to this duty unless the teacher shall

within ten (10) days of the time he/she is served with any summons, complaint, process, notice, demand or pleading, deliver the original or copy of the same to the Board.

ARTICLE XXIV – PREVIOUS PRACTICE CLAUSE

All conditions of employment which have been the practice in effect within the District prior to the time this contract becomes effective shall be maintained for the life of this contract except where otherwise specified by the specific terms and conditions of this contract.

ARTICLE XXV – TAX SHELTERED ANNUITIES

The Board agrees to make payroll deductions enabling employees to purchase Tax Sheltered Annuities (TSA). The business official of the School District is authorized to approve on behalf of the Board applications from employees for agreements with the School District for reductions in contract salary to be remitted to TSAs. These applications as well as any changes will be accepted at any time during the school year. A teacher may withdraw from a TSA at any time during the school year.

ARTICLE XXVI – U.S. SAVINGS BOND AND CREDIT UNION

- A. The Board shall agree to make payroll deductions enabling employees to purchase U.S. Savings Bonds.
- B. Teachers may select salary deduction for credit union deposits. The IFA shall be responsible for any start-up arrangements.

ARTICLE XXVII – DUES DEDUCTION

- A. The Board agrees to deduct from the salary of all employees who are members of the Association covered by this Agreement dues of the Irvington Faculty Association, New York State United Teachers, N.E.A. and A.F.T., and Westchester County Teachers' Association for those who voluntarily and individually authorize the Board to deduct and to transmit these monies to the Irvington Faculty Association. Employee's authorization shall be in writing and in a manner consistent with the law.
- B. Deductions shall be made on twenty (20) payroll checks commencing September 30 at the latest, unless directed to be later in writing by the Association. Funds thus collected shall be transmitted monthly to the Irvington Faculty Association.
- C. Deductions authorized by any employee shall continue as authorized until such employee notifies the Board in writing as to his/her desire to discontinue or to change authorization.
- D. The Irvington Faculty Association assumes full responsibility for the disposition of the funds so deducted once they are turned over.

ARTICLE XXVIII – PARENT-TEACHER CONFERENCES

The Board and teachers agree that parent-teacher conferences are an important part of the educational process. Conferences will continue to be scheduled during the regular school day according to past practice. Effective July 1, 1999, there will be at the Elementary Level (K-5), two additional evening parent-teacher conferences. One of the evening parent-teacher conferences will be scheduled in the Fall and the other in the Spring. Each evening parent-teacher conference shall not exceed three (3) hours in duration.

ARTICLE XXIX – STATUTORY PROVISION

Notice as provided by Section 204-a of the New York State Employees Fair Employment Act:

“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 ADDITIONALS THEREFOR SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAD GIVEN APPROVAL.”

ARTICLE XXX – DISTRIBUTION OF CONTRACT

A copy of this contract, and any amendments thereto shall be distributed to all teachers and shall be filed with the Public Employment Relations Board, State Education Department and the Clerk of the School District within fifteen (15) days after their execution. The contract shall be open to public inspection at reasonable times, at the office of the District Clerk.

ARTICLE XXXI – STAFF DEVELOPMENT COMMITTEE

The Staff Development committee shall elect its own chairperson.

ARTICLE XXXII – SCHOOL NURSES

The provisions of the collective bargaining agreement between the District and the Association applicable to all full time and part time nurses shall be limited to those articles and provisions set forth below:

ARTICLE I – RECOGNITION

ARTICLE II – NEGOTIATION PROCEDURES

ARTICLE III – ASSOCIATION’S RIGHTS

ARTICLE IV – SALARY – subsections A(1),(2), D(1), (2), (3), (4) and E

ARTICLE V – OTHER AREAS OF PROFESSIONAL COMPENSATION

ARTICLE VII – LEAVES

ARTICLE XI – GRIEVANCE

ARTICLE XII – NEW TEACHER ORIENTATION

ARTICLE XIV – PERSONNEL FILES

ARTICLE XVI – SCHOOL DAY
ARTICLE XX – SCHOOL CALENDAR
ARTICLE XXI – PROFESSIONAL ETHICS COMMITTEE
ARTICLE XXIII – TEACHER’S RIGHTS
ARTICLE XXIV – PREVIOUS PRACTICE CLAUSE
ARTICLE XXV – TAX SHELTERED ANNUITIES
ARTICLE XXVI – U.S. SAVINGS BONDS AND CREDIT UNION
ARTICLE XXVII – DUES DEDUCTION
ARTICLE XXIX – STATUTORY PROVISION
ARTICLE XXX – DISTRIBUTION OF CONTRACT
ARTICLE XXXII – SCHOOL NURSES
ARTICLE XXXIV- DURATION OF THE CONTRACT

**ARTICLE XXXIII – TEACHING ASSISTANTS, OCCUPATIONAL THERAPISTS, AND
OCCUPATIONAL THERAPIST ASSISTANTS**

The following provisions of the collective bargaining agreement between the District and the Association apply to all full time and part time teaching assistants, occupational therapists, and occupational therapist assistants:

ARTICLE I – RECOGNITION
ARTICLE II – NEGOTIATION PROCEDURES
ARTICLE III – ASSOCIATION’S RIGHTS
ARTICLE IV – SALARY – subsections A(1), D and E
ARTICLE V – OTHER AREAS OF PROFESSIONAL COMPENSATION
ARTICLE VI – EXTRA DUTIES
ARTICLE VII – LEAVES
ARTICLE IX – ADMINISTRATIVE TEACHER LIASON COMMITTEE
ARTICLE X – FACULTY COUNCILS
ARTICLE XI – GRIEVANCE PROCEDURE
ARTICLE XII – NEW TEACHER ORIENTATION
ARTICLE XIV – PERSONNEL FILES
ARTICLE XVI – SCHOOL DAY
ARTICLE XVIII(A) – JOB SECURITY
ARTICLE XX – SCHOOL CALENDAR
ARTICLE XXI – PROFESSIONAL ETHICS COMMITTEE
ARTICLE XXIII – TEACHER’S RIGHTS – subsections (A), (B), (C), (D), and (E)
ARTICLE XXIV – PREVIOUS PRACTICE CLAUSE
ARTICLE XXV – TAX SHELTERED ANNUITIES
ARTICLE XXVI – U.S. SAVINGS BONDS AND CREDIT UNION
ARTICLE XXVII – DUES DEDUCTION
ARTICLE XXIX – STATUTORY PROVISION
ARTICLE XXX – DISTRIBUTION OF CONTRACT
ARTICLE XXXI – STAFF DEVELOPMENT COMMITTEE
ARTICLE XXXIII – TEACHING ASSISTANT, OCCUPATIONAL THERAPISTS, AND
OCCUPATIONAL THERAPIST ASSISTANTS
ARTICLE XXXIV- DURATION OF CONTRACT

ARTICLE XXXIV – DURATION OF CONTRACT

The provisions of this Agreement shall be effective as of July 1, 2022 and shall remain in effect until June 30, 2027, except as otherwise provided in this Agreement. Agreements contained herein shall not be subject to negotiations during the length of this contract.

