

STIPULATION OF AGREEMENT made and entered into by and between the negotiating committees for the Commack Union Free School District (“the District”) and Commack Teacher Association (“the Association”).

WHEREAS, the parties have engaged in good faith negotiations in an effort to arrive at a successor agreement to the contract that covered the period July 1, 2021 through June 30, 2023 and expired on June 30, 2023; and

WHEREAS, the parties have arrived at a tentative agreement for an agreement that covers the period July 1, 2023 through June 30, 2028; and

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties hereby stipulate and agree as follows:

1. The provisions of this Agreement are subject to ratification by the Association’s membership and ratification and approval by the Board of Education.
2. The signatories below and their negotiating committees agree to recommend this Agreement for ratification/approval.
3. All proposals not covered herein made by either party during the course of negotiations will be deemed dropped.
4. A copy of this original document has been furnished to representatives of the Association.
5. Cover Page. Replace “2021” with “2023” and “2023” with “2028.”
6. Article V, Paragraph 5.08. The current language is hereby deleted and replaced with:
 “The instructor rate for all District and Commack Teacher Center in-service courses will be **\$100.75** per hour, which will be indexed at the contractual rate for all years of the Agreement.

2023-2024 (Effective	2024-2025	2025-2026	2026-2027	2027-2028
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8/30/2023)				
\$102.77	\$104.57	\$106.40	\$108.00	\$109.62

7. Article V, Paragraph 5.09. The current language is hereby deleted and replaced with: "When training of professional staff is required outside the normal workday, the hourly stipend will be:

2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
\$54.78	\$55.74	\$56.72	\$57.58	\$58.45

8. Article V, Paragraph 5.13. The first chart of Paragraph 5.13 is hereby deleted and replaced with:

	2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
BA	\$54.74	\$55.75	\$56.68	\$57.54	\$58.41
MA	\$65.97	\$67.13	\$68.31	\$69.34	\$70.39

9. Article V, Paragraph 5.13: The second chart of Paragraph 5.13 is hereby deleted and replaced with:

	2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
BA	\$82.11	\$83.55	\$85.02	\$86.30	\$87.60
MA	\$98.92	\$100.66	\$102.43	\$103.97	\$105.53

10. Article V, Paragraph 5.13: The third chart of Paragraph 5.13 is hereby deleted and replaced with:

	2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
Elementary Level Per Diem Rate	\$80.39	\$81.80	\$83.24	\$84.49	\$85.76

Secondary Level Per Covered Class Period Rate	\$16.08	\$16.37	\$16.66	\$16.91	\$17.17
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Settled
H/S

11. Article VI, Paragraph 6.02: The chart is hereby deleted and replaced with:

Lead Teachers, Teachers and Counselors:				
2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
\$2,173	\$2,212	\$2,251	\$2,285	\$2,320
Teaching Assistants				
2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
\$1,043	\$1,062	\$1,081	\$1,098	\$1,115

12. Article VII, Paragraph 7.01: The current language is hereby deleted and replaced with: "The 2023-2024, 2024-2025, 2025-2026, 2026-2027, and 2027-2028 teachers' salary schedules will be set forth in Appendices A-1, A-2, A-3, A-4 and A-5. All teachers will be paid in accordance with these schedules."

13. Article VIII, Paragraph 8.01: The current language is hereby deleted and replaced with: "The Board will maintain a Group Medical, Excess Major Medical and Dental program. Effective 8/30/2023, unit members' contribution will be:

2023-2024	21%
2024-2025	21%
2025-2026	21.5%
2026-2027	21.75%
2027-2028	22%

A summary of these plans will be provided to all members as per past practice."

14. Article VIII, Paragraph 8.04(a): The current language is hereby deleted and

replaced with: “In the event a member retires in the year that they are first eligible, the Board will pay 100% of the individual or the employer contribution percentage of the family premium cost of the plan provided in 8.01 then in effect in his or her final year of service in the District, excluding dental coverage, for a retired member; provided, however, any member who is first eligible to retire in or before the 2023-2024 school year, will be entitled to this benefit if he or she retires on June 30, 2024 or June 30, 2025. Any member who was eligible to retire prior to the 2023-2024 school year will be considered first eligible for purposes of this paragraph in the 2023-2024 school year. If the member does not retire when he or she is first eligible, the Board will pay 100% of the individual or 35% of the family premium cost of the plan provided in 8.01, excluding dental coverage, for a retired member. The retired member will have the option at his/her own expense to elect the dental coverage.”

15. Article XI, Paragraph 11(A).01: The chart is hereby deleted and replaced with:

Step	2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
1	\$3,605	\$3,669	\$3,734	\$3,791	\$3,848
2	\$4,334	\$4,410	\$4,488	\$4,556	\$4,625
3	\$4,932	\$5,019	\$5,107	\$5,184	\$5,262
4	\$5,779	\$5,881	\$5,984	\$6,074	\$6,166
5	\$6,496	\$6,610	\$6,726	\$6,827	\$6,930

16. Article XI, Paragraph 11(B).02: The current language is hereby deleted and replaced with: “All teacher assistants will be compensated in accordance with the following schedule. Effective August 30, 2023, each step on the salary schedule will be increased by 2%. Effective for the 2024-2025 school year, each step on the salary schedule will be increased by

1.75%. Effective for the 2025-2026 school year, each step on the salary schedule will be increased by 1.75%. Effective for the 2026-2027 school year, each step on the salary schedule will be increased by 1.5%. Effective for the 2027-2028 school year, each step on the salary schedule will be increased by 1.5%. Placement on step will be determined by experience as a teacher assistant only.

