

AGREEMENT
BETWEEN
THE BOARD OF EDUCATION OF THE
SCARSDALE UNION FREE SCHOOL DISTRICT
and
THE
MANAGERS & DISTRICT SERVICES
ASSOCIATION

JULY 1, 2021 - JUNE 30, 2025

AGREEMENT made effective the 1st day of July, 2016 by and between the BOARD OF EDUCATION OF THE SCARSDALE UNION FREE SCHOOL DISTRICT, County of Westchester, State of New York (hereinafter called the "Board") and the MANAGERS AND DISTRICT SERVICES ASSOCIATION (SAANYS) (hereinafter called "MADSA").

WITNESSETH:

WHEREAS, MADSA has been certified as the exclusive negotiating representative for all employees of the Board holding the titles set forth below, and has negotiated with the Board;

NOW, THEREFORE, it is mutually agreed as follows:

ARTICLE 1 - Bargaining Unit

The bargaining unit shall consist of all employees of the Board holding the following titles:

DIRECTOR OF FACILITIES, COMPUTER SYSTEMS MANAGER, MANAGER - EDUCATIONAL TECHNOLOGY, NETWORK ADMINISTRATOR, SUPERVISOR OF TRANSPORTATION, DATABASE MANAGER, ASST DIR OF SCHOOL FACILITIES OPERATIONS & MAINTENANCE, PURCHASING & TRANSPORTATION AGENT, MAINTENANCE FOREPERSON (BLDGS), ASST COMPUTER SYSTEMS MANAGER, ACCOUNTANT, NETWORK SPECIALIST, FACILITATOR-EDUCATIONAL TECHNOLOGY, PUBLIC RELATIONS ASSISTANT, DATA ANALYST, HEAD BUS DRIVER, SCHOOL LUNCH MGR, AUDIO-VISUAL SPECIALIST, AUDIO-VISUAL TECHNICIAN, MICRO COMPUTER TECHNICIAN, COOK-MANAGER, TECHNICAL SUPPORT SPECIALIST, ASSISTANT BUSINESS MANAGER, FOOD SERVICE DIRECTOR II, SYSTEMS ANALYST PROGRAMMER, JUNIOR NETWORK SPECIALIST.

Excluded from the unit are all confidential employees and members of other bargaining units.

ARTICLE 2 - Compensation

A. Salary:

a) The salary schedules for the period July 1, 2021 through June 30, 2022 shall be generated by increasing all steps on the salary schedules for July 1, 2020 by 1.75%. Only those bargaining unit members on the active payroll on November 1, 2021 shall be eligible for any applicable retroactive payment. The salary schedules for the period July 1, 2022 through June 30, 2023 shall be generated by increasing all steps on the salary schedules for July 1, 2021 by 1.65%. The salary schedules for the period July 1, 2023 through June 30, 2024 shall be generated by increasing all steps on the salary schedules for July 1, 2022 by 1.60%. The salary schedules for the period July 1, 2024 through June 30, 2025 shall be generated by increasing all steps on the salary schedules for July 1, 2023 by 1.50%. The salary schedules covering the period July 1, 2021 – June 30, 2025 are attached as "Appendix A". b) An off-schedule recurring payment of \$1,300 shall be made to each member of the bargaining unit employed during the entire 2013-14 school year, including those members employed by the District in other bargaining units in those years, but have since been moved to MADSA, and who were identified in the Memorandum of Agreement dated June 7, 2017. In addition, the off-schedule recurring payment made to members of the bargaining unit during the 2015-16 school year continues,

including the individual named in the Memorandum of Agreement dated June 7, 2017, as follows: \$1,500 for unit members with an annual base salary and longevity of less than \$100,000; \$1,000 for unit members with an annual base salary and longevity of \$100,000 or more.

c) The District may designate a network specialist or specialist(s) to work additional hours beyond the 37.5 hours work week based upon seniority. Such designation will be in writing. The District will incorporate a \$3,000 annual stipend prorated in each payroll to any Network Specialist so designated by the District for the additional hours worked beyond the regular work week as part of such employee’s regular compensation. This stipend amount will only be paid for so long as the network specialist is so designated. Should the designation be removed, written notice shall be given to the employee prior to the stipend being removed from the employee’s compensation.

d) Seven (7) hours of staff development outside of the regular workday are required of all bargaining unit members beginning with the 2021-22 school year. This additional time will not be compensated beyond the regular salary. Such staff development will take place before the start or after the end of a regular workday or days.

The topics and agenda for staff development will be designed collaboratively with input from the leadership of the bargaining unit.

