

**Memorandum of Agreement
between
the Lake Placid Central School District ("District") and the
Lake Placid Education Association,
NYSUT, AFT, AFL-CIO ("LPEA")**

WHEREAS, the District and LPEA ("Parties") are parties to a valid and binding collective bargaining agreement with a current term of July 1, 2017 through June 30, 2020; and,

WHEREAS, the Parties have engaged in good faith bargaining to a successor to the CBA; and,

WHEREAS, the Parties agree that a successor to the current collective bargaining agreement shall be entered into with the same terms and conditions listed therein except as otherwise set forth as agreed to in this MOA; and,

WHEREAS, the Parties agree this MOA is subject to ratification by a vote of the LPEA and approval by a vote of the full Board of Education:

NOW THEREFORE, the Parties agree that the following terms shall be amended as follows:

1. **Negotiations Article II (p4)**: Amend to read "Upon written request of either party for a meeting to open negotiations for a successor agreement, a mutually acceptable meeting date shall be set not more than 15 days following such a request. In any given year, such request shall be made on or before February 5th."
2. **Housekeeping Items**
 - (a) **Article XLA (p14)**: Remove references to "agency fees" to agency fee.
 - (b) **Article XXI.A (p.43)**:
 - i. Clarify retiree contribution of 10% for either Classic or PPO-J plan. New language shall be inserted at the end of the current final sentence as follows: *"For faculty members retiring on or after July 1, 2015 the Board of Education will assume 90% of the cost of either the Classic or the PPOJ individual and family plans."*
 - ii. Update dates in this provision to reflect new contract term (2020 – 2023)
3. **Article VI.C (p10)**: The Parties agree to update the language related to the mentorship program to pluralize reference to *"President(s)"* and including *"teaching assistant"*.
4. **Article VI.D (p.10)**: *Strike the "sponsor" language.*
5. **Article XV: Salary and ECA Stipends (p18 -19)**:
 - (a) 3 year contract (2020-2021 through 2022-2023)
 - (b) Compensation increases shall be made as follows:
 - i. 2020-2021: Use step plus CPI-u (locked in at 1.81%)
 - Use District-provided salary schedules for 2020-2021 (must fix the typo at step 8 of teachers' schedule)
 - Use 3.607% for off-step calculation and ECA stipend increases

- ii. 2021-2022: Use step plus CPI-u (floor of 1%, max of 2%)
 - Use average increase for off-step calculation and increase in ECA stipends
- iii. 2022-2023: Use step plus CPI-u (floor of 1%, max of 2%)
 - Use average increase for off-step calculation and increase in ECA stipends

(c) New language regarding CPI-U: *"To calculate the CPI-U, the Parties agree CPI-U shall refer to the Consumer Price Index-Urban for the New York - Northern New Jersey - Long Island Region. The District and LPEA agree the CPI - U number shall be the same figure utilized by the New York State Comptroller for calculating tax levy increases for school districts. The District and LPEA shall confer and agree upon this figure before it is implemented in the salary schedules. In each of the three (3) years of this Agreement, commencing July, 1, 2021, the salary schedule shall be increased by the State-issued tax levy limit based upon the CPI-U for the twelve (12) month period ending December 31, for each of the three (3) respective years of this Agreement, with a minimum of 1.0% and a maximum of 2.0%. The actual figure shall be distributed to the LPEA leadership no later than April 1, of each respective year."*

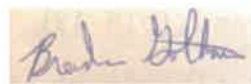
- 6. **Article XV(A)(2) (p19):** Commencing in the 2022-2023 school year, increase the value of educational increments by \$5 to a total of \$75 per educational increment. Create a new category of benefit, separate from the existing educational increment entitled "*Graduate Credits Beyond the Masters*" and compensate at \$85/credit hour commencing in the 2020-21 school year for graduate credits earned beyond the masters and earned during the 2019-2020 school year and thereafter. Credits must be earned through an accredited higher education graduate program.
- 7. **Article XV(A)(7) (p19):** Update the dates for stipends for CSE chair to reflect new contract dates with new amount increased by the same percentage used to calculate off-step LPEA member and ECA stipends. On or before May 1 of each year, the District shall provide the CSE chair notice of the off-step LPEA member and ECA stipend
- 8. **Article XV(C)(2) (p.30):** Increase by \$3 increase all Hourly Rate Activities listed in XV(C)(2) with a maximum amount paid of \$1,200 (rather than the current \$1,050) and add the following: *"One Activity advisor may submit vouchers for club or activity hours. Administrative approval is required for a second advisor with the total for multiple advisors not to exceed the \$1,200 limit."*
- 9. **Article XV(C)(2) (p30):** The LPEA shall provide an updated list of ECA clubs for the District's consideration and approval for inclusion in the new CBA.

10. Dated: ^{May} April 6, 2020

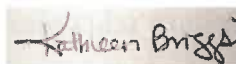


**Dr. Roger Catania, Superintendent
Lake Placid Central School District**

Dated: April 21, 2020



**Brenden Gotham, Co-President
Lake Placid Education Association**



**Kathleen Briggs, Co-President
Lake Placid Education Association**