

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"; **Covering Employees with the Title of Teaching Assistant;**

WHEREBY, the District and the CCT agree to incorporate the provisions of their 2012-13 Collectively Negotiated Agreement as modified by the 2013-15 Memorandum of Agreement into a three year successor agreement, effective July 1, 2015 and terminating on June 30, 2018, except as modified by the following provisions:

1. **Article 1 - Duration:** Change July 1, 2013 to July 1, 2015 and change June 30, 2015 to June 30, 2018.
2. **Article 3(A) - Salary:**  
Newly hired teaching assistants- 2.0% increase, effective July 1, 2015; 2% increase, effective July 1, 2016 and 2% increase, effective July 1, 2017.
3. **Article 3(B) – Salary:** Change to \$1,100 effective July 1, 2015; \$1,100 effective July 1, 2016 and \$1,100 effective July 1, 2017.
4. **Article 3(C) – Salary:** Effective July 1, 2015, Paragraphs a. b. c. d. each increase by 3.5% and Paragraph d change year 18 to 16.
5. **Article 3(F) – Salary:** Effective July 1, 2015, each longevity amount shall be increased by 3.5%.
6. **Article 3(F) – Salary:** Change first paragraph from "no fewer than five years of service and no more than ten years of service" to "no fewer than five years of service and no more than eight years of service".  
Change second paragraph from "no fewer than ten years and no more than fifteen years of service" to "no fewer than eight years of service and no more than twelve years of service"  
Change third paragraph from "fifteen" to "twelve"
7. **Article 3(G) – Salary:** Delete and replace with: 2015-2016:
  1. Any teaching assistant who received tenure on or before 9/1/14 will receive an increase of \$200 to base salary.

2. 2015-16:

Any teaching assistant who received tenure after 9/1/14 and on or before 9/1/15 will receive an increase of \$550 to base salary.

2016-2017:

Any teaching assistant who received tenure after 9/1/15 and on or before 9/1/16 will receive an increase of \$550 to base salary.

2017-2018:

Any teaching assistant who received tenure after 9/1/16 and on or before 9/1/17 will receive an increase of \$550 to base salary.

8. **Article 4(B) - Work Year and Work Day** - Delete and replace with – “Full time teaching assistant's work day shall be the same as the teacher's work day (which is 7 hours) at the building to which he or she is assigned.”
9. **Article 4(D) - Work Year and Work Day** - Delete the first sentence and replace with – “All full time teaching assistants shall have a thirty (30) minute continuous and duty-free lunch period at a reasonable lunch time.”
10. **Article 4(G) - Work Year and Work Day [NEW]** Add the following: “During summer 2016, teaching assistants will be given the opportunity to have a one-day in-district training in technology skills that is appropriate for teaching assistants at a per diem rate of \$125.”
11. **Article 4(H) - Work Year and Work Day [NEW]** Add the following: “In-district teaching assistants will be considered before out-of-district teaching assistants for Extended School Year (ESY) and district-sponsored camps.”
12. **Article 4(I) - Work Year and Work Day [NEW]** Add the following: “Teaching assistants will be eligible for all grade appropriate in-service courses that are open to teaching assistants.”
13. **Article 6 - Insurance** – increase teaching assistants’ premium contribution towards the costs of individual and family premium costs from 11.50% to 11.75% effective July 1, 2015, to 12.0 % effective July 1, 2016 and to 12.5% effective July 1, 2017.
14. **Article 6 - Insurance** - Add the following language: “Notwithstanding the above, family health insurance premium contributions are subject to the application of the District’s “Spousal and Eligible Dependent Rule”.


15. Article 6 - Insurance - Add the following language: "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."

SO AGREED, THIS 25<sup>th</sup> DAY OF FEBRUARY, 2015, SUBJECT TO RATIFICATION BY THE RESPECTIVE CONSTITUENCIES.

THE DISTRICT

BY: *L. McKay*  
*Superintendent*

THE ASSOCIATION

BY: 

*Ratified by the Board of Education  
May 6, 2015  
Helen J. Mackley  
District Clerk*