



Port Chester-Rye Union Free School District
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Port Chester Teachers Association and District Board of Education Reach Four-Year Agreement on New Contract Benefit Savings Achieved

The Board of Education of the Port Chester-Rye Union Free School District voted this morning to approve a four-year Memorandum of Agreement with the Port Chester Teachers Association (PCTA), effective July 1, 2016. The PCTA membership ratified the agreement last evening at 4:30 p.m.

With this agreement, all employee units have now given the district the option to move its employees into the NYSHIP empire health plan as needed to gain cost savings. Part time staff will now have their sick and personal days prorated to their part time status. In the past, they accrued days in accordance with full time credit. Elementary classroom teachers will now have four guaranteed preps per week rather than the three outlined in the prior agreement. The district has gained expanded building transfer rights to accommodate both the provision of elementary preps and elementary class size balancing across the district. All district union employees will now be paying a minimum of 15% toward their health insurance with the exception of the teacher assistants who pay 13% and a few CSEA members hired before 1994. This saves the district \$136K annually.

“Lane changes” where teachers advance their salary by completing job related course credits are now limited to every other year rather than yearly. This is projected to save the district nearly \$250K annually. Extra pay stipends (i. e. coaches, clubs, etc.) remain unchanged however; inequities between female and male coaching stipends that were resolved earlier this year have been memorialized in the new agreement.

Here is the salary breakdown by year for the new agreement:

For 2015-16, there is a 0% increase to the salary schedule with a \$500 per person signing incentive similar to that of the other district units that settled since June 2015. In each of the three successive years, the salary guide will increase by \$900 per person, 1%, and 1% respectively. In addition, the district will accrue projected annual savings of \$209,000 by introducing two intermediary steps in the salary guide. PCTA members will also see a new accumulated longevity plan to benefit long-term employees.

Board of Education President, Robert Johnson, who co-chaired the Board’s negotiating team with trustee Carolee Brakewood praised the agreement saying, “Reaching an agreement at this time not only provides stability to the school district, but ensures that the district not risk losing nearly \$3M state aid under state sanctions had we not agreed to and submitted an Annual Professional Performance Review plan by July 1 2016.”

The Board and the PCTA hammered out the agreement in meetings that spanned nearly two years and culminated with a series of marathon sessions with a state mediator.

“I want to thank the PCTA and the Board of Education for their extraordinary efforts in reaching this agreement,” said Dr. Edward A. Kliszus, Superintendent of Schools, “this agreement was the result of their focused leadership and vision over the many months of complex and challenging negotiations.”