BOARD OF COOPERATIVE EDUCATIONAL SERVICES

Hamilton, Fulton and Montgomery Counties

and

BOCES TEACHERS' ASSOCIATION

Hamilton, Fulton and Montgomery Counties

AGREEMENT

July 1, 2026 - June 30, 2029

TABLE OF CONTENTS

ARTICLE		PAGE
RECOGNITION AGREEMENT		4
ARTICLE 1	AGREEMENT	5
ARTICLE 2	PHILOSOPHY	6
ARTICLE 3	RECOGNITION	7
ARTICLE 4	PRINCIPLES	8
ARTICLE 5	AREAS FOR DISCUSSION AND AGREEMENT	9
ARTICLE 6	PROCEDURES FOR CONDUCTING NEGOTIATIONS	10
ARTICLE 7	GRIEVANCE AND COMPLAINT PROCEDURE	12
ARTICLE 8	IMPLEMENTATION AND AMENDMENT	17
ARTICLE 9	NOTIFICATION OF PROFESSIONAL OPENINGS	18
ARTICLE 10	TEACHER TRANSFER	19
ARTICLE 11	ABOLISHED POSITION AND DISCIPLINE	20
ARTICLE 12	PROBATIONARY EMPLOYEES	21
ARTICLE 13	SICK/PERSONAL LEAVE	22

ARTICLE 14	BEREAVEMENT/RELIGIOUS LEAVE AND ASSOCIATION BUSINESS	23
ARTICLE 15	SABBATICAL LEAVE	25
ARTICLE 16	HEALTH INSURANCE	26
ARTICLE 17	SICK BANK	29
ARTICLE 18	IEP PREPARATION	31
ARTICLE 19	EXTRACURRICULAR COMPENSATION	32
ARTICLE 20	ADDITIONAL STUDY, PROFESSIONAL DEVELOPMENT, IN-SERVICE REQUIREMENTS, AND EVALUATION	33
ARTICLE 21	TEACHING EXPERIENCE CREDIT	34
ARTICLE 22	TEACHER WORK DAY AND YEAR	35
ARTICLE 23	CONTRACT	36
ARTICLE 24	PAYROLL CHECKS	37
ARTICLE 25	PAYROLL DEDUCTIONS	38
ARTICLE 26	CREDIT HOUR PROVISIONS	39
ARTICLE 27	EDUCATIONAL VISITATION DAYS	40
ARTICLE 28	PROTECTION OF TEACHER'S ACCIDENT INDEMNITY	41
ARTICLE 29	LONG-TERM LEAVE OF ABSENCE	43
ARTICLE 30	SUBSTITUTES	44

ARTICLE 31	TEACHER'S FILE	45
ARTICLE 32	RETIREMENT	46
ARTICLE 33	DISTANCE LEARNING	47
ARTICLE 34	CORRECTIONS EDUCATION	53
ARTICLE 35	TEACHER'S SALARY SCHEDULES	54
ARTICLE 36	CONTRACT AGREEMENT	56

A, B, C, D, E SALARY SCHEDULES

BOARD OF COOPERATIVE EDUCATIONAL SERVICES

Hamilton, Fulton and Montgomery Counties

and

BOCES TEACHERS' ASSOCIATION

Hamilton, Fulton and Montgomery Counties

RECOGNITION AGREEMENT

Pursuant to Article 14 of the State Civil Service Law, the Board of Cooperative Educational Services of Hamilton, Fulton and Montgomery Counties hereby adopts the following agreement covering recognition of a teacher organization and the methods by which negotiation shall take place with said Organization.

ARTICLE 1

AGREEMENT

This Agreement made and entered into this 1st day of July, 2026 by and between the Board of Cooperative Educational Services of Hamilton, Fulton and Montgomery Counties (hereinafter referred to as the "Board"), and the BOCES Teachers' Association of Hamilton, Fulton and Montgomery Counties (hereinafter referred to as the "Association").

"Superintendent" as used in this Agreement shall mean the District Superintendent of the Hamilton, Fulton and Montgomery County BOCES or his/her designee.

ARTICLE 2

PHILOSOPHY

The Board and the Association firmly believe that the primary function of the Board and its professional staff is to assure each student attending the BOCES programs reaches the highest level of educational opportunities obtainable. The Board recognizes that teaching is a profession. The Board and the Association believe that the objectives of the educational program are realized to the highest degree when mutual understanding, cooperation, and effective communications exist between the Board and its professional staff.

ARTICLE 3

RECOGNITION

The Board, in order to recognize a teacher organization as exclusive representative of teaching personnel, requires satisfactory evidence that the organization, in fact, represents a majority of such employees. Such evidence shall be in the form of a membership list, signed designation cards or dues deduction authorizations. In the event of a challenge, the Board will proceed according to the regulations of the Public Employee Relations Board established under Article 14 of the Civil Service Law.

By virtue of satisfactory evidence submitted by the Association to the Board that the Association does represent the majority of the professional employees in the District, the Board hereby recognizes the Association as the official negotiating agent for all teachers and teacher assistants employed by the District on an annual salary basis. The Association shall submit to the Board, by December 1 of each year, a list of the active members of the Association. This recognition shall continue in effect so long as the Association's active membership contains more than fifty (50) percent of the total employees in the negotiating unit.

ARTICLE 4

PRINCIPLES

1. PROFESSIONAL TEACHING PERSONNEL:

It is recognized that the members of the professional staff require mandated qualifications and that the success of the educational program in the BOCES depends upon the maximum utilization of the abilities of teachers who are reasonably well satisfied with the conditions under which their services are rendered.

2. RIGHT TO JOIN OR NOT TO JOIN:

It is further recognized that teachers have the right to join, or not to join the Association, but membership shall not be a prerequisite for employment or continuation of employment of any employee.

3. RIGHTS OF MINORITIES AND INDIVIDUALS:

The legal rights inherent in the State School Code and in the rulings and regulations of the Commissioner of Education affecting certified personnel are in no way abridged by this Agreement.

ARTICLE 5

AREAS FOR DISCUSSION AND AGREEMENT

This recognition constitutes an agreement between the Board and the Association to reach mutual understanding regarding matters relating to terms and conditions of employment. The Board and the Association recognize that the Board is the legally constituted body responsible for the determination of policies covering all aspects of the Board of Cooperative Educational Services of Hamilton, Fulton and Montgomery Counties. The Board recognizes that it must operate in accordance with all statutory provisions of the State and such other rules and regulations as are promulgated by the Commissioner of Education in accordance with such statutes. The Board cannot reduce, negotiate or delegate its legal responsibilities.

ARTICLE 6

PROCEDURES FOR CONDUCTING NEGOTIATIONS

1. NEGOTIATING ITEMS:

The Board, or designated representatives of the Board, with the Superintendent serving as advisor, will meet with the representatives designated by the Association for the purpose of discussion and reaching mutually satisfactory agreements.

2. DATE OF FIRST NEGOTIATION:

Henceforth, the Association will have its proposals completed so that negotiations may commence no later than the third Tuesday of January of the year in which the current contract expires. After notification to the Board that the Association is ready to negotiate, the Board committee will be available for the first session no later than ten (10) days after such notification by the Association.

