

AGREEMENT

BETWEEN THE

TUXEDO UNION FREE SCHOOL DISTRICT

AND THE

TUXEDO TEACHERS ASSOCIATION

JULY 1, 2017 - JUNE 30, 2021

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INTRODUCTION

The Tuxedo Union Free School District and the Tuxedo Teachers Association hereby agree, adopt and execute the following agreement dated this 3rd day of October, to become effective July 1, 2017 and end June 30, 2021.

ARTICLE I – PROFESSIONAL RESPONSIBILITY

The District and the TTA mutually agree:

- A. The primary function of the District and its professional staff as represented by the TTA is to endeavor to provide each student attending the Tuxedo Schools with the highest level of educational opportunity possible.
- B. The objectives of the educational program, are realized to the highest degree when mutual understanding, cooperation and effective communication exist among the Board, the Administration and the teachers.
- C. The parties recognize the professional teaching requires specialized qualifications and the conscientious utilization of abilities by the teaching staff. The District and the Association agree that the environment in which teachers perform should be conducive to reach such end.

ARTICLE II – RECOGNITION

- A. The Board recognizes the Tuxedo Teachers Association as the exclusive negotiating agent for all teachers, including guidance counselors, school psychologists, speech therapists and including those employed for long term service in place of teachers on long term leave and all other certified professional personnel whose positions are not entirely administrative and/or supervisory.

ARTICLE III – NEGOTIATIONS PROCEDURE

- A. Opening Negotiations

Upon request of either the District or the TTA for a meeting to open negotiations on a successor agreement, a mutually acceptable meeting date shall be set not more than fifteen (15) calendar days following such request. Such request shall be made no earlier than December 15, no later than February 1, except by mutual consent. A tentative list of items for negotiating shall be submitted in writing by each party to the other party at least seven (7) days prior to the first meeting.

B. Time of Meeting

All meetings shall be held at a time mutually acceptable to the District and the TTA. These meetings shall continue until the parties reach an agreement on each of the negotiable items.

C. Memorandum of Understanding

When an agreement is reached covering an area under discussion, the proposed agreement shall be placed in writing as a Memorandum of Understanding. Two (2) copies of each said memorandum are to be signed by the Chief Negotiator of the District and the Chief Negotiator of the TTA. Each Chief Negotiator is to receive a copy of each Memorandum of Understanding.

ARTICLE IV – DUES DEDUCTIONS – AGENCY FEES

A. Dues Deductions and Agency Fees

1. The District agrees to deduct dues for the TTA from its members who authorize the District in writing to make such deductions. Dues deduction authorizations shall be in the form attached hereto as Appendix “A”.

2. The TTA shall certify to the District, in writing, the current rate of its membership dues, and of any changes therein.

3. Dues deduction shall be made by the District from compensation payable to the member of the TTA in equal installments. Such deductions shall be made from the first pay period in October, and in nine (9) consecutive pay periods thereafter.

4. Within five (5) days after each deduction, the District shall remit such funds to the Treasurer of the TTA, and the TTA shall assume full responsibility for the transmittal of such funds thereafter.

5. An agency fee shall be collected from each non-member of the teachers bargaining unit, as provided by law.

B. Other Deductions

Upon the receipt of a signed authorization from the unit member, the District shall make deductions towards a single credit union covering all bargaining units, as well as for up to three (3) Tax Sheltered Annuities, as well as any other annuity companies which other District employees participate in, and the NYSUT Benefit Trust. Unit members shall not change their annuity contract more than one time per calendar year, whether to change companies or to vary the reduction amount.

C. VOTE-COPE – the employer shall deduct and remit payments to NYSUT upon submission by the unit member of a signed authorization card by October 1st. The deduction shall be for 10 consecutive pays beginning with the last pay in October. Unit members may change their VOTE-COPE deduction once per school year. The District shall provide the names of each contributor and the amount of each contribution once per year in October.

ARTICLE V – TEACHER EMPLOYMENT

A. Certification

The District will initially employ only certified teachers to teach in the grade levels and subject areas to which they are assigned.

B. Probationary Teachers

A probationary teacher will be notified in writing by the Superintendent no later than April 1 if his/her services for the following year are to be discontinued. In the event that termination should occur during a school year, the probationary teacher will be notified in writing by the Superintendent no later than ninety (90) days prior to the termination. Upon request, the probationary teacher shall be given specific reasons in writing for the termination.

C. Tenure

The Superintendent will notify in writing teachers being recommended for tenure not later than April 1 of the final year of probation, or not later than ninety (90) days prior to the expiration of the final year of probation in the event the probationary period expires during the school year.

D. Dismissal of Teachers for Just Cause

1. Whenever the District seeks to discipline a tenured teacher, it shall proceed in accordance with the provisions of Section 3020-a of the Education Law. Unit members who wish to opt for a just cause disciplinary arbitration in lieu of Section 3020-a proceedings, must submit a written demand for such arbitration on or before the due date for the request for hearing form for the Section 3020-a proceedings. The just cause arbitration shall be heard by an arbitrator selected from AAA list, unless the parties opt to select one of the arbitrator names in the panel at Article XIV(C)(5).

2. Probationary teachers who are subject to tenure denial or termination, in addition to right afforded under Section 3031 Education Law, shall be allowed an opportunity to make a presentation to the Board of Education, in executive session, prior to final action upon their employment status.

E. Posting

All vacancies and new or promotional positions within the District, including summer programs, shall be posted in both buildings and a copy of such vacancy notice sent to the President of the Association. These notifications shall be made as early as possible. Any faculty member who wishes to apply for any announced opening shall do so in writing no later than five (5) business days, exclusive of school year vacations, after the date of posting. Such statement shall include the grade and/or subject to which the teacher desires to be assigned and the school in which the position is located. The President of the Tuxedo Teachers Association will be notified by mail of positions that opened during the summer.

ARTICLE VI – TEACHER EVALUATIONS AND PERSONNEL FILES

The provisions below shall not apply to those classroom teachers who are evaluated pursuant to the provisions of Sections 3012-c and 3012-d of the Education law.

A. Evaluations

The process of observation and evaluation has as its goal, the improvement of instruction in an atmosphere of mutual respect.

1. The observation of the performance of a teacher will be conducted openly with the full knowledge of the observed teacher. All observations shall be conducted by any certified Administrator.

2. All teachers shall be observed for evaluation report purposes at least three (3) times before action is taken on their status. Nothing herein shall restrict the number or day or time of visits or observances of any teacher by the Administrator for the purpose of assisting the teacher or improving the educational process. Such observations must be of fifteen (15) minutes or longer.

3. Probationary teachers shall be observed for evaluation report purposes at least two times each year, in the nature of clinical observation/evaluations and shall receive an end of year summative evaluation, if employed at the end of the school year. The first probationary clinical observation/evaluation while employed in the District shall be preceded by and tenure teachers.

