

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 CONGRESS OF TEACHERS**, hereinafter referred to as "the CCT";

WHEREBY, the District and the CCT agree to incorporate the following clauses into the 2022-2025 Chappaqua Congress of Teachers Contract Covering Employees with the Title of Teaching Assistant.

1. Article 1: Duration

This agreement shall remain in full force and effect for the period beginning July 1, 2024 and ending June 30, 2029, and may not be changed, altered or modified during such period without the mutual consent, in writing, of the parties hereto.

2. Article 3: Salary

A, B, C, D REMOVE

E. Change to read as follows: Teaching assistants will be compensated at an hourly rate calculated as follows: 1/200 of contract salary divided by six hours upon satisfactory completion of any Chappaqua in-service course applicable to their work if there are openings after registration closes for faculty.

F. REMOVE

G. Replace With. Tenure Stipend:

Any teaching assistant who receives tenure during a school year shall receive a stipend of \$650 effective July 1st of the immediately following school year.

H. Level 3 Stipend: Effective July 1, 2024, a full-time unit member who is Level 3 certified will receive an annual \$750 stipend that will be part of the regular salary paid in equal installments. The stipend will be prorated for those who achieve Level 3 certification after the start of the 1st pay period in a school year.

The unit member must submit the appropriate documentation (certification verification and reimbursement request) to the HR office on or before August 31st of the prior calendar year they are first seeking the stipend for.

I. NEW A 24/25 salary scale will be created with the following criteria:

- The scale will have 20 Steps
- Step 1, 2024-25 will be \$25,065

Teaching Assistants will be placed on the NEW 24/25 salary scale at the next step above the lowest step that is greater than their current salary. In addition, all employees who have worked for the full 23-24 school year will receive a recurring off-step stipend that is equal to \$2000 minus the difference of their 24/25 salary scale step and their 23/24 salary. *[Example: An Individual has a 23-24 Salary of \$32,964. Based on this salary the individual will be placed on STEP 6 (\$33,815). The difference is \$851 (\$33,815-\$32,964 = \$851). \$2000-\$851 = \$1,149. This individual will receive a recurring off schedule stipend of \$1,149. Total Salary for 24-25: STEP 6: \$33,816 + Stipend: \$1,149 = \$34,965.]*

The current 2023-2024 salary for placement on the 2024-2025 scale includes base salary, longevity, and tenure differential. No additional payments will be included when placing employees on the 2024-2025 salary scale.

Any employee who reaches their 13th Year will receive a recurring stipend of \$900. This clause will sunset effective close of business on June 30, 2029.

J. NEW. The salary schedules and wage rates for each of the following years shall be established by increasing the previous year's salary schedules and wage rates by the following percentages:

Effective July 1, 2025, the 2025-26 salary schedule shall be increased by 1% to each cell.

Effective July 1, 2026, the 2026-27 salary schedule shall be increased by 1% to each cell.

Effective July 1, 2027, the 2027-28 salary schedule shall be increased by 1% to each cell.

Effective July 1, 2028, the 2028-29 salary schedule shall be increased by 1% to each cell.

Salary Schedules 2024-25, 2025-26, 2026-27, 2027-28, 2028-29 - Appendix A.

- B. TAs assigned to supervise individual students during the CCSD extracurricular program will be paid \$30 per hour or their hourly rate whichever is higher (TAs will be paid for a minimum of 1 hour of work). Any extracurricular activity not immediately following the school day will be paid at the chaperone rate.
- C. Chaperone or Activity pay shall also include a payment of \$250 per night when the Chaperone or Activity includes overnight responsibilities. All requests for approval of trips must be submitted to the building principal on the appropriate form."
- D. Teaching assistants shall not be required to attend back to school

Article 6: Insurance:

Replace Paragraph 1 with:

Effective July 1, 2024, the District shall pay 85.5% of the premiums for full time employees and dependents in the Northern Westchester/Putnam Schools Consortium or other insurance carriers providing identical or better medical benefits if the District elects to designate another carrier. All participating employees shall pay the remaining 14.50% premiums. Employees married to another District employee shall be entitled to either two single plans or one family plan. Retirees shall contribute toward health insurance costs at the percentage of their contribution immediately preceding retirement. Unit members hired to commence work in the bargaining unit on or after July 1, 2018 shall be eligible for retiree health insurance if having served 15 years in the District in a benefits eligible position with a District premium share requirement.

