

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 Association”;

WHEREBY, the District and the Association agree to incorporate the provisions of their Collectively Negotiated Agreement into a seven-year successor agreement effective July 1, 2011 and terminating on June 30, 2018, except as modified by the following provisions:

1. **Article 29 – Salary:** update in accordance with the provisions of Article 11 of the Agreement:

Teacher Aides – Teacher aides shall receive an increase to their previous year’s salary of \$750 plus \$0.50/hour for the 2014-15 school year; Teacher aides shall receive an increase to their previous year’s salary of \$750 plus \$0.50/hour for the 2015-16 school year; Teacher aides shall receive an increase to their previous year’s salary of \$750 plus \$0.50/hour for the 2016-17 school year; and Teacher aides shall receive an increase to their previous year’s salary of \$750 plus \$0.50/hour for the 2017-18 school year.

On-Step Clericals – Clericals who are step eligible in 2014-15 shall receive an increase to their previous year’s salary of step only; Clericals who are step eligible in 2015-16 shall receive an increase to their previous year’s salary of step

plus 0.5% for the 2015-16 school year; Clericals who are step eligible in 2016-17 shall receive an increase to their previous year's salary of step plus 0.5% for the 2016-17 school year; Clericals who are step eligible in 2017-18 shall receive an increase to their previous year's salary of step plus 1.0% for the 2017-18 school year.

Off-Step Clericals – Clericals who are not step eligible in 2014-15 shall receive an increase to their base salary of \$600 for May and \$600 for June; Clericals who are not step eligible in 2015-16 shall receive an increase to their base salary of \$1,250 for the 2015-16 school year; Clericals who are not step eligible in 2016-17 shall receive an increase to their base salary of \$1,250 for the 2016-17 school year; and Clericals who are not step eligible in 2017-18 shall receive an increase to their base salary of \$1,250 for the 2017-18 school year.

2. **Article 29 – Salary - Longevity** (non-cumulative) beginning in 2015-16: Change Longevity from after 27 years to:

Clerical – Longevity will be paid after completing 25 steps.

Teacher Aides – Longevity will be paid after working 25 years.

Effective July 1, 2015: \$725

Effective July 1, 2016: \$750

Effective July 1, 2017: \$775

3. **Schedule B – Teacher Aide Salary**

Teacher Aide Starting Salary:

Effective July 1, 2015: \$16.00/hour

Effective July 1, 2016: \$16.25/hour

Effective July 1, 2017: \$16.50/hour

4. **Article 15-B – Personal Business Day** - Beginning in 2015-16, teacher aides who qualify for benefits may be allowed up to 2.5 personal days/year.

5. **Article 21-A – Insurance - Employee’s contribution:**

Effective July 1, 2011: 9%
Effective July 1, 2012: 9%
Effective July 1, 2013: 9%
Effective July 1, 2014: 9%
Effective July 1, 2015: 11%
Effective July 1, 2016: 12%
Effective July 1, 2017: 13%

6. **Article 21-C – Insurance:** Add the following language:

“Notwithstanding the above, family health insurance premium contributions are subject to the application of the District’s “Spousal and Eligible Dependent Rule.”

Add the following language:

“All unit members who work less than 25 hours and who are not otherwise eligible for health insurance may participate in the District’s insurance plan by contributing one hundred percent of the premium cost for individual or family coverage.”

7. **Benefit Fund** - Beginning on July 1, 2015, COSA Benefit Fund will merge with CCT Benefit Fund. District will contribute \$1,490/year per eligible unit member for 2015-16, 2016-17 and 2017-18.
8. **Article 10 – Vacations** - 3rd paragraph – Delete “Vacation will be credited on July 1 of the following fiscal year.”
9. **Article 12 – Conferences and Workshops** - Add – Both COSA and the District will contribute to ideas for professional learning in the areas of technology and skills related to members’ positions. Opportunities for professional learning will happen during or beyond the school day.

**SO AGREED THIS 21 DAY OF APRIL, 2015, SUBJECT TO RATIFICATION
BY THE RESTRICTIVE CONSTITUENCIES.**

THE DISTRICT

BY: Lyn McKay

THE ASSOCIATION

BY: Karen M. Greco

Rated by the Board of Education
May 6, 2015
Sharon M. Mackley
District Clerk