

MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE NORTH SALEM CENTRAL SCHOOL DISTRICT, hereinafter referred to as “the District” and **THE NORTH SALEM TEACHERS’ ASSOCIATION, LOCAL 2879, NYSUT**, hereinafter referred to as “the Association”;

WHEREBY, the District and the Association agree to revive and incorporate the provisions of their 2009-2011 Collectively Negotiated Agreement into a two year successor Collectively Negotiated Agreement, for the period commencing July 1, 2011 through June 30, 2013, except as modified by the following provisions:

1. Article XVII(A) – **Salary Provisions** - Step increase shall be granted to those unit members who are step eligible effective July 1, 2011. Those unit members who are not eligible to advance to a step with a higher salary during the 2011-12 school year, and who returned to work from the 2010-11 school year, shall receive an off-salary schedule recurring salary increase of \$1,000, spread across the pay periods in equal dollar amounts, effective July 1, 2011.

For the 2012-13 school year, no unit member shall advance a step on the salary schedule. Effective July 1, 2012, there shall be a 1.0% increase to each cell on the salary schedule. In addition, those unit members who are returning to work from the 2011-12 school year shall receive a 0.5% off-salary schedule recurring salary increase effective July 1, 2012, spread across the pay periods in equal dollar amounts. Unless otherwise mutually agreed, and so long as the provisions of Section 209-a.1(e) of Article 14 of the Civil Service Law are in effect to the same extent as during the 2011-12 school year, those unit members who are step eligible shall advance one step beyond their 2011-12 step placement on the salary schedule, effective July 1, 2013.

The provisions set forth above shall apply equally to registered nurses in the bargaining unit.

2. Article XX(A)(1) – **Health Insurance** - Modify the provision to state that: Effective July 1, 2011, bargaining unit members who participate in the District’s health insurance program shall contribute at the rate of 12.5% towards the cost of individual and family health insurance premiums and effective July 1, 2012 and bargaining unit members who participate in the District’s health insurance

program shall contribute at the rate of 13.5% towards the cost of individual and family health insurance premiums

3. **EXTRA-CURRICULAR, CO-CURRICULAR AND ATHLETIC STIPENDS**
– Shall be increased by 1% effective July 1, 2011 and by an additional 1% effective July 1, 2012. The parties further agree that there shall be a moratorium on the application of the median formula set forth in Article XVII(C)(4) of the parties' agreement effective July 1, 2011 through June 30, 2013.
4. Article XVIII(A)(2) – **NST Benefit Fund** – Increase the per capita, per annum contribution to \$1,270 effective July 1, 2011 and to \$1,370 effective July 1, 2012.

SO AGREED, THIS 7th DAY OF NOVEMBER 2011, SUBJECT TO RATIFICATION BY THE RESPECTIVE CONSTITUENCIES.

THE DISTRICT

BY: _____

THE ASSOCIATION

BY: _____