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Contract Database Metadata Elements

Title: **Babylon Union Free School District and Civil Service Employees Association, Inc. (CSEA), AFSCME, AFL-CIO, Local 1000 (Custodial Association) (2001)**

Employer Name: **Babylon Union Free School District**

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

Local: **1000 (Custodial Association)**

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

Expiration Date: **06/30/05**

Number of Pages: **18**

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CUS

Babylon Union Free School District
And Csea (Babylon Custodial Assn)

NEGOTIATIONS AGREEMENT

BETWEEN

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

**LOCAL 1000, AFSCME, AFL-CIO
(Custodial Association)**

AND

THE BOARD OF EDUCATION

OF

BABYLON UNION FREE SCHOOL DISTRICT

July 1, 2001 - June 30, 2005

RECEIVED

NOV 19 2002

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

AGREEMENT

PREAMBLE

WHEREAS, the efficient administration of the school system and the well being of its employees require that orderly and constructive relationships be maintained between employee organizations and the School Board, and

WHEREAS, the signatories hereto desire to encourage a harmonious and cooperative relationship between the School Board and its custodial employees, and

WHEREAS, it is the purpose of the signatories to this agreement to maintain and improve the present high standards of service to the people of the school district and to improve morale and personnel relations through a stabilized relationship between the school district and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO as the representative of the custodial employees of the school district,

NOW THEREFORE, it is agreed by and between the parties hereto as follows:

1. The Board of Education (hereafter referred to as Board) hereby recognizes the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO (hereinafter referred to as Association) as the exclusive representative and sole bargaining agent for the employees covered by this Contract for a period of time as such recognition shall remain in effect until the first budget submission date until 120 days prior to the end of the fiscal year, June 30, 2005.
2. The employees covered by this agreement and those to whom its services shall be applicable are Maintenance and Custodial Staff of Babylon Union Free School District.
3. This agreement shall be binding upon the parties hereto and in full force and effect from July 1, 2001 to June 30, 2005.
4. It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefor, shall not become effective until the appropriate legislative body has given approval.
5. This agreement embodies the full and complete understanding of the parties hereto arrived at after full negotiation and discussion of the areas referred to herein. The employer and the Association, for the life of this agreement, each voluntarily and unqualifiedly waives the rights, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to, or covered in this agreement, or with respect to any subject or matter not specifically referred to or covered in this agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed the agreement.

6. Those powers, responsibilities, duties and that authority which the Board has not expressly abridged, delegated or modified by this agreement are retained by the Board.

7. It is agreed that it is not the intention of the parties hereto to create precedents, which, in future negotiations, at the expiration of this agreement shall bar either party from reevaluating any of the matters contained herein.

8. The District shall deduct regular membership dues from the wages of those employees who submit duly executed authorization permitting such deduction.

9. JOB OPENINGS: Will be posted on district bulletin boards, and present employees will be considered for new positions.

10. GRIEVANCE PROCEDURES: See attachment #V, Grievance Procedure for Non-Teaching Personnel.

11. The Civil Service Employees representative will be permitted to meet with custodial staff representatives on district premises after approval from the Superintendent.

12. SALARY SCHEDULE for Maintenance and Custodial Staff. Employees appointed prior to January 1st will be eligible for increment increase on the following July 1st.

13. HOLIDAYS: Sixteen (16) paid holidays to be mutually agreed upon between the Superintendent, clerical workers and custodial workers.

Employees who are not scheduled to work on a holiday are entitled to one day compensated time, upon request, for any day in which a holiday falls on a non-scheduled work day.

14. VACATIONS:

- 1 week after 6 months continuous service
- 2 weeks after 1 year continuous service
- 3 weeks after 5 years continuous service
- 4 weeks after 10 years continuous service

a. Vacation to be taken on or after next July 1st after specified years of service have been completed. For example: Individual completing 10 years of continuous service for the District on March 1st, 2001, would be entitled to 4 weeks vacation July 1st, 2001.

In cases where employee terminates employment prior to June 30th of a given year, vacation benefits will be prorated on a monthly basis. Months to include only those completed in full.

b. Any employee in his first year of service in the school district who does not continue his employment with the school district for the 2nd year but has worked beyond six months will be allowed only half (1/2) his vacation benefits.

c. An employee may carry over up to ten (10) unused vacation days in any contract year, which must be taken prior to December 31st in that subsequent year.

