

West Irondequoit Teachers' Association



Commitment to Excellence

TENTATIVE AGREEMENT PRESENTATION
SEPTEMBER 29, 2020

WELCOME

SCOTT STEINBERG, WITA PRESIDENT



WITA NEGOTIATIONS TEAM

Wendy Boomer, Iroquois Teacher, Chair

Mark Crawford, IHS Teacher

Noreen Crouse, IHS Teaching Assistant

Kate Dobosz, Southlawn Teacher

Howard Dutton, Technology Staff

Mary Beth Lenzi, Rogers Teaching Assistant

Kim Sherry, Seneca Nurse

Steve Schockow, Dake Teacher

Scott Steinberg, School Counselor District-Wide

Emily Swanson, Brookview Teacher

Julie Wolf, IHS Speech/Language Pathologist

Jason Cooney, NYSUT Labor Relations Specialist

TENTATIVE AGREEMENT

One Year Contract
Extension (Rollover)

July 1, 2020 – June 30, 2021

What is a Contract Extension or Rollover?

All terms of the 2018-20 Contract will continue until June 30, 2021 with adjustments made to BASE SALARY only.

Salary increase does NOT apply to stipends and extra duties.

TENTATIVE AGREEMENT

Salaries

ALL Salaries will increase 3.1% from the 2019-20 rate except cases where the raise already received under Triborough is greater than 3.1%. Those members will maintain the higher rate.

TENTATIVE AGREEMENT

Triborough Reminders

Members on a step schedule already received an increase under the Triborough Amendment to the Taylor Law. If that increase was less than 3.1% the member will receive a retroactive increase to the new rate. If that increase was equal to or greater than 3.1% there will be no additional adjustment.

TENTATIVE AGREEMENT

Triborough Reminders

Approximately 80% of WITA Members received a Triborough raise.

The other 20%, including nurses and technology staff, have not received a pay increase since July 1, 2019.

TENTATIVE AGREEMENT

Salary Schedules

Teachers

On-Step

Step Schedule adjusted to 3.1%

Off-Step

3.1% Increase from 2019-20 Salary

Increase is retroactive to July 1

TENTATIVE AGREEMENT

Salary Schedules

Teacher Step Schedule

			2020-2021		
2019-2020			Teachers		
Teachers			Step	Salary	%
Step	Salary	%	1	\$ 41,106	
1	41,106		2	\$ 42,380	3.1%
2	41,794	1.7%	3	\$ 43,090	3.1%
3	42,494	1.7%	4	\$ 43,811	3.1%
4	43,757	3.0%	5	\$ 45,113	3.1%
5	45,013	2.9%	6	\$ 46,408	3.1%
6	46,305	2.9%	7	\$ 47,740	3.1%
7	47,587	2.8%	8	\$ 49,062	3.1%
8	48,999	3.0%	9	\$ 50,518	3.1%
9	50,468	3.0%	10	\$ 52,033	3.1%
10	51,932	2.9%	11	\$ 53,542	3.1%
11	53,438	2.9%	12	\$ 55,095	3.1%
12	54,988	2.9%	13	\$ 56,693	3.1%
13	56,534	2.8%	14	\$ 58,287	3.1%
14	58,198	2.9%	15	\$ 60,002	3.1%
15	59,920	3.0%	16	\$ 61,778	3.1%
16	61,696	3.0%	17	\$ 63,609	3.1%
17	63,531	3.0%	18	\$ 65,500	3.1%
18	65,373	2.9%	19	\$ 67,400	3.1%
19	67,269	2.9%	20	\$ 69,354	3.1%
20	69,220	2.9%	21	\$ 71,366	3.1%
21	70,937	2.5%	22	\$ 73,136	3.1%
22	73,012	2.9%	23	\$ 75,275	3.1%
23	75,202	3.0%	24	\$ 77,533	3.1%
24	77,383	2.9%	25	\$ 79,782	3.1%
25	79,628	2.9%	OFF	\$ 82,096	3.1%

