

MEMORANDUM OF AGREEMENT

Except as modified herein, the contract between the BOARD OF EDUCATION OF THE HUNTINGTON UNION FREE SCHOOL DISTRICT ("District") and the UNITED PUBLIC SERVICE EMPLOYEES UNION, REGISTERED PROFESSIONAL NURSES UNIT ("Unit"), expiring on June 30, 2024, 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, 2024 through June 30, 2028.

2. **Article IX, Salary and Longevity (pages 10-11):**

a. Delete Paragraph A, Starting Salaries, and replace with:

A. Starting Salaries

Effective July 1, 2024, the starting salary shall be \$55,000

Effective July 1, 2025, the starting salary shall be \$56,100 (2% increase)

Effective July 1, 2026, the starting salary shall be \$57,222 (2% increase)

Effective July 1, 2027, the starting salary shall be \$58,366.44 (2% increase)

b. Delete Paragraph B, Annual Wage Increases, and replace with:

B. Annual Wage Increases

Other than new employees paid pursuant to paragraph A above, increases shall be as follows:

2024-2025: Increase by \$11,225

2025-2026: 2% increase

2026-2027: 2% increase

2027-2028: 2% increase

c. Delete Paragraph E, Longevity, and replace with:

Effective July 1, 2024, at the completion of an employee's 5th, 10th, 15th, 20th and 25th years of continuous service in the District, each employee shall receive a longevity increase as follows:

Year 5 - \$769.41 (i.e. a 3% increase)

Year 10 - \$1,104.16 (i.e. a 3% increase) (total \$1,873.57)

Year 15 - \$1,215.40 (i.e. a 3% increase) (total \$3,088.97)

Year 20 - \$1,788 (i.e. a \$500 increase) (total \$4,876.97)

Year 25 - \$1,788 (i.e. a \$500 increase) (total \$6,664.97)

Effective July 1, 2025, the above increments shall be as follows:

Year 5 - \$792.49 (i.e. a 3% increase)
 Year 10 - \$1,137.28 (i.e. a 3% increase) (total \$1,929.77)
 Year 15 - \$1,251.86 (i.e. a 3% increase) (total \$3,181.63)
 Year 20 - \$1,841.64 (i.e. a 3% increase) (total \$5,023.27)
 Year 25 - \$1,841.64 (i.e. a 3% increase) (total \$6,864.91)

Effective July 1, 2026, the above increments shall be as follows:

Year 5 - \$816.27 (i.e. a 3% increase)
 Year 10 - \$1,171.40 (i.e. a 3% increase) (total \$1,987.67)
 Year 15 - \$1,289.42 (i.e. a 3% increase) (total \$3,277.09)
 Year 20 - \$1,896.89 (i.e. a 3% increase) (total \$5,173.98)
 Year 25 - \$1,896.89 (i.e. a 3% increase) (total \$7,070.87)

Effective July 1, 2027, the above increments shall be as follows:

Year 5 - \$840.76 (i.e. a 3% increase)
 Year 10 - \$1,206.55 (i.e. a 3% increase) (total \$2,047.31)
 Year 15 - \$1,328.10 (i.e. a 3% increase) (total \$3,375.41)
 Year 20 - \$1,953.80 (i.e. a 3% increase) (total \$5,329.21)
 Year 25 - \$1,953.80 (i.e. a 3% increase) (total \$7,283.01)

2. **Article III(B), Work Week/Work Year (page 2):** Modify as follows: “Should the RPNs find the need, ~~two (2) days~~ up to twenty eight (28) hours will be provided prior to the beginning of the school calendar year up to November 30th to prepare for new entrants. This will be compensated at the overtime rate of pay. In addition, should the RPNs find the need, up to five (5) days will be provided prior to the beginning of the school calendar year to complete the review of student immunization records. This will be compensated at the contractual daily rate (i.e. not overtime).”
3. **Article III, Work Week/Work Year (page 2):** Add Paragraph D, as follows: “The District may, in its sole discretion, schedule a RPN to provide up to two (2) days of new hire orientation to each RPN new to the District.”
4. **Article IV, Benefits (page 2):** Add Paragraph O, as follows: “Effective July 1, 2025, a \$250.00 uniform allowance to meet the necessary dress code will be paid to contract employees in September of each year of the contract. Employees shall be required to wear a clean uniform daily. The proper uniform shall consist of a set of scrubs, a lab coat, and/or other clothing befitting the role of an RPN.”
5. **Article IV(H), Employee Assistance Program (page 4):** Modify as follows: “The District shall participate in an Employee Assistance Program (EAP), the total annual cost of which shall not exceed ~~\$10,000 for all employees of the District.~~ \$20 per employee.”

6. **Article VI(A)(1), Death in the Immediate Family or of Nearest Relative (page 6):** Modify as follows: "For the purpose of this provision, immediately family or nearest relative shall be defined as follows: husband, wife, children, step-children, father and mother, brothers and sisters, grandfather and grandmother, father/mother-in-law, grandchildren, brother/sister-in-law, and son/daughter-in-law ~~and any other members of the household of which the nurse is a part.~~"
7. **Article VII, Grievance procedure (page 8):** Change "sixty (60) days" to "thirty (30) days."

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

HUNTINGTON UFSD

Dated: 5/30/25

BY: Beth McCoy
BETH McCOY
Superintendent of Schools

**UNITED PUBLIC SERVICE EMPLOYEES
UNION REGISTERED PROFESSIONAL
NURSES UNIT**

Dated: 5/22/25

BY: Amanda Barker
AMANDA BARKER
UPSEU Regional Director

Dated: 5/22/25

BY: Katharine Kunze Khokhar
KATHARINE KUNZE KHOKHAR
Unit President