15. PERSONAL DAYS: Two (2) Personal Days per year provided permission has been granted from the Superintendent. Requests must be made in writing. Unused personal days may be accumulated as sick days.

16. DEATH IN THE IMMEDIATE FAMILY: Five (5) days absence for immediate family. The immediate family will usually include grandparents, brother, sister, spouse, child, father, mother or any other person legally or reasonably bearing a similar relationship to the employee. Immediate family will also include the following in-laws: mother, father, sister, and brother.

17. SENIORITY shall prevail for scheduling vacations and possible reduction of the custodial staff for such reasons as austerity.

18. INSURANCE:

a. Health Insurance

1. All employees will contribute \$350.00 per year for family coverage and \$170.00 per year for individual coverage, toward participation in the Empire Plan Health Insurance Program.

2. Withdrawal Bonus –

i. Members of the unit who withdraw from the district's health insurance plan during the life of this agreement shall receive \$2,500 if they are covered by the family plan, and \$1,500 if they are receiving the individual coverage, provided they remain uncovered under such plan for a period of twelve (12) consecutive months. Such payments shall be made at the end of the twelve (12) month period. Nothing contained herein shall preclude a member from reentering the plan within the twelve (12) month period, provided, however, that in the case of a member who reenters within the twelve (12) month period, no payment shall be made. A member of the unit who elects this option shall submit proof of insurance coverage to the District and the Association, as a condition of the granting of this election.

ii. Members who have withdrawn from the health insurance plan and receive the bonus may apply for reentry effective July 1st of any year by notifying the Superintendent's Office no later than January 15th of that year and by filing reentry papers no later than March 1st, so that the waiting period will be completed by July 1st, provided that reentry shall be subject to carrier rules.

3. Flexible Benefit Plan – Unit members will be permitted to participate in the District's Flexible Benefit Plan.

b. Dental Insurance - The District will pay 100% of the Dental Insurance for term of the contract. Plan to be selected by the Board of Education.

c. Life Insurance - The District will pay the premium on a \$10,000 term life insurance policy for each member of the custodial staff. The policy will be carried into retirement at \$10,000 until the custodial staff member reaches age 70.

d. Long Term Disability - The District will pay 100% of the premium for a plan which will provide: 60% of salary to the maximum of \$2,000 monthly, 180-day waiting period, no exclusion of prior medical conditions, payment to age 65. The plan will be chosen by the Board of Education.

19. WORK WEEK: Custodial staff will continue working the existing 40 hour work week, which includes a 30 minute per day lunch break. However, custodians will spend their 30-minute lunch break in the building that they are assigned to and will be available for calls, if necessary.

20. OVERTIME: All overtime will be compensated for at the rate of time and one-half. Overtime is any work beyond the normal 40-hour workweek. This includes holidays, Sundays, weekends, etc.

Overtime rate of pay to be based on gross earnings which will include additional items as weekend differential and night differential.

A minimum of two (2) hours of work shall be provided whenever an employee is called in for overtime duty. (No minimum when a man is asked to work at the beginning or end of his work day.)

21. Two 10-minute coffee breaks during an 8-hour shift; one during the first 4 hours, the second during the latter.

22. SICK LEAVE: Twelve (12) days per year - cumulative to 150 days. Any employee absent for a period of three consecutive working days due to illness may be required to file a doctor's certificate to justify his/her absence.

23. LONGEVITY: increase after 13, 20, and 25 years of continuous service in the District.

2001-2002	\$ 747
2002-2003	\$ 769
2003-2004	\$ 792
2004-2005	\$ 816

24. NIGHT DIFFERENTIAL: Additional pay for any full-time custodian beginning work after 2:00 p.m. This benefit will be prorated if employee is not employed for the entire year on this schedule.

2001-2002	\$ 979
2002-2003	\$1,008
2003-2004	\$1,038
2004-2005	\$1,069

25. WEEKEND DIFFERENTIAL: An added differential for any full-time custodian working a regular weekend eight (8) hour shift, including Saturday or Sunday. Weekend shifts will begin at 8:00 a.m. Saturday through Sunday midnight. Present employees (5/7/70) have the right of refusal to work a regular scheduled weekend shift beginning at 8:00 a.m. Saturday through Sunday midnight. This benefit will be prorated if employee is not employed for the entire year on this schedule.

