

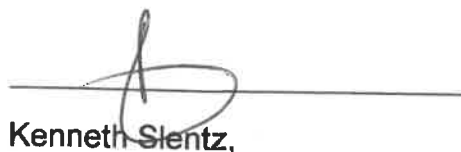
SUPPLEMENTAL MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE DOBBS FERRY UNION FREE SCHOOL DISTRICT, hereinafter referred to as "the District" and **THE DOBBS FERRY CSEA UNIT 8210**, hereinafter referred to as "CSEA" to clarify and memorialize an Agreement with the Dobbs Ferry Union Free School District and the Dobbs Ferry CSEA Unit #8210 regarding sick time donation.

WHEREAS, the current contract language in the Collective Bargaining Agreement which term is July 1, 2023- June 30, 2027, does not contain language or vehicle by which a union member may donate sick time to another member.

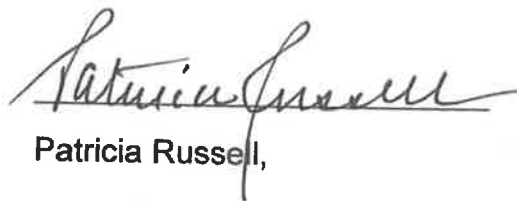
To address this situation, the parties agree on the following:

1. Employees are not eligible to receive donations of sick leave until they have exhausted all accruals including sick leave, personal leave, vacation leave or compensatory time. The employee may only use donated sick time for a FMLA qualifying event or for the care of a family member as defined by FMLA.
2. The donor must have a minimum sick leave balance of ten (10) days remaining after donation for approval. The donor may donate up to thirty (30) days of sick leave.
3. Employees must submit a written request to the Assistant Superintendent of Finance and Facilities to donate sick time. The Assistant Superintendent of Finance and Facilities and a member of the CSEA Executive Board will jointly have final approval over donations and their usage.
4. Donated sick time shall not be used for any purpose other than the approved FMLA qualifying event.
5. Employees wishing to access the sick bank must send a written request to the Assistant Superintendent of Finance and Facilities and the president of the CSEA Bargaining Unit (hereinafter, "administrators") who will determine whether the request will be approved and if so, how many days will be provided. The administrators of the bank shall have the right to request full medical records that may be reviewed by a consulting physician.
6. This side letter shall be null and void at the close of business June 30, 2027, or until a successor agreement is reached and the parties desire to include stated language into the Collective Bargaining Agreement.



Kenneth Slentz,
Superintendent of Schools

Date: 13 May 20



Patricia Russell,
Labor Relations Specialist

Date: 4/28/2026