3. NEGOTIATION PROCEDURES:

Designated representatives of the Board, with the Superintendent as an advisor, shall meet at such mutually agreed upon places and times with representatives of the Association for the purpose of effecting a free exchange of facts, opinions, proposals and counter proposals in an effort to reach mutual understanding and agreement. Both parties agree to conduct such negotiations in good faith and to deal openly and fairly with each other on all matters. Following the initial meetings, as described in paragraph 2 above, such additional meetings shall also be held as the parties may require to reach an understanding on the issues or until an impasse is reached. Unless mutually agreed otherwise, meetings shall not exceed three hours and shall be held at a time other than the regular school day.

4. EXCHANGE OF INFORMATION:

Both parties shall furnish the other, upon reasonable request, any information which is necessary for and relevant to the preparation for, or the conduct of, negotiations which is not otherwise available. Neither party shall be required to create documents from raw data in its possession.

5. CONSULTANTS:

The parties may call upon consultants to assist in preparing for negotiations, and to advise them during conference sessions. The expense of such consultants shall be borne by the party requesting them.

6. COMMITTEE REPORTS::

The parties agree that, during the period of negotiations and prior to reaching an agreement to be submitted to the Board and the Association, the proceedings of the negotiations shall not be released to the press or public unless an issuance has the prior approval of both parties or is required by law. Nothing contained herein shall be construed to prevent either party from consulting with its constituency.

7. REACHING AGREEMENT:

When consensus is reached covering the areas under discussion, the proposed agreement shall be reduced to writing as a Memorandum of Understanding, initialed by the negotiation participants, and submitted to the Board and the Association for approval. Following approval by a majority of the Board and the Association membership, the Board will take such action upon the recommendation(s) as are necessary to make them official.

Since both parties are negotiating in good faith, it shall be understood that upon official acceptance of the negotiation agreement by a majority of the Board and a majority of the Association membership, both parties agree to abide by said provisions.

ARTICLE 7

GRIEVANCE AND COMPLAINT PROCEDURE

A DEFINITIONS:

(1) Board of Education or Superintendent - The Board of Education or the Superintendent may commence a grievance by this Article.

(2) Employee -An employee for the purpose of this Agreement is any person within the bargaining unit who is directly employed and compensated by the Hamilton-Fulton and Montgomery BOCES, and who is actively engaged in the performance of the professional services on a regular basis or on a Board approved leave of absence.

(3) Grievance - A grievance is a complaint involving a work situation or a complaint that there has been a deviation from, misinterpretation or misapplication of a practice or policy; or complaint that there has been a violation, misinterpretation or misapplication of any provision of the BOCES Board - BOCES Teacher Association Agreement.

(4) Immediate Supervisor - An Immediate Supervisor shall mean the employee on the next higher level of authority above the employee who normally assigns and supervises the employee's work and approves his time record or evaluates his work performance.

(5) Days - Days shall mean all days other than Saturdays, Sundays and legal holidays. Saturdays, Sundays and legal holidays shall be excluded in computing the number of days within which action must be taken or notice given within the terms of this resolution.

B BASIC PRINCIPAL

The Board of Education, the Superintendent, the Association or any bargaining unit member shall have the right to present a grievance in accordance with the procedures provided herein, free from interference, coercion, restraint,

discrimination or reprisal, and shall have the right to be represented by a person of his/her own choosing at all stages of the grievance procedure.

C PROCEDURE FOR EMPLOYEE GRIEVANCE

(1) INITIAL PRESENTATION:

(a) A grievance claiming that an individual bargaining unit member has been wronged must be filed personally by the individual. Such grievance will be filed with the Association Grievance Committee and the Immediate Supervisor. The Association may not file a grievance on behalf of an individual bargaining unit member. The Association may file a grievance on behalf of the Association as a whole or a group or class of bargaining unit members. Nothing herein shall be construed to prevent the Association from representing or assisting an individual bargaining unit member in the pursuit and presentation of a grievance.

(b) A grievance will first be discussed orally and informally with the aggrieved person's Immediate Supervisor within twenty (20) work days after the act which gives rise to the grievance occurs. The Immediate Supervisor shall discuss the grievance with the employee and/or the Association representative and shall make such investigation as (s)he deems appropriate, all this to be on an informal basis.

(c) An itinerant teacher, teaching under a local school district principal, should first endeavor to orally resolve a grievance with his/her principal within twenty (20) work days after the grievance occurs.

(d) Within ten (10) work days after the presentation of the grievance to him/her, the Immediate Supervisor shall make his/her decision and shall communicate such decision orally to the employee presenting the grievance and the employee's representative, if any.

(2) SECOND STAGE:

(a) If the aggrieved party is not satisfied with the decision of the Immediate Supervisor, (he/she may, within five (5) work days after the Immediate Supervisor has communicated his/her decision, request a review and determination of the grievance by the District Superintendent, who is the Executive Officer of the BOCES. Such a request shall be in writing and shall contain a statement of the specific nature of the grievance, all applicable sections of the Agreement which are alleged to have been violated, and the

facts relating to the grievance. The Grievance must be signed by the individual grievant, unless it is a grievance brought by the Association on behalf of the Association or a group or class of bargaining unit members. Such a request shall be served upon both the District Superintendent and the Immediate Supervisor to whom the grievance was originally presented.

(b) Within five (5) work days after receiving such request, the Immediate Supervisor shall submit to the grievant, the Association Grievance Committee, and the District Superintendent a written statement concerning the specific nature of the grievance, the facts relating to it, and his/her decision at stage one.

(c) The Superintendent shall conduct any investigation (s)he deems appropriate and shall render a decision within fifteen (15) work days after submission of the Immediate Supervisor's written statement.

(3) THIRD STAGE:

(a) If the grievant is not satisfied with the disposition of his/her grievance at the Second Stage, or if the District Superintendent fails to render a written decision within fifteen (15) work days from the time the Immediate Supervisor's written statement is submitted to him, the grievant may request in writing a review of the grievance by the BOCES Board or a committee designated by them for this function.

(b) The grievant's request for a review by the Board or its committee must be made within ten (10) work days of the grievant's receipt of the District Superintendent's decision or within ten (10) work days from the time the District Superintendent's time to respond has expired.

(c) The decision of the BOCES Board, or its committee, shall be rendered within thirty (30) work days after the grievance has been formally submitted at a BOCES Board Meeting.

(4) FINAL STAGE:

(a) If the grievant is not satisfied with the decision of the BOCES Board at the Third Stage and the Association determines that the grievance is meritorious and that arbitrating is in the best interests of the school system, it may submit the grievance to arbitration. The Demand for Arbitration must be submitted within thirty (30) calendar days after the decision is rendered by the BOCES Board at the Third Stage.

(b) The demand for arbitration must be filed with the BOCES Board and the American Arbitration Association.

(c) The parties will then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator and the conduct of the arbitration procedures.

(d) The decision of the arbitrator shall be binding on the parties.

(e) The decision of the arbitrator shall be in writing.

(f) The costs of the services of the arbitrator shall be shared by the Board and the grievant, or the Board and the Association in the event of an Association grievance.

