

AGREEMENT

between the

BOARD OF COOPERATIVE EDUCATIONAL SERVICES

of the

SECOND SUPERVISORY DISTRICT

SUFFOLK COUNTY, NEW YORK

and the

WESTERN SUFFOLK BOCES FACULTY ASSOCIATION

as amended

July 1, 2017 through June 30, 2021

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PREAMBLE

This Agreement entered into on this the 11th day of June, 2019, by and between the Board of Cooperative Educational Services of the Second Supervisory District of Suffolk County (hereinafter referred to as the "Board"), and the BOCES Faculty Association (hereinafter referred to as the "Association").

The Association recognizes that the Board has the legal authority and responsibility to make final decisions in the educational and fiscal affairs of this BOCES pursuant to the Education Laws of the State of New York.

The Association and the Board agree that the Public Employees' Fair Employment Law, Article 14 of the Civil Service Law, Chapter 392 of the Laws of 1967, as amended, serves as a legal and constructive approach to public employee negotiations.

Accordingly, both parties agree that the letter and the spirit of this contract, as well as all other working relationships which evolve during the course of the contract shall be observed within the provisions and rules of the Public Employees' Fair Employment Law.

FURTHERMORE, the Association agrees not to engage in a strike and agrees not to cause, instigate, encourage, or condone a strike.

The Board recognizes the professional responsibility of the Association for maintaining and improving standards of teaching as well as contributing to the development of educational policy.

The Association and the Board further agree that through a spirit of cooperation and mutual respect the highest quality services and educational programs can be obtained for the member school districts of this BOCES. Both parties agree, during the duration of this contract, not to circumvent the intent of this agreement.

In consideration of the foregoing and in order to effectuate the provisions of Chapter 392 of the Laws of 1967, as amended, the Board and the Association do hereby agree as follows:

ARTICLE I
THE AGREEMENT

A. Appropriate Unit

The appropriate employer-employee negotiating unit in accordance with Article 14 of the Civil Service Law to which this Agreement applies consists of all certified personnel and other personnel teaching pursuant to the authority of the regulations of the Commissioner of Education of the State of New York, except casual and temporary employees, and all outdoor learning lab employees who teach students 50% of the time or more and excludes all members of Unit II, III, IV, VII, IX, XII and Temporary and Casual Employees.

B. Recognition

The recognition of the Association by the Board pursuant to Article 14 of the Civil Service Law as the exclusive representative of the employees in the employer-employee negotiating unit defined in Section A above is confirmed and extended for the maximum period permitted by law.

C. Duration

This Agreement is set to expire June 30, 2021 will be extended and cover the period July 1, 2017 through June 30, 2021 and from year to year thereafter, unless either party gives written notice by January 1, 2021 or any subsequent January 1st as may correspond to a year of subsequent renewal, to the other of intent to negotiate new or changed terms of agreement.

D. Renegotiation

1. The Association will make every reasonable effort to inform the Board of initial contract proposals requiring specific budget allocations. by February 1st of any given year.
2. The Board agrees to furnish the Association with the following information regarding Unit I personnel:
 - a. Population per salary level (scattergram) within ten (10) working days of the Association's request.
 - b. Name, address, teaching code, home and school phone numbers, program and building assignment prior to September 15th.

- c. Additions, deletions, changes in item b within five (5) working days after the Board meeting at which action was taken.
 - d. Policies adopted by the Board within five (5) working days after the Board meeting at which action was taken.
 - e. Seniority lists by tenure area to the Association no later than March 15th. This list is not subject to grievance, arbitration or litigation.
 - f. Job descriptions shall be required for any new positions unlike Unit I positions existing as of June 30, 1981. For those positions created after July 1, 1981 which are recognized as part of Unit I, BOCES will furnish job descriptions within thirty (30) days of the Association's request.
3. The Board will provide the Association promptly with copies of such finalized agreements as it may have which have been made with representatives of other Board-employee negotiating units.

E. Priority of Agreement

1. Where the provisions of this Agreement are in conflict with Board policy or procedures, this Agreement shall govern, except as provided by law.
2. Nothing herein shall be construed to deny or restrict the rights of any employee or the rights of the Board under the New York State Education or Civil Service Laws or any other applicable laws and regulations. The rights granted hereunder shall be deemed in addition to those provided elsewhere.
3. If any provision of this Agreement is or becomes invalid or legally unenforceable, all other provisions of this Agreement shall nevertheless continue in full force and effect and the parties will meet forthwith upon request to negotiate substitute terms for such invalid or unenforceable provision.

F. Maintenance of Standards

Rates of compensation and fringe benefits in effect prior to this Agreement and not changed by this Agreement shall not be reduced during the term of this Agreement.

G. Finality of Agreement

1. It is agreed that all negotiations relative to this Agreement shall cease, unless pursuant to specific provisions herein to the contrary, and that the terms and conditions of employment provided in this Agreement shall remain in effect until the termination date of the Agreement unless altered by mutual consent in writing by the Board and the Association.

2. If Legislative action is required to implement any provision of this agreement by law or by an appropriation, such provision shall not become effective until it has been approved by such Legislative action.

H. Copies of the Agreement

Copies of this Agreement shall be prepared at the expense of the Board and shall be made available to all employees as follows:

1. Continuing Employees - by September 15th or not later than thirty (30) days after the signing of the Agreement, whichever is later.
2. New Employees - as per item 1 above or within thirty (30) days of employment, whichever is later.

I. Management Rights

Unless expressly provided otherwise in this Agreement, the Board reserves the right to:

1. Direct the work of its employees.
2. Hire, promote within Unit I, transfer, assign and retain employees in positions within the BOCES.
3. Suspend or discharge employees for just cause.
4. Maintain the efficiency of the school operation.
5. Determine services to be rendered by the BOCES.
6. Determine methods and means necessary to carry out the mission of the BOCES.
7. Be the policy making and governing body of the BOCES.

ARTICLE II ASSOCIATION STATUS AND RIGHTS

A. Right of Organization

Employees shall have the right to join and participate in the activities of the Association.

B. Right of Representation

1. Employees shall have the right to be represented by the Association to negotiate collectively with the Board in the determination of compensation and terms and conditions of employment, and the administration of grievances.
2. A Unit I member will be given twenty-four (24) hour notice, where possible, when summoned by the administrator/supervisor to a conference which may lead to disciplinary action, demotion or dismissal. The member shall have the right to be accompanied by a Union representative of the member's choice. The administrator may also have another member of the Administration present.
3. If a conference in session develops along the lines indicated in paragraph 2 of this section, the conference must be immediately recessed, at the member's or administrator's request, until the provisions of the previous requirements are met.

C. Non-Discrimination

1. The Board or the Association will not directly or indirectly discourage or deprive or coerce any employee in the enjoyment of any rights conferred by law.
2. The Board or the Association will not discriminate against any employee because of membership or participation in any activities of the Association.
3. This Agreement will be applied without regard to race, creed, religion, color, national origin, age, gender, marital status or disability.

D. Dues Deductions and Remittance

1. BOCES agrees to payroll deductions for the unit 1 membership dues. Members will authorize payroll deductions of membership dues in accordance with the terms of the signed authorization card. The dues deduction authorization will remain in effect and continue from year-to-year until the employee revokes membership in writing in accordance with the terms of the signed authorization card or the employee is no longer employed by BOCES.

2. Upon receipt of the written authorization cards directing payroll deduction, BOCES will commence payroll deductions for membership dues in accordance with the Civil Service Law. Upon receipt of the written authorization directing payroll deduction, BOCES shall deduct and remit the dues from the regular salary of each employee to the Association on a bi-weekly ten (10) month basis commencing with the second check in September through June 30th of each school year. For new hires, such deduction is to begin no later than thirty (30) days after the effective date of employment, provided written authorization for payroll deduction has been received.

3. The authorized dues deductions shall be transferred to the Association as soon as practicable, but in no event more than ten (10) calendar days from the date of the deductions.

4. BOCES will notify the Unit 1 President or their designee of all new hires, rehires and transferees into the bargaining unit within ten days of the hire, rehire or transfer into the unit. This notice will include the information required by the Civil Service Law (*i.e.*, the employee's name, address, job title, employing agency, department or other operating unit, and work location).

5. For each payroll period, BOCES will provide Unit 1 with a breakdown of dues deductions by member. Should a member who has authorized dues deduction be removed from BOCES' payroll, the employee's membership in the Association will be continued upon the employee's return to payroll or restoration to active duty from the leave of absence.

6. Additional payroll deductions for union-sponsored insurance programs, union-sponsored member benefits and tax sheltered annuities, credit union and U.S. savings bonds will be honored upon application by the employee on forms provided by BOCES for the appropriate agency.

7. Unit 1 agrees to hold BOCES harmless from any claim, grievance, PERB proceeding, litigation or judgment arising from the membership dues deduction(s) or transmittal, unless the claim, proceeding or judgment is solely the result of BOCES' negligence or wrongdoing.

8. BOCES assumes no liability or responsibility for the disposition of any payroll deduction authorized by this Article after the monies have been received by Unit 1.

9. BOCES agrees it will not accord dues deduction or similar check-off rights to any other organization except other recognized bargaining units.

E. Use of Board Facilities

The Association may use appropriate and designated areas of Board controlled buildings for meetings of employees and Association functions by making application in advance to the building administrator and by conforming to reasonable rules and regulations concerning such usage.

F. Bulletin Boards

The Association shall have the right to place a bulletin board in the teachers' lounge or other appropriate location in each Board controlled building in a manner and location approved by the Board for the purpose of posting materials dealing with the business and activities of the Association.

G. Association Time

1. To the extent required by this Agreement and the mutual obligation of the parties to administer its terms, building representatives and other duly authorized representatives of the Association may, where made necessary by the specific circumstances of each case, investigate and process grievances on school property and during the school day but without interference with school operations.
2. Association business of an internal nature may also be transacted on school property but not during school hours (with the exception of the individual teacher's non-teaching time). It is agreed that such business shall be conducted in a manner which shall not interfere with school operations.
3. The Association will furnish the Board a list of all such representatives of the Association.

H. Association Leave

1. The Association shall be granted twenty (20) business days with pay for its representatives to attend conferences, conventions, and conduct local business upon reasonable notice to the District Superintendent.
2. The Association President may apply for additional business days beyond the twenty (20) days, with reason, subject to the District Superintendent's approval and with denial of additional days not grievable. The cost for substitutes under this provision shall be borne by BOCES.

I. Addressing Board's General Meetings

The Association shall be granted the privilege of addressing the faculty prior to adjournment of the District Superintendent's first General Meeting of the school year.

J. Building Committees

1. Buildings may establish committees of administration and staff to discuss items of mutual agreement at mutually agreed to times.
2. Committees, where established, will include BOCES Faculty Association building representative(s).

ARTICLE III
PROFESSIONAL STATUS AND RIGHTS

A. Labor/Management Committee

1. In recognition of the mutual benefits which may be realized through the sustained cooperative efforts of staff members and administrators, the BOCES Labor/Management Committee shall be instituted during the term of this Agreement.
2. It shall be the purpose of the Committee to provide a systematic and continuing opportunity throughout the school year wherein representatives of Unit I and designated administrators may jointly study and discuss matters of mutual concern. The scope of the work of the Committee shall properly include, but not necessarily be limited to, the following:
 - a. the development of a formal policies handbook
 - b. teacher transfers
 - c. facilities
 - d. the review of applications for leaves of absence and mini grants
 - e. continued development and review of teacher evaluation procedures and instruments
 - f. program materials
 - g. BOCES acknowledges that those employees in the classification of school psychologists and/or social workers are bound to follow the Codes of Ethics of their professional organizations. Therefore, the Labor Management Committee shall be a forum for the discussion of matters relating to the Codes of Ethics established by the American Psychological Association for school psychologists and by the National Association of Social Workers established for social workers. These discussions and deliberations may include reference to and consideration of the aforesaid professional Codes of Ethics and practices of the agency that may conflict with said Codes of Ethics.
 - h. Upon request, BOCES will discuss the effect of the terms and conditions of labor agreements with BOCES and other negotiating units.

3. Committee Membership may include:

<u>Unit I</u>	<u>Others</u>
1 President of Faculty Association	1 District Superintendent or his/her designee
2 Members of the Executive Board	1 Associate Superintendent of Personnel 1 Additional representative

4. The Committee shall hold ten regular meetings during the School Year, the first meeting to be held not later than September 21st.

5. Meetings may be scheduled or cancelled by mutual agreement.

6. Agreed to agenda shall be submitted in advance.

7. Labor/Management Committee shall meet within ten (10) days notice from either party.

8. Informal notes may be kept.

9. Matters which are "grievable" may be pursued further.

10. Decisions made by the Labor/Management Committee are not subject to grievances, arbitration or litigation by the Faculty Association or BOCES.

B. A Professional Performance Review Plan will be mutually developed and maintained.

C. Teacher Observation and Visitation

The descriptions noted below will be seen as the minimum supervisory effort which must be made for tenured and non-tenured teachers. It is understood that in the interest of promoting high quality instruction the building administrator is charged with fostering the enhancement of instructional skills of all staff. The observation process is seen as one of several means to achieve this goal. (Appendix A-1, A-2)

1. Tenured Teachers

a. Each teacher will be formally observed by an appropriate supervisor a minimum of once every three (3) years.

b. This formal observation must occur prior to May 1st.

c. Supervisors may also conduct classroom visitations.

d. A description of formal observations and classroom visitations is noted below.

2. Non-tenured Teachers

a. Teachers will be observed by an appropriate supervisor at least three (3) times per year.

b. The format for these formal observations requires the completion of a pre-observation conference form, and an observation report.

c. The teacher will be given five (5) working days notice prior to the observation.

d. Notice time may be extended or shortened based upon mutual agreement of the supervisor and teacher.

e. Teachers who may not be receiving tenure must be observed at least three (3) times in the non-tenured year; one prior to January 1st the second prior to March 1st and the third prior to May 1st

f. These observations shall be at least one (1) month apart.

g. In addition to formal observations, teachers may be provided classroom visitations.

h. This effort must be made periodically through the year for any teacher, where a question exists regarding continued employment and/or denial of tenure for pedagogical reasons.

i. A description of formal observations and classroom visitations is noted below.

3. Formal Observation

a. This process is begun by the administrator scheduling a date for a formal observation of the teacher.

b. The teacher is required to complete a pre-observation conference form and submit it to the administrator who will schedule a pre-observation conference with the teacher.

c. The supervisor will give the teacher a minimum of five (5) working days notice of the observation. This notice requirement may be extended or shortened subject to mutual agreement.

d. Within five (5) working days after the observation, the supervisor will provide the teacher with a copy of his/her report of the observation.

e. Following the formal observation, a post observation conference will be held to discuss the lesson. The conference will be concluded with or followed by the completion of a classroom observation report to be signed by both the teacher and the administrator to be included in the teacher's personnel file.

4. Classroom Visitations

a. Visitations can be pre-scheduled or unannounced.

b. There is no requirement for the staff member to prepare any special documents preceding the visitation.

c. Normally the supervisor will visit the class for 10-15 minutes.

d. Lesson plans should be made available to the supervisor at the beginning of the visitation.

e. Following the visitation the supervisor may choose to write a brief summary to be given to the teacher.

f. The supervisor may choose to schedule a meeting to discuss the visitation.

g. The teacher may request a meeting to discuss the visitation.

5. Observation of Teaching Assistants

a. Pre-Observation Conferences, if utilized, will be attended by the teacher, teaching assistant and the supervisor. At this conference, the teacher will outline the responsibilities in which the teaching assistant is to be evaluated.

b. In circumstances of discord between the teaching assistant and teacher, additional observations will be conducted at the request of either the teaching assistant or the teacher.

D. Teacher Evaluation

1. The total evaluation process will consist of an assessment of the formal observations conducted during the school year as well as reports of classroom visitations and all other reports filed by the designated supervisor or supervisors (Appendix B).

2. Teachers on probation and not being recommended for tenure as well as teachers facing possible disciplinary action may request and shall receive an additional observation by a different supervisor.

3. Alternate Instruments for non-classroom situations will be mutually developed. These instruments will be reviewed and approved by the Labor Management Committee.

E. Personnel Folders

1. Within five (5) days of making a request, teachers shall have the right to examine their personnel folder and to receive copies of materials therein with the exception of letters of reference.

2. Teachers will be notified and sent a copy of any material to be added to their personnel folder. This material shall contain the statement which reads "Personnel File/Initials Required".

3. No materials shall be placed in the folder unless the teacher has acknowledged that he/she has read such materials by initialing them. The foregoing shall not apply to salary notices, college transcripts, employment information and organizational material, but shall apply to material of an evaluative nature.

4. Such initialing shall not be deemed to constitute agreement by the teacher with the content of the materials; however, a teacher may not refuse to initial such materials for a period longer than two (2) working days.

5. The teacher, after initialing the materials, shall have the right to file a written response within thirty (30) days which must be attached to the materials placed in the folder. A thirty (30) day extension for legal reasons will be granted upon receiving a written request explaining same. BOCES must acknowledge receipt of the response by initialing a copy for the teacher.

F. Yearly Notice Concerning Reappointment

Yearly notice of the Executive Director's positive or negative recommendation to the District Superintendent concerning reappointment of probationary teachers, shall be given in writing to the teacher not later than June 15th. The giving of such notice, however, shall not be deemed to prevent the later termination of a probationary teacher's service because of circumstances arising after notice of reappointment given.

G. Transfer of Teacher

1. To the extent feasible, effort will be made not to transfer or reassign a probationary teacher so that the probationary period can be served in the school building of original assignment.

2. Transfer of a probationary teacher to a different tenure area will necessitate the serving of a new probationary period. Should such a teacher be reassigned to the original tenure area, full credit will be given for probationary service previously served in that area, if such service is adjudged to have been satisfactory.

H. Request for Transfer

By May 15th of each year of the contract, teachers who wish to be transferred will make such request known to their Executive Director. Transfers in all cases will be at the discretion of the Board and the administration.

I. Job Protection

1. In the event of any program curtailment resulting in reduction in staff, layoffs shall be made in inverse order of seniority by tenure area.

2. Teachers laid off shall receive preferential treatment for vacancies in other program tenure areas for a period not to exceed two (2) years. They shall not be discriminated against by reason of salary placement for these positions.

3. If certified, or eligible for certification within the two (2) year period, an excessed teacher will be employed before any teacher new to BOCES for a job vacancy existing in one of the following categories, provided the employee was excessed from a position falling within the same category. As defined in Appendix (C).

4. Any excessed teacher who is ineligible for a teaching position under the provisions of Paragraph 3 above due to lack of certification shall receive preferential treatment for employment in a vacant teaching assistant position. Additionally, he/she will receive a regular substitute position, for which he/she holds a valid certificate, before any teacher new to BOCES.

5. The following shall apply to an excessed teacher who has failed to obtain a position under the provision of Paragraph 3 above, because the vacant position falls outside a category containing the ones from which the teacher was excessed, and the teacher's request for employment has been rejected by BOCES.

