MEMORANDUM OF AGREEMENT

WHEREAS, the Board of Education of the Manhasset Union Free School District (the "Board") and the MANHASSET EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION (the "Association") are parties to a collective bargaining agreement effective July 1, 2023 through June 30, 2027 (the "CBA"); and

WHEREAS, the authorized representatives of the Board and the Association have negotiated in good faith with respect to the creation of an "Elementary: Six and one-half hours per day (32.5 hours per week)" paraprofessional position (elementary teaching assistant);

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

1. All terms and conditions set forth in the CBA, related memoranda of agreement, and established past practices applicable to MESPA members, shall be applicable to the position of Elementary: Six and one-half hours per day (32.5 hours per week), including but not limited to compensation, insurance benefits well as holiday, vacation and leave benefits.

2. All elementary teaching assistants hired before the complete execution and approval of this agreement may elect for the 2025-2026 school year and each school year thereafter to:
    a. Remain at a 6-hour workday schedule (1,176 hours per year) as referenced in Article VI, Section A of the CBA; or
    b. Increase to a 6.5-hour workday schedule (1,274 hours per year) pursuant to this agreement.

3. Once an election is made pursuant to paragraph 2 above, that shall remain the individual's schedule until such time as the parties agree in writing otherwise.

4. Elementary teaching assistants hired before the execution and approval of this agreement who choose to increase their schedule to a 6.5 hour work day must notify their building principal in writing on the agreed upon form by June 2, 2025 or an alternative date agreed upon by the parties in writing. All schedule changes for current elementary teaching assistants shall become effective September 1, 2025. No later than 15 days prior to the June 2, 2025 or the agreed upon date, the District will inform all TA's in writing regarding their option to select to be a 6.5 hour TA and provide the agreed upon form to be completed.

5. Salaries of elementary teaching assistants who increase their hours to 6.5 will reflect Column 6.5 HRTA of the CBA. Individuals who select to increase their hours shall be placed on Colum 6.5 HRTA of the CBA. Individuals who increase their hours to 6.5 hours each day will be placed on the same step on the salary schedule that they would be on the 6.0 HRTA schedule effective September 1, 2025.

6. All new elementary teaching assistants hired on or after the execution and approval of this MOA will be assigned to a 6.5 hour per day schedule.

7. Except as modified here, this agreement shall not be construed as modifying any other terms or conditions of the CBA as between the parties or any established past practices which may exist between the parties. Moreover, nothing contained herein shall be construed as a reopener of the CBA.

8. 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.

9. 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.

10. 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.

11. This Agreement is subject to and contingent upon formal review, approval, ratification and execution by the Board. In the event that the Board 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: 6/17/25

Dr. Gaurav Passi
Superintendent of Schools

FOR :

Date: 5/14/25

Stephanie Yacavone
MESPA Unit President