

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 – Food Service 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, 2024
2. **Article IV – Benefits: A(1), Sick Leave:**
 - a. Delete all text from, “Contract Employees” through and including “Hourly Employees.”
 - b. Amend first sentence after “Hourly Employees” as follows: “Each ~~hourly~~ employee hired after July 1, 1996, who works twenty (20) hours per week or more shall:”
3. **Article IV – Benefits: F(2) Accumulated Sick Leave at Retirement:**

Delete: “(those with ten (10) years of service who have reached the age of 55 for Tier I personnel, or those with ten (10) years of service who reached the age of 62 for Tier II and Tier III personnel)”

4. **Article V – Leaves of Absence: C. Death in the Immediate Family or of Nearest Relative:** Add to the end of the paragraph, “Effective upon ratification, immediate family shall also include “grandparents.””

5. **Article VIII – Salary Provisions:** Delete Paragraph “A” and substitute:
 - A. Effective the 2022-2023 school year, the following minimum wage shall apply for the employees in the following titles:
 1. Lead Cooks and Assistant Cooks: \$17 per hour
 2. Cook Manager: \$18.50 per hour
 3. High School/Central Kitchen Cook Manager: \$21.50 per hour
 - B. Individual salaries of contract employees shall be increased in each year of this contract by the greater of the following:
 - i. For those employees whose salary would be increased by the New York State Minimum Wage Law, the employee’s wages shall be increased

effective July 1 of each year by the difference between the employee's salary during the previous school year and the New York State Minimum Wage Law effective as of the following December 31 for Suffolk County.

OR

ii. The wages of all employees for the period July 1, 2018 through June 30, 2019 shall be increased as follows:

1. Food Service Workers: .5% over the wages paid to employees as of June 30, 2018.
2. Cooks: 2% over the wages paid to employees as of June 30, 2018.

The wages of all employees for the period July 1, 2019 through June 30, 2020 shall be increased as follows:

1. Food Service Workers: .5% over the wages paid to employees as of June 30, 2019.
2. Cooks: 2% over the wages paid to employees as of June 30, 2019.

The wages of all employees for the period July 1, 2020 through June 30, 2021 shall be increased as follows:

1. Food Service Workers: .5% over the wages paid to employees as of June 30, 2019.
2. Cooks: 2% over the wages paid to employees as of June 30, 2019.

The wages of all employees for the period July 1, 2021 through June 30, 2022 shall be increased as follows:

1. Food Service Workers: .25% over the wages paid to employees as of June 30, 2019.
2. Cooks: 2% over the wages paid to employees as of June 30, 2019.

The wages of all employees for the period July 1, 2022 through June 30, 2023 shall be increased as follows:

1. Food Service Workers: 1.5% over the wages paid to employees as of June 30, 2019.
2. Cooks: 2% over the wages paid to employees as of June 30, 2019.

The wages of all employees for the period July 1, 2023 through June 30, 2024 shall be increased as follows:

1. Food Service Workers: 2% over the wages paid to employees as of June 30, 2019.
2. Cooks: 2.5% over the wages paid to employees as of June 30, 2019.

6. Article VIII – Salary Provisions, B – Longevity: The longevity payments shall be increased as set forth below:

1. 2018-2019: 2% increase
2. 2019-2020: 1% increase
3. 2020-2021: No increase
4. 2021-2022: 1% increase
5. 2022-2023: 1% increase
6. 2023-2024: 2% increase

7. Article VIII – Salary Provisions, E – Transfer of Assignment: Change “whichever is lower” to “whichever is greater”; add as the penultimate sentence: “Effective upon ratification and thereafter, as of the first work day in the higher job classification, the employee shall be paid at the hourly rate of said higher job classification for the balance of the replacement period.”

8. Article VIII – Add Section I. Labor-Management Committee: A labor-management committee (“Committee”) shall be established and meet to consider the provision of uniforms to the Unit including, but not limited to, uniform quality, quantity, and frequency of replacement. The recommendations of the Committee shall be advisory and any recommendations by the Committee shall be subject to Board approval.

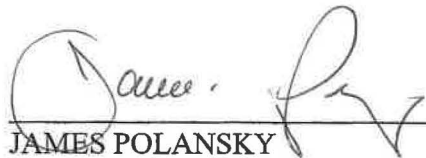
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SIGNATURES ON FOLLOWING PAGE

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

HUNTINGTON UFSD

Dated: 11/22/2019

BY: 
JAMES POLANSKY
Superintendent of Schools

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

Dated: 11/21/19

BY: 
RANDY TELLMAN

Dated: 11/22/19

BY: 
KAREN CRONIN