- a. If certified, or eligible for certification within the two (2) year period, the excessed teacher will be provided by BOCES with a written statement of the reasons why the teacher's request for appointment to the vacancy has been rejected by BOCES on the ground of lack of qualifications for the vacant position.

b. The union may institute a grievance on behalf of the affected teacher, and may thereupon submit a demand that the same be immediately submitted to expedited arbitration. The issue before the arbitration shall be limited to review of the BOCES decision to reject the application of the teacher, due to lack of qualifications for the vacant position.

c. The arbitrator shall be selected from the following list in rotating order:

- (1) Howard Edelman
- (2) Bonnie Siber Weinstock
- (3) Robert Simmelkjaer
- (4) Others as may be mutually agreed to

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

e. The party who loses the arbitration shall pay all costs of the arbitrators assigned.

J. Tenured Staff Provisions

1. Members of Unit I who are on staff and who have been granted tenure effective on or before September 1st are assured of continuous employment with no loss of base salary or seniority from September through June of the school year.

2. The Board retains the right to dismiss tenured personnel at any time for cause consistent with any and all laws pertaining thereto.

3. The Board is not obligated to fill positions vacated for any reason during the term of this agreement.

4. The Board reserves the right during the term of this agreement to terminate tenured staff in the event of the withdrawal of two (2) or more districts from participation in a program which results in insufficient income being available to BOCES to sustain said positions and/or programs or should funding from outside source(s) be insufficient to sustain the positions or programs.

5. The Board shall be the sole determiner of the necessary budget allocations for all programs. BOCES agrees that all information supporting reductions in program or positions shall be transmitted to the union in labor management.

K. Extra-Classroom Assignments

1. The Board shall employ auxiliary personnel to assist teachers of special education in their assigned duties. The assigned duties of such auxiliary personnel shall vary according to the needs of each unit and shall be agreed upon by the

faculty and building administration subject to the approval of the Executive Director of Special Education. Such duties will include, but shall not be necessarily limited to, lunch room supervision, playground activities and bus duties.

2. Teaching and extra class assignments will be made with the intention that the assignments of professional staff members will be as equal as possible.

3. The yearly schedules for teaching and extra class assignments will be reviewed with the building representatives of the Faculty Association with the intention of minimizing unequal assignments for teaching and extra class assignments.

4. Psychologists and social workers will be assigned only those extra duties which do not involve direct contact with pupils such as lunch, hall, bus and playground duty. Those extra non-contact duties will be in place of the direct contact duties performed by the other professional staff members.

L. Professional Development

1. Conferences

a. Conference attendance shall be determined by mutual agreement between the District Superintendent or designee and the Association. Approved expenses of such conference shall be borne in full by the Board.

b. Final approval for all such conference attendance and for the payment of expenses lies with the District Superintendent.

c. Problems arising from this clause are not grievable but will be referred to the Labor/Management Committee for review.

d. BOCES will provide a list of conference denials to the Labor/Management committee upon request of the Association. Such denials and reasons for denial shall be discussed with the Association.

e. Request for conference attendance shall be processed in accordance with conference approval request forms and shall not be held at any interim level in the approval process.

2. Visitation Days

The Board and the Association mutually recognize the value of teachers' visitation to facilities of other communities to observe relevant programs, compare methods, and exchange ideas. To the extent it is practicable to do so, the Board shall review requests for such visitation days as affirmatively as circumstances permit.

3. Mini-Grants

- a. Any Unit I member may apply to the District Superintendent to conduct a research, planning or problem solving project.
- b. Such projects must be related to a BOCES need or concern.
- c. Applications must give details of the project including a time limit and estimated costs.
- d. Final approval lies with the District Superintendent.
- e. This provision is not subject to grievance, arbitration or litigation.
- f. The Association shall receive a copy of all proposals and decisions.

4. Appropriation

- a. An appropriation for each year of the contract and non-cumulative @ \$20,000 shall be made to fund items 1, 2 and 3 above.
- b. There shall be no denial of items 1, 2 or 3 above based on lack of funds until the \$20,000 appropriation has been expended.
- c. Substitutes which may be required for these items shall not be charged to the appropriation.

M. Certification

All uncertified personnel in Unit I who fail to take six (6) credits toward the satisfaction of their deficiencies each year as prescribed by the Regulations of the Commissioner will, if re-employed, be retained on their present salary step. Advancement to the following step will be made upon completion of six (6) credits in the next school year. Advancement to the proper step based upon years of service will be made upon completion of required certification.

N. Involuntary Transfer

1. Individual teachers to be involuntarily transferred will receive a letter from the Executive Director providing reasons for the transfer. Meeting with an administrator to discuss such transfer is at the unit member's option.
2. Transfers made between October 31st and May 31st shall be subject to THIRTY (30) days notice. If the transferred teacher objects, the transfer will not be made pending review at Labor/Management, except if the transfer is occasioned by emergency circumstances.

3. Teachers being transferred from one disability area to another may request and shall receive orientation and, if deemed appropriate by BOCES, in-service courses at BOCES' expense before the transfer takes place. The in-service courses should assist the teacher in updating skills in the new area.

4. Every effort will be made not to transfer a teacher more than once in four (4) years.

5. In cases where teachers are returning from leave or in situations where programs are transferred from one building to another, BOCES and the Association agree that this shall not be deemed involuntary transfer.

ARTICLE IV WORKING CONDITIONS

A. Work Day

1. The work day for staff in Wilson Tech and GOE will be fifteen (15) minutes prior to the start of the a.m. session and fifteen (15) minutes after the end of the p.m. session.

2. The work day at Special Education Centers begins fifteen (15) minutes prior to the arrival of students, except on Thursday, when the work day starts thirty (30) minutes prior. The work day ends ten (10) minutes after student dismissal.

3. Itinerants, ALC:

a. Single work day of that district: Staff assigned to a single district will work the school day of the district.

b. Staff assigned to more than one district will work no longer than the work day of the longest, nor shorter than the work day of the shortest of the districts worked.

4. Staff working an extended day will be compensated at the rate of 1/1350th per hour.

B. Work Year

1. BOCES Facilities: As per the BOCES adopted calendar.

2. Staff assigned to one district will work the adopted calendar of that district.

3. Staff assigned to more than one district will work a calendar established by the Executive Director consisting of no more days than the highest district calendar and no fewer days than the lowest district calendar.

4. The responsibility for arriving for duty before and remaining for duty after the school day in accordance with the professional demands of their specific assignment and attendant responsibilities for student welfare is recognized by Unit I personnel.

C. Duty-Free Periods

1. All personnel shall have a duty-free lunch period of thirty (30) minutes during the course of the Standard Work Day as provided for in Article IV A.

2. Such duty-free lunch period shall be scheduled during mid-day, which is defined as including the period 11:15 a.m. through 1:00 p.m.

3. In addition, every effort in Special Education will be made to arrange scheduling so as to provide for a duty free preparation period for Special Education teachers in Special Education facilities.

D. Class Size

1. Class size for vocational courses and class size for Special Education classes, will be determined by mutual agreement of the faculty member(s) concerned and the Program Administrator.

2. In the event that an agreement cannot be reached concerning class size or a change in class size, the Board reserves the right to set class size not to exceed state maximums.

3. The term "state maximums" shall include increases in class size granted by way of a variance issued by the State Education Department.

4. For the school year in question, however, all applications for variances must be premised upon the educational interests of the students affected, and not initiated for the purpose of avoiding the cost of establishment of a separate class.

5. The Board must first consult with the Association prior to making application for a waiver. In connection herewith, BOCES shall supply the Association with appropriate written documentation supporting the application. Thereafter, BOCES shall be free to submit said application to the State Education Department.

6. In the event that the Association believes that the requested variance violates the provision of subsection 4 above, the Association may, thereupon, file a demand for

arbitration pursuant to the appropriate level of the grievance procedure (either Level I or II). The burden of proof of compliance with subsection 4 shall be upon the BOCES.

7. In addition to the consultations required above, BOCES will consult with the Association when there is an over maximum class size where BOCES' intent is to establish an additional class within a thirty (30) day period, and not file for a state variance within a thirty (30) day period.

8. BOCES will assign additional paraprofessionals within Special Education centers during the period from December 1st through March 31st of the school year.

9. BOCES will authorize additional paraprofessionals for such classes as described above and for classes where a variance is being requested.

10. Continuous, chronic, long term student absentees or non-attending students shall not be counted in the register of the class for the purposes of determining application of class size maximum.

11. Where there is a need to make reassignment of a paraprofessional due to aide absences, BOCES will use its best efforts to make equitable temporary reassignments of aides, taking into consideration staffing ratios and student absences.

E. Attendance at Faculty, Department, and Curriculum Meetings

1. Faculty/curriculum meetings will be held to a maximum of four (4) hours per month consisting of one (1) two (2) hour meeting per month.

2. A one (1) week notice will be given for any two (2) hour meeting.

3. No distinction between faculty vs. curriculum meetings will be made. No meeting shall exceed two hours.

4. Tuesday shall be designated as meeting day each week.

5. Attendance at Tuesday meetings is mandatory for members of Unit I.

6. BOCES and the Association agree to establish a paperwork review committee which will meet bi-monthly with the Executive Directors.

F. BOCES - Related Meetings

1. Staff shall be required to attend a maximum of five (5) evening meetings per year.

2. New Unit 1 hires will be required to attend a mandatory unpaid meeting on the first Tuesday of each September.

3. Teachers assigned to more than one (1) building shall attend meetings commensurate with time assigned to each facility. Attendance at such meetings shall be by agreement among teacher, supervisors and Executive Director.
4. Teachers taking courses for certification will be excused from attendance at meetings which conflict with class attendance. To the extent possible, every effort shall be made on the part of teachers to attend meetings after said courses have been dismissed.
5. BOCES - related meetings shall take precedence over attendance at courses not required for certification.
6. In order to assist in the effective scheduling of all BOCES-related meetings to be held during the school year, all teachers who intend to engage in approved course work between September 1st and June 30th shall file data with the Executive Director immediately upon having completed registration, setting forth the titles of all courses, the starting and ending dates, as well as the days and hours on which such classes are to be held. This provision shall not apply to previously approved course work to be taken during the months of July and August.
7. Supervisory personnel shall consider course times and dates in scheduling meetings, in an effort to minimize conflicts.

G. Schedule of Board Meetings

1. A schedule setting forth the Regular Monthly Meetings of the Board of Education for the school year will be prepared by the Board in September.
2. Copies will be made available to each Board facility for posting in a prominent place.

H. School Calendar

1. BOCES will consult with the Faculty Association as the calendar is developed.
2. BOCES will adopt the unified area calendar and will distribute copies to all members of Unit I.
3. The Faculty Association and BOCES will jointly agree to the date of the annual Superintendent's Conference Day.
 - a. The schedule for conference days will include two and one-half (2½) hours of meetings and two and one-half (2½) hours of mutually agreed upon individual/group professional development.

I. Daily Lesson Plan

Recognizing that careful planning for instruction is a prerequisite to effective learning, each classroom teacher insures that a daily written lesson plan for each subject or class, at least in outline format, will be available at the beginning of each instructional day whether or not the teacher is present.

J. Student Counseling

In the belief that the human relations aspect of the teaching-learning process is fundamental and that teachers inevitably serve as important models for young people, all faculty members agree to be accessible to students who need extra help or counseling in regard to school or personal problems; further, that they shall from time to time specifically encourage and invite their students to avail themselves of this opportunity.

K. Faculty Rooms

The Board shall continue its efforts to provide adequate facilities for teachers' use. Present telephones will not be removed.

L. Teaching Materials

All materials relative to the purchasing cycle which teachers are required to prepare and submit must be delivered to them thirty (30) calendar days prior to the expected date of return.

M. Assignments/Job Position

1. Insofar as possible, teachers shall receive thirty (30) days notice of change in assignment from program to program or building to building.
2. All Unit I personnel shall be notified of their job position and locations for the upcoming year as follows: Parties agree that the right to change assignments/job positions prior to September 1st is an administrative prerogative.
 - a. Job position by June 15th
 - b. Job location for Career & Technical Education by June 15th
 - c. Job location for Special Education by June 15th, where possible
 - d. A list of personnel having no job position or job locations shall be submitted to the Association prior to June 15th

N. Job Openings

1. All position openings, teaching and specialists, in the area of certificate personnel shall be made known to the Association as soon as possible by the Associate Superintendent for Personnel and Labor.
2. Every effort will be made to select in-house personnel first.
3. Notice for stipend positions to be advertised by May 1st

O. Promotions to Administrative Vacancies

1. Administrative vacancies shall require thirty (30) days notice of the vacancy to be transmitted to the Association President with sufficient copies of the notice for the buildings and itinerant personnel.
2. The notice shall describe the position and the minimum qualifications required together with the dates between which applications will be accepted.
3. Interested teachers who possess the required qualifications may file written application containing all appropriate initial information supporting such application.
4. Where required, further details pertaining to the vacancy, application form, etc., will be sent to each applicant.
5. It is understood that teachers who apply will be given full consideration for the vacancy.
6. Notification of the vacancy will also be sent to such colleges, universities, and other agencies and sources as may be determined appropriate by the Board.
7. All applications shall be reviewed by the Administration. Only those candidates deemed to be the best qualified will be accorded an interview. Upon request, any applicant will be notified of the name of the candidate appointed to fill the position.

P. Facilities

The Board and the Association recognize that proper facilities are necessary for a teacher to maximize his/her professional effectiveness.

Q. Substitutes

1. The Board will make every effort to hire qualified RN or LPN substitutes for absent nurses in Special Education.

2. BOCES will make every effort to employ qualified and/or certified substitutes for teachers who are absent.
3. When no substitute teacher is available and a teaching assistant is assigned to substitute duty, the teaching assistant shall be paid, in addition to his/her regular wages, at the substitute teacher rate of pay.
4. If the assignment is for a full day, then a full day of substitute per diem wages shall be paid to the teaching assistant in addition to his/her regular wages.
5. If the assignment is for one-half ($\frac{1}{2}$) of a day, then one-half ($\frac{1}{2}$) of the substitute per diem wage rate shall be paid to the teaching assistant, in addition to his/her regular wages.

R. IEP Reports

Staff will have a minimum of twenty-five (25) working days lead time to prepare student IEP's. There will be a committee formed to review standards and practices for IEP's.

ARTICLE V COMPENSATION

A. Salary

Only employees who are on the payroll or an approved leave of absence on the date of the complete ratification and approval of the Unit 1 Collective Bargaining Agreement are eligible to receive retroactive salary increases.

1. Salary increase:

- 2017-18: Step Only
- 2018-19:
 - \$2,000 single, off-schedule payment
 - Step + .9% schedule adjustment
- 2019-20: Step + .9% schedule adjustment
- 2020-21: Step + .9% schedule adjustment

2. Stipends set for the period 2017-18, 2018-19, 2019-20 and 2020-21 as per the attached schedule (Appendix E).

3. Chaperoning is defined as the supervision of BOCES enrolled students in activities specifically approved by the administration and which take place outside of the regular workday as defined in the contract.

4. Except as noted below, teachers shall receive their pay biweekly during the school year with a lump sum payment at the end of the school year, for those electing twenty-six (26) pays.

5. Payrolls shall be computed at 1/26th or 1/22nd salary rounded to the nearest whole cent.

6. The first pay shall be issued the first Friday after Labor Day. The second pay shall be issued the following Friday. Each of these two (2) checks shall represent one-half (1/2) of the normal biweekly amount.

7. Western Suffolk BOCES will have the option to deliver pay stub data through the internet with access at Western Suffolk BOCES work site locations.

8.a. The members of the bargaining unit each acknowledge their liability for return of monies paid to them for services not rendered.

b. BOCES is authorized to deduct any overpayment from future paychecks.

c. Notice of overpayment will be given prior to any deduction from gross pay.

d. A schedule of deductions for overpayment will be mutually agreed upon.

e. All checks will be issued on a timely basis subject to the published payroll schedule.

9. Checks not issued due to administrative error shall be issued no later than two (2) working days after the normal payroll date or after a valid request for payment is made.

10. Beginning July 1, 2019 evaluation conducted by Itinerant teachers (Deaf, Visually impaired) will be compensated at the rate of \$270 per evaluation.

B. Placement on the Academic and Vocational Salary Schedules effective September 1, 2005

1. Western Suffolk BOCES has the right to place new hires on either the Academic or Vocational Salary Schedules based on the subject to be taught.

a. Unit members required to complete a Masters degree for permanent certification will be placed on the Academic Salary Schedule.

b. Unit members not required to complete a Masters degree and hired to teach a Career & Technical content course will be placed on the new Vocational Salary Schedule effective September 1, 2005.

Relevance of credits and degree is subject to the review and discretion of the Personnel Office and is a one (1) time placement upon appointment. Initial placement on the salary schedule is not grievable. Credits used for initial placement cannot also be used for additional column advancement.

c. Employees on the current Academic and Vocational schedules who were hired prior to September 1, 2005 (as noted in the MOA dated June 10, 2005) will remain on their current academic and vocational salary schedules.

C. Automatic Increments

1. Each regular, full-time member of the faculty of this Board shall be advanced one (1) step on the Salary Schedule at the completion of each year of satisfactory service.

2. In cases where full time teachers were employed for less than the full school year, they shall be advanced to the succeeding step on September 1st only if they were employed prior to February 1st of the previous school year.

D. Educational Increments

1. In order to qualify for advancement to another column on the salary schedules set forth in section (B) above, the following rules will apply:

a. Unit members on the Academic Schedule must enroll in graduate courses from an accredited institution whose programs are accepted by the New York State Education Department.

b. Unit members on the Vocational schedule will only be provided educational increments for:

1. Undergraduate credits taken after appointment which are required for certification purposes. Undergraduate course work may be approved for column advancement if the coursework will lead to a degree and/or certification and the degree or certification meet prior approval of the Executive Director. The specific degree must be documented through matriculated status in a college program leading to this degree. The certification desired will be documented through NYSED via written notification of requirements following application. Unit members may confer with the Regional Certification Officer or the New York State Department of Education for guidance in this process.

2. Undergraduate and graduate credits obtained from an accredited institution whose programs are accepted by the New York State Education department which are relevant to the unit member's content assignment and/or student assignment and pre-approved by the BOCES in accordance with sub-section D 2 below. The decision of credit acceptance is solely reserved by Western Suffolk BOCES and cannot be grieved.

3. A relevant BA or MA degree in Career & Technical Education Studies.

2. In order to qualify for advancement the teacher shall:

a. Enroll in college courses in or closely related to his/her field of teaching or take approved in-service courses related to the teacher's field of service which have received prior approval based on the guidelines set forth on the prior approval form and the recommendations of the building principal, Executive Director and Associate Superintendent for Personnel.

b. The prior approval form must be signed and dated by the building principal no less than five (5) weeks prior to the course registration deadline and signed and dated by the Executive Director no less than four (4) weeks prior to the course registration deadline.

c. Coursework will receive automatic approval if the completed form is not returned to the unit member two weeks before the course registration deadline.

d. Earn a passing grade.

e. Present official transcripts, certificates or proof of degrees obtained, to receive approval of the Board for advancement.

f. As part of the course approval process, a list of approvable courses will be established and disseminated each fall, spring and summer which shall include, but not be limited to, NYSUT, SCOPE and CITE course offerings. Courses appearing on said approved list shall continue to be subject to all other requirements for approval, including related to field and not similar to course already taken, etc.

g. Course Approval for summer course will require four (4) weeks notice rather than the regular five (5) weeks.