2001-2002	\$ 824
2002-2003	\$ 849
2003-2004	\$ 874
2004-2005	\$ 900

26. UNIFORMS: Custodians have agreed to wear uniforms as provided by the school district, and report for work shaven, well-groomed and presentable in appearance. Three sets of uniforms will be provided.

a. Foul Weather Gear: The District will provide sufficient foul weather gear in each building. Foul weather jackets will be available when needed.

27. RETIREMENT INCENTIVE: Upon the notice of retirement of any full-time custodial employee who shall have completed a minimum of five years (10 years of full-time service for those hired after February 20, 1990) of full-time service in the Babylon Union Free School District, and who has tendered his letter of resignation, such employee shall receive reimbursement at the rate of \$46 per day for 2001-02, \$47 per day for 2002-03, \$48 per day for 2003-04 and \$49 per day for 2004-05, for all accumulated unused sick days. For this section only, accumulation of sick days will be unlimited. The District records are the official records to be used in calculating this sick leave conversion payout. It will be necessary for the District to make adjustments during the last month of employment.

28. RETIREMENT: The following options shall be provided by the Board of Education in accordance with New York State Employees' Retirement System:

- a. 75I Retirement Plan
- b. 60B - \$20,000 Death Benefit

29. JURY DUTY PAY BACK: Custodians shall be entitled to full pay while serving as jurors and shall reimburse the District the Jury Duty per diem fee exclusive of travel expenses, within thirty days of receipt of such reimbursement.

30. EVALUATION: All employees covered under this contract will be evaluated annually as per the Performance Evaluation form as attached hereto (Attachment #VI). Evaluations of night crew by night custodian-in-charge; day crew by day custodian-in-charge; maintenance and groundsman by the maintenance foreman; custodians-in-charge, head custodians, and maintenance foreman by the Superintendent of Buildings and Grounds. All evaluations are to be cosigned by the Superintendent of Buildings and Grounds.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this 5th day of June ~~2002~~ 2001.

BOARD OF EDUCATION
BABYLON UNION FREE
SCHOOL DISTRICT

By: William Bernhard
William Bernhard
Superintendent of Schools

CIVIL SERVICE EMPLOYEES
ASSOCIATION, LOCAL 1000,
AFSCME, AFL-CIO (Custodial Association)

By: Robert Brooks
Robert Brooks, CSEA
Labor Relations Specialist

By: Rodney Adkins
Rodney Adkins, Unit President
Babylon Union Free School District

By: Patrick M. Chatterton
Patrick Chatterton, Unit Vice President
Babylon Union Free School District

CUSTODIAL SALARY SCHEDULE - 2001 - 2002

	Custodial Worker I A	Custodial Worker II B	Custodial Worker III C	Head Custodian D	Chief Custodian E	Grounds- keeper I F	Grounds- keeper II G	Maint. Mech. II H	Maint. Mech. III I	School Maint. Crew Lead. J
1	29953	32817	33511	34511	37075	30882	33511	33511	34117	42075
2	30838	33500	34399	35399	38402	31769	34399	34399	35000	43402
3	31729	34397	35730	36730	39740	32660	35730	35730	35897	44740
4	32616	35289	37075	38075	41074	33553	37075	37075	36789	46074
5	33728	36398	38402	39402	42405	34672	38402	38402	37898	47405
6	34842	37507	39740	40740	43743	35778	39740	39740	39007	48743
7	35957	38624	41074	42074	45074	36885	41074	41074	40124	51313
8	37075	39840	42405	43405	47683	38004	42405	42405	41340	51313
9	38178	41178	44548	45548	47683	39115	44548	44548	42678	51313
10	40235	43255	44548	45548	47683	41174	44548	44548	44755	51313
11	41235	44255	45548	46548	48683	42174	45548	45548	45755	52313

