

SCHOOL SECRETARY RATES

EFFECTIVE SEPT. 1, 2002

STEP	BASE	BASE+ ONE DIFF	BASE+ TWO DIFF
1A	28,256	30,231	30,602
1B	28,256	30,231	30,602
2A	28,722	30,697	31,068
2B	29,183	31,158	31,529
3A	29,648	31,623	31,994
3B	30,521	32,496	32,867
4A	31,020	32,995	33,366
4B	31,521	33,496	33,867
5A	32,031	34,006	34,377
5B	32,979	34,954	35,325
6A	33,517	35,492	35,863
6B	34,058	36,033	36,404
7A	34,600	36,575	36,946
7B	35,139	37,114	37,485
8A	36,492	38,467	38,838
8B	37,980	39,955	40,326
8B+10	40,679	42,654	43,025
8B+13	41,336	43,311	43,682
8B+15	43,380	45,355	45,726
8B+18	44,297	46,272	46,643
8B+20	48,256	50,231	50,602
8B+22	50,840	52,815	53,186

LONGEVITY INCREMENTS

L10	2,699
L13	3,356
L15	5,400
L18	6,317
L20	10,276
L22	12,860

subject to correction

SCHOOL SECRETARY RATES

EFFECTIVE DEC. 1, 2003

STEP	BASE	BASE+ ONE DIFF	BASE+ TWO DIFF
1A	28,821	30,836	31,214
1B	28,821	30,836	31,214
2A	29,296	31,311	31,689
2B	29,767	31,782	32,160
3A	30,241	32,256	32,634
3B	31,131	33,146	33,524
4A	31,640	33,655	34,033
4B	32,151	34,166	34,544
5A	32,672	34,687	35,065
5B	33,639	35,654	36,032
6A	34,187	36,202	36,580
6B	34,739	36,754	37,132
7A	35,292	37,307	37,685
7B	35,842	37,857	38,235
8A	37,222	39,237	39,615
8B	38,740	40,755	41,133
8B+10	41,493	43,508	43,886
8B+13	42,163	44,178	44,556
8B+15	44,248	46,263	46,641
8B+18	45,183	47,198	47,576
8B+20	49,222	51,237	51,615
8B+22	51,857	53,872	54,250

LONGEVITY INCREMENTS

L10	2,753
L13	3,423
L15	5,508
L18	6,443
L20	10,482
L22	13,117

subject to correction

SCHOOL SECRETARY RATES

EFFECTIVE DEC. 1, 2004

STEP	BASE	BASE+ ONE DIFF	BASE+ TWO DIFF
1A	29,830	31,916	32,307
1B	29,830	31,916	32,307
2A	30,321	32,407	32,798
2B	30,809	32,895	33,286
3A	31,299	33,385	33,776
3B	32,221	34,307	34,698
4A	32,747	34,833	35,224
4B	33,276	35,362	35,753
5A	33,816	35,902	36,293
5B	34,816	36,902	37,293
6A	35,384	37,470	37,861
6B	35,955	38,041	38,432
7A	36,527	38,613	39,004
7B	37,096	39,182	39,573
8A	38,525	40,611	41,002
8B	40,096	42,182	42,573
8B+10	42,945	45,031	45,422
8B+13	43,639	45,725	46,116
8B+15	45,797	47,883	48,274
8B+18	46,765	48,851	49,242
8B+20	50,945	53,031	53,422
8B+22	53,672	55,758	56,149

LONGEVITY INCREMENTS

L10	2,849
L13	3,543
L15	5,701
L18	6,669
L20	10,849
L22	13,576

subject to correction

SCHOOL SECRETARY RATES

EFFECTIVE NOV. 1, 2005

STEP	BASE	BASE+ ONE DIFF	BASE+ TWO DIFF
1A	29,830	32,031	32,443
1B	29,830	32,031	32,443
2A	31,989	34,190	34,602
2B	32,503	34,704	35,116
3A	33,020	35,221	35,633
3B	33,993	36,194	36,606
4A	34,548	36,749	37,161
4B	35,106	37,307	37,719
5A	35,676	37,877	38,289
5B	36,731	38,932	39,344
6A	37,330	39,531	39,943
6B	37,933	40,134	40,546
7A	38,536	40,737	41,149
7B	39,136	41,337	41,749
8A	40,644	42,845	43,257
8B	42,301	44,502	44,914
8B+10	45,307	47,508	47,920
8B+13	46,039	48,240	48,652
8B+15	48,316	50,517	50,929
8B+18	49,337	51,538	51,950
8B+20	53,747	55,948	56,360
8B+22	56,624	58,825	59,237

LONGEVITY INCREMENTS

L10	3,006
L13	3,738
L15	6,015
L18	7,036
L20	11,446
L22	14,323

Note: For employees hired before date of ratification Eff 3/1/06

STEP	BASE	BASE +ONE DIFF	BASE +TWO DIFF
1B	31,471	33,672	34,084

subject to correction

SCHOOL SECRETARY SALARY SCHEDULE

RATES EFFECTIVE OCT. 1, 2006

STEP	BASE	BASE+ ONE DIFF	BASE+ TWO DIFF
1a	30,800	33,071	33,498
1b	30,800	33,071	33,498
2a	33,030	35,301	35,728
2b	33,560	35,831	36,258
3a	34,095	36,366	36,793
3B	35,099	37,370	37,797
4a	35,673	37,944	38,371
4b	36,249	38,520	38,947
5a	36,836	39,107	39,534
5b	37,926	40,197	40,624
6a	38,545	40,816	41,243
6b	39,167	41,438	41,865
7a	39,790	42,061	42,488
7b	40,410	42,681	43,108
8a	41,966	44,237	44,664
8b	43,677	45,948	46,375

LONGEVITY INCREMENTS

L10	46,781	49,052	49,479
L13	47,536	49,807	50,234
L15	49,887	52,158	52,585
L18	50,942	53,213	53,640
L20	55,494	57,765	58,192
L22	58,466	60,737	61,164

L10	3,104
L13	3,859
L15	6,210
L18	7,265
L20	11,817
L22	14,789

subject to correction

TENTATIVE CONTRACT 2005

Pact at a glance ... page 2
 Memorandum of Agreement ... pages 3-5
 Salary schedules ... pages 6-12

Tentative agreement at a glance

Summary

With at least a 15% pay increase for all members, this agreement brings the total increase in the last two contracts to 33%. That is in addition to pension changes that took effect in 2001 that increased take-home pay by 3% for Tier III and IV employees with 10 years on the job (and two years of service credit for teachers in Tiers I and II upon retirement), and the city's commitment in this agreement to work together with the union to seek legislation to allow teachers in Tiers II, III, and IV to retire without penalty at age 55 with 25 years of service.

Virtually every problematic recom-

mendation in the fact-finders' report has been modified. The union fought successfully to move the first two pay increases six months earlier than the fact-finders' recommendations, increasing retroactive payments by almost 65%. A new salary line, starting at \$32,000, will enable paraprofessionals with a bachelor's degree to finally start earning a higher salary. The work year for nurses and therapists will be shortened to 10 months to align with the regular teacher school year.

The 10 additional unpaid coverages in the fact-finding report were eliminated, and the city agreed to use Brooklyn-Queens Day for the third professional development day. The addition of 10

minutes per day creates a uniform school day including 37 1/2 minutes Monday-Thursday for tutorials, test prep and/or small group instruction of no more than 10 children (protected by an accelerated grievance procedure) to start immediately after dismissal. Fridays return to 6 hours and 20 minutes. District 75 and multi-session schools will have a uniform 6-hour and 50-minute day, with the extra time spread through the day.

The agreement preserves the union's core values, such as due process and job security for teachers who are excessed.

Although the agreement adopts the fact-finders' recommendation to give principals more discretion regarding Circular 6 and transfers, members have

gained important protections against bumping, principals' abuse of power and false charges of sexual misconduct and corporal punishment. The union also won new safeguards for teachers against excessive micromanagement. Teachers can no longer be disciplined for the format of their bulletin boards, the arrangement of classroom furniture or the exact duration of lesson units.

Finally, a 52-month contract that expires in October 2007, with a raise in each year, creates some stability and allows the union to go back to fighting for dignity, respect, lower class size and better safety conditions for students and teachers without contract talks constant-ly on the horizon.

Provisions

DURATION:

- June 1, 2003, to Oct. 12, 2007.

WAGES

- 15% increase for all bargaining units, except nurses and therapists.
- Nurses and therapists get an 8% increase and a school year aligned with teachers.
- New bachelor's degree salary line for paras.
- Incoming entry-level teachers receive a 9% increase, although all current new teachers get 15%.
- Citywide expansion of the District 9 lead teacher program initiated by the UFT and parents.
- 2% effective Dec. 1, 2003; 3.5% effective Dec. 1, 2004; 5.5% effective Nov. 1, 2005; 3.25% effective Oct. 1, 2006. Annual increases are compounded for a total of 15%.
- First two increases each six months earlier than fact-finders' report proposed.
- Examples of increases:
 - > 5 years, MA+30: to \$58,452 from \$50,828;
 - > 15 years, MA+30: to \$79,763 from \$69,359;
 - > Maximum: to \$93,417 from \$81,232.
- Retroactive pay up almost 65% over fact-finders' recommendations.
- Examples of retroactive payments:
 - > Entry at 9/02, BA: \$2,819;
 - > 5 years at 9/02, MA: \$4,094;
 - > 13 years at 9/02, MA+30: \$4,874;
 - > 22 years at 9/02, MA+30: \$5,771.
- Retroactive pay for retirees.