IN WITNESS WHEREOF, the parties have herewith set their hands and seals this 29th day of August, 2022

**BOARD OF EDUCATION
IRVINGTON UNION FREE SCHOOL
DISTRICT**

By: 
Superintendent of Schools

IRVINGTON FACULTY ASSOCIATION

By: 
President

Schedule A

2022-23

1.40%

Step	BA/Nurse		BA + 15		BA + 30		BA + 45, MA		BA+60,MA+15		BA+75,MA+30		BA+90,MA+45		MA + 60		PHD/EDD		TEACH		
	COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COLUMN 7	COLUMN 8	COLUMN 9	COLUMN 10	COLUMN 11	COLUMN 12	COLUMN 13	COLUMN 14	COLUMN 15	COLUMN 16	COLUMN 17	COLUMN 18	COLUMN 19	OTA	ASST.
1	55,926	60,722	66,136	72,794	74,791	78,339	80,340	82,275	83,264	81,966	88,107	31,346	1								
2	58,215	64,335	68,942	74,264	76,906	80,451	83,092	86,224	87,051	64,630	49,785	32,562	2								
3	59,234	65,462	70,149	75,638	78,328	81,939	84,588	87,733	88,575	67,301	51,464	33,375	3								
4	60,270	66,608	71,376	77,038	79,778	83,455	86,111	89,270	90,124	69,976	53,145	34,209	4								
5	61,325	67,773	72,626	78,463	81,254	85,000	87,661	90,831	91,702	71,303	53,983	34,472	5								
6	62,399	68,959	73,896	79,914	82,757	86,571	89,239	92,421	93,306	72,631	54,823	34,737	6								
7	63,491	70,166	75,189	81,393	84,288	88,173	90,845	94,038	94,940	75,307	56,498	35,941	7								
8	64,601	71,394	76,505	82,899	85,847	89,805	92,480	95,684	96,601	77,958	58,178	36,840	8								
9	65,732	72,643	77,844	84,433	87,435	91,466	94,145	97,358	98,291	80,632	59,633	37,760	9								
10	66,882	73,915	79,207	85,994	89,054	93,158	95,839	99,062	100,012	83,306	61,124	38,704	10								
11	68,053	75,207	80,593	87,585	90,700	94,881	97,565	100,796	101,762	84,635	61,887	39,189	11								
12	69,243	76,524	82,003	89,206	92,378	96,637	99,321	102,560	103,543	85,962	62,653	39,672	12								
13	70,455	77,863	83,438	90,857	94,088	98,425	101,109	104,355	105,355	88,622	64,441	40,664	13								
14	71,688	79,226	84,898	92,537	95,828	100,245	102,928	106,181	107,198	91,293	64,676	41,680	14								
15	72,943	80,612	86,384	94,249	97,602	102,100	104,782	108,039	109,074	93,966	65,762	42,722	15								
16	74,219	82,022	87,896	95,993	99,406	103,989	106,668	109,930	110,983	96,623	66,309	43,790	16								
17	75,518	83,458	89,434	97,768	101,246	105,912	108,587	111,853	112,925	99,290	66,857	44,886	17								
18	76,840	84,918	90,998	99,577	103,119	107,872	110,542	113,810	114,901	101,778	67,405		18								
19	78,184	86,405	92,591	101,419	105,027	109,868	112,532	115,803	116,912	104,301	67,951		19								
20	79,552	87,917	94,212	103,295	106,970	111,900	114,558	117,829	118,958	105,387	68,499		20								
21	80,945	89,455	95,861	105,207	108,948	113,971	116,619	119,891	121,040	105,934	69,047		21								
22	82,361	91,021	97,538	107,152	110,964	116,079	118,718	121,989	123,158				22								
23	83,803	92,614	99,245	109,135	113,017	118,226	120,856	124,124	125,313				23								
24	85,269	94,235	100,982	111,154	115,107	120,414	123,031	126,296	127,506				24								
25	86,762	95,884	102,749	113,210	117,238	122,641	125,245	128,506	129,738				25								
26	88,280	97,562	104,546	115,305	119,407	124,910	127,499	130,755	132,009				26								
27	89,060	98,342	105,326	116,085	120,185	125,689	128,279	131,535	132,788				27								

SCHEDULE A-1 2022-23

Percent to be applied to BA Step 1 \$55,926

Step	0	1	2	3	4	5	6	7	8
Group I	8.50%	8.60%	8.70%	8.80%	8.90%	9.00%	9.10%	9.20%	9.30%
Group II	7.50%	7.60%	7.70%	7.80%	7.90%	8.00%	8.10%	8.20%	8.30%
Group III	6.50%	6.60%	6.70%	6.80%	6.90%	7.00%	7.10%	7.20%	7.30%
Group IV	6.00%	6.10%	6.20%	6.30%	6.40%	6.50%	6.60%	6.70%	6.80%
Group V	5.00%	5.10%	5.20%	5.30%	5.40%	5.50%	5.60%	5.70%	5.80%
Group VI	3.00%	3.10%	3.20%	3.30%	3.40%	3.50%	3.60%	3.70%	3.80%
Group VII	2.50%	2.60%	2.70%	2.80%	2.90%	3.00%	3.10%	3.20%	3.30%
Group VIII	1.50%	1.60%	1.70%	1.80%	1.90%	2.00%	2.10%	2.20%	2.30%

Stipends

Step	0	1	2	3	4	5	6	7	8
Group I	\$4,754	\$4,810	\$4,866	\$4,922	\$4,977	\$5,033	\$5,089	\$5,145	\$5,201
Group II	\$4,194	\$4,250	\$4,306	\$4,362	\$4,418	\$4,474	\$4,530	\$4,586	\$4,642
Group III	\$3,635	\$3,691	\$3,747	\$3,803	\$3,859	\$3,915	\$3,971	\$4,027	\$4,083
Group IV	\$3,356	\$3,411	\$3,467	\$3,523	\$3,579	\$3,635	\$3,691	\$3,747	\$3,803
Group V	\$2,796	\$2,852	\$2,908	\$2,964	\$3,020	\$3,076	\$3,132	\$3,188	\$3,244
Group VI	\$1,678	\$1,734	\$1,790	\$1,846	\$1,901	\$1,957	\$2,013	\$2,069	\$2,125
Group VII	\$1,398	\$1,454	\$1,510	\$1,566	\$1,622	\$1,678	\$1,734	\$1,790	\$1,846
Group VIII	\$839	\$895	\$951	\$1,007	\$1,063	\$1,119	\$1,174	\$1,230	\$1,286

