

**MEMORANDUM OF AGREEMENT
BETWEEN THE
YONKERS BOARD OF EDUCATION
AND THE
YONKERS FEDERATION OF TEACHERS, AFT/NEA**

It is hereby agreed that the collective bargaining agreement (“CBA”) between the Yonkers Board of Education (“BOE”) and the Yonkers Federation of Teachers (“YFT”) dated July 1, 2014-June 30, 2021 and extended to June 30, 2022 is amended as follows:

1. A fully executed Memorandum Of Agreement for the CBA dated July 1, 2022-June 30, 2027, will be submitted to YFT membership for ratification at a June 2023 meeting and to the BOE for ratification at a July meeting.

2. **Article 31**: Duration of the Agreement.

Article 31 is amended to provide for new effective dates beginning as of July 1, 2022 and ending June 30, 2027.

3. **Article 6 (A) and Article 25**: Salary.

Employees in all YFT bargaining unit titles shall receive the salary increases, listed below, on base for all salary steps and lanes, longevity, D-1 schedule, summer school, all hourly related duties, workshops and increments other than EIT/TSA.

July 1, 2022 – June 30, 2023 – 2.25% on all salary items
July 1, 2023 – June 30, 2024 – 2.25% on all salary items
July 1, 2024 – June 30, 2025 – 2.50% on all salary items
July 1, 2025 – June 30, 2026 – 2.50% on all salary items
July 1, 2026 – June 30, 2027 – 3.00% on all salary items

The foregoing notwithstanding, D1 schedule increases for Cheerleading, and the newly created positions of Flag Football, Unified Sports-Basketball, Unified Sports-Bowling, and Robotics as well as the newly negotiated increments awarded hereunder, shall receive the salary increases indicated above beginning as of July 1, 2024.

4. **Article 6 (B)**: Special Increments Bilingual.

Classroom Teachers who hold an NYSED Bilingual extension and are assigned to a bilingual position (i.e., Transitional Bilingual Education (“TBE”) or dual language program) shall receive a bilingual salary increment in the amount of \$1,600.00.

Psychologists, social workers, speech pathologists and school counselors who hold an NYSED Bilingual extension and are assigned to a position that requires said extension (either in School Buildings or Central Office), shall receive a bilingual salary increment in the amount of \$1,600.00.

Psychologists, social workers and speech pathologists who hold a NYSED bilingual extension and are assigned to a position that does not require a bilingual extension (either in School Buildings or Central Office), but who are assigned cases for bilingual evaluation and/or reporting for CPSE, CSE and/or 504 processes, for in-District or Out-of-District children shall receive a bilingual salary increment, in the amount of \$1,600.00, upon completion of assigned cases, including participation in the assigned CPSE, CSE and/or 504 meetings, as required.

Teaching Assistants, who hold both a NYSED teaching certification and a NYSED bilingual extension and are assigned to a bilingual position (i.e., TBE or dual language program) shall receive a bilingual salary increment in the amount of \$1,400.00.

This increment is to be implemented on July 1, 2023, and all salary percentage increases shall apply to the increment for each year of the contract beginning as of July 1, 2024.

5. **Article 6 (B):** Special Increments CSE Liaison.

In recognition of the voluntary nature of the position, there shall be one (1) YFT CSE Liaison increment paid per Elementary and K-8 school building in the amount of \$1,100.00.

This increment is to be implemented on July 1, 2023, and all salary percentage increases shall apply to the increment for each year of the contract beginning as of July 1, 2024.

6. **Article 6 D-1:**

Coaches of varsity athletics and intramural sports, who carry full teaching loads and who are designated by the Superintendent to handle one (1) or more of the sports, shall be paid an additional salary as designated in Schedule D-1. Payment of the salary under this article will be made at the end of each activity season. In the instance where the staff member begins this assignment and is unable to complete the D-1 task for the entire season, the stipend shall be paid on a pro rata basis equal to the weeks worked during the applicable season defined by the D-1 schedule of the CBA.

A member may appeal the decision to pro-rate the D-1 salary to the Superintendent. The appeal shall be submitted to the office of the Superintendent with a copy to the YFT President within 30 days of the member's receipt of the pro-rated payment. The appeal shall be in writing stating the grounds for the appeal and must include supporting documentation or other evidence. The member may request a hearing. The hearing request must be made in writing at the time of submission of the appeal. Within ten days of receipt of the appeal, the Superintendent shall convene a D-1 Appeal Committee consisting of one YFT member appointed by the YFT president, and one member appointed by the Superintendent ("D-1 Appeal Committee"). The D-1 Appeal Committee shall review all documentation that has been submitted and shall make its recommendation to the Superintendent based on this documentation within five school days unless the member requested a hearing. If the member requests a hearing, the D-1 Appeal Committee shall schedule the hearing at a mutually agreed upon time within twenty-five school days of submission of the appeal and shall make its recommendation to the Superintendent within five school days after conclusion of the hearing. The Superintendent shall make a final determination within ten school days thereafter.

