

HALF HOLLOW HILLS CENTRAL SCHOOL DISTRICT

AGREEMENT BETWEEN THE BOARD OF EDUCATION

And

HALF HOLLOW HILLS PARAPROFESSIONAL ASSOCIATION

JULY 1, 2021 – JUNE 30, 2025

Table of Contents

	Page
Article 1- Union Recognition.....	1
Article 2- Management Rights.....	2
Article 3- Entire Agreement.....	2
Article 4- No Strike.....	2
Article 5- Negotiations Procedure.....	3
Article 6- Union Rights.....	3
Letter of Assignment.....	5
Sick/Personal Days.....	5
Sick Day Buy Back.....	6
Retirement Buy Back.....	6
Bereavement.....	6
Leave of Absence.....	7
Released Time.....	8
Article 7- Grievance Procedure.....	8
Article 8- Evaluation.....	10
Article 9- Layoff/Recall.....	11
Article 10- Vacancies and Transfers.....	12
Article 11- Insurance.....	12
Retirement.....	14
Waiver.....	14
Long Term Disability.....	15
Short Term Disability.....	15
Dental.....	15
Article 12- Salary.....	15
Holidays.....	16
Equalized Pay.....	16
After School Clubs and Activities.....	17
ABA.....	17
IPC/Toilet Stipend.....	17
Longevity.....	18
Professional Development.....	18
Jury Duty.....	19
Professional Degrees.....	19
Article 13- Savings Clause.....	20
Article 14- Lunchroom Coverage.....	20
Article 15- Duration.....	21
Article 16- Taylor Law.....	22
 <u>Appendix</u>	
Dues Authorization Card.....	23
Salary Schedule.....	24
Placement on Salary Schedule.....	25

AGREEMENT by and between the undersigned, HALF HOLLOW HILLS CENTRAL SCHOOL DISTRICT, Dix Hills, New York (hereinafter referred to as the "District") and the HALF HOLLOW HILLS PARAPROFESSIONAL ASSOCIATION, Commack, New York (hereinafter referred to as the "Union") dated this 1st day of July, 2021, wherein it is mutually agreed as follows:

ARTICLE 1 - UNION RECOGNITION

- A. The District recognizes the Union as the bargaining representative for the bargaining unit hereinafter more particularly described, which Union was duly recognized as such by resolution of the District dated the 23rd day of October, 1978. Said resolution, to the extent it is not inconsistent with the terms and provisions of this Article 1, is incorporated by referenced herein.
- B. The bargaining unit shall be defined as follows and shall include only those individuals holding positions requiring work of at least ten hours per week in any one of the following included job titles:
 - 1. Inclusions: Including but not limited to Attendance, Classroom, Clerical, Computer room, Copy room, Library, Perceptual Motor, Special Education, Reading, Math, Testing and Health Office Paraprofessionals.
 - 2. Exclusions: Lunchroom Monitors, Special School Monitors.
 - 3. Nothing herein above mentioned shall be construed as a guarantee of the number of hours of employment for the job titles listed. The District reserves the right to fill temporary positions without the ambit of this agreement. (Temporary position is defined to mean a position to be filled for no more than forty working days, unless otherwise agreed.)

ARTICLE 2 - MANAGEMENT RIGHTS

The District retains full responsibility for and sole right of management of the District, its affairs and property including, but without limitation, the right to supervise and direct the working forces unless otherwise expressly limited by the terms and provisions of this Agreement.

ARTICLE 3 - ENTIRE AGREEMENT

The Union acknowledges that during the negotiations which preceded this Agreement it had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective negotiations and that the understandings and agreements arrived by the parties after exercise of the foregoing right by the Union, are expressly set forth in this Agreement; and the Union acknowledges that this contract shall constitute the sole, complete and entire agreement, concerning such subjects or matters of collective bargaining between the parties.

ARTICLE 4 - NO STRIKE

The Union agrees that neither it, nor any of the unit members in the bargaining unit covered by this Agreement will engage in, participate in, assist, nor urge, or incite any strikes, slowdowns, walkouts, job action or stoppage of work, or any other kind of activity that interferes with or interrupts the District's operations and activities. Notwithstanding the termination date of this Agreement, this clause shall remain in force and effect for a period of one year after said termination date.

