

August 2  
MEMORANDUM OF AGREEMENT dated this 23<sup>rd</sup> day of ~~September~~ 2021, by and between the negotiating representatives of the NASSAU COUNTY BOARD OF COOPERATIVE EDUCATIONAL SERVICES (hereinafter referred to as the "BOCES") and the negotiating representatives of the NASSAU BOCES CENTRAL COUNCIL OF TEACHERS (hereinafter referred to as "NABCOT").

1. GENERAL

The labor contract between the parties for the period of July 1, 2017 - June 30, 2021 expired on June 30, 2021. The parties herewith agree that said contract shall be modified and extended effective as of July 1, 2021 to the extent set forth herein, subject to the "Contingencies" hereinafter set forth. Except for changes to the contract expressly set forth herein, changes in the language of the contract made necessary by the following Agreement, and changes to said contract arising from expired contract language, the provisions of said labor contract shall remain unchanged.

2. CONTINGENCIES

This Memorandum of Agreement is subject to formal ratification by the BOCES Board and the membership of NABCOT. Such ratification shall occur on or before thirty-eight (38) days from the execution of this Memorandum of Agreement. If either party fails to ratify or fails to act on or before thirty-eight (38) days from the execution of this Memorandum of Agreement, 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.

3. TERMS

A. Duration:

The parties' labor contract shall be modified to provide for extended contract terms effective July 1, 2021 through June 30, 2022. 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. It is understood and agreed by the parties that a new formal labor agreement will not be necessary; the terms of this Memorandum of Agreement together with the expired formal labor agreement shall constitute the parties' entire labor agreement.

B. Wages:

1. Article V, Section 1.5 shall be amended to provide the following indicated base wage adjustment: *Effective July 1, 2021, the salary schedule in effect on June 30, 2021 shall be increased by 1.0%.*
2. (a) The minimum and maximum of each salary level shall be increased in accordance with Paragraph 3(B)(1) above.  
  
(b) Appendix A, as referenced in Article V, Section 3.1, shall be modified in accordance with Paragraph 3(B)(1) above.
3. The compensation rates in the following sections in Article V shall be increased in accordance with Paragraph 3(B)(1) above: Section 1.2; Section 1.4; Section 2.14; Section 2.34; Section 3.6; Section 4; Section 5; Section 7.4; Section 12.32.

Dated:	NEGOTIATING REPRESENTATIVES OF THE NASSAU BOCES CENTRAL COUNCIL OF TEACHERS by: <u><i>Lois A. Lewis</i></u> <u><i>Carol D. Morand</i></u> _____ _____
Dated: <u><i>8/23/2021</i></u>	NEGOTIATING REPRESENTATIVES OF THE BOARD OF COOPERATIVE EDUCATIONAL SERVICES OF NASSAU COUNTY by: <u><i>James W. ...</i></u> <u><i>Salvatore ...</i></u> <u><i>Anna ...</i></u> _____