MEMORANDUM OF AGREEMENT

The **NISKAYUNA CENTRAL SCHOOL DISTRICT** (hereinafter referred to as the "District") and the **NISKAYUNA DIRECTORS ASSOCIATION** (hereinafter referred to as the "Association") hereby agree that the Collective Bargaining Agreement due to expire on June 30, 2022 shall be extended for a period of five (5) years and shall expire June 30, 2027. The current contract shall remain unchanged except as modified below:

1. Salary (Article IV(1)):

Effective July 1, 2022, each member shall receive a 3.6% increase in the member's base salary;

Effective July 1, 2023, each member shall receive a 3.6% increase in the member's base salary;

Effective July 1, 2024, each member shall receive a 3.6% increase in the member's base salary;

Effective July 1, 2025, each member shall receive a 3.6% increase in the member's base salary;

Effective July 1, 2026, each member shall receive a 3.6% increase in the member's base salary;

2. Work Year (Article II(1))

The list of 11 Month Directors shall be updated to include:

- Elementary Director of Special Education
- Secondary Director of Special Education
- Science Engineering Technology & Mathematics (effective 2/22)
- Counseling & Athletic Programming

The above Director positions will reflect 1.0 Director/0.0 Teaching in said Article II(1).

3. Longevity

Article IV(2) shall be replaced with the following:

Longevity will be paid on the anniversary date of service based upon the number of total years of administrative experience in the school district. The rate shall be computed as follows:

Five to Nine Years (5-9)	$1,200
Ten to Fourteen Years (10-14)	$1,500
Fifteen to Nineteen Years (15-19)	$1,800
Twenty Years or More (20+)	$2,100

4. Retention Incentive (Article IV(10))

(a) The Memorandum of Agreement executed on July 22, 2021 regarding eligibility to include all years of service as a Niskayuna administrator shall be incorporated into the Collective Bargaining Agreement at Article IV(10)(b).

(b) Effective immediately upon execution of this Memorandum of Agreement, all members of the Association, who are at least 55 years of age and eligible to retire under the New York State Retirement system, shall be eligible to receive the incentive benefits described Article IV(10) of the Collective Bargaining Agreement.

In order invoke the incentive benefits, the NDA member shall provide the Superintendent of Schools (or appointed designee if applicable) of the NDA member's intent to retire with a specific date and with an official written communication that will be submitted at least 1 calendar year before the retirement date.

This 1-year notification requirement can be waived, in specific cases, with mutual consent between the District and NDA member.

5. This Memorandum of Agreement is subject to ratification of the Union membership and approval by the Board of Education.

Dated: September 22, 2021

ACCEPTED AND AGREED

NISKAYUNA DIRECTORS ASSOCIATION

By: ______________________
President

NISKAYUNA CENTRAL SCHOOL DISTRICT

By: ______________________
Superintendent of Schools