

**MEMORANDUM OF AGREEMENT
BETWEEN THE
YONKERS BOARD OF EDUCATION
AND THE
YONKERS COUNCIL OF ADMINISTRATORS LOCAL 8, A.F.S.A.;
AFL-CIO**

WHEREAS, the Yonkers Board of Education and Yonkers Council of Administrators (“YCA”) are parties to a collective bargaining agreement dated July 1, 2014 through June 30, 2021 (“CBA”) and a one-year successor agreement dated July 1, 2021 through June 30, 2022;

NOW, THEREFORE, the parties hereto agree that the CBA is amended as follows:

1. The term of the agreement is amended to provide for new effective dates July 1, 2022 through June 30, 2027.
2. **Article 1(E)-INTRODUCTORY ELEMENT**: Eliminate existing language and replace as follow:

E. NON-DISCRIMINATION

The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be uniformly applied and the Board shall not discriminate directly or indirectly against any administrator because of race, color, national origin, creed, religion, marital status, sex (including pregnancy, childbirth, or related medical condition), age, sexual orientation, disability (physical or mental), predisposing genetic characteristic (including gender identity and expression), military work or status, domestic violence victim status, or use of a guide dog, hearing dog, or service dog, as applicable.

3. **Article 2(E)-ADMINISTRATOR’S RIGHTS**: Eliminate existing language and replace as follows:

E. POLICY MANUAL

The Board shall provide each Council member access to a hyperlink to the current Board policies annually on or before September 1st each year. Council members will review the policies regularly to ensure that they remain current with newly adopted policies and all policy changes.

4. **Article 3(C)(1): Working Conditions:** The existing language shall be amended to include the following at the end of the provision: Applications shall be acknowledged, reviewed and acted upon, consistent with the Board's Diversity, Equity and Inclusion stated values.
5. **Article 3(G): EVALUATION OF ADMINISTRATORS:** The existing language shall be amended to include the language below as a preamble. The provision will be amended further as determined by the determination of the committee created below.

The District and YCA will create a committee of three (3) YCA members appointed by the YCA president, and three (3) members appointed by the Superintendent of Schools ("Evaluation Committee"). The Evaluation Committee shall review and revise the entire APPR process including, but not limited to, a review of all related documents, protocols, criteria and procedures. The Evaluation Committee will be authorized to revise APPR and present their final recommendations for revision of evaluation process to the Superintendent of Schools and the YCA president for final consideration, and Board approval.

6. **Article 6(A) – FRINGE BENEFITS:** The existing language of Article 6(A)(1) and (2) shall be eliminated and replaced as follows:

A. HOSPITALIZATION AND MEDICAL COVERAGE

1. All eligible administrators shall contribute to the cost of the annual premium which shall be deducted from the administrator's regular paycheck in equal amounts during the work year as indicated in the chart below.

Years	Administrators Pre July 1, 2005		Administrators July 1, 2005 through June 30, 2017		Administrators Post June 30, 2017	
	Individual	Family	Individual	Family	Individual	Family
2022-2023	No change	No Change	No change	No Change	No change	No Change
2023-2024	8%	8%	10%	10%	10% - No change	15% - No Change
2024-2025	10%	10%	10%	11%	10% - No change	15% - No Change
2025-2026	10%	12%	10%	12%	10% - No change	15% - No Change
2026-2027	10%	12%	10%	12%	10% - No change	15% - No Change
	Cap \$3,000	Cap \$7,000	No Cap	No Cap	No Cap	No Cap

7. **Article 7 – Salary:** All unit members shall receive the following salary increases on base for all salary steps and lanes as indicated below. July 1, 2022 – June 30, 2023 – 2.25%

July 1, 2023 – June 30, 2024 – 2.25%

July 1, 2024 – June 30, 2025 – 2.50%

July 1, 2025 – June 30, 2026 – 2.50%

July 1, 2026 – June 30, 2027 – 3.00%

Effective July 1, 2023, the salary grid for YCO2 and YCO3 will include a new Step 14. The new Step 14 for each YCO2 and YCO3 shall be created and the amount shall be equal to Step 13 plus \$800 (Step 13 + \$800). All salary percentage increases shall apply to the new YCO2 and YCO3 Step 14 for each year of the contract beginning as of July 1, 2023.

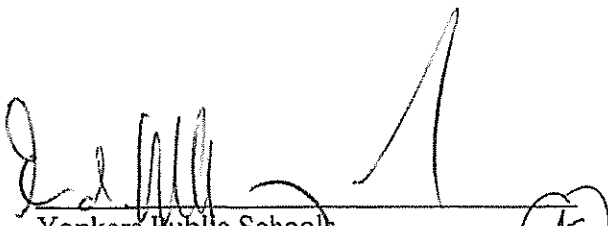
These percentages shall apply to all money items in the Agreement including summer/evening school pay, payment for all hourly related duties, welfare fund contributions and longevities.

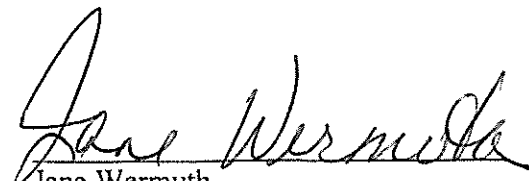
8. Except as specifically amended by this agreement, all other terms and conditions of the CBA dated July 1, 2014 - June 30, 2021 and extended to June 30, 2022, shall remain in full force and effect, and shall be incorporated into any revised agreement.

This MOA is subject to ratification by YCA and approval by the Yonkers Board of Education.

Dated: 6.30.2023

Dated: 6/30/2023


Yonkers Public Schools
Dr. Edwin M. Quezada
Superintendent of Schools


Jane Wermuth
President
Yonkers Council of Administrators