3.a. No more than six (6) approved in-service credits shall be included in the total credits offered for transfer to an adjacent column except if in-service course is recommended by Executive Director.

b. In this case, nine (9) in-service credits may be used for transfer to an adjacent column.

c. If an employee is already on last column he/she shall receive \$55.00 extra for each credit, per year.

d. The ratio of graduate/in-service credits for column movement is cumulative and should be no less than three (3) to two (2).

e. In-service credits for column movement shall not exceed the totals as noted below:

	<u>BA+15</u> <u>MA+15</u>	<u>BA+30</u> <u>MA+30</u>	<u>BA+45</u> <u>MA+45</u>	<u>MA+60</u>
Graduate Credits	9	18	27	36
In-service Credits	6	12	18	24

f. If in-service credit is requested by the Executive Director, then nine (9) in-service credits may be used for transfer to an adjacent column.

g. If the employee is already on Column I, he/she shall receive additional \$55.00 per credit per year for such requested courses.

4. It shall be the responsibility of the employee to furnish the administrator in charge of his/her program with all required proof of official certification for advancement within forty-five (45) calendar days after the effective date of the transfer. Failure to meet this requirement will result in the delay of the transfer until the next effective date and preclude retroactive payments.

Upon presentation of satisfactory evidence that an employee has obtained a degree or completed the necessary study to transfer to another column, such transfer shall be approved by the Board and the salary rate revised accordingly effective September 1st - effective December 1st, effective February 1st or effective May 1st. This provision is effective July 1, 2019 and thereafter.

5. Placement on Master's Degree Column:

a. Persons qualifying for a Master's Degree at an accredited institution shall be advanced to the MA column on September 1st or February 1st after the completion of the requirements for the degree.

b. Since the number of credits required for a Master's Degree varies, BOCES equates all MA Degrees as thirty-two (32) credits. If MA required more than thirty-two (32) credits BOCES will apply additional credits beyond thirty-two (32) for subsequent advancement.

6. Online courses, approved up to the existing rules, can be used for up to twelve (12) credits per each column movement. This provision is effective July 1, 2019 and thereafter.

WS BOCES and the WS BOCES Faculty association agree to meet and revise the Vocational Salary Schedule(s) to reflect the NYS certification requirements. Any changes to the schedule (s) will be subject to a separate agreement. Additionally, any staff members who are affected by column movement will be compensated retroactively to 7/1/2019.

- o Salary Table Definitions effective 7/1/19 - Vocational

Copies of transcripts with what was accepted/denied will be furnished to the staff member upon written request to the Executive Director of Personnel.

E. Doctoral Increments

Unit I members who have earned or who complete the requirements for a Ph.D. or Ed.D. shall receive a stipend as indicated in Appendix E.

1. The degree shall be from an accredited institution.
2. This amount will be prorated by semester for degrees completed during the year.

F. Excellence in Teaching Funds

Should EIT funds become available during the term of this agreement, the Faculty Association and Western Suffolk BOCES agree to open negotiations to discuss the distribution of the funds.

ARTICLE VI
EMPLOYEE BENEFITS

A. General

1. The benefits below are provided for full-time employees.
2. Part-time employees are entitled to receive such benefits on a pro-rata basis, except where the carriers limit participation.
3. If an employee who has been continuously employed five years or longer is excessed and is given a part-time position, he/she will be provided with full-time health benefits for the remainder of the school year.

B. Health Insurance Coverage

1. Unit members shall have the option of enrolling in the following Plan (hereinafter referred to as Empire/NYSHIP, HIP, or HIP Prime, HIP PLAN B). It is noted that any other health plans will be mutually agreed upon.
2. Changes in enrollment in said plans shall be accomplished in accordance with the published time periods.
 - a. Active Unit members hired prior to June 30, 2011 will contribute percentages as per the following schedule and formula for individual or family Empire/NYSHIP and HIP HMO and Prime:
 - January 1, 2018 : 20%
 - January 1, 2019 : 20%
 - January 1, 2020: 20.6% + 10% of the premium percent increase up to 1% (5% increase in premium would equal a .5% increase on the contribution. CAP at 1%).
 - January 1, 2021: January 1, 2020 contribution + 10% of the premium percent increase up to 1% (5% increase in premium would equal a .5% increase on the contribution. CAP at 1%).
 - Premium contributions cannot decrease in any single year.
 - b. Active members hired after July 1, 2011 will contribute percentages as per the following schedule and formula for individual or family Empire/ NYSHIP and HIP HMO and Prime:
 - January 1, 2018: 25%
 - January 1, 2019: 25%
 - January 1, 2020: 24%

- January 1, 2021: 24% + 10% of the premium percent increase up to 1% (5% increase in premium would equal a .5% increase on the contribution. CAP at 1%).
- Healthcare – for those who select the lowest cost health plan provided (This excludes the NYSHIP plan)- 20%

It is understood that the employee contribution cannot become a “credit” should the agency contribution exceed the full premium.

3. Active members, who retire during this contract, pay the same rate in retirement, as they paid in their last active year. For unit 1 members who wish to retire on June 30, 2020 – Members who submit a written resignation by Dec 31, 2019 for the purpose of retirement effective no later than June 30, 2020 will maintain the 20% contribution to health insurance.

4. Unit 1 members hired on or after July 1, 2006 will require twenty (20) years of service to Agency to earn health insurance at retirement.

5. Flexible Benefit Program

BOCES shall maintain, subject to the applicable provisions of the Internal Revenue Code, a qualified section 125 plan available to all employees covered by this agreement. The plan will include insurance premiums on BOCES group plans, medical reimbursement and dependent care reimbursement.

The plan shall be administered by BOCES and participating employees may be charged an administrative fee as is mutually agreed upon based on the known cost of plan administration.

6. Health Insurance Waiver

a. Employees will be offered the opportunity to waive dual enrollment individual or family and to receive in lieu of that enrollment \$3,967.20 for 2010 towards deductibles and other benefits contained in the waiver agreement mutually developed between the parties.

b. In addition, BOCES will adjust this reimbursement each year thereafter by 50% of the change in the cost of individual health insurance coverage.

c. All employees opting for a cash payment of this amount will have that amount reduced by 9% to offset the Board cost of related benefits (FICA and TRS).

d. All money remaining shall be given to teacher or estate of teacher upon his/her separation from BOCES.

C. Dental Insurance

1. The Board agrees to provide a dental plan as follows:
 - a. The maximum benefit for an individual will be \$1,800 per year.
 - b. The orthodonture lifetime benefit will be \$2,000.
 - c. The enrollee for individual dental will pay \$4.82 per month.
 - d. Family members will pay \$11.26 per month.
 - e. The Board agrees that any increases in premium above the 2005-2006 rate requiring a change in the monthly contribution by the employee for individual or family coverage will be borne 90% by the Board and 10% by the employee.

D. Long Term Disability

1. The Board will contribute annually to the cost of Long Term Disability for each teacher at the rate of 80%.
2. The maximum LTD monthly benefit will be limited to \$4,500.
3. Disability is defined as:
 - a. during the first twenty-four (24) months of disability, including the qualifying period, disability will be defined as being unable to perform the duties of the employee's usual occupation and,
 - b. after the first twenty-four (24) months the definition of disability shall be defined as being unable to perform any gainful employment.

E. Life Insurance

BOCES agrees to provide group term life insurance and pay the full cost of premiums for a face value of \$75,000 for the duration of the Agreement. An additional \$25,000 contributory life plan will be available.

F. Extended Major Medical Insurance

It is mutually agreed that extended major medical insurance benefits shall be provided at a cost not to exceed \$80 (family and individual) for additional health insurance with optical coverage.

G. Health Insurance for Retiring Employees

Health Insurance in retirement will be provided to eligible members and defined in Appendix F-1, F-2, F-3.

H. Tax Sheltered Annuities

In addition to the 403B plans; unit members will be eligible to enroll in a deferred compensation plan in accordance with New York State Deferred Compensation Plan, Code Section 457 Plan.

I. Pay Deductions

1. Subject to reasonable procedural requirements and the ability of the Board's business office to perform the necessary work without further expense, employees may sign and deliver to the Board an assignment authorizing deductions from pay for the following purposes:

- a. Loan payment to New York State Teachers' Retirement System
- b. U.S. Savings Bonds
- c. United Way of Long Island
- d. Vote/Cope
- e. AFLAC Cancer Care
- f. Other deductions that may be mutually agreed to

J. Sick Leave

1. All personnel will be entitled to sick leave with unlimited accumulation. Sick leave days shall be fifteen (15) days.
2. Elective surgery shall be scheduled during vacation periods insofar as possible.
3. No unit member will be charged for sick leave on any day in which they have been in attendance for at least three (3) hours.
4. Personal illness resulting in the absence of a staff member at the beginning or end of the day shall not be charged to accumulated sick time if the member works a minimum of three (3) hours that day.
5. Unit members will be charged for half ($\frac{1}{2}$) sick day on any day in which they are in attendance for less than three (3) hours, based upon their personal health issues.

6. All personnel will receive a report of their sick leave accumulation upon request, but in any event no later than December 1st.

7. Whenever circumstances indicate probable abuses of the sick leave policy by an employee, the Board reserves the right to notify said employee that in the future it will require a medical certificate for absences of three or more consecutive days. Failure to provide such certificate will result in the loss of salary for those days.

8. Both parties agree to offer a catastrophic illness sick bank for the duration of this agreement. The bank shall be extended for the duration of the contract by mutual agreement. Sick Bank Committee Membership will consist of three (3) Faculty Association members and two (2) administrators. In the case of an application, where said employees record documents concerns about previous use of sick time, committee membership will consist of three (3) administrators and three (3) Faculty Association members.

9. For employees who work less than the full year, the annual allocation of sick leave shall be prorated for the time worked (exclusive of approved leaves).

10. Employees who separate from BOCES during the year shall have their final salary adjusted to reflect the appropriate pro-ration.

11. The Board and Association have agreed to a study of sick leave utilization and methods for providing better controls as well as incentives for improved sick leave utilization.

K. Unused Sick Leave

1. Accumulated unused sick leave shall be paid for upon retirement at the rate of 1/200th of current salary for every two (2) days of accumulated sick leave up to a maximum of 200 accumulated days.

2. To the maximum extent permitted under current IRS Laws and Regulations, payment for unused sick leave shall be converted to a non-elective contribution to an approved 403b account. Any balance of unused sick leave reimbursement, beyond the non-elective contribution, will be disbursed to the employee. Teacher Assistants are included in this item.

3. For the purpose of reimbursement of accumulated unused sick leave retirement shall be defined as being eligible to be retired and to receive retirement benefits as described by the New York State Teachers Retirement System rules and regulations.

L. Family Illness

1. Resident

- a. Sick leave may be charged for absence due to serious illness of a spouse, dependent child, or a dependent parent, living in the immediate household of the employee.
- b. Such illness and the need for nursing care must be substantiated by the report of a licensed medical doctor.
- c. Family illness will be charged to accumulated sick time on a pro-rated basis.

2. Non-resident Family Member

- a. Sick leave may be charged for absence due to serious illness of immediate family members not residing in the employee's household.
- b. For the purposes of this provision immediate family members are limited to the employee's spouse, children (biological, adopted, foster, stepchild), legal ward, parents and parent-in-laws. Employees may use up to five (5) days per year for this reason. Such illness and the need for nursing care must be substantiated by the report of a licensed medical doctor.

M. Personal Leave Days

1. Staff are expected, when possible, to schedule personal business during other than school hours.
2. Business which can be conducted only during school hours should be scheduled for less than a full day, if possible.
3. In no instance will a personal business day be granted for the purpose of personal financial gain or vacation.
4. Unit members may use three (3) Personal days during the school year without obtaining approval.
5. Unit members are, however, required to provide notification of their intent to use Personal Leave Time.
6. In the event of an extreme emergency, such as a death, fire in the home or life-threatening event, a fourth (4) day may be requested, but must be approved by the District Superintendent or designee.
7. In the event that an employee uses more Personal leave time than she/he has available, the employee will be docked for that time.

N. Personal Injury/Workers Compensation

1. In the proper performance of his/her assigned duties during the Standard Work Day, a net loss of pay shall not be suffered by any teacher who:

- a. Is injured in the performance of such duties.
- b. Is assaulted or injured as the result of the action of another party in the workplace.
- c. Contracts hepatitis as a result of exposure to the disease in the workplace.

2. During the period extending for ninety (90) calendar days after an employee suffers an injury as defined in one (1) above, the employee shall receive full pay without charge to sick leave. For injuries extending beyond this period an employee may utilize sick leave to the extent available.

3. The unit members available sick leave accumulation, shall be charged for absences up to and including the first five (5) days.

4. A unit member assaulted or injured as the result of physical contact with another party in the workplace shall not be charged the five (5) days mentioned above where determined by administrative investigation that a claim is valid.

5. Reports concerning the incident shall be filed with the Executive Director within twenty-four (24) hours. These reports will be reviewed administratively within ten (10) days of their receipt.

6. To qualify for benefits, the employee or a representative is required to appear at all Worker's Compensation hearings required by the Board.

7. The BOCES Board reserves the right to have the teacher examined by its own physician.

8. Upon return to Western Suffolk BOCES after a personal injury occurrence, the employee shall have twenty (20) percent of the used sick days restored.

O. Sabbatical Leave

The Board and the Association mutually agree that sabbatical leaves will be an appropriate subject for negotiations in any succeeding contract negotiations.

P. Military Leave

1. Personnel who must fulfill a military obligation during the school year are entitled to Military Leave as provided by Military Law as hereinafter specified. Such leave shall

not be charged against accumulated Sick leave or Personal Business Days but will be granted as follows:

- a. Training, emergency duty, required physical examinations such leaves shall be compensated at full pay up to thirty (30) days per year.
 - b. Active Duty leaves - persons on military leave for active duty shall be entitled to return to their positions and receive compensation as provided by Military Law.
2. Personnel are expected to request a change of their military duty to a time when school is not in session. Such a request will not be required if it will be detrimental to the employee's military status, and the employee can provide evidence from his/her military superior that such change will, in fact, be detrimental.
 3. Application for military leave shall be made as soon as possible prior to the beginning of such leave. The request must be made in writing to the immediate superior of the person involved. The request for military leave must include a statement certifying that the employee requesting the leave has not volunteered or in any way requested the scheduling of such duty during the school year.
 4. All fringe benefits shall remain in full force during military leave, except military leave for active duty.
 5. The Labor/Management Committee shall periodically review the operation of this policy.

Q. Jury Duty

1. Should an employee be drawn for jury duty during the school year, the employee shall endeavor to arrange a deferment of such duty to a time when school is not in session, and the employee authorizes BOCES to intervene on his/her behalf to obtain such deferment.
2. When jury duty must be scheduled during the school year, a leave will be granted under the following conditions:
 - a. Application for leave for jury duty must be filed at least two weeks prior to the beginning of such leave.
 - b. Any action by an employee which can be construed as requesting or volunteering for jury duty will negate the application of this policy.
3. Benefits during leave for jury duty shall be as follows:
 - a. Personnel who are granted such leave during the school year shall not have such duty charged against accumulated Sick Leave or Personal Business Days.

b. Pay while on jury duty is subject to the NYS Judicial law.

4. The Labor/Management Committee shall periodically review the operation of this policy.

R. Leave of Absence

1. A leave of absence is a privilege which may be granted by the Board. Applications for leaves will be reviewed by the Labor/Management Committee.

2. All tenured personnel are eligible to apply for a one (1) year leave of absence without pay.

3. During such leave, the employee shall not accrue sick leave personal business days, salary schedule advancement credit, sabbatical leave credit. However, the employee's prior accumulation shall be fully restored upon return.

4. Should the employee wish to continue any Board-financed fringe benefits while on such leave, provided such continuation is permitted by law, he/she shall reimburse the Board in the amount of such cost to the Board.

5. Personnel shall make written application to the District Superintendent, who shall forward it to the Labor/Management Committee, on or before March 15th of the school year preceding the leave of absence. An emergency leave of absence, in which notice by March 15th is not possible, may also be granted.

6. a. Written notification of intent to return after the leave of absence, or written submission of resignation, must be filed with the District Superintendent by March 25th of the school year in which the leave is taken.

b. If notification is not received, BOCES will contact the employee no later than April 15th by certified mail, alerting the employee that failure to reply within thirty (30) days may result in loss of position. The employee may request an extension of thirty (30) days, with cause.

c. Failure to submit written notification of intent by June 15th shall constitute a resignation.

d. If an employee is to return from a leave of absence other than in September, the same conditions as found in a, b & c above shall prevail.

7. Up to one and one-half (1½) percent of the personnel in the negotiating unit may be granted such leave during any one school year.

8. In the event that more than one and one-half (1½) percent of eligible personnel apply for such leave, the criteria for determination as to who will receive such leave shall be determined by the Labor Management Committee. Such criteria shall include, but not necessarily be limited to the following:

- a. an evaluation of the attendance and professional record as documented by evaluations during years of service;
- b. the recommendation of the applicant's immediate supervisor or Executive Director;
- c. the seniority of the applicant.

9. The following are some of the guidelines which will be observed by the Labor/Management Committee in considering leaves of absence:

- a. Caring for a convalescent in one's immediate family.
- b. Pursuing advance study, or to obtain certification related to position presently held.
- c. Employment of a temporary nature which would contribute to the employee's professional growth and effectiveness. Such employment would be as a teacher in a foreign country, on an Indian reservation, in the "inner city", member of VISTA, service in the Peace Corps, campaigning or election to public office, research project in employee's area or allied area assumption of position with a professional organization such as NYSUT or AFT.
- d. If a leave of absence is granted for reason of personal illness for a specified time period without salary, benefits shall continue to be paid for the period.

S. Bereavement Leave

1. Employees shall be permitted to use a maximum of five (5) work days per separate and distinct occasion in the event of death in the family. Such leave shall be only for those work days immediately following a death in the family and shall be reduced by any holidays or school closing days that may fall within the period.

2. Those relatives for whom bereavement days may be used include:

- a. Spouse
- b. Parent
- c. Child/Grandchild
- d. Brother/Sister
- e. Grandparent/Great Grandparent

3. These relatives may be related biologically, or in the following relationship to the employee:

- a. Adopted
- b. Step
- c. Foster
- d. In-law

4. Also included is any other relative who at the time of death was living in the immediate household of the employee.

5. Bereavement days shall not be charged against accumulated sick leave.

T. Predictable Disabilities

1. An employee shall be entitled to use accumulated sick leave for absence resulting from predictable disabilities such as elective surgery, rhinoplasty, bunionectomy and maternity.

2. The Personnel Office should be notified through the Executive Director's office as soon as the period of disability is known by the employee.

3. A physician's statement giving the nature of the disability and the estimated period of its duration must be furnished for all predictable disabilities.

4. BOCES may at any time have a medical examination conducted to verify disabilities claimed under Item 3 above.

U. Child Care Leave

1. In the case of a new birth and/or adoption of a child, an employee may request an unpaid child care leave of absence not to exceed two (2) years.

2. The leave should be requested by the employee, where possible, thirty (30) days prior to the commencement of the leave.

3. The duration of leave shall be determined by mutual agreement.

4. The leave may be granted up to a maximum of two (2) years.

5. While on leave, employees shall not accrue seniority or leave credits of any sort. Prior accumulation will be restored upon return from leave.

