

**ARTICLE XXXII
TERM OF AGREEMENT**

This Agreement and the provisions thereof shall be effective as of September 1, 2008, unless specifically indicated otherwise, and shall continue until and including August 31, 2011, and shall continue from year to year thereafter unless terminated or changed by the parties hereto. Either of the parties hereto desiring to terminate this Agreement or to change any section or sections of this Agreement, shall notify the other party, in writing, that they desire such termination or change on or before October 15, 2010.

IN WITNESS WHEREOF, THE SCHOOL COMMITTEE OF THE TOWN OF MILTON, has caused this Agreement to be signed in its name and on behalf of its Chairman, and the **MILTON EDUCATORS ASSOCIATION** has caused this Agreement to be signed in its name and behalf of its President, this _____ day of _____, 2008.

**MILTON EDUCATORS
ASSOCIATION**

**SCHOOL COMMITTEE OF THE
TOWN OF MILTON**

PRESIDENT

CHAIRPERSON

APPENDIX A
Effective September 1, 2008
Restructure

STEP	B	B+15	M /B+30	M+30/B+60	M+45/B+75
1	38,355	39,600	41,525	44,022	45,265
2	41,591	42,913	44,916	47,554	48,873
3	43,179	44,496	46,501	49,142	50,466
4	45,296	46,612	48,610	51,247	52,586
5	48,467	49,785	51,782	54,458	55,757
6	51,637	52,957	54,947	57,598	58,925
7	54,271	55,620	57,598	60,242	61,560
8	56,920	58,238	60,242	62,881	64,199
9	60,087	61,413	63,418	66,049	67,376
10	63,255	64,589	66,584	69,227	70,547
11	63,922	66,158	69,477	72,113	73,441
12		66,575	73,181	75,816	77,141
13			73,599	76,234	77,559
15	64,922	67,575	74,599	77,234	78,559
20	65,394	68,074	74,627	77,289	78,626
21	66,394	69,074	75,627	78,289	79,626
30	66,637	69,344	75,962	78,650	80,001
31	67,637	70,344	76,962	79,650	81,001

***A teacher will advance to step 15 at the beginning of his/her 15th year of teaching.**

****A teacher will advance to steps 20 and 30 at the beginning of his/her 20th or 30th year of teaching in the Milton Public Schools**

**Effective September 1, 2009
2% Increase**

STEP	B	B+15	M /B+30	M+30/B+60	M+45/B+75
1	39,122	40,392	42,356	44,902	46,170
2	42,423	43,771	45,814	48,505	49,850
3	44,043	45,386	47,431	50,125	51,475
4	46,202	47,544	49,582	52,272	53,638
	49,436	50,781	52,818	55,547	56,872
6	52,670	54,016	56,046	58,750	60,104
7	55,356	56,732	58,750	61,447	62,791
8	58,058	59,403	61,447	64,139	65,483
9	61,289	62,641	64,686	67,370	68,724
10	64,520	65,881	67,916	70,612	71,958
11	65,200	67,481	70,867	73,555	74,910
12		67,907	74,645	77,332	78,684
13			75,071	77,759	79,110
15	66,220	68,927	76,091	78,779	80,130
20	67,722	70,455	77,140	79,855	81,219
30	68,990	71,751	78,501	81,243	82,621

***A teacher will advance to step 15 at the beginning of his/her 15th year of teaching.**

****A teacher will advance to steps 20 and 30 at the beginning of his/her 20th or 30th year of teaching in the Milton Public Schools**

**Effective 93rd Day of FY 2010
2% Increase**

STEP	B	B+15	M /B+30	M+30/B+60	M+45/B+75
1	39,905	41,200	43,203	45,800	47,094
2	43,271	44,647	46,731	49,475	50,847
3	44,923	46,294	48,380	51,127	52,505
4	47,126	48,495	50,574	53,317	54,710
5	50,425	51,796	53,874	56,658	58,010
6	53,723	55,096	57,167	59,925	61,306
7	56,464	57,867	59,925	62,676	64,047
8	59,220	60,591	62,676	65,421	66,793
9	62,515	63,894	65,980	68,717	70,098
10	65,811	67,198	69,274	72,024	73,397
11	66,504	68,831	72,284	75,026	76,408
12		69,265	76,138	78,879	80,257
13			76,572	79,314	80,692
15	67,545	70,305	77,613	80,354	81,733
20	69,076	71,865	78,682	81,452	82,843
30	70,370	73,186	80,071	82,868	84,273

