

## MEMORANDUM OF AGREEMENT

**BY AND BETWEEN** the Superintendent of Schools and Board of Education of the Putnam Valley Central School District, hereinafter referred to as "The District" and the Putnam Valley Federation of Teachers, hereinafter referred to as "The PVFT";

**WHEREBY** the District and the PVFT agree to revive and incorporate the provisions of the collectively negotiated agreement between them that will expire on June 30, 2015 into a successor four year agreement effective July 1, 2015 and terminating on June 30, 2019, except as modified by the following provisions:

1. **Article V(B)(1)(b) - Graduate Credits** - Change the per credit rate to \$150.00 effective July 1, 2015.
2. **Article V(A)(1) - Salary**: effective July 1, 2015 the following steps shall be added to the 2014-2015 school year salary schedule to create the salary schedule that will be in effect for this four-year agreement: Step 1(a) (1/2 the dollar difference between step one and two); Step 2(a) (1/2 the dollar difference between step two and three); step 7a (1/2 the dollar difference between step seven and eight). Step 15 shall be changed from \$500.00 greater than step 14 to 1% greater than step 14, step 16 shall be added in an amount 1% greater than the revised step 15, step 17 shall be added, 1% greater than step 16, step 18 shall be added, 1% greater than step 17, step 19 shall be added, 1.5% greater than step 18. Regular step movement shall commence starting July 1, 2015, with members advancing one step according to the new salary schedule attached. (e.g., Members on Step 2 in 2014-2015 will move to step 2a in 2015-2016; from step 15 in 2014-2015 to step 16 in 2015-2016, etc.)
3. **Payment into tax sheltered annuity account** – Each member of the bargaining unit who is employed by the District in June 2015 shall receive a \$1250.00 non-elective direct employer contribution into their Section 403(b) IRC tax sheltered annuity account during the month of June 2015. Such payment shall be without a cash option. If the employee does not have a designated 403(b) account to receive Employer's contributions, or if the account designated will not accept Employer's Non-elective Contributions for any reason, then the District shall deposit contributions, in the name of the employee, with the employee's consent if necessary, into the OMNI 403(b) program.
4. **Article V(G)(1) - Health Benefits** - Increase the employee premium contribution from 13% to 14% towards the costs of family and individual health insurance premiums effective July 1, 2018. Also, the clause that calls for the member contribution rate reverting to 0% until a new agreement is ratified by the PVFT and the Board shall be permanently deleted from Article (V)(G)(1).
5. **Article V(G)(2)(b)- Welfare Fund** - The District's contribution towards the benefit fund shall be increased by \$50.00 per capita for each of the years 2015-16

through 2018-19; provided, however, that non-unit members who participate in the benefit fund shall receive the same benefits whether or not there is an increase in their per capita per annum contribution.

6. **Labor Management Committee** – The issues of extracurricular, co-curricular, athletic stipends and sick leave bank rules shall be referral to the labor management committee for discussions and recommendations to the leadership of the parties.
7. **Article 5(D) – Curriculum Development and Curriculum Mapping** – change the rate to \$50.00 per hour effective July 1, 2015.
8. *The parties agree that they will commence negotiations concerning the Annual Professional Performance Review (APPR) and afterwards plan for the 2015-2016 school year as soon as practicable after adoption of regulations by the Commissioner of Education required by the 2015-2016 Budget Bill. Any agreement resulting from such negotiations shall be subject to ratification by the Board of Education and the membership of the Federation. The parties hereby express their intent to conduct such negotiations in an expeditious manner so that an APPR plan can be submitted to the Commissioner of Education in time for approval of the plan by November 15, 2015.*

**SO AGREED** this 9<sup>th</sup> day of April 2015, subject to ratification by the respective constituencies.

**The District**

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

*Francis Wells*

**The PVFT**

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

*PKU*

Step	Salary BA	Salary MA
1	53,640	61,193
1A	55,729	63,531
2	57,818	65,869
2A	59,785	68,172
3	61,751	70,474
4	64,228	73,291
5	67,381	77,002
6	70,131	80,083
7	72,935	83,283
7A	75,058	85,751
8	77,180	88,219
9	79,928	91,467
10	82,676	94,731
11	85,425	97,985
12	87,887	100,456
13	90,524	103,534
14	93,240	106,622
15		107,688
16		108,765
17		109,853
18		110,951
19		112,616