PENSION

- Agreement to seek legislation for retirement at age 55 with 25 years service with no penalty for teachers in Tiers II, III and IV.
- Maintains pension enhancements of two-year service credit for teachers in Tiers I & II upon retirement, and no 3% employee contribution for teachers in Tiers III and IV after 10 years.

TIME

- Adds 10 minutes to work day.

- Uniform 6-hour 20-minute school days for students.
- All extended time (totaling 37.5 minutes from dismissal Monday-Thursday) to be used for tutorials, test prep, small-group instruction; limited to 10 students, enforceable by accelerated process and penalties.
- Multi-session schools and District 75, additional time spread throughout day.
- Three professional development days: Thursday, Friday before Labor Day to include classroom preparation time and Brooklyn-Queens day with no students in attendance citywide.
- No additional unpaid coverages.

TRANSFERS/EXCESSING

- No forced transfers.
- No bumping.
- All vacancies (up from 50%) must be advertised for transfers.
- School committees interview applicants; principal has final say.
- Excessing rules remain in effect.
- Teachers at risk of excessing must be notified by June 15.
- Excessed teachers may apply for vacancies city-wide.
- Excessed teachers unable to find jobs are a) placed in a vacancy in district or, if none, in region or b) retained in the home school or one nearby as an absent-teacher reserve.
- Excessed teachers repeatedly unable to find a position may receive job-seeking assistance from the Division of Human Resources or the UFT Peer Intervention Program.
- No caps on transfers; transfers after Aug. 7 need principal's release.
- Principals cannot deny transfers based on age, race, creed, color, national origin, sex, marital status, sexual orientation, handicapping condition, or union activity.

CIRCULAR 6

- Principal in consultation with chapter leader determines number of available positions and qualifica-

tions for each activity in a pre-set menu, including administrative assignments. Appeal available. Teachers may request an alternative professional activity.

- Teachers select three preferences; principal chooses based on qualifications and seniority among equally qualified.
- If not enough volunteers for administrative duties, principal may assign on rotating basis in reverse seniority order. Teachers may not get administrative duties two years in a row.
- Morning and afternoon bus duty and home room fulfill professional activity requirement.
- New teachers and those at risk of a U-rating can be assigned to common planning or professional development in lieu of other professional activities.
- Other Circular 6 provisions, including comp time positions, remain in effect.

DISCIPLINE

- Maintains tenure and due process protections.
- Maintains independent arbitrators (rejects city arbitrators).
- Eliminates teacher right to grieve letters in file, but allows members to meet with their principal and chapter leader to discuss a letter in the file and to append a written response. Letter must be removed after three years if not used in disciplinary process.
- Expedites time and attendance cases.
- Suspension without pay if indicted or charged with sexual misconduct and an arbitrator finds probable cause. Mandatory dismissal if found guilty.
- If sexual misconduct or corporal punishment charges found false, teacher receives full back pay with interest and all references to the charges are removed from file.
- Suspension without pay for no more than three months pending outcome of 3020-a for teacher convicted or pleading guilty to a felony.

LIMITS ON PRINCIPAL DISCRETION

- Eliminates Step 2 of grievance process.
- Teachers cannot be disciplined for "micromanagement" violations, i.e., bulletin board format, furniture arrangement, duration of lesson units.
- Extend secretary and guidance counselor workload dispute process to psychologists and social workers.

MEMORANDUM OF AGREEMENT

MEMORANDUM OF AGREEMENT (the 'Agreement') entered into this day of October 2005 by and between the Board of Education of the City School District of the City of New York (the 'Board') and the United Federation of Teachers, Local 2, AFT, AFL-CIO (the 'Union') modifying certain collective bargaining agreements between the Board and the Union that expired on May 31, 2003, as set forth more particularly below.

IN WITNESS THEREOF NOW, THEREFORE, it is mutually agreed as follows:

1. INTRODUCTION

The collective bargaining agreements between the Board and the Union which expired on May 31, 2003, covering the titles and/or bargaining units set forth in paragraph 3, below, shall be replaced by successor agreements that shall continue all their terms and conditions except as modified or amended below.

2. DURATION

The terms of the successor agreements shall be from June 1, 2003 through October 12, 2007.

3. WAGES

The salaries and rates of pay for the employees in the bargaining units covered by this Agreement are set forth in and attached hereto as APPENDIX A, but the specified increases in salaries and rates of pay shall apply only to incumbents on payroll as of September 12, 2005 or after, as well as employees who retired any time during the term of the Agreement. They cover the following titles and rates of pay:

Teacher
Teacher's Assistant
Teacher Aide
Educational Assistant
Educational Assistant A- I
Educational Assistant A- II
Educational Assistant B
Educational Associate
Auxiliary Trainer
Bilingual Professional Assistant
Guidance Counselor
School Psychologist and School Social Worker and related titles
School Secretary and related titles
Laboratory Specialist and Technician
Mental Health Worker
Attendance Teacher
Bilingual Teacher in School and Community Relations
Education Administrator
Education Analyst/Officer
Associate Education Analyst/Officer
School Medical Inspector
Director and Assistant Director of Alcohol and Substance Abuse Programs
Registered Nurse, Occupational Therapist, Physical Therapist and related titles
Supervising Nurse, Supervising Physical Therapist and Supervising Occupational Therapist
Supervisor of School Security
Adult Education Teacher
Sign Language Interpreter
Occasional Per Diem Teacher
Occasional Per Diem Secretary
Occasional Per Diem Paraprofessional
Per Session Rate
Coverage Rate
Shortage Rate
Daily Training Rate
WNYE Differential
Staff Development Rate

4. LONGEVITY INCREMENTS

All longevities, step increments, differentials, and other rates of pay not otherwise covered in APPENDIX A, or elsewhere in

this Agreement, shall be increased by an amount consistent with the increase in the shortage area rate set forth in APPENDIX A.

5. HEALTH INSURANCE AND WELFARE FUND

The Health Benefits Agreement, dated July 22, 2005, is deemed to be part of this Agreement. The side letter agreements between the City Commissioner of Labor Relations James F. Hanley and UFT President Randi Weingarten, dated June 30, 2004 and July 13, 2005, are deemed to be part of this Agreement.

6. PENSION AND RETIREMENT PROGRAM

Article 4C of the Teachers Agreement and the relevant sections of the other Agreements in which it appears will be replaced as follows:

1. A Labor-Management Pension Committee will be established to investigate legislation allowing all current and future members of the TRS Tier II, III and IV to retire without a reduction of benefits due to early retirement upon age 55 with at least 25 years of service, as well as other relevant pension issues.
2. The Committee will analyze the actual costs and additional contribution rates required to provide this benefit (including any additional health insurance benefit costs) without any cost to the City.
3. Upon mutual acceptance of the Committee's recommendations, including plan design and costs, the parties agree to jointly support the legislation necessary to implement the benefit changes.

7. ADDITIONAL TIME

1. Teacher contract Article 6 shall be replaced and amended as follows:

A. School Day

1. The school day for teachers serving in the schools shall be six hours and 20 minutes and such additional time as provided for below and in the by-laws. The gross annual salary of employees covered by this agreement will be increased in accordance with the salary schedules herein.

2. The parties agree, effective February, 2006, to extend the teacher work day in "non Extended Time Schools" by an additional 37 minutes per day, Monday through Thursday following student dismissal. Friday's work schedule will be 6 hours and 20 minutes. The 37 minutes of the extended four (4) days per week shall be used for tutorials, test preparation and/or small group instruction and will have a teacher student ratio of no more than one to ten. In single session schools, the day will start no earlier than 8:00am and end no later than 3:45pm.
3. Multi-session schools that cannot utilize the additional time in this manner due to space or scheduling limitations will have a 6 hour 50 minute day.

4. In District 75 buildings and District 75 self-contained classes in other school sites, the school day will be 6 hours and 50 minutes unless the principal and chapter leader agree to schedule the time as set forth in paragraph 2 above; however, in this event the teacher to student ratio will be no more than 1 to 5. Non-District 75 self contained classrooms shall have either a 6 hour and 50 minute day, a 6 hour and 57 minute day Monday through Thursday and 6 hour and 20 minute day on Friday, or if the time is utilized as set forth in paragraph 2 above the teacher to student ratio should be no more than one to five.

5. Existing faculty and grade conference

time should be used for professional development.

6. On professional development days, the school day shall be 6 hours and 50 minutes.

B. Expedited Appeal Group Size

In order to ensure that the maximum number of students is not exceeded there will be an expedited arbitration procedure to allow the UFT to seek both a cease and desist order as well as monetary penalties for exceeding the small group instruction size limit. The procedure will be the same as that currently used under Article 22B7 and 22G. These expedited arbitrations shall not count toward the 140 arbitration dates.

C. Work Year

All teachers shall report to their schools to begin work on the Thursday preceding Labor Day for a professional day, and will also have a professional day on the Friday preceding Labor Day and on Brooklyn-Queens day. Part of the time on the days before Labor Day will be allotted to classroom preparation. The Tuesday following Labor Day shall be an instructional day. Teachers shall be in attendance on duty thereafter on all days of the school year except for the last two weekdays of the month of June. The official school year calendar shall provide a one week February mid-winter recess which includes Washington's Birthday, without reducing the number of instructional days for students. In no event, however, shall the number of days worked in any school year under this work calendar be fewer than the number of days teachers would have worked had they reported, as before, on the Friday after Labor Day and worked through the last weekday in June.

