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Title: **Heuvelton Central School District and Heuvelton Central School Support Personnel Unit 8419, St. Lawrence County Educational 873, CSEA, Local 1000, AFSCME, AFL-CIO (2000)**

Employer Name: **Heuvelton Central School District**

Union: **Heuvelton Central School Support Personnel, CSEA, AFSCME, AFL-CIO**

Local: **Support Personnel Unit 8419, St. Lawrence County Educational 873, Local 1000**

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HEUVELTON CENTRAL SCHOOL DISTRICT

NEGOTIATED AGREEMENT WITH THE

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.,

LOCAL 1000, AFSCME, AFL-CIO

**HEUVELTON CENTRAL SCHOOL SUPPORT PERSONNEL
UNIT 8419, LOCAL 873**

July 1, 2000 – June 30, 2003

RECEIVED

DEC 05 2006

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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ARTICLE I – RECOGNITION AND ASSOCIATION RIGHTS

Section 1

The Heuvelton Central School District (The Employer) recognizes Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-C10 Unit of the St. Lawrence County Educational Local 873 as the exclusive representative for collective negotiations with respect to salaries, wages, hours and all other terms and conditions of employment for the employees in the bargaining unit as defined in Article II.

Section 2

The Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-C10 Heuvelton Central School Support Personnel, Unit 8419, Local 873 (The Association) affirms that it does not assert the right to strike against the employer, to assist or participate in any such strike or to impose an obligation upon its members to conduct or to participate in such a strike.

Section 3

Monthly meetings of the Association, will be held after 6:00 p.m. with no loss of time to employees. Further stipulated that meetings will not be scheduled at a time that conflicts with major events, i.e. basketball games, PTA, etc.

Section 4

The Association, and its designated agents, shall have the sole and exclusive right to access to members of the bargaining unit during working hours to administer this Agreement and to explain Civil Service Employees Associations sponsored benefits and programs.

The employer agrees that no other representative or organization offering benefits or programs similar to those offered or sponsored by the Civil Service Employees Association, Inc., shall be provided access to bargaining unit employees. The employer further agrees that it will not permit any other organization or union to hold meetings for the purpose of discussing terms and conditions of employment, or be provided meeting space, on property or premises owned or occupied by the Heuvelton School District.

Section 5

On the effective date of this Agreement, the employer shall supply to the Association a list of all employees in the bargaining unit showing the employee's full name, home address, item number, job title, work location, membership status, insurance deduction and first date of employment. Such information shall hereafter be provided to the Unit on a yearly basis.

The employer shall supply to the Association on a monthly basis the name, item number and work location and date of hire of all new employees. In addition, the employer shall supply a listing of employees, showing the item number and work location, who terminate their employment.

ARTICLE II – COLLECTIVE BARGAINING UNIT

The Association, shall consist of all full-time and regular employees who work less than 20 hours per week; except the head mechanic, head custodian, cafeteria manager, and the Superintendent's secretary.

Any employee who serves as Clerk of the Board of Education shall be excluded from the bargaining unit during their term of office as Clerk. Such employee may continue dues deductions, but will not be represented as a bargaining unit member.

ARTICLE III – INSURANCE

Section 1

Health Insurance Coverage, including dental coverage (Option 1) to be provided and maintained by the Board of Education.

The current health insurance plan is the St. Lawrence-Lewis School Employees' Healthcare Plan.

Section 2

For all current and future support employees covered by this Agreement:

- a) Full time (defined as working a minimum of thirty (30) hours per week):

District will pay cost for:

- 100% individual coverage for health and dental insurance;
- 100% dependent coverage for health insurance;
- 75% dependent coverage for dental insurance.

- b) Half time (defined as working a minimum of fifteen (15) hours per week) and All current bus drivers (employed as of 2/1/93) and not having resigned/retired, working less than 30 hours per week (to be named specifically):

- | | |
|---------------------|------------------|
| Ashlaw, Donald | Rickett, Walter |
| Bellinger, Beatrice | Spaman, Shari |
| Duvall, Cecil | Thompson, Linda |
| Howes, James | VanKirk, Linda |
| | Willard, Mildred |

District will pay costs of:

- 100% individual coverage for health and dental insurance;
- 50% dependent coverage for health and dental insurance.

