

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 REGISTERED PROFESSIONAL NURSES UNIT, expiring on June 30, 2015, 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, 2015 through June 30, 2020.

2. **Salary – Article IX – Paragraph A – Starting Salaries** – Delete and substitute:

Effective July 1, 2015, the starting salary shall be \$39,390
Effective July 1, 2016, the starting salary shall be \$40,275
Effective July 1, 2017, the starting salary shall be \$40,775
Effective July 1, 2018, the starting salary shall be \$41,275
Effective July 1, 2019, the starting salary shall be \$41,775

Paragraph B – Annual Wage Increases – Add:

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

2015/16 – 0%*

2016/17 – 2.25%

2017/18 – 2%

2018/19 – 2.25%

2019/20 – 2%

*The individuals set forth at Schedule A shall receive base salary adjustments effective July 1, 2015.

E. **Longevity** – Delete and substitute:

Effective July 1, 2015, at the completion of an employee's 5th, 10th, 15th, 20th and 25th years of continuous service in the District, each employee shall receive longevity increases as follows:

Year 5 - 0
 Year 10 - \$850
 Year 15 - \$900 (total \$1,750)
 Year 20 - \$1,000 (total \$2,750)
 Year 25 - \$1,000 (total \$3,750)

Effective July 1, 2016, the above increments shall be as follows:

Year 5 - 0
 Year 10 - \$1,000
 Year 15 - \$900 (total \$1,900)
 Year 20 - \$1,000 (total \$2,900)
 Year 25 - \$1,000 (total \$3,900)

Effective July 1, 2017, the above increments shall be as follows:

Year 5 - 0
 Year 10 - \$1,150
 Year 15 - \$900 (total \$2,050)
 Year 20 - \$1,000 (total \$3,050)
 Year 25 - \$1,000 (total \$4,050)

Effective July 1, 2018, the above increments shall be as follows:

Year 5 - 0
 Year 10 - \$1,300
 Year 15 - \$900 (total \$2,200)
 Year 20 - \$1,000 (total \$3,200)
 Year 25 - \$1,000 (total \$4,200)

Effective July 1, 2019, the above increments shall be as follows:

Year 5 - \$500
 Year 10 - \$800 (total \$1,300)
 Year 15 - \$900 (total \$2,200)
 Year 20 - \$1,000 (total \$3,200)
 Year 25 - \$1,000 (total \$4,200)

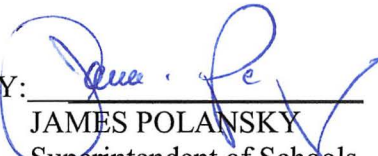
3. **Article IV – Benefits** – Add new Paragraph N as follows:

Employees shall have the option of receiving their annual salary based on 25 payrolls

pursuant to the same methodology as is utilized for the instructional staff.

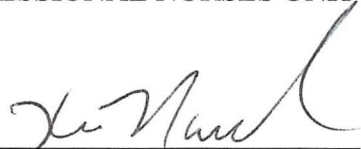
IN WITNESS WHEREOF, the parties hereto have set their hands and seals this 31 day of January, 2017.

BOARD OF EDUCATION OF THE
HUNTINGTON UFSD

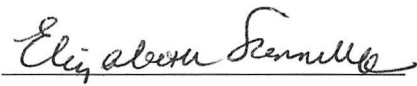
BY: 

JAMES POLANSKY
Superintendent of Schools


UNITED PUBLIC SERVICE
EMPLOYEES UNION REGISTERED
PROFESSIONAL NURSES UNIT

BY: 

KIMBERLY NOWAKOWSKI
Regional Director/Vice-President



Elizabeth Semmler
Co-President of Unit



Co-President of Unit