

## **MEMORANDUM OF AGREEMENT**

The authorized representatives of the Board of Education of the Malverne Union Free School District ("District") and the Malverne Security Association ("Association") have negotiated in good faith with respect to the terms and conditions of employment of the members of the security bargaining unit. Except as provided below, the terms and conditions contained in the parties' 2018-2021 collective bargaining agreement shall remain in effect. The members of the negotiating teams hereby acknowledge their obligations under the Taylor Law to affirmatively recommend to their respective constituencies approval of this Memorandum of Agreement.

### **Term:**

July 1, 2021 through June 30, 2025.

## **Contract Amendments (In Order)**

### **Article II(B). "Grievance Procedure"**

- Under the subsection "Level Four: Board of Education," amend subparagraph (B) to state as follows:

*"B. Upon receipt of a copy of the appeal to the Board of Education, the Superintendent shall transmit his/her decision and the arbitrator's opinion to the board. At the next scheduled Board meeting after receiving the written grievance, the Board shall meet with the aggrieved person and/or his/her representative in executive session for the purpose of resolving the grievance."*

### **Article III(C). "Work Year and Hours"**

- Add the following language at the end of Article III(C):

*"Commencing in the 2022-2023 school year, all unit members shall receive an additional paid holiday for Martin Luther King, Jr. Day."*

### **Article IV(A). "Compensation"**

- Delete the existing 2018-2021 hourly rate information in Article IV(A) and replace it with the following:

<i>"Effective July 1, 2021:</i>	<i>Security Guards</i>	<i>\$20.00 per hour</i>
	<i>Lead Security Guard:</i>	<i>\$24.00 per hour</i>

<i>Effective July 1, 2022:</i>	<i>Security Guards</i>	<i>increase by 2.0%</i>
	<i>Lead Security Guard:</i>	<i>increase by 2.0%</i>
<i>Effective July 1, 2023:</i>	<i>Security Guards</i>	<i>increase by 2.0%</i>
	<i>Lead Security Guard:</i>	<i>increase by 2.0%</i>
<i>Effective July 1, 2024:</i>	<i>Security Guards</i>	<i>increase by 2.0%</i>
	<i>Lead Security Guard:</i>	<i>increase by 2.0%</i>

#### **Article IV(D). "Compensation"**

- Add the following new language to the end of Article IV(D):

*"Effective upon ratification of this agreement, all unit members shall receive their direct deposit pay stub via e-mail only, sent to each unit member's Malverne UFSD e-mail address."*

#### **Article IV(E). "Miscellaneous" (New Section)**

- Add new Article IV(E) to the agreement containing the following language:

*"E. All unit members will be issued a vest with reflective safety stripes for visibility in the field and on outside detail, or to wear as directed by the District."*

#### **Article V(A)(iv). "Sick and Personal Days"**

- Amend subsection (iv) of Article V(A) to state the following:

*"Unit members may accumulate up to 30 sick days."*

#### **Article VII(D). "Miscellaneous"**

- Delete the final sentence in Article VII(D) and replace it with the following new language:

*"The District and Union will consult yearly at a mutually convenient time regarding which training courses the District will provide. The District may also assign additional virtual or online training activities that shall be completed individually during designated working hours, on a schedule and timeline set by the administration."*

Article IX. "Duration"

- Amend Article IX to set a contract term from July 1, 2021 through June 30, 2025.

Dated: Malverne, New York  
March 9<sup>th</sup>, 2022

For the District:



Dr. Lorna R. Lewis  
Superintendent of Schools

For the Association:



Russell Myers  
Unit President