D. PROCEDURES DESIGNATED FOR BOARD OF EDUCATION OR DISTRICT SUPERINTENDENT:

(1) INITIAL PRESENTATION:

(a) Either the Board of Education or the District Superintendent may commence a grievance against an individual employee or the Association.

(b) The aggrieved party will orally notify the Employee and the Association of the grievance.

(c) If the grievance cannot be resolved informally within ten (10) work days after its initial presentation, the grievance shall proceed to Stage Two.

(2) SECOND STAGE:

(a) A written statement containing the specific nature of the grievance and the facts related to it will be submitted to the employee and the President and Secretary of the Association. The Association will be responsible for supplying the District with the names of the current President and Secretary of the Association for this purpose.

(b) Within ten (10) work days after the submission of the written statement, the parties shall meet in an attempt to resolve the grievance at this level.

(c) The President of the Association will respond to the grievance in writing within ten (10) work days after the written grievance is submitted to the Association.

(3) THIRD STAGE:

(a) If the grievant is not satisfied with the disposition of the grievance by the Association at Stage Two, the grievant may within ten (10) work days submit the grievance to the BOCES Board to determine if arbitrating would be in the best interests of the school system.

(b) If the Board decides the grievance should be submitted to arbitration, such decision shall be communicated to the Association President and the American Arbitration Association within thirty (30) work days of the submission of the grievance to the Board. The parties shall be bound by the terms set forth in Article 7(C)(4)(a) through (e) in the conduct of the arbitration.

*Work days shall be defined as days the HFM BOCES is open for business.

ARTICLE 8

IMPLEMENTATION AND AMENDMENT

This Agreement shall become effective upon its approval by a majority (50% plus 1 of its members present at the ratification meeting) of the Association members and a majority of the Board members. It may be amended by mutual consent of both parties with written evidence of said consent being presented by each party to the other.

ARTICLE 9

NOTIFICATION OF PROFESSIONAL OPENINGS

1. The District shall inform the President and the Secretary of the Association of any teaching or administrative vacancy at least five (5) work days prior to the final deadline for submission of applications for such positions.

2. A notice of vacancy shall also be provided to any BOCES employee who holds a teaching position in the area in which the vacancy occurs. Such notice shall be provided at least five *(5)* work days prior to the final deadline for submission of applications for such positions. An employee may submit a written notice to the administration indicating areas in which (s)he would like to receive notices of vacancies.

3. "Vacancy" means an unencumbered position.

ARTICLE 10

TEACHER TRANSFER

Teachers desiring transfers to another school or level within the Hamilton-Fulton-Montgomery BOCES shall file a written statement of such desire with the Superintendent of Schools and his/her immediate supervisor. Such a statement shall include the level to which the teacher desires to be assigned or the school to which (s)he desires to be transferred.

ARTICLE 11

ABOLISHED POSITION AND DISCIPLINE

1. Abolished Positions: The BOCES Board shall abide by requirements of Section 2510 of the Education Law when abolishing positions within BOCES, except that notice will be given as soon as can be determined by the Superintendent's office and, if possible, by April 15.

2. Just Cause: No teacher shall be disciplined, reprimanded, or reduced in rank without "just cause". No part of this provision may contravene established law.

ARTICLE 12

PROBATIONARY EMPLOYEES

Any probationary employee who will not be granted tenure at the conclusion of his/her probationary period or whose services are to be discontinued during the term of the probationary period shall be notified in accordance with the provisions of the Education Law.

ARTICLE 13

SICK/ PERSONAL LEAVE

1. SICK LEAVE

Full-time teachers will be allowed fourteen (14) days sick leave for self or family per year for which they are to receive full pay, cumulative to a maximum of two hundred twenty (220) days. The allowance for part-time employees will be prorated and rounded to the nearest higher half-day. A medical release may also be requested for three or more days of consecutive leave.

Any employee who has accumulated sick leave in excess of two hundred twenty (220) days as of June 30 will be paid $65 per day for each of the excess days, provided they are still employed by the BOCES in September of the following year. (Said payment may be cash or contribution to 403(b) as long as the payment does not exceed the contribution cap for the year.)

2. PERSONAL LEAVE

Personal leave may be allowed in half-day units not to exceed a total of three (3) days per year. Personal leave is non-cumulative; however, unused annual personal leave will be added to accumulated sick leave on July 1, with the maximum two hundred twenty (220) days.

Personal leave may not be utilized to extend any vacation or holiday period, including summer break. Two (2) of the three (3) personal leave days must be used for one of the following: legal business or financial matters which cannot be conducted on days other than school days or during hours outside school hours. One (1) personal day may be used for a significant family event; for example, a family wedding, a child's field trip, a college graduation. Seventy-two (72) hours advance notice to Administration (direct supervisor) is required for planned leave.

ARTICLE 14

BEREAVEMENT/ RELIGIOUS LEAVE/ ASSOCIATION BUSINESS

1. In the event of death in the family, five (5) days of bereavement leave will be allowed. The employee shall provide documentation regarding services if requested.

2. The five (5) days for bereavement purposes, if unused, will not be available toward the cumulative sick leave.

3. Allowance for part-time employees will be computed according to the example for leave in Article 13.

4. Family is interpreted to include: father, mother, brother, sister, spouse, children, grandparents, parents-in-law, brother-in-law, sister-in-law, grandparents-in-law, grandchildren, aunts, uncles, persons-in-care, or any other member of the family sharing the same household. This provision may also extend to non-family members who are members of the same household, if such a non-family member is identified as a person not simply occupying the same residence, but as a person the teacher, and/or teacher's family consider to be an extension of the family.

5. Religious Holidays: Each employee is entitled to a maximum of two (2) days of paid leave for the purpose of celebrating high holy days, recognized within their individual religion. If the student calendar does not provide time off on any two such days, an employee may request up to two additional leave days for such religious observation.

As Christmas is a legal holiday, and as Easter is always a Sunday, persons of the Christian faith will always have the opportunity to celebrate two high days each year. The same standard shall be used for all requests for religious days; namely that if at least two high holy days fall on weekends or periods when school is not in session, then this obligation will be met. It is further agreed that any two holy days which fall on weekends or school vacation times must be

counted; the employee does not have the right to choose two holidays at his/her discretion.

It will be the obligation of the person requesting the leave for religious purposes to demonstrate that no two such holidays within their religion fall on days when school is not in session, and that the days requested are in fact significant holidays of the religion.

6. The Association shall be granted a total of three (3) leave days for use by the Association for Association business.

ARTICLE 15

SABBATICAL LEAVE

Teachers may request sabbatical leaves of absence of the traditional type; i.e., one semester off with full pay, one year off at one-half pay, etc. Teachers may also request sabbatical leaves of a less traditional type; i.e., summer, short term, or tuition paying, etc.

Any leave which is acceptable to the requesting teacher and to the Board will be allowable.

Leave requests must be submitted to the Superintendent by October of the school year preceding the school year within which the leave is to occur.

The awarding of leave is solely within the discretion of the Board and failure to grant any and/or all requests is non grievable.