6. Probationary employees shall have their probationary period extended for the time while they are on leave.

7. Employees serving more than a semester during the school year before their leave or after their return from leave, shall receive credit for the full year.
8.
 - a. A total of forty (40) school days will be available for deduction from the employee's sick bank to be used in the event of a new birth or legal adoption.
 - b. The forty (40) days may be applied at the discretion of the employee, but must be used consecutively, surrounding the new birth or legal adoption.
 - c. This policy applies equally to maternity and paternity events.
 - d. Absences beyond the forty (40) school day limit will be subject to the sick days provision of the Unit I contract.
9. All of 8a through 8d are subject to the submission of medical/legal documentation to the program executive director four (4) weeks prior to the expected leave, demonstrating the birth or adoption of a child.

V. Early Summer Dismissal

Upon request, early summer dismissal may be granted employees for attendance at special summer institutes which require their presence prior to school's end without charging accumulated leave credits provided for in Sections E and F above. It is understood such dismissal may be granted only for days during the last week of school. If a substitute is needed, such dismissal shall be granted without pay.

W. Mileage Allowance

1. Employees required to use their automobiles for school business shall be reimbursed on a monthly basis.
2. The amount of reimbursement shall be at the Board approved rate.
3. During May of each year of the full contract term the Board and the Association agree to review and to discuss current mileage reimbursement rates for BOCES employees. Any agreed to change shall be effective on July 1st of the upcoming school year.

X. Personal Appurtenances

The Board shall reimburse teachers for the cost of replacing or repairing dentures, eyeglasses, hearing aids or similar bodily appurtenances which are damaged, destroyed or lost as a result of any injury provided it was not due to personal carelessness and was sustained in the course of the teacher's employment.

Y. Personal Property

1. Teachers bringing personal property and equipment for use in the instructional program must obtain written prior approval from the building or program administrator.
2. Should a theft of such equipment occur incident to a reported break-in and /or burglary at the instructional site, where it is determined that the theft was beyond the control of the teacher, BOCES then will reimburse the teacher for the appraised cost of the equipment as determined by original receipts or other substantial evidence of value.

OTHER

Outdoor Learning Lab employees who teach students fifty (50) percent of the time or more:

1. Their workday, for purposes of calculating a work year, shall be 7.25 hours.
2. The work year shall be the same number of days as the adopted work calendar for ten (10) month teaching personnel.
3. Additional days worked in excess of the above mentioned calendar shall be paid as follows at the rate of 1/200 of annual salary.
4. Because of the uniqueness of the O.L.L. program, the days worked and starting and ending times may be different from the traditional school calendar.
5. Overnight assignments shall be paid at \$200.

ARTICLE VII
GRIEVANCE PROCEDURES

A. Just Cause

No tenured employee shall be terminated or disciplined without just cause.

B. Procedures

1. Definitions

a. A "grievance" is a claim based upon an event or condition which affects the welfare or conditions of employment of a teacher or group of teachers as related to the interpretation, meaning or application of any of the provisions of this Agreement.

b. For purposes of this procedure the term "teacher" includes all parties embraced by Unit I and represented by the Association.

c. A "party of interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

d. The District Superintendent is the Executive Officer of BOCES.

e. The "administrator" shall mean the person to whom the teacher is directly responsible i.e., District Superintendent, Deputy Superintendent, Associate Superintendent, Executive Director, Assistant Director, Principal or Assistant Principal, Administrative Assistant, or Head Teacher.

f. The term "days" when used in this article shall, except where otherwise indicated, mean working school days, thus weekend or vacation days are excluded.

2. Purpose

a. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances of the parties as defined above.

b. Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration.

3. Procedure

a. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and

every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement in writing.

b. In the event that the time limits are exceeded on any level by the grievant, without mutual agreement, the grievant may be requested to re-institute the grievance at Level One. Should the administrator exceed the time limits without mutual agreement the grievance may be advanced to the next level.

c. In the event a grievance is filed on or after June 1ST which, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is practicable.

d. In the event a grievance is filed so that sufficient time as stipulated under all the levels of procedure cannot be provided before the last day of the school year, then said grievance shall be resolved in the new school term in September under the terms of this Agreement and this Article, and not under the terms of any succeeding agreement.

4. Basic Principles

a. The function of these procedures is to assure equitable and proper treatment under existing laws, rules, regulations and policies which relate to or affect the "teacher" in the performance of his assignment. The resolution of a grievance at the earliest possible time is encouraged.

b. A "teacher" shall have the right to present grievances in accordance with these procedures, free from coercion, interference, restraint, discrimination or reprisal.

c. The "teacher" instituting a grievance shall have the right at all stages to proceed personally, through the Association's representative, through an attorney or any other representative of his choice. If a teacher should proceed as an individual with a formal grievance beyond Level One, the Association will be advised of such proceeding. The Association may be present at any stage of hearing and express its views in the matter.

d. It shall be the responsibility of the District Superintendent 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 and to make a determination within the authority delegated to him within the time specified in these procedures.

e. Each party to a grievance shall have the right of access to all written statements and records pertaining to such case.

f. Both parties agree that grievance proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

5. Initiation and Processing

a. Level One

A teacher with a grievance shall first discuss it with his immediate supervisor, with the objective of resolving the matter informally. The immediate supervisor shall, within three (3) days of verbal request, meet with the grievant and his/her representative, if any, in an effort to resolve the grievance. The response from the immediate supervisor shall be verbal and rendered at the time of the meeting.

b. Level Two

1. In the event that the teacher is not satisfied with the disposition of the grievance at Level One, or in the event that no decision has been rendered after presentation of the grievance to the appropriate administrator, the grievance may, within five (5) days, be filed in writing with the Executive Director, if applicable.

2. The Executive Director shall, within three (3) days of receipt of the written grievance, meet with the grievant and representative, if any, in an effort to resolve the grievance. The response from the Executive Director shall be verbal and rendered at the time of the meeting. In the event the grievance is not resolved to this level, the Executive Director will be so advised by the grievant or Association representative. The Executive Director will then forward a formal written report on the matter to the District Superintendent and the Association within five (5) school days of said notification by grievant.

3. In the event that the teacher is not satisfied with the disposition of the grievance at Level Two or in the event that no decision has been rendered after presentation of the grievance to the Executive Director, the grievant may within five (5) school days file the grievance in writing with the District Superintendent.

c. Level Three

1. The District Superintendent or a designated representative shall, within ten (10) days of receipt of the written grievance, meet with the grievant and the Association representative, if any, in an effort to resolve the grievance. The response from the District Superintendent shall be verbal and rendered at the time of the meeting.

2. If the grievance is not satisfactorily resolved by Level Three proceedings, the grievant may, within five (5) days make a written request to the Board for review and decision. All written statements and records of the case shall be submitted to the President of the Board by the District Superintendent or his/her designee.

d. Level Four

1. The Board shall hold a hearing to obtain further information regarding the case within fifteen (15) days of receipt of request review by the grievant.
2. The Board shall render a decision in writing within ten (10) days after it's hearing, if any.
3. After such hearing, if the teacher and/or Association are not satisfied with the decision at Level Four, and the Association determines that the grievance is meritorious, it may submit the grievance to arbitration by written notice to the Board of Education within fifteen (15) school days of the decision at Level Four.

e. Level Five

1. Within five (5) school days after such written notice of submission to arbitration, the Board of Education and the Association will agree upon a mutually acceptable arbitrator competent in the area of the grievance, and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the five (5) days, a request for a list of arbitrators will be made to the American Arbitration Association by either party. The parties will then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.
2. The selected arbitrator will hear the matter promptly and will issue his decision not later than fourteen (14) calendar days from the date of the close of the hearing, or if oral hearings have been waived, then from the date the final statements and proofs are submitted to him. The arbitrator's decision will be in writing and will set forth his findings of fact, reasoning and conclusions on the issues.
3. The arbitrator shall have no power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement.
4. The decision of the arbitrator shall be final and binding on all parties.
5. The party who loses the arbitration shall pay all costs of the arbitrators assigned.

6. Rights of Teachers

No reprisals shall be taken by any person against any participant in the grievance procedure, whether a party of interest or otherwise, by reason of such participation.

7. Other Provisions

- a. Subject to the terms of this subparagraph, if, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the District Superintendent directly, and the processing of such grievance shall be commenced at Level Three. No such grievance shall relate to a hypothetical case, and in bringing such grievance, the Association shall identify the members of the group allegedly adversely affected. Such a grievance may be processed through all levels of the grievance procedure.
- b. Decisions rendered at Levels Two and Three of the grievance procedure shall be in writing setting forth the decision and the reasons therefore, and shall be promptly transmitted to all parties in interest and the President of the Association. Decisions rendered at level Four shall be in accordance with the procedures set out in paragraph d 3 (page 45).
- c. The Board shall have the right to submit grievances against the Association or a teacher or group of teachers and the matter shall then proceed, if necessary, to the higher levels set forth herein.
- d. The parties agree to extend the limit on monetary liability to, one year but in no event beyond one year.

GRIEVANCE PROCEDURE CHART


Level	Grievance Submitted		Admin. Meet With Grievant	Admin. Response	Grievance Submitted to Next Step		
	Adm.	Method	Time*	Time*	Method	Adm.	Time*
One	Immediate Supervisor	Verbal	3	Immediate	Verbal	Divisional Director	5
Two	Executive Director	Written	3	Immediate	Verbal	Supt.	5
Three	Supt.	Written	10	Immediate	Verbal	Board	5
Four	Board	Written	15	Immediate	Written	Board	15
Five	Arbitration						

* School Days


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IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their respective duly authorized officers.


Western Suffolk BOCES



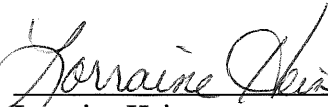
Date 1-9-20
Michael Flynn
Chief Operating Officer



Date 1/9/20
Warren Taylor
Chief Financial Officer

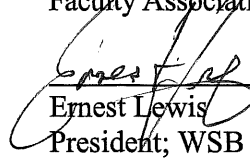


Date 1/9/2020
Dr. Hugh Gigante
Executive Director, Personnel



Date 1/9/2020
Lorraine Hein
Director of Business

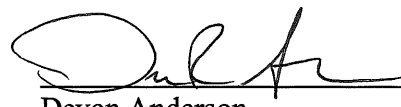
Western Suffolk BOCES
Faculty Association



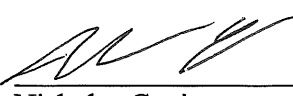
Date 01/03/2020
Ernest Lewis
President; WSB Faculty Association



Date 1/8/20
Holly Michels
1st Vice President



Date 1/8/2020
Devon Anderson
Executive Vice President



Date 1/8/2020
Nicholas Catti
Secretary/Treasurer

Appendix A-1
WESTERN SUFFOLK BOCES

PRE-OBSERVATION FORM

NAME: _____ **POSITION:** _____

SUPERVISOR: _____

CONFERENCE DATE: _____ **TIME:** _____

LESSON DATE: _____ **TIME:** _____

I. CLASS PROFILE: Briefly describe the students in your class, including those with special needs.

II. GOAL STATEMENT: What do you expect the students to learn?

III. INSTRUCTIONAL OBJECTIVES: What specific objectives are necessary to meet the goal?

1. _____
2. _____
3. _____
4. _____

IV. LEARNING STANDARDS: What NYS Learning Standards will be addressed by goal/objectives in this lesson?

1. _____
2. _____
3. _____
4. _____

V. **CURRICULUM MAPPING:** How does this lesson relate to previous and future lessons?

1. _____
2. _____
3. _____
4. _____

VI. **(A) STRATEGIES:** How do you plan to engage student in the content? What will You do? What will the students do?

(B) ALTERNATIVE STRATEGIES: What learning difficulties do students typically experience in this subject area? How will you address these difficulties?

VII. **SPECIAL MATERIALS:** What special materials, health, or safety considerations will you provide for in this lesson?

VIII. **ASSESSMENT:** How do you plan to assess student achievement of this goal?

ADMINISTRATIVE COMMENTS:

SIGNATURE

DATE

SUPERVISOR'S SIGNATURE

DATE

Appendix A-2
WESTERN SUFFOLK BOCES
OBSERVATION REPORT

NAME: _____ POSITION: _____

SCHOOL: _____ PROGRAM: _____

SUPERVISOR: _____

OBSERVATION DATE: _____

TIME BEGINNING: _____ TIME ENDING: _____

I. PLANNING AND PREPARATION:

II. INSTRUCTION:

III. CLASSROOM MANAGEMENT:

IV. INTERPERSONAL AND COMMUNICATION SKILLS:

V. ASSESSMENT:

VI. ADMINISTRATIVE COMMENTS:

SIGNATURE

DATE

SUPERVISOR SIGNATURE

DATE

Appendix B
WESTERN SUFFOLK BOCES

Annual Teacher Evaluation

Teacher's Name: _____ **School Year:** _____

Assignment _____ **Location** _____

Supervisor's Name _____

1. Classroom performance: _____

2. Performance of assigned duties, i.e., Bus, Homeroom: _____

3. Interaction with others, i.e., Parents, Teachers, Staff: _____

4. Other constructive comments: _____

5. Number of days absent September 1 – June 30: _____ **Days (includes sick and personal)** _____

Teacher's Signature _____ **Date** _____

Supervisor's Signature _____ **Date** _____

White/Employee
Revised 11/04

Canary/Personnel

Pink/Supervisor/Principal

Goldenrod/Divisional Director

REQUIRED NOTATIONS FOR YEAR END EVALUATIONS
FOR INSTRUCTIONAL STAFF

1. As per past practice, we will continue to require you to use prescribed statements related to the number of absences a staff member accrues. As stated below, all comments related to absences should be noted on the **separate "End of School Year Attendance Statement" form**. This pertains to both APPR and Non-APPR evaluations. Note that all documented FMLA, Workers' Compensation, Death and Jury Day absences should not be counted for the purpose of selecting appropriate attendance statement. These comments should be based on the employee's attendance record **for the time worked during the regular school year, September 1, through June 30** including both sick and personal days. **A printout of each employee's attendance should be attached to the evaluation to verify his or her performance in that area.**

# of Days	Comment
0 - 2 days absent	"You have had exceptional attendance this year."
3 - 4 days absent	"You have had good attendance this year."
5 - 7 days absent	"Please note attached attendance printout."
8 - 10 days absent	"Attendance is in need of improvement."
11 or more days absent	"Significant improvement in attendance is essential."

If an employee's absences were due to a catastrophic event, please contact your Executive Director prior to recording a comment.

Appendix C

EMPLOYMENT CATEGORIES

I. BACCALAUREATE DEGREE PROGRAM

- agriculture
- business and distributive education
- health occupations*
- home economics
- technical subjects*
- trade subjects*

II. ASSOCIATE DEGREE PROGRAM

- a. agriculture**
- b. business and distributive education**
 - 1. electronic data processing
- c. health occupations**
- d. home economics**
 - 1. human services and family studies cluster
 - 2. food and nutrition
 - 3. textile and design cluster
- e. technical subjects**
 - 1. aerospace technology
 - 2. architectural technology
 - 3. chemical technology
 - 4. civil technology
 - 5. computer technology
 - 6. electrical-electronic technology
 - 7. electromechanical technology
 - 8. fashion design technology
 - 9. industrial design technology
 - 10. manufacturing technology
 - 11. marine technology
 - 12. mechanical technology
 - 13. systems technology
 - 14. transit technology
- f. trade subjects**

III. NON-DEGREE PROGRAM

- a. agriculture**
 - 1. agricultural bio-related science
 - 2. agricultural production and science
 - 3. natural resources and ecology
 - 4. agricultural business
 - 5. animal science
 - 6. plant science
 - 7. mechanical science
- b. health occupations**
 - 1. dental assisting
 - 2. dental laboratory assisting
 - 3. health assisting
 - 4. home health assisting
 - 5. medical assisting
 - 6. medical laboratory assisting
 - 7. medical therapy assisting
 - 8. mental health assisting
 - 9. nurse's assisting
 - 10. practical nursing
 - 11. radiation therapy assisting
- c. trade subjects**
 - 1. vehicle maintenance and repair occupations
 - automotive service
 - vehicle mechanical repair
 - vehicle body repair and painting
 - heavy equipment repair and operation
 - diesel mechanic
 - 2. drafting occupations
 - drafting
 - 6. precision metal work occupations
 - mach tool operation/machine shop
 - sheet metal
 - welding
 - maintenance/specialty areas
 - 7. -motorcycle, marine and outdoor
 - power equipment

- | | |
|--|--|
| <p>3. electronic/electro-mechanical
 -electrical/electronic equipment occupations (repair and installation)
 -electro-mechanical equipment occupations (repair and installation)
 -elevator mechanics</p> | <p>8. -aviation/aerospace maintenance,
 -manufacturing/ repair occupations
 -airframe maintenance and repair
 -power plant/maintenance/ repair
 -avionics servicing and repair
 --ground support equipment maintenance & repair</p> |
| <p>4. graphic, printing and visual communications occupations
 -commercial art
 -professional photography
 -printing/lithography</p> | <p>9. -cosmetology occupations
 -cosmetology</p> |
| <p>5. construction industry and building maintenance occupation
 -carpentry
 -electrical
 -masonry
 -plumbing
 -heating vent, air conditioning and refrigeration
 -residential/commercial maintenance (and remodeling)</p> | <p>10. -unique and emerging occupations
 -jewelry making
 -ophthalmic dispensing
 -optical mechanics
 -performing (dance/classical/ ballet)
 -performing arts (dance-modern)
 -performing arts (dance music)
 -performing arts (drama)
 -public and private security
 -state design
 -visual merchandising</p> |

SPECIAL EDUCATION

- | | |
|--|--|
| <p>1. -VIP
 -deaf
 -speech</p> | <p>3. -psychologist
 -Social Worker
 -Guidance counselor</p> |
| <p>2. -physical education
 -art
 -music
 -special education subject area including technology (industrial arts) business, home and career skills, DOE special education, related occupational Math and related Occupational Science.</p> | <p>4. -basic skills
 -academic subjects
 -ESL</p> |

* No certificate is issued using this generic title.

** Certificates issued under the associate and non-degree programs will carry the titles as defined in the specific numerals.