D. Other Titles

The following titles shall have their work day and work year extended in the same manner as Teachers: Teacher's Assistant; Teacher Aide; Educational Assistant; Educational Assistant A-1; Educational Assistant A-II; Educational Assistant B; Educational Associate; Auxiliary Trainer; Bilingual Professional Assistant; Bilingual Teacher in School & Community Relations; Occasional Per Diem Teacher; and Occasional Per Diem Paraprofessional.

Education Analyst/Officer, Associate Education Analyst/Officer; Director and Assistant Director of Alcohol & Substance Abuse Programs, Mental Health Workers and Education Administrators shall have their lunch periods reduced by 10 minutes.

School Psychologists and Social Workers shall work an additional 10 minutes per day. School Psychologists and Social Workers shall report for regular workdays on the Thursday and Friday before Labor Day. School Psychologists and Social Workers shall report on Brooklyn-Queens day for professional development.

School secretaries shall have one 10 minute break eliminated per day. In addition, school secretaries shall report for regular workdays on the Thursday and Friday before Labor Day. School secretaries shall report on Brooklyn-Queens Day for professional development. Per diem secretaries shall have one 10 minute break eliminated per day.

Guidance Counselors, Attendance Teachers, and Teachers of the Homebound shall have their workdays extended by 10 minutes, and report the Thursday and Friday before Labor Day and Brooklyn-Queens Day for professional development.

Lab Specialists shall have their relief period reduced by 10 minutes and report the Thursday and Friday before Labor Day and

Brooklyn-Queens Day for professional development.

Adult Education Teachers shall have 10 minutes of preparation time added to their workday and report the Thursday and Friday before Labor Day Brooklyn-Queens Day for professional development.

SOS Teachers and New Beginnings Teachers shall report to the Thursday and Friday before Labor Day and Brooklyn-Queens Day for professional development.

Teachers in ETS shall report on Brooklyn-Queens Day for professional development.

8. CIRCULAR 6R

1. Modify Article 7A, 7B, 7C, and 7K and Circular 6R to reflect the following agreed terms:

The menu of activities to be offered to each teacher shall be from among the following:

- Small group instruction (not to exceed 10 students)
- One to one tutoring
- Advise student activities such as clubs, teams or publications
- Perform student assessment activities (including portfolios, performance tests, IEPs, ECLAS, etc.)
- Professional development/prepare staff development workshops and demonstration lessons
- Common planning time
- Conflict resolution for students
- Cafeteria Duty
- Schoolyard Duty
- Hallway Duty
- AM Bus Duty
- PM Bus Duty
- Homeroom
- Provide inter-disciplinary articulation
- Develop multi-cultural curriculum
- Develop Programs to integrate technology into the daily life of the classroom

Teachers performing homeroom fulfill the requirement of the professional period. Teachers selecting AM or PM bus duty will use their professional activity period as a preparation period.

Any teacher who wishes to participate in a professional activity not listed on the above menu may, upon approval of the principal, select such an activity.

The number of available positions for each activity and the qualifications and responsibilities required for each activity shall be set by the principal in consultation with the Chapter Leader. Each spring, but no later than April 15th, the principal shall meet to consult with the Chapter Leader on the number of positions for each menu item. Should the Union believe the number of positions for administrative activities set by the principal is inappropriate, or should a teacher believe a selection decision is in violation of the agreement, the Union may appeal to the Chancellor. The Chancellor or his/her designee will consult with the Union President, or his/her designee, prior to issuing a decision on the appeal. The Union may appeal the decision of the Chancellor or his designee within 15 days to the NYC Office of Labor Relations, which will issue a final and binding decision.

Teachers shall select each spring (following the timeframe for program preferences listed under Articles 7 A, 7B, 7C, and 7K in the CBA) in priority order. (3) activities from the menu they want to participate in for the following school year. The principal shall make assignments based on qualifications and availability of positions. If more teachers seek particular activities than positions are

available, the principal shall select the most qualified teacher(s); and if the candidates are equally qualified the candidate with the most school seniority will be selected. To the extent possible each teacher shall receive one of the three (3) activities for the following school year. If this is not possible, the teacher will be given the opportunity to select (3) additional choices, one of which will be granted, subject to qualifications, and unless sufficient teachers do not choose a particular activity. If sufficient teachers do not choose a particular activity with any of their six (6) choices, the Principal will assign teachers to these activities on a rotational basis in inverse seniority order with no teacher being involuntarily assigned to an administrative activity for consecutive years.

For the 2005-2006 school year, the principal shall meet to consult with the Chapter Leader on the number of positions for each menu item for the spring 2006, and the menu will be issued for teachers to select preferences by December 23, 2005. Teachers shall be notified of their assignments by January 13, 2006 and begin their assignments on the first day of the Spring Semester.

Teachers new to the school system and those teachers in danger of receiving an unsatisfactory rating may be assigned by the principal to professional development or common planning as their professional activity, regardless of their preferences, to further enhance their teaching skills. A teacher in danger of receiving an unsatisfactory rating who is assigned to AM or PM bus duty may be assigned by the principal to professional development or common planning as their professional activity in lieu of AM or PM bus duty. Teachers hired in the fall will be offered three choices by the principal from the menu.

Each teacher shall be notified in writing by the principal prior to the end of the school year, pursuant to Articles 7A, 7A, 7C, and 7K of the collective bargaining agreement, of the activity they have been assigned for the following school year and it will be incorporated as part of his/her program.

Teachers serving in compensatory time positions, pursuant to the SBO process (defined in articles 7A, 7B, 7C and 7K of the CBA and Circular 6) shall continue to do the work of their position during their professional periods (except to the extent the SBO specifically states otherwise) and must at the beginning of each term submit to the principal for approval a plan for the use of their professional periods.

Teachers serving as athletic coaches, pursuant to Article 15 of the CBA, and receiving per session for such activity, shall be permitted to use their professional periods to further the work of their activity, and must at the beginning of each term, submit to the principal for approval a plan for the use of their professional periods.

Any teacher may grieve the failure to follow the terms of this provision pursuant to the regular grievance and arbitration provision of the agreement, however the assignment of particular activities hereunder shall not be grievable. The Union may challenge the assignment of a particular activity by appealing, within 15 days, to the Chancellor/designee, who will consult with the Union prior to rendering a decision. The Union may appeal the decision of the Chancellor/designee to the New York City Office of Labor Relations, which will issue a final and binding decision.

9. TRANSFERS AND EXCESSING

1. Article 18 A, B, C and F are deleted and replaced with the following language:

Effective school year 2005-2006, principals will advertise all vacancies. Interviews will be conducted by school-based human resources committees (made up of pedagogues and administration) with the final decision to be made by the principal. Vacancies are defined as positions to which no teacher has

been appointed, except where a non-appointed teacher is filling in for an appointed teacher on leave. Vacancies will be posted as early as April 15 of each year and will continue being posted throughout the spring and summer. Candidates (teachers wishing to transfer and excessed teachers) will apply to specifically posted vacancies and will be considered, for example, through job fairs and/or individual application to the school. Candidates may also apply to schools that have not advertised vacancies in their license areas so that their applications are on file at the school should a vacancy arise.

Selections for candidates may be made at any time, however, transfers after August 7th require the release of the teacher's current principal. Teachers who have repeatedly been unsuccessful in obtaining transfers or obtaining regular teaching positions after being excessed, will, upon request, receive individualized assistance from the Division of Human Resources and/or the Peer Intervention Program on how to maximize their chances of success in being selected for a transfer.

Unless a principal denies the placement, an excessed teacher will be placed by the DOE into a vacancy within his/her district/superintendency; or if such a vacancy is not available, then in a vacancy within his/her region. The DOE will place the excessed teacher who is not so placed in an ATR position in the school from which he/she is excessed, or in another school in the same district or superintendency.

2. Article 18G (1 - 4) shall remain in effect. The remainder of 18G is deleted.

3. In addition to the relevant provisions above, Article 17 shall also be modified to include the following:

Teachers identified as being at risk of being excessed at the commencement of the following school year will be informed of this no later than June 15, or as soon as is practicable if identified as being at risk of excess after June 15. The deadlines for excessing teachers will continue to be governed by applicable law.

10. MATERIAL IN THE FILE

Article 21A5 shall be deleted and replaced with a new Article 21A5 to read as follows:

Members may not grieve material in file. However, the teacher shall have the right to appeal a response to any letter. If disciplinary charges do not follow, the letter and response shall be removed from the file three years from the date the original material is placed in the file.

The following issues shall not be the basis for discipline of pedagogues: a) the format of bulletin boards; b) the arrangement of classroom furniture; and c) the exact duration of lesson units.

Article 22C shall be modified to exclude Material in File grievances.

11. DUE PROCESS AND REVIEW PROCEDURES

a. Time and Attendance

The following language will be added to Article 21 as a new section after the current 21F:

If the DOE seeks to discipline a tenured pedagogue regarding absences and/or lateness but seeks a penalty short of termination, the following expedited procedure will apply:

The DOE will notify the employee that it intends to bring disciplinary action against the employee pursuant to this section. The DOE will include in this notice the employee's attendance record and any other documentation it intends to introduce at the hearing and a statement that pursuant to this section the arbitrator may award any penalty, or

take other action, short of termination.

Within 15 calendar days following this notice, the employee must notify the DOE in writing of the nature of his/her defense and submit any documentation s/he intends to submit into evidence as well as a medical release for any medical documents related to such defense.

If either party believes that it requires additional documents, it may request a telephonic conference with the arbitrator.