B. Longevity: Members of the bargaining unit meeting the professional standards of the District shall receive a longevity increment upon completion of the following years of service in the District:

Upon completion of	
<u>Years</u>	<u>Stipend</u>
5	\$1,600
10	\$3,100
15	\$4,600
20	\$5,600

C. Covid Payment: A one-time, off schedule payment of two thousand (\$2,000.00) dollars shall be paid no later than the second pay period following ratification of the MOA by the Board of Education. Only those unit members who were employed during the entire 2020-21 school year and who are also on the active payroll as of the date of ratification of the MOA shall be eligible for such payment.

ARTICLE 3 - Leaves of Absence

A. Sick Leave: Sick leave is a privilege which shall be authorized in the event of illness or other physical disability of a member of the bargaining unit as follows:

<u>Year(s)</u>	<u>No. of Days</u>	<u>No. of Accumulated Days</u>
1	20	20
2	20	40
3	20	60
4	15	75
5	15	90
6	15	105

7	15	120
8	15	135
9	15	150
10	15	165
11	15	180

After eleven (11) years, sick leave will be granted at a rate of not more than twenty (20) days a year to a maximum cumulative leave of 240 days. For the purposes of calculating sick leave, “years of service” refers to years of service in the District in any capacity, not just service in a bargaining unit position.

B. Personal Leave: Absence for personal purposes may be authorized by the Superintendent with pay to a maximum of seven (7) days annually. Unused days shall not be accumulated.

Beginning with the 2017-18 school year, unit members will be allowed to place up to three unused personal days into an individual crisis bank. Banking of such days may not begin until the end of the year in which the employee serves on permanent status. The days in the bank may not exceed 10 in number at any time. The request may be made to the Assistant Superintendent for Human Resources to use such days. The application must reflect circumstances which generate the need to use such days relating to dying or death of a parent, spouse, domestic partner, child, grandparent, grandchild, sibling, or close relative.

C. Leave Without Pay: Leave of Absence may be granted without pay upon recommendation of the Superintendent and approval of the Board of Education. While on leave without pay an employee may maintain insurance coverage at his/her/their own expense. The foregoing may be modified if required by the Family and Medical Leave Act.

D. Sick Leave Bank: The Board and MADSA will administer a sick leave bank with a maximum balance of 200 days. On July 1st, in each year of this Agreement, the Board will contribute 150 days to the bank. Concurrently, each member of the bargaining unit will contribute one (1) additional day from their sick leave accrual until the bank reaches the maximum of 200 days. If the bank falls to 150 days as a result of members being granted time from the bank, each member shall contribute one (1) day each year until the bank reaches the maximum of 200 days. The maximum of 200 days may be exceeded in those instances where it is necessary to do so, in order to allow all members of the bargaining unit to contribute, including days added from new employees. Nothing in this Agreement precludes the bargaining unit from increasing the number of days members may contribute from their sick leave accrual in order to shorten the time period necessary to reach the 200 day limit.

MADSA members who have used all of their accumulated sick leave and who are victims of a prolonged illness and/or a disability may then apply for use of the sick leave bank according to the following definitions and procedures.

1. The sick leave bank shall be administered by a governing committee of two (2) administrators appointed by the Superintendent and two (2) members of the bargaining unit appointed by the President of MADSA. The function of the governing committee shall be to

approve or disapprove sick leave bank applications. The governing committee shall establish its operational procedures including selecting a chairperson, meeting times, listing of necessary specialists, application forms, etc.

2. For the purpose of this article, "Prolonged" is defined as twenty (20) consecutive work days or more. Holidays and vacations are not "work days."

3. Request for withdrawal of time from the sick leave bank shall be made to the Superintendent or his designee by:

- a. The employee,
- b. or in the event of incapacity of the employee, by a legally qualified relative; or a legal guardian.

4. Request for withdrawal of time from the sick leave bank shall be supported by a statement-of-need from a physician.

5. The governing committee shall have the right to request an examination of the employee by a Board physician designated by the governing committee. Such examination shall be paid by the Board.

6. In the event of a disagreement between the employee's physician and the Board's physician as to the applicant's disability, a third and mutually acceptable professional consultation, examination and professional consultation, examination and opinion on disability shall be binding on all parties. The cost of the third consultation, examination and/or opinion shall be shared equally by the employee and the Board of Education. If the third physician has certified to disability and the committee is divided two to two on whether or not the applicant may use the bank the application shall be granted.

7. For any one illness and/or disability an individual may withdraw up to a maximum of fifty (50) work days.

8. In the event that an employee may require additional time from the sick leave bank, he/she/they shall have the right to submit a request for such time up to an additional fifty (50) days according to steps 3 through 6. Approval for such additional time for any one illness and/or disability may only be granted by a vote of at least three members of the governing committee. In no event may a member of the bargaining unit receive more than one-hundred (100) days from the Bank for any one illness or disability.

