

MEMORANDUM OF AGREEMENT

This AGREEMENT made this _____ day of _____, 2025, by and between the Board of Education of the Valley Stream Union Free School District Twenty-Four (“District”) and the Valley Stream Association of Educational Office Personnel (“VSTA”) (collectively referred to as the “Parties”), is constituted as follows:

WHEREAS, the Board of Education and VSTA have entered into a collective bargaining agreement (“CBA”) covering the period July 1, 2019 through June 30, 2024; and

NOW THEREFORE, the parties hereby agree as follows:

1. Effective upon complete execution of this Agreement, Karolyn Currie (“Employee”) shall be designated as confidential in the position of Confidential Human Resources Secretary, and excluded from the VSTA bargaining unit, pursuant to New York State Civil Service Law.

2. The District shall establish terms and conditions of the Employee’s employment contemporaneous with this Agreement.

3. This Agreement shall not be precedent setting, and, except as specifically set forth herein, shall not be construed as modifying any practices which may exist as between the District and VSTA.

4. This Agreement shall not be utilized by either party in any grievance, arbitration or claim of any kind except as necessary to enforce its terms.

5. Nothing herein shall be deemed to convert a management prerogative into a mandatory subject of bargaining.

6. This Agreement 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.

7. This Agreement may be executed in counterparts, each of which will be deemed an original document and will, together, be deemed to be one and the same instrument.

**VALLEY STREAM UNION FREE
SCHOOL DISTRICT 24**

**VALLEY STREAM ASSOCIATION OF
EDUCATIONAL OFFICE PERSONNEL**

Dr. Unal Karakas, Superintendent

_____, President

WAGE & BENEFITS AGREEMENT

AGREEMENT made this ____ day of _____, 2025, by and between the BOARD OF EDUCATION of the VALLEY STREAM UNION FREE SCHOOL DISTRICT TWENTY-FOUR (hereinafter “Board” or the “District”) with offices for the transaction of business located at 75 Horton Avenue, Valley Stream, New York 11580 and KAROLYN CURRIE, Human Resources Secretary (hereinafter “Employee”) residing at [REDACTED]

WHEREAS, the Board has been advised that it is legally permissible for the Board to contractually obligate itself to provide the terms and conditions of employment herein more particularly described; and

WHEREAS, both parties acknowledge that the termination of employment of the Employee and her employment status as an employee by the District are subject solely to the procedures set forth at length in various provisions of the laws of the State of New York and nothing contained herein shall be deemed to have modified the foregoing in any respect.

NOW, THEREFORE, based upon the mutual covenants and understanding between the Employee and the Board, it is understood and agreed:

- I. GENERAL: The above “Whereas” clauses are expressly incorporated and made a substantive part hereof.
- II. SCOPE OF EMPLOYMENT: The Employee shall be employed as an Account Clerk, supporting Human Resources in accordance with the terms and conditions of the within Agreement.
- III. SALARY:
 - a. The annual salary for the Employee shall be Step 5 of the Valley Stream Association of Educational Office Personnel Collective Bargaining Agreement salary schedule (“CBA”), plus an additional \$2,500.00 starting in the 2025-2026 school year for serving as a confidential secretary. Such salary shall be paid in accordance with the District’s regular payroll practices and subject to applicable withholding amounts. Effective July 1, 2025, beginning the 2025-2026 school year, the Employee’s base salary will continue as Step 5 and then advance the following school year in accordance with the CBA’s step schedule.
 - b. The salary for any year commencing thereafter should this Agreement be extended, shall be at the rate of compensation set forth in the collective bargaining agreement with the Valley Stream Association of Educational Office Personnel.
 - c. Any increase in the salary (and/or other forms of compensation or modification of benefits) of the Employee shall be in writing in the form of an amendment to this Agreement. Notwithstanding the above, any salary (or benefits) increase awarded

to the Employee shall not be considered to be a new Agreement between the District and the Employee.

- d. It is understood that the salary paid (or benefits granted) to the Employee in any year pursuant to this Agreement shall not be reduced from the salary paid to her in any subsequent year, unless agreed to in writing by both the Employee and the Board.

- IV. DUTIES AND RESPONSIBILITIES: Employee shall perform those duties as set forth in the job description contained in the Policies of the Board of Education relative to the position of Human Resources Secretary and any other such tasks as assigned by the Superintendent. In consideration of the confidential stipend, the Employee shall be responsible for managing all confidential human resources tasks, including but not limited to the handling of personnel documents, leave replacement documents and tracking, seniority lists, coordinating onboarding and certification reviews, drafting Board resolutions related to personnel matters and other confidential agenda items. The Employee will have all of the entitlements and responsibilities commensurate with her position as defined by the New York State Civil Service Law. The Parties acknowledge that they are both subject to the laws of the State of New York and applicable rules and regulations of the Board of Regents and Commissioner of Education of New York and said laws, rules, and regulations govern their relationship and the determination of their respective powers and duties.
- V. WORK YEAR: The Employee's work year shall be from July 1 to June 30.
- VI. TERMINATION: Employee may terminate this Agreement by resignation, which shall be submitted in writing to the Superintendent and Board upon no less than thirty (30) days' notice. Termination by the District shall be governed by New York Civil Service Law.
- VII. OTHER TERMS AND CONDITIONS OF EMPLOYMENT: Excepting terms and conditions specifically addressed within this document, the Employee's terms and conditions of employment with regard to Vacations, Jury Duty, Dental and Optical Coverage, Salary Deductions, Leaves, Extended Leave, Leave of Absence with Pay Prior to Retirement, Health Insurance, Declination of Health Insurance, and Welfare Fund contributions will be in accordance with and on the same terms as presently exist and as may hereafter be set forth in the then current collective bargaining agreement between the District and its Secretarial Unit or between the District and a recognized bargaining agent for the Secretarial Unit.
- VIII. WRITTEN AGREEMENT: This Agreement at the election of the Board shall continue in full force and effect during the term of employment of the Employee.
- IX. SEVERABILITY: If any provision of this Agreement is determined to be contrary to law, it is understood and agreed that such provision shall be deemed deleted and the balance of

the Agreement without such deleted provision, if otherwise lawful, shall remain in full force and effect.

- X. EFFECTIVE DATE: This Agreement shall take effect upon its full execution through June 30, 2026.
- XI. NO WAIVER: The failure of either Party to enforce any provision of this Agreement shall not be construed as a waiver or limitation of that Party's right to subsequently enforce every provision of this Agreement.
- XII. GOVERNING LAW: This Agreement and the rights and obligations of the Parties hereunder shall be construed in accordance with, and governed by, the laws and regulations of the State of New York and applicable Federal laws and regulations.
- XIII. VENUE: Any dispute arising under this Agreement shall be litigated in the Courts of Nassau County, New York.
- XIV. ENTIRE AGREEMENT: This Agreement constitutes the full and complete agreement between the Board and the Employee and may not be altered, changed, added to, deleted from, or modified except through the mutual written consent of the Parties.
- XV. EXECUTION: This Agreement, and any amendments to this Agreement, will not be in effect until agreed to in writing and signed by authorized representatives of both Parties.
- XVI. NO GUARANTEE OF EMPLOYMENT: This Agreement shall in no way constitute a guarantee of employment to the Employee during or after the Term of this Agreement. Similarly, this Agreement shall not constitute any guarantee that the Board will continue to maintain the position of Employee.

[Signatures to Follow]

Board of Education,
Valley Stream Union Free School District
Twenty-Four

Dated: _____

By: _____
President. Board of Education

Dated: _____

By: _____
Karolyn Currie

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