

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 revive and incorporate the terms of the Collectively Negotiated Agreement between them that expired on June 30, 2009 into a three year successor agreement effective July 1, 2009 and terminating on June 30, 2012, except as modified by the following terms:

1. **Article 1: Duration** - This Agreement shall be for the period beginning July 1, 2009, and ending June 30, 2012.
2. **Article 8: Daily Work Schedule** – Delete and replace with Appendix A, annexed hereto.
3. **Article 17: Vacations** - Second paragraph: Change "building administrator and head custodian. District wide staff will need the approval of the Business Administrator and Foreman" to "Director for Facilities".
4. **Article 22: Health Insurance** - Increase employee contribution to 9% for individual and family coverage effective the month following the mutual ratification of the Memorandum of Agreement and increase to 10.50% for individual and family coverage effective July 1, 2011.
5. **Article 25: Sick Leave** - When an employee is out sick for five days or more, s/he must provide a doctor's notice.
6. **Article 15: Salary Schedules:**
 - Add Foreman to the High School Head Custodian column and fold Head Custodian and Senior Custodian stipends into salaries.
 - Incorporate the Supplemental MOA creating a new lane for Maintenance Mechanic.
8. **Dental and Optical Insurance:**

- Platinum 12 Vision: \$22.48 per month, effective 7/1/2009 and \$22.95 per month, effective 7/1/2010.
- Dutchess Dental: \$92.73 per month, effective 7/1/09 and \$104.94 per month, effective 7/1/2010.

9. **Longevity** – Effective 7/1/09, after completing step 20, employees shall receive an additional stipend for each year beyond step 20 as follows: Year1 from \$625 to \$725, year 2 from \$675 to \$750 and year 3 from \$725 to \$775.

10. **Salary schedule increase:**

- 2009-2010: Step effective 07/01/09. No increase to the previous year salary schedule.
- 2010-2011: Step effective 07/01/10. No increase to the previous year salary schedule. Each unit member who is on payroll when mutual ratification is complete shall receive a non-recurring cash payment equal in amount to 2% of their 2010-2011 annual salary at the time of ratification of this agreement.
- 2011-2012: Step movement shall be deferred until 01/01/12. The salary schedule shall be increased at each step by 1.5% effective 07/01/11.

SO AGREED, this 16th day of March, 2011, subject to ratification by the respective constituencies.

THE DISTRICT

BY:

[Signature]

THE UNION

BY:

[Signature] 3/18/11

APPENDIX A

ARTICLE 8 CHAPPAQUA CSEA AGREEMENT 08/27/2010

ARTICLE 8: DAILY WORK SCHEDULE

The regular daily work schedule shall consist of eight consecutive hours per day, forty hours per week, Monday through Friday, exclusive of one-half hour for lunch. However, a Tuesday through Saturday shift has been established at the high school. The employees on this shift shall receive a night differential equal to the night shift differential for working the weekend.

The District shall have the right to alter shifts: however, no employee with four (4) or more years of service in the unit may be moved involuntarily from a permanent shift assignment. The exception to this would be in a situation of staff reduction, in which case transfers shall be on the basis of least seniority. Shifts as described below may be adjusted by one hour on the starting and ending times as determined by the Director of Buildings and Grounds and shall not be considered a shift alteration. There shall be 3 permanent shifts for all Custodians comprised of: 7:00 a.m. - 3:30 p.m., 9:30 a.m. - 6:00 p.m. and 3:00 p.m. - 11:30 p.m., as well as two permanent shifts for Grounds/Maintenance comprised of: 6:30 a.m. - 3:00 p.m. and 9:30 a.m. - 6:00 p.m.