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**Contract Database Metadata Elements**

Title: **Royalton-Hartland Central School District and Royalton-Hartland Teachers Association (2008) (MOA)**

Employer Name: **Royalton-Hartland Central School District**

Union: **Royalton-Hartland Teachers Association**

Effective Date: **07/01/08**

Expiration Date: **06/30/11**

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TA/6085

June 12, 2008

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
THE ROYALTON-HARTLAND CENTRAL SCHOOL DISTRICT  
AND  
THE ROYALTON-HARTLAND TEACHERS ASSOCIATION**

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RELATIONS BOARD

JAN 30 2009

**ADMINISTRATION**

The Royalton Hartland Central School District ("District") and the Royalton Hartland Teachers Association ("Association") hereby enter into this Memorandum of Agreement in complete and final settlement of all issues proposed and negotiated for the July 1, 2008 to June 30, 2011 successor collective bargaining agreement to the July 1, 2004 to June 30, 2007 agreement, as extended to July 1, 2008. The terms of this Memorandum of Agreement shall not become effective unless and until they are approved and ratified by the Board of Education of the District ("Board") and ratified by the members of the Association.

All provisions of the July 1, 2004 - June 30, 2007 collective bargaining agreement between the parties, as extended to July 1, 2008, shall be continued and updated where necessary to incorporate it into the successor agreement unless specifically modified by this Memorandum of Agreement. All references to amendments made herein are made with respect to the 2004-2007 collective bargaining agreement between the parties and such amendments shall be incorporated into the successor agreement.

1. Schedule D, Reimbursement, D is hereby amended to provide:

All coaching positions shall be posted and filled annually. In the case of multiple applicants, a committee will meet to make a written recommendation to the Superintendent as to who they believe to be the most qualified applicant. This committee will consist of an administrator, the Director of Athletics (position referred to in schedule D), and an RHTA appointed member of the faculty. This committee will use the following criteria in making their recommendation: coaching certification, experience, and coaching experience within the district. The Superintendent will then make his/her recommendation to the board. RHTA maintains the right to grieve the final coaching appointment.

2. Schedule E, is hereby amended to increase the hourly rate for curriculum writing to \$30 per hour.
3. Schedule F (B), Health Insurance, is hereby amended to delete section 9(a). In exchange for such deletion, the District shall contribute to each teacher who has health insurance through the district, the sum of One Hundred (\$100) dollars per year to his/her flexible spending account. In addition, it is agreed that the amount that can be contributed to a teachers' flexible spending account shall be increased from \$1,500 to \$3,000.

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4. Schedule F, (C) Terminal Leave Benefit, section 3(b) is hereby amended to provide:

(b) The teacher files a written resignation from their position in the District prior to **December 1 of the school year of retirement.**

5. It is further hereby agreed that, Schedule F (C) shall be amended to add a new section to reference the agreement between the parties regarding the payment of such monies into a 403b account and that such agreement shall be attached to the contract, as follows:

6. All payments due hereunder shall be made in accordance with the memorandum of agreement dated November 1, 2006, attached hereto as Attachment " \_ "

6. Schedule G, Reimbursement, B(3)(a) is hereby amended to increase the event rate to \$50 per event.

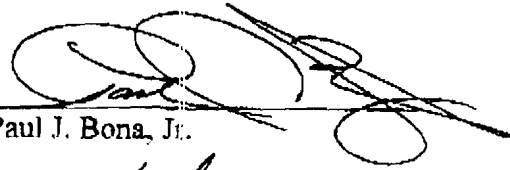
7. Salary - Base salaries shall be increased by the following percentages, inclusive of increment, in the following school years:

2008-09	-	4%
2009-10	-	4%
2010-11	-	4%

The distribution of such funds shall be mutually agreed upon and the salary schedules shall be changed to reflect numbers rather than letters.

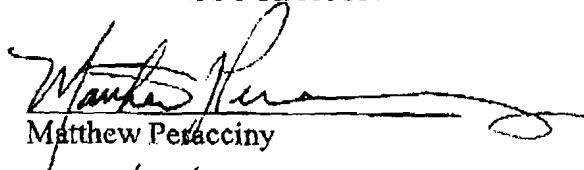
8. Except as otherwise provided, all agreements shall be effective July 1, 2008. The term of the new agreement shall be three years, from July 1, 2008 to June 30, 2011.

FOR THE DISTRICT

  
\_\_\_\_\_  
Paul J. Bona, Jr.

Dated 6/13/08

FOR THE ASSOCIATION

  
\_\_\_\_\_  
Matthew Peracciny

Dated 6/12/08

Royalton-Hartland Central School District  
 Royalton-Hartland Teachers' Association Salary Schedule

	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11
1 P	32,209	32,531	33,182	33,679	34,184	35,144	35,657	36,424
2 Q	32,525	32,850	33,507	34,010	34,520	35,490	36,007	36,782
3 R	33,783	34,121	34,803	35,325	35,855	36,462	36,994	37,790
4 S	34,717	35,064	35,765	36,302	36,847	37,882	38,434	39,261
5 T	36,259	36,622	37,354	37,914	38,483	39,564	40,141	41,005
6 U	37,750	38,128	38,890	39,473	40,065	41,190	41,791	42,690
7 V	39,128	39,519	40,310	40,914	41,528	42,695	43,317	44,249
8 W	40,664	41,071	41,892	42,520	43,158	44,370	45,017	45,986
9 X	41,283	41,696	42,530	43,168	43,816	45,047	45,710	46,702
10 Y	42,676	43,103	43,965	44,624	45,293	46,565	47,244	48,261
11 Z	44,135	44,576	45,468	46,150	46,842	48,158	48,860	49,911
12 AA	45,701	46,158	47,081	47,787	48,504	49,866	50,594	51,682
13 AB	46,942	47,411	48,360	49,085	49,821	51,220	51,967	53,085
14 AC	48,468	48,953	49,932	50,681	51,441	52,886	53,657	54,812
15 AD	49,912	50,411	51,419	52,191	52,974	54,462	55,256	56,445
16 AE	50,242	50,744	51,759	52,536	53,324	55,222	56,027	57,233
17 AF	52,307	52,830	53,887	54,695	55,515	57,074	57,907	59,152
18 AG	53,231	53,763	54,839	55,661	56,496	58,083	58,930	60,198
19 AH	55,029	55,579	56,691	57,541	58,404	60,045	60,920	62,231
20 AI	60,455	61,060	62,281	63,215	64,163	65,065	66,014	67,434
21 AJ	65,341	65,994	67,314	68,324	69,349	71,297	72,337	73,893
22 AK	70,227	70,929	72,348	73,433	74,167	76,250	77,362	79,027