4a. Tenured teachers shall be observed for evaluation report purposes at least one time each school year in the nature of an observation/evaluation, as well as an end of year summative evaluation, if employed at the end of the school year.

4b. If the administration intends to utilize an alternative method of evaluation for tenured teacher, in place of the clinical observation, then on or before October 15 each year, the Superintendent of School or his/her administrative or designee shall meet with each member of

the tenured faculty to discuss an alternative evaluation format to clinical observation for the current school year to arrive at a mutually agreeable format. In the event that agreement cannot be reached, the contractual observation shall be employed.

5. Following an observation, a report shall be prepared, a copy of which shall be given to the teacher involved. A conference will be held by the Administrator with such teacher within five (5) school days of the visitation. Evaluations will include areas of deficiencies and recommendations for improvement. Follow-up observations subsequent to negative evaluations will be scheduled at a time mutually agreed upon between the evaluator and teacher.

6. In the event that an adverse action is generated through the evaluation process, Union representation will be allowed after the time in which a decision is made to proceed.

7. All observations and/or evaluation reports will be given to the teacher and he/she will be given an opportunity to sign to indicate that he/she has seen and discussed the report. It is expressly understood that such signature in no way indicates agreement with the contents of the report. The teacher has the right to submit his/her own written comments which shall be attached to and made a part of the evaluation report.

8. Tenured teachers will be deemed acceptable in performance unless observations show otherwise.

B. Personnel Files

1. No materials shall be placed in a teacher's personnel file unless the teacher is given prior opportunity to review the material. The teacher shall initial the material to evidence he/she has reviewed it. It is expressly understood that such initialing in no way indicates agreement with the contents thereof. The teacher has the right to submit his/her own written comments which shall be attached to and made a part of any material entered in his/her personnel file. Whenever the District receives a complaint from an outside source and conducts an investigation, the unit member(s) who are the subject(s) of the complaint shall be promptly informed and interviewed about the same before the investigation is concluded.

2. Teachers have the right, upon reasonable notice, to review the contents of their personnel files and to make, at their own cost, copies of any documents contained therein.

3. Pre-employment information is exempted from this article.

ARTICLE VII – TEACHERS' SCHEDULES

Teachers shall be notified in writing by June 1 of each school year of their tentative assignments commencing September 1 of the next school year. Such assignments are subject to change, but

the affected teacher will be given an opportunity to meet with the Building Principal before any change is finalized. At the teacher's option, prior to finalization but after the meeting with the Principal, the teacher may meet with the Superintendent.

ARTICLE VIII – TEACHER LOAD AND TEACHING HOURS

A. (1) Except for the professional responsibilities set forth below, the teacher work day at all grade levels shall be seven (7) hours in duration. Teacher grades 7-12, shall be required to report to work five (5) minutes before the beginning of the student instructional day which shall be part of the seven (7) hours. Teachers grades K-6, shall be required to report to work ten (10) minutes before the beginning of the student instructional day which shall be part of the seven (7) hours. Teachers whose schedules span both grade ranges will have their workday established by Administration. All teachers may leave no earlier than 5 minutes after student dismissal.

A. (2) Notwithstanding the above, the parties agree to the concept of elementary level teachers receiving a substantial block of time 5 out of 6 work days of no less than twenty-five (25) consecutive minutes for the purpose of individual or collaborative preparation time, consultation with administrator and inter-grade meetings. Classroom teachers will be assigned to work with students one (1) twenty-five minute consecutive block out of a six (6) day cycle for Academic Intervention Service (AIS) purposes, for AIS purposes or other purposes as determined by Administration, during this time. In that event, at least twenty-five (25) consecutive minutes will be provided at some other time during the seven (7) hour work day for 5 days out of a 6 day cycle for the same purposes as described above.

Should the secondary level 9-period day be modified and result in a change of preparation period(s) per day for secondary teachers, an equitable change in collaborative/preparation time, as outlined in Article VIII (A)(2) above, will be implemented.

A. (3) Teachers will be available to meet with parents, or on a regular basis to offer additional instruction to any student requesting such assistance. All teachers shall remain after school one hour after the close of the 7-hour work day, one day a week for professional planning and/or conferences, subject to the following provisions:

A. (4) a. There will be two (2) faculty meetings per month at the discretion of Administration. Every effort shall be made to notify staff of the tentative schedule by September 1st. Under extenuating circumstances Administration may modify the schedule. In addition, during the school year teachers shall select and attend three (3) unpaid after – school events.

A. (4) b. A single meeting of two (2) hours duration may be substituted in lieu of two separate meetings of one (1) hour in any two week periods. Teachers with special circumstances may be excused from faculty meetings by the Superintendent prior to the beginning of the school year.

No meeting will be scheduled for Fridays or on a day preceding a holiday or vacation period. Teachers may make suggestions for the agenda to the Superintendent in writing. Except in emergencies, the meeting will be scheduled in advance. Notice of planned two (2) hour meetings will be given one (1) week in advance, or if notice is less and the teacher informs the Superintendent or designee of a prior commitment at the time notice is given, the teacher will be excused at 4:00 p.m.

A. (5) All teachers shall also be available for two (2) Parent-Teacher Conference Nights each school year. One conference shall be held during the First Quarter and the second, during the middle of the Third Quarter. Staff shall be provided a schedule in advance.

A. (6) **Nine Period Day Schedule**

a. A nine (9) period day may be opted for by the District at the secondary level. Effective with the 2006-2007 school year, the length of an instructional period shall be thirty-nine (39) minutes and if block scheduling is in effect, a 'long block' shall be seventy-eight (78) minutes in duration. A 'short block' shall be thirty-nine (39) minutes in duration. Teachers will be notified in advance of plans to implement block scheduling. A joint committee of District and Union representatives will prepare for implementation and will consult on any teacher training that may carry prior to implementation.

b. **Period Schedule**

In a nine (9) period day, in addition to five (5) classes of instruction, a sixth period of a duty will be assigned six days out of a six day cycle. An additional period will be assigned as follows:

Two (2) duties, Three (3) Preparation Periods and One (1) ATT or Duty at District's Discretion.

The remaining two periods in the nine period day will be Prep and Lunch. At the end of the day there will be a 30-minute block called Period X. This period shall be used for teacher assignments including AIS, enrichment, additional assignment, etc. as determined by administration. No replacement class will be further negotiated at that time.

c. Teachers shall be responsible for all aspects of AIS except scheduling. This includes, but is not limited to, student identification, record keeping, paper work, and all curricular materials.

d. Academic Intervention Class as referenced in paragraph "b" above shall not be comprised of more than twelve (12) students.

