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MEMORANDUM of AGREEMENT
Between the Syosset Teachers Association (Syosset Registered
Nurses Unit)
and the
Board of Education of the Syosset Central School District

MEMORANDUM OF AGREEMENT dated this 3rd day of August, 2026, by and between the negotiating representatives of the BOARD OF EDUCATION OF THE SYOSSET CENTRAL SCHOOL DISTRICT (hereinafter referred to as the "Board") and the negotiating representatives of the SYOSSET TEACHERS' ASSOCIATION (hereinafter referred to as the "Association" or "the STA").

A. GENERAL:

The labor agreement between the parties for the period of July 1, 2021 through June 30, 2026 expired on June 30, 2026. The parties herewith agree that said contract shall be modified to the extent set forth herein, as a result of their collective bargaining for a successor agreement to the expiring labor agreement. Except for changes to the labor agreement expressly set forth herein, the provisions of said labor agreement shall remain unchanged. Italicized text is set forth as precise contract language to be inserted as is set forth in this Memorandum of Agreement into the parties' formal labor agreement. It is understood that items of agreement set forth as precise contract language in italicized text may require revision of existing contract language in the parties' formal labor agreement to accommodate the insertion of said italicized text. It is further understood that items of agreement not set forth in italicized text will require the drafting of contract language for insertion into the parties' formal agreement and may require revision of existing contract language in the parties' formal labor agreement upon insertion of the referenced new contract language.

B. CONTINGENCY:

This Memorandum of Agreement is subject to formal ratification by the Board of Education and the membership of the Association. The aforesaid ratification votes shall occur within sixty (60) days of the date of execution of this Memorandum of Agreement. If either party fails to ratify this Memorandum of Agreement or fails to act within the aforesaid sixty (60) day period, this Memorandum of Agreement shall be of no further force and effect and shall be null and void. Notwithstanding the foregoing, each

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party's negotiating representatives shall urge their respective principals to ratify this Memorandum of Agreement.

In their joint effort to achieve a successor labor agreement, the parties have fully completed negotiations respecting wages and other conditions of employment, the terms of which are set forth in this Memorandum of Agreement, and which upon full ratification become final, binding, and effective.

C. AGREEMENT:

1. DURATION

The parties' labor contract shall be modified to provide for a contract term effective July 1, 2026 through and including June 30, 2031. Upon ratification of this Memorandum of Agreement, the parties' more formal agreement shall be deemed modified throughout to reflect the revised term of the Agreement

2. COMPENSATION

Article 13 (A) (1) and (2) shall be deleted for both Registered Nurses and the Registered Nurse Supervisor in their entirety and replaced with the following:

a. **First Year (2026-2027):**

Effective July 1, 2026, salary schedules in effect on June 30, 2026 shall be increased by 1.5%. Step increment for the 2026-2027 school year shall be granted to eligible unit members effective July 1, 2026 (or February 1, 2027, in the case of those unit members entitled to step movement on February 1st of the school year).

b. **Second Year (2027-2028):** *Effective July 1, 2027, salary schedules in effect on June 30, 2027 shall be increased by two percent (2%). Step increment for the 2027-2028 school year shall be granted to eligible unit members effective July 1, 2027 (or February 1, 2028, in the case of those unit members entitled to step movement on February 1st of the school year).*

c. **Third Year (2028-2029):** *Effective July 1, 2028 salary schedules in effect on June 30, 2028 shall be increased by two percent (2%). Step increment for the 2028-2029 school year shall be granted to eligible*

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unit members effective July 1, 2028 (or February 1, 2029, in the case of those unit members entitled to step movement on February 1st of the school year).

- d. **Fourth Year (2029-2030):** Effective July 1, 2029 salary schedules in effect on June 30, 2029 shall be increased by two percent (2%). Step increment for the 2029-2030 school year shall be granted to eligible unit members effective July 1, 2029 (or February 1, 2030, in the case of those unit members entitled to step movement on February 1st of the school year).
- e. **Fifth Year (2030-2031):** Effective July 1, 2030 salary schedules in effect on June 30, 2030 shall be increased by two percent (2%). Step increment for the 2030-2031 school year shall be granted to eligible unit members effective July 1, 2030 (or February 1, 2031, in the case of those unit members entitled to step movement on February 1st of the school year).

The salary schedules for the Registered Nurses and Registered Professional Nurse Supervisor shall be attached as Appendices to the successor collective bargaining agreement.

3. SALARY SCHEDULE-

Effective July 1, 2026, the "BA+15" column on the Registered Nurses Salary scheduled shall be renamed as the "MA" column. All current unit members on the "BA+15" column shall remain on the new "MA" column. Unit members not currently on this column shall proceed to the "MA" column upon the unit member obtaining a Master's Degree.

Effective July 1, 2026, the masters degree stipend set forth at Article 13 (M) (2) shall be eliminated. This \$2,000 stipend shall be incorporated into the "MA" column on the salary schedule by increasing each step on the schedule by \$2,000. This shall be accomplished after the application of the salary percentage increase for the 2026-2027 school year.

Effective July 1, 2026, the bachelor's degree stipend set forth at Article 13 (M) (1) shall be eliminated. This \$1,000 stipend shall be incorporated into the "BA" column on the salary schedule by increasing each step on the schedule by \$1,000. This shall be

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accomplished after the application of the salary percentage increase for the 2026-2027 school year.

The Registered Nurse Supervisor schedule will be updated to now also include a schedule for BA (with the \$1,000 incorporated into it) and a MA (with the \$2,000 incorporated into it).

4. CONFERENCES:

Effective July 1, 2026, Article 20 shall be deleted in its entirety and replaced with the following:

Unit members may apply to attend professional conferences which shall be at the discretion of the Superintendent or his/her designee.

