

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: **South Country Central School District and South Country Central School District Unit, CSEA, Local 1000, AFSCME, AFL-CIO, Suffolk County Educational Local 870 (2003)**

Employer Name: **South Country Central School District**

Union: **South Country Central School District Unit, CSEA, AFSCME, AFL-CIO**

Local: **1000, Suffolk County Educational 870**

Effective Date: **07/01/03**

Expiration Date: **06/30/07**

PERB ID Number: **6212**

Unit Size: **130**

Number of Pages: **34**

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/>

AGREEMENT

by and between the
BOARD OF EDUCATION

of the
**SOUTH COUNTRY CENTRAL
SCHOOL DISTRICT**

and
**CSEA, Local 1000 AFSCME,
AFL-CIO**



South Country CSD Unit
Suffolk County Educational Local 870

July 1, 2003 - June 30, 2007

TABLE OF CONTENTS

ARTICLE I.....	RECOGNITION.....	Page 1
ARTICLE II.....	COMPENSATION.....	Page 2
	Overtime.....	Page 2
	School Nurses, Community Aides, and Computer Lab Assistants.....	Page 2
	Uniforms.....	Page 3
	Longevity Pay.....	Page 3
	Merit Pay.....	Page 3
	Senior Stenographer Stipend.....	Page 3
	Night Custodian Differential.....	Page 4
	Groundskeeper & Maintenance Mechanic II Differential.....	Page 4
	Salary Rate Increase.....	Page 4
ARTICLE III.....	WORK DAY & WORK WEEK.....	Page 4
	Work Hours.....	Page 4
	Union Meetings.....	Page 5
	Emergency Situations.....	Page 5
	Summer Hours.....	Page 5
	Middle School & High School Shifts.....	Page 5
ARTICLE IV.....	HOLIDAYS.....	Page 6
ARTICLE V.....	VACATIONS & SICK LEAVE.....	Page 7
	Vacations.....	Page 7, 8
	Sick Leave.....	Page 8
	Personal Leave.....	Page 8
	Disability Leave.....	Page 9
	Bereavement Leave.....	Page 9
	Jury Duty.....	Page 9
ARTICLE VI.....	INSURANCE.....	Page 9
	Health Insurance.....	Page 9, 10
	Dental Insurance.....	Page 10
	Malpractice Insurance.....	Page 10
	Insurance Carriers.....	Page 10
	Life Insurance.....	Page 10
	Optical Coverage.....	Page 10
ARTICLE VII.....	PAYROLL DEDUCTIONS.....	Page 11
ARTICLE VIII.....	SENIORITY.....	Page 11

ARTICLE IX.....	RETIREMENT.....	Page 12
Retirement Plan.....		Page 12
Retirement Increment.....		Page 12
Health Benefits.....		Page 12
Unused Sick Leave.....		Page 12
ARTICLE X.....	GRIEVANCES.....	Page 13
ARTICLE XI.....	WORKING CONDITIONS.....	Page 13, 14
ARTICLE XII.....	COLLECTIVE NEGOTIATIONS.....	Page 14
ARTICLE XIII.....	LEGISLATIVE IMPLEMENTATION.....	Page 14
ARTICLE XIV.....	EFFECTIVE DATE AND DURATION.....	Page 15
APPENDIX.....	SALARY SCHEDULES	

ARTICLE I – RECOGNITION

SECTION 1

The Board of Education of the South Country Central School District (hereafter referred to as the Board) recognizes Local 1000, Civil Service Employees Association, Inc., American Federation of State, County and Municipal Employees, AFL-CIO, Suffolk Educational Local #870, South Country School Unit (hereafter referred to as the CSEA), as the sole and exclusive representative of all full-time and part-time non-instructional employees appearing on the enclosed salary schedules for the maximum time permitted under the law. Positions that are deemed confidential in nature and have been approved by PERB are exempt. A list of all employees in this category will be supplied to the President of the CSEA. In addition, the CSEA will be notified of any new employees being considered for confidential status.

SECTION 2

The Board shall deduct from the wages of employees and remit to Local 1000, Civil Service Employees Association, Inc., American Federation of State, County and Municipal Employees, AFL-CIO, 143 Washington Avenue, Albany, New York 11220, regular membership dues for those employees who sign authorization permitting such payroll deductions. For employees who do not wish to join the union, the agency fee will be implemented by Local 1000 and fees deducted.

SECTION 3

The parties recognize that strikes and other forms of work stoppages by School District employees are contrary to law and the public policy. The CSEA and the Board subscribe to the principle that differences shall be resolved by peaceful and approved means without interruption of the school program. The CSEA, therefore, agrees that there shall be no strikes, work stoppages, or other concerted refusal to perform work by employees covered by this agreement, or any instigation thereof by the CSEA or its agents or its representatives.

SECTION 4

The Board agrees that Local 1000, Civil Service Employees Association, Inc., American Federation of State, County and Municipal Employees, AFL-CIO, Suffolk Educational Local #870, South Country School Unit, shall be the sole and exclusive representative for all the employees described in Section 1 of this Article for the purpose of collective negotiations and processing of grievances for the duration of this contract, subject to provisions of the Taylor Law.

ARTICLE II – COMPENSATION

SECTION 1 – OVERTIME

All overtime work must be approved by the Office of Human Resources prior to the time worked. After such prior approval, employees who work overtime shall be compensated for all hours worked in excess of their normal work day at the rate of one and a half (1½) times the regular hourly rate.

