

**MEMORANDUM OF AGREEMENT
BETWEEN THE WHITE PLAINS CITY SCHOOL DISTRICT
AND THE WHITE PLAINS TEACHERS' ASSOCIATION**

IT IS HEREBY AGREED by and between the bargaining team for the White Plains City School District (hereinafter the “District”) and the bargaining team for the White Plains Teachers’ Association (hereinafter “Association”) that, subject to ratification by the membership of the Association and the Board of Education, the following shall constitute the terms of the successor to the 2017-2019 Collective Bargaining Agreement between the parties.

1. **DURATION:** July 1, 2019 through June 30, 2022.

2. **ARTICLE XXVII – Salary and Supplemental Salary (p. 32):**

a. Paragraph A (1). Delete and replace with the following:

- i. Effective July 1, 2019, Teachers will move up one step and 1.50% will be placed on the salary schedule. In addition, after the percentage increase, step 20 will be increased by \$285, see Exhibit D-1.
- ii. Effective July 1, 2020, Teachers will move up one step and 1.50% will be placed on the salary schedule. In addition, after the percentage increase, step 20 will be increased by \$285, see Exhibit D-2.
- iii. Effective July 1, 2021, Teachers will move up one step and 1.50% will be placed on the salary schedule. In addition, after the percentage increase, step 20 will be increased by \$285, see Exhibit D-3.
- iv. **[NEW]** – Effective for the 2019-2020 school year and thereafter, each unit member will have a choice as to whether to receive 20 paychecks or 24 paychecks. This option must be selected no later than July 1st of the school year in question. Thereafter, all unit members will receive their pay on a bi-

monthly basis, on the 15th and the 30th of each month (except for February, where the payroll will be issued on February 28th). The parties commit to discuss the transition to the new pay schedule for the start of the 2019-20 school year.

- b. Paragraph A. 2. (b) - Delete and replace: Longevity steps (non-cumulative) shall be as follows:

Longevity eligibility	Effective July 1, 2019 through June 30, 2022
Step 20 + 2 years	\$1,200
Step 20 + 6 years	\$2,000

- c. Paragraph B. Delete and replace with the following:

- i. Effective July 1, 2019, specified personnel shall receive the differentials above their regular salary as set forth in Exhibit D will increase by 1.50%.
- ii. Effective July 1, 2020, specified personnel shall receive the differentials above their regular salary as set forth in Exhibit D will increase by 1.50%.
- iii. Effective July 1, 2021, specified personnel shall receive the differentials above their regular salary as set forth in Exhibit D will increase by 1.50%.

- d. Paragraph C. Delete and replace with the following:

- i. Effective July 1, 2019, supplemental compensation for extra-curricular activities as set forth in Exhibit E -1, E-2 and E-3 will increase by 1.50%.
- ii. Effective July 1, 2020, supplemental compensation for extra-curricular activities as set forth in Exhibit E -1, E-2 and E-3 will increase by 1.50%.

iii. Effective July 1, 2021, supplemental compensation for extra-curricular activities as set forth in Exhibit E -1, E-2 and E-3 will increase by 1.50%.

e. Paragraph F. Delete and replace with the following:

Effective July 1, 2019 – June 30, 2020	\$60.93
Effective July 1, 2020 – June 30, 2021	\$61.84
Effective July 1, 2021 – June 30, 2022	\$62.77

3. ARTICLE XXVIII – Insurance and Other Benefits (p.35):

a. Paragraph C. Delete and replace with the following:

Effective July 1, 2019	14.50%
Effective July 1, 2020	14.75%
Effective July 1, 2021	15.00%

4. ARTICLE XXII – Professional Development and Educational Improvement (p. 26)

a. Paragraph D – Delete and replace with the following:

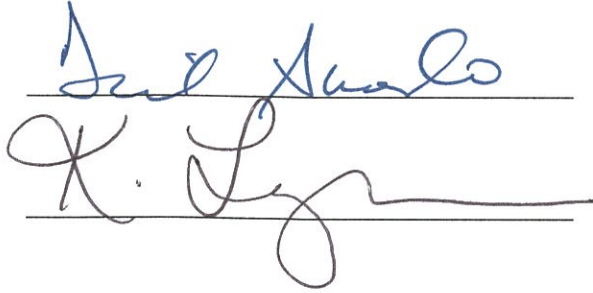
Effective July, 2019, the school calendar will consist of 180 instructional days and four days plus six floating hours as professional development. Three hours will be determined by each building Staff Development committee and the school principal, in conjunction with the Assistant Superintendent for Curriculum and Instruction. The remaining three hours will be self-directed and may be completed remotely. These hours will be determined by June 30th of each year for the succeeding year and will not result in a loss of instructional time.

The six hours will be selected from the following options: before school begins in September; after school ends in June; during a vacation period or on a Saturday. The process of selecting a date will be reviewed after the first year of implementation.

All other terms and conditions contained in the 2017-2019 agreement between the parties shall remain unchanged in the new Collective Bargaining Agreement, except as modified above.

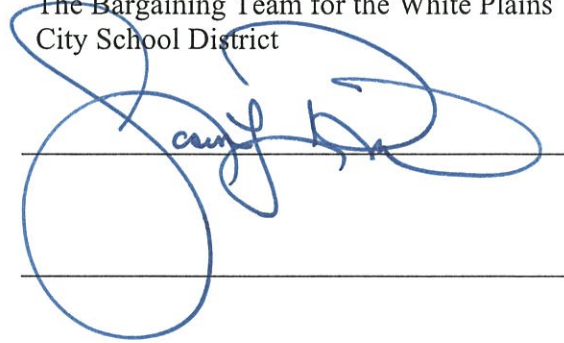
Dated: January 28, 2019

The Bargaining Team for the White Plains
Teachers' Association



Two handwritten signatures in blue ink are positioned above two horizontal lines. The top signature is a cursive name, and the bottom signature is a more stylized cursive name.

The Bargaining Team for the White Plains
City School District



A single handwritten signature in blue ink is positioned above two horizontal lines. The signature is highly stylized and cursive.

WHITE PLAINS CITY SCHOOL DISTRICT
WPTA 2018-19

2018-19

Legend:

Regular Step Schedule- Negotiated Increase: 1.00%
Step Movement 7/1/2018

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	PHD-Less	PHD
1	56,724	59,013	61,323	65,275	68,249	71,221	74,188	77,155	78,471	80,116
2	58,789	61,099	63,408	67,792	70,788	73,779	76,769	79,742	81,067	82,707
3	60,929	63,253	65,564	70,399	73,422	76,426	79,440	82,412	83,748	85,388
4	63,146	65,486	67,795	73,112	76,148	79,167	82,209	85,173	86,524	88,153
5	65,443	67,801	70,098	75,925	78,985	82,012	85,070	88,025	89,384	91,009
6	67,824	70,192	72,483	78,848	81,923	84,954	88,030	90,977	92,343	93,956
7	70,294	72,671	74,948	81,882	84,969	88,005	91,092	94,025	95,401	97,001
8	72,855	75,236	77,494	85,036	88,132	91,164	94,260	97,174	98,557	100,143
9	75,507	77,890	80,129	88,310	91,410	94,438	97,540	100,430	101,823	103,390
10	78,256	80,641	82,855	91,711	94,811	97,831	100,936	103,792	105,191	106,740
11	81,103	83,487	85,672	95,240	98,337	101,341	104,446	107,269	108,672	110,197
12	84,055	86,435	88,585	98,908	101,997	104,978	108,085	110,863	112,271	113,769
13	87,114	89,483	91,594	102,715	105,789	108,746	111,845	114,579	115,987	117,454
14	87,114	89,483	94,713	106,671	109,728	112,650	115,736	118,417	119,825	121,259
15	87,114	89,483	94,713	110,776	113,806	116,694	119,766	122,382	123,793	125,188
16	87,114	89,483	94,713	115,043	118,038	120,883	123,932	126,482	127,890	129,244
17	87,114	89,483	94,713	115,043	118,038	120,883	123,932	130,720	132,121	133,434
18	87,114	89,483	94,713	115,043	118,038	120,883	123,932	130,720	132,121	137,754
19	87,114	89,483	94,713	115,043	118,038	120,883	123,932	130,720	132,121	137,754
20	92,338	94,650	99,918	121,356	124,323	127,286	130,255	137,182	138,498	144,120