CUSTODIAL SALARY SCHEDULE - 2002 - 2003

	Custodial Worker I A	Custodial Worker II B	Custodial Worker III C	Head Custodian D	Chief Custodian E	Grounds- keeper I F	Grounds- keeper II G	Maint. Mech. II H	Maint. Mech. III I	School Maint. Crew Lead. J
1	30852	33596	34516	35546	38187	31808	34516	34516	35141	43337
2	31763	34505	35431	36461	39554	32722	35431	35431	36050	44704
3	32681	35429	36802	37832	40932	33640	36802	36802	36974	46082
4	33595	36348	38188	39218	42306	34560	38188	38188	37893	47456
5	34740	37490	39555	40585	43677	35712	39555	39555	39035	48827
6	35887	38632	40932	41962	45055	36851	40932	40932	40177	50205
7	37036	39783	42306	43336	46426	37992	42306	42306	41328	52852
8	38188	41035	43677	44707	49113	39144	43677	43677	42580	52852
9	39323	42413	45885	46915	49113	40288	45885	45885	43958	52852
10	41442	44553	45885	46915	49113	42409	45885	45885	46098	52852
11	42472	45583	46914	47944	50143	43439	46914	46914	47128	53882

CUSTODIAL SALARY SCHEDULE - 2003 - 2004

	Custodial Worker I A	Custodial Worker II B	Custodial Worker III C	Head Custodian D	Chief Custodian E	Grounds- keeper I F	Grounds- keeper II G	Maint. Mech. II H	Maint. Mech. III I	School Maint. Crew Lead. J
1	31778	34803	35551	36812	39333	32763	35551	35551	36195	44637
2	32716	35540	36493	37554	40741	33704	36493	36493	37132	46045
3	33662	36492	37906	38967	42160	34649	37906	37906	38083	47465
4	34603	37438	39333	40394	43575	35596	39333	39333	39029	48880
5	35782	38615	40741	41802	44987	36784	40741	40741	40206	50292
6	36964	39791	42160	43221	46407	37957	42160	42160	41383	51711
7	38147	40976	43575	44836	47819	39131	43575	43575	42568	54438
8	39333	42266	44988	46049	50587	40318	44988	44988	43858	54438
9	40503	43686	47261	48322	50587	41497	47261	47261	45277	54438
10	42685	45889	47261	48322	50587	43681	47261	47261	47481	54438
11	43746	46950	48322	49383	51648	44742	48322	48322	48541	55499

CUSTODIAL SALARY SCHEDULE - 2004 - 2005

	Custodial Worker I A	Custodial Worker II B	Custodial Worker III C	Head Custodian D	Chief Custodian E	Grounds- keeper I F	Grounds- keeper II G	Maint. Mech. II H	Maint. Mech. III I	School Maint. Crew Lead. J
1	32731	35641	36618	37711	40513	33746	36618	36618	37281	45976
2	33898	36606	37588	38681	41963	34715	37588	37588	38245	47427
3	34672	37587	39043	40136	43425	35688	39043	39043	39226	48889
4	35641	38561	40513	41606	44883	36664	40513	40513	40200	50346
5	36856	39773	41963	43056	46337	37887	41963	41963	41412	51801
6	38073	40985	43425	44518	47799	39096	43425	43425	42624	53263
7	39291	42205	44882	45975	49254	40305	44882	44882	43845	56071
8	40513	43534	46337	47430	52105	41528	46337	46337	45173	56071
9	41718	44996	48679	49772	52105	42742	48679	48679	46635	56071
10	43965	47266	48679	49772	52105	44992	48679	48679	48905	56071
11	45059	48359	49772	50864	53197	46085	49772	49772	49998	57164

Grievance Procedure Non-Teaching Personnel

Preamble

1. The purpose of grievance procedures is to resolve differences at the lowest administrative level.
2. Grievance procedures may be initiated in any area not covered by law.
3. The aggrieved may be an individual or group of individuals.
4. It is always recommended that the first state of procedure be on a one-to-one basis.
5. The final resolution of a grievance on a local level rests with the local Board of Education.

Definition of Terms

1. Grievance

Any alleged violation, misinterpretation, failure, or omission to carry out, or unfair application of law, administrative decisions or school district policy.

A grievance may concern any working condition tending to endanger or handicap an employee in the proper discharge of his duties.

Among those matters eligible for consideration, but not limited by the grievance processes, shall be assignment, work load, working hours, salary classification, extra pay, professional evaluation, employee records, promotion, and leave (and any other areas referred to in paragraph 4, section 602 of Article 16, Chapter 555 of General Laws).

2. Aggrieved Party

Any employee of the school district who is required by the Board of Education to hold certification by the State Department of Education or any other salaried employee of this school district.

