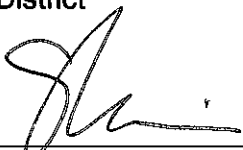


MEMORANDUM OF AGREEMENT
between
Kenmore Teachers Association
-and-
Kenmore-Town of Tonawanda Union Free School District

The undersigned representatives of the Kenmore Teachers Association ("KTA") and the Kenmore-Town of Tonawanda Union Free School District ("District") hereby agree to the following memorandum of agreement.

1. The 2016-2018 CBA will be extended for the 2018-2019 school year to provide a new 1% salary increase, on schedule 01 and the Teacher Assistant Schedule.
2. All other provisions of the CBA will remain in effect and dates will be updated to reflect the one year extension.

For the District



Superintendent

10/5/2017
Date

For the Association



President

10/5/2017
Date

APPENDIX B

**Kenmore-Town of Tonawanda Union Free School District
Kenmore Teachers - Salary Schedule 01**

2017-2018 SALARY SCHEDULES

Step	BS	BS +15	BS +60	MS	CAREER
1	\$34,394	\$35,505	\$37,723	\$40,453	\$42,453
2	\$35,505	\$36,613	\$41,963	\$41,545	\$43,545
3	\$37,168	\$39,386	\$45,705	\$43,788	\$45,788
4	\$37,168	\$41,051	\$47,842	\$46,095	\$48,095
5	\$37,168	\$42,715	\$50,025	\$48,359	\$50,359
6	\$37,168	\$42,715	\$52,378	\$50,625	\$52,625
7	\$37,168	\$42,715	\$54,646	\$52,896	\$54,896
8	\$37,168	\$42,715	\$57,992	\$55,699	\$57,599
9	\$37,168	\$42,715	\$60,276	\$58,533	\$60,533
10	\$37,168	\$42,715	\$62,590	\$60,851	\$62,851
11	\$37,205	\$61,015	\$64,971	\$63,228	\$65,228
12	\$59,283	\$61,016	\$67,283	\$65,543	\$67,543
13	\$63,251	\$65,216	\$71,789	\$69,375	\$71,375
14	\$67,161	\$69,756	\$76,201	\$73,545	\$75,545
15	\$68,387	\$70,792	\$76,755	\$76,538	\$78,538
16	\$72,460	\$75,329	\$82,680	\$79,451	\$81,451
17	\$72,460	\$75,329	\$82,680	\$82,144	\$84,144
18	\$75,342	\$78,280	\$85,504	\$84,675	\$86,675
18B	\$75,520	\$78,463	\$85,504	\$85,901	\$87,901
19	\$75,697	\$78,646	\$85,504	\$87,127	\$89,127
20	\$82,214	\$83,602	\$91,989	\$90,524	\$92,524
21	\$84,096	\$85,502	\$94,622	\$92,424	\$94,424

**Proposed Salary Extension
2018-2019 Salary Schedule**

Step	BS	BS + 15	BS + 60	MS	CAREER
1	\$ 34,738	\$ 35,860	\$ 38,100	\$ 40,878	\$ 42,878
2	\$ 35,860	\$ 36,979	\$ 42,383	\$ 41,981	\$ 43,981
3	\$ 37,540	\$ 39,780	\$ 46,162	\$ 44,246	\$ 46,246
4	\$ 37,540	\$ 41,462	\$ 48,321	\$ 46,576	\$ 48,576
5	\$ 37,540	\$ 43,142	\$ 50,525	\$ 48,863	\$ 50,863
6	\$ 37,540	\$ 43,142	\$ 52,902	\$ 51,152	\$ 53,152
7	\$ 37,540	\$ 43,142	\$ 55,192	\$ 53,444	\$ 55,444
8	\$ 37,540	\$ 43,142	\$ 58,572	\$ 56,276	\$ 58,276
9	\$ 37,540	\$ 43,142	\$ 60,878	\$ 59,139	\$ 61,139
10	\$ 37,540	\$ 43,142	\$ 63,216	\$ 61,479	\$ 63,479
11	\$ 37,577	\$ 61,625	\$ 65,621	\$ 63,880	\$ 65,880
12	\$ 59,875	\$ 61,625	\$ 67,955	\$ 66,219	\$ 68,219
13	\$ 63,884	\$ 65,868	\$ 72,507	\$ 70,089	\$ 72,089
14	\$ 67,833	\$ 70,454	\$ 76,963	\$ 74,301	\$ 76,301
15	\$ 69,071	\$ 71,500	\$ 77,523	\$ 77,323	\$ 79,323
16	\$ 73,185	\$ 76,082	\$ 83,507	\$ 80,266	\$ 82,266
17	\$ 73,185	\$ 76,082	\$ 83,507	\$ 82,985	\$ 84,985
18	\$ 76,095	\$ 79,063	\$ 86,359	\$ 85,541	\$ 87,541
18B	\$ 76,275	\$ 79,248	\$ 86,359	\$ 86,780	\$ 88,780
19	\$ 76,454	\$ 79,432	\$ 86,359	\$ 88,018	\$ 90,018
20	\$ 83,036	\$ 84,438	\$ 92,909	\$ 91,449	\$ 93,449
21	\$ 84,937	\$ 86,357	\$ 95,569	\$ 93,368	\$ 95,368
Plus Longevity (after 23 years of service)					
	\$ 86,754	\$ 88,174	\$ 97,386	\$ 95,185	\$ 97,185

2017-18

Step	Salary	FT TA	Cost	Cost
1	\$24,500	4.00	\$98,000	2.1%
2	\$25,500	4.00	\$102,000	2.0%
3	\$26,500	16.50	\$437,250	1.9%
Total		24.50	\$637,250	

\$76,500

Total Salary Cost
Average Salary

637,250
\$26,010

2018-19

Step	Salary	FT TA	Cost	% Inc	% Increase
1	\$24,745	0.00	\$0	0.0%	1.0%
2	\$25,755	4.00	\$103,020	0.0%	1.0%
3	\$26,765	20.50	\$548,683	0.0%	1.0%
Total		24.50	\$651,703		

\$77,265

Total Salary Cost
Increase over 17-18
Percentage Increase
Average Salary

651,703
14,453
2.27%
\$26,600