ARTICLE 16

HEALTH INSURANCE

A. Commencing July 1, 2025, the HFM BOCES ("BOCES") shall provide to eligible unit members and their dependents health insurance coverage through the Fulmont Trust, as follows:

I. The BOCES will pay eighty-five percent (85%) of the applicable individual, 2-person, or family health insurance premium, with the employee paying the remaining fifteen percent (15%).

II. Active employees who are 65 or older will be provided a Medicare Advantage Plan ("MAP"). The employee contribution for such plan as of July 1, 2025 shall be 5.7%. The percent contribution commencing each January 1 thereafter will be based upon a percent increase to premium costs which exceed 5% annually. If the cost increase for the MAP does not exceed 5% annually, there will be no additional percent contribution for the premium costs for such Plan. If the cost increase for the MAP surpasses 5%, the employee will contribute, in addition to regular percent contribution, any percentage increase over that threshold, up to a maximum equivalent of the percentage in effect for active employees on the non-MAP plan. Insurance for Retirees

I. In retirement, given the minimum of ten years' service to HFM BOCES, the BOCES will provide health insurance as outlined in this section. Upon death of the insured employee, there shall be no surviving spouse or family coverage, except as provided under COBRA regulations, or in the event both spouses were/are eligible HFM BOCES retirees, in which case the health insurance plan is portable to the surviving spouse as individual or self/children coverage if there are eligible children under the age of 26. Retirees may have access to the BOCES dental plan and must pay 100% of the premium; however, in the event of the retiree's death, the spouse and/or family will no longer be covered except as provided under COBRA regulations.

II. Employees with less than ten years' service and more than five years of service will be eligible for health insurance coverage as noted in

this section with the Board to pay 50% of the premium.

III. Retirees shall move to a Medicare Advantage Plan upon reaching Medicare-age eligibility. The contribution for retirees on the MAP plan will be as set forth in Paragraph (a)(II) above.

IV. If the retiree is eligible for a Medicare Advantage Plan but does not qualify for any reason or in the event the retiree is not yet Medicare-age eligible, he/she will have access to the plan available to active employees or whatever plan is offered by HFM BOCES at that time. Any benefits or contributions received or required by active members will be granted to these retirees.

B. Buyout.

I. The Health Insurance Buy-Out for the term of this Agreement will be two thousand five hundred dollars ($2,500).

C. Health Savings Account

I. Effective July 1, 2025, in light of transitioning to plans provided under the Fulmont Trust, the BOCES shall no longer fund employee HSA accounts; however, monies previously funded to and remaining in employee HSA accounts shall continue to remain available to the employee for qualified expenses until such funds are extinguished.

D. Health Insurance Advisory Board

I. The Health Insurance Advisory Board shall investigate and recommend changes in brokers, carriers, benefits and/or coverage, and identify and recommend plans or carriers to contain cost increases to employee health and dental insurance plans. The HIAB is empowered to recommend to the BOCES a change in plans or carriers, provided the new plan is comparable in coverage to the old plan, with such determinations made by the HIAB.

II. The voting members of the HIAB will be the Presidents of each bargaining unit in the BOCES or their designee(s), the District Superintendent, President of the Board of Education or their designees. Any designee of the presidents of the bargaining units must be an active employee. Each bargaining unit is allowed to include up to 3 non-voting members to participate in the meeting. The non-voting members must be active employees.

III. Any voting member of the HIAB can convene the group if there is an issue to be discussed. At a minimum, the HIAB will meet in

January to review progress of the Agreement and any new legislation associated with healthcare. The group will use this time to review the upcoming rates for the next year and make any adjustments to the health insurance plan deemed necessary.

IV. The HFM Health Insurance Plan, can only be modified by a unanimous vote of all voting members of the HIAB.

E. Dental Insurance: All eligible employees will be offered dental insurance and will contribute 15% towards the cost of premium. In the event of a change in Dental Insurance Provider, all benefits must be equal to or greater than the previous plan benefits, unless mutually agreed upon by both parties.

ARTICLE 17

SICK BANK

Membership: Membership in the Sick Bank is open to all HFM BOCES Teachers' Association members who have contributed a day to the bank upon initial employment with HFM BOCES. Each new employee may, upon their initial employment, contribute one (1) day to the bank, and will be eligible to use the bank after five (5) months of employment provided that they:

a) Sign the appropriate application form provided by the HFM BOCES Business Office or the HFM BOCES Teachers' Association by which they agree to contribute one (1) day to the Sick Bank.

b) Agree that the days so contributed are non-refundable.

c) Agree that the HFM BOCES Teachers' Association shall administer days granted from the Sick Bank.

Assets: The Sick bank will be made up of all the deposited days of its membership.

Requests: Application for the use of Sick Bank days should be submitted to the Sick Bank Chairperson as the need becomes apparent. Documentation of medical need will be requested by the Committee.

Limits:

a) Determination of eligibility for the use of the Sick Bank shall be determined by a Sick Bank Committee appointed by the Teachers' Association President.

b) Members may request days from the Sick Bank only after their own leave time has been exhausted, and no member shall receive more than 60 days per request.

c) If you leave HFM BOCES on your own accord and you are re-hired by HFM BOCES at a later date, you may rejoin the Sick Bank by contributing an additional day upon your rehire if you wish to be a member of the Sick Bank.

d) If your position at HFM BOCES is abolished or if you are placed on a Preferred Eligibility List, you will continue to be a member of the Sick Bank and will not need to contribute an additional day upon rehire.

e) Members will be eligible for Sick Bank days after an employment period of five (5) months. If an employee has been rehired (see part d above) and they rejoin the Sick Bank, the eligibility period is waived.

REPAYMENT: Any Teachers' Association member who borrows from the Sick Bank will be required to pay back days at a rate of one (1) day per year. Repayment will begin after the individual has been able to work for one (1) complete school year.

BALANCE OF DAYS: The Sick Bank Committee shall maintain a running total of the number of days available in the Sick Bank in conjunction with the HFM BOCES Business Office. When the balance of days reaches 100 days or less, each member of the Teachers' Association may be requested to contribute one additional day and may then voluntarily donate a day. If the Sick Bank is reopened and a member does not choose to contribute an additional day, that member will only be eligible to use days remaining in the Sick Bank prior to the re-opening.

ADMINISTRATION:

a) All decisions of the Sick Bank Committee are final and are not subject to a grievance procedure.

b) The District will release days to the individual only upon written authorization from the Teachers' Association President or the Sick Bank Chairperson.

ARTICLE 18

IEP PREPARATION

Classroom teachers of children with handicapping conditions and special education professionals assisting in preparing Individual Education Plans (IEP's) shall be given two (2) days of release time as approved or established by the appropriate administrator.

ARTICLE 19

EXTRACURRICULAR COMPENSATION

1. The District may require teachers to participate in special projects sponsored by the BOCES Board. The projects may include, but are not limited to, areas such as curriculum writing, curriculum development, adviserships, public relations, etc. The decision regarding which teacher, if any, shall participate in such projects shall be determined at the sole discretion of the Board. Any teacher required to participate in such projects which go beyond the normal work day, work week, or work year, shall either be given release time from his/her regular duties or shall be reimbursed at his/her regular hourly rate of pay unless otherwise provided for in this contract.

