

## 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 and 2015-2018 Memoranda of Agreement, into a three (3) year successor agreement, effective July 1, 2018 and terminating on June 30, 2021, except as modified by the following provisions:

1. **Article 3A: Salary Schedule for Nurses** - Increase all steps of the Nurses Salary Schedule as follows:

1.25% on July 1, 2018  
1% on July 1, 2019  
1% on July 1, 2020

Also, add a new Step 11 to the Nurse’s Salary Schedule that is \$1,000 greater than the new Step 10 effective July 1, 2018.

2. **Article 3A: Nurse Chairperson** - \$2,250
3. **Article 3(A)(2) – Masters Stipend** - Increase to \$1,500 as per (A)(9), effective July 1, 2018.
4. **Article 3(E): Overtime – health related emergencies**, to read as follows:

“Overtime compensation for health related emergencies during the first two weeks of school shall be approved by the school principal. All hours worked in excess of 35 hours per week shall be paid at the regular hourly rate. All hours worked in excess of 40 hours per week shall be paid at the rate of time and one-half.

5. **Article 3(D) - LPN and Athletic Trainer Salary** – Increase the salaries of unit members over their previous school year’s salary as follows:  
\$1,000 effective July 1, 2018  
an additional \$1,000 effective July 1, 2019, and  
an additional \$1,000 effective July 1, 2020.

6. **Article 3(C) – PT/OT** – Allow access to BA 45 lane on the Teachers’ Salary Schedule.
7. **Article 6 – Insurance Premium Cost Sharing** - Increase the percentage of the employee’s health insurance premium share by .5% on July 1, 2018, by .5% on July 1, 2019, and by .5% on July 1, 2020.
8. **Article 5** – Upon retirement, unit members may convert up to 245 unused sick days into cash at the rate of \$37.50 per day.
9. **Article 8 - Retirement Notice** – For Notice of Retirement given on or before December 1<sup>st</sup> of the school year of retirement, a payment in the amount of, \$1,750 shall be to such retiree upon retirement.
10. **Article 25(A) - Retiree Health Insurance:** Add to the agreement a minimum vesting requirement of 15 years of service in the District in a benefits eligible position with a District premium share requirement for unit members hired to commence work in the bargaining unit on or after July 1, 2018.
11. Update contractual provisions that correspond to provisions in the Chappaqua Congress of Teachers collective bargaining unit based upon changes in the MOA for the 2018-2021 Teacher’s Collective Bargaining Agreement.

**SO AGREED, THIS 19<sup>th</sup> DAY OF JUNE, 2018, SUBJECT TO RATIFICATION BY THE RESPECTIVE CONSTITUENCIES.**

**THE DISTRICT**

BY: \_\_\_\_\_



**THE ASSOCIATION**

BY: \_\_\_\_\_