***A teacher will advance to step 15 at the beginning of his/her 15th year of teaching.**

****A teacher will advance to steps 20 and 30 at the beginning of his/her 20th or 30th year of teaching in the Milton Public Schools**

**Effective September 1, 2010
3.5% Increase**

STEP	B	B+15	M /B+30	M+30/B+60	M+45/B+75
1	41,301	42,642	44,715	47,404	48,742
2	44,786	46,209	48,366	51,207	52,627
3	46,496	47,914	50,073	52,917	54,342
4	48,775	50,192	52,344	55,183	56,625
5	52,190	53,609	55,760	58,641	60,040
6	55,603	57,025	59,168	62,022	63,451
7	58,440	59,892	62,022	64,869	66,289
8	61,292	62,711	64,869	67,711	69,130
9	64,703	66,130	68,289	71,122	72,551
10	68,114	69,550	71,699	74,545	75,966
11	68,832	71,240	74,814	77,652	79,082
12		71,689	78,802	81,640	83,067
13			79,252	82,090	83,517
15	69,909	72,766	80,329	83,167	84,593
20	71,494	74,380	81,436	84,303	85,742
30	72,832	75,747	82,874	85,768	87,223

*A teacher will advance to step 15 at the beginning of his/her 15th year of teaching.

**A teacher will advance to steps 20 and 30 at the beginning of his/her 20th or 30th year of teaching in the Milton Public Schools

***NEW APPENDIX ARTICLE-1**

**Community Service Placement Director
Salary Schedule**

Step	9/1/08 2%	9/1/09 2%/2%	9/1/10 3.50%
1	\$50,403	\$51,925	\$54,275
2	\$51,411	\$52,964	\$55,360
3	\$52,439	\$54,023	\$56,467

**APPENDIX B
ADDITIONAL REMUNERATION**

Position	9/1/08- Restructure	9/1/09 – 3.02%	9/1/10 – 3.5%
Extracurricular per hr.	\$23.40	\$24.11	\$25.19
Part-time Inst. Per hr.	\$37.92	\$39.07	\$40.82
Applied Lesson Program Director(self-funded)	\$5,191	\$5,348	\$5,587
Athletic Trainer	\$17,309	\$17,832	\$18,632
Driver Education (3)	\$3,210	\$3,307	\$3,455
Elementary Assistant Principal	\$6,791	\$6,996	\$7,310
Elementary Club Advisor	\$799	\$823	\$860
Elementary Computer Club	\$799	\$823	\$860
Elementary Future Problem Solving	\$412	\$425	\$444
Elementary Math Club	\$799	\$823	\$860
Elementary MCAS Club	\$799	\$823	\$860
Elementary Science Club	\$799	\$823	\$860
Faculty Manager	\$5,763	\$5,937	\$6,203
Guidance Stipend - High School	\$2,923	\$3,012	\$3,147
Guidance Stipend - Middle School	\$1,928	\$1,986	\$2,075
HS Academic Decathlon	\$1,316	\$1,356	\$1,146
HS Activity Fund Manager	\$3,500	\$3,606	\$3,767
HS After School Singers	\$1,597	\$1,646	\$1,719
HS American Field Service	\$799	\$823	\$860
HS Amnesty International	\$799	\$823	\$860
HS Art Club	\$799	\$823	\$860
HS Asian American Club	\$799	\$823	\$860
HS Assistant Dramatics	\$1,800	\$1,855	\$1,938
HS Assistant Marching Band	\$1,554	\$1,601	\$1,673
HS Band Director	\$3,985	\$4,105	\$4,290
HS Cabaret Director	\$1,316	\$1,356	\$1,416
HS Chess Club	\$799	\$823	\$860
HS Choral Audition Director	\$413	\$426	\$445
HS Cultural Diversity Club	\$799	\$823	\$860
HS Dance	\$1,265	\$1,303	\$1,361
HS Debate	\$2,400	\$2,473	\$2,583
HS Dramatics	\$3,601	\$3,709	\$3,876
HS Drill Team Instructor	\$2,160	\$2,226	\$2,325
HS Drum Majorette	\$1,550	\$1,597	\$1,669
HS Environmental Club	\$799	\$823	\$860
HS Fall Intramural	\$2,000	\$2,060	\$2,153
HS FHA	\$799	\$823	\$860
HS Film Club	\$799	\$823	\$860
HS French Club	\$799	\$823	\$860
HS Freshman Class Advisor	\$799	\$823	\$860
HS Future Business Leaders	\$799	\$823	\$860
HS Future Teachers of America	\$2,338	\$2,408	\$2,516
HS Gay and Straight Alliance	\$799	\$823	\$860
HS Gospel Choir	799	\$823	\$860
HS Greek Club	\$799	\$823	\$860
HS Hispanic Cape Verdean Club	\$799	\$823	\$860