TENTATIVE AGREEMENT

Salary Schedules

Teacher Off Step Salaries

25	79,628	2.9%	OFF	\$ 82,096	3.1%
OFF	81,873		OFF	\$ 84,411	3.1%
OFF	84,166		OFF	\$ 86,775	3.1%
OFF	86,522		OFF	\$ 89,204	3.1%
OFF	88,945		OFF	\$ 91,702	3.1%
OFF	91,392		OFF	\$ 94,225	3.1%
OFF	93,201		OFF	\$ 96,090	3.1%
OFF	95,655		OFF	\$ 98,620	3.1%
OFF	98,141		OFF	\$ 101,183	3.1%
OFF	103,815		OFF	\$ 107,033	3.1%
OFF	105,693		OFF	\$ 108,969	3.1%
OFF	112,676		OFF	\$ 116,169	3.1%
OFF	116,433		OFF	\$ 120,042	3.1%
OFF	118,569		OFF	\$ 122,245	3.1%

TENTATIVE AGREEMENT

Salary Schedules

Teaching Assistants and Teacher Aides

On-Step

Step Schedule adjusted to 3.1% where applicable. If step was greater than 3.1% the higher rate is maintained.

Off-Step

3.1% Increase

Increase is retroactive to July 1

TENTATIVE AGREEMENT

Salary Schedules

Teaching Assistants

			2020-2021		
2019-2020			Teaching Assistants		
Teaching Assistants			Step	Hourly	%
Step	Hourly	%			
			9	\$11.85	
9	\$11.85		10	\$12.22	3.1%
10	\$12.13	2.36%	11	\$12.51	3.1%
11	\$12.51	3.13%	12	\$12.91	3.2%
12	\$12.91	3.20%	13	\$13.31	3.1%
13	\$13.30	3.02%	14	\$13.73	3.2%
14	\$13.73	3.23%	15	\$14.17	3.2%
15	\$14.17	3.20%	16	\$14.73	4.0%
16	\$14.73	3.95%	17	\$15.24	3.5%
17	\$15.24	3.46%	18	\$15.74	3.3%
18	\$15.74	3.28%	19	\$16.34	3.8%
19	\$16.34	3.81%	20	\$16.86	3.2%
20	\$16.86	3.18%	OFF	\$17.38	3.1%
OFF	\$17.40		OFF	\$17.94	3.1%
OFF	\$17.95		OFF	\$18.51	3.1%
OFF	\$18.48		OFF	\$19.05	3.1%
OFF	\$19.03		OFF	\$19.62	3.1%
OFF	\$19.82		OFF	\$20.43	3.1%
OFF	\$22.88		OFF	\$23.59	3.1%
OFF	\$24.75		OFF	\$25.52	3.1%
OFF	\$27.69		OFF	\$28.55	3.1%
OFF	\$30.75		OFF	\$31.70	3.1%

TENTATIVE AGREEMENT

Salary Schedules

Teacher Aides

			2020-2021		
2019-2020			Teacher Aides		
Teacher Aides			Step	Hourly	%
Step	Hourly	%	9	\$11.80	
9	\$11.80		10	\$12.17	3.1%
10	\$11.95	1.27%	11	\$12.32	3.1%
11	\$12.32	3.10%	12	\$12.70	3.1%
12	\$12.70	3.08%	13	\$13.10	3.1%
13	\$13.10	3.15%	14	\$13.54	3.4%
14	\$13.54	3.36%	15	\$14.03	3.6%
15	\$14.03	3.62%	16	\$14.48	3.2%
16	\$14.48	3.21%	17	\$14.94	3.2%
17	\$14.94	3.18%	18	\$15.49	3.7%
18	\$15.49	3.68%	19	\$16.06	3.7%
19	\$16.06	3.68%	20	\$16.57	3.2%
20	\$16.57	3.18%	OFF	\$17.08	3.1%
OFF	\$17.10		OFF	\$17.63	3.1%
OFF	\$17.64		OFF	\$18.19	3.1%
OFF	\$23.62		OFF	\$24.35	3.1%

TENTATIVE AGREEMENT

Salary for Members not on a Step Schedule
(i.e. Nurses and Technology Staff)

**3.1% Increase from 2019-20 Rate
retroactive to July 1.**

**Anyone hired on or after July 1 will not
receive an increase.**

RATIFICATION VOTE PROCEDURES

- ✓ Voting will take place Tuesday and Wednesday, November 3rd and 4th
- ✓ Voting will occur in each building
- ✓ Members may vote in any building but must vote in person
- ✓ Voting will close at 2 PM on November 4th
- ✓ It is essential to sign the signature sheet!
You may print and sign at the bottom if your name is not pre-printed

Thank you to elections chair Colleen Vay, Rogers, for coordinating the vote!

QUESTIONS?

THANK YOU!

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3.1%

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