Cornell University
ILR School

NYS PERB Contract Collection – Metadata Header

This contract is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial educational use only.

Some variations from the original paper document may have occurred during the digitization process, and some appendices or tables may be absent. Subsequent changes, revisions, and corrections may apply to this document.

For more information about the PERB Contract Collection, see
http://digitalcommons.ilr.cornell.edu/perbcontracts/

Or contact us:
Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853
607-254-5370 ilrref@cornell.edu

Contract Database Metadata Elements

Title: **Bedford Central School District and Civil Service Employees Association, Inc. (CSEA), AFSCME/AFL-CIO, Local 1000, Westchester County Local 860, and Bedford Central School Unit #9243 (2001)**

Employer Name: **Bedford Central School District**

Union: **Civil Service Employees Association, Inc. (CSEA), AFSCME/AFL-CIO**

Local: **1000, Westchester County Local 860, Bedford Central School Unit #9243**

Effective Date: **07/01/01**

Expiration Date: **06/30/04**

Number of Pages: **36**

For additional research information and assistance, please visit the Research page of the Catherwood website - http://www.ilr.cornell.edu/library/research/

For additional information on the ILR School, http://www.ilr.cornell.edu/

4584_06302004

Bedford Central School District And Csea Local 860 (Non-Instructional Unit)

AGREEMENT

by and between

BEDFORD CENTRAL SCHOOL DISTRICT

and the

BEDFORD SCHOOL UNIT

WESTCHESTER LOCAL 860
of the Civil Service Employees Association
CSEA, Local 1000, American Federation of
State, County & Municipal Employees,
AFL-CIO

RECEIVED
DEC 11 2003
NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

July 1, 2001 - June 30, 2004

AGREEMENT

by and between

BEDFORD CENTRAL SCHOOL DISTRICT

and the

BEDFORD SCHOOL UNIT

WESTCHESTER LOCAL 860
of the Civil Service Employees Association
CSEA, Local 1000, American Federation of
State, County & Municipal Employees,
AFL-CIO

July 1, 2001 - June 30, 2004

TABLE OF CONTENTS

Association Rights..... 1
Changes in Compensation..... 28
Clerical Non-Instructional Working Hours..... 13
Continuity of Employment..... 26
Contracting Out..... 16
Custodial Hours..... 14
Death or Illness in Family..... 8
Dental Insurance..... 26
Disability Due to Maternity..... 11
Disability Insurance..... 24
Duration of Agreement..... 28
General Provisions..... 27
Grievance Procedure..... 19
Half-Day Districtwide Dismissal..... 11
Health Insurance..... 23
Holidays..... 11
Jury Duty..... 10
Labor Management Committee..... 10
Life Insurance..... 24
Longevity..... 26
Management Rights..... 3
Negotiation Procedures..... 3
No Strike Clause..... 28
Organization of Staff..... 3
Out of Title Pay..... 16
Payment Schedule..... 17
Personal Business..... 8
Personal Effects..... 16
Personal Illness..... 7
Personnel Files..... 16
Preamble..... 1
Physical Exam..... 19
Recognition of Association..... 1
Retirement..... 24
Retirement Award..... 25
Seniority..... 17
Snow Day Closing..... 11
Tenure..... 17
Transportation..... 14
Travel..... 17
Uniforms..... 26
Vacations..... 12

PREAMBLE

This Agreement entered into effective the first day of July 2001, by and between the Board of Education of the Bedford Central School District, Bedford, New York, hereinafter called the "Board", and the Civil Service Employees Association, Inc., AFSCME/AFL-CIO, (Local 860, Westchester County and the Bedford Central School Unit #9243).

WITNESSETH:

Whereas, the parties have, pursuant to Article Fourteen of the Civil Service Law, negotiated with respect to wages, hours, and other terms and conditions of employment, and have reached certain understandings which they desire to confirm in this Agreement, in consideration of the following mutual covenants, it is hereby agreed as follows:

Article 1 - Recognition of Association

The board hereby recognizes the Civil Service Employees Association, Inc., AFSCME/AFL-CIO (Local 860, Westchester County and the Bedford Central School Unit #9243) as the sole negotiating representative for all members of the non-instructional staff of Bedford Central School District who work twenty (20) hours or more per week, including, but not limited to, custodial and grounds staff, transportation department employees, office personnel, teacher aides, and instructional assistants, but excluding the Treasurer, the District Clerk, the Director of Buildings and Grounds, the Director of Transportation, the Television Production Specialist, the Database Manager, the Secretary to the Superintendent, the Senior Account Clerk (confidential) and all other administrators of non-instructional personnel as the Board of Education may from time to time employ.

Article 2 - Association Rights

2.1 Meetings: Use of Facilities

The Association shall have the right to use appropriate areas in school buildings for meetings after normal working hours. The use of appropriate areas shall be arranged with the building principal in advance and shall be subject to prior reservation of the

facilities. All requests for building use shall conform to the Board's rules and regulations provided, however, that there shall be no cost to the Association for such use.

2.2 Leave to Attend Organization Meetings
The president or designated officials of the Association may request and shall be granted leave to attend seminars and/or Civil Service Employees Association Conferences. Such leave shall not exceed a total of four (4) days per year and shall be without loss of pay or charge to sick or personal leave.

2.3 Presidents Release Time
Before beginning the school year, the Superintendent, the Association President and the Principal of the school in which the President works will meet to seek joint agreement on release time for the President of the Association and/or a vice-president to act on his/her behalf.

2.4 Dues Deduction
The Board agrees to deduct from the salaries of the staff members governed by this contract dues for the Civil Service Employees Association Inc., as said non-instructional staff members individually and voluntarily authorize the Board to so deduct, and to transmit the monies to Civil Service Employees Association, Inc., 143 Washington Avenue, Albany, New York.

All authorizations shall be in writing on the Civil Service Employees Association, Inc. card headed: "PAYROLL DEDUCTION AUTHORITY FOR CSEA MEMBERSHIP" The amount of such deduction shall be governed by Civil Service Employees Association, Inc. rules and regulations.

2.5 Bulletin Boards
The Association shall have the right to post notices and communications on bulletin boards designated for this purpose by the administration of each building in the district.

2.6 Visiting Rights
The president of the Westchester Chapter of the CSEA or his designated agent shall have the right to visit the facilities of the district for the purpose of adjusting grievances and administering terms of the Agreement.

2.7 New Employees
All new employees are to be made immediately known to the president of the

CSEA (local unit). Such notice shall include name, salary, and Civil Service status. It shall be the responsibility of the CSEA to provide a membership packet to each new employee concerning membership in the CSEA including a copy of the contract between the Board and the Association.

