MEMORANDUM OF AGREEMENT

WHEREAS, the Manhasset Union Free School District Board of Education ("District") and the Manhasset Educational Support Personnel Association (the "Association") are parties to a collective bargaining agreement effective July l, 2023 through June 30, 2027 (the "CBA"); and

WHEREAS the authorized representatives of the District and MESPA have negotiated in good faith with respect to the addition of one new job title into the collective bargaining unit represented by the Association;

NOW THEREFORE, it is understood and agreed by all parties:

I. **Inclusion of Information Technology 3 Title (IT SPEC 3)**

A. Effective immediately, or upon creation by the Board of Education, the job title of IT SPEC 3 will be recognized by the parties as falling within the bargaining unit represented by the Association.

B. The job title of IT SPEC 3 will be added to the list of represented job titles in Article I of the CBA.

C. The following information about the job title of IT SPEC 3 will be added to the schedule key on page 47 of the CBA:

CODE	HRS/DAY	TOTAL HOURS	ANNUAL CONTRACT	DESCRIPTION
IT SPEC 3	8	2,059.50	12-MONTH	Information Technology 3

D. On the 2023-2027 salary schedule of the CBA, the job title code of "IT SPEC 3" (Informational Technology 3) will be added to the salary schedule column. Annual pay and hourly rates for the " IT SPEC 3" job title code will be as:

IT SPEC 3

Step	12 MT	Hourly
1	75,386	36.60
2	76,799	37.29
3	78,288	38.01
4	79,674	38.69
5	81,034	39.35
6	82,499	40.06
7	83,886	40.73
8	85,349	41.44
9	86,786	42.14
10	88,198	42.82
11	89,612	43.51
12	91,023	44.20
13	92,409	44.87
14	93,822	45.56
15	95,259	46.25
16	96,939	47.07
17	98,618	47.88
18	100,297	48.70
19	101,977	49.52
20	103,656	50.33

E. Any unit member(s) holding the job title of IT SPEC 3 will enjoy all other rights and benefits applicable to 12-month employees, as provided by the CBA. Such unit member(s) will also be subject to the same District policies and procedures applicable to all 12-month employees in the bargaining unit represented by the Association.

2. Legal Limitations

A. Except as specifically set forth herein, this Agreement shall not be construed as a modification of the collective bargaining agreement in effect between the parties or any practices which may exist as between them

B. This Agreement constitutes the full agreement between the parties with regard to the matters described herein and supersedes any and all prior and/or contemporaneous proposals, oral or written, understandings, representations, conditions, or covenants between the parties relating to the subject matter of this Agreement. This Agreement, including this paragraph, may only be modified by a written agreement executed by all parties.

C. In the event that any provision of this Agreement is held by any court of competent jurisdiction to be illegal or invalid, the remaining provisions of this Agreement will be valid and enforceable as written, and the illegal or invalid provisions will be reformed to the extent possible to be consistent with the other terms of this Agreement. If the illegal or invalid provisions cannot be reformed, they will be deemed to not be a part of this Agreement.

D. This Agreement may be executed electronically and/or in counterparts, each of which will be deemed an original document and will, together, be deemed to be one and the same instrument

E. This Agreement is subject to and contingent upon formal review, approval, ratification and execution by the Board of Education. In the event that the Board of Education does not ratify and approve this Agreement, it will become null and void and no adverse inference will be drawn against any party for having entered into this Agreement.

FOR THE DISTRICT:

_____ Date: ____

Dr. Gaurav Passi
Superintendent of Schools

FOR THE ASSOCIATION:

Date: 11/22/24

Stephanie Yacavone
MESPA President