

MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE BRIARCLIFF MANOR UNION FREE SCHOOL DISTRICT, hereinafter referred to as "the District" and BRIARCLIFF SCHOOL RELATED PROFESSIONALS' ASSOCIATION, hereinafter referred to as "the Association";

WHEREBY, the District and the Association agree to incorporate the provisions of the Collectively Negotiated Agreement between them that expired on June 30, 2020 into a three-year successor Collectively Negotiated Agreement, effective July 1, 2020 and terminating on June 30, 2023, except as modified by the following provisions:

1. Article X, Section A – **Salaries** – Delete the existing language and replace with the following (at pages 7-8):

"The hourly rates for the 2020-2021, 2021-2022 and 2022-2023 school years shall be set forth on the annexed Salary Schedule for teacher aides and monitors, which shall apply to all positions in the SRP bargaining unit. Effective July 1, 2020, there shall be step movement for each step-eligible unit member, plus a 2% increase to the Salary Schedule. Effective July 1, 2021, there shall be step movement for each step-eligible unit member, plus a 2% increase to the Salary Schedule. Effective July 1, 2022, there shall be step movement for each step-eligible unit member, plus a 2% increase to the Salary Schedule."

2. Article X, Section B – **Longevity** – Modify the longevity schedules, effective July 1, 2021, to read as follows (at page 8):

"Effective July 1, 2021, the District shall pay longevity as follows:

At the beginning of the 5th year of service: \$600.

At the beginning of the 10th year of service: \$1,350.

At the beginning of the 15th year of service: \$1,650.

At the beginning of the 20th year of service: \$2,150."

3. Article X, Section C – **Night Shift Differential** – Effective July 1, 2021, the night shift differential for shifts that regularly start after 12:00 p.m. will be \$1,750 (at page 8).
4. Article II, Section A – **Dues Deduction: Agency Fee** – Delete the second sentence from Article II, Section A from the parties' Agreement (at page 1).
5. Article III, Section B – **Work Year: Holidays** – Effective July 1, 2021, modify subsection B by increasing number of paid holidays when school is not in session from ten to eleven. Provided, however, if the school year starts prior to Labor Day, then Labor Day shall also be recognized as a paid holiday (as a twelfth paid holiday) (at page 2).

6. Article VII, Section A – **Sick Leave** – Add the following provision to the end of Article VII, Section A (at page 3):

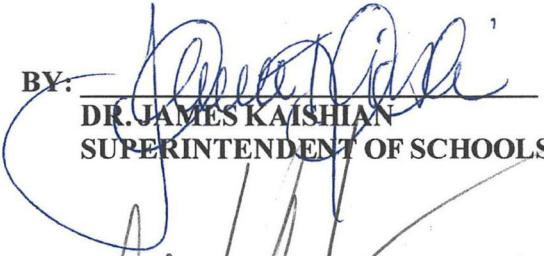
“An employee must produce a supporting medical note from a doctor or physician if the employee has four (4) or more consecutive absences due to illness or disability.”

7. Article XVI – **Uniform Provision** – Modify subsection A to read as follows (at page 11):

“No later than December 1st of each school year, the District shall provide campus monitors with their \$300 per school year stipend for the purchase of District designated uniforms.”

SO AGREED, this 10 day of November, 2021, subject to ratification by the parties' respective constituencies.

THE DISTRICT

BY: 

DR. JAMES KAISHIAN
SUPERINTENDENT OF SCHOOLS

BY:  12/9/2021

MICHAEL HABERMAN
BOARD PRESIDENT

THE ASSOCIATION

BY: 

JAMES KELLY
ASSOCIATION PRESIDENT