

**MEMORANDUM OF AGREEMENT BETWEEN THE BOARD OF  
EDUCATION OF THE PELHAM UNION FREE SCHOOL DISTRICT AND  
THE PELHAM ADMINISTRATORS' ASSOCIATION**

WHEREAS, the Pelham Administrators' Association (hereinafter the "PAA") and the Pelham Union Free School District (hereinafter the "District") are parties to a Collective Bargaining Agreement between them which expires on June 30, 2011, but which was amended by a Side Letter dated June 24, 2010 which amended certain terms but which terms sunset on June 30, 2013; and

WHEREAS, the parties have tentatively resolved the terms and conditions of a successor agreement, the contents of which are contained in this Memorandum of Agreement, which is subject to ratification by the membership of the PAA, as well as the Board of Education.

THEREFORE, IT IS HEREBY AGREED by and between the parties that the following shall constitute the terms and conditions of a successor collective bargaining agreement to the 2008-2011 Agreement, subject to the ratification process referenced above.

1. **TERM:** July 1, 2013 through June 30, 2017.
2. **Article I, Paragraph A:** Amend the last sentence of the paragraph to read "Not included in this unit are the superintendent, the assistant superintendents and the director of special education, should that title be filled by an individual."
3. **Article II, Paragraph A:** Delete and replace with the following: "Effective upon ratification of this Agreement by the Board of Education, a \$1,250 non-recurring payment shall be made. This \$1,250 non-recurring payment will be made within two weeks of the agreement being ratified by both the Board of Education and

the Pelham Administrators' Association. Effective July 1, 2014, the salary levels in existence on July 1, 2013 (prior to the provision of the \$1,250 non-recurring payment) shall be increased by \$1,500. Effective July 1, 2015, salaries shall be increased by 1.5%. Effective July 1, 2016, salaries shall be increased by 1.75%.”

4. **Article IV, Paragraph P, 1, A, 1:** Amend to read as follows: “Health insurance – All administrators will have the option of (a) continuing the present benefits or, (b) waiving medical coverage for one year, or (c) reducing medical coverage from family to individual insurance. If the administrator exercises option (b) or (c) the Board will share premium payment savings with the administrator, with payment thirty (30) days after election. In the 2014-2015 school year, the District will share savings in either the two person and/or family health plans buy-out at 90% of the 50% shared savings, after premium contributions. In the 2015-2016 school year, the District will share savings in either the two-person and/or family plan buy outs at 80% of the 50% shared savings, after premium contributions. In the 2016-2017 school year, the District will share savings in either the two-person and/or family plan buy outs at 65% of the 50% shared savings, after premium contributions. Effective June 30, 2016 and each year thereafter, the Board will only share savings at 50% of the single plan premium, less the contribution, regardless of which plan the unit members opt out of.” In all cases, payment will be made to the unit member in ten (10) equal installments made in the second pay period of the month.

5. **Article IV, Paragraph P, A, 2:** Amend to read as follows: “Employees shall be provided individual, two person or family health insurance coverage with the Board to pay 88% of the cost of such coverage during the 2013-2014 school year. The Board’s contribution for the 2014-2015 school year shall be 87%. The Board’s contribution for the 2015-2016 school year shall be 86%. The Board’s contribution for the 2016-2017 school year shall be 85%.”
6. **Article IV, Paragraph P, 1, 3:** Amend to read as follows: “Any administrator who retires from the District after June 30, 2014 must have at least ten (10) years of service to the District to be eligible for health insurance in retirement.”
7. **Article IV, Paragraph P, 1, C:** Effective July 1, 2014, amend to reflect a contribution rate of five (5) percent for dental insurance on the part of the unit member.
8. **Article IV, Paragraph P, 1, F:** Effective July 1, 2014, amend to reflect a contribution rate of five (5) percent for optical insurance on the part of the unit member.
9. **Article IV:** Add a paragraph “G” to read as follows: “If a member of the unit chooses to have their child(ren) attend the Pelham Public Schools for their schooling, the member agrees to pay a contribution rate towards the cost of educating their child(ren) of \$2,000.00 for the 2013-2014 school year and

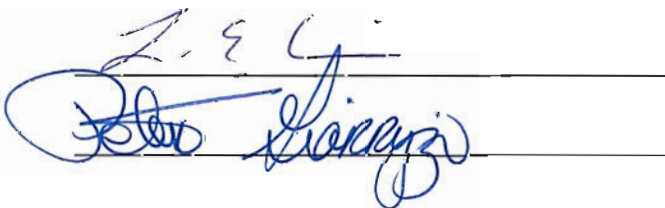
\$2,500.00 for the 2014-2015, 2015-2016, 2016-2017 school years to offset the cost of this privilege.”

10. **New Article:** “In order to assure the maximum amount of state aid that may be available based upon full compliance with Section 3012-c of the Education Law, and where the District and PAA have agreed that there be no substantive changes to the document agreed to by the PAA for the previously agreed upon school year, the Association president agrees to execute those papers necessary to have the District’s APPR Plan Document received for final approval by the New York State Education Department in subsequent years. It is further agreed that any changes to the District’s APPR Plan Document will be negotiated between the Superintendent of Schools and the Association president. The Association president or his/her designee, following a review of the proposed change(s) hereby authorizes the District to make any and all negotiated change(s) in the District’s APPR Plan Document that are necessary for technical compliance when filing with the New York State Education Department.”

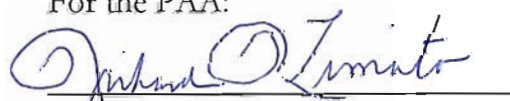
11. All other terms and conditions of the 2008-2011 Agreement not modified herein will remain unchanged in the new Agreement.

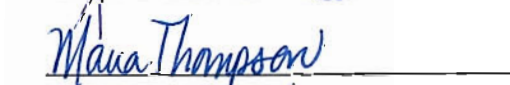
Dated: March 31, 2014

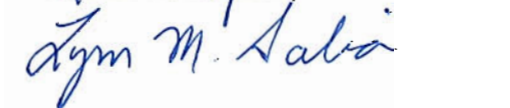
For the District:

  
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For the PAA:

  
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