E. Jury Duty:

1. Absence for jury duty shall be excused with no salary deduction and shall not be charged against the employee's allowable leave under any other section of this Agreement.

2. Employees who are summoned to jury duty shall inform the Human Resources office of such summons on the first working day following receipt of the summons. If the District requests cancellation or change of date of jury service, the employee shall cooperate with such request. Employees who fail to comply with the provisions of this Article shall receive no salary

for school days missed on jury duty beyond what is required by applicable law.

ARTICLE 4 - Holidays and Vacation

A. **Holidays:** Full-time members of the bargaining unit will be granted sixteen (16) paid holidays (per SAES Calendar) plus two (2) days during the Christmas recess. As of July 1, 2017, full-time employees of the bargaining unit will be granted a total of seven (7) paid days off during the three school year recesses, including the two (2) days referenced in the preceding sentence. The number of paid days off during the three school recesses shall be reduced to six (6) days beginning in the 2019-20 school year with the same restriction that two days be used during the Christmas recess. Ten month employees shall work the teachers calendar and not be entitled to paid days off during the school year recesses or vacation days.

In addition to the above, unit members shall also have Juneteenth as an additional paid holiday in those school years in which Juneteenth is celebrated as a school holiday closure for students.

B. **Vacation:** Full-time twelve-month employees will be granted vacation as follows:

<u>Upon Completion of Year(s)</u>	<u>Number of Vacation Days</u>
1	10
2	10
3	15
4	15
5	15
6	18
7	18
8	18
9	20

After nine (9) years, vacation leave will be granted at a rate of twenty (20) days per year. Vacation leave shall be calculated as of June 30th of each fiscal year after one (1) year of continuous service, but employees who were employed between July 1st and December 31st of the initial fiscal year of employment shall be granted credit for a full year of service as of June 30th for the purpose of determining their eligibility for vacation time. For the purposes of calculating vacation leave, “years of service” refers to years of service in the District in any capacity, not just service in a bargaining unit position.

Vacation days shall be taken within the year credited, and shall not be accumulated from year to year. The time at which vacation may be taken shall be subject to the prior approval of the Superintendent or his designee and shall be consistent with the effective operation of the School District. New unit members who commence service with the District on or after July 1, 2017 shall receive ten (10) vacation days during the first year of employment in the District, and when such hire date is not in the month of July, the number of vacation days shall be prorated as follows:

August	10 days	February	4 days
September	9 days	March	3 days

October	8 days	April	2 days
November	7 days	May	1 days
December	6 days	June	0 days
January	5 days	July 1	10 days

C. Payment of accrued and unused vacation upon separation: Employees hired before July 1, 2017 shall be paid at their regular daily rate for any unused vacation days accrued as of the date of separation. Vacation accrued during the school year in which the Employee retires shall be prorated on a monthly basis for service completed during that school year (July 1 – June 30).

If an Employee who was hired on or after July 1, 2017 separates from the District before accruing vacation days used, he/she/they shall have the value of the “borrowed” days deducted from his/her/their final paycheck, or if such check is insufficient, shall repay the District. Vacation days shall be pro-rated on a monthly basis for service of less than a full school year (July 1 – June 30).

D. Summer Hours: Summer hours will be in place for at least seven (7) weeks during July and August of each school year, with the weeks to be determined by the Superintendent. The number of hours worked in any such week will be at most a total of 30 hours per week in a four day work week. The District will have discretion to set the work week for unit members to different four day weeks (i.e., Monday to Thursday; Tuesday to Friday) in order to have coverage for all five days of the week other than Saturday or Sunday. Notice of a unit member’s summer hour schedule will be given to the unit member no later than May 15th.

School Closures: The parties agree that permitting some bargaining unit members to work from home during weather related emergencies that occur during school breaks should be an option available to some of them, depending on the nature of their work. Therefore, a committee shall be established to study and develop a policy regarding closures and/or work from home opportunities during weather emergencies that make travel dangerous occurring during school breaks (but twelve month employees are scheduled to report to work). Such committee shall complete its work and make its recommendation to the Superintendent by no later than December 15, 2021.

ARTICLE 5 - Insurance

A. Health Insurance:

1. The Board shall assume 100% of the cost for individual bargaining unit members and their dependents and for bargaining unit members of the School District who have retired or who will retire, and who were covered by the District's health insurance plan, and their dependents, under the Scarsdale Self-Insured Health Insurance Plan. The Plan shall be incorporated into and made a part of this Agreement and may be altered only pursuant to collective negotiations between the parties.