APPENDIX D1
ACADEMIC - EMPLOYED PRIOR TO 7/1/2014
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2017-18

	A	B	C	D	E	F	G	H	I
					BA+45	BA+60			
	-B	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60
1	55,229	58,599	61,328	64,470	67,121	69,615	72,257	74,508	76,905
2	55,955	59,370	62,148	65,332	68,023	70,569	73,256	75,549	77,993
3	56,783	60,247	63,083	66,313	69,060	71,655	74,391	76,739	79,235
4	57,627	61,148	64,026	67,315	70,112	72,758	75,428	77,464	80,496
5	58,286	61,845	64,763	68,084	70,925	73,609	76,434	78,873	81,456
6	61,349	65,082	68,148	71,631	74,618	77,448	80,426	82,999	85,729
7	61,480	66,398	69,538	73,113	76,163	79,139	82,120	84,788	87,573
8	64,159	68,055	71,284	74,966	78,084	81,224	84,049	86,810	89,673
9	65,696	69,668	73,036	76,834	80,037	83,371	86,377	89,265	92,203
10	67,050	71,187	74,642	78,931	81,949	85,677	88,820	91,847	94,899
11	68,860	73,159	76,783	80,925	84,367	87,946	91,266	94,467	97,639
12	70,129	75,115	78,857	82,604	86,524	89,916	93,366	96,666	99,990
13			81,673	85,966	89,578	92,819	96,274	99,614	102,937
14			84,147	88,797	92,420	96,153	99,697	103,303	106,822
15				91,798	95,397	99,076	102,679	106,272	109,881
16				93,526	97,294	100,845	104,446	107,919	111,864
17				95,653	99,186	102,783	106,223	109,861	114,230
18				97,921	101,356	105,840	109,347	112,935	116,675
19				100,014	103,698	109,321	112,746	116,301	120,049
20				102,706	106,200	111,887	115,361	118,804	122,629
21				104,146	107,690	113,455	116,977	120,469	124,346
22				105,582	109,175	115,020	118,590	122,136	126,063
23				107,021	110,666	116,587	120,205	123,797	127,777
24				108,457	112,151	118,157	121,820	125,460	129,495
25				109,896	113,638	119,720	123,436	127,124	131,213
26				111,332	115,124	121,287	125,051	128,785	132,930
27				112,774	116,610	122,853	126,664	130,450	134,647
28				114,213	118,099	124,417	128,291	132,112	136,365
29				115,647	119,585	125,987	129,897	133,776	138,081
30				117,087	121,071	127,551	131,512	135,438	139,796
30+				118,524	122,556	129,117	133,125	137,102	141,511

Doctorate \$1,325

APPENDIX D1
ACADEMIC - EMPLOYED PRIOR TO 7/1/2014
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2018-19

	A	B	C	D	E BA+45	F BA+60	G	H	I		
	-B	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60		
1	55,726	59,126	61,880	65,050	67,725	70,242	72,907	75,179	77,597		
2	56,459	59,904	62,707	65,920	68,635	71,204	73,915	76,229	78,695		
3	57,294	60,789	63,651	66,910	69,682	72,300	75,061	77,430	79,948		
4	58,146	61,698	64,602	67,921	70,743	73,413	76,107	78,161	81,220		
5	58,811	62,402	65,346	68,697	71,563	74,271	77,122	79,583	82,189		
6	61,901	65,668	68,761	72,276	75,290	78,145	81,150	83,746	86,501		
7	62,033	66,996	70,164	73,771	76,848	79,851	82,859	85,551	88,361		
8	64,736	68,667	71,926	75,641	78,787	81,955	84,805	87,591	90,480		
9	66,287	70,295	73,693	77,526	80,757	84,121	87,154	90,068	93,033		
10	67,653	71,828	75,314	79,641	82,687	86,448	89,619	92,674	95,753		
11	69,480	73,817	77,474	81,653	85,126	88,738	92,087	95,317	98,518		
12	70,760	75,791	79,567	83,347	87,303	90,725	94,206	97,536	100,890		
13			82,408	86,740	90,384	93,654	97,140	100,511	103,863		
14			84,904	89,596	93,252	97,018	100,594	104,233	107,783		
15				92,624	96,256	99,968	103,603	107,228	110,870		
16				94,368	98,170	101,753	105,386	108,890	112,871		
17				96,514	100,079	103,708	107,179	110,850	115,258		
18				98,802	102,268	106,793	110,331	113,951	117,725		
19				100,914	104,631	110,305	113,761	117,348	121,129		
20				103,630	107,156	112,894	116,399	119,873	123,733		
21				105,083	108,659	114,476	118,030	121,553	125,465		
22				106,532	110,158	116,055	119,657	123,235	127,198		
23				107,984	111,662	117,636	121,287	124,911	128,927		
24				109,433	113,160	119,220	122,916	126,589	130,660		
25				110,885	114,661	120,797	124,547	128,268	132,394		
26				112,334	116,160	122,379	126,176	129,944	134,126		
27				113,789	117,659	123,959	127,804	131,624	135,859		
28				115,241	119,162	125,537	129,446	133,301	137,592		
29				116,688	120,661	127,121	131,066	134,980	139,324		
30				118,141	122,161	128,699	132,696	136,657	141,054		
30+				119,591	123,659	130,279	134,323	138,336	142,785		
				Doctorate \$1,325							

APPENDIX D1
ACADEMIC - EMPLOYED PRIOR TO 7/1/2014
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2019-20

	A	B	C	D	E	F	G	H	I
	-B	BA	BA+15	BA+30	BA+45	BA+60			
					MA	MA+15	MA+30	MA+45	MA+60
1	56,228	59,659	62,437	65,636	68,335	70,874	73,563	75,855	78,296
2	56,967	60,443	63,272	66,513	69,253	71,845	74,581	76,915	79,403
3	57,810	61,336	64,224	67,512	70,309	72,951	75,736	78,127	80,668
4	58,669	62,254	65,184	68,532	71,380	74,074	76,792	78,865	81,951
5	59,340	62,963	65,934	69,315	72,207	74,940	77,816	80,299	82,929
6	62,458	66,259	69,380	72,926	75,967	78,848	81,880	84,500	87,279
7	62,592	67,599	70,795	74,435	77,540	80,570	83,605	86,321	89,156
8	65,319	69,286	72,573	76,321	79,496	82,693	85,569	88,380	91,294
9	66,884	70,928	74,357	78,223	81,484	84,878	87,939	90,879	93,870
10	68,262	72,474	75,992	80,358	83,431	87,226	90,426	93,508	96,615
11	70,105	74,482	78,171	82,388	85,892	89,536	92,916	96,175	99,404
12	71,397	76,473	80,283	84,098	88,088	91,542	95,054	98,414	101,798
13			83,150	87,520	91,198	94,497	98,015	101,415	104,798
14			85,668	90,403	94,091	97,892	101,500	105,171	108,753
15				93,458	97,122	100,867	104,536	108,194	111,868
16				95,217	99,053	102,668	106,334	109,870	113,887
17				97,383	100,979	104,641	108,144	111,847	116,295
18				99,692	103,189	107,754	111,324	114,977	118,785
19				101,822	105,573	111,298	114,785	118,404	122,220
20				104,563	108,120	113,910	117,447	120,952	124,846
21				106,029	109,637	115,506	119,092	122,647	126,594
22				107,491	111,149	117,100	120,734	124,344	128,342
23				108,956	112,667	118,695	122,378	126,035	130,087
24				110,418	114,179	120,293	124,023	127,728	131,836
25				111,883	115,693	121,885	125,668	129,423	133,585
26				113,345	117,206	123,480	127,312	131,114	135,334
27				114,813	118,718	125,074	128,954	132,809	137,082
28				116,278	120,234	126,667	130,611	134,501	138,831
29				117,738	121,747	128,265	132,246	136,195	140,578
30				119,204	123,260	129,857	133,890	137,887	142,324
30+				120,667	124,772	131,452	135,532	139,581	144,070

Doctorate \$1,325

APPENDIX D1
ACADEMIC - EMPLOYED PRIOR TO 7/1/2014
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2020-21

	A	B	C	D	E	F	G	H	I
					BA+45	BA+60			
	-B	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60
1	56,734	60,195	62,999	66,226	68,950	71,512	74,226	76,538	79,000
2	57,479	60,987	63,841	67,112	69,876	72,492	75,252	77,607	80,118
3	58,330	61,888	64,802	68,120	70,941	73,607	76,418	78,830	81,394
4	59,197	62,814	65,770	69,149	72,022	74,740	77,483	79,574	82,689
5	59,874	63,530	66,527	69,939	72,857	75,614	78,516	81,022	83,675
6	63,020	66,855	70,005	73,582	76,651	79,558	82,617	85,260	88,065
7	63,155	68,207	71,432	75,105	78,238	81,295	84,357	87,098	89,959
8	65,907	69,909	73,226	77,008	80,211	83,437	86,339	89,175	92,116
9	67,486	71,566	75,026	78,927	82,218	85,642	88,730	91,697	94,715
10	68,877	73,126	76,676	81,081	84,182	88,011	91,240	94,349	97,484
11	70,736	75,152	78,875	83,130	86,665	90,342	93,752	97,041	100,299
12	72,040	77,161	81,005	84,854	88,881	92,366	95,910	99,300	102,714
13			83,898	88,308	92,018	95,348	98,897	102,328	105,741
14			86,439	91,216	94,938	98,773	102,413	106,117	109,732
15				94,299	97,996	101,775	105,476	109,167	112,875
16				96,074	99,945	103,592	107,291	110,859	114,912
17				98,259	101,888	105,583	109,117	112,854	117,342
18				100,589	104,117	108,723	112,326	116,012	119,854
19				102,739	106,523	112,299	115,818	119,469	123,320
20				105,504	109,093	114,935	118,504	122,041	125,970
21				106,983	110,624	116,546	120,164	123,751	127,734
22				108,458	112,149	118,154	121,821	125,463	129,497
23				109,937	113,681	119,763	123,480	127,170	131,258
24				111,412	115,206	121,376	125,139	128,878	133,023
25				112,890	116,734	122,982	126,799	130,587	134,788
26				114,365	118,260	124,591	128,458	132,294	136,552
27				115,846	119,787	126,200	130,115	134,004	138,315
28				117,325	121,316	127,807	131,786	135,711	140,080
29				118,798	122,843	129,419	133,436	137,421	141,843
30				120,277	124,369	131,026	135,095	139,128	143,605
30+				121,753	125,895	132,635	136,752	140,837	145,366

Doctorate \$1,325

APPENDIX D2
ACADEMIC - POST 7/1/2014 HIRES
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2017-18

	A	B	C	D	E	F	G	H	I
	-B	BA	BA+15	BA+30	BA+45	BA+60	MA+30	MA+45	MA+60
					MA	MA+15			
1	49,776	53,270	56,098	59,354	62,101	64,686	67,425	69,757	72,241
2	50,772	54,335	57,220	60,541	63,343	65,980	68,773	71,152	73,686
3	51,787	55,422	58,364	61,751	64,610	67,300	70,148	72,575	75,159
4	52,823	56,530	59,532	62,987	65,902	68,646	71,551	74,027	76,663
5	53,879	57,661	60,722	64,246	67,220	70,019	72,982	75,507	78,196
6	54,957	58,814	61,937	65,531	68,564	71,419	74,442	77,017	79,760
7	56,056	59,990	63,175	66,842	69,936	72,847	75,931	78,558	81,355
8	57,177	61,190	64,439	68,179	71,334	74,304	77,450	80,129	82,982
9	58,321	62,414	65,728	69,542	72,761	75,790	78,999	81,731	84,642
10	59,487	63,662	67,042	70,933	74,216	77,306	80,579	83,366	86,335
11			68,383	72,352	75,701	78,852	82,190	85,033	88,061
12			69,751	73,799	77,215	80,429	83,834	86,734	89,822
13				75,275	78,759	82,038	85,511	88,469	91,619
14				76,780	80,334	83,679	87,221	90,238	93,451
15				78,316	81,941	85,352	88,965	92,043	95,320
16				79,882	83,580	87,059	90,745	93,884	97,227
17				81,480	85,251	88,801	92,559	95,761	99,171
18				83,109	86,956	90,577	94,411	97,676	101,155
19				84,772	88,695	92,388	96,299	99,630	103,178
20				86,467	90,469	94,236	98,225	101,623	105,241
21				88,196	92,279	96,121	100,189	103,655	107,346
22				89,960	94,124	98,043	102,193	105,728	109,493
23				91,759	96,007	100,004	104,237	107,843	111,683
24				93,595	97,927	102,004	106,322	110,000	113,917
25				95,467	99,885	104,044	108,448	112,200	116,195
26				97,376	101,883	106,125	110,617	114,444	118,519
27				99,323	103,921	108,247	112,829	116,732	120,889
28				101,310	105,999	110,412	115,086	119,067	123,307
29				103,336	108,119	112,621	117,388	121,448	125,773
30				105,403	110,282	114,873	119,736	123,877	128,289
30+				107,511	112,487	117,170	122,130	126,355	130,854
					DOCTORATE \$1,325				

APPENDIX D2
ACADEMIC - POST 7/1/2014 HIRES
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2018-19

	A	B	C	D	E	F	G	H	I
	-B	BA	BA+15	BA+30	BA+45	BA+60	MA+30	MA+45	MA+60
					MA	MA+15			
1	50,224	53,749	56,603	59,888	62,660	65,268	68,032	70,385	72,891
2	51,229	54,824	57,735	61,086	63,913	66,574	69,392	71,792	74,349
3	52,253	55,921	58,889	62,307	65,191	67,906	70,779	73,228	75,835
4	53,298	57,039	60,068	63,554	66,495	69,264	72,195	74,693	77,353
5	54,364	58,180	61,268	64,824	67,825	70,649	73,639	76,187	78,900
6	55,452	59,343	62,494	66,121	69,181	72,062	75,112	77,710	80,478
7	56,561	60,530	63,744	67,444	70,565	73,503	76,614	79,265	82,087
8	57,692	61,741	65,019	68,793	71,976	74,973	78,147	80,850	83,729
9	58,846	62,976	66,320	70,168	73,416	76,472	79,710	82,467	85,404
10	60,022	64,235	67,645	71,571	74,884	78,002	81,304	84,116	87,112
11			68,998	73,003	76,382	79,562	82,930	85,798	88,854
12			70,379	74,463	77,910	81,153	84,589	87,515	90,630
13				75,952	79,468	82,776	86,281	89,265	92,444
14				77,471	81,057	84,432	88,006	91,050	94,292
15				79,021	82,678	86,120	89,766	92,871	96,178
16				80,601	84,332	87,843	91,562	94,729	98,102
17				82,213	86,018	89,600	93,392	96,623	100,064
18				83,857	87,739	91,392	95,261	98,555	102,065
19				85,535	89,493	93,219	97,166	100,527	104,107
20				87,245	91,283	95,084	99,109	102,538	106,188
21				88,990	93,110	96,986	101,091	104,588	108,312
22				90,770	94,971	98,925	103,113	106,680	110,478
23				92,585	96,871	100,904	105,175	108,814	112,688
24				94,437	98,808	102,922	107,279	110,990	114,942
25				96,326	100,784	104,980	109,424	113,210	117,241
26				98,252	102,800	107,080	111,613	115,474	119,586
27				100,217	104,856	109,221	113,844	117,783	121,977
28				102,222	106,953	111,406	116,122	120,139	124,417
29				104,266	109,092	113,635	118,444	122,541	126,905
30				106,352	111,275	115,907	120,814	124,992	129,444
30+				108,479	113,499	118,225	123,229	127,492	132,032
					DOCTORATE \$1,325				

APPENDIX D2
ACADEMIC - POST 7/1/2014 HIRES
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2019-20

	A	B	C	D	E	F	G	H	I
	-B	BA	BA+15	BA+30	BA+45	BA+60	MA+30	MA+45	MA+60
					MA	MA+15			
1	50,676	54,233	57,112	60,427	63,224	65,856	68,644	71,018	73,547
2	51,690	55,317	58,255	61,636	64,488	67,173	70,016	72,438	75,018
3	52,723	56,424	59,419	62,868	65,778	68,517	71,416	73,887	76,518
4	53,778	57,552	60,608	64,126	67,094	69,887	72,845	75,365	78,049
5	54,853	58,704	61,820	65,408	68,435	71,285	74,302	76,872	79,610
6	55,951	59,877	63,057	66,716	69,804	72,710	75,788	78,410	81,202
7	57,070	61,075	64,317	68,051	71,201	74,164	77,304	79,978	82,826
8	58,211	62,296	65,604	69,412	72,624	75,647	78,850	81,578	84,482
9	59,376	63,543	66,916	70,799	74,077	77,160	80,427	83,209	86,172
10	60,563	64,813	68,254	72,216	75,558	78,704	82,036	84,873	87,896
11			69,619	73,660	77,070	80,278	83,676	86,570	89,653
12			71,012	75,133	78,611	81,883	85,350	88,302	91,446
13				76,636	80,183	83,521	87,057	90,069	93,276
14				78,168	81,787	85,192	88,798	91,870	95,141
15				79,732	83,423	86,895	90,574	93,707	97,043
16				81,326	85,091	88,633	92,386	95,582	98,985
17				82,953	86,792	90,407	94,233	97,492	100,964
18				84,612	88,528	92,215	96,118	99,442	102,984
19				86,305	90,299	94,058	98,040	101,431	105,044
20				88,030	92,105	95,940	100,001	103,460	107,144
21				89,791	93,947	97,859	102,001	105,529	109,287
22				91,587	95,826	99,816	104,041	107,640	111,473
23				93,418	97,743	101,812	106,122	109,793	113,702
24				95,287	99,698	103,848	108,244	111,989	115,977
25				97,193	101,691	105,925	110,409	114,229	118,296
26				99,137	103,725	108,044	112,617	116,513	120,662
27				101,119	105,800	110,204	114,869	118,843	123,075
28				103,142	107,916	112,408	117,167	121,220	125,537
29				105,204	110,074	114,657	119,510	123,644	128,047
30				107,309	112,276	116,950	121,901	126,117	130,609
30+				109,455	114,521	119,289	124,338	128,640	133,220

DOCTORATE \$1,325

APPENDIX D2
ACADEMIC - POST 7/1/2014 HIRES
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2020-21

	A	B	C	D	E	F	G	H	I
	-B	BA	BA+15	BA+30	BA+45	BA+60	MA+30	MA+45	MA+60
					MA	MA+15			
1	51,132	54,721	57,626	60,971	63,793	66,448	69,262	71,657	74,209
2	52,155	55,815	58,779	62,190	65,069	67,778	70,647	73,090	75,693
3	53,198	56,932	59,954	63,433	66,370	69,134	72,059	74,552	77,207
4	54,262	58,070	61,154	64,703	67,697	70,516	73,500	76,044	78,752
5	55,347	59,232	62,376	65,996	69,051	71,927	74,970	77,564	80,326
6	56,454	60,416	63,624	67,316	70,432	73,365	76,470	79,115	81,933
7	57,583	61,624	64,896	68,663	71,841	74,832	78,000	80,698	83,571
8	58,735	62,857	66,195	70,036	73,277	76,328	79,560	82,312	85,243
9	59,910	64,114	67,519	71,437	74,743	77,855	81,151	83,958	86,948
10	61,108	65,396	68,868	72,865	76,238	79,412	82,774	85,637	88,687
11			70,246	74,323	77,763	81,000	84,429	87,350	90,460
12			71,651	75,810	79,319	82,620	86,118	89,097	92,269
13				77,326	80,905	84,273	87,841	90,879	94,115
14				78,872	82,523	85,959	89,597	92,696	95,997
15				80,450	84,173	87,677	91,389	94,551	97,917
16				82,058	85,857	89,431	93,217	96,442	99,876
17				83,700	87,574	91,220	95,081	98,370	101,873
18				85,373	89,325	93,045	96,983	100,337	103,911
19				87,082	91,111	94,905	98,923	102,344	105,989
20				88,823	92,934	96,803	100,901	104,392	108,108
21				90,599	94,793	98,740	102,919	106,479	110,271
22				92,411	96,688	100,714	104,977	108,608	112,476
23				94,259	98,623	102,728	107,077	110,781	114,726
24				96,145	100,595	104,783	109,219	112,997	117,021
25				98,068	102,606	106,879	111,403	115,257	119,361
26				100,029	104,659	109,016	113,631	117,562	121,748
27				102,029	106,752	111,196	115,903	119,912	124,182
28				104,070	108,887	113,420	118,221	122,311	126,666
29				106,151	111,065	115,689	120,586	124,757	129,200
30				108,275	113,286	118,003	122,998	127,252	131,784
30+				110,440	115,552	120,362	125,457	129,797	134,419

