

**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 2013-2015 Collectively Negotiated Agreement into a two-year successor agreement, effective July 1, 2015 and terminating on June 30, 2017, except as modified by the following provisions:

1. **Article I - Recognition**

Section B - Change Duration to July 1, 2015 to June 30, 2017.

2. **Article III – Length of Year** – Add the following paragraph: "For vacations to be taken during the months of July and August, administrators shall seek approval of their direct supervisor prior to July 1. For requests for vacation days during the school year or requests made after July 1 for July and August vacations, and for all personal day requests, administrators must seek the prior approval of their direct supervisor at least three work days prior to the proposed vacation or personal days. If the direct supervisor is unavailable, such request shall be made to the Superintendent or his/her designee. All requests shall be made in writing on a district provided form."

3. **Article IV - Professional Compensation**

Section A - Benefits and Salary Provisions - Delete and replace with:

“The previous school year’s base salary of each administrator shall be increased by 2% effective July 1, 2015 and 2% effective July 1, 2016.”

Section C – Longevity – Increase each Longevity amount by \$800.

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

Section 6 – Add a new sentence at the end of this paragraph: “The second sentence of this paragraph shall sunset, becoming null and void, with the end of this agreement.”

Section 8 – Retirement – Insert new paragraph (a) and change existing paragraph (a) to paragraph (b). New paragraph (a) as follows: “Notice of Retirement – Unit members shall be required to give notice of retirement via an irrevocable letter of resignation for the purpose of retirement no later than 5 months prior to the date of retirement.”

Section 8 (a, now b) – Retirement: Delete “on or before January 1 of the school year in which they will retire” and replace with “at least six months prior to the date they will retire” and delete “on or before August 31 of the school year in which they will retire” and replace with “provided at least twelve months prior to the date they will retire”.

Section 10 – Increase Cafeteria Option from \$4,500 to \$5,100, effective July 1, 2015.

Section 12 - Effective July 1, 2015, bargaining unit members shall contribute towards the cost of health insurance premiums for individual or family coverage at the rate of 18.25%, and effective July 1, 2016, the rate will be 19%.

Section 12 – Add the following: “Notwithstanding the above, family health insurance premium contributions are subject to the application of the District’s “Spousal and Eligible Dependent Rule”. All unit members who work less than 0.6 F.T.E. may participate in the District’s health insurance plan by contributing one hundred percent of the premium cost for individual or family coverage.”

Section 13 – Add a new sentence at the end of this paragraph: “This paragraph shall sunset, becoming null and void, with the end of this agreement.”

Section 15- Delete.

SO AGREED this 17 day of March, 2015, subject to ratification by their respective constituencies.

THE DISTRICT

BY: *John McKay*

THE ASSOCIATION

BY: *James Shy*

*Ratified by the Board of Education  
May 6, 2015  
Theresa M. Mashley  
District Clerk*