

MEMORANDUM OF AGREEMENT dated this 13th day of January 2023, by and between NASSAU COUNTY BOARD OF COOPERATIVE EDUCATIONAL SERVICES (hereinafter referred to as the “BOCES”) and the NASSAU BOCES EDUCATIONAL ADMINISTRATORS’ ASSOCIATION (hereinafter referred to as the “Association”)

1. The parties entered into a Memorandum of Agreement establishing the terms of a successor labor agreement for the period of July 1, 2022, through June 30, 2025. which was fully executed on June 22, 2022. Subsequently the Memorandum of Agreement was ratified by the membership of the Association and by the Nassau County Board of Cooperative Educational Services.
2. An issue of implementation has arisen respecting Article 3, Section 3.4(4), which is a new provision permitting a partial award of the career level salary increase after two years of service.
3. The parties have agreed to the following understanding regarding the application of Article 3, Section 3.4(4) to certain indicated unit members.
 - a. All unit members who were part of the bargaining unit as of June 22, 2022 and who are otherwise eligible to make application for the twenty five percent (25%) career level salary adjustment, as described in the June 22, 2022 Memorandum of Agreement, shall receive a career level adjustment of 25% of the difference between their salary in effect at the time of application and the career level salary for their salary grade, upon approval of their application for the 25% career level salary adjustment.
 - b. Consideration for the award of the career level salary adjustment will be based on the following procedure:

- i. Unit members who have a service anniversary of more than two years of service which falls on or before December 31, 2022, must submit their preliminary portfolio by November 15, 2022 and will receive the 25% career level salary adjustment effective January 1, 2023, upon approval of the unit member's application for the 25% career level salary adjustment.
- ii. Unit members who have a service anniversary of more than two years of service which falls between January 1, 2023, and June 30, 2023, must submit their preliminary portfolio by March 1, 2023, and will receive the 25% career level salary adjustment effective July 1, 2023, upon approval of the unit member's application for the 25% career level salary adjustment.
- iii. Unit members whose 2-year anniversary falls after July 1, 2023, should submit a preliminary portfolio 60 days prior to their 2 year anniversary date. Upon approval of the application for the 25% career level salary adjustment will be effective for the pay period immediately following the unit member's anniversary date.
- iv. Unit members who were not members of the bargaining unit as of June 22, 2022, upon approval of an application for the career level salary adjustment in the years following June 22, 2022, shall be granted a salary equal to the salary at the 25th percentile above the base salary for their grade. If the unit member's salary at the time of application for the 25% career level adjustment exceeds the 25th percentile of the applicable career level salary, then the unit member will not be eligible for a preliminary 25% career level salary adjustment

and must await their fifth year of service to apply for a career level salary adjustment. It is understood that this subsection iv only applies to members who joined the bargaining unit after June 22, 2022.

4. This Memorandum of Agreement shall survive execution of a formal labor contract between the parties for the term of July 1, 2022, to June 30, 2025.

<p>Dated: 12/23/22</p> <p>Dated: 1/13/2023</p>	<p>NASSAU BOCES EDUCATIONAL ADMINISTRATORS' ASSOCIATION</p> <p>by: <u><i>Monica Louma</i></u></p> <p>BOARD OF COOPERATIVE EDUCATIONAL SERVICES OF NASSAU COUNTY</p> <p>by: <u><i>M. L.</i></u></p>
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