

MEMORANDUM OF AGREEMENT

Except as modified herein, the contract between the BOARD OF EDUCATION OF THE HUNTINGTON UNION FREE SCHOOL DISTRICT and the SCHOOL PRINCIPALS ASSOCIATION, expiring on 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 through June 30, 2028.
2. **Responsibilities and Duties of the Principal – Article XI – Paragraph C** – Revise as follows:

~~Effective for the 2007-08 school year and thereafter, p~~ Principals shall be required to ~~prepare and~~ deliver up to four hours of staff development programming annually, and ~~complete any the preparation time-related thereto,~~ without additional compensation. Principals shall also be required to ~~prepare and~~ deliver up to four additional hours of staff development programming annually ~~and the preparation time related thereto,~~ for which they will be paid at the rate of \$75 ~~100~~ per hour for ~~preparation and delivery of such program~~ the delivery of such staff development programming. There shall be no additional payment for the preparation of such staff development programming.

3. **Work Year – Article XIII – Paragraph A**: Revise as follows:

The Principals' work year shall be ~~2023~~ work days including the ten (10) days before the opening of school, ~~and ten (10)~~ seven (7) days after the closing of school, ~~and three (3) additional days at the discretion of the Principal, over the summer.~~ For the three (3) ~~discretionary days,~~ Principals must submit a verification of work performed on the form annexed hereto as Exhibit A to the Superintendent of Schools or his/her designee, prior to the start of the school year. Failure to timely submit such written verification on the form annexed hereto as Exhibit A will result in a reduction of pay equivalent to 1/203 for each day not worked and verified in writing. ~~the work year of the high school principal shall be 219 days and the work year of the junior high school principal shall be 213 days.~~ ~~Effective for the 2007-2008 school year and thereafter the Principals' work year shall be increased by one day each year.~~ The Principals' work year shall be 203 work days including the ten (10) days before the opening of school and ten (10) days after the closing of school. Any variation of this schedule shall be subject to agreement between the Superintendent and the Principal.

Principals may be required to work extra days beyond the 203-day work year with a minimum of 70% of the number of extra days listed below for tenured administrators and a minimum of 90% of the number of extra days listed below for probationary administrators. Such additional days shall be paid at the rate set forth in Article XVII, Paragraph A(6)(d) herein following the Principal's submission of a timesheet:

- a. High School Building Principal: 16 days during the summer months;
- b. Middle School Building Principal: 10 days during the summer months;
- c. The Director of Health, Physical Education and Athletics: 10 days during the summer months;
- d. ~~, and the Administrative Assistant or Assistant Principals at the secondary schools responsible for master scheduling: will work an additional ten (10) days during the summer months;~~
- e. ~~The Executive Director of Special Education and Pupil Services: will work an additional twenty (20) days during the summer months;~~
- f. ~~The Director of Fine and Performing Arts: , by mutual agreement, will work an additional ten (10) days during the summer months;~~
- g. ~~The Director of Foreign Language, ESL/Bilingual: will work an additional ten (10) days during the summer months;~~
- h. ~~The Director of Guidance and Testing: , by mutual agreement, will work an additional ten (10) days during the summer months;~~
- i. ~~The Assistant Director of Special Education and Student Support Services: will work an additional twenty (20) days during the summer months;~~
- j. ~~The Director of Safety and Security: , by mutual agreement, will work an additional ten (10) days during the summer months; Such additional days shall be paid at the rate set forth in Article XVII, Paragraph 6.~~
- k. Director of K-12 Mathematics and Computer Sciences: 10 days during the summer months; and
- l. Director of K-12 ELA and Reading: 10 days during the summer months.