A. (7) Teachers shall fulfill their professional obligation of communicating with Parents by entering grades into the Parent Portal and by the use of Google Classroom/Apple products in a timely manner on a bimonthly basis.

A. (8) In addition to Conference Day, each teacher shall set aside a minimum of three (3) hours for Professional Development. This training may occur during the workday (a substitute shall be provided), after school, on a weekend or during a school vacation with approval of Administration.

A. (9) Teachers shall dress in a professional manner reflecting their status as role models for students.

B. Preparation Time

Upon ratification of this Agreement by the Association, each teacher shall have a daily preparation period of at least thirty-nine (39) consecutive minutes or the length of an instructional period, whichever is longer. This time shall be completely free from any duty and is for the individual use of the teacher. When and/or if block scheduling is in effect at the secondary level, the length of a preparation period shall be equal in time to one-half of a 'long block' or to one 'short block' period.

High School special education teachers shall not be assigned to non-pedagogical duty assignments during the regularly scheduled duty period (i.e., hall duty and study hall).

C. Daily each teacher shall have a duty free lunch period of the duration of lunch periods established for students.

D. Calendar

1. The calendar shall be amended to provide for three (3) school days of unused snow days being used to add to the Memorial Day recess. Should additional snow days exist as the school year progresses, the Superintendent will make the decision regarding "give-back" days as to not interfere with NYS testing at grades 3-8, AP and Regents testing at the high school level.

2. The contract will provide for one-half day at the end of the school year at the elementary level, provided that the one-half day not diminish the District's 180 full day obligation.

3. Effective July 1, 2009, unit members will be required to work up to one hundred eighty-four (184) teacher work days per year. The first day of the Teachers' work year shall be a Superintendent's Conference day.

E. The District shall provide daytime substitutes for elementary teachers whose presence is required in parent-teacher conferences.

F. All non-teaching duties shall be assigned in a fair and equitable manner.

G. Teachers are encouraged to provide elective course instruction in areas of interest of expertise as a sixth instructional class, as approved by administration. In the event that it is determined by the District that a sixth instructional class in a teacher's tenure areas will be assigned to a teacher, the following procedure will apply:

a. Teachers providing instruction in grades 7-12 and/or teaching periods of instruction may be assigned a sixth instructional class once every three years as determined by administration, with no additional compensation.

b. Any teacher teaching a sixth class will be limited to only three class preparations.

c. Before a sixth class is assigned by administration, teachers will be offered an opportunity to teach a sixth class on a volunteer basis. If there are no volunteers, administration retains the right to assign a teacher to teach a sixth class.

d. Teachers assigned a sixth class as per paragraph one will be excused from providing non-teaching duties, i.e. study hall, hall duty unless there are no other teachers available to provide the non-teaching duty. In that instance, administration may assign the non-teaching duty after consultation with the teacher. (Sample schedule: 6 classes, lunch, 2 preps and Period X assignments).

e. A voluntary or involuntary sixth assignment within a teacher's tenure area of a course mandated by New York State for the purposes of high school graduation shall not result in a full or partial position being abolished within his or her tenure area.

f. A sixth class assignment will not be assigned to a teacher in the same tenure area as a part-time teacher.

H. Teachers whose teaching assignments are split between elementary and high school levels will be given no more than twenty-seven (27) teaching periods weekly.

I. In the event that a suitable substitute is unavailable, teachers shall be required by the Principal to cover classes. In any such event, classroom coverage shall be compensated at the following rates: Effective with the 2015-2016 school year, the rate shall be \$30 per classroom period. The principals will endeavor to limit such assignment to one (1) occurrence per teacher per week.

J. Hall duty assignments during lunch periods will be made by the Principal for a full school year.

No teacher will be required to accept such duty more than once every three (3) years.

K. The faculty association will provide a list of volunteers to serve on a rotational basis to supervise lunchroom. Lunchroom assignments will be limited to one (1) teacher per lunch period. A list of volunteers shall be submitted to the Building Principal no later than June 30th. In the event that regular classroom teachers fail to volunteer, the District will assign cafeteria duty on a rotational basis to members of the faculty who have a full-time classroom teaching assignment in alphabetical order. Examples of current positions exempt from cafeteria duty would be: Guidance Counselors, Psychologist and Athletic Director. The District will compensate faculty members for cafeteria duty in accordance with the class coverage rate established in this Agreement.

L. The teacher mentoring program shall be printed in a separate pamphlet, but is incorporated by reference within this Agreement and shall be enforceable through Article XIV of this Agreement.

ARTICLE IX -TEACHER ABSENCES

A. Personal Illness

Each full-time teacher may be absent for twelve (12) days of sick leave each year due to personal illness. Any unused sick leave in any year may be accumulated to a maximum of 185 days. Personal illness is illness of the teacher. Each October 15, all teachers will be given their current number of accumulated sick days.

B. Serious and/or Contagious Sickness in Immediate Family

A maximum of five (5) days sick leave per year may be granted because of serious and/or contagious sickness in the teacher's immediate family. These five (5) days or any portion thereof, are deductible from the above-mentioned twelve (12) days. Immediate family is defined as wife, husband, child, father, mother, brother, sister, father-in-law, mother-in-law and grandparents.

C. Death in Family

In the case of death in the immediate family of a teacher as defined in paragraph B, the teacher will be granted up to three (3) days leave with pay. If more days are needed, the teacher may draw on his personal illness sick leave.

D. Absence for Personal or Business Reasons

Three (3) days per year are provided for business or personal leave. Except in cases of emergency, written requests for such leave should be made to the Superintendent five (5) school days prior to the proposed absence. All "Personal" or "Business" days are granted by the Superintendent. These days are to be included in the cumulative sick leave.

Personal leave will not be granted 011 days preceding or following holiday and vacation periods with the following exception:

A personal day may be granted by the Superintendent for a death in the family that occurs preceding or following a holiday or vacation period. The Superintendent has the discretion to request documentation be provided by the teacher.

Requests for personal leave shall be in writing without a stated reason.

E. Miscellaneous Absences

Absences due to weather conditions, impassable roads and automobile breakdowns will be excused when public transportation is not available when school is in session and without regard to teacher residence.

In no manner does this increase the maximum of three (3) days per year personal leave time. Any absence beyond the three (3) days personal leave will be subject to payroll deduction. Lateness resulting from the use of public transportation or alternative transportation in the above instances shall be treated as in the past.

F. Jury Duty or Temporary Military Duty

Teachers summoned for jury duty or temporary military duty not to exceed one (1) month, shall be granted leave and shall receive full salary and benefits during such duty. Remuneration received for jury duty, with the exception of expense money, shall be returned to the District. Such leave shall not be deducted from accumulated sick or personal leave.

