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**Contract Database Metadata Elements**

**Title:** Dobbs Ferry Union Free School District and Dobbs Ferry United Teachers (DFUT) (2007)

**Employer Name:** Dobbs Ferry Union Free School District

**Union:** Dobbs Ferry United Teachers (DFUT)

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

**Expiration Date:** 06/30/10

**PERB ID Number:** 4883

**Unit Size:** 145

**Number of Pages:** 12

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MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE DOBBS FERRY UNION FREE SCHOOL DISTRICT, hereinafter referred to as "The District" and THE DOBBS FERRY UNITED TEACHERS, hereinafter referred to as "The DFUT";

WHEREBY, the District and the DFUT agree to incorporate the provisions of the Collectively Negotiated Agreement between them that will expire on June 30, 2007 into a three year successor agreement effective July 1, 2007 and terminating on June 30, 2010, except as modified by the following provisions:

1. Salary Schedule increases and column changes for 2007-08 through 2009-10 school years (see attached). Unit members who have been placed on a column in existence on June 30, 2007 by reason of credits earned as of August 31, 2007 shall not be reduced in pay due to the discontinuation of the columns.

2. Welfare Benefit Trust - Increase the District's per capita per annum contribution by $100 effective July 1, 2007 and by $50 effective July 1, 2008.

3. Coaching, Extra-curricular and Coordinators - 3% increase each year. (2007-08 through 2009-10) (per DFUT's proposal should include Mentor Stipend, Coordinators, Chaperones (p.21), Double Headers (p. 21), Overnight Trips (p.21), Later Return from Overnight Trip (SMOA), Summer Workshops (p.22), Overload (pg. 23), Class Coverage (p.23), Pit Musicians (SMOA). Fitness Center Supervision/Homework Help (SMOA), Special Education Class Coverage (p.23), Lunch Intramurals (SMOA). Recommendation is to list compensation with 3% increase each year.

4. [NEW] Article VI(E) - Add the following new provision and renumber old (6) as new (8).

"6. Election day shall be dedicated each year as a Parent-Teacher Conference Day."

5. "2. Modify to read There will be one evening conference in both Fall and Spring."
6. [NEW] Article VI(E)(7) - Add the following new provision:

“7. Each spring there will be two ‘minimum days’ when students will be released after a half-day session and the rest of the Teacher Work Day will be dedicated to parent-teacher conferencing.”

Article VI E. Back-to-School Night/Parent-Teacher Conferences/Parent Contract (write out the provision incorporating new language)

1. (a) A renewed commitment to parent involvement by the Union and the District shall ensure that all parents are contacted by teachers at least twice during the school year by scheduled meetings, phone or mail (when that is the only practical method of contact) regarding their individual children.
   (b) Teachers shall attend a Back to School night each fall, as has been the practice of the District.

2. There will be one evening conference in both the Fall and Spring.

3. There will no longer be additional compensation for parent teacher conferences.

4. The evening conferences will take place from 5 p.m. – 8 p.m.

5. The duration will be three (3) hours.

6. Election day shall be dedicated each year as a Parent-Teacher conference day.

7. Each spring there will be two ‘minimum days’ when students will be released after a half-day session and the rest of the Teacher Work Day will be dedicated to parent-teacher conferencing.”

8. Teachers will meet with parents at other times that are mutually convenient as per current practice.

7. Article VI(B) - Modify to read:
   “The maximum teaching load in departmentalized middle and high school classes shall be an average of five (5) classes per day (i.e.: 6 classes one day and 4 the next).” (Not to be interpreted to mean an average of five classes per semester).
8. Article VI(J)(1) - Change the third sentence of the first paragraph to read:

"Full-time teachers’ schedules will include a lunch, a duty free preparation time, professional time and duty assignments as described below."

Also, at the fifth sentence of the first paragraph, add the words, "HS study halls", after the words, "conferences with students and parents”. Also, add a contractual reference to High School study hall class sizes not to exceed 18 students.

The last paragraph, second sentence shall be changed to read:

"Teachers will be relieved from cafeteria duty, unless otherwise specified in this agreement."

