



## **MEMORANDUM OF AGREEMENT**

**The District Superintendent of the Board of Cooperative Educational Services  
First Supervisory District of Monroe County  
And the  
BOCES United Professionals Association/NYSUT/AFT, AFL-CIO**

**Agree as Follows:**

**Effective September 1, 2025 – June 30, 2026**

**WHEREAS**, the Board of Cooperative Educational Services, First Supervisory District of Monroe County (“BOCES”), and the BOCES United Professional Association (“BUP”) are parties to a collective bargaining agreement (“CBA”) in effect through June 30, 2026;

**WHEREAS**, the position of Lead Crisis Intervener has been identified as a needed position at BOCES to be accompanied by additional compensation and release time;

**WHEREAS**, the current CBA does not reference the title or role of a Lead Crisis Intervener;

**WHEREAS**, the BOCES and BUP entered into a prior MOA effective September 25, 2024, for the 2024-2025 school year with agreement to collaborate during 2024-2025 to address the role or Lead Crisis Intervener beyond 2024-2025;

**WHEREAS**, collaborative conversations have occurred to discuss the role of Lead Crisis Intervener, and the parties wish to articulate the outcome of this work in writing; and

**WHEREAS**, BOCES and BUP desire to work collaboratively in unique situation and wish to enter into a Memorandum of Agreement (“MOA”) to clearly articulate shared agreements;

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

1. BOCES and BUP agree to continue to include in the BUP Staff Job Title list the position of Lead Crisis Intervener, through the 2025-2026 school year and until such time as a subsequent CBA is executed at the conclusion of the current CBA (effective through June 30, 2026).
2. BOCES and BUP agree that the title of Lead Crisis Intervener is an additional duty that certain individuals may be eligible for appointment to and as such should be compensated

as an additional payment in the form of a stipend, in addition to the underlying salary while the individual is serving in the role. The stipend shall not be added to the base salary.


3. BOCES and BUP agree that qualified individuals will be identified by BOCES Administration to assume the role of Lead Crisis Intervener and shall be appointed to serve in that role for the entire school year, or sooner, at the discretion of BOCES, or if the individual resigns from such position or from the BOCES entirely. Such appointment will be based on the BOCES job posting and associated duties, responsibilities, and qualifications, including but not limited to; underlying civil service eligibility as a Student Behavioral Assistant and that additional duties shall not exceed providing mentorship to fellow crisis interveners at the direction of BOCES.
4. An evaluation process specific to Lead Crisis Intervener duties will be mutually developed during the 2025-2026 school year to be implemented beginning in the 2026-2027 school year.
5. Appointment as a Lead Crisis Intervener shall be an annual temporary appointment and shall not guarantee continued appointment to such position in subsequent school years.
6. Lead Crisis Intervenors shall continue to be appointed to the civil service title of Student Behavioral Assistant and will be evaluated as a Crisis Intervener.
7. Individuals who are identified as Lead Crisis Intervenors will receive a stipend of \$2,000. This compensation will be prorated based on the unit member's start or end date should they begin mid-year or exit the position prior to the end of the school year, respectively.
8. Lead Crisis Intervener will also receive the \$500 per year outlined in Article XIV Section 2.2 of the CBA.
9. This Memorandum of Agreement represents the full and complete agreement regarding this matter.
10. This Memorandum of Agreement may not be modified, altered, or changed orally and no other terms or conditions have been agreed to by BOCES and BUP.
11. No alteration or amendment shall be made to this Memorandum of Agreement without written consent of the parties.
12. Each party enters into this agreement knowingly, voluntarily, and without coercion after having an opportunity to review it with a representative of the party's choice.
13. Should any provisions of this Memorandum of Agreement be declared or determined by any court or reviewing officer or entity to be illegal or invalid, the validity of the remaining provisions shall not be affected thereby and the illegal or invalid provision shall be severed from this Memorandum of Agreement, provided severance of the invalid or illegal

provision does not defeat the intent of the parties as reflected in this Memorandum of Agreement

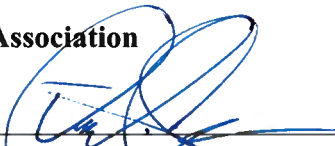
14. The parties further acknowledge that this Memorandum of Agreement shall expire with the CBA on June 30, 2026, except as noted in paragraph 1 above.
15. This Memorandum of Agreement is subject to the approval of the BOCES' Board of Education.

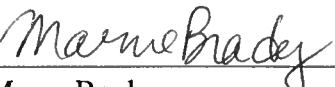
IN WITNESS WHEREOF, the parties have executed the Agreement as of the date set forth below.

**BOCES**

  
\_\_\_\_\_  
Dr. Cathleen Hauber  
District Superintendent  
Date: 12-22-25

**Association**

  
\_\_\_\_\_  
Andrew Jordan  
BUP Co-President  
Date: 12/18/2025

  
\_\_\_\_\_  
Marne Brady  
BUP Co-President  
Date: 12-18-25

