MEMORANDUM OF AGREEMENT
BY AND BETWEEN

THE UNIONDALE UNION FREE SCHOOL DISTRICT
(THE "DISTRICT")

AND

THE UNIONDALE REGISTERED NURSES ASSOCIATION
August 7, 2019

The parties' representatives agree to continue all terms and conditions of employment set forth in the 2010-2018 collective bargaining agreement between the Uniondale Union Free School District and the Uniondale Registered Nurses Association except as expressly amended herein. Precise contractual language to be agreed upon by the parties:

Term

Five years
July 1, 2018 – June 30, 2023

Article III - Insurance Benefits

Effective July 1, 2018: no increase (remains at 15%);
Effective July 1, 2019: increase employee contribution by 1% to 16%;
Effective July 1, 2020: no increase (remains at 16%)
Effective July 1, 2021: increase employee contribution by .5% to 16.5%;

Article IV - Terminations

Change heading to: Terminations/Retirement
Insert "A" before first paragraph
New paragraph "B":
B. A unit member who intends to retire from service in the District shall inform his/her supervisor in writing no less than thirty (30) working days prior to the intended date of separation. If a member separates from employment for reasons other than retirement, notice must be in writing no less than fifteen [15] working days prior to the intended date of separation.

Article V - School Day and School Year

Paragraph A. Add the following language to the end of Paragraph A:
"Such fifteen (15) minute break shall be taken in the AM and shall not be taken in conjunction with the unit members lunch hour."

Paragraph A. Amend language to provide:
"...unit members shall be required to attend no more than two (2) after-school meetings and activities mandated by building or central administration per month for forty-five minutes per meeting."

**Article VI - Leaves**

Paragraph A. Add language as follows:
"[Unit members shall submit written notice to the Principal or nurse supervisor of absence(s) due to illness or injury of one to two school days, and for consecutive absences of three school days or longer, unit members shall be required to provide a physician's note."

Paragraph I. Increase the multiplier by 110 and cap at $22,000.00

Paragraph J. Increase a unit member's ability to voluntarily contribute if the Sick Bank falls below 100 days from up to five (5) additional days to up to ten (10) additional days.

**Article VII - Grievance Procedure**

Paragraph A. Add an "Aggrieved party" shall mean a unit member or the Association filing a grievance.

Paragraph 2. Add language as follows:
"If the grievance is not resolved at the Building level, only the Association may appeal to the Superintendent and/or Board level.

**Article XVII - Salaries**

Revise Appendix A to provide that the salary schedules shall increase in accordance with the following schedule and as attached:

<table>
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<th>Year</th>
<th>Percentage</th>
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<tr>
<td>2018-19</td>
<td>2.0 % plus two additional steps</td>
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<tr>
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<td>2020-21</td>
<td>1.5 %</td>
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<td>1.5 %</td>
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<tr>
<td>2022-23</td>
<td>1.5 %</td>
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Increase Longevity amounts as follows:
Commencing in the 11th year of employment: from $1,875.00 to $1,950 (+75.00)

Commencing in the 16th year of employment: from $2,525.00 to $2,675.00 (+150)

Article XVIII – Association Rights

Amend to create a Paragraph "A" for the first paragraph. Add language as follows to paragraph "A": “A unit member shall be permitted to sit on the District Health and Safety committee.”

Add a paragraph “B” as follows:

B. “The District shall provide the Association President with a list of newly hired unit members, and their contact information, including addresses telephone numbers, work location and any additional information as required by law, within thirty (30) days of hire. Such information shall be provided in electronic format. In addition, the Association President shall have access to all new unit members at a mutually agreeable time during the workday for a fifteen (15) minute period, which may include the unit member’s designated lunch or break period.

Add a paragraph “C” as follows:

C. “The association reserves the right to use a dues deduction authorization form as developed by the Association. Dues shall be deducted in the first paycheck following submission of the form, and then in each paycheck thereafter in equal amounts. In the event that a unit member wishes to withdraw authorization for payroll dues deduction, the District shall notify the Association by electronic mail. Dues deduction shall cease in accordance with the dues deduction form and law.

Appendix “B”: Add language:

Unit members shall be eligible for either the BSN or MA bonus but not both.
Increase MA bonus from $1,250.00 to $1,500.00

Add New Article: Worker’s Compensation

Unit members who are unable to perform their duties as a result of personal injury occurring in the course of their employment for which they are eligible to receive workers’ compensation payment shall use their sick leave until they become eligible for workers compensation. Thereafter, they will be paid their full salary, less the amount of any workers’ compensation award made for temporary disability due to said injury, up to a maximum of six (6) months. Thereafter, members shall be permitted to use their sick leave until they become eligible for disability coverage.

Notwithstanding the above, once a unit member returns to work after having been absent due to a personal injury occurring in the course of their
employment and has worked for six (6) calendar months following their return, the unit member may not later draw down on the six (6) months available based on the same injury.

This Memorandum of Agreement is subject to the ratification of the bargaining unit and the approval of the Board of Education.

Dated: Uniondale, New York
August 2019

FOR THE UNIONDALE REGISTERED NURSES

Laurie Knalls

FOR THE UNIONDALE UFSD

Dr. William K. Lloyd, Superintendent
## UNIONDALE UFSD

Earning Schedule Report For 07/01/2017 - 06/30/2018

Salary Schedule ID: 741
Salary Schedule Name: NURSES 1.5% 17/18

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