

STIPULATION OF AGREEMENT made and entered into this 18th day of April 2023 by and between the negotiating committees for the Hauppauge Union Free School District and the Hauppauge Teaching Assistant Association ("the Association").

WHEREAS, the parties have engaged in good faith negotiations in an effort to arrive at a successor agreement to the contract that expires on June 30, 2023; 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 Agreement are subject to ratification by the Union membership and ratification and approval by the District's Board of Education.
2. The signatories below and their negotiating committees agree to recommend this Agreement for ratification/approval.
3. A copy of this original document has been furnished to representatives of the Union.
4. All proposals not covered herein made by either party during the course of the negotiations will be deemed dropped.
5. Article VIII(A) (Sick or Personal Leave).
 - A. In the first paragraph, delete "90" and replace it with "120."
 - B. In the second paragraph, delete "90" and replace it with "120" and delete "30" and replace it with "40."
 - C. In the third paragraph, replace "five" with "seven" and "50" with "75."
 - D. Add a fourth paragraph as follows:

All Special Education Aides who retire from the District

will be paid at their then current pay rate for unused accumulated sick days, on the basis of one day's pay for each three days of accumulation, not to exceed 25 days. Maximum accumulation will remain at 75 days. Annual notice of unused sick leave will be provided on or about October 15.

6. Article IX(F) (Miscellaneous – Duty Assignments). Add a new subparagraph

“4” as follows:

4. Duty Assignments

- a. During 20 weeks of the school year, all Teaching Assistants will be given a duty assignment that will be performed for 20 minutes immediately before or immediately after their school day. This time will be considered part of their regular workday.
- b. The duty (or duties) assigned to a Teaching Assistant pursuant to this paragraph may include, but are not limited to, bus duty, hallway duty, outside duty, commons duty, department academic resource centers, academic intervention service, enrichment, tutorial services, staff development, planning, workshops and grade or subject area coordination, conferencing with parents and planning of special school-wide events, and supervising students who are completing courses on Edgenuity. During this time, Teaching Assistants may also: (1) be trained on new programs; or (2) given professional development related to life skills and classes designated for students with Autism.
- c. The building principal will: (i) assign Teaching Assistants to a duty (or duties); (ii) determine the weeks on which a Teaching Assistant will perform the duty pursuant; and (iii) determine whether the assigned duty will be performed before or after school.

7. Article IX(F) (Miscellaneous – Faculty Meetings). Add a new subparagraph

“5” as follows:

5. Faculty Meetings. Teaching Assistants will attend all faculty meetings as scheduled by the Superintendent or designee. This time will be considered part of their regular workday.

8. Article IX(F) (Miscellaneous – Faculty Meetings). Add a new subparagraph “6” as follows:
 6. Professional Development. Teaching Assistants and Special Education Aides assigned to life skills and classes designated for students with Autism will be annually required to complete 10 hours of related professional development provided by the District. This time will be considered part of the Teaching Assistant’s regular workday. Special Education Aides will be paid their hourly rate for this time.
9. Article IX(G) (Teacher Coverage). In paragraph “1,” replace “\$60” with “\$80.” In paragraph “2,” replace “\$12” with “\$20.”
10. Article IX(L) (Special Education Aides Holidays). Delete “three” and replace it with “six.” Add to the existing list of holidays: “Veterans Day,” “Memorial Day” and “Juneteenth.”
11. Article IX(M) (Workday). Delete the first sentence. Delete “Effective June 11, 2019” and replace it with “Except as otherwise provided in this Agreement.”
12. Article X(B)(1) (Health Insurance). Delete the second paragraph.
13. Article X(B)(2) (Health Insurance). Delete and replace with: “Effective July 1, 2023, except as set forth in B(1) above, the District will pay 75% of the premium cost of medical insurance, with no wraparound, for Special Education Aides and Teaching Assistants.”
14. Article XI(B) (Salary Schedules).
 - A. Delete all but the first sentence.
 - B. Insert:

Effective July 1, 2023, Teaching Assistants will receive their normal step movement and then be placed in the column (*i.e.*, Level I, Level II and Level III) that coincides with their New York State Education Department

Certificate (*i.e.*, Teaching Assistant - Level I, Teaching Assistant - Level II and Teaching Assistant - Level III). Teaching Assistants who were first hired by the District on or before July 1, 2004 will be placed on Level III.