The expedited hearing will occur within one month of the DOE's notification to the employee mentioned above. The hearing will be informal and the normal rules of trial procedure and evidence shall not apply. The arbitrator will issue an award and short decision within 15 calendar days of the hearing. The arbitrator's award will be final and binding on all parties. The award may be introduced in a 3020-a hearing and any findings shall be binding on the 3020-a arbitrator.

One arbitrator, agreed upon between the parties, will hear all absence and lateness cases hereunder. The parties may expand the number of arbitrators if necessary. The arbitrator will hear 4 cases per hearing date on a staggered schedule, but in no situation will one case take more than a day. The parties may expand the number of cases heard in a day if they deem it practical.

b. Sexual Offenses Involving Students

The following provisions regarding sexual offenses involving students and minors who are not students are in addition to the provisions in Article 21G(4) and will follow Article 21G(4):

A tenured pedagogue who has been charged under the criminal law or under §3020-a of the New York State Education Law with an act or acts constituting sexual misconduct (defined below) shall be suspended without pay upon a finding by a hearing officer of probable cause that sexual misconduct was committed.

A rebuttable presumption of probable cause shall exist where the Special Commissioner of Investigations ("SCT") substantiates allegations of sexual misconduct, or a tenured pedagogue has been charged with criminal conduct based on act(s) of sexual misconduct.

A report from the Chancellor's Office of Special Investigations ("OSI") substantiating allegations of sexual misconduct is relevant evidence of probable cause.

In §3020-a proceedings, a mandatory penalty of discharge shall apply to any tenured pedagogue a) found by a hearing officer to have engaged in sexual misconduct, or b) who has pleaded guilty to or been found guilty of criminal charges for such conduct

The 3020-a hearing should be completed within two months, but the suspension without pay shall be extended one additional month if the hearing has not been completed, unless the DOE has received an adjournment or otherwise delayed the proceeding. The suspension without pay shall also be extended until a criminal action is resolved and any 3020-a proceeding is also completed.

If the 3020-a hearing results in a dismissal of the charges or if the criminal proceeding ends in an acquittal or dismissal (and the DOE has decided not to prefer charges), the pedagogue shall be entitled to back pay with interest for the entire period of the suspension without pay.

For purposes of this section, sexual misconduct shall include the following conduct involving a student or a minor who is not a student: sexual touching, serious or repeated verbal abuse (as defined in Chancellor's Regulations) of a sexual nature, action that could reasonably be interpreted as soliciting a sexual relationship, possession or use of il-

legal child pornography, and/or actions that would constitute criminal conduct under Article 130 of the Penal Law against a student or minor who is not a student.

A letter of agreement dated October 3, 2005 regarding sexual offenders is attached as ATTACHMENT 1.

c. Other Felony Offenses

The following language will be added to Article 21 and will follow Paragraph B above:

Tenured pedagogues who have been convicted of, or who have pled guilty to, any felony (not addressed in paragraph 1, above) shall be suspended without pay pending the final outcome of the 3020-a disciplinary proceeding. The 3020-a hearing should be completed within two months, but the suspension without pay shall be extended one additional month if the hearing has not been completed, unless the DOE has received an adjournment or otherwise delayed the case.

d. False Accusations

The following language will be added to Article 21 and will follow Article 21G:

Knowingly false accusations of misconduct against employees will not be tolerated.

If an accusation of sexual misconduct or physical abuse against an employee is found by the DOE or Special Commissioner of Investigation to have been knowingly false when made, the DOE will take the following actions to restore the falsely accused employee's reputation: removing all references to the charges from the employee's personnel file(s) and adding evidence of the unfounded nature of the charge to any departmental files that may have to be maintained to satisfy other legal requirements, if any; and restoring any back pay owed with interest and, at the employee's request, confirming to any regulatory agency the finding that the employee was falsely accused. In addition, where the knowingly false accusation was made by a student of the employee, absent compelling and extraordinary circumstances the student will be permanently re-assigned from the employee's class.

If an accusation of sexual misconduct or physical abuse against an employee is found by the DOE or Special Commissioner of Investigation to have been knowingly false when made, the DOE will take the following actions to restore the falsely accused employee's reputation: removing all references to the charges from the employee's personnel file(s) and adding evidence of the unfounded nature of the charge to any departmental files that may have to be maintained to satisfy other legal requirements, if any; and restoring any back pay owed with interest and, at the employee's request, confirming to any regulatory agency the finding that the employee was falsely accused. In addition, where the knowingly false accusation was made by a student of the employee, absent compelling and extraordinary circumstances the student will be permanently re-assigned from the employee's class.

e. Article 21 will be re-lettered and renumbered in accordance with the above.

12. GRIEVANCE PROCEDURE

Article 22B1b shall be deleted.

Article 22B1c shall be amended as follows. If the grievance is not resolved at Step 1, the Union may appeal from the decision at Step 1 to the Chancellor addressed to the attention of the Deputy Executive Director, Office of Labor Relations and Collective Bargaining within 15 school days after the Step 1 decision was given to the member. The appeal shall be in writing, shall set forth specifically the reasons for the appeal, and shall be accompanied by a copy of the appeal and the decision at Step 1. It shall state the name of the employee's Union representative.

References to the Superintendent's representative attending Step 3 Conferences will be eliminated.

13. LEAD TEACHERS

The CC9 Lead Teacher Pilot Program will be expanded as follows:

1. The Chancellor will determine the number and location of lead teacher positions.

2. Lead teachers will receive \$10,000 in additional salary, beyond that provided for in the collective bargaining agreement between the parties (or a pro rata amount for a partial year worked).

3. In the elementary schools, each pair of lead teachers will have responsibility for one

regular class. Each lead teacher will be programmed for a duty-free lunch period and a preparation period that will be scheduled at the same time as the preparation period of the lead teacher with whom they are sharing a class. Half of the remainder of the day will be spent teaching their class and half providing professional support to teaching staff.

Middle School and High School lead teachers will be programmed for a duty free lunch and a preparation period each day. Lead teachers will teach three regular classes per day and will provide professional support to teaching staff three periods per day.

4. Lead teachers will work as a group the five weekdays prior to the start of the work year for other teachers according to a plan set and approved by the applicable Regional Superintendent. Lead teachers will work 4 hours per month outside of the normal workday, according to a schedule and plan set and approved by the applicable Regional Superintendent at the start of the school year. Lead teachers shall not receive additional compensation for the work time specified in this paragraph. Lead teachers from extended time schools, in lieu of working the five days during the summer provided for in Article 12 II A1 of the Teachers' Agreement, shall have the choice of either having the monetary value of that workweek, as determined by DOE in consultation with UFT, deducted from the compensation provided for in paragraph 3, or making up that work time during the school year, subject to the approval of the school principal.

5. Lead Teachers will be selected and assigned in the following manner. Positions will be advertised through a city-wide posting and assigned to individual schools. Selection will be done in a two-stage process: first, a regional personnel committee, made up of four representatives of the Regional Superintendent, two representatives of the Union and two parent representatives (chosen from among volunteers of the relevant Community Education Councils and/or presidents of the Parent Associations) shall select a pool of applicants with the best qualifications according to criteria established by the committee, other than in District 9 where the current selection committee will be maintained. Selections, to the extent possible, shall be made by consensus. Second, each participating school will establish its own personnel committee, made up of the principal, administration representatives, staff representatives and parent representatives, with a majority of teachers, to make selections from the pool selected by the regional personnel committee. Selections, to the extent possible, shall be made by consensus and the principal shall have the ability to veto any selections of such school committee.

6. Lead teachers leaving the assignment at the end of their first year as a lead teacher may return to a vacancy in the last school where they served before becoming a lead teacher and take their rightful place in seniority order, and if there is no vacancy in such school, to a vacancy in the district. In the alternative, the lead teacher may choose to be placed in a vacancy in the district where they served as a lead teacher.

7. If a lead teacher is involuntarily removed in the middle of the year by the principal, the lead teacher will be placed in a vacancy in the district s/he is working in as a lead teacher or in a vacancy in the district s/he worked in immediately prior to becoming a lead teacher (at the lead teacher's option). If no such vacancies exist, the lead teacher will be placed in the substitute pool in the district they served in as a lead teacher. At the end of the school year, the lead teacher shall be placed in a school pursuant to paragraph 6 above.

8. Notwithstanding the foregoing, any lead teacher may be placed in a teaching vacancy in the school in which he or she is serving as lead teacher, with the consent of the lead teacher and such school's principal.

9. Alead teacher's school seniority is determined in accordance with Article 28C of the Teachers' Agreement.

10. Grievances regarding this agreement, except the selection of lead teachers, shall be governed by Article 22B1 of the Teachers' Contract, except that applicants rejected by the regional personnel committee may challenge that committee's decision through the process set forth in Article 22E of the Teachers' Contract, and if successful, will be included in the pool of applicants considered for selection. The Union may challenge the selection of a lead teacher at the school level by appealing to the Chancellor/designee, who will consult with the Union prior to rendering a decision. The Union may appeal the decision of the Chancellor/designee to the New York City Office of Labor Relations, which will issue a final and binding decision.

11. Grievances regarding this agreement, except the selection of lead teachers, shall be governed by Article 22B1 of the Teachers' Contract, except that applicants rejected by the regional personnel committee may challenge that committee's decision through the process set forth in Article 22E of the Teachers' Contract, and if successful, will be included in the pool of applicants considered for selection. The Union may challenge the selection of a lead teacher at the school level by appealing to the Chancellor/designee, who will consult with the Union prior to rendering a decision. The Union may appeal the decision of the Chancellor/designee to the New York City Office of Labor Relations, which will issue a final and binding decision.

