

## 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 revive and incorporate the terms of the Collectively Negotiated Agreement between them that will expire on June 30, 2018 into a three year successor agreement effective July 1, 2018 and terminating on June 30, 2021, except as modified by the following terms:

1. **Article 1: Duration** - This Agreement shall be for the period beginning July 1, 2018, and ending June 30, 2021. (p. 1)
  
2. **Article 8: Work Days – Summer Schedule** – add as the last paragraph:

“The Summer Schedule shall consist of 10 consecutive hours per day, forty hours per week, Monday through Thursday or Tuesday through Friday, excluding a half (½ ) hour for lunch, beginning with the Monday following the last day of school and going through to the Friday, one-week preceding the beginning of school.

  - a. Any time off during the Summer Schedule will be counted as 1.25 per day (10 hours).
  - b. A schedule of each school/department must be submitted to the Director of Facilities, or his/her designee, no later than May 15<sup>th</sup>. The Director, or his or her designee, must approve the Summer Schedule by May 30<sup>th</sup>.
  - c. The schedule must cover the Monday through Friday hours of the District.
  - d. Seniority order within the job title will be the deciding factor on scheduling. Members with seniority will have the choice of which Summer Schedule day they will be off, either Monday or Friday. (p. 5)
  
3. **Article 11: Longevity -- Change** - Effective July 1, 2018, increase Year 1 to \$850, Year 2 to \$875, and Year 3 to \$900. (p. 7)

4. **Article 15: Salary and Wages** – the 2017-18 Salary Schedules shall be increased by the following percentages on the dates set forth below (p. 8):

July 1, 2018	1.25%
July 1, 2019	1.00%
July 1, 2020	1.00%

5. **Article 18: Compensatory Time** - add the following at the end of the first paragraph:

- “Compensatory time if not taken as time off by the end of the year may be sold back to the district, up to 40 hours, per fiscal year; July 1<sup>st</sup> through June 30<sup>th</sup> at the rate of \$20 per hour.” (p. 10)

6. **Article 22: Insurance:**

Employee H.I. Premium Share – increase to 16.5%, effective 7/1/18, to 17%, effective 7/1/19, and 17.5% effective 7/1/20.

CSEA Employee Benefit Fund – include in the agreement the monthly premium amounts for Platinum 12 Vision and Dutchess Dental for each of the school years 2018-19 through 2020-21, with the District paying 100% of those costs. (p. 12)

Retiree Health Insurance – add to the agreement: “Unit members with more than 10 years of benefits eligible service shall receive health insurance in retirement when retired into the New York State Retirement System. Unit members who meet this vesting requirement shall contribute towards the cost of retiree health insurance premiums the same percentage that was in effect at the time of retirement.” (p. 12)

7. **Article 25: Sick Leave** – change the fifth paragraph to read:  
“Upon retirement, salaried employees will be paid \$37.50 per day for unused sick leave also with unlimited accumulation.”

8. **Article 27: Bereavement Leave** – add this definition of immediate family:

“Immediate family member are an employee’s spouse, children, parents, sibling, grandparents, grandchildren and in-laws. The superintendent may grant special bereavement leave upon request.” (p. 14)

9. **Article 12: Promotions** – add the following as the last paragraph:

“After the completion of a cleaner’s 5<sup>th</sup> year within the district and with satisfactory performance evaluations as determined by the Facilities Director, that cleaner title

will become a custodian worker title; provided, however, the district has the right to keep an equal balance of cleaners to custodial workers in each school location on all shifts. This change will cause a drop in step, but not in salary. The drop in step will be equal to or greater than the cleaner's current salary. The performance evaluations determination by the Facilities Director is considered final and is not greivable." (p. 7)


10. **Article 24: Retirement:** add the following as the second paragraph:

“Retirement Notice Incentive – All full-time Unit 9226 members who are planning to retire who submit in writing to the Superintendent of Schools a letter of resignation for retirement purposes five months before the retirement date shall receive a payment of \$500.00 following their retirement. Retirement is defined as being eligible for retirement under the New York State Employees’ Retirement System and receiving a pension.” (p. 13)

11. **Article 15: Salary and Wages:** change – “Head Custodian Horace Greeley High School” to “Head Custodian Horace Greeley High School/Maintenance Forman.”

**SO AGREED**, this 25<sup>th</sup> day of April 2018, subject to ratification by their constituents.

THE DISTRICT

BY: 

THE UNION

BY:  5/8/18

 LRS  
5-8-2018