9. Article V(M)(2)(a) - [Effective July 1, 2008] Delete and replace with the following:

"Up to three times each month, Middle teachers may be assigned to a period of hall duty, or in-school detention/suspension. Up to one time per month HS teachers may be assigned to a period of hall duty and up to two times per month HS teachers may be assigned a period of study hall.

10. Article VI(M) 1a. & b... - Delete and replace with:

"The District May hold two meetings per month after the teacher day for faculty, departmental, team or grade level meetings. These two meetings may total 3 hours per month; however, neither meeting may last longer than 1 hour and 45 minutes."

11. Article VII(B)(8) - Add a provision whereby the District would pay for up to six (6) credits per year, up to $100 per credit, for teachers seeking dual certification by adding certification in special education or core academic subjects. Such credits shall be subject to pre-approval of the course work by the Superintendent of Schools or his/her designee. [This provision shall sunset on June 30, 2010]

12. Article VI(E) - Parent Contact - Add:

"1. (a) Teachers shall respond to all parental e-mail, voicemail, and other communications within a reasonable period of time."
13. Article VIII(A)(1), (2), (3) and (6) - Health Insurance - Delete in their entirety and modify the contract by adding the following provisions:

All unit members who participate in the School District's Health Insurance Program shall contribute at the rates of 8% towards individual, 2 person and family premium costs effective July 1, 2007; 9% towards individual, 2 person and family premium costs effective July 1, 2008 and 10% towards individual, 2 person and family premium costs effective July 1, 2009.

Modify the health insurance buy-out by changing the payment to: "50% of the individual premium costs not to exceed $3,646, except for those who already have received a $4,100 buy-out. The latter unit members shall continue to receive a buy-out of $4,100."

14. Article XI - Funding Retiree Health Insurance - Add the following to the agreement as optional language until June 30, 2010 when the language contained in the parties' agreement that expired on June 30, 2007 shall be deleted and replaced with this provision entitled "Retiree Health Insurance" to read as follows:

"Effective July 1, 2007, retirees shall be entitled to District contributions towards the cost of health insurance premiums in their retirement on the following basis:

<table>
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<tr>
<th>Years of Service in the District</th>
<th>District Contribution Towards the Cost of Individual or Family Health Insurance Premiums</th>
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<tr>
<td>10 - 19 years in District</td>
<td>50% I/50% F/50% 2 person</td>
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<td>20 - 24 years in District</td>
<td>75% I/75% F/75% 2 person</td>
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<tr>
<td>25 years or more in District</td>
<td>The same percentage paid during the final school year of employment in the District.</td>
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Retirees shall participate in the Health Insurance offered to active members in the bargaining unit.

Effective July 1, 2007, the District shall fund Medicare Reimbursements for active members of the bargaining unit and unit members who retire on or after said date at the lowest rate of the scale applicable to Medicare eligible personnel." (At page 32)
15. Article VIII (F)(7) Revise to apply only to the Retiree Health insurance option cited in quotes immediately above in paragraph 14 to be effective July 1, 2007.

"A teacher who retires from the District for the purpose of receiving benefits from the New York State Teachers Retirement System shall have a payment made to his/her Section 403(b) IRC tax sheltered annuity in an amount equal to $100 per day times the number of accumulated sick leave days in excess of 250 days, up to 50 such days. This benefit shall be without a cash option.

16. [NEW] Student Activity Period (H.S.) and Study and Support Period (M.S. No activities) - Said periods shall be conducted on the same day and time slot in each school up to 50 minutes total per week: one 50 minute period or split into two weekly sessions. There will be no required preparation for such periods. In the Middle School every classroom teacher will be assigned and will be given an equal number of students (plus or minus 1).

17. Salary Schedule Column Changes - Delete BA + 30, MA + 10, MA + 20, MA + 40 and MA + 50.

Add: MA + 15 and MA + 45, effective July 1, 2007 (see ¶1, above for more details) (add attachment)

18. Sick Leave Bank - Entitlement - Add:

"Newly hired teachers shall have 15 sick leave bank days available to them for use after the exhaustion of their personal leave accruals for catastrophic illnesses. (These days will be cumulative with the 30 days received upon tenure acquisition and the additional 60 days received in year six. Teachers will continue to become fully vested in the sick leave bank in year 10.)