Article 3 - Management Rights Clause

The Union recognizes that management of the School District, the control of its properties and maintenance of order and efficiency are solely the responsibility of the Board. The Union further recognizes that the Board, among other things, shall have the right from time to time to make such rules and regulations as it deems necessary, provided such rules shall not be inconsistent with the express provisions of this Agreement.

Article 4 - Negotiation Procedures

4.1 Commencement Date
The Board and the Association shall enter into good faith negotiations over a successor Agreement for the following school year no later than February 15, 2004.

4.2 Exchange of Positions
During the negotiations, the Board and the Association shall present relevant data, exchange points of view, and make proposals and counter-proposals. Each party shall, within reason, make available records, data and information in its possession which may be pertinent to a topic under negotiation.

4.3 Tentative Agreements
All tentative agreements made at the negotiating table will be initialed by the chief spokesman of both parties at the meeting following said agreement on that item as the first order of business for that meeting.

4.4 Impasse
An impasse in negotiations shall occur if the parties concur that they are at an impasse. If such occurs, either party may request the services of the Public Employees Relations Board to assist the parties to reach an agreement. Such mediation and fact-finding shall be governed by the provisions of Section 209 of the Civil Service Law. The conclusions and recommendations of the Public Employment Relations Board shall be advisory only and shall not be binding on either the Association or the Board.

Article 5 - Organization of the Staff

5.1 Job Classifications

The present job classifications represented by the Association are as follows:

1. Clerical
    a. clerk/typist
    b. office assistant (automated systems)
    c. switchboard operator
    d. senior clerk/typist
    e. secretary
    f. account clerk
    g. benefits coordinator
    h. clerk/school monitor
    i. clerk/school monitor (Spanish speaking)
    j. senior office assistant (automated systems)
    k. payroll clerk
    l. secretary to school principal
    m. secretary to school official
    n. senior account clerk
    o. Job coach

2. Aides
    a. teacher aide
    b. teacher aide (1-1)
    c. bilingual teacher aide

3. Assistants
    a. instructional assistant
    b. bilingual instructional assistant
    c. lab assistant

4. Custodial
    a. custodial worker
    b. head custodial worker
    c. maintenance mechanic
    d. maintenance foreman (buildings)
    e. maintenance foreman (grounds)
    f. groundsperson
    g. security monitor

h. cleaner

5. Technology
   a. Computer Aide
   a. Technical Assistant
   b. Junior Network Specialist
   c. Network Specialist
   e. Theatre Technical Assistant

6. Transportation
   a. bus driver
   b. driver/other
   c. driver/mechanic
   d. mechanic-in-charge
   e. bus monitor

5.2 Appointment

The Board of Education will comply with Civil Service Regulations in its employment practices.

5.3 Posting of Positions

Employee requests for change of employment status shall be kept on file in the personnel office. Copies of these requests shall also be filed with CSEA. These requests shall be renewed annually by the employee, and shall be reviewed annually by the district.

When a position becomes available, employees who have indicated an interest in the position shall be informed by the personnel office and may formally apply. Each qualified employee applicant shall be interviewed along with other applicants. The vacancy shall be filled on the basis of qualifications for the position. In the event that the qualifications (i.e., education, experience, performance, etc.) are equal, employee applicants shall be offered the vacant position.

Vacancies on the non-instructional staff shall also be posted five (5) working days or more prior to filling the position during the school year and seven (7) working days or more prior to filling the position during the summer. Employees who desire to apply for such vacancies shall submit their applications in writing to the personnel office within the time limits specified in the notice. Qualified employee applicants shall be provided an interview for

such positions. Such vacancies shall be filled on the basis of qualifications for the vacant post. In the event that the qualifications (i.e., education, experience, performance, etc.) are equal, the employee applicant shall be offered the position.

5.4 Initial Placement on Salary
In determining initial placement on the salary schedule at full step, the administration shall be guided by the training and experience of the individual, subject to the following limitations:

Classification	New Employees Shall Not Be Hired Above Step
Clerk/Typist	2
Office Assistant (Automated Systems)	2
Switchboard Operator	2
Clerk	2
School Monitor	2
Sr. Clerk	3
Typist, Sr.	3
Sr. Office Assistant (Automated Systems)	3
All Assistant Titles*	3
All Technology Titles*	3
All Aide Titles*	3
Job Coach	3
Account Clerk	5
Sr. Account Clerk	5
Benefits Coordinator	5
Payroll Clerk	5
All Secretary Titles	5

*Refers to job classification titles in Article 5.1

5.5 Any employee whose job is reclassified by the Westchester County Civil Service office shall be compensated pursuant to the certified title within the salary structure contained herein.

5.6 Whenever it becomes necessary to create new titles of classifications within the District, applicable to this unit, salaries and grades for such title or classification shall be discussed with the proper CSEA representative before such title or classification receives final Board approval.

5.7 The Association and the District shall establish a committee to formulate and implement a job evaluation process.

Article 6 - Personal Illness

6.1 For personal illness, each twelve-month employee covered under the terms of this Agreement is credited with fourteen (14) days each year, accumulating to180 days. Time lost for illness is deducted from the accumulated sick leave. It is the employee's responsibility under this policy to give reasonable advance notice of his absence to his building principal or other immediate supervisor.

6.2 Fourteen (14) days are to be added to the total remaining days at the beginning of each school year until 180 days are reached. Thereafter, fourteen (14) days are to be added to the unused days at the beginning of each school year, but the accumulated total cannot exceed 180 days.

6.3 For personal illness, each ten-month employee covered under the terms of this Agreement is credited with twelve (12) days each year accumulating to 180.

6.4 In the event of absence beyond seven (7) consecutive working days, the employee shall submit a doctor's certificate to the personnel office showing his or her fitness to return to work.

6.5 In the event an employee establishes a pattern of absence indicative of the abusive utilization of sick leave, the District shall issue a Notice of Warning which may require the verification of each subsequent illness with a letter from a qualified physician for a period of six months.

6.6 A Sick Leave Bank shall be created upon the contribution of an equal number of days from the Union and the District. Employees electing to participate in such a Bank shall have a minimum of "X" days accumulated sick leave, and submit to the District a waiver of no more than one (1) day of accumulated sick leave. The Union shall contribute no more days than the number of eligible members in the bargaining unit. The number of contributed days shall be matched by the District. All eligible employees shall be invited to participate. Employees electing not to waive a sick day will not receive time from the Sick Leave Bank.

The Bank shall be administered by a committee comprised of three (3) members appointed by the District and three (3) employees appointed by the Unit, who shall act upon withdrawals. Withdrawals from the Bank shall be limited to eligible employees who are involved in a catastrophic, prolonged, non-work related illness or accident, and who have exhausted their sick leave time. No employee may withdraw more than "X" days in any one (1) calendar year, unless so approved by the joint committee.

