



West Islip

Teachers' Association



West Islip Teachers
Association

Highlights of some points from
our General Membership
Meeting from that took place
Monday June 17, 2019

Retro for 18-19

Salary Increase for 19-20 and beyond....



The 1% raise is in addition to the average 2.4% step raise = 3.4%. So this is really 1.4% above the 2% cap.

<u>2018-2019</u>	MA	Step 1	\$58,175	becomes \$58,757	<u>2019-20</u>	\$62,317
<u>2018-2019</u>	MA60	Step 18	\$119,359	becomes \$120,563	<u>2019-20</u>	\$124,741

2018-19	Step 24 MA+75	\$135,278
2019-20	Step 24 MA+75	\$136,631
2020-21	Step 24 MA+75	\$137,997 (based on 1%)
2021-22	Step 24 MA+75	\$139,377 (based on 1%)



Salary Comparisons at Step 24....

Salary Comparison at 24th STEP, MA+75:

- Babylon - \$128,642 (only have 16 step schedule)
- Central Islip - \$151,674
- Connetquot - \$129,027
- Deer Park - \$135,000 (step 30 with PHD)
- Eastport/South Manor - \$126,107
- Hauppauge - \$117,769
- Islip - \$126,005
- North Babylon - \$117,000
- Sachem - \$128,990
- **West Islip - \$136,631**

Sick Leave/Extended leaves of absence...

We will now receive 12 sick days/year.

- “Incapacitating illness or accident” - member charged 20 days for up to 180 sick days taken.

Childbearing...

After tenure...In your 5th year of teaching:

48 - days accumulated in your bank (less any sick days
you take)

12 - personal illness days for current year

2 - personal days (can ask for 3rd)

2 - family illness days (can ask for 3rd)

64 - total days

If you were to get pregnant and take 6 weeks off you will have to use 30 days that you have banked. This leaves you with 34 days remaining in your bank.



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Another childbearing....

If you were to get pregnant the very next year...6th year of teaching:

34 - days in your bank

12 - personal illness days for current year

2 - personal days (can ask for a 3rd)

2 - family illness days (can ask for a 3rd)

50 - total days

If you need 6 weeks off for this second pregnancy you need to use 30 days that you have banked. This leaves you with 20 days remaining in your bank.



Childbearing/Incapacitating Illness...

If you have childbearing complications, determined to be incapacitating and 2 doctors agree, you will only be charged 20 days from your bank.



Convertibility...

In your last 20 years, the days you accrued will be used to provide you with a more significant payout upon your retirement.

You can have as many as 240 days:

$$240 = 12 \text{ days} \times 20 \text{ years}$$

(In the years prior 2019-20 you received 10 days/year towards convertibility presuming you are within your last 20 years of service. The total days will be added to at a rate of 12 days/year going forward.)

160 days x \$250/day from your banked days (last 20 years) = \$40,000

SO.... you need to end your career with 160 days in order to receive \$40,000.

After Step 24....

After step 24 you stop earning step increments. The longevity payment the district pays is a maximum of \$1,250 (divided into 2 separate checks in January and in June) in addition to the salary at step 24. You also get any negotiated increases to the schedule, as shown below.

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WE ARE WITA

- Health Insurance Contribution maintained at 17%
- Health Insurance Buyout
- Salary Schedule Continues to Advance
- No step freezes or half-steps
- Incapacitating illness/accident (unlimited sick) maintained
- 4 year contract
- No loss of positions/staff