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

WHEREBY, the District and the Union agree to incorporate the provisions of their 2022-2025 Collectively Negotiated Agreement and all existing applicable SMOAs into a five (5) year successor agreement, effective July 1, 2025 and terminating on June 30 2030, except as modified by the following provisions:

Article 1: Duration

This agreement shall remain in full force and effect for the period beginning July 1, 2025 and ending June 30, 2030. (p. 5)

Article 10: School Year

Replace (A) in its entirety with the following: "The determination of the school year and calendar and the days on which students shall be taught shall be the sole responsibility of the Board of Education upon the advice of the Superintendent of Schools, who will consider the recommendations of the BOCES Calendar Committee. One hundred **eighty-four (184) attendance days** will normally be required from teachers. Four (4) days - or their equivalent - shall be provided for:

1. At least one (1) pre-school meeting in September, or if necessary, and with the consent of the CCT and the District, in the last week of August.
2. Three (3) Superintendent's Conference Days for curriculum planning and work sessions or parent conferences." (p. 12)

Replace (H) in its entirety with the following: "Unit members will be required to attend one evening dedicated to parent-teacher conferences when scheduled by the District in the fall. Unit members may also be required to attend one evening of parent-teacher conferences in the spring if scheduled by the District. One early release day will be scheduled for the fall and one early release day will be scheduled for the spring to support parent-teacher conferences.

The evening conference will run for two hours. Conference structure will be determined in consultation with the CCT. The district and union will agree to meet after the first year of evening conferences to discuss ways to improve their effectiveness for both families and teachers.

Unit members will be required to attend one (1) open house when scheduled by the District in the fall. Teachers who attend open houses will be dismissed one hour early.

Three elementary and middle school half days will be scheduled for students during the last five days of the teachers' work year subject to meeting the hours requirement of SED for full State Aid reimbursement for elementary and middle schools. Teacher work days shall be full work days as prescribed in 11A unless otherwise indicated by the District."

[New] Add (I) to read as follows: "Returning Kindergarten Classroom teachers will be paid a room set-up rate of $200 to set up their classrooms before the first Superintendent's Conference Day in order to prepare for orientation." (p. 14)

Article 11: Teaching Day, Load, Assignments

Add to (A) as follows: "All staff must remain at school until the school buses leave during regular dismissal. The start and end time for all schools will not require unit members to exceed a 7 hour work day unless there is an emergency or a required meeting as outlined in this contract.

If emergency circumstances delay regular dismissal, the principal will alert staff of the need to stay beyond the regular dismissal time to support student supervision.

Staff who have extenuating circumstances that would require them to leave before the buses must be approved by the building principal in advance." (p. 14)

Replace paragraph B in its entirety with the following: "All teachers shall have a 30-minute continuous duty-free lunch period that will occur during cafeteria lunch service." (p. 14)

Replace paragraph E in its entirety with the following: "All elementary teachers shall, in addition to their lunch periods, have at least one daily unassigned professional period of 40 continuous and uninterrupted minutes. Should exceptional circumstances prohibit the scheduling of a daily unassigned professional period, such affected teachers shall be guaranteed a minimum of 200 minutes in blocks of a minimum of 40 continuous minutes of unassigned professional time per 5-day week." (p. 15)

Replace paragraph F in its entirety with the following: "The normal teaching time requirement at the middle school will be five periods or its equivalent per day, with no more than 225 minutes per day for all core (English, math, social studies and science) teachers. If block scheduling is employed, the time between classes will not be counted as part of the 225 minutes. Non-core teachers shall not exceed 1350 minutes per six (6) day cycle. Teachers will not be scheduled for more than three consecutive 55 minute periods. Should a teacher be assigned a duty or advisory adjacent to two consecutive 55 minute periods followed by another 55 minute period, a 10 minute break shall be scheduled." (p. 15)

Replace Last Sentence of J as follows: "Traveling teachers' schedules will be built in a manner that allows them the opportunity to teach effectively in all the schools to which they have been assigned." (p. 16)

