

BOE approve
6/27/22

MEMORANDUM OF AGREEMENT
between
NORTH MERRICK UNION FREE SCHOOL DISTRICT
and the
NORTH MERRICK FACULTY ASSOCIATION

MEMORANDUM OF AGREEMENT dated this 16th day of June 2022, by and between the negotiating representatives of the NORTH MERRICK UNION FREE SCHOOL DISTRICT (hereinafter referred to as the "District") and the NORTH MERRICK FACULTY ASSOCIATION (hereinafter referred to as the "Association").

I. GENERAL:

The labor agreement between the parties for the period of July 1, 2018 through June 30, 2022 will expire on June 30, 2022. The parties herewith agree that said agreement shall be modified as of July 1, 2022, to the extent set forth herein, as a result of their collective bargaining for a successor agreement to said expired contract. Except for changes to the contract expressly set forth herein, changes in the language of the Agreement made necessary by the following agreement, and changes to said contract arising from expired contract language, the provisions of said Agreement shall remain unchanged.

II. CONTINGENCIES:

This agreement is subject to approval by the Board of Education and ratification by the membership of the Association. Such ratification shall occur within thirty (30) days of the date of execution of this memorandum of agreement. If either party fails to ratify or fails to act within the aforesaid thirty (30) day period, this memorandum of agreement shall be of no further force and effect and shall be a nullity. Notwithstanding the foregoing, the team of negotiating representatives for each party will urge their respective principals to ratify this memorandum of agreement.

III. TERMS:

A. Duration:

This Agreement shall become effective July 1, 2022 and shall continue in full force and effect through June 30, 2026.

B. Negotiating Unit (Article II):

Modify language to encompass all teachers and other professionals (e.g., school counselor).

C. Rights and Privileges of Association (Article V(D)):

Remove District's obligation to provide Board of Education agenda and minutes as long as agenda and minutes are available and accessible to the Association online.

D. Direct Deposit (Article VIII):

Effective July 1, 2022, all unit members must be enrolled in direct deposit.

E. Salary for Teachers (Article VIII):

Effective July 1, 2022, \$350 shall be added to steps 23 and 24 and \$600 shall be added to steps 27, 28, 29, and 30. Thereafter, 0.33% shall be added to the 2021-2022 salary schedule plus increment.

Effective July 1, 2023, 1.75% shall be added to the salary schedule plus increment.

Effective July 1, 2024, 1.75% shall be added to the salary schedule plus increment.

Effective July 1, 2025, 1.5% shall be added to the salary schedule plus increment.

F. Health Insurance (Article IX(A)(1)):

Effective January 1, 2026, increase employee health insurance premium contribution to 22%.

G. Health Insurance Opt-Out for New Hires (Article IX(A)(4)):

For employees hired on or after July 1, 2023, the health insurance opt-out shall be \$7,400 for family coverage and \$2,600 for individual coverage.

H. Family Sick Days (Article XIV(F)):

Effective July 1, 2022, sick days may be utilized for a teacher's bona fide illness or bona fide illness of a family member.

I. Payment for Unused Sick Leave (Article XIV(G)(1)):

Amend provision to reflect that teachers must provide the District with a letter of intent to retire by March 15th of the respective year.

J. Leave for Personal Reasons (Article XV(B)):

Amend provision to reflect that, except for emergencies, a teacher must submit his/her application for a personal day at least forty-eight (48) hours before the intended taking of leave for personal reasons.

K. Childcare Leave (Article XVIII(C)):

Amend provision to reflect that, whenever practicable, teachers on childcare leave shall notify the Superintendent of Schools in writing by April 1st of their intention to return or not by September 1st.

L. Teaching Schedule and Hours – Preparation Time (Article XX(D)):

Effective July 1, 2023, during preparation period periods, teachers shall be available to accomplish professional development and data meetings four (4) times during the school year. These four (4) shall be in addition to, and not inclusive of, the two (2) goal setting meetings at the start of the school year.

Effective July 1, 2024, during preparation periods, teachers shall be available to accomplish professional development and data meetings once per month during the school year. These monthly meetings shall include the two (2) goal setting meetings at the start of the school year.

M. Teaching Conditions and Facilities (Article XXI):

- i. Amend Article XXI(F) to remove reference of webpage/digital bulletin board and replace with Google classroom.
- ii. Add provision that the District shall make best efforts to ensure that all web-based programs shall be setup and ready for use no later than the start of the school year. This provision is not grievable.

N. Teaching Assistant Compensation (Article XXIII(A)):

Effective July 1, 2022, modify salary schedule to include 7-8 years and 9+ years at a \$500 increment. Thereafter, increase Teaching Assistant compensation by \$1,000 for each salary row.

Effective, July 1, 2023, increase salary schedule by 1.75%.

Effective, July 1, 2024, increase salary schedule by 1.75%.

Effective July 1, 2025, increase salary schedule by 1.5%.

O. Appendix E:

Effective, July 1, 2023, increase stipends by \$1.00.

Effective, July 1, 2024, increase stipends by \$1.00.

Effective July 1, 2025, increase stipends by \$1.00.

P. Appendix F:

Effective July 1, 2022, increase stipends by 0.33%.

Effective, July 1, 2023, increase stipends by 1.75%.

Effective, July 1, 2024, increase stipends by 1.75%.

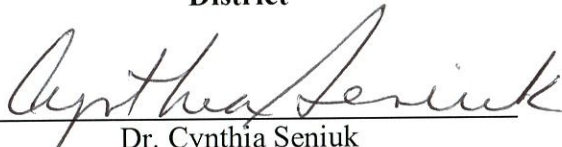
Effective July 1, 2025, increase stipends by 1.5%.

Q. Housekeeping/Editorial:

Editorial changes shall be made upon mutual agreement of the parties while drafting the new formal agreement.

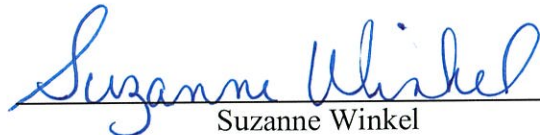
Dated: June 16, 2022
North Merrick, New York

**North Merrick Union Free School
District**



Dr. Cynthia Seniuk
Superintendent of Schools

North Merrick Faculty Association



Suzanne Winkel
President