3. Representative

Any one person selected by the aggrieved party.

4. Day

School day.

5. Advisory Board

The Advisory Board for non-teaching personnel shall consist of the following:

One member of the Board of Education, the School Business Administrator, the Superintendent of Buildings and Grounds, and two (2) non-teaching personnel employed by this school district and designated by mutual agreement between the aggrieved and the School Business Administrator.

General Principles

These Grievance Procedures are established with the understanding that all eligible employees may present grievances, free from coercion, interference, restraint, discrimination or reprisal.

Procedural Stages

1. First Procedural Stage

- a. The aggrieved party may introduce a grievance to the immediate supervisor or Superintendent of Buildings and Grounds.
- b. The grievance must be presented in writing and dated accordingly.
- c. After five (5) days following the presentation of the grievance, a decision must be rendered to the School Business Administrator in writing by the immediate supervisor or Superintendent of Buildings and Grounds with a copy to the aggrieved party.
- d. The aggrieved party must accept or reject the decision in writing within five (5) days.
- e. If rejected, a written request for a review may be made by the aggrieved party to the School Business Administrator. The request for review must be submitted within two (2) days after the aggrieved party has notified his immediate supervisor or Superintendent of Buildings and Grounds of his rejection as provided.

2. Second Procedural Stage

- a. A hearing shall be held by the School Business Administrator within five (5) days of the receipt of the aggrieved party's request by the School Business Administrator, at which the following may be present: the aggrieved party, the aggrieved party's representative, and a representative designated by the association in which the aggrieved is a member.
- b. A written decision shall be submitted by the School Business Administrator within five (5) days following the conclusion of the hearing. Such decision shall be sent to the immediate supervisor or the Superintendent of Buildings and Grounds, the aggrieved party, and the President of the Association in which the aggrieved is a member.
- c. The aggrieved party must accept or reject the decision in writing within two (2) days of its receipt.
- d. If rejected, a written request for review may be made to the Advisory Board and delivered to the School Business Administrator within two (2) days with copies to the Association President which the aggrieved is a member.

3. Third Procedural Stage

- a. The Advisory Board must hold a hearing within twelve (12) days of receipt of the request for review which shall be convened by the School Business Administrator, who shall supply file copies of the case to all members of the Advisory Board within five (5) days.
- b. The Advisory Board recommendation(s) shall be submitted to the Board of Education President within ten (10) days of the beginning of the first hearing.
- c. Copies of the Advisory Board's recommendation(s) are to be submitted to the aggrieved party, School Business Administrator, immediate supervisor, and the Association President in which the aggrieved is a member. Such distribution to be processed by the office of the School Business Administrator.

4. Fourth Procedural Stage
 - a. The Board of Education, and the Superintendent of Schools shall hold a special meeting of the Board in Executive Session within five (5) days after receipt of the Advisory Board's recommendation(s). The aggrieved party, his representative, immediate supervisor, or Superintendent of Buildings and Grounds, and any member of the Advisory Board may attend.
 - b. The School Board must render a final decision within ten (10) days after the closing of the hearing(s), with copies to the aggrieved party, Association President in which the aggrieved is a member, and the School Business Administrator.

AMENDMENT PROCEDURE

1. Amendments to Grievance Procedures may be proposed by the School Business Administrator, any member of the Board of Education, or the appropriate committee of the non-teaching personnel association.
2. Any amendments to be submitted by non-teaching personnel shall be submitted as above to be considered on the first Tuesday of October of each year. The committee to hear amendments, as proposed by non-teaching personnel, shall consist of one member of the Board of Education, the School Business Administrator, the Superintendent of Buildings and Grounds, one member of the Custodial force selected by same, one member of the Secretarial force selected by same, and one member of the Cafeteria force selected by same.
3. Recommendations of this special committee shall be presented to the Board of Education which will take appropriate action.

