

MEMORANDUM OF AGREEMENT, dated this _____ day of December, 2018 by and between the negotiating representatives of the BOARD OF EDUCATION OF THE MAMARONECK UNION FREE SCHOOL DISTRICT (hereinafter referred to as the "BOARD" and or "DISTRICT") and the negotiating representatives of the MAMARONECK TEACHERS' ASSOCIATION (hereinafter referred to as the "UNION")

A. General:

The labor agreement between the parties for the period of July 1, 2011- June 30, 2016, expired on June 30, 2016. The parties herewith agree that said agreement shall be modified effective as of July 1, 2016 and shall be in effect for seven (7) years to the extent set forth herein, as a result of their collective bargaining for a successor agreement to said expiring contract. Except for the changes to said agreement expressly set forth herein and changes in language to said agreement made necessary by the following agreement, the provisions of said contract shall remain unchanged.

B. Contingencies:

1. This agreement is subject to formal ratification by the BOARD and the membership of the UNION. Such ratification shall occur within thirty (30) working 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) working 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.
2. The parties agree to incorporate this Memorandum of Agreement into a more formal written agreement.

C. Terms:

1. WAGES AND SALARY SCHEDULE ADJUSTMENTS

- a) Effective July 1, 2019, the salary schedule attached as Exhibit "A" shall be implemented for all teachers. Teachers shall be transitioned to the salary schedule and shall receive base wage increases in accordance with Exhibit "A-1".
- b) Effective July 1, 2019, the salary schedule attached as Exhibit "B" shall be implemented for all psychologists, guidance counselors and social workers. Said unit members shall be transitioned to the salary schedule and shall receive base wage increases in accordance with Exhibit "B-1".

- c) Effective July 1, 2019, the salary schedule attached as Exhibit “C” shall be implemented for all nurses. Said unit members shall be transitioned to the salary schedule and shall receive base wage increases in accordance with Exhibit “C-1”.
- d) Effective July 1, 2019, the salary schedule attached as Exhibit “D” shall be implemented for all teaching assistants. All teaching assistants shall move to step 2 in the 2019/20 school year.

e) Wage Increases

2016/17	0% (increment already granted).
2017/18	0% (increment already granted).
2018/19	0% (increment already granted) + \$1,000 non-cumulative one-time payment not added to base for all full-time unit members on top step as of 6/30/16 and still actively employed as of the effective date of execution of the MOA. Said payment shall be paid by separate check and shall be made within sixty (60) days of the effective date of ratification of the MOA (prorated for part-time employees).
2019/20	0% (no increment; conversion to new schedule; individuals to be placed at the next highest step that results in an increase from 18/19 salary) + \$1,000 non-cumulative one-time payment not added to base for all full-time unit members on staff as of 6/30/18 and still actively employed for the 2019/20 school year (prorated for part-time employees).
2020/21	0.25% (increment to be granted effective 7/1/20). + \$1,000 non-cumulative one-time payment not added to base for all full-time unit members on staff as of 6/30/18 and still actively employed for the 2020/21 school year (prorated for part-time employees).
2021/22	0.25% (increment to be granted effective 7/1/21) + \$1,000 non-cumulative one-time payment not added to base for all full-time unit members on staff as of 6/30/18 and still actively employed for the 2021/22 school year (prorated for part-time employees).
2022/23	0.25% (increment to be granted effective 7/1/22). + \$1,000 non-cumulative one-time payment not added to base for all full-time unit members on staff as of 6/30/18 and still actively employed for the 2022/23 school year (prorated for part-time employees)

- f) The above-referenced base wage increases for the 2020/21, 2021/22 and 2022/23 school years shall be applied to Appendix C. The above-referenced base wage increases for the 2021/22 and 2022/23 school years shall be applied to existing longevities for all unit members.
- g) The parties intend for the above-referenced one-time payments to be pensionable and shall meet on or before January 18, 2019 to draft language for this purpose. Notwithstanding the foregoing, irrespective of the language drafted, the District makes no representations as to the ultimate determination(s) made by the Teachers' Retirement System as to whether said payments will be pensionable and the MTA acknowledges that the District shall have no liability to any unit members and/or the MTA should TRS render an adverse determination on any or all of the payments in the future.
- h) Commencing with the 2019/20 school year, the above-referenced one-time payments shall be paid by separate check and shall be payable on or before February 1st each year.
- i) Provide for ability to contribute to Section 457 plan.

