

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 LOCAL 456, INTERNATIONAL BROTHERHOOD OF TEAMSTERS, hereinafter referred to as “the Union”;

WHEREBY, the District and the Union agree to revive and incorporate the provisions of the Collectively Negotiated Agreement between them that expired on June 30, 2009 into a five year successor Agreement effective July 1, 2009 and terminating on June 30, 2017, except as modified by the following provisions:

1. **Salary:** Step only for 2009-10 through 2011-12; Step + \$1250 to each cell of the salary schedule for 2012-13; Step + \$1250 to each cell of the salary schedule for 2013-14; and Step + \$1250 to each cell of the salary schedule for 2014-15, Also + \$1250 for 2015-16 and Step + \$1,250 for 2016-17.

Each unit member employed in the District on October 21, 2015 shall be entitled to a non-recurring salary payment of \$600 that shall be paid within 30 days from the time of ratification of this Memorandum of Agreement.

2. **Salary Schedule for New Hires:** Discontinue the current Salary Schedule on November 1, 2015. Use Step 4 of the 2014-15 School Year as the minimum entry leave step for new hires.
3. **Health and Dental Premium Contributions:** Change employee contribution level from 5% to 7.5%, effective July 1, 2015, to 9.0%, effective July 1, 2016 and to 10% effective January 1, 2017.
4. **Retiree Health Insurance Contribution:** Effective November 1, 2015, the minimum vesting period for entitlement to employer contributions toward health insurance premiums in retirement shall be 20 years of service in this District. For unit members employed on or before October 31, 2015, with vested retiree health insurance benefits, as described above, the District shall pay 100% of the premium costs for individual or family coverage in the District’s health insurance plan. For new hires, as of November 1, 2015, who acquire vested retiree health insurance status (having worked for at least 20 years in this District), the District shall contribute 85% towards the cost of individual or family health insurance premiums in the District’s health insurance plan and for those new hires as of November 1, 2015 who have worked in this District for 30 or more years, the District shall contribute 90% towards the cost of individual or family health insurance premiums in the District’s health insurance plan.

Unit members employed on or before October 31, 2015, may opt to be subject to the provisions set forth above for new hires as of November 1, 2015, regarding the retiree's contribution towards the premium costs of retiree health insurance in the District's Plan, (20% for those with between 20-29 years of service in this District and 10% for those with 30 or more years of service in this District) and who have worked in the District for at least 10 years on October 31, 2015, shall be entitled to additional annual salary of \$1,000, commencing upon exercising such option in writing, on or before December 31, 2015.

- 5. Use of Sick Leave for Illness in the Family: Restrict to 7 days of the annual allotment each year (same as the teachers).

SO AGREED THIS 21st DAY OF OCTOBER, 2015, SUBJECT TO RATIFICATION BY THE RESPECTIVE CONSTITUENCIES.

THE DISTRICT

BY: _____

THE UNION

BY: _____

The image shows several handwritten signatures. The top signature is for the District. Below it are several signatures for the Union, including one that appears to be 'C. A. Lewis', 'Louis A. Grean', and 'John P. H. J.'. There are also two larger, more stylized signatures at the bottom.