

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into this 26th day of October, 2015, by and between the Amherst Exempted Village School District Board of Education (“Board”) and the Amherst Teachers Association (“ATA”) [collectively “the parties”].

WHEREAS, the ATA and the Board entered into a collective bargaining agreement in 2014, for the period of June 30, 2014 through June 29, 2017; and

WHEREAS, the parties determined that it is in their mutual interest to extend the current agreement, upon its expiration, for a period of two years with only minor modifications;

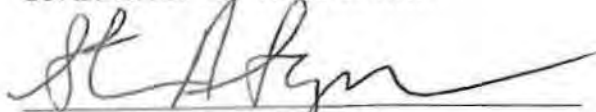
It is therefore the agreement of the parties as follows:

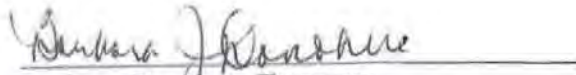
1. That the current Negotiated Agreement dated June 30, 2014 through June 29, 2017 is, by this Memorandum and agreement, extended upon its expiration through June 29, 2019 with only the following modifications:
 - A. Article 3.01 H. will be modified as follows:

The number of permitted calamity days beyond five (5) will be made up by the District and added to the end of the calendar year unless otherwise agreed to by the Board and the ATA.
 - B. Article 1.01 D and E (salary schedules) will be added to the Negotiated Agreement reflecting base salary increases of 1.75% for the 2017-2018 contract year and 2.25% for the 2018-2019 contract year.
 - C. That for the duration of the extended agreement, “Non-professional” leave as addressed in Article 2.10, Paragraph E., may be extended for an additional year beyond the stated one (1) year maximum at the discretion of the Superintendent following consultation with the ATA.
 - D. That for the duration of the extended agreement, bargaining unit members agreeing to chaperone on the Washington D.C. trip will be paid one percent (1%) of the BA base salary for such services.
2. That all other provisions of the collective bargaining agreement shall remain in full force and effect as written and the parties acknowledge that any subsequent changes to the agreement must be accomplished through bargaining in accordance with law.

3. That parties' representatives affirm that they have full authority to execute this Memorandum of Understanding for their respective parties.

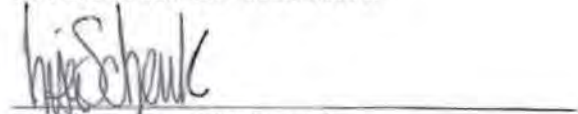
ON BEHALF OF THE BOARD:



Steve Sayers, Superintendent


Barbara Donohue, Treasurer


Teresa L. Gilles, Board President

ON BEHALF OF THE ATA:


Lisa Schenk, ATA President


Mark Skladan, ATA Vice President /
Lead Negotiator

1.01-D1.-SALARY SCHEDULE/INDEX: FY2017-2018 (1.75%)									
BASE	Column								
\$38,351	1	2	3	4	5	6	7	8	9
Row	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30	MA+45
	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX
STEP	1.000	1.022	1.043	1.054	1.065	1.086	1.108	1.132	1.156
0	\$38,351	\$39,194	\$40,000	\$40,422	\$40,843	\$41,649	\$42,492	\$43,413	\$44,333
	1.040	1.065	1.089	1.102	1.114	1.136	1.159	1.182	1.205
1	\$39,885	\$40,843	\$41,764	\$42,262	\$42,723	\$43,566	\$44,448	\$45,330	\$46,212
	1.081	1.109	1.137	1.151	1.165	1.188	1.212	1.236	1.260
2	\$41,457	\$42,531	\$43,605	\$44,142	\$44,678	\$45,561	\$46,481	\$47,401	\$48,322
	1.125	1.155	1.187	1.203	1.218	1.243	1.268	1.293	1.318
3	\$43,144	\$44,295	\$45,522	\$46,136	\$46,711	\$47,670	\$48,629	\$49,587	\$50,546
	1.169	1.204	1.239	1.257	1.275	1.300	1.326	1.352	1.378
4	\$44,832	\$46,174	\$47,516	\$48,207	\$48,897	\$49,856	\$50,853	\$51,850	\$52,847
	1.216	1.255	1.294	1.314	1.333	1.360	1.387	1.414	1.441
5	\$46,634	\$48,130	\$49,626	\$50,393	\$51,121	\$52,157	\$53,192	\$54,228	\$55,263
	1.265	1.307	1.350	1.372	1.394	1.422	1.451	1.480	1.509
6	\$48,513	\$50,124	\$51,773	\$52,617	\$53,461	\$54,535	\$55,647	\$56,759	\$57,871
	1.315	1.362	1.410	1.434	1.458	1.488	1.518	1.548	1.578
7	\$50,431	\$52,234	\$54,074	\$54,995	\$55,915	\$57,066	\$58,216	\$59,367	\$60,517
	1.368	1.419	1.472	1.499	1.525	1.556	1.587	1.617	1.647
8	\$52,464	\$54,419	\$56,452	\$57,488	\$58,485	\$59,674	\$60,862	\$62,013	\$63,163
	1.423	1.479	1.536	1.566	1.595	1.628	1.660	1.693	1.726
9	\$54,573	\$56,721	\$58,907	\$60,057	\$61,169	\$62,435	\$63,662	\$64,928	\$66,193
	1.479	1.541	1.604	1.637	1.669	1.703	1.737	1.771	1.805
10	\$56,721	\$59,098	\$61,514	\$62,780	\$64,007	\$65,311	\$66,615	\$67,919	\$69,223
	1.538	1.605	1.675	1.787	1.826	1.863	1.900	1.937	1.974
11	\$58,983	\$61,553	\$64,237	\$68,533	\$70,028	\$71,447	\$72,866	\$74,285	\$75,704
	1.600	1.673	1.748	1.787	1.826	1.863	1.900	1.937	1.974
12	\$61,361	\$64,161	\$67,037	\$68,533	\$70,028	\$71,447	\$72,866	\$74,285	\$75,704
	1.600	1.673	1.748	1.812	1.850	1.887	1.924	1.961	1.998
13	\$61,361	\$64,161	\$67,037	\$69,491	\$70,949	\$72,368	\$73,787	\$75,206	\$76,624
	1.600	1.673	1.748	1.812	1.850	1.887	1.924	1.961	1.998
14	\$61,361	\$64,161	\$67,037	\$69,491	\$70,949	\$72,368	\$73,787	\$75,206	\$76,624
	1.650	1.723	1.798	1.837	1.876	1.913	1.950	1.987	2.024
15	\$63,278	\$66,078	\$68,954	\$70,450	\$71,946	\$73,365	\$74,784	\$76,203	\$77,622
	1.650	1.723	1.798	1.837	1.876	1.913	1.950	1.987	2.024
16	\$63,278	\$66,078	\$68,954	\$70,450	\$71,946	\$73,365	\$74,784	\$76,203	\$77,622
	1.675	1.748	1.823	1.862	1.901	1.938	1.975	2.012	2.049
17	\$64,237	\$67,037	\$69,913	\$71,409	\$72,904	\$74,323	\$75,742	\$77,161	\$78,580
	1.675	1.748	1.823	1.862	1.901	1.938	1.975	2.012	2.049
18	\$64,237	\$67,037	\$69,913	\$71,409	\$72,904	\$74,323	\$75,742	\$77,161	\$78,580
	1.675	1.748	1.823	1.887	1.926	1.963	2.000	2.037	2.074
19	\$64,237	\$67,037	\$69,913	\$72,368	\$73,863	\$75,282	\$76,701	\$78,120	\$79,539
	1.700	1.773	1.848	1.887	1.926	1.963	2.000	2.037	2.074
20	\$65,196	\$67,996	\$70,872	\$72,368	\$73,863	\$75,282	\$76,701	\$78,120	\$79,539

