

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, 2024, into a four-year successor agreement effective July 1, 2024, and terminating on June 30, 2028, except as modified by the following terms:

1. **Article 1: Duration** - This Agreement shall be for the period beginning July 1, 2024, and ending June 30, 2028. (p. 1)

2. **Article 3: Rights of CSEA**

Add: **MINIMUM STAFFING:** At all times there must be a minimum of CSEA workers at each location throughout the district; Elementary Schools (5), Middle Schools (8), and High School (15). This provision shall sunset, becoming null and void in all regards, effective the close of business June 30, 2028 (p. 2)

Add: **SUMMER MEETING:** CSEA will be permitted to have an annual meeting on school district property for 2 hours during the summer on a date mutually agreed upon with the Director of Facilities. (p. 2)

3. **Article 8: Daily Work Schedule** -

Replace sentence two of paragraph 1 with: However, a Wednesday through Sunday shift has been established at the high school. (p. 5)

Add to the last paragraph: e. Employees may request to maintain their regular five-day-per-week work schedule during the summer months. This request would be for the entirety of the summer. This request must be made in writing to the Director of Facilities by May 1st. The Director of Facilities will make a decision for all requests by May 15th. (p. 6)

4. **Article 11: Longevity:** Effective July 1, 2024, increase Year 1 to \$1000, Year 2 to \$1,100 and Year 3 to \$1,150. (p.7)

5. Article 15: Salary and Wages

Replace the second paragraph with:

Effective July 1, 2024, each cell of the 2024-25 salary schedule shall be increased by 1%; effective July 1, 2025, each cell of the 2025-26 salary schedule shall be increased by 1.25%; effective July 1, 2026, each cell of the 2026-27 salary schedule shall be increased by 1.25%; and effective July 1, 2027, each cell of the 2027-28 salary schedule shall be increased by 1.5%. (p. 9)

Add after Paragraph 3:

The 2024-25 Salary Schedule shall be altered such that any step increase that are below 2.25% will be adjusted to be exactly 2.25%. (p. 9)

Replace the 4th Paragraph:

Differentials for the night shift (3 p.m. - 11:30 p.m.) employees shall be increased from the 2023-24 amount of \$2,137 by 1.00% effective 7/1/24, by 1.00% effective 7/1/25, by 1.00% effective 7/1/26, and by 1.00% effective 7/1/25. (p. 9)

6. **Article 17: Vacations** - Replace paragraph 4 with: The District may buy back one (1) week of unused vacation time from employees. The District may buy back 8 days of unused vacation time from employees with over 20 years of service. Such employees shall receive in exchange their then current per diem rate of pay (p.10)

7. Article 22: Insurance:

Employee Health Insurance Premium Share – increase to 18.5%, effective 7/1/24 and to 19.00%, effective 7/1/25.

The District will provide the following amount for members to join the CSEA Employee Benefit Fund.

Platinum 12 Vision:

7/1/24 - 6/30/25 \$24.24 per month

7/1/25 - 6/30/26 \$24.24 per month

7/1/26 - 6/30/27 \$24.24 per month

7/1/27 - 6/30/28 \$24.24 per month

Dutchess Dental:

7/1/24 - 6/30/25 \$168.87 per month

7/1/25 - 6/30/26 \$170.36 per month

7/1/26 - 6/30/27 \$172.06 per month

7/1/27 - 6/30/28 \$173.78 per month

8. Article 24: Retirement

Replace Paragraph 2 with: All full-time Unit 9226 members who are planning to retire and submit in writing to the Superintendent of Schools a letter of resignation for retirement purposes six months before the retirement date shall receive a payment of \$600.00 following their retirement. Retirement is defined as being eligible for retirement under the New York State and Local Retirement System and receiving a pension. (p. 13)

9. **Article 25: Sick Leave**

Replace the fifth paragraph with the following: "Upon retirement, salaried employees shall be paid \$42 per day for unused sick leave, with unlimited accumulation" (p.13).

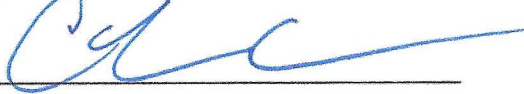
Replace Paragraph 4: Employees shall be entitled to full salary for up to and including fifteen (15) sick days during the fiscal year with unlimited accumulation. Employees shall have (1) day of family illness leave to use on an annual, noncumulative basis (a total of 16 days). Up to (2) days of personal sick leave shall be converted for use on an annual, noncumulative basis for a family illness. Family encompasses an employee's spouse, children, parents, siblings, grandparents, grandchildren and in-laws. (p. 14)

10. Any references to part-time employees shall be deleted; provided, however, the union or CSEA acknowledges the right of the district to hire part-time employees within the job titles covered by this agreement.

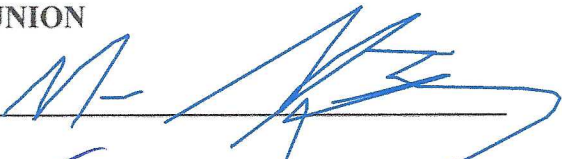
11. Remove all references to genders and pronouns throughout the contract.

SO AGREED, this 9th day of December 2024, subject to ratification by their constituents.

THE DISTRICT

BY: 

THE UNION

BY: 
Vincent Cantalejo LRS CSEA