The Sick Leave Bank shall be renewable once all sick bank days have been exhausted. The renewal shall be in the same manner as the creation of the Bank, as set forth above.

Undetermined parameters marked with an "X" above shall be decided by the joint Sick Bank Committee members.

6.7 At the discretion of the Board of Education, upon recommendation of the superintendent of schools, an employee may be granted sick leave above and beyond that to which he or she is entitled.

Article 7 - Death or Illness in Family

7.1 For the purpose of attending to problems arising from death or illness in the family, the employee is credited with five (5) days each year accumulating to a limit of fifteen (15) days. Time lost for death or illness in the family is deducted from the accumulated number of days. It is the employee's responsibility under this policy to give reasonable advance notice to his building principal or other immediate supervisor.

7.2 Five (5) days are added to the total remaining days at the end of each school year until fifteen (15) days are reached. Thereafter, five (5) days are to be added to the unused days at the beginning of each school year, but the accumulated total cannot exceed fifteen (15) days. Upon request the Superintendent may waive this limit in the event that unusual circumstances exist.

7.3 A request for absence under this article may be made directly to the Superintendent in unusual circumstances not involving family death or illness.

Article 8 - Personal Business

8.1 Each employee is allowed three (3) days a year for personal business. This allowance is subject to the prior approval of the building principal or superintendent. Employees who have completed three consecutive year's employment will accumulate personal business days to a maximum of four (4). Two (2) days will be added to the total remaining days at the beginning of each school year, but the accumulated total cannot exceed four (4) days.

Personal business days that are not used shall be added to the employee's accumulated sick leave.

One of these days each year will be allowed with prior approval, but without specific reason. This day shall not be taken on days immediately before or after a school holiday or vacation; or on a day which falls between two holiday periods or a weekend and a holiday period. This day is not to be considered for accumulation purposes. This day is not intended for use as a personal holiday, but is to be used only for personal business which cannot be conducted after school hours and the nature of which is sensitive and requires confidentiality.

8.2 The policy governing absence due to personal reasons is intended to provide for absences due to urgent personal business that cannot be attended to outside of working hours. These are:

a. Transactions involving legal matters such as deeds, mortgages, property transfers.
b. Such special religious activities occurring within the immediate family such as confirmations, first communions and weddings.
c. Graduations of members within the immediate family.
d. Accompanying members of the family to colleges or universities for the purpose of visitation or enrollment.
e. One day per year may be used to transport college students to or from college, or for attendance at college functions other than graduation.
f. For the purpose of attending an employment interview.
g. Other unusual circumstances beyond personal control.
h. One day without reason. (See 8.1)
i. Personal leave may be taken for marriage, attendance at funerals of persons not included in Article 7 of this contract, attendance at ceremonies, personal or family educational needs and other needs that

cannot be attended outside the school day.

j. Religious Observation.

Building principals have been delegated the authority to approve requests referenced above except for "g". The Superintendent must approve any requests under Item g.

Article 9- Jury Duty

9.1 Staff members called to serve as jurors will receive the difference between the payment made by the commissioner of jurors and their regular salary for as long as they are required to serve on jury duty. Jury duty shall be considered as time worked equal to and in place of the employee's regularly scheduled tour.

Article 10 - Labor Management Committee

Labor Management Meetings

The purpose of this Article shall be to provide a forum to discuss and attempt to resolve matters of mutual concern. Matters resolved pursuant to this Article shall be placed in writing in the form of memoranda or correspondence between the parties, and executed by same.

Representatives of the Bedford School District shall meet with CSEA representatives at mutually agreed upon times to discuss matters of mutual concerns. If desired by the other party, the party requesting the meeting shall submit a written agenda in advance of the meeting.

A department head or designated representative shall meet with CSEA representatives quarterly for the purpose of discussing and attempting to resolve matters of mutual concern, including matters concerning implementation and administration of this Agreement which are school or district-wide in nature. Written agenda shall be exchanged by the parties no less than five days before the scheduled date of the meeting. At the time of the meeting additional matters for discussion may be placed on the agenda by mutual agreement. Nothing contained herein shall prevent a School or District head, or designated representative, and CSEA representatives from meeting more frequently or less frequently than provided herein upon mutual agreement.

The results of a labor/management meeting held pursuant to this Article shall not contravene any term or provision of this Agreement or exceed the authority of the management at the level at which the meeting occurs. It is recommended that understandings that result in a local agreement should include a date by which the local agreement is to sunset.

Representatives of the District and Regional/Statewide CSEA shall provide assistance to facilitate resolution of matters which are subject of discussion in local labor management meetings held under this Article and which remain unresolved.

Article 11 - Disability Due to Maternity

11.1 Disabilities resulting from or contributed to by pregnancy and/or childbirth as well as the recovery therefrom shall be treated as any other disability with regard to the terms and conditions of employment contained in this agreement.

Article 12 - Snow Day Closing

12.1 Clerical employees, teacher aides, instructional assistants, technology department members and lab assistants will not be required to report to work on days when school has been closed due to snow conditions.

12.2 Custodial employees required to report for snow removal on a snow day will receive, in addition to their regular salary, an additional vacation day for each full snow day worked. A snow day is a regular school day in which a snowfall caused the cancellation of classes for the entire day.

12.3 In case of a delayed opening, the employees noted in 12.1 are expected to report to work on the delayed schedule. If schools are required to close early due to emergency conditions, the positions noted in 12.1 will be dismissed one-half hour after student dismissal in that particular building. Custodial schedules will be established by the building head custodian.

Article 13 - Half-Day, District-Wide Dismissal

13.1 On school days before holidays when a half-day, district-wide dismissal has been granted to students and teaching personnel, ten-month employees will be dismissed at noon or one-half hour after student dismissal. They will be compensated for a full work day. Twelve-month clerical personnel will be on

summer hours.

Article 14 - Holidays

14.1 Twelve-month employees are entitled to fifteen (15) holidays. The following holidays must be taken:

1. July 4
2. Labor Day
3. Columbus Day
4. Veterans Day
5. Thanksgiving Day
6. Day after Thanksgiving
7. Christmas Eve
8. Christmas
9. New Year's Eve
10. New Year's Day
11. Good Friday
12. Memorial Day
13. Martin Luther King, Jr. Day
14. Presidents Day

It is understood that this will leave one unscheduled day which is to be decided upon by the committee referred to in Article 14.2.

14.2 A Contract Holiday Committee composed of representatives of the union and the district will convene after the adoption of the official school calendar to determine the actual days off the contract holidays will be celebrated.