The hourly rate for operation and maintenance personnel is determined by dividing the annual salary by 2080. In instances where emergencies warrant the service of any member of the custodial, maintenance or grounds staff during off duty hours, said member shall receive minimum compensation for three (3) hours to be paid at the overtime rate of one and a half (1½) times the regular hourly rate. Such compensation shall not be paid if the work period immediately precedes or follows the normal workday except when personnel are required for snow removal.

Clerical staff employees may take credit for overtime work either in compensation or equivalent time off at the same ratio. The clerical hourly rate is determined by dividing the annual salary by 1906. Prior approval from the appropriate administrator as well as the Office of Human Resources is required.

Bus drivers are eligible for the overtime rate of one and one half (1½) times the regular hourly rate for all hours worked beyond an eight (8) hour day. Saturdays are paid at the overtime rate. Legal holidays will be paid at two (2) times the regular hourly rate.

Overtime work will be distributed as equally as practicable, among qualified employees regularly working on the shift and job involved, but shall exclude overtime work performed by supervisors. When volunteers cannot be obtained for overtime work, assignments will be made in inverse order of seniority. Individuals refusing such assignments shall be deemed insubordinate. Assignments shall be made with a minimum of five (5) calendar days' notice.

All overtime shall first be offered to full-time employees, then to part-time employees. No school employee outside the bargaining unit shall be offered overtime before all full-time bargaining unit employees are asked.

SECTION 2 – SCHOOL NURSES, COMMUNITY AIDES, COMPUTER LAB ASSISTANTS

School Nurses, Community Aides, and Computer Lab Assistants shall work the regular school calendar and receive benefits provided to full-time ten (10) month employees.

SECTION 3 – UNIFORMS

It shall be the responsibility of the School District to purchase uniforms as needed to be sure that each custodial, maintenance, and grounds person has five (5) serviceable uniforms at all times; bus drivers shall have two (2) serviceable uniforms at all times; and each nurse shall be supplied with two (2) lab coats each year. As each custodial, maintenance, and grounds uniform becomes unserviceable, it shall be reported to the Superintendent of Buildings and Grounds who will make arrangements for a replacement.

SECTION 4 – LONGEVITY PAY

All full-time twelve (12) month employees shall receive longevity pay after ten (10), fifteen (15), and twenty (20) years of service as indicated. All full-time ten (10) month employees shall receive the same longevity pay except that it shall be pro-rated for the time worked.

10 Years
\$1,000

15 Years
\$2,200

20 Years
\$3,750

SECTION 5 – MERIT PAY

The Board of Education, upon recommendation of any person in a supervisory position, (principals, head and chief custodians, head of grounds and maintenance, or any other person supervising CSEA employees) may award merit pay to Civil Service employees. Such merit pay will be over and above the regular negotiated salary schedule and other salary benefits. Further, it is agreed that any merit award is non-grievable and is not open to other legal action.

A notice will be sent to all supervisory personnel in order that they may be made aware of the Merit Pay clause.

The Board of Education agrees to publicize the award of every merit increase.

SECTION 6 – SENIOR STENOGRAPHER STIPEND

Senior Stenographers who have not been classified as "confidential" and are under the supervision of Central Office Administrators shall receive an additional stipend of \$1,000 per year.

SECTION 7 – NIGHT CUSTODIAN DIFFERENTIAL

The night custodian in charge of a shift starting at 3:00 PM or later shall receive a stipend of \$600 at the Verne Critz School and Kreamer Street School; \$700 at the Brookhaven School and Frank P. Long School; and \$1,000 at the Bellport Middle School and Bellport High School. In addition, all night shift personnel shall receive 50 cents (50¢) an hour differential pay for hours worked after 5:00 PM.

SECTION 8 – GROUNDSKEEPER AND MAINTENANCE MECHANIC II DIFFERENTIAL

The Groundskeeper in charge and Maintenance Mechanic II in charge shall be paid a \$2,250 differential.

SECTION 9 – SALARY RATE INCREASE

The salary increases to be provided within the 2003-2004, 2004-2005, 2005-2006, and 2006-2007 salary schedules (retroactive to July 1, 2003) are to be increased by 4% applied to each cell within the respective salary schedules for the Unit positions; the hourly rates are to be increased by 4% during each of the four (4) years of the subject Agreement.

ARTICLE III – WORK DAY AND WORK WEEK

SECTION 1 – WORK HOURS

All full-time and hourly employees covered by this Agreement shall work five (5) days per week as follows:

Clerical.....	7 hours, 20 minutes per day
Custodial, Maintenance, & Grounds.....	8 hours per day
Nurses.....	7 hours per day (including one 40-minute lunch)
Community Aides.....	7 hours per day
Computer Lab Assistants.....	7 hours per day

Effective 2004-2005 School Year:

Bus Drivers will work a 5-hour minimum compensated day and, therefore, will be considered hourly employees unless otherwise noted. Hours worked up until eight (8) hours in a day will be considered "straight time" pay. All hours worked beyond eight (8) hours in a day will be compensated at an hourly rate of time and one-half (1½). Longevity pay and all medical, disability, life and employee benefit insurance plans will be maintained.

SECTION 2 – UNION MEETINGS

All full-time ten (10) and twelve (12) month CSEA members shall have one (1) hour off to hold quarterly meetings. Permission shall be obtained from the Director of Human Resources to excuse the employees from the working assignment at the time this meeting is called.

