

SFA Contract 2021-2026



SOMERS FACULTY ASSOCIATION & THE SOMERS BOARD OF EDUCATION

Contents

PREAMBLE.....	1
W I T N E S S E T H.....	1
ARTICLE I.....	1
RECOGNITION.....	1
ARTICLE II.....	2
ASSOCIATION’S RESPONSIBILITIES.....	2
ARTICLE III.....	2
EXISTING CONDITIONS.....	2
ARTICLE IV.....	3
TEACHING CONDITIONS.....	3
A. Teaching Facilities.....	3
B. Teacher Facilities.....	3
C. Teaching Hours.....	3
D. Class Size and Load.....	4
E. Extended Time Clause.....	4
F. Elementary School and Intermediate School Teacher-Parent Conferences.....	5
G. Compensation for elementary teachers for meetings scheduled during prep and lunch.....	5
H. Attendance at Night Meetings.....	5
I. After-School Meetings.....	5
J. Chaperoning Duties.....	5
K. Teaching Agreement.....	5
L. Teacher Mailboxes.....	6
M. Teacher Assignments.....	6
N. Sponsorship of Activities and Supervision of Co-Curricular Activities.....	6
O. Assignments Beyond Specified Minimums.....	6
P. Supervisor/Teacher Conferences.....	6
Q. Probationary Teachers’ Orientation Programs.....	7
R. Removal from Extra-Curricular Activity.....	7
S. Classroom Schedules.....	7
T. Classroom Teaching.....	7
U. Independent Study Program.....	7
ARTICLE V.....	7
TEACHER RESPONSIBILITIES.....	7
ARTICLE VI.....	8
TEACHER RIGHTS.....	8
ARTICLE VII.....	9
TEACHER EVALUATION.....	9
<i>Number of Observation Reports.....</i>	9
<i>Time lines for the Completion of Observation.....</i>	9
<i>Observation in after the first year of probationary service.....</i>	9
ARTICLE VIII.....	10
TEACHER FILES.....	10
ARTICLE IX.....	10
CAREER DEVELOPMENT.....	10
ARTICLE X.....	11
SCHOOL CALENDAR.....	11
ARTICLE XI.....	12
TEACHER EMPLOYMENT & RECRUITMENT.....	12
ARTICLE XII.....	12
SALARIES, STUDY CREDITS & OTHER COMPENSATION.....	12
A. Teachers’ Salary Schedule.....	12
B. Co-Curricular and Coaching Positions.....	13
C. Credits towards Salary Advancement.....	14
D. Passenger vehicles reimbursement.....	15
E. Conferences expenses.....	15
F. Extra-Pay Schedule Review.....	15
G. Acting Principal.....	15

ARTICLE XIII	16
INSURANCE	16
A. District Health Insurance Plan.....	16
B. Health Insurance Contributions.....	16
C. Health Insurance Enrollment Eligibility.....	16
D. Retiree Health Insurance	17
E. Health Insurance Buy-Back	17
F. Welfare Trust Fund	18
ARTICLE XIV	18
EDUCATIONAL POLICIES	18
ARTICLE XV	19
LEAVE POLICY.....	19
A. Paid Sick Leave.....	19
B. Sick Leave Bank (effective July 1, 1991)	19
C. Unpaid Sick Leave	20
D. Personal Leave: With Pay	20
E. Pregnancy Leave	21
ARTICLE XVI.....	22
GRIEVANCE PROCEDURE	22
A. Purpose.....	22
B. Definitions.....	22
C. Structure.....	22
D. Procedure	22
E. Informal Procedures.....	23
F. Formal Procedure.....	23
G. Board’s Rights.....	24
ARTICLE XVII.....	24
DUES DEDUCTION	24
ARTICLE XVIII.....	25
MISCELLANEOUS PROVISIONS.....	25
A. Association President/Negotiating Committee – extra-curricular duties	25
B. Association President/Negotiating Committee Chairperson – study hall duties	25
C. Custodial staff duties.....	25
D. Unused sick leave after rehired	25
E. Association space	25
F. VOTE/COPE Fund	25
G. National Teacher Certification Recognition.....	25
H. In-House Coverage for Absent Teachers	26
I. Tutorial Services	26
J. Duty free lunch.....	27
K. Non-Elective Employer Contribution to a 403(b) and 457(b) Accounts.....	27
L. Retirement Incentive	28
M. District-sponsored summer programs, Special Education Itinerant Teachers and ESY Teachers	28
N. Teaching Assignment outside regular school day	29
O. IEP Services outside regular school day	29
P. Association Officers.....	29
Q. Direct Deposit	29
R. Mandatory Afterschool Meetings.....	29
S. Travel between Buildings	29
T. Early Notice of Retirement	29
U. Employee Contributions to 403(b) and 457 Plans.....	30
V. AIS Assignments to Middle School Teachers.....	30
W. AIS Assignments to High School Teachers	30
ARTICLE XIX	31
DURATION OF AGREEMENT.....	31
ARTICLE XX	31
STATUTORY PROVISION	31
ARTICLE XXI	31
CONCLUSION OF NEGOTIATIONS	31

INDEX.....	Error! Bookmark not defined.
SUPPLEMENT A – SALARY SCHEDULES.....	32
SUPPLEMENT B – Co-Curricular Stipends.....	32
SUPPLEMENT B – Extra Pay Stipends.....	32
SUPPLEMENT C – Coaching Stipends.....	32

PREAMBLE

This agreement entered into this 1st day of July, 2021 by and between the Board of Education of Somers Central School District, Town of Somers, Somers, New York, hereinafter called the “Board,” and the Somers Faculty Association, hereinafter called the “Association.”

WITNESSETH

Whereas, in order to effectuate the provisions of Article 14 of the Civil Service Law (Chapter 392 of the Laws of 1967; Public Employee’s Fair Employment Act), to encourage and increase effective and harmonious working relationships between the Board of Education of Somers Central School District, Town of Somers (hereinafter referred to as the “BOARD”) and its teaching staff represented by the Somers Faculty Association (hereinafter referred to as “ASSOCIATION,”) and to enable the teachers to participate in and negotiate the development of policies dealing with salaries, hours and other terms and conditions of employment, the parties hereto, in consideration of the mutual covenants herein contained, hereby agree as follows:

ARTICLE I

RECOGNITION

- A. Pursuant to the Public Employees Fair Employment Act, the Board recognizes the Somers Faculty Association (referred to as the Association), as the organization with exclusive rights to negotiate terms and conditions of employment with the Board on behalf of the teacher’s unit, consisting of classroom teachers, department coordinators, grade level coordinators, school counselors, psychologists, social workers, librarians, resource teachers, special education teachers, coaches, physical education instructors, regularly employed consultants in an instructional subject such as remedial reading teachers and remedial speech teachers, and teachers of technology education, home and career skills, business, art, music, speech, reading, and occupational therapist (hereinafter referred to as “teachers,”) but excluding the Superintendent of Schools, Assistant Superintendents of Schools, building principals, assistant building principals, assistants to the Superintendent of Schools, assistants to the building principals, department chairpersons, director of athletics, adult education instructors, non-teaching nurses, substitute teachers, teachers’ aides, teacher assistants and any other supervisory and administrative personnel.
- B. The Association agrees to maintain its rights to represent all teachers and agrees to admit members without regard to race, creed, national origin, sex or marital status. The Board and the Association agree that on the same criteria there will be no discrimination in hiring teachers, or in their training, assignment, promotion, transfer, or discipline.

ARTICLE II

ASSOCIATION'S RESPONSIBILITIES

- A. The Association recognizes the responsibility of the teachers to offer their best efforts toward improving educational attitudes and maintaining student discipline in order to bring about a full day of productive learning for each child on every school day.
- B. The Board and the Association acknowledge and declare that for the advancement of education, it is necessary that there exist a reasonable means of evaluating individual teacher competence. The goals of said evaluation will be to foster a free flow of constructive criticism that will promote an uninhibited exchange of ideas, methods, materials, and goals; and to foster an atmosphere of cooperative endeavor so that teachers, supervisors, and administrators will be continually involved in "shop talk," critiques, and informal observations. It is understood by both parties that the sole purposes of Item B are to foster individual and faculty growth. Teacher evaluation shall not be used to merit pay ratings.
- C. It is jointly recognized that the Parent Teachers Association serves a useful purpose in improving the means of education and both parties will aid in the creation and fruitful participation of such association in the affairs of the school system.
- D. It is recognized that legislative enactment has or may have important significance upon education. Accordingly, the parties will jointly consult concerning proposed legislation so that wherever possible the parties may act jointly in favor of or in opposition to such proposed legislation.
- E. The parties recognize the desirability of developing multi-disciplinary approaches and crossing subject matter lines wherever possible and will jointly work to eliminate artificial certification barriers.
- F. The Association shall submit to the Board of Education, by February 15, 2026 its written proposals for a successor collective agreement. The Board will respond thereto within thirty (30) days from receipt thereof. Negotiations thereon will commence not later than March 15, 2026.

ARTICLE III

EXISTING CONDITIONS

Except as expressly modified by law or this Agreement, all rights, powers, and authority held by the Board and the exercise of said rights, powers, and/or authority shall not be subject to the grievance procedure or arbitration set forth in this Agreement.

It is contemplated that terms and conditions of employment provided in this Agreement shall remain in effect during the terms of this Agreement or until altered by mutual agreement in writing between the parties. Nevertheless, because of the special nature of the educational process, it is likewise recognized that matters may arise from time to time of vital mutual concern to the parties which may require discussion between them. It is in the public interest that the opportunity for mutual discussion of such matters be arranged. The parties accordingly agree to cooperate in arranging meetings, selecting representatives for discussion, furnishing necessary information and otherwise constructively considering such matters.

If any provision of this Agreement or any application of the Agreement to any teacher or group of teachers shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications of this agreement shall continue in full force and effect.

ARTICLE IV

TEACHING CONDITIONS

A. Teaching Facilities

The parties recognize that the availability of satisfactory school facilities for both student and teacher is, among other things, necessary to insure the high quality of education that is the goal of both teacher and the Board.

B. Teacher Facilities

1. The Board considers it desirable and shall continue to make available, whenever practicable in each school, faculty facilities for work and relaxation.
2. There will be a designated faculty room in each building where feasible and practicable.

C. Teaching Hours

1. The teacher's school day will not exceed seven (7) continuous hours exclusive of after-school meetings.
2. It is recognized that the primary duty and responsibility of the teacher is to provide the best possible learning situation, and that the organization of the school and the school day should be directed at insuring that the energy of the teacher is primarily utilized to this end. Administrators and teachers recognize that duties such as study hall, lunch, hall or outside grounds would be more economically performed by paraprofessional personnel. The Board of Education recognizes, however, that supervisory duties such as lunch, movement through halls, and outside recreation during recess, provide a further opportunity for a teacher to interact positively with students. These duties should be minimized so that teachers can devote the maximum amount of time to their primary duty of teaching. However, recognizing the needs of the school district, the Superintendent of Schools or his/her designee shall have the right to assign teachers these duties within a 1350 minute limit per week (teaching and supervisory) at the Middle School and Senior High School, a 1445-minute limit per week (teaching and supervisory) in the Intermediate School, a 1470-minute limit per week (teaching and supervisory) in the Elementary School. Not included within these respective limits is 35 minutes per week for homeroom in the Middle School, 5 minutes per special class in the Elementary School and the Intermediate School. Unassigned teaching periods or preparation periods shall be used for professional, job-related work.
3. In addition to the number of minutes per week that the Superintendent of Schools, or his/her designee, has the right to assign to the teachers in the Somers Intermediate School as specified in Article IV, C.2 above, the Superintendent of Schools, or his/her designee, shall also have the right to assign such Intermediate School teachers "morning supervisory duty time." Such morning supervisory duty time shall be performed and implemented as follows:
 - a. Each "learning area" will be supervised daily for fifteen (15) minutes prior to the opening of the school day by at least one teacher.
 - b. All special teachers will be assigned to common areas (e.g. hallway, great room) for daily morning supervision.

4. During Regents examinations, the Superintendent of Schools, or his designee, shall have the right to assign secondary teachers on a reasonable basis beyond the regular school day.
5. When a special teacher and a classroom teacher share responsibility for instruction in a subject, the classroom teacher shall be present at the beginning and at the end of the class, and both shall consult with each other for curriculum planning.
6. It is desirable that qualified teacher aides be hired throughout the school district to relieve the professionals of non-teaching duties to the extent that budget limitations and practicability permit.
7. The Superintendent, or the appropriate building principal, shall have the right to assign each and every member of the bargaining unit for an aggregate of forty-five (45) minutes per school week between the end of the students' school day and the end of the teachers' seven (7) hour work day, for curriculum work, extra help for students, parent conferences and team planning. This provision shall be in addition to and shall in no way affect the provisions of Article V.B. (below).

D. Class Size and Load

1. Recognizing the need for quality education, any exceptions to the following recommended class sizes will be reviewed by the Superintendent of Schools, or his/her designee, the President of the Association, and the teacher or teachers involved. This review will be on a consultation basis with the final decision being made by the Superintendent of Schools or his/her designee. The decision is not subject to the grievance procedure. The consultation will be held before the end of the school year with further consultation in September, if necessary, for any additional exceptions resulting from rescheduling or unanticipated enrollment. The make up of the pupil personnel in the classes may also be discussed at these consultations.

Recommended maximum Class Size:

Kindergarten through Grade 12	- 25 pupils
Physical Education	- 35 pupils
Instrumental and Vocal Music	- 55 pupils

2. The recommended maximum student load assigned to teachers in Grades 6 through 12 shall be 128 students for which the teacher has instructional responsibility (students in supervision and/or duty periods do not count). Teachers in Grades 6 through 12 who are assigned more than 128 students for whom they have instructional responsibility shall be relieved of their duty assignments. The foregoing does not apply to physical education or music teachers. Student load size shall be determined as of the add/drop date for teachers in the High School and as of the Friday of the second week in the grading period for teachers in the Middle School.

E. Extended Time Clause

It is desirable that no teacher teach more than three consecutive classes during the normal teaching day. Recognizing that alternate forms of scheduling may provide flexibility in the delivery of instruction to students in the secondary schools and, consistent with the maximum of 1,350 minutes per week of teaching and supervisory time in these buildings, and in consultation with the president and chief negotiator of the Association, a teacher may teach three consecutive 55 minute classes or two consecutive eighty minute classes. If a teacher is ever scheduled to teach any more than two consecutive 80 minute periods or three consecutive 55-minute periods, that teacher will have the option of not teaching the class or being compensated to teach the class at the established coverage rate described in the emergency substitute clause of the contract. Notwithstanding the above, no elementary teacher shall be assigned more than 160 minutes of consecutive teaching time.

No teacher (who normally teaches five sections) will teach more than four 55-minute classes or three 80-minute classes in a day.

F. Elementary School and Intermediate School Teacher-Parent Conferences

There will be one teacher-parent night meeting in the Fall months after the opening of school. At this time, parents, if they so desire, may make individual appointments with teachers. So long as the Commissioner of Education's Regulations or other applicable law permits, one of the full day Superintendent's conference days will be used for scheduled Teacher-Parent conferences. The teachers and the principal involved will, by mutual agreement, hold conferences during two of three sessions on that day, the three sessions being of equal time during the morning, afternoon and evening. Teacher attendance will not be required during the session in which conferences are not scheduled.

Teacher-Parent conferences may be held virtually via an approved video conferencing platform upon the consent of the parent and the approval of the Building Principal.

G. Compensation for elementary teachers for meetings scheduled during prep and lunch

Any elementary teachers required to miss more than two (2) preparation and/or lunch periods in a given week to attend Committee on Special Education and/or Section 504 meetings, such elementary teachers shall be paid at the hourly curriculum rate for any additional missed preparation and/or lunch period time during such week. The first two (2) preparation and/or lunch periods that an elementary teacher misses during a given week because he/she is required to attend Committee on Special Education and/or Section 504 meetings shall be unpaid. Notwithstanding the foregoing, no elementary teacher shall be required to go an entire workday without at least a thirty (30) minute, duty free period for lunch. (*Ref. 6/14/13 Side Letter of Agreement*)

H. Attendance at Night Meetings

Teachers shall not be required to attend more than two night meetings per year exclusive of the meetings specified in **Article IV F.** above.

I. After-School Meetings

A minimal number of after-school meetings will be held under the following conditions:

1. meeting to start within 15 minutes of dismissal of students or in the case of district-wide meetings within 15 minutes of the last dismissal.
2. meeting to be adjourned within 60 minutes when possible.
3. the third Monday of each month after the end of the teacher's school day will be set aside for Association meetings. In the event of an emergency, a different day will be mutually agreed upon by the Superintendent of Schools and the Association.

J. Chaperoning Duties

Chaperoning duties will be distributed on an equitable basis, with no teacher required to chaperone more than two events per year. For teachers who volunteer, the stipends for chaperoning overnight class trips will be paid as follows:

Effective July 1, 2021: \$ 178.00 per night
Effective July 1, 2022: \$ 182.00 per night
Effective July 1, 2023: \$ 184.00 per night
Effective July 1, 2024: \$ 188.00 per night
Effective July 1, 2025: \$ 191.00 per night

K. Teaching Agreement

All teachers covered by this Agreement shall, within 30 days after its execution, be given a copy of said contract by the Superintendent of Schools' office. The cost of reproducing shall be shared equally by the Association and the Board of Education.

L. Teacher Mailboxes

School Teachers' mailboxes shall continue to be available to all teachers.

M. Teacher Assignments

Teachers shall not be assigned outside the scope of their major or minor field of study except in emergency situations, which shall be limited to one year, or in those instances where such teacher's particular aptitudes or abilities may be needed to assist in the implementation of the educational program. In this latter instance, however, assignments shall be voluntary. All such assignments will be made at least 30 days before the end of the school year when feasible and practicable. Any variations from the provisions of this section will be taken up with the Association and the teacher involved in administrative consultation for resolution of the problem. If the problem cannot be resolved among the interested parties, the final decision will be made by the Superintendent of Schools or his/her designee.

1. If requested, consultation will be arranged before a teacher is given his/her final classroom schedule for the school year.
2. The District shall make every effort to avoid assigning a particular teacher at the Senior High School a sixth teaching period. A teacher at the Senior High School assigned to a sixth teaching period will not be assigned to supervisory duties.
3. The Board will not assign a sixth teaching period at the Senior High School in English and Social Studies. English and Social Studies teachers assigned to the High School may be given an AIS assignment in addition to their regular five (5) teaching periods during one (1) semester of the school year. High School English and Social Studies teachers who are given such an AIS assignment may be assigned no more than two (2) duty periods per week during the other semester of the school year (when they do not have an AIS assignment), except for Department Leaders and teachers of Advanced Placement/College Level classes, who may not be assigned any duty periods during such other semester. The limitation on the assignment of duties periods shall not apply to any High School English and/ or Social Studies teachers who are not given an AIS assignment as set forth herein.
4. No Senior High School teacher teaching a particular subject will be laid off or have his/her teaching position reduced from full time to part-time, or have a reduction in a part-time position, as a result of another Senior High School teacher who is teaching the same subject being assigned a sixth teaching period.

N. Sponsorship of Activities and Supervision of Co-Curricular Activities

In mutual recognition by the Board and the Association of the need for more personal contact between a professionally trained, interested adult and young, impressionable youth, the parties agree that the teachers' duties shall also include sponsorship of clubs, extra help for students who need or desire it, supervision of graduation, field trips, dances, sports contest and all related school activities, without extra compensation except as may otherwise be agreed upon by the parties by written agreement.

O. Assignments Beyond Specified Minimums

Neither the Board nor the Association shall attempt to influence or in any way exert pressure upon any teacher to accept or reject supervisory, instructional or advisory duties for students beyond those minimums specified in this Agreement.

P. Supervisor/Teacher Conferences

It is recognized there is a need for Supervisor-Teacher conferences from time to time. Supervisors will arrange appointments for such conferences for individual teacher counseling to take place before, during or after teacher's school day. Teachers will be obliged to explain to the Supervisor concerning failure or inability to keep such appointment.

Q. Probationary Teachers' Orientation Programs

At the direction of the Superintendent of Schools, or his/her designee, probationary teachers shall attend, at no expense to the District, orientation programs after the close of the school day for no more than 20 hours during the school year.

R. Removal from Extra-Curricular Activity

Any teacher who is assigned to a paid extra-curricular activity and desires to continue in that activity will not be removed from such activity without prior consultation with the Superintendent of Schools, or his/her designee, except senior class advisors who are rotated from year to year.

The parties shall establish a mutually agreed upon orientation and annual review process for teachers assigned to paid extra-curricular activities for the purpose of providing meaningful and timely feedback to teachers assigned to these roles in support of a professional climate that values feedback, reflection, and growth. As part of the annual review process, the parties will create an evaluation form to evaluate teachers' performance in the paid extra-curricular activities. Teachers will not be removed from paid extra-curricular activities unless the District finds their performance unsatisfactory, the reasons for which should be reflected in the evaluation form. Nothing here shall restrict the District's ability to remove a teacher from a paid extra-curricular activity for cause at any time, with prior consultation with the Superintendent of Schools, or his/her designee.

