

## 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 SECURITY GUARDS UNIT, expiring on June 30, 2023, 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. Article III(A), Salaries (page 1): Amend as follows:**

The wages of all employees for the period July 1, 2023 through June 30, 2024 shall be improved by \$1.00 per hour over the wages paid to employees as of June 30, 2023.

The wages of all employees for the period July 1, 2024 through June 30, 2025 shall be improved by \$1.00 per hour over the wages paid to employees as of June 30, 2024.

The wages of all employees for the period July 1, 2025 through June 30, 2026 shall be improved by \$1.00 per hour over the wages paid to employees as of June 30, 2025.

The wages of all employees for the period July 1, 2026 through June 30, 2027 shall be improved by \$1.00 per hour over the wages paid to employees as of June 30, 2026.

**2. Article III(B), Longevity (page 2): Amend as follows:**

**For the period of July 1, 2023 through June 30, 2024:**

- a. After completing 5 years of service within the bargaining unit - \$1.25 per hour;
- b. After completing 10 years of service within the bargaining unit - \$1.90 per hour (total \$3.15);
- c. After completing 15 years of service within the bargaining unit - \$1.00 per hour (total \$4.15);
- d. After completing 20 years of service within the bargaining unit - \$1.00 per hour (total \$5.15).

**For the period of July 1, 2024 through June 30, 2025:**

- a. After completing 5 years of service within the bargaining unit - \$1.45 per hour;
- b. After completing 10 years of service within the bargaining unit - \$1.90 per hour (total \$3.35);

- c. After completing 15 years of service within the bargaining unit - \$1.00 per hour (total \$4.35);
- d. After completing 20 years of service within the bargaining unit - \$1.00 per hour (total \$5.35).

**For the period of July 1, 2025 through June 30, 2026:**

- a. After completing 5 years of service within the bargaining unit - \$1.65 per hour;
- b. After completing 10 years of service within the bargaining unit - \$1.90 per hour (total \$3.55);
- c. After completing 15 years of service within the bargaining unit - \$1.00 per hour (total \$4.55);
- d. After completing 20 years of service within the bargaining unit - \$1.00 per hour (total \$5.55).

**For the period of July 1, 2026 through June 30, 2027:**

- a. After completing 5 years of service within the bargaining unit - \$1.85 per hour;
- b. After completing 10 years of service within the bargaining unit - \$1.90 per hour (total \$3.75);
- c. After completing 15 years of service within the bargaining unit - \$1.00 per hour (total \$4.75);
- d. After completing 20 years of service within the bargaining unit - \$1.00 per hour (total \$5.75).

3. **Article V(A)(1), Sick Leave (page 2):** Amend as follows: “A doctor’s note shall be submitted for any illness of more than ~~five (5)~~ three (3) consecutive days.”
4. **Article V(A)(3), (page 2):** Amend as follows: “Unused sick leave may be accumulated to a maximum of 80 days.”
5. **Article V(C), Death in Immediate Family or Nearest Relative (page 2):** Delete “and any other members of the household of which the employee is a part.”
6. **Article V, Life Insurance:** Add new paragraph “I”, as follows:  
  
The Board of Education will make available to employees in this unit a group term life insurance policy with accidental death and dismemberment benefits in an amount equal to the annual salary of such employee rounded off to the nearest \$500. The Board shall pay 50% of the premium for such insurance.
7. **Article XII, Employee Assistance Program (page 6):** Modify as follows: “The District shall participate in an Employee Assistance Program (EAP) the total cost of which shall not exceed ~~\$10,000 for all employees of the District.~~ \$20 per employee.”

8. **Article XIII, Uniforms (page 6):** Delete entire paragraph and replace with the following:

At the time they are first employed, employees shall be supplied with a total of five (5) five uniform shirts, five (5) uniform pants, one (1) winter jacket, one (1) windbreaker or lightweight jacket, and two (2) hats. Employees shall receive \$350 annually as a uniform cleaning allowance which said allowance shall continue as long as the District requires employees to wear the above-referenced uniform. The District reserves the right to discontinue/modify or change the above-referenced uniform. In the event that the District exercises its authority pursuant to this paragraph, said uniform allowance shall be discontinued.


Following the initial issuance of a uniform, the District shall replace uniform apparel on an as needed basis, up to the total cost of \$200 per school year. Any such replacements must be requested from District administration by June 30<sup>th</sup> of each school year on a form provided by the District. The District will not reimburse employees for any uniform purchases made directly by employees.

9. **Article XV, Grievance Procedure (page 7):** Change “sixty (60) days” to “thirty (30) days.”

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this 11<sup>th</sup> day of April, 2024.

Dated: 4/11/2024

HUNTINGTON UNION FREE  
SCHOOL DISTRICT

BY:   
CHRISTIAN BOWEN  
Superintendent of Schools

UNITED PUBLIC SERVICE EMPLOYEES  
UNION DISTRICT SECURITY GUARDS UNIT

Dated: 4/10/24

BY:   
RANDY TILLMAN

Dated: 4-10-24

BY:   
SYLVIA BELANGER