

MEMORANDUM OF AGREEMENT dated this 22nd day of October 2014, by and between the negotiating representatives of the WHITE PLAINS TEACHERS ASSOCIATION (hereinafter referred to as the ASSOCIATION) and the negotiating representatives of the WHITE PLAINS CITY SCHOOL DISTRICT (hereinafter referred to as the DISTRICT)

1. General

The labor agreement between the parties for the period of July 1, 2008 - June 30, 2012 shall continue unchanged except for changes to said agreement expressly set forth herein, and changes in language to said agreement made necessary by the following agreement.

2. Contingencies

This agreement is subject to formal ratification by the Board of Education of the DISTRICT and the membership of the ASSOCIATION. The ratification shall occur within thirty (30) calendar days of the date of execution of this memorandum of agreement. If either party fails to ratify or fails to act within the aforesaid thirty (30) day period, this memorandum of agreement shall be of no further force and effect and shall be a nullity. Notwithstanding the foregoing the team of negotiating representatives for each party will urge their respective principals to ratify this memorandum of agreement.

3. Terms

**A. Duration:** July 1, 2012 to June 30, 2017

**B. Wages:**

i. Exhibit D

2012-2013 Step and lane movement effective 7/1/12; no increase in salary schedule

2013-2014 Step and lane movement effective 7/1/13; no increase in salary schedule

2014-2015 Step and lane movement effective 7/1/14; no increase in salary schedule.

\$750 added to Step 20 base salary. \$750 one time nonrecurring payment to all teachers who have remained on step 20 for 2 full years or more independent of years of service to the WPCSD. This payment shall be made April 9, 2015.

2015-2016 Step and lane movement effective 7/1/15. 1.00% across the board increase. For step 20, an additional \$600 will be added after the percentage increase.

2016-2017 Step and lane movement effective 7/1/16. 0.50% across the board increase. For step 20, an additional \$600 will be added after the percentage increase.

i. Exhibit D- 1

**Longevity:**

- a) As of 7/1/2015, teachers who have reached step 20 will be eligible for a longevity payment following completion of these criteria:
- i. have a minimum of 15 years of service to WPCSD
  - ii. have remained on step 20 for at least 2 full years

- b) Longevity Steps shall be as follows:

Longevity eligibility	2015-2016	2016-2017
Step 20 + 2 years	\$1,200	\$1,200
Step 20 + 6 years years	\$1,200	\$1,600

- c) Once eligible, Longevity payments shall be automatic and not based upon performance.
- d) Longevity payments shall be made on the first payroll in April.

**C. Health Insurance -**

- i. Article XXVIII C.2.: Remove current language.**

**Add:** Effective 1/1/2015, Southern Westchester Schools Consortium Health Plan (SWSCHP) will be the sole health care plan offered by the District to unit members and retirees eligible for health insurance under this Agreement.

- ii. Active contributions (Article XXVIII)**

2012-2013 10.5%  
2013-2014 10.5%  
~~7/1/2014-2/1/2015~~ 10.5%  
1/1/2015-6/30/2015 11.5%  
7/1/2015-6/30/2016 12.5%  
7/1/2016-6/30/2017 13.5%

**D. Health Insurance Buyout (Article XXVIII)**

Effective 2012-2013 40% of premium  
Effective 2013-2014 40% of premium  
Effective 2014-2015 40% of premium  
Effective 2015-2016 35% of premium  
Effective 2016-2017 30% of premium

**E. Planning and Preparation Time (Article V):**

By Sept 15 of each school year, the principal and building representative will determine priorities for the building for the first semester and by January 15<sup>th</sup> for the second semester. Once determined the principal and/or his or her designee will work with the teacher representatives to schedule meetings to address these priorities for the school year. One prep per cycle can be administratively directed for meetings with administrators, consultants and ICS. This includes all meetings with administrators, consultants, and ICS's. This clause does not include post-observations and CSE meetings.

**F. Special Area City-wide meetings (Article V. B.4 last 2 sentences)**

Special area teachers may be required to attend, in addition, no more than three (3) city-wide special area meetings per year except in emergencies. A schedule of such meetings will be distributed in September for the year.

WHITE PLAINS CITY  
SCHOOL DISTRICT

*Frank W. Seil*  
By: *[Signature]*  
Dated: 10/23/17

WHITE PLAINS  
TEACHERS ASSOCIATION

By: *[Signature]*  
Dated: 23 October 2014