

MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE CHAPPAQUA CENTRAL SCHOOL DISTRICT, hereinafter referred to as "The District" and THE CHAPPAQUA ADMINISTRATORS ASSOCIATION, hereinafter referred to as "The Association";

WHEREBY, the parties agree to incorporate the terms of their 2020-2023 Collective Bargaining Agreement for the period commencing on July 1, 2023 through June 30, 2026, except as modified by the following provisions:

1. **Article III – Length of Year:** Fourth paragraph

[Remove]: *"Effective July 1, 2020, unit members may receive pay for up to four (4) unused vacation days from the preceding school year at the per diem rate of 1/240th of the preceding school year's annual rate of pay for each such day."*

[Add]: *"Effective July 1, 2023, unit members may receive pay for up to five (5) unused vacation days from the preceding school year at the per diem rate of 1/240th of the preceding school year's annual rate of pay for each such day."*

2. **Article IV Professional Compensation:**

a. Remove and replace Paragraph A. with the following:

"Benefits and Salary Provisions for the 2023-2024, 2024-2025, and 2025-2026 School Years:

The previous school year's base salary of each administrator shall be increased by 2% effective July 1, 2023, 2% effective July 1, 2024, and 2% effective July 1, 2025."

b. Paragraph B: second sentence

[Remove] "The career differential and longevity are part of salary but are excluded from the salary increase calculation."

[Add] "***The longevity payments*** are a component of salary but are excluded from the salary increase calculation."

c. Paragraph C Longevity: replace dollar amounts as follow:

5-9 yrs:	\$4,500
10- 14 yrs:	\$6,500
15-19 yrs	\$7,500
20 or more:	\$7,800

d. [Add] Paragraph E - "All unit members shall be required to receive salary payments by direct deposit."

e. [Add] Paragraph F - as follows:

Assistant to the Assistant Superintendent for Human Resources:

Annual stipends for the period of July 1 through June 30 as follows:

- Elementary = \$6,000
- Secondary = \$6,000

The annual stipends will be paid on a quarterly basis. These stipend positions shall be reposted every 2 years; provided, however, that an incumbent may be discontinued by the Board of Education from such appointment for cause or no cause at all at any time during his/her/their employment in such position. The time committed to service in the stipend position is understood to have no effect upon the tenure area of employment of the bargaining unit member who serves in such capacity. Work associated with this stipend position is acknowledged not to be within the exclusive work rights of the Association's bargaining unit.

f. [Add]: Paragraph G. COVID Base Salary adjustment: All bargaining unit members who worked from July 1, 2020 through June 30, 2021 shall receive a one-time base salary adjustment of \$2,000. This salary adjustment will be added before the base salary computation in paragraph A above.

3. Article V Benefits Program and Maintenance of Standards:

a. Numbered Paragraph 1: Life Insurance: no change in benefit. clarify language by adding the following in ***bold italics***:

"The District shall pay the cost of \$200,000 group life insurance for each administrator (***this benefit consists of \$150,000 district funded policy and \$50,000 CCT Benefit Fund***). Upon retirement, the administrator may purchase additional coverage under the policy, at any time, at the District's group rate."

b. Numbered paragraph 2. Sick Leave - update payment for unused sick days as follows (***bold italics***)

"Upon retirement, administrators will be paid **\$65** per day for unused sick leave up to a maximum of 300 days."

c. Numbered Paragraph 8 Retirement, subparagraph b. Retirement Stipend: No change to language; Increase stipends as follows:

Six month notice = \$2,500

Twelve month notice = \$3,500

- d. Numbered Paragraph 10: Cafeteria Option - remove paragraph #10.
- e. Numbered Paragraph 12 - Active Employee Health Premium Contributions:

[Remove]: *“Effective July 1, 2020 and during the life of this agreement, bargaining unit members shall contribute towards the cost of health insurance premiums for individual or family coverage at the rate of 22%.”*

[Add]: *During the life of this agreement, bargaining unit members shall contribute towards the cost of health insurance premiums for individual, two-person or family coverage at the following rates:*

2023-2024 = 22%
2024-2025 = 22.5%
2025-2026 = 23%

- f. Numbered Paragraph 13: Remove Paragraph. Clause has sunset.

- 4. **Article VI Professional Development:** [Add the following]:
“Tuition Reimbursement not to exceed \$12,500 per member per school year (July 1- June 30).

In the event a unit member who has received tuition reimbursement voluntarily leaves the District, all courses taken within one (1) calendar year of the effective date of resignation and for which tuition reimbursement has been received shall be reimbursed to the District in the following manner.

The unit member shall be required to reimburse the District for seventy-five percent (75%) of the monies paid by the District towards tuition for any courses taken within one (1) calendar year of the unit member’s resignation. A repayment schedule, not to exceed a one (1) year repayment period, shall be agreed upon. If no agreement on a repayment schedule is reached, payroll deductions may be made to recover the sums owed. If the payroll deductions are insufficient to repay the entire sum owed, the District may pursue any remedy it has at law to obtain reimbursement.”

- 5. **Article VII Professional Appraisal:**
Remove Paragraph 1 and 2 as follows in *italics*:
“*Article VII shall apply to those administrators not covered by Education Law Section 3012-c.*”

The parties acknowledge that pursuant to the provisions of Education Law Section 3012-c, they have a duty to negotiate certain aspects of the Annual Professional Performance Review (APPR) for principals. Accordingly, the parties

agree that those subjects that are required to be negotiated under the provisions of said statutory sections shall remain open subjects of negotiation following the ratification of the Memorandum of Agreement. For all administrators, the Superintendent of Schools shall be the final decision-maker on any appeal pursuant to APPR."

Add the following in *italics*:

"All principal and assistant principal areas of professional growth shall be aligned with the Chappaqua Central School District strategic plan, based on student performance on state and local assessments, and/or additional areas of professional growth identified by supervisors. All unit members will receive a written mid-year review that will articulate member progress on addressing District strategic initiatives and student performance as well as areas for professional growth.

The District shall apply APPR rubric for the Building Principals to the Assistant Principals for end of year evaluative purposes."

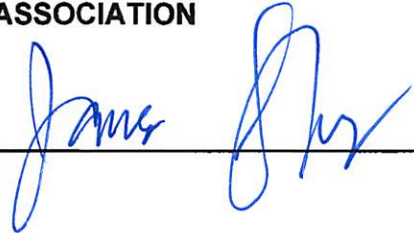
So agreed this 13th day of Feb, 2023, subject to ratification by the Chappaqua Central School District Board of Education

THE DISTRICT



Date: 2/15/23

THE ASSOCIATION



Date: 2/15/23