Memorandum of Understanding
By and between the
City School District of the City of Schenectady
And the
Schenectady Federation of Teachers
Local 803

May 31, 2016

The parties agree to the following proposals to amend the existing collective bargaining agreement currently in effect between the District and the Federation. The terms of these proposals shall supersede all prior collective bargaining agreements. Any articles, sections, or portions of the September 1, 2011 – August 31, 2015 agreement not discussed herein shall continue and be incorporated into the successor collective bargaining agreement. This agreement shall not become effective until ratified by the Board of Education of the District and the Federation.

1. Duration to be 4 years, specifically September 1, 2015 through August 31, 2019.

2. All housekeeping items, as previously agreed to by the parties.

3. Article 5, shall be modified as follows:

Annual salary increases shall be as follows:

- September 1, 2015 – August 31, 2016: Adjustment of steps 16/17, as previously approved and expended by the District; Step plus 1.0%
- September 1, 2016 – August 31, 2017: Step plus 1.0%
- September 1, 2017 - August 31, 2018: Step plus 1.0%
- September 1, 2018 -- August 31, 2019: Step plus 1.0%

5.1.4 (b) shall be eliminated in its entirety for new hires (those hired on or after July 1, 2016). ($120 payment for graduate hours for people having a bachelor’s and working on a Master’s).

5.3.4 shall be modified, effective July 1, 2017 as follows:

Coaching allotments shall be tied to Schedule 2, Step 5, with the exception of Faculty Manager of Athletics, which shall continue to be tied to Step 1 / 2.
5.3.12 shall be modified to include High School National Honor Society Advisor, at a rate of $1,200.

5.3.15, shall be modified, effective July 1, 2017, to reflect $29 and $34 respectfully.

4. Article 6, Benefits, shall be modified as follows:

6.1 Effective January 1, 2017, the MVP Plan shall be eliminated as an option for coverage.

6.1 Effective January 1, 2017, add coverage for adult routine immunizations for the current self funded plan.

6.1 Effective January 1, 2017, a self funded plan that “mirrors” the current CDPHP EPO Plan shall be made available as an option to bargaining unit members. This “mirror” plan shall be administered by Blue Shield. (See attached for summary of plan benefit levels). The employee contribution for this “mirror” plan shall be 15% individual and 18% family.

6.1.5 Effective January 1, 2017: Increase the Employee contribution as follows:

Contribution for those electing to participate in the CDPHP EPO Plan shall have their contribution rates increased to 20% (for Family) and 20% (for Individual).

6.1.6 Effective September 1, 2016, Increase the buyouts to $2,500 and $4,500 respectively.

6.1.10 Anyone who retires from the District, with District provided health insurance, shall be eligible for a one-time payment of $25,000, once they become Medicare eligible if they fully waive District provided health insurance coverage from that point in time forward.

5. Effective September 1, 2017, delete 6.3.3 in its entirety.

6. 7.3.3 (a) shall be modified to reflect “During the period of June 1 through August 15...” and delete last sentence of paragraph a.
7. Article 8, shall be modified to reflect the new APPR agreement under 3012-d.

8. Article 9.1.3 (meetings) shall be increased from 10 hours to 12 hours per year.

9. 9.3.2 (3) shall be modified to add “to assist individual pupils”. Assisting students is intended to apply to the teacher’s assigned students, and will not be an assignment of instruction from an administrator.

10. Article 13, shall be deleted in its entirety. The parties agree that Federation and District representatives shall meet and make recommendations for a new Article 13, to more accurately reflect mutual desires.

11. A committee shall be established to discuss school culture, which shall include student discipline. This committee shall include an equal number of representatives selected by the President of the SFT and the Superintendent. The SFT and the District shall charge the committee with goals and timelines and shall grant the committee the authority to present recommendations to the Superintendent for implementation. This shall be articulated in a Side Letter of Understanding and not incorporated into the CBA.

12. Effective July 1, 2017: For District approved conferences and professional development that occurs outside of the District, and for student home visits that are pre-approved by an Administrator, bargaining unit members shall be entitled to be reimbursed mileage at the IRS rate.

13. Middle School “half day” close outs; 2 shall be provided, for each year of the Agreement, with a sunset at the expiration of the Agreement. (August 31, 2019)

14. Effective September 1, 2016: Reimburse Dues (ASHA) for speech therapists on an annual basis.

For the District

For the Union

[Signatures]