

MEMORANDUM OF AGREEMENT

Except as expressly set forth herein, the Collective Bargaining Agreement between the BOARD OF EDUCATION OF THE NORTH BABYLON UNION FREE SCHOOL DISTRICT (the "District"), and the CSEA Local 1000 AFSCME, AFL-CIO, North Babylon UFSD Bus Monitors Unit #879302, Suffolk County Educational Local 870 (the "Unit"), expiring June 30, 2023, shall remain in full force and effect.

This Memorandum of Agreement is subject to, and contingent upon, formal approval by the Board of Education. The persons signing this Memorandum of Agreement hereby confirm that they are fully and appropriately authorized to sign and enter into this Agreement, and to bind their principals and/or the parties they represent to its provisions, terms, and conditions.

1. Term: 7/1/21 through 6/30/26

2. Article II: Add the following additional language at the end of Paragraph "D":

Prior to the expiration of the first day of bereavement leave, a unit member must notify the Superintendent 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.

3. Article V: Remove second sentence in its entirety.

4. Article VI: Add new paragraph "E", titled "TECHNOLOGY", including the following language:

Unit members may be expected to utilize electronic devices, software, applications, time-keeping software, and other electronic media to complete the job responsibilities associated with that of the profession. The District will provide adequate training and Unit members will be provided access to computers, as necessary, that contain the necessary software and applications to complete their job responsibilities. Training shall take place prior to the expectation of use of that software and/or application.

5. Article VI: Add new paragraph "F", titled "UNIFORM ALLOWANCE", including the following language:

Each year the District will provide a uniform, upon request by a Unit member, consisting of a jacket of the District's choosing.

6. Article VII: Replace existing salary schedule set forth under Section "A" with the Schedule(s) set forth in attachment "A" to this Memorandum of Agreement.

7. Article VII: Unit members shall receive a one-time, flat dollar payment per the schedule set forth below in satisfaction of any increase for the 2021-2022 and 2022-2023 school years (Not to be applied to the Unit Member's base salary):

0-2 years of service in the District in the Unit:	\$0.00
3-5 years of service in the District in the Unit:	\$250.00
6-9 years of service in the District in the Unit:	\$375.00
10-15 years of service in the District in the Unit:	\$500.00
16-20 years of service in the District in the Unit:	\$775.00


8. Article VII: Add new paragraph "C", titled "DIRECT DEPOSIT", including the following language:

"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."

9. Change any reference in the Agreement from "Bus Matron" to "Driver's Assistant" or "DA".

IN WITNESS WHEREOF, the parties hereto have set their hands and seals on the dates delineated below:

Dated: 1/24/2024



SUSAN MONCADA
President
CSEA Local 1000 AFSCME, AFL-CIO,
North Babylon UFSD Bus Monitors
Unit #879302, Suffolk County
Educational Local 870

Dated: 1/24/2024



DR. KENNETH GRAHAM
Superintendent of Schools
North Babylon UFSD

23-24	
Step	Salary
1	16.00
2	16.00
3	16.00
4	16.00
5	16.54
6	17.60
7	18.23
8	18.73
9	19.62
10	19.93
11	20.25
12	20.55
13	20.89
14	21.35
15	21.88
16	22.43
17	22.99
18	23.56
19	24.15
20	24.76

24-25	
Step	Salary
1	16.50
2	16.50
3	16.50
4	16.50
5	16.87
6	17.95
7	18.59
8	19.10
9	20.01
10	20.33
11	20.66
12	20.96
13	21.31
14	21.78
15	22.32
16	22.88
17	23.45
18	24.03
19	24.63
20	25.26

25-26	
Step	Salary
1	17.00
2	17.00
3	17.00
4	17.00
5	17.21
6	18.31
7	18.96
8	19.48
9	20.41
10	20.74
11	21.07
12	21.38
13	21.74
14	22.22
15	22.77
16	23.34
17	23.92
18	24.51
19	25.12
20	25.77