SCHEDULE A-2

2022-23

		\$55,926	Varsity Head Coach	JV Head Coach	Varsity Assistant Coach	Modified Coach	Modified Assistant Coach
Step	% of BA Step 1	100%	70%	65%	60%	55%	
Group I							
Football	8	16.80%	\$9,396	\$6,577	\$6,107	\$5,637	\$5,168
	7	16.70%	\$9,340	\$6,538	\$6,071	\$5,604	\$5,137
	6	16.60%	\$9,284	\$6,499	\$6,034	\$5,570	\$5,106
	5	16.50%	\$9,228	\$6,459	\$5,998	\$5,537	\$5,075
	4	16.40%	\$9,172	\$6,420	\$5,962	\$5,503	\$5,045
	3	16.30%	\$9,116	\$6,381	\$5,925	\$5,470	\$5,014
	2	16.20%	\$9,060	\$6,342	\$5,889	\$5,436	\$4,983
1	16.10%	\$9,004	\$6,303	\$5,853	\$5,402	\$4,952	
Group II							
Basketball	8	15.80%	\$8,836	\$6,185	\$5,744	\$5,302	\$4,860
	7	15.70%	\$8,780	\$6,146	\$5,707	\$5,268	\$4,829
	6	15.60%	\$8,724	\$6,107	\$5,671	\$5,235	\$4,798
	5	15.50%	\$8,669	\$6,068	\$5,635	\$5,201	\$4,768
	4	15.40%	\$8,613	\$6,029	\$5,598	\$5,168	\$4,737
	3	15.30%	\$8,557	\$5,990	\$5,562	\$5,134	\$4,706
	2	15.20%	\$8,501	\$5,951	\$5,526	\$5,100	\$4,675
1	15.10%	\$8,445	\$5,911	\$5,489	\$5,067	\$4,645	
Group III							
Baseball, Softball Soccer Field/Ice Hockey Lacrosse Spring Track Swimming Wrestling	8	13.80%	\$7,718	\$5,402	\$5,017	\$4,631	\$4,245
	7	13.70%	\$7,662	\$5,363	\$4,980	\$4,597	\$4,214
	6	13.60%	\$7,606	\$5,324	\$4,944	\$4,564	\$4,183
	5	13.50%	\$7,550	\$5,285	\$4,908	\$4,530	\$4,153
	4	13.40%	\$7,494	\$5,246	\$4,871	\$4,496	\$4,122
	3	13.30%	\$7,438	\$5,207	\$4,835	\$4,463	\$4,091
	2	13.20%	\$7,382	\$5,168	\$4,798	\$4,429	\$4,060
1	13.10%	\$7,326	\$5,128	\$4,762	\$4,396	\$4,029	
Group IV							
Cross Country Tennis Volleyball Winter Track Fencing	8	10.80%	\$6,040	\$4,228	\$3,926	\$3,624	\$3,322
	7	10.70%	\$5,984	\$4,189	\$3,890	\$3,590	\$3,291
	6	10.60%	\$5,928	\$4,150	\$3,853	\$3,557	\$3,260
	5	10.50%	\$5,872	\$4,111	\$3,817	\$3,523	\$3,230
	4	10.40%	\$5,816	\$4,071	\$3,781	\$3,490	\$3,199
	3	10.30%	\$5,760	\$4,032	\$3,744	\$3,456	\$3,168
	2	10.20%	\$5,704	\$3,993	\$3,708	\$3,423	\$3,137
1	10.10%	\$5,649	\$3,954	\$3,672	\$3,389	\$3,107	
Group V							
Golf Cheerleading Intramurals Bowling	8	8.80%	\$4,922	\$3,445	\$3,199	\$2,953	\$2,707
	7	8.70%	\$4,866	\$3,406	\$3,163	\$2,919	\$2,676
	6	8.60%	\$4,810	\$3,367	\$3,126	\$2,886	\$2,645
	5	8.50%	\$4,754	\$3,328	\$3,090	\$2,852	\$2,615
	4	8.40%	\$4,698	\$3,288	\$3,054	\$2,819	\$2,584
	3	8.30%	\$4,642	\$3,249	\$3,017	\$2,785	\$2,553
	2	8.20%	\$4,586	\$3,210	\$2,981	\$2,752	\$2,522
1	8.10%	\$4,530	\$3,171	\$2,945	\$2,718	\$2,492	

Schedule B

2023-24

1.60%

BA/Nurse	BA + 15	BA + 30	BA + 45	BA+60,MA+15	BA+75,MA+30	BA+90,MA+45	MA + 60	PHD/EDD	Occ.Their	OTA	TEACH	Step
Step	COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COLUMN 7	COLUMN 8	COLUMN 9		ASST.	
1	56,821	61,694	67,194	73,959	79,987	86,392	93,299	100,704	108,611	117,028	125,955	1
2	59,146	65,365	70,045	75,453	81,738	88,422	95,543	103,000	111,325	119,714	128,641	2
3	60,182	66,509	71,271	76,849	83,250	89,992	97,126	104,755	112,759	121,188	130,038	3
4	61,234	67,673	72,518	78,270	84,791	91,649	98,960	106,800	115,199	124,038	132,909	4
5	62,306	68,857	73,788	79,719	86,554	93,792	101,543	109,819	118,129	126,908	135,757	5
6	63,397	70,062	75,079	81,193	87,956	95,667	104,408	113,643	123,407	132,700	141,523	6
7	64,506	71,288	76,392	82,695	89,584	97,593	106,024	115,631	125,129	134,121	143,121	7
8	65,635	72,536	77,729	84,225	91,242	99,360	108,201	117,656	127,318	136,847	146,316	8
9	66,783	73,805	79,089	85,784	92,929	101,849	111,689	121,810	132,129	142,547	152,909	9
10	67,953	75,097	80,474	87,370	94,649	103,733	114,689	126,110	137,407	148,316	159,547	10
11	69,141	76,411	81,882	88,987	96,399	105,553	117,656	130,332	142,908	154,847	167,038	11
12	70,351	77,748	83,315	90,633	98,183	107,727	120,000	134,121	147,759	161,523	170,038	12
13	71,582	79,109	84,773	92,310	100,000	109,598	120,000	138,643	152,759	170,038	179,547	13
14	72,835	80,493	86,257	94,017	101,849	111,626	122,727	143,643	162,759	180,038	190,038	14
15	74,110	81,902	87,766	95,757	103,733	114,332	127,727	150,643	174,759	192,547	204,038	15
16	75,406	83,335	89,302	97,529	105,553	117,994	133,744	160,643	188,759	207,547	222,038	16
17	76,726	84,794	90,865	99,332	108,666	122,000	143,643	174,759	200,759	219,547	240,038	17
18	78,069	86,277	92,454	101,170	109,598	126,110	156,643	188,759	219,547	240,038	260,038	18
19	79,435	87,787	94,073	103,042	111,626	130,332	171,643	204,759	240,038	260,038	280,038	19
20	80,825	89,324	95,719	104,948	114,332	134,121	187,643	222,759	260,038	280,038	300,038	20
21	82,240	90,886	97,394	106,890	117,994	138,643	203,643	242,759	280,038	300,038	320,038	21
22	83,679	92,477	99,098	108,867	122,000	143,643	224,643	266,759	300,038	320,038	340,038	22
23	85,144	94,096	100,833	110,881	126,110	150,643	248,643	292,759	320,038	340,038	360,038	23
24	86,634	95,743	102,598	112,932	130,332	159,547	274,643	320,038	340,038	360,038	380,038	24
25	88,150	97,418	104,393	115,021	134,121	169,547	304,643	340,038	360,038	380,038	400,038	25
26	89,692	99,123	106,219	117,150	138,643	180,038	336,643	360,038	380,038	400,038	420,038	26
27	90,485	99,915	107,011	117,942	143,643	192,038	370,643	380,038	400,038	420,038	440,038	27

SCHEDULE B-1

2023-24

Percent to be applied to BA Step 1 \$56,821

Step	0	1	2	3	4	5	6	7	8
Group I	8.50%	8.60%	8.70%	8.80%	8.90%	9.00%	9.10%	9.20%	9.30%
Group II	7.50%	7.60%	7.70%	7.80%	7.90%	8.00%	8.10%	8.20%	8.30%
Group III	6.50%	6.60%	6.70%	6.80%	6.90%	7.00%	7.10%	7.20%	7.30%
Group IV	6.00%	6.10%	6.20%	6.30%	6.40%	6.50%	6.60%	6.70%	6.80%
Group V	5.00%	5.10%	5.20%	5.30%	5.40%	5.50%	5.60%	5.70%	5.80%
Group VI	3.00%	3.10%	3.20%	3.30%	3.40%	3.50%	3.60%	3.70%	3.80%
Group VII	2.50%	2.60%	2.70%	2.80%	2.90%	3.00%	3.10%	3.20%	3.30%
Group VIII	1.50%	1.60%	1.70%	1.80%	1.90%	2.00%	2.10%	2.20%	2.30%