HS Human Rights Club	\$799	\$823	\$860
HS Irish American Club	\$799	\$823	\$860
HS Italian Club	\$799	\$823	\$860
HS Jazz Ensemble	\$1,265	\$1,303	\$1,361
HS Junior Class Advisor	\$1,680	\$1,731	\$1,808
HS Latin Club	\$799	\$823	\$860
HS Ledger Corspd'n Student Advisor	\$614	\$633	\$661
HS Math Club	\$799	\$823	\$860
HS Mock Trial	\$2,026	\$2,087	\$2,180
HS Mountain Biking Club	\$799	\$823	\$860
HS Musical Director	\$1,800	\$1,855	\$1,938
HS Musical Review Director	\$1,800	\$1,855	\$1,938
HS National Honor Society	\$1,680	\$1,731	\$1,808
HS Newspaper	\$1,159	\$1,194	\$1,247
HS Outdoor Club	\$799	\$823	\$860
HS P.E.P. (Peers Educating Peers)	\$1,550	\$1,597	\$1,669
HS Peer Mediation Club	\$799	\$823	\$860
HS Pep Band	\$799	\$823	\$860
HS Photography Club	\$799	\$823	\$860
HS Poetry	\$799	\$823	\$860
HS Recycling Club	\$799	\$823	\$860
HS S.A.D.D	\$799	\$823	\$860
HS S.O.A.D. Advisor	\$799	\$823	\$860
HS Scholarship Chair	\$3,290	\$3,389	\$3,541
HS Science Club	\$799	\$823	\$860
HS Senior Class Advisor	\$2,464	\$2,539	\$2,653
HS Service League	\$1,952	\$2,011	\$2,101
HS Sewing Club	\$799	\$823	\$860
HS Sophomore Class Advisor	\$799	\$823	\$860
HS Spanish Club	\$799	\$823	\$860
HS Spring Intramural	\$2,000	\$2,060	\$2,153
HS Step Squad	\$1,075	\$1,108	\$1,157
HS String Ensemble Instructor	\$1,265	\$1,303	\$1,361
HS Student Council	\$3,503	\$3,608	\$3,770
HS Tri-M Honor Society Advisor	\$413	\$426	\$445
HS Uniquity Echo	\$799	\$823	\$860
HS Volunteens	\$1,265	\$1,303	\$1,361
HS Winter Intramural	\$2,000	\$2,060	\$2,153
HS Yearbook	\$4,494	\$4,630	\$4,837
HS Yearbook Publicity & Finance	\$1,910	\$1,968	\$2,056
Mentor Stipend	\$480	\$495	\$517
MS After School Singers	\$799	\$823	\$860
MS Assistant Dramatics	\$1,800	\$1,855	\$1,938
MS Band Director	\$2,203	\$2,270	\$2,372
MS Before School Singers	\$799	\$823	\$860
MS Choral Audition Director	\$413	\$426	\$445
MS Combo	\$799	\$823	\$860
MS Core Club Advisor	\$1,075	\$1,108	\$1,157
MS Dance Club	\$799	\$823	\$860
MS Drama Music Director/Pianist	\$799	\$823	\$860
MS Drama Technology Director	\$799	\$823	\$860
MS Dramatics	\$3,601	\$3,709	\$3,876

