

Memorandum of Agreement

The authorized representatives of the North Shore Schools Federated Employees Teaching Assistants' Unit and the Board of Education of the North Shore Central School District have negotiated in good faith with respect to the terms and conditions of employment of the members of the Teaching Assistants' Unit. Except as noted below, the terms and conditions contained in the parties' 2012-2016 agreement shall remain in effect. The terms of this Memorandum of Agreement are subject to the ratification by the members of the unit and approval by the Board of Education. The signatories below hereby affirm their obligation pursuant to the Taylor Law to affirmatively recommend to their respective constituencies the terms of this Memorandum of Agreement.

1. TERM

7/1/16 - 6/30/22

2. SALARY

Effective 7/1/16: 1% increase

Effective 7/1/17: 0.5% increase

Effective 7/1/18: 1% increase

The following changes will be made effective 7/1/19:

- Increase the 6/30/19 salary by 1.5%
- Apply \$3,000 salary adjustment to Level I, Level II, and Level III
- \$500 annual stipend shall be awarded to unit members holding NYS Teacher Certification (non-retroactive). Such payment shall be made by separate check no later than June 30.

The following changes will be made effective 7/1/20:

- Add one new salary step (i.e. Step 2) at Level I, Level II, and Level III with an increment of 0.75% above the 6/30/20 salary
- Apply 1% salary increase to both steps at all three Levels

The following changes will be made effective 7/1/21:

- Add one new salary step (i.e. Step 3) at Level I, Level II, and Level III with an increment of 1% above 6/30/21 Step 2.
- Apply 1% salary increase to all steps at all three Levels

3. ELIGIBILITY FOR HEALTH INSURANCE IN RETIREMENT (Article VII, A. 3.)

Effective 6/30/19, amend current requirement from a minimum of 20-year continuous district service to 10 years of continuous district service.

4. COMPENSATION FOR CO-PLANNING OUTSIDE THE SCHOOL DAY

2019-2020: \$24.92/hr.

2020-2021: \$25.16/hr.

2021-2022: \$25.41/hr.

A minimum of 1.5 hours of co-planning must be conducted on school premises. The remainder of the monthly co-planning time may be conducted off-school premises with the prior approval of the building principal and/or director. Such approval shall not be unreasonably withheld.

5. COMPENSATION FOR UNIT MEMBERS WITH SOLE RESPONSIBILITY FOR A PROGRAM

Unit member will be compensated at the rate of instruction outside the school day (see NSSF Contract: Article X, Section O) provided that:

- only unit members possessing NYS teacher certification shall be assigned sole responsibility for such programs.
- the program would usually be taught by a teacher.
- the unit member has responsibility for developing, planning, and delivering instruction.
- the Superintendent has given prior approval.

6. SUBSTITUTING FOR TEACHERS

Unit members at the elementary level will be compensated for substituting for a teacher for a minimum of one hour at the following hourly rates or pro-rata share thereof:

2019-2020: \$34.90/hr.

2020-2021: \$35.25/hr.

2021-2022: \$35.60/hr.

No unit member will be required to act as a substitute at the secondary level without compensation. If so required, compensation will be made at the above rate, pro-rated as applicable.

7. UNIT MEMBERS APPOINTED TO A TEACHING POSITION

- Unit members, who apply for the position, will be granted an interview.
- If appointed to a Leave Replacement position, a unit member will be granted a leave of absence from his/her TA position for the length of the leave replacement, to a maximum of one year.
- If the leave replacement continues beyond one year, any extension of the TA's leave of absence shall be subject to the discretion of the Superintendent.
- No leave of absence will be granted where the TA is appointed to a probationary teaching position.

8. SICK DAY MAXIMUM

The sick day maximum will be increased from 150 days to 183 days effective as of the 2019-2020 school year.

9. SICK LEAVE/FMLA

Sick leave will run concurrently with FMLA effective as of the 2019-2020 school year.

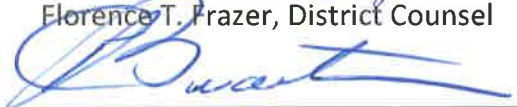
10. CHAPERONE RATES

Teaching Assistants will be compensated at the same rate as teachers (see NSSFE Contract: Article X, Section H).

Dated: June 24, 2019
Sea Cliff, NY

For the Board of Education:



Florence T. Frazer, District Counsel


Olivia Buatsi, Asst. Supt. for Business


Robert Chlebicki, Asst. Supt. for Instruction

For the NSSFE Teaching Assistant Unit:


Greg Perles, NSSFE President


David Schlachter, Counsel to the NSSFE