Add to second paragraph under P as follows: "Full time certified teaching faculty, with a full teaching load may volunteer to supervise a class at the rate of $1 per minute for per diem absences." (p. 16)

Replace paragraph Q in its entirety with the following: "If a PPS teacher (excluding School Counselor) faces exceptionally demanding circumstances at work, such as special projects, special testing, evaluations, or preparation of reports, that teacher may request from the Building Principal approval of up to three (3) professional days per school year, during which they will be excused from regular teaching duties in order to complete other work in school. These days may be taken in full or ½ day increments." (p. 17)

Replace paragraph R in its entirety with the following: "High school teachers with 10 or more recommendations will be paid their hourly rate during the summer to write letters at HGHS, provided they have prior approval from the building principal. One day will be allocated for every 10 recommendations.

High school teachers with a college recommendation load exceeding 20 once the new school year begins may request approval from the Building Principal for one professional day per school year to complete the recommendations." (p. 17)

[New] Add S to read as follows: "If a unit member is being asked to take on new responsibilities by the administration, advance notice will be provided to prepare for the change. If ample notice is not given, members may apply for release time from their principal." (p. 17)

[New] Add T to read as follows: "If teachers are scheduled in an imbalanced way but are scheduled for a full load, these teachers will be considered fully scheduled and will not be assigned unpaid sub coverage on a day they teach less than a core teacher " (p. 17)

[New] Add U to read as follows: "Elementary Teachers shall not be scheduled to more than three (3.0) consecutive hours of instruction and/or student supervision without a scheduled lunch or preparation period (unless the District is working under pandemic conditions that require social distancing in classrooms). In the event it is not possible for the District to schedule an Elementary Teacher to teach less than three (3) consecutive

hours, a ten (10) minute uninterrupted break shall be provided to the affected teacher sometime during the middle of the three (3) consecutive hours of teaching." (p. 17)

[New] Add V to read as follows: "Grade 5-12 teachers who teach 5 or more different preps shall not be given extra duties." (p. 17)

[New] Add W to read as follows: "For K-4 elementary pupil personnel faculty members, testing time shall be built into their schedules.

[New] Add X to read as follows: "All teachers scheduled by the district to travel between buildings during their work hours will receive a $650 car stipend per year, prorated based on the number of days a unit member travels. No mileage reimbursement will be provided." (p. 17)

Article 12: Class Size

Replace (B)(3) to read as follows: "The instructional teacher-student threshold for Grade 1 will be 23 pupils for each teacher in 2025-26. Thereafter, the instructional teacher-student threshold for Grade 1 will be 22 pupils for each teacher." (p. 17)

Replace (B)(4) to read as follows: "The instructional teacher-student threshold for Grades 2-6 will be 24 pupils for each teacher." (p. 17)

Replace (B)(5) to read as follows: "In grades 7-12, a classroom teacher's load shall not exceed an average of 25 students." (p. 17)

Replace (E) to read as follows:

"The district will add a new section at a grade level if elementary class sizes exceed the contractual threshold on or before August 1st.

CORE K-4 elementary teachers whose classes exceed the contractual class size threshold shall be entitled to $550 per quarter, per student, prorated." (p. 18)

Replace F to read as follows: "In the event a medically fragile student is enrolled for one or more semester in a teacher's class or on their caseload and requires remote instruction,

the teacher shall be entitled to a stipend of $500, per student, per semester, prorated as needed." (p. 18)

Article 15: Department Chairpersons, District Chairperson, Elementary Chairpersons

Add to A Paragraph 4 to read as follows: "International Baccalaureate, K-4 World Language, STEAM." (p. 21)

Add to (D)(1) Selection to read as follows:

"The administrator will consider all qualified unit members interested in leadership positions. Feedback will be sought from each department unit member and strongly considered as pertinent and valuable to the health and well-being of the department.

