

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 will expire on June 30, 2013 into a two (2) year successor agreement effective July 1, 2013 and terminating on June 30, 2015, except as modified by the following provisions:

1. ARTICLE I, SECTION A – **Recognition** – Add occupational therapists as covered employees.
2. ARTICLE IX, SECTION H, Item 2 – Add the following sentence:

“Teachers shall be provided with a secure cabinet or drawer in their classroom.”

3. ARTICLE XXIII, SECTION A, Item 4 – **Health Insurance for Active Employees** – Increase employee premium contributions towards the cost of family and individual health insurance, effective July 1, 2013, by \$200 per annum for family and by \$50 per annum for individual and, effective July 1, 2014, by \$200 per annum for family and by \$50 per annum for individual.
4. ARTICLE XXIII, SECTION A, Item 4 – **Health Insurance Buy-Out** – Modify as follows:

“Effective July 1, 2013, for unit members who participated in the buy-out program during the 2012-13 school year, the buy-out of family coverage to receive no coverage shall be \$7,500 per annum, from family coverage to individual coverage, \$4,000 per annum and from individual coverage to no coverage, \$3,000 per annum.

Effective July 1, 2013, for new entrants into the buy-out program, the buy-out of family coverage to receive no coverage shall be \$5,000 per annum, from family coverage to individual coverage, \$3,000 per annum and from individual coverage to no coverage, \$2,500 per annum.”

5. ARTICLE XXII, SECTION A – **General Salary Provision** – Modify the provisions to state that the annual teachers' salary schedule in effect for the 2012-13 school year shall remain in effect for the 2013-14 and 2014-15 school year. Those unit members eligible to advance a step during the 2013-14 school year shall advance one step effective

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November 1, 2013 and those unit members eligible to advance a step during the 2014-15 school year shall advance one step effective November 1, 2014. For the 2013-14 school year, those unit members who are not eligible to advance a step shall receive an off-schedule recurring salary payment in the amount of \$1,800, inclusive of the \$1,250 recurring payment that became effective during the 2012-13 school year. For the 2014-15 school year, unit members who are not eligible to advance a step shall receive an off-schedule recurring salary payment in the amount of \$2,000, inclusive of the \$1,800 from the preceding school year, where applicable, and those who were not eligible for the \$1,800 payment during the 2013-14 school year, shall receive an off-schedule non-recurring salary payment in the amount of \$750.

Also, add to the Agreement the following:

“The District and Association shall each appoint two (2) members to a committee to study a restructuring of the teachers’ salary schedule and the committee members shall report back to the negotiating teams their written recommendations for modifications, if any, by no later than November 1, 2014.”

6. **Teaching Assistants’ Salary Increase** – 1.5% effective July 1, 2013 and an additional 1.5% effective July 1, 2014.
7. **APPR** - 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 has made no substantive changes to the document agreed to by the Association for the 2012-13 school year, the Association President agrees to execute those papers necessary to have the District’s 2013-14 and 2014-15 APPR Plan Documents received for final approval by the New York State Education Department. The TAP president or his/her designee, following a review of a proposed change hereby authorizes the District to make any and all non-substantive changes in the District’s APPR Plan Document that are necessary for technical compliance when filing with said Department.

SO AGREED, THIS 12th DAY OF APRIL, 2013, SUBJECT TO RATIFICATION BY THE RESPECTIVE CONSTITUENCIES AND THE PAC OF PLEASANTVILLE.

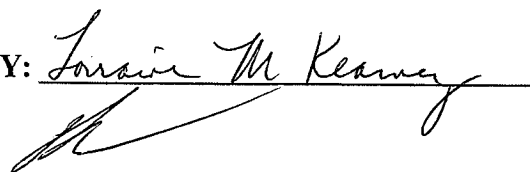
THE DISTRICT

BY: _____



THE ASSOCIATION

BY: _____



Patricia M. Keane
Eileen Puzos
Barbara Brandenberg