

MEMORANDUM OF AGREEMENT, dated this 15th day of April 2024 by and between the negotiating representatives of the BOARD OF EDUCATION OF THE MOUNT PLEASANT CENTRAL SCHOOL DISTRICT (hereinafter referred to as the "BOARD" AND OR "DISTRICT") and the negotiating representatives of the CIVIL SERVICE EMPLOYEES UNION, INC., 1000, AFSCME, AFL-CIO, WESTCHESTER LOCAL 860, MOUNT PLEASANT CLERICAL UNIT II (hereinafter referred to as the "UNION").

A. General:

The labor agreement between the parties for the period of July 1, 2021 – June 30, 2024 expired on June 30, 2024. The parties herewith agree that said agreement shall be modified effective as of July 1, 2024 and shall be in effect for three years (July 1, 2024 through June 30, 2027) the extent set forth herein, as a result of their collective bargaining for a successor agreement to the expiring contract. Except for the changes to said agreement expressly set forth herein and changes in language to said agreement made necessary by the following agreement, the provisions of said contract shall remain unchanged.

B. Contingencies:

1. This agreement is subject to formal ratification by the BOARD and the membership of the UNION. Such ratification shall occur within thirty (30) days of the date of execution of this Memorandum of Agreement. If either party fails to ratify or fails to act within the aforesaid thirty (30) day period, this Memorandum shall be of no further force and effect and shall be a nullity. Notwithstanding the foregoing, the term of negotiating representatives for each party will urge their respective principals to ratify this Memorandum of Agreement.
2. The parties agree to incorporate this Memorandum of Agreement into a more formal written agreement.

C. Terms:

1. **Term of Contract:** Amend term of Contract from July 1, 2024 to June 30, 2027
2. **Salary Schedule:** (Article VIII)

Amend Salary Schedules as follows:

2024-2025: 2% applied to salary grid
2025-2026: 2% applied to salary grid
2026-2027: 2% applied to salary grid

3. **Longevity:** (Article VIII(3))

Add the following:

Longevity- All full time Union members shall receive the following longevity amounts added to his/her base annual compensation after completing the required number of years of service in the Mount Pleasant Central School District (*does not have to be within the Unit*). Notwithstanding the foregoing, anyone hired prior to the date of ratification that worked within the unit in a part-time capacity, greater than 0.5FTE, shall have his/her part-time service credited on a prorated basis towards the service requirement.

Effective July 1, 2024, add \$125 to each level as follows:

After 8 Years	\$1425
After 15 Years	\$1525
After 20 Years	\$1625
Total	\$4575

Longevity shall be paid on the July 1st following the effective longevity step (e.g. 8, 15, 20).

4. **Sick Leave** (Article IV, Section 1)

a. Add a new paragraph under “1” as follows:

Upon retirement from the District, into ERS, unused accumulated sick days from 175-225 shall be paid out upon retirement at the rate of \$50.00 per day (up to a maximum of \$2,500.00)

b. Amend paragraph “3” as follows:

Include “parents” in the definition of family.

Amend reference from “husband, wife” to “spouse”

5. **Bereavement Leave** (Article IV, Section 2)

a. Amend subsection “1” as follows:

Five (5) days leave will be granted for each death in the immediate family...

b. Amend reference from “husband, wife” to “spouse”

6. **Work Schedule- 11 Month Positions** (Article VII)

Eleven Month Positions

Amend "1" as follows:

Generally, the work year for eleven (11) month employees shall be from July 1st through June 30th with all school holiday and recess periods off (no docking from annual salary), along with four (4) consecutive weeks in July and August to be annually agreed upon by the President of the Union and the Superintendent or his/her designee. There shall be no other vacation days allotted to eleven (11) month employees; and...

For the 2024-2025 school year, July 15, 2024 through August 9, 2024 shall be the designated four (4) consecutive weeks.

Add new "4" as follows:

Notwithstanding the work year as defined in "1" above, in the event that clerical work remains, the Principal of each building shall have the discretion to offer up to a total of ten (10) work days during the four (4) weeks in July and August to be paid at a unit members' per diem rate. Said work shall be voluntary and the specific assignment shall be at the sole discretion of the Principal.

7. **Holidays:** (Article XI)

Add Juneteenth to the list of legal holidays

8. **Group Health Insurance** (Article XVI)

a. Contribution rate for all members hired prior to July 28, 2021 will be as follows:

- i. 2024-2025- 15.75%
- ii. 2025-2026- 15.75%
- iii. 2026-2027- 16.0%

b. Eliminate the following paragraph:

It is understood by and between the Union and the District that should there be any increase the annual premium cost to the District between ten percent (10%) and fourteen percent (14%) the difference shall equally be shared between the parties....

c. Amend existing second paragraph of "7" to include:

For those unit members that are eligible, per the contract criteria, for health insurance into retirement and who reach the age of Medicare eligibility:

Those unit members who are actively employed prior to July 1, 2024, shall continue to be eligible for Medicare coverage at a 0% employee contribution rate.

All employees hired on or after July 1, 2024 shall contribute 5% towards retiree health insurance costs, upon reaching the age of Medicare eligibility.

d. Move up the following to be the second paragraph of “7”:

“Employees hired after October 21, 2009 shall be required to complete a minimum of fifteen (15) years of service....”

9. **Employee Benefit Fund** (Article XIX)

Dutchess Dental	
School Year	
2024-2025	\$168.67/month (\$2,024.04/year)
2025-2026	\$170.36/month (\$2,044.32/year)
2026-2027	\$173.77/month (\$2,085.24/year)

Vision Plan

Platinum 12	
School Year	
2024-2025	\$24.34/month (\$292.08/year)
2025-2026	\$24.34/month (\$292.08/year)
2026-2027	\$24.34/month (\$292.08/year)

IN WITNESS WHEREOF, the parties have executed this document by their duly authorized representatives this _____ day of April, 2024

MEMBERS OF THE NEGOTIATING COMMITTEES

FOR UNION:

FOR EMPLOYER:

Mania Diez CSEA LRS
4/12/24

Christine Cerato

Lennie Velalca

~~Pat Lopez~~

Margaret Mundy