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CHAPPAQUA CENTRAL SCHOOL DISTRICT

P.O. Box 21
Chappaqua, NY 10514

914-238-7200

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March 2013

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Teachers and BoE ratify MOA; saves district \$1.5 million over two years

The Chappaqua Central School District is pleased to announce that its Board of Education and the Chappaqua Congress of Teachers (CCT) have ratified a Memorandum of Agreement (MOA) for the 2013-14 and 2014-15 school years that will allow the school district to continue its tradition of excellence in academics and extracurricular offerings while maintaining a fiscally responsible budget. The new agreement will result in a cumulative two year expenditure that is \$1.5 million less than it would have been had the two sides failed to reach agreement. All public employee negotiations in New York State take place in the context of the Triborough Amendment to the Taylor Law, which declares that the provisions of the previous contract will remain in effect should two sides fail to agree upon a new contract.

Chappaqua's new agreement represents a true partnership between the district and its teachers, and demonstrates a shared commitment to doing what is best for our students, our schools, and our community. The CCT approved the agreement in a vote on Tuesday, and the Board of Education approved the agreement at the February 27th public meeting.

Key elements of the ratified Memorandum of Agreement:

1. **STEPS FROZEN** – For each of the two years, teachers agreed to freeze their step increases and instead, each teacher will receive a flat increase of \$1,950, which is substantially below the contractual step increase.
2. **HEALTH INSURANCE CONTRIBUTIONS INCREASE** - Teachers agreed to increase their insurance premium contributions from the current rate of 11% to 12.25% for 2013-14, and to 13.5% for 2014-15. (Had the two sides failed to reach agreement, contributions would have remained frozen at the 11% rate.)
3. **STIPENDS INCREASE** – For those teachers who receive stipends (for coaching, chairing a department, etc.), the stipend dollar amount will be increased by 1% for 2013-14 and 1.5% for 2014-15.
4. **AVERAGE INCREASE** – The average teacher salary increase (including the dollar and stipend increases) will be 1.69% for 2013-14, and 1.72% for 2014-15. (Had the two sides failed to reach agreement, the average teacher salary increase would have been 2.68% for each year.)

"During these difficult financial times, this MOA puts students first and shows a shared commitment to continuing to provide an excellent education," commented Lyn McKay, Superintendent of Schools. "I would like to thank all of those involved in the negotiations for the many hours spent in open, honest, and meaningful discussions resulting in this agreement."

"This new agreement shows respect for our teachers as professionals and ensures that Chappaqua students continue to receive the highest quality public education while minimizing program cuts and job losses," added Ellen Pincus, President of the Chappaqua Congress of Teachers.

The district remains in negotiations with its three other bargaining units.

