

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

AGREEMENT dated this 31st day of March 2025, by and between the negotiating representatives of the **EAST ISLIP UNION FREE SCHOOL DISTRICT** (hereinafter referred to as the "District") and the **UNITED PUBLIC SERVICE EMPLOYEES UNION** (hereinafter referred to as "UPSEU").

I. GENERAL:

The labor agreement between the parties for the period of July 1, 2019 through June 30, 2024 expired on June 30, 2024. The parties herewith agree that said agreement shall be modified effective July 1, 2024, to the extent set forth herein, as a result of their collective bargaining for a successor agreement. Except for changes in language to said agreement made necessary by the following Agreement, the provisions of said contract shall remain unchanged.

II. CONTINGENCIES:

- A. This Agreement is subject to approval by the Board of Education and formal ratification by the membership of the UPSEU. Such approval or ratification shall occur within thirty (30) days of the date of execution of this Agreement. If either party fails to ratify or fails to act within the aforesaid thirty (30) day period, this 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 advocate to their respective principals the ratification of this Agreement.
- B. The parties agree to incorporate this Agreement into a more formal written agreement. Except for changes to the contract expressly set forth herein, changes in the language of the contract made necessary by the following Agreement, and changes to said contract arising from expired contract language, the provisions of said contract shall remain unchanged. It is understood that items of agreement not set forth in italicized text will require the drafting of contract language for insertion into the parties' more formal agreement.

III. TERMS:

A. Duration (Article XIII(B))

Replace the first two sentences of Article XIII(B) as follows:

This Agreement shall become effective on July 1, 2024 and shall continue in effect until June 30, 2028. The parties will meet to commence negotiations for a successor agreement by no later than November 1, 2027.

B. Salary (Article IX)

Articles IX(A) and (B) shall be replaced as follows:

Effective July 1, 2024, a new salary schedule annexed hereto as Appendix "A" shall be implemented. Unit members on Step 10 as of June 30, 2024 shall remain on Step 10 for the 2024-2025 school year. The Maintenance Crew Leader and Custodial Aides shall be compensated in accordance with the schedule annexed hereto as Appendix "B".

Effective July 1, 2025, the salary schedule (Appendix "A") and the Maintenance Crew Leader salary in effect from July 1, 2024 through June 30, 2025 shall be increased by 2.25% plus \$300. Custodial Aides shall receive a 2.25% increase plus \$150 (the \$150 shall be divided into the hourly wage).

Effective July 1, 2026, the salary schedule (Appendix "A") in effect from July 1, 2025 through June 30, 2026 shall be increased by 1.75% plus \$400. Steps 11-13 shall be added for the Maintenance Crew Leader employed as of June 30, 2024. The Maintenance Crew Leader employed as of June 30, 2024 shall be placed on Step 12 of the salary schedule. Custodial Aides shall receive a 1.75% increase plus \$200 (the \$200 shall be divided into the hourly wage).

Effective July 1, 2027, the salary schedule (Appendix "A") in effect from July 1, 2026 through June 30, 2027 shall be increased by 1.75% plus \$400. Custodial Aides shall receive a 1.75% increase plus \$200 (the \$200 shall be divided into the hourly wage).

C. Longevity (Article X(B))

Effective July 1, 2025, unit members who have completed ten (10) years of service in the District shall receive an annual longevity payment of \$1,500. Unit members who have completed fifteen (15) years of service in the District shall receive an annual longevity payment of \$1,600. Unit members who have completed twenty (20) years of service in the District shall receive an annual longevity payment of \$400. For example, in years eleven through fifteen of service the unit member will only receive \$1,500 annually, in years sixteen through twenty the unit member will receive \$3,100 annually, and in years twenty-one and thereafter of service, the unit member will receive \$3,500 annually.

D. UPSEU Benefit Plan (Article X(E)(1))

Effective July 1, 2024, replace the second sentence of Article X(E)(1) as follows:

Those employees hired after February 15, 2018 must be employed a minimum of eighteen (18) months in a position in the bargaining unit to be eligible for the \$72.00 monthly payment.

E. Holidays (XI(A)(1))

Effective July 1, 2024, add Juneteenth to the list of legal holidays in Article XI(A)(1).