ARTICLE 5 - NEGOTIATIONS PROCEDURE

No later than January 15, of the last year of this Agreement, the parties will enter into good faith negotiations leading to a successor to this Agreement. The parties agree to make available to each other data necessary for the drafting of proposals and counter-proposals.

ARTICLE 6 - UNION RIGHTS

A. Visitation

Representatives of the Union may, after signing in, visit members of their organization during the time unit members are not on duty.

B. School Buildings and Facilities

The Union shall have the right to request the use of school buildings for its meetings pursuant to applicable Board of Education policy, and subject to the approval of the Board of Education.

C. Right of Consultation

The Union shall have reasonable opportunity to discuss with the Superintendent, or a designee, matters of mutual concern and interest.

D. Right to Post Notices

The Union shall have the right to post notices concerning the activities of the Union on space made available in the main office.

E. Right to Distribute Materials

The Union may, through its building representatives or their designees, distribute materials dealing with proper and legitimate business of the Union through members' mail boxes, if any, and the inter-school mail so long as said distribution does not interrupt the business of the school District.

F. During the month of October of each school year, the Superintendent will

provide the President of the Union with a complete list of members of this unit, and school assignments and titles.

G. Dues Deductions

1. The District will notify the Association of the starting date, building and assignment of all new employees eligible for membership in the Association within 5 school days of start date.
 - a. Members shall be entitled to have membership dues for the Association and its affiliates collected via payroll deduction. Such authorization shall continue from year to year unless revoked in writing by the member. Upon receipt of a written authorization from the member directing payroll deduction, the District shall deduct and remit the biweekly dues from the regular salary of each employee. For new hires, such deduction is to begin as soon as practicable – no later than 30 days – after the effective date of employment, provided written authorization for payroll deduction has been received.
 - b. Should a member who has authorized dues deduction be removed from the District’s payroll or placed on a voluntary or involuntary unpaid leave, such employee’s membership in the Association shall be continued upon his or her return to the payroll.
2. The Association will certify to the Board, in writing, the current rate of the membership dues of the Association named in Section A above.
3. No later than October 30 of each year, or as soon thereafter as is practical, the Board will provide the Association with a list of those employees who have voluntarily authorized the Board to deduct dues

for the Associations named in Section A above. The Board will notify the Association of any changes in said list.

4. Any member desiring to have the Board discontinue the deduction he/she has authorized must notify the Board and the Association concerned in writing within the window period of August 1-31 for that year's dues. In the event an employee notifies the District that he or she has revoked his or her membership from the Association, irrespective of payroll deduction status, the District must notify the Association of the member's statement within two (2) business days of the notice provided by the employee to the District."

H. A letter indicating anticipated assignments for the next school year will be given to each unit member prior to June 30th.

I. Sick Leave

Absence of a unit member from duty during the school year (July 1st through June 30th of the next year) resulting from personal accident or personal illness shall be considered "sick leave of absence."

1. Sick leave can be used for personal illness and/or family illness.
2. Any unit member who is absent for ten or more days in any one school year, over and above their sick leave accumulation, shall be subject to dismissal according to law and the procedures therein set forth.
3. Sick and personal leave will be as follows: unit members who have completed four years or more as of September 30th of the current year will receive an entitlement of ten days, two of which may be used for personal business. Unit members with fewer than four years as of September 30th of the current year will receive an entitlement of seven days, two of which may be used for personal

business. New unit members will not be entitled to sick or personal leave for the first sixty days of employment. Sick leave entitlements shall be prorated, i.e. 0.6 credits shall be awarded per month. New unit members must be employed by the 10th of each month to be entitled to the 0.6 credit for that month.

4. Unused sick leave days can be accumulated from year to year without limitation, but for personal sick leave or family illness only. Unused personal days will be accumulated as sick days.
5. Sick Day Buy-Back
 - a. Annual: Unit members who are absent five days or fewer, have already accumulated sixteen sick days, and are able to maintain said sixteen sick days after a sale of any sick days in excess of such sixteen days, shall be entitled to sell back to the District in any one year a maximum of ten or seven sick/personal days (as applicable based on years of service) of the prior school year's sick and personal day entitlement. The buy-back will be at the current daily rate of pay of such salary of the unit member.
 - b. Retirements: Unit members who have completed a minimum of ten years of service as a paraprofessional in the Half Hollow Hills CSD shall, upon separation from the District, be entitled to receive payment for their unused sick days at the rate of one day's pay for each three unused sick days. Effective July 1, 2018 and thereafter, the minimum service requirement for eligibility for the above benefit shall be fifteen years of service as a paraprofessional in the Half Hollow Hills CSD.
6. That for all absences due to a death of a spouse, child, parent, brother, sister, mother-in-law or father-in-law, grandmother,

grandfather, grandchild, brother-in-law or sister-in-law or person in loco parentis, a maximum of five days per occurrence shall be allowed and not charged against sick leave.

