



## **Highlights of the** **Memorandum of Agreement**

Proposed Agreement Between the United Federation of Teachers, Local 2 AFT,  
NYSUT, AFL-CIO and the NYC Department of Education

**Pending Ratification by Members of the  
UFT Administrative Education Analysts/Officers Chapter**

**This document is intended as an overview of the proposed agreement. For more detailed information, please refer to the full Memorandum of Agreement (MOA) and Article 11 of the Teachers' Contract.**

The Negotiating Committee recommends ratification of the proposed agreement which will be in effect through November 2018.

COMPENSATION (see section B of the MOA for details)

- Pay grade G1 is eliminated; pay grades G2 – G4 are replaced by new salary Levels A, B, and C with **increases to minimum and maximum salaries** for each level.
- All incumbents receive **at least a 1.67% salary increase retroactive to September 26, 2017.**

BENEFITS

- **UFT Welfare Fund** benefits (no high option rider payment), effective October 1, 2016.

## HOLIDAYS

- The **same holiday calendar as UFT represented Ed Analysts/Officers**, which includes but is not limited to the following additional paid days off-- Lunar New Year, Eid al-Fitr, Rosh Hashanah, Good Friday, Passover (first 2 days).

## WORK HOURS

- 35 hour work week/60 minute lunch period.
- With supervisor approval, eligibility for comp time (over 35 but less than 40 hours per week), overtime (over 40 hours per week), and flex time.

## TERMINATION PAY

- Upon resignation or retirement, **one day of pay for every two days** of unused sick leave (200 day cap applies). Paid on the second, fourteenth, and twenty-sixth month after the event.

## ANNUAL and SICK LEAVE

- Upon ratification, accrual rate will be the **same as UFT represented Ed Analysts/Officers** (refer to Article 11, Sections III (G) and (F) of the Teachers' Contract).

## PAID PARENTAL LEAVE

Eligibility for paid parental leave for nine months (for birth of a child or placement of a foster child) or six months (for adoption of a child) from the ratification date of this Agreement.

## SENIORITY AND LAYOFF

- In accordance with Civil Service provisions.

## REASSIGNMENT

- In the event of a school system reorganization, you may express preference (which will be honored, if possible) for up to three new work locations.