

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.

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 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** - is hereby modified by changing the percentage of increase to the Registered Nurses' Salary Schedule for the 2011-12 school year from 3.5% to 2.5%, effective July 1, 2011. The Salary Schedule shall be increased by 2% effective July 1, 2012 (at pg. 3)[see annexed Salary Schedule- Appendix A hereto].
- 2. Article 3(A)(1) - Step Advancement** - is hereby modified to provide that step advancement for the 2011-12 school year (if any) shall not occur until at least January 1, 2012, and after the 257th paid work day following the unit member's last step advancement date. At that time each such unit member shall advance one step from his or her 2010-2011 school year salary schedule step placement. Step placement for the 2012-2013 school year (if any) shall not occur until at least January 1, 2013 and after the 185th paid work day following the unit member's

last step advancement date. At that time each such unit member shall advance one step from his or her 2011-2012 school year salary schedule step placement. For those hired during the 2011-2012 school year, step advancement shall occur following the employee's 257th paid work day (at pg. 3).

3. **Article 3(A)(2) - Masters Stipend** - For the 2011-2012 school year, Registered Nurses shall be eligible to receive \$1,178.00 annually for a Master's Degree. The stipend shall increase 2% for the 2012-2013 school year (at pg. 4).
4. **Article 3(A)(3) - Chairperson** - A Registered Nurse shall be designated as Chairperson and paid \$1,941.00 for the 2011-2012 school year. Such rate shall increase 2% for the 2012-2013 school year (at pg. 4).
5. **Article 3(B) - Per Diem Rate** - For 2011-2012 shall be \$291.00 and shall increase 2% for the 2012-2013 school year (at pg. 4).
6. **Article 3(C)** - Effective 07/01/11, Occupational Therapists and Physical Therapists will be paid on the teachers' salary schedules, but not to exceed the BA+30 schedule (with Master's Degree); provided that they shall not be reimbursed for credits other than on the column indicated. Initial placement would be based upon the next highest salary that would be a step placement more than 2.5% greater than current salary.
7. **Article 3(D) - Salary** - Is hereby modified by changing the percentage of increase for Athletic Trainer, Licensed Practical Nurse, Occupational Therapist and Physical Therapist from 3.5% to 2.5%, effective July 1, 2011. The percentage increase shall be 2% effective July 1, 2012.

8. **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.

9. **New Article 9 - Professional Development Stipend:**

"Upon completion of District generated in-service courses open and approved as useful to nurses, occupational therapists and physical therapists, these personnel will be compensated at the rate of \$22.00 per course hour."

SO AGREED this 31 day of May, 2011, subject to ratification by the respective constituencies.

THE DISTRICT

BY: 

THE CCT

BY: 