

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, 2011, 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, 2011 through June 30, 2015.

2. **Salary – Article IX - Paragraph B – Annual Wage Increases** - Delete subparagraphs 1 and 2 and substitute as follows:

2011/12 – the 2010/11 base salary of each employee shall be improved by 1.75%

2012/13 – the 2011/12 base salary of each employee shall be improved by 2%

2013/14 – the 2012/13 base salary of each employee shall be improved by 2%

2014/15 – the 2013/14 base salary of each employee shall be improved by 1.8%

Paragraph E – Longevity – longevity increments shall be improved by the percentages referred to above.

3. **Health Insurance – Article IV – Benefits – Paragraph A – First Subparagraph** – Add as follows:

Effective upon ratification of this memorandum of agreement by the Board of Education, new hires shall be required to contribute 20% to the cost of premium for individual or family coverage.

Second Subparagraph – Add new subparagraph (a) (and re-letter subparagraphs (b) and (c) as (c) and (d), respectively) as follows:

Effective upon ratification of this memorandum of agreement by the Board of Education and thereafter, the payment in exchange for withdrawing from the health insurance family plan shall be \$8,602. As to employees hired effective upon ratification of this memorandum of agreement by the Board of Education and thereafter, the payment shall be \$6,452.

UPSEU NEGOTIATING TEAM

BY: *Kim Novak*

BY: *Martha Proxman*

BY: _____

BY: _____

Add new subparagraph (e) as follows:

The New York State Department of Civil Service's Memorandum of May 15, 2012, Number 122r3, purports to prohibit health insurance buy outs (receiving a payment for dropping health insurance coverage) where a spouse is covered by the New York State Health Insurance Plan ("NYSHIP").


The District recognizes that a lawsuit has been filed in State Supreme Court, Albany County (Index No. 6860-12) to declare Memorandum Number 122r3 unlawful and for related relief. A declaratory action has also been filed before PERB (DR-130 and DR-131) seeking to declare such buy outs to be mandatorily negotiable notwithstanding Memorandum Number 122r3. Pending resolution of that litigation, the District shall enforce the rule as set forth in the May 15, 2012 memorandum effective January 1, 2014.

In the event the rule is ultimately declared to be in violation of rights of employees pursuant to the collective bargaining agreement, in the above-referenced litigation or other litigation, or the rule is otherwise repealed, employees who elected not to participate in the district's health insurance plan (other than through the plan of a spouse) shall be eligible for the benefit of this paragraph retroactive to the date established by the Court and PERB, or the effective date of repeal by NYSHIP. In the event the rule set forth in the NYSHIP Memorandum Number 122r3 is ultimately upheld, this provision shall be deemed amended so as to be consistent with said rule. Unit members remain eligible for the buy back if covered by insurance provided by other than Huntington Union Free School District and from a carrier other than that provided by NYSHIP.


IN WITNESS WHEREOF, the parties hereto have set their hands and seals this 25TH day of FEBRUARY, 2014. e

BOARD OF EDUCATION OF THE
HUNTINGTON UFSD

UNITED PUBLIC SERVICE
EMPLOYEES UNION REGISTERED
PROFESSIONAL NURSES UNIT

BY: 

JAMES POLANSKY
Superintendent of Schools

BY: 

KEVIN E. BOYLE, JR.
President

Signatures continue on next page