

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
THE AVERILL PARK CENTRAL SCHOOL DISTRICT  
AND  
CSEA**

**WHEREAS**, the Superintendent of the Averill Park Central School District (“District”) and CSEA, Inc., Local 1000, AFSCME, AFL-CIO, Local 871, Unit 8256 (“CSEA”) are parties to a collective bargaining agreement (“Agreement”); and,

**WHEREAS**, the State of New York is currently under a State of Emergency and the Governor has issued several Executive Orders that, in part, impact public school districts; and,

**WHEREAS**, the District and CSEA have collaborated on how this may impact employees who are members of the bargaining unit and how to address those impacts have arrived at the following agreed upon terms and conditions.

**IT IS HEREBY AGREED:**

1. For unit members who are eligible for vacation under Article 9 of the Agreement, normally unused vacation days may not be carried forward to the next year and are forfeit. The parties have agreed that for this year only, such members may cash in up to five (5) unused vacation days from the 2019-2020 school year. Unit members wishing to do so must notify the Human Resources department of this request in writing no later than June 1, 2020. Any days not cashed in or used by June 30, 2020 will be forfeit.
2. This Memorandum of Agreement shall not constitute precedent for either party in the future as it is unique to these circumstances.
3. This Memorandum of Agreement shall sunset on June 30, 2020 and be of no further effect after that date.

4. This Agreement is subject to final approval by the Board of Education.

DATED: May 11, 2020

FOR THE DISTRICT:

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Dr. James Franchini  
Superintendent of Schools

FOR CSEA:

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Nancy Ryan  
Local President

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Alex Molina  
CSEA, LRS