2. Effective with employees commencing employment on or after July 1, 2007, a bargaining unit member’s spouse (domestic partner) who is eligible for health insurance

coverage at his/her/their place of employment where the employer pays 80% or more of the cost of health insurance will not be eligible for full coverage under the Scarsdale Plan. The Plan will continue coordination of benefits for any such spouse (domestic partner). Such spouse (domestic partner) may participate in the Plan by paying an amount equal to the premium equivalent at the individual rate. If the bargaining unit member has dependents on the District plan, then they must also be enrolled in the spouse's plan for the purpose of coordination of benefits. Each bargaining unit member with family coverage affected by this provision will be required to complete an enrollment form specifying the spouse's (domestic partner's) employer and coverage availability. Such certification shall require that the employee must notify the District if the spouse (domestic partner) changes employers or employment status including access to health insurance and/or the employer's contribution rate) and must provide a new certification.

3. Effective July 1, 2017, each eligible bargaining unit member who opts for health insurance coverage under the Scarsdale Health Plan pay the following percentages of the applicable COBRA rate by payroll deduction:

a) July 1, 2017 - June 30, 2018: 6% for unit members with an annual base salary and longevity of \$100,000 or more; 4% for unit members with an annual base salary and longevity of less than \$100,000;

b) July 1, 2018 - June 30, 2019: 6.5% for unit members with an annual base salary and longevity of \$100,000 or more; 4.5% for unit members with an annual base salary and longevity of less than \$100,000;

c) July 1, 2019 - June 30, 2020: 7% for unit members with an annual base salary and longevity of \$100,000 or more; 5% for unit members with an annual base salary and longevity of less than \$100,000;

d) Effective July 1, 2022, 9.5% of premium for unit members with an annual base salary and longevity of \$100,000 or more; 8% of premium for unit members with an annual base salary and longevity of less than \$100,000 and greater than \$80,000; and 5.5% of premium for unit members with an annual salary and longevity of \$80,000 or less.

e) Premium payments shall be paid through the District Section 125 Plan to the extent permitted by law.

4. Eligibility:

a) To be eligible for health insurance at District cost into retirement with the State Retirement System, a member of the bargaining unit must have served at least ten (10) years with the district. Unit members who commence employment on or after July 1, 2007 shall be eligible for health insurance in retirement after twelve (12) years in Scarsdale.

b) Effective July 1, 2019, unit members who retire from the employ of the District will be subject to the following contribution requirements:

1. No benefit with less than 12 full years of service;
2. 5% for those with at least 12 years but less than 20 years of service;
3. 3% for those with at least 20 years but less than 30 years of service;
4. 1% for those with 30 or more years of service.

B. Dental/Vision Insurance: The Board will pay the full premium of the employees

participating in the District's dental/vision plan for both individual and family coverage through the Scarsdale Teachers Benefit Trust Fund.

C. **Long Term Disability:** The Board will continue to pay full premium coverage on a disability policy for all members of the bargaining unit.

D. **Life Insurance:** The Board will pay full premium coverage on Term Life Insurance in the amount of \$75,000 for all members of the bargaining unit.

E. **Insurance Carrier:** The Board shall have the option and may elect to change insurance carriers.

ARTICLE 6 - Miscellaneous Benefits

A. **Medical Examination:** The Board will pay up to \$200 for an annual medical examination by a physician of the employee's choice. Such payment shall be made to the employee after he/she/they submits to the Business Office proof that he/she/they has made payment to the physician.

B. **Workers' Compensation:** The Board will pay the full premium of an employee's participation in the District's Workers' Compensation Plan.

C. **Retirement:** Full-time members of the bargaining unit are required to join the New York State Employees Retirement System.

ARTICLE 7 - Dues Deduction

The Board will, upon presentation of dues deduction cards duly signed by the individual employee to which this Agreement is applicable, and until cancellation or withdrawal of such card or separation of such employees from the employ of the Board, make deductions from the wages of such employees on each regular pay period, in the amounts so designated on the authorization cards as membership dues deduction and will remit such deductions to MADSA (SAANYS).

MADSA (SAANYS) and the employees who sign such dues deduction authorization cards, jointly and severally, agree to indemnify and hold the Board harmless against any claim, loss, liability and expense arising out of or in connection with such dues deduction.

ARTICLE 8 – Professional Standards

Results of an Unsatisfactory Evaluation

A. If a member of the bargaining unit receives an unsatisfactory evaluation, the Superintendent or his designee:

1. Will provide the employee concerned with a written assessment clearly stating the reasons for judging the performance to be below expected standards.
2. Will continue assessment.
3. May recommend that a peer reviewer (to be a member of the bargaining unit) be appointed to work with the employee for a maximum of one year.

B. At the end of the prescribed time period, the Superintendent, or his designee, in

consultation with the peer reviewer (if one exists) will judge that:

1. The staff member concerned has responded and is performing at expected levels and that the process has been successful.

