



Agenda Item Details

Meeting	Jul 06, 2022 - Reorganizational Meeting
Category	16. PERSONNEL
Subject	16.2 Memorandum of Agreement - William Floyd Council of Administrators and Supervisors
Access	Public
Type	Action (Consent)
Recommended Action	BE IT SO RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby ratifies and approves the attached Memorandum of Agreement between the District and the William Floyd Council of Administrators and Supervisors.

Public Content

MOA - CAS.pdf (175 KB)

Administrative Content

Motion & Voting

BE IT RESOLVED that upon the recommendation of the Superintendent of Schools, the Consent Agenda II, consisting of the following agenda items be approved as a whole with action recorded as if it had been taken severally:

Reports, Item 12.5 Treasurer's Reports
 New Business, Items 15.1 through 15.33
 Personnel, Items 16.1 through 16.50

Motion by Robert Taiani, second by Angelo Cassarino.

Final Resolution: Motion Carried

Yes: April Coppola, Robert Guerriero, Lorraine Mentz, Robert Taiani, Angelo Cassarino, Jennifer Heitman, Kevin Meyer

MEMORANDUM OF AGREEMENT made and entered into this 28th day of June, 2022, by and between the negotiating committees for the William Floyd Union Free School District ("the District"), and William Floyd Council of Administrators and Supervisors ("Union").

WHEREAS, the parties have engaged in negotiations in good faith in an effort to arrive at a successor agreement to a contract that will expire on June 30, 2024¹, and;

WHEREAS, the parties have arrived at a tentative agreement covering the period July 1, 2022 – June 30, 2026;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties hereby stipulate and agree as follows:

1. The provisions of this Memorandum are subject to ratification by the respective parties to the contract.
2. The signatories below agree to recommend this Memorandum for ratification.
3. A copy of this document has been furnished to representatives of the District and the Union.
4. All proposals not covered herein made by either party during the course of negotiations shall be deemed withdrawn.
5. The provisions of the prior Agreement shall be carried forward except as indicated herein.
6. Unless otherwise noted, all changes shall be prospective from the ratification of this Memorandum of Agreement.

¹ All page numbers and contract provisions referenced herein are derived from the July 1, 2019-June 30, 2024 Collective Bargaining Agreement

7. **The following housekeeping and/or minor changes shall be made to the Contract:**

- a. Revise Table of Contents as per newly negotiated Agreement.
- b. Change all dates in the Agreement so as to be consistent with the duration of the new agreement.

The following substantive changes shall be made to the Contract:

8. Article XV – Salary

- a. The base salaries for members of the unit effective July 1, 2022 shall be as set forth in Appendix A hereto.
- b. Replace Article XV(A)(1) with the following:

Effective July 1, 2022, the base salaries for all unit members shall as set forth in Appendix A of the Memorandum of Agreement for the 2022-2026 CBA.

- c. Amend the first sentence of Article XV(A)(2) by replacing “Effective July 1, 2020” with “Effective July 1, 2023”.
- d. Amend the first sentence of Article XV(A)(8) by replacing “2020-21, 2021-22, 2022-23 or 2023-24” with “2023-24, 2024-25 or 2025-26”.
- e. Replace the starting salaries listed in Article XV(B) with the starting salaries listed in Appendix B hereto, to be effective July 1, 2022.
- f. Replace the last paragraph of Article XV(B) with the following:

Effective July 1, 2023, the starting salaries set forth above shall be increased each year of the Contract by one-quarter (0.25) of the percentage generated by the Revenue Formula set forth in Section A, up to a maximum of three (3.00%) percent.

9. Article XVII(C) – Health Insurance

- a. Amend the second paragraph of Section C(1) to reflect an increase of the employee premium contribution to 20% of the applicable premium effective July 1, 2022.

- b. Amend Article XVII(C)(1)(b) to reflect the following:

Effective July 1, 2023, the employee premium contribution shall increase in each school year based on the following schedule, except however, in any school year that the Revenue Formula results in a percentage increase less than 0.50%, there shall be no health insurance percentage contribution increase in that school year. In any school year that the Revenue Formula results in a percentage increase greater than 0.50% but less than 1.0%, the health insurance percentage contributions shall increase by one-half (½) of the percentage that is set forth below in that school year:

July 1, 2023:	an additional 0.5%
July 1, 2024:	an additional 0.5%
July 1, 2025:	an additional 0.5%

- c. Migrate eligible active unit members to NYSHIP to be effective January 1, 2023. Add the following as a new paragraph at the end of Article XVII(C)(1):

Effective January 1, 2023, the parties have agreed to migrate all unit members out of the William Floyd Medical Plan and into the NYSHIP (Empire Plan). Following execution of the Memorandum of Agreement for the 2022-26 CBA, the parties will meet to review and discuss what changes to Article XVII and XIX(B) will be required, if any, in light of the migration to the NYSHIP (Empire Plan). Any changes to Articles XVII and XIX(B) that are necessary will be negotiated and made by no later September 1, 2022.

- d. In Section C(1)(c), replace “June 30, 2024” with “June 30, 2026”.

10. Article XXII – Vacation – amend to reflect that each unit member may elect to utilize up to three (3) vacation days during the regular school year (September-June) with the prior approval of an Assistant Superintendent and provided that no school building will be left without at least one administrator.

11. Article XXXVIII – Term of Contract – amend to reflect a term from July 1, 2022 through June 30, 2026.

For the District:



For the Union:



WILLIAM FLOYD UFSD

CAS Starting Salaries	Starting 22-23
POSITION	
HS Principal	\$185,000
MS Principal	\$160,000
Elem Principal	\$150,000
HS Asst. Principal	\$125,000
MS Asst. Principal	\$120,000
Elem Asst. Principal	\$115,000
Alt. Sch Principal	\$130,000
Alt. Sch Asst Principal	\$115,000
Summer Camp Dir	\$8,146
Summer Sch Principals	\$16,290