14.3 If any holiday is lost to employees by the school calendar or by reason of falling on a weekend, it will be made up at a time mutually agreed upon by the school district and the CSEA.

14.4 Election Day will be an additional holiday only if it is a school holiday.

Article 15 - Vacations

15.1 The following vacations apply to full-time twelve-month personnel:

a. An employee hired prior to October 1 shall be entitled to receive ten (10) days vacation after June 30 of his/her first year of employment. An employee hired after October 1 shall be entitled to receive one (1) vacation day for each month of employment from the date of hire through June 30 which shall be taken after June 30 of his/her first year of employment.
b. After completing one (1) year of service, ten (10) working days.
c. After completing five (5) years of service, fifteen (15) working days.

d. After completing ten (10) years of service, twenty (20) working days.

15.2 Time of vacation must be approved by the employee's immediate supervisor and the building principal, where applicable; or when appropriate, the Assistant Superintendent for Business. All vacation days must be taken within the school fiscal year (July 1 - June 30). Employees may not save days nor be paid for unused days. If, however, unusual circumstances exist which makes it impossible for an employee to use vacation days within the prescribed period of time, a request may be made to the Superintendent of Schools, or his designee, to allow for up to two (2) days to be "carried over" into the next fiscal year. In addition, the District agrees to carry over up to five (5) vacation days per year in the event that an employee's requests for vacation are denied.

15.3 In the event of a transfer to a 12-month position, any employment in a ten-month position of four hours or more per day will be counted as full-time employment. One full school year of such full-time employment shall count as one year toward vacation allowance.

Article 16 - Clerical/Non-Instructional Working Hours

16.1 Clerical employees, teacher aides, instructional assistants and lab assistants who work less than 35 hours per week, but 25 hours or more, shall be allowed one half (½)-hour of unassigned time daily. This time may be used for coffee breaks and/or lunch. The specific time must be approved by the building administrator. This time may not be used for early dismissal.

16.2 Elementary schools and central office will be open from 8:00 a.m. until 4:00 p.m. on school days. Clerical employees who work 35 hours per week will work seven (7) hours per day during this period.

16.3 Middle and high school offices will be open from 7:15 a.m. until 4:00 p.m. on school days. Clerical employees who work 35 hours per week will work seven (7) hours per day during this period.

16.4 Clerical hours for 12-month employees who work 35 hours per week shall have their hours reduced to 30 hours per week from July 1st until the Monday before Labor Day. In addition, the shortened work week shall not be in effect on Superintendent's Conference/Staff Development Days. The normal work schedule will be 8 a.m. to 3 p.m. with an hour for lunch. Time allotted for lunch may not be used for early dismissal.

16.5 Clerical employees shall never be expected to work alone in a building.

16.6 Employees who work less than 35 hours per week shall have their working hours established by the individual administrator.

16.7 Twelve (12) month clerical employees shall have two (2) additional days off during the December holiday break to be determined at the same time as the unscheduled holiday following the adoption of the official school calendar.

16.8 Overtime shall be considered any time in excess of forty (40) hours per week. All overtime shall be paid at the rate of one and one-half times the employee's regular hourly wage.

Article 17 - Custodial Hours

17.1 The regular work day for custodial employees shall be eight (8) hours for day employees exclusive of a half-hour lunch period. The regular work day shall be eight (8) hours for night-shift employees including a half-hour dinner period. The regular work week shall be forty (40) hours. The work week shall begin on Monday.

17.2 Summer hours for full-time custodial employees shall be eight (8) hours including a half-hour lunch period. Time allotted for lunch may not be used for early dismissal. During the summer months (July and August), the District shall have the discretion to create a 9:00 o'clock to 5:00 o'clock shift and to man such shift with one (1) unit member in each building during that period.

17.3 Head custodians shall be required to make one building check on Saturdays, Sundays and holidays with compensation. If another employee is assigned to make a building check, he/she shall be guaranteed a minimum of two (2) hours overtime. If a building is open in order to accommodate a special event, the employee shall receive a minimum of two (2) hours of overtime.

17.4 Overtime shall be considered any time in excess of forty (40) hours per week. All overtime shall be paid at the rate of one and one-half times the employee's regular hourly wage.

Article 18 - Transportation

18.1 Drivers/Other and Mechanic/Drivers' 12-Month

Work Day: The district will schedule eight (8) hours of work each day for employees assigned to 12-months to the transportation department, exclusive of one-half hour lunch period, for a total of forty (40) hours per week.

Work Week: The work week will be forty (40) hours, Monday through Friday.

18.2 Callbacks - Mechanic/Drivers - Any mechanic/driver called back to work after the work day is over or on a scheduled day off will be guaranteed two hours of overtime work.

18.3 10-Month Employees - As of July 1, 1993, the District will consider bus drivers who work a minimum of twenty (20) hours per week as 10-month employees. Specific hours will depend on the employee's trip schedule. Any hours worked over twenty (20) will be paid on a timesheet basis. Bi-weekly paychecks will be calculated on the basis of 180 days. This provision shall not apply to a.m. or p.m. only drivers.

18.4 Overtime - Hours worked over forty (40) per week are overtime. Overtime is one and one-half the regular time. Work time required on Saturday, Sunday or holidays will be paid overtime with a guaranteed minimum of three hours. In case of a cancellation the three hours minimum will hold.

18.5 Uniforms - All mechanics will receive a uniform cleaning service to allow for a clean uniform each day.

18.6 Compensation for Trip Expenses - Out-of-pocket expenses for tolls, parking, fuel, meals, etc., will be reimbursed immediately upon receipt of an approved claim form. Maximum allowable meal expenses are as follows:
breakfast - $5.00 lunch - $6.00 dinner - $12.00

18.7 Snow Days
Twelve Month Transportation Employees are required to report to work at their regular check-in time and will receive that day's pay. The amount of work time required on a day the district closes due to inclement weather or other reason of emergency will be added to vacation time.

Hourly transportation employees that have checked in at their regular check-in time, prior to the announced closing of the schools they regularly transport

to, will be paid the equivalent driving time of only their first regularly scheduled driving assignment.

18.8 Compensation - Salary schedules related to all categories of transportation are shown in the salary schedule portion of this agreement.

Article 19 - Out-of-Title-Pay

19.1 Any employee who is required by his/her supervisor to assume full responsibilities for five consecutive work days in a position which falls within a classification with a higher rate of pay, shall receive the higher rate of pay retroactive to the first day of work in the new classification.

Article 20 - Personal Effects

20.1 The Board shall provide reimbursement in any amount reasonable under all circumstances for the repair or replacement of clothing or personal effects stolen, damaged, or destroyed during the course of an incidental to employment, provided the loss has not been caused by the negligence of the claimant. Personal effects do not include motor vehicles. However, in the case of either theft or vandalism of motor vehicles, the Board shall adopt appropriate measures to protect such property.