F. Overtime (Article V(C))

Effective July 1, 2024, add the following to Article V(C):

Effective July 1, 2024, a unit member who is called in for overtime on Saturday or Sunday shall be entitled to one (1) paid 15-minute break if they work more than four (4) hours but less than six (6) hours and a unit member who works six (6) hours or more is entitled to one (1) paid 15-minute break and a thirty (30) minute paid lunch period.

G. Custodial Aides (Article XII)

Effective July 1, 2024, replace Article XII as follows:

Custodial aides working twenty (20) hours or more shall receive seven (7) sick days earned annually; one (1) personal day after two (2) years and an additional one (1) personal day after three (3) years; bereavement; and jury duty. Sick days may be accumulated up to a maximum of thirty-five (35) days.

If a custodial aide works more than twenty (20) hours per work, the aide shall be entitled to participate in the District's health insurance plan (individual coverage only), at the same rate of contribution as other employees. Custodial aides working only twenty (20) hours shall not be eligible for health insurance.

Unless expressly set forth in this Article XII, the custodial aides shall receive no other fringe benefits. The custodial aides shall perform only those duties set forth in the Civil Service position description for custodial aide, and on any days of the week. Only fifteen (15) custodial aides shall be permitted and hired. Custodial aides can be considered for all vacancies in the Unit.

Note: The foregoing additional days for custodial aides working 20 hours or more can only be used prospectively from the date of ratification of this Agreement. This sentence shall not be incorporated into the collective bargaining agreement.

H. Medical Insurance (Article X(D)(1))

Effective June 30, 2028, the District shall pay 79% of the premium for individual and family coverage of the basic New York State Health Insurance Program for eligible unit members.

I. Medical Insurance into Retirement (Article X(D)(2))

Effective July 1, 2024, replace Article X(D)(2) as follows:

Health insurance into retirement is predicated on the unit member being eligible to retire from the District into NYSERS as per NYSHIP rules.

For unit members who have completed more than five (5) but less than fifteen (15) years of service with the District, the District will contribute the statutory minimum of 50% toward individual coverage and 35% toward family coverage. Unit members hired on or after [insert date of ratification] must have completed more than ten (10) but less than fifteen (15) years of service with the District to be eligible for the foregoing statutory minimum District contribution.

For unit members hired on or before November 17, 2011 and who have completed fifteen (15) through nineteen (19) years of service with the District, the District will contribute 87.5% toward individual or family coverage. For unit members hired after November 17, 2011 and who subsequently complete fifteen (15) through nineteen (19) years of service with the District, the District will contribute 75% toward individual or family health coverage into retirement.

For unit members who have completed twenty (20) or more years of service with the District, the District will contribute 100% toward individual or family coverage into retirement. Unit members hired on or after [insert date of ratification] must have completed the twenty (20) or more years of service requirement and retire into NYSERS when first eligible as defined by NYSERS to be eligible to receive the foregoing 100% toward individual or family coverage into retirement.

J. Workers' Compensation (Article XI(K)(7))

Effective July 1, 2024, add a new Article XI(K)(7) which states as follows:

Under no circumstances shall unit members hired after [insert date of ratification] be entitled to benefits under this Article which exceeds the New York State minimum.

K. Payment of Unused Sick Leave Upon Resignation (XI(C)(2))

Unit members hired on or after [date of ratification] shall be ineligible for the payment set forth in Article XI(C)(2) from the collective bargaining agreement.

IV. HOUSEKEEPING

A. Remove references to telegram in Article IV(D).

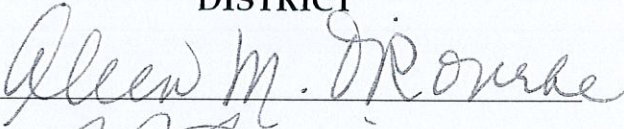
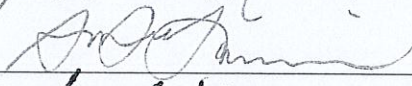
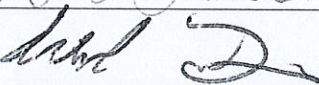
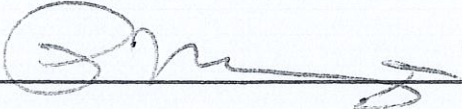
B. Change references from Assistant Superintendent for Personnel to Assistant Superintendent for Human Resources and Administration.

