

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 AIDE UNIT ("Unit"), expiring on June 30, 2021, 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, 2021 through June 30, 2026.
2. **Article II, Paragraphs A and B, Salaries (pages 1-2):** The salaries set forth in the existing shall be improved as follows:

- a. Effective July 1, 2021: 3% increase
- b. Effective July 1, 2022: 3% increase
- c. Effective July 1, 2023: 2% increase
- d. Effective July 1, 2024: 2% increase
- e. Effective July 1, 2025: 2% increase
- f. In addition to the above increases, for Teaching Assistants (TAs):
 - i. Effective July 1, 2021: Add \$1.25 per hour
 - ii. Effective July 1, 2022: Add \$.75 per hour
 - iii. Effective July 1, 2023: Add \$.75 per hour
- g. In addition to the above increases, for Aides:
 - i. Effective July 1, 2023: Add \$.50 per hour
 - ii. Effective July 1, 2024: Add \$.30 per hour
 - iii. Effective July 1, 2025: Add \$.30 per hour

3. **Article II, Paragraph A, Salaries (page 1):** Modify the first sentence, as follows:

"The parties agree that the salary for school years 2021-2022, 2022-2023, 2023-2024, 2024-2025, and 2025-2026 shall be paid pursuant to the following schedule:..."

4. **Article II(D), Longevity (page 3)**


- a. Effective July 1, 2021: \$100 increase to all longevity steps
- b. Effective July 1, 2022: \$50 increase to all longevity steps
- c. Effective July 1, 2023: \$50 increase to all longevity steps
- d. Effective July 1, 2024: \$50 increase to all longevity steps

5. **ADD Article II, Paragraph N, Education Incentive**

- a. Effective July 1, 2021, any Teaching Assistant possessing an Associate's Degree shall receive a twenty five cent (\$.25) per hour differential.
- b. Effective July 1, 2021, any Teaching Assistant possessing a Bachelor's Degree shall receive a fifty cent (\$.50) per hour differential.

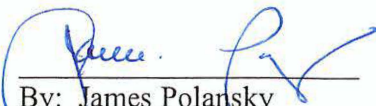
- c. Effective July 1, 2021, any Teaching Assistant possessing a Master's Degree shall receive a seventy five cent (\$.75) per hour differential.
 - d. The Education Incentive shall not be paid until after the employee has provided the District with an official transcript confirming the employee has obtained the degree. No Education Incentive shall be paid for any period before the employee has actually obtained the degree.
 - e. **Retroactive Pay:** To receive the Education Incentive for 2021-2022 up to and including the date of ratification of the MOA, the employee must provide the District with an official transcript confirming the employee has obtained the degree within thirty (30) days after ratification. Thereafter, the Education Incentive shall be applied beginning the pay period following receipt of the official transcript confirming the employee has obtained the degree.
 - f. **Forward Pay:** The Education Incentive shall be applied beginning the pay period following receipt of the official transcript confirming the employee has obtained the degree.
6. **ADD Article III, Paragraph L, Holidays**
- a. Effective July 1, 2023, Unit members shall be entitled to 3 paid holidays, as follows: Thanksgiving Day, New Year's Day, and Juneteenth.
7. **Article III(F), Benefits (Family Health Insurance) (page 6)**
- a. Add after the Family Health insurance paragraph: "Effective upon ratification, the employer shall pay 75% of the monthly premium for those employees entitled to such coverage."
8. **Article III(A)(1), Sick Leave Doctor's Note (page 4):** Revise as follows: "... A doctor's note shall be submitted for more than ~~five~~ three (3) consecutive days of illness."
9. **Article III(D), Death in the Immediate Family (page 6):** Delete, "and any other members of the household of which the employee is a part."
10. **Article V, Grievance procedure (page 10):** Change "sixty (60) days" to "thirty (30) days."
11. **Article VI, Agency Fee (page 11-12):** Delete this Article in its entirety.

**THIS SPACE INTENTIONALLY LEFT BLANK
SIGNATURES ON FOLLOWING PAGE**

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this 17th
day of MAY, 2023 


Huntington UFSD

Dated: 5/17/2023

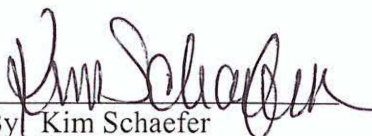

By: James Polansky
Superintendent of Schools

**United Public Service Employees Union
District Aide Unit**

Dated: 5/17/2023


By: Kevin E. Boyle, Jr.
President

Dated: 5/17/23


By: Kim Schaefer
Unit President

GGDOCS-1953056576-1217\1.0