

MEMORANDUM OF AGREEMENT
between
EAST ISLIP UNION FREE SCHOOL DISTRICT
and the
EAST ISLIP ASSOCIATION OF SCHOOL ADMINISTRATORS

MEMORANDUM OF AGREEMENT, dated this 10th day of June, 2021, by and between the negotiating representatives of the EAST ISLIP UNION FREE SCHOOL DISTRICT and the negotiating representatives of the EAST ISLIP ASSOCIATION OF SCHOOL ADMINISTRATORS (hereinafter referred to as the "Association").

1. General:

The labor agreement between the parties for the period of July 1, 2017 through June 30, 2021 will expire on June 30, 2021. The parties herewith agree that said agreement shall be modified as of July 1, 2021, to the extent set forth herein, as a result of their collective bargaining for a successor agreement to said expired contract. Except for changes in language to said agreement made necessary by the following agreement, the provisions of said contract shall remain unchanged.

2. Contingencies:

A. This agreement is subject to formal ratification by the Board of Education and the membership of the Association. Such ratification shall occur within thirty (30) days of the date of execution of this memorandum of agreement. If either party fails to ratify or fails to act within the aforesaid thirty (30) day period, this memorandum of agreement shall be of no further force and effect and shall be a nullity. Notwithstanding the foregoing, the team of negotiating representatives for each party will urge their respective principals to ratify this memorandum of agreement.

B. The parties agree to incorporate this memorandum of agreement into a more formal written agreement. The terms of this agreement become effective upon execution of the new collective bargaining agreement.

3. Wages:

Effective July 1, 2021: 1.0%
Effective July 1, 2022: 1.0%
Effective July 1, 2023: 1.0%
Effective July 1, 2024: 1.0%

The current seven step schedule will be extended to a fifteen step schedule for all members whose effective start date of employment is after June 30, 2021 (attached). In addition, current unit members that occupy the positions of Elementary Principal, Assistant Principal, Director MS, Director CSS and Director AM that are presently on the seven step schedule will move from their current step to a step on the new 15 step schedule as follows:

Elementary Principal currently on step 6

2021-2022 – Step 15 - \$160,280

Assistant Principal currently on step 3

2021-2022 – Step 8 - \$133,535

2022-2023 – Step 11 - \$138,867

2023-2024 – Step 13 - \$142,947

2024-2025 – Step 15 - \$147,094

Director MS currently on step 6

2021-2022 – Step 14 - \$151,579 from July 1, 2021 to August 5, 2021.

Step 15 - \$153,140 from August 6, 2021 to June 30, 2022.

Director CSS currently on step 6

2021-2022 – Step 15 - \$153,140

Director AM currently on step 6

2021-2022 – Step 15 - \$153,140

4. Vacation Days:

Each current member of the unit will receive 28 vacation days annually. Effective July 1, 2021, a minimum of 18 days must be used during July and August. All unit members whose effective start date of employment is after June 30, 2021 will receive 21 vacation days annually of which a minimum of 16 days must be used during July and August. Upon the administrator whose effective start date of employment is after June 30, 2021 receiving tenure, he/she will receive 28 vacations days annually of which a minimum of 18 days must be used during July and August.

5. Vacation Day Reimbursement:

Effective July 1, 2021, each administrator shall be permitted to be reimbursed for five (5) unused vacation days at the end of each school year at his or her current rate of pay.

6. Payment for Unused Sick Time:

Effective July 1, 2021, upon retirement from the East Islip Union Free School District into the New York State Teachers Retirement System at point of first eligibility, without penalty, an administrator with at least 10 years of service as an administrator in East Islip shall be paid one (1) day's salary for every three (3) accumulated sick days at 1/240th of his/her current rate of pay up to \$49,000. If the retirement is after first eligibility, the payment shall be one (1) day's salary for every three (3) accumulated sick days, at 1/240th of his/her current rate of pay up to \$37,000.