The final decision shall rest with the building principal subject to approval by the Superintendent of Schools and the Board of Education." (p. 22)

For district-wide departments the Assistant Superintendent for Curriculum and Instruction **in cooperation with all department members** shall select a Department Chairperson for that department by May 15. The final decision shall rest with the Assistant Superintendent for Curriculum and Instruction, subject to approval by the Superintendent of Schools and the Board of Education

Add (D)(6) to read as follows terms:

"After a unit member has served two consecutive terms, new candidates will be given strong consideration before recommending an incumbent." (p. 23)

Article 18: Professional Learning

Replace first paragraph in its entirety with the following: "The Chappaqua Central School District is committed to providing its students with the highest quality educational experience. To that end, our teachers should be involved in high-quality professional learning, with full district support. It is understood that professional growth activities shall take diverse forms to include in-service training, graduate courses, and other relevant experiences.

The goal of this Article is to ensure that all teachers have the opportunity to be involved in meaningful professional learning that has ongoing impact in our schools.
Every effort will be made to offer and approve course work and other learning experiences that strengthen teacher practice, maintain professional certification, and enable increasingly knowledgeable and effective instructional practices.

Advancement will be restricted to no more than one lane in any two-year period. It is the responsibility of the teacher to request the lane change. Transcripts shall be submitted within 6 months of course completion to be considered for lane change."
(p. 28 & 29)

Remove (A)(5) in its entirety: "Up to three credits out of every thirty, may be approved in an area unrelated to a teacher's professional duties." (p. 29)

Replace (C)(4)(A) in its entirety with the following: "For District-generated in-service courses approved by the Administrative Council, and for those external courses that receive prior approval, teachers may apply for pay in lieu of salary credit. The pay rate will be $400 for a fifteen hour, one credit course. This pay rate shall be increased by the percentage increase to the teacher salary schedule for the life of the contract.(July 1, 2025 - June 30, 2030). For courses less than 15 hours, payment shall be prorated based upon the number of hours of the course. Payment will be processed after each course is complete." (p. 30)

Remove (C)(5) in its entirety: "Video course work shall be limited to no more than twelve credits during a teacher's career in the district. Those with more credits upon the date of ratification shall not be subject to any reduction in credits already conferred." (p. 31)

Replace (D)(1) in its entirety with the following: "A record of completed course work will be kept in the teacher's file at the Education Center." (p. 31)

Replace (D)(2)(d) in its entirety with the following: "The building principal or district supervisor shall approve or disapprove and forward the request to the Assistant Superintendent for Human Resources within **five** days of receipt." (p. 31)

Replace (D)(2)(e) in its entirety with the following: "The Assistant Superintendent for Human Resources shall respond to the request to the applicant within **five** days of receipt from the building principal or district supervisor." (p. 31)

[NEW] Add to (F) Salary Schedule as follows:
"Nurses, PT, AT salaries shall not exceed BA+45 (with Master's Degree) in Years 1 and 2 of this contract.

Nurses, PT, AT salaries shall not exceed BA+60 (with Master's Degree), effective in year 3 of this contract." (p. 32)

Article 20: Independent Educational Development

Replace paragraph in its entirety with the following: "Independent Educational Development leaves may be awarded upon the recommendation of the building principal and the Superintendent of Schools with the approval of the Board of Education. These leaves may involve study, research, curriculum development, workshops, conferences, planning, visits, reports with recommendations for action, training other staff members, self-training, project development, State Department of Education programs or other activities that will bring educational improvement to the District. Teachers interested in such a leave should make a written request to their principal and to the Superintendent of Schools." (P. 33)

Article 22: Teacher Transfers. Returns and Assignments

Replace (B)(2) in its entirety with the following: "In the event the district determines a transfer, within a tenure area, would be in the best interest of students, any teacher with fewer than seventeen **(17)** consecutive years of teaching in the District may be

involuntarily transferred. The transferral of such teachers in the best interest of students shall not be arbitrary and capricious.

No involuntary transfer shall occur during the year a teacher is scheduled (or proposed) for tenure, unless enrollment necessitates such a transfer.