7. The Board of Education or the Superintendent of Schools shall have the right to request a medical certificate for any sick leave absence of two or more consecutive days. Application for sick leave shall be in accordance with the then current Board regulations requiring timely notice to the supervisor.

J. Leaves

1. A unit member may request an unpaid child care leave of absence. Where the request for child care leave is received by the District at least thirty days prior to the effective leave, such leave may extend for the balance of the school year, if requested. In the event the unit member fails to provide thirty days prior notice, said leave shall be for a period of sixty working days. In unusual cases, the sixty day limit may be extended.

Unit members will also be granted family care leave under the same conditions as above described, at the discretion of the Superintendent.

2. The granting of leaves without pay shall be at the sole discretion of the Superintendent. The fact that the Superintendent has in the past allowed leaves without pay shall not be considered in future consideration or be deemed a past practice.
3. The Family Medical Leave Act ("FMLA"), shall be based on a rolling 12-month period.
4. Unit members who have completed at least one year of service with the District, who are enrolled in a matriculating program as part of

pursuing a career in education, and who as part of that program must complete a practicum, shall be entitled to a leave of absence in order to complete that practicum work. Members returning to active service after said leave shall retain all benefits and wages accrued prior to the leave, including but not limited to steps and sick days. Members off of payroll for half a year or longer will not advance a step the following year.

- K. The Union will also receive prior notification of changes in the paraprofessional staff (i.e., closing of buildings, elimination of programs).
- L. Released time shall be granted for official delegates to attend NYSUT, AFT, and AFL-CIO and retirement conferences. Unit members can be included in the twenty Association days allotted in the Teachers' Contract, to be used for Association business, not to exceed a total of four individuals on any particular day. The Association shall reimburse the District for the cost of per diem substitutes, if employed.
- M. The Paraprofessional Vice President of the Association shall be provided one period, up to a maximum of 45 minutes daily, to conduct union business. The Association shall reimburse the district for 45 minutes per day at rate set forth in Step 1 on the attached Salary Schedule.

ARTICLE 7 - GRIEVANCE PROCEDURE

- A. Definition of Grievance - Grievance shall mean a claimed violation or misinterpretation of an express provision of this Agreement.
- B. Time Limitation - No grievance will be entertained unless it is forwarded at the first stage in writing thirty working days after the unit member knew or should have known of the act or condition upon which the grievance is

based. (In no event will a grievance be entertained following sixty working days of the date of the occurrence of the act or condition upon which the grievance is based).

- C. First Stage - The aggrieved unit member shall present the grievance to his/her immediate supervisor, in writing. The immediate supervisor shall render his/her determination to the aggrieved unit member within five working days of receipt of the written grievance. If such grievance is not satisfactorily resolved at this stage, the aggrieved unit member may proceed to the second stage. If the grievance affects unit members in more than one building, same may be commenced at the Superintendent's level.
- D. Second Stage - If the grievant or the Union is not satisfied at the first stage, the aggrieved unit member or the Union may appeal the determination to the Superintendent of Schools within five working days of receipt of the decision at the first stage. Thereafter, the Superintendent of Schools shall schedule a meeting with the aggrieved unit member and/or the Union to review the grievance within fifteen working days of receipt of the request for appeal.
- E. Third Stage -
 - 1. If the unit member or the Union is not satisfied with the decision at Stage 2, the unit member or the Union will file an appeal in writing with the Board of Education within fifteen working days after receiving the decision at Stage 2.
 - 2. Within ten working days after receipt of an appeal, the Board shall hold a hearing on the grievance. The hearing shall be conducted in executive session, and the aggrieved party and/or the Union may be in attendance and may orally supplement the written grievance.

3. Within five working days after the conclusion of the hearing, the Board of Education shall render a decision in writing, and serve it upon the grievant and the Union.

