

# MEMORANDUM OF AGREEMENT

(Amendment to 2006-2011 Collective Bargaining Agreement)

**IT IS HEREBY AGREED** by and between the bargaining team for the Eastchester Teachers Association (hereinafter "the ETA" or the "Association") and the bargaining team for the Eastchester Board of Education (hereinafter "the Board of Education" or the "District") that, subject to ratification by the membership of the ETA and ratification by the Board of Education, the following shall constitute an amendment to the terms of the 2006-2011 Collective Bargaining Agreement between the parties.

1. Preamble - Term of Contract is hereby amended so that the contract is effective from July 1, 2006 through June 30, 2013.

2. Article IV(A)(7) is amended to add the following sentence: "For any teacher retiring between the date of the ratification of this Memorandum of Agreement and June 30, 2011, the teacher will be eligible for 28% at the daily rate in effect on the date of retirement provided that notice of retirement is made by the teacher to the District, in writing, by December 1, 2010. It is understood that for any other school year covered by this Agreement, the compensation for unused sick days is at a rate of 25% of the teacher's daily rate in effect at the time of his/her retirement."

3. Article XII(C) is amended to delete "and \$71.79 effective July 1, 2010" and replace it with "and \$ \$70.68 effective July 1, 2010."

4. Article XII(D) Coaching (Interscholastic Sports) and Co-Curricular Activities pay for 2010-11, 2011-12 and 2012-13 will be amended as follows as set forth in Appendix C-2 (Interscholastic Sports Stipend Schedule) and C-1.1 (Co-Curricular Activities Stipend Schedule) attached.

5. Article XII(E) is amended to add a paragraph (6) that provides that during the 2011-2012 school year, staff will not be able to move more than one lane (i.e., no more than 15 credit hours). Effective July 1, 2012, the following language shall be added: "Teachers shall not move more than one lane (or 15 credit hours) per year based upon credits taken by September 1<sup>st</sup> of each school year. Any credits earned between September 1<sup>st</sup> and August 31st of the next year will be included in the following year's salary. Salary increases will be paid one time per year based on credits earned by September 1<sup>st</sup> of the school year."

6. Appendix A Note 1 is amended as follows:

“July 1, 2010 – 1.95%

February 1, 2011 – 1.6%

July 1, 2011 – 0%

February 1, 2012 – 2%

July 1, 2012 – 2%.”

Also Appendix A-1 and A-2 are to be amended accordingly for the 2010-2011 school year.

7. Appendix A Note 3: The longevity increments for teachers and teaching assistants for 2010-11, 2011-12 and 2012-13 will be amended as follows as set forth in chart attached.

8. Appendix A Note 7 – The column entitled “July 1, 2010” as set forth in the chart attached.

9. Appendix A Note 9 – The differential for a doctoral degree is amended as follows: July 1, 2010 - \$1410, February 1, 2011 - \$1433, July 1, 2011 - \$1433, February 1, 2012 - \$1462, and July 1, 2012 - \$1491.

10. Appendix A-3 - The stipends contained in Appendix A-3 (Teaching Stipends) for the 2010-2011 school year are to be amended to reflect the agreement of the parties set forth heretofore in this Memorandum of Agreement in paragraphs number 4 and 6.

11. Appendix B – There will be no changes to this Appendix during the life of the CBA based upon the agreement of the parties set forth heretofore in this Memorandum of Agreement.

12. Appendix C-1.1 (Co-Curricular Activities) – The stipends contained in Appendix C-1 (for the 2010-2011 school year) are to be amended to reflect the agreement of the parties set forth heretofore in this Memorandum of Agreement in paragraph number 4 .

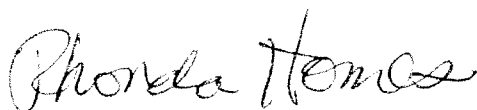
13. Appendix C-2 (Interscholastic Sports) – The stipends contained in Appendix C-2 (for the 2010-2011 school year) are to be amended to reflect the agreement of the parties set forth heretofore in this Memorandum of Agreement in paragraph number 4 .

14. The parties agree to initial each appendix that will be impacted by the agreements contained in this MOA prior to ratification.

15. All of the remaining provisions of the 2006-2011 Agreement between the parties shall remain unchanged.

Dated: April 9, 2010

**FOR THE EASTCHESTER  
TEACHERS' ASSOCIATION**



President

**FOR THE EASTCHESTER UNION FREE  
SCHOOL DISTRICT**



Superintendent of Schools