Stipends

Step	0	1	2	3	4	5	6	7	8
Group I	\$4,830	\$4,887	\$4,943	\$5,000	\$5,057	\$5,114	\$5,171	\$5,228	\$5,284
Group II	\$4,262	\$4,318	\$4,375	\$4,432	\$4,489	\$4,546	\$4,602	\$4,659	\$4,716
Group III	\$3,693	\$3,750	\$3,807	\$3,864	\$3,921	\$3,977	\$4,034	\$4,091	\$4,148
Group IV	\$3,409	\$3,466	\$3,523	\$3,580	\$3,637	\$3,693	\$3,750	\$3,807	\$3,864
Group V	\$2,841	\$2,898	\$2,955	\$3,012	\$3,068	\$3,125	\$3,182	\$3,239	\$3,296
Group VI	\$1,705	\$1,761	\$1,818	\$1,875	\$1,932	\$1,989	\$2,046	\$2,102	\$2,159
Group VII	\$1,421	\$1,477	\$1,534	\$1,591	\$1,648	\$1,705	\$1,761	\$1,818	\$1,875
Group VIII	\$852	\$909	\$966	\$1,023	\$1,080	\$1,136	\$1,193	\$1,250	\$1,307

SCHEDULE B-2

2023-24

		\$56,821	Varsity Head Coach	JV Head Coach	Varsity Assistant Coach	Modified Coach	Modified Assistant Coach
Step	% of BA Step 1	100%	70%	65%	60%	55%	
Group I							
Football	8	16.80%	\$9,546	\$6,682	\$6,205	\$5,728	\$5,250
	7	16.70%	\$9,489	\$6,642	\$6,168	\$5,693	\$5,219
	6	16.60%	\$9,432	\$6,603	\$6,131	\$5,659	\$5,188
	5	16.50%	\$9,375	\$6,563	\$6,094	\$5,625	\$5,157
	4	16.40%	\$9,319	\$6,523	\$6,057	\$5,591	\$5,125
	3	16.30%	\$9,262	\$6,483	\$6,020	\$5,557	\$5,094
	2	16.20%	\$9,205	\$6,443	\$5,983	\$5,523	\$5,063
	1	16.10%	\$9,148	\$6,404	\$5,946	\$5,489	\$5,031
Group II							
Basketball	8	15.80%	\$8,978	\$6,284	\$5,836	\$5,387	\$4,938
	7	15.70%	\$8,921	\$6,245	\$5,799	\$5,353	\$4,906
	6	15.60%	\$8,864	\$6,205	\$5,762	\$5,318	\$4,875
	5	15.50%	\$8,807	\$6,165	\$5,725	\$5,284	\$4,844
	4	15.40%	\$8,750	\$6,125	\$5,688	\$5,250	\$4,813
	3	15.30%	\$8,694	\$6,086	\$5,651	\$5,216	\$4,781
	2	15.20%	\$8,637	\$6,046	\$5,614	\$5,182	\$4,750
	1	15.10%	\$8,580	\$6,006	\$5,577	\$5,148	\$4,719
Group III							
Baseball, Softball Soccer Field/Ice Hockey Lacrosse Spring Track Swimming Wrestling	8	13.80%	\$7,841	\$5,489	\$5,097	\$4,705	\$4,313
	7	13.70%	\$7,784	\$5,449	\$5,060	\$4,671	\$4,281
	6	13.60%	\$7,728	\$5,409	\$5,023	\$4,637	\$4,250
	5	13.50%	\$7,671	\$5,370	\$4,986	\$4,602	\$4,219
	4	13.40%	\$7,614	\$5,330	\$4,949	\$4,568	\$4,188
	3	13.30%	\$7,557	\$5,290	\$4,912	\$4,534	\$4,156
	2	13.20%	\$7,500	\$5,250	\$4,875	\$4,500	\$4,125
	1	13.10%	\$7,444	\$5,210	\$4,838	\$4,466	\$4,094
Group IV							
Cross Country Tennis Volleyball Winter Track Fencing	8	10.80%	\$6,137	\$4,296	\$3,989	\$3,682	\$3,375
	7	10.70%	\$6,080	\$4,256	\$3,952	\$3,648	\$3,344
	6	10.60%	\$6,023	\$4,216	\$3,915	\$3,614	\$3,313
	5	10.50%	\$5,966	\$4,176	\$3,878	\$3,580	\$3,281
	4	10.40%	\$5,909	\$4,137	\$3,841	\$3,546	\$3,250
	3	10.30%	\$5,853	\$4,097	\$3,804	\$3,512	\$3,219
	2	10.20%	\$5,796	\$4,057	\$3,767	\$3,477	\$3,188
	1	10.10%	\$5,739	\$4,017	\$3,730	\$3,443	\$3,156
Group V							
Golf Cheerleading Intramurals Bowling	8	8.80%	\$5,000	\$3,500	\$3,250	\$3,000	\$2,750
	7	8.70%	\$4,943	\$3,460	\$3,213	\$2,966	\$2,719
	6	8.60%	\$4,887	\$3,421	\$3,176	\$2,932	\$2,688
	5	8.50%	\$4,830	\$3,381	\$3,139	\$2,898	\$2,656
	4	8.40%	\$4,773	\$3,341	\$3,102	\$2,864	\$2,625
	3	8.30%	\$4,716	\$3,301	\$3,065	\$2,830	\$2,594
	2	8.20%	\$4,659	\$3,262	\$3,029	\$2,796	\$2,563
	1	8.10%	\$4,602	\$3,222	\$2,992	\$2,761	\$2,531