Step	2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
1	38,575	39,251	39,938	40,538	41,147
2	39,539	40,231	40,936	41,551	42,175
3	40,528	41,238	41,960	42,590	43,229
4	41,541	42,268	43,008	43,654	44,309
5	42,579	43,325	44,084	44,746	45,418
6	43,643	44,407	45,185	45,863	46,551
7	44,736	45,519	46,316	47,011	47,717
8	45,854	46,657	47,474	48,187	48,910
9	47,000	47,823	48,660	49,390	50,131
10	48,175	49,019	49,877	50,626	51,386
11	49,379	50,244	51,124	51,891	52,670
12	50,613	51,499	52,401	53,188	53,986
13	51,880	52,788	53,712	54,518	55,336
14	53,175	54,106	55,053	55,879	56,718
15	54,505	55,459	56,430	57,277	58,137

17. Article XI, Paragraph 11(B).04: The chart is hereby deleted and replaced with:

2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
\$3,548	\$3,611	\$3,675	\$3,731	\$3,787

18. Article XI, Paragraph 11(C).02: The chart is hereby deleted and replaced with:

2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
\$44,097	\$44,869	\$45,655	\$46,340	\$47,036

19. Article XI, Paragraph 11(D).01: The chart is hereby deleted and replaced with:

2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
\$8,048	\$8,189	\$8,333	\$8,458	\$8,585

20. Article XI, Paragraph 11(E).04: The chart is hereby deleted and replaced with:

Step	2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
1	\$2,342	\$2,383	\$2,425	\$2,462	\$2,499
2	\$2,863	\$2,914	\$2,965	\$3,010	\$3,056
3	\$3,382	\$3,442	\$3,503	\$3,556	\$3,610

21. Article XI, Paragraph 11(E).05: The current language is hereby deleted and replaced with: “Effective August 30, 2023, each step on the salary schedule will be increased by 2%. Effective for the 2024-2025 school year, each step on the salary schedule will be increased by 1.75%. Effective for the 2025-2026 school year, each step on the salary schedule will be increased by 1.75%. Effective for the 2026-2027 school year, each step on the salary schedule will be increased by 1.5%. Effective for the 2027-2028 school year, each step on the salary schedule will be increased by 1.5%.”

Step	2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
1	\$47,226	\$48,053	\$48,894	\$49,628	\$50,373
2	48,408	49,256	50,118	50,870	51,634
3	49,617	50,486	51,370	52,141	52,924
4	50,859	51,750	52,656	53,446	54,248
5	52,129	53,042	53,971	54,781	55,603
6	53,433	54,369	55,321	56,151	56,994
7	54,769	55,728	56,704	57,555	58,419
8	56,137	57,120	58,120	58,992	59,877
9	57,541	58,548	59,573	60,467	61,375
10	58,980	60,013	61,064	61,980	62,910
11	60,455	61,513	62,590	63,529	64,482
12	61,967	63,052	64,156	65,119	66,096
13	63,515	64,627	65,758	66,745	67,747
14	65,102	66,242	67,402	68,414	69,441
15	66,730	67,898	69,087	70,124	71,176
16	68,399	69,596	70,814	71,877	72,956
17	70,108	71,335	72,584	73,673	74,779
18	71,861	73,119	74,399	75,515	76,648
19	73,657	74,946	76,258	77,402	78,564
20	75,498	76,820	78,165	79,338	80,529

22. Article XI, Paragraph 11(G): The first two sentences of the current paragraph is

hereby deleted and replaced with: “The rate of pay for MAAP Mentors will be per annum: **\$3,288** (with 5 – 7 mentees). This amount will be indexed for every year of the Agreement: 2024-2025, **\$3,346**; 2025-2026, **\$3,405**; 2026-2027, **\$3,457**; and 2027-2028, **\$3,509**.”

23. Article XI, Paragraph 11(H): The second paragraph of the section is hereby deleted and replaced with: “The District will pay a stipend of **\$5,473.85** in total to the assistant supervisors of SAT and ACT testing for administering the SAT and ACT examinations. The stipend will be increased by the base salary increase(s) set forth in Appendix B(1). If there is one person who is appointed as the supervisor, he or she will receive the entire stipend. If more than one person is appointed as a supervisor of SAT and ACT testing, such stipend will be divided between or among them in proportion to the percentage of the position that he or she is assigned. For example, if member A is assigned 80% of the work and member B is assigned 20% of the work, member A will receive 80% of the stipend and member B will receive 20% of the stipend.”

24. Article XIV, Paragraph 14.01: The chart in this Paragraph is hereby deleted and replaced with:

	2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
Teacher	\$79.90	\$81.30	\$82.73	\$83.98	\$85.24
Teaching Assistant	\$53.26	\$54.20	\$55.15	\$55.98	\$56.82
Nurse	\$79.90	\$81.30	\$82.73	\$83.98	\$85.24

25. Article XIV, Paragraph 14.03: The current language is revised by adding the following to the end of the paragraph: “The leave allowance is capped at 6 days. Members who currently have more than 6 days will not acquire any additional summer leave days until their summer leave allowance bank is lower than 6 days.”

