

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 expires on June 30, 2015 into a three year successor agreement effective July 1, 2015 and terminating on June 30, 2018, except as modified by the following terms:

1. **Article 1: Duration** – This Agreement shall be for the period beginning July 1, 2015 and ending June 30, 2018.
2. **Article 8: Daily Work Schedule** – In the third paragraph, add "first shift" after 7:00 a.m. – 3:30 p.m.; "second shift" after 9:30 a.m. – 6 p.m.; "third shift or night shift" after 3:00 p.m. – 11:30 p.m.
3. **Article 15: Salary and Wages**
 - 1) Add "Stipend amounts below for Head and Senior Custodians have been folded into the salary schedule. The amounts are for reference only."
 - 2) Each cell of the salary schedule shall be increased by 0.7%, effective July 1, 2015, each cell of the salary schedule shall be increased by 0.7%, effective July 1, 2016 and each cell of the salary schedule shall be increased by 0.7%, effective July 1, 2017.
 - 3) Effective July 1, 2015, the District will resume its practice for step eligible unit members by advancing each unit member a single step on the salary schedule.
 - 4) Add "Only employees hired prior to January 1 will receive a step increase on July 1 of the next school year. This provision will apply to those employees hired after July 1, 2015."
 - 5) Differentials for night shift will increase by 0.7% effective July 1, 2015, by 0.7% effective July 1, 2016 and by 0.7% effective July 1, 2017.

- 6) Add: "Each employee who has been on the top step for one year will receive an off schedule recurring payment of \$525 for 2015-16, \$375 for 2016-17 and \$375 for 2017-18."
4. **Article 16: Birthdays** - Replace with the following: "Employees, including part-time employees, shall receive their birthday as a day off with pay. This day can be used at any point throughout the fiscal year, July 1st through June 30th. All CSEA employees must request their birthday 5 business days prior to the day requested. The district must have the approval or denial sent back to the employee who requested the time off, 5 business days after the request was made. If the employee does not receive a copy of the requested form from the district within 5 business days of the request, the employee must contact the Director of Buildings and Grounds. In case of an emergency, the Director of Buildings and Grounds, or his/her designee, has the right to waive the 5 day provision."
5. **Article 17: Vacations** - Add "All CSEA employees must request vacation time 5 business days prior to the day requested. The District must have the approval or denial sent back to the employee who requested the time off 5 business days after the request was made. If the employee does not receive a copy of the requested form from the District within 5 business days of the request, the employee must contact the Director of Buildings and Grounds. In case of an emergency, the Director of Buildings and Grounds, or his/her designee, has the right to waive the 5 day provision."
6. **Article 18: Compensatory Time** - Add "All CSEA employees must request compensatory time 5 business days prior to the day requested. The District must have the approval or denial sent back to the employee who requested the time off 5 business days after the request was made. If the employee does not receive a copy of the requested form from the District within 5 business days of the request, the employee must contact the Director of Buildings and Grounds. In case of an emergency, the Director of Buildings and Grounds, or his/her designee, has the right to waive the 5 day provision."
7. **Article 20: Snow Days** -
 - 1) Change title from "Snow Days" to "Emergency School Closings"
 - 2) Change "second shift" to "third shift" in the first sentence.
 - 3) Change "but" to "and" in the last sentence.
8. **Article 21: Uniforms** - Add "Each member may order up to 5 pairs of pants (a mix of cargo, jeans, or shorts), 5 shirts (a mix of polos or t-shirts), 2 sweat shirts, and 2 long sleeve t-shirts. All uniforms must be distributed by November 1 of each year, unless extenuating circumstances dictate otherwise."
9. **Article 22: Insurance**
 - 1) Increase the employee contribution to 14% for individual and family coverage, effective July 1, 2015; increase the employee contribution for individual and family

coverage to 15%, effective July 1, 2016; and increase the employee contribution for individual and family coverage to 16%, effective July 1, 2017.

2) CSEA Employee Benefit funds: District will pay the full premiums as follows:

	Dutchess dental plan	Platinum 12 vision plan
7/1/15-6/30/16	\$123.38 per month per member	\$24.34 per month per member
7/1/16-6/30/17	\$129.55 per month per member	\$24.34 per month per member
7/1/17-6/30/18	\$136.03 per month per member	\$24.34 per month per member

3) 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".

4) Add the following language: "All unit members who work less than 25 hours may participate in the District's insurance plan by contributing one hundred percent of the premium cost for individual or family coverage."

10. Article 25: Sick Leave - Add "Sick leave is to be called in no less than 3 hours prior to the shift. If the employee cannot reach his/her direct supervisor, he/she must leave a message, either on the supervisor's cell phone, or on the office line. In case of emergencies, the supervisor has the right to waive the 3 hour provision."

11. Article 32: Continuing Education

1) Change the first sentence to "Full time unit members may apply at any point during the school year to the Director of Buildings and Grounds for approval of classes relevant to the development of the member's skills related to his/her position in the district via any approved institution at no cost to the CSEA member."

SO AGREED, this 13 day of April, 2015, subject to ratification by the respective constituencies.

THE DISTRICT

BY: *Stevie McKay*

THE UNION

BY: *[Signature]*

Fred [Signature], URS

*4-13-2015
Ratified by the Board of Education
May 6, 2015
Stevie M. Spadley
District Clerk*