MS Fall Intramural	\$2,000	\$2,060	\$2,153
MS Honors Band	\$799	\$823	\$860
MS Intramural Soccer Club	\$799	\$823	\$860
MS Jazz Band	\$799	\$823	\$860
MS Latin Club	\$799	\$823	\$860
MS Library Club	\$799	\$823	\$860
MS Math Club	\$799	\$823	\$860
MS MCAS Club	\$799	\$823	\$860
MS Chess Club	\$799	\$823	\$860
MS Art Club	\$799	\$823	\$860
MS French Club	\$799	\$823	\$860
MS Science Club	\$799	\$823	\$860
MS Spring Intramural	\$2,000	\$2,060	\$2,153
MS Strings	\$799	\$823	\$860
MS Student Council	\$1,201	\$1,237	\$1,292
MS Student Government	\$3,503	\$3,608	\$3,770
MS Winter Intramural	\$2,000	\$2,060	\$2,153
MS Yearbook	\$1,440	\$1,484	\$1,550
PASS Program	\$1,075	\$1,108	\$1,157
Professional Development Strand			
Presenter	\$761	\$784	\$819
School News (Mx. 4)	\$2,563	\$2,641	\$2,759
Schools Abroad Coordinator	\$614	\$633	\$661
Webmaster	\$3,262	\$3,360	\$3,511
HS Homework Club Supervisor	\$6,334	\$6,525	\$6,818
HS Online Course Supervisor	\$6,334	\$6,525	\$6,818
HS Online Program Instructor	\$10,921	\$11,251	\$11,756
MS Homework Club Supervisor	\$4,751	\$4,894	\$5,114

* It is understood that the high school guidance stipend is in consideration for an additional five (5) days of work.

COACHING STIPENDS 2008-2009

2.00%

Varsity	Step 1	Step 2	Step 3	Step 4
Football	7592	8182	8764	9349
Asst. 1	3377	3858	4342	4825
Asst 2				
Asst 3	2716	3019	3320	3620
Frosh				
Frosh Asst	2417	2654	2866	3138
(red circled: as the 2001-2002 incumbents leave, these positions will be grouped with the Soccer cluster)				
Basketball (B,G)	5373	5840	6306	6774
Ice Hockey (B,G)				
Baseball				
Softball				
Soccer (B,G)	4729	5154	5617	6123
Wrestling				
Gymnastics (B,G)				
Track (B,G)				
Lacrosse				
Field Hockey				
Volleyball				
Indoor Track				
X Country				
Fall/Winter Cheer				
Skiing	3264	3558	3767	4228
Golf				
Tennis (B,G)				
Junior Varsity				
Baseball	2859	3114	3397	3702
Basketball (B,G)				
Track				
Ice Hockey				
Asst V				
Ice Hockey				
Softball				
Track Frosh				
Soccer (B,G)				
Lacrosse				
Field Hockey				
Volleyball				
Freshmen				
Indoor Track Asst	2456	2679	2917	3180
Basketball (B,G)				
Baseball				
Soccer (B,G)				
Wrestling				
Gym Asst (B,G)				
Softball				
Volleyball				
Girls' Lacrosse				

