

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 12<sup>th</sup> 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:

2018-19	2.0%
2019-20	1.5%
2020-21	1.5%
2021-22	1.5%
2022-23	1.5%

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 7<sup>th</sup>, 2019

FOR THE UNIONDALE  
SECRETARIAL ASSOCIATION:

Dolores Kamalau  
Ellen Marlow  
Sam Becker  
K. Helen Hanson  
Elisa Dugan  
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FOR THE DISTRICT:

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