

Memorandum of Agreement between the White Plains City School District and the  
White Plains Teachers Association

The Parties agree to the following:

1. The existing collective bargaining agreement will be extended to June 30, 2012.
2. The employees' contribution to the health insurance premium will increase by 1.5% effective July 1, 2011.
3. The salary schedule will increase 2.25% effective 2/1/2012.
4. The Language for the high school schedule will amended as follows:

Article V B.1. (b)

Teachers will have a maximum of five (5) duties per eight day cycle or interval thereof and no more than one duty per day. Lunch is a standalone period. There will be no more than 5 teaching classes per day. There will be at least one preparation period per day.

Add: Article XVI:

Section A.5

The District will not make formal observations of science labs for evaluative purposes unless at the request of the teacher.

5. An early retirement incentive will be offered to all eligible employees. This incentive and the provisions outlined below are non-precedent setting and are offered for retirements effective June 30, 2010 only.

For employees with 20 or more years of service: \$25,000

For employees with 18/19 years of service: \$20,000 and 95% of individual health insurance plan. 80% for family plan

For employees with 16/17 years of service: \$15,000 and 95% of the individual health insurance plan. 80% for family plan

A minimum of 35 employees must participate for this incentive to take effect. This number may be reduced and waived by the Superintendent. For employees eligible for the state 55/25 plan, employees may submit a letter of intent to retire contingent on the approval of the state incentive. Retirement letters must be submitted by Feb 26, 2010.

6. The Parties agree to create a committee to review the Professional Development and Teacher Improvement Plans in the District. This Committee will have four members. Two will be appointed by the Superintendent and two will be appointed by the Union President.

#### 7. Salary Advancement

Effective July 1, 2010 the district will not differentiate between graduate and inservice credits towards lane movement.

Effective July 1, 2010 an employee will move a maximum of one salary lane per school year.

Effective July 1, 2010, an employee can accumulate a maximum of six (6) credits of online courses (online, video, hybrid or other similar programs) for movement on the salary lanes.

Effective July 1, 2010 all credits earned for salary lane movement must be earned after completion of the employee's master's degree.

Effective July 1, 2010, all course work must be completed by August 31 and submitted to the District by November 1. Lane movement will be retroactive to September 1<sup>st</sup>.

The District will have prior approval authority for these credits. Educational credits will be for the professional development of the employee and the Districts' educational needs. Approval for these courses will be in a timely fashion. The District will not deny these credits in an arbitrary or capricious manner.

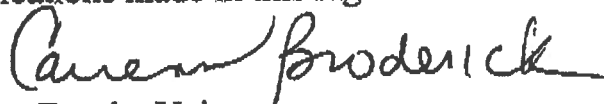
For staff that have earned credits prior to March 1, 2010, the following will apply:

Up to nine (9) online credits may be applied toward a 2010/11 lane movement. No additional online credits may be applied toward this lane movement.

All credits earned prior to March 1, 2010 will be submitted to the District by November 1, 2010 for future lane movement.

This Memorandum of Agreement is subject to ratification by the White Plains City School Board and the White Plains Teachers Association. The existing agreement continues unaltered but for the modifications made in this Agreement.

  
For the District

  
For the Union

02/05/10 Date

2/5/2010 Date