

MEMORANDUM OF AGREEMENT

BY AND BETWEEN the SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE BRIARCLIFF MANOR UNION FREE SCHOOL DISTRICT, hereinafter referred to as "THE DISTRICT" and the BRIARCLIFF ADMINISTRATORS AND SUPERVISORS ASSOCIATION, hereinafter referred to as "THE ASSOCIATION";

WHEREBY, the District and the Association agree to incorporate the provisions of this Memorandum of Agreement into the terms of the collectively negotiated agreement between the parties that expired on June 30, 2019, to establish a successor four year agreement to become effective on July 1, 2019 and terminate on June 30, 2023.

1. Article VI (A)—**Salary** - Replace with the following:

Salaries for the 2019-2020 School Year shall be increased by 2.00% over each unit member's salary for the 2018-19 School Year. Salaries for the 2020-21 School Year shall be increased by 2.00% over each unit member's salary for the 2019-20 School Year. Salaries for the 2021-22 School Year shall be increased by 2.00% over each unit members salary for the 2020-21 School Year and salaries for the 2022-23 School Year shall be increased 2.00% over each unit members salary for the 2021-22 School Year.

2. Article VII (A) **Medical Insurance** replace with the following:

On an individual or family basis as warranted, the District shall provide medical insurance coverage with the administrator contributing 20% towards the cost of health insurance premiums.

3. Article VII(B) – The second unnumbered paragraph shall be amended to provide that the health insurance buyout set forth therein shall not be available to administrators hired after the date that this Memorandum of Agreement is ratified.
4. Article VII(J) - **Sick Leave Conservation Incentive** shall be amended to provide that in order to receive this benefit the administrator must provide notice of retirement by December 1st of the school year in which the administrator is retiring. For good cause, such as unforeseeable or emergency events, the District shall waive this clause.
5. Effective July 1, 2019, Assistant Principal Diana Blank shall receive a market value adjustment to her salary, to be determined at the discretion of the Superintendent.
6. **Section 3012-d Annual Professional Performance Review – Student Performance Category Measures:**

“Effective July 1, 2019, the District and the Association agree to continue to utilize the Student Performance Category measures that have been applicable to classroom teachers during the transition period, as contained in the District’s currently approved Section 3012-d APPR Plan Document, with regard to both selection and use of such measures. Notwithstanding the above, upon the promulgation of new or amended Subpart 30 Regents Rules promulgated pursuant to Education Law Section 3012-d, as amended, either the District or the Association may request to reopen the parties’ 3012-d APPR Document for the purposes of negotiating modifications to the same.

In addition to the foregoing, the Association agrees to execute any documents that may be required by SED, to the extent that the District is required to make a material modification to its Education Law Section 3012-d APPR Plan Document, as may be necessary to ensure the District's receipt of State aid attendant to the implementation of Education Law Section 3012-d."

SO AGREED, this 1st day of July 2019, subject to ratification by the respective constituencies.

THE DISTRICT

BY: 

THE ASSOCIATION

BY: 