

MEMORANDUM OF AGREEMENT

BY AND BETWEEN the Superintendent of Schools and Board of Education of the Newburgh Enlarged City School District, hereinafter referred to as “the District,” and the Newburgh Teachers’ Association (Teaching Assistants Bargaining Unit), hereinafter referred to as “the Association” ;

WHEREBY the District and the Association agree to revive and incorporate the provisions of the collective bargaining agreement between them that expired on June 30, 2019, into a three year successor agreement effective July 1, 2019 and terminating on June 30, 2022, except as modified by the following provisions:

1. **Article XXII – Salary Increase** - Increase the salary schedule by 2% and add \$100 to the top step effective July 1, 2019, increase the salary schedule by 2% and add \$100 to the top step on July 1, 2020 and increase the salary schedule by 2% and add \$100 to the top step on July 1, 2021.
2. **Article XXII(D) – Longevity** - Increase L15 by \$150 effective July 1, 2019, July 1, 2020 and July 1, 2021. Increase L20 by \$150 effective July 1, 2019, July 1, 2020 and July 1, 2021. Increase L25 by \$150 effective July 1, 2019, July 1, 2020 and July 1, 2021.
3. **Article XII - Leave of Absence** – Modify subsection A(f) to state:

“Whenever a Teaching Assistant uses sick leave for .5 or less than .5 of the day, the charge against sick leave entitled shall be based upon the deduction of one-half day per sick leave use, including days that are only scheduled by the District as one-half days. “
4. **Article XXI – Teaching Assistant and Association Rights**

Increase the number of periods for Union release time to 25.
5. **Article VIII – Professional Improvement**

Increase the rate per credit to \$56 for credits earned on or after July 1, 2019.
6. **Article IV - Agency Fee**

Delete subsection “F” of this article.
7. **Article III- Grievance Procedure**


The parties agree that they shall attempt to agree to an arbitrator prior to the Association contacting the American Arbitration Association at Stage 4 of the grievance procedure.

8. **Article XVIII – Insurance – Retiree Health Insurance Vesting**


Effective July 1, 2019 the service requirement will be fifteen (15) years. Those unit members employed on September 1, 2019 are credited with an additional three (3) years of service toward the 15 year minimum vesting period.


SO AGREED, this 14th day of November 2019, subject to ratification by the respective constituencies.


THE DISTRICT

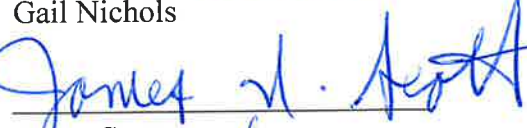
BY: 
Dr. Roberto Padilla
Superintendent of Schools


THE NTA

BY: 
Stacy Moran
NTA President


Joni Mongelli
NTA Teaching Assistant Chapter Chair


Gail Nichols


James Scott


Jan LaCoppola