SECTION 3 – EMERGENCY SITUATIONS

In the event of snow or other emergencies, all personnel will be notified by radio or direct telephone calls if they are not required to report for work on those days. Unless so notified, employees who do not report to work will be charged with a vacation day.

SECTION 4 – SUMMER HOURS

The summer hours of work (during the months of July and August) for all clerical personnel are 6¾ hours, including a forty (40) minute lunch period. Individual schedules will be assigned prior to July 1st. All employees must be available to work full time two (2) full weeks prior to the opening of school. Summer hours will be in effect for full-time clerical personnel during Christmas week when school is not in session, during winter break when school is not in session, and during spring break when school is not in session.

SECTION 5 – MIDDLE SCHOOL AND HIGH SCHOOL SHIFTS

At the Bellport Middle School and Bellport High School, the District will possess the prerogative of establishing three (3) shifts Monday through Saturday. Unit custodial members may be required to work Saturday as part of their five (5) day schedule, and Unit members may be required to work the third shift. The District will review the necessity for three (3) shifts in consultation with the President of the CSEA.

ARTICLE IV – HOLIDAYS

Salaried, full-time ten (10) and twelve (12) month employees covered by this agreement shall be granted the following paid holidays when such holidays fall on a regularly scheduled work day (except as noted*), and holidays may not be granted when school is in session:

Independence Day *
Labor Day
Rosh Hashanah (2 days)
Yom Kippur
Columbus Day
Veterans Day
Thanksgiving Day
Friday following Thanksgiving
Day prior to Christmas Day
Christmas Day
Day prior to New Year's Day
New Year's Day
Martin Luther King, Jr. Day
Presidents' Day
Good Friday
Memorial Day
Presidential Election Day

* If a Saturday or Sunday, this day will be observed either the Friday before or the Monday after the holiday, at the District's discretion.

Any such holiday(s) that fall on a Saturday and/or Sunday will be granted on a day or days when school is not in session during the December/January "Holiday Recess." No other time or compensation will be negotiated for those employees for whom this provision does not apply.

Bus drivers will receive only the following paid holidays when such holidays fall on a regularly scheduled work day:

Rosh Hashanah (2 days)
Yom Kippur
Columbus Day
Veteran's Day
Thanksgiving Day
Friday following Thanksgiving
Martin Luther King, Jr. Day
Memorial Day

ARTICLE V – VACATIONS AND SICK LEAVE

Benefits for part-timers are limited to twelve (12) month part-timers who work at least one half (1/2) the schedule of twelve (12) month full-time employees. Said benefits to be pro-rated.

SECTION 1 – VACATIONS

Vacation schedules shall be determined by the District at least thirty (30) days in advance and shall be granted on the basis of continuous service (i.e. uninterrupted), calculated as of July 1st, to salaried full-time twelve (12) month employees covered under this agreement as follows:

- (a) Ten (10) days after the completion of twelve (12) months of service but less than three (3) years of service.
- (b) Twelve (12) days after the completion of three (3) years of service, but less than five (5) years of service.
- (c) Fifteen (15) days after the completion of five (5) years of service, but less than ten (10) years of service.
- (d) Twenty (20) days after the completion of ten (10) years of service.
- (e) Vacation for salaried, full-time ten (10) month clerical help is as follows:
 - One (1) day of vacation for each month of employment per year.
- (f) Bus drivers, in lieu of vacation, shall be paid on the following basis:
 - 7 days on the second payroll in December
 - 7 days on the second payroll in April
- (g) All vacations will be taken as indicated during the year and during the summer with the approval and at the convenience of the District. All employees must be available to work full time two (2) full weeks prior to the opening of school. Ten (10) vacation days credited in one accrual period may be carried over into a new accrual period up to a maximum of thirty (30) days. All accrued days must be used prior to retirement.

- (h) All earned vacation for all Unit members shall be awarded by the District and become available for use on July 1st of each year. Current employees shall carry into the July 1st date all their accrued vacation time. New employees who commenced work prior to July 1, 2000, and have worked a minimum of two (2) full months shall be entitled to accrue one day of vacation credit for each month of service rendered up to a maximum of ten days credit for the first year of service up to July 1st. His/her second year of service will begin on the first July 1 date thereafter. The district will provide a statement of earned/accrued leave time in the initial paycheck received by the employee in September of each work year.

SECTION 2 – SICK LEAVE

Sick leave shall be granted on the basis of continuous service to salaried, full-time employees covered under this Agreement as follows:

Twelve (12) days of sick leave, with pay, for illness or injury will be allowed for each twelve (12) month employee during the year.

Upon the completion of five (5) years of continuous service, each such twelve (12) month employee will be allowed fifteen (15) sick days per year.

Ten (10) days of sick leave with pay for illness or injury will be allowed for the salaried, full-time ten (10) month employees. This sick leave is pro-rated on the basis of one (1) day of sick leave per month of employment during the year.

A maximum of two hundred twenty-five (225) days of unused sick leave can be accumulated by each employee.

CSEA employees with an accumulation of fifty (50) days or more by July 1st may request redemption of up to 15 days at a rate of fifty dollars (\$50) per day. Requests for this redemption must reach the Office of Human Resources prior to July 10th for payment on the August payroll.