OR

2. The specific reasons for concern still exist and that the Superintendent may direct the employee concerned to proceed with one or more of the following options:

- a) Continuation of the peer review.
- b) Accept a different assignment.
- c) Enrollment in appropriate courses that address his/her/their particular professional needs.
- d) Agree to a referral to the Employee Assistance Program.

C. This entire process will be completed within not more than three full school years inclusive of the initial evaluation.

D. If the employee is unable to respond to the concerns and is still not performing at expected levels at the end of the three years, the employee shall be considered as not meeting the Professional Standards of the District.

E. This program does not eliminate the Superintendent's authority to review the employee's performance at any time. Further, this program in no way limits the District's right and authority to commence disciplinary procedures against an employee at any time.

F. The parties accept the concept and time periods set forth in Article 36 of the Teacher's contract, which provides for withholding of increase in compensation for continued unsatisfactory performance. A committee consisting of an equal number of representatives of the Association and central administration shall meet to review and modify the existing process no later than November 1, 2017.

ARTICLE 9 - No Strike

The Association agrees that neither it nor the employees it represents shall engage in any strike, work stoppage or other concerted refusal to work. The Association further agrees that it shall not cause, instigate, encourage or condone any such strike, work stoppage or other concerted refusal to work.

ARTICLE 10 - Personnel Files

Employees shall have the right to inspect the contents of their personnel file in the Superintendent's office within the usual business hours as hereinafter provided. Items permitted to be inspected in the file shall be all entries dated September 1, 1969, and thereafter, except items pertaining to recruitment or hiring. The file shall be maintained in a manner to protect items pertaining to recruitment and hiring. The right of inspection means that an employee, upon reasonable notice, may inspect such permitted items in his/her/their file in the presence of the Assistant Superintendent for Human Resources and Leadership Development or his/her/their designee. The employee may not remove any items from the file but the Board shall provide upon reasonable notice a copy of any permitted item upon the request of the employee, and at the employee's expense. Letters of memoranda that relate to his/her/their professional performance

shall not be placed in an employee's file until the employee has been offered in writing an opportunity to review the material. All such letters or memoranda must be signed by the author and initialed by the administrator requesting the material to be placed in the file. The employee shall within five (5) work days after such offer: review the material and acknowledge that he/she/they has read such material by affixing his/her/their signature on the actual document to be filed. After this five (5) day period the material will be filed whether or not it has been signed by the employee. The signature will not indicate agreement with the contents. The employee may after reviewing the material prepare his/her/their clarification, interpretation or comment of any permitted item included in his/her/their file and it will be attached thereto. Effective July 1986, all items open to inspection by the employee shall be sequentially numbered.

An employee will be entitled to have a representative of MADSA accompany him/her during such an inspection.

ARTICLE 11 - Grievance Procedure

1. **Purpose:** It is hereby declared to be the purpose of these procedures to provide a means for orderly settlement of grievances, promptly and fairly, as they arise.

2. **Definitions:**

a. "Grievance" means an alleged violation of this Agreement or any dispute with respect to its meaning or application.

b. "Aggrieved Party" means a member of the bargaining unit covered by this Agreement or a group of such members who submit a grievance or on whose behalf it is submitted by MADSA.

c. "Representative" means the person designated by an aggrieved party to represent him or her or them in the prosecution of a grievance.

3. **Basic Principle:**

a. It is the intent of these procedures to provide for the orderly settlement of differences in a fair and equitable manner. The resolution of a grievance at the earliest possible stage is encouraged.

b. An aggrieved party shall have the right to present grievances in accordance with these procedures, free from coercion, interference, restraint, discrimination or reprisal.

c. An aggrieved party shall have the right to be represented by a person or persons of his/her/their own choice.

d. Each party to a grievance shall have access at reasonable times to all written statements and records pertaining to such case.

e. All hearings shall be confidential.

f. It shall be the responsibility of the Superintendent to take such steps as necessary to give force and effect to these procedures.

4. **Submission of Grievances:**

a. Before submission of a written grievance, the aggrieved party shall attempt to resolve it informally.

b. Each grievance shall be submitted in writing on a form approved by the Board and MADSA and shall identify the aggrieved party, the provision of this Agreement involved in the grievance, the time when and the place where the

alleged events or conditions constituting the grievance existed and, if known, the identity of the person responsible for causing such events or conditions and a general statement of the grievance and redress sought by the aggrieved party.

5. Procedure:

a. First Stage – Superintendent:

1. All grievances that have not been resolved informally must be submitted to the Superintendent within twenty (20) school days of the act or event or condition giving rise to the grievance. The Superintendent shall then notify all parties concerned in the case of the date, time and place when an informal hearing will be held before the Superintendent or his designee where such parties may appear and present oral or written statements.

