

## Memorandum of Agreement

by and between

### The Poughkeepsie City School District (“District”) and the Poughkeepsie Public School Teachers’ Association (“Association”)

The Collective Bargaining Agreement between the Parties dated July 1, 2014 to June 30, 2018 shall be amended as follows:

Effective on 7/1/24, the rate for extra assignments will no longer be calculated off the hourly rate language in the collective bargaining agreement. The rate shall be fifty-eight dollars and fifty cents an hour (\$58.50) for the life of this agreement. The current language will cease to be enforceable but shall remain in the agreement until the parties agree to future changes.

Effective upon ratification Inservice Credits shall be capped at nine (9) credits a year for a total of one hundred thirty-five (135) hours per school year.

The list of points positions attached to this document shall be effective upon ratification.

Effective 9/1/23, the District contribution towards the DEHIC Alternate PPO Health Insurance Plan shall be 82.5%. Effective 7/1/27, the District contribution towards the DEHIC Alternate PPO Health Insurance Plan shall be 81.5%. Effective 7/1/28, the District contribution towards the DEHIC Alternate PPO Health Insurance PPO shall be 80.5%.

The District contribution towards retirement health insurance for all new hires after ratification shall be 95% of the premium.

The existing longevities in the collective bargaining agreement shall be incorporated into the actual salary schedule steps.

Any individual resigning for the purposes of retirement with an effective date on or prior to 8/31/24 shall have their salary schedules including longevities, credits and points increased by the following percentages:

- 1.20% effective on 7/1/18
- 1.20% effective on 7/1/19
- 1.20% effective on 7/1/20
- 1.20% effective on 7/1/21
- 1.20% effective on 7/1/22
- 1.75% effective on 7/1/23

It is understood and agreed upon that only the qualifying retirees of this section shall receive retroactive payments.

All current employees shall have their salary schedules including longevities, credits, and points increased by the following percentages in this order:

- 1.20% will be applied to the 2017-18 schedules effective on 7/1/23
- 1.20% will be applied to the 2018-19 schedules effective on 7/1/23
- 1.20% will be applied to the 2019-20 schedules effective on 7/1/23
- 1.20% will be applied to the 2020-21 schedules effective on 7/1/23
- 1.20% will be applied to the 2021-22 schedules effective on 7/1/23
- 1.75% will be applied to the 2022-23 schedules effective on 7/1/23
- 3.00% will be applied to the 2023-24 schedules effective on 2/1/25
- 1.50% will be applied to the 2024-25 schedules effective on 7/1/25, **and**  
an additional 1.5% will be applied to the 2025-26 schedules effective on 2/2/26
- 2.20% will be applied to the 2025-26 schedules effective on 7/1/26
- 2.20% will be applied to the 2026-27 schedules effective on 7/1/27
- 1.95% will be applied to the 2027-28 schedules effective on 7/1/28

The PPSTA Trust shall increase by the following percentages:

- 1.75% effective on 7/1/23
- 3.00% effective on 2/1/25
- 1.50% effective on 7/1/25, **and** an additional 1.5% effective on 2/1/26
- 2.20% effective on 7/1/26
- 2.20% effective on 7/1/27
- 1.95% ~~2.20%~~ effective on 7/1/28 **(A) KP**
- ~~1.95% effective on 7/1/29~~

The following outstanding grievances will be scheduled for mediation with William Conley:

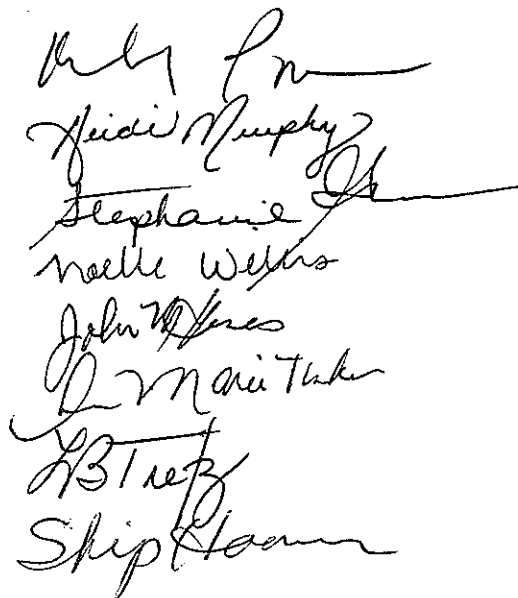
- Grievance #2021-22-03 Loss of Prep Time
- Grievance #2021-22-02 MS Half Day
- Grievance #2022-2023-01 MS Half Day

**So agreed upon this date, Friday, October 6th, 2023:**

For the District:



For the Association:



Schedule Year	Schedule % Increase	Active Employees Implementation Date	Notes
2018-19	1.20%	7/1/2023	
2019-20	1.20%	7/1/2023	
2020-21	1.20%	7/1/2023	
2021-22	1.20%	7/1/2023	
2022-23	1.20%	7/1/2023	
2023-24	1.75%	7/1/2023	
2024-25 (3%)	3.00%	2/1/2025	Full first payroll following
2025-26	1.50%	7/1/2025	
2025-26	1.50%	2/1/2026	Full first payroll following
2026-27	2.20%	7/1/2026	
2027-28	2.20%	7/1/2027	
2028-29	1.95%	7/1/2028	

Only qualifying retirees shall receive retroactive payments

WR

(67)