

MEMORANDUM OF AGREEMENT

Except as modified herein, the contract between the Board of Education of the Huntington Union Free School District and the United Public Service Employees Union – District Security Guard Unit, expiring on June 30, 2011, shall remain in full force and effect.

This memorandum 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.

1. **Term** - July 1, 2011 through June 30, 2015

2. **Article III – Salaries** – shall be revised as follows:

The wages of all employees for the period July 1, 2011 through June 30, 2012 shall be 1.75% over the wages paid to employees as of June 30, 2011.

The wages of all employees for the period July 1, 2012 through June 30, 2013 shall be 1.75% over the wages paid to employees as of June 30, 2012.

The wages of all employees for the period July 1, 2013 through June 30, 2014 shall be 1.75% over the wages paid to employees as of June 30, 2013.

The wages of all employees for the period July 1, 2014 through June 30, 2015 shall be 1.75% over the wages paid to employees as of June 30, 2014.

3. **Article V – Benefits – Paragraph E – Health Insurance – First Unnumbered Paragraph** (beginning “Individual”) – Add second sentence as follows:

Effective upon ratification of this memorandum of agreement by the Board of Education, new hires shall be required to contribute 20% to the cost of premium.

Fifth Unnumbered Paragraph (beginning “Effective September...” – Add new sentence as follows:

Effective upon ratification of this memorandum of agreement by the Board of Education and thereafter, new hires shall receive \$1,500 for every 12-month period of withdrawal from coverage.

Add New Unnumbered Paragraphs as follows:

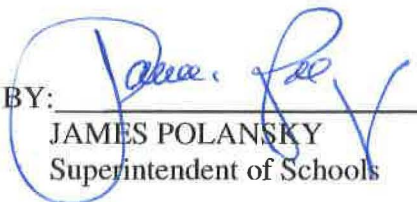
The New York State Department of Civil Service’s Memorandum of May 15, 2012, Number 122r3, purports to prohibit health insurance buy outs (receiving a payment for dropping health insurance coverage) where a spouse is covered by the New York State Health Insurance Plan (“NYSHIP”).

The District recognizes that a lawsuit has been filed in State Supreme Court, Albany County (Index No. 6860-12) to declare Memorandum Number 122r3 unlawful and for related relief. A declaratory action has also been filed before PERB (DR-130 and DR-131) seeking to declare such buy outs to be mandatorily negotiable notwithstanding Memorandum Number 122r3. Pending resolution of that litigation, the District shall enforce the rule as set forth in the May 15, 2012 memorandum effective January 1, 2014.

In the event the rule is ultimately declared to be in violation of rights of employees pursuant to the collective bargaining agreement, in the above-referenced litigation or other litigation, or the rule is otherwise repealed, employees who elected not to participate in the district's health insurance plan (other than through the plan of a spouse) shall be eligible for the benefit of this paragraph retroactive to the date established by the Court and PERB, or the effective date of repeal by NYSHIP. In the event the rule set forth in the NYSHIP Memorandum Number 122r3 is ultimately upheld, this provision shall be deemed amended so as to be consistent with said rule. Unit members remain eligible for the buy back if covered by insurance provided by other than Huntington Union Free School District and from a carrier other than that provided by NYSHIP.


IN WITNESS WHEREOF, the parties hereto have set their hands and seals this ² day of *December*, 2013.

BOARD OF EDUCATION OF THE
HUNTINGTON UFSD

BY: 

JAMES POLANSKY
Superintendent of Schools

UNITED PUBLIC SERVICE
EMPLOYEES UNION

BY: 

KEVIN BOYLE, President
UPSEU

UNITED PUBLIC SERVICE
EMPLOYEES UNION DISTRICT
SECURITY GUARD UNIT

BY: 

President, Security Guard Unit