CSA Answers Questions About the Proposed Contract

QUESTION: Who is entitled to retroactive pay?
Answer: All CSA members, including those promoted or who will be promoted into a CSA title and those who have retired/will retire at any time during the life of this agreement, will receive the retroactive allocation they are owed.
In addition, CSA members promoted from CSA into a DOE management title prior to ratification of this agreement will also receive retroactive pay. CSA members who decide to accept a management position after the ratification of this agreement are not be entitled to retroactive payments after their date of promotion out of CSA.

QUESTION: Are there changes to the TDA program?
Answer: No changes were made to our TDA program.

QUESTION: What is the $1,000 signing bonus?
Answer: All members on payroll as of the date of ratification of this agreement will receive a $1,000 pensionable bonus.

QUESTION: When will we see the first increases in our paychecks?
Answer: The city will begin preparing for changes as soon as the contract is ratified. The retroactive increase of 1 percent for 2013 and 1 percent for 2014 as well as the $1,000 signing bonus will be paid as soon as practical.

QUESTION: What is the Retiree Claims Settlement Fund?
Answer: Anyone retiring between March 6, 2010 and June 30, 2015 will receive his/her contract settlement, paid in full, in one lump sum. There are no limitations based on the number of retirees.

QUESTION: What if I retire on or after July 1, 2015?
Answer: Lump-sum payments will be paid on the dates cited in the agreement.
QUESTION: Were our health care benefits or costs affected?
Answer: The NYC Municipal Labor Committee agreed to a package of health care savings. However, out-of-pocket costs to our members will not increase. City contributions to our Welfare Fund have increased to offset the ever-increasing costs of prescription drugs and to keep pace with the increasing costs of our vision and dental plans.

QUESTION: Will we continue to receive contributions to our Annuity Fund?
Answer: Yes. The $550 annual contribution to TRS for supervisors who have completed the required years of service and the annual $708 contribution to the separate Annuity Fund (Compensation Accrual Fund) will continue.

QUESTION: Will our work hours/vacation days change?
Answer: Work hours and vacation days will remain the same. In a separate agreement, the DOE has acknowledged that when supervisory coverage is needed for regular school activities, some supervisors might need to work varying hours on a day-to-day basis to accommodate the extended schedules on Mondays and Tuesdays. Details to follow.

QUESTION: How will the 4 percent raise effective March 2010 and the additional 4 percent raise effective March 2011 be calculated for pension purposes?
Answer: It is our understanding that pensions will be calculated as if the increase actually occurred in 2010 and 2011. This applies to retirees on or before June 30, 2015 as well as those retiring after that date. This would eliminate the need to recalculate pensions annually.

QUESTION: Have our per session rates changed?
Answer: Yes. The per session rates will increase according to the rate increase in the contract. Per session increases will also be retroactive.

QUESTION: Will supervisors continue to be eligible for performance incentives?
Answer: Yes. No changes were made to the performance incentive. It should be noted that the Chancellor, in consultation with the CSA, sets the criteria for performance incentives.

QUESTION: Have the salary ranges for Education Administrators changed?
Answer: The CSA negotiated a five-step pay scale for Education Administrators. This ensures that EAs hired at any level below midway in the range will receive annual salary step increases until they reach, at minimum, the midpoint in the range. In addition, longevity increases at 10 years, 15 year, 20 years and 22 years remain the same as they were in the past.
QUESTION: Will there be a severance program for excessed supervisors?
Answer: The Department of Education will offer a severance program that is voluntary for all excessed supervisors.

The financial package includes ranges from one week of severance pay for excessed supervisors with three or more years of service but fewer than six years of service, up to 10 weeks of pay for excessed supervisor with 20 years of service or more. Excessed supervisors wishing to take advantage of the severance program will have a 30-day window in which to do so.

QUESTION: What is the Career Ladder Program?
Answer: The CSA and DOE want to create professional growth opportunities for exemplary Principals and Assistant Principals. The Chancellor, in consultation with the CSA, will set criteria for, and selection of, Master, Model and Ambassador Supervisors.

QUESTION: What is a hard-to-staff school differential?
Answer: To promote Principal/Assistant Principal retention and recruitment to high needs schools with staffing challenges, administrators who work and remain at designated hard-to-staff schools are eligible for an annual salary differential.

QUESTION: How are schools chosen to be PROSE?
Answer: A joint panel made up of equal number of members selected by the CSA, the UFT and the Chancellor will review applications and make recommendations to the Senior Deputy Chancellor.

QUESTION: Have steps been taken to address delays in investigations?
Answer: Yes. Any OSI/OEO investigation open longer than 180 days will be reviewed within 30 days of the 180th day.

• For C-30s not competed within 180 days due to an open OSI/OEO investigation, the DOE shall review each open case, and the Chancellor, or his/her designee, shall appoint the supervisor to the vacancy, if, in the sole discretion of the Chancellor or his/her designee, the allegations being investigated (even if substantiated) would not prevent the supervisor from being appointed.

• For supervisors working under an extension of probation due to an open investigation, the Chancellor shall confer tenure upon completion of the unsubstantiated investigation, provided no other reasons exist.

• OSI and the OEO will notify employees of the results of an investigation within 30 days of completing that investigation.

QUESTION: If a CSA member is offered an extension of probation, will he/she be given notice regarding the reasons the extension is being offered?
Answer: To the extent possible, the member should be provided with the reason(s). The employee should receive written notice 15 school (work) days after requesting.
**QUESTION:** Can I use CAR days for ill family members?
*Answer:* CSA-represented employees may use up to three CAR days per year for the care of ill family members.

**QUESTION:** May Principals/Assistant Principals work during school holidays?
*Answer:* Principals with the approval of their Superintendent, and 12-month Assistant Principals with the approval of their Principal, may work and defer their annual leave day(s) to another date within their work year.

**QUESTION:** What has been done to reduce paperwork?
*Answer:* A committee consisting of equal number of CSA and DOE staff will meet monthly to review paperwork issues (whether paper or electronic). If the committee cannot establish a system-wide standard approved by the Chancellor within 60 days of the first meeting, either the DOE or CSA may request the assistance of a mediator. Should the mediation fail to forge a policy, both sides will submit briefs to a neutral person for a binding decision.

**QUESTION:** What is the minimum staffing committee?
*Answer:* The committee will work to develop minimum supervisory standards for approval by the CSA President and the Chancellor.

**QUESTION:** Has the APPR changed?
*Answer:* Effective 2015-2016, the Superintendent or his/her designee will conduct all supervisory visits.
  - All Principals will receive written feedback in the form of evidence within 45 days following a statutory PPO/Q visit.
  - Effective 2015-2016, in conjunction with the written feedback, Principals will receive written steps for improvement for each component rated “Developing” of “Ineffective”. (“Developing” of “Underdeveloped” for purposes of the QR Rubric).

**QUESTION:** How can I determine how much money I am due in retroactive pay?
*Answer:* We are working on a sample and will post it on this website soon.