DOCTORATE \$1,325

APPENDIX D3
VOCATIONAL PRE 9/2005
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2017-18

	A	B	C	D	E	F	G	H	I
	UNCERTIFIED	PROV	PROV+15	PROV+30	PROV+45	PROV+60	BS+PROV	BE+15+PROV	BS+PERM
				PERM	PERM+15	PERM+30	PERM+45	PERM+60	PERM+75
1	55,229	58,599	61,328	64,470	67,121	69,615	72,257	74,508	76,905
2	55,955	59,370	62,148	65,332	68,023	70,569	73,256	75,549	77,993
3	56,783	60,247	63,083	66,313	69,060	71,655	74,391	76,739	79,235
4	57,627	61,148	64,026	67,315	70,112	72,758	75,428	77,464	80,496
5	58,286	61,845	64,763	68,084	70,925	73,609	76,434	78,873	81,456
6	61,349	65,082	68,148	71,631	74,618	77,448	80,426	82,999	85,729
7	61,480	66,398	69,538	73,113	76,163	79,139	82,120	84,788	87,573
8	64,159	68,055	71,284	74,966	78,084	81,224	84,049	86,810	89,673
9	65,696	69,668	73,036	76,834	80,037	83,371	86,377	89,265	92,203
10	67,050	71,187	74,642	78,931	81,949	85,677	88,820	91,847	94,899
11	68,860	73,159	76,783	80,925	84,367	87,946	91,266	94,467	97,639
12	70,129	75,115	78,857	82,604	86,524	89,916	93,366	96,666	99,990
13			81,673	85,966	89,578	92,819	96,274	99,614	102,937
14			84,147	88,797	92,420	96,153	99,697	103,303	106,822
15				91,798	95,397	99,076	102,679	106,272	109,881
16				93,526	97,294	100,845	104,446	107,919	111,864
17				95,653	99,186	102,783	106,223	109,861	114,230
18				97,921	101,356	105,840	109,347	112,935	116,675
19				100,014	103,698	109,321	112,746	116,301	120,049
20				102,706	106,200	111,887	115,361	118,804	122,629
21				104,146	107,690	113,455	116,977	120,469	124,346
22				105,582	109,175	115,020	118,590	122,136	126,063
23				107,021	110,666	116,587	120,205	123,797	127,777
24				108,457	112,151	118,157	121,820	125,460	129,495
25				109,896	113,638	119,720	123,436	127,124	131,213
26				111,332	115,124	121,287	125,051	128,785	132,930
27				112,774	116,610	122,853	126,664	130,450	134,647
28				114,213	118,099	124,417	128,291	132,112	136,365
29				115,647	119,585	125,987	129,897	133,776	138,081
30				117,087	121,071	127,551	131,512	135,438	139,796
30+				118,524	122,556	129,117	133,125	137,102	141,511

Doctorate \$1,325

APPENDIX D3
VOCATIONAL PRE 9/2005
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2018-19

	A	B	C	D	E	F	G	H	I		
	UNCERTIFIED	PROV	PROV+15	PROV+30	PROV+45	PROV+60	BS+PROV	BE+15+PROV	BS+PERM		
				PERM	PERM+15	PERM+30	PERM+45	PERM+60	PERM+75		
1	55,726	59,126	61,880	65,050	67,725	70,242	72,907	75,179	77,597		
2	56,459	59,904	62,707	65,920	68,635	71,204	73,915	76,229	78,695		
3	57,294	60,789	63,651	66,910	69,682	72,300	75,061	77,430	79,948		
4	58,146	61,698	64,602	67,921	70,743	73,413	76,107	78,161	81,220		
5	58,811	62,402	65,346	68,697	71,563	74,271	77,122	79,583	82,189		
6	61,901	65,668	68,761	72,276	75,290	78,145	81,150	83,746	86,501		
7	62,033	66,996	70,164	73,771	76,848	79,851	82,859	85,551	88,361		
8	64,736	68,667	71,926	75,641	78,787	81,955	84,805	87,591	90,480		
9	66,287	70,295	73,693	77,526	80,757	84,121	87,154	90,068	93,033		
10	67,653	71,828	75,314	79,641	82,687	86,448	89,619	92,674	95,753		
11	69,480	73,817	77,474	81,653	85,126	88,738	92,087	95,317	98,518		
12	70,760	75,791	79,567	83,347	87,303	90,725	94,206	97,536	100,890		
13			82,408	86,740	90,384	93,654	97,140	100,511	103,863		
14			84,904	89,596	93,252	97,018	100,594	104,233	107,783		
15				92,624	96,256	99,968	103,603	107,228	110,870		
16				94,368	98,170	101,753	105,386	108,890	112,871		
17				96,514	100,079	103,708	107,179	110,850	115,258		
18				98,802	102,268	106,793	110,331	113,951	117,725		
19				100,914	104,631	110,305	113,761	117,348	121,129		
20				103,630	107,156	112,894	116,399	119,873	123,733		
21				105,083	108,659	114,476	118,030	121,553	125,465		
22				106,532	110,158	116,055	119,657	123,235	127,198		
23				107,984	111,662	117,636	121,287	124,911	128,927		
24				109,433	113,160	119,220	122,916	126,589	130,660		
25				110,885	114,661	120,797	124,547	128,268	132,394		
26				112,334	116,160	122,379	126,176	129,944	134,126		
27				113,789	117,659	123,959	127,804	131,624	135,859		
28				115,241	119,162	125,537	129,446	133,301	137,592		
29				116,688	120,661	127,121	131,066	134,980	139,324		
30				118,141	122,161	128,699	132,696	136,657	141,054		
30+				119,591	123,659	130,279	134,323	138,336	142,785		
				Doctorate \$1,325							

APPENDIX D3
VOCATIONAL PRE 9/2005
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2019-20

	A	B	C	D	E	F	G	H	I
	UNCERTIFIED	PROV	PROV+15	PROV+30	PROV+45	PROV+60	BS+PROV	BE+15+PROV	BS+PERM
				PERM	PERM+15	PERM+30	PERM+45	PERM+60	PERM+75
1	56,228	59,659	62,437	65,636	68,335	70,874	73,563	75,855	78,296
2	56,967	60,443	63,272	66,513	69,253	71,845	74,581	76,915	79,403
3	57,810	61,336	64,224	67,512	70,309	72,951	75,736	78,127	80,668
4	58,669	62,254	65,184	68,532	71,380	74,074	76,792	78,865	81,951
5	59,340	62,963	65,934	69,315	72,207	74,940	77,816	80,299	82,929
6	62,458	66,259	69,380	72,926	75,967	78,848	81,880	84,500	87,279
7	62,592	67,599	70,795	74,435	77,540	80,570	83,605	86,321	89,156
8	65,319	69,286	72,573	76,321	79,496	82,693	85,569	88,380	91,294
9	66,884	70,928	74,357	78,223	81,484	84,878	87,939	90,879	93,870
10	68,262	72,474	75,992	80,358	83,431	87,226	90,426	93,508	96,615
11	70,105	74,482	78,171	82,388	85,892	89,536	92,916	96,175	99,404
12	71,397	76,473	80,283	84,098	88,088	91,542	95,054	98,414	101,798
13			83,150	87,520	91,198	94,497	98,015	101,415	104,798
14			85,668	90,403	94,091	97,892	101,500	105,171	108,753
15				93,458	97,122	100,867	104,536	108,194	111,868
16				95,217	99,053	102,668	106,334	109,870	113,887
17				97,383	100,979	104,641	108,144	111,847	116,295
18				99,692	103,189	107,754	111,324	114,977	118,785
19				101,822	105,573	111,298	114,785	118,404	122,220
20				104,563	108,120	113,910	117,447	120,952	124,846
21				106,029	109,637	115,506	119,092	122,647	126,594
22				107,491	111,149	117,100	120,734	124,344	128,342
23				108,956	112,667	118,695	122,378	126,035	130,087
24				110,418	114,179	120,293	124,023	127,728	131,836
25				111,883	115,693	121,885	125,668	129,423	133,585
26				113,345	117,206	123,480	127,312	131,114	135,334
27				114,813	118,718	125,074	128,954	132,809	137,082
28				116,278	120,234	126,667	130,611	134,501	138,831
29				117,738	121,747	128,265	132,246	136,195	140,578
30				119,204	123,260	129,857	133,890	137,887	142,324
30+				120,667	124,772	131,452	135,532	139,581	144,070

Doctorate \$1,325

APPENDIX D3
VOCATIONAL PRE 9/2005
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2020-21

	A	B	C	D	E	F	G	H	I		
	UNCERTIFIED	PROV	PROV+15	PROV+30 PERM	PROV+45 PERM+15	PROV+60 PERM+30	BS+PROV PERM+45	BE+15+PROV PERM+60	BS+PERM PERM+75		
1	56,734	60,195	62,999	66,226	68,950	71,512	74,226	76,538	79,000		
2	57,479	60,987	63,841	67,112	69,876	72,492	75,252	77,607	80,118		
3	58,330	61,888	64,802	68,120	70,941	73,607	76,418	78,830	81,394		
4	59,197	62,814	65,770	69,149	72,022	74,740	77,483	79,574	82,689		
5	59,874	63,530	66,527	69,939	72,857	75,614	78,516	81,022	83,675		
6	63,020	66,855	70,005	73,582	76,651	79,558	82,617	85,260	88,065		
7	63,155	68,207	71,432	75,105	78,238	81,295	84,357	87,098	89,959		
8	65,907	69,909	73,226	77,008	80,211	83,437	86,339	89,175	92,116		
9	67,486	71,566	75,026	78,927	82,218	85,642	88,730	91,697	94,715		
10	68,877	73,126	76,676	81,081	84,182	88,011	91,240	94,349	97,484		
11	70,736	75,152	78,875	83,130	86,665	90,342	93,752	97,041	100,299		
12	72,040	77,161	81,005	84,854	88,881	92,366	95,910	99,300	102,714		
13			83,898	88,308	92,018	95,348	98,897	102,328	105,741		
14			86,439	91,216	94,938	98,773	102,413	106,117	109,732		
15				94,299	97,996	101,775	105,476	109,167	112,875		
16				96,074	99,945	103,592	107,291	110,859	114,912		
17				98,259	101,888	105,583	109,117	112,854	117,342		
18				100,589	104,117	108,723	112,326	116,012	119,854		
19				102,739	106,523	112,299	115,818	119,469	123,320		
20				105,504	109,093	114,935	118,504	122,041	125,970		
21				106,983	110,624	116,546	120,164	123,751	127,734		
22				108,458	112,149	118,154	121,821	125,463	129,497		
23				109,937	113,681	119,763	123,480	127,170	131,258		
24				111,412	115,206	121,376	125,139	128,878	133,023		
25				112,890	116,734	122,982	126,799	130,587	134,788		
26				114,365	118,260	124,591	128,458	132,294	136,552		
27				115,846	119,787	126,200	130,115	134,004	138,315		
28				117,325	121,316	127,807	131,786	135,711	140,080		
29				118,798	122,843	129,419	133,436	137,421	141,843		
30				120,277	124,369	131,026	135,095	139,128	143,605		
30+				121,753	125,895	132,635	136,752	140,837	145,366		
				Doctorate \$1,325							

APPENDIX D4
VOCATIONAL - EMPLOYED 9/2005 THROUGH 6/30/2014
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2017-18

	A	B	C	D	E	F	G	H	I
		<u>Initial</u>	<u>Initial+15</u>	<u>Vocational BA/PERM INITIAL +30</u>	<u>Vocational BA +15 Prof +15</u>	<u>Vocational BA+30 Prof +30</u>	<u>Vocational BA+45 Vocational MA</u>	<u>Vocational BA+60 MA+15</u>	<u>Vocational BA+75 MA+30</u>
1	55,229	58,599	61,328	64,470	67,121	69,615	72,257	74,508	76,905
2	55,955	59,370	62,148	65,332	68,023	70,569	73,256	75,549	77,993
3	56,783	60,247	63,083	66,313	69,060	71,655	74,391	76,739	79,235
4	57,627	61,148	64,026	67,315	70,112	72,758	75,428	77,464	80,496
5	58,286	61,845	64,763	68,084	70,925	73,609	76,434	78,873	81,456
6	61,349	65,082	68,148	71,631	74,618	77,448	80,426	82,999	85,729
7	61,480	66,398	69,538	73,113	76,163	79,139	82,120	84,788	87,573
8	64,159	68,055	71,284	74,966	78,084	81,224	84,049	86,810	89,673
9	65,696	69,668	73,036	76,834	80,037	83,371	86,377	89,265	92,203
10	67,050	71,187	74,642	78,931	81,949	85,677	88,820	91,847	94,899
11	68,860	73,159	76,783	80,925	84,367	87,946	91,266	94,467	97,639
12	70,129	75,115	78,857	82,604	86,524	89,916	93,366	96,666	99,990
13			81,673	85,966	89,578	92,819	96,274	99,614	102,937
14			84,147	88,797	92,420	96,153	99,697	103,303	106,822
15				91,798	95,397	99,076	102,679	106,272	109,881
16				93,526	97,294	100,845	104,446	107,919	111,864
17				95,653	99,186	102,783	106,223	109,861	114,230
18				97,921	101,356	105,840	109,347	112,935	116,675
19				100,014	103,698	109,321	112,746	116,301	120,049
20				102,706	106,200	111,887	115,361	118,804	122,629
21				104,146	107,690	113,455	116,977	120,469	124,346
22				105,582	109,175	115,020	118,590	122,136	126,063
23				107,021	110,666	116,587	120,205	123,797	127,777
24				108,457	112,151	118,157	121,820	125,460	129,495
25				109,896	113,638	119,720	123,436	127,124	131,213
26				111,332	115,124	121,287	125,051	128,785	132,930
27				112,774	116,610	122,853	126,664	130,450	134,647
28				114,213	118,099	124,417	128,291	132,112	136,365
29				115,647	119,585	125,987	129,897	133,776	138,081
30				117,087	121,071	127,551	131,512	135,438	139,796
30+				118,524	122,556	129,117	133,125	137,102	141,511
					Doctorate \$1,325				

APPENDIX D4
VOCATIONAL - EMPLOYED 9/2005 THROUGH 6/30/2014
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2018-19

	A	B	C	D	E	F	G	H	I
		<u>Initial</u>	<u>Initial+15</u>	<u>Vocational BA/PERM INITIAL +30</u>	<u>Vocational BA +15 Prof +15</u>	<u>Vocational BA+30 Prof +30</u>	<u>Vocational BA+45 Vocational MA</u>	<u>Vocational BA+60 MA+15</u>	<u>Vocational BA+75 MA+30</u>
2	56,459	59,904	62,707	65,920	68,635	71,204	73,915	76,229	78,695
3	57,294	60,789	63,651	66,910	69,682	72,300	75,061	77,430	79,948
4	58,146	61,698	64,602	67,921	70,743	73,413	76,107	78,161	81,220
5	58,811	62,402	65,346	68,697	71,563	74,271	77,122	79,583	82,189
6	61,901	65,668	68,761	72,276	75,290	78,145	81,150	83,746	86,501
7	62,033	66,996	70,164	73,771	76,848	79,851	82,859	85,551	88,361
8	64,736	68,667	71,926	75,641	78,787	81,955	84,805	87,591	90,480
9	66,287	70,295	73,693	77,526	80,757	84,121	87,154	90,068	93,033
10	67,653	71,828	75,314	79,641	82,687	86,448	89,619	92,674	95,753
11	69,480	73,817	77,474	81,653	85,126	88,738	92,087	95,317	98,518
12	70,760	75,791	79,567	83,347	87,303	90,725	94,206	97,536	100,890
13			82,408	86,740	90,384	93,654	97,140	100,511	103,863
14			84,904	89,596	93,252	97,018	100,594	104,233	107,783
15				92,624	96,256	99,968	103,603	107,228	110,870
16				94,368	98,170	101,753	105,386	108,890	112,871
17				96,514	100,079	103,708	107,179	110,850	115,258
18				98,802	102,268	106,793	110,331	113,951	117,725
19				100,914	104,631	110,305	113,761	117,348	121,129
20				103,630	107,156	112,894	116,399	119,873	123,733
21				105,083	108,659	114,476	118,030	121,553	125,465
22				106,532	110,158	116,055	119,657	123,235	127,198
23				107,984	111,662	117,636	121,287	124,911	128,927
24				109,433	113,160	119,220	122,916	126,589	130,660
25				110,885	114,661	120,797	124,547	128,268	132,394
26				112,334	116,160	122,379	126,176	129,944	134,126
27				113,789	117,659	123,959	127,804	131,624	135,859
28				115,241	119,162	125,537	129,446	133,301	137,592
29				116,688	120,661	127,121	131,066	134,980	139,324
30				118,141	122,161	128,699	132,696	136,657	141,054
30+				119,591	123,659	130,279	134,323	138,336	142,785
					Doctorate \$1,325				

APPENDIX D4
VOCATIONAL - EMPLOYED 9/2005 THROUGH 6/30/2014
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2019-20

	A	B	C	D	E	F	G	H	I
				Vocational BA/PERM INITIAL +30	Vocational BA +15 Prof +15	Vocational BA+30 Prof +30	Vocational BA+45 Vocational MA	Vocational BA+60 MA+15	Vocational BA+75 MA+30
1	56,228	59,659	62,437	65,636	68,335	70,874	73,563	75,855	78,296
2	56,967	60,443	63,272	66,513	69,253	71,845	74,581	76,915	79,403
3	57,810	61,336	64,224	67,512	70,309	72,951	75,736	78,127	80,668
4	58,669	62,254	65,184	68,532	71,380	74,074	76,792	78,865	81,951
5	59,340	62,963	65,934	69,315	72,207	74,940	77,816	80,299	82,929
6	62,458	66,259	69,380	72,926	75,967	78,848	81,880	84,500	87,279
7	62,592	67,599	70,795	74,435	77,540	80,570	83,605	86,321	89,156
8	65,319	69,286	72,573	76,321	79,496	82,693	85,569	88,380	91,294
9	66,884	70,928	74,357	78,223	81,484	84,878	87,939	90,879	93,870
10	68,262	72,474	75,992	80,358	83,431	87,226	90,426	93,508	96,615
11	70,105	74,482	78,171	82,388	85,892	89,536	92,916	96,175	99,404
12	71,397	76,473	80,283	84,098	88,088	91,542	95,054	98,414	101,798
13			83,150	87,520	91,198	94,497	98,015	101,415	104,798
14			85,668	90,403	94,091	97,892	101,500	105,171	108,753
15				93,458	97,122	100,867	104,536	108,194	111,868
16				95,217	99,053	102,668	106,334	109,870	113,887
17				97,383	100,979	104,641	108,144	111,847	116,295
18				99,692	103,189	107,754	111,324	114,977	118,785
19				101,822	105,573	111,298	114,785	118,404	122,220
20				104,563	108,120	113,910	117,447	120,952	124,846
21				106,029	109,637	115,506	119,092	122,647	126,594
22				107,491	111,149	117,100	120,734	124,344	128,342
23				108,956	112,667	118,695	122,378	126,035	130,087
24				110,418	114,179	120,293	124,023	127,728	131,836
25				111,883	115,693	121,885	125,668	129,423	133,585
26				113,345	117,206	123,480	127,312	131,114	135,334
27				114,813	118,718	125,074	128,954	132,809	137,082
28				116,278	120,234	126,667	130,611	134,501	138,831
29				117,738	121,747	128,265	132,246	136,195	140,578
30				119,204	123,260	129,857	133,890	137,887	142,324
30+				120,667	124,772	131,452	135,532	139,581	144,070

