

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 OFFICE STAFF ASSOCIATION/NYSUT, hereinafter referred to as "the Union";

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: Duration** - This Agreement shall be for the period beginning July 1, 2021, and ending June 30, 2024. (p. 1)
2. **Article 29: Longevity** – Replace Longevity Schedule as follows (p. 15):
 - 15 years of service in the District:
 - 12 month: \$800
 - 10 month: \$664
 - Session (including Teacher Aides): \$584
 - 20 years of service in the District:
 - 12 month: \$950
 - 10 month: \$789
 - Session (including Teacher Aides): \$694
 - 25 years of service in the District:
 - 12 month: \$1,000
 - 10 month: \$830
 - Session (including Teacher Aides): \$730
 - 30 years of service in the District:
 - 12 month: \$1,050
 - 10 month: \$872
 - Session (including Teacher Aides): \$767
3. **Article 29: Salary and Wages** – Effective July 1, 2021 the 2021-22 salary schedule shall be increased by 1% to each cell and those unit members who are beyond step eligibility shall receive an additional salary increase of \$700. Effective July 1, 2021 the hourly wage rate for Teacher Aides shall be increased by eighty-five cents (\$.85).

Effective July 1, 2022 the 2022-23 salary schedule shall be increased by 1% to each cell and those unit members who are beyond step eligibility shall receive an additional salary increase of \$700. Effective July 1, 2022 the hourly wage rate for Teacher Aides shall be increased by eighty-five cents (\$.85).

Effective July 1, 2023 the 2023-24 salary schedule shall be increased by 1% to each cell and those unit members who are beyond step eligibility shall receive an additional salary increase of \$700. Effective July 1, 2023 the hourly wage rate for Teacher Aides shall be increased by eighty-five cents (\$.85).

4. [New] **Article 29: Holidays** – add -Retirement notification- to read: “If a member notifies the Superintendent in writing six (6) months in advance of their date of resignation for the purpose of retirement to receive benefits from the Employees Retirement System, the member will receive a \$500 salary payment within one month of the date of retirement.” (p.17)

5. **Article 21: Insurance:**

Employee H.I. Premium Share – increase by .25%, effective 7/1/22 and by an additional .25% 7/1/23. (p.11)

[New] – Medicare - 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.” (p. 10)

6. [New] **Article 16 (G): Sick Leave** – add: “If an employee 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.”

7. **Article 16(E)**- change \$37.50 to \$39.00 and change 245 days to 260 days. (p.10).

8. **Article 21: CCT Benefit Fund** – replace 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.” (p.11)

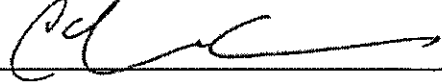
9. **Article 15(B): Personal Leave** - add this at the end: “One unused sick leave day may be converted for use as an additional personal leave day, but only if the unit member has used all three annual personal leave days and requests the same with specific reasons stated on AESOP, upon at least three (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.” (p. 9)

10. **Article 28 – Labor Management Committee** – add this additional paragraph:
“Notwithstanding the above, the parties agree that during the 2021-22 school year, the Labor/Management Committee shall meet four (4) times with the subjects of hiring practices, compensation, salary schedules and the need for meaningful professional development to be among the topics discussed.” (p.14)

SO AGREED, this 9th day of April 2021, subject to ratification by their constituents.

THE DISTRICT

BY:  _____

THE UNION

BY:  _____