

MEMORANDUM OF AGREEMENT

Except as modified herein, the contract between the BOARD OF EDUCATION OF THE NORTH BABYLON UNION FREE SCHOOL DISTRICT and the NORTH BABYLON ADMINISTRATORS' ASSOCIATION, expiring on June 30, 2021, shall remain in full force and effect.

This Memorandum of Agreement shall be subject to ratification by the Board of Education and the membership of the Association. The parties respective bargaining teams agree to recommend such ratification to their principles.

I. Salary – Appendix A / B

2021-2022: 1.5% + Increment\*

2022-2023: 1.5% + Increment\*

2023-2024: 1.5% + Increment

\*Salary increases for the 2021-2022 and 2022-2023 school years shall not be available to members not employed by the District in the capacity of administrator as of August 30, 2022.

II. ARTICLE III – ABSENCE POLICY – Replace title of Paragraph “D”, “Death in the Family”, with new title, “Bereavement”.

III. ARTICLE III – ABSENCE POLICY – Paragraph “D” – Add new subparagraph “4” to read as follows:

“Prior to the expiration of the first day of bereavement leave, a unit member must notify the Superintendent or his/her designee, of the unit member’s intent to split their bereavement leave into two separate increments, should the unit member not be taking the full allotment of bereavement leave at once.”

IV. ARTICLE IV – LEAVES OF ABSENCE – Paragraph “A”, subparagraph “4(a)” – replace all references to “March 1” with “January 15”.

V. Article XXIII – Salary Credit – Amend paragraph to read as follows:

“Administrators who have completed eight (8) years of service as an administrator in the North Babylon Union Free School District, ~~at least eight (8) of which must be as an administrator in the District,~~ will receive an annual longevity payment of \$1,500. An additional increment of \$1,500 shall accrue as a longevity step to administrators after ten (10) years of service in the District as an administrator, ~~ten (10) of which must be in North Babylon;~~ an additional \$1,500 after thirteen (13) years of service in the District as an administrator, ~~thirteen (13) of which must be in North Babylon;~~ and an additional

\$1,500 after fifteen (15) years of service in the District as an administrator, ~~fifteen (15)~~  
~~of which must be in North Babylon.~~"

VI. Article XXIII – Salary Credit – Increase each of the four longevities by \$500.00  
(\$1,500.00 increases to \$2,000.00) to be effective beginning July 1, 2022.

VII. ARTICLE XXIV – METHOD OF PAYMENT – Add new Paragraph “C”, to read as  
follows:

“The District may require all unit members to have direct deposit. The direct deposit  
document shall delineate the purpose and amount of all pay, deductions, taxes, and  
contributions.”

VIII. ARTICLE XXIX– TERM OF AGREEMENT – Amend paragraph to read as follows:

“This Agreement shall be effective as of July 1, ~~2017~~ 2021 and shall continue in full  
force and effect to and including June 30, ~~2021~~ 2024.”

Dated: 1/6/23

BOARD OF EDUCATION of the  
NORTH BABYLON UNION FREE  
SCHOOL DISTRICT  
By: Larry Aronstein  
Larry Aronstein, Ed. D  
Interim Superintendent of Schools

Dated: 1/6/23

NORTH BABYLON  
ADMINISTRATORS'  
ASSOCIATION  
By: Daniel Rose  
Daniel Rose  
Co- President

Dated: 1/6/23

NORTH BABYLON  
ADMINISTRATORS'  
ASSOCIATION  
By: Valerie F. Jackson  
Valerie F. Jackson  
Co-President

North Babylon Administrators Association  
 Salary Schedule for Memorandum of Agreement  
 July 1, 2021 - June 30, 2024

July 1, 2021 - June 30, 2022					
STEP	Elementary Principal	Middle School Principal	High School Principal	Secondary AP / AD	Director
1	136,288	139,885	147,392	123,987	136,288
2	138,620	142,279	149,914	126,109	138,620
3	141,098	144,824	152,596	128,365	141,098
4	143,568	147,358	155,267	130,611	143,568
5	146,081	149,938	157,985	132,896	146,081
6	148,638	152,562	160,749	135,222	148,638
7	151,239	155,233	163,562	137,588	151,239
8	153,886	157,947	166,425	139,995	153,886
9	156,577	160,712	169,338	142,447	156,577
10	159,317	163,524	172,301	144,939	159,317
11	162,106	166,385	175,317	147,475	162,106
12	164,943	169,297	178,384	150,056	164,943
13	167,829	172,260	181,506	152,682	167,829
14	170,767	175,274	184,682	155,354	170,767

North Babylon Administrators Association  
 Salary Schedule for Memorandum of Agreement  
 July 1, 2021 - June 30, 2024

