

Memorandum of Agreement
By and Between
Niskayuna Administrators Association
And
Niskayuna Central School District

This two (2) page Memorandum of Agreement between the Niskayuna Administrators Association (NAA) and the Niskayuna Central School District ("District") is intended to memorialize a settlement reached in negotiations by authorized members of both the District and the NAA. Both parties participated in the concepts and language contained in the settlement.

The Niskayuna Administrators' Association has reached an agreement with the Superintendent of Schools to extend the current Collective Bargaining Agreement that is currently scheduled to expire on June 30, 2022. Contingent upon official action by the Niskayuna Central School District's Board of Education, this agreement shall be deemed to be in effect on the date of approval by the Board, with the effective changes set to take place, beginning July 1, 2022.

This settlement reached shall extend the existing Collective Bargaining Agreement by a period of five (5) school years, up to and including June 30, 2027, as well as update and replace language in existing sections as follows:

1. Salary Computation (located on pages 7 and 8 of the current agreement)

2022-23	3.6% increase to previous base effective July 1, 2022
2023-24	3.6% increase to previous base effective July 1, 2023
2024-25	3.6% increase to previous base effective July 1, 2024
2025-26	3.6% increase to previous base effective July 1, 2025
2026-27	3.6% increase to previous base effective July 1, 2026

4. Retention Incentive (located on page 10 of the current agreement)

- A. Remains the same - no change to the defined benefit amount based on year of being hired (50% of the final salary for those hired prior to 2005 and \$2,000 per year for those hired after 2005)
- B. Change to the language regarding the ability to officially retire and access the incentive at age 55 with 6 months prior formal notification, including all years of service as an administrator to the district when retiring as a member of the NAA.

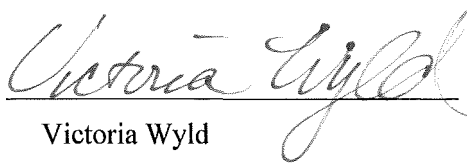
**(This represents the end of the content of the settlement with authorized signatures
executed on page 2 of this memorandum)**



Dr. Cosimo Tangorra

Superintendent of Schools

Niskayuna Central School District



Victoria Wyld

President

Niskayuna Administrators' Association

Mutually Executed on 9/28/21

**With all proper authorizations and procedures reflective of the formal entities
represented in this memorandum of agreement**