

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, CUSTODIAL UNIT, expiring on June 30, 2018, 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, 2018 through June 30, 2022.
2. **Article II (B) – U.S. Savings Bonds:** Delete paragraph in its entirety.
3. **Article IV – Salary:** Delete **Paragraphs A through C** and substitute:

Effective July 1, 2018, the 2018-2019 salary shall be raised by 2%.

Effective July 1, 2019, the 2019-2020 salary shall be raised by 2%.

Effective July 1, 2020, the 2020-2021 salary shall be raised by 2%.

Effective July 1, 2021, the 2021-2022 salary shall be raised by 2%.

4. **Article IV – Longevity:**

- a. Delete section beginning, “Effective July 1, 2015” and substitute:

Effective July 1, 2018, the above longevity steps shall be as follows:

Year 10 - \$830.28

Year 15 - \$897.60 (\$1,727.88 total)

Year 20 - \$964.92 (\$2,692.80 total)

Year 25 - \$963.90 (\$3,656.70 total)

- b. Delete section beginning, “Effective July 1, 2016” and substitute:

Effective July 1, 2019, the above longevity steps shall be as follows:

Year 10 - \$846.89

Year 15 – \$915.55 (\$1,762.44 total)

Year 20 – \$984.22 (\$2,746.66 total)

Year 25 – \$983.18 (\$3,729.84 total)

- c. Delete section beginning, “Effective July 1, 2017” and substitute:

Effective July 1, 2020, the above longevity steps shall be as follows:

Year 10 - \$863.83

Year 15 – \$933.86 (\$1,797.69 total)

Year 20 – \$1,003.90 (\$2,801.59 total)

Year 25 – \$1,002.84 (\$3,804.43 total)

d. Add:

Effective July 1, 2021, the above longevity steps shall be as follows:

Year 10 - \$881.11

Year 15 – \$952.54 (\$1,833.65 total)

Year 20 – \$1,023.98 (\$2,857.63 total)

Year 25 – \$1,022.90 (\$3,880.53 total)

5. Article V – Classification:

a. **Paragraph (A):** Delete “as listed in Schedule “A”” and replace with “the column entitled “Title” on the salary schedule.”

b. **Paragraph (C):** Delete entire paragraph.

6. Article X(D) - Seniority:

a. Delete “categories... senior high chief custodian)” and replace with “classifications.”

b. Delete: “A seniority list shall be forwarded to the Union semi-annually on January 15 and July 15.”

7. Article XII(D) - Holidays:

a. Delete “an additional day’s pay, or”; and change “day’s vacation” to “vacation day.”

8. Article XIII(A)(1)(e) - Personal Business Days:

a. Delete “Assistant Superintendent for Administration” and replace with “designee.”

b. Delete last sentence in its entirety.

9. Article XIII(A)(4) - Health Insurance Empire Plan or Other Plan:

a. Second sentence of first unnumbered paragraph: Change “first six months” to “first ninety (90) days.”

b. Delete last 3 unnumbered paragraphs.

10. Article XIII(A)(5) – Disability Insurance: Fix typo in second sentence: change “District’s” to “Employee’s.”

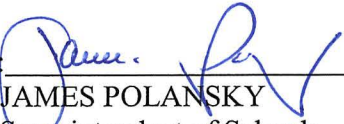
11. Article XV(C)(5) - Vacations: Change “Superintendent’s” to “Building & Grounds.”

12. Article XXIII - Asbestos and Lead Abatement Work: Delete entire Article.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this 29th day of April, 2019.

BOARD OF EDUCATION OF THE
HUNTINGTON UFSD

Dated: 4/29/2019

BY: 
JAMES POLANSKY
Superintendent of Schools

UNITED PUBLIC SERVICE
EMPLOYEES UNION DISTRICT
BUILDINGS AND GROUNDS UNIT

Dated: 4/25/19

BY: 
RANDY TILLMAN

BY: 

President, Buildings and Grounds Unit