2. HEALTH INSURANCE-Active Contribution

<u>School Year</u>	<u>Plan (Current: 8%)</u>	<u>Prescription (Current: 0%)</u>
2016-17	8%	0%
2017-18	8%	0%
2018-19	8%	0%
2019-20	10%	10%
2020-21	12%	12%
2021-22	14%	14%
2022-23	15%	15%

Teaching Assistants shall be required to contribute 3% less than the applicable contribution for teachers for plan and prescription coverage.

3. FMLA

Effective July 1, 2019 unit members shall be permitted to utilize up to eight (8) weeks (natural birth) or ten (10) weeks (caesarean) of their own accumulated sick

leave days for absence due to child birth. Grant of leave to be subject to applicable FMLA requirements. Same application to paternity leaves.

4. **NON-RESIDENT TUITION**

Add the following language to existing provision:

For new unit members hired on or after July 1, 2019, the tuition rate shall be 50% of the NYSED Estimated Non-Resident Tuition Report rates for the year.

5. **ENHANCEMENTS TO THE INSTRUCTIONAL PROGRAM**

Article V(A)(4)(b)(ii): 4 of the 10 existing Wednesday Department meetings that are currently being used for District-Wide meetings may be scheduled to end no later than 4:30 P.M. The existing configuration for District-Wide faculty meetings shall continue. (Implement changes for 2019/20 school year).

6. **LEAVES OF ABSENCE**

Effective for leaves commencing with the 2019/20 school year staff members who have taken an unpaid leave of absence for child care must return to work for at least two (2) full semesters before the staff member will be eligible for another child care leave.

7. **BEREAVEMENT**

Provide for one (1) day for grandparents

8. **WELFARE FUND (Current=\$1500 per person)**

2019/20	\$300 Reduction (\$1,200)
2020/21	\$300 Reduction (\$1,200)
2021/22	\$300 Reduction (\$1,200)
2022/23	\$300 Reduction (\$1,200)

Reduction sunsets effective June 30, 2023

Effective with the 2018/19 school year the MTA shall submit audited financial statements to the Business Office on an annual basis on or before October 1st each year. For 2018/19 school year said statement shall be submitted within sixty (60) days of the effective date of ratification of the MOA

9. **ADDITIONAL CLEAN-UP ITEMS/CLARIFICATIONS**

a. Convert all to direct deposit.

- b. Pay dates: Revise Article XII (D) (pg. 45) by changing “last teaching day” to “last calendar day”. Add “legal holidays” after “Saturday or Sunday...”
- c. Specify that Article X (D) (Absences Preceding and Following Holidays) shall be applicable to teaching assistants and nurses.

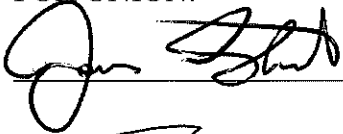
10. SIDE LETTERS

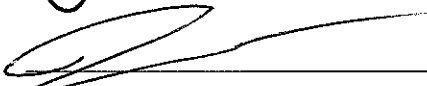
The parties shall meet on or before January 18, 2019 to discuss the side letters to be incorporated into the new collective bargaining agreement.

IN WITNESS WHEREOF, the parties have executed this document by their duly authorized representatives this 14th day of December, 2018.

MEMBERS OF THE NEGOTIATING COMMITTEES

FOR UNION:





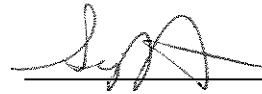
Jean Weber

Terrie Lucia

E. P. Hajda

FOR EMPLOYER:





Carol R.