G. Extended Sick Leave

A teacher whose personal illness extends beyond accumulated sick leave and sick bank days, if applicable, will be granted leave without pay for up to six (6) months or the balance of the school year, whichever is greater. No. return from an extended sick leave which goes beyond the end of the school year shall occur within the last three (3) weeks of a semester. A request for leave must be accompanied by a statement from a school physician.

H. Both parties agree to the establishment of a sick leave bank under the following conditions: Each teacher shall donate one (1) day to the sick bank at its inception. The Board shall contribute one-half the number of days contributed by the unit members. In the event of depletion, the Bank shall be replenished by that same contribution from both parties. The Bank shall be administered by a committee of one (1) representative for the TT A and one (1) representative for the Board. Any disagreements shall be settled according to the terms of the Contract.

The purpose of said Sick Leave Bank (shall be to provide teachers with additional sick leave time during a prolonged personal illness when an individual's sick leave days have been exhausted. Sick Leave Bank (days shall apply only to such prolonged or catastrophic illness.

Teachers may draw from the Bank (provided that they present valid medical evidence attesting to the illness or physical or mental incapacitation to the Sick Bank Committee through the President of the TTA.

The number of accumulated sick bank days will be given to the Association by October 15 of each year.

No participating individual can draw more than twenty (20) total days in the Sick Leave Bank, except by unanimous agreement of the Sick Leave Bank Committee.

Any individual teacher who has exhausted his or her accumulated sick days and used days from the Sick Leave Bank, may use their personal days as a buffer to cover emergency illness that may occur. However, any teacher having used Sick Bank days during a given year, must contribute any unused personal days to the Sick Leave Bank rather than have them accumulate as sick days in the following year.

The Sick Leave Bank shall be renewable once all days contributed have been used. The renewal shall be subject to the terms set forth above.

1. A teacher may request an unpaid leave of absence for personal reasons. Such request shall be in writing to the Superintendent, and the Board of Education may grant the leave without pay. Such leave will be for no less than one (1) semester. Teachers on personal leave of more than one (1) semester will not receive step advancements on the salary schedule. Teachers may elect to continue their participation in fringe programs at their own expense during an unpaid leave, in advance.

ARTICLE X – CHILD CARE AND SABBATICAL LEAVES

A. Child Care leave shall be granted to teachers. Any teacher seeking such leave shall notify the Superintendent approximately ninety (90) days in advance of the anticipated due date; approximately thirty (30) days prior to the anticipated delivery date, the teacher shall notify the Superintendent, in writing, of his/her intended plans for child care leave. Two (2) weeks after the birth of the child, the teacher shall confirm, in writing, to the Superintendent his/her intentions for child care leave. Leave shall be given in whole semesters. Written notice of intent of return shall be given at least two (2) school months prior to the termination of the leave.

B. The teacher may request an extension of the termination date for child care leave. Leave shall be given in whole semesters. Written notice of intent to return shall be given at least two (2) school months prior to the termination of the leave.

C. Child care leave will be granted for a period of up to two (2) years. Child care leave beyond two (2) years may be granted only by Board approval of such extension.

D. A teacher adopting a child up to five (5) years of age shall receive similar leave which will commence upon his/her receiving actual custody of the child. Such leave shall be granted under the provisions of the child care leave clause as set forth above.

E. Maternity leave shall in all events be granted pursuant to State and Federal Law.

F. Sabbatical Leave

Subject to law, rules and regulations thereunder, sabbatical leave will be granted by the Board subject to the following conditions.

1. Except for summer sabbaticals, a teacher has tenure and has completed seven (7) consecutive school years of service in the Tuxedo Union Free School District.

2. Written application for sabbatical leave must be received by the Board no later than November 1st, if practicable, of the year preceding the school year for which the sabbatical leave is requested.

3. Sabbatical leave may be granted for one (1) year or one (1) semester, as requested.

4. A teacher on sabbatical leave will receive one-half of the salary he/she would normally receive for that same period of time.

5. The teacher on sabbatical leave retains seniority, retirement, hospitalization and tenure rights as if he/she were on a regular teaching assignment.

6. Only one (1) teacher will be granted sabbatical leave at any one time.

7. Selection of teachers to be recommended for sabbatical leave will be made by a Sabbatical Selection Committee whose membership will be constituted as follows: Two (2) teachers to be selected by the Tuxedo Teachers Association and one (1) administrator. The Committee will make one recommendation and pass it on to the Board for approval or reject the recommendation. The Board has the final authority to grant sabbatical leave to District employees. Seniority and desire to advance teaching skills will be the primary basis for screening applicants. If rejected by the Superintendent, his/her reason(s) shall be expressed in writing to the applicant and copied to the Board of Education.

8. Teachers are obligated to return for two (2) years of service in this School District upon completion of the sabbatical leave or to repay the Board the full amounts received by the

teacher and/or paid for the teacher's account during such sabbatical year on the Board's demand thereof. In the event a teacher returns to service for a period of less than two (2) years, repayment shall be prorated.

9. Subject to the approval of the Board of Education, summer sabbaticals may be granted to a teacher enrolled in a matriculated program leading to the Master's degree in their field of endeavor. A summer sabbatical may be granted to a teacher enrolled for nine (9) credits or more, in a program approved by the Board. The teacher will be compensated at the regular weekly rate for the period of classroom attendance.

With the approval of the Board of Education, a teacher may take part in an exchange teacher program in a person-for-person exchange. Such teacher will receive their regular salary, benefits and all rights.

ARTICLE XI – COMPENSATION

A. The teacher pay schedule shall conform to the pay schedule of the non-instructional staff. Said pay schedule for listing bi-weekly pay dates, shall be attached and made part of this Agreement as Appendix "B". A copy of the following school year's schedule will be given to each teacher. Payments will be at the rate of one twenty-sixth ($1/26^{\text{th}}$) of the total annual salary of the teacher, except that the last payments in June will include the balance of the bi-weekly payments that would become payable after the closing of school in June.

B. Any deductions made from the salary payments shall be described on the payroll statement.

C. Salaries

Staff members will receive compensation in accordance with the following salary schedules for the school years 2017-2018, 2018-2019, 2019-2020 and 2020-2021 as follows:

2017-2018	1.5% Plus step when applicable
2018-2019	1.5% Plus step when applicable
2019-2020	1.4% Plus step when applicable
2020-2021	1.4% Plus step when applicable

Salary increases shall be Across the Board (ATB)

D. Longevity

Effective July 1, 2017, unit members employed on or before June 30, 2005, upon reaching Step 16 unit members shall receive longevity pay as follows:

2017-2018	\$3,800
2018-2019	\$3,900
2019-2020	\$4,000

During the 2020-2021 school year longevity shall remain \$4,000.