Schedule C

2024-25

1.60%

Step	BA/Nurse	BA + 15	BA + 30	BA + 45, MA	BA+60,MA+15	BA+75,MA+30	BA+90,MA+45	MA + 60	PHD/EDD	Occ.Thier	OTA	TEACH
	COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COLUMN 7	COLUMN 8	COLUMN 9			ASST.
1	57,730	62,681	68,269	75,142	77,203	80,865	82,932	84,929	85,949	63,964	49,659	32,357
2	60,093	66,410	71,166	76,660	79,386	83,046	85,772	89,006	89,859	66,715	51,391	33,612
3	61,144	67,573	72,411	78,078	80,855	84,582	87,316	90,563	91,432	69,472	53,124	34,451
4	62,214	68,756	73,679	79,523	82,352	86,147	88,889	92,149	93,031	72,233	54,859	35,313
5	63,303	69,959	74,968	80,994	83,875	87,741	90,489	93,761	94,660	73,603	55,725	35,584
6	64,411	71,183	76,280	82,492	85,426	89,364	92,118	95,402	96,316	74,974	56,591	35,857
7	65,539	72,429	77,614	84,018	87,007	91,018	93,776	97,072	98,002	77,736	58,320	37,101
8	66,685	73,697	78,973	85,573	88,616	92,702	95,463	98,770	99,717	80,473	60,055	38,028
9	67,852	74,986	80,355	87,156	90,256	94,416	97,182	100,499	101,462	83,233	61,557	38,978
10	69,040	76,299	81,761	88,768	91,926	96,163	98,931	102,257	103,238	85,993	63,096	39,953
11	70,248	77,633	83,192	90,410	93,626	97,941	100,712	104,047	105,044	87,364	63,884	40,453
12	71,477	78,992	84,648	92,083	95,358	99,754	102,525	105,868	106,882	88,735	64,674	40,951
13	72,727	80,375	86,129	93,787	97,123	101,600	104,370	107,721	108,753	91,480	66,520	41,976
14	74,000	81,781	87,637	95,521	98,919	103,479	106,248	109,606	110,656	94,238	66,762	43,025
15	75,296	83,212	89,170	97,289	100,750	105,393	108,162	111,524	112,592	96,997	67,883	44,100
16	76,613	84,668	90,731	99,089	102,613	107,343	110,108	113,476	114,563	99,740	68,447	45,202
17	77,954	86,150	92,319	100,921	104,512	109,329	112,050	115,461	116,568	102,493	69,014	46,334
18	79,318	87,658	93,934	102,789	106,445	111,352	114,108	117,481	118,608	105,061	69,579	
19	80,706	89,192	95,578	104,691	108,415	113,412	116,162	119,538	120,683	107,665	70,143	
20	82,118	90,753	97,251	106,627	110,420	115,509	118,253	121,630	122,796	108,786	70,708	
21	83,556	92,341	98,953	108,600	112,462	117,647	120,381	123,759	124,944	109,351	71,275	
22	85,018	93,957	100,684	110,609	114,543	119,823	122,547	125,924	127,131			
23	86,506	95,601	102,447	112,655	116,663	122,040	124,754	128,127	129,355			
24	88,020	97,275	104,239	114,739	118,820	124,298	126,999	130,370	131,619			
25	89,560	98,977	106,063	116,862	121,019	126,597	129,285	132,651	133,923			
26	91,127	100,709	107,919	119,024	123,258	128,939	131,612	134,973	136,267			
27	91,932	101,514	108,724	119,829	124,062	129,744	132,417	135,778	137,072			

SCHEDULE C-1

2024-25

Percent to be applied to BA Step 1 \$57,730

Step	0	1	2	3	4	5	6	7	8
Group I	8.50%	8.60%	8.70%	8.80%	8.90%	9.00%	9.10%	9.20%	9.30%
Group II	7.50%	7.60%	7.70%	7.80%	7.90%	8.00%	8.10%	8.20%	8.30%
Group III	6.50%	6.60%	6.70%	6.80%	6.90%	7.00%	7.10%	7.20%	7.30%
Group IV	6.00%	6.10%	6.20%	6.30%	6.40%	6.50%	6.60%	6.70%	6.80%
Group V	5.00%	5.10%	5.20%	5.30%	5.40%	5.50%	5.60%	5.70%	5.80%
Group VI	3.00%	3.10%	3.20%	3.30%	3.40%	3.50%	3.60%	3.70%	3.80%
Group VII	2.50%	2.60%	2.70%	2.80%	2.90%	3.00%	3.10%	3.20%	3.30%
Group VIII	1.50%	1.60%	1.70%	1.80%	1.90%	2.00%	2.10%	2.20%	2.30%

Stipends

Step	0	1	2	3	4	5	6	7	8
Group I	\$4,907	\$4,965	\$5,023	\$5,080	\$5,138	\$5,196	\$5,253	\$5,311	\$5,369
Group II	\$4,330	\$4,387	\$4,445	\$4,503	\$4,561	\$4,618	\$4,676	\$4,734	\$4,792
Group III	\$3,752	\$3,810	\$3,868	\$3,926	\$3,983	\$4,041	\$4,099	\$4,157	\$4,214
Group IV	\$3,464	\$3,522	\$3,579	\$3,637	\$3,695	\$3,752	\$3,810	\$3,868	\$3,926
Group V	\$2,887	\$2,944	\$3,002	\$3,060	\$3,117	\$3,175	\$3,233	\$3,291	\$3,348
Group VI	\$1,732	\$1,790	\$1,847	\$1,905	\$1,963	\$2,021	\$2,078	\$2,136	\$2,194
Group VII	\$1,443	\$1,501	\$1,559	\$1,616	\$1,674	\$1,732	\$1,790	\$1,847	\$1,905
Group VIII	\$866	\$924	\$981	\$1,039	\$1,097	\$1,155	\$1,212	\$1,270	\$1,328

SCHEDULE C-2

2024-25

		\$57,730	Varsity Head Coach	JV Head Coach	Varsity Assistant Coach	Modified Coach	Modified Assistant Coach
Step	% of BA Step 1	100%	70%	65%	60%	55%	
Group I							
Football	8	16.80%	\$9,699	\$6,789	\$6,304	\$5,819	\$5,334
	7	16.70%	\$9,641	\$6,749	\$6,267	\$5,785	\$5,303
	6	16.60%	\$9,583	\$6,708	\$6,229	\$5,750	\$5,271
	5	16.50%	\$9,525	\$6,668	\$6,192	\$5,715	\$5,239
	4	16.40%	\$9,468	\$6,627	\$6,154	\$5,681	\$5,207
	3	16.30%	\$9,410	\$6,587	\$6,117	\$5,646	\$5,176
	2	16.20%	\$9,352	\$6,547	\$6,079	\$5,611	\$5,144
	1	16.10%	\$9,295	\$6,506	\$6,041	\$5,577	\$5,112
Group II							
Basketball	8	15.80%	\$9,121	\$6,385	\$5,929	\$5,473	\$5,017
	7	15.70%	\$9,064	\$6,345	\$5,891	\$5,438	\$4,985
	6	15.60%	\$9,006	\$6,304	\$5,854	\$5,404	\$4,953
	5	15.50%	\$8,948	\$6,264	\$5,816	\$5,369	\$4,921
	4	15.40%	\$8,890	\$6,223	\$5,779	\$5,334	\$4,890
	3	15.30%	\$8,833	\$6,183	\$5,741	\$5,300	\$4,858
	2	15.20%	\$8,775	\$6,142	\$5,704	\$5,265	\$4,826
	1	15.10%	\$8,717	\$6,102	\$5,666	\$5,230	\$4,794
Group III							
Baseball, Softball Soccer Field/Ice Hockey Lacrosse Spring Track Swimming Wrestling	8	13.80%	\$7,967	\$5,577	\$5,178	\$4,780	\$4,382
	7	13.70%	\$7,909	\$5,536	\$5,141	\$4,745	\$4,350
	6	13.60%	\$7,851	\$5,496	\$5,103	\$4,711	\$4,318
	5	13.50%	\$7,794	\$5,455	\$5,066	\$4,676	\$4,286
	4	13.40%	\$7,736	\$5,415	\$5,028	\$4,642	\$4,255
	3	13.30%	\$7,678	\$5,375	\$4,991	\$4,607	\$4,223
	2	13.20%	\$7,620	\$5,334	\$4,953	\$4,572	\$4,191
	1	13.10%	\$7,563	\$5,294	\$4,916	\$4,538	\$4,159
Group IV							
Cross Country Tennis Volleyball Winter Track Fencing	8	10.80%	\$6,235	\$4,364	\$4,053	\$3,741	\$3,429
	7	10.70%	\$6,177	\$4,324	\$4,015	\$3,706	\$3,397
	6	10.60%	\$6,119	\$4,284	\$3,978	\$3,672	\$3,366
	5	10.50%	\$6,062	\$4,243	\$3,940	\$3,637	\$3,334
	4	10.40%	\$6,004	\$4,203	\$3,903	\$3,602	\$3,302
	3	10.30%	\$5,946	\$4,162	\$3,865	\$3,568	\$3,270
	2	10.20%	\$5,888	\$4,122	\$3,828	\$3,533	\$3,239
	1	10.10%	\$5,831	\$4,082	\$3,790	\$3,498	\$3,207
Group V							
Golf Cheerleading Intramurals Bowling	8	8.80%	\$5,080	\$3,556	\$3,302	\$3,048	\$2,794
	7	8.70%	\$5,023	\$3,516	\$3,265	\$3,014	\$2,762
	6	8.60%	\$4,965	\$3,475	\$3,227	\$2,979	\$2,731
	5	8.50%	\$4,907	\$3,435	\$3,190	\$2,944	\$2,699
	4	8.40%	\$4,849	\$3,395	\$3,152	\$2,910	\$2,667
	3	8.30%	\$4,792	\$3,354	\$3,115	\$2,875	\$2,635
	2	8.20%	\$4,734	\$3,314	\$3,077	\$2,840	\$2,604
	1	8.10%	\$4,676	\$3,273	\$3,039	\$2,806	\$2,572