26. Article XV, Paragraph 15.01: The chart in this Paragraph is hereby deleted and replaced with:

	2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
Rate	\$53.38	\$54.32	\$55.28	\$56.11	\$56.96

27. Article XVI, Paragraph 16.03(1): The current language is hereby deleted and replaced with: “The total student load of English and Social Studies will not exceed 135 students. No class may exceed 29 students except upon prior written consent of the CTA.”

28. Article XVI, Paragraph 16.03(2): The last sentence of the current language is hereby deleted and replaced with: “No class may exceed 29 students.”

29. Article XVI, Paragraph 16.06(f): The chart in this Paragraph is hereby deleted and replaced with:

Technology Teacher (Above 110 student load listed in 1.03.5)	Academic Teacher (Above 135 student load listed in 16.03 #1, 2, 3)	Full Year Stipend
186-220	228-270	2023-2024: \$5,230 2024-2025: \$5,322 2025-2026: \$5,416 2026-2027: \$5,498 2027-2028: \$5,581
149-185	182-227	2023-2024: \$3,400 2024-2025: \$3,460 2025-2026: \$3,521 2026-2027: \$3,574 2027-2028: \$3,628
111-148	136-181	2023-2024: \$2,223 2024-2025: \$2,262 2025-2026: \$2,302 2026-2027: \$2,337 2027-2028: \$2,373

30. Article XXIII, Paragraph 23.02: The chart is hereby deleted and replaced with:

2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
\$37.21	\$37.87	\$38.54	\$39.12	\$39.71

31. Appendix A-1, Appendix A-1a, Appendix A-2, Appendix A-2a: These

Appendixes are hereby deleted and replaced with the following:

APPENDIX A-1

2023-24 SALARY SCHEDULE FOR TEACHERS

STEP	BA	MA	MA+30	MA+45	MA+60	Ph.D
1	\$54,739	\$65,956	\$70,565	\$0	\$74,990	\$76,769
2	\$56,382	\$67,935	\$72,684	\$0	\$77,241	\$79,073
3	\$58,072	\$70,629	\$75,568	\$0	\$79,558	\$81,444
4	\$59,815	\$72,749	\$77,109	\$0	\$81,944	\$83,887
5	\$61,610	\$74,932	\$79,424	\$0	\$84,403	\$87,217
6	\$63,458	\$76,460	\$81,806	\$0	\$86,936	\$89,833
7	\$65,362	\$78,754	\$85,051	\$0	\$89,542	\$91,666
8	\$67,322	\$81,880	\$86,787	\$0	\$92,230	\$94,417
9	\$69,342	\$83,551	\$89,391	\$0	\$94,996	\$97,248
10	\$71,423	\$86,057	\$92,073	\$0	\$97,847	\$100,167
11	\$73,565	\$88,637	\$94,835	\$0	\$101,716	\$103,171
12	\$75,403	\$90,854	\$97,205	\$0	\$103,302	\$105,751
13	\$77,289	\$93,125	\$99,636	\$0	\$105,883	\$108,882
14	\$79,222	\$95,454	\$102,127	\$0	\$109,019	\$111,105
15	\$81,202	\$97,841	\$104,680	\$0	\$111,244	\$113,882
16	\$83,231	\$100,287	\$107,298	\$0	\$114,025	\$116,728
17	\$85,313	\$102,793	\$109,864	\$0	\$116,875	\$119,648
18	\$87,445	\$105,837	\$112,729	\$0	\$119,797	\$122,639
19	\$89,632	\$108,688	\$115,547	\$0	\$122,792	\$125,703
20	\$91,872	\$110,697	\$118,437	\$0	\$125,863	\$129,425
21	\$94,169	\$113,465	\$121,398	\$0	\$129,009	\$132,067
22	\$96,523	\$116,301	\$124,431	\$0	\$132,234	\$135,369
23	\$98,935	\$119,209	\$127,543	\$0	\$135,540	\$138,754
24	\$101,410	\$122,188	\$130,731	\$0	\$138,929	\$142,223
25	\$103,946	\$125,244	\$133,999	\$0	\$142,402	\$145,778
26	\$106,545	\$128,374	\$137,350	\$0	\$145,962	\$149,422
27	\$109,207	\$131,584	\$140,784	\$0	\$149,611	\$153,158

28	\$111,938	\$134,873	\$144,303	\$0	\$153,351	\$156,988
29	\$114,736	\$138,245	\$147,910	\$153,743	\$157,185	\$160,912
30	\$117,604	\$141,702	\$151,608	\$157,574	\$161,114	\$164,934

APPENDIX A-1 a.**2023-2024 LABORATORY ASSISTANT'S SCHEDULE**

STEP	2-YEAR COLLEGE	BA
1	\$43,795	\$53,404
2	\$47,629	\$55,571
3	\$49,794	\$57,739
4	\$52,958	\$60,896
5	\$55,121	\$63,059
6	\$58,374	\$66,315