Effective with the 2007-2008 school year a District Service Recognition Step (DSRS) shall be initiated. Teachers shall be eligible after completing 21 years or more of full-time paid service in the Tuxedo Union Free School District. DSRS shall be increased by the following amounts:

2017-2018	\$1,350.00
2018-2019	\$1,400.00
2019-2020	\$1,450.00
2020-2021	\$1,500.00

E. Mileage

Compensation for the use of a teacher's personal car on District business will be at the rate established by Internal Revenue Service for business travel.

F. Pay Credit

1. Credits already earned or being earned in degree programs in progress will continue to be compensated at the existing rate, as will all future credits earned in educational methodology or the teacher's field of assignment, up to a maximum total of credits of sixty (60) per teacher. Those teachers who already have sixty (60) or more credits, may earn a total of thirty (30) additional credits in the above areas over the number they now have.

2. Teachers shall receive full pay credit for all completed graduate work approved by the Superintendent, i.e., graduate hours taken prior to a Masters, and not a part of the degree, may be credited subsequent to a Masters.

G. Payment for approved credits beyond MA+60 shall be at a rate of \$30.00 per credit, except that teachers earning such credits during the period of July 1, 1980 to June 30, 1982, shall be paid \$40.00 per credit for MA61 through MA75. All credits earned at the rate of \$40.00 will continue to be paid at that rate.

H. Summer curriculum work is to be paid at the rate of 1/200th of BA1 or MA1 as applicable for a full day's work, effective July 1, 1988.

ARTICLE XII – EXTRA-CURRICULAR ACTIVITIES

A. Extra-curricular compensation may be earned by teachers for services performed above and beyond the regular and field trip teaching assignments to the extent enumerated in the schedules below. Extra-curricular, co-curricular and athletic stipends shall be based upon \$53,362 for the 2015-2016 and the 2016-17 school year with that amount being increased by the 2016-2017 teacher salary schedule increase effective July 1, 2016.

Compensation for activities is based on time spent with students outside of the regular school hours. Lunch clubs shall be formed or dissolved at the discretion of the Superintendent and compensation for these clubs is based on forty (40) meeting hours per year.

B. The Superintendent may designate teachers for extra-curricular duty for a specific time or event subject to agreement by the teacher involved and confirmation by the Board.

C. Both parties agree to the principle of equal pay for equal work.

D. The District shall make all assignments to extra-curricular positions based upon two (2) factors. Firstly, the ability of the teacher to perform, and secondly, the seniority of a teacher in the District shall be taken into account before the finalizing of any application for an extra-curricular position.

E. The following regulations and salary schedules shall be in effect for professional duties performed by teachers in addition to their normal duties.

1. Appointment to any "Specific Extra-Duty: position on the attached list shall be recommended annually by the Superintendent of Schools to the Board of Education for its approval; no appointment shall carry tenure.

2. Dates for payment for “Specific Extra-Duty” assignments shall be made according to the nature of the assignment, as determined by the Superintendent of Schools within the following guidelines

- a. Those assignments which are continuous throughout the year (e.g., head of department, coordinator, etc.) 50% December; 50% May.
 - b. Terminal assignments (e.g., seasonal sports, cheerleading, dramatics, etc.), on the payday following the end of the assignments.
 - c. Payments shall be made in accordance with IRS guidelines.
 - d. Teachers who were assigned to “Specific Extra-Duty” during a previous year shall advance to the next step of the “Specific Extra-Duty Schedule.”
 - e. Teachers in the first year of “Specific Extra-Duty” assignments who do not have a contract for such a position during the previous year shall be placed on Step 1, except where the District does not offer the program for one than one (1) year. Where the incumbent declines reappointment in a successive year, he/she shall revert to Step 1 except where the incumbent declines for child care leave, full time academic stud, courses required for permanent certification and personal or family illness.
 - f. When a coach moves to a different level in the same sport, he or she will not forfeit his or her experience step.
3. The amount of payment for each “Specific Extra-Duty” assignment shall be percentage of the Teachers Salary Schedule BA, Step 1.
4. Specific Extra-Duty Salary Index: Step progression is limited to one step per year.

Assigned

<u>Weight</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
A	0.02	0.025	0.03	0.035	0.04	0.045	0.05
B	0.03	0.035	0.04	0.045	0.05	0.055	0.06
C	0.04	0.045	0.05	0.055	0.06	0.065	0.07
D	0.05	0.055	0.06	0.065	0.07	0.075	0.08
E	0.06	0.065	0.07	0.075	0.08	0.085	0.09
F	0.07	0.075	0.08	0.085	0.09	0.095	0.10
G	0.08	0.085	0.09	0.095	0.1	0.105	0.11
H	0.09	0.095	0.1	0.105	0.11	0.115	0.12
I	0.10	0.105	0.11	0.115	0.12	0.125	0.13
J	0.11	0.115	0.12	0.125	0.13	0.135	0.14
K	0.12	0.125	0.13	0.135	0.14	0.145	0.15

Directors/Coordinators

Weight

Athletic Director	K
CSE Chairperson	K

Coaching Positions:

Basketball

Boys Varsity – Girls Varsity	I
Boys J.V. – Girls J.V.	F
Modified	B

Baseball/Softball

Boys Varsity – Girls Varsity	H
Boys J.V. – Girls J.V.	E
Modified	B

Soccer

Boys Varsity – Girls Varsity	F
Boys J.V. – Girls J.V.	E
Modified	B

Volleyball

Varsity	F
J.V.	E
Modified	B

Cross Country

Varsity	F
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Wrestling

J.V.	F
------	---

Varsity	I
Art Club	A
Bowling	D
Weightlifting	A
Model UN	A
Engineering Club	A
Junior National Honor Society	A
Marching Band	A
Production	A
SADD	A
Student Council Advisor	A
TOPS Coordinator	A
Math Team	B
National Honor Society	B
Odyssey of the Mind (1 coach per team)	B
Year Book Elementary	B
Senior Class Advisor	C
STEM Advisor	A
Year Book High School	C
Drama Club (Spring Production)	
Director	D
Director	D
Set Design/Construction	D

Effective July 1, 1996, chaperones will be paid at \$40.00 per event, \$90.00 per all day event.

