

**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 Teachers Association (hereinafter “the WPTA” or the “Association”) and the bargaining team for the White Plains City School District Board of Education (hereafter “the Board of Education” or the “District”) that, subject to ratification by the Board of Education and the membership of the Association, the following shall constitute the terms of a successor agreement to the 2012–2017 collective Bargaining Agreement (hereinafter “the CBA”) between the parties. The term of the agreement shall extend from July 1, 2017 through June 30, 2019.

**1. Article V (B) b – Teaching Hours and Class Load, p. 12:**

**Modify paragraph (8) to read as follows:** “Effective July 1, 2017, a building–based committee composed of equal representation of teachers appointed by the WPTA and administrators designated by the Superintendent shall meet annually at a mutually agreeable date and time to discuss and review the program structure and schedules in their building”.

**Add a new paragraph:** “Effective July 1, 2017, if a teacher does not have a duty–free preparation period on any day within a given six–day cycle, they will not involuntarily be subject to a day without a duty–free preparation period in the succeeding six–day cycle”.

**2. Article XX (A) 5 – Temporary Leaves of Absence, p. 25:**

**Modify the first sentence to read as follows** “Effective July 1, 2017, each teacher may, upon reasonable notice in advance, be absent a maximum of five (5) days each school year without loss of pay .....

**New Sentence:** fourth and fifth days cannot immediately precede or follow a weekend, school holiday, or vacation.

**3. Article XIX – (A) 2 – Sick Leave, pg. 24:**

Modify second sentence to read as follows: Effective July 1, 2017, unused personal days may be accumulated from year to year without limit to be added to sick leave for teachers or teachers may decide to receive an employer contribution to their 403(b) or 457 plan as compensation for up to a maximum of three unused personal days per year at a rate of \$175 per day at the close of June 30, 2018 and \$200 per day at the close of June 30, 2019.

The WPTA and the District agree that the addition of the fourth and fifth personal day (Article XX (A) 5) and the employer contribution to the 403(b) or 457 plan (Article XIX (A) 2) will constitute a pilot initiative through June 30, 2019. Any future provision of this nature will be subject to negotiations.

**4. Article XXII – Professional Development and Educational Improvement, (D), p. 28**

**Delete and replace first paragraph to read as follows:** Effective July 1, 2017, the school calendar will consist of 180 instructional days and 4 days plus three floating hours as professional development. The 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. These hours will be determined by June 30<sup>th</sup> of each year for the succeeding year and will not result in a loss of instructional time.

**Modify and replace:** “six-hour day” with “three hours will be selected...”

**5. Article XXVII – Salary and Supplemental Salary, p.33:**

(A) 1 – Delete and replace with the following:

- Effective July 1, 2017, Teachers will move up one step and 1% will be placed on the salary schedule
- Effective July 1, 2018 Teachers will move up one step and 1% will be placed on the salary schedule

**6. Article XXVII – Salary and Supplemental Salary (G):**

**Modify and replace:** Effective July 1, 2017, teachers who voluntarily want to cover an absence for a teacher, shall be paid starting with their second coverage in a given year, at the full hourly rate for hourly teachers for each period of class assignment.

**7. Article XXVIII – Insurance and Benefits, p. 42:**

(B) 1. a – Delete and replace with the following:

Unit members shall contribute to the annual premium as follows:

- Effective July 1, 2017 – 14.00%
- Effective July 1, 2018 – 14.25%

**All other terms and conditions contained in the 2017–2019 Agreement between the parties shall be continued in the new Agreement except as modified above.**

**Dated May 30, 2017**

**FOR THE WHITE PLAINS TEACHERS ASSOCIATION FOR THE WHITE PLAINS CITY SCHOOL DISTRICT**

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**President of the WPTA**

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**Acting Superintendent of Schools**