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Contract Database Metadata Elements

Title: **Bellmore Union Free School District and Bellmore Faculty Organization (2009) (MOA)**

Employer Name: **Bellmore Union Free School District**

Union: **Bellmore Faculty Organization**

Effective Date: **07/01/09**

Expiration Date: **06/30/13**

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MEMORANDUM OF AGREEMENT

The negotiating teams representing the Bellmore Faculty Organization ("BFO") and the Board of Education of the Bellmore Union Free School District ("District") have negotiated in good faith regarding the terms and conditions of employment of the members of the District's teachers' bargaining unit. Except as modified below, the terms and conditions contained in the parties' 2006-2009 agreement shall remain unchanged. The members of the negotiating teams hereby acknowledge their obligation pursuant to the Taylor Law to affirmatively recommend the terms of this Memorandum of Agreement to their respective constituencies.

Duration: July 1, 2009 - June 30 2013

Salary: Effective 7/1/09: 2.2% + increment
Effective 7/1/10: 2.2% + increment
Effective 7/1/11: 2.25% + increment
Effective 7/1/12: 2.25% + increment

Health Insurance Contribution:

Effective 7/1/09: individual coverage contribution increased to 16%
Effective 7/1/10: individual and family coverage contribution: 17%
Effective 7/1/11: individual and family coverage contribution: 18%
Effective 7/1/12: individual and family coverage contribution: 18%

Child Care Leave: Amend Article XXII. F. to read, in its entirety, as follows:

"F. Paid sick leave shall apply to a disability incurred as a result of pregnancy or childbirth. Unless the teacher returns promptly upon termination of her disabling conditions, she may return from such leave only at such time as accords with the educational needs of the District as determined by the Superintendent, or upon any other mutually agreed date.

1. An unpaid leave for child care purposes *as described below* shall be granted at the request of the teacher following the birth or adoption of a child, providing that the teacher has been employed by the District for at least two years. *In all cases, the teacher must return from leave in September. Additionally, in all cases, a teacher on such leave must notify the District by March 15th regarding the teacher's intention to return the following September or to continue the leave.*

- (i) *Where leave begins July 1st to December 31st: prior to January: remainder of school year + two years*
- (ii) *Where leave begins in January to the last day of that school year: remainder of school year + three years*

2. Child care leave of any duration for teachers in their first or second year of employment shall be granted only with the approval of the Superintendent, which shall not be unreasonably withheld.

3. A teacher returning from leave provided in *Article XXII. F.* shall be placed at the same position on the salary schedule as he or she occupied when the leave began."

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ADMINISTRATION

Professional Improvement: Amend Article XV. G to read, in its entirety, as follows:

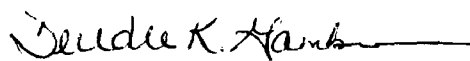
"G. Each teacher must complete an additional five (5) hours of staff development each school year. The teacher shall be obligated to identify the courses intended to fulfill this requirement at the time the teacher requests to take the course. A teacher shall not be permitted to fulfill this requirement by attending only five hours of a course which is of greater than five hours' duration."

NYSUT Member Benefits: Amend Article II. D to read, in its entirety, as follows:

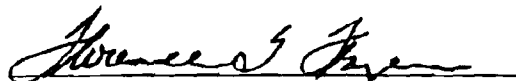
"D. The District will establish a direct deposit service no later than January 1, 2008. The District shall also make deductions from salaries in payment of loans payable to one (1) teacher credit union. Deductions for NYSUT Member Benefits, as authorized by the teacher, will also be established."

Dated: December 18, 2009
Bellmore, New York

For the Bellmore Union Free School District:

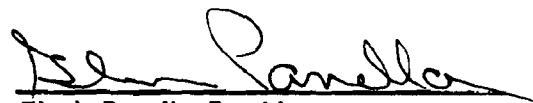


Deirdre K. Gambino, Asst. Superintendent



Florence T. Frazer, District Counsel

For the Bellmore Faculty Organization:



Gloria Panella, President



Deana Genovesi