

MEMORANDUM OF AGREEMENT  
between the  
Galway Teachers Association  
and the  
Superintendent of the Galway Central School District

ORIGINAL  
DO NOT REMOVE  
FROM DISTRICT OFFICE

---

The Galway Teachers Association (hereinafter the "Association") and the Superintendent of the Galway Central School District (herein after the "District") hereby agree to the following amendments to the July 1, 2008 – June 30, 2012 Collective Bargaining Agreement between the Association and the District. It is further agreed that all provisions of the July 1, 2008 – June 30, 2012 Collective Bargaining Agreement not amended herein shall remain in full force and effect. This Memorandum of Agreement will have no force or effect unless and until it is ratified by the District's Board of Education and by the Association.

1. Page 1 - Length of Agreement

July 1, 2012 – June 30, 2016

2. Page 5- Article 4

When an alleged violation of Article 13, Teacher Observation and Evaluation, has occurred, it must be grieved within the contractually defined timeline of 30 days. An individual's APPR appeal determination shall not be subject to the grievance procedure.

3. Page 7 - Article 7 – Remuneration and Salary

Section 7.1, Delete 2<sup>nd</sup> paragraph, replace with:

For the 2012-13 school year, unit members eligible for step advancement will be paid the same base salary they earned in the 2011-2012 school year until the first paycheck in April of 2013, at which time they will advance one step and thereafter be paid on their new step.

Section 7.1.1 Delete current paragraph, replace with:

Any unit member moving from Step 23 to off-step or who is currently off-step on the Teachers' Salary Schedule shall receive an additional salary payment of \$500 for the 2012-2013 school year, and additional annual salary payments of \$1,750 in each of school years 2013-2014, 2014-2015 and 2015-2016.

Section 7.5 The parties agree to retain section 7.5, and that the annual \$500 Master's Degree compensation provided for therein has been rolled into the salary schedules for each year of this contract, and shall not be separately paid.

4. Page 8- Article 7.9 – Teacher's Pay - Delete current paragraph, replace with:

The District agrees that teachers shall receive one week's pay on the Friday following Labor Day, and biweekly checks thereafter. If necessary in order for the District to maintain a single biweekly pay for all its employees, the District reserves the right to pay teachers one week's pay on the Friday following Labor Day, another one week's pay on the following Friday, and biweekly checks thereafter.

5. Page 10- Article 8 – Insurance Information – Delete current paragraph 8.1.1, replace with:

The Board of Education will contribute the following percentage of the cost of the Blue Cross Matrix Plan, PPO, and both HMO plans:

Year 2012-13	87%
Year 2013-14	86%
Year 2014-15	86%
Year 2015-16	85%

6. Page 11- Article 8.6 - Insurance Benefits for Retirees -- Insert the following underlined language:

Teachers who retire pursuant to the requirements of the NYS Teacher Retirement System and who have at least ten years of service in the District shall have part of their health insurance premiums paid by the District according to the following guidelines.

7. Article \_\_\_\_ - Volunteer Language – Add the following as a note to Appendix B:

The Association agrees that the District will secure volunteers for sporting events (ticket sales, chaperones, scorekeepers which includes book and clock). In the event that the District cannot secure volunteers, the work will be offered to unit members as a paid position prior to offering the work to interested individuals outside the unit. Paid positions are according to Appendix B in the unit agreement. The District commits to use savings realized as a consequence of this concession during the 2012-2013 school year to create before-school and/or after-school remedial programs for elementary students.

8. Page 17- Article 13 – The parties agree to add to the District’s negotiated APPR plan:

The final determination of an individual's APPR appeal will be final and binding and will not be subject to the grievance procedure.

9. Page 27- Article 28 – New 28.22 – Notice of Potential Layoff

The District will provide written notice of potential layoffs by April 15 of each school year.

10. Page 27- Article 28 – New 28.23 – Seniority List to be Provided

The District will provide seniority lists to the Association President each December 1.

11. Page 29- Article 32 - Coaching Information – adds the following and replaces the coach’s salary

**COACHES SALARY SCHEDULE**

Sport	Level	1-5 yrs	6-10 yrs	11-15 yrs	15+ yrs
Fall	Varsity	2,700	3,600	4,500	5,400
Fall	JV	1,890	2,790	3,690	4,590
Fall	Modified	1,260	2,160	3,060	3,960
Winter	Varsity	3,600	4,500	5,400	6,300
Winter	JV	2,700	3,600	4,500	5,400
Winter	Modified	1,800	2,700	3,600	4,500
Spring	Varsity	2,880	3,780	4,680	5,580
Spring	JV	1,980	2,880	3,780	4,680
Spring	Modified	1,350	2,250	3,150	4,050

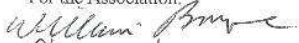

12. Co-curricular - Add:

All Board approved co-curricular activities would be at a reduced rate by 10% and a freeze for four (4) years.

13. Commitment to Restoration of Positions - Not to be Included in 2012-2016 Agreement


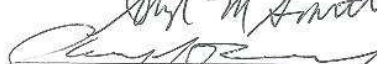
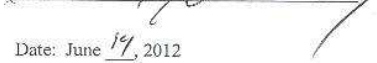
In consideration of the Association's agreement to delay the implementation of the scheduled 2012-2013 step increases until April, 2013, the District commits to restoring, for the 2012-2013 school year, 1.5 teaching positions that, absent this concession, would have been abolished in June of 2012.

For the Association:

Date: June 14, 2012

For the District:

Date: June 14, 2012