2. **Extracurricular Compensation (Annual, unless otherwise noted)**

ADK Curriculum Advisor - $3,500
ADK Technology Advisor - $3,500
CTE Work Based Learning Advisor - $3, 500
CTE Student Organizations Advisor - $2,000
CTE CCA Advisor - $1,500
CTE Marketing/Promotion Advisor - $1,000
CTE Employability Profiles Advisor - $1,500
CTE Culinary Arts Advisor - $3,000
CTE Veterinary and Animal Science Program Advisor - $2,500
CTE Teacher Term Appointment for PTECH student instruction - $4,500
PTECH Student Government Advisor - $2,000
PTECH Student Judicial Council Advisor - $1,000
PTECH Drama and Glee Club Advisor - $1,500
PTECH Future Business Leaders of America Advisor - $2,000
PTECH Positivity Club Advisor - $1,500
PTECH Equity and Inclusion Club Advisor - $1,500
PTECH Debate Club Advisor - $2,000
Yearbook Advisors - $1,500
Mentors - $1,500
National Technical Honor Society Advisor - $1,000
SkillsUSA Advisor - $1,000
National FFA Organization Advisor - $2,000
Autism Advisor - $5,500

New Adviserships - (As new adviserships are identified, they can be added to this Appendix at any time with agreement of both sides.)

ARTICLE 20

ADDITIONAL STUDY, PROFESSIONAL DEVELOPMENT, IN-SERVICE REQUIREMENTS, AND EVALUATION

1. In order to have BOCES teachers remain abreast of current methods, teaching techniques, new curriculum development, etc., the Board will require BOCES Teachers to submit evidence of additional study, approved by the Board in approved colleges, universities, institutes and workshops on the basis of at least six (6) college or in-service credits for each ten (10) years of employment. From time to time as the need arises, the BOCES Board may sponsor or co-sponsor in-service education courses. In the event such courses are applicable to currently employed personnel, the Board may require such personnel to take the approved in service courses. These approved in-service courses may be submitted in lieu of the additional study requirements stated in the Board proposal above on the basis of successful completion of one (1) hour credit for every fifteen (15) clock hours of classroom instruction. The annual number of Professional Development hours required will be determined from a recommendation of hours from the Professional Development Planning Team to the Board of Education.

2. The "Application for Approval of Graduate/In-Service Courses for Salary Credit' form must be completed and submitted prior to taking any courses for salary credit. Course approvals will normally be given only for required coursework leading to permanent certification in the appointed teaching area. Courses taken without prior approval will not be considered for salary purposes. No credit will be given for administrative coursework.

3. Teacher Professional Development Plans will be posted on the employee section of the HFM BOCES website.

ARTICLE 21

TEACHING EXPERIENCE CREDIT

Newly hired teachers shall be placed upon the salary schedule at the sole discretion of the Board with the consent of the teacher at the time of initial appointment. In determining on which step a new teacher shall be placed, the Board shall consider the availability of applicants for the position, years of prior teaching experience, years of prior related work experience and military service, if any. It is understood that the Board shall have flexibility when hiring teachers and may place teachers at any step.

ARTICLE 22

TEACHER WORK DAY AND YEAR

In a normally scheduled work week, teachers shall be provided a daily thirty (30) consecutive duty-free minute period for a meal break; and one hundred ninety (190) minutes weekly for professional planning.

The work year for teachers shall be from September 1st to June 30th. It is understood that if a teacher is not required by his/her Immediate Supervisor to be in attendance, such teacher shall be released. Teachers will be required to be in attendance according to their normal work schedule in order to complete their duties as required by their Immediate Supervisor, unless otherwise adjusted with prior approval.

ARTICLE 23

CONTRACT

All items affirmed in these negotiations will be in effect for the school years encompassed between July 1, 2026 and June 30, 2029, without change, except in the case of a written mutual agreement to reopen negotiations subscribed to by both parties.

ARTICLE 24

PAYROLL CHECKS

Each year, employees will be given payroll options of 10-Month, Bulk Pay, or Deferred Payment for the distribution of their gross salary. If the end of the first work week falls on a normal cycle pay period, a check will be issued for one week's pay based on a payroll election of 10-Month, Bulk Pay, or Deferred Payment options. If, however, the first week falls between normal payrolls, a special payroll will be ordered to accommodate this one-week payroll as stated above. The next regular payroll will fall the following week and will represent a one-week payroll.

Within two (2) weeks following ratification of this Agreement by the Association, all members must enroll in direct deposit. No paper checks will be issued after the two (2) week period.

ARTICLE 25

PAYROLL DEDUCTIONS

It is agreed to permit teachers to participate in income protection plans, including a common remitter, local, state and national dues, disability deduction, credit unions and NYSUT Benefit Trust, involving no direct cost to the Board. The Board will act as agent only to make appropriate deductions for the benefit of the teachers. Deductions will be made from employees' paychecks and remitted in accordance with procedures established by the group or organization to which the deductions are being remitted. Signed authorizations must be executed and presented to the Treasurer by the employee requesting the deduction and no authorizations will be honored otherwise.

ARTICLE 26

CREDIT HOUR PROVISIONS

Effective July 1, 2026, one hundred dollars ($100.00) per credit hour will be paid for approved courses. Courses must relate to the teacher's area of certification for which they were hired. The $100 dollar rate will only apply to courses completed after July 1, 2026. Prior to taking any course, an employee must submit a request for approval to the District Superintendent. Decisions as to course eligibility for credit hours shall be at the discretion of the District Superintendent or his/her designee.

Credit hours need prior approval by the District Superintendent or their designee.

For every block of fifteen (15) clock hours of approved in-service training, each block would be equivalent to one (1) credit hour, providing it is contained within one school year.

ARTICLE 27

EDUCATIONAL VISITATION DAYS

Upon written request to the Immediate Supervisor, teachers may be granted up to two days per year for the purpose of visiting other schools to observe good educational practices which are directly related to the teacher's professional position. All such visitations are subject to the prior approval of the Immediate Supervisor.

ARTICLE 28

PROTECTION OF TEACHER'S ACCIDENT INDEMNITY

1. Teachers shall report immediately to their supervisor and the District Superintendent's office all cases of assault or injury suffered by them and/or civil actions filed against them in connection with their employment.

2. Such a report shall be forwarded through the Superintendent to the Board which shall comply with any reasonable request from the teacher for information in its possession which relates to the incident or the persons involved.

3. The Board agrees to provide its legal counsel to defend any teacher in any action arising out of any claim demand, suit of judgment by reason of alleged negligence or other act resulting in accidental bodily injury to or death of any person, or in accidental damage to or destruction of property, within or without the school building, providing such teacher, at the time of the accident resulting in such injury, damage, or destruction, was acting in the discharge of his/her duties within the scope of his/her employment or under the direction of the Board. The Board attorney will act in appropriate ways as a liaison between the teacher, the police and the courts.

4. If criminal or civil proceedings are brought against a teacher alleging that he/she committed an assault in connection with his/her employment, the Board shall furnish its legal counsel to defend him/her in such proceedings.