Article 21 - Contracting Out

21.1 For the duration of this contract, present custodial employees shall not lose jobs due to program elimination or subcontracting of work to outside contractors.

Article 22 - Personnel Files

22.1 Official employee files in the school and district office shall contain only material and information necessary to establish a progress record of an employee's service.

22.2 Except for material submitted prior to employment, no material or information derogatory to an employee's conduct, service, character or personality shall be placed in the file unless the employee has had an opportunity to review the material. The employee shall acknowledge that he or she has read such material by affixing his or her signature on the actual copy to be filed, with the statement that such signature in no way indicates an agreement with the

contents thereof.

22.3 The employee shall have the right to provide an answer or explanation for any material filed and his or her written and signed statement shall be attached to the file copy.

22.4 The employees have the right, upon request, to review the contents of their personnel files except confidential references and to make copies of any documents in it. An employee shall be entitled to have a representative of the CSEA accompany him during such review.

Article 23 - Travel

23.1 Any employee required to travel in his or her own vehicle on district business shall be reimbursed at the rate set at the reorganization meeting which is annually conducted by the Board of Education during the month of July.

Article 24 - Tenure

24.1 Within the limits of the law, protection shall be granted under Section 75 of the Civil Service Law to all non-competitive and labor class employees upon completion of three (3) years of satisfactory service. The Agreement shall include employees who have already completed three (3) years of such satisfactory service.

Article 25 - Seniority

25.1 For the purposes of determining seniority, the anniversary date of employment in the district shall be the determining factor.

25.2 Non-competitive and labor class employees will be afforded the same rights as competitive employees under Section 80 of the Civil Service Law. Seniority will also affect decisions related to reduction of hours.

Article 26 - Payment Schedule

26.1 The regular annual salary of twelve-month non-instructional employees shall be divided by 26 based on 12-month fulfillment of duties and paid in 26 payments July through June according to a payroll schedule set by the district each year.

26.2 For all twelve-month employees covered by this Agreement, the daily deduction rate for absence beyond the allotted days or for absence without prior approval is 1/260th of the annual salary rate.

26.3 All ten (10) month employees who work more than twenty (20) hours per week (including the Theater/ Technology Assistant and Licensed Practical Nurse) shall work the school calendar plus three (3) Superintendent Conference/Staff Development Days. At least one (1) of the Superintendent Conference/Staff Development Days shall be devoted to staff development.

26.4 All ten-month employees who work more than twenty (20) hours per week will receive pay for 189 full days. This pay shall be in an annual contract amount arrived at in the following manner: 189 x hourly rate x hours per day. The contract amount shall be divided by 21 and paid in 21 payments between September and June.

26.5 For ten-month employees the daily deduction rate for absence beyond the allotted days for absence without prior approval is 1/189th of the annual salary rate.

26.6 The Board of Education, at its discretion, may pay salaries in excess of those provided at any step of the salary schedule to staff members who have performed in an outstanding manner.

26.7 Employees reclassified or promoted will be placed on the new salary schedule at a step which recognizes the additional duties and/or responsibilities, but not necessarily a lateral step movement. In no event shall an employee receive less than the amount of the next step on the current (old) salary schedule and will be placed on the step on the new salary schedule which is mathematically closest to that amount. (Persons on Step 7 will receive the increment between 6 and 7 added to the Step 7 of the old schedule and placed likewise on the new schedule).

26.8 Hourly employees shall be paid on the regular payroll as soon as possible after payroll sheets are received.

26.9 Overtime pay shall be included on the regular payroll as soon as possible after payroll sheets are received.

26.10 Unless otherwise negotiated, each employee shall advance annually to the next salary step until he or she reaches the maximum for that position. Salary incre-

ments shall occur on July 1.

26.11 Salary notices for the ensuing school year will be sent to employees by the end of the current school year.

26.12 Upon termination of employment or death, all salaries, overtime and vacation credits shall be given to the employee or employee's estate.

Article 27 - Physical Examination

27.1 All employees must receive a physical examination and a tuberculin test upon employment. Prescribed forms are filed by the examining physician with the Personnel Office

27.2 Employees shall receive the required physical exams at no cost, if performed by the school physician. Any employee may have the prescribed exam performed by his/her personal physician and shall be reimbursed, upon presentation of the completed forms in the amount of up to $150.00

Article 28 - Grievance Procedure

A. Purpose - The primary purpose of this procedure is to secure at the lowest level possible, equitable solutions to the claim of the aggrieved person or persons.

B. Definitions - Grievance shall mean any complaint by an employee or group of employees based on an alleged violation, misinterpretation or inequitable application of the existing state laws, Board policies, administrative procedures and regulations or this Agreement. The term "grievance" shall not apply to any matter as to which (1) method of review is prescribed by law, or by any rule or regulation of the State Commissioner of Education or (2) the Board of Education is without authority to act or (3) any aspect of the contract which is left to discretion of the Board. Any event giving rise to a grievance which occurs more than 30 days prior to the implementation of Stage 1, as contained in sub-article D of the article, of the Agreement, shall not be deemed the subject of a grievance.

The terms "days", except where otherwise specified, shall mean calendar days.

Supervisor shall mean any person regardless of title who is assigned to exercise any level of supervisory responsibility over employees.

Division Head shall mean a principal, director of a division (e.g., instruction, pupil personnel services), assistant to the superintendent, school business administrator.

C. Use of the Grievance Procedure - The right to use the established grievance procedure is guaranteed to all employees without coercion, discrimination or reprisal.

The aggrieved party may be represented at all stages of this procedure by a person of his or her own choosing except that he or she may not be represented by an employee organization other than the CSEA.

Failure by the aggrieved to initiate the required action in order to move, within the specified time periods as outlined herein, from stage to stage in the grievance procedure shall be considered to constitute an abandonment of the grievance.

D. Grievance Procedure

Stage 1 - The employee, with his or her grievance in writing shall formally meet with his or her immediate supervisor and attempt to reach a mutually satisfactory agreement. The immediate supervisor is to schedule a meeting for the purpose of reviewing the grievance within three (3) working days of presentation. The immediate supervisor shall render a decision in writing within three (3) working days following the date of such a meeting.

Stage 2 - If the grievance is not resolved in Stage 1, the employee shall, within seven (7) working days of receipt of the decision of the immediate supervisor, present his or her appeal formally and in writing to the appropriate division head unless the division head rendered the decision in Stage 1 in which case the employee shall move immediately to Stage 3 of the grievance procedure. Before rendering a decision, the division head may require a formal division head, or his or her designee, within five (5) working days after the submission of final documents in the appeal unless a different time shall be established by the mutual agreement of the parties involved.

