

Statement from Pleasantville Union Free School District Board of  
Education President Lois Winkler  
January 30, 2012

The Pleasantville Board of Education is pleased to announce the settlement of the teachers' contract for the Pleasantville Union Free School District. Our goal has been to deliver a contract that recognizes these difficult financial times and sets the district on the journey to economic sustainability. We feel that this contract succeeds in doing this. It has been a collaborative effort and we thank the teachers for their recognition of the concerns of the community.

The Memorandum of Agreement is significantly below Triborough. It is a two year agreement that includes a real freeze on the salary schedule for two years, a freeze on all extra and co-curriculars for 2 years, a step freeze in year 2 and an increase in health contributions. The MOA does not defer or backload the step schedule. It reflects a savings of \$200,000 a year in teacher salaries – a potential savings of a million dollars over 5 years.

## MEMORANDUM OF AGREEMENT

**BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE PLEASANTVILLE UNION FREE SCHOOL DISTRICT**, hereinafter referred to as “The District” and **THE TEACHERS’ ASSOCIATION OF PLEASANTVILLE**, hereinafter referred to as “The Association”;

**WHEREBY**, the District and the Association agree to revive and incorporate the provisions of their Collectively Negotiated Agreement that expired on June 30, 2011 into a two (2) year successor agreement effective July 1, 2011 and terminating on June 30, 2013, except as modified by the following provisions:

1. **ARTICLE VI, SECTION D, Item 2(c) – Extended Days** – Place a moratorium upon this provision effective February 1, 2012 through June 30, 2013, when the moratorium shall be lifted. (at page 11).
2. **ARTICLE XIV, SECTION A, Item 1 – Evaluation** – Effective July 1, 2012, delete Section A, Item 1 in its entirety. (at page 19).
3. **ARTICLE XIV, SECTION D – Job Targets** – Effective July 1, 2012, delete this Section in its entirety (at page 20).
4. **ARTICLE XXIII, SECTION A, Item 4 – Health Insurance for Active Employees** – Increase employee premium contributions towards the cost of family and individual health insurance by \$200 per annum for family effective July 1, 2012 and by \$100 for individual per annum effective July 1, 2012 (at page 35).
5. **ARTICLE XXII, SECTION A – General Salary Provision** – Modify the provisions to state that the annual teachers’ salary schedules for the 2011-12 and 2012-13 school years shall be the same as the annual teachers’ salary schedules that were in effect during the 2010-11 school year. For the 2012-13 school year, no unit member shall advance a step on the salary schedule and step will resume for them effective 7/1/13 from their 2011-12 school year step placement to the extent provided by law. Those teachers who worked in the District during the 2011-12 school year and who would have been eligible for step advancement during the 2012-13 school year shall receive additional salary for the 2012-13 school year as a non-recurring, off schedule, cash bonus in the amount of: the greater of \$1250 or 1% of their previous school year’s base salary exclusive of longevities. Those unit members who worked in the District during the 2011-12 school year and who are not eligible for step advancement during the 2012-13 school year shall receive an off schedule, recurring, salary increase in the amount of: the greater of \$1250 or 1% of their previous school year’s base salary not exclusive of longevities. The non-recurring salary payment as referenced above shall be paid in two (2) installments during the last pay period of the first semester and during the last pay period of the second semester. Teaching assistants employed during the 2010-11 school year shall receive no increase for the 2011-12 school year and, effective July 1, 2012 shall receive a 1.9% increase to their salaries (at page 31).

6. ARTICLE XXIII, SECTION E – **Longevity** – Add the following sentence: “Unit members who were frozen on step during the 2012-13 school year shall have that year credited as a year of service towards acquiring longevity pay once they reach Step 15 of the teachers’ salary schedule.” (at page 37).
7. Article V, SECTION D, Level One – **Grievance Provision** - Modify the agreement to recognize the Association’s right to file grievances at Level One (at page 4).
8. Teaching Assistants Terms and Conditions of Employment – Add a separate provision to the agreement that sets forth those terms and conditions of employment that are applicable to teaching assistants in the bargaining unit.
9. **APPR NEGOTIATIONS** – The parties acknowledge that pursuant to the provisions of Education Law Section 3012-c, they have a duty to negotiate certain terms and conditions of employment regarding the Annual Professional Performance Review for classroom teachers and hereby express their commitment to make every effort to conclude these negotiations on or before February 1, 2012.

SO AGREED, THIS 18<sup>th</sup> DAY OF JANUARY, 2012, SUBJECT TO RATIFICATION BY THE RESPECTIVE CONSTITUENCIES AND THE PAC OF PLEASANTVILLE.

THE DISTRICT

THE ASSOCIATION

BY: \_\_\_\_\_

BY: \_\_\_\_\_