

City of School District of White Plains
Negotiations with White Plains Teacher Association
Tentative Memorandum of Agreement
Per May 4, 2022, Session Notes

1. Article XXXI – Duration (p. 43):

- (A) Modify to reflect July 1, 2022 through June 30, 2026
- (C) Modify dates to reflect 2022-2026

2. Article XXVII Salary and Supplemental Salary (p. 33) (A) (1) – Modify as follows:

- (i) Effective July 2022, modify the 2022-23 salary schedule by adding \$1,000 to each of the frozen steps listed below:

BA and BA+15	Steps 14 through 19
BA+30	Steps 15 through 19
MA, MA+15, MA +30, MA+45	Steps 17 through 19
MA60, PHD-Less	Steps 18 through 19
PHD	Steps 19

Teachers will move up one step and 2.00% will be placed on the salary schedule.

See Exhibit D-1

- (ii) Effective July 1, 2023, Teacher will move up one step and 2.00% will be placed on the salary schedule. See Exhibit D-2.
- (iii) Effective July 1, 2024, Teacher will move up one step and 2.00% will be placed on the salary schedule. See Exhibit D-3.
- (iv) Effective July 1, 2025, Teacher will move up one step and 2.00% will be placed on the salary schedule. See Exhibit D-4.

3. Article XXVII Salary and Supplemental Section (p. 33) – Longevity

- (A) (3) (b) - Modify as follows:

Longevity Eligibility	Effective July 1, 2022, through June 30, 2026
Step 20 + 2 Years	\$1,300
Step 20 + 6 Years	\$ 2,200

- (A) (3) (d) – Delete and replace with “Longevity will be payable bi-monthly in an employee’s paycheck.”

5. Article XXVII Salary and Supplemental Salary (p. 33-34) (B) – Modify as follows:

- (i) Effective July 1, 2022, specified personnel shall receive an increase of 2.00% on the differentials above their regular salary as set for in Exhibit D-1.
- (ii) Effective July 1, 2023, specified personnel shall receive an increase of 2.00% on the differentials above their regular salary as set for in Exhibit D-2.
- (iii) Effective July 1, 2024, specified personnel shall receive an increase of 2.00% on the differentials above their regular salary as set for in Exhibit D-3.
- (iv) Effective July 1, 2025, specified personnel shall receive an increase of 2.00% on the differentials above their regular salary as set for in Exhibit D-4.

6. Article XXVII Salary and Supplemental Salary (p. 34) (C) – Modify as follows:

- (v) Effective July 1, 2022, supplemental compensation for extra-curricular activities as set forth in Exhibit E-1, E-2 and E-3 will increase by 1.00%.
- (vi) Effective July 1, 2023, supplemental compensation for extra-curricular activities as set forth in Exhibit E-1, E-2 and E-3 will increase by 1.00%.
- (vii) Effective July 1, 2024, supplemental compensation for extra-curricular activities as set forth in Exhibit E-1, E-2 and E-3 will increase by 1.00%.
- (viii) Effective July 1, 2025, supplemental compensation for extra-curricular activities as set forth in Exhibit E-1, E-2 and E-3 will increase by 1.00%.

(Note: the schedules have been updated to reflect changes for positions)

7. Article XXVII Salary and Supplemental Salary (p. 34) (F) Academic Rate – Modify as follows:

Year	Professional/Academic Rate
July 1, 2022 – June 30, 2023	\$64.00
July 1, 2023 – June 30, 2024	\$65.00
July 1, 2024 – June 30, 2025	\$67.00
July 1, 2025 – June 30, 2026	\$68.00

(Note: the hourly rates reflect a 2% annual increase, but are rounded up or down to the nearest whole number)

8. Article XXVII Salary and Supplemental Salary (p. 35) (N)(1) Curriculum/Non-Academic – Modify as follows:

Year	Curriculum Development/Non-Academic Rate
July 1, 2022 – June 30, 2023	\$45.00
July 1, 2023 – June 30, 2024	\$46.00
July 1, 2024 – June 30, 2025	\$47.00
July 1, 2025 – June 30, 2026	\$48.00

(Note: the hourly rates reflect a 2% annual increase, but are rounded up or down to the nearest whole number)

9. Article XXVII Salary and Supplemental Section (p. 35-36) – (Q) Incentive Plan – Delete

10. Article XXVIII – Insurance and Other Benefits (p. 37) - (C) (1a) Health Insurance Premium Contribution:

Modify the last sentence to “.....in the following amount”

Effective July 1, 2022 through June 30, 2026: 15.00%

11. Article VIII – Teacher Employment (p.15-16) (C) – Delete

12. Article VIII – Teacher Employment (p. 15-16) [NEW] (C) – Effective July 1, 2022 any employees hired after December 31 will not move up a step on the salary schedule until the following school year.

13. Article XIX – Sick Leave Bank (p.23) (B) (5):

Modify first sentence to “Contributions to the sick leave bank shall be voluntary and shall not exceed two days per year per teacher.”

Modify last sentence to “.....”to make a maximum total of seven hundred (700) days.”

13. Article XIX – Sick Leave (p.23) (A) (3) [NEW] – Any teacher who is absent seven (7) consecutive calendar days, may be required to provide a doctor’s note.