Memorandum of Agreement

Regarding the St. Lawrence-Lewis Counties
School District Employees Medical Plan

Between

Heuvelton Central School District

(District)

and

Heuvelton Central School District Support Personnel

(Local Union)

Unit 8419, Local 873

1. Pending ratification by both the unit membership and the Board of Education, the parties to this agreement hereby agree to participate in the St. Lawrence-Lewis Counties School District Employees Medical Plan, as set forth in the Group Health Plan Document Summary Plan Description, revision dated April 28, 2000. This plan will take effect as of June 1, 2000, and will replace entirely any and all plans of the same name heretofore in existence.
2. District proposals for increased employee premium contributions, prior to negotiations for contracts which will be implemented on or after July 1, 2004, are prohibited.
3. Prescription drug co-payments will increase by \$1 for generic drugs and by \$2 for brand name drugs every time the cumulative cost of the consortium's prescription drug program increases by 20% over the June 1, 1999 – May 31, 2000 base period amount and again from each time they are subsequently adjusted. Prescription costs will be totaled at the end of each month for the immediately preceding twelve-month period said total must be at least 20% higher than any prior total which was used as an adjustment base in order for an increase in the co-payments to occur. Such indexing will be implemented until, and only until, June 30, 2004, any final adjustment in co-payments will be made on or before June 30, 2004, using the cumulative prescription cost as of May 31, 2004 or earlier.
4. No benefit payable under the plan which is in existence on May 31, 2000, will be excluded from payment under the plan which takes effect on June 1, 2000. Any benefit not specifically addressed through this Agreement shall continue as a part of this Agreement.

5. There will be a transition period during which persons covered by the plan may transition from out-of-network providers to in-network providers, as follows:

If a covered person has been undergoing treatment with a primary care physician who is a non-participating provider within a sixty (60) day period prior to the effective date of the new plan, he/she will be allowed to continue with that provider until such time as the treatment is completed or 120 days, whichever is less. Benefits will be paid at network levels minus applicable co-payments for medically necessary services.

If a covered person has been undergoing treatment with a specialist who is a non-participating provider within a sixty (60) day period prior to the effective date of the new plan, he/she will be allowed to continue with that provider until such time as the treatment is completed or 240 days, whichever is less. Benefits will be paid at network levels minus applicable co-payments for medically necessary services

At the completion of the allowable period, if there is a network provider available to continue necessary services, and the covered person chooses to continue to utilize the non-participating provider, benefits will be paid at the out-of-network level, subject to deductible and coinsurance provisions.

The transition period shall also apply should a participating provider leave the network as outlined on page 4 of the Plan Overview.

6. Services provided by ancillary providers (such as providers of chiropractic care, physicians therapy and any other identifiable ancillary provider or sub-specialist) shall be treated as in-network benefits until such time as a mutually acceptable network has been established.
7. A covered person who is currently utilizing the service of a provider who does business in Clinton County, Essex County, or the southern part of Franklin County (including Lake Placid, Tupper Lake and Saranac Lake), may continue to utilize such services, the claims for which will be reimbursed on the same basis as would apply to in-network benefits, until such time as a satisfactory provider network has been established for the above-described area. To be deemed satisfactory, such network must include a minimum of 90% of the then-practicing providers whose services have been utilized by covered persons of this plan during the past two years, and whose charges to this plan have equaled or exceeded

\$1000 over the past two years. If such network does not rise to 90% minimum, it may also be deemed satisfactory if the Regional Bargaining Team determines it is. (The provisions contained in this paragraph seven (7) shall supersede those of paragraph five (5).)

8. An Evaluation Committee of at least as many employee representatives as District representatives will meet in September of 2000 to discuss and examine any concerns or questions which may have arisen as a result of the implementation of the restructured plan. Thereafter, similar meetings will be held at least every six (6) months.
9. One (1) union-appointed representative shall serve as a non-voting member of the Plan's Board of Directors.
10. Plan participants are guaranteed that network level benefits will be available to them if there are no participating providers within a reasonable distance of their home address.

