MANHASSET PUBLIC SCHOOLS

Christopher J. Pellettieri, Ed.D.
Interim Superintendent of Schools

October 1, 2025

Mr. Frank Russo, President
Manhasset Education Association
200 Memorial Place
Manhasset, NY 11030

Dear Mr. Russo,

This letter will confirm our agreement regarding the responsibilities and compensation for the faculty advisor of the Speech and Debate Club ("Faculty Advisor").

The Speech and Debate Club is an academic extracurricular activity focused on developing students' public speaking, critical thinking, argumentation, and performance skills. The Faculty Advisor is responsible for organizing club meetings, training students in various speech and debate formats, coordinating participation in competitions, and fostering a supportive and inclusive team environment.

We agree that a new faculty advisor positions will be created effective October 1, 2025 and added to Schedule C in the current collective bargaining agreement. The Speech and Debate Faculty Advisor will be a Class I stipend position in the annual amount of $5,783 for the 2025-2026 school year. The stipend will increase thereafter by the salary percentage increase agreed upon in the CBA for Schedule C. For the 2025-2026 school year the Faculty Advisor will receive the full annual amount and each year thereafter. The Faculty Advisor position will be a Full-Year term, and will include assisting students outside of the school day for up to 5 hours a week (7:08 to 8:08 a.m. and/or 315 p.m. to 5:15 p.m. on designated days) and an additional 20 hours in the evening and/or weekend for local events per semester. Overnight events will be compensated according to Article 4.26 Student Field Trips of the MEA contract.

We agree that the duties and responsibilities for the "Speech and Debate Club Advisor" will be as follows:

1. **Plan and Facilitate Meetings:**
    - Organize regular club meetings and practice sessions.
    - Provide instruction on speech formats (e.g., Original Oratory, Informative,

Interpretation) and debate styles (e.g., Lincoln-Douglas, Public Forum, Policy, Congressional Debate).

- Arrange workshops or guest speakers when possible.

2. **Student Development:**
   - Coach students on research, writing, delivery, and argumentation.
   - Offer individual feedback and performance reviews.
   - Encourage team collaboration and mentorship among members.
3. **Competition Coordination:**
   - Register students for local, regional, and national tournaments.
   - Assist with transportation and logistics for competitions.
   - Ensure students understand and follow tournament rules and ethics.
4. **Club Administration:**
   - Maintain attendance, dues (if applicable), and team rosters.
   - Manage club communications (email, group chat, bulletin boards).
   - Work with school administration to meet requirements for club operations.
5. **Team Leadership and Culture:**
   - Promote a positive, respectful, and inclusive team culture.
   - Motivate members to set and pursue personal and team goals.
   - Support students in leadership roles within the club.

We agree that all other terms and conditions in the collective bargaining agreement remain in full force and effect. Except as modified here, this agreement shall not be construed as modifying any other term or condition of the CBA as between the parties or any practices which may exist between the parties moreover, nothing contained herein shall be construed as a reopener of the CBA. We further agree that this side letter shall not be deemed precedent in any way, and it is not intended to establish any repeating practice between the District and the MEA.

Finally, we agree that the complete terms of this side letter are 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 side letter, it will become null and void and no adverse inference will be drawn against any party.

If the above comports with your full understanding of our conversations and the terms of our agreement, please so indicate by signing and returning one copy of this letter to my office.

Sincerely,

Christopher J. Pellettieri, Ed.D.
Interim Superintendent of Schools

For the Manhasset Education Association

Frank Russo, President

10/23/25
Date

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