- C. Remove Article IX(F) as obsolete.
- D. Replace "Paragraph ©" with "Paragraph 3" in Article IX(J)(1).
- E. Explicitly list unpaid/paid suspensions as absences in Article XI(L)(2).
- F. Singular references to AED shall be changed to CPR/ AED in Article XI(N).
- G. Effective July 1, 2024, amend the first sentence of Article V(G) as follows: *"On days when school is not in session for teachers and students including the..."*.
- H. All other housekeeping items shall be mutually agreed upon between the parties during drafting of the successor collective bargaining agreement.

V. EXECUTION OF MEMORANDUM OF AGREEMENT

This Agreement may be executed with electronic signatures. This Agreement may be executed in counterparts.

EAST ISLIP UNION FREE SCHOOL DISTRICT

EAST ISLIP UNITED PUBLIC SERVICE EMPLOYEES UNION

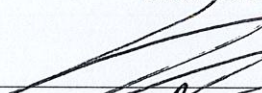
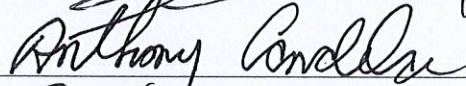


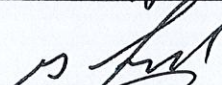
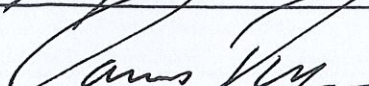
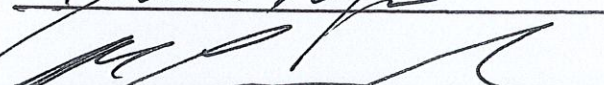
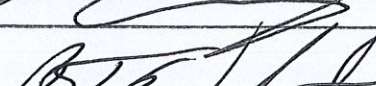
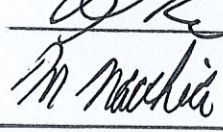
 KENN E. RYAN Mr.









EXHIBIT "A" SALARY SCHEDULES

2024-2025												
	Custodian	Groundskeeper I	Custodial Worker II/Elem Night PIC	Secondary Night Person in Charge	Custodial Worker III/Driver Messenger Courier	Maintenance Mechanic II	Elementary Head Custodian	Secondary Head Custodian/Groundskeeper/Auto Mechanic III/Maintenance Mechanic III	Chief Custodian/Main tenance Mechanic IV	Senior Chief Custodian		
E	\$49,949	\$52,965	\$53,885	\$54,448	\$55,169	\$58,180	\$59,074	\$60,071	\$62,730	\$64,775		
1	\$51,139	\$54,155	\$55,075	\$55,638	\$56,360	\$59,370	\$60,265	\$61,261	\$63,920	\$65,965		
2	\$52,328	\$55,344	\$56,264	\$56,827	\$57,549	\$60,559	\$61,454	\$62,451	\$65,109	\$67,154		
3	\$53,518	\$56,534	\$57,455	\$58,017	\$58,739	\$61,749	\$62,644	\$63,641	\$66,299	\$68,344		
4	\$54,707	\$57,724	\$58,644	\$59,206	\$59,928	\$62,938	\$63,833	\$64,830	\$67,488	\$69,533		
5	\$55,896	\$58,913	\$59,833	\$60,395	\$61,117	\$64,128	\$65,022	\$66,019	\$68,678	\$70,723		
6	\$57,085	\$60,101	\$61,021	\$61,584	\$62,305	\$65,316	\$66,210	\$67,207	\$69,866	\$71,911		
7	\$58,275	\$61,291	\$62,211	\$62,774	\$63,496	\$66,506	\$67,401	\$68,397	\$71,056	\$73,101		
8	\$59,466	\$62,482	\$63,403	\$63,965	\$64,687	\$67,697	\$68,592	\$69,589	\$72,247	\$74,292		
9	\$61,255	\$64,272	\$65,192	\$65,754	\$66,476	\$69,486	\$70,381	\$71,378	\$74,037	\$76,082		
10	\$62,055	\$65,072	\$65,992	\$66,554	\$67,276	\$70,286	\$71,181	\$72,178	\$74,837	\$76,882		
11	\$62,855	\$65,872	\$66,792	\$67,354	\$68,076	\$71,086	\$71,981	\$72,978	\$75,637	\$77,682		
12	\$63,655	\$66,672	\$67,592	\$68,154	\$68,876	\$71,886	\$72,781	\$73,778	\$76,437	\$78,482		
13	\$64,455	\$67,472	\$68,392	\$68,954	\$69,676	\$72,686	\$73,581	\$74,578	\$77,237	\$79,282		

