

**Memorandum of Agreement**

by and between  
**Charlotte Valley Central School District**

and

**Charlotte Valley Teacher's Association (CVTA)**

**Long Term Care (LTC) Benefit**

This Memorandum of Agreement (MOA) is made by and between Charlotte Valley Central School District (herein referred to as the "District"), the Charlotte Valley Teacher's Association (herein referred to as the "Association"), hereinafter collectively referred to as the "parties."

**WHEREAS**, the parties are subject to the provisions of a Collective Bargaining Agreement (CBA), effective July 1, 2021, through June 30, 2025; and

**WHEREAS**, the District is aware that the state of New York is in the process of writing legislation to implement state long term care benefits which will be funded by a mandatory payroll tax; and

**WHEREAS**, if the aforementioned legislation passes as written, all employees over the age of eighteen (18) may be required to pay into this tax unless the employee has private long term care benefits; and

**WHEREAS**, the District has created a voluntary Long Term Care (LTC) benefit with the assistance of the Catskills Area Schools Benefit Plan (CASEBP), as an alternative option and possible way to opt out of the potential mandatory payroll tax; and

**WHEREAS**, the District wishes to offer the option to receive this benefit to the current members of the Association; and accordingly,

**IT IS, THEREFORE, HEREBY AGREED AS FOLLOWS:**

1. The Long Term Care (LTC) benefit shall be offered as an option to members of the Association, effective January 1, 2024.
2. The District will not contribute to the cost of the premium. The employee will be responsible for the full cost of the premium.
3. The circumstances of this MOA are unique, and this MOA shall not serve as precedent, nor shall it be cited as such, in the future.
4. This MOA shall become effective upon execution by the parties and approval of the Board of Education.


5. The terms and conditions stipulated in this MOA shall sunset, cease to exist, and expire in their entirety, effective June 30, 2025, unless otherwise agreed to in writing by the parties.

**For the District:**

  
\_\_\_\_\_  
Eric C. Whipple, Superintendent

12/15/23  
\_\_\_\_\_  
Date

**For the Association:**

  
\_\_\_\_\_  
Debra Moorby, CVTA President

12/15/23  
\_\_\_\_\_  
Date