1.01-D2.-SALARY SCHEDULE/INDEX: FY2017-2018 (1.75%)									
BASE	Column								
\$38,351	1	2	3	4	5	6	7	8	9
Row	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30	MA+45
	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX
	1.700	1.773	1.848	1.912	1.951	1.988	2.025	2.062	2.099
21	\$65,196	\$67,996	\$70,872	\$73,326	\$74,822	\$76,241	\$77,660	\$79,079	\$80,498
	1.725	1.798	1.873	1.937	1.976	2.013	2.050	2.087	2.124
22	\$66,155	\$68,954	\$71,831	\$74,285	\$75,781	\$77,200	\$78,619	\$80,038	\$81,457
	1.725	1.798	1.873	1.937	1.976	2.013	2.050	2.087	2.124
23	\$66,155	\$68,954	\$71,831	\$74,285	\$75,781	\$77,200	\$78,619	\$80,038	\$81,457
	1.750	1.823	1.898	1.962	2.001	2.038	2.075	2.112	2.149
24	\$67,114	\$69,913	\$72,789	\$75,244	\$76,740	\$78,159	\$79,577	\$80,996	\$82,415
	1.750	1.823	1.898	1.962	2.001	2.038	2.075	2.112	2.149
25	\$67,114	\$69,913	\$72,789	\$75,244	\$76,740	\$78,159	\$79,577	\$80,996	\$82,415
	1.775	1.848	1.923	1.987	2.026	2.063	2.100	2.137	2.174
26	\$68,072	\$70,872	\$73,748	\$76,203	\$77,698	\$79,117	\$80,536	\$81,955	\$83,374
	1.775	1.848	1.923	1.987	2.026	2.063	2.100	2.137	2.174
27	\$68,072	\$70,872	\$73,748	\$76,203	\$77,698	\$79,117	\$80,536	\$81,955	\$83,374
	1.775	1.848	1.923	1.987	2.026	2.063	2.100	2.137	2.174
28	\$68,072	\$70,872	\$73,748	\$76,203	\$77,698	\$79,117	\$80,536	\$81,955	\$83,374
	1.820	1.893	1.968	2.032	2.071	2.108	2.145	2.182	2.219
29	\$69,798	\$72,598	\$75,474	\$77,928	\$79,424	\$80,843	\$82,262	\$83,681	\$85,100
	1.820	1.893	1.968	2.032	2.071	2.108	2.145	2.182	2.219
30	\$69,798	\$72,598	\$75,474	\$77,928	\$79,424	\$80,843	\$82,262	\$83,681	\$85,100
	1.820	1.893	1.968	2.032	2.071	2.108	2.145	2.182	2.219
31	\$69,798	\$72,598	\$75,474	\$77,928	\$79,424	\$80,843	\$82,262	\$83,681	\$85,100
	1.820	1.893	1.968	2.032	2.071	2.108	2.145	2.182	2.219
32	\$69,798	\$72,598	\$75,474	\$77,928	\$79,424	\$80,843	\$82,262	\$83,681	\$85,100
	1.820	1.893	1.968	2.032	2.071	2.108	2.145	2.182	2.219
33	\$69,798	\$72,598	\$75,474	\$77,928	\$79,424	\$80,843	\$82,262	\$83,681	\$85,100
	1.820	1.893	1.968	2.032	2.071	2.108	2.145	2.182	2.219
34	\$69,798	\$72,598	\$75,474	\$77,928	\$79,424	\$80,843	\$82,262	\$83,681	\$85,100
	1.820	1.893	1.968	2.032	2.071	2.108	2.145	2.182	2.219
35	\$69,798	\$72,598	\$75,474	\$77,928	\$79,424	\$80,843	\$82,262	\$83,681	\$85,100
G. Title I	\$32.60	\$33.31	\$33.99	\$34.36	\$34.72	\$35.40	36.12	36.90	37.69
New TI	\$26.84								
ESY	\$32.60								
Home Instruction		\$32.60							
Paraprofessional		\$16.30							