A teacher may not be involuntarily transferred in two consecutive years. Notification of any transfer shall be provided by August 15th, to the greatest extent practicable. Teachers who are transferred after August 15th shall be released, for planning purposes, from the first Superintendent's Conference Day obligations following the building-level meeting." (p. 34)

Replace (B)(3) in its entirety with the following: "Elementary and middle school teachers who need to move their classrooms during the summer will be compensated $200. Prior approval must be received from the receiving building." (p. 34)

Remove (C) in its entirety (p. 34)

Article 23: Salary

Replace (A) Salary in its entirety with the following: "The steps of the 2024-2025 teacher's salary schedule shall be increased by 1.79%, effective July 1, 2025; by 1.80%, effective July 1, 2026; by 2.00%, effective July 1, 2027; by 2.00%, effective July 1, 2028; and by 2.00%, effective July 1, 2029.

Stipends shall be increased with the rate of salary increase as referenced above (effective July 1st of each such year)." (pg 36)

Replace (C)(2) in its entirety with the following: "Those who are on frozen steps, 18 through 22, 24 through 27 or 29 and beyond will receive additional payment as follows:

2025/26: $1050, off-schedule, recurring

2026/27: $1075, off-schedule, recurring

2027/28: $850, off-schedule recurring

2928/29: $875, off-schedule recurring

2029/30: $900, off-schedule recurring." (pg. 36)

Replace (G) in its entirety with the following:: "Summer Curriculum Per diem shall equal six and one-half (6 1/2) hours, including a half hour for lunch. The per diem rate is:

2025-2026 school year: $335

2026-2027 school year: $341

2027-2028 school year: $348

2028-2029 school year: $355

2029-2040 school year: $362

The hourly rate shall be calculated by dividing the per diem rate by six (6)." (p.39)

Replace (I): as follows: "When a teacher creates and teaches a new 15-hour course, the teacher shall receive $800 (prorated if not 15-hour course) plus the per diem rate **referenced in G**. above.

When a teacher teaches an existing 15-hour course, the teacher shall receive $550 (prorated if not 15 hour course) plus the per diem rate referenced in G. above." (p, 39)

Article 24: Extra Pay for Extra Duties

Remove (E Activities)(1)(b) in its entirety: "Unit Value: A rating of responsibility based on the duration, in weeks, of the activity and the staff responsibilities. All activities shall be rated according to one of three levels:

Maximum Responsibility - 1.2
Moderate Responsibility - 1.0
Limited Responsibility 0.8." (p. 40)

Replace (E Activities)(1)(d) in its entirety with the following:

Roaring Brook 1,500
Grafflin 1,500
Westorchard 1,500
Bell 3,600
Seven Bridges 3,600
Horace Greeley 10,000

Middle School Shared Programming At HGHS: 2,000

New Student Program:

Roaring Brook 50
Grafflin 50
Westorchard 50
Bell 50
Seven Bridges 50
Horace Greeley 50

Add paragraph to (E) (3) as follows: "Assistant Director of Athletics will be responsible for overseeing the technical aspects of the sports broadcasting club, the modified program (coaches, practice and game schedules, chaperones and referee assignments) and HGHS game supervision and support as needed.

The Assistant Director of Athletics will have a 0.6 teaching assignment and a 0.4 role as Assistant Director of Athletics." (p. 42)

Add (Chaperone or Activity) [NEW] as follows: "All CCT members will have priority in chaperoning activities, over other non-district applicants." (p. 49)

Weight room supervisors will be paid at an hourly rate of $50 per hour." (p. 49)

Add (E)(4 Coaching Positions)(f) as follows: "Third Party Evaluators: Extracurricular Activities & Athletics Third-party evaluators will receive compensation of $100 per practice session. Evaluators may not be current or previous CCSD coaches or advisors of the students trying out for the team or activity." (p. 49)

Replace (E)(7 Webmaster) in its entirety with the following: "Stipend for Website and Digital Signage Coordinator." (p. 50)

Replace (E Activities)(8 SAT)(a) in its entirety with the following:: "S.A.T. Coordinator & S.A.T. Coordinator for students with Testing Related Disabilities (1 position) and A.C.T. Coordinator for Students with Testing Related Disabilities (1 position)"

Add (E Activities)(8 SAT)(1) as follows: "Per diem rates may be prorated subject to approval by the building principal." (p. 50)

[New] Add (E Activities)(12) as follows: "Teachers who are asked to participate in afterschool presentations with students will be compensated at the chaperone rate.

