

MEMORANDUM OF AGREEMENT
between the
MOUNT SINAI TEACHERS' ASSOCIATION
and the
MOUNT SINAI UNION FREE SCHOOL DISTRICT

MEMORANDUM OF AGREEMENT dated this 25th day of May 2017, by and between the negotiating representatives of the MOUNT SINAI TEACHERS' ASSOCIATION (hereinafter referred to as the "Association") and the negotiating representatives of the MOUNT SINAI UNION FREE SCHOOL DISTRICT (hereinafter referred to as the "District").

1. General:

The labor agreement between the parties was set to expire on June 30, 2017. The parties herewith agree that said agreement shall be modified to the extent set forth herein. Except for changes in language to said agreement made necessary by the following agreement, the provisions of said agreement shall remain unchanged.

2. Contingencies:

This agreement is subject to formal ratification by the Board of Education and the membership of the Association. The negotiating representatives for each party will urge their respective principals to ratify this memorandum of agreement. The parties agree to incorporate this memorandum of agreement into a more formal written agreement. The terms of this agreement become effective upon its ratification by both parties. All provisions of this agreement shall be effective July 1, 2017, unless otherwise noted.

3. Term:

The term of this agreement shall be five (5) years from July 1, 2017 through June 30, 2022.

4. Health Insurance Contribution Rate (New Hires):

Article XIV, Section 1: Add: Effective July 1, 2017, the health insurance contribution rate shall be 19% through June 30, 2022, for all new hires, (hired on or after July 1, 2017).

5. Health Insurance Contribution Rate (Current Members):

Article XIV, Section 1: Add: Effective July 1, 2017, the health insurance contribution rate shall be 16%. Effective July 1, 2018, the health insurance contribution rate shall be 16.5%. Effective July 1, 2019, the health insurance contribution rate shall be 17%.

6. Health Insurance:

Article XIV, Section 1 (2): Eliminate: "50% of published Empire rate." Replace with "\$12,000 (family), \$5,500 (individual), for current members. Add: and \$7,500 (family) and \$4,000 (individual) for new hires (on or after July 1, 2017)". Remove: "and 25% if an independent third party administrator is agreed upon." Add: (5) Retiree contribution rate shall be 30% if not taking advantage of the retirement incentive and 17% for members taking the incentive. Add: (6) If a member (30 years or more of service or retiree), pre-deceases their spouse, the spouse shall continue coverage at the same contribution rate for up to 10 years or until the spouse becomes Medicare (or the equivalent) eligible, whichever is less.

*Note: Individual coverage applies unless the member leaves behind an eligible dependent. Family coverage would then only apply until the dependent becomes ineligible (ages out). Add (7): The District may offer an optional Plan B health insurance option upon consultation and agreement with the Association. District savings by a member taking the plan will be calculated upon consultation and agreement with the Association, and be shared with the member (50% District, 50% Member, Calculated Annually). Contribution Rate: Same as NYSHIP.

7. Salary (New Hires):

Article XIII, Section 1: Add four (4) additional steps before Step 1 (6 total, A-F). Eliminate BA15 column, BA30 column, BA45 column, and MA15 column.

Percent increases are as follows:

2017-18	.25% plus increment
2018-19	.50% plus increment
2019-20	.75% plus increment
2020-21	.75% plus increment
2021-22	1.0% plus increment

*All other compensations shall increase the same rate unless otherwise noted herein.

8. Salary (Current Members):

Article XIII, Section 1: Eliminate BA30 column, and BA45 column.

Add: Eliminate Step 00 and Step 0 on the 2019-20 salary schedule and beyond. Add: \$2,000 longevity to all Step 30 columns. (Remains on schedule)

Percent increases are as follows:

2017-18 .25% plus increment

2018-19 .50% plus increment

2019-20 .75% plus increment

2020-20 .75% plus increment

2021-22 1.0% plus increment

*All other compensations shall increase the same rate unless otherwise noted herein.

9. Horizontal Movement:

Article XIII, Section 3 (3): Change to three (3) horizontal moves shall be permitted between September 1, 2017 and June 30, 2022. Moves may occur in September or February (only one (1) move per year permitted). BA to MA does not count as one of the three (3) moves.