5. Whenever a teacher is absent from school as a result of personal injury compensable under New York Workmen's Compensation Laws, and/or caused by an assault arising out of and in the course of his/her employment, he/she shall be paid his/her full salary for the period of such absence without having such absence charged to the annual leave or accumulated leave. Any Workmen's Compensation award for temporary disability due to the said assault/injury for the period for which such salary is paid shall be directed to the BOCES business office.

6. The teacher's position will be held available until such time as the teacher is qualified to return to work or given a permanent disability.

7. The District shall reimburse teachers for stated costs of replacing or repairing dentures, eyeglasses, hearing aids, or similar bodily appurtenances not covered by Workman's Compensation which are damaged, destroyed or lost as a result of an injury sustained in the discharge of his/her duties within the scope of his/her employment.

8. The District shall reimburse teachers for the stated cost of any clothing or other personal property damaged or destroyed as a result of an assault or vandalism suffered by a teacher while the teacher was acting in the discharge of his/her duties within the scope of his/her employment.

ARTICLE 29

LONG-TERM LEAVE OF ABSENCE

A pregnant employee shall be entitled to use her accrued leave, if any, during the period of pregnancy-related disability as certified by her physician and until such time as her physician certifies that she is able to return to work.

Any parent will be granted a one year child care leave upon delivery or adoption of an infant (an infant is defined as a child under the age of three (3) years). Two consecutive one year leaves will be granted upon written request to the Board. Child care leaves beyond two years may be granted at the sole discretion of the Board.

Leaves other than maternity or child care may be requested in writing and may be granted at the discretion of the Board.

ARTICLE 30

SUBSTITUTES

Substitutes will be called for all teachers except for 300-level itinerant teachers and teachers on special assignment. If a substitute cannot be found and a teacher or special service provider (School Psychologist, Counselor, Speech Pathologist/Therapists or Social Worker) is requested to cover the vacancy by their immediate supervisor, they will be compensated at $30/hour. Compensation will be tracked on an hourly basis based on actual time supervising children rounded to the next 15-minute interval. Teaching Assistants are not eligible for extra pay under this article.

Teaching Assistants assigned to supervise students are not eligible for additional compensation. If a Teaching Assistant is assigned to perform direct instructional duties, as approved by the Assistant Superintendent for Instructional Programs, that Teaching Assistant will be compensated at an additional $20/hour for hours of direct instruction only, rounded to the next 15-minute interval

ARTICLE 31

TEACHER'S FILE

Any complaints by parents or a student that are directed toward a teacher, which become a matter of record, will be promptly called to the teacher's attention. No derogatory letters or reports will be placed in a teacher's file without the teacher's knowledge and an opportunity to make a written statement of defense to be attached to the derogatory statement of report.

ARTICLE 32

RETIREMENT

1. Teachers and Teaching Assistants who submit a letter of resignation to the BOCES Board in writing on or before December 1, which letter is accepted by the Board of Education of the BOCES as a resignation for retirement purposes effective June 30 of that school year and who complete the school year as a working employee through June 30, shall receive a payment based upon accumulated sick leave at the time of retirement multiplied by $65.00 per day. If the employee submitting timely notice of retirement has accumulated two hundred- twenty (220) days before the 14 sick days of the final year are credited, an additional $65.00 per day will be awarded for any of those 14 sick days unused at the conclusion of the year. (Said payment may be cash, contribution to 403(b) or 457 Plan, as long as the payment does not exceed the contribution cap for the year.)

2. Teachers and Teaching Assistants planning to retire in January, who wish to take advantage of this article, must submit their letter of resignation for retirement purposes at least nine months in advance, for immediate acceptance by the Board of the BOCES.

3. The payment will be made by the BOCES on or before July 31 of the year of retirement.

4. Should a major change of circumstances occur after the December date of filing the letter of resignation for retirement purposes, a teacher may request a withdrawal of the resignation. The request must be in writing and outline the circumstances involved. It is understood that there is no guarantee the request will be granted. In any event, the request for withdrawal should occur prior to April 15. For a January retirement, the request for withdrawal must be received by the BOCES no later than November 15.

ARTICLE 33

DISTANCE LEARNING

As regards this article, all references to "district" mean the HFM BOCES.

1. GENERAL

The purpose of the program is to provide courses and other offerings that would not otherwise be available to the receiving school.

The parties acknowledge and confirm that participation in the Distance Learning Program shall not be used by the district to argue that the association may have waived any rights that may exist to the exclusivity of bargaining unit work.

This agreement shall be binding and in full force and effect until a successor agreement is reached.

The teaching of Distance Learning courses will be voluntary. When performed by untenured teachers, the course will be in their tenure area.

2. NO REDUCTION IN FORCE

No member of the bargaining unit on the effective date of this agreement in a tenure area shall be subject to a reduction in force, in whole or in part, as a result of the district sending/receiving courses in that tenure area through a Distance Learning Program. The introduction and/or continuation of Distance Learning in a receiving school shall not replace a sequence (as defined by NYS Standards) being currently taught or a sequence which could be taught by current staff.

3. TRAINING

The parties agree that training for participants will be provided. The cost(s)

of training shall be established and borne by the district. Compensation, if any, for such training for the participants shall be subject to the applicable provisions of the district's collective bargaining agreement, herein referred to as CBA. When a teacher accepts an assignment to develop or modify curriculum for a course to be offered through Distance Learning, the teacher shall be compensated for his/her services according to the district's CBA.

4. PROGRAM COMMITTEE

The President of each association will annually (s)elect a voting member to the program committee. Decisions of the committee will be reached through consensus.

5. AUDIO-VIDEO RECORDINGS

Any program delivered from this school district for the purpose of educating children shall be taught by a qualified bargaining unit member. Due to the interactive nature of the technology, the transmission should be live; subsequent use of taped recordings of live transmission should be used solely for instructional purposes.

Any audio-visual recordings of the classes made in the host district are the property of the host district and the district shall make such recordings available for the teacher's personal professional, non-commercial use. Such recordings will not be used in connection with teacher evaluation.

No participating district shall make any audio-visual recordings without the knowledge of the sending teacher. It is expected that the makings of recordings will be solely for the purpose of aiding students enrolled in the course.

In the event the Distance Learning Program is transmitted over public access cable television as part of the regular instructional program, the transmitted program shall be broadcast using a scrambled signal and the receiving district shall use a descrambler for instructional purposes.

6. SCHEDULING

The calendar of the host district shall be used for each course being taught.

The time of transmission will be determined by the district within the normal confines (starting and ending time) of the daily schedule of classes.

The intent of the parties is to provide Distance Learning Programs that will not result in the undue fragmentation of adjacent class periods in which Distance Learning Program students are enrolled.

The Distance Learning Course shall not adversely affect the preparation or workload of the remainder of the unit members in any of the participating districts.

7. MAINTENANCE

The transmitting teacher shall not have responsibility to maintain or repair any equipment used in transmitting the lesson, or any equipment used in responding to the inquiries of those receiving the broadcast. Operational responsibilities should be minimal, and appropriate training provided.