EXHIBIT "A"

SALARY SCHEDULES

2025-2026												
	Custodian	Groundskeeper I	Custodial Worker II/Elem Night PIC	Secondary Night Person in Charge	Custodial Worker III/Driver Messenger Courier	Maintenance Mechanic II	Elementary Head Custodian	Secondary Head Custodian/Groundskeeper II/Heads into Mechanic III/Maintenance Mechanic III	Chief Custodian/Main tenance Mechanic IV	Senior Chief Custodian		
E	\$51,373	\$54,457	\$55,397	\$55,973	\$56,710	\$59,789	\$60,703	\$61,723	\$64,441	\$66,532		
1	\$52,590	\$55,673	\$56,614	\$57,190	\$57,928	\$61,006	\$61,921	\$62,939	\$65,658	\$67,749		
2	\$53,805	\$56,889	\$57,830	\$58,406	\$59,144	\$62,222	\$63,137	\$64,156	\$66,874	\$68,965		
3	\$55,022	\$58,106	\$59,048	\$59,622	\$60,361	\$63,438	\$64,353	\$65,373	\$68,091	\$70,182		
4	\$56,238	\$59,323	\$60,263	\$60,838	\$61,576	\$64,654	\$65,569	\$66,589	\$69,306	\$71,397		
5	\$57,454	\$60,539	\$61,479	\$62,054	\$62,792	\$65,871	\$66,785	\$67,804	\$70,523	\$72,614		
6	\$58,669	\$61,753	\$62,694	\$63,270	\$64,007	\$67,086	\$68,000	\$69,019	\$71,738	\$73,829		
7	\$59,886	\$62,970	\$63,911	\$64,486	\$65,225	\$68,302	\$69,218	\$70,236	\$72,955	\$75,046		
8	\$61,104	\$64,188	\$65,130	\$65,704	\$66,442	\$69,520	\$70,435	\$71,455	\$74,173	\$76,264		
9	\$62,933	\$66,018	\$66,959	\$67,533	\$68,272	\$71,349	\$72,265	\$73,284	\$76,003	\$78,094		
10	\$63,751	\$66,836	\$67,777	\$68,351	\$69,090	\$72,167	\$73,083	\$74,102	\$76,821	\$78,912		
11	\$64,569	\$67,654	\$68,595	\$69,169	\$69,908	\$72,985	\$73,901	\$74,920	\$77,639	\$79,730		
12	\$65,387	\$68,472	\$69,413	\$69,987	\$70,726	\$73,803	\$74,719	\$75,738	\$78,457	\$80,548		
13	\$66,205	\$69,290	\$70,231	\$70,805	\$71,544	\$74,621	\$75,537	\$76,556	\$79,275	\$81,366		

EXHIBIT "A"

SALARY SCHEDULES

2026-2027												
	Custodian	Groundskeeper I	Custodial Worker II/Elem Night PIC	Secondary Night Person in Charge	Custodial Worker III/Driver Messenger Courier	Maintenance Mechanic II	Elementary Head Custodian	Secondary Head Custodian/Groundskeeper II/Heads Groundskeeper/Auto Mechanic III/Maintenance Mechanic III	Chief Custodian/Main tenance Mechanic IV	Senior Chief Custodian	Maintenance Crew Leader	
E	\$52,672	\$55,810	\$56,766	\$57,353	\$58,102	\$61,235	\$62,165	\$63,203	\$65,969	\$68,096		
1	\$53,910	\$57,047	\$58,005	\$58,591	\$59,342	\$62,474	\$63,405	\$64,440	\$67,207	\$69,335		
2	\$55,147	\$58,285	\$59,242	\$59,828	\$60,579	\$63,711	\$64,642	\$65,679	\$68,444	\$70,572		
3	\$56,385	\$59,523	\$60,481	\$61,065	\$61,817	\$64,948	\$65,879	\$66,917	\$69,683	\$71,810		
4	\$57,622	\$60,761	\$61,718	\$62,303	\$63,054	\$66,185	\$67,116	\$68,154	\$70,919	\$73,046		
5	\$58,859	\$61,998	\$62,955	\$63,540	\$64,291	\$67,424	\$68,354	\$69,391	\$72,157	\$74,285		
6	\$60,096	\$63,234	\$64,191	\$64,777	\$65,527	\$68,660	\$69,590	\$70,627	\$73,393	\$75,521		
7	\$61,334	\$64,472	\$65,429	\$66,015	\$66,766	\$69,897	\$70,829	\$71,865	\$74,632	\$76,759		
8	\$62,573	\$65,711	\$66,670	\$67,254	\$68,005	\$71,137	\$72,068	\$73,105	\$75,871	\$77,999		
9	\$64,434	\$67,573	\$68,531	\$69,115	\$69,867	\$72,998	\$73,930	\$74,966	\$77,733	\$79,861		
10	\$65,267	\$68,406	\$69,363	\$69,947	\$70,699	\$73,830	\$74,762	\$75,799	\$78,565	\$80,693		
11	\$66,099	\$69,238	\$70,195	\$70,779	\$71,531	\$74,662	\$75,594	\$76,631	\$79,398	\$81,525		
12	\$66,931	\$70,070	\$71,028	\$71,612	\$72,364	\$75,495	\$76,427	\$77,463	\$80,230	\$82,358		
13	\$67,764	\$70,903	\$71,860	\$72,444	\$73,196	\$76,327	\$77,259	\$78,296	\$81,062	\$83,190		

