

**DRAFT MEMORANDUM OF AGREEMENT
BETWEEN THE UNION FREE SCHOOL DISTRICT OF THE
TARRYTOWNS AND THE TEACHERS' ASSOCIATION OF
TARRYTOWNS – 5/22/12**

It is hereby agreed by and between the bargaining team for the Union Free School District of the Tarrytowns (hereinafter the “District”) and the bargaining team for the Teachers’ Association of the Tarrytowns (hereinafter “Association”) that, subject to ratification by the membership of the Association and the Board of Education, the following shall constitute the terms of the successor to the 2010-2012 Collective Bargaining Agreement between the parties.

1. Duration of Agreement: July 1, 2012 through June 30, 2015.

2. Salary Schedules: Delete Article IV(A)(1)(a,b) and (A)(2) and replace with the following:

a. Effective with the 2012-13 school year step 1 of the 2011-12 salary schedule shall be eliminated with the remaining steps to be renumbered 1 through 15. Teachers who are on step 1 through 14 of the 2011-12 schedule shall remain on the same numbered step. Those teachers who are on step 15(A) shall be moved off the numbered salary schedule (but remain on the same Appendix page) with their salaries to be increased by 1%, with such 1% to be a reoccurring off-schedule payment to only those teachers who are step 15(A) in 2011-12.

b. Effective with the 2013-14 school year, those members of the bargaining unit eligible for step movement will receive same. Those members of the bargaining unit not eligible for step movement shall receive a one-time non-recurring off schedule payment of \$1,000.00 if, and only if, such teacher is not eligible for a longevity payment.

c. Effective with the 2014-15 school year, the salary schedule and stipend schedule (Appendix C exclusive of department chair stipends for the life of this agreement) shall be increased by 1.85% over the salary schedule in 2013-14. Such increase will also be accorded

to those teachers on the off scheduled step established in the 2012-13 school year. For the 2014-15 school year, step movement will not be effectuated until December 1, 2014.

3. Longevity

a. For teachers hired on or after July 1, 2012, years of service for longevity purposes shall be based upon years as credited by the Teacher’s Retirement Service. All new teachers will be asked to provide a statement from TRS reflecting the years of service as of the date of hire.

b. Longevity steps shall be as follows:

	18 Years	21 Years	25 Years	30 Years
2011-12	\$1000	\$1600	\$2200	\$2800
2012-13	\$1000*/\$1500	\$1600*/\$2300	\$2200*/\$3100	\$2800*/\$3900
2013-14	\$1500*/\$2000	\$2100*/\$3000	\$2700*/\$4000	\$3300*/\$5000

Longevity amounts noted with an asterisk shall be automatic and not based upon performance. Any longevity amount not reflected by an asterisk will only be paid to teachers eligible as a result of their meeting the negotiated performance criteria the prior year:

- Teacher must be “in good standing” defined as having an “Effective” or “Highly Effective” composite rating
- Active contribution to/participation in uncompensated school activities involving direct service to students, families, and/or community outside contractual school day for a minimum of 10 hours/year, preapproved by supervising principal. Examples include:
 - Committee work
 - Events and activities outside the school day (not including contractually required athletics events or activities)
 - Student trips extending beyond school hours by design
 - School Board presentations
 - Community events
- Stipend will be paid in a lump sum at the end of the year of eligibility, contingent upon submission of a request for the performance-based stipend, along with a record of activities approved by the supervising principal, by June 30.

- Denial of requested approval for eligible uncompensated activities may be appealed to the superintendent. The superintendent’s decision shall be considered final.

4. Salary Lanes: Effective with the 2012-13 school year, teachers shall no longer be eligible for placement on these lanes: MA15; MA30; MA45. Teachers who are on these lanes as of June 30, 2012 shall remain grandfathered on these lanes until such time as they receive approval for enough credits to move to the next existing lane. These lanes shall be replaced by two new lanes: MA20; MA40 as per the schedule below.

MA20	MA40
67,296	70,878
70,592	74,357
73,888	77,837
77,277	81,226
80,667	84,617
84,230	88,365
87,800	92,125
91,195	95,519
94,570	98,896
97,954	102,279
101,347	105,670
104,733	109,059
107,731	112,239
110,740	115,439
113,758	118,644

- 5. Delete Article IV(A)(9)
- 6. Delete Article IV(A)(13)(a) and 13(b).

7. Amend Article IV(F)(1) to indicate that the contribution rate shall be 12% of the appropriate premium 2012-13, 13% in 2013-14 and 15% in 2014-15.