7. Medical Insurance:

Effective July 1, 2021, upon completing fifteen (15) years of service, the district will pay 100% of medical coverage for any administrator who retires when first eligible in the

New York State Teachers Retirement System. If the retired unit member is survived by his or her spouse, the district will continue to pay 100% of medical for the spouse.

8. Dental Insurance:

Effective July 1, 2021, each unit member will pay 10% of the premium for dental insurance coverage.

9. Agency Fee:


Remove Article I.3 in its entirety.

10. Duration:

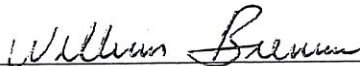
This contract shall be effective from July 1, 2021 through June 30, 2025.


East Islip Union Free School District

East Islip Association of School Administrators



JUNE 10, 2021





EIUFSD Administrator's Salary Schedule

2021/2022 School Year

Step	Elementary	Assistant	Director	Secondary	Executive
	Principal	Principal		Principal	Director
1	\$ 131,286	\$ 124,303	\$ 131,286	\$ 146,526	\$ 138,318
2	\$ 133,357	\$ 125,622	\$ 132,847	\$ 148,557	\$ 140,236
3	\$ 135,428	\$ 126,941	\$ 134,408	\$ 150,588	\$ 142,153
4	\$ 137,499	\$ 128,259	\$ 135,969	\$ 152,618	\$ 144,070
5	\$ 139,570	\$ 129,578	\$ 137,530	\$ 154,649	\$ 145,988
6	\$ 141,641	\$ 130,897	\$ 139,091	\$ 156,680	\$ 147,905
7	\$ 143,712	\$ 132,216	\$ 140,652	\$ 158,711	\$ 149,822
8	\$ 145,783	\$ 133,535	\$ 142,213	\$ 160,742	\$ 151,739
9	\$ 147,854	\$ 134,854	\$ 143,774	\$ 162,773	\$ 153,657
10	\$ 149,925	\$ 136,173	\$ 145,335	\$ 164,804	\$ 155,574
11	\$ 151,996	\$ 137,492	\$ 146,896	\$ 166,835	\$ 157,491
12	\$ 154,067	\$ 138,811	\$ 148,457	\$ 168,866	\$ 159,408
13	\$ 156,138	\$ 140,130	\$ 150,018	\$ 170,896	\$ 161,326
14	\$ 158,209	\$ 141,449	\$ 151,579	\$ 172,927	\$ 163,243
15	\$ 160,280	\$ 142,768	\$ 153,140	\$ 174,958	\$ 165,160

EIUFSD Administrator's Salary Schedule

2022/2023 School Year

Step	Elementary	Assistant		Secondary	Executive
	Principal	Principal	Director	Principal	Director
1	\$ 132,599	\$ 125,546	\$ 132,599	\$ 147,991	\$ 139,701
2	\$ 134,691	\$ 126,878	\$ 134,175	\$ 150,042	\$ 141,638
3	\$ 136,782	\$ 128,210	\$ 135,752	\$ 152,094	\$ 143,574
4	\$ 138,874	\$ 129,542	\$ 137,329	\$ 154,145	\$ 145,511
5	\$ 140,966	\$ 130,875	\$ 138,905	\$ 156,196	\$ 147,447
6	\$ 143,057	\$ 132,207	\$ 140,482	\$ 158,247	\$ 149,383
7	\$ 145,149	\$ 133,539	\$ 142,059	\$ 160,298	\$ 151,320
8	\$ 147,241	\$ 134,871	\$ 143,635	\$ 162,349	\$ 153,256
9	\$ 149,333	\$ 136,203	\$ 145,212	\$ 164,401	\$ 155,193
10	\$ 151,424	\$ 137,535	\$ 146,788	\$ 166,452	\$ 157,129
11	\$ 153,516	\$ 138,867	\$ 148,365	\$ 168,503	\$ 159,066
12	\$ 155,608	\$ 140,199	\$ 149,942	\$ 170,554	\$ 161,002
13	\$ 157,699	\$ 141,531	\$ 151,518	\$ 172,605	\$ 162,939
14	\$ 159,791	\$ 142,864	\$ 153,095	\$ 174,656	\$ 164,875
15	\$ 161,883	\$ 144,196	\$ 154,671	\$ 176,708	\$ 166,812