14. LABOR/MANAGEMENT COMMITTEE ON LONG TERM REFORMS

This is to confirm the parties' understanding with regard to the long term recommendations the Fact Finders made subject to adequate CFE funding. The parties shall establish a Labor Management Committee to discuss the following issues: a) bonuses, including housing bonuses, for shortage license areas; b) a pilot project for school-wide based performance bonuses for sustained growth in student achievement; c) salary differentials at the MA-5 through MA-7 levels; and d) a program for the reduction of class size in all grades and divisions. If the parties agree on the terms of any or all of these issues, they may be implemented by the DOE using whatever funds may be identified.

15. PSYCHOLOGIST AND SOCIAL WORKER WORKLOAD DISPUTES

Upon receiving a written complaint from a school psychologist or social worker regarding an existing workload, the principal or his/her designee shall meet with the employee making the complaint, and his/her representative, and reach a determination within five (5) school days. If the complaint is not resolved, the chapter leader may forward it to the appropriate Superintendent, within five (5) school days of the determination, for review. If a timely request for review is received by the Superintendent, s/he shall designate a representative to jointly investigate with a UFT appointed representative the workload that is alleged to be inappropriate. The two representatives will then submit recommendations to the Superintendent for his/her written determination, which shall be made within (10) school days of receipt of the recommendation(s). The UFT shall have the right to appeal the Superintendent's determination to the Chancellor within five (5) school days of the Superintendent's written determination of the complaint, or if the Superintendent does not timely render a determination, to seek review at the Chancellor's level within forty-five (45) days of the principal's receipt of the original written complaint, whichever is earlier. Such appeal shall contain a detailed written statement of the reasons for dissatisfaction with the Superintendent's determination. The Chancellor or his/her designee shall review the workload complaint and make a final determination, not subject to further review, within fifteen (15) school days of receipt of the appeal.

19. NURSES AND THERAPISTS WORK YEAR

subject matter and content shall be directed by the DOE. One of the two days shall be designated system-wide on a work day when students are not scheduled to attend school.

16. PERB PROCEEDINGS

The City and the Union shall withdraw the following Improper Practices with PERB: U-25999 and U-26027.

17. NURSES AND THERAPISTS

The Parties agree that the selection process for summer work for nurses and therapists who work in the school health program shall be as follows:

1. Priority will be given to volunteers who serve the same student population during the regular work year.

2.If there are not enough volunteers from the district of the program, volunteers will be selected from outside the district.

3. If there are not sufficient volunteers, nurses or therapists from the district of the program will be assigned in reverse order of their seniority on a rotating basis.

If this selection process does not provide for appropriate and effective staffing during the summer of 2006, the parties agree to renegotiate the selection process.

18. NURSES PERB STIPULATION

The UFT withdraws from the PERB Stipulation of Settlement dated August 14, 1997. The parties agree to expeditiously work out the details necessary to implement the integration of the Department of Education and the Department of Health/Mental Hygiene school nurse functions.

By agreeing to fund a ten month work year for DOE nurses as part of this collective bargaining agreement, in exchange for termination of the PERB stipulation, it is the express intent of the parties to resolve the issues related to the integration of the DOE and DOHMH school health program consistent with the negotiations held between the parties over the last year.

By entering into this agreement it is not the parties' intention to either advantage or disadvantage either Department of Health and Mental Hygiene or Department of Education nurses union representation at the expense of the other.

19. NURSES AND THERAPISTS WORK YEAR

Effective for the 2005-2006 school year, the work year for Nurses and Therapists shall be the same as regular classroom teachers in non-extended time schools. The parties will also meet to discuss any issues related to the change of Nurses and Therapists from a 12 month to 10 month work year.

20. DISCHARGE REVIEW

To be included in the Paraprofessional Contract and Nurses and Therapists Contract in the Discharge Review Procedures article:

In any arbitration reviewing the discharge of an employee who has been charged with sexual misconduct there shall be a mandatory penalty of discharge if the employee is found by the arbitrator to have engaged in sexual misconduct or has pleaded guilty to or been found guilty of criminal charges for such conduct.

For purposes of this section, sexual misconduct shall include the following conduct involving a student or a minor who is not a student: sexual touching, serious or repeated verbal abuse (as defined in Chancellor's Regulations) of a sexual nature, action that could reasonably be interpreted as soliciting a sexual relationship, possession or use of illegal child pornography, and/or actions that would constitute criminal conduct under Article 130 of the Penal Law against a student

or minor who is not a student.

21. MISCELLANEOUS

1. Unless expressly stated otherwise, the provisions of this Agreement apply to the bargaining units and titles covered in paragraph 3 above and will be incorporated into the individual unit agreements as applicable.

2. In the event any inconsistency exists between the terms contained in this Agreement and the expired collective bargaining agreements, this Agreement shall be determinative.

22. INTERIM AGREEMENTS

The agreements (annexed hereto collectively as APPENDIX B) reached during the term of the collective bargaining agreements effective November 16, 2000 to May 31, 2003 are to be included in the applicable successor agreements subject to such modifications as are required by this agreement and its Appendices.

1. Agreement between the Board of Education and the UFT pertaining to the positions of math and literacy coach, dated May 14, 2004.

2. Agreement between the Board of Education and the UFT pertaining to the position of mentor signed in May, 2004.

3. Agreement between the Board of Education and the UFT pertaining to F status dated September 1, 2005.

4. Agreement between the Board of Education and the UFT pertaining to substitute vocational assistants (SVA's) dated October 12, 2001.

5. Agreement between the Board of Education and the UFT pertaining to the City Hall Academy, signed in August, 2003.

6. Agreement between the Board of Education and the UFT pertaining to the New Beginnings Centers signed in February 2003.

7. Agreement between the Board of Education and the UFT pertaining to Education Evaluators and Psychologists, dated October 28, 2003.

23. RATIFICATION

This Agreement is subject to ratification by the Union, and adoption by the Board of Education.

24. SAVINGS CLAUSE

In the event that any provision of this Agreement is found to be invalid, such invalidity shall not impair the validity and enforceability of the remaining provisions of this Agreement.

WHEREFORE, we have hereunto set our hands and seals this ____day of October, 2005.

United Federation of Teachers
The Board of Education, as Employer
Local 2, AFT, AFL-CIO

By: _____
By: _____
Randi Weingarten

Joel Klein

President

Chancellor

City of New York

Adopted by The Board of Education

By: _____
By: _____
James F. Hanley

Joel Klein

Commissioner

Chairman of the Board
Office of Labor Relations

TEACHERS SALARY SCHEDULE, SEPT. 1, 2002

	BA C1	C1+PD	BA+30 C2	C2+ID	MA C2+PD	C2+ID+PD	MA+30 C6	MA+30 C6+PD
1A	39,000	42,492	40,294	42,687	43,786	46,179	45,080	48,573,179
45080	48573							
2A	39,325	42,817	40,619	43,012	44,111	46,504	45,405	48,898
2B	39,325	42,817	40,619	43,012	44,111	46,504	45,405	48,898
3A	39,650	43,142	40,944	43,337	44,436	46,829	45,730	49,223
3B	39,650	43,142	40,944	43,337	44,436	46,829	45,730	49,223
4A	40,225	43,717	41,519	43,912	45,011	47,404	46,305	49,798
4B	40,225	43,717	41,519	43,912	45,011	47,404	46,305	49,798
5A	40,720	44,212	42,014	44,407	45,506	47,899	46,800	50,293
5B	40,720	44,212	42,014	44,407	45,506	47,899	46,800	50,293
6A	41,255	44,747	42,549	44,942	46,041	48,434	47,335	50,828
6B	42,012	45,504	43,306	45,699	46,798	49,191	48,092	51,585
7A	43,136	46,628	44,430	46,823	47,922	50,315	49,216	52,709
7B	45,768	49,260	47,062	49,455	50,554	52,947	51,848	55,341
8A	48,231	51,723	49,525	51,918	53,017	55,410	54,311	57,804
8B	51,156	54,648	52,450	54,843	55,942	58,335	57,236	60,729
L10	54,476	57,968	55,770	58,163	59,262	61,655	60,556	64,049
L13	56,182	59,674	57,476	59,869	60,968	63,361	62,262	65,755
L15	59,786	63,278	61,080	63,473	64,572	66,965	65,866	69,359
L18	60,732	64,224	62,026	64,419	65,518	67,911	66,812	70,305
L20	67,724	71,216	69,018	71,411	72,510	74,903	73,804	77,297
L22	71,659	75,151	72,953	75,346	76,445	78,838	77,739	81,232
L10	3,320							
L13	5,026							
L15	8,630							
L18	9,576							
L20	16,568							
L22	20,503							

