

STIPULATION OF AGREEMENT made and entered into by and between the negotiating committees for the Hauppauge Union Free School District and the Hauppauge Schools Office Staff Association (“the Association”).

WHEREAS, the District and the Association are parties to a collective negotiations agreement covering the period July 1, 2017 through June 30, 2022 (“the CBA”); and

WHEREAS, the parties have engaged in good faith negotiations in an effort to arrive at a successor agreement to the CBA covering the period July 1, 2022 through June 30, 2027 (“the 2022-2027 Agreement”); and

WHEREAS, the parties have arrived at a tentative agreement.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties hereby stipulate and agree as follows:

1. The provisions of this Stipulation are subject to ratification by the Association’s membership and ratification and approval by the District’s Board of Education.
2. The signatories below and their negotiating committees agree to recommend this Stipulation for ratification/approval.
3. A copy of this original document has been furnished to representatives of the Association.
4. All proposals not covered herein made by either party during the course of the negotiations will be deemed dropped.
5. The provisions of the CBA will continue except as modified by the 2022-2027 Agreement or as otherwise agreed upon in writing by the parties during the preparation of the 2022-2027 Agreement.

6. Article IV(A) (Wages). Revise to read as follows:

“A. Wages for Full-Time Employees

2022-2027: The salaries will be in accordance with the schedules attached as Appendix A.

7. Article IV(B) (Wages). Revise to read as follows:

“B. Wages for Part-time Employees

2022-2023: Effective July 1, 2022, each employee’s hourly rate will be increased by 2%.

2023-2024: Effective July 1, 2023, each employee’s hourly rate will be increased by 2%.

2024-2025: Effective July 1, 2024, each employee’s hourly rate will be increased by 2%.

2025-2026: Effective July 1, 2025, each employee’s hourly rate will be increased by 2%.

2026-2027: Effective July 1, 2026, each employee’s hourly rate will be increased by 2%.”

8. Article IV(E) (Step Movement). Delete (housekeeping). Renumber “F” as “E” and “G” as “F.”

9. Article IV(F) (Step Movement). Replace “Step A,” “Step B,” and “Step C” with, respectively “Step 1,” “Step 2,” and “Step 3.”

10. Article IV(F) (Step Movement). Add a new second paragraph to read as follows:
- “Effective upon the complete ratification and approval of the 2022-2027 Agreement, and following consultation with the Association, the District may hire a new employee at Step 2, provided that there is no more than one person holding the title to which the new employee will be appointed. With the Association’s written agreement, the District may hire a new employee at Step 3 or higher.”

11. Article IV (Chaperone Pay – NEW). Add a new section to read as follows: “Effective July 1, 2022, employees who chaperone District events will receive the same hourly rate as that paid to HTA bargaining unit members for chaperoning duties.”

12. Article XI(A) (Sick Leave). Add a new second sentence to read as follows: “Effective July 1, 2022, all 11-month employees will be credited with 11 days “Sick Leave” with full pay.”

13. Article XI(C) (Bereavement Leave). Modify the last sentence to read, “If more than one day is required, an employee may use accumulated leave days including sick leave.”

14. Article XII(A)(1) (Holidays). In the first sentence, replace “2018-2019 through 2021-2022” with “2022-2023 through 2026-2027.” In the last sentence, replace “2022” with “2027.” At the end of the paragraph, add: “If six full-time employees retire during the term of the 2022-2027 Agreement, then the prior sentence, inclusive of the sunset, will be deleted. If fewer than six full-time employees retire during the term of the 2022-2027 Agreement, then the sunset will remain in place.”

15. Article XIII(B) (Association Representatives). Insert “conduct Association business,” before “investigate.”

16. Article XIV(C) (Health Insurance). Delete first six paragraphs and insert:

Date of Hire	Employee Premium Contribution					
	7/1/2022	7/1/2023	7/1/2024	7/1/2025	7/1/2026	6/30/27
On or before 10/24/1995	4%	4%	17%	18%	19%	20%
After 10/24/1995 and before 2/4/2009	14%	14%	17%	18%	19%	20%
On or after 2/4/2009 and before 7/1/2015	16%	16%	17%	18%	19%	20%
On or after 7/1/2015 and before 7/1/2018	16%	16%	17%	18%	19%	20%
On or after 7/1/2018	20%	20%	20%	20%	20%	20%

17. Article XVIII(A) (Vacations). Before the last paragraph, add:

“Effective July 1, 2022, the vacation schedules for all 10-month and 11-month employees will be as follows:

1-5 years	8 days per annum
6 or more years	9 days per annum”

18. Article XIX(B) (Administrative Assistants). Delete “sick.”

19. Article XXIII (Term of Agreement). Replace “2017” with “2022” and “2022” with “2027.”

20. Article XXVI (Longevity). In the second to last paragraph, add “, 11-month” after “10-month.”

21. Article XXVI (Longevity). In the last paragraph, replace “2022” with “2027.” At the end of the last paragraph, add: “If six full-time employees retire during the term of the 2022-2027 Agreement, then the prior sentence, inclusive of the sunset, will be deleted. If fewer than six full-time employees retire during the term of the 2022-2027 Agreement, then the sunset will remain in place.”

22. Article XXX (2022-2027 Retirement Incentive). Insert a new Article XXX to read as follows:

Notwithstanding any contrary provision of the Agreement, the following incentive will be provided to a full-time employee with at least 15 years of District service who retires during the term of the 2022-2027 Agreement:

A. The employee will receive a \$10,000 incentive, minus any applicable taxes and withholdings, to be paid within 30 calendar days of his/her retirement from the District.

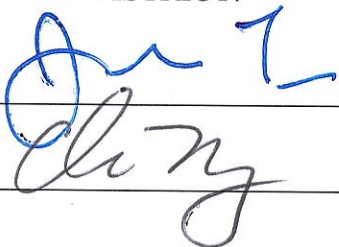
B. Upon retirement, the employee will receive payment of unused sick time not to exceed 135 days.

C. Effective at 11:59:59 p.m. on June 30, 2027, this Article XXX will sunset, be deleted and of no further effect, except for the District’s obligation to make payments as set forth herein. The District has no

obligation to negotiate an extension or renewal of this subsection's terms.

D. If any provision of this incentive is deemed to be invalid by any court, administrative agency or other neutral of competent jurisdiction, then the parties will make reasonable efforts to negotiate an alternative."

FOR THE DISTRICT:



Date: 6/17/2022

Date: 6/17/2022

Date: _____

FOR THE ASSOCIATION:

Jeanne Beyer-Pres
Anne Nicholls

Date: 6/17/2022

Date: 6/17/2022

Michele Aversano

Date: 6/17/2022

Patrice Guamera Wahl

Date: 6/17/2022

Kathleen Lloyd

Date: 6/17/2022

