

**Memorandum of Agreement  
by and between  
The Uniondale Union Free School District (“District”)  
and the  
Uniondale Administrators Association (“Association” or “UAA”)**

The parties’ negotiating representatives agree to continue all terms and conditions of employment set forth in the 2008-2018 collective bargaining agreement between the District and the UAA, except as expressly amended herein. Precise contractual language to be agreed upon by the parties:

1. **Term:** 5 years: July 1, 2018 through June 30, 2023
2. **Article V Leaves of Absence:**
  - Para B - Create sick bank on terms comparable to those in the teachers’ contract with no impact on attendance incentive for days donated to the bank.
  - Para F - Eliminate list of reasons for use of personal leave.
  - Para E - Delete the last sentence regarding the death of a close friend.
  - Para H - Employee must return to work if excused from jury duty by 12:00 pm.
3. **Article VI - Attendance Incentive:**
  - Revise to remove penalty for use of personal days.
4. **Article VIII - Vacancies:**
  - Delete the first paragraph except for the last sentence. Add a provision that the District will provide for an application process for vacant positions, pursuant to which applications will be due no later than 90 days before the anticipated vacancy.
5. **Article XIII - Insurance:**
  - Revise to provide that payment for withdrawal from insurance coverage is fixed at \$7,500.
  - Revise to provide that for those employees hired after ratification of this MOA, only members with tenure are eligible for life insurance.
6. **Article XI - Grievance Procedure of Other Employee Units**
  - Delete current provision and provide that the UAA will be given information about grievances by other units that affect the UAA and will have an opportunity to provide feedback to the District with respect to any such grievances, but not participate in or attend grievances by other units.
7. **Article XIV - Terminal Allowance:**
  - Revise first sentence to require 15 years of service “as an administrator in the District.” Increase payment from \$20,000 to \$22,500.

ATTACHMENT A

**Newly Hired Employees**

HS		MS	
Dean	% step	Dean	% step
99,711.00		91,958.00	
102,901.75	3.20%	94,996.90	3.30%
106,091.71	3.10%	98,032.04	3.19%
109,280.36	3.01%	101,070.94	3.10%
112,469.02	2.92%	104,107.02	3.00%
115,659.64	2.84%	107,145.92	2.92%
118,847.31	2.76%	110,182.00	2.83%
122,038.92	2.69%	113,222.77	2.76%
125,224.63	2.61%	116,256.98	2.68%
128,416.24	2.55%	119,296.81	2.61%
131,604.89	2.48%	122,332.90	2.54%
134,793.55	2.42%	125,369.92	2.48%
137,981.22	2.36%	128,407.88	2.42%
141,173.81	2.31%	131,446.77	2.37%
144,360.50	2.26%	134,482.86	2.31%
147,552.11	2.21%	137,520.82	2.26%
150,739.78	2.16%	140,556.90	2.21%
153,927.45	2.11%	143,597.67	2.16%
157,117.09	2.07%	146,459.41	1.99%
160,306.57	2.03%	149,124.97	1.82%
163,496.67	1.99%	151,734.65	1.75%

ATTACHMENT A

**Newly Hired Employees**

HS		MS	
Dean	% step	Dean	% step
99,711.00		91,958.00	
102,901.75	3.20%	94,996.90	3.30%
106,091.71	3.10%	98,032.04	3.19%
109,280.36	3.01%	101,070.94	3.10%
112,469.02	2.92%	104,107.02	3.00%
115,659.64	2.84%	107,145.92	2.92%
118,847.31	2.76%	110,182.00	2.83%
122,038.92	2.69%	113,222.77	2.76%
125,224.63	2.61%	116,256.98	2.68%
128,416.24	2.55%	119,296.81	2.61%
131,604.89	2.48%	122,332.90	2.54%
134,793.55	2.42%	125,369.92	2.48%
137,981.22	2.36%	128,407.88	2.42%
141,173.81	2.31%	131,446.77	2.37%
144,360.50	2.26%	134,482.86	2.31%
147,552.11	2.21%	137,520.82	2.26%
150,739.78	2.16%	140,556.90	2.21%
153,927.45	2.11%	143,597.67	2.16%
157,117.09	2.07%	146,459.41	1.99%
160,306.57	2.03%	149,124.97	1.82%
163,496.67	1.99%	151,734.65	1.75%