

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 2012-2013 Amendment to the 2008-2012 Collectively Negotiated Agreement, into a two (2) year successor agreement, effective July 1, 2013 and terminating on June 30, 2015, except as modified by the following provisions (these provisions shall exclude employees with the titles of Registered Nurse, Occupational Therapist, Occupational Therapist Assistant, Athletic Trainer, Licensed Practical Nurse, Physical Therapist and Teaching Assistant):

1. **Article 23(A) - Salary** - Modify the provisions to state that the annual teachers’ salary schedules for the 2013-14 and 2014-15 school years shall be the same as the annual teachers’ salary schedules that were in effect during the 2012-13 school year. Those teachers 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 in the amount of \$1950. This amount shall be prorated for part-time teachers based upon their percentage of full-time employment. Those teachers 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 \$1950. This amount shall be prorated for part-time teachers based upon their percentage of full-time employment. The cumulative additional salary paid in 2014-15 will recur annually in that amount for the remainder of those teachers’ careers.

2. **Article 23(B) - Step Advancement** - is hereby modified to provide that for the 2013-14 and 2014-15 school years, no teachers shall advance a step on the salary

schedule. Unless otherwise negotiated by the parties, step advancement for those teachers who are eligible to advance shall recommence effective July 1, 2015 with a single step advancement from their 2012-13 step placement.

3. **Article 25(A) - Health Insurance** - increase teacher premium contributions towards the costs of individual and family premium costs from 11% to 12.25%, effective July 1, 2013 and to 13.50%, effective July 1, 2014.

4. **Article 15 - Department Chairpersons, District Chairpersons, Elementary Chairpersons and Article 24 - Extra Pay for Extra Duties** - compensations and stipends shall be increased by 1%, effective July 1, 2013 and by an additional 1.5%, effective July 1, 2014.

5. All other items raised for negotiations as listed in a CCT document presented on January 10, 2013 and a District document presented on January 23, 2013 shall be referred to the Labor Management Committee for further negotiations as open subjects of bargaining.

SO AGREED, THIS 12th DAY OF FEBRUARY, 2013, SUBJECT TO RATIFICATION BY THE RESPECTIVE CONSTITUENCIES.

THE DISTRICT

BY: Lyn McKay

THE ASSOCIATION

BY: Ellen Pincus, CCT