14. Article XX - Temporary Leaves of Absence (p. 24) (A) – add the following “the Association and the District commit to reviewing this language during the 2023-24 school year.”

15. Article XX – Temporary Leaves of Absence (p. 24) (A) (4) Bereavement – Modify to “Five (5) school days in the event of the death of a teacher’s spouse, child, parent, father-in-law, mother-in-law, sibling, and any other family member related by blood or marriage. One (1) school day may be used for a person with whom a teacher has had an unusually close relationship.

16. Article XXVII – Salary and Supplemental Salary (p. 35) (J) Salary Lane Movement – Replace language as follows:

- An employee may move a maximum of one salary lane per school year.
- All coursework completed with official college transcripts received by June 30 in HR and marked in MLP as completed, will be reviewed and analyzed to determine if the employee is eligible for lane movement effective September 1.
- All coursework completed after June 30 will be reviewed and analyzed to determine if the employee is eligible for lane movement as described in the WPTA bargaining unit agreement effective January 15, retroactive to September 1.
- All paperwork received after November 1 or incomplete paperwork will not be eligible for lane movement in the current year.

17. Article XXVIII Insurance and Other Benefits (p. 37) (A) Welfare Trust Fund – Modify to the following:
Effective July 1, 2022, Board contributions into a Welfare Trust Fund will be \$1600 per eligible teacher.

18. Article XIV Positions in Summer School (p. 20) (C) - Modify to the following:

Effective July 1, 2022, Teachers in the White Plains Summer School shall be paid in accordance with the schedule set forth in Exhibit F-1 2022-2026 Hourly Per-Diem Summer School Salary Schedule:

- (ix) Effective July 1, 2022, Summer School Salary Schedule as set forth in Exhibit F-1 will increase by 2.00%.
- (x) Effective July 1, 2023, Summer School Salary Schedule as set forth in Exhibit F-1 will increase by 2.00%.
- (xi) Effective July 1, 2024, Summer School Salary Schedule as set forth in Exhibit F-1 will increase by 2.00%.
- (xii) Effective July 1, 2025, Summer School Salary Schedule as set forth in Exhibit F-1 will increase by 2.00%.

19. Article V Teaching Hours and Class Load (p. 12) (F) (1) Faculty Meetings – [NEW (F) (4)] Add the following:

Effective July 1, 2022, the District and Association will pilot the following provisions through June 30, 2024:

- Three (3) Elementary Faculty Meetings will be (self-directed/self-planned) designated for collaborative planning.
- Collaborative planning as follows:
 - Dual Language, Integrated Co-Teach and Consultant Teachers will be designated twenty hours (20) per year
 - All Elementary staff will be designated ten (10) hours per year
 - To be paid at the Curriculum Rate Per Article XXVII (N) (1) – Salary and Supplemental Salary to an annual maximum of \$50,000.

This provision will sunset on June 30, 2024, if a successor Supplemental Memorandum of Agreement is not ratified.

20. Article XIV Positions in Summer School (p. 20) (D) – Summer School Sick Days – Modify to read as follows:

Effective for the July 1, 2022, summer school employees will no longer earn summer sick days. Those summer school employees who have carryover sick days from the 2021 summer session may retain a maximum of eight (8) sick days to be used during summer sessions only.

21. Article XXII Professional Development and Educational Improvement (p. 27) (D): Modify to read as follows:

Effective July 1, 2022, the school calendar will consist of 180 instructional days and four days plus six floating hours as professional development. The six 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.

22. Exhibit C (p. 49) (B) Salary Advancement: Modify as follows:

1. The District shall not differentiate between graduate and in-service credits towards lane movement.

2. An employee will move a maximum of one salary lane per school year.
3. All credits earned for salary lane movement must be earned after completion of the employee's master's degree.
4. All coursework must be completed by August 31 and college transcripts and/or in- service completion certificates must be submitted to the District by November 1. Lane movement will be retroactive to September 1.
5. The District will have prior approval authority for all courses/credits for advancement on the salary schedule. Educational credits will be for the professional development of the employee and the District's educational needs. Approval for these courses will be in a timely fashion. The District will not deny these credits in an arbitrary or capricious manner.
6. An employee can accumulate a maximum of six (6) credits of online courses (online, video, hybrid or other similar programs) for movement on the salary lanes. According to a November 10, 2015 Memorandum of Understanding, the parties acknowledge that Exhibit C limits teachers from applying any more than 6 online credits toward salary movement. The parties further agree to allow teachers to exceed this limit, with prior approval by the District, when the credits are being taken as part of a district initiative, NYSUT ELT, or from an accredited institution. District initiatives could be tied to specific curricular goals or could be related to the addressing of district needs in hard to fill areas. As is currently the practice, the Assistant Superintendent for Human Resources will have the responsibility of approving authority to approve any requests for online credits.

All other terms and conditions contained in the 2022-2026 agreement between the parties shall remain unchanged in the new Collective Bargaining Agreement, except as modified above.

Dated: May 6, 2022

The Bargaining Team for the White Plains
Teachers' Association



The Bargaining Team for the White Plains City
School District