Teachers who are asked to participate in afterschool presentations and committee work outside of their leadership roles for which they receive a stipend (ex. transition meetings, orientation, class parent meetings, committees etc.) will be compensated at the activity rate." (pg. 52).

[New] Add (E Activities)(13) as follows: "Fine arts teachers shall be given one day of release time for setting up the Festival of Arts show. Fine Arts teachers will be given one day of release time to take down work, sort and organize for redistribution after the Festival of Arts show. Fine Arts Teachers will be compensated $372 for facilitating the event after school."

Replace (E)(10) in its entirety with the following :

"District Wide Coordinators: $8300 each

K-6 Coordinator of ELA

7-12 Coordinator of ELA

K-12 Coordinator of Social Studies

K-12 Coordinator of Science

K-12 Coordinator of Math

Coordinator of Professional Learning, Inquiry, and Innovation

HGHS $8,300 each

Director Science Research

Director of LIFE School (remove from page 42)

Assistant Athletic Director (remove from page 42)

Director of the HGHS Greenhouse & STEAM Center

MS/ES: $2,755 each

Building-level Coordinator of Garden/Greenhouse and Hydroponics

Add to G (Fellowships) as follows: "The district will establish fellowships after consultation with the CCT."

[New[Article 24 - Extra Pay for Extra Duties add (H) as follows:

"Extended school year (ESY) rates are as follows: ESY Coordinator Stipend (8 weeks) program: $1653 (CCT summer teacher schedules will be created by district administration). ESY teachers will be paid the following rate per hour: $100.00. (ESY teachers who work a 7 hour work day will receive a paid 30 minute lunch."

Article 25 (A) Health Insurance Premium Cost Sharing -

Replace A in its entirety with the following: "**The District shall pay 80%** of the premiums for employees and dependents in the Putnam/Northern Westchester Health Insurance Consortium or other insurance carriers providing identical or better medical benefits if the District elects to designate another carrier. All participating teachers shall pay the **remaining 20% of premiums.**

Retirees shall contribute towards health insurance costs at the percentage of their contribution immediately preceding retirement. Unit members who were hired after July 1, 2018 shall be

eligible for retiree health insurance if having served **13 years** in the District in a benefits-eligible position with a District premium share requirement."

CCT members will be subject to the Putnam/Northern Westchester Health Insurance Consortium Working Spouse Rule reflected in the 2024-25 contract (Appendix II).

- **If more than 20 additional CCT members decline health insurance over and above the current (April 20, 2025) decline rate, each unit member will receive a buy-out of $2750 per year.** The annual enrollment date to determine eligibility counts shall be November 30th, 2025.
- The baseline count for each year must not be less than 20 additional members as of April 20, 2025.

The Chappaqua Central School District agrees to offer one or more comprehensive prepaid health plan(s) or health maintenance organization(s) (HMO) to its eligible employees. The employee will be solely responsible for any premium cost during the plan year which exceeds the premium cost for the Putnam/Northern Westchester Health Insurance Consortium. The cost to the school district will not exceed the district's cost for the Putnam/Northern Westchester Consortium, and the employee shall continue to be responsible for the percentage contribution to premium as set forth in the applicable collective bargaining agreement.

All unit members who work less than 0.6 FTE may participate in the District's health insurance plan by contributing one hundred percent of the premium cost for individual or family coverage.

Article 28: Sick Leave

Replace A in its entirety with the following:

"Any teacher, absent on account of personal illness or any quarantine regulation of the Board of Health, shall be entitled to full salary for up to and including (15) days during a school year, except as hereinafter provided.

Up to (15) days of individual sick leave shall be transferable for use on an annual, non-cumulative basis for a family illness. Family encompasses an employee's spouse, domestic partner, children/step-children, anyone whom you have legal custody of, parents/step-parent, siblings, grandparents, grandchildren, and parents-in-law.

A medical note will be required after five consecutive sick days for personal or family illness. Should the employee use a sick day immediately adjacent to holidays or vacations, the District may ask for medical documentation.

