

MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE PUTNAM VALLEY CENTRAL SCHOOL DISTRICT, hereinafter referred to as "The District" and **THE PUTNAM VALLEY FEDERATION OF TEACHERS**, hereinafter referred to as "The PVFT";

WHEREBY, the District and the PVFT agree to incorporate the provisions of the Collectively Negotiated Agreement between them that will expire on June 30, 2012 into a one year successor agreement effective July 1, 2012 and ending on June 30, 2013, except as modified by the following provisions:

1. **Article V(G) - Health Benefits:** Change the effective date in the last sentence in G(1) "Effective July 1, 2012" to "Effective July 1, 2013."
2. **Article V(A)(1) – Salary Schedule – Appendix A** - The 2011-2012 salary schedules shall remain in effect, unchanged, through June 30, 2013. Unit members who would be eligible for step advancement during the 2012-13 school year shall not advance a step for that school year and shall remain at their 2011-12 school year step placement for the entirety of the 2012-13 school year.

Notwithstanding the above, those unit members who are eligible to attain a service increment pursuant to the provisions of Article V (B)(4) of the Agreement shall be entitled to do so during the 2012-13 school year.

3. **Other schedules and contractual rates** – All pay schedules and rates in the Agreement, including but not limited to Appendices B, C, E, F and G, that were in effect during the 2011-2012 school year shall remain in effect, unchanged, through June 30, 2013.
4. In consideration for the provisions set forth above, the District agrees to limit the abolition of teaching positions in the PVFT bargaining unit to no more than two (2) elementary tenure area positions for the 2012-13 school year. This provision of the Agreement shall sunset, becoming null and void in all regards, upon the close of business on June 30, 2013.

5. APPR -The parties agree that the subject of negotiating matters addressed in Section 3012-c of the Education Law shall remain an open subject of bargaining.

SO AGREED, SUBJECT TO RATIFICATION BY THE RESPECTIVE CONSTITUENTS THIS 19 DAY OF MARCH 2012.

THE PVFT

BY: M. U.

BY: [Signature]

BY: [Signature]

THE DISTRICT

BY: Paulina Fuchs

Putnam Valley Central School District

	Last Year of Old Agreement 2011-12	First Year of New Agreement 2012-13	One Year Agreement ending June 30, 2013 Not Applicable: 1 Yr MOA
Total Salary (with Schedule and Step increases)			
Total Earnings = Total Salary + Total Longevity + Total of Other Pay & Stipends	\$ 14,273,155	\$ 14,081,053	\$ -
	\$ 14,849,715	\$ 14,507,371	\$ -
Salary SCHEDULE percent increase	1.75%	0.00%	0.00%
Percent increase due to STEP	2.50%	0.00%	0.00%
Total Longevity	\$ 83,224	\$ 94,468	\$ -
Total of Other Pay & Stipends: (Grad Credits, Inservice, National Cert)	\$ 339,655	\$ 331,850	\$ -
Total Benefits	\$ 4,933,382	\$ 4,989,165	\$ -
Percent increase of employer contribution to health insurance	3.00%	3.00%	0.00%
Total employer contribution to health insurance	\$ 1,501,689	\$ 1,520,664	\$ -
Total Health Insurance Buy-Outs	\$ 413,386	\$ 425,788	\$ -
District Cost of Welfare Fund	\$ 232,500	\$ 233,600	\$ -
District Cost of Other Benefits	\$ -	\$ -	\$ -
Estimated TRS employer contribution %	11.11%	11.84%	0.00%
District Cost of TRS	\$ 1,649,803	\$ 1,699,300	\$ -
Estimated FICA employer Contribution %	7.65%	7.65%	0.00%
District Cost of FICA (OASDI & Medicare)	\$ 1,136,003	\$ 1,109,814	\$ -
Annual Cost of Contract = Total Earnings plus Total Benefits	\$ 19,783,097	\$ 19,496,536	\$ -
% Increase in Annual Cost of Contract		-1.45%	0.00%
FTE			
Cost per FTE	148.6	146.6	0
% Increase per FTE	\$ 133,130	\$ 132,991	#DIV/0!
		-0.10%	0.00%

Assumptions

Workers compensation insurance not included
 Unemployment insurance not included
 Lane changes not included
 Static work force as of a predetermined date
 Employer contribution to health insurance includes trend, plan changes & employee contribution changes
 TRS Contribution % per consensus, if unknown
 FICA OASDI earnings cap (\$110,100) ignored