

EASTCHESTER SCHOOL DISTRICT TEACHERS' CONTRACT SUMMARY

- Work only 186 days (approximately nine months) per year. Have off the entire summer plus several one-week vacations and numerous holidays throughout year.
- Work less than 7 and 1/4 hours per day. Anything beyond that pays extra.
- Actually teach no more than five 45-50 minute periods per day. Also, teach no more than three periods consecutively in a day. Again, any deviation carries extra pay.
- Base pay schedule starts at over \$51K and extends to over \$120K.
- Receive extra pay in "Teaching Stipends" for 27 activities beyond basic schedule.
- Receive extra pay for 53 "Co-Curricular Activities" (clubs, councils, societies).
- Receive extra pay for 16 "Extra-Duty Assignments" (bus duty, lunch supervision...)
- Receive 15 paid sick days per year. Unused days may be accumulated without limit.
- Receive 2 paid personal days per year. Up to 5 unused days can be accumulated.
- Receive automatic, contractually-guaranteed 3.5% yearly base pay increases without regard to individual job performance or state of the economy.
- Receive tenure (lifetime employment guarantee) after just three years on the job. Tenure is also granted to teaching assistants and guidance counselors.
- Receive full compensation for approved education. Once additional credits or degrees are earned, there is also an increase in salary.
- Pay only 3% of salary, during just their first ten years of employment, toward their retirement fund. After that, their retirement is completely paid by the District.
- Pay only 6% toward their health benefits (increasing to 6.25% for '09-'10 year).
- Pay no NY State income tax on their pension when they retire.

NOTES:

- data shown are for secondary schools, which vary slightly from elementary schools
- the contract covers the period from July 1, 2006 to June 30, 2011 during which time some of the numbers change; numbers shown here are for the '08-'09 school year, unless otherwise noted
- a number of teachers also have been allowed to send their children to the Eastchester schools, even though they do not live in the District and are not compensating the District for their children's attendance.