5. DEPARTMENT MEETINGS:

Effective July 1, 2026, Article 12(C)(2) shall be amended by changing "3:30 p.m." to "3:45 p.m."

6. CERTIFICATIONS:

Effective July 1, 2026, Article 14 (G) will be deleted in its entirety and replaced with the following:

Certifications

Unit members who provide documentation to the District that they have received and remain in possession of an American Heart Association Basic Life Support certification and/or an Advanced Cardiac Life Support (ACLS) certification and/or a relevant national certification from the American Nurses Credentialing Center shall receive an annual stipend of \$1,500 for each certification.

7. HEALTH INSURANCE DECLINATION:

The following shall be added to the end of Article 14 (C):

Effective July 1, 2026, there shall no longer be a percentage calculation for unit members hired before October 22, 2014. The dollar amount that unit members were eligible to receive during the 2025-2026 school year shall remain in effect.

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8. DONATION OF SICK DAYS FOR CATASTROPHIC ILLNESS OR INJURY

The following shall be added as a new Article 15(A) (10)

A unit member who has not completed five (5) years of employment by July 1, of any year may have sick days donated for their use by other unit members if the unit member is suffering from a catastrophic illness or injury. The following shall be applicable.

To be eligible for receipt of donated days:

1. The unit member must be a full-time employee of the District.
2. The unit member must be employed by the District for at least one (1) year.
3. The unit member must have exhausted all available sick leave.
4. The unit member must be suffering from an illness or injury that is catastrophic in nature requiring hospitalization, institutionalization, confinement to bed, or confinement to home, which illness or injury has resulted in the unit member's inability to perform substantially all of the unit member's occupation. Notwithstanding the foregoing, with the permission of the Superintendent or his/her designee, a unit member may receive donated days for intermittent use for treatment of a life-threatening illness, including but not limited to, chemotherapy treatments.
5. Any unit member who has provided the District with notice of his/her resignation, retirement or has otherwise announced that he/she will be leaving the District shall not be eligible for this benefit.
6. Any unit member who has disciplinary charges pending against him/her at the time of his/her application shall not be eligible to receive donated days, unless the gravamen of such charges is the unit member's inability to perform due to the catastrophic illness or accident that forms the basis for the unit member's application.

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7. Any unit member who applies for long-term disability benefits and who has exhausted all available sick leave shall be eligible to receive donated days beginning on the date that the unit member submits his/her long-term disability application and ending on the date prior to unit member's receipt of long-term disability benefits. Any unit member receiving long-term disability benefits and/or Workers' Compensation benefits is not eligible to receive donated days while receiving such benefits.
8. A unit member may only receive donated days on one occasion. However, a unit member may be eligible to receive donated days for a second time if he/she is suffering from an illness or injury that is catastrophic in nature requiring hospitalization, institutionalization, confinement to bed, or confinement to home, which illness or injury has resulted in the unit member's inability to perform substantially all of the unit member's occupation. No unit member shall be eligible to receive donated days after this second catastrophic illness or injury. Notwithstanding the foregoing, with the permission of the Superintendent or his/her designee, a unit member may receive donate days for intermittent use for treatment of a life-threatening illness, including but not limited to, chemotherapy treatments.

Unit Member Contributions: Unit members may donate a block of no more than five sick days to a qualified unit member which may be made at intermittent times provided the maximum of five sick days per unit member is maintained. If a balance of donated days exists due to the demise of the intended beneficiary, or if the intended beneficiary recovers and does not utilize his/her donated days, the days shall remain accumulated in a bank and may be used in the event that a catastrophic illness or injury occurs to another unit member in the future.

In the event unused days remain in a bank, the number of days that a unit member may donate in a subsequent catastrophic illness or injury will be reduced accordingly to provide that the maximum number of days a unit member may have donated for their benefit is five times the number of bargaining unit members.

District Contribution: For each catastrophic illness or injury donation, the District will match up to a maximum of twenty-five

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(25) donated sick days that may be used by the unit member. None of these days shall be maintained in a bank for a subsequent use.

This provision shall expire in all respects and be of no further force and effect on June 30, 2031. The Association herewith waives the applicability of Section 209-a-1(e) of the Taylor Law to the entirety of this provision. However, any sick days that remain in the bank will survive this sunset and may be utilized pursuant to this provision until all the days are exhausted. However, while these bank days may be used, there shall be no new donations after June 30, 3031

9. PERSONAL DAYS

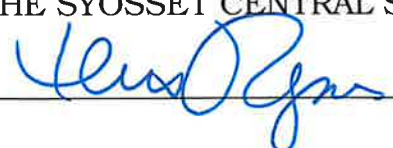
Effective July 1, 2026, the following shall be added to Article 15 (B)(3) as typical approvable reasons:

- *Attending the wedding of a family member or close personal friend.*
- *Conference with child's teacher.*
- *Visiting colleges with a high-school-age child.*
- *"Parent weekend" for a child attending college and*
- *Caring for an elderly parent.*

10. EDITORIAL/HOUSEKEEPING

The parties will make mutually agreed to editorial/housekeeping changes when drafting the successor collective bargaining agreement.

NEGOTIATING REPRESENTATIVES OF
THE BOARD OF EDUCATION OF
THE SYOSSET CENTRAL SCHOOL DISTRICT

dated: 8/25/26  _____
dated: _____
dated: _____

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dated: _____

NEGOTIATING REPRESENTATIVES OF THE SYOSSET
TEACHERS' ASSOCIATION

dated: 8/25/26 Julia Weiss

dated: _____

dated: _____

dated: _____