The foregoing requirements do not apply to athletic coaching positions.

S. Classroom Schedules

On Orientation Day for all teachers, each Principal will furnish to the teachers under his/her supervision a written "Classroom Schedule and Teacher's Schedule." Classroom schedule is defined for all grades, as the time from the scheduled commencement of the homeroom periods or first period of instruction, whichever comes first, to the end of the last regularly scheduled period of instruction in the respective buildings.

Starting in the 2001-2002 school year, kindergarten teachers who teach in the full day Kindergarten shall teach under the same contract language and conditions as described for first and second grade teachers. This shall include preparation periods as well as lunch periods.

T. Classroom Teaching

The Board and the Association acknowledge the desirability of uninterrupted classroom teaching. Announcements will be made generally during the homeroom period and in the classroom at the close of the day. Special announcements will be made in the classroom five (5) minutes before the close of the day. However, when necessary, children may be directly contacted at any time in the classroom over the public address system.

U. Independent Study Program

The teachers shall, within the limits of teaching and supervisory time, share in the responsibility of the development and implementation of approved Independent Student Programs.

ARTICLE V

TEACHER RESPONSIBILITIES

- A. Each teacher will be responsible for those record-keeping activities which have been part of the teachers' responsibilities at Somers in the past. However, it is recognized that record-keeping should be performed by non-teaching personnel, if available, and under the direction of the teacher involved.

- B. Each teacher, recognizing his/her responsibilities in preparation for instruction, pupil evaluation, self-evaluation, extra-assistance to pupils and total evaluation, will continue to meet these responsibilities in relation to the time made available. The phrase, "time made available," does not apply to after-school pupil assistance. Rather, the teachers recognize that it is part of their responsibility to give after-school pupil help wherever necessary.
- C. The failure of an employee to report for duty at the agreed-upon starting time shall constitute lateness.
- D. Each teacher should make every effort to be systematically and frequently involved in one or more of the following: in-service courses, graduate work, seminars, workshops, and other activities in which teacher growth and meaningful exchange of ideas are fostered. An annual report of his or her participation in such activities shall be made by each teacher to the appropriate building principal and the same shall be included in the Principal's summary report at the end of the school year to the Superintendent.
- E. In all cases where a staff member attends a professional conference or convention on released time either with or without reimbursement, a written report will be submitted to the Superintendent of Schools with a copy to the building principal within one week of the staff member's return. This report shall summarize the highlights of the conference and point up information and ideas that might be of use to other faculty members.
- F. When directed to be medically examined, a teacher may elect to be examined by the school district's doctor, without cost to the teacher, or by his/her own physician, with costs to be borne by the teacher. Such medical examination shall include a TB, X-Ray and shall be followed by a written statement submitted by the examining physician to the Board as to the teacher's medical fitness to continue to perform the duties of his/her employment. If the examining physician is the school district's doctor, the written statement shall be submitted directly to the Board; if the examining physician is the teacher's physician, the written statement shall first be submitted to the school district's doctor and then submitted by him to the Board.

ARTICLE VI

TEACHER RIGHTS

- A. The Association shall have the right to use the school buildings for professional meetings during non-school hours subject to the following conditions:
 - 1. The meetings are scheduled with Building Principals and Superintendent of Schools.
 - 2. The building is manned by the custodial staff.
 - 3. If the use of said building results in any expenses to the Board for utilities, custodial services or any other services, the Association shall reimburse the Board.
 - 4. One bulletin board is mutually agreed upon.
 - 5. Any school equipment used by the Association is not concurrently needed for any school purpose.
 - 6. Such use is permitted by law.
- B. The Board shall make available, within reason, records, data and information in its possession which are directly pertinent to a topic under negotiations. The Association shall also make available, within reason, records, data and information in its possession and/or which may be available through its state or national affiliates and which are directly pertinent to a topic under negotiations.
- C. One hour will be allotted to the Association during Orientation Day for all teachers to conduct an Association business meeting.

ARTICLE VII

TEACHER EVALUATION

- A. The basic objective of the observation and evaluation process shall be to improve the teaching standard of the Somers Central School District. Classroom teachers will be evaluated in accordance with the Annual Professional Performance Review Plan approved pursuant to Education Law Section 3012-d and Part 30 of the Regents' Regulations if they meet the criteria for being subject to such evaluation. The following shall apply to all other bargaining unit members:

Number of Observation Reports

1. Tenured teachers will be observed not less than every other year. The schedule for these *observations* will be determined by the building principal and/or appropriate supervisor. Non-tenured teachers will continue to be observed at least three times a year. The number of observations may be reduced to two observations after the first year of a teacher's probationary period, with both the teacher's and principal's written agreement. Any teacher or supervisor may request an observation in addition to the scheduled observations. Administrators are encouraged to conduct additional observations, particularly for those staff members whose instructional practice requires improvement.
2. Non-tenured teachers will be observed a minimum of three times a year. At least one of these observations should be conducted by the building principal. The remainder may be conducted by a certified administrator. Non-tenured teachers hired after February 1st of the school year must receive a minimum of two observations that year.
3. A copy of the Professional Performance Review Plan will be given to each teacher at the beginning of the school year. All observation of the work performance of a teacher will be conducted openly and with the full knowledge of the teacher. Teachers will be given a copy of any observation and evaluation report prepared by their superiors and will have the right to discuss such report with their superiors before it is filed. The teacher will sign such report to indicate having read same. However, this signature does not necessarily indicate agreement with the contents of the report.

Time lines for the Completion of Observation

Observation reports should be submitted on or about the following dates:

First Observation	October 30	All Non-tenured Teachers
	March 15	All Tenured Teachers
Second Observation	December 15	Non-tenured Teachers
Third Observation	March 15	Non-tenured Teachers

Observation in after the first year of probationary service

After the first year of probationary service, by mutual written agreement on or before March 15th of both the principal and teacher, the minimum number of observations may be reduced to two per year. These observations will be scheduled by October 30 and December 15.

- B. Any complaints to be placed in the teacher's file regarding a teacher made to the Administration by any parent, student, or any other person shall be promptly called to the attention of the teacher.
- C. No teacher will be reprimanded, or reduced in rank or compensation or deprived of any professional advantage without just cause.

ARTICLE VIII

TEACHER FILES

- A. Any material, except references and information obtained in the process of evaluating the teacher prior to employment, which is derogatory concerning the teacher's conduct, services, character or personality shall not be placed in his/her file from the date of this Agreement unless the teacher has first had an opportunity to read the material and has received a copy thereof. The teacher shall acknowledge that he/she has read such material and has received a copy thereof by affixing his/her signature to the actual copy to be filed with the understanding that such signature signifies merely that he/she has read the material to be filed and does not necessarily indicate agreement with its content.
- B. The teacher shall have the right to answer any material filed; his/her answer to be reviewed by the Superintendent of Schools and the Building Principal of the appropriate division and then attached to the file copy.
- C. Upon request by the teacher, he/she shall be given access to any material placed in his/her file, exclusive of references and pre-employment evaluation information, by appointment, and in the presence of the Building Principal if in the school file, or Superintendent of Schools or his/her designee if in the district file.
- D. Upon receipt of a written request, the teacher shall be furnished a reproduction of any material placed in this file, exclusive of references and other information obtained in the process of evaluating the teacher for employment.

ARTICLE IX

CAREER DEVELOPMENT

- A. All vacancies in the promotional positions or occurring in newly created positions, including specialists and/or special project teachers, shall be filled pursuant to the following procedure:
 - 1. Such vacancies shall be adequately publicized which shall mean as a minimum, that a notice shall be posted in all Somers Central School District schools clearly setting forth a description of and the qualifications for the position, including the duties and salary. During the summer vacation, notices shall be distributed through the mail to those teachers who have deposited with their building principals self-addressed envelopes for such purpose.
 - 2. Such notices shall be posted as far in advance as practical, ordinarily at least fourteen (14) calendar days before the final date when applications must be submitted, and in no event less than one week before such date.
 - 3. Teachers who desire to apply for such vacancies shall submit their applications in writing within the time limit specified in the notice.
 - 4. Such vacancies shall be filled on the basis of qualifications for the post provided, however, that where two or more applicants are equally qualified, seniority in the Somers Central School District shall prevail. The Board or its designee shall be the sole judge of qualifications under this article.
- B. Promotional positions are defined as follows: Positions paying a salary differential.
- C. All appointments to the aforesaid vacancies and openings shall be made without regard to age, race, creed, color, religion, nationality, political beliefs, sex or marital status.

- D. Nothing in the Agreement shall prevent the Board from making acting appointments during emergencies until positions can be filled with permanent appointments as provided in the Agreement. These emergency appointments shall not exceed sixty (60) days for each vacancy.

ARTICLE X

SCHOOL CALENDAR

- A. The school calendar shall be set up in consultation with the Association.

1. The school year consists of 185 days. The additional day should be used for instruction or staff development. This day may be added to the school year between Labor Day and the last official day of instruction prior to the High School graduation. In the event that it is not possible to schedule the additional day as noted above, then such day shall be scheduled as three extended days during the school year for a combined total of six hours with no day being more than two hours. The Association and the school district will consult with each other in the scheduling of the extended days. These hours shall then be for staff development.

In addition to having 185 days in the calendar, there will be a total of five hours of staff development, to be used to complete State mandated compliance training, during each year. The school day cannot be extended by more than two hours. This figure of 185 days shall include one (1) day in September for the Orientation for all teachers, one (1) day for a District Superintendent's conference and one (1) day for emergency specified in sub-paragraph (2). The Wednesday before Thanksgiving shall be a half (1/2) day, which shall count as one day in the 185 day calendar.

If the electronic Personnel Master File forms are not completed by November 15th of the school year, bargaining unit members who have not completed their electronic Personnel Master File forms shall be required to attend an additional staff meeting (in addition to any other staff meetings and/or professional development hours that they are otherwise required to attend) for the purpose of completing the forms by November 22nd.

2. Consideration will be given to the use of unused snow days as vacation days in the Spring, except that one of such days may be reserved for use in case of emergency.
3. Specific make-up days, on which school will be in session in the event the District exceeds its permitted snow days, will be designated.
4. The school calendar shall not start more than one week (7 days) before Labor Day.

- B. School Counselors: In addition to the 185 days set forth in Section A, School Counselors shall be assigned to work a minimum of five (5) days during the summer recess, to be scheduled at the discretion of the School Counselors' direct supervisors, after consultation with the School Counselors. School Counselors shall be paid their regular rate of pay for such summer work days.

1. Should any Guidance Counselors be required to attend more than two (2) night meetings/evening programs per school year, they shall be compensated for attending such additional night meetings/evening programs at the hourly curriculum rate, up to a maximum of twelve (12) hours of pay per year. Attendance at the first two (2) night meetings/evening programs shall be unpaid. The parties further agree that no Guidance Counselors shall be required to attend more than six (6) total night meetings/evening programs per year. (*Ref. 1/24/17 Side Letter of Agreement*)

- C. Any member assigned to the MYP and IB Coordinator position will receive five days of additional compensation at 1/200th of the member's annual salary for days worked during summer recess. (**Ref. 6/4/18 Side Letter of Agreement**)

ARTICLE XI

TEACHER EMPLOYMENT & RECRUITMENT

- A. Department Coordinators will be consulted (until Department Chairpersons are appointed) and their recommendations will be given very serious consideration in the hiring of teachers within their department.
- B. Upon the recommendation of the Superintendent, the Board may grant new teacher appointees, commencing September 1, 1972, prior service credit on the salary schedule as follows:

Not more than one (1) year for every two (2) years of full time service as a uniformed member of one or more of the several branches of the Department of Defense, or as a member of the Peace Corps, or as a member of VISTA, or as a member of the National Teaching Corps.

ARTICLE XII

SALARIES, STUDY CREDITS & OTHER COMPENSATION

A. Teachers' Salary Schedule

1. Effective July 1, 2021: The 2021-2022 salary schedule shall reflect a zero point two five (0.25%) percent increase over the prior year. A new Step 21 shall be added to the 2021-2022 salary schedule. The Step 21 salaries shall reflect a one point nine (1.9%) percent increase over the Step 20 salaries, as increased by the aforementioned zero point two five (0.25%) percent. After step movement has been applied for eligible bargaining unit members, Step 1 shall be removed from each lane of the 2021-2022 salary schedule and the remaining steps shall be renumbered to reflect a new 20 Step salary schedule (i.e., a bargaining unit member who had moved from Step 2 to Step 3 on the 21 Step salary schedule shall now be on Step 2 of the new 20 Step salary schedule).
2. Effective July 1, 2022: The 2022-2023 salary schedule shall reflect a zero point two five (0.25%) percent increase over the prior year. A new Step 21 shall be added to the 2022-2023 salary schedule. The Step 21 salaries shall reflect a one point nine (1.9%) percent increase over the Step 20 salaries, as increased by the aforementioned zero point two five (0.25%) percent.
3. Effective July 1, 2023: The 2023-2024 salary schedule shall reflect a one point four (1.4%) percent increase over the prior year.
4. Effective July 1, 2024: The 2024-2025 salary schedule shall reflect a zero point four (0.4%) percent increase over the prior year. A new Step 22 shall be added to the 2024-2025 salary schedule. The Step 22 salaries shall reflect a one point nine (1.9%) percent increase over the Step 21 salaries, as increased by the aforementioned zero point four (0.4%) percent.
5. Effective July 1, 2025: The 2025-2026 salary schedule shall reflect a zero point four (0.4%) percent increase over the prior year. A new Step 23 shall be added to the 2025-2026 salary schedule. The Step 23 salaries shall reflect a one point nine (1.9%) percent increase over the Step 22 salaries, as increased by the aforementioned zero point four (0.4%) percent.

Teachers must be paid 92 days during a given school year in order to advance on the salary schedule in the following year. The days need not be consecutive.

Longevity:

1. Effective July 1, 2021: Longevity amounts shall reflect a one point nine (1.9%) percent increase over the prior year.

>15 Years: \$1252.00 >20 Years: \$1709.00 >25 Years: \$2107

2. Effective July 1, 2022: Longevity amounts shall reflect a one point nine (1.9%) percent increase over the prior year.

>15 Years: \$1276.00 >20 Years: \$1741.00 >25 Years: \$2147.00

3. Effective July 1, 2023: Longevity amounts shall reflect a one point four (1.4%) percent increase over the prior year.

>15 Years: \$1294.00 >20 Years: \$1765.00 >25 Years: \$2177.00

4. Effective July 1, 2024: Longevity amounts shall reflect a one point nine (1.9%) percent increase over the prior year.

>15 Years: \$1319.00 >20 Years: \$1799.00 >25 Years: \$2218.00

5. Effective July 1, 2025: Longevity amounts shall reflect a one point nine (1.9%) percent increase over the prior year.

>15 Years: \$1344.00 >20 Years: \$1833.00 >25 Years: \$2260.00

Teachers' salary schedules for 2021-22, 2022-23, 2023-24, 2024-25, 2025-26 are attached hereto respectively as **Supplement A**.

B. Co-Curricular and Coaching Positions

Co-Curricular and coaching duties pay schedules for 2021-22, 2022-23, 2023-24, 2024-25, 2025-26 are attached hereto as **Supplements B and C**.

1. Co-Curricular/Extra Pay Stipends:

- a. Effective July 1, 2021: The 2021- 2022 stipends in Supplement B shall reflect a one point nine (1.9%) percent increase over the prior year.

- b. Effective July 1, 2022: The 2022- 2023 stipends in Supplement B shall reflect a one point nine (1.9%) percent increase over the prior year.

- c. Effective July 1, 2023: The 2023- 2024 stipends in Supplement B shall reflect a one point four (1.4%) percent increase over the prior year.

- d. Effective July 1, 2024: The 2024- 2025 stipends in Supplement B shall reflect a one point nine (1.9%) percent increase over the prior year.

- e. Effective July 1, 2025: The 2025- 2026 stipends in Supplement B shall reflect a one point nine (1.9%) percent increase over the prior year.

2. Coaching Stipends and Coaching Experience Additional Stipend Pay:
 - a. Effective July 1, 2021: The 2021- 2022 stipends in Supplement C shall reflect one point nine (1.9%) percent increases over the prior year.
 - b. Effective July 1, 2022: The 2022- 2023 stipends in Supplement C shall reflect one point nine (1.9%) percent increases over the prior year.
 - c. Effective July 1, 2023: The 2023- 2024 stipends in Supplement C shall reflect one point four (1.4%) percent increases over the prior year.
 - d. Effective July 1, 2024: The 2024- 2025 stipends in Supplement C shall reflect one point nine (1.9%) percent increases over the prior year.
 - e. Effective July 1, 2025: The 2025- 2026 stipends in Supplement C shall reflect one point nine (1.9%) percent increases over the prior year.

Effective July 1, 2001, coaching duties pay stipends will be based on coaching experiences during their years of coaching for the Somers Central School District. Coaching experiences will be granted for each sport coached.

C. Credits towards Salary Advancement

1. Approval for graduate and in-service credits for salary compensation will be at the sole discretion of the Superintendent or his/her designee unless the teacher is matriculated in a district approved, graduate degree-bearing or university-sponsored certification program. The course approval process will be restarted on July 1, 2010. Course approvals prior to that date will not be rescinded, however, going forward, such approvals will not be binding on the district. Further, once a course is approved after July 1, 2010, that particular approval will not be rescinded, contingent upon the submission of proper documentation.

Course approval guidelines with regard to indicators of coursework quality, relevance and current instructional practice will be designated by the Superintendent and communicated to the membership by June 1st of each year for the succeeding year.

The following language (Sections C2 and C3) will apply to those hired on or after July 1, 2010 and to existing employees (hired prior to July 1, 2010), effective July 1, 2011.

2. No teacher shall earn or receive more than a total of eighteen (18) approved in-service credits towards salary advancement while employed in the Somers Central School District with no more than three (3) such in-service credits approved for salary advancement in any one given year. Any teacher who has earned the career maximum of eighteen (18) in-service credits for salary advancement, will be compensated at the hourly curriculum rate for District-approved and sponsored courses.
3. No more than nine (9) total credits (including a maximum of three (3) in-service credits) can be applied toward salary advancement in any one given year with the exception that this total can be exceeded if all credits presented for salary advancement in any one given year are graduate credits associated with a district approved graduate degree-bearing or district approved, university-sponsored certification program in which a unit member is matriculated. If, however, a probationary teacher is required by the district to take a district-sponsored in-service class, approved credit for such class can be added to this annual total.

4. Until June 30th, 2011, teachers employed by the district prior to June 30th, 2010, shall not earn or receive more than thirty (30) approved in-service credits toward salary advancement in the Somers CSD.
5. The curriculum development fund will be equal to the MA + 0, Step 1 base salary. Development work shall be paid for each five (5) hour day worked.

Effective July 1, 2021, the hourly rate shall be \$62.30;

Effective July 1, 2022, the hourly rate shall be \$63.49;

Effective July 1, 2023, the hourly rate shall be \$64.37;

Effective July 1, 2024, the hourly rate shall be \$65.60;

Effective July 1, 2025, the hourly rate shall be \$66.84.

6. Proof of completed credits towards salary advancement must be submitted to the District by August 1st in order for the salary advancement to be reflected in a bargaining unit member's pay by the first payroll of the school year. Bargaining unit members who submit proof of completed credits towards salary advancement between August 2nd and November 1st shall have their salary advancement apply effective the beginning of the school year, but shall not have such advancement reflected in their pay until the second payroll of November, at which time they will receive any retroactive pay due and owing to them. Bargaining unit members who submit proof of completed credits towards salary advancement after November 1st shall have their salary advancement apply effective in the following school year.

D. Passenger vehicles reimbursement

Teachers required in the course of their work to drive personally-owned automobiles from one school building in the district to another will be reimbursed at the maximum rate allowed by Internal Revenue Service for passenger vehicles. The same allowance will be given for use of personally-owned cars for attending approved conferences and/or for other approved official school business which are authorized in writing by both the building principals and the Superintendent of Schools. There shall not be any reimbursement or payment for travel to and from school.

E. Conferences expenses

Teachers who are granted permission by the Board to attend professional conferences will be reimbursed for their authorized expenses not later than fourteen (14) days after they have submitted to the district's business office (i) properly executed district voucher forms, (ii) a copy of the written report submitted to the Superintendent and the Building Principal as provided for in Article V, E.

F. Extra-Pay Schedule Review

The chief negotiator of the SFA and the Superintendent of Schools will review the extra pay schedule on an as needed basis.

G. Acting Principal

Any teacher serving as acting principal for more than fifteen (15) consecutive school days will be reimbursed at the principal's per diem rate if not less than the teacher's pay from the first day of his assignment.