**BABYLON UNION FREE SCHOOL DISTRICT
PERFORMANCE EVALUATION**

EMPLOYEE _____

POSITION _____

CHECK ONE RATING BELOW FOR EACH FACTOR BY MARKING ONE OF THE FOUR BOXES

PERFORMANCE RATING

PERFORMANCE FACTORS	Above Standards	Average	Below Standards	Unsatisfactory	COMMENTS (OPTIONAL)
<p>1. JOB KNOWLEDGE & SKILLS</p> <p>The application on the job of experience, knowledge, technical ability, and skills possessed by the employee.</p>	<p>Exceeds</p>	<p>Meets Position Requirements</p>	<p>Requires Improvement</p>	<p>Not up To Standards</p>	
<p>2. THOROUGHNESS & DEPENDABILITY</p> <p>The degree to which assignments are organized, followed through, and completed</p>	<p>Requires Little Follow-up</p>	<p>Meets Standards</p>	<p>Requires Improvement</p>	<p>Requires Follow-up</p>	
<p>3. ATTITUDE & COOPERATION</p> <p>The willingness to accept assignments and advice as well as to communicate and work with others. The manner in which interactions with others occur.</p>	<p>Very Willing</p>	<p>Usually Willing</p>	<p>Requires Improvement</p>	<p>Indifferent</p>	
<p>4. INITIATIVE</p> <p>The desire to initiate assignments. Ability to develop resourceful solutions; willingness to offer constructive suggestions.</p>	<p>Adapts Well</p>	<p>Usually Applies</p>	<p>Requires Improvement</p>	<p>Seldom Applies</p>	

EMPLOYEE _____

ATTACHMENT VI

<p>5. ATTENDANCE</p> <p>The pattern of attendance during the rating period, reflecting both punctuality and absenteeism.</p>	<p>Little Lost Time</p>	<p>Occasional Lost Time</p>	<p>Requires Improvement</p>	<p>Excessive Lost Time</p>	
<p>6. CONDUCT & SAFETY</p> <p>The manner in which district rules and policies are followed including wise use of time and respecting co-workers' time. The degree of precaution and safety applied for student, staff, personal, and district concerns.</p>	<p>Very Conscientious</p>	<p>Normal</p>	<p>Requires Improvement</p>	<p>Poor</p>	
<p>7. SUPERVISORY ABILITY (where applicable)</p> <p>The skill in organizing, managing, and leading the resources for the task.</p>	<p>Above Average</p>	<p>Satisfactory</p>	<p>Requires Improvement</p>	<p>Unsatisfactory</p>	
<p>8. OVERALL RATING</p> <p>The composite sum of the ratings detailed above.</p>	<p>Exceeds Standards</p>	<p>Satisfactory</p>	<p>Requires Improvement</p>	<p>Unsatisfactory</p>	

16

SUPERVISOR'S SIGNATURE

DATE

EMPLOYEE REVIEW OF THE EVALUATION

I have read this evaluation and have discussed the contents with my supervisor. My signature means that I have been advised of my performance and does not necessarily imply that I agree or disagree with this evaluation or the contents.

Employee's Comments: _____

EMPLOYEE'S SIGNATURE

DATE

AFTER SIGNATURES BY BOTH PARTIES, SEND WHITE COPY TO BUS. OFFICE; YELLOW COPY TO SUPERVISOR; PINK COPY TO EMPLOYEE
 LSL 02/94

10/4/01

MEMORANDUM OF AGREEMENT

Except as modified herein, the contract between the BOARD OF EDUCATION, BABYLON UNION FREE SCHOOL DISTRICT and the CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000, AFSCME, AFL-CIO (Custodial Association), expiring June 30, 2005, shall remain in full force and effect.

This memorandum shall be subject to ratification by the Board of Education and the membership of the unit. The parties' respective negotiating teams agree to recommend such ratification to their principals.

1. **Salary:** Revised salary schedules for the years covered by this agreement shall be included in the new agreement, as set forth in the attached schedules. Bargaining unit employees shall be placed in the column, and on the steps indicated on the attachment to this Agreement, effective upon the ratification of this agreement.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this *15th* day of October, 2001.

BOARD OF EDUCATION
BABYLON UNION FREE
SCHOOL DISTRICT

By: *William P. Bernhard*
Dr. William P. Bernhard
Superintendent of Schools

CIVIL SERVICE EMPLOYEES
ASSOCIATION, LOCAL 1000,
AFSCME, AFL-CIO (Custodial Association)

By: *Kenneth D. Brotherton*
Kenneth Brotherton, CSEA
Labor Relations Specialist

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00/01-1023-BAB-0025

By: *Patrick M. Chatterton 10-12-01*
Patrick Chatterton
Unit President