ARTICLE XIII – HEALTH INSURANCE

A.	<u>Date</u>	<u>Health Insurance Contributions</u>
	Effective July 1, 2017	10.5% family or individual
	Effective July 1, 2018	11% family or individual
	Effective July 1, 2019	12.25% family or individual
	Effective July 1, 2020	12.50% family or individual

The members of the bargaining unit shall have the option of selecting Orange-Ulster School District’s Health Plan, or H.M.O.’s as designated pursuant to law, whereby the District’s obligation to pay premium costs shall be set at up to the same dollar limits as for the Orange-Ulster School District’s Health Plan. Effective July 1, 1977, the District shall implement a

Section 125 Internal Revenue Code Flexible Benefit Plan to include all health-related costs (e.g., premium payments, deductibles, co-pays, prescriptions, etc.) at no cost to the School District through a third party administrator selected with input from the Association. The Plan shall also provide for child care and elder care with a limit of \$5,000.00

Unit members who will retire to receive benefits from the New York State Teachers' Retirement System on or after July 1, 2017, shall be required to contribute towards health insurance premium contributions for individual or family coverage as follows:

30 or more years:	65% of active contribution at retirement
20 to 29 years:	80% of active contribution at retirement
15 to 19 years:	100% of active contribution at retirement

B. Welfare Fund

Effective 7/1/15 the District shall pay the following per participant to the TTA Welfare Fund:

2015-16	\$1,240.00
2016-17	\$1,240.00

provided that the District may enroll any other employee(s) for coverage by contributing the per capita amount. The District shall make payments to the Welfare Fund in four (4) equal installments (July 1, October 1, January 1, and April 1). The payments shall be based upon the number of full-time equivalent participants on payroll at the time of the date the installment payment is due.

The District's sole obligation with respect to the TTA Welfare Fund shall be to make the payments referenced above at the times set forth above. The TTA agrees to indemnify the District against any and all liability which might arise from a litigation in which the district is named as a party and which involves the TTA Welfare Fund, except to the extent of the District's obligations, as described in the paragraph immediately above. The TTA shall also pay for the District's reasonable attorney's fees in defending such actions for which indemnification is required.

The District shall be entitled to audit all records of the Fund.

C. Health Insurance Buy-Out

On or before May 1st of each school year, existing unit members who are eligible

for health insurance benefits shall inform the Business Administrator/Business Official of their decision to opt-out of the District's health insurance plan, effective July 1st. In return for opting-out, the unit member shall receive a payment of \$1,500.00 per annum, payable in twelve (12) monthly installments, so long as the employee remains employed. To be entitled to the payment reference above, the unit member must product roof of health insurance coverage from another source at the time of application for opting-out. Re-entry shall be governed by the rules of the health insurance plan(s) provided for in this Agreement.

New hires may opt-out and receive this benefit on a prorated basis, where applicable, at the time of hire, provided that proof of other health insurance is furnished to the Business Administrator/Business official.

D. Dual Family Health Insurance Restriction

Unit members whose spouse is entitles to coverage under the Orange-Ulster School District's Health Plans shall be prohibited from receiving family health insurance coverage paid for by the District. Such Employee shall be entitled to individual coverage at District expense if his/her spouse, likewise, elects individual coverage. If the spouse is subject to the same restriction by contract, the spouse with the earlier birthday shall be entitled to the family coverage. However, if both spouses are employees of this School District, both may enroll for individual coverage or either one may elect to be the covered restriction shall not apply if the effect would be to leave children uninsured by reason of how custody and support issues have been determined by the parents or a court of law. An employee who is ineligible for coverage by reason of the restriction set forth above shall be entitled to the health insurance buy-out amount established by Article XIII(C).

ARTICLE XIV – GRIEVANCE PROCEDURE

A. Declaration of Purpose

Whereas, the establishment and maintenance of a harmonious and cooperative relationship between the District and its teachers is essential to the effective operation of the schools, it is the purpose of this procedure to secure equitable solutions to alleged grievances of teachers at the administrative level, through procedures under which they may present grievances free from coercion, interference, restraint, discrimination or reprisal, and by which the District and its teachers are afforded adequate opportunity to dispose of their grievances without the necessity of time consuming and costly proceedings before administrative agencies or in the courts.

B. Definitions

1. A grievance is any claim by the Association that there has been a violation, misinterpretation or inequitable application of the terms of this Agreement of that a unit member has been treated inequitably or contrary to the established policy and practice relating to this Agreement.
2. "Day" shall mean a school day.

C. Procedure

1. Before submission of a written grievance, the grievant must attempt to resolve the grievance informally with the Superintendent and/or his/her immediate supervisor.
2. A grievance shall be deemed waived unless it is submitted within thirty (30) days after the grievant knew or should have known of the events or conditions on which the grievance is based.
3. In the event that informal resolution is unsuccessful, the Association may file a grievance on a mutually agreeable form. The Association shall file a copy with the Superintendent and the Board.
4. Within five (5) days after the filing of the grievances, the Superintendent will meet with the Association and the grievant for the purpose of resolving the matter. Upon conclusion of the meeting, the Superintendent will have (5) days in which to transmit his written answer to the Association and the grievant.
5. Arbitration
 - a. Within twenty (20) days after the receipt of the answer or after the answer is due, the Association may, by notice refer the grievance to arbitration. The arbitrator shall be selected from the list of arbitrators:

Melinda Gordon
Louis Patack
Jeffrey Selchick
Jay M. Siegel

b. If they are not available period of time, the selection of the arbitrator and arbitration procedures shall be conducted pursuant to the Voluntary Labor Arbitration rules of the American Arbitration Association.

c. The cost of the arbitrator shall be shared by the parties.

d. The decision of such panel of arbitrators shall be final and binding on all parties.

e. The arbitrator shall have no power or authority to make any decisions which require the commission of an act prohibited by law or which is violative of the terms of this Agreement.

D. Miscellaneous

1. The District and the Association agree to facilitate any investigation which may be required and to make available to each other any and all material and relevant documents, communications, and the records concerning the alleged grievance, except those considered confidential or actionable. All hearing shall be fair, just and conducted in good faith.

2. No reprisals of any kind will be taken by the Board of education or the Administration against any teacher because of his/her participation in the grievance procedure.

3. Nothing herein contained shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without the intervention of the Association, if such adjustment is not inconsistent with the terms of the Contract. The Superintendent will inform the Association prior to adjustment of the basis for resolution of such individual grievance. In no case shall such adjustment constitute a binding precedent. However, should an individual be presented by an officer, agent or member of another teacher's organization, then the Association may have a representative present.

4. The District shall maintain a separate official grievance file which shall consist of all papers connected with the processing of the grievance,

including all exhibits, transcripts, communications, minutes or notes of testimony and written arguments and briefs, if any. They shall be available for inspection and copying by the grievant and the Association.

5. The time limits specified for either party may be extended only by mutual agreement.

6. If a decision at one stage is not appealed to the next stage of the procedure within the time specified, the grievance will be deemed to be so decided or withdrawn and dismissed on the merits and be discontinued and further appeal and consideration shall be barred.

7. In the event a grievance is filed on or after May 1st, upon request by or on behalf of the grievant or by the Association, the time limit set forth herein will be reduced prorata so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as possible.

ARTICLE XV – ASSOCIATION RIGHTS

A. The President of the TTA shall be freed from non-teaching duties such as, but not limited to, bus duty, hall duty, study hall duty and non-pedagogical duties associated with A.I.S. In the event the President of the TTA is an elementary or special areas school teacher, the teacher will be granted, on request, three (3) free periods per week.

