

## MEMORANDUM OF AGREEMENT

Between the  
District Superintendent  
of the First Supervisory District of Monroe County Board of Cooperative Educational Services  
("BOCES")

And the  
BOCES United Professionals Association/NYSUT/AFT, AFL-CIO ("BUP")

Agree as follows:

Effective July 1, 2025 – June 30, 2026

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**WHEREAS**, the BOCES and BUP are parties to a collective bargaining agreement ("CBA"), effective through June 30, 2026;

**WHEREAS**, on June 23, 2023, the BOCES and BUP entered into a Memorandum of Agreement ("MOA") effective July 1, 2023, related to Article XI Leaves of Absence, Section 1 Sick Leave, Subsection 1.9 of the BUP CBA;

**WHEREAS**, the parties acknowledge that June 2023 MOA 4. Only permits the parties to amend the MOA in writing;

**WHEREAS**, the parties agree that the MOA as originally executed did not address all scenarios desired by the parties;

**WHEREAS**, the parties desire to work collaboratively in unique situations and may wish to enter into a Memorandum of Agreement ("MOA") to address such situations when possible;

**WHEREAS**, the parties acknowledge that in order to immediately address these concerns, Article XI, Leaves of Absence, Section I. Sick Leave, Subsection 1.9 and the related MOA, needs to be amended;

**WHEREAS**, the parties further acknowledge that this MOA shall expire with the CBA on June 30, 2026;

**NOW, THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES SET FORTH BELOW, IT IS HEREBY AGREED AS FOLLOWS:**

1. The BOCES and the Association agree to the following language and will replace the MOA of 2023 and the BOCES and BUP agree to the following amended language for Article XI, Section 1, Subsection 1.9:

Beginning July 1, 2025, if a member must be out of work for six (6) or more days to care for a qualifying family member utilizing the definition of "immediate family" as described in Article XI, Section 4, Subsection 4.3 (2) with the inclusion of:

- Adopted sibling(s)
- Step-sibling(s)
- Fiancée/Fiancé

that member must complete the required Request for Extended Leave form through Human Resources and provide medical documentation to substantiate the leave. Once proper documentation has been submitted and reviewed by Human Resources, that member shall have access to up to thirty (30) days of accumulated sick leave from their own personal sick banked days.

Use of accumulated sick leave for the care for a qualifying family member, as contained in this subsection, shall include time for birth or placement for adoption or foster care of a child and to bond with the child within 12 months from the date of birth or placement. The member must provide reasonable documentation of the qualifying family relationship by providing a child's birth certificate or a court document.

2. This MOA may not be modified, altered, or changed orally and no other terms or conditions have been agreed to by BOCES and BUP.
3. No alteration or amendment shall be made to this Memorandum of Agreement without written consent of the parties.
4. Each party enters into this agreement knowingly, voluntarily, and without coercion after having the opportunity to review it with a representative of the party's choice.
5. Should any provision of this MOA be declared or determined by any court or reviewing officer or entity to be illegal or invalid, the validity of the remaining provision(s) shall be severed from this MOA, provided severance of the invalid or illegal provision does not defeat the intent of the parties as reflected in this MOA.
6. This MOA is subject to the approval of the BOCES' Board of Education.

**IN WITNESS WHEREOF**, the parties have executed the Agreement as of the date set forth below:

FOR THE BOCES:

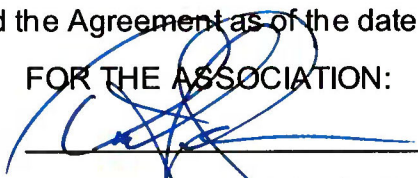


Daniel White, District Superintendent

Date:

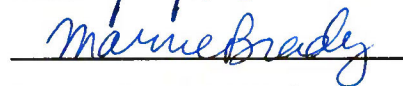
6/17/25

FOR THE ASSOCIATION:



Andrew Jordan, BUP Co-President

Date: 6/25/2025



Marne Brady, BUP Co-President

Date: 6/25/2025