

RECENT SETTLEMENTS (February 2012):

MOA DATE	DISTRICT	UNIT	PERCENTAGE INCREASE	HEALTH CARE CONTRIBUTION BY EMPLOYEE	# OF YEARS
January 2012	Pleasantville	Teachers	<u>11-12</u> 0.0% <u>12-13</u> 0.0% + Freeze Step + the greater of \$1,250 or 1% as Bonus (non-recurring for those step eligible; recurring for those on top step) <i>Prior agreement, signed November 2009:</i> <u>09-10</u> 1.5% on Feb 1 <u>10-11</u> 1.0% July 1 + .075% Feb 1	<u>11-12</u> Family - \$2,300 Individual - \$1,137 <u>12-13</u> Family - \$2,500 Individual - \$1,237 <i>District indicates that \$200 family increase and \$100 individual increase will effectively bring contribution rate to approximately 14%</i>	2
January 2012	Irvington	Teachers	<u>09-10</u> 0.0% <u>10-11</u> 0.0% <u>11-12</u> 0.0% + \$1,500 Bonus (top step only) <u>12-13</u> 0.0% + Freeze Step + \$2,750 Bonus (all employees) <u>13-14</u> 1.75% + Step Feb 1 <u>14-15</u> 1.75% + Step Feb 1 <u>15-16</u> 1.75% OTHER ITEM: The District added 2 steps to the schedule without increasing the top salary; the new steps provide increases that are equal to 1/2 the incremental increase between the original steps. It will now take unit members an additional 2 years to reach the top step.	<u>09-10</u> 10% <u>10-11</u> 10% <u>11-12</u> 10% <u>12-13</u> 11% <u>13-14</u> 12% <u>14-15</u> 13% <u>15-16</u> 15%	7
December 2011	Ardsley	Teachers	<u>10-11</u> 0.0% <u>11-12</u> 0.75% on Feb 1 (off-schedule) <u>12-13</u> 0.0% + Freeze Step + \$1,000 Bonus (one-time for all employees, but recurring for those on top step) <u>13-14</u> 1.0% on March 1 + Step March 1	<u>10-11</u> 8.5% <u>11-12</u> 10.5% effec. 2/1/12 <u>12-13</u> 12.5% <u>13-14</u> 15%	4

Unless stated otherwise, BONUS implies a one-time, non-recurring payment that is not added to base salary.

November 2011	Briarcliff	Teachers	<u>10-11</u> 0.0% <u>11-12</u> 0.0% + \$1,900 (off-schedule & recurring) <i>As a practical matter, the additional terms delay increment for about 1/2 the school year.</i> <u>12-13</u> 1.0% + Freeze Step + 1.0% increase on off-schedule, recurring payment	<u>10-11</u> 10% <u>11-12</u> 12.5% effec. 2/1/12 <u>12-13</u> 15%	3
November 2011	North Salem	Teachers	<u>11-12</u> 0.0% <u>12-13</u> 1.0% + Freeze Step	<u>11-12</u> 12% <u>12-13</u> 13%	2
September 2011	Bronxville	Teachers	<u>10-11</u> 0.0% <u>11-12</u> 1.0% <u>12-13</u> 1.25% + Step Feb 1 OTHER ITEM: The District added 2 steps to the schedule without increasing the top salary; the new steps provide increases that are equal to 1/2 the incremental increase between the original steps. It will now take unit members an additional 2 years to reach the top step. **Average Increment 3.8% (11/12)	<u>10-11</u> 10% + \$200 <u>11-12</u> 13% <u>12-13</u> 15%	3
August 2011	Valhalla	Teachers	<u>11-12</u> 0.75% + Step Jan 1 - <u>12-13</u> 0.0% + Step June 30 <u>13-14</u> 0.75% + Step Feb 1	<u>11-12</u> 12.5% effec. 1/1/12 (from 11.5%) <u>12-13</u> 12.5% <u>13-14</u> 13.5% effec. 1/1/14	3
June 2011	Nanuet	Teachers	<u>10-11</u> 0.0% + Step + \$1,700 Bonus (only for teachers who do not advance on step) <u>11-12</u> 0.0% + Freeze Step <u>12-13</u> 1.0% + Step Feb 1 <u>13-14</u> 1.0% + Step Nov 1	No change in prior contract, which indicates 20% teacher contribution	4