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Contract Database Metadata Elements

Title: **Copiague Union Free School District and Copiague School Non-Supervisory Services Unit No. 831002, Civil Service Employees Association (CSEA), Local 1000, AFSCME, AFL-CIO, Local 870 (2003)**

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

Union: **Copiague School Non-Supervisory Services Unit No. 831002, Civil Service Employees Association (CSEA), AFSCME, AFL-CIO**

Local: **1000, 870**

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

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CUS/4838

AGREEMENT

Between

**THE BOARD OF EDUCATION
COPIAGUE UNION FREE SCHOOL DISTRICT**

and

**THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000, AFSCME, AFL-CIO**

With Respect To

**COPIAGUE SCHOOL
NON-SUPERVISORY SERVICES UNIT NO. 831002
OF LOCAL 870 CSEA**

7/1 6/30
2003-2009

RECEIVED

APR 03 2006

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

31

TABLE OF CONTENTS

ARTICLE 1	Recognition	1
ARTICLE 2	Length of Agreement	1
ARTICLE 3	Maintenance of Standards.....	1
ARTICLE 4	Seniority	1
ARTICLE 5	Union Security	2
ARTICLE 6	Access to Premises - Shop Stewards	2
ARTICLE 7	Hours of Work	2
ARTICLE 8	Snow Removal	3
ARTICLE 9	Time Clocks	3
ARTICLE 10	Uniforms	3
ARTICLE 11	Holidays	3
ARTICLE 12	Sick Leaves & Other Leaves of Absence.....	4
ARTICLE 13	Insurance	6
ARTICLE 14	Vacations.....	6
ARTICLE 15	Death in the Family.....	7
ARTICLE 16	Jury Duty and Court Appearances	7
ARTICLE 17	Wages.....	7
ARTICLE 18	Identification Tags	8
ARTICLE 19	New Employees	8
ARTICLE 20	Differentials	8
ARTICLE 21	Longevity	8
ARTICLE 22	Retirement.....	8

ARTICLE 23	Changes in Assignment/Shift/Promotions	9
ARTICLE 24	9
ARTICLE 25	Labor Management Relations	9
ARTICLE 26	Section 125 of the I.R.S. Code.....	10
ARTICLE 27	Out of Title Work.....	10
ARTICLE 28	Miscellaneous	10
ARTICLE 29	10
ARTICLE 30	Management Rights	11
ARTICLE 31	Grievance Procedure	11
ARTICLE 32	Disciplinary Procedure.....	12
EXHIBIT A	2003-2004 Salary Schedule	13
EXHIBIT B	2004-2005 Salary Schedule	13
EXHIBIT C	2005-2006 Salary Schedule	13
EXHIBIT D	2006-2007 Salary Schedule	14
EXHIBIT E	2007-2008 Salary Schedule	14
EXHIBIT F	2008-2009 Salary Schedule	14

In order to effectuate the provisions of Article 14 of the Civil Service Law of the State of New York (The Public Employees Fair Employment Act) and to encourage and increase effective and harmonious working relationships between the Copiague Board of Education (hereinafter called the Board) and the Non-Supervisory Services Unit represented by the Civil Service Employees Association, Inc., Local 1000, AFSCME AFL-CIO (hereinafter called the Union):

This Agreement is made and entered into on this 21st day of November 2005 by and between the Board and the Union and shall continue in full force and effect commencing July 1, 2003 through June 30, 2009.

ARTICLE 1 **RECOGNITION**

This Agreement covers all full-time employees employed by the Employer in the category of non-supervisory service employees including maintenance, groundskeepers, and custodial workers, and the Employer hereby recognizes the Union as exclusive collective bargaining representative of such employees. This recognition is to be for a period ending seven (7) months prior to the expiration of this Agreement or such longer period as may be the maximum permitted by law.

ARTICLE 2 **LENGTH OF AGREEMENT**

Except as is specifically provided to the contrary herein, this Agreement shall remain in full force and effect for the period July 1, 2003 up to and including June 30, 2009.

ARTICLE 3 **MAINTENANCE OF STANDARDS**

All employees shall be guaranteed wages and other terms and conditions of employment at not less than the highest standards in effect prior to execution of this Agreement, except for sick leave provisions which shall be as described herein, and improvements in wages and other terms and conditions of employment shall be made wherever this Agreement provides for a higher standard.

