**CSA Memorandum of Agreement Summary**

**TERM**
The contract runs retroactively from April 23, 2019 to January 28, 2023.

**SALARY INCREASES FOR ALL MEMBERS***
CSA members will see a raise of greater than 7.5% with compounding over the life of the contract.

Rises will be paid as follows:
- Effective 4/23/2019, 2% increase
- Effective 7/23/2020, 2.5% increase
- Effective 9/23/2021, 3% increase

Retroactive payments will be paid out as follows:
- Spring 2020 (TBD): 2% increase fully retroactive to 4/23/2019
- February 2020: 25% of lump sum retroactive pay from the 2014 agreement (4th installment)
- February 2021: 25% of lump retroactive pay from the 2014 agreement (5th and final installment)

*These figures do not reflect contributions to the CSA Welfare Funds or compounding.

**HEALTH CARE**
All current health care benefits have been **fully** maintained for in-service members and retirees.

**WELFARE FUND CONTRIBUTIONS**
- On July 23, 2020 there will be a payment of **$2.28 million** to strengthen and protect the Welfare Fund and the Retirees Welfare Fund.
- The additional $136 per employee per year that CSA secured in 2014 will be enhanced by 2%, 2.5% and 3% on the dates that each salary increase takes effect.

**ANNUITY FUND CONTRIBUTIONS**
Each member will continue to receive the $708 annuity fund contribution which will increase by 2%, 2.5% and 3% following the effective dates of each salary increase.

**PAID PARENTAL LEAVE WITH RETROACTIVE BENEFIT**
- CSA members are now entitled to receive up to 25 **work days** of Paid Parental Leave (PPL) at **100% of regular salary** without coming off payroll. PPL is defined as leave for the birth of a child to a CSA member or the placement of a child, under the age of 18, with a CSA member for adoption or foster care.
- The start date of an eligible employee’s PPL will be their option. Additionally, CSA secured the right for eligible employees to take the 25 work days on an intermittent basis up to six months after the birth, adoption or foster placement.
- Eligible employees **will continue to accrue annual and sick leave** during PPL, and they may also use accrued leave, child-care leave and any other applicable leave benefits.

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A CSA Membership meeting to review the contract will be held during after school hours on Wednesday, February 26th, 2020. The time and location will be announced shortly through our member updates and on our website.
• Eligible employees may use PPL immediately after being hired.
• CSA fought hard to secure a rare retroactive benefit extending PPL to eligible employees who became parents (birth, adoption or foster) on or after October 1, 2019. Those CSA members are entitled to use up to 25 work days of PPL up to six months from the date of the birth, adoption or foster placement.

TENURE
For the first time, CSA has guaranteed that the DOE will establish and distribute to all members a tenure framework that will provide clear and concise guidance regarding school-based and non-school-based supervisory tenure decisions, consistent with New York Education Law and the APPR agreement between CSA and DOE, for the start of the 2020-2021 school year.

EXTENSION OF PROBATION
All proposed extensions of the probationary period of any supervisor will now be given to the supervisor and CSA in writing, along with a written statement of reasons for the extension, no later than 7 days prior to the completion of the probationary period. This will enable any CSA member to properly consult with CSA about their decision.

REVERSION RIGHTS
• Any appointed supervisor who is denied completion of probation or discontinued will have the undisputed right to revert to their most recent prior appointed supervisor or EA position in the system.
• For the purpose of clarity and consistency, CSA has negotiated that the DOE is obligated to advise any supervisor moving from an appointed position to an interim-acting position of their reversion rights in writing prior to taking the position as an interim-acting supervisor.

ANTI-RETALIATION
CSA has negotiated the protection of our members against harassment, intimidation, retaliation and discrimination of any kind. If a CSA member is so aggrieved, or retaliated against for raising a concern, reporting a suspected violation of any DOE policy or contractual provision, or cooperating with an investigation, they now have recourse under the grievance and arbitration provisions of the CBA.

SAFETY AND SECURITY
• All Principals at all levels will now have the option and discretion to create an Assistant Principal responsible for Climate, Culture and Security.
• In order to ensure a safe and secure environment in every school building, the DOE has agreed with CSA that it is best practice to have at least one Assistant Principal per school. Going forward, superintendents will have to justify a plan that ensures a safe and secure environment in the absence of an Assistant Principal.

ASSISTANT PRINCIPAL EVALUATION & REDUCED PROBATIONARY PERIOD
CSA will participate in a joint committee with the DOE to explore the potential of a new evaluation system for Assistant Principals that continues to value their import within the system and fairly capture

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PLACEMENT OF EXCESSED STAFF
Schools with outstanding budget appeals as of August 1st will not have excessed staff force-placed prior to October 15th.

INSTRUCTIONAL SUPPLIES
The DOE will issue annual guidance to principals about funding and budgeting instructional supplies, including the funds available for instructional supplies and where they are within the overall school budget.

REDUCED MEETINGS
As a result of CSA’s ongoing efforts to make sure the DOE honors the value of our members’ time, there will be one defined meeting per month for principals to meet as a group with their district Superintendent during the workday for professional development or trainings, except for the months of October, January, and March when there may be two such meetings. Superintendents will provide a schedule of meetings by the first day of each term and, in the event that a meeting date must be changed, the Superintendent will provide at least two weeks’ advance written notice to each principal in the district. In July, the DOE may schedule professional development sessions for principals that will take place over a period of one week during the workday.

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