Effective July 1, 2025, the District shall pay 85% of the premiums for full time employees and dependents in the Northern Westchester/Putnam Schools Consortium or other insurance carriers providing identical or better medical benefits if the District elects to designate another carrier. All participating employees shall pay the remaining 15% premiums. Employees married to another District employee shall be entitled to either two single plans or one family plan. Retirees shall contribute toward health insurance costs at the percentage of their contribution immediately preceding retirement. Unit members hired to commence work in the bargaining unit on or after July 1, 2018 shall be eligible for retiree health insurance if having served 15 years in the District in a benefits eligible position with a District premium share requirement.

K. New: Unit members who are beyond step eligibility shall receive a cumulative increase of \$1750 for the years 2024-25 through 2028-29.

L. NEW: Teaching assistant with one or more earned master's degrees shall be granted the following non-cumulative stipend beyond the appropriate step on the salary scale:

2024-2025 school year: \$900

2025-2026 school year: \$900

2026-2027 school year: \$900

2027-2028 school year: \$900

2028-2029 school year: \$900

3. Article 4: Work Year and Work Day

Replace G. Each summer of the contract, the teaching assistants will be given the opportunity to participate in a one day in-District training course relevant to their work according to District needs. This training will be paid at the daily rate of 1/200 of annual pay with a minimum payment of \$150 per day, running from 8am-3pm during the week prior to the first Superintendent's Conference Day.

Replace F: a unit member is assigned by the building administrator to cover a certified teacher's class for three (3) consecutive days or more, the unit member will be paid at the higher sub rate if they are a certified teacher and assuming full instructional responsibilities. The unit member will receive retroactive pay starting the 1st day of coverage.

On the 4th day the unit member may take a unpaid paid discretionary leave of absence from the unit member's position, without charge against any of the unit member's accruals.

If a teaching assistant is appointed to a CCSD faculty leave replacement position, the teaching assistant will continue to accrue their longevity and seniority as a teacher assistant.

4. Article 10: Extra Pay for Extra Duties - REPLACE WITH (new language highlighted)

A. Teaching Assistants (TA's) who perform the duties of proctors during the summer months shall receive hourly rate compensation based on the current teacher's salary schedule BA+45 Step 1 divided by 200 divided by 6.

Upon retirement, salaried employees shall be paid \$45 per day for unused sick leave, with accumulation capped at 250 days.

Full-time Teaching Assistants who are planning to retire at the end of a school year who submit in writing to the Superintendent of Schools a letter of resignation for retirement purposes on or before December 15 of the calendar year immediately preceding the calendar year of retirement, shall receive a stipend of \$ 1,750.00 following their retirement. Retirement is defined as retirement under the New York State Teachers Retirement System and receiving a pension.

Article 7: Sick Leave Bank (Teacher - Article 28, D):

REPLACE WITH

Teaching assistants who have accumulated 16 sick days will be eligible to participate in the Teachers'/Administrators' Sick Leave Bank. All teaching assistants, upon becoming eligible for participation in the Sick Leave Bank, shall submit to the District a waiver of two (2) sick leave days. The District shall contribute one day for each two days of teaching assistant contribution up to 225 days from available teacher accumulated sick leave in excess of 200 days. All other conditions will be the same as the Teacher's Contract 28, D.

Article 9: Personal Care Duties

Add: Should a child's IEP require toileting duties, the TA will be compensated for said duties at a daily rate until such time as the IEP is amended to remove this service from the student's support plan.

REPLACE: Paragraph 1 with: Each unit member will be compensated for an annual personal care duties as specified below:

Level 1 \$3,000

Level 2 \$5,000

Level 3 \$10,000

NEW Article 12: AIS Pay for Math/ELA Support

TAs who hold appropriate teacher certification and provide AIS instruction before/after school will be paid at the hourly rate based on step 1BA of the teacher's contract. TAs will be paid for a minimum of 1 hour of work.