~~Notwithstanding the above, however, the work year of the high school principal shall be 219 days and the work year of the junior high school principal shall be 213 days.~~

~~Except as referred to herein, services rendered during this period shall be at the direction of the Superintendent, and the current distribution of the days beyond the opening and closing of school will be maintained unless an alternate division is agreed upon by both parties. The Director of Assessment, Elementary Math & Instructional Technology, by mutual agreement, will work an additional ten (10) days during the summer months. The Director of Safety and Security, by mutual agreement, will work an additional ten (10) days during the summer months.~~

4. **Work Year – Article XIII – Paragraph B:** Delete in its entirety (i.e. One elementary and one secondary Principal shall be available for each of the school recesses to interview teacher candidates.)
5. **Salary – Article XVII – Paragraph A(1) –** Delete the entire section (A)(1) and substitute: “The salary for the 2025-2026, 2026-2027, 2027-2028 school years shall be pursuant to the schedules. Said schedules reflect the following increases to unit members’ base salary:

2025-2026: 2.5%

2026-2027: 2.5%
2027-2028: 2.5%

6. **Salary – Article XVII – Paragraph A(6)(a)** – Delete and substitute:

The 2025-2026, 2026-2027, and 2027-2028 salaries have been created as follows:

2025-2026: \$172,603
2026-2027: \$176,918
2027-2028: \$181,341

7. **Salary – Article XVII – Paragraph A(6)(b)**: Delete “Administrative Assistant”; and delete Assistant Director of Special Education.” Delete “Director of Math K-12” and replace with “Director of K-12 Mathematics and Computer Sciences.” Add “Director of K-12 ELA and Reading” at 1.0.

8. **Salary – Article XVII – Paragraph (A)(6)(c)** – Delete and substitute:

Longevity Steps – At the beginning of an administrator’s 5th, 10th, 15th and 20th years of service as an administrator in the Huntington School District, each administrator shall receive longevity increases as follows:

2025-2026 – 2.5%
2026-2027 – 2.5%
2027-2028 – 2.5%

Year	2025-2026	2026-2027	2027-2028
1-4	\$0	\$0	\$0
5-9	\$6,187.45	\$6,465.88	\$6,756.84
10-14	\$12,961.52	\$13,350.37	\$13,750.88
15-19	\$20,286.81	\$20,591.11	\$20,899.97
20+	\$28,409.28	\$28,693.37	\$28,980.31

9. **Salary – Article XVII – Paragraph (A)(6)(d)** - Delete all but the last sentence of this section. Leave the last sentence as follows: “When calculating per diem pay for administrators who work extra days beyond the 203-day work year, the District will multiply the following school year’s salary base by the position ratio and take 1/203rd (full day) or 1/406th (half day).”

10. **Retirement Incentive – Article XXVIII:**

Revise paragraph (a) under the “Incentive” heading, as follows: “to 1% of salary for each year of service to the District as an administrator. Notwithstanding anything to the contrary herein, if the total calculated amount is under \$17,500 and the administrator has at least eight (8) years of service in the District, then the Principal will receive \$17,500 under this paragraph;”

Revise paragraph (b) under the “Incentive” heading as follows: “\$125 per each day of unused accumulated sick leave entitlement up to a maximum of 100 days; and \$100 per each day of unused accumulated sick leave entitlement to a maximum of the next 2175 days.”

11. Clean-up:

- a. Throughout the contract, delete references to Administrative Assistant, Assistant Director of Special Education and Student Support Services, and Director of Assessment, Elementary Math & Instructional Technology.
- b. Professional Growth – Article VIII – Paragraph A – Fix formatting so that no words are bold or italicized.
- c. Work Year – Article XIII – Paragraph A – Change “Executive Director of Special Education and Pupil Services” to “Director of Special Education and Pupil Services.”
- d. Agency Fee - Article XXV – Delete this article in its entirety.
- e. Miscellaneous – Article XXVI – Delete second sentence of the paragraph.

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

BOARD OF EDUCATION OF THE
HUNTINGTON UNION FREE
SCHOOL DISTRICT

BY: Beth McCoy
BETH McCOY
Superintendent of Schools

SCHOOL PRINCIPALS ASSOCIATION

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