In lieu of sick leave, bus drivers shall receive a bonus of ten (10) paid days per year at the end of each fiscal year based on attendance. These payments will be made in the first payroll in July. Bus drivers will lose one (1) sick day for each day absent.

ANYONE WHO ABUSES SICK LEAVE SHALL BE SUBJECT TO DISCIPLINARY ACTION.

SECTION 3 – PERSONAL LEAVE

Two (2) personal leave days may be granted each year, with pay, for the salaried full-time ten (10) and twelve (12) month employees. Unused personal leave will be added to sick time accrual at the end of the school year.

SECTION 4 – DISABILITY LEAVE

A salaried full-time employee may request a leave of absence as a result of a disability. This leave should be requested at the earliest possible opportunity and must be verified with a note from a physician. Additional verification of this disability may be requested by the Human Resources Office as the need arises. All accrued sick days must be applied towards this leave. The District will provide disability insurance for full-time employees with fifteen (15) or more years of employment in the CSEA Unit of the South Country Central School District. There will be a waiting period of one hundred fifty (150) calendar days from the onset of the disability. Employees electing to participate will be assessed a co-pay of twenty percent (20%) of the individual premium cost. Before returning from a disability leave, the employee must present a physician's statement indicating good health and a return to all normal duties.

SECTION 5 – BEREAVEMENT LEAVE

Salaried, full-time ten (10) and twelve (12) month employees shall be allowed up to a total of five (5) work days immediately upon occurrence, with pay, for the death of a spouse, child, parent or parent-in-law, brother or sister, and up to two (2) work days immediately upon occurrence, with pay, for the death of any other member of his/her immediate family. The term "immediate family" means grandparent, grandparent-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandchild, legal guardian, and any other relative residing in the household of which the employee is a part. Bereavement leave for hourly transportation employees will be the same as for salaried, full-time ten (10) and twelve (12) month employees.

SECTION 6 – JURY DUTY AND SUBPOENAS

An employee shall be granted leave with pay as may be necessary in order to respond to a court subpoena or to perform jury duty (required, not voluntary). All monies received as a fee for serving as a juror must be paid over to the District, excluding transportation reimbursement.

ARTICLE VI – INSURANCE

SECTION 1 – HEALTH INSURANCE

For the individual employee enrolled in the Suffolk School Employee Health Plan and for the employee enrolled in such plan with dependent coverage, one hundred percent (100%) of the premium will be paid by the District for the life of this Agreement for salaried, full-time ten (10) and twelve (12) month employees who were hired prior to July 1, 1994. For all employees hired beginning July 1, 1994, there will be a contribution of twenty percent (20%) for health insurance up to a maximum of \$1,000 per employee, which shall be deducted from the employee's gross pay. Participants in the other options offered will have premiums

paid up to the dollar amount paid by the District for similar coverage under the Statewide Plan.

If an employee so elects, an employee who otherwise has health insurance protection shall have the right to decline health insurance and shall be entitled to receive on the last pay day of the school year forty percent (40%) of the premium rate paid by the District. Such election must be made on or before June 1st for the succeeding school year. Once an election is made, it shall continue unless revoked by written notice to the District's Business Office, and then only in accordance with the provisions of the New York State Master Contract. If such revocation occurs during the school year, there will be no payment to the employee for any part of the premium rate.

SECTION 2 – DENTAL INSURANCE

The District shall provide a dental plan for all full-time employees and dependents, and shall pay the full cost for such plan. As a change of carrier occurs, the District shall provide coverage which is equivalent to the existing coverage.

SECTION 3 – MALPRACTICE INSURANCE

School Nurses shall be provided with malpractice insurance not to exceed seventy-five dollars (\$75) per year per Nurse.

SECTION 4 – INSURANCE CARRIERS

The District has the right to change insurance carriers without the approval of the CSEA, provided coverage remains substantially the same; however, before making such a change, the District shall notify the CSEA.

SECTION 5 – LIFE INSURANCE

The Board shall supply a life insurance policy totaling fifteen thousand dollars (\$15,000) for all employees covered under this Agreement.

SECTION 6 – OPTICAL COVERAGE

The employer will provide fully funded optical coverage to include benefits equivalent to that which is currently provided.

ARTICLE VII – PAYROLL DEDUCTIONS

The District shall provide and administer, upon written request, payroll deductions to the Suffolk County Teachers' Federal Credit Union or any other banking institution designated by the Unit member.

The District agrees to make provisions for payroll deductions for a tax sheltered annuity. The Board shall provide a clerical service to deduct from the employee's salary the amount authorized by the individual employee for transmission to the agent or agency selected in the manner and at the time authorized by the individual employee. The Board of Education shall not be responsible for the receipt of the funds deducted and forwarded as authorized by the employee.

ARTICLE VIII – SENIORITY

SECTION 1

Employees working above their title for twelve (12) consecutive days will be paid at the higher rate starting with the thirteenth (13th) day, providing they have qualified under Civil Service for that rating. The higher rate does not apply when covering for an employee on vacation.

SECTION 2

All position vacancies covered by this contract will be posted throughout the school district, and all present employees of the District shall be given first consideration, with seniority in the District given due importance, for these appointments.

SECTION 3

In case of a reduction of the work force because of lack of work or other economic reasons, employees will be laid off in "inverse" seniority order wherein the judgment of the District qualifications are equal. Seniority is defined as length of continuous service since the first date of hire in the Unit.

