

## 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 FEDERATION OF TEACHERS, hereinafter referred to as “the DFUT”;

WHEREBY the District and the DFUT agree to revive and incorporate the provisions of their collectively negotiated agreement that expired on June 30, 2024 into a new three-year successor agreement effective July 10, 2024 and terminating on June 30, 2027, except as modified by the following provisions:

1. **Article VI E(2) - Back-to-School Night/Parent-Teacher Conferences/Parent Contact:**  
Modify the language as follows:  
At Springhurst, there shall be evening conferences held from 5-8 pm in the fall, as well as a full-day conference held on Election Day. ~~During the Spring Semester, parents may request there will also be two afternoon conferences at Springhurst. 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.~~
2. **Article VI(M) – Faculty Meetings:** Modify the language as follows:  
Effective July 1, 2025,
  - a. ~~Every~~ On one Wednesday per month there shall be early dismissal for professional time which may be comprised of faculty meetings, grade-level meetings, department meetings, professional development opportunities, technology short skills sessions, and/or teacher independent professional work to be scheduled at the discretion of the building principal. All such meetings are to occur within the teacher work hours established in Article VI(J) (1-2).
  - b. ~~On a monthly basis, one of the Wednesday professional time meetings will be extended for a period of up to one half hour beyond the end of the regular teachers' workday at the building.~~
  - c. Early dismissal on Wednesdays will be at least one hour earlier than the regular dismissal time, except ~~three~~ two (2) times each school year when early dismissal will be prior to lunch, but within the limits established for receiving state aid for daily attendance as determined by the superintendent.
  - d. Professional time will be structured by the Building Principals, Assistant Superintendent Curriculum, Instruction and Equity or Superintendent of Schools. Following the "best practices rule of 20%", staff will engage in their own personal professional educator pursuits either alone or in collaboration with colleagues.
3. **Article VII(A)(1) – Salary Schedules for Teachers and Nurses –** Modify the provisions to reference schedules for the 2024-27 school years as follows:

Effective July 1, 2024, the 2024-25 salary schedules shall be increased *by*:

- \$500 for steps 1-16
- \$2,000 for steps 17-19
- \$2,500 for steps 20-25, and
- \$2,750 for steps 26+

Effective July 1, 2025, the 2024-25 salary schedules shall be increased by 3% at each step to establish the salary schedules for the 2025-26 school year.

Effective July 1, 2026, the 2025-26 salary schedules shall be increased by 2.5% at each step to establish the salary schedules for the 2026-27 school year.

4. **[New] Article VII(B)(2)(a) Location of Teachers on Salary Schedule:** Add the following language:

Effective July 1, 2024, Column PhD is now MA+75/PhD.

5. **Article VII(B)(3) Location of Teachers on Salary Schedule:** Modify the language as follows:

Columns BA +30, MA +10, MA +20, MA +40, and MA +50 have been deleted effective June 30, 2007. ~~Columns MA +15 and MA +45 are effective July 1, 2007.~~ Unit members who have been placed on an aforementioned 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.

Unit members who commenced employment with the District on or after January 1, 2022 shall only be eligible for the BA, MA, MA+30, MA+60 and PhD lanes on the salary schedule. ~~(i.e. new hires shall be ineligible to access MA+15 and MA+45).~~

Unit members who commence employment with the District on or after July 1, 2024 shall be eligible for BA, MA, MA+15, MA+30, MA+45, MA+60, and MA+75/PhD lanes. Unit members ~~who have been~~ employed prior to July 1, 2024 shall be eligible for MA+15, +45, and +75 for credits earned after July 1, 2024.

6. **[New] Article VII(B)(4)(a) Location of Teachers on Salary Schedule:** Add the following language:

For new employees with previous teaching experience, the superintendent reserves the right to place the new employee on the step that provides an increase to their verified previous salary.

7. **[New] Article VII(B)(12) Location of Teachers on Salary Schedule:** Modify the language as follows:

Effective July 1, 2024, teachers hired prior to Jan 30 receive step advance on July 1 of subsequent school year (e.g., employee hired on December 1, 2025 will receive step advance on July 1, 2026.) Members hired after January 30 receive step advance on July 1

in the following school year (e.g., employee hired on March 1, 2026 will receive step advance on July 1, 2027.)

~~Teachers hired on or after October 1<sup>st</sup> of a school year will receive increments on the anniversary date of their employment. Teachers hired in September will receive increments at the beginning of the subsequent school year.~~

~~Step advancement shall be granted to all unit members who are eligible to advance a step effective July 1<sup>st</sup> for each year of this agreement (2020-2021 through 2023-2024).~~

8. **[New] Article VII(G)(7) - Compensation for the Assumption of Extraordinary Duties:**

Add the following language:

Members including nurses, psychologists, social workers, and school counselors who are asked by a supervisor to stay beyond the regular workday or who are called upon to assist administration with a student-related crisis or emergency on weekends or during vacations/breaks shall be paid at their hourly rate with the authorization of their supervisor and the approval of the superintendent or designee.

9. **Article VII(H) Early Notice of Retirement Incentive:** Modify the language as follows:

Upon written, irrevocable notice of resignation for the purpose of retirement to receive benefits from TRS given by the 1<sup>st</sup> day of February of the school year for a retirement to become effective on or after June 30<sup>th</sup> of said school year or during the following school year, unit members shall be eligible for the following contributions to the 403(b) account of their choosing upon the date of retirement to receive benefits from the New York State Teachers' Retirement System ("TRS"):

a. For the 2024-25 school year:

- i. \$50 times the number of accumulated sick leave days of 100 – 164 with a maximum of 65 days, *and*
- ii. \$100 times the number of accumulated sick leave days of 165 – 215 with a maximum of 50 days.

b. Commencing with the 2025-26 school year:

- i. \$40 times the number of accumulated sick leave days for days 50 – 99 with a maximum of 50 days,
- ii. \$50 times the number of accumulated sick leave days of 100 – 149 with a maximum of 50 days, *and*
- iii. \$100 times the number of accumulated sick leave days of 150 – 199 with a maximum of 50 days.

10. **Article VIII(A)(1) – Employee Health Premium Contributions:** Modify to provide that effective July 1, 2025 the percentage of the employee premium contribution rate shall be 18.25%, effective July 1, 2026 the percentage shall be 18.5%.

11. **Open Subjects of Negotiations:** Add new clause that recognizes National Teacher or Counselor Certification, MA or EdD in reading/literacy from a District-approved Institute of Higher Education and any changes to the negotiable aspects of the Teachers' part of the District's Section 3012-e APPR Plan.

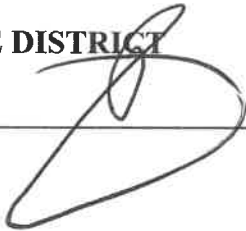
12. **Other agreements:**

- a. **Article VI(BB) - Teacher Leaders/Team Leaders:** To the extent that it is financially feasible, the district will add two teacher leaders for professional learning and two for technology integration to be assigned to Springhurst and the Middle/High school respectively.
- b. **Daily Schedule:** Beginning in the 2025-26 School year, the district will implement a revised daily schedule that seeks to exceed the state minimum instructional hours while also addressing:
  - i. The need for a common instructional day for students in grades K-5, and
  - ii. An earlier dismissal for students in grades 6-12 that accommodates more timely afterschool activities transportation schedules.

**SO AGREED** this 9<sup>th</sup> day of June 2024, subject to ratification by the respective constituencies.

**THE DISTRICT**

**BY:** \_\_\_\_\_



**THE DFUT**

**BY:** \_\_\_\_\_

