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**Memorandum of Agreement
Between
Onondaga-Cortland-Madison BOCES
and the
Cortland-Onondaga-Madison BOCES Organization (“OCM COMBO”)**

This Memorandum of Agreement (“MOA”) made this 12th day of May 2020, by and between the Onondaga-Cortland-Madison Board of Cooperative Educational Services (“BOCES”) and OCM COMBO.

WHEREAS, OCM COMBO and BOCES are parties to a collective bargaining agreement covering the period July 1, 2018 through June 30, 2021 (the “CBA”); and

WHEREAS, a state of emergency has been declared by New York State, Onondaga, Cortland and Madison counties concerning the outbreak of the COVID-19 virus;

WHEREAS, the outbreak of COVID-19 has resulted in the cessation of traditional school operations;

NOW, THEREFORE, the parties agree as follows:

1. At the sole determination of BOCES, during the period of March 17, 2020 through and until the sooner of the New York State Governor’s discontinuance of Executive Orders 202 et seq. or June 30, 2020, bargaining unit members will either physically report to work, telework or be “on call” during their regularly scheduled work days and times. Bargaining unit members who are “on call” will be available to physically report to work upon BOCES request.
2. Except as provided for herein, bargaining unit members will be paid their regular contractual wages and receive their regular contractual benefits during the period of this MOA.
3. This MOA is non-precedent setting, and actions taken as a result of the COVID-19 virus by the parties during this time period shall not be used to establish a past practice, and is subject to the approval of the Board of Education.

4. ARTICLE XVI, Section L of the CBA shall be modified to state:

“Earned and unused vacation days as of June 30 (not to exceed 50% of that fiscal year’s credit) may be carried over to the next fiscal year. The carried over days must be used by December 31 of that fiscal year: except that carried over days from the 2019-2020 school year to the 2020-2021 school year shall be carried over in full and must be used by June 30, 2021. For the 2020-2021 school year, no more than ten (10) days may be taken at one time and usage of vacation is subject to pre-approval by the


employee's supervisor. Notwithstanding the above limitation on carryover (excluding carried over days from the 2019-2020 school year), no employee will lose vacation days as a result of illness or injury causing an absence from work of more than 20 work days between January 1 and June 30. Those who are unable to use their days as a result of such condition may carryover all their days and may have until December 31 of the next calendar year to utilize them."

5. Section 4 of this MOA shall survive the expiration of this MOA.

IN WITNESS THEREOF, the parties hereto have executed this MOA the day and year first above written. By their signatures below, the parties hereby agree to the above terms and conditions.



For OCM COMBO Date 5/12/2020



For the OCM BOCES Date 7/14/2020