ARTICLE XIII

INSURANCE

A. District Health Insurance Plan

The district's health insurance plan will consist of the Empire Plan, (Blue Cross, and Major Medical Insurance) under the New York State Health Insurance Program or some other health insurance plan selected by the district that will provide health benefits equal to the benefits under the New York State program.

B. Health Insurance Contributions

1. Bargaining unit members hired on or before July 1, 1991 shall contribute the following amounts towards the cost of coverage under the District's health insurance plan:
 - a. Effective July 1, 2022: Four point five (4.5%) percent of the premium cost for individual and/or dependent coverage, as applicable
 - b. Effective July 1, 2023: Four point seven five (4.75%) percent of the premium cost for individual and/or dependent coverage, as applicable
 - c. Effective July 1, 2024: Five (5%) percent of the premium cost for individual and/or dependent coverage, as applicable
2. Bargaining unit members hired after July 1, 1991 shall contribute the following amounts towards the cost of coverage under the District's health insurance plan:
 - a. Effective July 1, 2022: Fourteen point five (14.5%) percent of the premium cost for individual and/or dependent coverage, as applicable
 - b. Effective July 1, 2023: Fourteen point seven five (14.75%) percent of the premium cost for individual and/or dependent coverage, as applicable
 - c. Effective July 1, 2024: Fifteen (15%) percent of the premium cost for individual and/or dependent coverage, as applicable

C. Health Insurance Enrollment Eligibility

1. Eligibility for enrollment in the District's health insurance plan for a bargaining unit member hired prior to July 1, 2013, who has a spouse or domestic partner who is also eligible to enroll in a District health insurance plan, whether as an active or retired employee, shall be as follows:
 - a. Where the bargaining unit member's spouse or domestic partner is enrolled in family coverage under a District health plan, the bargaining unit member shall not be eligible to enroll for any coverage (individual or family) under the District's health insurance plan.
 - b. Where the bargaining unit member's spouse or domestic partner is enrolled for individual coverage under the District's health insurance plan, the bargaining unit member shall be eligible to enroll for individual coverage only, with the District to pay one hundred (100%) percent of the premium cost, for the bargaining unit member, and for the unit member's spouse or domestic partner, if also a bargaining unit member.
 - c. Where the bargaining unit member's spouse or domestic partner is not enrolled in any District health insurance plan (individual or family), the bargaining unit member shall be eligible to enroll in individual or family coverage, with the District to pay one hundred (100%) percent of the applicable premium.

2. Eligibility for enrollment in the District’s health insurance plan for a bargaining unit member hired on or after July 1, 2013 who has a spouse or domestic partner who is also eligible to enroll in a District health insurance plan, whether as an active or retired employee, shall be as follows:
 - a. Where the bargaining unit member’s spouse or domestic partner is enrolled in family coverage under a District health insurance plan, the bargaining unit member shall not be eligible to enroll for any coverage (individual or family) under the District’s health insurance plan.
 - b. Where the bargaining unit member’s spouse or domestic partner is enrolled for individual coverage under a District health insurance plan, the bargaining unit member shall be eligible to enroll for individual coverage only, with the bargaining unit member to pay the applicable employee contribution.
 - c. Where the bargaining unit member’s spouse or domestic partner is not enrolled in any District health insurance plan (individual or family), the bargaining unit member shall be eligible to enroll in individual or family coverage, with the bargaining unit member to pay the applicable employee contribution.

D. Retiree Health Insurance

1. Teachers hired in the district on or after July 1, 2010, who retire from active service as a teacher in the district as a regular service retiree or disability retiree under the New York State Teachers’ Retirement System and having completed ten (10) years of full time service (regardless of participation in the Health Insurance Buyback) as a teacher in the Somers Central School District, in which the teacher has qualified for health benefits, will receive health insurance into retirement, with an employee contribution of premium costs at the following rates:

- 10 years of completed service – 40%
- 15 years of completed service – 25%
- 20 years of completed service – Teachers will contribute at the same rate of percentage contribution as at the time of their retirement.

2. Teachers hired in the district prior to July 1, 2010, who retire from active service as a teacher in the district as a regular service retiree or disability retiree under the New York State Teachers’ Retirement System and have completed ten (10) years of full time service (regardless of participation in the Health Insurance Buyback) in the Somers Central School District will qualify for health insurance into retirement, at their current rate of percentage contribution upon retirement.

(Part-time service shall be counted toward the above requirement on a pro-rata basis [ref: D1 and D2] (i.e. .5 FTE = one half year of service), except that no period of time for which the bargaining unit member did not qualify for health insurance shall be counted in this calculation.)

E. Health Insurance Buy-Back

Effective July 1, 1991, teachers eligible for the District’s health insurance plan may opt to decline this coverage or reduce their coverage from dependent to individual coverage, and will be paid the health insurance buyback rate, provided that, any teacher who declines the District’s health insurance coverage, must submit evidence satisfactory to the Assistant Superintendent for Business that such teacher has better health coverage from another source, in order to be eligible to participate in the cost savings program under this paragraph C.

Hired on or Prior to 7/1/1991		Hired After 7/1/1991 July-June		Hired After 7/1/1991 Sept-June	
Family	\$7,252	Family	\$6,527	Family	\$5,488
Individual	\$3,430	Individual	\$3,086	Individual	\$2,595
Fam to Indiv	\$3,823	Fam to Indiv	\$3,441	Fam to Indiv	\$2,895

The health insurance buyback rate for the 2005-06 school year and for each year thereafter will be computed by increasing the prior year's buyback rate (which for the year beginning 2004-2005 was a sum equal to one-half (1/2) of the premium cost savings realized by the District) by the percentage increase applied to the salary schedule. In the event insurance premiums decrease from the previous year, the insurance buyback rate will equal the lesser of one-half (1/2) of premium cost savings realized by the District or the rate as computed in the previous sentence. Exercise of this option shall be effective for one calendar year (twelve months) and after such year a teacher may again opt, during the District's eligibility enrollment period, by written notice to the District's Assistant Superintendent for Business, to decline the District's health insurance plan, or reduce his/her coverage from dependent to individual coverage and receive the payment stated above. If a teacher fails to so decline or reduce his/her coverage, such teacher shall be reinstated to the level of coverage to which he/she is otherwise eligible under this Contract. The District shall have the right to recover savings paid to the teacher but not realized by the District, by means of payroll deduction.

F. Welfare Trust Fund

The Board shall contribute to the Welfare Trust Fund, per unit employee, as of July 1 of each contract year. Such Board contributions shall be paid by November 15 of each contract year and unit members appointed after November 15 shall have their contribution prorated. The Welfare Trust Fund shall be used to purchase benefits for such unit employees, in the kinds and forms of benefits the Trustees, in their sole discretion, shall so decide.

The contribution rate for 2021-22 shall be \$1566.00

The contribution rate for 2022-23 shall be \$1596.00

The contribution rate for 2023-24 shall be \$1618.00

The contribution rate for 2024-25 shall be \$1649.00

The contribution rate for 2025-26 shall be \$1680.00

The Welfare Fund shall be held and administered under the terms and provisions of an Agreement and Declaration of Trust between the S.F.A. and the Trustees of the Welfare Fund. A certified audit of the Welfare Trust Fund shall be made annually and a copy of said audit shall be furnished to the Board. It is specifically agreed that the Board of Education assumes no obligation, financial or otherwise, arising out of the operation and/or administration of the Welfare Trust Fund (other than to make the required payments to the Fund) and the S.F.A. and the Trustees of the Fund hereby agree that they will indemnify and hold the District and the Board of Education and its members, harmless from any claims, actions, and proceedings brought in connection with the operation and/or administration of the Fund and/or benefits provided thereunder. Once payments required are remitted to the Welfare Fund, their disposition thereafter shall be the sole and exclusive obligation and responsibility of the Trustees of the Fund.

ARTICLE XIV

EDUCATIONAL POLICIES

- A. The Association recognizes that the Board of Education is legally charged with the responsibility of the establishment of policies governing the operation of the school system.
- B. The Board will inform the Association of changes in such policies.

ARTICLE XV

LEAVE POLICY

A. Paid Sick Leave

1. Teachers shall be allowed a maximum of fifteen (15) days sick leave with pay on account of personal illness during their employment by the Board in the school year. Not more than four (4) of such days may be used on account of illness of members of the teacher's immediate family.

Effective July 1, 2016, teachers may use the fifteen (15) sick leave days with pay that they receive per school year for either their own personal illness or to care for members of their immediate family. Except for teachers who have exhausted the above fifteen (15) days due to Pregnancy leave, teachers may not use accrued sick leave days from prior school years, accumulated pursuant to Article XV(A)(2), for family care purposes. Teachers who have already exhausted the fifteen (15) sick leave days with pay that they receive per school year for Pregnancy leave may use up to fifteen (15) days from their accrued sick leave days, accumulated pursuant to Article XV(A)(2), for family care purposes.

Effective July 1, 2016, upon the exhaustion of their annual fifteen (15) sick leave day entitlement as set forth above, teachers may apply to use up to fifteen (15) sick leave days from their accrued sick leave days, accumulated pursuant to Article XV(A)(2), for the care of a child or dependent with a severe illness. The approval of such days shall be at the sole discretion of the Superintendent of Schools.

2. If any teacher does not use the full amount of sick leave allowed in any school year, the amount not used shall be accumulated from year to year and used, if needed, up to a total of two hundred (200) days.
3. A proportionate charge against sick leave days shall be made of that part of the day's pay granted to teachers who are absent from work as a result of a job related injury which is not covered by worker's compensation laws.
4. Annually, on a date to be selected at the discretion of the Board, each teacher shall be furnished with a written statement setting forth his/her accumulated sick leave, such statement to contain advice to the teacher that failure to notify the Board of any discrepancy within five (5) school days shall be deemed as acceptance of the accuracy of the statement presented.

B. Sick Leave Bank (effective July 1, 1991)

1. Sick leave bank is available to teachers who encounter a long-term, catastrophic illness and have exhausted their accumulated sick leave according to the following provisions:
2. Upon exhaustion of one's both annual and accumulated sick leave, a teacher will become eligible to apply for Sick Bank leave benefits 30 consecutive calendar days after such sick leave has been exhausted. If eligible to receive Sick Bank leave benefits after the 30-day waiting period, the teacher will be entitled to draw such sick leave benefits from the Bank retroactive to the first day of such 30-day waiting period. This waiting period can be waived at the discretion of the Superintendent or his/her designee.
3. Teachers will be eligible for Sick Bank, with the following totals credited at the onset of the specified year of service as follows (Allocations for partial years of service will be prorated accordingly.):

Year	Sick Bank Days Entitlement*
1	-
2	40
3	60
4	90
5	120
6	150
7	180
8	210

**Chart assumes no prior withdrawal.*

A teacher in at least the second year of service or beyond, who has exhausted his/her sick bank days will be eligible to replenish his/her accumulated sick leave bank entitlement at a rate of 30 days per additional year (3 days per month of the school year) of employment, whether actively employed or utilizing the sick bank, not to exceed the specified maximum of 150 days per illness or the specified career total of 240 days of total sick bank use.

4. The maximum Sick Bank leave benefits for a qualified teacher shall not exceed 150 work days per illness, and will be limited to a total of 240 days per career.
5. In the event that the level of the sick bank reaches zero in any year, tenured teachers with forty-one (41) or more days shall contribute one (1) sick leave day to the Sick Bank. This contribution shall be mandatory. Probationary teachers shall not be required to contribute to the Bank, but shall be eligible to participate in the bank as described in Section C.
6. Tenured teachers who have forty (40) sick leave days or less on September 1 of any school year during the term of this agreement, shall not be required to make a contribution until his/her personal unused sick leave days exceed forty (40).
7. The Sick Bank shall be administered by a committee consisting of the Superintendent of Schools and the President of the Association. Their decision as to a teacher's eligibility for or entitlement to receive Sick Bank leave benefits shall be binding and conclusive on the teacher and shall not be subject to grievance or arbitration. If the Superintendent and the President of the Association are unable to agree with respect to an application for Sick Bank leave benefits by any teacher or teachers, they shall mutually designate a third party to determine the teachers' eligibility for Sick Bank leave benefits. The determination of such third party shall be final and binding on the teacher, the Board and the Association and shall not be subject to grievance or arbitration. The cost and expense of the third party shall be born equally between the Board and the teacher - applicant.

C. Unpaid Sick Leave

Any teacher whose personal illness extends beyond his accumulated sick leave may be granted a leave of absence without pay up to and including the remainder of the school year. Such unpaid leave may be extended upon written application. During this period the Board shall continue payment of its share of existing hospital plans for the benefits of such teacher.

D. Personal Leave: With Pay

1. Time off up to maximum of five (5) days per school year for each death in the immediate family of the teacher (parents, parents-in-law, grandparents, spouse, domestic partner, children, grandchild, brother, sister, brother-in-law, sister-in-law, aunt or uncle, or any relative residing with the teacher). Other extraordinary requests may be considered by the Superintendent on an individual basis.

2. There shall be three (3) personal leave days without reason except as provided hereafter. Unused personal days will be rolled over to the teacher's accumulated sick leave total. Personal leave is leave with pay for conducting the personal business that cannot be accomplished during non-school hours. Personal leave is not intended to be used to extend any weekend. A specific written reason must be given to the Superintendent for a personal day, if the day requested falls on a day before or after a vacation or a long weekend. The teacher shall notify the building principal three (3) days in advance, except in an emergency before the personal leave is allowed.
3. A teacher may apply for permission to leave his/her job during the last week of the school year in June when it shall be necessary for the purpose of attending or teaching an approved college course which commences classes before the end of the school year provided that such teacher's own classes shall be properly covered by other teachers in the district and there shall be no expense whatsoever to the District if such permission is granted. The Superintendent of Schools may grant or deny such permission at his/her discretion. If permission is granted to teach such college course, the teacher shall not be paid by the school district for the period of time he or she is released for such purpose.
4. When a teacher is summoned for jury duty except that the teacher's pay shall be reduced to reflect receipt by the teacher of jury fees or per diem compensation but not transportation allowance.
5. Court appearances as a witness in any case connected with teacher's employment in the school district.
6. Under all Article XV D. items, no authorized time off will be deducted from a teacher's accumulated sick leave.

E. Pregnancy Leave

A teacher who becomes pregnant shall notify the Superintendent of Schools in writing at the fourth month of pregnancy of the expected delivery date. A pregnant teacher shall be placed on a leave of absence beginning on the date the Board's medical officer determines, with the concurrence of her physician, that she is incapable of continuing to perform her assigned duties. A letter is needed from her doctor saying that she cannot perform her duties in order to use accrued sick days. A teacher unable to work and on leave of absence because of pregnancy or childbirth will be allowed to charge such leave to accrued sick leave credits provided the Board's medical officer determines that she is medically disabled from the performance of her duties and then only for such period of her leave that she continues to be so disabled. If the teacher runs out of sick days, then the remainder of the leave is unpaid. Upon request by the teacher in writing to the Board with 30 days advance notice, such leave shall continue until the date that the Board's medical officer determines, with the concurrence of her physician, that the teacher is physically capable of resuming her duties, at which date, she shall resume her full duties unless she requests and is granted an Unpaid Child Care Leave of Absence without pay as provided for in Article XV, Paragraph E. Under the Family Medical Leave Act, the teacher is covered for medical insurance and the Welfare Plan from the first sick day for a period of 12 weeks or 60 days.

Upon the request of a full time teacher, the Board may grant childcare leave without pay to such regular full time teacher who is about to become, or has just become, a parent. Prior to the inception of childcare leave, the application should be made in writing to the Superintendent, with a copy to the building principal three (3) months prior to the beginning of the leave. Requested leaves will end at the end of the commencement of the second semester of the beginning of the new school year, unless under circumstances mutually agreed upon between the leave applicant and Superintendent. Each year a teacher is on leave he or she shall notify the building principal in writing no later than six (6) months prior to his/her intention to return, or not return, to school. A teacher may apply for a maximum of

four (4) consecutive semesters of leave. Under extraordinary circumstances, the deadlines for childcare leave requests can be waived. Where both parents are members of the bargaining unit, only one (1) parent may be granted such a leave at any one time. Teachers on unpaid leave shall not be entitled to and shall not accrue any salary increment or paid sick leave days. Upon the expiration of any Family and Medical Leave which may take place during the childcare leave the Board will not pay or contribute to the payment of any premiums for such teacher for any health plan or make any payment of any welfare plan which the Board may have in effect for the teachers in the District.

ARTICLE XVI

GRIEVANCE PROCEDURE

A. Purpose

The purpose of this procedure is to secure at the lowest possible administrative level equitable solutions to problems which may arise affecting the welfare of teachers and Board representatives. Both parties agree that proceedings shall be kept as informal and confidential as is appropriate.

B. Definitions

1. "Grievance" shall mean a complaint by the Association or by a teacher in the bargaining unit (a) that there has been a violation, misinterpretation or inequitable application of any other provisions of this contract or (b) that a teacher has been treated contrary to established policy governing or affecting teachers.
2. "Grievance" shall also mean a complaint by the Board or the Superintendent of Schools that a teacher or a group of teachers or the Association has violated any of the terms of this Agreement or has failed to perform the obligations respectively to be performed by them.
3. As used in this article, the term "teacher" shall also mean a group of teachers having the same grievance.
4. A "party of interest" is the person making the claim or any person who might be required to take action or against whom action might be taken in order to resolve the problem.
5. The term "days" when used in this Article shall, except where otherwise indicated, means working school days; thus week-end or vacation days are excluded.

C. Structure

1. The Association shall designate an Association School Representative for each school and shall provide the names of the representatives to the Superintendent of Schools.
2. The Association shall maintain a Professional Rights and Responsibilities Committee (hereinafter referred to as the PR & R Committee).

D. Procedure

Since it is important that grievances are processed as rapidly as possible, the number of days indicated at each level should be a maximum, and every effort should be made to expedite this process. However, at any of the levels described below, the time limits specified may be extended by written mutual agreement of the parties concerned.

1. In the event a grievance is filed which might not be finally resolved by Level Four under the time limits set forth herein by the end of the school year and could result in irreparable harm to a party in interest, the time limits set forth herein will be appropriately reduced so that the appeal to the Board may be completed prior to the end of the school term or as soon thereafter as is practicable.

2. If a teacher does not file a grievance in writing within thirty (30) days after he/she knew of the act or conditions on which the grievance is based, then the grievance shall be considered as waived.
3. Failure by the aggrieved at any level to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at the prior level.
4. If a grievance affects a class of teachers and appears to arise from the alleged action of authority higher than a principal of a school and is associated with system-wide policies, it may be submitted by the aggrieved persons directly at Level Two described below.

E. Informal Procedures

1. If a teacher feels that he/she may have a grievance, he/she must first discuss the matter with his/her department chairperson and/or building principal in an effort to resolve the problem informally.
2. If the teacher is not satisfied with such disposition of the matter, he/she shall have the right to have the Association School Representative assist him/her in other further efforts to resolve the problem informally with the building principal or other appropriate administrator.

F. Formal Procedure

1. **Level One - Building Principal** (a) if an aggrieved person is not satisfied with the outcome of informal procedure, he/she may present his claim in writing to his/her principal or other appropriate administrator; (b) the written grievance shall state the facts on which it is based, the provisions of this Agreement and/or the Board established policy involved and the relief sought, and shall be signed and dated by the aggrieved person; (c) the principal shall within five (5) days after receipt of the written grievance render his/her decision and the reasons therefore, in writing, to the aggrieved person, with a copy to the Chairman of the Association PR & R Committee.
2. **Level Two - Superintendent of Schools** (a) if the aggrieved person is not satisfied with the disposition of his/her grievance at Level One, he/she may, within three (3) days after the decision or within eight (8) days of his/her formal presentation, file his/her written grievance with the Association PR & R Committee for the referral to the Superintendent of Schools; (b) the PR & R Committee shall, within five (5) days after receipt, refer the grievance to the Superintendent of Schools but, prior to doing so, the Committee shall

provide an opportunity for the aggrieved person to meet with the Committee to review the grievance and to determine appropriate documentation; (c) the Superintendent of Schools shall, within ten (10) days after receipt of the referral, meet with the aggrieved person and with the representatives of the PR & R Committee for the purpose of resolving the grievance and record of such meeting shall be kept by the Superintendent of Schools and made available to any party in interest upon written request; (d) the Superintendent of Schools shall, within five (5) days after the meeting, render his/her decision and the reasons therefore in writing to the aggrieved person, with a copy to the PR & R Committee.
3. **Level Three - Board of Education** (a) if the aggrieved person is not satisfied with the disposition of his/her grievance at Level Two, he/she may, within three (3) days after the decision or within six (6) days after the meeting, file the grievance again with the Association's PR & R Committee for appeal to the Board of Education; (b) the PR & R Committee shall, within three (3) days after receipt, refer the appeal to the Board of Education; (c) the Board of Education or its committee shall, within ten (10) days after receipt of the appeal, meet with the aggrieved person and with representatives of the PR & R Committee for the purpose of reviewing the grievance; (d) the Board shall, within three (3) days after such meeting, render its decision and the reasons therefore in writing to the aggrieved person, with a copy to the PR & R Committee.