19. The Following Supplemental MOA’s and Side Letters will be incorporated into the contract.

- June 18, 2002 Coordinators: Payment for Workshops/Five Day Article VII E, add # 8
- November 12, 2002 Musicians for District Productions Article VII D Add # 9
- October 16, 2003 Compensation for Middle School Lunch Time Intramural Supervision Article VII D add #10
- October 16, 2003 Video Year Book Advisor Cat. A
• October 21, 2004  Supervision of Fitness Center/Middle School-High School Home Work Help Centers
   Article VII D add #11
• May 25, 2005  Clarification of Article VII, Compensation for Overnight Trips
   Article VII D add to # 5
• April 20, 2006  Class Coverage vs. Overload
   Article VII G #3
   Renumber # 3 to #4
• April 20, 2006  Article VII, B, Location of Teachers on Salary Schedule add language
• June 14, 2005  Class Coverage for Special Education Teachers
   Article VII G Add to #2.
• June 5, 2003  Mentoring Agreement
   Article VI Y New Language and Compensation add 3%
• Jr. Honor’s Society change from Category D to Category C

20. Article VII F add # 8
   “Up to 25 days of accumulated sick leave can be used for adoption.

21. OT Salary Schedule
   MA Step 1 – 10 (Non Credit Earning)
   Same Longevity for Teachers at Step 19, 24 & 29

22. Appendix B – Replace with:
   “Formal Observations will be based on the Dobbs Ferry Standards for the Teaching Profession. Each year, teachers will participate in a goal setting process with their administrator.”

23. Appendix C
   The Alternative Model:
   Replace “performing satisfactorily” with “Achieving Standards”.

   Replace the following from paragraph following October 15th – March 15th
   “Minimum of one informal classroom observation with a post observation conference with an administrator and minimum of one meeting with the administrator to discuss the progress of the Alternative Plan.”
SO AGREED, this 5 day of May, 2008, subject to ratification by the respective constituencies.

THE DISTRICT

BY: [Signature]

THE DFUT

BY: [Signature]
BY: [Signature]
BY: [Signature]
SUPPLEMENTAL MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS OF THE
DOBBS FERRY UNION FREE SCHOOL DISTRICT, hereinafter referred to as “The
Superintendent” and THE DOBBS FERRY UNITED TEACHERS ASSOCIATION,
hereinafter referred to as “The DFUT”;

WHEREBY, the District and the DFUT agree that it is in their mutual interests to
provide an early retirement incentive program as follows:

Any unit member who is age 55 or older with at least 15 (fifteen) years of service
in the Dobbs Ferry UFSD, who gives at least 5 (five) months* prior written notice
of the resignation for the purpose of retirement to receive benefits from the New
York State Teachers Retirement system and who retires effective 6/30/08, 6/30/09
or 6/30/10, shall be credited with an additional five (5) years of in-district service
time for the purposes of Article XI of the Parties 2007-2010 Collectively
Negotiated Agreement (Funding Retiree Health Insurance).

This Supplemental Memorandum of Agreement shall sunset, becoming null and
void, except for enforcement purposes, as of the close of business on June 30, 2010.

SO AGREED THIS ___ DAY OF MAY, 2008.

THE DISTRICT

BY: ____________________________
MS. DEBRA KAPLAN

THE DFUT

BY: ____________________________
ED KRZOS, PRESIDENT

* This five month prior written notice shall not apply to June 30, 2008 retirements.
SUPPLEMENTAL MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS OF THE
DOBBS FERRY UNION FREE SCHOOL DISTRICT, hereinafter referred to as "The Superintendent" and THE DOBBS FERRY UNITED TEACHERS ASSOCIATION, hereinafter referred to as "The DFUT";

WHEREBY, the District and the DFUT agree that the following change should be made to their Memorandum of Agreement signed on May 8, 2008: At paragraph #20, the reference to Article VII should be changed to Article VIII. The remaining language at paragraph #20 shall remain the same.

SO AGREED THIS _16_ DAY OF August, 2008.

THE SUPERINTENDENT

BY: __________
DR. DEBRA KAPLAN

THE DFUT

BY: __________
MARCIA HEFFLER, PRESIDENT
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