1.01-E1.-SALARY SCHEDULE/INDEX: FY2018-2019 (2.25%)									
BASE	Column								
\$39,214	1	2	3	4	5	6	7	8	9
Row	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30	MA+45
	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX
STEP	1.000	1.022	1.043	1.054	1.065	1.086	1.108	1.132	1.156
0	\$39,214	\$40,077	\$40,900	\$41,331	\$41,763	\$42,586	\$43,449	\$44,390	\$45,331
	1.040	1.065	1.089	1.102	1.114	1.136	1.159	1.182	1.205
1	\$40,782	\$41,763	\$42,704	\$43,214	\$43,684	\$44,547	\$45,449	\$46,351	\$47,253
	1.081	1.109	1.137	1.151	1.165	1.188	1.212	1.236	1.260
2	\$42,390	\$43,488	\$44,586	\$45,135	\$45,684	\$46,586	\$47,527	\$48,468	\$49,410
	1.125	1.155	1.187	1.203	1.218	1.243	1.268	1.293	1.318
3	\$44,116	\$45,292	\$46,547	\$47,174	\$47,763	\$48,743	\$49,723	\$50,704	\$51,684
	1.169	1.204	1.239	1.257	1.275	1.300	1.326	1.352	1.378
4	\$45,841	\$47,214	\$48,586	\$49,292	\$49,998	\$50,978	\$51,998	\$53,017	\$54,037
	1.216	1.255	1.294	1.314	1.333	1.360	1.387	1.414	1.441
5	\$47,684	\$49,213	\$50,743	\$51,527	\$52,272	\$53,331	\$54,390	\$55,448	\$56,507
	1.265	1.307	1.350	1.372	1.394	1.422	1.451	1.480	1.509
6	\$49,606	\$51,253	\$52,939	\$53,801	\$54,664	\$55,762	\$56,899	\$58,037	\$59,174
	1.315	1.362	1.410	1.434	1.458	1.488	1.518	1.548	1.578
7	\$51,566	\$53,409	\$55,292	\$56,233	\$57,174	\$58,350	\$59,527	\$60,703	\$61,880
	1.368	1.419	1.472	1.499	1.525	1.556	1.587	1.617	1.647
8	\$53,645	\$55,645	\$57,723	\$58,782	\$59,801	\$61,017	\$62,232	\$63,409	\$64,585
	1.423	1.479	1.536	1.566	1.595	1.628	1.660	1.693	1.726
9	\$55,801	\$57,997	\$60,233	\$61,409	\$62,546	\$63,840	\$65,095	\$66,389	\$67,683
	1.479	1.541	1.604	1.637	1.669	1.703	1.737	1.771	1.805
10	\$57,997	\$60,429	\$62,899	\$64,193	\$65,448	\$66,781	\$68,115	\$69,448	\$70,781
	1.538	1.605	1.675	1.787	1.826	1.863	1.900	1.937	1.974
11	\$60,311	\$62,938	\$65,683	\$70,075	\$71,605	\$73,055	\$74,506	\$75,957	\$77,408
	1.600	1.673	1.748	1.787	1.826	1.863	1.900	1.937	1.974
12	\$62,742	\$65,605	\$68,546	\$70,075	\$71,605	\$73,055	\$74,506	\$75,957	\$77,408
	1.600	1.673	1.748	1.812	1.850	1.887	1.924	1.961	1.998
13	\$62,742	\$65,605	\$68,546	\$71,056	\$72,546	\$73,997	\$75,448	\$76,898	\$78,349
	1.600	1.673	1.748	1.812	1.850	1.887	1.924	1.961	1.998
14	\$62,742	\$65,605	\$68,546	\$71,056	\$72,546	\$73,997	\$75,448	\$76,898	\$78,349
	1.650	1.723	1.798	1.837	1.876	1.913	1.950	1.987	2.024
15	\$64,703	\$67,566	\$70,507	\$72,036	\$73,565	\$75,016	\$76,467	\$77,918	\$79,369
	1.650	1.723	1.798	1.837	1.876	1.913	1.950	1.987	2.024
16	\$64,703	\$67,566	\$70,507	\$72,036	\$73,565	\$75,016	\$76,467	\$77,918	\$79,369
	1.675	1.748	1.823	1.862	1.901	1.938	1.975	2.012	2.049
17	\$65,683	\$68,546	\$71,487	\$73,016	\$74,546	\$75,997	\$77,447	\$78,898	\$80,349
	1.675	1.748	1.823	1.862	1.901	1.938	1.975	2.012	2.049
18	\$65,683	\$68,546	\$71,487	\$73,016	\$74,546	\$75,997	\$77,447	\$78,898	\$80,349
	1.675	1.748	1.823	1.887	1.926	1.963	2.000	2.037	2.074
19	\$65,683	\$68,546	\$71,487	\$73,997	\$75,526	\$76,977	\$78,428	\$79,879	\$81,330
	1.700	1.773	1.848	1.887	1.926	1.963	2.000	2.037	2.074
20	\$66,664	\$69,526	\$72,467	\$73,997	\$75,526	\$76,977	\$78,428	\$79,879	\$81,330