2. Such informal hearing shall be held within ten (10) school days of the receipt by the Superintendent of the grievance. The Superintendent or his designee shall render a decision in writing with copies to all parties concerned within ten (10) school days after the date of the informal hearing.

b. Second Stage - Board of Education:

1. If the aggrieved party is not satisfied with the decision at the first stage or if no decision has been received within ten (10) school days after the informal hearing, the aggrieved party may proceed to the second stage.

2. Within five (5) school days after receipt of the grievance by the Board of Education, the Board shall notify all parties concerned in the case of the date, time and place when an informal hearing will be held where such parties may appear and present oral and written statements before the Board or a committee of the Board, at its option. Such informal hearing shall be held within fifteen (15) school days of the receipt by the Board of the grievance.

3. Within fifteen (15) school days after such informal hearing, the Board or its committee shall render its decision in writing with copies to all parties concerned. The determination of the Board or its committee shall be final and binding on all parties.

ARTICLE 12 – Collective Negotiations

1. No later than March 15th of the year in which this agreement expires, negotiations will be undertaken for a successor agreement. All negotiation meetings shall be held at a mutually convenient time, place, and date.

2. The Board shall make available records, information, and substantiating data that are directly related to a topic under negotiation.

3. The Board agrees not to negotiate with any individual employee, employee group, or organization other than the Association regarding the terms and conditions of employment for employees represented by the Association.

ARTICLE 13 - Matters Not Covered

Except as specifically and expressly modified by the terms of this Agreement, the Board retains the sole and exclusive right to manage, direct and supervise the affairs of the School District.

ARTICLE 14 - Statutory Provision

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

ARTICLE 15 - Duration

This Agreement shall be in effect for the four (4) year period commencing July 1, 2021 and ending June 30, 2025.

IN WITNESS WHEREOF, the undersigned have affixed their signatures the day and year first above written.

BOARD OF EDUCATION
SCARSDALE UNION FREE SCHOOL DISTRICT

By:  Date May 9, 2022
Karen Ceske (May 9, 2022 10:18 EDT)

Board President

By:  Date May 9, 2022

Superintendent of Schools

MANAGERS AND DISTRICT SERVICES ASSOCIATION
SCHOOL ADMINISTRATORS ASSOCIATION OF NEW YORK STATE

By:  Date May 8, 2022

President

APPENDIX A - SALARY SCHEDULES & TITLE TRACKS

2021-22 through 2024-25 Salary Schedule*#

Step	2021-22 1.75% Increase											
	A	A2	B	C	D	E	F	G	H	I	J	K
1	\$120,221	\$109,613	\$99,005	\$84,154	\$87,690	\$83,447	\$71,426	\$73,548	\$57,790	\$53,548	\$44,269	\$64,608
2	\$123,440	\$112,493	\$101,545	\$86,654	\$90,326	\$86,068	\$73,007	\$75,255	\$59,092	\$54,841	\$45,484	\$66,049
3	\$126,745	\$115,449	\$104,152	\$89,229	\$93,039	\$88,772	\$74,623	\$77,001	\$60,423	\$56,166	\$46,732	\$67,523
4	\$130,138	\$118,482	\$106,825	\$91,877	\$95,836	\$91,559	\$76,275	\$78,789	\$61,785	\$57,522	\$48,013	\$69,030
5	\$133,624	\$121,596	\$109,567	\$94,607	\$98,715	\$94,434	\$77,963	\$80,620	\$63,178	\$58,911	\$49,330	\$70,570
6	\$137,201	\$124,790	\$112,379	\$97,416	\$101,682	\$97,400	\$79,690	\$82,490	\$64,600	\$60,334	\$50,684	\$72,145
7	\$140,876	\$128,070	\$115,263	\$100,310	\$104,737	\$100,459	\$81,454	\$84,406	\$66,055	\$61,791	\$52,074	\$73,755
8	\$144,648	\$131,435	\$118,221	\$103,289	\$107,885	\$103,614	\$83,256	\$86,364	\$67,545	\$63,283	\$53,502	\$75,400
9	\$148,520	\$134,888	\$121,255	\$106,356	\$111,126	\$106,868	\$85,099	\$88,370	\$69,066	\$64,812	\$54,969	\$77,082
10	\$152,498	\$138,432	\$124,367	\$109,516	\$114,466	\$110,223	\$86,983	\$90,422	\$70,621	\$66,378	\$56,476	\$78,802
11	\$155,547	\$141,201	\$126,854	\$111,705	\$116,755	\$112,427	\$88,723	\$92,230	\$72,033	\$67,705	\$57,606	\$80,378
12	\$159,038	\$144,370	\$129,701	\$114,212	\$119,375	\$114,950	\$90,714	\$94,300	\$73,650	\$69,225	\$58,899	\$82,182
13	\$162,219	\$147,257	\$132,295	\$116,497	\$121,762	\$117,249	\$92,528	\$96,186	\$75,123	\$70,609	\$60,076	\$83,826
14	\$165,058	\$149,834	\$134,611	\$118,535	\$123,893	\$119,300	\$94,148	\$97,870	\$76,438	\$71,845	\$61,128	\$85,293