Coaches will receive notice that the additional salary will be prorated in the event that the season is not completed as provided for above in the Coaches Handbook and on the initial application paperwork for the coaching position(s). The notice will be conspicuous.

D1 schedule increases for Cheerleading, and the newly created positions of Flag Football, Unified Sports-Basketball, Unified Sports-Bowling, and Robotics shall be implemented on July 1, 2023, and all salary percentage increases for these positions shall apply to each year of the contract beginning as of July 1, 2024.

The D1 schedule will be updated to a gender-neutral format.

7. **Article 9 (A):** Welfare Fund Contribution.

The Board shall contribute for each member to the Federation’s Welfare Fund at the annual rate indicated in the table 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%

8. **Article 9 (B)(1):** Eliminate existing language and replace as follows:

Years	Teacher Health (I) Pre 2017	Teacher Health (F) Pre 2017	Teacher Health (I) Post 2017	Teacher Health (F) Post 2017	TA Health (I)	TA Health (F)
2022-2023	\$1,000	\$2,000	10%	15%	\$500	\$1,000
2023-2024	7%	7%	10%	15%	4%	4%
2024-2025	8%	8%	10%	15%	5%	5%
2025-2026	10%	12%	10%	15%	5%	5%
2026-2027	10%	12%	10%	15%	5%	5%
	Cap \$2,500	Cap \$6,500	Cap \$2,500	Cap \$6,500	Cap \$1,100	Cap \$2,200

* **Teachers:** There shall be no change to health insurance payments for the 2022-2023 school year. The Board shall deduct a dollar amount equal to the (percentage) of the then premium cost from each employees’ regular paychecks, subject to a cap of \$2,500 for individual coverage and \$6,500 for individuals with dependents.

* **Teaching Assistants:** There shall be no change to health insurance payments for the 2022-2023 school year. The Board shall deduct a dollar amount equal to the (percentage) of the then premium cost from each employees' regular paychecks, subject to a cap of \$1,100 for individual coverage and \$2,200 for individuals with dependents.

For those employees enrolled in other than The Empire Plan, the Board agrees to pay the portion of the cost that would ordinarily apply to the Empire Plan.

9. **Article 10 (H)(1)(1.5)(2):**

When it becomes necessary for a YFT member in grades 7 through 12 to provide coverage for a class or classes during the teachers' lunch period, such member shall be compensated at the rate of \$55 per coverage. The coverage shall be defined as the length of the YFT member's lunch period. Coverage must be voluntary and rotated equitably. No YFT member may volunteer for more than 3 paid periods of coverage per week. Teachers will provide coverages during their administrative duties as assigned, when needed, and those coverages will be unpaid.

10. **Article 10 (H)(1)(K):**

Special Education Paperwork/Preparation

Upon request by an Elementary Special Education Teacher, Building Principals shall provide up to four periods during the workday for the purpose of preparing and/or finalizing paperwork necessary to prepare for Annual Reviews. These periods will only be provided two weeks before, during and two weeks after the specific Annual Review Window reserved for their assigned school building as indicated on the Special Education Department's Annual Review Master Schedule. The four periods may include but are not limited to additional preparation periods, excused absences from 8:05 meetings, congruence, and/or a contractual evening school event (exclusive of Open House/Parent Teacher Conference).

11. **Article 10 (H) (3a) (3):**

Upon request by a Secondary Special Education Teacher, Building Principals shall relieve the Special Education Teacher from up to four administrative duty periods for the purpose of preparing and/or finalizing paperwork necessary to prepare for Annual Reviews. The relief from duty will only be provided two weeks before, during and two weeks after the specific Annual Review Window reserved for their assigned school building as indicated on the Special Education Department's Annual Review Master Schedule.

12. **Article 10 (H) (6) Add:** No professional development shall be provided on the last two days of school.

13. **Article 21, Add (FF):** Special Education Reporting.

The psychological evaluation shall be uploaded into the Frontline Education (repository) by the originator. Training will be provided during the school day/year prior to implementation. Ongoing support will be provided as needed.

14. **Article 21 (F)**: Grades/Gradebook.

The principal's decision with respect to methods of grading and specific grades shall be final. The principal's decision in these matters will be made after careful review of all circumstances relative to the situation under consideration, and in the best interests of the pupil or pupils involved.