4. **Level Four - Arbitration** (a) if the aggrieved person is not satisfied with the disposition of his/her grievance at Level Three and the grievance involves the interpretation or application of this Agreement or the written regulation of the Board relating to matters which are subject to negotiation under the Taylor Law, he/she may, within three (3) days after the decision or within six (6) days after the Board meeting, request in writing to the President of the Association that his/her grievance be submitted to arbitration; (b) the Association may, within five (5) days after receipt of such request, if the PR & R Committee formally determines that the grievance is meritorious and recommends such action, submit the grievance to arbitration by so notifying the Board in writing, such notice shall include a statement of the issue to be decided by the arbitrator, the provisions of the agreement and/or Board written regulation involved and the relief sought; (c) after receipt of such written demand for arbitration, request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties will be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator; (d) the arbitrator so selected will hear the matter promptly and will issue his decision no later than thirty (30) calendar days from the date of the close of hearings, or if oral hearings have been waived, then from the date the final statements and proofs are submitted to him/her. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted; (e) the arbitrator shall confine himself/herself to the interpretation and application of the terms of this Agreement and the written regulations of the Board relating to matters which are subject to negotiation under the Taylor Law and shall have no power to add to, subtract from or modify the terms of Agreement nor to interfere with the proper exercise of the judgment or discretion of the Board and the Superintendent of Schools under law and this Agreement nor to require the commission of any act prohibited by law or rules or regulations having the force and effect of law or by this Agreement; (f) the decision of the arbitrator, if made in accordance with his/her jurisdiction and authority under this Agreement, will be accepted as final by the parties to the dispute and they will abide by it; (g) the arbitrator's fees and costs and the expenses of the arbitration proceeding shall be shared equally by the Board and the Association.

G. Board's Rights

In the event that the Board or the Superintendent of Schools claims that a teacher or a group of teachers or the Association has violated any of the terms of the Agreement or failed to perform the obligations to be performed by them, the Board shall have the right to submit the issue of such violation for resolution, in accordance with the procedures set forth in subparagraphs F. 2, F. 3 and F. 4 of this Article XVI. In the event it is determined that there has been such a violation, the Board or the Superintendent of Schools, as the case may be, shall be granted appropriate relief which shall not be inconsistent with the terms of this Agreement.

ARTICLE XVII

DUES DEDUCTION

- A. The Board agrees that upon presentation of and until cancellation of dues deduction authorization cards signed by the individual teachers to whom this Agreement is applicable, it will make a payroll deduction from the salaries of such teachers in the amount so designated on the authorization cards as membership dues deduction of the Association, and will remit such deduction to the Association.
- B. The Association will certify in writing to the Board the current membership dues of the Association. The Association will give the Board ten (10) days prior written notice before the effective date of any change thereto, and there will be only one change per year for dues deduction.

- C. Deductions referred to in paragraph A above will be made in 8 equal installments commencing September 30th and ending January 15th. The Board will not be required to honor, for any pay period's deduction, any dues deduction authorizations that are delivered to it later than ten (10) days prior to distribution of the payroll from which the deductions are to be made.
- D. Not later than September 30th of each year the Board will provide the Association with a list of those teachers who have voluntarily authorized the Board to deduct dues for the Association. Any teacher desiring to do so may have the Board discontinue deductions he/she has previously authorized by notifying the Board in writing.
- E. The Board agrees that so long as the Association remains the recognized or certified exclusive bargaining representative of the teachers in the unit described in Article I, it will not accord dues deductions or similar check-offs rights to any other organization representing teachers in such unit provided this provision shall not be contrary by law.

ARTICLE XVIII

MISCELLANEOUS PROVISIONS

A. Association President/Negotiating Committee – extra-curricular duties

The Association President and members of its negotiating committee, while functioning in their respective capacities, will not be assigned to non-paid extra-curricular duties provided this can be done without any cost whatsoever to the School District.

B. Association President/Negotiating Committee Chairperson – study hall duties

The Association President and Chairperson of its negotiating committee, during such time as they hold these offices, will not be assigned to study hall duties provided the same does not impose an unreasonable burden on the teachers in the building or buildings involved.

C. Custodial staff duties

No teacher will be required to perform duties normally performed by the custodial staff.

D. Unused sick leave after rehired

Any teacher who resigns his/her position in the District and thereafter is rehired for a probationary appointment may, in the sole and exclusive discretion of the Board, be granted prior service credit for all or part of his/her teaching or part of the unused sick leave which he/she had been allowed to accumulate at the time he/she had so resigned.

E. Association space

The Association will be assigned space by the Superintendent or his/her designee in one of the District's school buildings for use as a business office to conduct the lawful affairs of the Association.

F. VOTE/COPE Fund

The Board agrees to implement a salary deduction plan to reflect voluntary teacher contributions to the VOTE/COPE Fund under procedures subject to the approval of the Board.

G. National Teacher Certification Recognition

Any teacher who obtains national teaching certification, in addition to her/his regular salary, will receive an annual \$2,200.00 stipend.

H. In-House Coverage for Absent Teachers

While the Somers School District should make every effort to obtain substitute teachers, there are occasions when substitute teachers cannot be obtained. When these situations occur, administrators may need to assign building teachers to cover for an absent teacher. Those teachers who are assigned to cover the absent teacher will be compensated. In the high school and middle school, those teachers on a voluntary list for this duty shall be given first opportunity to substitute. If a substitute is not available from the voluntary list, the building administrator may assign non-volunteer teachers on a rotating basis. Compensation to teachers will be per period at the rate of:

- 2021-22: \$52.38
- 2022-23: \$53.37
- 2023-24: \$54.12
- 2024-25: \$55.15
- 2025-26: \$56.20

Each teacher will receive monetary compensation as described above starting with the fourth assigned class coverage in that school year. Teachers who perform emergency substitute service during an extended time period or teacher block within the secondary schools will be compensated for their service as follows:

Emergency substitute service during a fifty-five minute clock will be computed for compensation and toward the satisfaction of the three “free” class prerequisite purposes on the basis of one and one-third teaching periods.

Emergency substitute service for an entire 80 minute teaching block will be computed for compensation and toward satisfaction of the three “free” class prerequisite on the basis of two teaching periods.

All of the above provisions also apply to teachers in grades K through five. In addition, when teachers at the elementary level are assigned extra students above their normal class load in an emergency, they shall be paid per day equally divided among the teachers at that grade level sharing the extra load of students at the rate of:

- 2021-22: \$261.64
- 2022-23: \$266.61
- 2023-24: \$270.34
- 2024-25: \$275.48
- 2025-26: \$280.71

The same provision will apply to special area teachers at the elementary level who are assigned extra students above their normal class load.

I. Tutorial Services

Any teacher who volunteers to tutor a student at the request of the District shall be increased as follows:

- 2021-22: \$66.90
- 2022-23: \$68.17
- 2023-24: \$69.12
- 2024-25: \$70.44
- 2025-26: \$71.77

This rate is per hour for one student.

J. Duty free lunch

Teachers will receive a minimum of 40 minutes for a duty free lunch on a daily basis.

K. Non-Elective Employer Contribution to a 403(b) and 457(b) Accounts

1. No Cash Option – No employee may receive cash in lieu of or as an alternative to any of the Employer’s Non-elective Contribution(s) described herein.
2. Contribution Limitations – In any applicable year, the maximum Employer Contribution shall not cause an employee’s 403(b) and/or 457(b) accounts to exceed the applicable contribution limits under the Internal Revenue Code. In the event that the calculation of the Employer Non-elective Contribution referenced in any of the preceding paragraphs exceed the applicable Contribution Limits, the excess amount shall be handled by the Employer as follows: The Employer shall first make an Employer Non-elective Contribution up to the *Contribution Limit of the Internal Revenue Code* and then pay any excess amount as compensation directly to the Employee. In no instance shall the Employee have any rights to, including the ability to receive, any excess amount as compensation unless and until the Contribution Limit of the Internal Revenue Code are fully met through payment of the Employer’s Non-Elective Contribution.
3. 403(b)/457(b) Accounts – Employer contributions shall be deposited into 403(b) or 457(b) account, as applicable, established through the District’s chosen 403(b) and/or 457(b) third party administrator, of each recipient employee. If the employee does not have a 403(b) or 457(b) account, the District shall deposit the employer contributions, in the name of the employee, into an account established through the District’s chosen 403(b) and/or 457(b) third party administrator in the employee’s name. Such third party administrators will be allowed reasonable access to the District’s facilities in order to assist employees and District’s representatives in fulfilling applicable 403(b) and/or 457(b) legal requirements. The 403(b) and/or 457(b) accounts shall be subject to the rules, regulations and requirements of the third party administrator as well as the Internal Revenue Code.
4. Tier I Adjustments – Tier I members with membership dates prior to June 17, 1971, Employer Non-elective Contribution hereinunder will be reported as non-regular compensation to the New York State Teachers’ Retirement System.
5. The establishment of, participation in and contributions to 403(b) and/or 457(b) accounts shall be subject to IRS regulations and rulings as well as the rules, regulations and requirements of the third party administrator. Should any provisions in this section be declared contrary to law, then such portion shall not be deemed valid and subsisting, but all other portions shall continue in full force and effect. As to those portions declared contrary to law, the Association and District shall promptly meet and alter those portions in order to provide the same or similar benefits which conform, as closest as possible, to the original intent of the parties.
6. Both the Employer and Employee are responsible for providing accurate information to the 403(b) Provider. This information includes both Elective and Employer Non-elective Contributions and the amount of the participant’s Includible Compensation.
7. Early Retirement Incentive – The Employer agrees to make an Employer Non-elective Contribution to the 403(b) or 457(b) account (as designated by the employee) of each covered employee who notifies the District of his or her intent to retire in accordance with Article XVIII, Section L of the collective bargaining agreement. The total amount of the District’ Employer Non-elective Contribution for each eligible employee shall equal \$20,000 and shall be made no later than August 1st of the year of the employee’s retirement. The District shall make the maximum contribution not to exceed \$20,000 under any circumstances.

8. The Somers Central School District makes no representation with regard to the 403(b) and/or 457(b) third party administrators, regardless of any endorsement provided by NYSUT.

L. Retirement Incentive

Subject to the conditions set forth below being met, the following classification of employees shall be eligible for a twenty thousand dollar (\$20,000) retirement incentive:

1. A teacher who retires at the conclusion of the school year (July 1 – June 30) he/she first reaches the age of fifty-five (55) years and completes twelve (12) years of service with the Somers Central School District.
2. A teacher who retires at the conclusion of the school year in which the teacher, who is age fifty-five (55) or more, has first completed twelve (12) years with the Somers Central School District.
3. A teacher who is less than fifty-five (55) years of age, but at least fifty (50) years of age who has completed at least twelve (12) years with the Somers Central School District. Said teacher must pay full (100%) health insurance premium until he/she reaches 55 years of age.

Conditions to be met:

For the 2021-22 school year, the eligible teacher must: (a) submit to the District no later than January 17, 2022 of the final full year of service, an irrevocable letter of resignation for retirement purposes; and (b) the teacher's retirement must be effective June 30, 2022.

For the 2022-23 school year, the eligible teacher must: (a) submit to the District no later than January 16, 2023 of the final full year of service, an irrevocable letter of resignation for retirement purposes; and (b) the teacher's retirement must be effective June 30, 2023.

For the 2023-24 school year, the eligible teacher must: (a) submit to the District no later than January 15, 2024 of the final full year of service, an irrevocable letter of resignation for retirement purposes; and (b) the teacher's retirement must be effective June 30, 2024.

For the 2024-25 school year, the eligible teacher must: (a) submit to the District no later than January 17, 2025 of the final full year of service, an irrevocable letter of resignation for retirement purposes; and (b) the teacher's retirement must be effective June 30, 2025.

For the 2025-26 school year, the eligible teacher must: (a) submit to the District no later than January 16, 2026 of the final full year of service, an irrevocable letter of resignation for retirement purposes; and (b) the teacher's retirement must be effective June 30, 2026.

M. District-sponsored summer programs, Special Education Itinerant Teachers and ESY Teachers

The hourly rate for Special Education Itinerant Teachers and ESY Teachers and teachers who teach in the district-sponsored summer programs, including all summer academy programs, will be as follows:

2021-22:	\$80.46
2022-23:	\$86.97
2023-24:	\$88.19
2024-25:	\$89.87
2025-26:	\$91.57

N. Teaching Assignment outside regular school day

A teacher, who may volunteer to perform a teaching assignment outside of the regular seven-hour school day, will be paid on Step 7, MA + 0, of the teacher's salary schedule. This teaching assignment will be compensated on a prorated basis.

O. IEP Services outside regular school day

Any speech therapist, physical therapist or occupational therapist who may volunteer to perform IEP mandated services outside of the regular 7-hour school day, and in the student's home, hourly compensation will be as follows:

2021-22:	\$85.35
2022-23:	\$86.97
2023-24:	\$88.19
2024-25:	\$89.87
2025-26:	\$91.57

This assignment will be compensated on a prorated basis.

P. Association Officers

Five (5) days total leave may be granted for the president, vice-president, treasurer or secretary of the association to attend to matters of concern to the SFA upon mutual agreement of the President of the SFA and the Superintendent of Schools.

Q. Direct Deposit

Effective September 1, 2016, the District shall establish and maintain a direct deposit arrangement for all employee payroll deposits for any bank licensed by the *Federal Deposit Insurance Corporation (FDIC)* that is able to accept electronic fund transfers from the District's primary payroll depository. Each employee will have payroll information provided for each payroll period.

R. Mandatory Afterschool Meetings

A teacher who is required to attend a mandatory afterschool meeting and has started their workday earlier than the regular start time for teachers at the school where the meeting will take place, resulting in a gap in time between the end of the teacher's seven (7) hour continuous workday and the start of the after school meeting, will be compensated for the time spent attending the meeting at the curriculum rate. This provision shall only apply where the teacher has been assigned such earlier start time by the District.

S. Travel between Buildings

A teacher who teaches in multiple buildings within the District shall be provided with fifteen (15) minutes to travel between buildings and twenty (20) minutes to travel between campuses. For the purposes of this section, the Somers Middle School and Somers Intermediate School shall together constitute one campus and the Somers High School and the Primrose Elementary School shall together constitute one campus. The provision of travel time cannot result in a teacher being provided with less than a 40 minute lunch period and cannot result in a teacher being assigned more than a seven (7) hour workday.

T. Early Notice of Retirement

Bargaining unit members with ten (10) or more years of service as a teacher within the District who are eligible for retirement and submit their irrevocable letter of resignation for the purpose of retirement by November 1st, with an effective date of retirement of June 30th of the same school year, shall receive a payment in the amount of \$5,000.00. Such payment shall be made by no later than

August 1st as a non-elective employer contribution to a 403(b) and/or 457(b) account established by the District for the member pursuant to Article XVIII, Section K.

U. Employee Contributions to 403(b) and 457 Plans

Bargaining unit members shall be offered the opportunity to establish and make employee contributions (through voluntary payroll deductions) to 403(b) and/or 457(b) accounts through the District's chosen 403(b) and/or 457(b) third party administrators. Participation and contributions to 403(b) and/or 457(b) accounts shall be subject to the third party administrator's rules and regulations and the Internal Revenue Code.

V. AIS Assignments to Middle School Teachers

The parties agree that the English and Social Studies teachers assigned to the Middle School may be given an AIS assignment in addition to their regular five (5) teaching periods during one (1) semester of the school year. Middle School English and Social Studies teachers who are given such an AIS assignment may be assigned no more than two (2) duty periods per week during the other semester of the school year (when they do not have an AIS assignment), except for Department Leaders, who may not be assigned any duty periods during such other semester. The limitation on the assignment of duties periods shall not apply to any Middle School English and/or Social Studies teachers who are not given an AIS assignment as set forth herein. *(Ref. 6/14/13 Side Letter of Agreement)*

W. AIS Assignments to High School Teachers

Any teachers at Somers High School may be given an AIS assignment on any day that they have not been assigned four (4) teaching periods; Teachers who are given any AIS assignments during an eight (8) day teaching cycle may only be assigned up to one (1) duty period during such eight (8) day teaching cycle; Teachers who have not been given any AIS assignments during an eight (8) day teaching cycle may be assigned up to three (3) duty periods during such eight (8) day teaching cycle; Teachers who have been given AIS assignments during a semester shall not be entitled to be relieved from any duty periods during the other semester (when they do not have an AIS assignment).

The parties agree that should the District decide to cease using an eight (8) day teaching cycle, four (4) period days and/or fifty five (55) minutes periods in the Somers High School, this Side Letter of Agreement shall sunset and expire upon the effective date of the change to the teaching cycle. However, the parties further agree to meet within thirty (30) calendar days of the District's notice to the Association of such decision to discuss the provision of AIS assignments to teachers based upon the new teaching cycle. *(Ref. 5/20/20 Side Letter of Agreement)*

ARTICLE XIX

DURATION OF AGREEMENT

This contract shall be effective as of July 1, 2021, and shall continue in effect through June 30, 2026.

ARTICLE XX

STATUTORY PROVISION

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OR LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

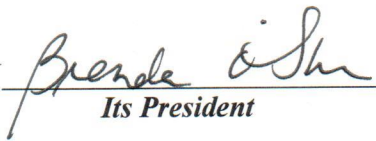
ARTICLE XXI

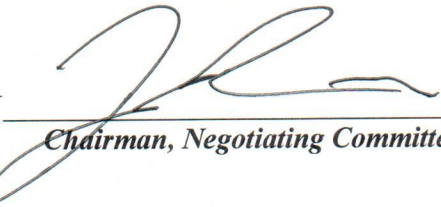
CONCLUSION OF NEGOTIATIONS

The Board and the Association agree that all negotiable items have been discussed during the negotiations leading to this Agreement; and they further agree that negotiations shall not be reopened on any item whatsoever whether contained in this Agreement or not, during the life of this Agreement.

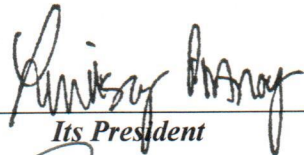
In witness whereof, the parties hereto have executed this Agreement the day and year first written.

