

MEMORANDUM OF AGREEMENT

PORT JERVIS CITY SCHOOL DISTRICT

And

PORT JERVIS ASSOCIATION OF PRINCIPALS

It is hereby agreed by and between Port Jervis City School District (hereinafter "District") and the Port Jervis Association of Principals (hereinafter "PJAP") that the collective bargaining agreement that expires on June 30, 2017 shall be extended for a period of four (4) years. The predecessor contract shall remain unchanged except as modified by this Memorandum of Agreement.

1. Page 3, Article III (SALARIES), Section 1:

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

Salaries will increase as follows:

- a. Effective July 1, 2017 – 3.00%
- b. Effective July 1, 2018 – 3.00%
- c. Effective July 1, 2019 – 3.00%
- d. Effective July 1, 2020 – 3.00%

(B) Eliminate the existing salary schedule (Appendix A, A-1) and replace with the following minimum starting salaries:

Effective July 1, 2017:

HS Principal: \$135,000

MS Principal: \$134,000

ES Principal: \$132,000

Assistant Principals: \$107,000

Directors: \$125,000

Athletic Director: TBD

The minimum starting salary shall increase by 1% in years 2, 3, and 4 of the contract.

2. Page 3, Article III (SALARIES), Section 2 – Delete and replace with the following:

Upon completion of the following years of service in PJAP, the Association members shall receive the following longevity steps:

After __ Years of Service	Stipend Amount
4 years	\$2,000
7 years	\$2,500
10 years	\$3,000
12 years	\$3,500
15 years	\$4,500
18 years	\$5,000

Longevity is not cumulative. Longevity earned shall be paid on an annual basis over the course of the school year. For example, an Association member upon completion of 4 years of service will receive a stipend of \$2,000 at the completion of years 4, 5, and 6. At the completion of year 7 the stipend will increase by \$500 to \$2,500.

For Longevity eligibility:

- For employees hired prior to July 1, 2017, longevity shall be based on continuous service time in PJAP.
- For employees hired on or after July 1, 2017, longevity shall be based on cumulative service time in PJAP. This includes any current PJAP unit member who separates from District employment and subsequently gets rehired to a PJAP bargaining unit position on or after July 1, 2017.
- Jared Kahmar’s longevity time will remain as is.

3. Page 4, Article III (SALARIES) –

Add a new Section 4 which states as follows: “An Association member assigned ARCH & ACES responsibilities by the Superintendent will receive an annual stipend of \$11,000. If the responsibilities are shared among unit members, the stipend shall be shared equally. The stipend will increase by the agreed upon 3% increase in each year of the contract.”

4. Page 4, Article III (SALARIES) –

Add a new Section 5 which states as follows: “The PJAP and Central Administration will collaboratively develop criteria for selecting members to mentor new administrators

in the District. An Association member chosen to mentor a new administrator will receive a Mentor Stipend of \$1,500.”

5. Page 7, Article IV (BENEFITS), Section C (Accumulated Sick Days) –

Add a provision to subsection 1 which states as follows: “Sick leave accumulation shall be capped at 350 days.”

6. Page 7, Article IV (BENEFITS), Section C (Accumulated Sick Days) –

Modify subsection 3 as follows: **“For employees hired before July 1, 2017, the benefit will amount to 1/400th of the salary of the staff member for his/her final year of service for each day of unused sick leave which he/she accumulated at the end of the year in which he/she retires up to a maximum of 225 days. For employees hired on or after July 1, 2017, the benefit will amount to 1/500th of the salary of the staff member for his/her final year of service for each day of unused sick leave which he/she accumulated at the end of the year in which he/she retires up to a maximum of 225 days.”**

7. Page 7, Article IV (BENEFITS), Section D (Health and Dental Insurance) – Add the following at the end of paragraph 1:

“Effective July 1, 2018, the District’s contribution on behalf of Association members for health insurance shall be reduced to eighty-seven (87%) percent of the premiums. The remaining thirteen (13%) percent of such premiums shall be paid by the Association members.”

8. Page 8, Article IV (BENEFITS), Section D (Health and Dental Insurance) – Add the following to the end of the fourth paragraph entitled “Health Benefits”:

“For employees hired on or after July 1, 2017: In the event of the retiree’s death, his or her spouse shall be entitled to receive health insurance coverage at 25% of the cost of the premiums, except that no dependent may be added to the District’s health insurance plan after the member has retired from the District.”

9. Page 8, Article IV (BENEFITS), Section F (Cash Payments in Lieu of Health Insurance Coverage) –

Add the following at the end of the paragraph: “For Association members hired on or after July 1, 2017, the cash payment in lieu of health insurance coverage shall be capped at \$4,000.”

10. Page 9, Article V (VACATION TIME) –

Add a new paragraph:

Association members may buy back unused vacation days, as provided below, at each Association member's daily rate of pay. The payment for unused vacation leave shall be upon request of the Association member no later than June 30th of that year and payment shall be in the form of an Employer non-elective Contribution into a designated IRC Section 403(b) account as set forth in a separate memorandum of agreement which is incorporated by reference herein. No Association Member shall have the right to take the payment as cash. The number of days an Association member may buy back per year is limited as follows:

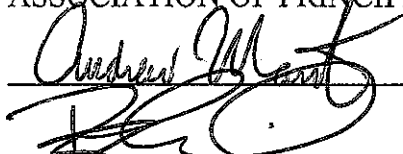
Effective July 1, 2017:	up to 2 days
Effective July 1, 2018:	up to 3 days
Effective July 1, 2019:	up to 4 days
Effective July 1, 2020:	up to 5 days.

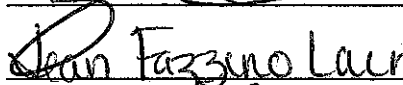
Any Side Letters of Agreement that have not sunsetted shall be incorporated into the successor contract.

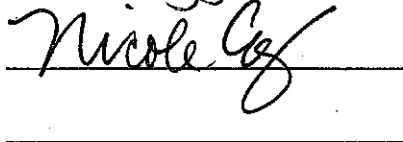
The Agreement shall be subject to ratification of the PJAP membership and the approval of the Port Jervis City School District Board of Education.

Dated: May 3, 2017

FOR THE PORT JERVIS
ASSOCIATION OF PRINCIPALS







FOR THE PORT JERVIS
CITY SCHOOL DISTRICT