F. Fourth Stage -

1. If the Union is not satisfied with the decision at Stage 3, the grievance may be submitted to an arbitrator for hearing and recommendation as provided below, by written notice to the other party within fifteen working days of the decision at Stage 3.
2. Within five working days after such written notice, the Board and the Union will agree upon a mutually acceptable arbitrator. If the parties are unable to agree, a request for appointment may be made to the American Arbitration Association (A.A.A.) by either party.
3. The rules of the American Arbitration Association will apply insofar as they relate to procedure and selection of arbitrator.
4. The arbitrator shall limit his or her decision strictly to the alleged violation of the express provisions of the agreement submitted to him or her, and shall be without power or authority to make any decision contrary to, or inconsistent with, or modifying, violating, or varying in any way, the terms and provisions of this agreement or applicable law.
5. A decision of the arbitrator shall be accepted as final and binding by all parties to the arbitration.
6. Cost of the arbitration and arbitrator shall be borne equally by the Board and the Union.

ARTICLE 8 - EVALUATION

A. Principles

1. Formal observation of the work performance of any unit member

shall be conducted upon notice to the unit member. Unit members can be observed, where possible, simultaneously with the teacher to whom they are assigned.

2. If discipline procedure goes beyond the building level, then a unit member may request that a representative of the Union be present.

B. Report Procedure

All formal observations and evaluation reports will be discussed with the individual, preferably within two weeks. The unit member will receive a copy of such reports and may respond hereto within two weeks after receipt, which response will be attached to the report.

C. Personnel File

1. Upon request, each unit member shall have access to his or her personnel file in the District-wide Administration Office during regular business hours. The unit member shall be permitted to make copies of documents in his or her file other than "prior to employment materials" at the prevailing rates at the Central Administration Building. The unit member shall be entitled to be accompanied by a representative of the Union when examining his or her file.
2. If any material is to be placed in a file, it must be shown to the unit member before it may be placed in said file.

ARTICLE 9 - LAY-OFF AND RECALL

Unit members shall be laid off in reverse order of seniority provided the retained unit member can efficiently perform the duties of the assignment. Recall shall be affected in order of seniority, provided the recalled unit member can efficiently perform the duties of the assignment, and provided further, that said

unit member is recalled within two years of lay-off, and further, that said recalled unit member agrees to accept the assignment within ten days of notice of assignment.

Seniority for the purpose of this Article shall be defined as length of service in the District in a position covered by this Agreement and as indicated in a seniority roster to be supplied to the Union.

ARTICLE 10 - VACANCIES AND TRANSFERS

- A. All vacancies shall be posted on the space made available in each building with a copy of the posting sent to the Union. Vacancies for non-special education assignments that arise during July and August will be emailed to members.
- B. Unit members shall apply in writing for posted vacancies. Consideration must be given to existing unit member personnel. The applicants will be notified in writing of the appointment.
- C. Whenever involuntary transfers between buildings are necessary, if feasible the unit member will be advised at least ten days in advance and given the reason in writing.

ARTICLE 11 – INSURANCE

- A. Health Insurance
 - 1. Unit members who work thirty or more hours per week and who are not enrolled elsewhere are eligible to sign up for health insurance. Unit members enrolled in District health insurance as of May 27, 2016 shall not have their eligibility for coverage denied based on working less than thirty hours provided they continue to work at their current level of hours.

2. For members hired prior to July 1, 2021:

For unit members whose base salary is less than \$60,000, the Board of Education shall assume 85% of the cost of the Empire Core Plus Enhancements Plan. For unit members whose base salary is \$60,000-\$100,000, the Board of Education shall assume 80% of the cost of the Empire Core Plus Enhancements Plan. For unit members whose base salary is more than \$100,000, the Board of Education shall assume 75% of the cost of the Empire Core Plus Enhancements Plan. For unit members enrolled in H.I.P., the District shall contribute the same dollar amount towards that plan's premium as it does towards the Empire Core Plus Enhancements Plan.

3. For all unit members, regardless of hire date, for any healthcare plan which costs more than the Empire Core Plus Enhancements Plan, the District shall contribute the same dollar amount towards that plan's premium as it does towards the Empire Core Plus Enhancements Plan. For any healthcare plan which costs less than the Empire Core Plus Enhancements Plan, the District shall contribute the same percentage towards that plan's premium as it does towards the Empire Core Plus Enhancements Plan.

