

RECENT TEACHER SETTLEMENTS (November 5, 2015):

MOA DATE	DISTRICT	PERCENTAGE INCREASE	HEALTH CARE CONTRIBUTION BY EMPLOYEE	# OF YEARS
July 2015	Hastings on Hudson	<u>15-16</u> 0.75% + Step + .25% bonus for step 18 and up <u>16-17</u> 0.75% + Step + .5% bonus for step 18 and up <u>17-18</u> 1% + Step	<u>15-16</u> 15.5% <u>16-17</u> 16% <u>17-18</u> 16.5%	3
June 2015	Tarrytown	<u>15-16</u> 0.0% + Step <u>16-17</u> .75% + Step <u>17-18</u> 1.5% + Step OTHER ITEM: Parties agreed to reduce each step of the salary schedule by .25% each year; approximately .75% total. Add new step 16 by adding 2% to existing step 15. Add new step 17 by adding 2% to existing step 16. SUBJECT TO VERIFICATION.	<u>15-16</u> 15% (no change) <u>16-17</u> 15% <u>17-18</u> 15%	3
June 2015	Yorktown	<u>15-16</u> 0.0% + Step + \$200 bonus <u>16-17</u> 0.0% + Step + \$200 bonus <u>17-18</u> 0.0% + Step + \$200 bonus	<u>15-16</u> 8.5% <u>16-17</u> 9% <u>17-18</u> 10%	3
June 2015	Byram Hills	<u>15-16</u> 1.25% + Step <u>16-17</u> 1.25% + Step <u>17-18</u> 1.0% + Step	<u>15-16</u> 12% (no change) <u>16-17</u> 12% <u>17-18</u> 12%	3
May 2015	Putnam Valley	<u>15-16</u> 0.0% + Step* <u>16-17</u> 0.0% + Step* <u>17-18</u> 0.0% + Step* <u>18-19</u> 0.0% + Step* *7 steps modified and 3 steps added to salary schedule for all 4 years.	<u>15-16</u> 13% <u>16-17</u> 13% <u>17-18</u> 13% <u>18-19</u> 14%	4
May 2015	Valhalla	<u>14-15</u> 0.0% + Step + \$500 bonus for those without step <u>15-16</u> 1.35% + Step	<u>14-15</u> 13.5% <u>15-16</u> 13.5%	4

Unless stated otherwise (i) percentage increase is effective July 1, (ii) step increment is effective July 1, and (iii) BONUS implies a one-time, non-recurring payment that is not added to base salary.

		<u>16-17</u> 1.0% + Step <u>17-18</u> 1.0% + Step	<u>16-17</u> 14% <u>17-18</u> 15%	
May 2015	Harrison	<u>15-16</u> 0.0% + ½ step 9/1/15 + \$1,500 bonus for top step <u>16-17</u> 0.0% + ½ step 9/1/16 + \$1,500 bonus for top step <u>17-18</u> 0.5% + Step + \$1,500 bonus for top step <u>18-19</u> 0.5% + Step + \$700 bonus for top step	<u>15-16</u> 15% <u>16-17</u> 15% <u>17-18</u> 15.5% <u>18-19</u> 16%	4
February 2015	Chapaqua	<u>15-16</u> 0.7% + Step + \$1,000 recurring bonus for step 16 and up <u>16-17</u> 0.7% + Step + \$750 recurring bonus for step 16 and up <u>17-18</u> .7% + Step + \$750 recurring bonus for step 16 and up	<u>15-16</u> 14.5% <u>16-17</u> 15.5% <u>17-18</u> 16.5%	3
January 2015	Lakeland	<u>14-15</u> 0.0% <u>15-16</u> 0.0% <u>16-17</u> 0.75% + Step	<u>14-15</u> 15% for employees hired before 11/1/13 and 20% thereafter <u>15-16</u> 15% for employees hired before 11/1/13 and 20% thereafter <u>16-17</u> 15% for employees hired before 11/1/13 and 20% thereafter	3
December 2014	Ardsley	<u>14-15</u> 1.0% <u>15-16</u> 1.0% <u>16-17</u> 1.0%	<u>14-15</u> 15% <u>15-16</u> 15.75% <u>16-17</u> 16.5%	3
October 2014	Bronxville	<u>13-14</u> 0.0% <u>14-15</u> 0.0% <u>15-16</u> 0.0% <u>16-17</u> 0.75%	<u>13-14</u> 15% <u>14-15</u> 15% <u>15-16</u> 16% <u>16-17</u> 17%	4

October 2014	Briarcliff Manor	<u>14-15</u> 1.0% <u>15-16</u> 1.0% <u>16-17</u> 1.0%	<u>14-15</u> 17% <u>15-16</u> 18% <u>16-17</u> 18%	3
August 2014	Rye Neck	<u>14-15</u> 0.0% + step on Sept 1 + \$1,000 one-time cash payment (\$1,250 to those who are not eligible for step) <u>15-16</u> 0.0% + freeze step <u>16-17</u> 0.0% + step + (\$1,000 one-time cash payment to those who are not eligible for step)	<u>14-15</u> 13.5% <u>15-16</u> 13.5% <u>16-17</u> 14%	3
July 2014	Eastchester	<u>13-14</u> 0.0% + step <u>14-15</u> 0.0% + 1/2 step <u>15-16</u> 0.0% + 1/2 step <u>16-17</u> 0.0% + step	<u>13-14</u> 6.5% <u>14-15</u> 7.75% <u>15-16</u> 9% <u>16-17</u> 9.9%	4