

## 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 Titles of Registered Nurse, Occupational Therapist, Athletic Trainer, Licensed Practical Nurse and Physical Therapist**, hereinafter referred to as “the CCT”;

**WHEREBY**, the District and the CCT agree to incorporate the provisions of their 2011-2013 Collectively Negotiated Agreement, as modified by the 2013-2015 Memorandum of Agreement, into a three (3) year successor agreement, effective July 1, 2015 and terminating on June 30, 2018, except as modified by the following provisions:

1. **Article I – Duration** – change July 1, 2013 to July 1, 2015 and change June 30, 2015 to June 30, 2018.
2. **Article 3(D) - Salary** – Add \$500 to each cell of the salary schedule effective July 1, 2015, and by an additional \$500, effective July 1, 2016 and by an additional \$500, effective July 1, 2017.
3. **Article 3(A) Longevity** – Change \$700 to \$1,200; change \$800 to \$1,200 and change \$1,500 to \$3,600. Also, add new longevity eight years after placement on step 10 of \$1,200.
4. **Article 3(A)(1) - Salary** - Step advancement for those unit members who are eligible to advance shall recommence effective July 1, 2015 with single step advancement.

If step advancement was delayed by the contract language of 2011-12 and/or 2012-13 and/or by an unpaid leave, the delay caused by the 2011-12/2012-13 contract language will be deemed inoperative, but the delay caused by unpaid leave will remain.

5. **Article 3(A)(2) and (B) – Salary** – Masters stipends, Chairperson stipend and per diem rates shall be increased by .7%, effective July 1, 2015 and by an additional .7%, effective July 1, 2016 and by an additional .7%, effective July 1, 2017.
  
6. **Article 4(C) Work day, work year** – Change “five” to “six” additional work days.
  
7. **Article 4(C) Work day, work year** – Add the following: Newly hired nurses shall be entitled to three additional days for set up. Any currently employed nurse(s) can assist a newly employed nurse with his/her set up for a total of two days.
  
8. **Article 21 – Visitation, Conferences, Trips and Meetings** – Add a NEW paragraph “C” as follows: “The District shall sponsor all newly hired registered nurses for the NYSASN School Nurse Orientation Program (room accommodation and mileage reimbursement will be included in accordance with District policy). This orientation must take place during the first year of employment. For nurses hired after July 1, 2013, but before June 30, 2015, this orientation must take place during the first 24 months of employment.”
  
9. **Article 25(A) - Insurance** - increase unit member premium contributions towards the costs of individual and family premium costs from 13.5% to 14.5%, effective July 1, 2015; 14.5% to 15.5%, effective July 1, 2016 and 15.5% to 16.5%, effective July 1, 2017.
  
10. **Article 25 - Insurance** Add the following language to the end of Paragraph (A): “Notwithstanding the above, family health insurance premium contributions are subject to the application of the District’s “Spousal and Eligible Dependent Rule”.

11. **Article 25 - Insurance** Add the following language to the end of Paragraph (A):  
"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: *Don McKay*  
*Superintendent*

THE ASSOCIATION

BY: *[Signature]*

*Ratified by the Board of Education  
May 6, 2015  
Sharon M. Garland  
District Clerk*