4. For members hired on or after July 1, 2021:

Only the NYSHIP Excelsior Plan or comparable plan the District and the Association jointly agree to make available will be offered to these bargaining unit members.

For unit members whose base salary is less than \$60,000, the Board of Education shall assume 85% of the cost. For unit members whose base salary is \$60,000-\$100,000, the Board of Education shall assume 80% of the cost. For unit members whose base salary is

more than \$100,000, the Board of Education shall assume 75% of the cost.

5. Unit members shall take into retirement the following employee contribution rates toward the cost of their health insurance as set forth by this Article.
 - a. Unit members who have completed 20 years of service to the District as of June 30, 2021 shall contribute 15% toward their health insurance in retirement.
 - b. Unit members who complete 20 years of service to the District shall contribute 20% toward their health insurance in retirement.
 - c. Unit members who complete 10 years of service to the District shall contribute 25% toward their health insurance in retirement.

6. Declination or Reduction of Coverage: A unit member may submit a waiver of coverage and shall be eligible to be paid on a yearly basis in accordance with the following schedule:
 - a. \$2,000 for waiver of family coverage
 - b. \$1,400 for waiver of individual coverage
 - c. \$1,000 for waiver to reduce coverage from family to individualPayment for the waiver of health insurance will be made in the second payroll in January for the prior six month period (waiver of healthcare from July 1 through December 31) and the second payroll in July for the prior six month period (waiver of healthcare from January 1 through June 30). To be eligible for either payment, the unit member must be employed through the end of that coverage period.

B. Disability Insurance

1. The District shall pay \$6700 toward the cost of Long Term disability insurance for the bargaining unit. However, if requested, the District has the right to see the policy and premium each year before payment is made.
2. The District shall pay up to \$37,000 annually for the cost of Short Term Disability insurance for the bargaining unit. The Association shall provide accounting of the payouts for each year during the month of July. Funds not used in any given year shall be applied toward the cost of the plan for the following year, with the District paying the difference between the amount brought forward and the cost of the plan for that year. The District will not pay more than \$37,000 each year.

- C. Dental: The District shall pay up to \$15,000 annually for the cost of a Group Discount Dental plan for the bargaining unit. The Association shall provide accounting of the payouts for each year during the month of July. Funds not used in any given year shall be applied toward the cost of the plan for the following year, with the District paying the difference between the amount brought forward and the cost of the plan for that year. The District will not pay more than \$15,000 each year.

ARTICLE 12 - SALARY

- A. Unit members shall work on Superintendent's Conference Day(s) prior to the first day of school, as well as any additional Superintendent's Conference Day during the school year. Unit members working on conference/in-service days shall be paid at their regular rate of pay for the

number of hours worked. If, however, the conference/in-service day is shorter than their regular work day, the unit member shall not suffer a reduction in pay for those days.

- B. Unit members will receive compensation for the regular hours worked for holidays according to the following:

Year of Service	Number of Holidays	Holidays
1 st partial year (hired after first day of school)	1	Christmas
1	2	Christmas, New Year's Day
2	4	Thanksgiving, Christmas, New Year's Day, Memorial Day
3	5	Thanksgiving, Christmas, New Year's Day, Memorial Day, Martin Luther King Jr. Day
4	8	Labor Day, Columbus Day, Veterans Day, Thanksgiving, Christmas, New Year's Day, Martin Luther King Jr. Day, Memorial Day
5	9	Labor Day, Columbus Day, Veterans Day, Thanksgiving, Christmas, New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day

- C. Unit members who have completed three full years of service shall, beginning with the start of the next school year, receive their salary on the basis of 21 equal payments, subject, however, to possible future deductions. All additional monies for chaperoning, coverages, extra hours worked and changes in the numbers of hours worked, etc., will be paid as earned. In June of each year, eligible members will have the opportunity to opt in or out of an equalized pay schedule for the following school year by submitting a written request to the Payroll Office. There will be no changes

from July 1 through June 30, for that current year. If no changes are requested, the current status will continue.