Schedule D

2025-26

1.60%

Step	BA/Nurse	BA + 15	BA + 30	BA + 45, MA	BA+60,MA+15	BA+75,MA+30	BA+90,MA+45	MA + 60	PHD/EDD	Occ Ther	OTA	TEACH	Step
	COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COLUMN 7	COLUMN 8	COLUMN 9			ASST.	
1	58,654	63,684	69,362	76,344	78,438	82,159	84,259	86,288	87,325	64,988	50,453	32,875	1
2	61,054	67,473	72,304	77,886	80,657	84,375	87,145	90,430	91,297	67,782	52,214	34,150	2
3	62,123	68,655	73,570	79,327	82,149	85,936	88,713	92,012	92,895	70,584	53,974	35,003	3
4	63,210	69,856	74,858	80,795	83,669	87,526	90,311	93,623	94,520	73,389	55,737	35,878	4
5	64,316	71,078	76,168	82,290	85,217	89,145	91,937	95,261	96,175	74,781	56,616	36,153	5
6	65,442	72,322	77,500	83,812	86,793	90,794	93,591	96,929	97,857	76,173	57,497	36,431	6
7	66,587	73,588	78,856	85,362	88,399	92,474	95,276	98,625	99,570	78,980	59,254	37,694	7
8	67,752	74,876	80,237	86,942	90,034	94,185	96,990	100,351	101,312	81,761	61,016	38,636	8
9	68,937	76,186	81,640	88,551	91,700	95,927	98,736	102,107	103,085	84,565	62,542	39,602	9
10	70,144	77,519	83,070	90,188	93,397	97,702	100,514	103,893	104,890	87,369	64,105	40,592	10
11	71,372	78,875	84,523	91,857	95,124	99,509	102,324	105,712	106,725	88,762	64,906	41,100	11
12	72,620	80,256	86,003	93,556	96,884	101,350	104,165	107,562	108,593	90,154	65,709	41,607	12
13	73,891	81,661	87,507	95,288	98,677	103,225	106,040	109,444	110,493	92,944	67,584	42,648	13
14	75,184	83,090	89,039	97,050	100,502	105,134	107,948	111,360	112,426	95,746	67,830	43,713	14
15	76,501	84,544	90,597	98,846	102,362	107,079	109,892	113,308	114,394	98,549	68,969	44,805	15
16	77,839	86,023	92,182	100,675	104,255	109,060	111,870	115,291	116,396	101,336	69,543	45,925	16
17	79,201	87,529	93,796	102,536	106,184	111,078	113,883	117,309	118,433	104,132	70,118	47,075	17
18	80,588	89,060	95,437	104,433	108,148	113,134	115,934	119,361	120,505	106,742	70,692		18
19	81,998	90,619	97,107	106,366	110,149	115,226	118,020	121,451	122,614	109,388	71,265		19
20	83,432	92,205	98,807	108,333	112,187	117,358	120,145	123,576	124,760	110,527	71,840		20
21	84,892	93,818	100,536	110,338	114,262	119,529	122,307	125,739	126,944	111,100	72,415		21
22	86,378	95,460	102,295	112,378	116,376	121,740	124,508	127,939	129,165				22
23	87,890	97,131	104,086	114,458	118,529	123,992	126,750	130,178	131,425				23
24	89,428	98,831	105,907	116,575	120,721	126,286	129,031	132,455	133,725				24
25	90,993	100,560	107,760	118,732	122,956	128,623	131,354	134,774	136,066				25
26	92,585	102,320	109,645	120,929	125,230	131,002	133,718	137,133	138,447				26
27	93,403	103,138	110,463	121,746	126,047	131,819	134,536	137,950	139,265				27

SCHEDULE D-1

2025-26

Percent to be applied to BA Step 1

\$58,654

Step	0	1	2	3	4	5	6	7	8
Group I	8.50%	8.60%	8.70%	8.80%	8.90%	9.00%	9.10%	9.20%	9.30%
Group II	7.50%	7.60%	7.70%	7.80%	7.90%	8.00%	8.10%	8.20%	8.30%
Group III	6.50%	6.60%	6.70%	6.80%	6.90%	7.00%	7.10%	7.20%	7.30%
Group IV	6.00%	6.10%	6.20%	6.30%	6.40%	6.50%	6.60%	6.70%	6.80%
Group V	5.00%	5.10%	5.20%	5.30%	5.40%	5.50%	5.60%	5.70%	5.80%
Group VI	3.00%	3.10%	3.20%	3.30%	3.40%	3.50%	3.60%	3.70%	3.80%
Group VII	2.50%	2.60%	2.70%	2.80%	2.90%	3.00%	3.10%	3.20%	3.30%
Group VIII	1.50%	1.60%	1.70%	1.80%	1.90%	2.00%	2.10%	2.20%	2.30%

Stipends

Step	0	1	2	3	4	5	6	7	8
Group I	\$4,986	\$5,044	\$5,103	\$5,162	\$5,220	\$5,279	\$5,337	\$5,396	\$5,455
Group II	\$4,399	\$4,458	\$4,516	\$4,575	\$4,634	\$4,692	\$4,751	\$4,810	\$4,868
Group III	\$3,812	\$3,871	\$3,930	\$3,988	\$4,047	\$4,106	\$4,164	\$4,223	\$4,282
Group IV	\$3,519	\$3,578	\$3,637	\$3,695	\$3,754	\$3,812	\$3,871	\$3,930	\$3,988
Group V	\$2,933	\$2,991	\$3,050	\$3,109	\$3,167	\$3,226	\$3,285	\$3,343	\$3,402
Group VI	\$1,760	\$1,818	\$1,877	\$1,936	\$1,994	\$2,053	\$2,112	\$2,170	\$2,229
Group VII	\$1,466	\$1,525	\$1,584	\$1,642	\$1,701	\$1,760	\$1,818	\$1,877	\$1,936
Group VIII	\$880	\$938	\$997	\$1,056	\$1,114	\$1,173	\$1,232	\$1,290	\$1,349