In order to ensure the highest level of benefits, it is recommended that covered person(s) or a designated representative call the plan administrator prior to starting services. The Plan Administrator will assist the covered person(s) in locating a provider, and the covered person(s) will only be responsible for their co-payment for medically necessary services.

If a non-network provider is selected for services, and the provider has not been approved by the Plan Administrator, medically necessary services may be paid at the out-of-network benefit level, subject to deductible and coinsurance provisions.

11. Out-of-Area Coverage (National)

For out-of-area services, the Plan has contracted with large national provider network(s), to provide the covered person with the opportunity to receive in-network benefits for services performed in areas not within the network. If there are no in-network participating providers, or if there are not the appropriate in-network specialists in the area in which a covered person seeks services, in-network benefits shall be available at the discretion of the plan administrator.

If a covered person is undergoing treatment with a non-participating provider or specialist, the Plan shall make every effort to recruit said provider or specialist during the transition period, (see #5), and in the future as necessary to provide covered person(s) with a better choice of participating providers. (see pages 2 and 3 of the Plan Overview).

- 12. **Out-of-Area Coverage (International)**
In-network benefits shall be available to covered person(s) who undergo medically necessary treatment outside of the U.S.A. (see page 2 of the Plan Overview).
- 13. The Plan Document/Summary Plan Description does not supersede the collective bargaining agreements of participating districts and their local associations; nor does it preclude district-local association arrangements to the contrary.

Shirley Chive Unit Representative Gene B. Chambers District Representative

Date ratified: 5-25-00 Date ratified: 5-16-00

The foregoing Memorandum is the result of regional negotiations between the district and unit representatives and is presented, with the full support of those regional representatives, to participating districts and bargaining units for local ratification.

<u>Ray R. Hagan</u> Unit Representative	<u>Robert H. Bennett</u> District Representative
<u>Jacqueline Wood</u> Unit Representative	<u>Ray M. O.</u> District Representative
<u>Glenda Cowen</u> Unit Representative	<u>Ellen M. Magee</u> District Representative
<u>Jeffrey Schodoff</u> Unit Representative	<u>W. P. Bar</u> District Representative
<u>Dave Gordon</u> Unit Representative	

Date: 5-3-00 Date: 5-2-00

The undersigned parties have ratified the following Memorandum of Agreement and agreed to incorporate it into their collective bargaining agreement.

Gregory Chamber
For the School District

Shirley Clark
For the Union

5-25-00
Date

- c) Part Time (defined as working less than fifteen (15) hours per week):

No health or dental insurance coverage provided.

Section 3

Life Insurance equivalent to the present dollar amount of \$2,500 coverage to be provided and paid for by the Board of Education plus the opportunity to convert to ordinary life. The Board of Education and Support Personnel will each pay their share as set forth by the Insurance Policy.

Section 4

The District will provide opportunity for retired employees to obtain hospitalization on a contributory basis.

ARTICLE IV – LEAVES

Section 1 – Sick Leave

- a. Employees working a minimum of six (6) hours per day on a twelve (12) month basis fifteen (15) days per year, accumulative to 180 days.
- b. Employees working a minimum of six (6) hours per day on a ten (10) month basis twelve (12) days per year, accumulative to 150 days.
- c. Employees working less than six (6) hours per day on a ten (10) month basis seven (7) days per year, accumulative to 90 days.
- d. Five (5) sick days per year can be used for sickness in the family. Family includes spouse, children, parents or any relative residing under the same roof.
- e. A doctor's certificate may be required after three (3) consecutive days of absence.
- f. Employee will notify the Administrator as soon as possible before the beginning of his/her shift if he/she will be absent. Failure to do so may result in loss of pay.
- g. After and employee referred to in Section 1a, above, has reached the maximum 180 days accumulated sick leave, he/she shall be paid \$10 per day for any unused sick days accumulated over the 180 maximum in the year in which the additional days have been earned, but not used. The maximum number of days an employee can be paid for in a year is fifteen (15) days. The payment for these days will be made with the final check in June.

