**MEMORANDUM OF AGREEMENT  
BETWEEN THE SOMERS CENTRAL SCHOOL DISTRICT   
AND THE SOMERS FACULTY ASSOCIATION**

**WHEREAS,** the Somers Faculty Association (hereinafter the “Association”) and the Somers Central School District (hereinafter the “District”) are parties to a Collective Bargaining Agreement between them which expires on June 30, 2021; and

**WHEREAS,** the parties have tentatively resolved the terms and conditions of a successor agreement, the contents of which are contained in this Memorandum of Agreement, which is subject to ratification by the membership of the Association as well as the Board of Education of the District;

**NOW, THEREFORE, IT IS HEREBY AGREED** by and between the parties that the following shall constitute the terms and conditions of a successor collective bargaining agreement to the 2020-2021 Agreement, subject to the ratification process referenced above:

1. **Duration of Agreement**: July 1, 2021 through June 30, 2026 (5 years)
2. **Salary**:
   1. Effective July 1, 2021: The 2021- 2022 salary schedule shall reflect a zero point two five (0.25%) percent increase over the prior year. A new Step 21 shall be added to the 2021- 2022 salary schedule. The Step 21 salaries shall reflect a one point nine (1.9%) percent increase over the Step 20 salaries, as increased by the aforementioned zero point two five (0.25%) percent. After step movement has been applied for eligible bargaining unit members, Step 1 shall be removed from each lane of the 2020- 2021 salary schedule and the remaining steps shall be renumbered to reflect a new 20 Step salary schedule (i.e., a bargaining unit member who had moved from Step 2 to Step 3 on the 21 Step salary schedule shall now be on Step 2 of the new 20 Step salary schedule).
   2. Effective July 1, 2022: The 2022- 2023 salary schedule shall reflect a zero point two five (0.25%) percent increase over the prior year. A new Step 21 shall be added to the 2022- 2023 salary schedule. The Step 21 salaries shall reflect a one point nine (1.9%) percent increase over the Step 20 salaries, as increased by the aforementioned zero point two five (0.25%) percent.
   3. Effective July 1, 2023: The 2023- 2024 salary schedule shall reflect a one point four (1.4%) percent increase over the prior year.
   4. Effective July 1, 2024: The 2024- 2025 salary schedule shall reflect a zero point four (0.4%) percent increase over the prior year. A new Step 22 shall be added to the 2024- 2025 salary schedule. The Step 22 salaries shall reflect a one point nine (1.9%) percent increase over the Step 21 salaries, as increased by the aforementioned zero point four (0.4%) percent.
   5. Effective July 1, 2025: The 2025- 2026 salary schedule shall reflect a zero point four (0.4%) percent increase over the prior year. A new Step 23 shall be added to the 2025- 2026 salary schedule. The Step 23 salaries shall reflect a one point nine (1.9%) percent increase over the Step 22 salaries, as increased by the aforementioned zero point four (0.4%) percent.
3. **Longevity**:
   1. Effective July 1, 2021: Longevity amounts shall reflect a one point nine (1.9%) percent increase over the prior year.
   2. Effective July 1, 2022: Longevity amounts shall reflect a one point nine (1.9%) percent increase over the prior year.
   3. Effective July 1, 2023: Longevity amounts shall reflect a one point four (1.4%) percent increase over the prior year.
   4. Effective July 1, 2024: Longevity amounts shall reflect a one point nine (1.9%) percent increase over the prior year
   5. Effective July 1, 2025: Longevity amounts shall reflect a one point nine (1.9%) percent increase over the prior year
4. **Article XII- Salary, Study Credits & Other Compensation**
   1. Section B/Supplement B- Co-Curricular and Extra Pay Stipends:
      1. Effective July 1, 2021: The 2021- 2022 stipends in Supplement B shall reflect a one point nine (1.9%) percent increase over the prior year.
      2. Effective July 1, 2022: The 2022- 2023 stipends in Supplement B shall reflect a one point nine (1.9%) percent increase over the prior year
      3. Effective July 1, 2023: The 2023- 2024 stipends in Supplement B shall reflect a one point four (1.4%) percent increase over the prior year
      4. Effective July 1, 2024: The 2024- 2025 stipends in Supplement B shall reflect a one point nine (1.9%) percent increase over the prior year
      5. Effective July 1, 2025: The 2025- 2026 stipends in Supplement B shall reflect a one point nine (1.9%) percent increase over the prior year
   2. Section B/Supplement C- Coaching Stipends and Coaching Experience Additional Stipend Pay:
      1. Effective July 1, 2021: The 2021- 2022 stipends in Supplement C shall reflect one point nine (1.9%) percent increases over the prior year
      2. Effective July 1, 2022: The 2022- 2023 stipends in Supplement C shall reflect one point nine (1.9%) percent increases over the prior year
      3. Effective July 1, 2023: The 2023- 2024 stipends in Supplement C shall reflect one point four (1.4%) percent increases over the prior year
      4. Effective July 1, 2024: The 2024- 2025 stipends in Supplement C shall reflect one point nine (1.9%) percent increases over the prior year
      5. Effective July 1, 2025: The 2025- 2026 stipends in Supplement C shall reflect one point nine (1.9%) percent increases over the prior year
   3. Section C(5): The hourly rate for curriculum development work shall be increased as follows:
      1. Effective July 1, 2021: One point nine (1.9%) percent increase over the prior year
      2. Effective July 1, 2022: One point nine (1.9%) percent increase over the prior year
      3. Effective July 1, 2023: One point four (1.4%) percent increase over the prior year
      4. Effective July 1, 2024: One point nine (1.9%) percent increase over the prior year
      5. Effective July 1, 2025: One point nine (1.9%) percent increase over the prior year
5. **Article XVIII- Miscellaneous Provisions**
   1. Compensation for: In-House Coverage for Absent Teachers (Section H); Tutorial Services (Section I); District-Sponsored Summer Programs (Section M); and Speech, Physical and Occupational Therapists performing IEP mandated services outside of the regular 7-hour school day (Section O) shall be increased as follows:
      1. Effective July 1, 2021: One point nine (1.9%) percent increase over the prior year
      2. Effective July 1, 2022: One point nine (1.9%) percent increase over the prior year
      3. Effective July 1, 2023: One point four (1.4%) percent increase over the prior year
      4. Effective July 1, 2024: One point nine (1.9%) percent increase over the prior year
      5. Effective July 1, 2035: One point nine (1.9%) percent increase over the prior year
6. **Article XIII- Insurance** 
   1. Section B(1) and (2):Delete and replace with the following:

1. Bargaining unit members hired on or before July 1, 1991 shall contribute the following amounts towards the cost of coverage under the District’s health insurance plan:

a. Effective July 1, 2022: Four point five (4.5%) percent of the premium cost for individual and/or dependent coverage, as applicable

b. Effective July 1, 2023: Four point seven five (4.75%) percent of the premium cost for individual and/or dependent coverage, as applicable

c. Effective July 1, 2024: Five (5%) percent of the premium cost for individual and/or dependent coverage, as applicable

2. Bargaining unit members hired after July 1, 1991 shall contribute the following amounts towards the cost of coverage under the District’s health insurance plan:

a. Effective July 1, 2022: Fourteen point five (14.5%) percent of the premium cost for individual and/or dependent coverage, as applicable

b. Effective July 1, 2023: Fourteen point seven five (14.75%) percent of the premium cost for individual and/or dependent coverage, as applicable

c. Effective July 1, 2024: Fifteen (15%) percent of the premium cost for individual and/or dependent coverage, as applicable

* 1. Section F- Welfare Trust Fund:
     1. Effective July 1, 2021: The Welfare Fund contribution rate shall reflect a one point nine (1.9%) percent increase over the prior year
     2. Effective July 1, 2022: The Welfare Fund contribution rate shall reflect a one point nine (1.9%) percent increase over the prior year
     3. Effective July 1, 2023: The Welfare Fund contribution rate shall reflect a one point four (1.4%) percent increase over the prior year
     4. Effective July 1, 2024: The Welfare Fund contribution rate shall reflect a one point nine (1.9%) percent increase over the prior year
     5. Effective July 1, 2025: The Welfare Fund contribution rate shall reflect a one point nine (1.9%) percent increase over the prior year

1. **Article IV- Teaching Conditions**
   1. Section D(2)- Class Size and Load
      1. Change “132 students” to “128 students”
   2. Section F- Elementary School and Intermediate School Teacher-Parent Conferences: Amend to add the following new language:

Teacher-Parent conferences may be held virtually via an approved video conferencing platform upon the consent of the parent and the approval of the Building Principal.

* 1. Section Q- Removal from Extra-Curricular Activity
     1. Add the following new language:

The parties shall establish a mutually agreed upon orientation and annual review process for teachers assigned to paid extra-curricular activities for the purpose of providing meaningful and timely feedback to teachers assigned to these roles in support of a professional climate that values feedback, reflection, and growth. As part of the annual review process, the parties will create an evaluation form to evaluate teachers’ performance in the paid extra-curricular activities. Teachers will not be removed from paid extra-curricular activities unless the District finds their performance unsatisfactory, the reasons for which should be reflected in the evaluation form. Nothing here shall restrict the District’s ability to remove a teacher from a paid extra-curricular activity for cause at any time, with prior consultation with the Superintendent of Schools, or his/her designee.

The foregoing requirements do not apply to athletic coaching positions.

1. **Article X- School Calendar**
   1. Section A
      1. Add new Section A(4) as follows:

The school calendar shall not start more than one week (7 days) before Labor Day.

1. **Article XV- Leave Policy**
   1. Section B- Sick Leave Bank
      1. Section B(5)- Change “thirty one (31)” to “forty one (41)”
      2. Section B(6)- Change “thirty (30)” to “forty (40)”
2. All other terms and conditions of the 2020-2021 Collective Bargaining Agreement, except as modified herein, shall remain unchanged in the successor Collective Bargaining Agreement.

Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| For the District | For the SFA |
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