SECTION 4

The District will provide the President of the CSEA with an updated seniority list on or about September 1st of each year.

ARTICLE IX – RETIREMENT

SECTION 1 – RETIREMENT PLAN

The "Retirement Plan" is to provide for coverage under §75-l of the New York State Retirement Plan.

SECTION 2 – RETIREMENT INCREMENT

An employee having completed at least five (5) consecutive years in the District prior to retirement and who is eligible for retirement under the New York State Retirement Plan, and who shall submit his/her resignation for retirement purposes by December 1st, to take effect following the end of the school year, shall be eligible for leave with pay at his/her current rate for a period of days equal to fifty percent (50%) of accumulated sick leave, not to exceed two hundred (200) sick days. An employee who submits such a request on or before December 1st may retract that request on or before February 1st of the next year, but not thereafter.

SECTION 3 – HEALTH BENEFITS

For any Unit member retiring from the District the School District agrees to pay the same percentage of the cost of the premium for health benefits for such retiree and his/her spouse as was paid on behalf of the Unit member on the date of retirement.

The health insurance program to be provided is to be the health insurance program in effect for active members of the CSEA Unit of the School District. The School District specifically recognizes that each retiree has relied upon the representation contained herein by the School District to undertake the cost of benefits for said retiree (and his or her dependents) pursuant to this Agreement for the lifetime of the retiree.

If the retiree deceases leaving a surviving spouse, said spouse may maintain full participation rights in the existing health plan at no cost to the District.

Upon a retiree's reaching the age of eligibility for Medicare, the health benefit provided for herein shall be provided as co-insurance to Medicare coverage.

SECTION 4 – UNUSED SICK LEAVE

The School District will provide for the entitlement of a Unit member to utilize the provisions of §41j of the New York State Retirement and Social Security Law in order that unused, unpaid sick leave may be computed as credited service in the retiree's benefit calculation (to the extent permitted by law).

ARTICLE X – GRIEVANCES

SECTION 1

The term **grievance** shall mean any dispute arising concerning the interpretation or application of the terms of this contract or the rights claimed to exist thereunder.

SECTION 2

STEP 1 Such grievance by an employee or employees may be presented to their CSEA representative.

STEP 2 In the event such a dispute or grievance is not resolved within fifteen (15) working days from such presentation, it may then be presented to the department head. In order to be considered in this grievance procedure, a grievance must be presented to the department head in writing, within fifteen (15) days after the aggrieved employee knew or should have known of the action or condition giving rise to the grievance.

STEP 3 In the event such a dispute is not satisfactorily adjusted at Step 2, then, within fifteen (15) working days, the grievance shall be presented to the Superintendent or his/her designated representative for settlement within fifteen (15) working days.

STEP 4 In the event such a dispute is not satisfactorily adjusted at Step 3, then the grievance shall be presented within fifteen (15) working days to the Superintendent for scheduling with the Board of Education, in Executive Session, for settlement.

ARTICLE XI – WORKING CONDITIONS

SECTION 1

The School District shall notify all concerned employees at least seven (7) days in advance of changes in working methods or working conditions, except where such changes are required because of an emergency or a major disaster over which the District has little or no control.

SECTION 2

In instances where regular scheduling of the staff would result in only one person at work within any of the District's facilities, a reasonable effort will be made to provide telephone security checks for the welfare of that employee.

SECTION 3

Upon request and at reasonable intervals, an employee shall be permitted to examine his/her official employment personnel file. Employees shall be given copies of their performance evaluations by their immediate supervisors. There shall be only one (1) such file that shall contain all official personnel information commencing with the date of employment in this school district. No material derogatory to a Unit member's conduct, service, character or personality should be placed in his/her personnel file unless the Unit member has had an opportunity to review same. The Unit member shall affix his/her signature on the actual copy to be filed with the understanding that such signature merely signifies that he/she has read the material to be filed and does not necessarily indicate agreement with its contents. If the Unit member refuses to sign the copy, the Superintendent of Schools or his/her designated representative may insert the material in the Unit member's file.

ARTICLE XII – COLLECTIVE NEGOTIATIONS

SECTION 1

This Agreement is the only written agreement between the parties and supersedes all other agreements previously entered into for the period of time set forth below.

SECTION 2

The parties agree that each has exercised its right to bargain for any provisions it wished to be included in this contract; that, if either has made a proposal not included herein, such proposal has been withdrawn in consideration of the making of this contract; and that this contract constitutes a complete agreement as to all matters upon which the parties have or might have bargained. Accordingly, each expressly waives any right to seek to negotiate any further demand or proposal as long as this contract shall continue in effect. The parties further recognize and agree that as to every matter not specifically mentioned or provided for in this contract, and as to every matter a final decision as to which is reserved to the Board of Education hereunder, the Board continues to retain whether exercised or not, the sole and unquestioned right to exercise in its discretion its duties, powers, responsibilities and right in the direction and management of the South Country Central School District, Town of Brookhaven.

ARTICLE XIII – LEGISLATIVE IMPLEMENTATION

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 therefore, shall not become effective until the appropriate legislative body has given approval.

ARTICLE XIV – EFFECTIVE DATES AND DURATION


This Agreement shall be effective as of July 1, 2003, and shall expire on June 30, 2007. All terms and conditions apply for the length of the contract.

IN WITNESS THEREOF, the parties hereto have caused these present to be executed by their duly authorized officers on this 5 day of May, 2004.

