

MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS 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 Registered Nurse, Occupational Therapist, Athletic Trainer, Licensed Practical Nurse, and Physical Therapist.

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 terms:

1. **ARTICLE 1. A. Duration** - This Agreement shall be for the period beginning July 1, 2021, and ending June 30, 2024.
2. **ARTICLE 3. A. Nurse’s Salary**: The Salary Schedule shall be increased by the following percentages on the dates set forth below:

July 1, 2021 1.00%
 July 1, 2022 .75%
 July 1, 2023 .75%

RN			
Step	2021-22	2022-23	2023-24
	1%	0.75%	0.75%

1	57,189	57,618	58,050
2	59,669	60,116	60,567
3	62,147	62,613	63,083
4	64,624	65,109	65,597
5	67,116	67,619	68,126
6	70,198	70,725	71,255
7	73,282	73,831	74,385
8	76,359	76,932	77,509
9	79,435	80,031	80,631
10	82,517	83,136	83,759
11	83,547	84,174	84,805

{New} Off Step Increases – Non-cumulative (unit members beyond Step 11):

Year 2021-22: \$500
 Year 2022-23: \$500
 Year 2023-24: \$500

Longevity: Effective July 1, 2021:

Two years after placement on step 10, a longevity of \$1,212 added to base salary
 Five years after placement on step 10, a longevity of \$1,224 added to base salary
 Eight years after placement on step 10, a longevity of \$1,236 added to base salary
 (Cumulative longevity total of \$3,672)

ARTICLE 3. A. 2. Masters Stipend: Increase by 1%

{New}: Athletic trainers will be entitled to the masters stipend provided the degree is related to their job performance.

ARTICLE 3. B. Per Diem Rate: Per diem shall equal 6 ½ hours including a half hour for lunch for Registered Nurses. The per diem rate shall be:

2021-22 \$314
 2022-23 \$317
 2023-24 \$320

ARTICLE 3. D. Create AT/LPNs Salary Schedule with 75% of the Nurse's salary schedule following percentages on the dates set forth below:

July 1, 2021 1.00%
 July 1, 2022 .75%
 July 1, 2023 .75%

AT/LPN Step	2021-22 1%	2022-23 0.75%	2023-24 0.75%
1	42,892	43,214	43,538
2	44,752	45,087	45,425
3	46,610	46,960	47,312
4	48,468	48,831	49,198
5	50,337	50,714	51,095
6	52,649	53,043	53,441
7	54,961	55,373	55,789
8	57,269	57,699	58,132
9	59,577	60,023	60,474
10	61,888	62,352	62,820
11	62,660	63,130	63,604

Step Placement for Unit Members on new Salary Schedule:

- LPN placed on step 3 in new contract
- AT (RM) placed on step 7 in new contract
- AT (SL) placed on step 11 at five years after placement on step 10

{New} Off Step Increases – Non-cumulative (unit members beyond Step 11):

Year 2021-22: \$375

Year 2022-23: \$375

Year 2023-24: \$375

Longevity: Effective July 1, 2021:

Two years after placement on step 10, a longevity of \$909 added to base salary

Five years after placement on step 10, a longevity of \$918 added to base salary

Eight years after placement on step 10, a longevity of \$927 added to base salary

(Cumulative longevity total of \$2,754)

4. ARTICLE 5: Sick Leave – change \$37.50 to \$39.00 and change 245 days to 260 days.

{New} Sick Leave – add: “If a unit member uses zero (0) sick days during the fiscal year (July 1st through June 30th), he or she shall be paid a stipend of \$500. Employees are responsible for submitting documentation to the Business Office by July 15th of the following fiscal year.”

5. ARTICLE 8 [Replace] Retirement Stipend with:

“Unit members 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 15th of the school year in which they will retire, shall receive a stipend of \$2,000 following their retirement. Retirement is defined as being eligible for retirement under the New York State Employee’s Retirement System and receiving a pension.”

6. ARTICLE 3. A. 3. Chairperson Stipend: Effective July 1, 2021 the Nurse chairperson stipend will increase by 1%.

7. Teachers’ Contract ARTICLE 26 CCT Benefit Fund (page 20)– replace B. C. D. with the following:

“The District shall increase its per capita per annum contribution to the CCT Benefit Fund by \$50 effective with the 2021-22 school year. Thereafter, the District shall contribute the same per capita per annum dollar amount for members of this bargaining unit as it contributes for members of the CCT Teachers’ Bargaining Unit for the 2022-23 and 2023-24 school years.”

ARTICLE 3. A. 4 {NEW}: Registered Nurse Mentor Stipend: Effective July 1, 2021 the annual stipend to mentor new registered nurses will be \$1,000.

ARTICLE 3. J. {NEW} Medicare B– add – To read: “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”

ARTICLE 5 {NEW}: Other Leaves - Personal Leave – add – “One unused sick leave day may be converted for use as an additional personal leave day, but only if the unit member has used all three annual personal leave days and requests the same with specific reasons stated on AESOP, upon at

least three (3) days prior notice (unless waived by administration in the event of an emergency). A carry forward sick leave day under this provision shall not be subject to accumulation for use in future school years.”

ARTICLE 3. H. {NEW} Uniforms: “The District shall purchase two uniforms for school nurse employees each fiscal year.”

ARTICLE 3. G. {NEW} Nurse COVID Stipend: “All registered nurses will receive a non-recurring \$2,000 stipend for COVID work performed during the 20-21 school year. Nurses who retire effective June 30, 2021 will also receive a stipend of \$2,000.”

ARTICLE 3. F. {New} Nurse: “Nurses can submit for reimbursement for a 30-minute lunch based on their hourly rate if they are unable to take a lunch due to an emergency (with the approval of the building administrator).”

ARTICLE 4. D. {New} Athletic Trainer Hours: “Athletic Trainer will have a 40 hour work week (not including a 30 min lunch). ATs will be compensated for each 60 minute increment that exceeds the 40 hour weekly or be permitted with ADM approval to flex their time the following week. The AT and ADM will develop a mutually agreeable schedule in two week increments based on game/practice schedule of a given week (ex. AT may not be needed 40 hours during a 7 day period, but may be needed 45 hours the next 7 day period).”

ARTICLE 3. I {NEW} CPR Training Rate: The nurses and athletic trainers will be paid at the hourly rate for CPR training of staff that occurs outside their regular work hours.

Language Corrections:

Article 5, paragraph 4 & 6: add PT and LPN

Article 6 & Article 8: add AT, OT, PT, LPN

Memorialize the off-schedule payment from 2013-14 and 2014-15 under the salary provision in the Agreement:


The annual salary schedules for the 2013/2014 and 2014/2015 school years shall be the same as the annual salary schedules that were in effect during the 2012/2013 school year.

Those employees who were employed in the District during the 2012/2013 school year shall receive an off-schedule, recurring salary increase of 1.7% based on his/her 2012/2013 base salary, effective July 1, 2013.

Those employees who were employed in the District during the 2013/2014 school year, shall have their base salaries increased by an additional off-schedule, recurring 1.7% based on his/her 2012/2013 base salary, effective July 1, 2014.

The cumulative additional salary paid in 2014/2015 will recur annually in that amount for the remainder of these employees' careers.

CHAPPAQUA CENTRAL SCHOOL DISTRICT

By 

Dr. Christine Ackerman
Superintendent of Schools

Dated: 5/14/21

CHAPPAQUA CONGRESS OF TEACHERS

By 

Miriam Longobardi
President

Dated: 5/14/21