

6/14/22

## MEMORANDUM OF AGREEMENT

Except as modified herein, the contract between the BOARD OF EDUCATION, HUNTINGTON UNION FREE SCHOOL DISTRICT and the ASSOCIATED TEACHERS OF HUNTINGTON, expiring June 30, 2021, 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, 2021 to June 30, 2025.

2. **Salary** – **Article XXIX** –

**Year 1 (21-22) –**

The 2020/21 salary schedule shall remain in effect for 21/22 and the parties acknowledge teachers have advanced on step in accord with the provisions of this agreement. In addition, each teacher shall be paid the sum of \$2,500, in a separate check, within 30 days of ratification of this agreement.

**Year 2 (22-23) –**

Effective July 1, 2022, a new salary schedule, attached hereto as Exhibit 1, shall become effective. All teachers shall be migrated to this new salary schedule as set forth in the document attached hereto as Exhibit 2.

**Year 3 (23-24) –**

The 22/23 salary schedule shall be improved by 1% and normal step movement shall apply. The 23-24 salary schedule is attached hereto as Exhibit 3.

**Year 4 (24-25) –**

The 23/24 salary schedule shall be improved by .75% and normal step movement shall apply. The 24-25 salary schedule is attached hereto as Exhibit 4.

3. **Auxiliary Salary Schedules** –. The stipends/rates set forth at Articles XXXI, XXXII, XXXIII, XXXIV, XXXV and XXXVI shall be improved by 2.5% for each year of this contract.

4. **Staff Development – Article XXXVI - New Paragraph F** – Teachers who develop and deliver professional development approved by the Superintendent of Schools or designee shall be paid for delivery and preparation time in the amount of \$53.15 per hour. The time authorized for preparation shall be determined by the Superintendent of Schools or designee. This amount to be improved in accordance with Section 3 of this Agreement.

5. **Worker’s Compensation – Article VIII – Paragraph D – Add New Third Sentence:** “Effective July 1, 2022, the receipt of full salary shall be limited to six school months after which authorized absences shall be chargeable to sick leave entitlement (any teacher currently on worker’s compensation beyond six months shall have full salary cease effective November 30, 2022, after which authorized absences shall be chargeable to sick leave)”.

6. **Health Insurance – Article XIII – Paragraph A – After First Sentence Add:** Effective July 1, 2022, the Board will contribute 84% of the cost of premium for individual/family plans. Effective July 1, 2023, the Board will contribute 83% of the cost of premium for individual/family plans. Effective July 1, 2024, the Board will contribute 82% of the cost of premium for individual/family plans.

7. **Bereavement Leave – Article XVI – Paragraph A(1) – Add New Fourth Sentence:** “Effective July 1, 2022 and thereafter, death as referred to herein shall include miscarriage of the teacher or spouse.”

8. **Retirement Incentive – Article XXI – Paragraph A, effective July 1, 2022, change notification of intent to retire date to February 15<sup>th</sup>.**

**Paragraph D New:**

For retirements effective June 30, 2025, the incentive shall be as follows:

1. In addition to the entitlement referred to in Paragraph B, teachers shall receive \$25.00 for each day of unused, accumulated sick leave up to a maximum of 100 days.
2. The incentive referred to at Paragraph C shall be increased to \$17,500.

All other provisions of this Article shall remain in full force and effect with the following modifications:

1. All teachers who were first eligible to retire from the New York State Teachers’ Retirement System without penalty as defined above on or before June 30, 2025, shall be deemed first eligible for this incentive for retirements effective June 30, 2025.
2. Those teachers who become first eligible pursuant to the language of this contract for retirements effective June 30, 2023 or June 30, 2024, shall have the option of retiring that year and receive the lesser incentive set forth in Paragraphs B and C

hereof. In the alternative, this cohort of teachers may elect to retire effective June 30, 2025 and receive the incentive referred to in this paragraph.

3. Absent further negotiations between the parties, the teachers who become first eligible as defined herein effective June 30, 2026 and thereafter, shall be entitled to the incentive set forth in this paragraph.

9. Agency Fee – Article XXVI – Paragraph B – Delete

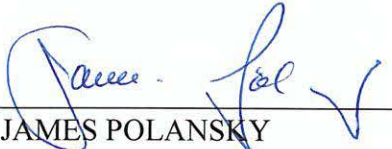
10. Longevity- Article XXIX- Effective July 1, 2022, longevity payments shall no longer be tied to a step on the salary schedule but shall be paid based upon years of teaching service in the District as follows:


- After 17 Years of Service - \$2,261
- After 20 Years of Service - \$326 (total of \$2,587)
- After 24 Years of Service - \$545 (total of \$3,132)

For teachers hired on or after July 1, 2022, their years of service for purposes of longevity shall be their actual years of service with the District.

For teachers currently on staff, all teachers shall be paid longevity in accordance with the longevity schedule attached hereto as Exhibit 5.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this 14<sup>th</sup> day of June, 2022.

  
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JAMES POLANSKY  
Superintendent of Schools

  
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JAMES GRABER  
President  
Associated Teachers of Huntington