

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).

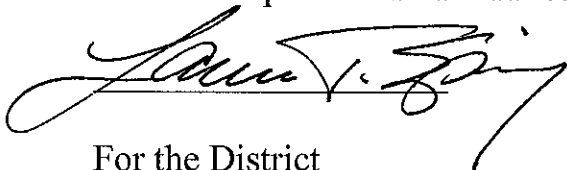
6.1.6 Effective September 1, 2016, Increase the buyouts to \$2,500 and \$4,500 respectively.

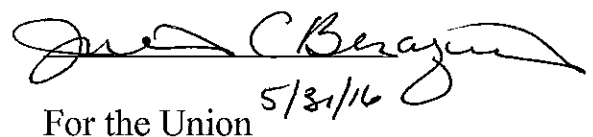
6.1.10 Anyone who retires from the District, with District provided health insurance, shall be eligible for a one-time payment of \$25,000, once they become Medicare eligible if they fully waive District provided health insurance coverage from that point in time forward.

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

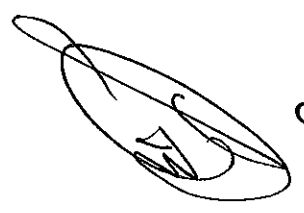

For the Union 5/31/16

T1 SALARY SCHEDULE

	2014-15	2015-16	2016-17	2017-18	2018-19
1	45000	45450	45905	46364	46827
2	45000	45450	45905	46364	46827
3	46200	46662	47129	47600	48076
4	47390	47864	48343	48826	49314
5	48580	49066	49556	50052	50553
6	49768	50266	50768	51276	51789
7	50956	51466	51980	52500	53025
8	52144	52665	53192	53724	54261
9	53332	53865	54404	54948	55497
10	54520	55065	55616	56172	56734
11	55708	56265	56828	57396	57970
12	57908	58487	59072	59663	60259
13	60108	60709	61316	61929	62549
14	62308	62931	63560	64196	64838
15	64508	65153	65805	66463	67127
16	66708	67375	68049	68729	69417
17	68908	69597	70293	70996	71706
18	71108	71819	72537	73263	73995
19	73308	74041	74781	75529	76285
20	75508	76263	77026	77796	78574
21	77708	78485	79270	80063	80863
22	79908	80707	81514	82329	83153
23	82108	82929	83758	84596	85442
24	84308	85151	86003	86863	87731
25	87469	88344	89227	90119	91021

gjb
6/19/16

6/17/16



gjs
6/7/16

6/7/16

T2 SALARY SCHEDULE					
Step	2014-15	2015-16	2016-17	2017-18	2018-19
1	46500	46965	47435	47909	48388
2	46500	46965	47435	47909	48388
3	48449	48933	49423	49917	50416
4	49766	50264	50766	51274	51787
5	51118	51629	52145	52667	53194
6	52733	53260	53793	54331	54874
7	54294	54837	55385	55939	56499
8	56091	56652	57218	57791	58369
9	57913	58492	59077	59668	60265
10	59709	60306	60909	61518	62133
11	61634	62250	62873	63502	64137
12	63500	64135	64776	65424	66078
13	65900	66559	67225	67897	68576
14	68500	69185	69877	70576	71281
15	71500	72215	72937	73667	74403
16	74000	74740	75487	76242	77005
17	76500	77265	78038	78818	79606
18	79500	80295	81098	81909	82728
19	82000	82820	83648	84485	85330
20	84500	85345	86198	87060	87931
21	86500	87365	88239	89121	90012
22	88500	89385	90279	91182	92093
23	90500	91405	92319	93242	94175
24	92500	93425	94359	95303	96256
25	94120	95061	96012	96972	97942