ARTICLE 4 **SENIORITY**

Except as otherwise specifically provided in this Agreement, seniority shall prevail in all respects including but not limited to layoffs and rehires and preference in work assignments and starting times.

ARTICLE 5
UNION SECURITY

No present or future employees in the Non-Supervisory Services Union shall be compelled to join any Union.

Upon receipt of written authorization from present employees, the Employer will deduct from the wages of such employees an amount designated by the Union for membership dues in the Union and remit same to the Union at such time or times as are mutually agreed upon.

ARTICLE 6
ACCESS TO PREMISES - SHOP STEWARDS

A duly authorized representative of the Union shall be permitted to visit any property of the Employer during normal working hours for the purpose of conferring with representatives of the Employer and with employees, provided that same does not interfere with normal operations and work schedules. However, such representative must upon entering school property first report to the office of the building principal. The representative must sign in, state the official business and sign out upon leaving. The Union must appoint one shop steward at each building in the school district to represent the Non-Supervisory Services Unit.

ARTICLE 7
HOURS OF WORK

A. The normal work week, Monday through Friday, shall be forty (40) hours, eight (8) hours per day. Every hour or fraction thereof worked in excess of 40 hours per week or 8 hours per day shall be paid for in an amount equivalent to one and one-half of the applicable prorated hourly wage.

B. All overtime in the district will be on a rotating seniority basis. Employees will be awarded overtime according to their seniority standing in the district. Once overtime has been awarded, the employee will not receive overtime until every employee on the list has either refused or the list has been exhausted. This makes all employees eligible for overtime again. Those employees that refuse overtime must sign an Overtime Rejection Form, indicating their refusal and that reinstatement to the overtime list would require a letter to the Business Office stating their desire for reinstatement. They will then be put in their proper place on the seniority list one (1) week after their written statement has been received by the Business Office.

C. An employee's shift may be changed only under the following circumstances and an employee affected by such change shall be paid at the regular hourly rate:

1. To replace an absentee employee
2. For snow removal
3. Permanent change of shift.

D. When schools are closed to students, hours of assignment will be from 7:00 a.m. to 3:30 p.m. However, one employee per building shall be required to work from 9:00 a.m. to 5:30 p.m., except that the hour of assignment for the full-time person assigned to cover the Board of

Education Administrative Offices shall be 10:30 a.m. to 7:00 p.m. Each employee will receive one-half (1/2) hour for lunch.

E. In the event there are shift changes other than above stated, an employee shall receive one and one-half times the prorated hourly rate for all hours worked before or after his/her normal work shift, regardless of the hours worked.

F. **Emergency Recall:** An employee called out for an emergency before or after regular working hours shall be paid at time and one-half for such recall work and shall be guaranteed a minimum of two (2) hours.

ARTICLE 8 SNOW REMOVAL

Snow removal is a necessary part of custodial work. Such services must be performed by the employees as and when required as part of their basic salaries.

ARTICLE 9 TIME CLOCKS

In the sole discretion of the Superintendent of Schools or his designee, all employees shall personally record their arrivals and departures on designated time clocks.

ARTICLE 10 UNIFORMS

All unit members shall be required to wear uniforms at all times when they are on duty if required to do so by the Superintendent of Schools. The selection of the required uniform shall be made by the Plant Facilities Administrator after consultation with the President of the Union. The uniform allotment shall include three (3) complete sets of winter uniforms and three (3) complete sets of summer uniforms. Approved bermuda shorts can be substituted for summer pants at the option of the employee to be worn during the summer months when school is not in session. In addition, a winter jacket shall be supplied where necessary. Uniforms will be turned in and replaced when deemed necessary by the District.

