

## MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE BOARD OF EDUCATION AND THE SUPERINTENDENT OF SCHOOLS OF THE HALDANE CENTRAL SCHOOL DISTRICT, hereinafter “the District”, and THE HALDANE FACULTY ASSOCIATION, hereinafter “the Association”;

WHEREBY, the District and the Association agree to revive and incorporate the provisions of the July 1, 2020 – June 30, 2021 Collectively Negotiated Agreement between them into a new three (3) year successor Agreement effective July 1, 2021 and terminating on June 30, 2024, except as modified by the following provisions:

1. Article IV.B - Joint Labor Management Committee Delete “The Committee shall consist of a maximum of six [6] members chosen annually. Two [2] - Three [3] members shall be designated by the Board of Education and two [2] - three [3] members designated by the HFA President. The Chairperson of the Committee shall rotate from meeting to meeting between a Board designated member and an HFA designated member” and replace with, “The Committee shall consist of the Board of Education President or his/her designee, the Superintendent, the HFA President and Vice President or their designee(s) who is an executive officer if either is not available to attend.
2. Article IV.D - Joint Labor-Management Committee a. Delete first sentence “The Committee shall meet once per month during the school year”) and replace with, “The Committee shall meet quarterly during the school year. Meeting dates and times shall be agreed upon mutually in advance of each meeting. If possible, the parties will schedule some meetings during mutually agreed upon free time during school hours.”
3. Article VII.D.1 - Graduate Credits/In-Service Credits a. Add the following language to the end of the provision: “The Superintendent of Schools shall consider on-line courses for credit based upon factors including but not limited to (1) whether the course is offered through an accredited college or university with a physical campus; (2) whether the rigor of the course is comparable to a traditional college or university course; (3) whether the subject matter of the course is directly related to the teacher’s professional responsibilities and/or initiatives of the District; and (4) such other factors as may be determined by the Superintendent.
4. Article VII.F.3 a. Delete “Bargaining unit members who accept assignment for supervision of middle school clubs and/or intramurals will be compensated as indicated in Appendix B-2”.
5. Article VII.I - Separation Pay a. NEW - Add the following at the end of the provision: “In their final year of employment with the District, teaching assistant unit members with 10 or more years of District service may sell back up to 50 unused sick leave days

at the rate of \$50 per day and receive a non-elective employer contribution pursuant to the conditions described above in this Article.”

6. Article VII.O - Instructional Coaches a. Delete “The Instructional Coach will conduct a 3-day institute that teaches the basics of Project Based Learning and helps participants develop a Unit of Study that will be conducted between the second and third day of the Institute. Teachers that have taken part in prior training, have experience in PBL workshops, and are willing to be involved in the NTN Coaches training are eligible to apply. Compensation for planning purposes is the Summer Curriculum rate as set forth in Appendix B2”.
7. Article VIII.B.3.c. Modify to read as follows: “Use of the sick leave bank shall be limited up to seventy-five (75) days per year for any teacher.”
8. Article VIII.A.3. Add the following language: “The District shall have the right to reopen negotiations relative to the amount and length of family leave at the conclusion of the 2022-2023 school year.”
9. Article IX.A.3.a - Teacher Health Insurance Premium Contributions - Increase (from 15.5%) by .5% in each year of successor agreement. The increase for the 2021-2022 school year shall be effective on the date of full ratification of this Agreement.
10. Appendix A-3.1. Revise the last paragraph to read as follows: The Association shall provide the District with a current audited financial statement of the Fund six months before the expiration of the collectively negotiated agreement, such earlier date as the parties may commence negotiations on a successor agreement or when the Association requests to reopen negotiations relative to the amount of the District’s contribution to the Fund. The Association shall have the right to reopen negotiations relative to the amount of the District’s contribution to the fund at the conclusion of the 2022-2023 school year.
11. Appendix B-1. Stipends for assistant coaches will be added to Appendix -1 beginning in the 2021-2022 school year for the following sports: varsity boys basketball, varsity girls basketball, varsity volleyball, varsity softball, varsity boys soccer and varsity girls soccer. The stipends will be: Schedule A: \$3,821; Schedule B: \$4,620. These amounts will be increased by any agreed upon increase that is applied to other coaching stipends including any increases for the 2021-2022 school year.
12. Appendix B-2 Add Leo Club Advisor at the same rate of pay as the Identity Club Advisor.

13. Appendix B-2. The District will reinstate the position of Physical Education Department Chair. This position will be filled and compensated in the same manner as the other department chair positions.
14. SMOAs Incorporate 3-15-18, 8-30-18, 12-13-18 and 11-17-20 SMOA into Successor Agreement. Terminate 4-20-21 SMOA.
15. Teacher Salary Increase a. 1.5% increase x 3 applicable to all Appendix A-1, B-1 and B-2 items. The 2021-2022 increase shall be retroactive to July 1, 2021.
16. Teaching Assistant Salary Increase
  - a. \$1.00 to top step (hourly rates) in each year of the successor agreement
  - b. Increase tenure stipend (currently \$1,144) by \$50 in years 1 and 3
  - c. Increase top longevity (currently \$1,144) by \$100 in years 1 and 3
17. Continue with APPR bargaining.
18. The parties shall meet to negotiate the possible creation of a PBIS Advisor stipended position.

SO AGREED, this 13 day of January, 2022, subject to ratification by the parties' respective constituencies as recommend by their negotiating teams.

THE DISTRICT

Phil Benanti  
Anne Marino  
JED  
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THE ASSOCIATION

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Carol Deane  
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