Step	2022-23 1.65% Increase											
	A	A2	B	C	D	E	F	G	H	I	J	K
1	\$122,204	\$111,421	\$100,638	\$85,543	\$89,137	\$84,824	\$72,605	\$74,761	\$58,743	\$54,432	\$45,000	\$65,674
2	\$125,477	\$114,349	\$103,221	\$88,084	\$91,816	\$87,488	\$74,211	\$76,497	\$60,067	\$55,746	\$46,235	\$67,139
3	\$128,836	\$117,354	\$105,871	\$90,701	\$94,574	\$90,237	\$75,855	\$78,272	\$61,420	\$57,093	\$47,503	\$68,637
4	\$132,286	\$120,437	\$108,588	\$93,393	\$97,418	\$93,069	\$77,533	\$80,089	\$62,804	\$58,471	\$48,805	\$70,169
5	\$135,829	\$123,602	\$111,375	\$96,168	\$100,344	\$95,992	\$79,249	\$81,950	\$64,220	\$59,883	\$50,144	\$71,735
6	\$139,465	\$126,849	\$114,233	\$99,024	\$103,360	\$99,007	\$81,004	\$83,851	\$65,666	\$61,329	\$51,520	\$73,335
7	\$143,200	\$130,183	\$117,165	\$101,965	\$106,466	\$102,116	\$82,798	\$85,798	\$67,145	\$62,810	\$52,933	\$74,971
8	\$147,034	\$133,603	\$120,172	\$104,994	\$109,665	\$105,324	\$84,630	\$87,789	\$68,659	\$64,328	\$54,385	\$76,644
9	\$150,971	\$137,114	\$123,256	\$108,111	\$112,960	\$108,631	\$86,503	\$89,828	\$70,205	\$65,881	\$55,876	\$78,354
10	\$155,014	\$140,717	\$126,419	\$111,323	\$116,354	\$112,041	\$88,418	\$91,914	\$71,786	\$67,473	\$57,408	\$80,102
11	\$158,114	\$143,530	\$128,947	\$113,548	\$118,682	\$114,282	\$90,187	\$93,752	\$73,221	\$68,823	\$58,556	\$81,704
12	\$161,662	\$146,752	\$131,841	\$116,097	\$121,345	\$116,847	\$92,211	\$95,856	\$74,865	\$70,367	\$59,871	\$83,538
13	\$164,896	\$149,687	\$134,478	\$118,419	\$123,771	\$119,183	\$94,055	\$97,773	\$76,363	\$71,774	\$61,068	\$85,209
14	\$167,781	\$152,306	\$136,832	\$120,491	\$125,937	\$121,269	\$95,701	\$99,484	\$77,699	\$73,031	\$62,136	\$86,700

Step	2023-24 1.6% Increase											
	A	A2	B	C	D	E	F	G	H	I	J	K
1	\$124,160	\$113,204	\$102,249	\$86,912	\$90,563	\$86,181	\$73,767	\$75,958	\$59,683	\$55,302	\$45,720	\$66,725
2	\$127,484	\$116,178	\$104,873	\$89,494	\$93,285	\$88,888	\$75,399	\$77,721	\$61,028	\$56,638	\$46,975	\$68,214
3	\$130,898	\$119,231	\$107,565	\$92,152	\$96,088	\$91,680	\$77,068	\$79,524	\$62,403	\$58,006	\$48,263	\$69,736
4	\$134,402	\$122,364	\$110,325	\$94,887	\$98,976	\$94,559	\$78,774	\$81,371	\$63,809	\$59,407	\$49,586	\$71,291
5	\$138,002	\$125,580	\$113,157	\$97,707	\$101,949	\$97,528	\$80,517	\$83,261	\$65,248	\$60,841	\$50,947	\$72,882
6	\$141,696	\$128,878	\$116,061	\$100,608	\$105,013	\$100,591	\$82,301	\$85,192	\$66,717	\$62,310	\$52,344	\$74,509
7	\$145,492	\$132,266	\$119,040	\$103,597	\$108,169	\$103,750	\$84,123	\$87,171	\$68,219	\$63,815	\$53,780	\$76,171
8	\$149,387	\$135,741	\$122,095	\$106,674	\$111,419	\$107,009	\$85,984	\$89,194	\$69,758	\$65,357	\$55,255	\$77,871
9	\$153,387	\$139,307	\$125,228	\$109,841	\$114,767	\$110,369	\$87,887	\$91,265	\$71,329	\$66,935	\$56,770	\$79,608
10	\$157,494	\$142,968	\$128,442	\$113,104	\$118,216	\$113,834	\$89,833	\$93,385	\$72,934	\$68,552	\$58,327	\$81,384
11	\$160,644	\$145,827	\$131,010	\$115,365	\$120,580	\$116,110	\$91,630	\$95,252	\$74,393	\$69,924	\$59,493	\$83,011
12	\$164,249	\$149,100	\$133,950	\$117,954	\$123,286	\$118,716	\$93,686	\$97,390	\$76,063	\$71,493	\$60,829	\$84,875
13	\$167,534	\$152,082	\$136,630	\$120,314	\$125,752	\$121,090	\$95,560	\$99,338	\$77,584	\$72,923	\$62,045	\$86,572
14	\$170,466	\$154,743	\$139,021	\$122,419	\$127,952	\$123,209	\$97,232	\$101,076	\$78,942	\$74,199	\$63,130	\$88,087