- D. Unit members providing Home ABA Extended Day hours based upon the recommendation of the Committee on Special Education shall be compensated at the rate set forth on Step 23 of the attached Salary Schedule. All other afterschool clubs and activities will be compensated at the unit member's hourly rate. Unit members appointed to stipended positions as coaches or club advisors or assigned to chaperoning duties covered by the Teachers' contract will be compensated at the rate noted in the Teachers' contract.
- E. Unit members (a) assigned to special classes with an 8:1:4 or 8:1:1 class ratio or (b) unit members responsible for toileting care shall receive a \$500 annual stipend over their regular salary. Toileting responsibilities shall include all of the toileting needs of the student including escorting to the bathroom, making sure the child is using bathroom facilities properly, placing the student on the toilet, wiping the student if necessary, changing and assisting to clean student if toileting accident occurs, assisting with menstrual needs, and assisting student in washing hands. Unit members will be provided with necessary training and supplies. It is understood that all unit members may be responsible for escorting students to the bathroom and making sure the child is using the bathroom facilities properly, but that such activities alone are not toileting care for which a stipend is paid. Stipends will be prorated for an assignment less than the full year. Such stipends shall be paid in the first pay period in June.
- F. Overtime rate of pay (i.e., one and one-half times the normal hourly rate) shall be paid for those hours of work performed beyond forty hours in a work week.

- G. If there is an emergency school closing, when employees are not required to report to work, and if the day is not made up, unit members not on equal payments will receive up to two days' pay for their regularly scheduled hours at the end of the school year.
- H. If there is a delayed opening or early dismissal, unit members will be paid for their assigned hours. In the event of a delayed opening, unit members are expected to arrive in time to prepare for the arrival of students.
- I. There will be 183 guaranteed work days.
- J. Any unit member who is required to travel for work related purposes shall be compensated at the mileage reimbursement rate in accordance with Board of Education policy.
- K. A unit member who completes ten years of continuous service in the District, and who works five or six hours per day, shall receive \$350 longevity on June 30th of that school year. A unit member who completes twelve years of continuous service in the District, and who works five or six hours per day, shall receive a total of \$500 longevity on June 30th of that school year. A unit member who completes fifteen years of continuous service in the District, and who works five or six hours per day, shall receive a total of \$650 longevity on June 30th of that school year. A unit member who completes twenty years of continuous service in the District, and who works five or six hours per day, shall receive a total of \$1,250 longevity on June 30th of that school year.
- L. Unit members will be required to complete five hours of paid professional development annually. The District shall publish the professional development courses available to the unit member no later than November 1 and February 1 each year. The District shall meet and confer with the Association President or the President's designee with respect to training course offerings. If, at the end of the school year, a unit member has failed

to attend the required number of hours of professional development training, the unit member's final paycheck for the school year will be reduced by \$100.

- M. Unit members shall be paid their regular daily pay while absent due to jury service.
- N. Salaries of unit members covered by this Agreement are set forth in the attached salary schedule.
- O. Unit members possessing an Associate's Degree shall be hired at Step Five on the salary schedule. Unit members' possessing a Bachelor's Degree or higher shall be hired at Step Six on the salary schedule. Any unit member employed by the District as of September 1999 on Step Five or above (excluding those who have obtained a step adjustment) shall receive an annual stipend of \$2000 for a Bachelor's Degree or higher, and \$1000 for an Associate's Degree. Stipends shall be paid in two equal separate check payments, one in February and one in June of each year. Any unit member employed by the District who, during the course of his/her employment, obtains either an Associate's Degree or Bachelor's Degree or higher, shall receive the same said stipend.
- P. All unit members are required to enroll in direct deposit.
- Q. Unit members must be hired prior to January 31st in order to be eligible to advance to the next salary step on the following July 1st."
- R. The paraprofessionals agree to be part of an automated sign-in / sign-out system where members shall be required to sign in at the commencement of the day and shall sign out at the end of the day only, for a total of two punches per day. Paraprofessionals will be provided a grace period or "swing time" of up to 10 minutes prior or after their assigned start time, before their wages are deducted for time worked. This does not grant the paraprofessionals permission to arrive to work past their scheduled start

time. The District and the Union will meet to discuss details prior to implementation.

ARTICLE 13 - SAVINGS CLAUSE

If at any time any provision of this Agreement shall be held by an appropriate court or Administrative agency to be illegal, said provision shall no longer be in effect. The remainder of the Agreement, however, shall remain in full force and effect.