SCHEDULE D-2

2025-26

		\$58,654	Varsity Head Coach	JV Head Coach	Varsity Assistant Coach	Modified Coach	Modified Assistant Coach
Step	% of BA Step 1	100%	70%	65%	60%	55%	
Group I							
Football	8	16.80%	\$9,854	\$6,898	\$6,405	\$5,912	\$5,420
	7	16.70%	\$9,795	\$6,857	\$6,367	\$5,877	\$5,387
	6	16.60%	\$9,737	\$6,816	\$6,329	\$5,842	\$5,355
	5	16.50%	\$9,678	\$6,775	\$6,291	\$5,807	\$5,323
	4	16.40%	\$9,619	\$6,733	\$6,252	\$5,772	\$5,291
	3	16.30%	\$9,561	\$6,692	\$6,214	\$5,736	\$5,258
	2	16.20%	\$9,502	\$6,651	\$6,176	\$5,701	\$5,226
	1	16.10%	\$9,443	\$6,610	\$6,138	\$5,666	\$5,194
Group II							
Basketball	8	15.80%	\$9,267	\$6,487	\$6,024	\$5,560	\$5,097
	7	15.70%	\$9,209	\$6,446	\$5,986	\$5,525	\$5,065
	6	15.60%	\$9,150	\$6,405	\$5,947	\$5,490	\$5,032
	5	15.50%	\$9,091	\$6,364	\$5,909	\$5,455	\$5,000
	4	15.40%	\$9,033	\$6,323	\$5,871	\$5,420	\$4,968
	3	15.30%	\$8,974	\$6,282	\$5,833	\$5,384	\$4,936
	2	15.20%	\$8,915	\$6,241	\$5,795	\$5,349	\$4,903
	1	15.10%	\$8,857	\$6,200	\$5,757	\$5,314	\$4,871
Group III							
Baseball, Softball Soccer Field/Ice Hockey Lacrosse Spring Track Swimming Wrestling	8	13.80%	\$8,094	\$5,666	\$5,261	\$4,857	\$4,452
	7	13.70%	\$8,036	\$5,625	\$5,223	\$4,821	\$4,420
	6	13.60%	\$7,977	\$5,584	\$5,185	\$4,786	\$4,387
	5	13.50%	\$7,918	\$5,543	\$5,147	\$4,751	\$4,355
	4	13.40%	\$7,860	\$5,502	\$5,109	\$4,716	\$4,323
	3	13.30%	\$7,801	\$5,461	\$5,071	\$4,681	\$4,291
	2	13.20%	\$7,742	\$5,420	\$5,032	\$4,645	\$4,258
	1	13.10%	\$7,684	\$5,379	\$4,994	\$4,610	\$4,226
Group IV							
Cross Country Tennis Volleyball Winter Track Fencing	8	10.80%	\$6,335	\$4,434	\$4,117	\$3,801	\$3,484
	7	10.70%	\$6,276	\$4,393	\$4,079	\$3,766	\$3,452
	6	10.60%	\$6,217	\$4,352	\$4,041	\$3,730	\$3,420
	5	10.50%	\$6,159	\$4,311	\$4,003	\$3,695	\$3,387
	4	10.40%	\$6,100	\$4,270	\$3,965	\$3,660	\$3,355
	3	10.30%	\$6,041	\$4,229	\$3,927	\$3,625	\$3,323
	2	10.20%	\$5,983	\$4,188	\$3,889	\$3,590	\$3,290
	1	10.10%	\$5,924	\$4,147	\$3,851	\$3,554	\$3,258
Group V							
Golf Cheerleading Intramurals Bowling	8	8.80%	\$5,162	\$3,613	\$3,355	\$3,097	\$2,839
	7	8.70%	\$5,103	\$3,572	\$3,317	\$3,062	\$2,807
	6	8.60%	\$5,044	\$3,531	\$3,279	\$3,027	\$2,774
	5	8.50%	\$4,986	\$3,490	\$3,241	\$2,991	\$2,742
	4	8.40%	\$4,927	\$3,449	\$3,202	\$2,956	\$2,710
	3	8.30%	\$4,868	\$3,408	\$3,164	\$2,921	\$2,678
	2	8.20%	\$4,810	\$3,367	\$3,126	\$2,886	\$2,645
	1	8.10%	\$4,751	\$3,326	\$3,088	\$2,851	\$2,613

Schedule E

2026-27

1.60%

Step	BA/Nurse		BA + 15		BA + 30		BA + 45, MA		BA+60, MA+15		BA+75, MA+30		BA+90, MA+45		MA + 60		PHD/EDD		Occ. Ther		OTA		TEACH			
	COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COLUMN 7	COLUMN 8	COLUMN 9	COLUMN 10	COLUMN 11	COLUMN 12	COLUMN 13	COLUMN 14	COLUMN 15	COLUMN 16	COLUMN 17	COLUMN 18	COLUMN 19	COLUMN 20	COLUMN 21	COLUMN 22	COLUMN 23	COLUMN 24	COLUMN 25	COLUMN 26
1	59,592	64,703	70,472	77,566	79,693	83,474	85,607	87,668	88,722	66,028	51,261	33,401	1													
2	62,031	68,553	73,461	79,133	81,947	85,725	88,539	91,877	92,757	68,867	53,049	34,696	2													
3	63,117	69,753	74,747	80,597	83,463	87,311	90,133	93,484	94,381	71,713	54,837	35,563	3													
4	64,221	70,974	76,055	82,088	85,008	88,926	91,756	95,121	96,032	74,563	56,629	36,452	4													
5	65,345	72,215	77,387	83,607	86,580	90,571	93,408	96,785	97,713	75,978	57,522	36,732	5													
6	66,489	73,480	78,740	85,153	88,181	92,246	95,089	98,479	99,423	77,392	58,417	37,014	6													
7	67,653	74,765	80,118	86,728	89,813	93,953	96,800	100,203	101,163	80,243	60,202	38,297	7													
8	68,836	76,074	81,520	88,333	91,475	95,692	98,542	101,956	102,933	83,069	61,992	39,255	8													
9	70,040	77,405	82,947	89,968	93,167	97,462	100,316	103,740	104,734	85,918	63,542	40,236	9													
10	71,267	78,760	84,399	91,631	94,891	99,265	102,122	105,555	106,568	88,767	65,131	41,242	10													
11	72,514	80,137	85,876	93,327	96,646	101,101	103,961	107,403	108,433	90,183	65,944	41,758	11													
12	73,782	81,540	87,379	95,053	98,434	102,972	105,832	109,283	110,330	91,597	66,760	42,272	12													
13	75,073	82,967	88,908	96,812	100,256	104,877	107,737	111,196	112,261	94,431	68,666	43,330	13													
14	76,387	84,419	90,463	98,603	102,110	106,816	109,675	113,141	114,225	97,278	68,916	44,413	14													
15	77,725	85,896	92,046	100,428	104,000	108,793	111,650	115,121	116,224	100,126	70,073	45,522	15													
16	79,084	87,399	93,657	102,286	105,923	110,805	113,660	117,136	118,259	102,957	70,655	46,660	16													
17	80,468	88,929	95,296	104,177	107,883	112,855	115,705	119,186	120,328	105,799	71,240	47,828	17													
18	81,877	90,485	96,964	106,104	109,878	114,944	117,789	121,271	122,433	108,450	71,823	18														
19	83,310	92,069	98,661	108,068	111,912	117,070	119,908	123,394	124,576	111,138	72,406	19														
20	84,767	93,680	100,388	110,066	113,982	119,235	122,067	125,553	126,756	112,295	72,989	20														
21	86,251	95,319	102,144	112,103	116,090	121,442	124,264	127,750	128,975	112,878	73,574	21														
22	87,760	96,987	103,932	114,177	118,238	123,688	126,500	129,986	131,232	112,878	73,574	22														
23	89,297	98,685	105,751	116,289	120,426	125,976	128,778	132,260	133,528	112,878	73,574	23														
24	90,859	100,412	107,602	118,440	122,653	128,307	131,096	134,575	135,865	112,878	73,574	24														
25	92,449	102,169	109,484	120,631	124,923	130,681	133,455	136,930	138,243	112,878	73,574	25														
26	94,067	103,957	111,400	122,864	127,234	133,098	135,857	139,327	140,662	112,878	73,574	26														
27	94,898	104,788	112,231	123,694	128,064	133,929	136,688	140,158	141,493	112,878	73,574	27														