subject to correction

TEACHERS SALARY SCHEDULE, DEC. 1, 2003

	BA C1	C1+PD	BA+30 C2	C2+ID	MA C2+PD	C2+ID+PD	MA+30 C6	MA+30 C6+PD
1A	39,780	43,342	41,100	43,541	44,662	47,103	45,982	49,544
1B	39,780	43,342	41,100	43,541	44,662	47,103	45,982	49,544
2A	40,112	43,674	41,432	43,873	44,994	47,435	46,314	49,876
2B	40,112	43,674	41,432	43,873	44,994	47,435	46,314	49,876
3A	40,443	44,005	41,763	44,204	45,325	47,766	46,645	50,207
3B	40,443	44,005	41,763	44,204	45,325	47,766	46,645	50,207
4A	41,030	44,592	42,350	44,791	45,912	48,353	47,232	50,794
4B	41,030	44,592	42,350	44,791	45,912	48,353	47,232	50,794
5A	41,534	45,096	42,854	45,295	46,416	48,857	47,736	51,298
5B	41,534	45,096	42,854	45,295	46,416	48,857	47,736	51,298
6A	42,080	45,642	43,400	45,841	46,962	49,403	48,282	51,844
6B	42,852	46,414	44,172	46,613	47,734	50,175	49,054	52,616
7A	43,999	47,561	45,319	47,760	48,881	51,322	50,201	53,763
7B	46,683	50,245	48,003	50,444	51,565	54,006	52,885	56,447
8A	49,196	52,758	50,516	52,957	54,078	56,519	55,398	58,960
8B	52,179	55,741	53,499	55,940	57,061	59,502	58,381	61,943
L10	55,565	59,127	56,885	59,326	60,447	62,888	61,767	65,329
L13	57,306	60,868	58,626	61,067	62,188	64,629	63,508	67,070
L15	60,982	64,544	62,302	64,743	65,864	68,305	67,184	70,746
L18	61,947	65,509	63,267	65,708	66,829	69,270	68,149	71,711
L20	69,078	72,640	70,398	72,839	73,960	76,401	75,280	78,842
L22	73,092	76,654	74,412	76,853	77,974	80,415	79,294	82,856
L10	3,386							
L13	5,127							
L15	8,803							
L18	9,768							
L20	16,899							
L22	20,913							

subject to correction

TEACHERS SALARY SCHEDULE, OCT. 1, 2006

	BA C1	C1+PD	BA+30 C2	C2+ID	MA C2+PD	C2+ID+PD	MA+30 C6	MA+30 C6+PD
1A	42,512	46,529	44,000	46,753	48,018	50,768	49,504	53,521
1B	42,512	44,529	44,000	46,753	48,018	50,768	49,504	53,521
2A	45,224	49,241	46,712	49,465	50,728	53,480	52,216	56,233
2B	45,224	49,241	46,712	49,465	50,728	53,480	52,216	56,233
3A	45,598	49,615	47,086	49,839	51,102	53,854	52,590	56,607
3B	45,598	49,615	47,086	49,839	51,102	53,854	52,590	56,607
4A	46,260	50,277	47,748	50,501	51,764	54,516	53,252	57,269
4B	46,260	50,277	47,748	50,501	51,764	54,516	53,252	57,269
5A	46,828	50,845	48,316	51,069	52,332	55,084	53,820	57,837
5B	46,828	50,845	48,316	51,069	52,332	55,084	53,820	57,837
6A	47,443	51,460	48,931	51,684	52,947	55,699	54,435	58,452
6B	48,314	52,331	49,802	52,555	53,818	56,570	55,306	59,323
7A	49,607	53,624	51,095	53,848	55,111	57,863	56,599	60,616
7B	52,633	56,650	54,121	56,874	58,137	60,889	59,625	63,642
8A	55,466	59,483	56,954	59,707	60,970	63,722	62,458	66,475
8B	58,829	62,846	60,317	63,070	64,333	67,085	65,821	69,838
L10	62,647	66,664	64,135	66,888	68,151	70,903	69,639	73,656
L13	64,609	68,626	66,097	68,850	70,113	72,865	71,601	75,618
L15	68,754	72,771	70,242	72,995	74,258	77,010	75,746	79,763
L18	69,842	73,859	71,330	74,083	75,346	78,098	76,834	80,851
L20	77,881	81,898	79,369	82,122	83,385	86,137	84,873	88,890
L22	82,407	86,424	83,895	86,648	87,911	90,663	89,399	93,416
L10	3,818							
L13	5,780							
L15	9,925							
L18	11,013							
L20	19,052							
L22	23,578							

subject to correction

LAB SPEC SALARY SCHEDULE, DEC. 1, 2003

STEP	BASE	BASE +DIFF
1A	28,293	29,980
1B	28,293	29,980
2A	28,880	30,567
2B	29,606	31,293
3A	30,708	32,395
3B	31,876	33,563
4A	33,075	34,762
4B	34,333	36,020
5A	35,595	37,282
5B	36,860	38,547
6A	38,117	39,804
6B	39,382	41,069
7A	40,642	42,329
7B	43,167	44,854
8A	45,694	47,381
8B	48,472	50,159
8B+10	51,417	53,104
8B+13	52,122	53,809
8B+15	54,705	56,392
8B+18	55,696	57,383
8B+20	60,174	61,861
8B+22	63,334	65,021

subject to correction

TEACHERS SALARY SCHEDULE, DEC. 1, 2004

	BA C1	C1+PD	BA+30 C2	C2+ID	MA C2+PD	C2+ID+PD	MA+30 C6	MA+30 C6+PD
1A	41,172	44,859	42,538	45,065	46,225	48,751	47,591	51,278
1B	41,172	44,859	42,538	45,065	46,225	48,751	47,591	51,278
2A	41,516	45,203	42,882	45,409	46,569	49,095	47,935	51,622
2B	41,516	45,203	42,882	45,409	46,569	49,095	47,935	51,622
3A	41,859	45,546	43,225	45,752	46,912	49,438	48,278	51,965
3B	41,859	45,546	43,225	45,752	46,912	49,438	48,278	51,965
4A	42,466	46,153	43,832	46,359	47,519	50,045	48,885	52,572
4B	42,466	46,153	43,832	46,359	47,519	50,045	48,885	52,572
5A	42,988	46,675	44,354	46,881	48,041	50,567	49,407	53,094
5B	42,988	46,675	44,354	46,881	48,041	50,567	49,407	53,094
6A	43,553	47,240	44,919	47,446	48,606	51,132	49,972	53,659
6B	44,352	48,039	45,718	48,245	49,405	51,931	50,771	54,458
7A	45,539	49,226	46,905	49,432	50,592	53,118	51,958	55,645
7B	48,317	52,004	49,683	52,210	53,370	55,896	54,736	58,423
8A	50,918	54,605	52,284	54,811	55,971	58,497	57,337	61,024
8B	54,005	57,692	55,371	57,898	59,058	61,584	60,424	64,111
L10	57,510	61,197	58,876	61,403	62,563	65,089	63,929	67,616
L13	59,311	62,998	60,677	63,204	64,364	66,890	65,730	69,417
L15	63,116	66,803	64,482	67,009	68,169	70,695	69,535	73,222
L18	64,115	67,802	65,481	68,008	69,168	71,694	70,534	74,221
L20	71,495	75,182	72,861	75,388	76,548	79,074	77,914	81,601
L22	75,650	79,337	77,016	79,543	80,703	83,229	82,069	85,756
L10	3,505							
L13	5,306							
L15	9,111							
L18	10,110							
L20	17,490							
L22	21,645							

subject to correction

TEACHERS SALARY SCHEDULE, NOV. 1, 2005

	BA C1	C1+PD	BA+30 C2	C2+ID	MA C2+PD	C2+ID+PD	MA+30 C6	MA+30 C6+PD
1A	41,172	45,062	42,613	45,279	46,503	49,168	47,944	51,834
1B	41,172	45,062	42,613	45,279	46,503	49,168	47,944	51,834
2A	4							

GUIDANCE COUNSELOR SALARY SCHEDULE, SEPT. 1, 2002

STEP	VIH	VIH2
1A	43,845	48,703
1B	43,845	48,703
2A	44,157	49,015
2B	44,157	49,015
3A	44,471	49,329
3B	44,471	49,329
4A	45,041	49,899
4B	45,041	49,899
5A	45,818	50,676
5B	47,220	52,078
6A	48,457	53,315
6B	49,871	54,729
7A	51,081	55,939
7B	54,966	59,824
8A	57,258	62,116
8B	60,131	64,989
8B+10	63,504	68,362
8B+13	64,204	69,062
8B+15	66,935	71,793
8B+18	68,065	72,923
8B+20	74,600	79,458
8B+22	78,648	83,506

LONGEVITY INCREMENTS

10	3,373
13	4,073
15	6,804
18	7,934
20	14,469
22	18,517

subject to correction

GUIDANCE COUNSELOR SALARY SCHEDULE, DEC. 1, 2003

STEP	VIH	VIH2
1A	44,722	49,677
1B	44,722	49,677
2A	45,040	49,995
2B	45,040	49,995
3A	45,360	50,315
3B	45,360	50,315
4A	45,942	50,897
4B	45,942	50,897
5A	46,734	51,689
5B	48,164	53,119
6A	49,426	54,381
6B	50,868	55,823
7A	52,103	57,058
7B	56,065	61,020
8A	58,403	63,358
8B	61,334	66,289
8B+10	64,774	69,729
8B+13	65,488	70,443
8B+15	68,274	73,229
8B+18	69,427	74,382
8B+20	76,092	81,047
8B+22	80,221	85,176

LONGEVITY INCREMENTS

10	3,440
13	4,154
15	6,940
18	8,093
20	14,758
22	18,887

subject to correction

GUIDANCE COUNSELOR SALARY SCHEDULE, DEC. 1, 2004

STEP	VIH	VIH2
1A	46,287	51,415
1B	46,287	51,415
2A	46,616	51,744
2B	46,616	51,744
3A	46,948	52,076
3B	46,948	52,076
4A	47,550	52,678
4B	47,550	52,678
5A	48,370	53,498
5B	49,850	54,978
6A	51,156	56,284
6B	52,648	57,776
7A	53,927	59,055
7B	58,027	63,155
8A	60,447	65,575
8B	63,481	68,609
8B+10	67,041	72,169
8B+13	67,780	72,908
8B+15	70,664	75,792
8B+18	71,857	76,985
8B+20	78,756	83,884
8B+22	83,029	88,157

