

## MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE CHAPPAQUA CENTRAL SCHOOL DISTRICT, (the "District") and the CHAPPAQUA CONGRESS OF TEACHERS, hereinafter referred to as "the CCT": Covering Employees with the Title of Teaching Assistant.

**WHEREBY**, the District and the Union agree to incorporate the terms of the Collectively Negotiated Agreement between them that will expire on June 30, 2021 into a three-year successor agreement effective July 1, 2021 and terminating on June 30, 2024, except as modified by the following provisions:

1. **Article 3A: Entry Level Base Salary**  
Increased by 1% effective, 7/1/21  
Increased by 1% effective, 7/1/22  
Increased by 1% effective, 7/1/23
2. **Article 3B: Salary Increase**  
Unit members who return to work from the previous school year shall receive a salary increase in the amount and on the dates specified below:  
\$1,050 effective 7/1/21  
\$1,100 effective 7/1/22  
\$1,175 effective 7/1/23
3. **Article 3C: Salary Base Enhancements** remove year 8 and modify the provision as set forth below:  
At beginning of year 4: \$1,100  
At beginning of year 7: \$1,100  
At beginning of year 10: \$1,350  
At beginning of year 13: \$1,100
4. **Article 3F: Salary: Longevity** – Replace the provision as set forth below:  
Years 6-8: \$675  
Years 9-12: \$850  
Years 13-15 \$1,475  
Year 16 on: \$1,850
5. **(NEW) Article 3 (H): Level 3 Stipend:**  
Effective July 1, 2021, a full-time unit member who is Level 3 certified will receive an annual \$500 stipend that will be part of the regular salary paid in equal installments. The stipend will be pro-rated for those who achieve Level 3 certification after the start of the 1<sup>st</sup> pay period in a school year.

The unit member must submit the appropriate documentation (certification verification and reimbursement request) to the HR office on or before August 31st of the prior calendar year they are first seeking the stipend for.

6. **Article 4D: Work Year and Work Day (Replace)**

All full time Middle and High School unit members will have a duty free 30 min. lunch scheduled during the open operation of the cafeteria. All full time Elementary unit members will have a duty free 30 min. lunch scheduled between 10:30 am – 1:30 pm.

7. **Article 4F: Work Year and Work Day (Replace)**

If a unit member is assigned by the building administrator to cover a certified teacher's class for five (5) consecutive days or more, the unit member will be paid at the higher-sub rate if they are a certified teacher and assuming full instructional responsibilities. The unit member will receive retroactive pay starting the 1<sup>st</sup> day of coverage. On the 6<sup>th</sup> day the unit member may take a paid discretionary leave of absence day from unit member's position, without charge against any of unit member's accruals.

8. **Article 6: Insurance**

Employee H.I. Premium Share – increase by .25%, effective 7/1/22 and by an additional .25% 7/1/23.

(New) – Medicare - add: "The District's obligation to reimburse retirees and their spouses when a retiree becomes eligible for Medicare shall be solely for Medicare Part B at the standard (or floor) rate."

9. **Article 8: Retirement**

Upon retirement, salaried employees shall be paid \$39 per day for unused sick leave, with accumulation capped at 260 days.

(NEW) - Full-time Teaching Assistants who are planning to retire at the end of a school year who submit in writing to the Superintendent of Schools a letter of resignation for retirement purposes on or before December 15 of the calendar year immediately preceding the calendar year of retirement, shall receive a stipend of \$1,000.00 following their retirement. Retirement is defined as retirement under the New York State Teacher's Retirement System and receiving a pension.

10. **Article 9: Personal Care Duties stipends** – Each unit member will be compensated for an annual personal care duties as specified below:

Level 1	\$2,250
Level 2	\$4,250
Level 3	\$9,250

(Replace last sentence) The maximum number of students assigned to a Teaching Assistant who require personal care duties shall be two (2). A Teaching Assistant

who is assigned personal care duties for a second child will receive an additional annual stipend of \$500.

(New) "Teaching Assistants shall be compensated for performing personal care duties as directed in exigent circumstances by the Assistant Superintendent of Pupil Personnel Services or as of the start date for such service as reflected in a student's I.E.P."

11. **Article 11: Provisions of Teacher Contract**

All following provisions in the Teacher Contract will apply to Teaching Assistants. Article 3, A, B, C, D, E, F, Article 4, Article 6, Article 7, Article 8, Article 13, Article 26, Article 27, Article 28 A, C, Article 29 A, B, C, D, E, F, G and Article 31.

SO AGREED, this 20<sup>th</sup> day of April, 2021, subject to ratification by their respective constituents.

THE DISTRICT

THE ASSOCIATION

BY: M. Longbrake

BY: [Signature]