Section 2 – Personal Leave

- a. Employees working a minimum of six (6) hours per day on a twelve (12) month basis three (3) days per year (non-cumulative) not to be deducted from sick time.
- b. Employees working a minimum of six (6) hours per day on a ten (10) month basis two (2) days per year (non-cumulative) not to be deducted from sick time.
- c. Employees working less than six (6) hours per day on a ten (10) month basis one (1) day per year (non-cumulative) not to be deducted from sick time.
- d. Unused personal leave will accumulate to sick leave.
- e. Employees desiring to utilize a personal day will notify the administration in writing of his/her intention at least twenty-four (24) hours in advance except in cases of extreme emergency.
- f. Death in immediate family – spouse, parents, grandparents, son, daughter, sister, brother, father-in-law, mother-in-law, or anyone under the same roof, three (3) days off with pay, not to be deducted from sick or persona time. Further time beyond three (3) days may be granted if extenuating circumstances should prevail with prior approval of the administration and the Board of Education.

Section 3 – Jury Duty and Court Subpoena

- a. Jury Duty – all employees will be treated in accordance with the law.
- b. Witness – Time to be granted without loss of pay, and not to be considered personal leave, for appearing as a subpoenaed witness in court.

Section 4 – Leaves of Absence

Unpaid leaves of absence for personal reasons may be granted by the Board for periods of time of not less than six (6) months or more than one (1) year.

Section 5 – Holidays

Holidays – New Year's, Good Friday, Memorial Day, July 4th, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Day. Note: If holiday falls on Saturday or Sunday during school year, the school calendar will be followed in regards to the observance of the holiday. If holiday falls on Saturday or Sunday during a period of time when school is not in session, the day before or day after will be observed as set by the Board of Education and the administration. Twelve (12) month employees – if a holiday falls during a scheduled vacation, one (1) extra day for holiday.

ARTICLE V – RETIREMENT

Retirement Plan – Section 75G – contributions by the District as required by law.

ARTICLE VI – PERSONAL INJURY BENEFITS

When an employee is absent from school as a result of personal injury caused by an accident or an assault arising out of and in the course of his/her employment, he/she shall be paid his/her full salary (less the amount of any workers' compensation award made for temporary disability due to said injury) for the period of such absence, and no part of such absence shall be charged to his/her annual or accumulated sick time, with the stipulation that payment not exceed twenty-six (26) weeks.

ARTICLE VII – CONFERENCES

Permission for the President or Delegate to attend CSEA meetings or conventions, with a maximum of three (3) days off with pay.

ARTICLE VIII – DUES DEDUCTIONS

The Board of Education agrees to deduct CSEA dues from the salaries of its employees providing the employee submits the prescribed form required by the Civil Service Employees' Association. Dues to be deducted on a bi-weekly basis.

Such dues shall be remitted to the Civil Service Employees' Association, Inc., 143 Washington Avenue, Albany, New York 12210.

ARTICLE IX – PAYROLL POLICY

Section 1

All personnel will be paid every other Friday.

Section 2

Pay for all extra drivers – i.e., ball practice, extra trips, etc., will be added to salary check on next pay following month in which driving occurred.

Section 3

Any employee who has not taken all vacation time upon leaving employment shall be reimbursed for unused vacation time for the present school year.

Section 4

- a. Payroll deductions for Civil Service Life, Sick and Accident Insurance providing the requirements of insurance carrier can be met, i.e. proper percentage of the group of eligible employees are willing to sign up for this coverage.
- b. Payroll deduction for Civil Service Master Plan, provided the requirements of the insurance carrier can be met.
- c. All deductions will be made on every pay period basis.

Section 5

Custodian, cleaner, and mechanic overtime pay computed on the basis of 2080 working hours; overtime pay to be adjusted on pay period following period earned.

Section 6

Secretaries - Credit given from prior years' experience at the discretion of the Board of Education. Credit for previous experience given for experience in the specified area in which an opening occurs.

Section 7

Extra-curricular fund bookkeeping personnel will be paid \$800 not to be included in regular salary, if and only if this work is assigned to a unit member.

Section 8

When Federal Aid funds are in existence, the person assigned to this position shall receive a minimum amount of \$500 with the stipulation that time beyond the regular working hours may be required for this function.