COACHING STIPENDS 'September 1, 2009

2.00%

<u>Varsity</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Football	7744	8346	8939	9536
Asst. 1	3445	3935	4429	4921
Asst 2				
Asst 3	2771	3080	3387	3692
Frosh				
Frosh Asst	2466	2707	2924	3200
<small>(red circled: as the 2001-2002 incumbents leave, these positions will be grouped with the Soccer cluster)</small>				
Basketball (B,G)	5481	5956	6432	6909
Ice Hockey (B,G)				
Baseball				
Softball				
Soccer (B,G)	4823	5257	5729	6246
Wrestling				
Gymnastics (B,G)				
Track (B,G)				
Lacrosse				
Field Hockey				
Volleyball				
Indoor Track				
X Country				
Fall/Winter Cheer				
Skiing	3329	3629	3842	4312
Golf				
Tennis (B,G)				
<u>Junior Varsity</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Baseball	2916	3176	3465	3776
Basketball (B,G)				
Track				
Ice Hockey				
Asst V				
Ice Hockey				
Softball				
Track Frosh				
Soccer (B,G)				
Lacrosse				
Field Hockey				
Volleyball				
<u>Freshmen</u>				
Indoor Track Asst	2505	2732	2976	3244
Basketball (B,G)				
Baseball				
Soccer (B,G)				
Wrestling				
Gym Asst (B,G)				
Softball				
Volleyball				
Girls' Lacrosse				

COACHING STIPENDS Effective 93rd day of 2009-2010

2%

<u>Varsity</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Football	7899	8513	9118	9727
Asst. 1	3514	4013	4518	5020
Asst 2				
Asst 3	2826	3141	3454	3766
Frosh				
Frosh Asst	2515	2761	2982	3264
(red circled: as the 2001-2002 incumbents leave, these positions will be grouped with the Soccer cluster)				
Basketball (B,G)	5590	6075	6560	7047
Ice Hockey (B,G)				
Baseball				
Softball				
Soccer (B,G)	4920	5362	5844	6370
Wrestling				
Gymnastics (B,G)				
Track (B,G)				
Lacrosse				
Field Hockey				
Volleyball				
Indoor Track				
X Country				
Fall/Winter Cheer				
Skiing	3396	3701	3919	4399
Golf				
Tennis (B,G)				
<u>Junior Varsity</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Baseball	2975	3240	3534	3851
Basketball (B,G)				
Track				
Ice Hockey				
Asst V				
Ice Hockey				
Softball				
Track Frosh				
Soccer (B,G)				
Lacrosse				
Field Hockey				
Volleyball				
<u>Freshmen</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Indoor Track Asst	2555	2787	3035	3309
Basketball (B,G)				
Baseball				
Soccer (B,G)				
Wrestling				
Gym Asst (B,G)				
Softball				
Volleyball				
Girls' Lacrosse				

COACHING STIPENDS 2009-2010

Blended Rate

<u>Varsity</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Football	7821	8430	9029	9632
Asst. 1	3479	3974	4473	4970
Asst 2				
Asst 3	2798	3110	3420	3729
Frosh				
Frosh Asst	2490	2734	2953	3232
(red circled: as the 2001-2002 incumbents leave, these positions will be grouped with the Soccer cluster)				
Basketball (B,G)	5536	6016	6496	6978
Ice Hockey (B,G)				
Baseball				
Softball				
Soccer (B,G0	4872	5310	5787	6308
Wrestling				
Gymnastics (B,G)				
Track (B,G)				
Lacrosse				
Field Hockey				
Volleyball				
Indoor Track				
X Country				
Fall/Winter Cheer				
Skiing	3363	3665	3881	4356
Golf				
Tennis (B,G)				
<u>Junior Varsity</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Baseball	2945	3208	3499	3813
Basketball (B,G)				
Track				
Ice Hockey				
Asst V				
Ice Hockey				
Softball				
Track Frosh				
Soccer (B,G)				
Lacrosse				
Field Hockey				
Volleyball				
<u>Freshmen</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Indoor Track Asst	2530	2759	3005	3276
Basketball (B,G)				
Baseball				
Soccer (B,G)				
Wrestling				
Gym Asst (B,G)				
Softball				
Volleyball				
Girls' Lacrosse				