

MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND THE BOARD OF EDUCATION OF THE HALDANE CENTRAL SCHOOL DISTRICT, hereinafter "the District" and THE HALDANE ADMINISTRATORS ASSOCIATION, hereinafter "Association"

WHEREBY the parties agree to continue the provisions of the July 1, 2021 through June 30, 2022 Collective Bargaining Agreement between them into a new four-year successor agreement effective July 1, 2022 and terminating on June 30, 2026, except as modified by the following:

1. Article 3. Delete and replace with the following: "Certified administrative staff shall be credited with 25 vacation days at the start of each school year. Unit members are eligible to cash out up to 10 unused vacation days each year with the approval of the Superintendent. These days shall be paid as salary at the salary rate in effect during the school year that they were not used in the first payroll in July. Up to five unused vacation days may be rolled over to the administrator's vacation allotment at the conclusion of each school year. Any remaining vacation days shall be rolled over to the administrator's accumulated sick leave.

2. Article 7. Delete and replace with the following: "Effective July 1, 2022, active unit members shall contribute 16% to individual or family health insurance premiums. Effective July 1, 2023, active unit members shall contribute 16.5% to individual or family health insurance premiums.

Shared Savings Plan: At the unit member's option, any unit member may reduce medical insurance coverage by completing an appropriate form furnished by the district.

Any unit member waiving individual coverage shall receive payment of \$2,300. Any unit member waiving family coverage shall receive payment of \$6,000. Any unit member changing from family to individual coverage shall receive payment of \$3,500.

Unit members electing to reduce their insurance coverage must do so by February 1st with the provisions of this section taking effect on July 1st. Payment of the unit member's share shall begin with the first half-payment on October 5th and a second half-payment on April 15th. Full coverage may be reinstated by notifying the district in writing no later than February 1st. Reinstatement shall take place on July 1st.

The District shall waive the February 1st notification date if the unit member's status changes drastically so as to cause severe hardship as a result of the unit member's election to reduce coverage. Such circumstances are limited to death of a spouse, loss of a spouse's employment, or loss of spouse's insurance coverage."

3. Article 11.A. Salary. Delete current language and replace with the following: "Unit members who have completed a full year of service in the HAA shall receive a 2% salary increase on July 1, 2022, July 1, 2023, July 1, 2024 and July 1, 2025. The salary schedule in the first year of the successor agreement shall be retroactive to July 1, 2022."

4. Article 11.B. Service Recognition. Delete current language and replace with the following: "Upon completing 5 years of service to the Haldane Central School District as an administrator, each unit member shall be entitled to a \$3,500 increase to their base salary. Upon completing 10 years of service to the District as an administrator, each unit member shall be entitled to an additional \$3,500 increase to their base salary.

Unit members hired before July 1, 2016 shall be entitled to a \$3,500 increase to their base salary after 16 and 22 years of continuous service as an administrator, respectively."

5. Article 13. Retiree Health Insurance. Add the following language to the end of the provision: "Unit members retiring after December 31, 2022 will be entitled to continue health insurance in retirement, with the District paying for 75% of the individual or family premium, if applicable, providing that the unit member has completed at least 10 years of service to the district, is at least 55 years of age, and meets all of the requirements of the New York State Teachers Retirement System."
6. New. Article 24. Universal Pre-Kindergarten Program. Add the following language: "In the event that the District establishes a Universal Pre-Kindergarten program, the unit member who is assigned to oversee the program shall receive an annual stipend of \$3,500. The elementary principal or the Director of Pupil Personnel Services will be considered first for this role."

SO AGREED this 11th day of October, 2022, subject to ratification by the parties.

FOR THE DISTRICT

Phil Bernante

FOR THE ASSOCIATION

[Signature]