ARTICLE X – GRIEVANCE PROCEDURE

a. Purpose

The purpose of this grievance procedure shall be to settle equitably and informally, if possible, at the lowest possible administrative level, disputes which may arise from time to time with respect to specific claims of violation, misapplication or misinterpretation of the terms of this Agreement.

b. Definition of Grievance

A grievance is a complaint by a support personnel or group of support personnel based upon an alleged violation or a variation from the provisions of this Agreement or the interpretation and application, thereof, or based upon a disciplinary action. A grievance shall be deemed waived unless a written grievance is filed at the first available stage within twenty (20) school days after the unit member knew or should have known of the act or condition upon which the grievance is based.

c. Steps in Resolving a Grievance

1. The support personnel will attempt to settle an alleged grievance with his/her immediate supervisor through discussion.
2. In the event the Step 1 is unsuccessful in resolving the grievance, the support personnel may file a written grievance on a form supplied by the Association. The form shall be filed in three (3) copies as follows: one (1) copy for the support personnel; one (1) copy for the Association; and, one (1) copy for the immediate supervisor. A written grievance shall be filed as soon as possible but in no event later than fifteen (15) days after occurrence of fact giving rise to the grievance or notice of such facts to the support personnel, whichever is later. Within three (3) days following the filing of a written grievance, a meeting shall take place between the immediate supervisor, the aggrieved support personnel and the local Association representative to attempt to resolve the grievance.
3. In the event Step 2 is unsuccessful in resolving the grievance, the Association may file a written grievance with the Superintendent within ten (10) days after the failure of Step 2. The Superintendent will meet with all parties involved in the grievance within seven (7) days after receiving written notice of a grievance to attempt to resolve the grievance.
4. In the event that Step 3 is unsuccessful in resolving the grievance, the Association will file an appeal in writing with the Board of Education within ten (10) days of receiving a decision at Step 3. Within ten (10) days after receipt of an appeal, the Board of Education shall hold a hearing on the grievance. Within five (5) days after the conclusion of the hearing, the Board of Education shall render a decision in writing on the grievance.
5. Unit members have the right to be represented by a CSEA representative at any stage of this procedure.

ARTICLE XI - SALARY

Section 1

Salary increase for 2000/2001, 2001/2002 and 2002/2003

- 3.0% base increase for each contract year for all covered employees with exception of those employed by the District prior to July 1, 2000 who fall below beginning salary level.
- Those employed by the District prior to July 1, 2000 who fall below beginning salary level will receive a base salary equal to the new beginning salary plus 3.0% of their previous year's base salary.

Section 2

- a. The rate for extra driving will be as follows: \$10.00 per hour.
- b. Meal Allowance - Effective upon signing of this Agreement, meal allowance shall be up to \$4.50 for lunch and up to \$8.00 for dinner. The driver must present a receipt for meals to be entitled to payment.
- c. Overnight Trips - The rates specified above shall apply only to driving time from the school to the principle destination and the return to the school. There shall be no compensation for non-driving time. Payment for other driving time shall be negotiated between the driver and the District before the trip.
- d. When a driver is not notified that an away trip is canceled due to an emergency and said driver comes from home and reports to work, he/she will be paid for two hours.

Section 3

Night differential for twelve (12) month employees - \$400

Section 3

Time Clock – present policy to remain in effect. Time cards punched prior to scheduled work time or later than scheduled dismissal time will be considered as being on the hour, unless special permission for overtime has been granted. All employees covered by this Agreement shall be required to use the time clock, with the exception of teacher assistants.

For Bus Drivers, time worked is to include:

- checking bus before and after trips;
- washing bus;
- fueling bus;
- and any and all duties pertaining to the preparation and maintenance of the assigned bus.

Section 4

CSEA Bulletin Board in the school, located where all support personnel will have access to it.

Section 5

Employees required to work on days school is closed due to inclement weather shall make every effort to report to work as soon as possible, and will work a regular eight (8) hour shift unless excused by the administration.

If employee fails to report, time lost will be deducted from personal leave or sick leave.

Section 6

In the event that lay-offs become necessary the seniority list will prevail in each department with temporary and part-time employees going first, then the least senior regular employee and so on up the list.

ARTICLE XIII – SECRETARIAL PERSONNEL

Section 1 - Hours

All secretaries and typist acting as receptionist work on a five (5) days per week basis. Hours are 8:00 a.m. to 4:15 p.m. daily under the regular school year. Forty (40) minutes for lunch, free to leave the building if so desired. Summer hours, five (5) days per week with one hour for lunch.