Exhibit A

MTA- 2019-2020 Proposed Teacher's 30 step salary schedule													
1.85% between steps													
Step	B	2	3	4	M	5	6	7	M+45	M+60	M+75	10	11
	B	B+15	B+30	M	M	M+15	M+30	M+45	M+60	M+75	M+90	M+105	PhD
1	56,652	61,375	62,944	62,944	72,541	74,506	78,081	79,935	82,831	83,452	83,763	83,763	
2	57,700	62,511	64,109	64,109	73,883	75,884	79,525	81,414	84,364	84,996	85,312	85,312	
3	58,768	63,667	65,295	65,295	75,250	77,288	80,997	82,920	85,925	86,569	86,891	86,891	
4	59,855	64,845	66,503	66,503	76,642	78,718	82,495	84,454	87,514	88,170	88,498	88,498	
5	60,962	66,045	67,733	67,733	78,060	80,174	84,021	86,016	89,133	89,801	90,135	90,135	
6	62,090	67,267	68,986	68,986	79,504	81,657	85,576	87,608	90,782	91,463	91,803	91,803	
7	63,239	68,511	70,262	70,262	80,975	83,168	87,159	89,228	92,462	93,155	93,501	93,501	
8	64,409	69,778	71,562	71,562	82,473	84,707	88,771	90,879	94,172	94,878	95,231	95,231	
9	65,600	71,069	72,886	72,886	83,999	86,274	90,414	92,560	95,914	96,633	96,993	96,993	
10	66,814	72,384	74,235	74,235	85,553	87,870	92,086	94,273	97,689	98,421	98,787	98,787	
11	68,050	73,723	75,608	75,608	87,136	89,495	93,790	96,017	99,496	100,242	100,615	100,615	
12	69,309	75,087	77,007	77,007	88,748	91,151	95,525	97,793	101,337	102,096	102,476	102,476	
13	70,591	76,476	78,431	78,431	90,390	92,837	97,292	99,602	103,211	103,985	104,372	104,372	
14	71,897	77,891	79,882	79,882	92,062	94,555	99,092	101,445	105,121	105,909	106,303	106,303	
15	73,227	79,332	81,360	81,360	93,765	96,304	100,925	103,322	107,065	107,868	108,269	108,269	
16	74,582	80,800	82,865	82,865	95,500	98,086	102,792	105,233	109,046	109,864	110,272	110,272	
17	75,962	82,294	84,398	84,398	97,266	99,900	104,694	107,180	111,064	111,896	112,312	112,312	
18	77,367	83,817	85,960	85,960	99,066	101,749	106,631	109,163	113,118	113,966	114,390	114,390	
19	78,798	85,368	87,550	87,550	100,898	103,631	108,604	111,182	115,211	116,075	116,506	116,506	
20	80,256	86,947	89,170	89,170	102,765	105,548	110,613	113,239	117,342	118,222	118,662	118,662	
21	81,741	88,555	90,819	90,819	104,666	107,501	112,659	115,334	119,513	120,409	120,857	120,857	
22	83,253	90,194	92,499	92,499	106,603	109,489	114,743	117,468	121,724	122,637	123,093	123,093	
23	84,793	91,862	94,211	94,211	108,575	111,515	116,866	119,641	123,976	124,905	125,370	125,370	
24	86,362	93,562	95,953	95,953	110,583	113,578	119,028	121,854	126,270	127,216	127,689	127,689	
25	87,959	95,293	97,729	97,729	112,629	115,679	121,230	124,109	128,606	129,570	130,052	130,052	
26	89,587	97,055	99,537	99,537	114,713	117,819	123,473	126,405	130,985	131,967	132,458	132,458	
27	91,244	98,851	101,378	101,378	116,835	119,999	125,757	128,743	133,408	134,408	134,908	134,908	
28	92,932	100,680	103,253	103,253	118,996	122,219	128,084	131,125	135,876	136,895	137,404	137,404	
29	94,651	102,542	105,164	105,164	121,198	124,480	130,453	133,551	138,390	139,427	139,946	139,946	
30	96,402	104,439	107,109	107,109	123,440	126,783	132,866	136,021	140,950	142,006	142,535	142,535	

Exhibit A-1

Teachers only

Step	New Wage		Difference	B-15		New Step	New Wage		Difference	B-30		New Step	New Wage		Difference	M		New Step	New Wage		Difference	
	Step	New Wage		Step	New Wage		Step	New Wage		Step	New Wage		Step	New Wage		Step	New Wage		Step	New Wage		Step
1	56,652	2,412		1	61,375	4,892		1	62,944	4,203		1	72,541	10,052		1	72,541	10,052		1	74,506	2,545
2	57,700	447		1	61,375	1,756		1	62,944	940		1	72,541	6,580		1	72,541	6,580		1	75,884	1,367
3	60,952	698		3	65,657	913		3	65,295	28		3	69,986	580		3	75,250	799		3	77,288	207
4	63,239	485		5	66,045	778		6	69,986	1,224		7	71,562	1,279		5	78,060	979		5	80,174	525
5	65,600	333		7	68,511	749		8	71,562	1,279		9	72,886	105		7	80,975	1,326		7	83,168	1,013
6	68,050	288		9	71,059	766		11	75,608	284		11	75,608	284		10	85,553	1,251		10	87,870	1,064
7	70,591	308		11	73,723	942		13	78,431	594		13	78,431	594		11	87,136	330		11	89,495	105
8	73,227	446		13	76,476	1,152		15	81,360	963		15	81,360	963		15	93,765	1,199		15	96,304	1,182
9	75,982	638		14	77,891	54		19	87,550	1,384		19	87,550	1,384		16	95,500	837		16	98,086	353
10	81,741	672		18	83,817	1,76		20	89,170	470		20	89,170	470		18	99,066	1,393		18	101,749	1,449
11	84,793	1,152		20	86,947	781		22	92,499	1,255		22	92,499	1,255		19	100,898	598		19	103,631	610
12	86,362	196		22	90,194	1,494		23	94,211	430		23	94,211	430		22	106,603	1,614		22	109,489	1,797
13	88,587	887		23	91,862	618		25	97,729	1,419		25	97,729	1,419		23	108,575	883		23	111,515	1,085
14	92,932	1,688		25	95,293	1,512		26	99,537	686		26	99,537	686		24	110,583	799		24	113,578	477
15	92,932	1,688		26	97,055	745		28	103,253	1,875		28	103,253	1,875		28	118,996	2,161		28	122,219	2,220
16	92,932	1,688		28	100,680	1,829		28	103,253	1,875		28	103,253	1,875		28	118,996	2,161		28	122,219	2,220
16-2	92,932	1,688		28	100,680	1,829		28	103,253	1,875		28	103,253	1,875		28	118,996	2,161		28	122,219	2,220
16A	92,932	686		28	100,680	829		28	103,253	875		28	103,253	875		28	118,996	1,461		28	122,219	1,220
16L	92,932	1,688		28	100,680	1,829		28	103,253	1,875		28	103,253	1,875		28	118,996	2,161		28	122,219	2,220

