

MEMORANDUM OF AGREEMENT

Except as modified herein, the contract between the BOARD OF EDUCATION, HUNTINGTON UNION FREE SCHOOL DISTRICT and the ASSOCIATED TEACHERS OF HUNTINGTON, expiring June 30, 2025, 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, 2025 to June 30, 2029.

2. **Salaries – Article XXIX:**

Year 1 (25-26) –

The 2024-2025 salary schedule shall be improved by 1.75% for 2025-2026, effective July 1, 2025, and normal step movement shall apply.

Year 2 (26-27) –

The 2025-2026 salary schedule shall be improved by 1.75% for 2026-2027, effective July 1, 2026, and normal step movement shall apply.

Year 3 (27-28) –

The 2026-2027 salary schedule shall be improved by 1.4% for 2027-2028, effective July 1, 2027, and normal step movement shall apply.

Year 4 (28-29) –

The 2027-2028 salary schedule shall be improved by 1.25% for 2028-2029, effective July 1, 2028, and normal step movement shall apply.

3. **Auxiliary Salary Schedules:** The stipends/rates set forth at Articles XXXI, XXXII, XXXIII, XXXIV, XXXV and XXXVI shall be improved as follows for each year of this contract:

2025-2026: 1.75%
2026-2027: 1.75%
2027-2028: 1.4%
2028-2029: 1.25%

4. **Teaching Hours and Teaching Load – Article V(B)**: Modify Paragraph “B” as follows: “All elementary teachers in grades ~~1-Kindergarten~~ to 6 will be provided with a daily preparation period of at least forty (40) minutes...”

5. **Teaching Hours and Teaching Load – Article V(J)**: Modify Paragraph “J” as follows:

Before the paragraph starting with “At the middle school level,...” add: “While scheduling decisions remain in the discretion of Administration and shall be final and binding, a reasonable effort will be made at the elementary level, and for special education classroom teachers, to refrain from scheduling four or more teaching/study hall/tutorial periods in a row for five (5) days. In the event this cannot be accomplished, the ATH President will be provided advance notice and an explanation of Administration’s reasonable effort. In addition, when requested by the ATH President, the Superintendent agrees to meet with the ATH President to review these scheduling matters.”

6. **Insurance Benefits – Article XIII – A. Empire Plan:**

Add as the penultimate sentence of the first paragraph: “Effective July 1, 2026, the Board will contribute 80% of the cost of premium for individual/family plans.”

7 **Insurance Benefits – Article XIII – A. Empire Plan:**

In the third paragraph, delete the following: “A unit member who exercises this option shall receive an amount equal to 50% of the District’s share of the cost of premium for said coverage based upon the 2017 NYSHIP rate. In no event, however, shall this payment fall below 30% of the District’s share of the cost of premium based upon the then current NYSHIP rate.” and replace such language with the following:

“Effective July 1, 2025, a unit member who exercises this option shall receive an amount equal to 50% of the District’s share of the cost of the premium for said coverage based upon the 2017 NYSHIP rate or 30% of the District’s share of the cost of premium based on the then-current NYSHIP rate, whichever amount is greater, less \$685 for individual coverage, \$685 for family to individual coverage, and \$750 for family coverage. Effective July 1, 2026, a unit member who exercises this option for family coverage shall receive an amount equal to 50% of the District’s share of the cost of the premium for said coverage based upon the 2017 NYSHIP rate or 30% of the District’s share of the cost of premium based on the then-current NYSHIP rate, whichever amount is greater, less \$1,371. Any unit member hired on or after July 1, 2026 who declines family coverage shall receive a total amount of \$7,000.”

8. **Sick Leave – Article XV – A. Sick Leave:** Modify Paragraph “1” as follows:

“... Up to ~~two~~ three of said days may be used as half-days (~~four~~ six half-days) annually...”

9. **Sick Leave – Article XV – A. Sick Leave:** Modify Paragraph “2” as follows:

“A doctor’s certificate for proof of illness shall be required for (a) any illness of more than ~~five~~ four (4) consecutive days; and (b) for a non-tenured teacher, covering each day beyond regular sick leave entitlement.”

10. **Other Leaves of Absence – Article XVI – B. Birth in Immediate Family:**

Modify the second sentence as follows: “For the purpose of this provision, immediate family shall be defined as the teacher’s ~~wife~~ and/or their spouse.”

11. **Other Leaves of Absence – Article XVI – C. personal Leave:** Add a new Paragraph “2” as follows:

“2. Up to one (1) personal day may be used as half-days (two (2) half-days) annually.”

12. **Stipends for Extra Duties – Article XXXIII – B. Guidance Counselors:** Modify Paragraph “1” as follows:

“... Counselors may be required to work a total of four (4) additional days to be served during the week before and the week after the regular school year. Counselors may also request to work up to an additional nine (9) days subject to the non-grievable prior approval of the Director of School Counseling. Counselors required or approved to work these additional days shall be paid at the rate of 1/200th per day computed in accordance with the basic teacher's salary schedule in effect during the year preceding the days worked.

13. **Stipends for Extra Duties – Article XXXIII – B. Guidance Counselors:** Modify Paragraph “4” as follows:

“The district may alter the work day of guidance counselors for the purpose of providing time for parent-teacher conferences. Counselors may be required to be on duty for two (2) hours during each of ten (10) school evenings between ~~from~~ 7:00 and to 9:00 p.m. and must schedule evening sessions during such after school hours based upon the needs of students and their parents/guardians. Such additional duty may not occur more than ten (10) times in any school year or more than two (2) times in any month.”

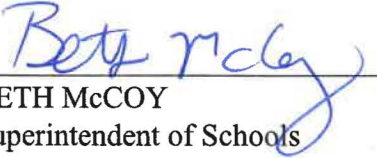
14. **Stipends for Extracurricular Activities – Article XXXIV – Modify Stipends effective July 1, 2025, as follows:**

Increase Mock Trial Stipend to \$4000

Increase Science Olympiad to \$4000

Increase Art Honor Society at Huntington High School to be equal to the Language Honor Societies

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this _____
day of _____, 2025.


BETH McCOY
Superintendent of Schools


ELIZABETH FLANAGAN
President
Associated Teachers of Huntington

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