**LOCAL 1000, CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., AMERICAN
FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO,
SUFFOLK EDUCATIONAL LOCAL #870, SOUTH COUNTRY SCHOOL UNIT #8782**



**Frank Chieffo
President, CSEA**




**Guy DiCosola
CSEA Field Representative
Labor Relations Specialist**

**SOUTH COUNTRY CENTRAL SCHOOL DISTRICT, TOWN OF BROOKHAVEN,
SUFFOLK COUNTY, NEW YORK**



**Gary Zanazzi
President, Board of Education**



**Dr. Michael LaFever
Superintendent of Schools**

SALARY SCHEDULES

Clerk Typist

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	33,180	34,507	35,888	37,234	38,630
2	33,506	34,846	36,240	37,599	39,009
3	33,830	35,183	36,591	37,963	39,387
4	34,156	35,522	36,943	38,328	39,766
5	34,480	35,860	37,294	38,692	40,143
6	34,806	36,198	37,646	39,058	40,522
7	35,130	36,536	37,997	39,422	40,900
8	35,456	36,874	38,349	39,787	41,279
9	35,780	37,212	38,700	40,151	41,657
10	36,106	37,550	39,052	40,517	42,036
11	36,430	37,888	39,403	40,881	42,414
12	36,756	38,226	39,755	41,246	42,793

Clerk Typist B

2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
42,984	44,704	46,492	48,235	50,044

Stenographer

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	34,312	35,684	37,111	38,503	39,947
2	34,636	36,022	37,462	38,867	40,325
3	34,962	36,360	37,815	39,233	40,704
4	35,286	36,698	38,165	39,597	41,082
5	35,612	37,036	38,518	39,962	41,461
6	35,936	37,374	38,869	40,326	41,838
7	36,262	37,712	39,221	40,691	42,217
8	36,586	38,050	39,572	41,056	42,595
9	36,912	38,388	39,924	41,421	42,974
10	37,236	38,726	40,275	41,785	43,352
11	37,562	39,064	40,627	42,150	43,731
12	37,886	39,402	40,978	42,514	44,109
13	38,212	39,740	41,330	42,880	44,488

Senior Stenographer

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	36,029	37,470	38,969	40,431	41,947
2	36,390	37,846	39,360	40,836	42,367
3	36,752	38,222	39,751	41,241	42,788
4	37,114	38,599	40,143	41,648	43,210
5	38,343	39,876	41,471	43,027	44,640
6	38,715	40,263	41,874	43,444	45,073
7	39,087	40,650	42,276	43,862	45,507
8	39,459	41,037	42,679	44,279	45,940
9	39,831	41,424	43,081	44,697	46,373
10	40,815	42,448	44,146	45,801	47,519
11	41,195	42,843	44,556	46,227	47,961
12	41,575	43,238	44,967	46,653	48,403
13	41,952	43,630	45,375	47,077	48,842

Account Clerk

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	33,868	35,223	36,632	38,005	39,431
2	34,194	35,561	36,984	38,371	39,810
3	34,518	35,899	37,335	38,735	40,187
4	34,844	36,237	37,687	39,100	40,567
5	35,168	36,575	38,038	39,464	40,944
6	35,494	36,914	38,390	39,830	41,323
7	35,818	37,251	38,741	40,194	41,701
8	36,144	37,590	39,093	40,559	42,080
9	36,468	37,927	39,444	40,923	42,458
10	36,794	38,266	39,796	41,289	42,837
11	37,118	38,603	40,147	41,653	43,215
12	37,444	38,942	40,499	42,018	43,594

Senior Account Clerk

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	35,495	36,915	38,391	39,831	41,325
2	35,856	37,290	38,782	40,236	41,745
3	36,218	37,667	39,174	40,643	42,167
4	36,580	38,043	39,565	41,048	42,588
5	37,797	39,308	40,881	42,414	44,004
6	38,169	39,695	41,283	42,831	44,437
7	38,541	40,082	41,686	43,249	44,871
8	38,913	40,469	42,088	43,666	45,304
9	39,285	40,856	42,490	44,084	45,737
10	40,261	41,872	43,547	45,180	46,874
11	40,641	42,267	43,957	45,606	47,316
12	41,020	42,660	44,367	46,031	47,757
13	41,398	43,054	44,776	46,455	48,198

12 MONTH COMPUTER LAB ASSISTANT

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	32,437	33,734	35,084	36,400	37,764
2	32,839	34,153	35,519	36,851	38,233
3	33,314	34,647	36,032	37,384	38,786
4	33,643	34,989	36,388	37,753	39,169
5	34,045	35,407	36,823	38,204	39,637
6	34,447	35,825	37,258	38,655	40,105
7	34,849	36,243	37,693	39,106	40,573
8	35,251	36,661	38,127	39,557	41,041
9	35,653	37,079	38,562	40,008	41,509
10	36,055	37,497	38,997	40,459	41,977
11	36,457	37,915	39,432	40,911	42,445
12	36,859	38,333	39,867	41,362	42,913