Doctorate \$1,325

APPENDIX D4
VOCATIONAL - EMPLOYED 9/2005 THROUGH 6/30/2014
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2020-21

	A	B	C	D	E	F	G	H	I
		<u>Initial</u>	<u>Initial+15</u>	<u>Vocational BA/PERM INITIAL +30</u>	<u>Vocational BA +15 Prof +15</u>	<u>Vocational BA+30 Prof +30</u>	<u>Vocational BA+45 Vocational MA</u>	<u>Vocational BA+60 MA+15</u>	<u>Vocational BA+75 MA+30</u>
1	56,734	60,195	62,999	66,226	68,950	71,512	74,226	76,538	79,000
2	57,479	60,987	63,841	67,112	69,876	72,492	75,252	77,607	80,118
3	58,330	61,888	64,802	68,120	70,941	73,607	76,418	78,830	81,394
4	59,197	62,814	65,770	69,149	72,022	74,740	77,483	79,574	82,689
5	59,874	63,530	66,527	69,939	72,857	75,614	78,516	81,022	83,675
6	63,020	66,855	70,005	73,582	76,651	79,558	82,617	85,260	88,065
7	63,155	68,207	71,432	75,105	78,238	81,295	84,357	87,098	89,959
8	65,907	69,909	73,226	77,008	80,211	83,437	86,339	89,175	92,116
9	67,486	71,566	75,026	78,927	82,218	85,642	88,730	91,697	94,715
10	68,877	73,126	76,676	81,081	84,182	88,011	91,240	94,349	97,484
11	70,736	75,152	78,875	83,130	86,665	90,342	93,752	97,041	100,299
12	72,040	77,161	81,005	84,854	88,881	92,366	95,910	99,300	102,714
13			83,898	88,308	92,018	95,348	98,897	102,328	105,741
14			86,439	91,216	94,938	98,773	102,413	106,117	109,732
15				94,299	97,996	101,775	105,476	109,167	112,875
16				96,074	99,945	103,592	107,291	110,859	114,912
17				98,259	101,888	105,583	109,117	112,854	117,342
18				100,589	104,117	108,723	112,326	116,012	119,854
19				102,739	106,523	112,299	115,818	119,469	123,320
20				105,504	109,093	114,935	118,504	122,041	125,970
21				106,983	110,624	116,546	120,164	123,751	127,734
22				108,458	112,149	118,154	121,821	125,463	129,497
23				109,937	113,681	119,763	123,480	127,170	131,258
24				111,412	115,206	121,376	125,139	128,878	133,023
25				112,890	116,734	122,982	126,799	130,587	134,788
26				114,365	118,260	124,591	128,458	132,294	136,552
27				115,846	119,787	126,200	130,115	134,004	138,315
28				117,325	121,316	127,807	131,786	135,711	140,080
29				118,798	122,843	129,419	133,436	137,421	141,843
30				120,277	124,369	131,026	135,095	139,128	143,605
30+				121,753	125,895	132,635	136,752	140,837	145,366

Doctorate \$1,325

*Uncertified staff must complete requirements for the transition "A" certificate within one (1) year of hire and six (6) credits towards their professional certification in order to maintain employment with WSBOCES
Credits can only be used once for column movement

APPENDIX D5
VOCATIONAL- HIRED 7/1/14 - 6/30/19
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2017-18

	A	B	C	D	E	F	G	H	I
		<u>Initial</u>	<u>Initial+15</u>	<u>Vocational BA/PERM INITIAL +30</u>	<u>Vocational BA +15 PROF +15</u>	<u>Vocational BA+30 Prof +30</u>	<u>Vocational BA+45 Vocational MA</u>	<u>Vocational BA+60 MA+15</u>	<u>Vocational BA+75 MA+30</u>
1	49,776	53,270	56,098	59,354	62,101	64,686	67,425	69,757	72,241
2	50,772	54,335	57,220	60,541	63,343	65,980	68,773	71,152	73,686
3	51,787	55,422	58,364	61,751	64,610	67,300	70,148	72,575	75,159
4	52,823	56,530	59,532	62,987	65,902	68,646	71,551	74,027	76,663
5	53,879	57,661	60,722	64,246	67,220	70,019	72,982	75,507	78,196
6	54,957	58,814	61,937	65,531	68,564	71,419	74,442	77,017	79,760
7	56,056	59,990	63,175	66,842	69,936	72,847	75,931	78,558	81,355
8	57,177	61,190	64,439	68,179	71,334	74,304	77,450	80,129	82,982
9	58,321	62,414	65,728	69,542	72,761	75,790	78,999	81,731	84,642
10	59,487	63,662	67,042	70,933	74,216	77,306	80,579	83,366	86,335
11			68,383	72,352	75,701	78,852	82,190	85,033	88,061
12			69,751	73,799	77,215	80,429	83,834	86,734	89,822
13				75,275	78,759	82,038	85,511	88,469	91,619
14				76,780	80,334	83,679	87,221	90,238	93,451
15				78,316	81,941	85,352	88,965	92,043	95,320
16				79,882	83,580	87,059	90,745	93,884	97,227
17				81,480	85,251	88,801	92,559	95,761	99,171
18				83,109	86,956	90,577	94,411	97,676	101,155
19				84,772	88,695	92,388	96,299	99,630	103,178
20				86,467	90,469	94,236	98,225	101,623	105,241
21				88,196	92,279	96,121	100,189	103,655	107,346
22				89,960	94,124	98,043	102,193	105,728	109,493
23				91,759	96,007	100,004	104,237	107,843	111,683
24				93,595	97,927	102,004	106,322	110,000	113,917
25				95,467	99,885	104,044	108,448	112,200	116,195
26				97,376	101,883	106,125	110,617	114,444	118,519
27				99,323	103,921	108,247	112,829	116,732	120,889
28				101,310	105,999	110,412	115,086	119,067	123,307
29				103,336	108,119	112,621	117,388	121,448	125,773
30				105,403	110,282	114,873	119,736	123,877	128,289
30+				107,511	112,487	117,170	122,130	126,355	130,854

DOCTORATE \$1,325

APPENDIX D5
VOCATIONAL- HIRED 7/1/14 - 6/30/19
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2018-19

	A	B	C	D	E	F	G	H	I
		<u>Initial</u>	<u>Initial+15</u>	<u>Vocational BA/PERM INITIAL +30</u>	<u>Vocational BA +15 PROF +15</u>	<u>Vocational BA+30 Prof +30</u>	<u>Vocational BA+45 Vocational MA</u>	<u>Vocational BA+60 MA+15</u>	<u>Vocational BA+75 MA+30</u>
1	50,224	53,749	56,603	59,888	62,660	65,268	68,032	70,385	72,891
2	51,229	54,824	57,735	61,086	63,913	66,574	69,392	71,792	74,349
3	52,253	55,921	58,889	62,307	65,191	67,906	70,779	73,228	75,835
4	53,298	57,039	60,068	63,554	66,495	69,264	72,195	74,693	77,353
5	54,364	58,180	61,268	64,824	67,825	70,649	73,639	76,187	78,900
6	55,452	59,343	62,494	66,121	69,181	72,062	75,112	77,710	80,478
7	56,561	60,530	63,744	67,444	70,565	73,503	76,614	79,265	82,087
8	57,692	61,741	65,019	68,793	71,976	74,973	78,147	80,850	83,729
9	58,846	62,976	66,320	70,168	73,416	76,472	79,710	82,467	85,404
10	60,022	64,235	67,645	71,571	74,884	78,002	81,304	84,116	87,112
11			68,998	73,003	76,382	79,562	82,930	85,798	88,854
12			70,379	74,463	77,910	81,153	84,589	87,515	90,630
13				75,952	79,468	82,776	86,281	89,265	92,444
14				77,471	81,057	84,432	88,006	91,050	94,292
15				79,021	82,678	86,120	89,766	92,871	96,178
16				80,601	84,332	87,843	91,562	94,729	98,102
17				82,213	86,018	89,600	93,392	96,623	100,064
18				83,857	87,739	91,392	95,261	98,555	102,065
19				85,535	89,493	93,219	97,166	100,527	104,107
20				87,245	91,283	95,084	99,109	102,538	106,188
21				88,990	93,110	96,986	101,091	104,588	108,312
22				90,770	94,971	98,925	103,113	106,680	110,478
23				92,585	96,871	100,904	105,175	108,814	112,688
24				94,437	98,808	102,922	107,279	110,990	114,942
25				96,326	100,784	104,980	109,424	113,210	117,241
26				98,252	102,800	107,080	111,613	115,474	119,586
27				100,217	104,856	109,221	113,844	117,783	121,977
28				102,222	106,953	111,406	116,122	120,139	124,417
29				104,266	109,092	113,635	118,444	122,541	126,905
30				106,352	111,275	115,907	120,814	124,992	129,444
30+				108,479	113,499	118,225	123,229	127,492	132,032

DOCTORATE \$1,325

APPENDIX D5
VOCATIONAL- HIRED 7/1/14 - 6/30/19
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2019-20

	A	B	C	D	E	F	G	H	I
1	50,676	54,233	57,112	60,427	63,224	65,856	68,644	71,018	73,547
2	51,690	55,317	58,255	61,636	64,488	67,173	70,016	72,438	75,018
3	52,723	56,424	59,419	62,868	65,778	68,517	71,416	73,887	76,518
4	53,778	57,552	60,608	64,126	67,094	69,887	72,845	75,365	78,049
5	54,853	58,704	61,820	65,408	68,435	71,285	74,302	76,872	79,610
6	55,951	59,877	63,057	66,716	69,804	72,710	75,788	78,410	81,202
7	57,070	61,075	64,317	68,051	71,201	74,164	77,304	79,978	82,826
8	58,211	62,296	65,604	69,412	72,624	75,647	78,850	81,578	84,482
9	59,376	63,543	66,916	70,799	74,077	77,160	80,427	83,209	86,172
10	60,563	64,813	68,254	72,216	75,558	78,704	82,036	84,873	87,896
11			69,619	73,660	77,070	80,278	83,676	86,570	89,653
12			71,012	75,133	78,611	81,883	85,350	88,302	91,446
13				76,636	80,183	83,521	87,057	90,069	93,276
14				78,168	81,787	85,192	88,798	91,870	95,141
15				79,732	83,423	86,895	90,574	93,707	97,043
16				81,326	85,091	88,633	92,386	95,582	98,985
17				82,953	86,792	90,407	94,233	97,492	100,964
18				84,612	88,528	92,215	96,118	99,442	102,984
19				86,305	90,299	94,058	98,040	101,431	105,044
20				88,030	92,105	95,940	100,001	103,460	107,144
21				89,791	93,947	97,859	102,001	105,529	109,287
22				91,587	95,826	99,816	104,041	107,640	111,473
23				93,418	97,743	101,812	106,122	109,793	113,702
24				95,287	99,698	103,848	108,244	111,989	115,977
25				97,193	101,691	105,925	110,409	114,229	118,296
26				99,137	103,725	108,044	112,617	116,513	120,662
27				101,119	105,800	110,204	114,869	118,843	123,075
28				103,142	107,916	112,408	117,167	121,220	125,537
29				105,204	110,074	114,657	119,510	123,644	128,047
30				107,309	112,276	116,950	121,901	126,117	130,609
30+				109,455	114,521	119,289	124,338	128,640	133,220

DOCTORATE \$1,325

APPENDIX D5
VOCATIONAL- HIRED 7/1/14 - 6/30/19
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2020-21

	A	B	C	D	E	F	G	H	I		
							VOCATIONAL BA +45 VOCATIONAL MA	VOCATIONAL BA +60 MA +15	VOCATIONAL BA +75 MA +30		
		<u>INITIAL</u>	<u>INITIAL+15</u>	<u>VOCATIONAL BA/PERM INITIAL +30</u>	<u>VOCATIONAL BA +15 PROF +15</u>	<u>VOCATIONAL BA +30 PROF +30</u>					
1	51,132	54,721	57,626	60,971	63,793	66,448	69,262	71,657	74,209		
2	52,155	55,815	58,779	62,190	65,069	67,778	70,647	73,090	75,693		
3	53,198	56,932	59,954	63,433	66,370	69,134	72,059	74,552	77,207		
4	54,262	58,070	61,154	64,703	67,697	70,516	73,500	76,044	78,752		
5	55,347	59,232	62,376	65,996	69,051	71,927	74,970	77,564	80,326		
6	56,454	60,416	63,624	67,316	70,432	73,365	76,470	79,115	81,933		
7	57,583	61,624	64,896	68,663	71,841	74,832	78,000	80,698	83,571		
8	58,735	62,857	66,195	70,036	73,277	76,328	79,560	82,312	85,243		
9	59,910	64,114	67,519	71,437	74,743	77,855	81,151	83,958	86,948		
10	61,108	65,396	68,868	72,865	76,238	79,412	82,774	85,637	88,687		
11			70,246	74,323	77,763	81,000	84,429	87,350	90,460		
12			71,651	75,810	79,319	82,620	86,118	89,097	92,269		
13				77,326	80,905	84,273	87,841	90,879	94,115		
14				78,872	82,523	85,959	89,597	92,696	95,997		
15				80,450	84,173	87,677	91,389	94,551	97,917		
16				82,058	85,857	89,431	93,217	96,442	99,876		
17				83,700	87,574	91,220	95,081	98,370	101,873		
18				85,373	89,325	93,045	96,983	100,337	103,911		
19				87,082	91,111	94,905	98,923	102,344	105,989		
20				88,823	92,934	96,803	100,901	104,392	108,108		
21				90,599	94,793	98,740	102,919	106,479	110,271		
22				92,411	96,688	100,714	104,977	108,608	112,476		
23				94,259	98,623	102,728	107,077	110,781	114,726		
24				96,145	100,595	104,783	109,219	112,997	117,021		
25				98,068	102,606	106,879	111,403	115,257	119,361		
26				100,029	104,659	109,016	113,631	117,562	121,748		
27				102,029	106,752	111,196	115,903	119,912	124,182		
28				104,070	108,887	113,420	118,221	122,311	126,666		
29				106,151	111,065	115,689	120,586	124,757	129,200		
30				108,275	113,286	118,003	122,998	127,252	131,784		
30+				110,440	115,552	120,362	125,457	129,797	134,419		
				DOCTORATE \$1,325							

APPENDIX D6
VOCATIONAL - POST 7/1/2019 HIRES
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2019-20

	A	B	C	D	E	F	G	H	I
		INITIAL	INITIAL+15	INITIAL+30	INITIAL +45	PROF +30	RELEVANT	RELEVANT	RELEVANT
	<u>Uncertified*</u>	<u>TRANSITION A</u>	<u>RELEVANT</u>	<u>PROF CERT</u>	<u>PROF +15</u>	<u>RELEVANT</u>	<u>BA +45</u>	<u>BA +60</u>	<u>BA +75</u>
			<u>CREDITS</u>	<u>RELEVANT</u>	<u>RELEVANT</u>	<u>RELEVANT</u>	<u>RELEVANT</u>	<u>RELEVANT</u>	<u>RELEVANT</u>
				<u>BA/PERM CRT</u>	<u>BA +15</u>	<u>BA +30</u>	<u>MA</u>	<u>MA +15</u>	<u>MA +30</u>
1	50,676	54,233	57,112	60,427	63,224	65,856	68,644	71,018	73,547
2	51,690	55,317	58,255	61,636	64,488	67,173	70,016	72,438	75,018
3	52,723	56,424	59,419	62,868	65,778	68,517	71,416	73,887	76,518
4	53,778	57,552	60,608	64,126	67,094	69,887	72,845	75,365	78,049
5	54,853	58,704	61,820	65,408	68,435	71,285	74,302	76,872	79,610
6	55,951	59,877	63,057	66,716	69,804	72,710	75,788	78,410	81,202
7	57,070	61,075	64,317	68,051	71,201	74,164	77,304	79,978	82,826
8	58,211	62,296	65,604	69,412	72,624	75,647	78,850	81,578	84,482
9	59,376	63,543	66,916	70,799	74,077	77,160	80,427	83,209	86,172
10	60,563	64,813	68,254	72,216	75,558	78,704	82,036	84,873	87,896
11			69,619	73,660	77,070	80,278	83,676	86,570	89,653
12			71,012	75,133	78,611	81,883	85,350	88,302	91,446
13				76,636	80,183	83,521	87,057	90,069	93,276
14				78,168	81,787	85,192	88,798	91,870	95,141
15				79,732	83,423	86,895	90,574	93,707	97,043
16				81,326	85,091	88,633	92,386	95,582	98,985
17				82,953	86,792	90,407	94,233	97,492	100,964
18				84,612	88,528	92,215	96,118	99,442	102,984
19				86,305	90,299	94,058	98,040	101,431	105,044
20				88,030	92,105	95,940	100,001	103,460	107,144
21				89,791	93,947	97,859	102,001	105,529	109,287
22				91,587	95,826	99,816	104,041	107,640	111,473
23				93,418	97,743	101,812	106,122	109,793	113,702
24				95,287	99,698	103,848	108,244	111,989	115,977
25				97,193	101,691	105,925	110,409	114,229	118,296
26				99,137	103,725	108,044	112,617	116,513	120,662
27				101,119	105,800	110,204	114,869	118,843	123,075
28				103,142	107,916	112,408	117,167	121,220	125,537
29				105,204	110,074	114,657	119,510	123,644	128,047
30				107,309	112,276	116,950	121,901	126,117	130,609
30+				109,455	114,521	119,289	124,338	128,640	133,220

DOCTORATE \$1,325

*Uncertified staff must complete requirements for the transition "A" certificate within one (1) year of hire and six (6) credits towards their professional certification in order to maintain employment with WSOBES
 Relevant BA/BS and MA/MS degrees are determined by the BOCES and cannot be grieved
 Credits can only be used once for column movement

