

MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE CHAPPAQUA CENTRAL SCHOOL DISTRICT, hereinafter referred to as "the District" and **THE CHAPPAQUA CONGRESS OF TEACHERS**, hereinafter referred to as "the CCT", **Covering Employees with the Title of Teaching Assistant**;

WHEREBY, the District and the CCT agree to incorporate the provisions of their 2012-2013 Collectively Negotiated Agreement 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 1 – Duration** – change July 1, 2012 to July 1, 2013 and change June 30, 2013 to June 30, 2015.
2. **Article 3 (B) – Salary** – is hereby modified as follows:
2013-2014: Teaching assistants who were employed in the district during the 2012-13 school year shall receive a recurring salary increase of \$450 effective July 1, 2013. This amount will be added to base salary.
2014-2015: Teaching assistants who were employed in the district during the 2013-14 school year shall receive a recurring salary increase of \$450 effective July 1, 2014. This is an additional increase for those who were also employed during the 2012-13 school year. This amount will be added to base salary.
3. **Article 3 (F) – Salary** – the dates adjacent to all three dollar amounts in this paragraph are changed from "2012/13" to "2013/14 and 2014/15".
4. **Article 3 (G) – Salary** – a new paragraph is added as follows:
2013-2014: Any teaching assistant who received tenure on or before September 1, 2013 will receive an increase of \$500 to base salary.
2014-2015: Any teaching assistant who received tenure after September 1, 2013 and on or before September 1, 2014 will receive an increase of \$500 to base salary.
5. **Article 4 (C) – Work Year and Work Day** – the paragraph is modified as follows:
The teaching assistants will attend Opening Day Orientation and will attend and

participate when requested in all events which are part of the teacher calendar including but not limited to:

Back to School Nights

Staff Development Days

Faculty Meetings

[Sentence beginning "Notwithstanding the above, the District shall...." is deleted in its entirety]. The extent and degree of teaching assistant involvement in staff development activities, including additional training, will be decided by the District with input from the teaching assistants.

6. **Article 6 – Insurance** – increase teaching assistants' premium contributions towards the costs of individual and family premium costs from 11% to 11.25%, effective July 1, 2013 and to 11.50%, effective July 1, 2014.

7. **Article 6 – Insurance** – delete the three paragraphs that begin as follows:
The District shall pay 75% of the cost of the family dental plan ...
The District shall pay 75% of the cost of a vision plan ...
The District shall pay the cost of group life insurance ...

8. **Article 7 – Sick Leave Bank** – delete the word "Tenured" at the start of this paragraph. Delete the sentence that begins, "Upon receiving tenure, unit members will ..."

9. **Article 11 – Provisions of Teacher Contract** – delete the parenthetical phrase "Tenured Teaching Assistants Only" that follows Article 26 – Joint Benefit Fund, and change wording of Benefit Fund to CCT Benefit Fund.

SO AGREED, THIS 14th DAY OF JUNE, 2013, SUBJECT TO RATIFICATION BY THE RESPECTIVE CONSTITUENCIES.

THE DISTRICT

BY: *[Signature]*

THE ASSOCIATION

BY: *[Signature]*