Step	2024-25 1.5% Increase											
	A	A2	B	C	D	E	F	G	H	I	J	K
1	\$126,022	\$114,902	\$103,782	\$88,215	\$91,922	\$87,474	\$74,873	\$77,097	\$60,579	\$56,132	\$46,406	\$67,726
2	\$129,397	\$117,921	\$106,446	\$90,836	\$94,684	\$90,222	\$76,530	\$78,887	\$61,944	\$57,488	\$47,679	\$69,237
3	\$132,861	\$121,020	\$109,178	\$93,534	\$97,529	\$93,056	\$78,224	\$80,717	\$63,339	\$58,876	\$48,987	\$70,782
4	\$136,418	\$124,199	\$111,980	\$96,311	\$100,461	\$95,977	\$79,956	\$82,591	\$64,766	\$60,298	\$50,330	\$72,361
5	\$140,072	\$127,463	\$114,855	\$99,172	\$103,478	\$98,991	\$81,725	\$84,510	\$66,226	\$61,754	\$51,711	\$73,976
6	\$143,821	\$130,812	\$117,802	\$102,117	\$106,589	\$102,100	\$83,535	\$86,470	\$67,717	\$63,245	\$53,129	\$75,626
7	\$147,674	\$134,250	\$120,826	\$105,151	\$109,792	\$105,306	\$85,385	\$88,479	\$69,243	\$64,772	\$54,586	\$77,314
8	\$151,628	\$137,777	\$123,926	\$108,274	\$113,091	\$108,614	\$87,273	\$90,532	\$70,804	\$66,337	\$56,084	\$79,039
9	\$155,687	\$141,397	\$127,107	\$111,488	\$116,489	\$112,025	\$89,205	\$92,634	\$72,399	\$67,939	\$57,622	\$80,802
10	\$159,857	\$145,113	\$130,368	\$114,800	\$119,989	\$115,542	\$91,180	\$94,786	\$74,028	\$69,581	\$59,202	\$82,604
11	\$163,053	\$148,014	\$132,975	\$117,096	\$122,389	\$117,852	\$93,004	\$96,681	\$75,509	\$70,973	\$60,386	\$84,257
12	\$166,713	\$151,336	\$135,959	\$119,724	\$125,136	\$120,497	\$95,092	\$98,850	\$77,204	\$72,565	\$61,741	\$86,148
13	\$170,047	\$154,363	\$138,679	\$122,118	\$127,638	\$122,906	\$96,993	\$100,828	\$78,748	\$74,017	\$62,975	\$87,871
14	\$173,023	\$157,064	\$141,106	\$124,255	\$129,872	\$125,057	\$98,691	\$102,592	\$80,126	\$75,312	\$64,077	\$89,409

* The following individuals will have an additional \$500 recurring off-schedule payment made to them: Linda Pisano; Jaime Lebron; William Ramos; Traymane Price; Nick Vanaria

The following three unit members will receive the following off-schedule recurring payments: Linda Pisano- an additional \$1,300; William Ramos- \$2,800; Sylvia Miller- an additional \$1,300.

Unit Titles and Associated Tracks

Track	Title	Track	Title
A	Director of Plant & Facilities	F	Accountant
A2	Manager of Education Technology	G	Network Specialist Data Analyst Facilitator of Educational Technology Public Relations Assistant
B	Network Administrator Computer Systems Manager Systems Analyst Programmer	H	AudioVisual Specialist Head Bus Driver Junior Network Specialist School Lunch Manager
C	Database Manager Transportation Supervisor Food Service Director II	I	AudioVisual Technician Microcomputer Technician
D	Assistant Business Manager Assistant Director School Facilities Purchasing Agent	J	Assistant Lunch Manager Technical Support Specialist
E	Maintenance Foreperson Database Specialist Assistant Computer Systems Manager		