MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE UNIONDALE UNION FREE SCHOOL DISTRICT
(THE “DISTRICT”)  
AND
THE UNIONDALE SECRETARIAL ASSOCIATION

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 Secretarial 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 – Commencement of Negotiations for a New Agreement**
Delete the Article.

**Article IV – Holidays**
In the second paragraph, beginning with “In the event”, delete “when school is not in session.”

**Article V – Vacation**
Change 20 to 21 for those employees starting in 12th fiscal year of employment and each year thereafter.

**Article VI – Leaves**
Paragraph C - Require that bereavement leave be taken on consecutive days, except in extraordinary circumstances as approved by the District, which approval will not be unreasonably denied.
Paragraph D - Delete language regarding employees who were hired before July 1, 1976.
Paragraph H - Retirement payment conditioned on employee providing 3 months’ written notice of retirement. The 3 month requirement may be waived by the District in extraordinary circumstances beyond the employee’s control, and such waiver shall not be unreasonably withheld.
Change 125 days to 100 days.
Paragraph I - Provide for a lifetime cap child for care leave at 5 years.

**Article VII – Insurance Benefits**
Employee contributions shall increase in accordance with the following schedule:
July 1, 2018 – no increase
July 1, 2019 – increase by 1.0% to 16.0%
July 1, 2020 – no increase (remains at 16.0%)
July 1, 2021 – no increase (remains at 16.0%)
July 1, 2022 – no increase (remains at 16.0%)
June 30, 2023 - increase by 0.5% to 16.5%

Delete references to NYSHIP memo 122r3.

Article VIII – Grievance Procedure
Revise to require Union support after step 1.
Delete provisions regarding the participation of the building principal after Step 1.

Article IX – Salaries
Revise paragraph B to provide that the salary schedules shall increase in accordance with
the following schedule:

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>2018-19</td>
<td>2.0%</td>
</tr>
<tr>
<td>2019-20</td>
<td>1.5%</td>
</tr>
<tr>
<td>2020-21</td>
<td>1.5%</td>
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<tr>
<td>2021-22</td>
<td>1.5%</td>
</tr>
<tr>
<td>2022-23</td>
<td>1.5%</td>
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</tbody>
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Increase Longevity amounts as follows:
2018-19: No increase.
2019-20: Increase $150 over 2018 amounts
2020-21: Increase by an additional $100
2021-22: Increase by an additional $100
2022-23: Increase by an additional $50

Article XII – General Provisions
Paragraph 4 – Delete language regarding part-time employees.
Paragraph 7 – Revise to provide that the District can post vacancies on electronic
platforms.
NEW: Paragraph 20 – Add new provision stating that employees must provide prior
notice if late or absent. The District may waive this requirement in the case of
extraordinary circumstances beyond the employee’s control, and such waiver shall not be
unreasonably withheld.
NEW: Paragraph 21 - If an employee is called in to work for a period which is not
contiguous with his/her regular shift, he/she shall be paid for a minimum of three (3)
hours at overtime rates. In the event any employee is required to work on Sunday, the
employee shall be paid double time for actual hours worked instead of time and one-half.
NEW: Paragraph 22 - The District shall not appoint a member of the Association to a
confidential clerical position outside the bargaining unit without the prior consent of such
member.
NEW: Paragraph 23 - The District will provide security measures in the elementary
schools during the summer and school breaks, such as walkie-talkies or panic buttons, to
allow for prompt contact with security personnel. In addition, the District will arrange
for a video feed from a camera at the main entrance of each building to a monitor, computer or other device in the main office of such building.

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

June 7th, 2019

FOR THE UNIONDALE SECRETARIAL ASSOCIATION:

Dolores Pamula
Ellen Marks
Sam Becker
Heidi Green
Debra Duggan

FOR THE DISTRICT:

[Signature]

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