

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, BUILDINGS AND GROUNDS UNIT ("Unit"), expiring on June 30, 2022, 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, 2022 through June 30, 2026.
2. **Article IV – Salary:** Delete sentences beginning, "Effective July 1, 2018"; "Effective July 1, 2019"; and "Effective July 1, 2020"; and "Effective July 1, 2021," and substitute:

Effective July 1, 2022, the 2022-2023 salary shall be raised by 2.5%.
Effective July 1, 2023, the 2023-2024 salary shall be raised by 2.5%.
Effective July 1, 2024, the 2024-2025 salary shall be raised by 2.5%.
Effective July 1, 2025, the 2025-2026 salary shall be raised by 2%.

3. **Article IV – Longevity:**
 - a. Delete sections beginning, "Effective July 1, 2018"; "Effective July 1, 2019"; and "Effective July 1, 2020"; and "Effective July 1, 2021," and substitute:

Effective July 1, 2022, the above longevity steps shall be as follows:
Year 10 - \$1,000.00
Year 15 - \$1,000.00 (\$2,000.00 total)
Year 20 - \$1,250.00 (\$3,250.00 total)
Year 25 - \$1,500.00 (\$4,750.00 total)

4. **Article XII – Holidays**
 - a. Delete Paragraph "A" in its entirety and replace with, "All employees shall be guaranteed fourteen (14) paid holidays per year."
5. **Article XIII(A)(5) – Benefits: Disability Insurance**
 - a. Delete "\$125" in the first and second sentences; and replace with "\$180."
6. **Article XIII(A)(7) – Dental Insurance**
 - a. Add the following sentence to the end of this section: "The Union shall notify the District of the cost of the Union plan by June 1 of each year."
7. **Article XIII(A)(16) – Benefits: Attendance Bonus**
 - a. Delete the two (2) sentences under "Attendance Bonus" and replace with:

a) For each school year, any full-time, regularly scheduled member of the bargaining unit who is absent:

i) zero (0) days shall receive seven hundred fifty dollars (\$750) in a lump sum payment after June 30th of the school year, which shall not be added to the base salary.

ii) one (1) day shall receive five hundred dollars (\$500) in a lump sum payment after June 30th of the school year, which shall not be added to the base salary.

iii) two (2) days shall receive three hundred dollars (\$300) in a lump sum payment after June 30th of the school year, which shall not be added to the base salary.

iv) three (3) days shall receive one hundred dollars (\$100) in a lump sum payment after June 30th of the school year, which shall not be added to the base salary.

v) more than three (3) days shall not receive an attendance bonus.

b) For the purposes of the "Attendance Bonus," the term "day" shall mean any absence other than an approved vacation day.

c) To qualify for this bonus, an employee must be employed with the District for the full year.

8. Article XV – Vacations

- a. Add as the second sentence to Paragraph "A," the following language: "For any new hires and employees who transfer into the Unit as of the ratification date of this Agreement, all vacations will be computed based on "continuous service in the Unit" rather than "continuous service in the District."

9. Article XXII: Uniforms/Gear

- a. Add to the following language to the end of this paragraph: "Custodians shall receive a winter coat every three (3) years. Said coat must be worn while performing work outside under applicable weather conditions."

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SIGNATURE ON FOLLOWING PAGE**

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this 31st day
of January, 2023.

BOARD OF EDUCATION OF THE
HUNTINGTON UFSD

Dated: 1/31/2023

BY: [Signature]
JAMES POLANSKY
Superintendent of Schools

UNITED PUBLIC SERVICE
EMPLOYEES UNION DISTRICT
BUILDINGS AND GROUNDS UNIT

Dated: 1/31/2023

BY: [Signature]
RANDY TILMAN

BY: [Signature] 1-31-23
President, Buildings and Grounds Unit

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