APPENDIX A-2**2024-25 SALARY SCHEDULE FOR TEACHERS**

STEP	BA	MA	MA+30	MA+45	MA+60	Ph.D
1	\$55,697	\$67,111	\$71,800	\$0	\$76,303	\$78,113
2	\$57,369	\$69,124	\$73,956	\$0	\$78,593	\$80,457
3	\$59,089	\$71,866	\$76,891	\$0	\$80,951	\$82,870
4	\$60,862	\$74,023	\$78,459	\$0	\$83,379	\$85,356
5	\$62,689	\$76,244	\$80,814	\$0	\$85,881	\$88,744
6	\$64,569	\$77,799	\$83,238	\$0	\$88,458	\$91,406
7	\$66,506	\$80,133	\$86,540	\$0	\$91,109	\$93,271
8	\$68,501	\$83,313	\$88,306	\$0	\$93,845	\$96,070
9	\$70,556	\$85,014	\$90,956	\$0	\$96,659	\$98,950
10	\$72,673	\$87,563	\$93,685	\$0	\$99,560	\$101,920
11	\$74,853	\$90,189	\$96,495	\$0	\$103,497	\$104,977
12	\$76,723	\$92,444	\$98,907	\$0	\$105,110	\$107,602
13	\$78,642	\$94,755	\$101,380	\$0	\$107,736	\$110,788
14	\$80,609	\$97,125	\$103,915	\$0	\$110,927	\$113,050
15	\$82,624	\$99,554	\$106,512	\$0	\$113,191	\$115,875
16	\$84,688	\$102,043	\$109,176	\$0	\$116,021	\$118,771
17	\$86,806	\$104,592	\$111,787	\$0	\$118,921	\$121,742
18	\$88,976	\$107,690	\$114,702	\$0	\$121,894	\$124,786
19	\$91,201	\$110,591	\$117,570	\$0	\$124,941	\$127,903
20	\$93,480	\$112,635	\$120,510	\$0	\$128,066	\$131,690

21	\$95,817	\$115,451	\$123,523	\$0	\$131,267	\$134,379
22	\$98,213	\$118,337	\$126,609	\$0	\$134,549	\$137,738
23	\$100,667	\$121,296	\$129,776	\$0	\$137,912	\$141,183
24	\$103,185	\$124,327	\$133,019	\$0	\$141,361	\$144,712
25	\$105,766	\$127,436	\$136,344	\$0	\$144,895	\$148,330
26	\$108,410	\$130,621	\$139,754	\$0	\$148,517	\$152,037
27	\$111,119	\$133,887	\$143,248	\$0	\$152,230	\$155,839
28	\$113,897	\$137,234	\$146,829	\$0	\$156,035	\$159,736
29	\$116,744	\$140,665	\$150,499	\$156,434	\$159,936	\$163,728
30	\$119,663	\$144,182	\$154,262	\$160,332	\$163,934	\$167,821

APPENDIX A-2 a.
2024-2025 LABORATORY ASSISTANT'S SCHEDULE

STEP	2-YEAR COLLEGE	BA
1	\$44,562	\$54,339
2	\$48,463	\$56,544
3	\$50,666	\$58,750
4	\$53,885	\$61,962
5	\$56,086	\$64,163
6	\$59,396	\$67,476

32. Appendix A-3, Appendix A-3a, Appendix A-4, Appendix A-4a, Appendix A-5,

Appendix A-5a: The following are hereby added to the Agreement:

APPENDIX A-3
2025-26 SALARY SCHEDULE FOR TEACHERS

STEP	BA	MA	MA+30	MA+45	MA+60	Ph.D
1	\$56,672	\$68,286	\$73,057	\$0	\$77,639	\$79,480
2	\$58,373	\$70,334	\$75,251	\$0	\$79,969	\$81,865
3	\$60,124	\$73,124	\$78,237	\$0	\$82,368	\$84,321
4	\$61,928	\$75,319	\$79,833	\$0	\$84,839	\$86,850
5	\$63,787	\$77,579	\$82,229	\$0	\$87,384	\$90,298
6	\$65,699	\$79,161	\$84,695	\$0	\$90,007	\$93,006
7	\$67,670	\$81,536	\$88,055	\$0	\$92,704	\$94,904
8	\$69,700	\$84,771	\$89,852	\$0	\$95,488	\$97,752
9	\$71,791	\$86,502	\$92,548	\$0	\$98,351	\$100,682
10	\$73,945	\$89,096	\$95,325	\$0	\$101,303	\$103,704
11	\$76,163	\$91,768	\$98,184	\$0	\$105,309	\$106,815

12	\$78,066	\$94,062	\$100,638	\$0	\$106,950	\$109,486
13	\$80,019	\$96,414	\$103,155	\$0	\$109,622	\$112,727
14	\$82,020	\$98,825	\$105,734	\$0	\$112,869	\$115,029
15	\$84,070	\$101,297	\$108,376	\$0	\$115,172	\$117,903
16	\$86,171	\$103,829	\$111,087	\$0	\$118,052	\$120,850
17	\$88,326	\$106,423	\$113,744	\$0	\$121,003	\$123,873
18	\$90,534	\$109,575	\$116,710	\$0	\$124,028	\$126,970
19	\$92,798	\$112,527	\$119,628	\$0	\$127,128	\$130,142
20	\$95,116	\$114,607	\$122,619	\$0	\$130,308	\$133,995
21	\$97,494	\$117,472	\$125,685	\$0	\$133,565	\$136,731
22	\$99,932	\$120,408	\$128,825	\$0	\$136,904	\$140,149
23	\$102,429	\$123,419	\$132,048	\$0	\$140,326	\$143,654
24	\$104,991	\$126,503	\$135,347	\$0	\$143,835	\$147,245
25	\$107,617	\$129,667	\$138,731	\$0	\$147,431	\$150,926
26	\$110,308	\$132,907	\$142,200	\$0	\$151,117	\$154,698
27	\$113,064	\$136,231	\$145,755	\$0	\$154,895	\$158,567
28	\$115,891	\$139,636	\$149,399	\$0	\$158,766	\$162,532
29	\$118,788	\$143,127	\$153,133	\$159,172	\$162,735	\$166,594
30	\$121,758	\$146,706	\$156,962	\$163,138	\$166,803	\$170,758

