MEMORANDUM OF AGREEMENT dated this 1st day of February, 2021, by and between the negotiating representatives of the BOARD OF EDUCATION OF THE SYOSSET CENTRAL SCHOOL DISTRICT (hereinafter referred to as the "Board") and the negotiating representatives of the SYOSSET TEACHERS' ASSOCIATION (hereinafter referred to as the "STA") for the SYOSSET REGISTERED NURSES UNIT.

A. **GENERAL:**

1. The STA is the bargaining agent for the Syosset Registered Nurses Unit. The labor contract applicable to the aforesaid bargaining unit for the period July 1, 2017 through June 30, 2020 expired on June 30, 2020. The parties herewith agree that said contract shall be modified and extended effective July 1, 2020 to the extent set forth herein, subject to the "Contingencies" hereinafter set forth.

2. Except for changes to the labor contract expressly set forth herein and changes in the language of the labor contract made necessary by the following agreement, the provisions of said labor contract shall remain unchanged.

B. **CONTINGENCY:**

This Memorandum of Agreement is subject to formal ratification by the Board of Education and the membership of the Syosset Registered Nurses Unit. The aforesaid ratification votes shall occur within thirty (30) days of the date of execution of this Memorandum of Agreement. If either party fails to ratify this Memorandum of Agreement 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 null and void. Notwithstanding the foregoing, each party's negotiating representatives shall urge their respective principals to ratify this Memorandum of Agreement.

C. **AGREEMENT:**

1. Duration

The parties' labor contract shall be modified to provide for extended contract terms effective July 1, 2020 through and including June 30, 2021. Upon ratification of this Memorandum of Agreement, the parties' more formal agreement shall be deemed modified throughout to reflect the revised term of the Agreement. It is understood and agreed by the parties that a new formal labor agreement will not be necessary; the terms of this Memorandum of Agreement together with the expired formal labor agreement shall constitute the parties' entire labor agreement.

2. Compensation

a. Effective July 1, 2020, the salary schedule and corresponding ancillary rates in effect on June 30, 2020 shall be increased by 0.5%, and each unit member shall be granted step increment.

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b. Effective February 1, 2021, the salary schedule and corresponding ancillary rates in effect on January 31, 2021 for the Syosset Registered Nurses Unit will be increased by an additional 0.5%. However, the February increase may not be paid during the period of February 1, 2021 to and including June 30, 2021 based upon the following.

The amount of the February 1, 2021 increase of 0.5% that will be paid will be reduced proportionately by any mid-year state aid cut in excess of $1 million effectuated by the State of New York (and not offset by an increase in Federal aid) prior to and including January 31, 2021. The actual state aid reduction will be rounded to the nearest dollar value of the "cut in excess of $1 million" and the proportionate reduction will be as set forth in the chart below.

Potential Mid-Year Budget Cut	Cut In Excess of $1 Million	STA Syosset Registered Nurses Unit Share of Burden	Proportion of STA Syosset Registered Nurses Unit Share to Total $ Cost of .5% Raise	Decrease In Raise	Adjusted Raise
1,000,000	-	-	-	-	0.500%
1,100,000	100,000	50,000	0.111	0.00056	0.444%
1,200,000	200,000	100,000	0.222	0.00111	0.389%
1,300,000	300,000	150,000	0.333	0.00167	0.333%
1,400,000	400,000	200,000	0.444	0.00222	0.278%
1,500,000	500,000	250,000	0.556	0.00278	0.222%
1,600,000	600,000	300,000	0.667	0.00333	0.167%
1,700,000	700,000	350,000	0.778	0.00389	0.111%
1,800,000	800,000	400,000	0.889	0.00444	0.056%
1,900,000	900,000	450,000	1.000	0.00500	0.000%

c. Any such reduction will only apply to the 2020-2021 school year. Upon the conclusion of the 2020-2021 school year the February 1, 2021 salary schedule without reduction will remain in effect.

d. The foregoing Paragraphs C(2)(a)-(c) of this Agreement shall survive expiration of this Agreement.

e. COVID-19 Manager Stipend: All unit members, except Joan Gonzalez, shall be compensated a one-time stipend of $2,500.00, subject to the following conditions: (1) each unit member must take the Johns Hopkins Contact Tracing Course (either during work hours, if time permits, or outside of work hours), and (2) each unit member must assist in contact tracing efforts for his/her respective building during his/her regular work hours. Joan Gonzalez shall be compensated a one-time stipend of $10,000.00 for her service as the District's COVID-19 Coordinator. This provision shall not survive the expiration of this Agreement.

f. Effective July 1, 2020, any unit member who works a COVID-19 contact tracing shift that occurs "after hours" shall be paid $25.00 per hour, for no less than a

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three (3) hour shift. It is understood that the term "after hours" means those hours outside of a unit member's scheduled workday. The District will schedule daily three (3) hour shifts, with two (2) additional three (3) hour shifts on the weekends. This provision shall not survive the expiration of this Agreement.

3. Long Term Disability

   All eligible unit members shall be afforded the same disability insurance set forth in Appendix 3 of the Syosset Teachers Association's collective bargaining agreement (except the provision following the asterisk symbol) effective the date of execution of this Agreement. This provision shall survive the expiration of this Agreement.

4. Life Insurance

   The coverage amount of life insurance for full-time unit members working 10 months, referenced in Article 14, Section D of the labor contract, shall be increased from $14,300.00 to $25,000.00, effective the date of execution of this Agreement. This provision shall survive the expiration of this Agreement.

5. This Agreement may not be amended or modified orally; this Agreement can only be amended or modified by written agreement, signed by authorized representatives of both parties.

6. This Agreement represents the complete and final understanding between the parties on this matter, subject to law.

NEGOTIATING REPRESENTATIVES OF THE BOARD OF EDUCATION OF THE SYOSSET CENTRAL SCHOOL DISTRICT

dated: _____

dated: _____

dated: _____

dated: _____

NEGOTIATING REPRESENTATIVES OF THE SYOSSET TEACHERS' ASSOCIATION

dated: Michael Callahan

dated: _____

dated: Maryann O'Brien-Eisbouli, RN

dated: _____