



Agenda Item Details

Meeting	Jul 06, 2022 - Reorganizational Meeting
Category	16. PERSONNEL
Subject	16.3 Memorandum of Agreement - Nurses Unit
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 Nurses Unit.

Public Content

Nurses - MOA 22-26.pdf (187 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 30th day of June, 2022, by and between the negotiating committees for the William Floyd Union Free School District ("the District"), and the Long Island Public Service Employees Local 342, UMD, ILA, AFL-CIO ("the Association").

WHEREAS, the parties have engaged in negotiations in good faith in an effort to arrive at a successor agreement to a contract that is due to expire on June 30, 2024, 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 Association.
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 All proposals not covered herein made by either party during the course of negotiations shall be deemed withdrawn.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 in the attached Exhibit "A".
6. Unless otherwise noted, all changes shall be effective on the first day of the new Agreement.

For the District (Date)

For the Union (Date)

EXHIBIT "A"

All references herein are to the July 1, 2019– June 30, 2024 collective bargaining agreement ("Agreement").

1. Change all dates in the Agreement so as to be consistent with the duration of the new agreement.

2. Pgs. 12-13, Article IX(B) – Health Insurance

a. Add the following after the first paragraph:

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 negotiate what changes to Article IX or XII(D) will be required, if any, in light of the migration to the NYSHIP (Empire Plan). Any changes to Article IX or XI(D) that are necessary will be determined and made by no later September 1, 2022

b. Replace the existing second paragraph with the following:

Effective July 1, 2022, unit members shall contribute twenty (20%) percent of their applicable health insurance premiums (individual or family), which shall be based on the NYSHIP Empire Plan premium rates.

c. Replace the third paragraph with 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 0.25%, 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 0.25% 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%

3. Pgs. 16-19, Article X(A) – Salary
- a. Replace the first and second sentences of Section A with the following: “Effective July 1, 2022, any annual salary increases for the 2022-23, 2023-24, 2024-25 and 2025-26 school years shall be derived as follows:”
 - b. Replace paragraphs 1-5 of Section A with the following:

Effective July 1, 2022 the 2022-23 salary increases for members of the unit on the payroll as of June 30, 2022 shall be derived by increasing each step of the 2021-22 salary schedule by \$5,000. Unit members shall remain on the same step of the salary schedule in 2022-23 that they were on during the 2021-22 school year.

The 2023-2024, 2024-2025, and 2025-2026 salary schedules shall be derived as follows:

1. The cost of the step increment for the unit for the 2023-2024, 2024-2025 and 2025-2026 school years shall be calculated by advancing those unit members eligible for a step increment one (1) step on the salary schedule, calculating the increase in total base salary payroll for the bargaining unit after having done so, and dividing that sum into the total base salary payroll cost for the bargaining unit from the preceding year. This shall be the percentage step increment cost. The parties will meet to determine the cost of the step increment in the February prior to the 2023-2024, 2024-2025 and 2025-2026 school years and shall share all relevant documentation. In the event that the parties cannot agree as to the cost of the step increment, a mutually agreed to neutral party shall assist the parties in resolving the disagreement.
2. The Revenue Formula percentage shall be calculated as set forth below and shall be capped at three and one-half (3.5%) percent for the 2023-2024, 2024-2025, and 2025-2026 school years.
3. Eligible unit members shall advance one step on the applicable salary schedule (Appendix C) on September 1st, as applicable, in the 2023-2024, 2024-2025 and/or 2025-2026 school years, as long as the Revenue Formula percentage increase is greater than one-half (½) the percentage cost for the step increment in each of those school years. For example, if in the 2023-24 school year the Revenue Formula is 1.26% and the step increment cost is two and one-half (2.5%) percent, eligible unit members shall advance one step on the applicable salary schedule.
4. If the Revenue Formula percentage is greater than the percentage cost for the step increment in the 2023-2024, 2024-2025 and/or 2025-2026 school years, then the salary schedules shall be increased in each year,

as applicable, by the difference in percentages between the Revenue Formula and the step increment cost. For example, if in the 2023-24 school year, the Revenue Formula percentage is three (3.0%) percent and the step increment cost is two and one-half (2.5%) percent, then the 2022-23 salary schedule shall be increased by one-half (.50%) percent ($3.0\% - 2.5\% = .50\%$).

5. If the Revenue Formula percentage increase is equal to or less than one-half ($\frac{1}{2}$) of the percentage cost of the step increment in the 2023-2024, 2024-2025 and/or 2025-2026 school years, then unit members shall not advance a step, in the applicable school year, and the salary schedules shall be increased by the percentage generated by the Revenue Formula. For example, if in the 2023-24 school year, the Revenue Formula is one (1.0%) percent and the step increment cost is two and one-half (2.5%) percent, then unit members shall not advance a step, and the 2022-23 salary schedule shall be increased by one (1.0%) percent.

- c. Section B – Longevity – add the following as a new paragraph 3 to Section B:

In addition to the above, effective July 1, 2022, those unit members who were on the payroll as of June 30, 2022, shall be eligible for a recurring annual longevity payment of \$3,750, which shall be increased each July 1 thereafter by the percentage generated by the Revenue Formula set forth above, capped at 3.5%.