WE HAVE A CONTRACT!!!!

We are proud to share that we have reached a tentative contract agreement that achieves past due raises for everyone and, going forward, is in line with the established pattern. The city fought over every item we achieved; nothing was given to us.

We fought hard for all of our members. We believe that we have crafted an agreement that addresses our major concerns. We received a fair compensation package while refusing to allow the negotiations to divide us.

- A more than 18 percent raise (with compounding) over the life of the contract, salary steps for Education Administrators, and numerous workplace remedies that address concerns raised by the membership including the extended work day on Mondays and Tuesdays, the enormous amount of paperwork our members handle, and reforms to the lengthy investigative process.

- This contract includes the two four-percent raises from the last round of negotiations, and 10 percent going forward.

- Every member of CSA – those who became members in the recent past and those who are promoted from the ranks of teachers in the future – will receive their lump sum payments.

- Recent retirees will receive retroactive compensation in the form of a single lump sum payment. In-service members have until June 30, 2015 to decide if they want to retire and still receive a single lump sum payment. We fought for this extension to give members a reasonable amount of time to make such an important decision and because we felt any earlier date might cause a disruption to schools.

Attached is a summary of the memorandum of agreement (MOA) between the city and CSA. The full MOA and the salary schedules for the contract can be seen at CSA’s website, www.csa-nyc.org.

A CSA membership meeting to review the contract will be held at 5 p.m. on Dec. 17 at Aviation High School, 45-30 36th St., Long Island City, NY.
TERM
The contract runs retroactively from March 6, 2010 to April 20, 2019.

SALARY INCREASES and BONUSES*
CSA members (Department of Education) will see a raise of more than 18 percent with compounding over the life of the contract. This includes the two four-percent raises from the prior round of bargaining and 10 percent going forward.

Each member on the payroll as of ratification will receive a $1,000 signing bonus.

The raises will be paid as follows:
• Effective 9/16/13, 1 percent
• Effective 9/16/14, 1 percent
• Effective 9/6/15, 2 percent
• Effective 9/6/16, 3.5 percent
• Effective 9/6/17, 2 percent
• Effective 10/6/17, 2.5 percent
• Effective 9/6/18, 2 percent
• Effective 10/6/18, 4 percent

*These figures do not reflect summer school stipend, contributions to the CSA Welfare Funds, per session increases, or compounding.

LUMP SUM PAYOUTS
Retroactive pay for the 4 percent raises in 2010 and 2011 will be paid out on the following dates:
• 2/6/16, 12.5 percent of the lump-sum payment
• 2/6/18, 12.5 percent of the lump-sum payment
• 2/6/19, 25 percent of the lump-sum payment
• 2/6/20, 25 percent of the lump-sum payment
• 2/6/21, 25 percent of the lump-sum payment

These five payments will be made to those who retire after June 30, 2015, as well as employees who are continuously employed and are in active service as of the date of the payout. Employees who have been promoted out of CSA represented titles prior to the ratification of this agreement will be eligible for the lump sum payments as well.

Those who retire on or before June 30, 2015 will receive their full retroactive lump sum payment in one payment. Our "structured retirement fund" is not limited to a fixed dollar amount. All who have retired since March 6, 2010 and all who retire on or before June 30, 2015 will receive all monies due in one lump sum.

EDUCATION ADMINISTRATORS STEPS
A longtime goal of the union: Salary steps for Education Administrators will be implemented in the last year of the contract.

WELFARE FUND CONTRIBUTIONS
By the end of the contract, our Welfare Fund will be enhanced by $136 annually per in-service member. Furthermore, as part of the accord with the Municipal Labor Committee, the Welfare Fund will also get $25 a member next year, and an additional $25 for each of the next three years for an aggregate contribution of $100 a year going forward. Combined, these contributions will give our welfare fund a much needed infusion of $236 per active member per year. The Retiree Welfare Fund will also receive the aggregate $100 increase in city contributions.

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CAREER LADDER FOR PRINCIPALS AND ASSISTANT PRINCIPALS
Master, Model, and Ambassador titles have been created to provide career ladder opportunities for Principals and Assistant Principals. Additional compensation ranges from $10,000 to $25,000 annually.

HEALTH CARE
Current health care benefits have been maintained for in-service members and retirees.

EXTENSIONS OF PROBATION
Members who are notified that their probation has been extended will now have the right to receive a statement of reason(s).

APPR MODIFICATIONS
Members will be given written feedback from the superintendent or the superintendent's designee following an observation. In 2015-16 superintendents will provide written "next steps" for all areas rated developing or ineffective.

PAPERWORK REDUCTION
In response to the ever-increasing paperwork load of CSA members, CSA and the Department of Education will establish a joint committee to review paperwork and develop collaborative protocols to reduce it. Violations of established protocols will now be subject to the grievance and arbitration process.

EXTENDED WORK DAY ON MONDAYS AND TUESDAYS
By separate agreement, the city will allow each school to adjust its daily work schedule for administrators to accommodate regular day activities and contractual teacher professional development.

REDUCED OBSERVATIONS
CSA has negotiated a separate agreement in these negotiations to relieve school-based administrators' burden with regard to too many teacher observations. The city will now allow teachers rated "effective" to choose four rather than six informal evaluations of their classroom work.

REDUCED TIME FRAME FOR INVESTIGATIONS
The DOE will review all investigations open for more than 180 days. For C-30s being held up because of an open investigation, the Chancellor can now direct the C-30 to go forward if appropriate. A similar review will also be done for all extensions of probation that are due to an open investigation.

PROTECTION OF ALL EXCESSED SUPERVISORS
We've maintained the rights of excessed supervisors while allowing for an expedited due-process hearing for those tenured supervisors who have been written up as "problematic" in two consecutive assignments.

HARD TO STAFF SCHOOLS
The city will pay an annual differential to Principals and Assistant Principals in schools the Chancellor designates as "hard to staff."

WORK DURING SCHOOL HOLIDAYS/VACATION PERIODS
Twelve-month CSA represented employees can report to work during school holiday periods and defer the annual leave day to another date within their work year.

FAMILY ILLNESS LEAVE
All CSA members may use three sick days a year to care for a sick family member.

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