1.01-E2.-SALARY SCHEDULE/INDEX: FY2018-2019 (2.25%)									
BASE	Column								
\$39,214	1	2	3	4	5	6	7	8	9
Row	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30	MA+45
	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX
	1.700	1.773	1.848	1.912	1.951	1.988	2.025	2.062	2.099
21	\$66,664	\$69,526	\$72,467	\$74,977	\$76,506	\$77,957	\$79,408	\$80,859	\$82,310
	1.725	1.798	1.873	1.937	1.976	2.013	2.050	2.087	2.124
22	\$67,644	\$70,507	\$73,448	\$75,957	\$77,487	\$78,938	\$80,388	\$81,839	\$83,290
	1.725	1.798	1.873	1.937	1.976	2.013	2.050	2.087	2.124
23	\$67,644	\$70,507	\$73,448	\$75,957	\$77,487	\$78,938	\$80,388	\$81,839	\$83,290
	1.750	1.823	1.898	1.962	2.001	2.038	2.075	2.112	2.149
24	\$68,624	\$71,487	\$74,428	\$76,938	\$78,467	\$79,918	\$81,369	\$82,820	\$84,271
	1.750	1.823	1.898	1.962	2.001	2.038	2.075	2.112	2.149
25	\$68,624	\$71,487	\$74,428	\$76,938	\$78,467	\$79,918	\$81,369	\$82,820	\$84,271
	1.775	1.848	1.923	1.987	2.026	2.063	2.100	2.137	2.174
26	\$69,605	\$72,467	\$75,408	\$77,918	\$79,447	\$80,898	\$82,349	\$83,800	\$85,251
	1.775	1.848	1.923	1.987	2.026	2.063	2.100	2.137	2.174
27	\$69,605	\$72,467	\$75,408	\$77,918	\$79,447	\$80,898	\$82,349	\$83,800	\$85,251
	1.775	1.848	1.923	1.987	2.026	2.063	2.100	2.137	2.174
28	\$69,605	\$72,467	\$75,408	\$77,918	\$79,447	\$80,898	\$82,349	\$83,800	\$85,251
	1.820	1.893	1.968	2.032	2.071	2.108	2.145	2.182	2.219
29	\$71,369	\$74,232	\$77,173	\$79,683	\$81,212	\$82,663	\$84,114	\$85,565	\$87,016
	1.820	1.893	1.968	2.032	2.071	2.108	2.145	2.182	2.219
30	\$71,369	\$74,232	\$77,173	\$79,683	\$81,212	\$82,663	\$84,114	\$85,565	\$87,016
	1.820	1.893	1.968	2.032	2.071	2.108	2.145	2.182	2.219
31	\$71,369	\$74,232	\$77,173	\$79,683	\$81,212	\$82,663	\$84,114	\$85,565	\$87,016
	1.820	1.893	1.968	2.032	2.071	2.108	2.145	2.182	2.219
32	\$71,369	\$74,232	\$77,173	\$79,683	\$81,212	\$82,663	\$84,114	\$85,565	\$87,016
	1.820	1.893	1.968	2.032	2.071	2.108	2.145	2.182	2.219
33	\$71,369	\$74,232	\$77,173	\$79,683	\$81,212	\$82,663	\$84,114	\$85,565	\$87,016
	1.820	1.893	1.968	2.032	2.071	2.108	2.145	2.182	2.219
34	\$71,369	\$74,232	\$77,173	\$79,683	\$81,212	\$82,663	\$84,114	\$85,565	\$87,016
	1.820	1.893	1.968	2.032	2.071	2.108	2.145	2.182	2.219
35	\$71,369	\$74,232	\$77,173	\$79,683	\$81,212	\$82,663	\$84,114	\$85,565	\$87,016
G. Title I	\$33.33	\$34.06	\$34.75	\$35.13	\$35.50	\$36.20	36.93	37.73	38.54
New TI	\$27.44								
ESY	\$33.33								
Home Instruction		\$33.33							
Paraprofessional		\$16.67							