ARTICLE 14 - LUNCHROOM COVERAGE

- A. In the event of the absence of an elementary lunchroom monitor and the unavailability of a substitute, a unit member may be asked to assist in the lunchroom at no extra pay. Such utilization of a unit member will be on an emergency basis only. In no event shall a unit member work more than twenty days per school year in that capacity. The scheduling of unit members to the lunchroom in each elementary building will be determined by the building administrator in consultation with the senior building representative. The District shall make every effort to hire substitute lunchroom monitors.
- B. Kindergarten unit members shall be required to supervise their kindergarten class in the cafeteria each day. Such coverage shall be supervisory, and shall not include monitor duties.
- C. One-on-one unit members shall be required to attend lunch with their student. The one-on-one unit member's responsibilities shall be those regularly associated with his/her assigned student.
- D. Elementary special education unit members shall be required to supervise their regularly assigned class during the lunch period. Such coverage shall be supervisory, and shall not include monitor duties.

ARTICLE 15 - DURATION

The term of this Agreement shall commence July 1, 2021 and shall cover and apply to members of the bargaining unit still in the employ of the School District on June 30, 2025. Said Agreement shall continue in force and effect until June 30, 2025.

ARTICLE 16 - TAYLOR LAW §204-a NOTICE

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUND THEREFOR SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals the day and year first above written.

HALF HOLLOW HILLS
PARAPROFESSIONAL ASSOCIATION



Richard Haase
President, HHH Teachers Association



Lori Levine
Paraprofessional Representative

BOARD OF EDUCATION
HALF HOLLOW HILLS CSD



David Kaston
President

DUES AUTHORIZATION CARD

NAME _____

ADDRESS _____

I hereby request and authorize the Board of Education of Half Hollow Hills Central School District of Huntington and Babylon, Suffolk County, New York, to deduct from my earnings and transmit to the UNION below, an amount sufficient to provide for regular payment of the membership dues as certified by such UNION in equal payments over the remainder of the school year. I hereby waive all right and claim I might have against the Board of Education, its officers and unit members for said monies so deducted and transmitted in accordance with this authorization, and relieve the Board and all of its officers and unit members from any liability therefore.

Organization: _____

Dated: _____

Paraprofessional's

Signature _____

PARAPROFESSIONALS ASSOCIATION SALARY SCHEDULE

STEP	2021-2022		2022-2023		2023-2024		2024-2025	
1	\$	16.50	\$	17.25	\$	18.00	\$	18.75
2	\$	16.91	\$	17.68	\$	18.45	\$	19.22
3	\$	17.34	\$	18.12	\$	18.91	\$	19.70
4	\$	17.77	\$	18.58	\$	19.38	\$	20.19
5	\$	18.21	\$	19.04	\$	19.87	\$	20.70
6	\$	18.67	\$	19.52	\$	20.37	\$	21.21
7	\$	19.13	\$	20.00	\$	20.87	\$	21.74
8	\$	19.61	\$	20.50	\$	21.40	\$	22.29
9	\$	20.10	\$	21.02	\$	21.93	\$	22.85
10	\$	20.61	\$	21.54	\$	22.48	\$	23.42
11	\$	21.12	\$	22.08	\$	23.04	\$	24.00
12	\$	21.65	\$	22.63	\$	23.62	\$	24.60
13	\$	22.19	\$	23.20	\$	24.21	\$	25.22
14	\$	22.75	\$	23.78	\$	24.81	\$	25.85
15	\$	23.31	\$	24.37	\$	25.43	\$	26.49
16	\$	23.90	\$	24.98	\$	26.07	\$	27.16
17	\$	24.49	\$	25.61	\$	26.72	\$	27.83
18	\$	25.11	\$	26.25	\$	27.39	\$	28.53
19	\$	25.73	\$	26.90	\$	28.07	\$	29.24
20	\$	26.38	\$	27.58	\$	28.78	\$	29.97
21	\$	27.04	\$	28.27	\$	29.50	\$	30.72
22	\$	27.71	\$	28.97	\$	30.23	\$	31.49
23	\$	28.41	\$	29.70	\$	30.99	\$	32.28

Placement on Salary Scale Effective July 1, 2021

Unit members on Schedule A	
Current	New
11	15
12	16
13	18
14	19
15	19
16	19
17	20
18	20
19	21
20	22

Unit members on Schedule B	
Current	New
1	1
2	1
3	1
4	3
5	3
6	4
7	5
8	6
9	7
10	7
11	8
12	9
13	10
14	10