

CONTRACT AMENDMENT

MASTER FILE

This contractual amendment is entered into and effective as of the first (1st) day of August, 2014, by and between the Brooklyn City School District Board of Education ("Board") and the Teamster's Local #436.

WHEREAS, the Board and the Teamster's #436 are parties to a collective bargaining agreement in effect until July 31, 2016 which states a salary reopener for August 2014 & August 2015;

NOW, THEREFORE, the Board and the Teamster's agree to the following:

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ARTICLE 27 – SALARY SCHEDULE

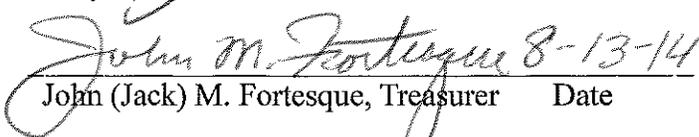
1. For all Brooklyn City School District employees hired by the District prior to July 1, 2001:
 - A. Each employee will be advanced one step on the salary schedule identified as appendix A on August 1 of each year as an incremental adjustment for each year of experience. An employee must work a minimum of one hundred and twenty (120) days between August 1 and July 31 of each year in order to advance one step on the salary schedule. Employee steps would continue at a 1% step increase each year even though the salary/hourly schedules end at step 35.
 - B. Effective August 1, 2013, the salary schedule identified as Appendix A shall reflect an increase in each column at each step of 1 ½%.
 - C. Effective August 1, 2014 and 2015, the salary schedule identified as Appendix A shall be determined as a reopener to the contract for salary negotiations only.
 - D. Effective August 1, 2014, the salary schedule identified as Appendix A shall reflect an additional increase in each column at each step of 2%.**

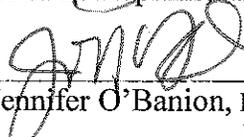
2. For all Brooklyn City School District employees hired by the District on or after July 1, 2001:
 - A. Each employee will be advanced one step on the salary schedule identified as appendix B on August 1 of each year as an incremental adjustment for each year of experience. An employee must work a minimum of one hundred and twenty (120) days between August 1 and July 31 of each year in order to advance one step on the salary schedule. Employee steps would continue at a 1% step increase each year even though the salary/hourly schedules end at step 35.
 - B. Effective August 1, 2013, the salary schedule identified as Appendix A shall reflect an increase in each column at each step of 1 ½%.
 - C. Effective August 1, 2014 and 2015, the salary schedule identified as Appendix A shall be determined as a reopener to the contract for salary negotiations only.
 - D. Effective August 1, 2014, the salary schedule identified as Appendix A shall reflect an additional increase in each column at each step of 2%.**


Cynthia J. Walker, Superintendent 8/13/14 Date


Gary M. Tiboni, President 8/13/14 Date


Todd L. Hopkins, Treasurer 8/13/14 Date


John (Jack) M. Fortesque, Treasurer 8-13-14 Date


Jennifer O'Banion, Brooklyn School Board President 8/13/14 Date

Memorandum of Understanding

MASTER FILE

This memorandum of Understanding ("Memorandum") is entered into and effective as of the 13th day of August, 2014, by and between the Brooklyn City School District Board of Education ("Board") and the Teamster's Local #436.

WHEREAS, the Board and the Teamster's #436 are parties to a collective bargaining agreement in effect until July 31, 2016; and

WHEREAS, the Board has determined the need for Student Monitors and Student Monitor/Attendants serving as Classroom Assistants for the 2014-2015 school year and beyond to hold a Paraprofessional License; and

WHEREAS, the Superintendent and the labor-management team have agreed to the job description of such position

NOW, THEREFORE, the Board and the Teamster's agree to the following:

1. All Classroom Assistants (formerly known as Student Monitors and Student Monitor/Attendants) will meet the Federal definition of paraprofessional, as defined by the No Child Left Behind Act section 1119, by July 31, 2016. Any Classroom Assistant (formerly known as Student Monitor and Student Monitor/Attendant) who does not meet the Federal definition of para-professional by July 31, 2016 will no longer be employed effective August 1, 2016. The names of Classroom Assistants affected by this rule shall be placed on a recall list for up to twenty-four (24) months from the date of the actual change in employment status and are eligible for District vacancies for which they meet the minimum qualifications.
2. All newly employed Classroom Assistants (formerly known as Student Monitors and Student Monitor/Attendants) must show proof that they have met the Federal definition of paraprofessional, as defined by the No Child Left Behind Act section 1119.
3. The Board of Education will pay for up to two (2) administrations of the assessment for all current employees, current as of the effective date of this MOU, who wish to take the assessment.
4. Quarterly tutoring sessions (a minimum of two dates and times per session) will be provided as a service, until July 31, 2016 or until all Classroom Assistants have successfully met the Federal definition of paraprofessional, whichever is sooner, and attended on a voluntary basis.
5. Current Classroom Assistants, current as of the effective date of this MOU, (formerly known as Student Monitors and Student Monitor/Attendants) who show proof that they have met the Federal definition of paraprofessional, as defined by the No Child Left Behind Act section 1119 will be paid a one-time stipend of \$500.
6. The position will report directly to the building Principal and/or the Director of Pupil Services.
7. This Memorandum and the terms of the agreement are made on a non-precedent setting basis.

Cynthia J. Walker 8/13/14
Cynthia J. Walker, Superintendent Date

Gary M. Tiboni 8/13/14
Gary M. Tiboni, President Date

John (Jack) M. Fortesque 8-13-14
John (Jack) M. Fortesque, Treasurer Date