Stage 3 - If the grievance is not resolved in Stage 2, the employee shall, within seven (7) working days of receipt of the decision from the division head, present his or her appeal formally and in writing to the Superintendent of Schools. Before rendering a decision the Superintendent may require a formal hearing. A determination in written form shall be made by the Superintendent, or his designee, within five (5) working days after receipt of

the final documents in the appeal unless a different time shall be established by the mutual agreement of the parties involved.

Stage 4 - A grievance which was not resolved at the level of the Superintendent, under the grievance procedure may be submitted by the Association, to an arbitrator for decision if it involves the application or interpretation of the Agreement. A grievance involving Board policy or discretion may be submitted to arbitration for the sole purpose of determining whether the Board's policy was disregarded or applied in so discriminatory, arbitrary or capricious a manner as to constitute an abuse of discretion.

A grievance may not be submitted to an arbitrator unless a decision has been rendered by the Superintendent under the grievance procedure, except in cases where, upon expiration of the five (5) working days time limit for decision, the Superintendent of intention to submit the grievance to arbitration and no decision was issued by the Superintendent within twenty (20) working days after receipt of such notice.

The employee may proceed personally or through the Association or any other representative of his choice.

The proceeding may be initiated by filing with the Board and the American Arbitration Association a notice of arbitration. The notice shall be filed within ten (10) working days after receipt of the decision of the Superintendent under the grievance procedure or, where no decision has been issued in the circumstances described above, three (3) working days following the expiration of twenty (20) working days per period provided above. The notice shall include a brief statement setting forth precisely the issue to be decided by the arbitrator and specific provision of the agreement involved.

The American Arbitration Association shall appoint, subject to the mutual agreement of the parties hereto, an arbitrator to serve in accordance with the procedures outlined herein.

The voluntary labor arbitration rules of the American Arbitration Association shall apply to the proceeding insofar as they relate to the hearings and fees and expenses.

The arbitrator shall issue his or her decision not later than thirty (30) days from the date of closing of the hearings or, if oral hearings have been waived, then from the date of transmitting the final statements and proofs to the

arbitrator. The decision shall be in writing and shall set forth the arbitrator's opinion and conclusions on the issues submitted. The arbitrator shall limit his or her decision strictly to the application and interpretation of the provisions of this Agreement and he or she shall be without power or authority to make any decision:

1. Contrary to, or inconsistent with, modifying or varying in any way, the terms of the Agreement or of applicable law or rules or regulations having the force and effect of law.

2. Involving Board discretion of Board policy under the provisions of the Agreement under Board by-laws, or under applicable law, except that he or she may decide in a particular case that Board policy was disregarded or that its attempted application under any term of this Agreement was so discriminatory, arbitrary, or capricious as to constitute an abuse of discretion.

3. Limiting or interfering in any way with the powers, duties and responsibilities of the Board under its by-laws, applicable law, and rules and regulations having the force and effect of law.

The decision of the arbitrator, if made in accordance with his jurisdiction and authority under this Agreement, will be accepted as final by the parties to the dispute and both will abide by it.

The arbitrator may recommend an appropriate remedy when he or she finds a violation of this Agreement.

The arbitrator's fee will be shared equally by the parties to the dispute.

The Board agrees that it will apply to all substantially similar situations the decision of an arbitrator sustaining a grievance and the Association agrees that it will not bring or continue, and that it will not represent any employee in any grievance which is substantially similar to a grievance denied by the decision of an arbitrator.

E. General Provisions as to Grievances and Binding Arbitration - The filing of pendency or any grievance under the provisions of this Article shall in no way operate to impede, delay or interfere with the right of the Board to take the action complained of, subject, however, to the final decision on the grievance.

Nothing contained in this Article or elsewhere in this Agreement shall be construed to permit the Association to present or process a grievance not involving the application or interpretation of the term of this Agreement on behalf of any employee without his or her consent.

Nothing contained in this Article or elsewhere in this Agreement shall be construed to prevent any individual employee from presenting and processing a grievance through the procedures provided in this Article.

Nothing contained in this Article or elsewhere in this Agreement shall be construed to deny to any employee his or her rights under Section 15 of the New York Civil Rights Law or under the State Education Law or under applicable Civil Service Laws and Regulations.

Whenever a grievance is filed by an employee personally or through a repreentative which would involve the application or interpretation of the terms of this Agreement, notice shall be given to the Association by the employee filing the grievance and the Association will be given the opportunity to be present, state its views at all stages of the grievance and arbitration procedures. When a grievance reaches Stage 3 or beyond, the Board shall notify the Association of all such proceedings.

Article 29 - Health Insurance

29.1 Benefits provided to employees shall be in accordance with the Bedford Health Plan as amended effective January 1, 1999. Upon request, employees shall be entitled to a copy of the Bedford Health Plan. The Board shall assume the total cost of the premium for individual and family membership.

Employees hired prior to July 1, 1992 shall be eligible for this benefit during retirement if they have been employed in the district for 10 years, are a member of the NYS Employees Retirement System, or satisfy those requirements related to the appropriate tier level applicable to the time of their retirement.

Employees hired on or after July 1, 1992 shall be eligible for this benefit during retirement if they have been employed by the district for 10 years and retire from the NYS Employees Retirement System.

All unit members hired after January 1, 2002 shall contribute 5% towards health insurance premiums. Such contribution shall not be applicable upon a

unit member's retirement in accordance with the eligibility requirements of the New York State Employees Retirement System.

For the 2001-2002 year CSEA health insurance benefit levels shall remain the same as they were in 2000-01. Thereafter, health insurance benefit levels shall be maintained at the levels equal to and comparable to those received by members of the Bedford Teachers Association ("BTA") and the Bedford Administrators and Supervisors Association ("BASA").

29.2 The District reserves the right to change health insurance carriers provided the benefits of the proposed plan are equivalent to those which were provided under the Bedford/Carmel Health Group Plan as amended in 1999. The union will be given thirty (30) days' notice of such change in order to review proposed new benefits.

29.3 New employees will be eligible for health insurance benefits within thirty (30) days of hire.

Article 30 - Life Insurance

30.1 The Board shall provide employees who work 20 hours a week or more and who qualify for group insurance, the option of participation in a group insurance policy with a principal amount to the nearest $100 of the employees' annual salary.

Article 31 - Disability Insurance

31.1 The Board shall provide disability insurance for all employees. The Board shall assume the full cost of the premium.