Effective July 1, 2023, Teaching Assistants will be moved from their current column to a higher paying column only after they have provided to the District: (i) written notification that they have obtained the required certification; (ii) satisfactory documentary proof issued by the State Education Department that they have obtained the required certification. Teaching Assistants will be moved as follows:

<u>Date On Which the Required Documents Are Submitted to the District's Personnel Office:</u>	<u>Effective Date of Column Movement:</u>
September 1 st	Effective on the date that the documents are submitted (<i>i.e.</i> , September 1 st)
September 2 nd through November 15 th	Effective retroactive to the preceding September 1 st
November 16 th through December 31 st	Effective as of the following January 1 st
January 1 st	Effective on the date that the documents are submitted (<i>i.e.</i> , January 1 st)
January 2 nd through February 15 th	Effective retroactive to the preceding January 1 st
February 16 th through August 30 th	Effective as of the following September 1 st

Newly hired Teaching Assistants, and all Teaching Assistants employed by District as of July 1, 2023, will be treated as though they are Level I unless and until they comply with the requirements of this paragraph.

15. Article XI(E) (Longevity).

- A. Delete "\$500" and replace it with "\$600." Delete "\$800" and replace it

with "\$950." Delete "\$1,600" and replace it with "\$1,800."

B. Insert: "Annual longevity payments of \$500 will be made to Special Education Aides at the beginning of their tenth year of service in the District."

16. Article XI(F) (Salary Schedules). Delete and replace with:

Effective July 1, 2023, Special Education Aides will receive their normal step movement and then be placed on, and paid according to, the wage schedule attached herewith as Attachment B, provided, however, that notwithstanding any provision of this Agreement (including Attachment B) to the contrary, Special Education Aides will be paid at least \$3 more than the then-applicable New York State minimum wage for public employees of a school district in Suffolk County.

17. Article XVII (Duration of Contract). Delete "July 1, 2018 through June 30, 2023" and replace it with "July 1, 2023 through June 30, 2028."

18. Attachment "A" (Teaching Assistant Salary Schedule). Delete the salary schedules attached to the collective bargaining agreement as Attachment "A" and replace them with the salary schedules attached hereto as Attachment "A."

19. Attachment "B" (Special Education Aides Salary Schedule). Delete the salary schedules attached to the collective bargaining agreement as Attachment "B" and replace them with the salary schedules attached hereto as Attachment "B."

20. Housekeeping.

A. Article VI(B). Delete "Effective June 11, 2019."

B. Article IX(I). Delete the first sentence and "Effective June 11, 2019." Replace "Teaching Assistants who serve as chaperons" with "Unit Members who serve as chaperones."

C. Article XIV(B). Delete "2018-2019 through 2022-2023" and replace it with "2023-2024 through 2027-2028."

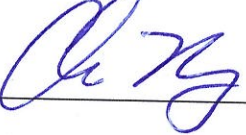
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D. Article IX(P). Incorporate the provisions of the parties' June 2, 2022

MOA.

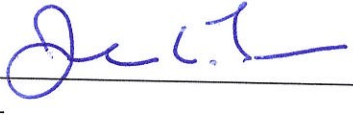
E. Delete any language added by the parties' May 21, 2020 MOA.

FOR THE HAUPPAUGE UNION FREE
SCHOOL DISTRICT



Date:

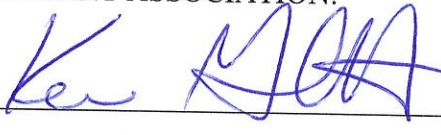
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Date:

4/18/23

FOR THE HAUPPAUGE TEACHING
ASSISTANT ASSOCIATION:



Date:

4/18/23

Date:

Date:

Attachment A			
	Effective July 1, 2023		
	Hauppauge Teacher Assistants		
Step	Level I	Level II	Level III
1	\$28,187	\$28,751	\$29,326
2	\$28,751	\$29,326	\$29,913
3	\$29,326	\$29,913	\$30,511
4	\$29,912	\$30,511	\$31,121
5	\$30,511	\$31,121	\$31,743
6	\$31,121	\$31,743	\$32,378
7	\$31,743	\$32,378	\$33,026
8	\$32,378	\$33,026	\$33,686
9	\$33,026	\$33,686	\$34,360
10	\$33,686	\$34,360	\$35,047
11	\$34,360	\$35,047	\$35,748
12	\$35,047	\$35,748	\$36,463
13	\$35,748	\$36,463	\$37,192
14	\$36,463	\$37,192	\$37,936
15	\$37,192	\$37,936	\$38,695
16	\$37,936	\$38,695	\$39,469
17	\$38,695	\$39,469	\$40,258
18	\$39,469	\$40,258	\$41,063
19	\$40,258	\$41,064	\$41,885
20	\$41,063	\$41,885	\$42,722
21	\$41,884	\$42,722	\$43,577
22	\$42,722	\$43,577	\$44,448

4/18/23

Attachment B	
	Effective July 1, 2023
	Special Education Aides
Step	Hourly Rate
1	18.00
2	18.36
3	18.73
4	19.10
5	19.48
6	19.87
7	20.27
8	20.68
9	21.09
10	21.51