LONGEVITY INCREMENTS

10	3,560
13	4,299
15	7,183
18	8,376
20	15,275
22	19,548

subject to correction

GUIDANCE COUNSELOR SALARY SCHEDULE, NOV. 1, 2005

STEP	VIH	VIH2
1A	46,287	51,697
1B	46,287	51,697
2A	49,180	54,590
2B	49,180	54,590
3A	49,530	54,940
3B	49,530	54,940
4A	50,165	55,575
4B	50,165	55,575
5A	51,030	56,440
5B	52,592	58,002
6A	53,970	59,380
6B	55,544	60,954
7A	56,893	62,303
7B	61,218	66,628
8A	63,772	69,182
8B	66,972	72,382
8B+10	70,728	76,138
8B+13	71,507	76,917
8B+15	74,550	79,960
8B+18	75,809	81,219
8B+20	83,087	88,497
8B+22	87,595	93,005

LONGEVITY INCREMENTS

10	3,756
13	4,535
15	7,578
18	8,837
20	16,115
22	20,623

subject to correction

Note: For employees hired before date of ratification Eff 3/1/06

STEP	VIH	VIH2
1B	48833	54243

subject to correction

ADULT EDUCATION CERTIFIED TEACHER SALARY SCHEDULE DEC. 1, 2003

	EARNED MA OR EQUIV			EARNED MA OR EQUIV. #30	
	BA C1	C2+PD	C2+ID+PD	C6	C6+PD
1a	39,780	44,662	47,103	45,982	49,544
1b	39,780	44,662	47,103	45,982	49,544
2a	40,112	44,994	47,435	46,314	49,876
2b	40,112	44,994	47,435	46,314	49,876
3a	40,443	45,325	47,766	46,645	50,207
3b	40,443	45,325	47,766	46,645	50,207
4a	41,030	45,912	48,353	47,232	50,794
4b	41,030	45,912	48,353	47,232	50,794
5a	41,534	46,416	48,857	47,736	51,298
5b	41,534	46,416	48,857	47,736	51,298
6a	42,080	46,962	49,403	48,282	51,844
6b	42,852	47,734	50,175	49,054	52,616
7a	43,999	48,881	51,322	50,201	53,763
7b	46,683	51,565	54,006	52,885	56,447
8a	49,196	54,078	56,519	55,398	58,960
8b	52,179	57,061	59,502	58,381	61,943
L10	55,565	60,447	62,888	61,767	65,329
L13	57,306	62,188	64,629	63,508	67,070
L15	60,982	65,864	68,305	67,184	70,746
L18	61,947	66,829	69,270	68,149	71,711
L20	69,078	73,960	76,401	75,280	78,842
L22	73,092	77,974	80,415	79,294	82,856
L10	3,386				
L13	5,127				
L15	8,803				
L18	9,768				
L20	16,899				
L22	20,913				

subject to correction

ADULT EDUCATION CERTIFIED TEACHER SALARY SCHEDULE DEC.1, 2004

	EARNED MA OR EQUIV			EARNED MA OR EQUIV. #30	
	BA C1	C2+PD	C2+ID+PD	C6	C6+PD
1a	41,172	46,225	48,751	47,591	51,278
1b	41,172	46,225	48,751	47,591	51,278
2a	41,516	46,569	49,095	47,935	51,622
2b	41,516	46,569	49,095	47,935	51,622
3a	41,859	46,912	49,438	48,278	51,965
3b	41,859	46,912	49,438	48,278	51,965
4a	42,466	47,519	50,045	48,885	52,572
4b	42,466	47,519	50,045	48,885	52,572
5a	42,988	48,041	50,567	49,407	53,094
5b	42,988	48,041	50,567	49,407	53,094
6a	43,553	48,606	51,132	49,972	53,659
6b	44,352	49,405	51,931	50,771	54,458
7a	45,539	50,592	53,118	51,958	55,645
7b	48,317	53,370	55,896	54,736	58,423
8a	50,918	55,971	58,497	57,337	61,024
8b	54,005	59,058	61,584	60,424	64,111
L10	57,510	62,563	65,089	63,929	67,616
L13	59,311	64,364	66,890	65,730	69,417
L15	63,116	68,169	70,695	69,535	73,222
L18	64,115	69,168	71,694	70,534	74,221
L20	71,495	76,548	79,074	77,914	81,601
L22	75,650	80,703	83,229	82,069	85,756
L10	3,505				
L13	5,306				
L15	9,111				
L18	10,110				
L20	17,490				
L22	21,645				

subject to correction

GUIDANCE COUNSELOR SALARY SCHEDULE, OCT. 1, 2006

STEP	VIH	VIH2
1A	47,793	53,379
1B	47,793	53,379
2A	50,780	56,366
2B	50,780	56,366
3A	51,142	56,728
3B	51,142	56,728
4A	51,797	57,383
4B	51,797	57,383
5A	52,691	58,277
5B	54,303	59,889
6A	55,726	61,312
6B	57,351	62,937
7A	58,744	64,330
7B	63,210	68,796
8A	65,847	71,433
8B	69,151	74,737
8B+10	73,029	78,615
8B+13	73,834	79,420
8B+15	76,976	82,562
8B+18	78,276	83,862
8B+20	85,790	91,376
8B+22	90,445	96,031

LONGEVITY INCREMENTS

10	3,878
13	4,683
15	7,825
18	9,125
20	16,639
22	21,294

subject to correction

ED. ANALYST/OFFICER

	Annual		Hourly	
	from	to	from	to
9/1/2002	46,907	60,659	25.67	33.20
12/1/2003	47,845	61,872	26.18	33.86
12/1/2004	49,520	64,038	26.69	34.52
11/1/2005	52,244	67,560	26.69	34.52
10/1/2006	53,944	69,758	27.56	35.64

subject to correction

ASSOCIATE ED. ANALYST/OFFICER

	Annual		Hourly	
	from	to	from	to
9/1/2002	61,566	79,715	33.70	43.64
12/1/2003	62,797	81,309	34.37	44.51
12/1/2004	64,995	84,155	35.04	45.38
11/1/2005	68,570	88,784	35.04	45.38
10/1/2006	70,801	91,673	36.00	47.00

	Longevities		
	10 year	15 year	20 year
9/1/2002	755	1,511	3,023
12/1/2003	770	1,541	3,083
12/1/2004	797	1,595	3,191
11/1/2005	841	1,683	3,367
10/1/2006	868	1,738	3,477

subject to correction

OCCASIONAL PER DIEM

	9/1/2002	12/1/2003	12/1/2004	11/1/2005	10/1/2006
teacher	127.94	130.50	135.07	140.13	144.69
school secy	95.44	97.35	100.76	104.54	107.94

subject to correction

PER SESSION AND OTHER RATES

	9/1/2002	12/1/2003	12/1/2004	11/1/2005	10/1/2006
teacher	36.50	37.23	37.96	37.96	39.20
school secy	22.50	22.95	23.40	23.40	24.16
lab spec	33.91	34.59	35.27	35.27	36.42
coverage rate	30.69	31.30	31.91	31.91	32.95
shortage area rate	4,595	4,687	4,851	5,118	5,284
daily training rate	33.15	33.81	34.47	34.47	35.59
WNYE differential	1,254	1,279	1,324	1,397	1,442
staff development rate	16.63	16.96	17.29	17.29	17.85

subject to correction

TEACHERS ASSISTANTS

9/1/2002	25,372
12/1/2003	25,879
12/1/2004	26,785
11/1/2005	28,258
10/1/2006	29,178

subject to correction

ADULT EDUCATION CERTIFIED TEACHER SALARY SCHEDULE NOV. 1, 2005

**SCHOOL PSYCHOLOGIST
SCHOOL SOCIAL WORKER
RATES EFFECTIVE SEPTEMBER 1,
2002 (CERTIFIED)**

STEP	VIF+VIK	VIF2 +VIK2	VIF3 +VIK3
1A	43,845	47,785	49,098
1B	43,845	47,785	49,098
2A	44,157	48,097	49,410
2B	44,157	48,097	49,410
3A	44,613	48,553	49,866
3B	46,043	49,983	51,296
4A	47,289	51,229	52,542
4B	48,691	52,631	53,944
5A	49,863	53,803	\$55,116
5B	51,348	55,288	\$56,601
6A	52,673	56,613	57,926
6B	56,516	60,456	61,769
7A	58,797	62,737	64,050
7B	61,806	65,746	67,059
7B+10	64,974	68,914	70,227
7B+13	65,674	69,614	70,927
7B+15	68,347	72,287	73,600
7B+18	69,299	73,239	74,552
7B+20	75,904	79,844	81,157
7B+22	80,040	83,980	85,293
L10	3,168		
L13	3,868		
L15	6,541		
L18	7,493		
L20	14,098		
L22	18,234		
subject to correction			

**SCHOOL PSYCHOLOGIST
SCHOOL SOCIAL WORKER
RATES EFFECTIVE DECEMBER 1, 2003
(CERTIFIED)**

STEP	VIF+VIK	VIF2 +VIK2	VIF3 +VIK3
1A	44,722	48,741	50,080
1B	44,722	48,741	50,080
2A	45,040	49,059	50,398
2B	45,040	49,059	50,398
3A	45,505	49,524	50,863
3B	46,964	50,983	52,322
4A	48,235	52,254	53,593
4B	49,665	53,684	55,023
5A	50,860	54,879	56,218
5B	52,375	56,394	57,733
6A	53,726	57,745	59,084
6B	57,646	61,665	63,004
7A	59,973	63,992	65,331
7B	63,042	67,061	68,400
7B+10	66,273	70,292	71,631
7B+13	66,987	71,006	72,345
7B+15	69,714	73,733	75,072
7B+18	70,685	74,704	76,043
7B+20	77,422	81,441	82,780
7B+22	81,641	85,660	86,999
L10	3,231		
L13	3,945		
L15	6,672		
L18	7,643		
L20	14,380		
L22	18,599		
subject to correction			