APPENDIX A-3 a.
2025-2026 LABORATORY ASSISTANT'S SCHEDULE

STEP	2-YEAR COLLEGE	BA
1	\$45,342	\$55,290
2	\$49,312	\$57,534
3	\$51,553	\$59,779
4	\$54,828	\$63,047
5	\$57,068	\$65,286
6	\$60,436	\$68,657

APPENDIX A-4
2026-27 SALARY SCHEDULE FOR TEACHERS

STEP	BA	MA	MA+30	MA+45	MA+60	Ph.D
1	\$57,523	\$69,311	\$74,153	\$0	\$78,804	\$80,673
2	\$59,249	\$71,390	\$76,380	\$0	\$81,169	\$83,093
3	\$61,026	\$74,221	\$79,411	\$0	\$83,604	\$85,586
4	\$62,857	\$76,449	\$81,031	\$0	\$86,112	\$88,153

5	\$64,744	\$78,743	\$83,463	\$0	\$88,695	\$91,653
6	\$66,685	\$80,349	\$85,966	\$0	\$91,358	\$94,402
7	\$68,686	\$82,760	\$89,376	\$0	\$94,095	\$96,328
8	\$70,746	\$86,043	\$91,200	\$0	\$96,921	\$99,219
9	\$72,868	\$87,800	\$93,937	\$0	\$99,827	\$102,193
10	\$75,055	\$90,433	\$96,755	\$0	\$102,823	\$105,260
11	\$77,306	\$93,145	\$99,657	\$0	\$106,889	\$108,418
12	\$79,237	\$95,473	\$102,148	\$0	\$108,555	\$111,129
13	\$81,220	\$97,861	\$104,703	\$0	\$111,267	\$114,418
14	\$83,251	\$100,308	\$107,321	\$0	\$114,563	\$116,755
15	\$85,332	\$102,817	\$110,002	\$0	\$116,900	\$119,672
16	\$87,464	\$105,387	\$112,754	\$0	\$119,823	\$122,663
17	\$89,651	\$108,020	\$115,451	\$0	\$122,819	\$125,732
18	\$91,893	\$111,219	\$118,461	\$0	\$125,889	\$128,875
19	\$94,190	\$114,215	\$121,423	\$0	\$129,035	\$132,095
20	\$96,543	\$116,327	\$124,459	\$0	\$132,263	\$136,005
21	\$98,957	\$119,235	\$127,571	\$0	\$135,569	\$138,782
22	\$101,431	\$122,215	\$130,758	\$0	\$138,958	\$142,252
23	\$103,966	\$125,271	\$134,029	\$0	\$142,431	\$145,809
24	\$106,566	\$128,401	\$137,378	\$0	\$145,993	\$149,454
25	\$109,232	\$131,613	\$140,812	\$0	\$149,643	\$153,190
26	\$111,963	\$134,901	\$144,333	\$0	\$153,384	\$157,019
27	\$114,760	\$138,275	\$147,942	\$0	\$157,219	\$160,946
28	\$117,630	\$141,731	\$151,640	\$0	\$161,148	\$164,970
29	\$120,570	\$145,274	\$155,430	\$161,560	\$165,177	\$169,093
30	\$123,585	\$148,907	\$159,317	\$165,586	\$169,306	\$173,320

APPENDIX A-4 a.**2026-2027 LABORATORY ASSISTANT'S SCHEDULE**

STEP	2-YEAR COLLEGE	BA
1	\$46,023	\$56,120
2	\$50,052	\$58,398
3	\$52,327	\$60,676
4	\$55,651	\$63,993
5	\$57,925	\$66,266
6	\$61,343	\$69,687