SCHEDULE E-1

2026-27

Percent to be applied to BA Step 1

\$59,592

Step	0	1	2	3	4	5	6	7	8
Group I	8.50%	8.60%	8.70%	8.80%	8.90%	9.00%	9.10%	9.20%	9.30%
Group II	7.50%	7.60%	7.70%	7.80%	7.90%	8.00%	8.10%	8.20%	8.30%
Group III	6.50%	6.60%	6.70%	6.80%	6.90%	7.00%	7.10%	7.20%	7.30%
Group IV	6.00%	6.10%	6.20%	6.30%	6.40%	6.50%	6.60%	6.70%	6.80%
Group V	5.00%	5.10%	5.20%	5.30%	5.40%	5.50%	5.60%	5.70%	5.80%
Group VI	3.00%	3.10%	3.20%	3.30%	3.40%	3.50%	3.60%	3.70%	3.80%
Group VII	2.50%	2.60%	2.70%	2.80%	2.90%	3.00%	3.10%	3.20%	3.30%
Group VIII	1.50%	1.60%	1.70%	1.80%	1.90%	2.00%	2.10%	2.20%	2.30%

Stipends

Step	0	1	2	3	4	5	6	7	8
Group I	\$5,065	\$5,125	\$5,185	\$5,244	\$5,304	\$5,363	\$5,423	\$5,482	\$5,542
Group II	\$4,469	\$4,529	\$4,589	\$4,648	\$4,708	\$4,767	\$4,827	\$4,887	\$4,946
Group III	\$3,873	\$3,933	\$3,993	\$4,052	\$4,112	\$4,171	\$4,231	\$4,291	\$4,350
Group IV	\$3,576	\$3,635	\$3,695	\$3,754	\$3,814	\$3,873	\$3,933	\$3,993	\$4,052
Group V	\$2,980	\$3,039	\$3,099	\$3,158	\$3,218	\$3,278	\$3,337	\$3,397	\$3,456
Group VI	\$1,788	\$1,847	\$1,907	\$1,967	\$2,026	\$2,086	\$2,145	\$2,205	\$2,265
Group VII	\$1,490	\$1,549	\$1,609	\$1,669	\$1,728	\$1,788	\$1,847	\$1,907	\$1,967
Group VIII	\$894	\$953	\$1,013	\$1,073	\$1,132	\$1,192	\$1,251	\$1,311	\$1,371

SCHEDULE E-2

2026-27

		\$59,592	Varsity Head Coach	JV Head Coach	Varsity Assistant Coach	Modified Coach	Modified Assistant Coach
Step	% of BA Step 1	100%	70%	65%	60%	55%	
Group I							
Football	8	16.80%	\$10,011	\$7,008	\$6,507	\$6,007	\$5,506
	7	16.70%	\$9,952	\$6,966	\$6,469	\$5,971	\$5,474
	6	16.60%	\$9,892	\$6,925	\$6,430	\$5,935	\$5,441
	5	16.50%	\$9,833	\$6,883	\$6,391	\$5,900	\$5,408
	4	16.40%	\$9,773	\$6,841	\$6,353	\$5,864	\$5,375
	3	16.30%	\$9,714	\$6,799	\$6,314	\$5,828	\$5,342
	2	16.20%	\$9,654	\$6,758	\$6,275	\$5,792	\$5,310
	1	16.10%	\$9,594	\$6,716	\$6,236	\$5,757	\$5,277
Group II							
Basketball	8	15.80%	\$9,416	\$6,591	\$6,120	\$5,649	\$5,179
	7	15.70%	\$9,356	\$6,549	\$6,081	\$5,614	\$5,146
	6	15.60%	\$9,296	\$6,507	\$6,043	\$5,578	\$5,113
	5	15.50%	\$9,237	\$6,466	\$6,004	\$5,542	\$5,080
	4	15.40%	\$9,177	\$6,424	\$5,965	\$5,506	\$5,047
	3	15.30%	\$9,118	\$6,382	\$5,926	\$5,471	\$5,015
	2	15.20%	\$9,058	\$6,341	\$5,888	\$5,435	\$4,982
	1	15.10%	\$8,998	\$6,299	\$5,849	\$5,399	\$4,949
Group III							
Baseball, Softball Soccer Field/Ice Hockey Lacrosse Spring Track Swimming Wrestling	8	13.80%	\$8,224	\$5,757	\$5,345	\$4,934	\$4,523
	7	13.70%	\$8,164	\$5,715	\$5,307	\$4,898	\$4,490
	6	13.60%	\$8,105	\$5,673	\$5,268	\$4,863	\$4,458
	5	13.50%	\$8,045	\$5,631	\$5,229	\$4,827	\$4,425
	4	13.40%	\$7,985	\$5,590	\$5,190	\$4,791	\$4,392
	3	13.30%	\$7,926	\$5,548	\$5,152	\$4,755	\$4,359
	2	13.20%	\$7,866	\$5,506	\$5,113	\$4,720	\$4,326
	1	13.10%	\$7,807	\$5,465	\$5,074	\$4,684	\$4,294
Group IV							
Cross Country Tennis Volleyball Winter Track Fencing	8	10.80%	\$6,436	\$4,505	\$4,183	\$3,862	\$3,540
	7	10.70%	\$6,376	\$4,463	\$4,145	\$3,826	\$3,507
	6	10.60%	\$6,317	\$4,422	\$4,106	\$3,790	\$3,474
	5	10.50%	\$6,257	\$4,380	\$4,067	\$3,754	\$3,441
	4	10.40%	\$6,198	\$4,338	\$4,028	\$3,719	\$3,409
	3	10.30%	\$6,138	\$4,297	\$3,990	\$3,683	\$3,376
	2	10.20%	\$6,078	\$4,255	\$3,951	\$3,647	\$3,343
	1	10.10%	\$6,019	\$4,213	\$3,912	\$3,611	\$3,310
Group V							
Golf Cheerleading Intramurals Bowling	8	8.80%	\$5,244	\$3,671	\$3,409	\$3,146	\$2,884
	7	8.70%	\$5,185	\$3,629	\$3,370	\$3,111	\$2,851
	6	8.60%	\$5,125	\$3,587	\$3,331	\$3,075	\$2,819
	5	8.50%	\$5,065	\$3,546	\$3,292	\$3,039	\$2,786
	4	8.40%	\$5,006	\$3,504	\$3,254	\$3,003	\$2,753
	3	8.30%	\$4,946	\$3,462	\$3,215	\$2,968	\$2,720
	2	8.20%	\$4,887	\$3,421	\$3,176	\$2,932	\$2,688
	1	8.10%	\$4,827	\$3,379	\$3,138	\$2,896	\$2,655