**SCHOOL PSYCHOLOGIST
SCHOOL SOCIAL WORKER
RATES EFFECTIVE DECEMBER 1, 2004
(CERTIFIED)**

STEP	VIF+VIK	VIF2 +VIK2	VIF3 +VIK3
1A	46,287	50,447	51,833
1B	46,287	50,447	51,833
2A	46,616	50,776	52,162
2B	46,616	50,776	52,162
3A	47,098	51,258	52,644
3B	48,608	52,768	54,154
4A	49,923	54,083	55,469
4B	51,403	55,563	56,949
5A	52,640	56,800	58,186
5B	54,208	58,368	59,754
6A	55,606	59,766	61,152
6B	59,664	63,824	65,210
7A	62,072	66,232	67,618
7B	65,248	69,408	70,794
7B+10	68,592	72,752	74,138
7B+13	69,331	73,491	74,877
7B+15	72,154	76,314	77,700
7B+18	73,159	77,319	78,705
7B+20	80,131	84,291	85,677
7B+22	84,498	88,658	90,044
L10	3,344		
L13	4,083		
L15	6,906		
L18	7,911		
L20	14,883		
L22	19,250		
subject to correction			

**SCHOOL PSYCHOLOGIST
SCHOOL SOCIAL WORKER
RATES EFFECTIVE NOV. 1, 2005 (CER-
TIFIED)**

STEP	VIF+VIK	VIF2 +VIK2	VIF3 +VIK3
1A	46,287	50,676	52,138
1B	46,287	50,676	52,138
2A	49,180	53,569	55,031
2B	49,180	53,569	55,031
3A	49,688	54,077	55,539
3B	51,281	55,670	57,132
4A	52,669	57,058	58,520
4B	54,230	58,619	60,081
5A	55,535	59,924	61,386
5B	57,189	61,578	63,040
6A	58,664	63,053	64,515
6B	62,946	67,335	68,797
7A	65,486	69,875	71,337
7B	68,837	73,226	74,688
7B+10	72,365	76,754	78,216
7B+13	73,145	77,534	78,996
7B+15	76,123	80,512	81,974
7B+18	77,183	81,572	83,034
7B+20	84,539	88,928	90,390
7B+22	89,146	93,535	94,997
L10	3,528		
L13	4,308		
L15	7,286		
L18	8,346		
L20	15,702		
L22	20,309		
subject to correction			

Note: For employees hired before date of ratification Eff 3/1/06

**PSYCHOLOGIST AND SOCIAL WORKER
RATES EFFECTIVE OCT. 1, 2006
(CERTIFIED)**

STEP	VIF+VIK	VIF2 +VIK2	VIF3 +VIK3
1a	48,717	53,248	54,758
1b	48,717	53,248	54,758
2a	50,781	55,312	56,822
2b	50,781	55,312	56,822
3a	51,305	55,836	57,346
3B	52,949	57,480	58,990
4a	54,382	58,913	60,423
4b	55,995	60,526	62,036
5a	57,342	61,873	63,383
5b	59,050	63,581	65,091
6a	60,574	65,105	66,615
6b	64,993	69,524	71,034
7a	67,617	72,148	73,658
7b	71,077	75,608	77,118
L10	74,720	79,251	80,761
L13	75,525	80,056	81,566
L15	78,599	83,130	84,640
L18	79,694	84,225	85,735
L20	87,290	91,821	93,331
L22	92,046	96,577	98,087
L10	3,643		
L13	4,448		
L15	7,522		
L18	8,617		
L20	16,213		
L22	20,969		

MENTAL HEALTH WORKER

Minimum	34,417
Maximum	37,529
Longevity	1,022

**PSYCHOLOGIST IN TRAINING/
SOCIAL WORKER IN TRAINING**

First Year	38,775
Second Year	40,550
subject to correction	

SUPERVISORS OF SCHOOL SECURITY

	9/1/2002	12/1/2003	12/1/2004	11/1/2005	10/1/2006
	46,939	47,878	49,554	52,279	53,980
Longevity Differentials					
	10 years	15 years	20 years	22 years	
9/1/2002	644	1,290	2,259	2,511	
12/1/2003	657	1,316	2,304	2,561	
12/1/2004	680	1,362	2,385	2,651	
11/1/2005	717	1,437	2,516	2,797	
10/1/2006	740	1,484	2,598	2,888	
Uniform Allowance					
9/1/2002	555				
12/1/2003	566				
12/1/2004	583				
11/1/2005	583				
10/1/2006	602				
subject to correction					

SCHOOL SECRETARY ASST

Years of service	37,500	37,956	38,322	38,657
One or less	27,181	27,725	28,695	30,273
More than one	28,307	28,873	29,884	31,528

SUB SCHOOL SECRETARY INTERN

Years of service	37,500	37,956	38,322	38,657
One or less	25,718	26,232	27,150	28,643
More than one	26,818	27,354	28,311	29,868
subject to correction				

MENTAL HEALTH WORKER

	MIN	MAX	LONG
9/1/2002	\$29,928	\$32,634	\$889
12/1/2003	\$30,527	\$33,287	\$907
12/1/2004	\$31,595	\$34,452	\$939
11/1/2005	\$33,333	\$36,347	\$991
10/1/2006	\$34,418	\$37,530	\$1,023

PSYCH/SW IN TRAINING

	9/1/2002	12/1/2003	12/1/2004	11/1/2005	10/1/2006
Yrs of svc	\$33,717	\$34,391	\$35,595	\$37,553	\$38,775
First Second	\$35,261	\$35,966	\$37,225	\$39,272	\$40,550
subject to correction					

INCREASES TO BE APPLIED TO NURSES AND THERAPISTS

	12/01/2003	12/01/2004	11/01/2005	10/01/2006
Base Salary	2.00%	3.50%	2.30%	3.25%
Experience Differentials	2.00%	3.50%	2.30%	3.25%
Advancement Increase	2.00%	3.50%	2.30%	3.25%
Service Differential	2.00%	3.50%	2.30%	3.25%
Educational Differential	2.00%	3.50%	2.30%	3.25%
Tuition Reimbursement	2.00%	2.96%	0.00%	3.25%
Staff Development Rate	2.00%	1.96%	0.00%	3.25%
Uniform Allowance	2.00%	2.96%	0.00%	3.25%
subject to correction				

EDUCATION ADMINISTRATORS

	9/1/2002	12/01/2003	12/01/2004	11/01/2005	10/01/2006
Level 1 minimum	67,167	68,510	70,908	74,808	77,242
Level 1 maximum	83,590	85,262	88,246	93,100	96,129
20 year Longevity	3,637	3,710	3,840	4,051	4,183
22 year Longevity	4,454	4,543	4,702	4,961	5,122
subject to correction					

**DIRECTORS & ASSISTANT DIRECTORS
ALCOHOL & SUBSTANCE ABUSE**

	9/1/2002	12/01/2003	12/01/2004	11/01/2005	10/01/2006
Director Level 11	74,013	75,493	78,135	82,432	85,114
Director Level 1	67,170	68,513	70,911	74,811	77,245
Assistant Director	53,484	54,554	56,463	59,568	61,506
20 year Longevity	3,089	3,151	3,261	3,440	3,552
22 year Longevity	4,762	4,857	5,027	5,303	5,476
Assignment Differential (AD)	13,405	13,673	14,152	14,930	15,416
Assignment Differential (Dir)	16,140	16,463	17,039	17,976	18,561
subject to correction					

SCHOOL MEDICAL INSPECTORS

	9/1/2002	12/01/2003	12/01/2004	11/01/2005	10/01/2006
Annual	58,362	59,529	61,613	65,002	67,117
Incumbents 6/21/79	63,063	64,324	66,575	70,237	72,523
Hourly - 4%	88.81	90.59	92.37	92.37	95.38
subject to correction					

**TEACHERS PARAPROFESSIONALS GUIDANCE SCHOOL
COUNSELOR SECRETARY**

Extended Time Differential Effective November 1, 2005	4.39%	4.39%	4.18%	4.09%
SOS Differential Effective November 1, 2005	2.75%	2.75%		
New Beginnings School Differential Effective November 1, 2005			2.75%	2.75%
subject to correction				

PARAPROFESSIONAL SALARY SCHEDULE

	SEPT. 1, 2002	DEC. 1, 2004
Teacher Aide	18,203	19,217
Ed. Asst.	20,048	21,165
Ed. Asst. A-1	20,329	21,461
Ed. Asst. A-11	20,605	21,753
Ed. Asst. B	21,389	22,580
Ed. Assoc.	24,461	25,823
Aux. Trainer	25,798	27,235
Bil. Prof. Asst.	25,798	27,235
Ed. Assoc. A./Aux. Trainer A	26,458	27,932
15 year Longevity	1,288	1,360
Occasional Per Diem Para	107.01	112.97
Expense Stipend Prof. Dev. Rate Per Day	34.96	36.36
subject to correction		

PARAPROFESSIONAL SALARY SCHEDULE

	DEC. 1, 2003
Teacher Aide	18,567
Ed. Asst.	20,449
Ed. Asst. A-1	20,736