

MEMORANDUM OF AGREEMENT
between
EAST ISLIP UNION FREE SCHOOL DISTRICT
and
UNITED PUBLIC SERVICE EMPLOYEES UNION

MEMORANDUM OF AGREEMENT, dated this 17th day of May, 2021, by and between the negotiating representatives of the United Public Service Employees Union (hereinafter referred to as the "Union") and the negotiating representatives of the East Islip Union Free School District (hereinafter referred to as the "District").

1. General:

The labor agreement between the parties for the period of July 1, 2014 through June 30, 2020, did expire on June 30, 2020. The parties herewith agree that said agreement shall be modified effective as of July 1, 2020, to the extent set forth herein, as a result of their collective bargaining for a successor agreement to the expired contract. Except for

changes in language to said agreement made necessary by the following agreement, the provisions of said contract shall remain unchanged.

2. Contingencies:

A. This agreement is subject to formal ratification by the Board of Education and the membership of the Association. Such ratification shall occur within thirty (30) days of the date of execution of this memorandum of agreement. If either party fails to ratify or fails to act within the aforesaid thirty (30) day period, this memorandum of agreement shall be of no further force and effect and shall be a nullity. Notwithstanding the foregoing, the team of negotiating representatives for each party will urge their respective principals to ratify this memorandum of agreement.

B. The parties agree to incorporate this memorandum of agreement into a more formal written agreement. The terms of this agreement become effective upon execution of the new collective bargaining agreement.

3. Terms:

A. Wages (Article IX):

1. Effective July 1, 2020, increase base salary and differentials by 1.5% retroactive to July 1, 2020.
2. Effective July 1, 2021, increase base salary and differentials by 1.75%.
3. Effective July 1, 2022, increase base salary and differentials by 2.0%.
4. Effective July 1, 2023, increase base salary and differentials by 2.0%.

*Custodial Aide hourly wages also increased by afore-stated percentages.

B. Direct Deposit (Article IX):

Add language that all unit members who currently receive direct deposit of their wages and all unit members hired after May 18, 2021 will be paid through direct deposit. Those unit members currently not participating in direct deposit may continue to do so. However, if they voluntarily participate in direct deposit, they must continue to participate.

C. Sunday Pay (Article V.2.3.c):

Increase Sunday pay to two (2) times the hourly rate for each hour worked.

D. Payment for Unused Sick Leave (Article XI.3.a):

Upon accumulating 15 sick days, the employee or his/her estate shall be entitled to 75% of his/her per diem rate of pay for unused sick days upon the employee's retirement or death up to a maximum of 175 days.

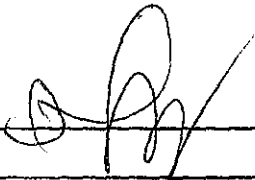
E. CPR/AED Training (Article XI.14):

Employees that are not present at work for a minimum of 6 months during the 12 month period preceding the annual December payment of the \$300.00 stipend shall have their stipend prorated to the number of months they actually worked.

EAST ISLIP UNION FREE
SCHOOL DISTRICT

UNITED PUBLIC SERVICE
EMPLOYEES UNION

By: _____



Lisa Belz

By: _____



Kevin Boyle

By: _____



Stephen Harrison

