

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, 2012 into a three year successor agreement effective July 1, 2012 and terminating on June 30, 2015, except as modified by the following terms:

1. **Article 1: Duration** - This Agreement shall be for the period beginning July 1, 2012, and ending June 30, 2015.
2. **Article 14: Duties and Obligations** – Delete the second paragraph. Delete the first sentence of the third paragraph and replace with the following:

“For the 2013-14 and 2014-15 school years, no unit members shall advance a step on the salary schedule. Unless otherwise negotiated by the parties, step advancement for those unit members who are eligible to advance shall recommence effective July 1, 2015 with single step advancement from their 2012-13 step placement, except for beginning employees who must have commenced service prior to the January immediately preceding.”
3. **Article 17: Vacations** – Add – “By May, 2013, the District will develop a formal timetable for the prior approval of vacation day requests.”
4. **Article 22: Health Insurance** - Increase employee contribution to 11.75% for individual and family coverage effective July 1, 2013 and increase to 13.00% for individual and family coverage effective July 1, 2014.
5. **Article 22: Dental and Optical Insurance:**
 - Platinum 12 Vision: \$23.62 per month, effective 7/1/12, \$23.86 per month, effective 7/1/13 and \$24.10 per month, effective 7/1/14.

- Dutchess Dental: \$114.60 per month, effective 7/1/12, \$119.18 per month, effective 7/1/13 and \$122.16 per month, effective 7/1/14.

6. **Article 23: Accident and Sickness Benefits:**

Delete the second paragraph and replace with the following:

“When the maximum of one hundred and twenty (120) days is depleted to thirty (30) days, said employee shall, after a one (1) year waiting period, begin to accrue fully-paid sick leave time at the previously stated rate of twenty (20) days per year up to the maximum of one hundred twenty (120) days.”

7. **Article 15: Salary and Wages:**

2012-2013: Step effective 07/01/12. No increase to the previous year salary schedule.

The annual salary schedules for the 2013-14 and 2014-15 school years shall be the same as the annual salary schedules that were in effect during the 2012-13 school year. Those unit members who were employed in the District during the 2012-13 school year shall receive additional salary for the 2013-14 school year as an off schedule, recurring salary increase of 1.7% of their 2012-13 salary. Those unit members who were employed in the District during the 2013-14 school year shall receive additional salary for the 2014-15 school year as an off schedule, recurring salary increase in the amount of 1.7% of their 2012-13 salary. The cumulative additional salary paid in 2014-15 will recur annually in that amount for the remainder of the unit members' careers.

For the 2013-14 and 2014-15 school years, no unit members shall advance a step on the salary schedule. Unless otherwise negotiated by the parties, step advancement for those unit members who are eligible to advance shall recommence effective July 1, 2015 with single step advancement from their 2012-13 step placement.

Differentials for the night shift (3 p.m. – 11:30 p.m.) employees shall be increased from the 2012-13 amount of \$1,982.00 by 1.0% for the 2013-14 school year and by an additional 1.5% for the 2014-15 school year.

8. **[NEW] Article 32: Continuing Education:**

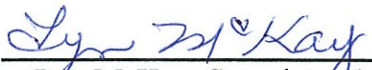
Full time unit members may apply by August 15 of each school year to the Director of Buildings and Grounds for approval of classes relevant to the development of the member's skills related to his/her position in the District via Putnam Northern Westchester BOCES or In-Service education at no cost to the CSEA member. The determination of the Director of Buildings and Grounds will

be final and binding in all regards. If the unit member fails to complete or pass the course, s/he must reimburse the District all expenses paid by the district.

9. No unit member currently employed in the bargaining unit during the 2012-13 school year shall suffer the loss of employment from the District by reason of budgetary reductions. This provision shall sunset becoming null and void in all regards effective the close of business on June 30, 2015.


SO AGREED, this 19th day of March, 2013, subject to ratification by the respective constituencies.

THE DISTRICT

BY: 
Lyn McKay, Superintendent

THE UNION

BY: 
Mario Martinez, President

BY: 
Fred Smit, CSEA
Labor Relations Specialist

*Ratified by Board of Education
April 3, 2013*

*Sharon M. Gardley
District Clerk / Admin Asst to
Superintendent*