

**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 ADMINISTRATORS ASSOCIATION, hereinafter referred to as "The Association";**

**WHEREBY, the parties agree to incorporate the terms of their 2023-2026 Collective Bargaining Agreement into a three year successor agreement for the period commencing on July 1, 2026 through June 30, 2031, except as modified by the following provisions:**

**1. Article IV Professional Compensation**

- a. "Paragraph A [Replace]: "Benefits and Salary Provisions for the 2026-2027, 2027-2028, 2028-2029, 2029-2030, 2030-2031 School Years:

The previous school year's base salary of each administrator shall be increased by 2.5% effective July 1, 2026, 2.5% effective July 1, 2027, 2.25% effective July 1, 2028, 2.25% effective July 1, 2029, and 2.25% effective July 1, 2030"

- b. Paragraph C Longevity [Replace]:

"5-9 years: \$5,500  
10 years: \$7,000  
11-14 years: \$7,500  
15-19 years: \$8,500  
20 or more: \$9,000"

- c. [Add] Paragraph G as follows: "Unit members who facilitate or co-facilitate a district-level academic or social-emotional learning committee approved by the Superintendent of Schools shall receive a stipend of \$125 per meeting. This language does not apply to the non-aligned administrators."
- d. [Add] Paragraph H as follows: "Unit members who supervise Saturday Detention shall be compensated at a rate of three hundred fifty dollars (\$350) per three-hour session."
- e. [Add] Paragraph I as follows: "With the approval of the Superintendent, unit members may supervise a Saturday intervention program at a rate of three hundred fifty dollars (\$350) per three-hour session."

**2. Article III Length of Year**

- a. [Add] Paragraph 5 as follows

"As of July 1, 2026, unit members are required to take ten (10) of their vacation days between July 1st and August 31st of each year. This language does not apply to the non-aligned administrators"

- b. [Add] Paragraph 6 as follows "If the District elects to close school for students as a "snow giveback day," unit members shall not be required to report to work and shall not be required to use a vacation or personal day."


3. Article V Benefits Program and Maintenance of Standards:

- a. Numbered paragraph 2. Sick Leave  
[Replace] "Upon retirement, unit members will be paid \$67.50 per day for unused sick leave up to a maximum of 300 days."
- b. Numbered paragraph 10 - Tenure Stipend  
[Replace] Tenure Stipend:" Effective July 1, 2026, any unit member who receives tenure, will receive an increase of \$5,000 to base salary".
- c. Numbered Paragraph 11 - Active Employee Health Premium Contributions:  
[Replace] "Effective July 1, 2026 bargaining unit members shall contribute towards the cost of health insurance premiums for individual or family coverage at the rate of 23.5% effective July 1, 2026, 24% effective July 1, 2027."
- d. [Add] As Paragraph 12 - "The District shall provide a medical opt-out payment of one thousand five hundred dollars (\$1,500) per year to unit members who decline District health insurance and provide proof of alternate coverage. The opt-out payment shall apply only if a total of eight (8) unit members decline District health insurance as of the start of the calendar year. This language does not apply to the non-aligned administrators."
- e. [Add] As Paragraph 13 - "unit members who elect to use a personal mobile phone for school business, in lieu of being issued a District-provided cell phone, shall be reimbursed four hundred dollars (\$400) per school year."

5. Article VI -Professional Development

[Add] "Effective July 1, 2026, the tuition reimbursement provision shall sunset and shall no longer apply to unit members, except to unit members who, prior to January 29, 2026, have received tuition reimbursement from the district and are currently enrolled in a degree-granting program."

**So agreed this day 2nd of February 2026 subject to ratification by the Chappaqua Central School District Board of Education**

  
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Superintendent

  
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The Association President