

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**, covering employees with the title of Teaching Assistant.

WHEREBY, the District and the CCT agree that it is in their mutual best interests to modify the provisions of their existing Collectively Negotiated Addendum Agreement covering employees with the title of Teaching Assistant for the term commencing July 1, 2008 and terminating on June 30, 2012 and extend the agreement for one year commencing July 1, 2012 and terminating on June 30, 2013 as follows:

1. **Article 3(A) - Salary** - Newly hired teaching assistants will begin at \$21,256.00 for the 2012-2013 school year.
2. **Article 3(B) - Salary Increases** - Unit members who return to work from the previous school year shall receive a raise of \$1,300.00 effective July 1, 2012.
3. **Article 3(C) - Base Enhancement:**

Year 4:	\$1,000.00
Year 8:	\$1,000.00
Year 12:	\$1,250.00
Year 18:	\$1,000.00

4. **Article 3(F) - Longevity** - Longevities for 2012-2013 remain the same as 2011-2012:

Completed 5 to 10 years:	\$558.00
Completed 10 to 15 years:	\$699.00
Completed 15 years +:	\$1,265.00.

5. **Health Insurance** - Change the effective date for unit member premium contributions being increased to 10% from January 1, 2012 to July 1, 2011. Increase unit member premium contributions to 11%, effective July 1, 2012.

6. **Article 9 - Personal Care Duties:** Possible changes to this article will be referred to the Labor Management Committee for its review and recommendations to the parties negotiating teams.

7. **New Article 10 - Extra Pay For Extra Duties** - If a Teaching Assistant is asked to do chaperoning or proctoring duty outside of the regular work day, then the Teaching Assistant will receive the Teacher rate for chaperoning or proctoring, if the rate is higher than the Teaching Assistant rate.

SO AGREED this 24th day of June, 2011, subject to ratification by the respective constituencies.

THE DISTRICT

BY: 

THE CCT

BY: 