10 MONTH COMPUTER LAB ASSISTANT

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	21,802	22,674	23,581	24,465	25,383
2	22,203	23,091	24,015	24,915	25,850
3	22,605	23,510	24,450	25,367	26,318
4	23,007	23,927	24,884	25,817	26,785
5	23,408	24,344	25,318	26,268	27,253
6	23,810	24,763	25,753	26,719	27,721
7	24,212	25,180	26,187	27,169	28,188
8	24,613	25,597	26,621	27,620	28,655
9	25,015	26,016	27,056	28,071	29,124
10	25,417	26,433	27,491	28,521	29,591
11	25,818	26,851	27,925	28,972	30,058
12	26,220	27,269	28,360	29,423	30,527

Purchasing Agent

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	57,000	59280	61,651	63,963	66,362
2	57,325	59618	62,003	64,328	66,740
3	57,650	59956	62,354	64,693	67,118
4	57,975	60294	62,706	65,057	67,497
5	58,300	60632	63,057	65,422	67,875
6	58,625	60970	63,409	65,787	68,254
7	58,950	61308	63,760	66,151	68,632
8	59,275	61646	64,112	66,516	69,010
9	59,600	61984	64,463	66,881	69,389
10	59,925	62322	64,815	67,245	69,767
11	60,250	62660	65,166	67,610	70,146
12	60,575	62998	65,518	67,975	70,524

Asst Mgr Data Processing

2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
90,852	94,486	98,266	101,951	105,774

10 Month Nurse

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	34,305	35,677	37,104	38,496	39,939
2	34,719	36,108	37,552	38,961	40,422
3	35,133	36,538	37,999	39,424	40,903
4	35,547	36,969	38,447	39,889	41,385
5	35,960	37,398	38,894	40,353	41,866
6	36,374	37,829	39,342	40,818	42,348
7	36,787	38,259	39,789	41,281	42,829
8	37,202	38,690	40,237	41,746	43,312
9	37,615	39,119	40,684	42,210	43,793
10	38,029	39,550	41,132	42,675	44,275
11	38,442	39,980	41,579	43,138	44,756
12	38,855	40,410	42,026	43,602	45,237

12 Month Nurse

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	41,165	42,812	44,524	46,194	47,926
2	41,663	43,330	45,063	46,753	48,506
3	42,158	43,845	45,599	47,309	49,083
4	42,657	44,363	46,137	47,868	49,663
5	43,152	44,878	46,673	48,423	50,239
6	43,649	45,395	47,211	48,981	50,818
7	44,145	45,911	47,747	49,538	51,395
8	44,642	46,428	48,285	50,095	51,974
9	45,137	46,943	48,820	50,651	52,550
10	45,635	47,461	49,359	51,210	53,130
11	46,130	47,975	49,894	51,766	53,707
12	46,617	48,482	50,421	52,312	54,273

Community Aide

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	21,453	22,311	23,204	24,074	24,976
2	21,868	22,743	23,652	24,539	25,459
3	22,281	23,172	24,099	25,003	25,940
4	22,695	23,603	24,547	25,468	26,423
5	23,108	24,033	24,994	25,931	26,904
6	23,523	24,464	25,442	26,396	27,386
7	23,937	24,894	25,890	26,861	27,868
8	24,351	25,325	26,338	27,325	28,350
9	24,764	25,755	26,785	27,790	28,832
10	25,178	26,186	27,233	28,254	29,314
11	25,592	26,616	27,681	28,719	29,796
12	26,006	27,046	28,128	29,183	30,278

Bus Drivers

2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
15.50	16.12	16.76	17.39	18.04

Head Bus Driver

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	43,760	45,511	47,331	49,106	50,948
2	44,175	45,942	47,779	49,571	51,430
3	44,588	46,371	48,226	50,035	51,911
4	45,002	46,802	48,674	50,500	52,393
5	45,415	47,232	49,121	50,963	52,874
6	45,830	47,663	49,569	51,428	53,357
7	46,243	48,092	50,016	51,892	53,838
8	46,656	48,522	50,463	52,355	54,319
9	47,070	48,953	50,911	52,820	54,801
10	47,483	49,383	51,358	53,284	55,282
11	47,898	49,813	51,806	53,749	55,764
12	48,311	50,243	52,253	54,212	56,245

Transportation Supervisor

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	47,960	49,879	51,874	53,819	55,837
2	48,350	50,284	52,295	54,256	56,291
3	48,740	50,690	52,717	54,694	56,745
4	49,130	51,095	53,138	55,131	57,199
5	49,520	51,501	53,561	55,569	57,653
6	49,909	51,906	53,982	56,006	58,107
7	50,300	52,312	54,404	56,444	58,561
8	50,689	52,717	54,825	56,881	59,014
9	51,080	53,123	55,248	57,320	59,469
10	51,469	53,528	55,669	57,756	59,922

School Bus Dispatcher

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	27,567	28,669	29,816	30,934	32,094
2	27,968	29,087	30,250	31,385	32,562
3	28,369	29,504	30,684	31,835	33,029
4	28,771	29,921	31,118	32,285	33,496
5	29,172	30,339	31,552	32,735	33,963
6	29,572	30,755	31,985	33,185	34,429
7	29,973	31,172	32,419	33,635	34,896
8	30,375	31,590	32,853	34,085	35,363
9	30,776	32,007	33,287	34,535	35,831
10	31,177	32,424	33,721	34,986	36,298

