

**SIDE LETTER AGREEMENT** dated this \_\_\_\_ day of June, 2023, by and between the BOARD OF EDUCATION OF THE SYOSSET CENTRAL SCHOOL DISTRICT (hereinafter referred to as the "District") and the CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000, AFSCME, AFL-CIO, CLERICAL AIDES/MONITORS UNIT (hereinafter referred to as the "Association").

**WHEREAS**, the District and the Association are parties to a collective bargaining agreement ("CBA") covering the period of July 1, 2018 to June 30, 2022, as amended by a fully ratified Memorandum of Agreement dated March 24, 2023, thereby extending the period of said CBA through June 30, 2026; and

**WHEREAS**, the parties' CBA is silent with regards to compensation for supervision of student extracurricular activities and field trips; and

**WHEREAS**, unit members currently receive ninety percent (90%) of the supervision rate paid to members of the Syosset Teachers' Association (hereinafter referred to as the "STA") for supervision of athletic activities and eighty percent (80%) of the supervision rate paid to members of the STA for supervision of non-athletic activities; and

**WHEREAS**, the parties have engaged in good-faith negotiations concerning this matter and have reached an agreement on how unit members will be compensated for supervising student extracurricular activities and field trips; and

**WHEREAS**, the parties have agreed to modify the CBA as set forth below.

**NOW, THEREFORE**, in consideration of the mutual undertakings, representations and covenants in this Agreement, it is hereby stipulated and agreed by the parties as follows:

1. The above "Whereas" clauses are expressly incorporated and made a substantive part hereof.
2. The parties agree that unit members who accompanied students on overnight field trips between November 1, 2022 and June 30, 2023 shall be compensated as follows:
  - a. Unit members who accompanied students on an overnight field trip on a day when school was in session will be compensated at the overnight rate of \$200, per night.
  - b. Unit members who accompanied students on an overnight field trip on a day when school was not in session shall be paid: A) the overnight rate of \$250, per night; and B) \$26.10 per hour, up to a maximum of seven hours.

Unit members who already received compensation for overnight field trip supervision performed between November 1, 2022 and June 30, 2023 shall have the above rates

retroactively applied and shall only receive the differential between the compensation listed above and the compensation already received.

3. Effective July 1, 2023, Article 8 of the CBA shall be amended to add a new Section F, as indicated below, and shall be incorporated into the parties' successor collective bargaining agreement.

F. Supervision Compensation

**Eligibility:** Unit members shall only be eligible to supervise field trips and extracurricular activities, and to receive the compensation set forth below, after they have completed District-provided training in security and supervision. The aforesaid training shall be paid for by the District at no cost to unit members.

**Compensation:** The compensation for supervising athletic and non-athletic extracurricular activities and field trips shall be as follows:

1. Overnight Field Trip Supervision

- a. Unit members who accompany students on overnight field trips will do so on a voluntary basis. They will have the right to recommend exclusion from the trip for those students whose presence they feel would be detrimental to the health and safety of all involved.
- b. Effective July 1, 2023, the following rates of compensation shall apply:
  - i. Unit members who accompany students on an overnight field trip on a day when school is in session will be compensated at the overnight rate of \$200, per night.
  - ii. Unit members who accompany students on an overnight field trip on a day when school is not in session shall be paid: A) the overnight rate of \$250, per night; and B) the hourly supervision rate set forth below in Section 2(a), up to a maximum of seven hours.

2. Field Trip and Extracurricular Activities Supervision

- a. Effective July 1, 2023, supervision rates for monitoring concerts, athletic events, after school computer labs, after school hall duty, school plays, dance recitals, field trips, and similar activities shall be as follows: \$33.12 per hour effective July 1, 2023, and \$33.62 per hour effective July 1, 2024.

- i. Unit members assigned to the supervision of field trips, extracurricular activities, or other events on days when school is in session shall be compensated at the hourly supervision rate set forth above in Section 2(a), up to a maximum of five hours.
  - ii. Unit members assigned to the supervision of field trips, extracurricular activities, or other events on days when school is not in session shall be compensated at the hourly supervision rate set forth above in Section 2(a), up to a maximum of ten hours.
4. This Agreement constitutes the full and complete agreement between the parties and supersedes all prior written and oral agreements, commitments, or understandings with respect to the subject matter herein. This Agreement shall not be extended or modified except through the mutual written consent of the parties, signed by their respective authorized representatives.
5. This Agreement is subject to the review and approval of the Board of Education by formal resolution, duly executed. Absent said approval, this Agreement shall be null and void.

SYOSSET CENTRAL SCHOOL DISTRICT

Date: 7/7/23

By:

  
Dr. Thomas Rogers, Superintendent of Schools

CIVIL SERVICE EMPLOYEES ASSOCIATION,  
INC., LOCAL 1000, AFSCME, AFL-CIO, CLERICAL  
AIDES/MONITORS UNIT

Date: 7/6/2023

By:

  
Ms. Deborah Guerro, President