

MEMORANDUM OF AGREEMENT

Except as modified herein, the contract between the BOARD OF EDUCATION, NORTH BABYLON UNION FREE SCHOOL DISTRICT and the SUBSTITUTE TEACHERS' CHAPTER OF THE NORTH BABYLON TEACHERS' ORGANIZATION, expiring June 30, 2022, shall remain in full force and effect.

This memorandum shall be subject to ratification by the Board of Education and the membership of the unit. The parties' respective negotiating teams agree to recommend such ratification to their principals.

1. **Term of Agreement:** July 1, 2022 through June 30, 2027. Revise language at page 2, Article VII, paragraph "A", to reflect new effective dates.
2. **Page 3, Article X - Permanent Per Diem Substitute Teachers:** Delete second through seventh unnumbered paragraphs and add the following unnumbered paragraphs in their place:

"Effective July 1, 2022 through June 30, 2023, salary for Permanent Per Diem Substitutes shall be at the rate of \$141.00 per day.

Effective July 1, 2023 through June 30, 2024, salary for Permanent Per Diem Substitutes shall be at the rate of \$145.00 per day.

Effective July 1, 2024 through June 30, 2025, salary for Permanent Per Diem Substitutes shall be at the rate of \$148.00 per day.

Effective July 1, 2025 through June 30, 2026, salary for Permanent Per Diem Substitutes shall be at the rate of \$149.00 per day.

Effective July 1, 2026, salary for Permanent Per Diem Substitutes shall be at the rate of \$150.00 per day."
4. **Page 3, Article X – Permanent Per Diem Substitute Teachers:** Modify the eighth unnumbered paragraph by adding the following sentence at the end of the paragraph: "An additional two sick days per year shall be granted to substitutes who have been of the employ of North Babylon UFSD for five consecutive years."
5. **Page 4, Article XII - Salary, Section A - Per Diem Substitute Teachers:** Delete paragraphs "1" through "6" and add the following paragraphs in their place:

"Effective July 1, 2022 through June 30, 2023, salary for all Per Diem Substitutes shall be at the rate of \$134.00 per day.

Effective July 1, 2023 through June 30, 2024, salary for all Per Diem Substitutes shall be at the rate of \$138.00 per day.

Effective July 1, 2024 through June 30, 2025, salary for all Per Diem Substitutes shall be at the rate of \$141.00 per day.

Effective July 1, 2025 through June 30, 2026, salary for all Per Diem Substitutes shall be at the rate of \$142.00 per day.

Effective July 1, 2026, salary for all Per Diem Substitutes shall be at the rate of \$143.00 per day.”

6. New Article: Leave Replacements

“Effective the first day of employment, all leave replacements shall receive a minimum salary equivalent to BA/MA Step 1, depending on the degree in which the member holds (c.g. Bachelor of Science or Bachelor of Art would receive a salary equivalent in the BA column, while a Masters of Arts or Masters of Science would receive a salary equivalent in the MA column).”

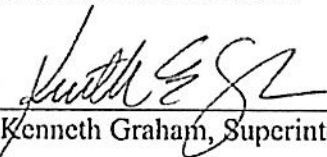
7. New Article: Professional Development

“All bargaining unit members shall be required to complete 5 hours of unpaid professional development during the work year during one superintendent’s conference day.”

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this ____ day of June 2023.

BOARD OF EDUCATION
NORTH BABYLON UNION
FREE SCHOOL DISTRICT

Dated: 6/13/2023

BY 
Kenneth Graham, Superintendent of Schools

SUBSTITUTE TEACHERS’ CHAPTER OF THE
NORTH BABYLON TEACHERS’
ORGANIZATION

Dated: 6/13/23

BY 
Susan Kingsepp, Chapter President