

**TENTATIVE AGREEMENT BETWEEN  
THE NEW HARTFORD CENTRAL SCHOOL DISTRICT  
AND THE NEW HARTFORD TEACHERS' ASSOCIATION**

August 12, 2020

The following tentative agreement reflects the parties' agreements and understanding with respect to the extension of the 2017-2021 collective bargaining agreement by and between the New Hartford Central School District ("District") and the New Hartford Teachers' Association ("NHTA") for an additional one year period, July 1, 2021 – June 30, 2022. This tentative agreement is subject to approval and ratification by the District's Board of Education and NHTA, respectively.

- 1) Make appropriate date and editorial revisions to reflect the terms of the new successor Agreement for a five-year period of July 1, 2017 – June 30, 2022.
- 2) Article VII Wage and Fringe Benefits, Article XII Teaching Assistants and Appendix F Registered Nurse

Based upon the scatter gram of unit employees as of the 2019-20 school year, mutually develop salary schedules for the 2021-22 school year that will provide for the following salary increases:

Teachers will receive the same on-step and off-schedule increases in the 2021-22 school year as the 2020-21 salary schedule provided for, with eligible teachers advancing one step.

Teaching assistants, nurses and head nurses shall receive a 3.5% increase on their 2020-21 base pay rate, for the 2021-22 school year.

The resulting salary schedules for 2021-22 school year are attached as Attachment "1" to this Agreement.

- 3) Appendix D

Renew terms of 403(b) MOA through June 30, 2022.

- 4) Article X

Section (D)(2)(a)-Personal Leave

Add "domestic partner or civil union spouse"

Section J-Bereavement Leave

Add "domestic partner or civil union spouse"

- 5) The NHTA hereby agrees and affirms that it has no additional financial claims against the District with respect to the compensation of members of the NHTA bargaining unit for any work performed by them during the 2019-20 school year.

- 6) Retirement Incentive-continue terms of Board policy through June 30, 2023, expiring fully and completely as of June 30, 2023.
- 7) Those NHTA unit employees appointed to coaching position for the Spring 2020 season will receive payment at the rate of twenty percent (20%) of the approved coaching salary for the 2019-20 school year, in addition to one (1) year advancement credit for future coaching service as the contract affords.

*Edward A. [Signature]*

*Christina M. [Signature]*