July 1, 2022 - June 30, 2023					
STEP	Elementary Principal	Middle School Principal	High School Principal	Secondary AP / AD	Director
1	138,332	141,984	149,603	125,847	138,332
2	140,699	144,413	152,163	128,000	140,699
3	143,215	146,997	154,885	130,290	143,215
4	145,721	149,568	157,596	132,570	145,721
5	148,272	152,187	160,355	134,889	148,272
6	150,867	154,850	163,160	137,251	150,867
7	153,508	157,562	166,016	139,652	153,508
8	156,194	160,316	168,922	142,095	156,194
9	158,926	163,123	171,878	144,584	158,926
10	161,707	165,976	174,886	147,113	161,707
11	164,537	168,881	177,947	149,688	164,537
12	167,417	171,836	181,060	152,306	167,417
13	170,347	174,844	184,229	154,973	170,347
14	173,328	177,903	187,453	157,684	173,328

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 July 1, 2021 - June 30, 2024

July 1, 2023 - June 30, 2024					
STEP	Elementary Principal	Middle School Principal	High School Principal	Secondary AP / AD	Director
1	140,407	144,113	151,847	127,735	140,407
2	142,809	146,579	154,446	129,920	142,809
3	145,363	149,202	157,208	132,245	145,363
4	147,907	151,812	159,960	134,559	147,907
5	150,496	154,470	162,760	136,913	150,496
6	153,130	157,173	165,607	139,309	153,130
7	155,810	159,925	168,506	141,747	155,810
8	158,537	162,721	171,456	144,226	158,537
9	161,309	165,570	174,456	146,753	161,309
10	164,133	168,466	177,509	149,320	164,133
11	167,005	171,414	180,616	151,933	167,005
12	169,928	174,414	183,776	154,591	169,928
13	172,902	177,466	186,992	157,297	172,902
14	175,928	180,572	190,264	160,049	175,928

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ELEMENTARY PRINCIPAL			
STEP	2021-2022	2022-2023	2023-2024
1	136,288	138,332	140,407
2	138,620	140,699	142,809
3	141,098	143,215	145,363
4	143,568	145,721	147,907
5	146,081	148,272	150,496
6	148,638	150,867	153,130
7	151,239	153,508	155,810
8	153,886	156,194	158,537
9	156,577	158,926	161,309
10	159,317	161,707	164,133
11	162,106	164,537	167,005
12	164,943	167,417	169,928
13	167,829	170,347	172,902
14	170,767	173,328	175,928

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MIDDLE SCHOOL PRINCIPAL			
STEP	2021-2022	2022-2023	2023-2024
1	139,885	141,984	144,113
2	142,279	144,413	146,579
3	144,824	146,997	149,202
4	147,358	149,568	151,812
5	149,938	152,187	154,470
6	152,562	154,850	157,173
7	155,233	157,562	159,925
8	157,947	160,316	162,721
9	160,712	163,123	165,570
10	163,524	165,976	168,466
11	166,385	168,881	171,414
12	169,297	171,836	174,414
13	172,260	174,844	177,466
14	175,274	177,903	180,572

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HIGH SCHOOL PRINCIPAL			
STEP	2021-2022	2022-2023	2023-2024
1	147,392	149,603	151,847
2	149,914	152,163	154,446
3	152,596	154,885	157,208
4	155,267	157,596	159,960
5	157,985	160,355	162,760
6	160,749	163,160	165,607
7	163,562	166,016	168,506
8	166,425	168,922	171,456
9	169,338	171,878	174,456
10	172,301	174,886	177,509
11	175,317	177,947	180,616
12	178,384	181,060	183,776
13	181,506	184,229	186,992
14	184,682	187,453	190,264



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SECONDARY ASSISTANT PRINCIPAL/ASSISTANT DIRECTOR			
STEP	2021-2022	2022-2023	2023-2024
1	123,987	125,847	127,735
2	126,109	128,000	129,920
3	128,365	130,290	132,245
4	130,611	132,570	134,559
5	132,896	134,889	136,913
6	135,222	137,251	139,309
7	137,588	139,652	141,747
8	139,995	142,095	144,226
9	142,447	144,584	146,753
10	144,939	147,113	149,320
11	147,475	149,688	151,933
12	150,056	152,306	154,591
13	152,682	154,973	157,297
14	155,354	157,684	160,049

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HIGH SCHOOL PRINCIPAL			
STEP	2021-2022	2022-2023	2023-2024
1	136,288	138,332	140,407
2	138,620	140,699	142,809
3	141,098	143,215	145,363
4	143,568	145,721	147,907
5	146,081	148,272	150,496
6	148,638	150,867	153,130
7	151,239	153,508	155,810
8	153,886	156,194	158,537
9	156,577	158,926	161,309
10	159,317	161,707	164,133
11	162,106	164,537	167,005
12	164,943	167,417	169,928
13	167,829	170,347	172,902
14	170,767	173,328	175,928