Article 32 - Retirement

32.1 Non-instructional employees who qualify for membership in the NYS Employees Retirement System are subject to one of the following:

a. Employees who became members prior to July 1, 1976 shall be covered by the plan described in Section 75-I of the NYS Statutes relating to the New York State Retirement Plan.

b. Employees who became members on or after July 1, 1976 shall be covered by the plan described in Article 14 of the NYS Statutes

relating to the NYS Retirement Plan. This plan is known as the Coordinate-Escalator Retirement Plan.

32.2 Employees who are covered by Section 75-I of the NYS Employees Retirement System shall be provided with life insurance, by the district, for a period of two years from the date of retirement from the District. The amount of the insurance shall be equal to 62% of his or her average annual salary earned during the final three (3) years of employment, payable to the retiree's designated beneficiary.

32.3 The District will adhere to Section 41J of the NYS Employees Retirement System policies which grants up to 165 days of credit toward retirement of unused sick leave. The District agrees to pay for any additional unused sick leave days up to 180 (total number of possible unused sick leave days to be paid for, therefore, is fifteen (15).

Article 33 - Retirement Award

33.1 Employees who are members of the NYS Employees Retirement System, or satisfy those requirements related to the appropriate tier level applicable to the time of their retirement, are eligible for retirement awards under the following conditions:

a. Any employee who has served at least ten (10) years, but less than twenty (20) years in the district, and who gives notice of retirement to the superintendent no later than May 1 of the school year prior to his or her last year before retirement, shall be paid during his or her last year before retirement, in addition to his or her regular salary, an amount equal to three quarters of one percent (.75%) of his or her final year's salary for each year he or she has served in the school district (or its autonomous districts).

b. An employee who has served twenty (20) or more years in the school district; and who gives notice of intent to retire to the superintendent no later than May 1 of the school year prior to his or her last year before retirement, shall be paid at the time of retirement an amount equal to one and one-quarter percent (1.25%) of his or her final year's salary for each year he or she has served in the school district (or its former autonomous districts).
Such payment shall be made in addition to his or her regular salary.

c. The retirement award set forth herein is not available to employees hired after November 13, 1998.

Article 34 - Longevity

34.1 a. The sum of $700 shall be paid to any twelve-month employee, and the sum of $600 to any ten-month employee after twelve (12) successive years of service in the district.

b. The sum of $900 shall be paid to any twelve-month employee, and the sum of $750 to any ten-month employee after seventeen (17) successive years of service in the district.

c. The sum of $1000 shall be paid to any twelve-month employee, and the sum of $800 to any ten-month employee after twenty-two (22) successive years of service in the district.

34.2 These monies shall be paid each year in a lump sum.

34.3 For the purposes of determining longevity any employment in a ten-month position of four (4) hours or more per day will be counted as full-time employment. One full school year in such employment shall count as one year for longevity purposes.

Article 35 - Uniforms

35.1 Five (5) uniforms shall be provided each year by the district to each custodial employee covered by this Agreement. The appropriate uniform shall be worn by each employee during regular working hours. Maintenance of each uniform is the responsibility of the employee.

Article 36 - Dental Insurance

36.1 All employees covered under this Agreement will be covered by the State CSEA dental program, with the district assuming the cost. As of July 1, 1993 the CSEA "Equinox" plan will be adopted.

Article 37 - Continuity of Employment

37.1 Each member of the bargaining unit will be expected to return to work with the Board after each vacation period unless such member has received a

letter or statement in writing informing him or her that his or her services have been terminated.

37.2 Layoffs due to the decision of the Board of Education to reduce staff may be effectuated after thirty (30) days' notice to the president of the Association.

Article 38 - General Provisions

38.1 Effect of Contract - This Agreement constitutes the full and complete Agreement of the parties and may be altered, changed, added to, deleted from or modified only through the mutual consent of the parties in a written, signed amendment to this Agreement. Before the Board adopts a change in policy which affects salaries, hours, or other conditions of employment of non-instructional employees, which is not covered by the terms of this Agreement and which was not a subject matter of negotiation between the parties in the formation of this Agreement, the Board will notify the Association in writing of the change that it is proposing. The Association shall have the right, within five (5) calendar days after receipt of such notice, to advise the Board of its desire to discuss and review such proposed change. In such event the Board shall not take final action on any such proposed change until it has consulted with the Association as to its view as to such proposal and given good faith consideration thereto.

38.2 Previous Practice Clause - No non-instructional employee shall, during the term of this Agreement, be deprived by the Board of any privileges, benefits, emoluments or immunities pertaining to his job which were in existence prior to the date of execution of this Agreement.

Any and all non-instructional employees covered by this Agreement shall continue to enjoy, during the term of this Agreement, any and all privileges, benefits, emoluments and immunities heretofore enjoyed by them in connection with their respective jobs.

38.3 Agreement Supersedes - This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and considered part of the established policies of the Board.

38.4 Individual Agreement - Any individual arrangement, agreement or contract between the Board and an individual non-instructional employee heretofore

executed shall be subject to and consistent with the terms and conditions of this Agreement and any individual arrangement, agreement, or contract hereafter executed shall be expressly made subject to and consistent with the terms of this or subsequent Agreements to be executed by the parties. If an individual arrangement, agreement or contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

38.5 Conformity to Law - Saving Clause - If any provision of this Agreement or any application of the Agreement to any non-instructional employee or group of non-instructional employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

38.6 Copies of Agreement - Copies of this Agreement shall be reproduced at the expense of the Board and given to all non-instructional employees now employed or hereafter employed by the Board.

Article 39 - No Strike Clause

CSEA - Bedford Unit shall not engage in a strike, nor cause, instigate, encourage or condone a strike.

CSEA - Bedford Unit shall exert its best efforts to prevent and terminate any strike. Nothing contained in this Agreement shall be construed to limit the rights, remedies or duties of the Board or the rights, remedies, or duties of CSEA - Bedford Unit or employees under State law.

Article 40 - Duration of Agreement

This Agreement shall be effective for a period commencing July 1, 2001 and continuing until June 30, 2004.