EIUFSO Administrator's Salary Schedule

2023/2024 School Year

Step	Elementary	Assistant		Secondary	Executive
	Principal	Principal	Director	Principal	Director
1	\$ 133,925	\$ 126,801	\$ 133,925	\$ 149,471	\$ 141,098
2	\$ 136,038	\$ 128,147	\$ 135,517	\$ 151,543	\$ 143,054
3	\$ 138,150	\$ 129,492	\$ 137,110	\$ 153,614	\$ 145,010
4	\$ 140,263	\$ 130,838	\$ 138,702	\$ 155,686	\$ 146,966
5	\$ 142,376	\$ 132,183	\$ 140,294	\$ 157,758	\$ 148,921
6	\$ 144,488	\$ 133,529	\$ 141,887	\$ 159,830	\$ 150,877
7	\$ 146,601	\$ 134,874	\$ 143,479	\$ 161,901	\$ 152,833
8	\$ 148,713	\$ 136,220	\$ 145,071	\$ 163,973	\$ 154,789
9	\$ 150,826	\$ 137,565	\$ 146,664	\$ 166,045	\$ 156,745
10	\$ 152,939	\$ 138,911	\$ 148,256	\$ 168,116	\$ 158,701
11	\$ 155,051	\$ 140,256	\$ 149,848	\$ 170,188	\$ 160,657
12	\$ 157,164	\$ 141,602	\$ 151,441	\$ 172,260	\$ 162,613
13	\$ 159,277	\$ 142,947	\$ 153,033	\$ 174,332	\$ 164,568
14	\$ 161,389	\$ 144,292	\$ 154,625	\$ 176,403	\$ 166,524
15	\$ 163,502	\$ 145,638	\$ 156,218	\$ 178,475	\$ 168,480

EIUFSO Administrator's Salary Schedule

2024/2025 School Year

Step	Elementary	Assistant		Secondary	Executive
	Principal	Principal	Director	Principal	Director
1	\$ 135,264	\$ 128,069	\$ 135,264	\$ 150,966	\$ 142,509
2	\$ 137,398	\$ 129,428	\$ 136,873	\$ 153,058	\$ 144,484
3	\$ 139,532	\$ 130,787	\$ 138,481	\$ 155,151	\$ 146,460
4	\$ 141,666	\$ 132,146	\$ 140,089	\$ 157,243	\$ 148,435
5	\$ 143,799	\$ 133,505	\$ 141,697	\$ 159,335	\$ 150,411
6	\$ 145,933	\$ 134,864	\$ 143,306	\$ 161,428	\$ 152,386
7	\$ 148,067	\$ 136,223	\$ 144,914	\$ 163,520	\$ 154,362
8	\$ 150,201	\$ 137,582	\$ 146,522	\$ 165,613	\$ 156,337
9	\$ 152,334	\$ 138,941	\$ 148,130	\$ 167,705	\$ 158,312
10	\$ 154,468	\$ 140,300	\$ 149,739	\$ 169,798	\$ 160,288
11	\$ 156,602	\$ 141,659	\$ 151,347	\$ 171,890	\$ 162,263
12	\$ 158,736	\$ 143,018	\$ 152,955	\$ 173,982	\$ 164,239
13	\$ 160,869	\$ 144,377	\$ 154,563	\$ 176,075	\$ 166,214
14	\$ 163,003	\$ 145,735	\$ 156,172	\$ 178,167	\$ 168,189
15	\$ 165,137	\$ 147,094	\$ 157,780	\$ 180,260	\$ 170,165