In the event that a teacher is going to become a parent through adoption or surrogacy, the teacher may convert up to 15 sick days to personal days to be used consecutively in conjunction with this event. For the same event, the teacher may also utilize assigned personal days, but is not eligible for family illness or emergency leave bank days unless there are extenuating circumstances.

In addition, (1) day of personal sick leave may be converted for use as a personal leave day, provided the teacher has already used all (3) regularly provided personal leave days, and provided the teacher makes the request and specifies the reason on the personal leave form at least three days in advance to the building principal (The three day notice provision may be waived by the Principal in the event of an emergency). This request must be approved in advance by the building principal, and must meet the same criteria and follow the same process as described for days requested immediately adjacent to holidays or vacations in Article 29 (A) of this agreement.

Should the sick leave be covered under the provisions of pension or compensation law, only the difference between the employee's salary and that compensation paid by the other agency shall be paid by the District."

Add to paragraph D as follows: "Tenured teachers with excess sick days (beyond sick day payout maximum) will be given the option to donate one (1) day per year to the sick bank." (p. 57)

Replace E in its entirety with the following: "Upon retirement, teachers will be paid as follows for unused sick leave up to a maximum of 275 days:

2025/26 = $55.00 per day

2026/27 = $55.00 per day

2027/28 = $55.00 per day

2028/29 = $55.00 per day

2029/30 = $55.00 per day"

(p. 57 & 58)

[NEW] Add G in its entirety with the following: "Any teacher may utilize sick and personal time in increments of 1/4 days throughout the school year, up to the equivalent of one full sick day and one full personal day. All requests for ¼ days must be submitted to the building principal at least 48 hours in advance with supporting documentation if requested. The principal may waive this requirement for extenuating circumstances" (p. 58)

Article 29: Other Leaves

Replace B in its entirety with the following: Any teacher, absent on account of death in the immediate family, shall be entitled to full salary for five (5) days during a school year. Immediate family encompasses an employee's spouse, domestic partner, children, parents, siblings, grandparents, grandchildren, nieces, nephews, aunts, uncles, and in-laws. These days are separate and distinct from the 15-day personal illness and are not to be included in the accumulated days

The Superintendent may grant special bereavement leave upon request from a teacher.

Unused bereavement days will be converted to sick days at the end of the school year.

Replace (D Child Care Leave)(3) with its entirety with the following. "Should a teacher be granted a child care leave commencing before the start of the **second quarter as established by the district secondary calendar**, such teacher may only apply for one additional year of child care leave." (p. 59)

Add the following to (D Child Care Leave)(4) as follows: A teacher on childcare leave until the end of the first semester must give notice by October 30 if they wish to extend their leave to June 30. Failure to provide appropriate notice by October 30 will result in the teacher forfeiting their employment if they do not return to work at the end of the semester. (p. 59)

Remove Article in its entirety: Article 31: Employee Assistance Program (p. 60)

Article 33: Retirement Stipend

Replace in its entirety with the following: Full-time teachers who are planning to retire at the end of the school year who submit in writing to the Superintendent of Schools a letter of resignation for retirement purposes on or before December 1 of the calendar year immediately preceding the calendar year of retirement, will receive **a stipend of $3,500**. Retirement is defined as being eligible for retirement under the New York State Teachers Retirement System and receiving a pension. (p. 61)

Article 37: Non-Resident Faculty Children

Add (13) the following language as follows: "Non-resident faculty members must provide written notice by June 1 to indicate their intent to enroll their children for the following school year. No exceptions will be made to this clause without an SMOA approved by both parties and the Board of Education." (p. 63).