EXHIBIT "A" SALARY SCHEDULES

2027-2028												
	Custodian	Groundskeeper I	Custodial Worker II/Elem Night PIC	Secondary Night Person in Charge	Custodial Worker III/Driver Messenger Courier	Maintenance Mechanic II	Elementary Head Custodian	Secondary Head Custodian/Groundskeeper II/Heads into Mechanic III/Maintenance Mechanic III	Chief Custodian/Main tenance Mechanic IV	Senior Chief Custodian	Maintenance Crew Leader	
E	\$53,994	\$57,187	\$58,159	\$58,757	\$59,519	\$62,707	\$63,653	\$64,709	\$67,523	\$69,688		
1	\$55,253	\$58,445	\$59,420	\$60,016	\$60,780	\$63,967	\$64,915	\$65,968	\$68,783	\$70,948		
2	\$56,512	\$59,705	\$60,679	\$61,275	\$62,039	\$65,226	\$66,173	\$67,228	\$70,042	\$72,207		
3	\$57,772	\$60,965	\$61,939	\$62,534	\$63,299	\$66,485	\$67,432	\$68,488	\$71,302	\$73,467		
4	\$59,030	\$62,224	\$63,198	\$63,793	\$64,557	\$67,743	\$68,691	\$69,747	\$72,560	\$74,724		
5	\$60,289	\$63,483	\$64,457	\$65,052	\$65,816	\$69,004	\$69,950	\$71,005	\$73,820	\$75,985		
6	\$61,548	\$64,741	\$65,714	\$66,311	\$67,074	\$70,262	\$71,208	\$72,263	\$75,077	\$77,243		
7	\$62,807	\$66,000	\$66,974	\$67,570	\$68,334	\$71,520	\$72,469	\$73,523	\$76,338	\$78,502		
8	\$64,068	\$67,261	\$68,237	\$68,831	\$69,595	\$72,782	\$73,729	\$74,784	\$77,599	\$79,764		
9	\$65,962	\$69,156	\$70,130	\$70,725	\$71,490	\$74,675	\$75,624	\$76,678	\$79,493	\$81,659		
10	\$66,809	\$70,003	\$70,977	\$71,571	\$72,336	\$75,522	\$76,470	\$77,525	\$80,340	\$82,505		
11	\$67,656	\$70,850	\$71,823	\$72,418	\$73,183	\$76,369	\$77,317	\$78,372	\$81,187	\$83,352		
12	\$68,502	\$71,696	\$72,671	\$73,265	\$74,030	\$77,216	\$78,164	\$79,219	\$82,034	\$84,199		
13	\$69,350	\$72,544	\$73,518	\$74,112	\$74,877	\$78,063	\$79,011	\$80,066	\$82,881	\$85,046		

EXHIBIT "B"
SALARY SCHEDULES
MAINTENANCE CREW LEADER & CUSTODIAL AIDES

	2024-2025
Maintenance Crew Leader	\$86,895

	2024-2025
Custodial Aides per hour	\$21.19