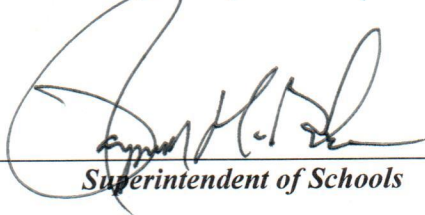
SOMERS FACULTY ASSOCIATION

BY 
Its President

BY 
Chairman, Negotiating Committee

BOARD OF EDUCATION
SOMERS CENTRAL SCHOOL DISTRICT

BY 
Its President

BY 
Superintendent of Schools

INDEX

Acting Principal.....	15	LEAVE POLICY	19
After-School Meetings	5	MISCELLANEOUS PROVISIONS.....	25
AIS Assignments to High School Teachers.....	30	National Teacher Certification Recognition	25
AIS Assignments to Middle School Teachers	30	<i>Number of Observation Reports</i>	9
Assignments Beyond Specified Minimums.....	6	<i>Observation in second and third year of probationary service</i>	9
Association Officers	29	Paid Sick Leave	19
Association President – extra-curric duties.....	25	Passenger vehicles reimbursement.....	15
Association President – study hall duties	25	Personal Leave: With Pay.....	20
Association space	25	Pregnancy Leave.....	21
ASSOCIATION’S RESPONSIBILITIES	2	Probationary Teachers’ Orientation Programs.....	7
Attendance at Night Meetings	5	RECOGNITION	1
CAREER DEVELOPMENT	10	Removal from Extra-Curricular Activity	7
Chaperoning Duties	5	Retirement Incentive.....	28
Class Size and Load.....	4	SALARIES, STUDY CREDITS & OTHER COMPENSATION	12
Classroom Schedules.....	7	SCHOOL CALENDAR.....	11
Classroom Teaching	7	Sick Leave Bank (effective July 1, 1991).....	19
Co-Curricular and Coaching Duties	13	Sponsorship of Activities and Supervision of Co- Curricular Activities.....	6
CONCLUSION OF NEGOTIATIONS	31	STATUTORY PROVISION	31
Conferences expenses	15	Supervisor/Teacher Conferences	6
Custodial staff duties	25	Teacher Assignments.....	6
Direct Deposit.....	29	TEACHER EMPLOYMENT & RECRUITMENT ...	12
District Health Insurance Plan	16	TEACHER EVALUATION	9
District-sponsored summer programs.....	28	Teacher Facilities	3
DUES DEDUCTION	24	TEACHER FILES	10
DURATION OF AGREEMENT.....	31	Teacher Mailboxes.....	6
Duty free lunch.....	27	TEACHER RESPONSIBILITIES	7
EDUCATIONAL POLICIES	18	TEACHER RIGHTS.....	8
Elementary School and Intermediate School Teacher- Parent Conferences	5	Teachers’ Salary Schedule.....	12
Employer’s Non-Elective Contribution to a 403(b)...	27	Teaching Agreement.....	5
EXISTING CONDITIONS	2	Teaching Assignment outside regular school day.....	29
Extended Time Clause.....	4	Teaching Facilities	3
Extra-Pay Schedule Review	15	Teaching Hours.....	3
GRIEVANCE PROCEDURE	22	<i>Time lines for the Completion of Observation</i>	9
Health Insurance Buy-Back.....	17	Tutorial Services.....	26
Health Insurance Contributions	16	Unpaid Sick Leave.....	20
Health Insurance Enrollment Eligibility	16	Unused sick leave after rehired.....	25
IEP Services outside regular school day.....	29	VOTE/COPE Fund	25
Independent Study Program	7	Welfare Trust Fund.....	18
In-House Coverage for Absent Teachers.....	26		
In-service Credits.....	14		

SUPPLEMENT A – SALARY SCHEDULES

2021-2022, Increase 0.25%, Drop Step										
STEP	BA	BA+9	BA+15	BA+24	BA+30	BA+39	BA+45	BA+54	BA+60	
1	\$ 58,595	\$ 60,537	\$ 61,708	\$ 63,642	\$ 64,810	\$ 66,746	\$ 68,691	\$ 70,637	\$ 71,801	
2	\$ 60,537	\$ 62,871	\$ 64,424	\$ 65,981	\$ 67,532	\$ 69,856	\$ 72,192	\$ 74,130	\$ 75,295	
3	\$ 62,871	\$ 65,584	\$ 66,746	\$ 68,691	\$ 70,637	\$ 73,347	\$ 75,295	\$ 77,239	\$ 78,388	
4	\$ 65,202	\$ 67,917	\$ 69,089	\$ 71,024	\$ 74,130	\$ 76,835	\$ 78,716	\$ 80,721	\$ 81,888	
5	\$ 67,532	\$ 70,637	\$ 71,801	\$ 74,520	\$ 77,239	\$ 79,946	\$ 81,453	\$ 83,832	\$ 84,973	
6	\$ 70,243	\$ 72,967	\$ 74,907	\$ 77,620	\$ 80,721	\$ 83,055	\$ 85,030	\$ 86,942	\$ 88,486	
7	\$ 72,967	\$ 76,070	\$ 78,388	\$ 81,114	\$ 83,832	\$ 86,557	\$ 88,486	\$ 90,422	\$ 91,584	
8	\$ 76,070	\$ 79,559	\$ 81,497	\$ 84,225	\$ 86,942	\$ 89,658	\$ 91,980	\$ 93,533	\$ 95,088	
9	\$ 79,169	\$ 82,670	\$ 84,973	\$ 87,712	\$ 90,422	\$ 93,139	\$ 95,088	\$ 97,029	\$ 98,197	
10	\$ 82,670	\$ 86,164	\$ 88,086	\$ 90,815	\$ 93,926	\$ 96,245	\$ 98,588	\$ 100,126	\$ 101,692	
11	\$ 86,164	\$ 89,266	\$ 91,584	\$ 93,926	\$ 97,029	\$ 99,733	\$ 101,692	\$ 103,621	\$ 104,782	
12	\$ 89,266	\$ 92,753	\$ 94,697	\$ 97,413	\$ 100,126	\$ 102,845	\$ 105,172	\$ 107,492	\$ 109,059	
13	\$ 92,370	\$ 96,245	\$ 98,197	\$ 100,904	\$ 104,009	\$ 106,340	\$ 108,669	\$ 111,772	\$ 112,935	
14	\$ 94,126	\$ 98,074	\$ 100,063	\$ 102,820	\$ 105,985	\$ 108,360	\$ 110,734	\$ 113,895	\$ 115,080	
15	\$ 95,914	\$ 99,937	\$ 101,964	\$ 104,774	\$ 107,999	\$ 110,419	\$ 112,837	\$ 116,059	\$ 117,266	
16	\$ 97,736	\$ 101,836	\$ 103,901	\$ 106,765	\$ 110,051	\$ 112,518	\$ 114,982	\$ 118,265	\$ 119,495	
17	\$ 99,593	\$ 103,771	\$ 105,875	\$ 108,793	\$ 112,143	\$ 114,655	\$ 117,166	\$ 120,512	\$ 121,766	
18	\$ 101,485	\$ 105,743	\$ 107,887	\$ 110,860	\$ 114,273	\$ 116,833	\$ 119,393	\$ 122,801	\$ 124,079	
19	\$ 103,414	\$ 107,752	\$ 109,937	\$ 112,967	\$ 116,444	\$ 119,054	\$ 121,660	\$ 125,134	\$ 126,436	
20	\$ 105,379	\$ 109,799	\$ 112,026	\$ 115,113	\$ 118,656	\$ 121,316	\$ 123,972	\$ 127,512	\$ 128,838	
LONGEVITY		\$ <u>1,252</u>	Teachers who have completed 15 years in the Somers Central School District							
1.9%		\$ <u>1,709</u>	Teachers who have completed 20 years in the Somers Central School District							
		\$ <u>2,107</u>	Teachers who have completed 25 years in the Somers Central School District							

2021-2022, Increase 0.25%, Drop Step										
STEP	MA	MA+9	MA+15	MA+24	MA+30	MA+39	MA+45	MA+54	MA+60	DOCTORATE
1	\$ 66,746	\$ 68,691	\$ 69,856	\$ 71,801	\$ 72,967	\$ 74,907	\$ 76,070	\$ 78,010	\$ 79,169	\$ 83,437
2	\$ 69,856	\$ 71,801	\$ 72,967	\$ 74,907	\$ 76,070	\$ 78,010	\$ 79,169	\$ 81,114	\$ 82,280	\$ 86,933
3	\$ 73,349	\$ 75,295	\$ 76,452	\$ 78,388	\$ 79,559	\$ 81,497	\$ 82,670	\$ 84,603	\$ 85,772	\$ 90,029
4	\$ 76,452	\$ 78,388	\$ 79,559	\$ 81,497	\$ 82,670	\$ 84,603	\$ 85,772	\$ 87,712	\$ 88,871	\$ 93,533
5	\$ 79,976	\$ 81,888	\$ 83,055	\$ 84,603	\$ 86,164	\$ 88,090	\$ 89,266	\$ 91,207	\$ 92,370	\$ 96,631
6	\$ 83,055	\$ 84,973	\$ 86,164	\$ 88,090	\$ 89,266	\$ 91,207	\$ 92,370	\$ 94,312	\$ 95,475	\$ 100,126
7	\$ 86,557	\$ 88,486	\$ 89,658	\$ 91,207	\$ 92,753	\$ 94,697	\$ 96,655	\$ 97,413	\$ 99,733	\$ 104,009
8	\$ 89,658	\$ 91,575	\$ 92,753	\$ 94,697	\$ 95,857	\$ 98,585	\$ 100,516	\$ 101,692	\$ 104,009	\$ 108,286
9	\$ 93,140	\$ 95,088	\$ 96,245	\$ 97,805	\$ 99,349	\$ 102,845	\$ 104,782	\$ 105,947	\$ 107,888	\$ 112,542
10	\$ 96,245	\$ 98,197	\$ 99,349	\$ 101,286	\$ 103,243	\$ 106,738	\$ 109,059	\$ 109,846	\$ 112,161	\$ 116,433
11	\$ 99,733	\$ 101,692	\$ 102,845	\$ 105,172	\$ 107,492	\$ 110,408	\$ 112,935	\$ 114,098	\$ 116,041	\$ 120,689
12	\$ 102,845	\$ 104,782	\$ 105,947	\$ 109,446	\$ 111,380	\$ 115,256	\$ 117,200	\$ 118,369	\$ 120,317	\$ 124,579
13	\$ 106,340	\$ 108,286	\$ 110,217	\$ 113,713	\$ 115,256	\$ 119,533	\$ 121,086	\$ 122,629	\$ 124,971	\$ 129,225
14	\$ 108,360	\$ 110,343	\$ 112,311	\$ 115,873	\$ 117,446	\$ 121,804	\$ 123,387	\$ 124,959	\$ 127,346	\$ 131,680
15	\$ 110,419	\$ 112,440	\$ 114,444	\$ 118,074	\$ 119,677	\$ 124,119	\$ 125,731	\$ 127,333	\$ 129,765	\$ 134,183
16	\$ 112,518	\$ 114,577	\$ 116,620	\$ 120,318	\$ 121,952	\$ 126,476	\$ 128,120	\$ 129,753	\$ 132,230	\$ 136,732
17	\$ 114,655	\$ 116,753	\$ 118,835	\$ 122,604	\$ 124,269	\$ 128,879	\$ 130,555	\$ 132,218	\$ 134,743	\$ 139,329
18	\$ 116,833	\$ 118,972	\$ 121,093	\$ 124,934	\$ 126,630	\$ 131,329	\$ 133,035	\$ 134,730	\$ 137,302	\$ 141,977
19	\$ 119,054	\$ 121,232	\$ 123,394	\$ 127,307	\$ 129,036	\$ 133,824	\$ 135,562	\$ 137,289	\$ 139,912	\$ 144,675
20	\$ 121,316	\$ 123,535	\$ 125,738	\$ 129,726	\$ 131,488	\$ 136,367	\$ 138,138	\$ 139,897	\$ 142,570	\$ 147,424
LONGEVITY		\$ 1,252	Teachers who have completed 15 years in the Somers Central School District							
1.9%		\$ 1,709	Teachers who have completed 20 years in the Somers Central School District							
		\$ 2,107	Teachers who have completed 25 years in the Somers Central School District							

2022-2023, Increase 0.25%, New Step 21										
STEP	BA	BA+9	BA+15	BA+24	BA+30	BA+39	BA+45	BA+54	BA+60	
1	\$ 58,741	\$ 60,688	\$ 61,862	\$ 63,801	\$ 64,972	\$ 66,913	\$ 68,863	\$ 70,814	\$ 71,981	
2	\$ 60,688	\$ 63,028	\$ 64,585	\$ 66,146	\$ 67,701	\$ 70,031	\$ 72,372	\$ 74,315	\$ 75,483	
3	\$ 63,028	\$ 65,748	\$ 66,913	\$ 68,863	\$ 70,814	\$ 73,530	\$ 75,483	\$ 77,432	\$ 78,584	
4	\$ 65,365	\$ 68,087	\$ 69,262	\$ 71,202	\$ 74,315	\$ 77,027	\$ 78,913	\$ 80,923	\$ 82,093	
5	\$ 67,701	\$ 70,814	\$ 71,981	\$ 74,706	\$ 77,432	\$ 80,146	\$ 81,657	\$ 84,042	\$ 85,185	
6	\$ 70,419	\$ 73,149	\$ 75,094	\$ 77,814	\$ 80,923	\$ 83,263	\$ 85,243	\$ 87,159	\$ 88,707	
7	\$ 73,149	\$ 76,260	\$ 78,584	\$ 81,317	\$ 84,042	\$ 86,773	\$ 88,707	\$ 90,648	\$ 91,813	
8	\$ 76,260	\$ 79,758	\$ 81,701	\$ 84,436	\$ 87,159	\$ 89,882	\$ 92,210	\$ 93,767	\$ 95,326	
9	\$ 79,367	\$ 82,877	\$ 85,185	\$ 87,931	\$ 90,648	\$ 93,372	\$ 95,326	\$ 97,272	\$ 98,442	
10	\$ 82,877	\$ 86,379	\$ 88,306	\$ 91,042	\$ 94,161	\$ 96,486	\$ 98,834	\$ 100,376	\$ 101,946	
11	\$ 86,379	\$ 89,489	\$ 91,813	\$ 94,161	\$ 97,272	\$ 99,982	\$ 101,946	\$ 103,880	\$ 105,044	
12	\$ 89,489	\$ 92,985	\$ 94,934	\$ 97,657	\$ 100,376	\$ 103,102	\$ 105,435	\$ 107,761	\$ 109,332	
13	\$ 92,601	\$ 96,486	\$ 98,442	\$ 101,156	\$ 104,269	\$ 106,606	\$ 108,941	\$ 112,051	\$ 113,217	
14	\$ 94,361	\$ 98,319	\$ 100,313	\$ 103,077	\$ 106,250	\$ 108,631	\$ 111,011	\$ 114,180	\$ 115,368	
15	\$ 96,154	\$ 100,187	\$ 102,219	\$ 105,036	\$ 108,269	\$ 110,695	\$ 113,119	\$ 116,349	\$ 117,559	
16	\$ 97,980	\$ 102,091	\$ 104,161	\$ 107,032	\$ 110,326	\$ 112,799	\$ 115,269	\$ 118,561	\$ 119,794	
17	\$ 99,842	\$ 104,030	\$ 106,140	\$ 109,065	\$ 112,423	\$ 114,942	\$ 117,459	\$ 120,813	\$ 122,070	
18	\$ 101,739	\$ 106,007	\$ 108,157	\$ 111,137	\$ 114,559	\$ 117,125	\$ 119,691	\$ 123,108	\$ 124,389	
19	\$ 103,673	\$ 108,021	\$ 110,212	\$ 113,249	\$ 116,735	\$ 119,352	\$ 121,964	\$ 125,447	\$ 126,752	
20	\$ 105,642	\$ 110,073	\$ 112,306	\$ 115,401	\$ 118,953	\$ 121,619	\$ 124,282	\$ 127,831	\$ 129,160	
21	\$ 107,649	\$ 112,164	\$ 114,440	\$ 117,594	\$ 121,213	\$ 123,930	\$ 126,643	\$ 130,260	\$ 131,614	
LONGEVITY		\$ 1,276	Teachers who have completed 15 years in the Somers Central School District							
1.9%		\$ 1,741	Teachers who have completed 20 years in the Somers Central School District							
		\$ 2,147	Teachers who have completed 25 years in the Somers Central School District							

2022-2023, Increase 0.25%, New Step 21											
STEP	MA	MA+9	MA+15	MA+24	MA+30	MA+39	MA+45	MA+54	MA+60	DOCTORATE	
1	\$ 66,913	\$ 68,863	\$ 70,031	\$ 71,981	\$ 73,149	\$ 75,094	\$ 76,260	\$ 78,205	\$ 79,367	\$ 83,646	
2	\$ 70,031	\$ 71,981	\$ 73,149	\$ 75,094	\$ 76,260	\$ 78,205	\$ 79,367	\$ 81,317	\$ 82,486	\$ 87,150	
3	\$ 73,532	\$ 75,483	\$ 76,643	\$ 78,584	\$ 79,758	\$ 81,701	\$ 82,877	\$ 84,815	\$ 85,986	\$ 90,254	
4	\$ 76,643	\$ 78,584	\$ 79,758	\$ 81,701	\$ 82,877	\$ 84,815	\$ 85,986	\$ 87,931	\$ 89,093	\$ 93,767	
5	\$ 80,176	\$ 82,093	\$ 83,263	\$ 84,815	\$ 86,379	\$ 88,310	\$ 89,489	\$ 91,435	\$ 92,601	\$ 96,873	
6	\$ 83,263	\$ 85,185	\$ 86,379	\$ 88,310	\$ 89,489	\$ 91,435	\$ 92,601	\$ 94,548	\$ 95,714	\$ 100,376	
7	\$ 86,773	\$ 88,707	\$ 89,882	\$ 91,435	\$ 92,985	\$ 94,934	\$ 96,897	\$ 97,657	\$ 99,982	\$ 104,269	
8	\$ 89,882	\$ 91,804	\$ 92,985	\$ 94,934	\$ 96,097	\$ 98,831	\$ 100,767	\$ 101,946	\$ 104,269	\$ 108,557	
9	\$ 93,373	\$ 95,326	\$ 96,486	\$ 98,050	\$ 99,597	\$ 103,102	\$ 105,044	\$ 106,212	\$ 108,158	\$ 112,823	
10	\$ 96,486	\$ 98,442	\$ 99,597	\$ 101,539	\$ 103,501	\$ 107,005	\$ 109,332	\$ 110,121	\$ 112,441	\$ 116,724	
11	\$ 99,982	\$ 101,946	\$ 103,102	\$ 105,435	\$ 107,761	\$ 110,684	\$ 113,217	\$ 114,383	\$ 116,331	\$ 120,991	
12	\$ 103,102	\$ 105,044	\$ 106,212	\$ 109,720	\$ 111,658	\$ 115,544	\$ 117,493	\$ 118,665	\$ 120,618	\$ 124,890	
13	\$ 106,606	\$ 108,557	\$ 110,493	\$ 113,997	\$ 115,544	\$ 119,832	\$ 121,389	\$ 122,936	\$ 125,283	\$ 129,548	
14	\$ 108,631	\$ 110,619	\$ 112,592	\$ 116,163	\$ 117,740	\$ 122,109	\$ 123,695	\$ 125,271	\$ 127,664	\$ 132,009	
15	\$ 110,695	\$ 112,721	\$ 114,730	\$ 118,369	\$ 119,976	\$ 124,429	\$ 126,045	\$ 127,651	\$ 130,089	\$ 134,518	
16	\$ 112,799	\$ 114,863	\$ 116,912	\$ 120,619	\$ 122,257	\$ 126,792	\$ 128,440	\$ 130,077	\$ 132,561	\$ 137,074	
17	\$ 114,942	\$ 117,045	\$ 119,132	\$ 122,911	\$ 124,580	\$ 129,201	\$ 130,881	\$ 132,549	\$ 135,080	\$ 139,677	
18	\$ 117,125	\$ 119,269	\$ 121,396	\$ 125,246	\$ 126,947	\$ 131,657	\$ 133,368	\$ 135,067	\$ 137,645	\$ 142,332	
19	\$ 119,352	\$ 121,535	\$ 123,702	\$ 127,625	\$ 129,359	\$ 134,159	\$ 135,901	\$ 137,632	\$ 140,262	\$ 145,037	
20	\$ 121,619	\$ 123,844	\$ 126,052	\$ 130,050	\$ 131,817	\$ 136,708	\$ 138,483	\$ 140,247	\$ 142,926	\$ 147,793	
21	\$ 123,930	\$ 126,197	\$ 128,447	\$ 132,521	\$ 134,322	\$ 139,305	\$ 141,114	\$ 142,912	\$ 145,642	\$ 150,601	
LONGEVITY		\$ 1,276	Teachers who have completed 15 years in the Somers Central School District								
1.9%		\$ 1,741	Teachers who have completed 20 years in the Somers Central School District								
		\$ 2,147	Teachers who have completed 25 years in the Somers Central School District								

2023-2024, Increase 1.4%										
STEP	BA	BA+9	BA+15	BA+24	BA+30	BA+39	BA+45	BA+54	BA+60	
1	\$ 59,563	\$ 61,538	\$ 62,728	\$ 64,694	\$ 65,882	\$ 67,850	\$ 69,827	\$ 71,805	\$ 72,989	
2	\$ 61,538	\$ 63,910	\$ 65,489	\$ 67,072	\$ 68,649	\$ 71,011	\$ 73,385	\$ 75,355	\$ 76,540	
3	\$ 63,910	\$ 66,668	\$ 67,850	\$ 69,827	\$ 71,805	\$ 74,559	\$ 76,540	\$ 78,516	\$ 79,684	
4	\$ 66,280	\$ 69,040	\$ 70,232	\$ 72,199	\$ 75,355	\$ 78,105	\$ 80,018	\$ 82,056	\$ 83,242	
5	\$ 68,649	\$ 71,805	\$ 72,989	\$ 75,752	\$ 78,516	\$ 81,268	\$ 82,800	\$ 85,219	\$ 86,378	
6	\$ 71,405	\$ 74,173	\$ 76,145	\$ 78,903	\$ 82,056	\$ 84,429	\$ 86,436	\$ 88,379	\$ 89,949	
7	\$ 74,173	\$ 77,328	\$ 79,684	\$ 82,455	\$ 85,219	\$ 87,988	\$ 89,949	\$ 91,917	\$ 93,098	
8	\$ 77,328	\$ 80,875	\$ 82,845	\$ 85,618	\$ 88,379	\$ 91,140	\$ 93,501	\$ 95,080	\$ 96,661	
9	\$ 80,478	\$ 84,037	\$ 86,378	\$ 89,162	\$ 91,917	\$ 94,679	\$ 96,661	\$ 98,634	\$ 99,820	
10	\$ 84,037	\$ 87,588	\$ 89,542	\$ 92,317	\$ 95,479	\$ 97,837	\$ 100,218	\$ 101,781	\$ 103,373	
11	\$ 87,588	\$ 90,742	\$ 93,098	\$ 95,479	\$ 98,634	\$ 101,382	\$ 103,373	\$ 105,334	\$ 106,515	
12	\$ 90,742	\$ 94,287	\$ 96,263	\$ 99,024	\$ 101,781	\$ 104,545	\$ 106,911	\$ 109,270	\$ 110,863	
13	\$ 93,897	\$ 97,837	\$ 99,820	\$ 102,572	\$ 105,729	\$ 108,098	\$ 110,466	\$ 113,620	\$ 114,802	
14	\$ 95,682	\$ 99,695	\$ 101,717	\$ 104,520	\$ 107,738	\$ 110,152	\$ 112,565	\$ 115,779	\$ 116,983	
15	\$ 97,500	\$ 101,590	\$ 103,650	\$ 106,507	\$ 109,785	\$ 112,245	\$ 114,703	\$ 117,978	\$ 119,205	
16	\$ 99,352	\$ 103,520	\$ 105,619	\$ 108,530	\$ 111,871	\$ 114,378	\$ 116,883	\$ 120,221	\$ 121,471	
17	\$ 101,240	\$ 105,486	\$ 107,626	\$ 110,592	\$ 113,997	\$ 116,551	\$ 119,103	\$ 122,504	\$ 123,779	
18	\$ 103,163	\$ 107,491	\$ 109,671	\$ 112,693	\$ 116,163	\$ 118,765	\$ 121,367	\$ 124,832	\$ 126,130	
19	\$ 105,124	\$ 109,533	\$ 111,755	\$ 114,834	\$ 118,369	\$ 121,023	\$ 123,671	\$ 127,203	\$ 128,527	
20	\$ 107,121	\$ 111,614	\$ 113,878	\$ 117,017	\$ 120,618	\$ 123,322	\$ 126,022	\$ 129,621	\$ 130,968	
21	\$ 109,156	\$ 113,734	\$ 116,042	\$ 119,240	\$ 122,910	\$ 125,665	\$ 128,416	\$ 132,084	\$ 133,457	
LONGEVITY		\$ 1,294	Teachers who have completed 15 years in the Somers Central School District							
1.4%		\$ 1,765	Teachers who have completed 20 years in the Somers Central School District							
		\$ 2,177	Teachers who have completed 25 years in the Somers Central School District							