Replace (4)(a)(Positions) in its entirety with the following: (p.43-48)

Horace Greeley High School

FALL SPORTS

Cheerleading	Rating
Varsity- Head Coach	40
Junior Varsity- Head Coach	35

Football	Rating
Varsity - Head Coach	85
Varsity - Assistant Coach 1	55
Varsity - Assistant Coach 2	55
Junior Varsity - Head Coach	55

Junior Varsity - Assistant Coach	45
Freshman Football - Head Coach	50
Freshman Football - Assistant Coach	45

Field Hockey	Rating
Varsity- Head Coach	65
Varsity- Assistant Coach	45
Junior Varsity - Head Coach	45
Freshman - Head Coach	35

Girls Volleyball	Rating
Varsity- Head Coach	65
Varsity - Assistant Coach	45
Junior Varsity- Head Coach (up to 2 teams)	45

Girls Soccer	Rating
Varsity- Head Coach	65
Varsity- Assistant Coach	45
Junior Varsity- Head Coach (up to 2 teams)	45

Boys Soccer	Rating
Varsity- Head Coach	65
Varsity- Assistant Coach	45
Junior Varsity- Head Coach (up to 2 teams)	45

Boys Cross Country	Rating
Varsity - Head Coach	60

Varsity Assistant Coach	45 (40 or more boys registered for the team)

Girls Cross Country	Rating
Varsity - Head Coach	60
Varsity Assistant Coach	45 (40 or more girls registered for the team)

Girls Tennis	Rating
Varsity- Head Coach	50
Junior Varsity- Head Coach (up to 2 teams)	40

Girls Swimming	Rating
Varsity - Head Coach	65 - 5/16/25
Varsity- Assistant Coach (up to two)	45 (prorated based on # of meets attended or practices attended)

BJP

Boys Volleyball	Rating
Varsity - Head Coach	65
Varsity- Assistant Coach	40
Junior Varsity - Head Coach (up to 2 teams)	40

WINTER SPORTS

Cheerleading	Rating
Varsity- Head Coach	45
Junior Varsity- Head Coach	35

Boys Basketball	Rating
Varsity Head Coach	80
Varsity Assistant Coach	60

Junior Varsity Head Coach	55
Freshman Head Coach	45

Girls Basketball	Rating
Varsity Head Coach	80
Varsity Assistant Coach	60
Junior Varsity- Head Coach	55
Freshman Head Coach	45

Wrestling	Rating
Varsity Head Coach	80
Assistant Varsity Coach	60
Assistant Varsity Girls Coach	55 (10 registered for the team)
Junior Varsity Coach	50

Boys Varsity Winter Indoor Track	Rating
Varsity- Head Coach	65
Varsity- Assistant Coach	50

Girls Varsity Winter Indoor Track	Rating
Varsity- Head Coach	65
Varsity- Assistant Coach	50

Varsity Ice Hockey	Rating
Varsity- Head Coach	80
Varsity- Assistant Coach	60

Varsity Bowling	Rating
Varsity- Head Coach	40
Junior Varsity- Head Coach	35

Varsity Skiing	Rating
Varsity- Head Coach	45
Varsity- Assistant Coach	40

Boys Varsity Swimming	Rating
Varsity - Head Coach	65
Varsity- Assistant Coach (up to two)	45 (prorated based on # of meets attended or practices attended)

SPRING SPORTS

Boys Baseball	Rating
Varsity Head Coach	65
Varsity Assistant Coach	45
Junior Varsity- Head Coach	45
Freshman Head Coach	40

Girls Softball	Rating
Varsity Head Coach	65
Varsity Assistant Coach	45
Junior Varsity Head Coach	45
Freshman Head Coach	40

Boys Varsity Spring Track	Rating
Varsity- Head Coach	65 — 5/16/25
Varsity- Assistant Coach	50

Girls Varsity Spring Track	Rating
Varsity- Head Coach	65 - 5/16/25
Varsity- Assistant Coach	50

Girls Golf	Rating
Varsity- Head Coach	40

Boys Golf	Rating
Varsity- Head Coach	40

Boys Tennis	Rating
Varsity- Head Coach	50
Junior Varsity- Head Coach (up to 2 teams)	40

Girls Lacrosse	Rating
Varsity Head Coach	70
Varsity Assistant Coach	50
Junior Varsity Head Coach (up to 2 teams)	50 - 5/16/25

Boys Lacrosse	Rating
Varsity Head Coach	70
Varsity Assistant Coach	50
Junior Varsity Head Coach (up to 2 teams)	50 - 5/16/25

