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**MEMORANDUM OF AGREEMENT**  
**by and between the**  
**Board of Education of the City School District of the City of Schenectady**  
**and the**  
**Schenectady Federation of Teachers**

**June 18, 2020**

The parties have agreed on the following modifications to the Collective Bargaining Agreement for the period September 1, 2015 through August 31, 2019. Any item currently in the contract not addressed in this MOA shall remain in full force and effect. Any dates, page numbers, etc. shall be modified as a housekeeping item.

The parties further agree that all modifications as provided herein, are contingent upon ratification by the Association and the Board of Education.

- 1. Article 1 - §1.2.1 Duration of Agreement shall be modified as follows:

Duration of Agreement September 1, 2019 through August 31, 2021.

- 2. Article 5 – Compensation §5.1.1 Salaries shall be modified as follows:

5.1.1 Upon full ratification of this agreement the basic salary schedules for employees covered by this Contract for the period September 1, 2019, through August 31, 2021, shall be modified as follows:

2019/2020: Step + 0.5% on schedule. These monies will be paid retroactively to all unit members employed by the district as of the signing of this agreement, and all unit members who retired during the 2019-2020 school year. Any member who retired between September 1, 2019 and June 30, 2020 shall receive a pro-rata retroactive payment.

2020/2021: Step + 0.75% on schedule.

Agreed upon salary schedules are attached as Exhibit A

Off Step:

2019/2020: \$500

These monies will be paid retroactively to all unit members employed by the district as of the signing of this agreement, and all unit members who retired during the 2019-2020 school year. Any member who retired between September 1, 2019 and June 30, 2020 shall receive a pro-rata retroactive payment.

2020/2021: \$500

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3. Article 5 - §5.3 Extra-Duty Pay shall be modified by adding a new §5.3.4 (b) as follows:

(b) Assistant Coaching Positions: to be added for JV/Varsity teams.

The SFT contract is an agreement that defines the compensation if the positions are posted and filled; the district controls all postings on an annual basis.

The parties agree to continue collaborative discussions for determining the extra duty pay for these coaching positions. Parties will reach final agreement no later than August 15, 2020.

4. Article 5 - §5.3 Extra-Duty Pay, §5.3.15a Non-Instructional Rates & §5.3.15b Instructional Rates shall be increased as follows:

Non-Instructional Rate:	2019/20 \$29.00	2020/21 \$30.00
Instructional Rate:	2019/20 \$34.00	2020/21 \$35.00

5. Article 6 – Benefits, §6.1.3 EPO Plans: shall be amended as follows:

Upon ratification by both parties, no unit member shall be eligible to enroll in CDPHP.

Effective July 1, 2021, CDPHP is no longer available as a health insurance option to any member in the bargaining unit.

The SFT agrees to work with the district to set up collaborative, educational meetings with all members currently enrolled in CDPHP so that cost savings and individual answers can be explained.

6. Article 6 - §6.1.4 Benefits – Open Enrollment: shall be amended as follows effective July 1, 2020:

Open Enrollment Period. An open enrollment policy shall be available to all employees during the month of May of each school year.

7. Article 6 - §6.1.8 Benefits – Flex Plan: shall be modified by adding the following language after the first paragraph:

The parties agree to review annually, no later than April 15<sup>th</sup>, either in person or electronically, the message to be delivered to members explaining how the open enrollment for the Flex Plan will be communicated for the upcoming year.

8. Article 6 - §6.7 – Payroll: shall be amended by adding a new section 6.7.4 “Direct Deposit” as follows:

Article 6.7.4 Direct Deposit

Effective February 1, 2021, or at least 90 days after full ratification, all district payments including payroll will go to an electronic direct deposit system with an electronic pay stub. For any member wishing to opt out of either direct deposit or

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electronic pay stub service due to extenuating circumstances, a written request will be made to the business office.

Barring any unforeseen circumstance, if the District is not able to provide electronic payment, an email communication will be sent with at least ten (10) business days advance notice. Live paychecks will be issued to staff in their home building, or in the event of an emergency, the Superintendent and the Association President could alter the location of the live paycheck distribution.

9. Article 7 - §7.5 – Tenure: shall be amended as follows:

Article 7.5 Tenure

7.5.1 General:

Prior to July 1, 2015, tenure shall be granted to full time probationary appointments following three (3) years of satisfactory service. Effective July 1, 2015, tenure shall be granted to full time probationary appointments following four (4) years of satisfactory service. With respect to tenure areas, the granting of tenure and rights which adhere to tenure, the regulations of the Board of Regents, the Commissioner of Education and the Statutes of the State of New York shall be followed. If there is any conflict between the provisions contained herein and applicable statutes or regulations, the statutes and regulations shall control.

7.5.2 Transfer of Tenure Area:

An employee holding tenure but transferring to a position outside his tenure area shall be eligible for tenure after serving satisfactorily in the new tenure area for three (3) years provided that the teacher demonstrates that he or she received the required annual professional performance review ratings.

A probationary employee who has served satisfactorily in one (1) tenure area who is transferred to a new tenure area will be required to serve a total of not more than four (4) years in the new tenure area and demonstrate that he or she received the required annual professional performance review ratings before being eligible for tenure.

7.5.3 Return to Tenure:

An employee who has resigned from the District while on tenure who returns to employment in the same tenure area within five (5) years shall be eligible for tenure after three (3) years provided that the teacher demonstrates that he or she received the required annual professional performance review ratings.