B. Copies of the agenda of Board meetings will be given to the Association twenty-four (24) hours in advance of each meeting and copies of the minutes of Board meetings will be given to the Association as soon as they are approved by the Board of Education.

C. The President of the TTA shall be provided with the names and addresses of newly hired teachers.

D. The President of the TTA will be provided with a copy of the Board's Policies, Rules and Regulation, including any changes or amendment thereto as they are created and shall also be given access to all State budget forms and audits.

E. The Association shall be given one (1) hour during orientation for its purposes.

ARTICLE XVI – VIRTUAL HIGH SCHOOL

The District and TTA, agree to pilot a Virtual HS Program with specific limitations for one (1) year. Courses that the District has offered in the past, shall not be offered without mutual agreement. VHA course offerings will be reviewed and agreed upon by the Association and District based on current and prior course offerings.

Courses cannot be offered with five (5) or more students. The number five (5) is a guideline based upon Board of Education policy. Courses that are requested by five (5) or more students will be considered to be brought in-house.

The District and the Association are in agreement that face to face instruction is preferred. The District and the Association agree that the intent of Virtual HS will not be to supplant teachers, but to enhance course offerings and enrich the high school program.

Virtual HS will be discussed after the master schedule has been created and all conflicts have been addressed. Virtual HS classes will be offered to students to compliment the New York State graduation requirements and Tuxedo STEM Program requirements.

The District and the Association agree to meet in January/February of 2016 to mutually agree to continue this program. Should agreement not be reached, the pilot will sunset on June 30, 2016. The District thereafter shall retain its rights to enter into CoSer Agreements through BOCES for the purpose of providing online learning and distance learning opportunities for students to achieve credits for coursework and/or credit recovery.

ARTICLE XVII - MISCELLANEOUS

A. This Agreement shall become effective on July 1, 2017 and shall continue in effect through June 30, 2021.

- B.
1. The parties mutually agree that all negotiable items have been discussed in the negotiations leading to this Agreement and that negotiations will not be reopened at any time during the life of this Agreement, except as contained in this Agreement.
 2. Any District policies and practices unaltered and unchanged by this Agreement shall continue in full force and effect.

3. The District reserves the right to initiate and announce new programs or policies which may not affect or change matters contained in this Contract.
- C. Except as expressly set forth herein, the Bard retains all its rights, powers and authority.
- D. No subcontracting of educational services presently performed shall be put into effect without prior consultation with the Tuxedo Teachers Association and no teacher shall be discharged because of subcontracting.
- E. The Tuxedo Teacher's Association shall appoint at least three (3) teachers to serve as a District Advisory Council. The Council shall meet with the Superintendent in an advisory capacity to assist in issues dealing with curriculum, textbook selection, professional staff relations, physical plant and all other matters dealing with the smooth operation of the District.
- F. The failure or waiver of any party hereto to insist upon full and prompt performance of any term or condition of this Agreement at one time shall not be deemed to be a waiver of the right to insist upon full and prompt performance of such term or condition on a future occasion or incident.
- G. Every agreement between the District and any teacher hereafter executed during the term of this Agreement shall be subject and consistent with the provisions of this Agreement and shall so state.
- H. If any provision of this Agreement shall be determined to be contrary to law, only such provision shall be modified or nullified as the law requires; all other terms and conditions shall remain in full force and effect.
- The District and the TTA shall reopen negotiations on that part of the Agreement that has been found to be contrary to law as a matter of form or any item of the economic package vacated by a court or an administrative agency.
- I. The District will prepare copies of this Agreement at its expense for distribution by TTA to all teachers of the District staff whether members of TTA or not, within two (2) weeks after execution hereof.
- J. This Agreement has been duly approved, adopted and consented to by the

members of the TTA and the Board of Education and the undersigned officers of the TTA and the Board are duly authorized and empowered to execute and deliver it as of the date hereof.

K. This Agreement shall supersede any rules, regulations or practices of the Board, as well as all conditions of any previously negotiated agreement.

L. Reduction in Staff

1. Teachers who are to be laid off will be notified forty-five (45) calendar days prior to the effective date of the layoff.

2. The District agrees to call any teacher who has been laid off for substitute work in all areas and special preference will be given in his or her certification and/or tenure area.

3. The District agrees to provide health insurance for the laid off teacher for a period of six (6) months subsequent to the effective date of the layoff.

M. The District agrees to make deductions from teachers' salaries for U.S. Government Bonds.

N. During each year of this Agreement, the District shall budget \$1,000.00 for teacher conferences, inclusive of monies for reimbursement of travel, meals and lodging expenses.

O. Retirement Incentive

1. Unit members providing at least four months retirement notice, when entitled to receive retirement pay from the New York State Teacher's Retirement System, shall be entitled to compensation of 1/600th of annual salary creditable for all unused sick days but not to exceed a maximum amount of \$18,000.00.

The only exception to the four months notice will be made if New York State Teachers' Retirement System offers an early retirement incentive that is accepted by the School District and precludes unit members from providing such notice. In that case, unit members must provide notice within two (2) weeks of the adoption by the School District unless a shorter time period is mandated by the New York State Teachers' Retirement System or other legislation.

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

Q. Enrollment of Children of Employees

A current non-resident employee shall be entitled to bring their child/children to the Tuxedo Union Free School District at no charge. (In addition to all guidelines established under the Board of Education policy #3108 reviewed 9/18/97 a student shall be admitted based on availability of existing and suitable programs, resources and classroom capacity). Any non-resident employee hired after 5/1/06 who wishes to enroll their child/children shall pay the District \$1500 per child/per year (1/10 payable the first of each month September – June, this fee may be paid through payroll deduction, check, money order or cash). In addition to all guidelines established by the Board of Education policy #3108 reviewed 9/18/97 a student shall be admitted based on availability of existing and suitable program, resources, and classroom capacity.

ARTICLE XVIII – SIGN IN/SIGN OUT

The District shall require unit members to sign-in/sign-out when they report to work and leave from work at the end of their workday. To the extent practicable, sign-in/sign-out shall be accomplished by electronic means (e.g., Swipe-cards or proximity cards).