Differential for Guidance/Psychologist/Social Workers/Staff Development Center Coordinator/Instructional Specialist
2018-2019 8,314

2019-20

Legend:

Regular Step Schedule- Negotiated Increase: 1.50%
\$285

Step Movement 7/1/2019

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	PHD-Less	PHD
1	57,575	59,898	62,243	66,254	69,273	72,290	75,301	78,313	79,648	81,317
2	59,671	62,015	64,360	68,809	71,850	74,885	77,920	80,938	82,283	83,947
3	61,842	64,202	66,547	71,455	74,523	77,572	80,632	83,648	85,004	86,669
4	64,093	66,469	68,812	74,208	77,291	80,354	83,442	86,451	87,822	89,475
5	66,425	68,818	71,150	77,064	80,170	83,242	86,346	89,346	90,725	92,374
6	68,842	71,245	73,570	80,030	83,152	86,228	89,350	92,341	93,728	95,366
7	71,348	73,761	76,072	83,111	86,244	89,325	92,458	95,435	96,832	98,456
8	73,947	76,365	78,656	86,311	89,454	92,532	95,674	98,631	100,035	101,645
9	76,639	79,058	81,331	89,635	92,781	95,854	99,003	101,936	103,351	104,941
10	79,430	81,851	84,097	93,087	96,233	99,298	102,450	105,349	106,769	108,341
11	82,320	84,739	86,957	96,668	99,812	102,861	106,013	108,878	110,302	111,850
12	85,316	87,732	89,914	100,391	103,527	106,553	109,706	112,526	113,955	115,475
13	88,421	90,825	92,968	104,256	107,376	110,377	113,522	116,297	117,727	119,216
14	88,421	90,825	96,134	108,271	111,374	114,339	117,473	120,194	121,622	123,078
15	88,421	90,825	96,134	112,437	115,514	118,445	121,562	124,218	125,650	127,066
16	88,421	90,825	96,134	116,768	119,808	122,696	125,791	128,379	129,808	131,182
17	88,421	90,825	96,134	116,768	119,808	122,696	125,791	132,680	134,103	135,436
18	88,421	90,825	96,134	116,768	119,808	122,696	125,791	132,680	134,103	139,821
19	88,421	90,825	96,134	116,768	119,808	122,696	125,791	132,680	134,103	139,821
20	94,009	96,355	101,702	123,462	126,472	129,480	132,493	139,525	140,860	146,567

Differential for Guidance/Psychologist/Social Workers/Staff Development Center Coordinator/Instructional Specialist
2019-2020 8,439

2020-21

Legend:

Regular Step Schedule- Negotiated Increase:

1.50% Steps 1-20

\$285 Step 20 After %

Step Movement

7/1/2020

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	PHD-Less	PHD
1	58,438	60,796	63,177	67,248	70,312	73,374	76,430	79,487	80,843	82,537
2	60,566	62,946	65,325	69,841	72,927	76,009	79,089	82,152	83,518	85,206
3	62,770	65,165	67,546	72,527	75,641	78,736	81,841	84,903	86,279	87,969
4	65,055	67,466	69,844	75,321	78,450	81,560	84,694	87,748	89,139	90,817
5	67,422	69,850	72,217	78,220	81,373	84,491	87,641	90,686	92,086	93,760
6	69,874	72,314	74,674	81,231	84,399	87,522	90,690	93,726	95,134	96,796
7	72,419	74,867	77,213	84,357	87,537	90,665	93,845	96,867	98,284	99,933
8	75,057	77,510	79,836	87,606	90,795	93,920	97,109	100,111	101,536	103,170
9	77,789	80,244	82,551	90,979	94,173	97,292	100,488	103,465	104,901	106,515
10	80,621	83,078	85,359	94,483	97,677	100,788	103,987	106,929	108,370	109,966
11	83,554	86,010	88,262	98,118	101,309	104,404	107,603	110,511	111,957	113,528
12	86,596	89,048	91,263	101,897	105,080	108,151	111,352	114,214	115,665	117,207
13	89,748	92,188	94,362	105,819	108,987	112,033	115,225	118,042	119,493	121,004
14	89,748	92,188	97,576	109,895	113,045	116,054	119,235	121,996	123,447	124,924
15	89,748	92,188	97,576	114,124	117,246	120,221	123,386	126,081	127,535	128,971
16	89,748	92,188	97,576	118,520	121,606	124,537	127,678	130,305	131,755	133,150
17	89,748	92,188	97,576	118,520	121,606	124,537	127,678	134,671	136,115	137,467
18	89,748	92,188	97,576	118,520	121,606	124,537	127,678	134,671	136,115	141,918
19	89,748	92,188	97,576	118,520	121,606	124,537	127,678	134,671	136,115	141,918
20	95,704	98,085	103,512	125,598	128,655	131,708	134,766	141,903	143,258	149,050

Differential for Guidance/Psychologist/Social Workers/Staff Development Center Coordinator/Instructional Specialist

2020-2021 8,565

2021-22

Legend:

Regular Step Schedule- Negotiated Increase:

1.50% Steps 1-20

\$285 Step 20 After %

Step Movement

7/1/2021

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	PHD-Less	PHD
1	59,315	61,708	64,124	68,257	71,366	74,475	77,577	80,680	82,056	83,775
2	61,475	63,890	66,305	70,888	74,021	77,149	80,275	83,385	84,770	86,485
3	63,712	66,143	68,559	73,615	76,775	79,917	83,069	86,176	87,574	89,289
4	66,031	68,478	70,892	76,451	79,627	82,783	85,964	89,064	90,476	92,180
5	68,433	70,898	73,300	79,393	82,593	85,758	88,956	92,046	93,467	95,166
6	70,923	73,398	75,794	82,449	85,665	88,834	92,051	95,132	96,561	98,248
7	73,505	75,990	78,371	85,623	88,850	92,025	95,253	98,320	99,759	101,432
8	76,182	78,673	81,034	88,920	92,157	95,329	98,566	101,612	103,059	104,718
9	78,956	81,448	83,789	92,344	95,586	98,752	101,995	105,017	106,474	108,113
10	81,831	84,324	86,639	95,900	99,142	102,299	105,546	108,533	109,996	111,616
11	84,808	87,301	89,585	99,590	102,828	105,970	109,217	112,168	113,636	115,231
12	87,895	90,383	92,632	103,426	106,656	109,774	113,022	115,928	117,400	118,965
13	91,094	93,571	95,778	107,407	110,622	113,713	116,954	119,812	121,286	122,819
14	91,094	93,571	99,040	111,543	114,740	117,795	121,023	123,826	125,298	126,798
15	91,094	93,571	99,040	115,836	119,005	122,025	125,237	127,973	129,448	130,906
16	91,094	93,571	99,040	120,298	123,430	126,405	129,593	132,260	133,732	135,147
17	91,094	93,571	99,040	120,298	123,430	126,405	129,593	136,691	138,156	139,529
18	91,094	93,571	99,040	120,298	123,430	126,405	129,593	136,691	138,156	144,047
19	91,094	93,571	99,040	120,298	123,430	126,405	129,593	136,691	138,156	144,047
20	97,424	99,841	105,350	127,767	130,869	133,968	137,072	144,316	145,692	151,571

Differential for Guidance/Psychologist/Social Workers/Staff Development Center Coordinator/Instructional Specialist

2021-2022 8,694