APPENDIX A-5**2027-28 SALARY SCHEDULE FOR TEACHERS**

STEP	BA	MA	MA+30	MA+45	MA+60	Ph.D
1	\$58,386	\$70,351	\$75,266	\$0	\$79,987	\$81,884
2	\$60,138	\$72,461	\$77,526	\$0	\$82,387	\$84,340
3	\$61,942	\$75,335	\$80,603	\$0	\$84,859	\$86,870
4	\$63,800	\$77,596	\$82,247	\$0	\$87,404	\$89,476
5	\$65,716	\$79,925	\$84,715	\$0	\$90,026	\$93,028
6	\$67,686	\$81,555	\$87,256	\$0	\$92,729	\$95,819
7	\$69,717	\$84,002	\$90,717	\$0	\$95,507	\$97,773
8	\$71,808	\$87,334	\$92,568	\$0	\$98,375	\$100,708
9	\$73,962	\$89,117	\$95,347	\$0	\$101,325	\$103,726
10	\$76,181	\$91,790	\$98,207	\$0	\$104,366	\$106,839
11	\$78,466	\$94,543	\$101,152	\$0	\$108,493	\$110,045
12	\$80,426	\$96,906	\$103,681	\$0	\$110,184	\$112,796
13	\$82,439	\$99,329	\$106,274	\$0	\$112,937	\$116,135
14	\$84,500	\$101,813	\$108,931	\$0	\$116,282	\$118,507
15	\$86,612	\$104,360	\$111,653	\$0	\$118,654	\$121,468
16	\$88,776	\$106,968	\$114,446	\$0	\$121,621	\$124,503
17	\$90,996	\$109,641	\$117,183	\$0	\$124,662	\$127,618
18	\$93,272	\$112,888	\$120,238	\$0	\$127,778	\$130,809
19	\$95,603	\$115,929	\$123,245	\$0	\$130,971	\$134,077
20	\$97,992	\$118,072	\$126,326	\$0	\$134,247	\$138,046
21	\$100,442	\$121,024	\$129,485	\$0	\$137,603	\$140,864
22	\$102,953	\$124,049	\$132,720	\$0	\$141,043	\$144,386
23	\$105,526	\$127,151	\$136,040	\$0	\$144,568	\$147,997
24	\$108,165	\$130,328	\$139,439	\$0	\$148,183	\$151,696
25	\$110,871	\$133,588	\$142,925	\$0	\$151,888	\$155,488
26	\$113,643	\$136,925	\$146,498	\$0	\$155,685	\$159,375
27	\$116,482	\$140,350	\$150,162	\$0	\$159,578	\$163,361
28	\$119,395	\$143,857	\$153,915	\$0	\$163,566	\$167,445
29	\$122,379	\$147,454	\$157,762	\$163,984	\$167,655	\$171,630
30	\$125,439	\$151,141	\$161,707	\$168,070	\$171,846	\$175,920

APPENDIX A-5 a.
2027-2028 LABORATORY ASSISTANT'S SCHEDULE

STEP	2-YEAR COLLEGE	BA
1	\$46,714	\$56,962
2	\$50,803	\$59,274
3	\$53,112	\$61,587

4	\$56,486	\$64,953
5	\$58,794	\$67,260
6	\$62,264	\$70,733

33. Appendix B, Paragraph 1: The first sentence of this Paragraph is hereby deleted and replaced with: Salary increases on the salary schedule will be as follows:

Effective on August 30, 2023: 2% plus step movement.

2024-2025: 1.75% plus step movement.

2025-2026: 1.75% plus step movement.

2026-2027: 1.5% plus step movement.

2027-2028: 1.5% plus step movement.

34. Appendix B, Paragraph 4: The chart is hereby deleted and replaced with:

2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
\$434.44	\$442.05	\$449.79	\$456.54	\$463.39

35. Appendix B, Paragraph 21: The following sentence is added after the current first sentence: “Any unit member hired after September 1, 2023 will not receive an annual career stipend of \$1,000. Any teacher assistant and lab assistant will receive an annual career stipend of \$300, to be paid as part of his/her regular salary, upon completing 10 years of credited, full time, uninterrupted District service as a teacher assistant and/or lab assistant.”

36. Appendix D, Paragraph 1: The current language is hereby deleted and replaced with: “Interscholastic salaries will be increased over the course of this Agreement as follows:

Effective August 30, 2023: Each step on the salary schedule will be increased by 2%

2024-2025: Each step on the salary schedule will be increased by 1.75%

2025-2026: Each step on the salary schedule will be increased by 1.75%

2026-2027: Each step on the salary schedule will be increased by 1.5%

2027-2028: Each step on the salary schedule will be increased by 1.5%”

37. Appendix D, Paragraph 7: The chart is hereby deleted and replaced with:

2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
\$37.51	\$38.17	\$38.84	\$39.43	\$40.03

38. Appendix D-1 (Varsity Schedule Step 5): Appendix D-1 is hereby deleted and replaced with the attached:

APPENDIX D-1 Varsity Schedule Step 5
Refer to Appendix D #4 for steps 1-4

	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Badminton	\$7,802	\$7,939	\$8,078	\$8,200	\$8,323
Badminton Asst	\$6,241	\$6,351	\$6,463	\$6,560	\$6,659
Badminton Head	\$6,241	\$6,351	\$6,463	\$6,560	\$6,659
Baseball	\$9,823	\$9,995	\$10,170	\$10,323	\$10,478
Baseball Assistant	\$8,829	\$8,984	\$9,142	\$9,280	\$9,420
Basketball	\$11,035	\$11,229	\$11,426	\$11,598	\$11,772
Basketball Assistant	\$8,829	\$8,984	\$9,142	\$9,280	\$9,420
Bowling	\$7,595	\$7,728	\$7,864	\$7,982	\$8,102
Cheerleading	\$11,796	\$12,003	\$12,214	\$12,398	\$12,584
Cheerleading Assist	\$9,438	\$9,604	\$9,773	\$9,920	\$10,069
Cross Country	\$8,529	\$8,679	\$8,831	\$8,964	\$9,099
Cross Country Assist	\$6,823	\$6,943	\$7,065	\$7,171	\$7,279
Dance/Kick/Pom	\$11,402	\$11,602	\$11,806	\$11,984	\$12,164
Dance/Kick/Pom Asst	\$9,121	\$9,281	\$9,444	\$9,586	\$9,730
Fencing	\$8,793	\$8,947	\$9,104	\$9,241	\$9,380
Fencing Assistant	\$6,801	\$6,921	\$7,043	\$7,149	\$7,257
Field Hockey	\$9,205	\$9,367	\$9,531	\$9,674	\$9,820
Field Hockey Assist	\$7,363	\$7,492	\$7,624	\$7,739	\$7,856
Football	\$11,643	\$11,847	\$12,055	\$12,236	\$12,420
Football Assistant	\$9,492	\$9,659	\$9,829	\$9,977	\$10,127
Golf, Boys	\$7,109	\$7,234	\$7,361	\$7,472	\$7,585
Golf, Girls	\$7,595	\$7,728	\$7,864	\$7,982	\$8,102
Gymnastics	\$9,133	\$9,293	\$9,456	\$9,598	\$9,742