Effective July 1, 2026, the District shall pay 84.5% of the premiums for full time employees and dependents in the Northern Westchester/Putnam Schools Consortium or other insurance carriers providing identical or better medical benefits if the District elects to designate another carrier. All participating employees shall pay the remaining 15.50% premiums. Employees married to another District employee shall be entitled to either two single plans or one family plan. Retirees shall contribute toward health insurance costs at the percentage of their contribution immediately preceding retirement. Unit members hired to commence work in the bargaining unit on or after July 1, 2018 shall be eligible for retiree health insurance if having served 15 years in the District in a benefits eligible position with a District premium share requirement.

Effective July 1, 2027, the District shall pay 84.5% of the premiums for full time employees and dependents in the Northern Westchester/Putnam Schools Consortium or other insurance carriers providing identical or better medical benefits if the District elects to designate another carrier. All participating employees shall pay the remaining 15.5% premiums. Employees married to another District employee shall be entitled to either two single plans or one family plan. Retirees shall contribute toward health insurance costs at the percentage of their contribution immediately preceding retirement. Unit members hired to commence work in the bargaining unit on or after July 1, 2018 shall be eligible for retiree health insurance if having served 15 years in the District in a benefits eligible position with a District premium share requirement.

Effective July 1, 2028, the District shall pay 84.5% of the premiums for full time employees and dependents in the Northern Westchester/Putnam Schools Consortium or other insurance carriers providing identical or better medical benefits if the District elects to designate another carrier. All participating employees shall pay the remaining 15.5% premiums. Employees married to another District employee shall be entitled to either two single plans or one family plan. Retirees shall contribute toward health insurance costs at the percentage of their contribution immediately preceding retirement. Unit members hired to commence work in the bargaining unit on or after July 1, 2018 shall be eligible for retiree health insurance if having served 15 years in the District in a benefits eligible position with a District premium share requirement.

Article 8: Retirement

REPLACE WITH

Remove all references to genders and pronouns throughout the contract. The contract will be reformatted to reflect the incorporation of all new and revised language.

SO AGREED, this 28th day of March 2024, subject to ratification by their constituents.

THE DISTRICT

BY: 

THE UNION

BY: 

Appendix A:

STEP	24-25	25-26	26-27	27-28	28-29
1	\$25,065	\$25,316	\$25,569	\$25,824	\$26,083
2	\$26,815	\$27,083	\$27,354	\$27,628	\$27,904
3	\$28,565	\$28,851	\$29,139	\$29,431	\$29,725
4	\$30,315	\$30,618	\$30,924	\$31,234	\$31,546
5	\$32,065	\$32,386	\$32,710	\$33,037	\$33,367
6	\$33,815	\$34,153	\$34,495	\$34,840	\$35,188
7	\$35,565	\$35,921	\$36,280	\$36,643	\$37,009
8	\$37,315	\$37,688	\$38,065	\$38,446	\$38,830
9	\$39,065	\$39,456	\$39,850	\$40,249	\$40,651
10	\$40,815	\$41,223	\$41,635	\$42,052	\$42,472
11	\$42,565	\$42,991	\$43,421	\$43,855	\$44,293
12	\$44,315	\$44,758	\$45,206	\$45,658	\$46,114
13	\$46,065	\$46,526	\$46,991	\$47,461	\$47,935
14	\$47,815	\$48,293	\$48,776	\$49,264	\$49,756
15	\$49,565	\$50,061	\$50,561	\$51,067	\$51,578
16	\$51,315	\$51,828	\$52,346	\$52,870	\$53,399
17	\$53,065	\$53,596	\$54,132	\$54,673	\$55,220
18	\$54,815	\$55,363	\$55,917	\$56,476	\$57,041
19	\$56,565	\$57,131	\$57,702	\$58,279	\$58,862
20	\$58,315	\$58,898	\$59,487	\$60,082	\$60,683