A teacher who disagrees with the principal's decision relative to methods of grading or individual grades may note his/her objection and have a copy of said objection attached to the student's grades and become part of the student's file.

The parties shall create a Grade Book Committee made up of 3 members appointed by the YFT President and 3 members appointed by the Superintendent to make recommendations regarding best practices for electronic grade reporting by pedagogical staff of grades 7-12 students and training. The Superintendent shall have final decision-making authority regarding committee recommendations for the electronic gradebook. The Federation retains its right to bargain changes that impact terms and conditions of employment.

For grades 7-12, all grades shall be maintained in the District's current student information system, or an electronic gradebook platform determined by the district. The number of formative, summative assessments and other assessments that constitute a marking period grade and are maintained in the electronic gradebook is at the discretion of the teacher of record provided that the teacher's electronic gradebook conforms with Board policy.

The District will provide training on the use of the system. Technical assistance will be provided as needed. The timeline for implementation of these processes shall be as follows:

- 2022-2023 (no change)
- 2023-2024 Training and non-mandatory use of system by teachers
- 2024-2025 Mandatory use of the electronic gradebook by all grade 7-12 teachers beginning in the third marking period.

15. **Article 21(G)**: Handbook.

An electronic version of the Staff Handbook containing a hyperlink to the current Board policies, as they relate to teachers, will be issued to all professional staff members on or before November 1st each year. A copy of the handbook shall also be available in each school library and online along with the Board policies for reference by the teachers. Hard copies of the handbook will be made available to the YFT office upon request.

If it becomes necessary to revise the handbook, dates that such revisions were made will be notated on the handbook. The YFT office will be notified of such change.

16. **Article 21(T)**: Staff Development.

Paragraph 3 is revised to read as follows:

- (3) Third and fourth year non-tenured teachers shall take twelve (12) hours of staff development of which no more than six (6) shall be required within the school year beyond the school day.

17. **Article 22 (C):** Health, Safety and Maintenance of Facilities.

Change: frequency of meetings to 4 times per year.

18. **Article 25 (A):** Salary.

The new salary grid below becomes effective July 1, 2023.

TA Salary Grid		
	A1	A2
1.	\$32,417	\$40,522
2.	\$33,714	\$42,142
3.	\$34,220	\$42,774
4.	\$34,562	\$43,202
5.	\$35,944	\$44,930
6.	\$37,023	\$46,278
7.	\$38,504	\$48,129
8.	\$40,044	\$50,054
9.	\$41,646	\$52,056
10.	\$43,311	\$53,618

19. **Article 25(G)(3):** Teaching Assistants Staff Development.

Third and fourth year non-tenured teaching assistants shall take six (6) hours of staff development of which no more than three (3) shall be required within the school year beyond the school day.

20. 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 Agreement is subject to ratification by the membership of the Yonkers Federation of Teachers and the Yonkers Board of Education.

YONKERS FEDERATION OF TEACHERS

YONKERS BOARD OF EDUCATION

By: Samantha Rosado-Ciriello
Samantha Rosado-Ciriello, President

By: Dr. Edwin Quezada
Dr. Edwin Quezada, Superintendent

Dated: 6/23/2023

Dated: 6.23.2023

YET PROPOSED D-1 SALARY SCHEDULE
MOA - YCSD/NFT
 June 23, 2023

	SEASON	7/1/2023
Mid Aug - Mid Nov - 3 Months (12 weeks)	FALL	
Cheerleading Freshman/Modified Coach**	FALL	2,522
Cheerleading - Junior Varsity Coach	FALL	2,803
Cheerleading - Varsity Coach	FALL	3,948
Mid Nov - Feb - 3 1/2 Months (14 weeks)	WINTER	
Cheerleading Freshman/Modified Coach**	WINTER	2,522
Cheerleading - Junior Varsity Coach	WINTER	2,803
Cheerleading - Varsity Coach	WINTER	3,948
March - May - 3 Months (12 weeks)	SPRING	
Rifery - Coach	SPRING	Removing
Flag Football	SPRING	6,323
Unified Sports - Basketball (7 Weeks)	SPRING	4,057
Unified Sports - Bowling (7 Weeks)	SPRING	1,973
** Freshman/Modified Coach Salary Based on 90% of JV Coach Salary.		
** Asst. Freshman/Modified Coach Salary Based on 80% of JV Coach Salary.		
SEASON		7/1/2023

Full Year Activities	FULL YEAR
Senior High School	
Robotics	FULL YEAR 5,109
Middle School	
Robotics	FULL YEAR 2,420