Gymnastics Assistant	\$6,706	\$6,824	\$6,944	\$7,049	\$7,155
Lacrosse	\$9,823	\$9,995	\$10,170	\$10,323	\$10,478
Lacrosse Assistant	\$7,859	\$7,997	\$8,137	\$8,260	\$8,384
Soccer	\$9,205	\$9,367	\$9,531	\$9,674	\$9,820
Soccer Assistant	\$7,623	\$7,757	\$7,893	\$8,012	\$8,133
Softball	\$9,823	\$9,995	\$10,170	\$10,323	\$10,478
Softball Assistant	\$7,859	\$7,997	\$8,137	\$8,260	\$8,384
Swimming	\$9,133	\$9,293	\$9,456	\$9,598	\$9,742
Swimming Assist	\$7,307	\$7,435	\$7,566	\$7,680	\$7,796
Tennis, Boys	\$9,530	\$9,697	\$9,867	\$10,016	\$10,167
Tennis, Girls	\$8,477	\$8,626	\$8,777	\$8,909	\$9,043
Track	\$9,444	\$9,610	\$9,779	\$9,926	\$10,075
Track Assistant	\$7,512	\$7,644	\$7,778	\$7,895	\$8,014
Volleyball	\$9,205	\$9,367	\$9,531	\$9,674	\$9,820
Winter Track	\$9,479	\$9,645	\$9,814	\$9,962	\$10,112
Winter Track Asst	\$7,551	\$7,684	\$7,819	\$7,937	\$8,057
Wrestling	\$11,035	\$11,229	\$11,426	\$11,598	\$11,772
Wrestling Assist	\$8,829	\$8,984	\$9,142	\$9,280	\$9,420

39. Appendix D-2 (Junior Varsity Schedule Step 5): Appendix D-2 is hereby deleted and replaced with the attached:

APPENDIX D-2 Junior Varsity Schedule Step 5
Refer to Appendix D #4 for steps 1-4

	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Baseball	\$7,604	\$7,738	\$7,874	\$7,993	\$8,113
Basketball	\$8,231	\$8,376	\$8,523	\$8,651	\$8,781
Cheerleading	\$9,440	\$9,606	\$9,775	\$9,922	\$10,071
Dance/Kick/Pom	\$9,440	\$9,606	\$9,775	\$9,922	\$10,071
Dance/Kick/Pom Asst	\$7,551	\$7,684	\$7,819	\$7,937	\$8,057
Field Hockey	\$6,998	\$7,121	\$7,246	\$7,355	\$7,466
Football	\$9,292	\$9,455	\$9,621	\$9,766	\$9,913
Football Assistant	\$8,605	\$8,756	\$8,910	\$9,044	\$9,180
Football Head	N/A	N/A	N/A	N/A	N/A
Golf	\$5,823	\$5,925	\$6,029	\$6,120	\$6,212
Lacrosse	\$7,605	\$7,739	\$7,875	\$7,994	\$8,114
Lacrosse Assistant	\$7,316	\$7,445	\$7,576	\$7,690	\$7,806
Soccer	\$6,997	\$7,120	\$7,245	\$7,354	\$7,465
Softball	\$7,605	\$7,739	\$7,875	\$7,994	\$8,114
Tennis, Boys	\$7,335	\$7,464	\$7,595	\$7,709	\$7,825
Tennis, Girls	\$6,365	\$6,477	\$6,591	\$6,690	\$6,791
Volleyball	\$6,997	\$7,120	\$7,245	\$7,354	\$7,465
Wrestling	\$8,231	\$8,376	\$8,523	\$8,651	\$8,781

40. Appendix D-3 (Middle School): Appendix D-3 is hereby deleted and replaced

with the attached:

APPENDIX D-3 Middle School Schedule Step 5

Refer to Appendix D #4 for steps 1-4

	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Baseball	\$6,301	\$6,412	\$6,525	\$6,623	\$6,723
Basketball	\$6,954	\$7,076	\$7,200	\$7,308	\$7,418
Cheerleading	\$6,737	\$6,855	\$6,975	\$7,080	\$7,187
Cross Country	\$6,301	\$6,412	\$6,525	\$6,623	\$6,723
Cross Country Asst	\$5,040	\$5,129	\$5,219	\$5,298	\$5,378
Dance/Kick/Pom	\$9,468	\$9,634	\$9,803	\$9,951	\$10,101
Dance/Kick/Pom Asst	\$7,575	\$7,708	\$7,843	\$7,961	\$8,081
Field Hockey	\$6,301	\$6,412	\$6,525	\$6,623	\$6,723
Football	\$6,874	\$6,995	\$7,118	\$7,225	\$7,334
Football Assistant	\$6,301	\$6,412	\$6,525	\$6,623	\$6,723
Gymnastics, Boys	\$6,954	\$7,076	\$7,200	\$7,308	\$7,418
Gymnastics, Girls	\$6,874	\$6,995	\$7,118	\$7,225	\$7,334
Gymnastics Girls Asst	\$6,301	\$6,412	\$6,525	\$6,623	\$6,723
Lacrosse	\$6,301	\$6,412	\$6,525	\$6,623	\$6,723
Lacrosse Assistant	\$5,670	\$5,770	\$5,871	\$5,960	\$6,050
Soccer	\$6,301	\$6,412	\$6,525	\$6,623	\$6,723
Softball	\$6,301	\$6,412	\$6,525	\$6,623	\$6,723
Tennis	\$6,301	\$6,412	\$6,525	\$6,623	\$6,723
Tennis Asst	\$5,670	\$5,770	\$5,871	\$5,960	\$6,050
Track	\$6,874	\$6,995	\$7,118	\$7,225	\$7,334
Track Assistant	\$6,301	\$6,412	\$6,525	\$6,623	\$6,723
Volleyball	\$6,954	\$7,076	\$7,200	\$7,308	\$7,418
Wrestling	\$7,561	\$7,694	\$7,829	\$7,947	\$8,067
Wrestling Assistant	\$6,954	\$7,076	\$7,200	\$7,308	\$7,418

41. Appendix D-4 (JV 9): Appendix D-4 is hereby deleted and replaced with the

attached:

APPENDIX D-4 JV9 Step 5

Refer to Appendix D #4 for steps 1-4

	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Baseball	\$6,624	\$6,740	\$6,858	\$6,961	\$7,066
Basketball	\$7,640	\$7,774	\$7,911	\$8,030	\$8,151
Cheerleading	\$8,651	\$8,803	\$8,958	\$9,093	\$9,230
Football	\$8,341	\$8,487	\$8,636	\$8,766	\$8,898
Football Assistant	\$7,670	\$7,805	\$7,942	\$8,062	\$8,183
Lacrosse	\$6,624	\$6,740	\$6,858	\$6,961	\$7,066
Soccer	\$6,624	\$6,740	\$6,858	\$6,961	\$7,066

Softball	\$6,624	\$6,740	\$6,858	\$6,961	\$7,066
Football JV9	N/A	N/A	N/A	N/A	N/A

42. Appendix D-5 (Intramural Salary Schedule): Appendix D-5 is hereby deleted and replaced with the attached:

APPENDIX D-5
INTRAMURAL SALARY SCHEDULES

Step	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
1	\$42.22	\$42.96	\$43.72	\$44.38	\$45.05
2	\$44.39	\$45.17	\$45.97	\$46.66	\$47.36
3	\$54.14	\$55.09	\$56.06	\$56.91	\$57.77

43. Appendix E-1: The opening language of the Appendix is hereby deleted and replaced with: “The value of one scale unit for co-curricular compensation is **\$1,136.82** per scale unit for the 2023-2024 school year, **\$1,156.72** per scale unit for the 2024-2025 school year, **\$1,176.97** per scale unit for the 2025-2026 school year, **\$1,194.63** per scale unit for the 2026-2027 school year, **\$1,212.55** per scale unit for the 2027-2028 school year.”

44. Appendix E-3(a): The chart is hereby deleted and replaced with:

	2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
After School	\$32.64	\$33.22	\$33.81	\$34.32	\$34.84
Evening/Weekend	\$43.54	\$44.31	\$45.09	\$45.77	\$46.46
Overnight	\$239.44	\$243.64	\$247.91	\$251.63	\$255.41

45. Appendix E-3(b): The chart is hereby deleted and replaced with:

2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
\$186.76	\$190.03	\$193.36	\$196.27	\$199.22

46. Appendix E-3(d): The chart is hereby deleted and replaced with:

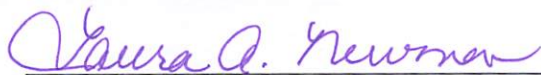
	2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
Per Hour	\$64.64	\$65.78	\$66.94	\$67.95	\$68.97
Per 90 Minutes	\$96.96	\$98.66	\$100.39	\$101.90	\$103.43

CONTINUED ON NEXT PAGE

47. Appendix E-4: The chart is hereby deleted and replaced with:

	2023-2024 (Effective 8/30/2023)	2024-2025	2025-2026	2026-2027	2027-2028
Instructor Rate	\$302.75	\$308.05	\$313.45	\$318.16	\$322.94
Chaperones	\$151.38	\$154.03	\$156.73	\$159.09	\$161.48
Coor. 6-day	\$1,059.69	\$1,078.24	\$1,097.11	\$1,113.57	\$1,130.28
Coor. 5-day	\$908.33	\$924.23	\$940.41	\$954.52	\$968.84

FOR THE DISTRICT:



Laura Newman

Date: 9/7/23



Scott Oshrin

Date: 9/6/23

FOR THE UNION:



Joseph Bisulca, President

Date: 9/6/23



Rob Turissini

Date: 9/7/23



Bart Ayres

Date: 9/6/23