

MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE BRIARCLIFF UNION FREE SCHOOL DISTRICT, hereinafter referred to as "THE DISTRICT" AND THE BRIARCLIFF TEACHERS' ASSOCIATION hereinafter referred to as "THE ASSOCIATION";

WHEREBY the District and the Association agree to revive and incorporate the terms of the collectively negotiated agreement between them that was effective from July 2010 through June 30, 2013 and extended by the Memorandum of Agreement for the 2013-14 School Year, into a three year successor agreement effective on July 1, 2014 and terminating on June 30, 2017, except as modified by the following provisions:

1. **SALARY SCHEDULE** – Add the following half-steps to the schedule effective July 1, 2015: between steps 2&3, 7&8 and 13&14. Salary schedule columns – Modify such that acquisition of the MA+15 and MA+45 columns shall require at least 9 district offered in-service course credits and/or graduate course credits (where the institution would confer such credits for its on-campus courses [not excluding on-line courses]) in the case of acquiring MA+15 and 18 such credits in the case of acquiring MA+45. Unit members who are currently at least two-thirds of the way towards acquiring Column MA+15 or MA+45 shall not be required to meet the 9 credit standard set forth above for acquiring such next column.

The Salary Schedule shall be increased by \$500 effective September 1, 2015 and an additional \$500, effective September 1, 2016.

Unit members who are not step eligible shall receive the following off-schedule recurring salary payments: \$750 effective September 1, 2014, \$750 effective September 1, 2015 and \$750 effective September 1, 2016.

2. **STEP ADVANCEMENT** – Shall occur on September 1st each school year during each of the three years of the agreement 2014-15 through 2016-17.
3. **CAREER INCREMENTS** – Shall be restructured effective December 1, 2014 for unit members hired on or after December 1, 2014, such that each career increment shall be \$1,500 upon reaching the 18th year of credited plus actual service in the District, an additional \$1,500 upon reaching the 19th year of credited plus actual service in the District, an additional \$1,500 upon reaching the 23rd year of credited plus actual service in the District, an additional \$1,500 upon reaching the 24th year of credited plus actual service in the District, an additional \$1,500 upon reaching the 28th year, and an additional \$1,500 upon reaching the 29th year of credited plus actual service in the District.

For unit members hired before December 1, 2014, the career increments shall be acquired in flat dollar amounts over a two year period, set at the 17th and 18th years of credited and actual service in the District, the 22nd and 23rd year of credited and actual service in the District and the 27th and 28th years of credited and actual service in the District. The final career increment shall be divided into three payments of \$1,100 each set at the 33rd, 34th and 35th year of teaching. The flat dollar amounts to be paid in two installments shall be indexed off of \$4,400 (two installments of \$2,200) applicable to the MA+60 Column (i.e. the percentage that Step 1 of the respective column is of Step 1 of the MA+60 Column). The three installments at 33, 34 and 35 years of teaching shall be prorated in the same manner for columns other than the MA+60.

Notwithstanding the above, any unit member who has already acquired career increments shall not be divested of the same as a result of the provisions set forth above.

4. **LONGEVITY** – add \$350 to the 24th year special longevity.
5. **HEALTH PREMIUM CONTRIBUTIONS:** For unit members hired before December 1, 2014 there shall be an increase of 1% (to 16%), effective July 1, 2016; provided however that unit members hired on or after December 1, 2014 shall contribute towards the cost of health insurance premiums at the rate of 17%, increased, to 18% effective July 1, 2015.
6. **SIXTH ASSIGNMENTS:** Change the rate to 1/5th of annual base salary, not to exceed \$20,000 per class. (Limited to two per core academic department at the Middle School and High School). This provision shall become effective for such assignments accepted after the date of ratification of this Agreement.
7. **HEALTH INSURANCE BUY-OUT:** Unit members hired on or after December 1, 2014 shall be ineligible for the buy-out.
8. **MODIFICATIONS TO CO-CURRICULAR STIPENDS RATES** – as proposed by the Superintendent (copy attached). The rates on the attached schedule shall become effective for such assignments accepted after the date of ratification of this Agreement.
9. **UNIT PRESIDENT’S RELEASE TIME** -- Effective with the 2015-16 School Year – a reduction of one teaching assignment per day or the equivalent.
10. **PROFESSIONAL HOURS** – extend the sunset date to June 30, 2017. Also provide that the same may be conducted before, during or after the teachers’ workday.



