

WPTA MOA Presentation May 9, 2022

White Plains High School

3PM Secondary

4 PM Elementary

Zoom May 10th

MOA & Constitution on Website

Vote will take place in buildings on Friday



THANK YOU!

Thank you for your survey input and attending the building meetings.

Special thanks to our WPTA Negotiations Team:

CJ Gilot, Melissa Dorchak, Melissa Staar, Michael Sullivan, John Hughes, Kristine McMath, Eliseo Lugo, Ray Drach, Tim Veeder, La-Sheila Brown, Frances Carlo, Annie Hovis-Williams, Lee Moore, Claudia Ruggiero, Emily Conrad, Liz Galvin, David Acevedo, Kara McCormick-Lyons



Negotiations: The process

- ✓ Secured and reviewed recent settlements from districts in the region
- ✓ Surveyed membership
- ✓ Met as a team to review the data and establish priorities
- ✓ Contacted other locals for information based on the survey
- ✓ Discussed the priorities with the executive board
- ✓ Presented the priorities with the representative council.
- ✓ CPI & Tax Cap discussed at building meetings along with priorities
- ✓ Ongoing meetings with the team and Dr. Ricca.

Package Highlights

**2% on the Salary
Schedule
every year for 4 years**

**No Increase to Health
Premium for 4 years
Remains 15%**

**Approximately
\$100,000 added to our
Welfare Trust
Annually. Was \$1450
MOA \$1600**

**Full Floating 6 Now
may be remote and
self-directed**

**2 % to Summer School
Schedule each year
1% Coaches & Co-
curricular
Each year**

**2% on Academic Rate
and Curriculum Non-
academic rate**

**Online credit cap is
lifted
*pre-approval remains**

**Longevity increased
Step 20 +2 = \$1200 to
\$1300 Step 20 +6 =
\$1600 to \$2200**

**\$1,000 to frozen steps
is now automatic**

**Pilot Elementary Planning –
3 Staff Meetings Self-directed,
ICT/CT/DL Planning Time
20 Hours Paid,
General Elem 10 Hours Paid**

**Sick bank increase: May
contribute two days a
year up to 700 days**

***Maternity/Paternity/
Family Leave to be
discussed in 2 years**

Shifts

Language cleanup:

Credit deadlines: June 30 for September payment.
November 1 submission for retro pay to September paid out by January 15th

Bereavement language narrowed:

One day maybe used for a person with whom a teacher has an unusually close relationship

If you resign, you aren't guaranteed to return to your step

All additional payments rolled into annual salary to help prevent payroll errors

Summer school sick days: You may maintain up to 8 days that you currently have in bank.

Moving forward you are only paid for the hours you work except the days already grandfathered in your summer school sick bank.

May be asked for a doctor's note if absent for seven consecutive calendar days

Employees hired after December 31, 2021 will not move up a step on the salary schedule until the following year

Hen Hud

Settled this year but was retro to 2019

2019-2021 – 0%

2021-2022 - 1% to all salary schedules and most hourly rates and stipends.

\$500 off step recurring annual payment.

An additional .25 percent to top step (18) make the increment percentage equal to steps 16 and 17.

2022-2023 - 1% and an additional \$500 off step recurring annual payment.

Eliminate step 1.

2023-2024 - CPI-U with a floor of 1% and ceiling of 1.5%.

2024-2025 - CPI-U with a floor of 1% and ceiling of 1.5%.

2025-2026 - CPI-U with a floor of 1% and ceiling of 1.5%.

Health Insurance: Maintain 15%

Edgemont

4 year deal

22-23 = 2%

23-24 = 2%

24-25 = 1.6-2% based on
January CPI reading

25-26 = 1.6-2% based on
January CPI reading

Increase in health care
contribution: year 1: .5%,
year 2: .5%, year 3: .5%,
year 4: .25% (increases to
.5% if salary increase = 2%)

They will contribute 19%
of premium at the end of
the four years.

Brewster

1.5% for three years.

Health Insurance

Split schedule :

Hired after 5/24/16 will pay 20% effective 2023.

Those hired prior to 5/24/16 will by 16.5% effective 2023.



Haldane

Teachers: 1.5% increase
each year to the salary
schedule

Health Insurance: 15.23
Increases .5 each year for 3
years

Final: 16.73*

Tuckahoe

2 percent salary for 3 years

16.25 Health

Eastchester:
4 Years

Salary : 2.25%, 1.5%, 1.1%, 1.1%

Health insurance: 15.65%:

Increases - 1%, .75%, .5%, .5%

Pelham

2% Salary for 2 years

15% health

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Next steps

Please reach out
to a negotiations
team member
with any questions

Vote on Friday
May 13, 2022
in your building