2023-2024, Increase 1.4%										
STEP	MA	MA+9	MA+15	MA+24	MA+30	MA+39	MA+45	MA+54	MA+60	DOCTORATE
1	\$ 67,850	\$ 69,827	\$ 71,011	\$ 72,989	\$ 74,173	\$ 76,145	\$ 77,328	\$ 79,300	\$ 80,478	\$ 84,817
2	\$ 71,011	\$ 72,989	\$ 74,173	\$ 76,145	\$ 77,328	\$ 79,300	\$ 80,478	\$ 82,455	\$ 83,641	\$ 88,370
3	\$ 74,561	\$ 76,540	\$ 77,716	\$ 79,684	\$ 80,875	\$ 82,845	\$ 84,037	\$ 86,002	\$ 87,190	\$ 91,518
4	\$ 77,716	\$ 79,684	\$ 80,875	\$ 82,845	\$ 84,037	\$ 86,002	\$ 87,190	\$ 89,162	\$ 90,340	\$ 95,080
5	\$ 81,298	\$ 83,242	\$ 84,429	\$ 86,002	\$ 87,588	\$ 89,546	\$ 90,742	\$ 92,715	\$ 93,897	\$ 98,229
6	\$ 84,429	\$ 86,378	\$ 87,588	\$ 89,546	\$ 90,742	\$ 92,715	\$ 93,897	\$ 95,872	\$ 97,054	\$ 101,781
7	\$ 87,988	\$ 89,949	\$ 91,140	\$ 92,715	\$ 94,287	\$ 96,263	\$ 98,254	\$ 99,024	\$ 101,382	\$ 105,729
8	\$ 91,140	\$ 93,089	\$ 94,287	\$ 96,263	\$ 97,442	\$ 100,215	\$ 102,178	\$ 103,373	\$ 105,729	\$ 110,077
9	\$ 94,680	\$ 96,661	\$ 97,837	\$ 99,423	\$ 100,991	\$ 104,545	\$ 106,515	\$ 107,699	\$ 109,672	\$ 114,403
10	\$ 97,837	\$ 99,820	\$ 100,991	\$ 102,961	\$ 104,950	\$ 108,503	\$ 110,863	\$ 111,663	\$ 114,015	\$ 118,358
11	\$ 101,382	\$ 103,373	\$ 104,545	\$ 106,911	\$ 109,270	\$ 112,234	\$ 114,802	\$ 115,984	\$ 117,960	\$ 122,685
12	\$ 104,545	\$ 106,515	\$ 107,699	\$ 111,256	\$ 113,221	\$ 117,162	\$ 119,138	\$ 120,326	\$ 122,307	\$ 126,638
13	\$ 108,098	\$ 110,077	\$ 112,040	\$ 115,593	\$ 117,162	\$ 121,510	\$ 123,088	\$ 124,657	\$ 127,037	\$ 131,362
14	\$ 110,152	\$ 112,168	\$ 114,168	\$ 117,789	\$ 119,388	\$ 123,819	\$ 125,427	\$ 127,025	\$ 129,451	\$ 133,857
15	\$ 112,245	\$ 114,299	\$ 116,336	\$ 120,026	\$ 121,656	\$ 126,171	\$ 127,810	\$ 129,438	\$ 131,910	\$ 136,401
16	\$ 114,378	\$ 116,471	\$ 118,549	\$ 122,308	\$ 123,969	\$ 128,567	\$ 130,238	\$ 131,898	\$ 134,417	\$ 138,993
17	\$ 116,551	\$ 118,684	\$ 120,800	\$ 124,632	\$ 126,324	\$ 131,010	\$ 132,713	\$ 134,405	\$ 136,971	\$ 141,632
18	\$ 118,765	\$ 120,939	\$ 123,096	\$ 126,999	\$ 128,724	\$ 133,500	\$ 135,235	\$ 136,958	\$ 139,572	\$ 144,325
19	\$ 121,023	\$ 123,236	\$ 125,434	\$ 129,412	\$ 131,170	\$ 136,037	\$ 137,804	\$ 139,559	\$ 142,226	\$ 147,068
20	\$ 123,322	\$ 125,578	\$ 127,817	\$ 131,871	\$ 133,662	\$ 138,622	\$ 140,422	\$ 142,210	\$ 144,927	\$ 149,862
21	\$ 125,665	\$ 127,964	\$ 130,245	\$ 134,376	\$ 136,203	\$ 141,255	\$ 143,090	\$ 144,913	\$ 147,681	\$ 152,709
LONGEVITY		\$ 1,294	Teachers who have completed 15 years in the Somers Central School District							
1.4%		\$ 1,765	Teachers who have completed 20 years in the Somers Central School District							
		\$ 2,177	Teachers who have completed 25 years in the Somers Central School District							

2024-2025, Increase @ 0.4%, New Step 22										
STEP	BA	BA+9	BA+15	BA+24	BA+30	BA+39	BA+45	BA+54	BA+60	
1	\$ 59,801	\$ 61,784	\$ 62,979	\$ 64,953	\$ 66,146	\$ 68,121	\$ 70,106	\$ 72,092	\$ 73,281	
2	\$ 61,784	\$ 64,166	\$ 65,751	\$ 67,340	\$ 68,924	\$ 71,295	\$ 73,679	\$ 75,656	\$ 76,846	
3	\$ 64,166	\$ 66,935	\$ 68,121	\$ 70,106	\$ 72,092	\$ 74,857	\$ 76,846	\$ 78,830	\$ 80,003	
4	\$ 66,545	\$ 69,316	\$ 70,513	\$ 72,488	\$ 75,656	\$ 78,417	\$ 80,338	\$ 82,384	\$ 83,575	
5	\$ 68,924	\$ 72,092	\$ 73,281	\$ 76,055	\$ 78,830	\$ 81,593	\$ 83,131	\$ 85,560	\$ 86,724	
6	\$ 71,691	\$ 74,470	\$ 76,450	\$ 79,219	\$ 82,384	\$ 84,767	\$ 86,782	\$ 88,733	\$ 90,309	
7	\$ 74,470	\$ 77,637	\$ 80,003	\$ 82,785	\$ 85,560	\$ 88,340	\$ 90,309	\$ 92,285	\$ 93,470	
8	\$ 77,637	\$ 81,199	\$ 83,176	\$ 85,960	\$ 88,733	\$ 91,505	\$ 93,875	\$ 95,460	\$ 97,048	
9	\$ 80,800	\$ 84,373	\$ 86,724	\$ 89,519	\$ 92,285	\$ 95,058	\$ 97,048	\$ 99,029	\$ 100,219	
10	\$ 84,373	\$ 87,938	\$ 89,900	\$ 92,686	\$ 95,861	\$ 98,228	\$ 100,619	\$ 102,188	\$ 103,786	
11	\$ 87,938	\$ 91,105	\$ 93,470	\$ 95,861	\$ 99,029	\$ 101,788	\$ 103,786	\$ 105,755	\$ 106,941	
12	\$ 91,105	\$ 94,664	\$ 96,648	\$ 99,420	\$ 102,188	\$ 104,963	\$ 107,339	\$ 109,707	\$ 111,306	
13	\$ 94,273	\$ 98,228	\$ 100,219	\$ 102,982	\$ 106,152	\$ 108,530	\$ 110,908	\$ 114,074	\$ 115,261	
14	\$ 96,065	\$ 100,094	\$ 102,124	\$ 104,938	\$ 108,169	\$ 110,593	\$ 113,015	\$ 116,242	\$ 117,451	
15	\$ 97,890	\$ 101,996	\$ 104,065	\$ 106,933	\$ 110,224	\$ 112,694	\$ 115,162	\$ 118,450	\$ 119,682	
16	\$ 99,749	\$ 103,934	\$ 106,041	\$ 108,964	\$ 112,318	\$ 114,836	\$ 117,351	\$ 120,702	\$ 121,957	
17	\$ 101,645	\$ 105,908	\$ 108,057	\$ 111,034	\$ 114,453	\$ 117,017	\$ 119,579	\$ 122,994	\$ 124,274	
18	\$ 103,576	\$ 107,921	\$ 110,110	\$ 113,144	\$ 116,628	\$ 119,240	\$ 121,852	\$ 125,331	\$ 126,635	
19	\$ 105,544	\$ 109,971	\$ 112,202	\$ 115,293	\$ 118,842	\$ 121,507	\$ 124,166	\$ 127,712	\$ 129,041	
20	\$ 107,549	\$ 112,060	\$ 114,334	\$ 117,485	\$ 121,100	\$ 123,815	\$ 126,526	\$ 130,139	\$ 131,492	
21	\$ 109,593	\$ 114,189	\$ 116,506	\$ 119,717	\$ 123,402	\$ 126,168	\$ 128,930	\$ 132,612	\$ 133,991	
22	\$ 111,675	\$ 116,359	\$ 118,720	\$ 121,992	\$ 125,747	\$ 128,565	\$ 131,380	\$ 135,132	\$ 136,537	
LONGEVITY		\$ 1,319	Teachers who have completed 15 years in the Somers Central School District							
1.9%		\$ 1,799	Teachers who have completed 20 years in the Somers Central School District							
		\$ 2,218	Teachers who have completed 25 years in the Somers Central School District							

2024-2025, Increase @ 0.4%, New Step 22											
STEP	MA	MA+9	MA+15	MA+24	MA+30	MA+39	MA+45	MA+54	MA+60	DOCTORATE	
1	\$ 68,121	\$ 70,106	\$ 71,295	\$ 73,281	\$ 74,470	\$ 76,450	\$ 77,637	\$ 79,617	\$ 80,800	\$ 85,156	
2	\$ 71,295	\$ 73,281	\$ 74,470	\$ 76,450	\$ 77,637	\$ 79,617	\$ 80,800	\$ 82,785	\$ 83,976	\$ 88,723	
3	\$ 74,859	\$ 76,846	\$ 78,027	\$ 80,003	\$ 81,199	\$ 83,176	\$ 84,373	\$ 86,346	\$ 87,539	\$ 91,884	
4	\$ 78,027	\$ 80,003	\$ 81,199	\$ 83,176	\$ 84,373	\$ 86,346	\$ 87,539	\$ 89,519	\$ 90,701	\$ 95,460	
5	\$ 81,623	\$ 83,575	\$ 84,767	\$ 86,346	\$ 87,938	\$ 89,904	\$ 91,105	\$ 93,086	\$ 94,273	\$ 98,622	
6	\$ 84,767	\$ 86,724	\$ 87,938	\$ 89,904	\$ 91,105	\$ 93,086	\$ 94,273	\$ 96,255	\$ 97,442	\$ 102,188	
7	\$ 88,340	\$ 90,309	\$ 91,505	\$ 93,086	\$ 94,664	\$ 96,648	\$ 98,647	\$ 99,420	\$ 101,788	\$ 106,152	
8	\$ 91,505	\$ 93,461	\$ 94,664	\$ 96,648	\$ 97,832	\$ 100,616	\$ 102,587	\$ 103,786	\$ 106,152	\$ 110,517	
9	\$ 95,059	\$ 97,048	\$ 98,228	\$ 99,821	\$ 101,395	\$ 104,963	\$ 106,941	\$ 108,130	\$ 110,111	\$ 114,861	
10	\$ 98,228	\$ 100,219	\$ 101,395	\$ 103,373	\$ 105,370	\$ 108,937	\$ 111,306	\$ 112,110	\$ 114,471	\$ 118,831	
11	\$ 101,788	\$ 103,786	\$ 104,963	\$ 107,339	\$ 109,707	\$ 112,683	\$ 115,261	\$ 116,448	\$ 118,432	\$ 123,176	
12	\$ 104,963	\$ 106,941	\$ 108,130	\$ 111,701	\$ 113,674	\$ 117,631	\$ 119,615	\$ 120,807	\$ 122,796	\$ 127,145	
13	\$ 108,530	\$ 110,517	\$ 112,488	\$ 116,055	\$ 117,631	\$ 121,996	\$ 123,580	\$ 125,156	\$ 127,545	\$ 131,887	
14	\$ 110,593	\$ 112,617	\$ 114,625	\$ 118,260	\$ 119,866	\$ 124,314	\$ 125,929	\$ 127,533	\$ 129,969	\$ 134,392	
15	\$ 112,694	\$ 114,756	\$ 116,801	\$ 120,506	\$ 122,143	\$ 126,676	\$ 128,321	\$ 129,956	\$ 132,438	\$ 136,947	
16	\$ 114,836	\$ 116,937	\$ 119,023	\$ 122,797	\$ 124,465	\$ 129,081	\$ 130,759	\$ 132,426	\$ 134,955	\$ 139,549	
17	\$ 117,017	\$ 119,159	\$ 121,283	\$ 125,131	\$ 126,829	\$ 131,534	\$ 133,244	\$ 134,943	\$ 137,519	\$ 142,199	
18	\$ 119,240	\$ 121,423	\$ 123,588	\$ 127,507	\$ 129,239	\$ 134,034	\$ 135,776	\$ 137,506	\$ 140,130	\$ 144,902	
19	\$ 121,507	\$ 123,729	\$ 125,936	\$ 129,930	\$ 131,695	\$ 136,581	\$ 138,355	\$ 140,117	\$ 142,795	\$ 147,656	
20	\$ 123,815	\$ 126,080	\$ 128,328	\$ 132,398	\$ 134,197	\$ 139,176	\$ 140,984	\$ 142,779	\$ 145,507	\$ 150,461	
21	\$ 126,168	\$ 128,476	\$ 130,766	\$ 134,914	\$ 136,748	\$ 141,820	\$ 143,662	\$ 145,493	\$ 148,272	\$ 153,320	
22	\$ 128,565	\$ 130,917	\$ 133,251	\$ 137,477	\$ 139,346	\$ 144,515	\$ 146,392	\$ 148,257	\$ 151,089	\$ 156,233	
LONGEVITY		\$ 1,319	Teachers who have completed 15 years in the Somers Central School District								
1.9%		\$ 1,799	Teachers who have completed 20 years in the Somers Central School District								
		\$ 2,218	Teachers who have completed 25 years in the Somers Central School District								

2025-2026, Increase 0.4%, New Step 23										
STEP	BA	BA+9	BA+15	BA+24	BA+30	BA+39	BA+45	BA+54	BA+60	
1	\$ 60,040	\$ 62,031	\$ 63,231	\$ 65,213	\$ 66,411	\$ 68,393	\$ 70,386	\$ 72,380	\$ 73,574	
2	\$ 62,031	\$ 64,423	\$ 66,014	\$ 67,609	\$ 69,200	\$ 71,580	\$ 73,974	\$ 75,959	\$ 77,153	
3	\$ 64,423	\$ 67,203	\$ 68,393	\$ 70,386	\$ 72,380	\$ 75,156	\$ 77,153	\$ 79,145	\$ 80,323	
4	\$ 66,811	\$ 69,593	\$ 70,795	\$ 72,778	\$ 75,959	\$ 78,731	\$ 80,659	\$ 82,714	\$ 83,909	
5	\$ 69,200	\$ 72,380	\$ 73,574	\$ 76,359	\$ 79,145	\$ 81,919	\$ 83,464	\$ 85,902	\$ 87,071	
6	\$ 71,978	\$ 74,768	\$ 76,756	\$ 79,536	\$ 82,714	\$ 85,106	\$ 87,129	\$ 89,088	\$ 90,670	
7	\$ 74,768	\$ 77,948	\$ 80,323	\$ 83,116	\$ 85,902	\$ 88,693	\$ 90,670	\$ 92,654	\$ 93,844	
8	\$ 77,948	\$ 81,524	\$ 83,509	\$ 86,304	\$ 89,088	\$ 91,871	\$ 94,251	\$ 95,842	\$ 97,436	
9	\$ 81,123	\$ 84,710	\$ 87,071	\$ 89,877	\$ 92,654	\$ 95,438	\$ 97,436	\$ 99,425	\$ 100,620	
10	\$ 84,710	\$ 88,290	\$ 90,260	\$ 93,057	\$ 96,244	\$ 98,621	\$ 101,021	\$ 102,597	\$ 104,201	
11	\$ 88,290	\$ 91,469	\$ 93,844	\$ 96,244	\$ 99,425	\$ 102,195	\$ 104,201	\$ 106,178	\$ 107,369	
12	\$ 91,469	\$ 95,043	\$ 97,035	\$ 99,818	\$ 102,597	\$ 105,383	\$ 107,768	\$ 110,146	\$ 111,751	
13	\$ 94,650	\$ 98,621	\$ 100,620	\$ 103,394	\$ 106,577	\$ 108,964	\$ 111,352	\$ 114,530	\$ 115,722	
14	\$ 96,449	\$ 100,494	\$ 102,532	\$ 105,358	\$ 108,602	\$ 111,035	\$ 113,467	\$ 116,707	\$ 117,921	
15	\$ 98,282	\$ 102,404	\$ 104,481	\$ 107,361	\$ 110,665	\$ 113,145	\$ 115,623	\$ 118,924	\$ 120,161	
16	\$ 100,148	\$ 104,350	\$ 106,465	\$ 109,400	\$ 112,767	\$ 115,295	\$ 117,820	\$ 121,185	\$ 122,445	
17	\$ 102,052	\$ 106,332	\$ 108,489	\$ 111,478	\$ 114,911	\$ 117,485	\$ 120,057	\$ 123,486	\$ 124,771	
18	\$ 103,990	\$ 108,353	\$ 110,550	\$ 113,597	\$ 117,095	\$ 119,717	\$ 122,339	\$ 125,832	\$ 127,142	
19	\$ 105,966	\$ 110,411	\$ 112,651	\$ 115,754	\$ 119,317	\$ 121,993	\$ 124,663	\$ 128,223	\$ 129,557	
20	\$ 107,979	\$ 112,508	\$ 114,791	\$ 117,955	\$ 121,584	\$ 124,310	\$ 127,032	\$ 130,660	\$ 132,018	
21	\$ 110,031	\$ 114,646	\$ 116,972	\$ 120,196	\$ 123,896	\$ 126,673	\$ 129,446	\$ 133,142	\$ 134,527	
22	\$ 112,122	\$ 116,824	\$ 119,195	\$ 122,480	\$ 126,250	\$ 129,079	\$ 131,906	\$ 135,673	\$ 137,083	
23	\$ 114,252	\$ 119,044	\$ 121,460	\$ 124,807	\$ 128,649	\$ 131,532	\$ 134,412	\$ 138,251	\$ 139,688	
LONGEVITY		\$ 1,344	Teachers who have completed 15 years in the Somers Central School District							
1.9%		\$ 1,833	Teachers who have completed 20 years in the Somers Central School District							
		\$ 2,260	Teachers who have completed 25 years in the Somers Central School District							