ARTICLE 11 HOLIDAYS

A. Subject to Section B of this Article 11, employees will have the following holidays:

Independence Day	Thanksgiving Day	Martin Luther King, Jr. Day
Labor Day	Day after Thanksgiving	Lincoln's Birthday
Rosh Hashanah	Day before Christmas	Washington's Birthday
Yom Kippur	Christmas Day	Good Friday
Columbus Day	New Year's Day	Memorial Day
Veterans' Day		

B. When any of the above holidays fall on a Sunday, it shall be observed and granted on the following Monday, and when any of the above holidays fall on a Saturday, it shall be observed and granted on the previous Friday; provided, however, that if school is in session on such Friday or Monday, such holiday shall be added to vacation leave or be granted as soon thereafter as possible.

C. In the event that an employee is called in for an emergency, the employee shall receive double time if called in on the following designated holidays:

Independence Day	Day before Christmas	New Year's Day
Labor Day	Christmas Day	Memorial Day
Thanksgiving Day		

ARTICLE 12 SICK LEAVES & OTHER LEAVES OF ABSENCE

A. **Sick Days:** Employees may be absent for reason of illness for up to thirteen (13) days in any school fiscal year without loss of pay. The accumulated number of sick days is unlimited. The accumulated number of unused sick days shall not exceed 180 days for full-time employees hired after June 26, 2000.

B. **Personal Days:** An employee may be absent for personal reasons, other than sickness, for not more than five (5) days in any school year. Any such personal days taken by the employee shall be deducted from the thirteen allowable sick days.

The Board of Education and the employees have mutually agreed to a continuation of the removal of existing restrictions on the personal day policy for one year. It is the Association's contention that employees would use personal days with discretion and would not use these days consecutively whenever possible.

The Board of Education will review the use of personal days for the school years 1999-2000, 2000-2001, 2001-2002, and 2002-2003 with the Association. Upon notice to the Association, the Board of Education may reinstate the restrictions contained in the 1968-70 contract. This reinstatement is not negotiable.

C. **Extended Sick Leave at Full Pay:** In the event an employee suffers a continuous illness or extended disability which prohibits his working for a period in excess of his accumulated sick day allowance, the employee shall be entitled to an additional twenty (20) days absence without loss of pay. A request in writing, supported by a M.D. certificate indicating the nature of illness and/or disability and the probable date of return to duty, shall be presented. A medical examination performed by the School Physician may be required if the Superintendent of Schools deems it necessary. Any employee taking advantage of this extended sick leave allowance may replace the number of days used in the following manner:

1. At the end of each school fiscal year, the number of unused sick days remaining will not accumulate but will be used to replace the number of days used for extended sick leave purposes as herein provided. The Board of Education shall require the repayment of sick leave days used under the extended sick leave privilege as follows:

The first year after the use of extended sick leave privilege, a repayment of not less than four (4) days must be made. An automatic salary deduction shall be made for any of the required repayment days not repaid from accumulated sick days. Such repayment is to be based on the salary in the year of illness. The same policy shall be in effect for the second, third and fourth year. All days used under this extended sick leave policy must be repaid by the end of the fifth year. Under no circumstances may sick leave days be borrowed from future accumulation of sick days to satisfy obligations under this policy.

2. If the employee leaves the District before all of the days used in the extended sick leave, as aforesaid, are replaced, the Board shall deduct from the employee's pay vouchers a sum equal to the employee's regular salary for the days not so replaced as aforesaid. In the event the sum owed is not fully recouped by the District from the employee's pay vouchers, the employee shall be responsible to repay the District directly the monies owed hereunder.

D. Extended Sick Leave at Two-Thirds Pay: In the event an employee suffers a continuous illness or extended disability prohibiting his return to duty after the expiration of his sick days, accumulated sick days, and extended sick leave of twenty (20) days, as herein provided, the employee shall nevertheless be entitled to receive two-thirds of his pay for a number of such additional days as the employee may be absent, depending upon his length of service within the District as hereinafter provided:

Years of Service	Number of Days Entitled at Two-Thirds Pay	Years of Service	Number of Days Entitled at Two-Thirds Pay
3 or less	0	8	40
4	15	9	45
5	25	10	50
6	30	11	55
7	35	12 or more	60

If the full-time employee leaves the District before all of the days used in the extended sick leave, as aforesaid, are replaced, the Board shall deduct from the employee's pay vouchers a sum equal to the employee's regular salary for the days not so replaced as aforesaid. In the event the sum owed is not fully recouped by the District from the employee's pay vouchers, the employee shall be responsible to repay the District directly the monies owed hereunder.