10. Graduate Credits:

Article XI, Section 1: Add (5): a minimum of six (6) graduate credits must be taken when moving to MA75 column and MA90 column.

*Note: six (6) graduate credits are required when moving from MA column to MA30 column.

Current members that have twelve (12) in-service and three (3) graduate credits "banked," will be "grandfathered" and may move to MA75 or MA90 with three (3) graduate credits.

11. Surviving Spouse:

Article XIX, Section 5, Paragraph 11: Remove language regarding surviving spouse.

12. Evening Conference Hours (Elementary):

Article VI, Add Section 14: Four (4) evening (5:00 p.m. and beyond) conference hours will be required per year. Said hours will be scheduled the week before, the week of, or the week after regularly scheduled conference days. Up to two (2) hours may be scheduled prior to the start of school (early morning hours). Compensation shall be one (1) “comp day” to be used without restriction.

13. \$500 Stipend:

Article XXI, Add Section 3: Teachers required to take a specific course/certification/workshop, etc. in order to teach a specific class shall be compensated five hundred dollars (\$500) per day of attendance if overnight is required. If the course/certification/workshop can be attended by commuting, the stipend shall be two hundred and fifty dollars (\$250.) per day of attendance. These stipends shall remain fixed and will not increase as per the salary schedule.

*Note: It is understood that New York City is not “commutable.”

14. Guidance Counselors:

Article VI, Section 10 (1) and (2): Add: After “..., whichever is greater,” (pro-rated per-diem rate of pay capped at \$115. per hour).

15. Coaching Salaries:

Article XIII, E: Remove percentage references

16. IEP Days:

Article VII, Add Section 15: One (1) IEP day shall be granted per semester to special education teachers, reading specialists, speech & language teachers, and social workers. IEP days must be spent in District.

17. Semi-Annual Payments:

Article XIII M: Change eleventh (11th) to twelfth (12th).

18. Personal Days:

Article IX, Section 1: Amend to reflect that up to three (3) personal days (contiguous to weekend or holiday) can be used without restriction upon approval of Superintendent. Note: No reason required.

19. Release Time:

Article XIX, Section 7: Change “two (2) periods” to three (3) periods.

*Note: Vice President - One (1) period of release time shall be provided for one (1) year as determined by the Association.

20. Retirement Incentive:

Article XIX, Section 5: Change option one and two to ninety-six thousand dollars (\$96,000).

*Note: No one considered first eligible until they reach Step 30.

21. Stipend Increases:

Article XIII, Section 3 (D): Increase Elementary School Yearbook and Elementary School Student Council stipend by five hundred (\$500) each.

Increase High School Musical Stipends: Drama Director, Pit Orchestra, Set Design and Producer by five hundred (\$500) each.

22. Music Stipend:

Article XIII D: Add: Artistic Director stipend two thousand, eight hundred and forty-two (\$2842). Job description developed upon consultation and agreement with Director of Music & Fine Arts.

23. Varsity Lacrosse & Wrestling:

Article XIII D: Move to Level "A" sports in the 2018-19 school year.

24. Reimbursement: Speech/Language License:

Article XIX, Section 10: Change \$200 per annum to three hundred (\$300).

25. Secondary Art Classes:

Article VIII, Section 5: Change to: Every effort shall be made to keep modified classes at no more than 20 students per class. Secondary art classes shall not exceed 26 students.

26. Domestic Partner:

The District and the Association shall develop a restrictive policy regarding Domestic Partner upon consultation and agreement with District Counsel.

A separate Memorandum of Agreement shall be executed.

27. Dental Insurance:

Article XIV, Section 2: Change language to reflect the following District

Contributions:

2017-18 \$675

2018-19 \$750

2019-20 \$825

2020-21 \$900

2021-22 \$975

By: _____

Mitchel P. Wolman
President, M.S.T.A.

By: _____

Gordon Brosdal
Superintendent of Schools

Dated: _____

Dated: _____

By: _____

Lynn Capobianco
President, Mt. Sinai Board of Education

Dated: _____