

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. This agreement will fully cover employees with the titles “Registered Nurse, Athletic Trainer, Licensed Practical Nurse, and Physical Therapist”

1. Article 15: Chairperson

Add B-5. District Nurse Chairperson 2024/2025 School Year \$3,143

2. Article 23: Salary

Add: L. Registered Nurses, Athletic Trainers, and Physical Therapists will be paid on the teachers’ salary schedule, but not to exceed BA+45 schedule (with Master’s Degree); provided that they shall not be reimbursed for credits other than on the column indicated.

Add: M. Licensed Practical Nurses will be paid at 75% of the teachers’ salary schedule, but not to exceed BA+45 schedule (with Master’s Degree); provided that they shall not be reimbursed for credits other than on the column indicated.

Add: N. The following transpositions from the Nurse's Salary Schedule to the Teacher’s Salary Schedule will occur for Nurses, Licensed Practical Nurses, and Athletic Trainers employed during the 23-24 school year:

Nurses

23-24 Nurse Scale Salary Step	24-25 Teacher’s Salary Schedule Step
Step 3	Step 1
Step 5	Step 2

Step 7	Step 4
Step 10	Step 7

Nurses will move to the salary step schedule based on the chart above, commensurate with their earned graduate credits.

3. Article 34: Salary [Historical] Add Paragraph to B.

[Historical Reference from Nurses Contract 2013-2015] Modify the provisions to state that the annual salary schedules for the 2013-14 and 2014-15 school years shall be the same as the annual salary schedules that were in effect during the 2012-13 school year. Those employees who were employed in the District during the 2012-13 school year shall receive an off-schedule, recurring salary increase of 1.7% based on his/her 2012-13 base salary, effective July 1, 2013. Those employees who were employed in the District during the 2013-14 school year, shall have their base salaries increased by an additional off-schedule, recurring 1.7% based on his/her 2012-13 base salary, effective July 1, 2014.

The cumulative additional salary paid in 2014-15 will recur annually in that amount for the remainder of these employees' careers.

Athletic Trainers

Athletic Trainers will move to Step 1 of the Teacher's Salary Schedule commensurate with their earned graduate credits.

Licensed Practical Nurses

Licensed Practical Nurses will move to Step 1 (75%) of the Teacher's Salary Schedule commensurate with their earned graduate credits.

Any Off off-schedule additions previously added to a Nurse, Licensed Practical Nurse or Athletic Trainer salary will continue to be added.

Add: O. The Teacher's Salary Scale will be amended to add to the BA schedule: each Step beyond 7 to Step 41 shall be exactly \$4000 less than the BA+30 schedule. This portion of the schedule shall only be applied to Registered Nurses (100%), Athletic Trainers (100%), and Licensed Practical Nurses (75%).

Add: P. Per diem for Registered Nurses shall equal 7 hours, including a half hour for lunch. The per diem rate for 24-25 shall be \$322. The hourly rate shall be calculated by dividing the per diem rate by 7.

4. Article 34: Mentors

Add. "and Registered Nurse."

5. Article 37: Non-Resident Faculty Children

Add. After the probationary period is over for nurses, athletic trainers, and physical therapists, non-resident nurses, athletic trainers and physical therapist children may enroll in CCSD as set forth by the teacher's contract effective July 1, 2024.

6. NEW Article 38: Nurses, LPN, Physical Therapists, Occupational Therapists, and Athletic Trainers: Work Day and Work Year

- A. The normal work day for Registered Nurses, Physical Therapist, Occupational Therapists, Athletic Trainers and Licensed Practical Nurse will be 7 hours per day including a 30 minute duty-free lunch.
- B. Each Registered Nurse may be assigned up to six additional work days at the rate of 1/200 annual compensation for work performed preceding the student instructional year. Assignment to be determined in consultation with the building principal.
- C. Nurses may apply to the Assistant Superintendent for Human Resources and Leadership Development for approval of additional days of summer work in an amount not to exceed a cumulative total of twenty-one (21) days for the District Nurses. The decision of the Assistant Superintendent for Human Resources and Leadership Development shall be final and binding in all regards, not subject to the grievance/arbitration provision in the collective bargaining agreement.
- D. Nurses can submit for reimbursement for a 30-minute lunch based on their hourly rate if they are unable to take lunch due to an emergency (with the approval of the building administrator).
- E. The Athletic Trainer will work an 11 month year, a 35 hour work week beginning at 1:00 p.m. Monday through Friday until the conclusion of all practices and games, and weekends as necessary.

- F. Athletic Trainer Hours: Athletic Trainer will be compensated for each 60 minute increment that exceeds the 35 hour weekly or be permitted with administrator approval to flex their time the following week. Overtime shall be paid at the employees hourly rate. Hourly rate calculated as follows: 1/210 contract salary divided by 6 hours.
- G. The Athletic Trainer and Athletic Director will develop a mutually agreeable schedule in two-week increments based on games and practice schedule of a given week (ex. AT may not be needed 35 hours during a 7 day period, but may be needed 35 hours the next 7 day period).

7. NEW Article 39: Nurse Uniforms


The District shall purchase two uniforms for school nurse employees each fiscal year.

8. NEW Article 40: Nurses, Licensed Practical Nurse, Athletic Trainer - Probationary Period

The probationary period for Nurses, Licenced Practical Nurse and Athletic Trainers will align with the Westchester County Department of Civil Service Personnel Rules

SO AGREED, this 18th day of March 2024, subject to ratification by their constituents.

THE DISTRICT

BY: 

THE UNION

BY: 