8. V(B)(2)(i) The Stipend for being assigned an additional class shall change from 1/5 to 1/6 of salary.

9. Amend Article IV(F)(3) to indicate that the payment in lieu of health insurance shall be \$2,000 for teachers contingent upon the additional waivers sufficient to cover the increased cost. Also provide that on a one-time non-recurring basis, those teachers who modify their health insurance coverage from multi person to individual, effective no later than September 1, 2012, who had multi person coverage as of January 1, 2012 and maintain individual coverage for the entire school year, shall receive a one-time payment of 50% of the difference between what their multi person coverage would have cost as of the effective date of change in coverage and their individual coverage cost, with payment for this amount to be made during July of 2013.

10. Amend Article V(B)(3)(f)(1,2) to reflect the following assignments with regard to department chairs:

	Release	Stipend
Eng	0.6	\$ 12,000
Math	0.6	\$ 12,000
Soc. St.	0.4	\$ 10,000
Sci	0.4	\$ 10,000
World		
Lang	0.2	\$ 8,000
Art	0	\$ 4,000
Music	0	\$ 4,000
PE/Health	0.1	\$ 8,000
Guid	0.4	\$ 10,000
SpEd	0.4	\$ 10,500
ESL	0.4	\$ 10,500

11. Delete Article V(D) regarding science research.

12. Secondary Teacher work day extends from either periods 1 to 7 or periods 2 to 8, inclusive of 1 prep period, 1 duty period, 1 lunch period, and 15 minutes of office hours.

13. Establish Stipend for elementary developer as \$12,000 annually effective July 1, 2012.

14. APPR Requirements – The parties are committed to completing all aspects of a new APPR required to be negotiated under Article 14 of the Civil Service Law consistent with Chapter 103 of the Laws of 2010 and the corresponding Regulations of the Commissioner of Education no later than June 30, 2012. The parties acknowledge and confirm that the terms of this Collective Bargaining Agreement are premised on having a mutually acceptable APPR compliant with all of the above authorities. Once those aspects of the new APPR that are required to be bargained are mutually agreed upon and ratified by the parties and the Board of Education has adopted the new APPR the provisions set forth in the Collective Bargaining Agreement relating to the observation and evaluation of staff members shall cease to be operative. The adopted APPR shall be reviewed prior to the end of the 2012-13 school year and adjusted as mutually agreed by both parties based on first year implementation experience.

15. Article V(E)(1) – Insert “including overage assignments” after “vacancies”.

16. All other terms and conditions contained in the 2010-2012 agreement between the parties shall remain unchanged in the new Collective Bargaining Agreement.

TEACHING ASSISTANTS' SUPPLEMENT

13. Salary

2012-13 Step movement only

Those TAs who are on step 8 shall be moved off the numbered salary schedule (but remain on the same Appendix page) with their salaries to be increased by 1% with such 1% to be a reoccurring off-schedule payment to only those TAs who are step 8 in 2011-12.

2012-13 Step movement only

TAs not eligible for step movement shall receive a one-time non-recurring off schedule payment of \$300.00 if, and only if, such TA is not eligible for a longevity payment.

2014-15 The salary schedule shall be increased by 1.85% over the salary schedule in 2013-14. Such increase will also be accorded to those TAs on the off scheduled step established in the 2012-13 school year. For the 2014-15 school year, step movement will not be effectuated until December 1, 2014.

15. Longevity

2012-13

Longevity/Enhanced Longevity - TAs

	10 Years	15 Years	20 Years	25 Years
2011-2012	\$600	\$900	\$1200	\$1500
2012-2013	\$600*/\$900	\$900*/1200	\$1200*/1500	1500*/1800

2013-2014	\$800*/1100	\$1100*/1400	\$1400*/1700	\$1800*/2000

Longevity amounts noted with an asterisk shall be automatic and not based upon

performance. Any longevity amount not reflected by an asterisk will only be paid to

teacher assistants eligible as a result of their meeting the teacher performance criteria the prior year:

16. Health Plan

TA individual premium contribution decreased from 30% to 25% first 3 years, 12% thereafter

TA multi-person premium contribution decreased from 60% to 50% first 3 yrs, 20% thereafter

TA waiver increased from \$1000 to \$1500 (contingent upon additional waivers sufficient to cover increased cost)

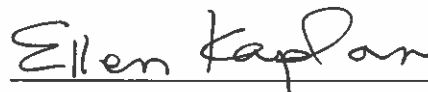
Dated: May 31 2012

The Bargaining Team for the Teachers'
Association of the Tarrytowns



Supt of Schools

The Bargaining Team for the Union Free
School District of the Tarrytowns



President