Exhibit A-1

Teachers o

Step	M-H30			M-H45			M-H60			M-H75			PhD		
	New Step	New Wage	Difference	New Step	New Wage	Difference	New Step	New Wage	Difference	New Step	New Wage	Difference	New Step	New Wage	Difference
1	1	78,081	10,582	1	82,831	10,821	1	83,452	10,442	1	83,763	10,253	1	83,763	10,253
1	1	78,081	6,940	1	82,831	6,819	1	83,452	6,440	1	83,763	6,251	1	83,763	6,251
1	1	78,081	3,193	1	82,831	2,822	1	83,452	2,443	1	83,763	2,254	1	83,763	2,254
2	2	78,081	633	2	81,434	1,405	2	84,996	1,464	2	85,312	1,280	2	85,312	1,280
3	3	80,997	988	3	82,920	388	3	85,925	829	3	86,559	473	3	86,559	473
4	4	84,021	1,489	4	86,016	920	4	89,133	1,484	4	89,801	1,152	4	89,801	1,152
5	5	85,576	480	5	89,228	1,579	5	90,782	562	5	91,463	243	5	91,463	243
6	6	85,576	480	6	89,228	1,579	6	90,782	562	6	91,463	243	6	91,463	243
7	7	85,576	480	7	89,228	1,579	7	90,782	562	7	91,463	243	7	91,463	243
8	8	85,576	480	8	89,228	1,579	8	90,782	562	8	91,463	243	8	91,463	243
9	9	90,434	1,024	9	92,580	311	9	95,914	1,048	9	96,633	767	9	96,633	767
10	10	93,790	1,541	10	96,017	1,151	10	97,689	251	10	100,242	1,804	10	100,615	1,677
11	11	99,092	933	11	101,445	777	11	105,121	1,855	11	105,909	1,643	11	106,303	1,537
12	12	104,694	1,428	12	107,180	1,344	12	109,046	1,229	12	107,868	1,092	12	108,269	933
13	13	106,651	543	13	109,163	519	13	113,118	1,363	13	109,864	435	13	110,272	343
14	14	112,659	1,900	14	115,334	1,828	14	117,342	785	14	113,966	1,211	14	114,390	1,135
15	15	114,743	1,275	15	117,466	1,285	15	119,513	132	15	118,222	665	15	118,662	605
16	16	116,866	688	16	119,641	740	16	123,976	1,659	16	120,409	28	16	123,093	2,212
17	17	123,473	415	17	126,405	498	17	130,985	1,511	17	124,905	1,588	17	125,570	1,553
18	18	128,084	2,327	18	131,125	2,382	18	135,876	2,458	18	131,967	1,493	18	132,458	1,484
19	19	128,084	2,327	19	131,125	2,382	19	135,876	2,458	19	136,895	2,487	19	137,404	2,486
20	20	128,084	2,327	20	131,125	2,382	20	135,876	2,458	20	136,895	2,487	20	137,404	2,486
21	21	128,084	2,327	21	131,125	2,382	21	135,876	2,458	21	136,895	2,487	21	137,404	2,486
22	22	128,084	2,327	22	131,125	2,382	22	135,876	2,458	22	136,895	2,487	22	137,404	2,486
23	23	128,084	2,327	23	131,125	2,382	23	135,876	2,458	23	136,895	2,487	23	137,404	2,486
24	24	128,084	2,327	24	131,125	2,382	24	135,876	2,458	24	136,895	2,487	24	137,404	2,486
25	25	128,084	2,327	25	131,125	2,382	25	135,876	2,458	25	136,895	2,487	25	137,404	2,486
26	26	128,084	2,327	26	131,125	2,382	26	135,876	2,458	26	136,895	2,487	26	137,404	2,486
27	27	128,084	2,327	27	131,125	2,382	27	135,876	2,458	27	136,895	2,487	27	137,404	2,486
28	28	128,084	2,327	28	131,125	2,382	28	135,876	2,458	28	136,895	2,487	28	137,404	2,486
29	29	128,084	2,327	29	131,125	2,382	29	135,876	2,458	29	136,895	2,487	29	137,404	2,486
30	30	128,084	2,327	30	131,125	2,382	30	135,876	2,458	30	136,895	2,487	30	137,404	2,486

