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**Contract Database Metadata Elements**

Title: **Royalton-Hartland Central School District and Royalton-Hartland Teachers Association (2004) (MOA)**

Employer Name: **Royalton-Hartland Central School District**

Union: **Royalton-Hartland Teachers Association**

Effective Date: **07/01/04**

Expiration Date: **06/30/07**

PERB ID Number: **6085**

Unit Size:

Number of Pages: **3**

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TA 16085

11/6/04  
CO14 TO NB

October 23, 2003

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
THE ROYALTON-HARTLAND CENTRAL SCHOOL DISTRICT  
AND  
THE ROYALTON-HARTLAND TEACHERS ASSOCIATION**

The Royalton Hartland Central School District ("District") and the Royalton Hartland Teachers Association ("Association") hereby enter into this Memorandum of Agreement in complete and final settlement of all issues proposed and negotiated for the July 1, 2004 to June 30, 2007 successor collective bargaining agreement to the July 1, 1999 to June 30, 2004 agreement. The terms of this Memorandum of Agreement shall not become effective unless and until they are approved and ratified by the Board of Education of the District ("Board") and ratified by the members of the Association.

All provisions of the July 1, 1999 - June 30, 2004 collective bargaining agreement between the parties shall be continued and updated where necessary to incorporate it into the successor agreement unless specifically modified by this Memorandum of Agreement. All references to amendments made herein are made with respect to the 1999-2004 collective bargaining agreement between the parties and such amendments shall be incorporated into the successor agreement.

1. Article IX(B)(3) is hereby amended to add:

Should the Orleans-Niagara BOCES ("BOCES") change its calendar such that the two weeks of vacation provided herein (that is currently required to occur in conjunction with the Easter Holiday), does not coincide with the BOCES calendar (i.e. the BOCES changes to a week in February and a week in April), then the parties shall immediately meet to determine how best to provide for the education of the District's BOCES' students and to negotiate the impact to the District.

1. Health Insurance:

Schedule F, Sections B (11) is hereby amended to provide:

- (a) An employee will receive **two thousand dollars (\$2,000)**, if eligible and does not elect to take the family plan.
- (b) An employee will receive **eight hundred dollars (\$800)**, if eligible and does not elect to take the single plan.
- (c) The employee will receive this payment, fifty percent (50%) payable in the first check in **December** and fifty percent (50%) payable in the last check in June. Any period of less than six (6) months shall be pro-rated. The intent of this section is to eliminate payment for double coverage.

**Upon approval and ratification of this agreement, the District will cause this "buy out" benefit to be available to RHTA members on a pro-rated basis. For example, if these amendments are approved and ratified at a time that will allow bargaining unit members to "opt out" effective January 1, 2004, then such bargaining unit members shall receive 50% of the payments set forth above.**

Schedule F, Section B is further amended to add:

Effective July 1, 2004, all bargaining unit members and retirees who require the use of long term "maintenance" drugs, where the dosage period is three (3) months or more, will be required to obtain such drugs through a mail order provider. Any bargaining unit member or retiree who fails to use a mail order provider as required herein will not be eligible for reimbursement under the \$1.00 co-pay prescription coverage provision, but will still be eligible for the Genesee Area Healthcare Plan Prescription co-payment plan, as determined by the health plan provider.

**Upon approval and ratification of this agreement, the Association will promote and encourage the use of mail order providers by its members to begin immediately.**

3. Salary

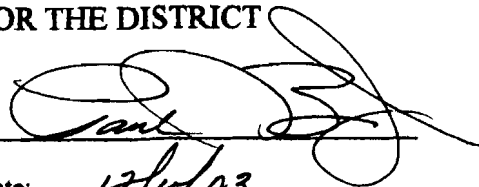
Base salaries shall be increased by the following percentages in the following school years:

2004-05	-	1%	(approximately 3% with step)
2005-06	-	2%	(approximately 4% with step)
2006-07	-	1.5%	(approximately 3.5% with step)

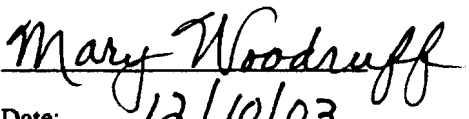
The salary schedule is attached hereto as Schedule "A".

4. Except as otherwise provided, all agreements shall be effective July 1, 2004. The term of the new agreement shall be three years, from July 1, 2004 to June 30, 2007.

FOR THE DISTRICT

  
Date: 12/10/03

FOR THE ASSOCIATION

  
Date: 12/10/03

Schedule A

	2003-04	2004-05	2005-06	2006-07
A	32,209	32,531	33,182	33,679
B	32,525	32,850	33,507	34,010
C	33,783	34,121	34,803	35,325
D	34,717	35,064	35,765	36,302
E	36,259	36,622	37,354	37,914
F	37,750	38,128	38,890	39,473
G	39,128	39,519	40,310	40,914
H	40,664	41,071	41,892	42,520
I	41,283	41,696	42,530	43,168
J	42,676	43,103	43,965	44,624
K	44,135	44,576	45,468	46,150
L	45,701	46,158	47,081	47,787
M	46,942	47,411	48,360	49,085
N	48,468	48,953	49,932	50,681
O	49,912	50,411	51,419	52,191
P	50,242	50,744	51,759	52,536
Q	52,307	52,830	53,887	54,695
R	53,231	53,763	54,839	55,661
S	55,029	55,579	56,691	57,541
T	60,455	61,060	62,281	63,215
U	65,341	65,994	67,314	68,324
V	70,227	70,929	72,348	73,433