

## 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 CONGRESS OF TEACHERS**, hereinafter referred to as “the CCT”;

**WHEREBY**, the District and the CCT agree to incorporate the provisions of their 2015-2018 Collectively Negotiated Agreement, into a three (3) year successor agreement, effective July 1, 2018 and terminating on June 30, 2021, except as modified by the following provisions:

1. Article 10 (H), (I) & (J) – **Early Release and Half-Days** - Delete in their entirety and replace with:” Apart from two fall elementary half days for parent- teacher conferencing and three elementary half days during the last five days of the teachers’ work year, subject to meeting the hours requirements of S.E.D. for full State Aid for elementary school students, all teacher workdays shall be full workdays as described in Article 11(A). Unit members shall be required to attend one (1) Community Night or one (1) Open House when schedule by the District.” (p. 11)

2. Article 24(E)(4) – **Coaching** – Add the following at the beginning of the provision: “All coaches shall be subject to annual appointment to their positions. Each coach shall be evaluated at the end of the season on an evaluation form in the nature of a checklist, with a narrative section for additional comments. Additionally, if significant performance or interpersonal relations concerns arise during the course of the season, the same shall be promptly brought to the coach’s attention and direction for improvement, where applicable shall be given.

In the event that a coach receives an unsatisfactory rating the Athletic Director may recommend to the Board of Education and the Board may determine not to appoint the coach to future coaching positions. Such determination shall not be subject to the Grievance Procedure, including the arbitration provisions in the parties’ collective bargaining agreement and the arbitrator shall be without power to address grievances regarding the denial of future coaching positions based upon such unsatisfactory rating. Preference for coaching positions shall be given to teachers’ bargaining unit members (p.39)

3. Article 25(A) – **Health Insurance Premium Cost Sharing** - Increase the percentage of the health insurance premium share paid by employees from 16.5% to 18% in .5% increments July 1<sup>st</sup> in each of the school years 2018-19 through 2020-21. (p. 48)
4. Article 23 (A) (1) – **Salary Schedule** - Add to the 2017-18 salary schedule half-steps **6a**. Then, increase all steps by 1.3% effective July 1, 2018. Effective July 1, 2019 there shall be off-schedule recurring salary increases when due to each unit member who worked during the prior school year of **\$1100**. Effective July 1, 2020 there shall be an off-step recurring salary increase when due to each unit member who worked during the prior school year of **\$1100**.
5. Article 23 (A) (2) – **Off-Schedule Recurring Salary** – for those unit members who qualify as described in this provision: \$1000 effective July 1, 2018, \$950 effective July 1, 2019 and \$950 effective July 1, 2020.
6. To the extent that agreement is not reached by July 1, 2018, there shall be no retroactivity regarding salary increases.
7. Article 29 (C) – **Religious Leave** - Delete in its entirety. [T/A]
8. Article 25 (A) – **Retiree Health Insurance** – add to the agreement a minimum vesting requirement of 15 years of service in the District in a benefits eligible position with a District premium share requirement for unit members hired on or after July 1, 2018.
9. Tentative agreements to date of January 22, 2018 – Day 6 Nos. 1-7, noting that No. 6 is resolved by the language set forth in paragraph 4 above and February 12, 2018-Day 8 Nos. 1-3.
10. **Coaches Salary for Post-Season Play** - Second round and beyond -\$50 per practice day or game day, not to exceed \$200 per week.
11. **K-12 Intramural Coaches**: 5 points per season- fall, winter and spring.
12. Apart from salary and longevity increases as set forth above – stipends at the following contractual provisions: Articles 15, 18 (C) (4) (a and b), 23(C and F) and 34 (A), shall be increased by 1% effective July 1, 2018, 1% effective July 1, 2019 and 1% effective July 1, 2020.
13. **Elementary Chair** - \$3,300 effective July 1, 2018.
14. **Sick Days**: \$40 per day at 245 cap

SO AGREED, THIS 3<sup>rd</sup> DAY OF MAY, 2018, SUBJECT TO RATIFICATION BY RESPECTIVE  
CONSTITUENCIES.

THE DISTRICT

BY: 

THE CCT

BY: 