

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 **CSEA, LOCAL 1000 AFSCME, AFL-CIO, CHAPPAQUA CSD UNIT No. 9226, WESTCHESTER COUNTY LOCAL 860**, 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 11: Longevity** -- CSEA: Change - Effective July 1, 2021, increase Year 1 to \$950, Year 2 to \$1,000 and Year 3 to \$1,050. (p.7)
3. **Article 14 – Computer Access** – [New] add as the last paragraph the following: “All unit employees shall be given a District email address and a login/password for computer access for work related purposes.” (p.9)
4. **Article 15: Salary and Wages** –

Replace second paragraph with:

Effective July 1, 2021, each cell of the 2020-21 salary schedule shall be increased by 1%, effective July 1, 2022, each cell of the 2021-22 salary schedule shall be increased by 1%, and effective July 1, 2023, each cell of the 2022-23 salary schedule shall be increased by 1%.

Increase the Night Stipend by 1.00% effective 7/1/21, by 1.00% effective 7/1/22 and by 1.00% effective 7/1/23.

5. **Article 17: Vacations** - Add The District may buy back 7 days of unused vacation time from employee with over 20 years of service. (p.10)
6. **Article 19: Holidays** – replace with the following: “Full-time and part-time employees shall be entitled to 16 paid holidays per school year that fall on a holiday

when students and administrators are not in session. These holidays shall be based upon the school calendar as determined by the Board of Education.” (p.11)

7. **Article 21: Uniforms** – replace the first sentence of the third paragraph with the following:

“The District shall purchase two pairs of steel-toed shoes for maintenance employees each fiscal year. All other unit members shall be required to wear closed toe shoes with a rubber sole, at their own expense.” (p. 11)

8. **Article 22: Insurance:**

Employee H.I. Premium Share – increase to 17.75%, effective 7/1/22 and to 18.00%, effective 7/1/23.

[New] Medicare- 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. 12)

9. **Article 25: 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 Director of Facilities by July 15th of the following fiscal year.”

Replace the fifth paragraph with the following: “Upon retirement, salaried employees shall be paid \$39 per day for unused sick leave, with unlimited accumulation” (p.13).

10. [New] Article 33: Use of District Vehicle - to read as follows:

“During inclement weather or for other duties as assigned, with the prior approval of the Director of Facilities, the head Custodians and Forman may use a District truck to commute between home and work.” (p.15)

SO AGREED, this 5th day of April 2021, subject to ratification by their constituents.

THE DISTRICT

BY: 

THE UNION

BY: 