

## 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 – Clerical 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, 2027

**2. Article X – Salary – Paragraph A(1)(a)** – Delete and substitute with the following:

2022/23 – the 2021-2022 base salary of each employee shall be improved by \$2,000

2023/24 – the 2022-2023 base salary of each employee shall be improved by 2% or \$1,150, whichever amount is greater

2024/25 – the 2023-2024 base salary of each employee shall be improved by 2% or \$1,150, whichever amount is greater

2025/26 – the 2024-2025 base salary of each employee shall be improved by 2% or \$1,000, whichever amount is greater

2026/27 – the 2025-2026 base salary of each employee shall be improved by 2% or \$1,000, whichever amount is greater

**3. Article X – Paragraph B – Longevity** – Delete all but Paragraph 1 and insert the following longevity schedules:

10 month					
	22-23	23-24	24-25	25-26	26-27
3.00	\$ 1,543.00	\$ 1,640.00	\$ 1,737.00	\$ 1,834.00	\$ 1,931.00
5.00	\$ 3,087.00	\$ 3,184.00	\$ 3,281.00	\$ 3,378.00	\$ 3,475.00
7.00	\$ 4,630.00	\$ 4,727.00	\$ 4,824.00	\$ 4,921.00	\$ 5,018.00
10.00	\$ 6,173.00	\$ 6,270.00	\$ 6,367.00	\$ 6,464.00	\$ 6,561.00
13.00	\$ 7,716.00	\$ 7,813.00	\$ 7,910.00	\$ 8,007.00	\$ 8,104.00
17.00	\$ 9,260.00	\$ 9,357.00	\$ 9,454.00	\$ 9,551.00	\$ 9,648.00
22.00	\$ 10,803.00	\$ 10,900.00	\$ 10,997.00	\$ 11,094.00	\$ 11,191.00
25.00	\$ 12,346.00	\$ 12,443.00	\$ 12,540.00	\$ 12,637.00	\$ 12,734.00
30.00	\$ 13,889.00	\$ 13,986.00	\$ 14,083.00	\$ 14,180.00	\$ 14,277.00

12 month					
	22-23	23-24	24-25	25-26	26-27
3.00	\$ 1,591.00	\$ 1,691.00	\$ 1,791.00	\$ 1,891.00	\$ 1,991.00
5.00	\$ 3,182.00	\$ 3,282.00	\$ 3,382.00	\$ 3,482.00	\$ 3,582.00
7.00	\$ 4,773.00	\$ 4,873.00	\$ 4,973.00	\$ 5,073.00	\$ 5,173.00
10.00	\$ 6,364.00	\$ 6,464.00	\$ 6,564.00	\$ 6,664.00	\$ 6,764.00
13.00	\$ 7,955.00	\$ 8,055.00	\$ 8,155.00	\$ 8,255.00	\$ 8,355.00
17.00	\$ 9,546.00	\$ 9,646.00	\$ 9,746.00	\$ 9,846.00	\$ 9,946.00
22.00	\$ 11,137.00	\$ 11,237.00	\$ 11,337.00	\$ 11,437.00	\$ 11,537.00
25.00	\$ 12,728.00	\$ 12,828.00	\$ 12,928.00	\$ 13,028.00	\$ 13,128.00
30.00	\$ 14,319.00	\$ 14,419.00	\$ 14,519.00	\$ 14,619.00	\$ 14,719.00

4. **Article IV(N), Disability Insurance** - Modify section to reflect, "... The District's contribution shall be limited \$180 per year for each unit member. In the event the District's contribution will exceed \$180 per year per employee, the District shall, at the Union's request, bid the disability program."
5. **New Article, Professional Development** - Add: "Unit members may, with supervisor approval, attend software training coordinated by and at the expense of the District."
6. **Article III(B), Conditions of Employment, Work Week** - Add: 10-month employees who are employed during any days during the months of July or August performing Unit work shall, at the discretion of the building principal or employee's supervisor, work the "summer hours" schedule and be paid for a full day.
7. **Article III(C), Conditions of Employment, Holidays:**
  - a. Modify to reflect that each 12-month employee shall receive 14 paid holidays.
  - b. Add "Juneteenth" to list of holidays.
8. **Article III(D), Vacations:**
  - a. Modify vacation allotment schedule as follows:
    - i. Completion of 1 year: 10 days
    - ii. Completion of 3 years: 15 days
    - iii. Completion of 6 years: 22 days
9. **Article IV(H), Workers' Compensation** - Modify benefit to reflect: "Effective July 1, 2022, the receipt of full salary shall be limited to six school months after which authorized absences shall be chargeable to sick leave entitlement (any Unit member currently on worker's compensation beyond six months shall have full salary cease effective November 30, 2022, after which authorized absences shall be chargeable to sick leave."

10. **Article IV(A)(5), Sick Leave** - Amend as follows: Delete "one hour" and replace with "two hours."

11. **Article X(D), Retirement Increment** - Add: Effective for retirements between June 2023 through and including June 30, 2024, such increase shall not exceed \$7,500. This provision shall sunset and shall be null and void after June 30, 2024.

12. This Agreement, and any amendments to this Agreement, will not be in effect until it is approved by the Board of Education, pursuant to a resolution passed by a majority of its full membership, and signed by authorized representatives of all parties.

13. This Agreement may not be amended or modified orally; this Agreement can only be amended or modified by written agreement, signed by authorized representatives of all parties.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals as delineated below:

**HUNTINGTON UFSD**

Dated: 6/26/2023

BY: 

JAMES POLANSKY  
Superintendent of Schools

**UNITED PUBLIC SERVICE EMPLOYEES  
UNION DISTRICT CLERICAL UNIT**

Dated: 6/26/23

BY: 

KEVIN BOYLE, UPSEU President

Dated: 6/26/23

BY: 

FRANCES CANGEMI, Unit Co-President

Dated: 6/26/2023

BY: 

MARDELLA EDWARDS, Unit Co-President

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