Exhibit B

MTA-2019-2020

Psych, Guid, SW Proposed Salary Schedule

Step	No Doc	Doc
1	88,101	89,033
2	89,731	90,680
3	91,391	92,358
4	93,082	94,066
5	94,804	95,806
6	96,558	97,579
7	98,344	99,384
8	100,164	101,223
9	102,017	103,095
10	103,904	105,002
11	105,826	106,945
12	107,784	108,923
13	109,778	110,939
14	111,809	112,991
15	113,877	115,081
16	115,984	117,210
17	118,130	119,379
18	120,315	121,587
19	122,541	123,837
20	124,808	126,128
21	127,117	128,461
22	129,469	130,837
23	131,864	133,258
24	134,303	135,723
25	136,788	138,234
26	139,319	140,791
27	141,896	143,396
28	144,521	146,049
29	147,195	148,751
30	149,918	151,503

Exhibit B-1

Old salary schedule

Psych. Guid, SW

New Step	New Wage	Difference	New Step	New Wage	Difference
1	88,101	12,310	1	89,033	11,742
1	88,101	8,099	1	89,033	7,531
1	88,101	3,889	1	89,033	3,321
1	88,101	342	2	90,580	1,421
3	91,391	84	4	94,065	1,259
6	96,553	1,704	6	97,579	1,225
8	100,164	1,745	8	101,223	1,304
9	102,017	108	10	105,002	1,593
11	105,826	437	11	106,945	56
15	113,877	1,780	15	115,081	1,484
16	115,984	405	16	117,210	131
18	120,515	1,246	18	121,587	1,018
20	124,808	2,104	20	126,128	1,924
21	127,117	771	21	128,461	615
23	131,864	1,885	23	133,258	1,779
24	134,303	688	24	135,723	608
28	144,521	2,625	28	146,049	2,653
28	144,521	2,625	28	146,049	2,653
28	144,521	2,625	28	146,049	2,653
28	144,521	1,625	28	146,049	1,653
28	144,521	2,625	28	146,049	2,653

8 A 1 1 2 3 4 5 7 8 9 10 11 12 13 14 15 16 16-2 16 A 16 L 17

Exhibit C

MTA- 2019-2020

Nurses Proposed Salary Schedule

	N/A	MA
1	60,186	61,065
2	61,299	62,195
3	62,433	63,346
4	63,588	64,518
5	64,765	65,711
6	65,963	66,927
7	67,183	68,165
8	68,426	69,426
9	69,692	70,710
10	70,981	72,019
11	72,294	73,351
12	73,632	74,708

Exhibit C-1

Old salary schedule

Nurses		Nurses			
New Step	New Wage	Difference	New Step	New Wage	Difference
	N/A			MA	
1	60,186	3,761	1	61,065	3,640
1	60,186	2,045	1	61,065	1,924
1	60,186	332	1	61,065	211
3	62,433	863	3	63,346	776
4	63,588	308	4	64,518	238
6	65,963	969	6	66,927	933
7	67,183	474	7	68,165	456
9	69,692	1,266	9	70,710	1,284
9	69,692	1,266	9	70,710	1,284
9	69,692	1,266	9	70,710	1,284
9	69,692	1,266	9	70,710	1,284

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Exhibit D

MTA 2019-2020
TAS

	No Bac	B	M	Comp NB	Comp B	Comp M
1	21,713	25,774	29,292	26,973	31,148	34,678
2	22,115	26,251	29,834	27,472	31,724	35,320
3	22,524	26,736	30,386	27,980	32,311	35,973
4	22,941	27,231	30,948	28,498	32,909	36,638