***MEMORANDUM OF AGREEMENT***

**Article XIV. Section A.**

Bereavement provision increased from 4 to 5 days for immediate family and 2 days for others (list to follow).

**Article XIV. Section F.**

Sick leave payout cap increased from $5000 to $6000.

**Article XX. Section B.**

Employer agrees to pay 55% above the cost of single coverage for those who are not grandfathered and choose family, employee and spouse or parent w/child coverage.

**Article XX. New Section H.**

Tenured teachers leaving voluntarily will retain health coverage through August 31st.

**Article XXIV. Section A., part 3.**

Tenured teachers may request a second evaluation within 15 days of post evaluation conference if the first evaluation was unsatisfactory.

**Article XXXIX.**

Change the dates to July 1, 2011 through June 30, 2014.

**Appendix A. Article I.**

Salary increase of 3.2% for the 2011/2012 year (retroactive to 7/1/11); 2.8% for the 2012/2013 year; and 2.4% for the 2013/2014 year.

**Appendix A. Article I. Section B.**

New category of PhD. $1000 over MA+30.

**Appendix A. Article III.**

Stipends increased by 5% retroactive to 7/1/11.

**Appendix A. Article III. Section C.**

Hourly rate for tutoring, lunch duty, etc., increased from $30 to $32.50 – retroactive to 7/1/11.

**Appendix A. Article III. New Section D.**

Stipend payments to be restructured. Half will be paid mid-year and the remainder will be paid at the end of the year. This arrangement will be made wherever appropriate (e.g., newspaper but not yearbook).