Article 41 - Changes in Compensation

The salary percentage increases for the duration of this Agreement are as follows:

2001/02	:	3.4%
2002/03	:	3.4%
2003/04	:	3.4%

Hourly bus drivers and monitors shall be placed on newly created salary schedules as

Bedford Central School District 2001-2002 through 2003-2004 CSEA Salary Schedules

Teacher Aide, Bilingual Aide, 1-1 Aide

Step	2001/2002	2002/2003	2003/2004
1	$10.77	$11.14	$11.52
2	$11.75	$12.15	$12.56
3	$12.75	$13.18	$13.63
4	$14.27	$14.76	$15.26
5	$15.75	$16.29	$16.84
6	$17.19	$17.77	$18.37
7	$17.94	$18.55	$19.18

Computer Aide

Step	2001/2002	2002/2003	2003/2004
1	$13.69	$14.16	$14.64
2	$15.04	$15.55	$16.08
3	$16.21	$16.76	$17.33
4	$17.83	$18.44	$19.07
5	$19.15	$19.80	$20.47
6	$20.74	$21.45	$22.18
7	$21.57	$22.30	$23.06

Office Assistant Automated Systems
Switchboard Operator, Clerk/Typist

Step	2001/2002	2002/2003	2003/2004
1	$25,994	$26,878	$27,792
2	$27,870	$28,818	$29,798
3	$29,737	$30,748	$31,793
4	$31,609	$32,684	$33,795
5	$34,298	$35,464	$36,670
6	$35,599	$36,809	$38,061
7	$37,556	$38,833	$40,153

Instructional Assistant, Lab Assistant, Technical Assistant
Jr. Network Specialist, Bilingual Instructional Assistant

Step	2001/2002	2002/2003	2003/2004
1	$16.61	$17.17	$17.75
2	$18.33	$18.95	$19.59
3	$19.69	$20.36	$21.05
4	$21.37	$22.10	$22.85
5	$22.55	$23.32	$24.11
6	$24.30	$25.13	$25.98
7	$25.18	$26.04	$26.93

Clerk/School Monitor

Step	2001/2002	2002/2003	2003/2004
1	$14.28	$14.77	$15.27
2	$15.31	$15.83	$16.37
3	$16.34	$16.90	$17.47
4	$17.37	$17.96	$18.57
5	$18.84	$19.48	$20.14
6	$19.56	$20.23	$20.92
7	$20.64	$21.34	$22.07

Senior Clerk/Typist

Step	2001/2002	2002/2003	2003/2004
1	$27,531	$28,467	$29,435
2	$29,418	$30,418	$31,452
3	$31,303	$32,367	$33,467
4	$33,186	$34,314	$35,481
5	$35,078	$36,271	$37,504
6	$37,310	$38,579	$39,891
7	$39,358	$40,696	$42,080

Bedford Central School District 2001-2002 through 2003-2004 CSEA Salary Schedules

Senior Office Automated Systems

Step	2001/2002	2002/2003	2003/2004
1	$30,353	$31,385	$32,452
2	$32,215	$33,310	$34,443
3	$34,136	$35,297	$36,497
4	$36,032	$37,257	$38,524
5	$37,918	$39,207	$40,540
6	$39,979	$41,338	$42,743
7	$42,178	$43,612	$45,095

Account Clerk, Senior Account Clerk, Payroll Clerk, Benefits Assistant

Step	2001/2002	2002/2003	2003/2004
1	$34,551	$35,726	$36,941
2	$36,494	$37,735	$39,018
3	$38,428	$39,735	$41,086
4	$40,368	$41,741	$43,160
5	$42,304	$43,742	$45,229
6	$44,360	$45,868	$47,428
7	$46,802	$48,393	$50,038

Security Monitor (10 Month)

Step	2001/2002	2002/2003	2003/2004
1	$13.47	$13.93	$14.40
2	$14.28	$14.77	$15.27
3	$15.11	$15.62	$16.15
4	$15.86	$16.40	$16.96
5	$16.71	$17.28	$17.87
6	$18.14	$18.76	$19.40
7	$19.57	$20.24	$20.93

Secretary, Secr. to School Principal, Secr. to School Official

Step	2001/2002	2002/2003	2003/2004
1	$33,489	$34,628	$35,805
2	$35,400	$36,604	$37,849
3	$37,327	$38,596	$39,908
4	$39,244	$40,578	$41,958
5	$40,798	$42,185	$43,619
6	$43,217	$44,686	$46,205
7	$45,596	$47,146	$48,749

Custodial Worker, Head Custodian, Maint. Mechanic, Maintenance Foreman, Groundsperson, Cleaner

Step	2001/2002	2002/2003	2003/2004
1	$28,013	$28,965	$29,950
2	$29,714	$30,724	$31,769
3	$31,404	$32,472	$33,576
4	$32,983	$34,104	$35,264
5	$34,758	$35,940	$37,162
6	$37,725	$39,008	$40,334
7	$40,699	$42,083	$43,514

Network Specialist

Step	2001/2002	2002/2003	2003/2004
1	$52,336	$54,115	$55,955
2	$54,037	$55,874	$57,774
3	$55,793	$57,690	$59,651
4	$57,606	$59,565	$61,590
5	$59,479	$61,501	$63,592
6	$61,412	$63,500	$65,659
7	$63,407	$65,563	$67,792

Bedford Central School District 2001-2002 through 2003-2004 CSEA Salary Schedules

Bus Driver/Other-12 Months

Step	2001/2002	2002/2003	2003/2004
1	$28,013	$28,965	$29,950
2	$29,714	$30,724	$31,769
3	$31,404	$32,472	$33,576
4	$32,983	$34,104	$35,264
5	$34,758	$35,940	$37,162
6	$37,725	$39,008	$40,334
7	$40,699	$42,083	$43,514

Mechanic/Driver-12 Months

Step	2001/2002	2002/2003	2003/2004
1	$32,494	$33,599	$34,741
2	$34,466	$35,638	$36,850
3	$36,431	$37,670	$38,951
4	$38,257	$39,558	$40,903
5	$40,319	$41,690	$43,107
6	$43,763	$45,251	$46,790
7	$47,215	$48,820	$50,480

Bus Drivers - Hourly

Years of Service	2001/2002	2002/2003	2003/2004
0-2	$13.50	$14.50	$15.50
3-5	$14.75	$15.75	$16.75
6-8	$16.00	$17.00	$18.00
9-12	$17.25	$18.25	$19.25
13+	$18.50	$19.50	$20.50

Bus Monitors- Hourly

Years of Service	2001/2002	2002/2003	2003/2004
0-3	$9.00	$9.50	$10.00
4-8	$10.25	$10.75	$11.25
9-13	$11.50	$12.00	$12.50
14+	$12.75	$13.25	$13.75

Differentials

Head Custodian	Elementary	16%
	Secondary	16%
Night Captain		10%
Maintenance Foreman(Bldgs.)		16%
Maintenance Foreman(Grds.)		16%

Technical Differentials

Groundsperson	$1,600
Maintenance Mechanic	$1,600

Stipends

Mechanic-in-Charge	$4,392

reflected in the attached Appendix.

Note: 10-month Clerical Employees - Salaries determined by hourly rate of 12-month employees = 12 month salary divided by 1820 hours.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective representatives on 1/9/02.

Bruce L. Dennis
Superintendent of Schools
Bedford Central School District

Jane Salvia, President
Bedford Central School District
Westchester Local 860 of the
CSEA, INC.

Gary Cannonier, Civil Service Association
Labor Relations Specialist