TUXEDO UNION FREE SCHOOL

TUXEDO TEACHERS ASSOCIATION

**BY: _____
SUPERINTENDENT OF SCHOOLS**

**BY: _____
PRESIDENT**

DATE: _____

DATE: _____

**APPENDIX A
TUXEDO UNION FREE SCHOOL DISTRICT
TEACHER SALARY SCHEDULE 2017-2018**

	1.015								
	BA	BA15	BA30	BA45	MA	MA15	MA30	MA45	MA60
1	59,829	61,814	63,663	65,086	67,366	70,031	72,884	75,810	79,228
2	61,322	63,233	65,156	66,580	69,076	71,742	74,604	77,526	80,932
3	62,826	64,733	66,663	68,086	70,792	73,455	76,304	79,243	82,648
4	64,321	66,235	68,157	69,579	72,500	75,330	78,023	80,952	84,361
5	64,321	67,732	69,650	71,079	74,220	76,892	79,740	82,667	86,076
6	64,321	69,228	71,156	72,583	75,936	78,600	81,447	84,384	87,789
7	64,321	69,228	72,658	74,081	77,640	80,308	83,164	86,089	89,500
8	64,321	69,228	74,155	75,576	79,354	82,025	84,874	87,805	91,216
9	64,321	69,228	74,155	75,576	81,219	83,741	86,595	89,522	92,942
10	64,321	69,228	74,155	75,576	82,781	85,454	88,303	91,230	94,640
11	64,321	69,228	74,155	75,576	82,781	87,169	90,014	92,947	96,357
12	64,321	69,228	74,155	75,576	82,781	88,883	91,730	94,661	98,072
13	64,321	69,228	74,155	75,576	82,781	88,883	93,443	96,371	99,780
14	64,321	69,228	74,155	75,576	82,781	88,883	95,154	98,087	101,496
15	64,321	69,228	74,155	75,576	82,781	88,883	96,872	99,803	103,212
16	68,604	73,510	78,438	79,862	87,397	93,158	101,154	104,085	107,494

**APPENDIX B
TUXEDO UNION FREE SCHOOL DISTRICT
TEACHER SALARY SCHEDULE 2018-2019**

1.015

	BA	BA15	BA30	BA45	MA	MA15	MA30	MA45	MA60
1	60,727	62,741	64,618	66,062	68,376	71,081	73,977	76,948	80,416
2	62,242	64,182	66,133	67,579	70,112	72,818	75,723	78,689	82,146
3	63,769	65,704	67,663	69,107	71,854	74,556	77,448	80,432	83,888
4	65,285	67,228	69,180	70,623	73,588	76,460	79,193	82,167	85,626
5	65,285	68,748	70,695	72,146	75,333	78,046	80,937	83,907	87,367
6	65,285	70,266	72,223	73,671	77,075	79,779	82,668	85,650	89,106
7	65,285	70,266	73,748	75,192	78,805	81,512	84,411	87,381	90,842
8	65,285	70,266	75,267	76,710	80,544	83,256	86,147	89,122	92,584
9	65,285	70,266	75,267	76,710	82,438	84,997	87,894	90,865	94,336
10	65,285	70,266	75,267	76,710	84,023	86,736	89,628	92,599	96,059
11	65,285	70,266	75,267	76,710	84,023	88,477	91,364	94,341	97,802
12	65,285	70,266	75,267	76,710	84,023	90,216	93,106	96,081	99,543
13	65,285	70,266	75,267	76,710	84,023	90,216	94,845	97,817	101,276
14	65,285	70,266	75,267	76,710	84,023	90,216	96,582	99,558	103,018
15	65,285	70,266	75,267	76,710	84,023	90,216	98,325	101,300	104,760
16	69,633	74,613	79,615	81,060	88,708	94,555	102,671	105,646	109,106

**APPENDIX C
TUXEDO UNION FREE SCHOOL DISTRICT
TEACHER SALARY SCHEDULE 2019-2020**

1.014

	BA	BA15	BA30	BA45	MA	MA15	MA30	MA45	MA60
1	61,577	63,619	65,522	66,987	69,333	72,077	75,013	78,025	81,542
2	63,113	65,081	67,059	68,525	71,094	73,838	76,783	79,790	83,296
3	64,662	66,623	68,610	70,075	72,860	75,600	78,532	81,558	85,063
4	66,199	68,170	70,148	71,612	74,618	77,531	80,302	83,317	86,825
5	66,199	69,710	71,685	73,156	76,388	79,138	82,070	85,081	88,590
6	66,199	71,250	73,234	74,703	78,154	80,895	83,826	86,849	90,354
7	66,199	71,250	74,780	76,245	79,908	82,654	85,593	88,604	92,114
8	66,199	71,250	76,321	77,783	81,672	84,421	87,353	90,369	93,880
9	66,199	71,250	76,321	77,783	83,592	86,187	89,124	92,137	95,656
10	66,199	71,250	76,321	77,783	85,199	87,950	90,882	93,895	97,404
11	66,199	71,250	76,321	77,783	85,199	89,715	92,644	95,662	99,172
12	66,199	71,250	76,321	77,783	85,199	91,479	94,409	97,426	100,937
13	66,199	71,250	76,321	77,783	85,199	91,479	96,172	99,186	102,694
14	66,199	71,250	76,321	77,783	85,199	91,479	97,934	100,952	104,461
15	66,199	71,250	76,321	77,783	85,199	91,479	99,701	102,718	106,227
16	70,608	75,658	80,729	82,195	89,949	95,879	104,109	107,126	110,633

**APPENDIX D
TUXEDO UNION FREE SCHOOL DISTRICT
TEACHER SALARY SCHEDULE 2020-2021**

1.014

	BA	BA15	BA30	BA45	MA	MA15	MA30	MA45	MA60
1	62,439	64,510	66,440	67,925	70,304	73,086	76,063	79,117	82,684
2	63,997	65,992	67,998	69,484	72,089	74,872	77,858	80,907	84,462
3	65,567	67,556	69,571	71,056	73,880	76,659	79,632	82,700	86,253
4	67,126	69,124	71,130	72,614	75,663	78,616	81,426	84,483	88,040
5	67,126	70,686	72,688	74,180	77,457	80,246	83,219	86,273	89,831
6	67,126	72,248	74,259	75,749	79,248	82,028	84,999	88,065	91,619
7	67,126	72,248	75,827	77,312	81,027	83,811	86,792	89,844	93,404
8	67,126	72,248	77,389	78,872	82,815	85,603	88,576	91,635	95,195
9	67,126	72,248	77,389	78,872	84,762	87,393	90,372	93,427	96,996
10	67,126	72,248	77,389	78,872	86,392	89,181	92,155	95,210	98,768
11	67,126	72,248	77,389	78,872	86,392	90,971	93,941	97,001	100,560
12	67,126	72,248	77,389	78,872	86,392	92,759	95,731	98,790	102,350
13	67,126	72,248	77,389	78,872	86,392	92,759	97,519	100,575	104,132
14	67,126	72,248	77,389	78,872	86,392	92,759	99,305	102,365	105,923
15	67,126	72,248	77,389	78,872	86,392	92,759	101,097	104,156	107,714
16	71,596	76,717	81,860	83,346	91,209	97,221	105,566	108,625	112,182