E. Employees who take advantage of the extended sick leave provisions under C and D of the Sick Leave Policy, requiring the repayment of borrowed sick days, shall not be entitled to the benefit of such extended sick leave again until the borrowed days have been repaid.

F. In the event that employees use the days allotted under C and D of the Sick Leave Policy, those employees must repay those borrowed days in full prior to leaving the District.

G. The Family and Medical Leave Act (FMLA) and Worker's Compensation Law are applicable to members of the unit.

ARTICLE 13
INSURANCE

A. The Board of Education will provide at no cost to the enrolled employee the New York State Health Insurance Plan presently in force in the school district. New hires shall contribute fifteen (15%) percent of the individual and family premium cost of health insurance.

Waiver: All unit members who have been participants in the District's health insurance plan for a period of two years shall be eligible to receive the insurance waiver of \$1500 for family coverage or \$750 for individual coverage. The above provision shall be subject to the rules of the New York State Government Employees Insurance Program.

The District shall have the right to change insurance carriers provided the District obtains substantially equivalent coverage and the consent of the Association.

B. Upon execution of this agreement, the Board of Education will provide a \$30,000 Life Insurance Policy for each employee covered by this contract. Once the unit member reaches the age of 70, the face value of the life insurance shall be reduced in accordance with the carrier's rules and procedures. There will be a thirty-five (35%) percent reduction in the face value of the policy for persons who attain the age of 70 and an additional thirty-five (35%) percent reduction for persons who attain the age of 75.

C. The Board of Education shall provide an annual contribution to the CSEA-EBF Dutchess County Family Plan for each employee covered under this Agreement for a dental insurance plan covering the individual employee only. Effective July 1, 2003, the annual District contribution to said plan shall be \$250 per employee. Effective July 1, 2004, the annual District contribution shall increase to \$310 per employee. Effective July 1, 2005, the annual District contribution shall increase to \$370 per employee and shall remain at that level for the remainder of the Agreement. The above dollar amounts shall be prorated if the employee enrolls after December 1 in any given year. The District has the right to change insurance carriers as long as the benefits are similar.

D. The Board of Education shall provide to each full-time employee covered herein a long term disability insurance plan at no cost to such employee. The plan so provided shall be selected by the Board of Education and shall provide that the Board may require an otherwise eligible employee to apply for benefits thereunder.

E. The Board of Education shall provide to each full-time employee covered herein a short term disability insurance plan at no cost to such employee. The plan so provided shall be selected by the Board of Education and shall provide that the Board may require an otherwise eligible employee to apply for benefits thereunder.

ARTICLE 14
VACATIONS

A. Employees will receive two (2) weeks paid vacation per year after one (1) full year of service in the school district.

B. New employees with ten (10) or more months of service in the school district will receive two (2) weeks paid vacation at the end of the school year.

C. Employees will receive three (3) weeks paid vacation per year after five (5) full years of service and four (4) weeks paid vacation per year after twelve (12) full years of service in the school district.

ARTICLE 15 **DEATH IN THE FAMILY**

In the event of a death in the immediate family, an employee is allowed a maximum of five (5) days absence. These days are in addition to the sick leave policy and are not deducted from accumulated days. The immediate family includes the employee's spouse, children, mother and father, sister and brother. A substitute parent shall be considered a member of the immediate family if the employee has lived with this person for twelve (12) consecutive months. In the event of a death of a relation, an employee is allowed a maximum of three (3) days absence and these days are in addition to sick leave and are not deducted from accumulated days. Relations are defined as employee's mother-in-law, father-in-law, grandparents and grandchildren.

ARTICLE 16 **JURY DUTY & COURT APPEARANCES**

A. **Jury Duty:** If an employee receives a court notice to appear for jury duty, he/she must first submit such notice to the Plant Facilities Administrator for approval. When a leave is granted, it is understood that the employee will receive his/her regular salary less jury fees.

B. **Court Appearance:** If an employee is under subpoena or his services are required by the school district for a court appearance, such absence shall not be charged to sick leave or personal days. An official copy of the subpoena must be presented to the Plant Facilities Administrator. This does not apply if an employee goes to court on his/her own personal business.

