

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 provisions of their 2008-2012 Collectively Negotiated Agreement, inclusive of a Supplemental Memorandum of Agreement (SMOA), dated January 11, 2011, into a successor one year agreement, effective July 1, 2012 and terminating on June 20, 2013, except as modified by the following provisions:

1. **Article 23(A) - Salary** - is hereby modified by increasing Appendix A of the SMOA by 2% effective July 1, 2012 (at pg. 30) [see annexed Salary Schedules- Appendix A hereto].
2. **Article 23(B) - Step Advancement** - is hereby modified to provide that step advancement for the 2012-13 school year (if any) shall not occur until at least January 1, 2013 and after the 185th paid work day following the unit member's last step advancement date. At that time each such unit member shall advance one step from his or her 2011-12 school year salary schedule step placement. For those hired during the 2011-12 school year, step advancement shall occur following the employee's 257th paid work day (at pg. 30).
3. **Article 25(A) - Health Insurance** - increase unit member premium contributions from 10% to 11%, effective July 1, 2012 (at pg 41).
4. **Article 10(B)(1) and (2) - Professional Planning and Staff Development** - There shall be a moratorium regarding the three two-hour blocks referenced in the first clause of paragraph "1" as well as a moratorium on the provisions of paragraph "2", for the period commencing July 1, 2012 and terminating on June 30, 2013 (at pg. 9).

5. The parties acknowledge that pursuant to the provisions of Education Law Section 3012-c, they have a duty to negotiate certain aspects of the Annual Professional Performance Review (APPR). Accordingly, the parties agree that those subjects that are required to be negotiated under the provisions of said statutory section shall remain open subjects of negotiation following the ratification of this Memorandum of Agreement.

SO AGREED this 11th day of January, 2011, subject to ratification by the respective constituencies.

THE DISTRICT

BY: *John A. Chambers*

THE CCT

BY: *Allen Pincus*