8. CLASS SIZE

Distance Learning Classes shall be limited to a maximum of twenty (20) students at a maximum of three (3) sites, unless the transmitting teacher consents otherwise. The parties acknowledge and confirm that this language shall not be used by the association to argue that the District has

waived any position with regard to class size in programs other than Distance Learning.

9. GRADING

All grading of schoolwork and tests shall be done in the transmitting school by the transmitting teacher, who will cooperate with a designated person in the receiving school for these purposes. If the grades need to be translated into a different system to agree with the receiving school's system, that shall not be the responsibility of the transmitting school's teacher. The transmitting teacher will send grades to the receiving school at the time, and in the manner, when he/she turns in grades in the transmitting school district.

10. RECEIVING SCHOOLS

The teacher shall not be expected or required to attend any functions in the receiving school district(s), but will be available to receiving students and their parents.

As an example, the out-of-district parents will be invited to an open house in the same manner as host school parents, and the host teachers will not be expected to, or required to, attend the receiving school's open house. The teacher and the receiving district(s) will make mutually acceptable arrangements including meals, mileage and any other compensation, if necessary, for attendance at such functions beyond the limit described above..

11. SUBSTITUTES

In the event of the transmitting teacher's absence, the host district shall be expected to provide a certified substitute teacher when it elects to transmit.

12. TEACHER EVALUATION

Evaluation of the host teacher will be done in accordance with the provisions of the collective bargaining agreement of the host district. Any complaint with respect to the host teacher's performance originating in a receiving district will be made known to the host teacher within two school days by his/her administrator. No evaluation of the teacher will be made except in the normal manner in the classroom. Evaluations of probationary teachers will only be made in the regular classroom.

13. TEXTBOOKS & RELATED MATERIALS

The transmitting district determines textbooks and related materials for Distance Learning courses.

14. OFF-SITE ORIGINATION

Teachers will be permitted and encouraged but not required to transmit at least once each semester from each district that receives his/her course. The school district will provide adequate time and pay appropriate expenses.

15. RECEIVING DISTRICT

A district employee shall be assigned to the receiving class to provide assistance to the students and be available to operate cameras or other equipment and to be a liaison with the sending teacher. If the employee thus assigned is a bargaining unit member, maintenance of equipment shall not be his/her responsibility, unless said employee was hired expressly for that purpose.

If the district assigns a teacher to supervise a receiving class, such assignment shall be in accordance with the provisions of the collective bargaining agreement.

There will be a designated employee at each receiving school to provide inter-school communications, collect and distribute materials, monitor students when directed, and provide student emergency information.

The receiving district shall assume full responsibility and liability for the supervision and maintenance of discipline of students in the receiving school.

16. COLLABORATING ORGANIZATIONS

Unless otherwise agreed, college courses which give no high school credit may not be received during the school day and for a period of 30 minutes thereafter.

17. VISITORS

Visitors will be allowed to view Distance Learning classes only when the following criteria are followed:

a) The visitor must schedule the visit with the host teacher and principal at a time convenient to the host teacher.

b) Visits will be limited to no more than one day per week.

ARTICLE 34

CORRECTIONS EDUCATION

In the interest of continuity of the program, Corrections Education employees will retain the right to first refusal of the summer component of the program, if such is needed. Staff will be paid at the BOCES-established summer hourly rate of pay.

Due to the unique setting for this educational program, in the event that any scheduled workday is interrupted, lengthened, or shortened due to a facility security mandate issued by the correctional facility, both parties agree that this unforeseeable/uncontrollable occurrence is not subject to grievance under this bargaining agreement, nor shall it affect the remuneration for said day.

ARTICLE 35

TEACHERS' SALARY SCHEDULES

1. Teachers' salary schedules for this Agreement are attached. Retro pay shall be issued to those bargaining unit members employed as of the date of ratification of this Agreement by the Association.

2. For each year of this Agreement, staff who are off-schedule will receive $2,000 over their previous year's salary **or** Step 30 salary plus $2,000, whichever amount is greater.

3. To receive a year's credit for purposes of salary, a full-time employee must be present and actually perform his duties a minimum of ninety (90) school days during the preceding academic year.

4. The employment of a teacher assistant shall be subject to negotiations with the Unit.

5. Schedule "B" applies to any CTE Teacher who does not hold a Bachelor's Degree

6. Differentials - Intent for Differential Cap:

   a. Hirees prior to July 1, 1999: School Psychologist, School Counselor, Certified School Social Worker, and LPN Supervisor will receive a differential of $4,800. This clause shall sunset beginning with new hires in these titles, effective July 1, 1999.

   b. Staff who are currently under the differential cap will continue to be covered by Schedule D plus the $4,800 differential. They will not be placed on Schedule E.

   c. Staff members such as Speech-Language Pathologists or School Counselors who hold a valid licensure, a Certificate of Clinical

Competence, and registration with the New York State Education Department, Office of the Professions, will be placed on Schedule E. School Social Workers, School Psychologists, School Counselors and Speech Language Pathologists required to obtain a sixty-credit hour Master's degree in order to obtain certification by the New York State Education Department's Office of Teaching Initiatives will be placed on Schedule E.

d. Staff members who have additional graduate credit hours, or sixty-credit hour or greater Master's Degrees, will not be placed on Schedule E unless they are required to do so by the New York State Education Department's Office of Teaching Initiatives to obtain certification in their profession/occupation for the position for which they were hired and appointed to by the Board of Education.

e. In the 2021-2022 school year, employees on Schedule E will receive $500 above Schedule D employees on the same step. In the remaining years of the contract, employees on Schedule E will receive $2,000 above Schedule D employees on the same step.

f. It is incumbent upon unit members to provide proof of credit hours and degrees to the Office of Human Resources so that they can be placed on the correct salary schedule. Salary schedule and differential adjustments will not be pro-rated or retroactive and will commence at the start of the school year subsequent to providing proof of the degree. The following is acceptable proof of a degree:
    1. Photocopy of transcripts and diplomas for any degrees earned
    2. Must show the unit member's name, credits earned, the degree type and date the degree was earned.
    3. Advisory transcripts are not acceptable and foreign transcripts must be translated into English.

7. On July 1 of the school year following the completion of 15 years of service to HFM BOCES, the teacher shall be compensated at their accrued step, plus $1,500 (off-base).

ARTICLE 36

BOARD OF COOPERATIVE EDUCATIONAL SERVICES OF HAMILTON, FULTON, MONTGOMERY COUNTIES

The parties recognize that this Agreement has been entered into pursuant to the Public Employees Fair Employment Act. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, or where the Board is without authority to act, then such provision or application shall not be deemed to be valid and subsisting except to the extent permitted by law, but all other provisions or applications will continue in full force and effect.

One of the amendments to Article 14 of the Civil Service Law (Taylor Law) enacted by the 1969 Legislature is an added Section 104-a which reads:

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

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective representatives effective this 1st day of July, 2026.