ARTICLE 17 **WAGES**

Effective July 1, 2003 through June 30, 2009, the annual wages of the employees covered by this Agreement shall be in accordance with the Salary Placement Charts attached as Exhibits A, B, C, D, E and F.

Unit members may elect one of two plans of salary payment. One plan covers 27 salary payments per year; the second plan covers 30 payments per year within the normal payroll schedule of 27 pay periods. The payment plan selected remains in effect for the full school year.

ARTICLE 18
IDENTIFICATION TAGS

Unless alternate identification is provided and required by the District, all unit members shall be required to wear one district-issued identification tag at all times while on duty; the tag to be determined by the District.

ARTICLE 19
NEW EMPLOYEES

New employees shall receive permanent status twenty-six (26) weeks following the date of active employment.

ARTICLE 20
DIFFERENTIALS

Annual differential stipends will be paid as follows:
\$550 Elementary Night Custodian in Charge
550 Night Differential - 3:30 p.m. to midnight
550 Groundskeeper I
500 Districtwide Maintenance Mechanics

ARTICLE 21
LONGEVITY

Longevity stipends shall be paid to full-time employees covered under this contract according to the schedule below. Longevity stipends are not cumulative and are effective July 1 and January 1.

\$1,000 commencing with the 12th year
\$1,150 commencing with the 15th year
\$1,300 commencing with the 17th year
\$1,600 commencing with the 20th year

ARTICLE 22
RETIREMENT

A. The retirement plan of the New York State Employees Retirement System, known as Section 75.i of the Retirement and Social Security Law, shall be provided for all full-time employees covered by this contract.

B. **Payment of Accumulated Sick Leave:** All employees whose employment continues in this school district until retirement shall be entitled at the time of retirement under the New York State Employees Retirement System to receive payment for accumulated unused sick leave at the rate of one day for every two days so accumulated. Such payment shall be calculated on the basis of 1/240th of the employee's annual salary at the time of retirement. For employees hired after June 26, 2000, the accumulated sick leave payout shall be limited to one hundred eighty (180) days at the rate of one day for every two days so accumulated.

ARTICLE 23
CHANGES IN ASSIGNMENT/SHIFT/PROMOTIONS

A. On the occasion when an employee applies for and receives a change in shift or job assignment, he/she will serve a one year probationary period, during which time periodic evaluations of performance will be completed. At any time prior to the expiration of the probationary period, management has the right to remove said employee and return him/her to their former position. Said employee will not be eligible for another change in shift or job assignment for a period of two years from the date of return to the former position.

B. In order to provide maximum benefits for employees, present practices as to promotions from within will be continued to the extent such practices are not inconsistent with specific provisions of this Agreement.

C. Promotions shall be made on the basis of seniority and past performance from among those qualified employees who are employed within the bargaining unit and who desire promotion within the unit.

D. Employees within the bargaining unit who desire a change in assignment to Groundskeeper I shall be considered on the basis of seniority and applicable related experience.

E. Initial determinations regarding certification of employees under Sections C and D hereof shall be made by the Employer. Disputes regarding such determinations may be processed by either the Union or the Employer through the grievance and arbitration machinery of this Agreement.

F. In the event any provision of this Article 23 shall be affected by Civil Service or other legal requirements, such latter requirements shall prevail.

G. Any employee who receives a temporary promotion or who fails to qualify for a permanent promotion after having been transferred out of his classification shall be returned to his former classification without loss or diminution of benefits.

ARTICLE 24

In the event any part of this Agreement is determined to be unenforceable as being contrary to law, the remainder of this Agreement shall survive and continue in effect. Copies of this contract will be made available by the Board of Education and a copy distributed to each employee now employed or hereafter employed by the school district.

ARTICLE 25
LABOR MANAGEMENT RELATIONS

The Assistant Superintendent for Personnel and Administrative Services and/or his representatives and up to three (3) representatives of the Association shall meet at mutually agreed upon times during the year to consult informally on matters of districtwide concern relative to the personnel covered by this Agreement and to facilitate the implementation of this Agreement.

ARTICLE 26
SECTION 125 OF THE I.R.S. CODE

The District shall provide to unit members an I.R.S. Section 125 flexible benefits plan.