2025-2026, Increase 0.4%, New Step 23										
STEP	MA	MA+9	MA+15	MA+24	MA+30	MA+39	MA+45	MA+54	MA+60	DOCTORATE
1	\$ 68,393	\$ 70,386	\$ 71,580	\$ 73,574	\$ 74,768	\$ 76,756	\$ 77,948	\$ 79,935	\$ 81,123	\$ 85,497
2	\$ 71,580	\$ 73,574	\$ 74,768	\$ 76,756	\$ 77,948	\$ 79,935	\$ 81,123	\$ 83,116	\$ 84,312	\$ 89,078
3	\$ 75,158	\$ 77,153	\$ 78,339	\$ 80,323	\$ 81,524	\$ 83,509	\$ 84,710	\$ 86,691	\$ 87,889	\$ 92,252
4	\$ 78,339	\$ 80,323	\$ 81,524	\$ 83,509	\$ 84,710	\$ 86,691	\$ 87,889	\$ 89,877	\$ 91,064	\$ 95,842
5	\$ 81,949	\$ 83,909	\$ 85,106	\$ 86,691	\$ 88,290	\$ 90,264	\$ 91,469	\$ 93,458	\$ 94,650	\$ 99,016
6	\$ 85,106	\$ 87,071	\$ 88,290	\$ 90,264	\$ 91,469	\$ 93,458	\$ 94,650	\$ 96,640	\$ 97,832	\$ 102,597
7	\$ 88,693	\$ 90,670	\$ 91,871	\$ 93,458	\$ 95,043	\$ 97,035	\$ 99,042	\$ 99,818	\$ 102,195	\$ 106,577
8	\$ 91,871	\$ 93,835	\$ 95,043	\$ 97,035	\$ 98,223	\$ 101,018	\$ 102,997	\$ 104,201	\$ 106,577	\$ 110,959
9	\$ 95,439	\$ 97,436	\$ 98,621	\$ 100,220	\$ 101,801	\$ 105,383	\$ 107,369	\$ 108,563	\$ 110,551	\$ 115,320
10	\$ 98,621	\$ 100,620	\$ 101,801	\$ 103,786	\$ 105,791	\$ 109,373	\$ 111,751	\$ 112,558	\$ 114,929	\$ 119,306
11	\$ 102,195	\$ 104,201	\$ 105,383	\$ 107,768	\$ 110,146	\$ 113,134	\$ 115,722	\$ 116,914	\$ 118,906	\$ 123,669
12	\$ 105,383	\$ 107,369	\$ 108,563	\$ 112,148	\$ 114,129	\$ 118,102	\$ 120,093	\$ 121,290	\$ 123,287	\$ 127,654
13	\$ 108,964	\$ 110,959	\$ 112,938	\$ 116,519	\$ 118,102	\$ 122,484	\$ 124,074	\$ 125,657	\$ 128,055	\$ 132,415
14	\$ 111,035	\$ 113,067	\$ 115,084	\$ 118,733	\$ 120,345	\$ 124,811	\$ 126,433	\$ 128,043	\$ 130,489	\$ 134,930
15	\$ 113,145	\$ 115,215	\$ 117,268	\$ 120,988	\$ 122,632	\$ 127,183	\$ 128,834	\$ 130,476	\$ 132,968	\$ 137,495
16	\$ 115,295	\$ 117,405	\$ 119,499	\$ 123,288	\$ 124,963	\$ 129,597	\$ 131,282	\$ 132,956	\$ 135,495	\$ 140,107
17	\$ 117,485	\$ 119,636	\$ 121,768	\$ 125,632	\$ 127,336	\$ 132,060	\$ 133,777	\$ 135,483	\$ 138,069	\$ 142,768
18	\$ 119,717	\$ 121,909	\$ 124,082	\$ 128,017	\$ 129,756	\$ 134,570	\$ 136,319	\$ 138,056	\$ 140,691	\$ 145,482
19	\$ 121,993	\$ 124,224	\$ 126,440	\$ 130,450	\$ 132,222	\$ 137,127	\$ 138,908	\$ 140,677	\$ 143,366	\$ 148,247
20	\$ 124,310	\$ 126,584	\$ 128,841	\$ 132,928	\$ 134,734	\$ 139,733	\$ 141,548	\$ 143,350	\$ 146,089	\$ 151,063
21	\$ 126,673	\$ 128,990	\$ 131,289	\$ 135,454	\$ 137,295	\$ 142,387	\$ 144,237	\$ 146,075	\$ 148,865	\$ 153,933
22	\$ 129,079	\$ 131,441	\$ 133,784	\$ 138,027	\$ 139,903	\$ 145,093	\$ 146,978	\$ 148,850	\$ 151,693	\$ 156,858
23	\$ 131,532	\$ 133,938	\$ 136,326	\$ 140,650	\$ 142,561	\$ 147,850	\$ 149,771	\$ 151,678	\$ 154,575	\$ 159,838
LONGEVITY										
		\$ 1,344	Teachers who have completed 15 years in the Somers Central School District							
1.9%		\$ 1,833	Teachers who have completed 20 years in the Somers Central School District							
		\$ 2,260	Teachers who have completed 25 years in the Somers Central School District							

SUPPLEMENT B – Co-Curricular Stipends

	21-22	22-23	23-24	24-25	25-26
	1.9%	1.9%	1.4%	1.9%	1.9%
HIGH SCHOOL					
Academic Challenge Advisor	3,342	3,406	3,454	3,519	3,586
Art Activities * (4 months or equivalent)	1,294	1,318	1,337	1,362	1,388
Bowling Club Advisor (1)	1,294	1,318	1,337	1,362	1,388
Bowling Club Advisor (2)	1,294	1,318	1,337	1,362	1,388
Culture Club	2,156	2,197	2,228	2,270	2,314
Dance Team Advisor	3,935	4,010	4,066	4,144	4,222
Drama Production Manager	1,294	1,318	1,337	1,362	1,388
Dramatics Coach	3,342	3,406	3,454	3,519	3,586
Environmental Club Advisor* (6 months or equivalent)	2,156	2,197	2,228	2,270	2,314
Fitness Center Coordinator/Supervisor * 1st semester, 4	3,935	4,010	4,066	4,144	4,222
Fitness Center Supervisor * 2nd semester, 4 days/wk	3,342	3,406	3,454	3,519	3,586
Freshman Class Advisor	2,156	2,197	2,228	2,270	2,314
Gay Straight Alliance Club	2,156	2,197	2,228	2,270	2,314
Green Power Engineering Club Advisor	2,156	2,197	2,228	2,270	2,314
Human Rights Club Advisor	2,156	2,197	2,228	2,270	2,314
Interact (Rotary) Club Advisor	2,156	2,197	2,228	2,270	2,314
Investment Club Advisor	1,294	1,318	1,337	1,362	1,388
Junior Class Advisor (1)	2,156	2,197	2,228	2,270	2,314
Junior Class Advisor (2)	2,156	2,197	2,228	2,270	2,314
Literary Magazine Advisor "Gambit" *(6 months or equivalent)	1,294	1,318	1,337	1,362	1,388
Math Honor Society	1,294	1,318	1,337	1,362	1,388
Math Team Advisor	2,642	2,692	2,729	2,781	2,834
Mentoring Liason	3,126	3,186	3,230	3,292	3,354
Mock Trial Club	3,342	3,406	3,454	3,519	3,586
Model UN Advisor	2,156	2,197	2,228	2,270	2,314
Musical Theatre - Accompanist	2,156	2,197	2,228	2,270	2,314
Musical Theatre - Choreography	2,642	2,692	2,729	2,781	2,834
Musical Theatre - Choreography Consultant	916	934	947	965	983
Musical Theatre - Lighting Crew / Set Consultant	2,642	2,692	2,729	2,781	2,834
Musical Theatre - Musical Director	2,642	2,692	2,729	2,781	2,834
Musical Theatre - Musical Producer	1,294	1,318	1,337	1,362	1,388
Musical Theatre - Pit Orchestra Director	2,642	2,692	2,729	2,781	2,834
Musical Theatre - Stage Craft Advisor	2,642	2,692	2,729	2,781	2,834
Musical Theatre - Stage Director	3,342	3,406	3,454	3,519	3,586
Musical Theatre - Technical Director	2,642	2,692	2,729	2,781	2,834
National Honor Society Advisor	3,935	4,010	4,066	4,144	4,222
Newspaper Advisor (1)	2,156	2,197	2,228	2,270	2,314
Newspaper Advisor (2)	2,156	2,197	2,228	2,270	2,314
On My Mind Advisor	1,294	1,318	1,337	1,362	1,388
Photography Club * (4 months or equivalent)	1,294	1,318	1,337	1,362	1,388
Physics Club Advisor	2,156	2,197	2,228	2,270	2,314
Representative Inspiring Social Equality (RISE) Advisor	2,156	2,197	2,228	2,270	2,314

	21-22	22-23	23-24	24-25	25-26
	1.9%	1.9%	1.4%	1.9%	1.9%
HIGH SCHOOL (Cont.)					
Science Research Fair Coordinator	1,294	1,318	1,337	1,362	1,388
Senior Class Advisor (1)	3,342	3,406	3,454	3,519	3,586
Senior Class Advisor (2)	3,342	3,406	3,454	3,519	3,586
Sign Language Club Advisor	1,294	1,318	1,337	1,362	1,388
Social Action Club (Students Taking Action)	3,935	4,010	4,066	4,144	4,222
Somers Cancer Research Club	2,156	2,197	2,228	2,270	2,314
Sophomore Class Advisor	2,156	2,197	2,228	2,270	2,314
Student Athlete Council Advisor	2,156	2,197	2,228	2,270	2,314
Student Council Advisor (1)	4,852	4,944	5,013	5,109	5,206
Student Council Advisor (2)	4,852	4,944	5,013	5,109	5,206
Technology Student Assoc. Advisor	2,156	2,197	2,228	2,270	2,314
Textile Arts Club Advisor (1)	2,156	2,197	2,228	2,270	2,314
Textile Arts Club Advisor (2)	2,156	2,197	2,228	2,270	2,314
Wise Advisor	2,156	2,197	2,228	2,270	2,314
World Language Honor Society (French)	1,294	1,318	1,337	1,362	1,388
World Language Honor Society (Italian)	1,294	1,318	1,337	1,362	1,388
World Language Honor Society (Spanish)	1,294	1,318	1,337	1,362	1,388
Yearbook Advisor	5,483	5,587	5,665	5,773	5,882
Yearbook Assistant Advisor	2,156	2,197	2,228	2,270	2,314
Youth to Youth Advisor	2,156	2,197	2,228	2,270	2,314
MIDDLE SCHOOL					
6th Grade Advisor (1)	2,642	2,692	2,729	2,781	2,834
7th Grade Advisor (1)	3,126	3,186	3,230	3,292	3,354
8th Grade Advisor (1)	3,666	3,736	3,788	3,860	3,933
Academic Triathlon Advisor	1,456	1,483	1,504	1,533	1,562
All County Band/NYSSMA Advisor	1,456	1,483	1,504	1,533	1,562
All County Chorus/NYSSMA Advisor	1,456	1,483	1,504	1,533	1,562
Art Club	1,456	1,483	1,504	1,533	1,562
Assistant 8th Grade Advisor	2,156	2,197	2,228	2,270	2,314
Community Project Advisor	3,450	3,516	3,565	3,633	3,702
Computer Advisor	1,208	1,230	1,248	1,271	1,296
Drumline Advisor (SMS/SHS)	3,935	4,010	4,066	4,144	4,222
International Club Advisor	1,456	1,483	1,504	1,533	1,562
Intramurals - Fall	1,456	1,483	1,504	1,533	1,562
Intramural - Fall - Girls Volleyball	1,456	1,483	1,504	1,533	1,562
Intramurals - Spring	1,456	1,483	1,504	1,533	1,562
Intramurals - Winter	1,456	1,483	1,504	1,533	1,562
Jazz Band (Instrumentals Ensemble)	2,642	2,692	2,729	2,781	2,834
Junior National Honor Society Advisor	3,935	4,010	4,066	4,144	4,222
Living History Advisor	1,456	1,483	1,504	1,533	1,562
Living History Day Coordinator	1,078	1,099	1,114	1,135	1,157

	21-22	22-23	23-24	24-25	25-26
	1.9%	1.9%	1.4%	1.9%	1.9%
MIDDLE SCHOOL (Cont.)					
Maker Club Advisor	1,294	1,318	1,337	1,362	1,388
Maker Space Coordinator	2,642	2,692	2,729	2,781	2,834
Math Olympiad Advisor	2,642	2,692	2,729	2,781	2,834
Mentoring Liaison	3,126	3,186	3,230	3,292	3,354
Meteorology Club * (6 months or equivalent)	1,078	1,099	1,114	1,135	1,157
Musical Assistant Stage Director	2,642	2,692	2,729	2,781	2,834
Musical Choreography Consultant	916	934	947	965	983
Musical Director	2,642	2,692	2,729	2,781	2,834
Musical Drama Production Manager	1,186	1,209	1,225	1,249	1,272
Musical Lighting Crew Sponsor	1,186	1,209	1,225	1,249	1,272
Musical Set Design & Painting	2,156	2,197	2,228	2,270	2,314
Musical Stage Director	3,126	3,186	3,230	3,292	3,354
Musical Technical Director	1,456	1,483	1,504	1,533	1,562
Newspaper Advisor (1)	647	659	668	681	694
No Place for Hate Advisor (1)	1,294	1,318	1,337	1,362	1,388
No Place for Hate Advisor (2)	1,294	1,318	1,337	1,362	1,388
Science Olympiad Advisor	2,642	2,692	2,729	2,781	2,834
Service Club Advisor	1,456	1,483	1,504	1,533	1,562
Ski Club Advisor	2,264	2,307	2,340	2,384	2,429
Student Council Advisor	3,126	3,186	3,230	3,292	3,354
Technology Student Association (TSA) Advisor	2,264	2,307	2,340	2,384	2,429
Yearbook Advisor (1)	2,156	2,197	2,228	2,270	2,314
Yearbook Advisor (2)	2,156	2,197	2,228	2,270	2,314
INTERMEDIATE SCHOOL					
All County Band/NYSSMA Advisor	1,456	1,483	1,504	1,533	1,562
All County Chorus/NYSSMA Advisor	1,456	1,483	1,504	1,533	1,562
All County Orchestra/NYSSMA Advisor SIS/SMS	1,456	1,483	1,504	1,533	1,562
Book Club Advisor	1,294	1,318	1,337	1,362	1,388
Coding Club Advisor	1,294	1,318	1,337	1,362	1,388
Dance Club	1,833	1,868	1,894	1,930	1,967
Editorial Board	1,833	1,868	1,894	1,930	1,967
Friendship Club	1,833	1,868	1,894	1,930	1,967
Living History	1,833	1,868	1,894	1,930	1,967
Mentoring Liaison	3,126	3,186	3,230	3,292	3,354
Performance Art	1,833	1,868	1,894	1,930	1,967
Science Fair Advisor (1)	1,833	1,868	1,894	1,930	1,967
Science Fair Advisor (2)	1,833	1,868	1,894	1,930	1,967
(STEM)	1,833	1,868	1,894	1,930	1,967
Student Government	1,833	1,868	1,894	1,930	1,967
PRIMROSE					
Book Club Advisor	1,294	1,318	1,337	1,362	1,388
Destination Imagination Advisor	3,666	3,736	3,788	3,860	3,933

SUPPLEMENT B – Extra Pay Stipends

	21-22	22-23	23-24	24-25	25-26
	1.9%	1.9%	1.4%	1.9%	1.9%
HIGH SCHOOL					
Building Technology Leader	3,450	3,516	3,565	3,633	3,702
Coordinator-IB Creativity Activity Svc Coordinator	3,450	3,516	3,565	3,633	3,702
Coordinator-IB Extended Essay Coordinator	1,294	1,318	1,337	1,362	1,388
Coordinator-IB Inclusive Education Coordinator	1,833	1,868	1,894	1,930	1,967
Dept. Leader: Alternative HS	5,391	5,493	5,570	5,676	5,784
Dept. Leader: Arts/ Fine Arts	5,391	5,493	5,570	5,676	5,784
Dept. Leader: English	5,391	5,493	5,570	5,676	5,784
Dept. Leader: Mathematics	5,391	5,493	5,570	5,676	5,784
Dept. Leader: PE/Health	5,391	5,493	5,570	5,676	5,784
Dept. Leader: Science	5,391	5,493	5,570	5,676	5,784
Dept. Leader: Social Studies	5,391	5,493	5,570	5,676	5,784
Dept. Leader: Special Education	5,391	5,493	5,570	5,676	5,784
Dept. Leader: World Language	5,391	5,493	5,570	5,676	5,784
Equity and Diversity Leader (SHS)	3,019	3,076	3,119	3,179	3,239
Educators Rising	2,156	2,197	2,228	2,270	2,314
IEP Coordinator	1,833	1,868	1,894	1,930	1,967
MIDDLE SCHOOL					
Building Technology Leader	3,450	3,516	3,565	3,633	3,702
Bus Duty (1)	3,396	3,461	3,509	3,576	3,644
Bus Duty (2)	3,396	3,461	3,509	3,576	3,644
Bus Duty (3)	3,396	3,461	3,509	3,576	3,644
Curriculum Leader - English/Language Arts	5,391	5,493	5,570	5,676	5,784
Curriculum Leader - Guidance	5,391	5,493	5,570	5,676	5,784
Curriculum Leader - Mathematics	5,391	5,493	5,570	5,676	5,784
Curriculum Leader - Science	5,391	5,493	5,570	5,676	5,784
Curriculum Leader - Social Studies	5,391	5,493	5,570	5,676	5,784
Curriculum Leader - Special Area	5,391	5,493	5,570	5,676	5,784
Curriculum Leader - World Language	5,391	5,493	5,570	5,676	5,784
Curriculum Leader - Special Education	5,391	5,493	5,570	5,676	5,784
Equity and Diversity Leader (SMS)	3,019	3,076	3,119	3,179	3,239
IEP Coordinator	1,833	1,868	1,894	1,930	1,967
Team Leader - 6th Grade (1)	3,019	3,076	3,119	3,179	3,239
Team Leader - 6th Grade (2)	3,019	3,076	3,119	3,179	3,239
Team Leader - 7th Grade (1)	3,019	3,076	3,119	3,179	3,239
Team Leader - 7th Grade (2)	3,019	3,076	3,119	3,179	3,239
Team Leader - 8th Grade (1)	3,019	3,076	3,119	3,179	3,239
Team Leader - 8th Grade (2)	3,019	3,076	3,119	3,179	3,239
Team Leader - Special Area	3,019	3,076	3,119	3,179	3,239
Team Leader - World Language	3,019	3,076	3,119	3,179	3,239
Tutoring Coordinator	1,833	1,868	1,894	1,930	1,967
Whole Child Coordinator	1,833	1,868	1,894	1,930	1,967

	21-22	22-23	23-24	24-25	25-26
	1.9%	1.9%	1.4%	1.9%	1.9%
INTERMEDIATE SCHOOL					
Building Technology Leader	3,450	3,516	3,565	3,633	3,702
Bus Duty (1)	3,396	3,461	3,509	3,576	3,644
Bus Duty (2)	3,396	3,461	3,509	3,576	3,644
Bus Duty (3)	3,396	3,461	3,509	3,576	3,644
Bus Duty (4)	3,396	3,461	3,509	3,576	3,644
Coordinator - 3rd Grade	5,391	5,493	5,570	5,676	5,784
Coordinator - 4th Grade	5,391	5,493	5,570	5,676	5,784
Coordinator - 5th Grade	5,391	5,493	5,570	5,676	5,784
Coordinator - IEP Coordinator	1,833	1,868	1,894	1,930	1,967
Coordinator - Special Area Teacher	5,391	5,493	5,570	5,676	5,784
Coordinator - Special Education	5,391	5,493	5,570	5,676	5,784
Curriculum Leader - Language Arts	5,391	5,493	5,570	5,676	5,784
Curriculum Leader - Mathematics	5,391	5,493	5,570	5,676	5,784
Curriculum Leader - Science	5,391	5,493	5,570	5,676	5,784
Curriculum Leader - Social Studies	5,391	5,493	5,570	5,676	5,784
Equity and Diversity Leader (SIS)	3,019	3,076	3,119	3,179	3,239
PRIMROSE SCHOOL					
Building Technology Leader	3,450	3,516	3,565	3,633	3,702
Bus Duty (1)	3,396	3,461	3,509	3,576	3,644
Bus Duty (2)	3,396	3,461	3,509	3,576	3,644
Coordinator - Kindergarten	5,391	5,493	5,570	5,676	5,784
Coordinator - 1st Grade	5,391	5,493	5,570	5,676	5,784
Coordinator - 2nd Grade	5,391	5,493	5,570	5,676	5,784
Coordinator - Special Area	5,391	5,493	5,570	5,676	5,784
Coordinator - Special Education	5,391	5,493	5,570	5,676	5,784
Curriculum Leader - Language Arts	5,391	5,493	5,570	5,676	5,784
Curriculum Leader - Mathematics	5,391	5,493	5,570	5,676	5,784
Curriculum Leader - Science	5,391	5,493	5,570	5,676	5,784
Curriculum Leader - Social Studies	5,391	5,493	5,570	5,676	5,784
Equity and Diversity Leader (PES)	3,019	3,076	3,119	3,179	3,239
IEP Coordinator	1,833	1,868	1,894	1,930	1,967
DISTRICT-WIDE					
Assistive Technology Coordinator - Elementary	2,642	2,692	2,729	2,781	2,834
Assistive Technology Coordinator - Secondary	2,642	2,692	2,729	2,781	2,834
Coordinator - Art Show K-12	1,294	1,318	1,337	1,362	1,388
Coordinator - ENL - English as a New Language	5,391	5,493	5,570	5,676	5,784
Coordinator - Library K-12	3,342	3,406	3,454	3,519	3,586
Coordinator - Music Show K-12	1,294	1,318	1,337	1,362	1,388
Coordinator - Website Content	3,450	3,516	3,565	3,633	3,702
Health & Physical Educ. Curriculum Leader Grs. K-8	3,342	3,406	3,454	3,519	3,586
Performing Arts Curriculum Leader Grs. K-12	3,342	3,406	3,454	3,519	3,586
School Nurse Leader	3,057	3,115	3,159	3,219	3,280
Visual Arts Curriculum Leader Grs. K-8	3,342	3,406	3,454	3,519	3,586