Secretaries	8:00 a.m. to 2:00 p.m.
Receptionist	9:00 a.m. to 3:00 p.m.

Section 2

Any new secretary hired by the Board of Education in any capacity must pass the necessary Civil Service Test in a satisfactory manner after having completed a six (6) month probationary period. The Civil Service Test should be taken as soon as it is available through the St. Lawrence County Personnel Office. If other standards established by the Board of Education are met, the Board of Education will, if possible, make a selection of secretaries from the eligible list, if one is available in the St. Lawrence County Personnel Office.

Section 3 - Vacations

- One (1) to ten (10) years of service – 2 weeks
- Ten (10) to twenty (20) years of service – 3 weeks
- Twenty (20) or more years of service – 4 weeks
- No more than three weeks of vacation may be taken during July and August

Same vacation days during the school year as school calendar for CSEA classified positions. Senior typist and Account Clerk may have to work during vacations as needed.

ARTICLE XIV – BUS DRIVERS

Section 1 – Seniority

- a. The assignment of all regular driving shall be consistent with the needs of the District and its pupils. Consideration will be given to seniority whenever possible and/or practical; however, the District reserves the right to assign, transfer, or reschedule all runs in a manner conducive to the effective and efficient operation of its mission. Once assigned to a regular run, a driver will not be changed during the course of the year except under extenuating circumstances, in which case the driver will be consulted prior to the change taking place.
- b. Drivers interested in driving extra trips will sign up by September 30th each school year in the head mechanic's office. Drivers interested will be listed in order of seniority and will follow a rotating schedule for all extra runs. If a driver refuses a trip, the opportunity to take said trip will be given to the next driver on the list.
- c. Section 1b, above, shall not apply to overnight trips. The District has the right to require each driver to drive one overnight trip per year, if volunteers are not available.
- d. Any regular driver should have preference for any additional runs over teachers and spare drivers and custodian-bus drivers; however, non-unit members may drive students to special events outside of the District if no more than 10 students are involved, no more than 25 times per year. (Summer band bus is not included in the 25 times per year.) If no regular bus driver or substitute is available, teachers or custodians may be allowed to drive regular or special runs.

Section 2 – Probation

Any new bus driver hired by the Board of Education shall be on a ninety (90) day probationary period.

Section 3

All bus drivers are to keep buses washed and gassed.

ARTICLE XV – CUSTODIAL PERSONNEL

Section 1 – Vacations

a. Custodians

- One (1) to ten (10) years of service – 2 weeks
- Ten (10) to twenty (20) years of service – 3 weeks
- Twenty (20) or more years of service – 4 weeks

First two (2) (three if entitled to four weeks) weeks to be taken during July or August; final week to be taken during the school year at the rate of not more than two (2) days in any one (1) week.

Additional vacations days – day before Christmas, day before New Year’s Day, and day after Thanksgiving. This provision shall not apply to the days before Christmas and New Year’s Day when Christmas or New Year’s Day fall on a Saturday or Sunday.

b. Cleaners

One (1) week during July or August. One (1) week during school year at the rate of not more than two (2) days in any one (1) week.

Section 2 – Hours

All custodial and cleaner hours to be left at the discretion of the Board of Education. Work week Monday through Friday – forty (40) hours. Punch out and in for one-half (1/2) hour lunch each day. Any overtime will be paid at time and one-half. One (1) custodian on every Saturday morning during the school year, except the months of July and August. If additional Saturday work is required, the employee who works Saturday morning shall have preference for this work. Custodian to remain on school premises. Summer hours are 8:00 a.m. to 4:00 p.m. including one-half hour for lunch, Monday through Friday.

Section 3

All custodians to learn how to operate boilers.

ARTICLE XVI – MECHANIS PERSONNEL

Section 1 – Vacation

One (1) to ten (10) years of service – 2 weeks
Ten (10) to twenty (20) years of service – 3 weeks
Twenty (20) or more years of service – 4 weeks

First two (2) (three if entitled to four weeks) weeks to be taken during July or August; final week to be taken during the school year at the rate of not more than two (2) days in any one (1) week.

