

## 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 2008-2012 Collectively Negotiated Agreement, as modified by the 2011-2013 Addendum Agreement, into a two (2) year successor agreement, effective July 1, 2013 and terminating on June 30, 2015, except as modified by the following provisions:

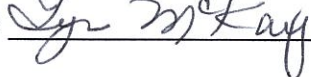
1. **Article I – Duration** – change July 1, 2011 to July 1, 2013 and change June 30, 2013 to June 30, 2015.
2. **Article 3(D) - Salary** - Modify the provisions to state that the annual salary schedules for the 2013-14 and 2014-15 school years shall be the same as the annual salary schedules that were in effect during the 2012-13 school year. Those employees who were employed in the District during the 2012-13 school year shall receive an off-schedule, recurring salary increase of 1.7% based on his/her 2012-13 base salary, effective July 1, 2013. Those employees who were employed in the District during the 2013-14 school year, shall have their base salaries increased by an additional off-schedule, recurring 1.7% based on his/her 2012-13 base salary, effective July 1, 2014. The cumulative additional salary paid in 2014-15 will recur annually in that amount for the remainder of these employees’ careers.
3. **Article 3(A)(1) - Salary** - is hereby modified to provide that for the 2013-14 and 2014-15 school years, no unit members shall advance a step on the salary schedule. Unless otherwise negotiated by the parties, step advancement for those unit members who are eligible to advance shall recommence effective July 1, 2015 with single step advancement from their 2012-13 step placement.
4. **Article 3 (A) (2 & 3) and (B) – Salary** – Masters stipends, chairperson stipend, and

per diem rate shall be increased by 1%, effective July 1, 2013 and by an additional 1.5%, effective July 1, 2014.

5. **Article 9 – Professional Development Stipend** – add the following: “With prior approval of the appropriate Building Principal and Assistant Superintendent for Human Resources and submission of proof of completion of attendance at a professional development seminar(s) that occurs outside the work day, nurses, occupational therapists, and physical therapists may be granted compensatory time equal to the time of attendance at said seminar(s). The compensatory time may only be taken, as a partial or full day dependent on the amount of time accumulated, during District staff development days. Compensatory time up to the equivalent of two full work days may be accumulated for use within a given school year and up to one full day’s worth of time may be carried from one year to the following school year. This compensatory time may not be applied to the pre-school meeting day. It shall be the Building Principal’s responsibility to maintain records of this compensatory time based upon the documentation submitted by the employee.”
  
6. **Article 4(C) Work day, work year** – Delete “during two weeks” and add the following sentence: “Nurses may apply to the Assistant Superintendent for Human Resources for approval of additional days of summer work in an amount not to exceed a cumulative total of eleven (11) days for the District’s nurses. The decision of the Assistant Superintendent for Human Resources shall be final and binding in all regards. This provision shall sunset becoming null and void in all regards effective the close of business on June 30, 2015.”
  
7. **Health Insurance** - increase unit member premium contributions towards the costs of individual and family premium costs from 11% to 12.25%, effective July 1, 2013 and to 13.50%, effective July 1, 2014.

**SO AGREED, THIS 3<sup>rd</sup> DAY OF MAY, 2013, SUBJECT TO RATIFICATION BY THE RESPECTIVE CONSTITUENCIES.**

**THE DISTRICT**

BY: 

**THE ASSOCIATION**

BY: 