

SUPPLEMENTAL MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE RAVENA COEYMANS SELKIRK CENTRAL SCHOOL DISTRICT, hereinafter referred to as "the District" and **THE RAVENA COEYMANS SELKIRK TEACHERS' ASSOCIATION**, hereinafter referred to as "the Association";

WHEREBY, the parties signed an M.O.A. for a new contract in early 2011 to cover the term of July 1, 2010 thru June 30, 2013 and which the District now wishes to modify the terms on wages based upon budgetary constraints;

WHEREBY, the Association is willing to assist the District and community with their budgetary constraints and allow for secure long term planning by accepting a partial wage freeze consistent with the conditions noted below;

WHEREBY, the parties agree that it is in their mutual interest to amend their 2010-2013 Collectively Negotiated Agreement with the following conditions and parameters:

1. The Board Of Education agrees to submit to the voters a 2012-2013 budget at a tax levy of 8.6% (Governors tax cap), or 6.8% based on efficiency measures that do not negatively impact the Association;
2. The 2010-2013 Collectively Negotiated Agreement would be extended for two years, until June 30, 2015 with a salary increase of step + 0% for on step members and a 2.5% increase for off step members in each year of the extension.
3. In 2012-2013 and 2013-2014, there will be no step movement for members on step and no increases for members off step until February 1, at which time those members on step shall move up to their appropriate step for the remaining pay periods; those members off step shall receive 2.5% additional for the remaining pay periods, thus establishing a half year freeze in each of two years as the concession from the Association;
4. All members would receive any other contractual increases in the 2010-2013 Collectively Negotiated Agreement on July 1, 2012;
5. There will be no loss of any full or partial F.T.E positions from Association covered positions in 2012-2013 with the exception of a grade 5 position at P.B.C which will be lost due to attrition;
6. The savings to the District from this S.M.O.A will be used to offset the tax levy or to save Association positions and not used to increase reserve funds or for any other purpose;
7. Both parties agree to a change in Article VIII, Paragraph A of the 2010-2013 Collectively Negotiated Agreement in that three(3) of the listed sick days can be converted to personal days above and beyond those listed in Paragraph D of Article VIII.

~~8. a. On May 15, 2012, upon passage of the budget noted in number one above, the terms of this Supplemental Memorandum of Agreement shall be adopted as part of the parties' 2010-2013 Collectively Negotiated Agreement.~~

--OR--

b. On May 15, 2012, upon defeat of the budget noted in number one above, this Supplemental Memorandum of Agreement shall become null and void in all regards and the original terms of the 2010-2013 Collectively Negotiated Agreement shall remain in effect.

SO AGREED, THIS 17th DAY OF April, 2012, SUBJECT TO THE RATIFICATION OF THE BOARD OF EDUCATION.

THE DISTRICT

BY: Elisabeth R. Smith
Elisabeth R. Smith
SUPERINTENDENT OF SCHOOLS

BY: John M. Vadney
John Vadney
PRESIDENT, BOARD OF EDUCATION

THE ASSOCIATION

BY: Matthew J. Miller
Matthew J. Miller
PRESIDENT, RCSTA

BY: David A. Dykeman
David A. Dykeman
NEGOTIATIONS CO-CHAIR, RCSTA

BY: Bridget Engelhardt
Bridget Engelhardt
NEGOTIATIONS CO-CHAIR, RCSTA