Additional vacations days – day before Christmas, day before New Year's Day, and day after Thanksgiving. This provision shall not apply to the days before Christmas and New Year's Day when Christmas or New Year's Day falls on a Saturday or Sunday.

Section 2 – Hours

All mechanic personnel shall work on their present schedules during the school session. During the summer mechanics will work forty (40) hours per week, including one-half (1/2) hour for lunch, Monday through Friday.

ARTICLE XVII – CAFETERIA PERSONNEL

Section 1

Part-time Cafeteria Personnel – Extra remuneration given for working after regular school hours for banquets.

Section 2

Part-time cafeteria personnel have seniority for full-time positions when vacancies occur.

ARTICLE XVIII – TERM OR AGREEMENT

Subject to provision of Section 204a of the Taylor Law, this Agreement shall become effective on July 1, 2000 and shall continue in effect to June 30, 2003, or until a successor agreement has been mutually negotiated.

ARTICLE XIX - SAVINGS CLAUSE

Any rights, privileges or benefits already accorded support personnel of Heuvelton Central School shall not be rescinded unless mutually agreed upon by both parties.

The Board of Education of Heuvelton Central School District and the Association agree that all negotiable items have been discussed during the negotiations leading to this Agreement, and, therefore, agree that negotiations will not be reopened on terms and conditions of employment during the life of this Agreement.

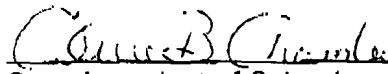
IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed on the 25TH day of MAY, 2000.

FOR THE CIVIL SERVICE EMPLOYEES'
ASSOCIATION, INC. LOCAL 1000 AFSCME,
AFL-CIO
HEUVELTON CENTRAL SCHOOL SUPPORT PERSONNEL
UNIT 8419, LOCAL 873


FOR THE HEUVELTON CENTRAL
SCHOOL DISTRICT



President, Heuvelton Central School Unit



Superintendent of Schools



Labor Relations Specialist: CSEA

ADDENDUM

to the

HEUVELTON CENTRAL SCHOOL DISTRICT

NEGOTIATED AGREEMENT WITH THE

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.,

LOCAL 1000, AFSCME, AFL-CIO

HEUVELTON CENTRAL SCHOOL SUPPORT PERSONNEL

UNIT 8419, LOCAL 873

JULY 1, 1997-JUNE 30, 2002

It is hereby agreed that ARTICLE XI.4.b is amended to include the following statement:

"Effective February 15, 1999, this rate is also to be paid for all District mandated bus driver meetings."

FOR THE CIVIL SERVICE EMPLOYEES'
ASSOCIATION, INC., LOCAL 1000 AFSCME
AFL-CIO
HEUVELTON CENTRAL SCHOOL SUPPORT PERSONNEL
UNIT 8419, LOCAL 873

FOR THE HEUVELTON CENTRAL
SCHOOL DISTRICT


President, Heuvelton Central School Unit

3/25/99
Date


Superintendent of Schools

3/25/99
Date


Labor Relations Specialist, CSEA

3/25/99
Date

ADDENDUM

to the

HEUVELTON CENTRAL SCHOOL DISTRICT

NEGOTIATED AGREEMENT WITH THE

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

LOCAL 1000, AFSCME, AFL-CIO

HEUVELTON CENTRAL SCHOOL SUPPORT PERSONNEL

UNIT 8419, LOCAL 873

JULY 1, 2000 - JUNE 30, 2003

It is hereby agreed that ARTICLE XI.2.a is amended to include the following statement:

"Effective February 15, 1999, this rate is also to be paid for all District mandated bus driver meetings and activities."

FOR THE CIVIL SERVICE EMPLOYEES'
ASSOCIATION, INC., LOCAL 1000 AFSCME
AFL-CIO
HEUVELTON CENTRAL SCHOOL SUPPORT PERSONNEL
UNIT 8419, LOCAL 873

FOR THE HEUVELTON CENTRAL
SCHOOL DISTRICT



President, Heuvelton Central School Unit

May 25 2000
Date



Superintendent of Schools

5-25-00
Date



Labor Relations Specialist, CSEA

5/25/00
Date