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10. Article 9 – Teaching Conditions: shall be amended by incorporating previously agreed to language addressing the school day for 6<sup>th</sup> grade classes in the middle-schools by adding a new §9.1.1 “Sixth Grade School Day”:

9.1.1.1 Sixth Grade School Day

When the District determines that 6<sup>th</sup> grade teachers in the three middle schools will follow the elementary day model as outlined in Article 9, Section 1.1, with an additional twenty minutes added to their work day, as opposed to the secondary day model, as outlined in Article 9, Section 1.2 and Article 9, Section 3.1, Teachers on the 6<sup>th</sup> grade schedule at the District middle schools shall work an additional twenty minutes and shall receive an additional stipend based on the twenty additional minutes per day totaling an additional sixty-two (62) hours per year at the instructional rate.

For the 2019-2020 school year, that stipend is (\$2,108) two thousand one hundred eight dollars based on the current rate of \$34 per hour for student contact outside of the school day.

For the 2020-2021 school year, that stipend is (\$2,170) two thousand one hundred seventy dollars based on the current rate of \$35 per hour for student contact outside of the school day.

This stipend shall be available to all teachers who work the elementary day at District middle schools including special area teachers and pupil personnel services teachers if they are scheduled according to an elementary schedule.

11. Article 9 – Teaching Conditions, §9.5.6 shall be amended as follows:

9.5.6 The school counselor's primary role is confidential student counseling and at least half of the school counselor's time will be spent in that role. School Counselors also have responsibilities in student appraisal, referral, educational and occupational planning, placement and research.

All references to guidance counselors/counselors in the “Recognition Clause” and throughout the CBA will be changed to School Counselor(s).

12. Article 13 – Educational Program Planning shall be amended by adding the following new section:

13.1.4 New Teacher Support

The council will provide support to the district mentoring and induction

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programs in an effort to retain newest members.

13. Article 13 – Educational Program Planning: title shall be amended as follows:

ARTICLE 13

PROFESSIONAL GROWTH AND PRACTICES

14. Article 14 – Pupil Behavior, shall be amended by adding a new section 14.1.1 (a) as follows:

14.1.1 (a): Through monthly liaison meetings, the SFT Building Representatives and the Building Administration will discuss and work to collaboratively resolve current building concerns. Any issues that may require further support will be forwarded to the SFT President and the Superintendent for greater discussion.

15. Article 17 – Agency Fee: shall be deleted.

16. Appendix B: APPR

The parties agree to meet and develop appropriate replacement language for the APPR process.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed in their names and on their behalf by their respective representatives.

THE SCHENECTADY CITY SCHOOL DISTRICT

SCHENECTADY FEDERATION OF TEACHERS

Date: July 17, 2020

Date: July 16, 2020

Aaron T. Bochniak  
Dr. Aaron T. Bochniak  
Acting Superintendent  
The City School District of  
The City of Schenectady

Juliet Benaquisto  
Juliet Benaquisto, President

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 K.A.N. (gub)  
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**Schenectady Federation of Teachers  
 T1 Salary Schedule**

STEP	2019-2020		2020-2021	
	S	0.50%	S	0.75%
1	\$	47,061	\$	47,414
2	\$	47,061	\$	47,414
3	\$	48,316	\$	48,679
4	\$	49,561	\$	49,932
5	\$	50,806	\$	51,187
6	\$	52,048	\$	52,438
7	\$	53,290	\$	53,690
8	\$	54,532	\$	54,941
9	\$	55,774	\$	56,193
10	\$	57,018	\$	57,445
11	\$	58,260	\$	58,697
12	\$	60,560	\$	61,014
13	\$	62,862	\$	63,333
14	\$	65,162	\$	65,651
15	\$	67,463	\$	67,969
16	\$	69,764	\$	70,287
17	\$	72,065	\$	72,605
18	\$	74,365	\$	74,923
19	\$	76,666	\$	77,241
20	\$	78,967	\$	79,559
21	\$	81,267	\$	81,877
22	\$	83,569	\$	84,196
23	\$	85,869	\$	86,513
24	\$	88,170	\$	88,831
25	\$	91,476	\$	92,162

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W (AK)

**Schenectady Federation of Teachers  
T2 Salary Schedule**

<u>STEPS</u>	<u>2019-2020</u>	<u>2020-2021</u>
	0.50%	0.75%
1	\$ 48,630	\$ 48,995
2	\$ 48,630	\$ 48,995
3	\$ 50,668	\$ 51,048
4	\$ 52,046	\$ 52,436
5	\$ 53,460	\$ 53,861
6	\$ 55,148	\$ 55,562
7	\$ 56,781	\$ 57,207
8	\$ 58,661	\$ 59,101
9	\$ 60,566	\$ 61,021
10	\$ 62,444	\$ 62,912
11	\$ 64,458	\$ 64,941
12	\$ 66,408	\$ 66,906
13	\$ 68,919	\$ 69,436
14	\$ 71,637	\$ 72,175
15	\$ 74,775	\$ 75,336
16	\$ 77,390	\$ 77,970
17	\$ 80,004	\$ 80,604
18	\$ 83,142	\$ 83,765
19	\$ 85,757	\$ 86,400
20	\$ 88,371	\$ 89,033
21	\$ 90,462	\$ 91,141
22	\$ 92,553	\$ 93,248
23	\$ 94,646	\$ 95,356
24	\$ 96,737	\$ 97,463
25	\$ 98,432	\$ 99,170