APPENDIX D6
VOCATIONAL - POST 7/1/2019 HIRES
WESTERN SUFFOLK BOCES TEACHER SALARY SCHEDULE - 2020-21

	A	B	C	D	E	F	G	H	I
			INITIAL+15	INITIAL+30	INITIAL +45	PROF +30	RELEVANT	RELEVANT	RELEVANT
	<u>Uncertified*</u>	INITIAL	RELEVANT	PROF CERT	PROF +15	RELEVANT	BA +45	BA +60	BA +75
		TRANSITION A	CREDITS	RELEVANT	RELEVANT	RELEVANT	RELEVANT	RELEVANT	RELEVANT
				BA/PERM CRT	BA +15	BA +30	MA	MA +15	MA +30
1	51,132	54,721	57,626	60,971	63,793	66,448	69,262	71,657	74,209
2	52,155	55,815	58,779	62,190	65,069	67,778	70,647	73,090	75,693
3	53,198	56,932	59,954	63,433	66,370	69,134	72,059	74,552	77,207
4	54,262	58,070	61,154	64,703	67,697	70,516	73,500	76,044	78,752
5	55,347	59,232	62,376	65,996	69,051	71,927	74,970	77,564	80,326
6	56,454	60,416	63,624	67,316	70,432	73,365	76,470	79,115	81,933
7	57,583	61,624	64,896	68,663	71,841	74,832	78,000	80,698	83,571
8	58,735	62,857	66,195	70,036	73,277	76,328	79,560	82,312	85,243
9	59,910	64,114	67,519	71,437	74,743	77,855	81,151	83,958	86,948
10	61,108	65,396	68,868	72,865	76,238	79,412	82,774	85,637	88,687
11			70,246	74,323	77,763	81,000	84,429	87,350	90,460
12			71,651	75,810	79,319	82,620	86,118	89,097	92,269
13				77,326	80,905	84,273	87,841	90,879	94,115
14				78,872	82,523	85,959	89,597	92,696	95,997
15				80,450	84,173	87,677	91,389	94,551	97,917
16				82,058	85,857	89,431	93,217	96,442	99,876
17				83,700	87,574	91,220	95,081	98,370	101,873
18				85,373	89,325	93,045	96,983	100,337	103,911
19				87,082	91,111	94,905	98,923	102,344	105,989
20				88,823	92,934	96,803	100,901	104,392	108,108
21				90,599	94,793	98,740	102,919	106,479	110,271
22				92,411	96,688	100,714	104,977	108,608	112,476
23				94,259	98,623	102,728	107,077	110,781	114,726
24				96,145	100,595	104,783	109,219	112,997	117,021
25				98,068	102,606	106,879	111,403	115,257	119,361
26				100,029	104,659	109,016	113,631	117,562	121,748
27				102,029	106,752	111,196	115,903	119,912	124,182
28				104,070	108,887	113,420	118,221	122,311	126,666
29				106,151	111,065	115,689	120,586	124,757	129,200
30				108,275	113,286	118,003	122,998	127,252	131,784
30+				110,440	115,552	120,362	125,457	129,797	134,419

DOCTORATE \$1,325

*Uncertified staff must complete requirements for the transition "A" certificate within one (1) year of hire and six (6) credits towards their professional certification in order to maintain employment with WSOBES

Relevant BA/BS and MA/MS degrees are determined by the BOCES and cannot be grieved

Credits can only be used once for column movement

APPENDIX D7

WESTERN SUFFOLK BOCES TEACHING ASSISTANT SALARY SCHEDULE

2017-18

	<u>A</u>	<u>A-1</u>	<u>B</u>	<u>B-1</u>	<u>C</u>	<u>C-1</u>	<u>D</u>	<u>D-1</u>	<u>E</u>
	<u>H.S.</u>	<u>H.S.+15</u>	<u>H.S.+30</u>	<u>H.S.+45</u>	<u>H.S.+60</u>	<u>H.S.+75</u>	<u>H.S.+90</u>	<u>H.S.+105</u>	<u>BA</u>
1	39,764	41,259	42,016	43,893	46,517	48,393	50,646	52,896	54,772
2	40,361	41,879	42,646	44,552	47,216	49,118	51,406	53,690	55,593
3	40,966	42,507	43,287	45,220	47,924	49,854	52,177	54,495	56,427
4	41,581	43,144	43,936	45,899	48,642	50,603	52,960	55,313	57,273
5	42,206	43,792	44,594	46,586	49,372	51,361	53,755	56,142	58,133
6	42,838	44,447	45,263	47,285	50,113	52,131	54,560	56,984	59,006
7	43,481	45,114	45,943	47,994	50,863	52,915	55,379	57,839	59,890
8	44,133	45,790	46,632	48,715	51,627	53,708	56,209	58,707	60,789
9	44,795	46,477	47,330	49,444	52,403	54,512	57,052	59,588	61,700
10	45,467	47,176	48,041	50,187	53,188	55,331	57,909	60,482	62,625

Longevity 10+ years =\$1,000; 15+ years=\$2,000; 20+ years = \$2,500

APPENDIX D7

WESTERN SUFFOLK BOCES TEACHING ASSISTANT SALARY SCHEDULE

2018-19

	<u>A</u>	<u>A-1</u>	<u>B</u>	<u>B-1</u>	<u>C</u>	<u>C-1</u>	<u>D</u>	<u>D-1</u>	<u>E</u>
	<u>H.S.</u>	<u>H.S.+15</u>	<u>H.S.+30</u>	<u>H.S.+45</u>	<u>H.S.+60</u>	<u>H.S.+75</u>	<u>H.S.+90</u>	<u>H.S.+105</u>	<u>BA</u>
1	40,122	41,259	42,394	44,288	46,936	48,829	51,102	53,372	55,265
2	40,724	41,879	43,030	44,953	47,641	49,560	51,869	54,173	56,093
3	41,335	42,507	43,677	45,627	48,355	50,303	52,647	54,985	56,935
4	41,955	43,144	44,331	46,312	49,080	51,058	53,437	55,811	57,788
5	42,586	43,792	44,995	47,005	49,816	51,823	54,239	56,647	58,656
6	43,224	44,447	45,670	47,711	50,564	52,600	55,051	57,497	59,537
7	43,872	45,114	46,356	48,426	51,321	53,391	55,877	58,360	60,429
8	44,530	45,790	47,052	49,153	52,092	54,191	56,715	59,235	61,336
9	45,198	46,477	47,756	49,889	52,875	55,003	57,565	60,124	62,255
10	45,876	47,176	48,473	50,639	53,667	55,829	58,430	61,026	63,189

Longevity 10+ years = \$1,000; 15+ years = \$2,000; 20+ years = \$2,500

APPENDIX D7

WESTERN SUFFOLK BOCES TEACHING ASSISTANT SALARY SCHEDULE

2019-20

	<u>A</u>	<u>A-1</u>	<u>B</u>	<u>B-1</u>	<u>C</u>	<u>C-1</u>	<u>D</u>	<u>D-1</u>	<u>E</u>
	<u>H.S.</u>	<u>H.S.+15</u>	<u>H.S.+30</u>	<u>H.S.+45</u>	<u>H.S.+60</u>	<u>H.S.+75</u>	<u>H.S.+90</u>	<u>H.S.+105</u>	<u>BA</u>
1	40,483	41,630	42,776	44,687	47,358	49,268	51,562	53,852	55,762
2	41,091	42,255	43,417	45,358	48,070	50,006	52,335	54,661	56,598
3	41,707	42,890	44,070	46,038	48,791	50,755	53,120	55,480	57,447
4	42,333	43,532	44,730	46,729	49,521	51,518	53,918	56,313	58,309
5	42,969	44,186	45,400	47,428	50,265	52,290	54,727	57,157	59,184
6	43,613	44,847	46,081	48,140	51,019	53,074	55,546	58,014	60,073
7	44,267	45,520	46,774	48,862	51,783	53,872	56,380	58,885	60,973
8	44,931	46,203	47,475	49,596	52,560	54,679	57,225	59,768	61,888
9	45,605	46,895	48,186	50,338	53,350	55,498	58,084	60,665	62,816
10	46,289	47,600	48,910	51,094	54,150	56,331	58,956	61,576	63,757

Longevity 10+ years =\$1,000; 15+ years=\$2,000; 20+ years = \$2,500

APPENDIX D7

WESTERN SUFFOLK BOCES TEACHING ASSISTANT SALARY SCHEDULE

2020-21

	<u>A</u>	<u>A-1</u>	<u>B</u>	<u>B-1</u>	<u>C</u>	<u>C-1</u>	<u>D</u>	<u>D-1</u>	<u>E</u>
	<u>H.S.</u>	<u>H.S.+15</u>	<u>H.S.+30</u>	<u>H.S.+45</u>	<u>H.S.+60</u>	<u>H.S.+75</u>	<u>H.S.+90</u>	<u>H.S.+105</u>	<u>BA</u>
1	40,847	42,005	43,161	45,089	47,784	49,711	52,026	54,337	56,264
2	41,461	42,636	43,808	45,766	48,502	50,456	52,806	55,153	57,108
3	42,082	43,276	44,466	46,452	49,230	51,212	53,598	55,980	57,964
4	42,714	43,924	45,133	47,149	49,967	51,982	54,403	56,820	58,833
5	43,356	44,583	45,809	47,855	50,717	52,760	55,219	57,672	59,717
6	44,005	45,251	46,496	48,573	51,478	53,551	56,046	58,536	60,614
7	44,666	45,930	47,195	49,302	52,249	54,357	56,888	59,415	61,522
8	45,335	46,618	47,902	50,042	53,034	55,171	57,740	60,306	62,445
9	46,015	47,317	48,619	50,791	53,831	55,997	58,606	61,211	63,381
10	46,706	48,029	49,350	51,554	54,637	56,838	59,487	62,130	64,331

Longevity 10+ years =\$1,000; 15+ years=\$2,000; 20+ years = \$2,500

APPENDIX E

STIPENDS

ITEM	2017/2018	2018/2019	2019/2020	2020/2021
Doctorate (per year)	\$1,375	\$1,375	\$1,400	\$1,400
Coordinator 1-7 (per year)	\$5,000	\$5,000	\$5,100	\$5,100
Coordinator 7+ (per year)	\$8,900	\$8,900	\$9,000	\$9,200
Coach (per year)	\$2,500	\$2,500	\$2,500	\$2,500
Newsletter/Yearbook (per year)	\$4,000	\$4,000	\$4,100	\$4,100
Student Club Advisor (per year)	\$1,500	\$1,500	\$1,600	\$1,600
Special Olympics (per year)	\$3,300	\$3,300	\$3,500	\$3,500
Tutoring (per session)	\$90	\$90	\$95	\$95
Chaperoning (per event)	\$80	\$80	\$80	\$80
Mental Health Coordinator (per year)	\$2650	\$2650	\$2650	\$2650
Overnight Chaperoning (per night)	\$125	\$125	\$150	\$150
Evaluations – Itinerant Teachers (Deaf, Visually Impaired) (per evaluation)			\$270	\$270

Per year = school year

Appendix F1
For Staff employed prior to July 1, 1990

AGREEMENT by and between the BOARD OF COOPERATIVE EDUCATIONAL SERVICES, SECOND SUPERVISORY DISTRICT, SUFFOLK COUNTY, NEW YORK, with offices for the transaction of business located at 507 Deer Park Road, Dix Hills, New York (hereinafter referred to as WESTERN SUFFOLK BOCES) and

an employee of WESTERN SUFFOLK BOCES, residing at

(hereinafter referred to as the EMPLOYEE)

WHEREAS, WESTERN SUFFOLK BOCES has agreed in its labor contract, revised JULY 1, 2014, with the WESTERN SUFFOLK BOCES Faculty Association to grant participation in the BOCES' Health Plan to the extent hereafter described for certain employees who retire on or after July 1, 2014, and

WHEREAS, the EMPLOYEE was actively employed by Western Suffolk BOCES on or before July 1, 1990 and

WHEREAS, this agreement has been made between the WESTERN SUFFOLK BOCES and the EMPLOYEE to establish a binding contractual obligation on the part of the WESTERN SUFFOLK BOCES to continue certain health benefits for the life of the retired EMPLOYEE, as the same is more particularly described below, during the EMPLOYEE'S retirement.

NOW, THEREFORE, it is agreed as follows:

1. The EMPLOYEE represents to the BOCES that he/she is, or shall be on the effective date of retirement, fifty-five (55) years of age or older and will qualify for ordinary service retirement under the terms, provisions and regulations of the New York State Teachers Retirement System.
2. The EMPLOYEE represents to BOCES that he/she shall retire from active service effective on the day following date of resignation and that the EMPLOYEE has simultaneously submitted herewith a written resignation to the BOCES.
3. The BOCES herewith agrees to grant retiring EMPLOYEES health coverage under conditions described as follows:

Staff hired prior to July 1, 1990, who have served a minimum of 10 years of full time active service with Western Suffolk BOCES will be eligible for the following at the time of retirement. The Board of Cooperative Educational Services shall provide the same benefit level for individual and family coverage in the health program for staff who have retired as the Board provides for active employees covered in the same unit or classification, for the contract year in which the employee retires.

4. BOCES reserves the right to provide the level of health benefits required by this agreement to the EMPLOYEE through an insured health plan, or a BOCES self-funded plan (or combination thereof), and/or in conjunction with benefits provided under Medicare and/or any other available state or federal law or program that may in the future provide a health benefit to the EMPLOYEE.

By the signature which appears below, the BOARD OF COOPERATIVE EDUCATIONAL SERVICES, SECOND SUPERVISORY DISTRICT at a duly constituted meeting of the BOARD OF COOPERATIVE EDUCATIONAL SERVICES, SECOND SUPERVISORY DISTRICT.

Dated: _____
_____ BOARD OF COOPERATIVE EDUCATIONAL SERVICES

Dated: _____
_____ EMPLOYEE

Dated: _____
_____ Certified Clerk of the Board

Appendix F2
For Staff employed after July 1, 1990

AGREEMENT by and between the BOARD OF COOPERATIVE EDUCATIONAL SERVICES, SECOND SUPERVISORY DISTRICT, SUFFOLK COUNTY, NEW YORK, with offices for the transaction of business located at 507 Deer Park Road, Dix Hills, New York (hereinafter referred to as WESTERN SUFFOLK BOCES) and

an employee of WESTERN SUFFOLK BOCES, residing at

(hereinafter referred to as the EMPLOYEE)

WHEREAS, WESTERN SUFFOLK BOCES has agreed in its labor contract, revised JULY 1, 2014, with the WESTERN SUFFOLK BOCES Faculty Association to grant participation in the BOCES' Health Plan to the extent hereafter described for certain employees who retire on or after July 1, 2014, and

WHEREAS, the EMPLOYEE was actively employed by Western Suffolk BOCES on or after July 1, 1990 and prior to July 1, 2006 and

WHEREAS, this agreement has been made between the WESTERN SUFFOLK BOCES and the EMPLOYEE to establish a binding contractual obligation on the part of the WESTERN SUFFOLK BOCES to continue certain health benefits for the life of the retired EMPLOYEE, as the same is more particularly described below, during the EMPLOYEE'S retirement.

NOW, THEREFORE, it is agreed as follows:

1. The EMPLOYEE represents to the BOCES that he/she is, or shall be on the effective date of retirement, fifty-five (55) years of age or older and will qualify for ordinary service retirement under the terms, provisions and regulations of the New York State Teachers Retirement System.
2. The EMPLOYEE represents to BOCES that he/she shall retire from active service effective on the day following date of resignation and that the EMPLOYEE has simultaneously submitted herewith a written resignation to the BOCES.
3. The BOCES herewith agrees to grant retiring EMPLOYEES health coverage under conditions described as follows:

Staff hired after July 1, 1990, who have served a minimum of 10 years of full time active service with Western Suffolk BOCES will be eligible for the following at the time of retirement. The Board of Cooperative Educational Services shall provide the same benefit level for individual and family coverage in the health program for staff who have retired as the Board provides for active employees covered in the same unit or classification, for the contract year in which the employee retires.

- a. The Board of Cooperative Education Services shall contribute 50% of amount contributed for current employees for individual and family coverage in the health program.
- b. For each additional year of service beyond the 10 years with BOCES, the Board of Cooperative Education Services' contribution shall increase by 5% per year not to exceed the same dollar amount paid by the BOCES for active employees covered in the same unit or classification.

4. BOCES reserves the right to provide the level of health benefits required by this agreement to the EMPLOYEE through an insured health plan, or a BOCES self-funded plan (or combination thereof), and/or in conjunction with benefits provided under Medicare and/or any other available state or federal law or program that may in the future provide a health benefit to the EMPLOYEE.

By the signature which appears below, the BOARD OF COOPERATIVE EDUCATIONAL SERVICES, SECOND SUPERVISORY DISTRICT at a duly constituted meeting of the BOARD OF COOPERATIVE EDUCATIONAL SERVICES, SECOND SUPERVISORY DISTRICT.

Dated: _____
_____ BOARD OF COOPERATIVE EDUCATIONAL SERVICES

Dated: _____
_____ EMPLOYEE

Dated: _____
_____ Certified Clerk of the Board

Appendix F3
For Staff employed on or after July 1, 2006

AGREEMENT by and between the BOARD OF COOPERATIVE EDUCATIONAL SERVICES, SECOND SUPERVISORY DISTRICT, SUFFOLK COUNTY, NEW YORK, with offices for the transaction of business located at 507 Deer Park Road, Dix Hills, New York (hereinafter referred to as WESTERN SUFFOLK BOCES) and

an employee of WESTERN SUFFOLK BOCES, residing at

(hereinafter referred to as the EMPLOYEE)

WHEREAS, WESTERN SUFFOLK BOCES has agreed in its labor contract, revised JULY 1, 2014, with the WESTERN SUFFOLK Faculty Association to grant participation in the BOCES' Health Plan to the extent hereafter described for certain employees who retire on or after July 1, 2014, and

WHEREAS, the EMPLOYEE was actively employed by Western Suffolk BOCES on or after July 1, 2006 and

WHEREAS, this agreement has been made between the WESTERN SUFFOLK BOCES and the EMPLOYEE to establish a binding contractual obligation on the part of the WESTERN SUFFOLK BOCES to continue certain health benefits for the life of the retired EMPLOYEE, as the same is more particularly described below, during the EMPLOYEE'S retirement.

NOW, THEREFORE, it is agreed as follows:

1. The EMPLOYEE represents to the BOCES that he/she is, or shall be on the effective date of retirement, fifty-five (55) years of age or older and will qualify for ordinary service retirement under the terms, provisions and regulations of the New York State Employee's Retirement System.
2. The EMPLOYEE represents to BOCES that he/she shall retire from active service effective on the day following date of resignation and that the EMPLOYEE has simultaneously submitted herewith a written resignation to the BOCES.
3. The BOCES herewith agrees to grant retiring EMPLOYEES health coverage under conditions described as follows:

Staff hired on or after July 1, 2006, who have served a minimum of twenty (20) years of full time active service with Western Suffolk BOCES, shall be eligible for the following at the time of retirement. The Board of Cooperative Educational Services shall provide the same benefit level for individual and family coverage in the health program for staff who have retired as the Board provides for active employees covered in the same unit or classification, for the contract year in which the employee retires.

4. BOCES reserves the right to provide the level of health benefits required by this agreement to the EMPLOYEE through an insured health plan or a BOCES self-funded plan (or combination thereof), and/or in conjunction with benefits provided under Medicare and/or any other available state or federal law or program that may in the future provide a health benefit to the EMPLOYEE.

By the signature which appears below, the BOARD OF COOPERATIVE EDUCATIONAL SERVICES, SECOND SUPERVISORY DISTRICT at a duly constituted meeting of the BOARD OF COOPERATIVE EDUCATIONAL SERVICES, SECOND SUPERVISORY DISTRICT.

Dated: _____
BOARD OF COOPERATIVE EDUCATIONAL SERVICES

Dated: _____
EMPLOYEE

Dated: _____
Certified Clerk of the Board

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