

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 District and the Association agree to incorporate the provisions of their 2015-2017 Collectively Negotiated Agreement into a three-year successor agreement, effective July 1, 2017 and terminating on June 30, 2020, except as modified by the following provisions:

1. **Article I - Recognition**

Section B - Change Duration to July 1, 2017 to June 30, 2020.

2. **Article III – Length of Year**

Add: "A maximum of five (5) unused vacation days may be carried over into the next school year and be used for the purpose of parental leave to taken within six months of the birth or adoption of a child. This provision shall apply to carry forward days from June of 2017 and each year subsequent thereto."

3. **Article IV - Professional Compensation**

Section A - Benefits and Salary Provisions -

Delete and replace with:

"Benefits and Salary Provisions for the 2017-18, 2018-19 and 2019-20 School Years"

"The previous school year's base salary of each administrator shall be increased by 2.375% effective July 1, 2017, 2.375% effective July 1, 2018, and 2.375% effective July 1, 2019."

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4. **Article V - Benefits Program and Maintenance of Standards**

Section 5 – Delete and replace with:

Long-term Disability Program: District shall pay the premium for the agreed-upon Long-term Disability Program for administrators.

Section 6 – Delete and replace with:

Benefit Fund: The District shall contribute to the CCT Benefit Fund for each active employee the same amount that it contribute for teachers.

Section 10 – Delete and replace with:

“The cafeteria option of Article V, Section 10 will be discontinued effective close of business on June 30, 2017, and that provision shall be deleted from the successor collective bargaining agreement. In addition, each unit member employed on June 30, 2017 shall have his or her base salary increased by the dollar amount of the cafeteria option in effect during the 2016-17 school year immediately before applying the percentage increase to salaries as set forth above for the 2017-18 school year.”

Section 12, First Paragraph – Delete and replace with:

Active Employee Health Premium Contributions: Effective July 1, 2017, bargaining unit members shall contribute towards the cost of health insurance premiums for individual or family coverage at the rate of 20%, effective July 1, 2018, the rate will be 21% and effective July 1, 2019, the rate will be 22%.

Section 12, Third Paragraph Schedule – Delete and replace with:

5 years – employee contribution	– 25%
6-9 years – Employee contribution	– existing administrator health insurance contribution rate at time of retirement.

Section 13: Change “June 30, 2015” to “June 30, 2018.”



Section 14: Delete and replace with:

Section 457 IRC Plan - The District has established, through New York State, a Section 457 IRC Plan.

5. **Article VIII – Association Privileges**

For purposes of Article 28(A) Sick Leave and Article 29 Other Leaves of the Agreement with the Chappaqua Congress of Teachers define “Family” as an Employee’s spouse, children, parents, siblings, grandparents, grandchildren, and in-laws.

SO AGREED this 1st day of May, 2017, subject to ratification by their respective constituencies.

THE DISTRICT

BY: _____

THE ASSOCIATION

BY: _____

BY: _____

*Ratified by the Board of Education
May 24, 2017
Shere Mell'olio
District Clerk*

DP
[Signature]