

## 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, 2024, 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, 2024 through June 30, 2028
2. **Article III, Par. A(6) (Job Openings):** Delete Par. A(6) and replace with: "The District shall provide employees with notice of job openings via District e-mail."
3. **Article IV, Par. A(1)(a) (Sick Leave):** Delete Par. A(1)(a) and replace with: "Effective upon ratification, during an employee's first year of service, he/she shall be entitled to one (1) full day of sick leave per month of service; however, in no event shall an employee accrue more than ten (10) sick leave days per year."
4. **Article IV, Par. A(1)(b) (Sick Leave):** Delete Par. A(1)(b) and replace with: "Effective upon ratification, a doctor's certificate for proof of illness shall be required for any sick leave of more than three (3) consecutive school days."
5. **Article IV, Par. E (Workers' Compensation), Clean-up:** Delete subparagraphs (1) and (2). In subparagraph (3), delete "hired on or after July 1, 1981."
6. **Article IV, Par. K (Employee Assistance Program), Clean-up:** Modify as follows: "~~Effective no later than January 1, 1993, the~~ District shall participate in an Employee Assistance Program (EAP), the total annual cost of which shall not exceed \$10,000 ~~for all employees of the District.~~ \$20 per employee."
7. **Article V, Par. C(1) (Death in the Immediate Family or Nearest Relative):** Add: "Effective upon ratification, "immediate family or nearest relative" shall mean, "husband, wife, children, father and mother, brothers and sisters, grandfather and grandmother, father-in-law and mother-in-law, grandchildren, brother-in-law and sister-in-law, son-in-law and daughter-in-law."
8. **Article VIII, Par. A(1) (Salary):** Delete Paragraph (A)(1) and substitute:

Effective July 1, 2024, the following minimum wage shall apply for the employees in the following titles:

  - a. Lead Cooks and Assistant Cooks: \$20.25 per hour

- b. Cook Managers: \$21.25 per hour
- c. High School/Central Kitchen Cook Managers: \$24.25 per hour

Effective July 1, 2025, the minimum wage for the above titles shall be increased by \$.50 per hour over the rates paid to such employees as of June 30, 2024.

Effective July 1, 2026, the minimum wage for the above titles shall be increased by \$.50 per hour over the rates paid to such employees as of June 30, 2025.

Effective July 1, 2027, the minimum wage for the above titles shall be increased by \$.50 per hour over the rates paid to such employees as of June 30, 2026.

9. **Article VIII, Par. A(2) (Salary):**

- *Clean-up:* Replace 2(i) with 2(a).
- Delete Par. 2(ii) in its entirety and replace with: b. The wages of current employees shall be as follows:
  - i. Effective July 1, 2024, the Food Service Driver shall be paid the same wages as “Food Service Worker” as set forth herein.
  - ii. Effective July 1, 2024:
    - A. Food Service Workers hired between July 1, 2023 and June 30, 2024: \$17.75 per hour.
    - B. Food Service Workers hired between July 1, 2022 and June 30, 2023: \$18.00 per hour.
    - C. Food Service Workers hired before July 1, 2022: \$18.25 per hour.
    - D. Lead Cooks and Assistant Cooks: \$22.00 per hour
    - E. Cook Managers: \$25.00 per hour
    - F. Central Kitchen Cook Managers: \$27.00 per hour
    - G. High School/Central Kitchen Cook Manager: \$34.85 per hour
  - iii. Effective July 1, 2025, the rate of pay for the above titles shall be increased by \$.75 per hour over the rates paid to such employees as of June 30, 2024.

- iv. Effective July 1, 2026, the rate of pay for the above titles shall be increased by \$.75 per hour over the rates paid to such employees as of June 30, 2025.
- v. Effective July 1, 2027, the rate of pay for the above titles shall be increased by \$.75 per hour over the rates paid to such employees as of June 30, 2026.

10. **Article VIII, Par. B (Longevity)**, Effective July 1, 2024:

- Delete first paragraph and items “1” through “6” listing annual percentage increases.
- In Par. 1, delete “ten (10)” and replace with “seven (7)”; and delete “\$275” and replace with “\$325.00.” Add to the end: “Effective July 1, 2027, such amount shall increase to \$350.00.”
- In Par. 2, delete “fifteen (15)” and replace with “ten (10)”; and delete “\$500” and replace with “\$550.00.” Add to the end: “Effective July 1, 2027, such amount shall increase to \$575.00.”
- In Par. 3, delete “twenty (20)” and replace with “thirteen (13)”; and delete “\$575” and replace with “\$625.00.” Add to the end: “Effective July 1, 2027, such amount shall increase to \$650.00.”

11. **Article VIII, Par. D (Starting Salaries)**: Delete the second sentence of Par. D and replace with the following: “The starting salary for a food service worker is as follows:

- a. Effective July 1, 2024: \$17.25 per hour
- b. Effective July 1, 2025: \$17.75 per hour
- c. Effective July 1, 2026: \$18.25 per hour
- d. Effective July 1, 2027: \$18.75 per hour

12. **Article IX (Agency Fee), *Clean-up***: Delete Article in its entirety.

13. **Article I, Par. A (Recognition and Unchallenged Representation Status)**: Modify as follows: “... cook-managers, cooks, assistant cooks, bakers, food service workers, food service drivers, and other cafeteria employees.”

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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: 12/20/24

BY: Beth McCoy  
BETH McCOY  
Superintendent of Schools

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

Dated: 12/19/24

BY: Ronald Cleary  
RONALD CLEARY  
Labor Relations Specialist

Dated: 12/19/24

BY: Clara Contreras

Unit President

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