Custodial Worker

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	35,889	37,324	38,817	40,273	41,783
2	36,302	37,754	39,264	40,736	42,264
3	36,716	38,185	39,712	41,201	42,746
4	37,129	38,614	40,159	41,665	43,227
5	37,542	39,044	40,606	42,129	43,708
6	37,957	39,475	41,054	42,593	44,191
7	38,370	39,905	41,501	43,057	44,672
8	38,784	40,335	41,949	43,522	45,154
9	39,197	40,765	42,396	43,986	45,635
10	39,611	41,196	42,844	44,450	46,117
11	40,025	41,626	43,291	44,914	46,598

Courier

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
	39,923	41,519	43,180	44,799	46,479

Chief Custodian

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	42,662	44,368	46,143	47,873	49,668
2	43,076	44,799	46,591	48,338	50,151
3	43,489	45,229	47,038	48,802	50,632
4	43,902	45,658	47,485	49,265	51,113
5	44,316	46,089	47,933	49,730	51,595
6	44,730	46,519	48,380	50,194	52,076
7	45,144	46,950	48,828	50,659	52,558
8	45,557	47,379	49,274	51,122	53,039
9	45,971	47,810	49,722	51,587	53,522
10	46,384	48,240	50,169	52,051	54,003
11	46,799	48,671	50,617	52,516	54,485
12	47,212	49,100	51,064	52,979	54,966

Head Custodian

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	41,051	42,693	44,401	46,066	47,793
2	41,464	43,123	44,848	46,529	48,274
3	41,878	43,554	45,296	46,994	48,757
4	42,292	43,983	45,743	47,458	49,238
5	42,706	44,414	46,191	47,923	49,720
6	43,119	44,844	46,638	48,386	50,201
7	43,532	45,274	47,084	48,850	50,682
8	43,946	45,704	47,533	49,315	51,164
9	44,360	46,134	47,979	49,779	51,645
10	44,774	46,565	48,427	50,243	52,128
11	45,247	47,056	48,939	50,774	52,678
12	45,601	47,425	49,322	51,172	53,091

Painter Grounds I

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	37,133	38,619	40,164	41,670	43,232
2	37,548	39,050	40,612	42,135	43,715
3	37,961	39,479	41,059	42,598	44,196
4	38,375	39,910	41,507	43,063	44,678
5	38,788	40,340	41,953	43,527	45,159
6	39,203	40,771	42,402	43,992	45,641
7	39,617	41,202	42,850	44,456	46,124
8	40,030	41,631	43,296	44,920	46,605
9	40,443	42,061	43,743	45,384	47,086
10	40,856	42,491	44,190	45,847	47,567
11	41,271	42,921	44,638	46,312	48,049
12	41,684	43,351	45,085	46,776	48,530

Painter Grounds II

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	38,061	39,583	41,167	42,711	44,312
2	38,484	40,024	41,625	43,186	44,805
3	38,908	40,465	42,083	43,661	45,299
4	39,332	40,906	42,542	44,137	45,792
5	39,756	41,347	43,000	44,613	46,286
6	40,953	42,591	44,294	45,955	47,679
7	41,366	43,020	44,741	46,419	48,160
8	41,780	43,451	45,189	46,884	48,642
9	42,253	43,943	45,701	47,414	49,192
10	42,607	44,312	46,084	47,812	49,605
11	43,021	44,741	46,531	48,276	50,086
12	43,435	45,172	46,979	48,741	50,569

Maintenance Mechanic I

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	37,548	39,050	40,612	42,135	43,715
2	37,961	39,479	41,059	42,598	44,196
3	38,375	39,910	41,507	43,063	44,678
4	38,788	40,340	41,953	43,527	45,159
5	39,203	40,771	42,402	43,992	45,641
6	39,616	41,200	42,848	44,455	46,122
7	40,030	41,631	43,296	44,920	46,605
8	40,443	42,061	43,743	45,384	47,086
9	40,856	42,491	44,190	45,847	47,567
10	41,271	42,921	44,638	46,312	48,049
11	41,684	43,351	45,085	46,776	48,530
12	42,098	43,782	45,533	47,241	49,012

Maintenance Mechanic II

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	39,087	40,650	42,276	43,862	45,507
2	39,500	41,080	42,723	44,325	45,988
3	39,913	41,510	43,170	44,789	46,469
4	40,327	41,941	43,618	45,254	46,951
5	40,741	42,370	44,065	45,718	47,432
6	41,155	42,801	44,513	46,182	47,914
7	41,568	43,231	44,960	46,646	48,395
8	41,982	43,662	45,408	47,111	48,878
9	42,395	44,091	45,855	47,575	49,359
10	42,810	44,522	46,303	48,039	49,841
11	43,223	44,952	46,750	48,503	50,322
12	43,637	45,383	47,198	48,968	50,804

Maintenance Mechanic III

Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	40,626	42,251	43,941	45,589	47,298
2	41,039	42,681	44,388	46,052	47,779
3	41,452	43,110	44,834	46,516	48,260
4	41,866	43,541	45,282	46,980	48,742
5	42,280	43,971	45,730	47,445	49,224
6	42,694	44,402	46,178	47,909	49,706
7	43,107	44,831	46,625	48,373	50,187
8	43,521	45,262	47,072	48,838	50,669
9	43,934	45,691	47,519	49,301	51,150
10	44,349	46,123	47,968	49,767	51,633
11	44,762	46,552	48,415	50,230	52,114
12	45,176	46,983	48,862	50,695	52,596



Local 1000, AFSCME, AFL-CIO

143 Washington Ave., Albany, NY 12210

Danny Donohue, President