SUPPLEMENT C – Coaching Stipends

FALL SPORTS:	1.9% 21-22			
	Experience/Stipend			
	1-3	4-7	8+	
Modified Cross Country Coach (1)	4,280	4,494	4,718	
Modified Cross Country Coach (2)	4,280	4,494	4,718	
Modified Field Hockey	4,280	4,494	4,718	
Modified Girls Volleyball Coach	4,280	4,494	4,718	
Varsity Football Head Coach	8,356	8,774	9,212	
Asst. Varsity Football Coach (1)	6,685	7,019	7,370	
Asst. Varsity Football Coach (2)	6,685	7,019	7,370	
Asst. Varsity Football Coach (3)	6,685	7,019	7,370	
Asst. Varsity Football Coach (4)	6,685	7,019	7,370	
J.V. Football Coach	6,267	6,560	6,909	
Asst. JV/Freshman Football Coach	5,431	5,703	5,988	
Freshman Football Head Coach	5,431	5,703	5,988	
Asst. Freshman Football Coach	5,013	5,264	5,527	
Varsity Boys Soccer Head Coach	7,133	7,490	7,864	
Asst. Varsity Boys Soccer Coach	5,706	5,992	6,291	
J.V. Boys Soccer Coach	5,350	5,617	5,898	
Varsity Cheerleading Head Coach	7,133	7,490	7,864	
J.V. Cheerleading Coach - Fall	5,350	5,617	5,898	
Varsity Cross Country Head Coach - Boys	7,133	7,490	7,864	
Varsity Cross Country Head Coach - Girls	7,133	7,490	7,864	
Asst. Varsity Cross Country - Coed	5,706	5,992	6,291	
Asst. Varsity Cross Country - Coed	5,706	5,992	6,291	
Varsity Field Hockey Head Coach	7,133	7,490	7,864	
Asst. Varsity Field Hockey Coach	5,706	5,992	6,291	
J.V. Field Hockey Coach	5,350	5,617	5,898	
Varsity Girls Soccer Head Coach	7,133	7,490	7,864	
Asst. Varsity Girls Soccer Coach	5,706	5,992	6,291	
J.V. Girls Soccer Coach	5,350	5,617	5,898	
Varsity Volleyball Head Coach	7,133	7,490	7,864	
Asst. Varsity Volleyball Coach	5,706	5,992	6,291	
J.V. Volleyball Coach	5,350	5,617	5,898	
Freshman Girls Volleyball	4,636	4,868	5,112	
Varsity Tennis Head Coach - Girls	5,706	5,992	6,291	
J.V. Tennis Coach - Girls	4,280	4,494	4,718	
Varsity Girls Swimming Head Coach	5,706	5,992	6,291	
After School Activities Coordinator	3,567	3,745	3,932	
Special Olympics, Fall (1)	1,902	1,997	2,097	
Special Olympics, Fall (2)	1,902	1,997	2,097	

1.9% 22-23			
Experience/Stipend			
1-3	4-7	8+	
	4,361	4,579	4,808
	4,361	4,579	4,808
	4,361	4,579	4,808
	4,361	4,579	4,808
	8,515	8,940	9,387
	6,812	7,152	7,510
	6,812	7,152	7,510
	6,812	7,152	7,510
	6,812	7,152	7,510
	6,386	6,705	7,040
	5,534	5,811	6,102
	5,534	5,811	6,102
	5,109	5,364	5,632
	7,269	7,632	8,014
	5,815	6,106	6,411
	5,451	5,724	6,010
	7,269	7,632	8,014
	5,451	5,724	6,010
	7,269	7,632	8,014
	7,269	7,632	8,014
	5,815	6,106	6,411
	5,815	6,106	6,411
	7,269	7,632	8,014
	5,815	6,106	6,411
	5,451	5,724	6,010
	7,269	7,632	8,014
	5,815	6,106	6,411
	5,451	5,724	6,010
	7,269	7,632	8,014
	5,815	6,106	6,411
	5,451	5,724	6,010
	7,269	7,632	8,014
	5,815	6,106	6,411
	4,725	4,961	5,209
	5,815	6,106	6,411
	4,361	4,579	4,808
	5,815	6,106	6,411
	3,634	3,816	4,007
	1,938	2,035	2,137
	1,938	2,035	2,137

1.4% 23-24			
Experience/Stipend			
1-3	4-7	8+	
	4,422	4,643	4,875
	4,422	4,643	4,875
	4,422	4,643	4,875
	4,422	4,643	4,875
	8,634	9,065	9,519
	6,907	7,252	7,615
	6,907	7,252	7,615
	6,907	7,252	7,615
	6,907	7,252	7,615
	6,475	6,799	7,139
	5,612	5,893	6,187
	5,612	5,893	6,187
	5,180	5,439	5,711
	7,370	7,739	8,126
	5,896	6,191	6,501
	5,528	5,804	6,094
	7,370	7,739	8,126
	5,528	5,804	6,094
	7,370	7,739	8,126
	5,896	6,191	6,501
	5,896	6,191	6,501
	7,370	7,739	8,126
	5,896	6,191	6,501
	5,528	5,804	6,094
	7,370	7,739	8,126
	5,896	6,191	6,501
	5,528	5,804	6,094
	7,370	7,739	8,126
	5,896	6,191	6,501
	4,791	5,030	5,282
	5,896	6,191	6,501
	4,422	4,643	4,875
	5,896	6,191	6,501
	3,685	3,869	4,063
	1,965	2,064	2,167
	1,965	2,064	2,167

1.9% 24-25			
Experience/Stipend			
1-3	4-7	8+	
	4,506	4,732	4,968
	4,506	4,732	4,968
	4,506	4,732	4,968
	4,506	4,732	4,968
	8,798	9,238	9,700
	7,038	7,390	7,760
	7,038	7,390	7,760
	7,038	7,390	7,760
	7,038	7,390	7,760
	6,598	6,928	7,275
	5,749	6,005	6,305
	5,749	6,005	6,305
	5,279	5,543	5,820
	7,510	7,886	8,280
	6,008	6,309	6,624
	5,633	5,914	6,210
	7,510	7,886	8,280
	5,633	5,914	6,210
	7,510	7,886	8,280
	7,510	7,886	8,280
	6,008	6,309	6,624
	6,008	6,309	6,624
	7,510	7,886	8,280
	6,008	6,309	6,624
	5,633	5,914	6,210
	7,510	7,886	8,280
	6,008	6,309	6,624
	5,633	5,914	6,210
	7,510	7,886	8,280
	6,008	6,309	6,624
	4,882	5,126	5,382
	6,008	6,309	6,624
	4,506	4,732	4,968
	6,008	6,309	6,624
	3,755	3,943	4,140
	2,003	2,103	2,208
	2,003	2,103	2,208

1.9% 25-26			
Experience/Stipend			
1-3	4-7	8+	
	4,592	4,821	5,062
	4,592	4,821	5,062
	4,592	4,821	5,062
	4,592	4,821	5,062
	8,965	9,413	9,884
	7,172	7,531	7,907
	7,172	7,531	7,907
	7,172	7,531	7,907
	7,172	7,531	7,907
	6,724	7,060	7,413
	5,827	6,119	6,425
	5,827	6,119	6,425
	5,379	5,648	5,930
	7,653	8,036	8,437
	6,122	6,429	6,750
	5,740	6,027	6,328
	7,653	8,036	8,437
	5,740	6,027	6,328
	7,653	8,036	8,437
	7,653	8,036	8,437
	6,122	6,429	6,750
	6,122	6,429	6,750
	7,653	8,036	8,437
	6,122	6,429	6,750
	5,740	6,027	6,328
	7,653	8,036	8,437
	6,122	6,429	6,750
	5,740	6,027	6,328
	7,653	8,036	8,437
	6,122	6,429	6,750
	4,974	5,223	5,484
	6,122	6,429	6,750
	4,592	4,821	5,062
	6,122	6,429	6,750
	3,827	4,018	4,219
	2,041	2,143	2,250
	2,041	2,143	2,250

	1.9%				1.9%				1.9%											
	21-22				22-23				23-24				24-25				25-26			
	Experience/Stipend				Experience/Stipend				Experience/Stipend				Experience/Stipend				Experience/Stipend			
	1-3	4-7	8+	1-3	4-7	8+	1-3	4-7	8+	1-3	4-7	8+	1-3	4-7	8+	1-3	4-7	8+		
WINTER SPORTS:																				
Modified Wrestling Coach	4,280	4,494	4,718	4,361	4,579	4,808	4,422	4,643	4,875	4,506	4,732	4,968	4,592	4,821	5,062					
Modified Winter Track Coach (1)	4,280	4,494	4,718	4,361	4,579	4,808	4,422	4,643	4,875	4,506	4,732	4,968	4,592	4,821	5,062					
Modified Winter Track Coach (2)	4,280	4,494	4,718	4,361	4,579	4,808	4,422	4,643	4,875	4,506	4,732	4,968	4,592	4,821	5,062					
Modified Ice Hockey Coach (1)	3,424	3,595	3,775	3,489	3,663	3,847	3,538	3,715	3,900	3,605	3,785	3,974	3,673	3,857	4,050					
Varsity Boys Basketball Head Coach	7,133	7,490	7,864	7,269	7,632	8,014	7,370	7,739	8,126	7,510	7,886	8,280	7,653	8,036	8,437					
Asst.Varsity Boys Basketball Coach	5,706	5,992	6,291	5,815	6,106	6,411	5,896	6,191	6,501	6,008	6,309	6,624	6,122	6,429	6,750					
J.V. Boys Basketball Coach	5,350	5,617	5,898	5,451	5,724	6,010	5,528	5,804	6,094	5,633	5,914	6,210	5,740	6,027	6,328					
Freshman Boys Basketball Coach	4,636	4,868	5,112	4,725	4,961	5,209	4,791	5,030	5,282	4,882	5,126	5,382	4,974	5,223	5,484					
Varsity Wrestling Head Coach	7,133	7,490	7,864	7,269	7,632	8,014	7,370	7,739	8,126	7,510	7,886	8,280	7,653	8,036	8,437					
Asst. Varsity Wrestling Coach	5,706	5,992	6,291	5,815	6,106	6,411	5,896	6,191	6,501	6,008	6,309	6,624	6,122	6,429	6,750					
J.V. Wrestling Coach	5,350	5,617	5,898	5,451	5,724	6,010	5,528	5,804	6,094	5,633	5,914	6,210	5,740	6,027	6,328					
Varsity Winter Track Head Coach-Boys	7,133	7,490	7,864	7,269	7,632	8,014	7,370	7,739	8,126	7,510	7,886	8,280	7,653	8,036	8,437					
Varsity Winter Track Head Coach-Girls	7,133	7,490	7,864	7,269	7,632	8,014	7,370	7,739	8,126	7,510	7,886	8,280	7,653	8,036	8,437					
Asst. Varsity Winter Track Coach- Co-ed (1) (Boys)	5,706	5,992	6,291	5,815	6,106	6,411	5,896	6,191	6,501	6,008	6,309	6,624	6,122	6,429	6,750					
Asst. Varsity Winter Track Coach- Co-ed (2) (Girls)	5,706	5,992	6,291	5,815	6,106	6,411	5,896	6,191	6,501	6,008	6,309	6,624	6,122	6,429	6,750					
Asst. Varsity Winter Track Coach- Co-ed (3)	5,706	5,992	6,291	5,815	6,106	6,411	5,896	6,191	6,501	6,008	6,309	6,624	6,122	6,429	6,750					
Varsity Cheerleading Head Coach -Winter	7,133	7,490	7,864	7,269	7,632	8,014	7,370	7,739	8,126	7,510	7,886	8,280	7,653	8,036	8,437					
JV Cheerleading Coach	5,350	5,617	5,898	5,451	5,724	6,010	5,528	5,804	6,094	5,633	5,914	6,210	5,740	6,027	6,328					
Varsity Girls Basketball Head Coach	7,133	7,490	7,864	7,269	7,632	8,014	7,370	7,739	8,126	7,510	7,886	8,280	7,653	8,036	8,437					
Asst.Varsity Girls Basketball Coach	5,706	5,992	6,291	5,815	6,106	6,411	5,896	6,191	6,501	6,008	6,309	6,624	6,122	6,429	6,750					
J.V. Girls Basketball Coach	5,350	5,617	5,898	5,451	5,724	6,010	5,528	5,804	6,094	5,633	5,914	6,210	5,740	6,027	6,328					
Freshman Girls Basketball Coach	4,636	4,868	5,112	4,725	4,961	5,209	4,791	5,030	5,282	4,882	5,126	5,382	4,974	5,223	5,484					
Varsity Ice Hockey Head Coach	5,706	5,992	6,291	5,815	6,106	6,411	5,896	6,191	6,501	6,008	6,309	6,624	6,122	6,429	6,750					
Asst. Ice Hockey Coach	4,565	4,793	5,033	4,652	4,884	5,129	4,717	4,953	5,200	4,807	5,047	5,299	4,898	5,143	5,400					
Gymnastics Head Coach	7,133	7,490	7,864	7,269	7,632	8,014	7,370	7,739	8,126	7,510	7,886	8,280	7,653	8,036	8,437					
After School Activities Coordinator	3,567	3,745	3,932	3,634	3,816	4,007	3,685	3,869	4,063	3,755	3,943	4,140	3,827	4,018	4,219					
Special Olympics, Winter (1)	1,902	1,997	2,097	1,938	2,035	2,137	1,965	2,064	2,167	2,003	2,103	2,208	2,041	2,143	2,250					
Special Olympics, Winter (2)	1,902	1,997	2,097	1,938	2,035	2,137	1,965	2,064	2,167	2,003	2,103	2,208	2,041	2,143	2,250					

	1.9%			1.9%			1.9%			1.9%			1.9%		
	21-22			22-23			23-24			24-25			25-26		
	Experience/Stipend			Experience/Stipend			Experience/Stipend			Experience/Stipend			Experience/Stipend		
	1-3	4-7	8+	1-3	4-7	8+	1-3	4-7	8+	1-3	4-7	8+	1-3	4-7	8+
SPRING SPORTS:															
Modified Track & Field Coach(1)	4,280	4,494	4,718	4,361	4,579	4,808	4,422	4,643	4,875	4,506	4,732	4,968	4,592	4,821	5,062
Modified Track & Field Coach(2)	4,280	4,494	4,718	4,361	4,579	4,808	4,422	4,643	4,875	4,506	4,732	4,968	4,592	4,821	5,062
Varsity Boys Baseball Head Coach	7,133	7,490	7,864	7,269	7,632	8,014	7,370	7,739	8,126	7,510	7,886	8,280	7,653	8,036	8,437
Asst. Varsity Boys Baseball Coach	5,706	5,992	6,291	5,815	6,106	6,411	5,896	6,191	6,501	6,008	6,309	6,624	6,122	6,429	6,750
J.V. Boys Baseball Coach	5,350	5,617	5,898	5,451	5,724	6,010	5,528	5,804	6,094	5,633	5,914	6,210	5,740	6,027	6,328
Freshman Baseball Head Coach	4,636	4,868	5,112	4,725	4,961	5,209	4,791	5,030	5,282	4,882	5,126	5,382	4,974	5,223	5,484
Varsity Boys Track & Field Head Coach	7,133	7,490	7,864	7,269	7,632	8,014	7,370	7,739	8,126	7,510	7,886	8,280	7,653	8,036	8,437
Asst. Boys Varsity Track & Field Coach (1)	5,706	5,992	6,291	5,815	6,106	6,411	5,896	6,191	6,501	6,008	6,309	6,624	6,122	6,429	6,750
Asst. Boys Varsity Track & Field Coach (2)	5,706	5,992	6,291	5,815	6,106	6,411	5,896	6,191	6,501	6,008	6,309	6,624	6,122	6,429	6,750
Varsity Boys Lacrosse Head Coach	7,133	7,490	7,864	7,269	7,632	8,014	7,370	7,739	8,126	7,510	7,886	8,280	7,653	8,036	8,437
Asst. Varsity Boys Lacrosse Coach	5,706	5,992	6,291	5,815	6,106	6,411	5,896	6,191	6,501	6,008	6,309	6,624	6,122	6,429	6,750
J.V. Boys Lacrosse Coach	5,350	5,617	5,898	5,451	5,724	6,010	5,528	5,804	6,094	5,633	5,914	6,210	5,740	6,027	6,328
Asst. JV Boys Lacrosse Coach	4,636	4,868	5,112	4,725	4,961	5,209	4,791	5,030	5,282	4,882	5,126	5,382	4,974	5,223	5,484
Freshman Boys Lacrosse Coach	4,636	4,868	5,112	4,725	4,961	5,209	4,791	5,030	5,282	4,882	5,126	5,382	4,974	5,223	5,484
Varsity Girls Lacrosse Head Coach	7,133	7,490	7,864	7,269	7,632	8,014	7,370	7,739	8,126	7,510	7,886	8,280	7,653	8,036	8,437
Asst. Varsity Girls Lacrosse Coach	5,706	5,992	6,291	5,815	6,106	6,411	5,896	6,191	6,501	6,008	6,309	6,624	6,122	6,429	6,750
JV Girls Lacrosse Coach	5,350	5,617	5,898	5,451	5,724	6,010	5,528	5,804	6,094	5,633	5,914	6,210	5,740	6,027	6,328
Asst. JV Girls Lacrosse Coach	4,636	4,868	5,112	4,725	4,961	5,209	4,791	5,030	5,282	4,882	5,126	5,382	4,974	5,223	5,484
Freshman Girls Lacrosse Coach	4,636	4,868	5,112	4,725	4,961	5,209	4,791	5,030	5,282	4,882	5,126	5,382	4,974	5,223	5,484
Varsity Girls Track & Field Head Coach	7,133	7,490	7,864	7,269	7,632	8,014	7,370	7,739	8,126	7,510	7,886	8,280	7,653	8,036	8,437
Asst. Varsity Girls Track & Field Coach (1)	5,706	5,992	6,291	5,815	6,106	6,411	5,896	6,191	6,501	6,008	6,309	6,624	6,122	6,429	6,750
Asst. Varsity Girls Track & Field Coach (2)	5,706	5,992	6,291	5,815	6,106	6,411	5,896	6,191	6,501	6,008	6,309	6,624	6,122	6,429	6,750
Varsity Girls Softball Head Coach	7,133	7,490	7,864	7,269	7,632	8,014	7,370	7,739	8,126	7,510	7,886	8,280	7,653	8,036	8,437
Asst. Varsity Girls Softball Coach	5,706	5,992	6,291	5,815	6,106	6,411	5,896	6,191	6,501	6,008	6,309	6,624	6,122	6,429	6,750
J.V. Girls Softball Coach	5,350	5,617	5,898	5,451	5,724	6,010	5,528	5,804	6,094	5,633	5,914	6,210	5,740	6,027	6,328
Varsity Tennis Head Coach - Boys	5,706	5,992	6,291	5,815	6,106	6,411	5,896	6,191	6,501	6,008	6,309	6,624	6,122	6,429	6,750
Varsity Golf Head Coach	5,706	5,992	6,291	5,815	6,106	6,411	5,896	6,191	6,501	6,008	6,309	6,624	6,122	6,429	6,750
After School Activities Coordinator	3,567	3,745	3,932	3,634	3,816	4,007	3,685	3,869	4,063	3,755	3,943	4,140	3,827	4,018	4,219
Supervisor of Locker and Outside Area	-	-	1,914	-	-	1,950	-	-	1,977	-	-	2,015	-	-	2,053
Special Olympics - Spring (1)	1,902	1,997	2,097	1,938	2,035	2,137	1,965	2,064	2,167	2,003	2,103	2,208	2,041	2,143	2,250
Special Olympics - Spring (2)	1,902	1,997	2,097	1,938	2,035	2,137	1,965	2,064	2,167	2,003	2,103	2,208	2,041	2,143	2,250

