MEMORANDUM OF AGREEMENT

WHEREAS, the Manhasset Union Free School District (the "District") and the Manhasset Educational Support Personnel Association ("MESPA") are parties to a collective bargaining agreement effective July 1, 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 new job title of "Senior Duplicating Machine Operator"; and

WHEREAS, the parties have agreed to amend the current CBA to add the provisions contained in this Agreement;

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

1. The District will create the job title of "Senior Duplicating Machine Operator" and may assign to that position such duties and responsibilities as are customarily performed by that job title and/or contained within the Nassau County Civil Service job description for that job title.

2. The job title of Senior Duplicating Machine Operator will be recognized as falling within the bargaining unit exclusively represented by MESPA.

3. The job title of Senior Duplicating Machine Operator will be added to the list of represented job titles in Article I of the CBA.

4. The following information about the job title of Senior Duplicating Machine Operator will be added to the salary schedule:

12SDMO	7 hr.	1,747	12 MONTH	Stenographer / Duplicator Machine Operator
12SSACPT	7 hr.	1,747	12 MONTH	Senior Stenographer / Principal Typist Clerk (Senior Duplicator Machine Operator)

5. The individual who is appointed to the position of Senior Duplicating Machine Operator at the time this memorandum of agreement is executed by all parties shall receive an additional stipend of two-thousand five-hundred ($2,500) dollars.

6. Article IX(B)(3) of the CBA will be amended to indicate that unit members holding the title of Senior Duplicating Machine Operator shall receive the same time off arrangements granted to 12-month secretary/clerical unit members.

7. Unit members holding the job title of Senior Duplicating Machine Operator will enjoy all other rights and benefits generally applicable to 12-months employees, as provided by the CBA. Such unit members will also be subject to the same District policies and procedures generally applicable to all 12-month employees in the bargaining unit represented by MESPA.

8. 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.

9. 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.

10. 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.

11. 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.

12. 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:

Ted Post Date: 11/14/25

Ted Post
President, Board of Education

FOR MESPA:

Stephanie Yacavone Date: 11/5/25

Stephanie Yacavone
MESPA President