FOR THE ASSOCIATION	FOR THE BOARD
Michelle Rice	
President	President

Step Schedules

	2026-2027				
	A	B	C	D	E
1	31,500.00	53,000.00	54,000.00	56,000.00	58,000.00
2	32,000.00	54,500.00	55,500.00	57,500.00	59,500.00
3	32,500.00	56,000.00	57,000.00	59,000.00	61,000.00
4	33,000.00	57,500.00	58,500.00	60,500.00	62,500.00
5	33,500.00	59,000.00	60,000.00	62,000.00	64,000.00
6	34,000.00	60,500.00	61,500.00	63,500.00	65,500.00
7	34,500.00	62,000.00	63,000.00	65,000.00	67,000.00
8	35,000.00	63,500.00	64,500.00	66,500.00	68,500.00
9	35,500.00	65,000.00	66,000.00	68,000.00	70,000.00
10	36,000.00	66,500.00	67,500.00	69,500.00	71,500.00
11	36,500.00	68,000.00	69,000.00	71,000.00	73,000.00
12	37,000.00	69,500.00	70,500.00	72,500.00	74,500.00
13	37,500.00	71,000.00	72,000.00	74,000.00	76,000.00
14	38,000.00	72,500.00	73,500.00	75,500.00	77,500.00
15	38,500.00	74,000.00	75,000.00	77,000.00	79,000.00
16	39,000.00	75,500.00	76,500.00	78,500.00	80,500.00
17	39,500.00	77,000.00	78,000.00	80,000.00	82,000.00
18	40,000.00	78,500.00	79,500.00	81,500.00	83,500.00
19	40,500.00	80,000.00	81,000.00	83,000.00	85,000.00
20	41,000.00	81,500.00	82,500.00	84,500.00	86,500.00
21	41,500.00	83,000.00	84,000.00	86,000.00	88,000.00
22	42,000.00	84,500.00	85,500.00	87,500.00	89,500.00
23	42,500.00	86,000.00	87,000.00	89,000.00	91,000.00
24	43,000.00	87,500.00	88,500.00	90,500.00	92,500.00
25	43,500.00	89,000.00	90,000.00	92,000.00	94,000.00
26	44,000.00	90,500.00	91,500.00	93,500.00	95,500.00
27	44,500.00	92,000.00	93,000.00	95,000.00	97,000.00
28	45,000.00	93,500.00	94,500.00	96,500.00	98,500.00
29	45,500.00	95,000.00	96,000.00	98,000.00	100,000.00
30	46,000.00	96,500.00	97,500.00	99,500.00	101,500.00

2027-2028					
	A	B	C	D	E
1	32,445.00	54,590.00	55,620.00	57,680.00	59,740.00
2	32,960.00	56,135.00	57,165.00	59,225.00	61,285.00
3	33,475.00	57,680.00	58,710.00	60,770.00	62,830.00
4	33,990.00	59,225.00	60,255.00	62,315.00	64,375.00
5	34,505.00	60,770.00	61,800.00	63,860.00	65,920.00
6	35,020.00	62,315.00	63,345.00	65,405.00	67,465.00
7	35,535.00	63,860.00	64,890.00	66,950.00	69,010.00
8	36,050.00	65,405.00	66,435.00	68,495.00	70,555.00
9	36,565.00	66,950.00	67,980.00	70,040.00	72,100.00
10	37,080.00	68,495.00	69,525.00	71,585.00	73,645.00
11	37,595.00	70,040.00	71,070.00	73,130.00	75,190.00
12	38,110.00	71,585.00	72,615.00	74,675.00	76,735.00
13	38,625.00	73,130.00	74,160.00	76,220.00	78,280.00
14	39,140.00	74,675.00	75,705.00	77,765.00	79,825.00
15	39,655.00	76,220.00	77,250.00	79,310.00	81,370.00
16	40,170.00	77,765.00	78,795.00	80,855.00	82,915.00
17	40,685.00	79,310.00	80,340.00	82,400.00	84,460.00
18	41,200.00	80,855.00	81,885.00	83,945.00	86,005.00
19	41,715.00	82,400.00	83,430.00	85,490.00	87,550.00
20	42,230.00	83,945.00	84,975.00	87,035.00	89,095.00
21	42,745.00	85,490.00	86,520.00	88,580.00	90,640.00
22	43,260.00	87,035.00	88,065.00	90,125.00	92,185.00
23	43,775.00	88,580.00	89,610.00	91,670.00	93,730.00
24	44,290.00	90,125.00	91,155.00	93,215.00	95,275.00
25	44,805.00	91,670.00	92,700.00	94,760.00	96,820.00
26	45,320.00	93,215.00	94,245.00	96,305.00	98,365.00
27	45,835.00	94,760.00	95,790.00	97,850.00	99,910.00
28	46,350.00	96,305.00	97,335.00	99,395.00	101,455.00
29	46,865.00	97,850.00	98,880.00	100,940.00	103,000.00
30	47,380.00	99,395.00	100,425.00	102,485.00	104,545.00

2028-2029

	A	B	C	D	E
1	33,418.35	56,227.70	57,288.60	59,410.40	61,532.20
2	33,948.80	57,819.05	58,879.95	61,001.75	63,123.55
3	34,479.25	59,410.40	60,471.30	62,593.10	64,714.90
4	35,009.70	61,001.75	62,062.65	64,184.45	66,306.25
5	35,540.15	62,593.10	63,654.00	65,775.80	67,897.60
6	36,070.60	64,184.45	65,245.35	67,367.15	69,488.95
7	36,601.05	65,775.80	66,836.70	68,958.50	71,080.30
8	37,131.50	67,367.15	68,428.05	70,549.85	72,671.65
9	37,661.95	68,958.50	70,019.40	72,141.20	74,263.00
10	38,192.40	70,549.85	71,610.75	73,732.55	75,854.35
11	38,722.85	72,141.20	73,202.10	75,323.90	77,445.70
12	39,253.30	73,732.55	74,793.45	76,915.25	79,037.05
13	39,783.75	75,323.90	76,384.80	78,506.60	80,628.40
14	40,314.20	76,915.25	77,976.15	80,097.95	82,219.75
15	40,844.65	78,506.60	79,567.50	81,689.30	83,811.10
16	41,375.10	80,097.95	81,158.85	83,280.65	85,402.45
17	41,905.55	81,689.30	82,750.20	84,872.00	86,993.80
18	42,436.00	83,280.65	84,341.55	86,463.35	88,585.15
19	42,966.45	84,872.00	85,932.90	88,054.70	90,176.50
20	43,496.90	86,463.35	87,524.25	89,646.05	91,767.85
21	44,027.35	88,054.70	89,115.60	91,237.40	93,359.20
22	44,557.80	89,646.05	90,706.95	92,828.75	94,950.55
23	45,088.25	91,237.40	92,298.30	94,420.10	96,541.90
24	45,618.70	92,828.75	93,889.65	96,011.45	98,133.25
25	46,149.15	94,420.10	95,481.00	97,602.80	99,724.60
26	46,679.60	96,011.45	97,072.35	99,194.15	101,315.95
27	47,210.05	97,602.80	98,663.70	100,785.50	102,907.30
28	47,740.50	99,194.15	100,255.05	102,376.85	104,498.65
29	48,270.95	100,785.50	101,846.40	103,968.20	106,090.00
30	48,801.40	102,376.85	103,437.75	105,559.55	107,681.35