

**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 DISTRICT AIDE UNIT, expiring on June 30, 2016, 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, 2016 through June 30, 2019.
2. Salary – Article II, Paragraph A – The salaries set forth shall be improved as follows:

<b>Contract Year</b>	
2016-2017	1.5%
2017-2018	2.0%
2018-2019	2.5%

The parties acknowledge that the salary schedule increases referenced herein are to be based upon those increased as agreed upon in the Memorandum of Agreement of May 19, 2015.

Teaching Assistants – In addition to the salary increases set forth herein, teaching assistants shall receive, after application of the salary increases, an additional twenty-five cents per hour added to the schedule effective 7/1/17 and an additional twenty-five cents per hour effective 7/1/18.

3. Article III – Benefits – Paragraph J - Long Term Disability:

Revise as follows: Effective 7/1/18, the District shall contribute \$150.00 annually for each employee working 30 hours or more per week toward a long-term disability policy.

4. Effective July 1, 2018, revise Article III – Benefits (A) Sick Leave as follows:

Add new 6 to read as follows:

**Sick Leave Bank**

To assist members of the unit who suffer prolonged illnesses (due to illness and/or accident or extenuating circumstances) beyond their sick days accumulations (as provided for in Article III), each member will contribute one day from his/her sick leave entitlement annually to a Sick Leave Bank. The total accumulated sick days in

the Sick Leave Bank shall not exceed 125 days (including accumulations from prior years).

To become eligible for Sick Leave Bank days, an employee must deplete his/her total cumulative Sick Leave as provided in Article III (A-1 through 4).

The Sick Leave Bank shall be administered by an A/M/A Sick Leave Bank Committee consisting of four (4) members, all of whom shall be appointed by the A/M/A Unit.

All requests for days from the Sick Leave Bank shall be submitted to the Committee whose decision in granting or rejecting the request, in whole or in part, shall be final.

All Committee proceedings shall be confidential. The Committee may request such information as may be required from an individual clerk, or from the parties to this agreement.

Subsequent to the first year, if it is necessary to replenish the Sick Leave Bank to 125 days, the difference between the balance remaining at the end of the year and 125 days will be made up equally between the employees covered by the bargaining unit and the School District. However, if the employees' share should be less than one half day each, then the School District will provide for the full amount necessary to replenish the Sick Leave Bank.

5. Add new (K) to Article III to read as follows:

Effective 1/1/18, Teaching Assistants covering one or more *full class periods* classes in substitute capacity on a given day shall receive a forty (40) dollar stipend for the daily coverage.

6. ARTICLE IV – Benefits for All Employees

Add new (P) to read:

Effective 7/1/18, employees shall have the option of receiving their pay over a twelve (12) month period. An employee selecting a twelve (12) month pay period must provide notice to the District on or before May 15<sup>th</sup> prior to the subsequent July 1 through June 30 school year.

7. Add new (Q) to Article IV:

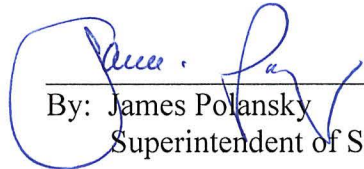
#### LEAVE OF ABSENCE

In the event a unit member is required to complete his/her student teaching requirements for teaching positions, she/he shall be entitled to a leave of absence to complete such requirement. The employee must provide a one (1) semester notice of the need for such leave.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this \_\_\_\_\_ day of November, 2017.

**Huntington UFSD**

Dated: 11/15/2017

  
By: James Polansky  
Superintendent of Schools

**United Public Service Employees Union  
District Aide Unit**

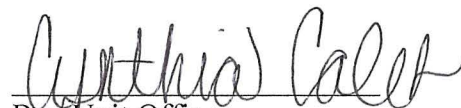
Dated: 11/15/17

  
By: Kevin E. Boyle, Jr.  
President

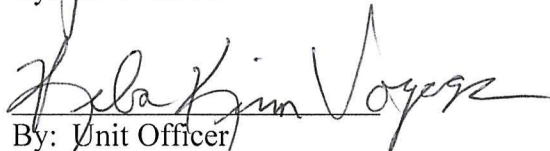
Dated: 11/14/17

  
By: Kim Schaefer  
Unit President

Dated: NOV. 14, 17

  
By: Unit Officer

Dated: 11/14/17

  
By: Unit Officer