11. **WORK YEAR** – extend the sunset date to June 30, 2017, with the proviso that at the District's option, in lieu of a work day, unit members may be required to attend an evening parent teacher conference of no more than 3 hours duration scheduled to begin no later than 6:30pm. If The Board intends to exercise this option, it shall do so when the school calendar is developed for the school year at issue.
12. **THURSDAY AFTER SCHOOL PROFESSIONAL MEETINGS** – extend the sunset date of the 2013-14 SMOA to June 30, 2017, with a limit to no more than four days per month.
13. **TRAVELING TEACHERS** – Add to the agreement a provision of a minimum of 20 minutes of travel time between buildings and relief from supervisory duties.
14. **TEACHING ASSISTANT SALARY INCREASE** – Increase the salary rate by \$400, effective September 1, 2014, an additional \$400 effective September 1, 2015 and an additional \$400 effective September 1, 2016.
15. **TEACHING ASSISTANTS – TEACHER COVERAGE COMPENSATION** – The parties shall establish a subcommittee comprised of two members appointed by the BTA leadership and two administrators to discuss the cover rates for teaching assistants who assume responsibility for teaching classes. The Committee shall meet during the month of November in good faith to reach agreement regarding this matter.

SO AGREED, this 24th day of October, 2014, subject to ratification by the respective constituencies.

The District

BY: _____

The Association

BY: _____

TODD SCHOOL CO-CURRICULAR	
Mathfax	\$ 2,300.00
Pushkin Players Director	\$ 2,300.00
Pushkin Players Musical Director	\$ 2,300.00
Video Book Talk Club	\$ 2,300.00
Music Makers	\$ 2,300.00
MIDDLE SCHOOL	
Art & Clay	\$ 1,700.00
Audio Visual	\$ 1,700.00
Coding Club	\$ 1,700.00
Dance	\$ 1,700.00
Destination Imagination	\$ 2,500.00
Future city	\$ 1,700.00
International club	\$ 1,700.00
Greenhouse	\$ 1,700.00
Jazz Band	\$ 1,700.00
Marine Biology	\$ 1,700.00
Mathletes	\$ 2,500.00
Singing Club	\$ 1,700.00
String Ensemble	\$ 1,700.00
Student Government	\$ 3,100.00
Yearbook	\$ 3,000.00
HIGH SCHOOL	
Academic Challenge	\$ 3,500.00
American Red Cross	\$ 1,700.00
Art National Honor Society	\$ 1,700.00
Asian Club	\$ 1,700.00
STAR	\$ 1,700.00
Briars & Ivy	\$ 3,900.00
Briarcliff Singers	\$ 1,700.00
Chamber Music Group	\$ 1,700.00
Chemistry Club	\$ 1,700.00
Community Service Coordinator Grades 9/10	\$ 4,500.00
Community Service Coordinator Grades 11/12	\$ 4,500.00
Dance Club	\$ 1,700.00
Debate Club	\$ 3,000.00
Drama Club	\$ 1,700.00
Engineering Club	\$ 1,700.00
Environmental - Treehuggers	\$ 1,700.00
Film Club	\$ 1,700.00
Finance Club	\$ 1,700.00
French Club	\$ 1,700.00

Mick

Gay Straight Alliance	\$ 1,700.00
Habitat for Humanity	\$ 1,700.00
Jazz Band	\$ 1,700.00
Interact Club	\$ 1,700.00
Interior Design	\$ 1,700.00
Mathletes	\$ 3,000.00
Mock Trial	\$ 3,900.00
National Honor Society	\$ 3,500.00
Newspaper – Bulletin	\$ 4,500.00
NYS Math Honor Society	\$ 1,700.00
Spanish Club	\$ 1,700.00
Student Coalition for Human Dignity	\$ 1,700.00
Student Government	\$ 4,500.00
TriM Music Honor Society	\$ 1,700.00
World of Difference	\$ 1,700.00
Writers' Circle	\$ 1,700.00
Yearbook	\$ 5,700.00
Freshmen Class Advisor	\$ 1,700.00
Sophomore Class Advisor	\$ 1,700.00
Junior Class Advisor	\$ 2,500.00
Senior Class Advisor	\$ 3,800.00

Mike