
MEMORANDUM OF UNDERSTANDING

between the

BETHLEHEM CENTRAL SCHOOL DISTRICT (“DISTRICT”)

and the

BETHLEHEM CENTRAL UNITED EMPLOYEES’ ASSOCIATION (“BCUEA”)

1. This Memorandum of Understanding is subject to ratification by the Board of Education and the membership of the BCUEA before it becomes final and can be implemented.

2. The 2008-2012 collective negotiating agreement between the Bethlehem Central School District and the Bethlehem Central United Employees Association shall be extended and continued until 2012-2013, except as modified by this Agreement.

3. Article X-Compensation and Related Items, Section 1, shall be modified as follows:

a. Payments for 2011-2012 for step and COLA shall be paid effective February 1, 2012.

b. Payments for 2012-2013 for Step and COLA shall be paid effective July 1, 2012.

c. The salary schedules in Appendix 5 shall be:

2011-2012 4.02%

2012-2013 1.5%

4. Article X, Section 6, a. (1), Health Insurance, shall be modified as follows:

a. Effective February 1, 2012, the employer will pay 80% of the health insurance premium for dependents.

b. Effective July 1, 2012, office visit co-pays will be increased to \$20.

5. Article X, Section 6, a.(6), add:

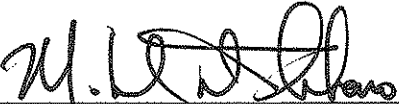
Provided however, no fund shall be made available by the District for the 2011-2012 and 2012-2013 school years. The District shall resume annual funding in the 2013-2014 school year.

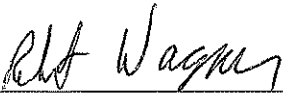
6. Article X, Compensation and related items 6, c.

- a. For the 2010-2011 school year, any unit members eligible to retire under NYSERS without incurring a NYSERS penalty (decrease in calculated retirement benefit) are eligible for the retirement incentive found in Article X. For the 2010-2011 school year, an employee does not have to retire in the first three (3) years of eligibility under NYSERS to receive the retirement incentive as stated in Article X, Section 6.c.
- b. For the 2010-2011 school year, eligible unit members shall receive incentive payment in the amount of \$7,000. This payment is in lieu of other payments found in Article X, Section 6.c.
- c. The District will waive the six (6) month notice requirement in the Agreement. An eligible employee must provide an irrevocable written notice to the District no later than April 15, 2011 and must retire no later than June 30, 2011.
- d. For this one time election period only, an employee who retires under this incentive will be eligible for health insurance in retirement with ten (10) years of District service. All retirements outside this retirement incentive period will only

~~be eligible for health insurance in retirement with fifteen years (15) of District~~
service consistent with the Agreement.

- e. Effective July 1, 2011, the retirement incentive in Article X shall return to the present wording in the Agreement and will not be subject to the modifications listed above.


Bethlehem Central School District


Bethlehem Central United
Employees' Association

Date: 3/16/2011

Date: 3/18/11