Unified Bowling/Basketball	Rating
Varsity- Head Coach	40
Varsity- Assistant Coach	35

Girls Flag Football	Rating
Varsity- Head Coach	65
Varsity- Assistant Coach	45

HGHS Academic Teams

Academic Teams	Rating
Debate Team Coach	40pts/Step 3
Asst. Debate Team Coach (40 or more students registered for the team)	30pts/Step 3
Science Olympiad Team Coach	40pts/Step 3
Asst. Science Olympiad Team Coach (40 or more students registered for the team)	30pts/Step 3
Robotics Team Coach	40pts/Step 3
Asst. Robotics Team Coach (40 or more students registered for the team)	30pts/Step 3
Academic Challenge Team Coach	40pts/Step 3
Asst. Academic Challenge Team Coach (40 or more students registered for the team)	30pts/Step 3

The Academic Teams will meet on Day 5 during the school day and at least once per week after school throughout the school year. Each team will participate in at least six regional or NY State competitions.

The District may appoint high school coaches based on supervision and enrollment needs during a particular season, provided the number of coaches recommended does not exceed the maximum number identified in the chart for that sport.

Maximizing student enrollment in a given program will be the District's priority when reviewing coaching recommendations from the athletic department for Athletics, and building principal for academic teams.

SEVEN BRIDGES & BELL MIDDLE SCHOOLS
Modified Sports

Modified Football	Rating
Modified Head Coach (1 per team)	50
Assistant Coach (2 per team)	45

Modified Field Hockey	Rating
Modified Head Coach (1 per team)	40
Modified Assistant Coach (1 per team)	30 (20 or more players registered for the team)

Modified Volleyball	Rating
Modified Head Coach (1 per team)	40
Modified Assistant Coach (1 per team)	30 (20 or more players registered for the team)

Modified Cross Country	Rating
Modified Head Coach (1 per team)	40
Modified - Assistant Coach (1 per team)	30 (20 more players registered for the team)

Modified Wrestling	Rating
Modified- Head Coach (1 per team)	40
Modified- Assistant Coach(1 per team)	30 (20 or more players registered for the team)

Winter Modified Boys & Girls Indoor Track	Rating
Modified- Head Coach (1 per team)	40
Modified- Assistant Coach (1 per team)	30 (20 more players registered for the team)

Modified Bowling	Rating
Modified Head Coach (1 per team)	40

Spring Modified Boys & Girls Track	Rating
Modified- Head Coach (1 per team)	40
Modified- Assistant Coach (1 per team)	30 (20 or more players registered for the team)

Modified Boys Lacrosse	Rating
Modified- Head Coach (1 per team)	40
Modified- Assistant Coach (1 per team)	30 (20 or more players registered for the team)

Modified Girls Lacrosse	Rating
Modified- Head Coach (1 per team)	40
Modified- Assistant Coach (1 per team)	30 (20 or more players registered for the team)

Modified Softball	Rating
Modified- Head Coach (1 per team)	40
Modified- Assistant Coach (1 per team)	30 (20 or more players registered for the team)

Modified Baseball	Rating
Modified- Head Coach (1 per team)	40
Modified- Assistant Coach (1 per team)	30 (20 or more players registered for the team)

Modified Girls Flag Football	Rating
Modified- Head Coach (1 per team)	40
Modified- Assistant Coach (1 per team)	30 (20 or more players registered for the team)

Modified coaches may not be assigned to support high school level teams in lieu of supporting the middle level program.

Previous SMOAs to be incorporated into the contract:

- Middle School Department & Grade Level Leaders - 5/1/24
- Nurses/AT/OT - MOA - 3/18/24
- Senior and Spring Musical Structure & Points - 6/20/23

Non-substantive changes will be addressed during the contract finalization process prior to the signature of both parties.

So AGREED, on this 12 Day of May 2025, subject to ratification by the respective constituencies.

DISTRICT
Superintendent of Schools
Christine Ackerman

Chappaqua Congress of Teachers
President
Brian Petruso