ARTICLE 27
OUT OF TITLE WORK

If an employee is requested by the Board to work out of title as Head Custodian or Chief Custodian as a result of the absence of the person holding that title and such absence continues for a period of twenty (20) consecutive working days or more exclusive of vacations, the employee will be compensated in accordance with that title with such compensation to be effective twenty-one (21) consecutive working days after the actual commencement of the performance of such out of title work.

ARTICLE 28
MISCELLANEOUS

A. This Agreement sets forth the entire agreement between the parties and the same shall not be changed, altered or modified except by written instrument signed by both parties.

B. Pursuant to the provisions of subdivision 3(b) of Section 207 of the Civil Service Law, the Civil Service Employees Association, Inc. hereby affirms that it does not assert the right to strike against any government, to assist or participate in any such strike, or to impose an obligation to conduct, assist or participate in such a strike.

C. The Association shall notify the Board of Education at least six months prior to the expiration of this contract of its intention to negotiate for a new contract and negotiations shall commence within two weeks thereafter.

D. **Union Release Day:** The Association will be offered one (1) day per year to attend Union Conference without loss of pay and benefits.

ARTICLE 29

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 30
MANAGEMENT RIGHTS

The Board and the Superintendent together retain the sole right of management and superintendence of the District and the rights to exercise the duties, rights, authority and obligations of the Board or Superintendent granted or imposed upon the Board or Superintendent by the laws of the State of New York and the United States. The Board and the Superintendent further retain the right of management of the District, the control of its properties and the maintenance of order and efficiency. Accordingly, the Board and Superintendent retain all rights, except as they may be expressly modified in this Agreement or otherwise governed by law, including but not limited to: the right to select and direct the work force; to suspend or discharge according to law or pursuant to this Agreement; to determine the qualifications for employment; to determine work standards; to assign, promote or transfer; to relieve unit members from duty because of lack of work; to decide on the number and location of facilities, stations, etc.; to determine the work to be performed, amount of supervision necessary, equipment, methods; and to make reasonable and binding rules which shall not be inconsistent with this Agreement or law.

ARTICLE 31
GRIEVANCE PROCEDURE

The Union and the Employer shall make reasonable efforts to resolve all grievances and disputes. A grievance is defined as a complaint by an employee based upon an alleged violation of the provisions of this contract.

No grievance shall be entertained or recognized unless it is commenced within thirty (30) calendar days after the employee knows or should have known of the events or conditions on which the grievance is based.

INFORMAL STATE

First Level Aggrieved party contacts immediate supervisor for discussion of the grievance. If the grievance is not resolved, the aggrieved, the immediate supervisor, and the building principal shall meet at the request of the aggrieved for a further discussion of the grievance.

FORMAL STATE

First Level The employee shall present the grievance in writing to the Plant Facilities Administrator. A meeting with the aggrieved, immediate supervisor, Plant Facilities Administrator, and representative of the aggrieved shall be held. Failure to resolve the grievance at this level will result in proceeding to Level Two. If no response is received to a grievance at the first level within five (5) school days, the grievance shall be deemed to be denied.

Second Level Within five (5) school days of the latter meeting, the aggrieved shall submit the grievance in writing to the Assistant Superintendent for Personnel and Administrative Services. Within five (5) school days, the Assistant Superintendent for Personnel and Administrative Services will hold a meeting with the aggrieved and anyone the aggrieved requests to represent him.

Third Level Within five (5) school days of the completion of the discussions at the Second Level, the aggrieved shall submit the grievance in writing to the Superintendent of Schools. The Superintendent of Schools shall hold a meeting within five (5) school days with the Assistant Superintendent for Personnel and Administrative Services, the representative of the aggrieved, and the aggrieved.

Fourth Level Within five (5) school days of the completion of the discussions at the Third Level, the aggrieved shall submit in writing, through the Superintendent of Schools, a request for a meeting with the Board of Education and the Superintendent of Schools. The Board of Education shall call such a meeting within fifteen (15) school days of the receipt of such request by the Superintendent of Schools and shall reach a decision within ten (10) school days of the first meeting. The aggrieved and the representative of the aggrieved shall be present.

Fifth Level In the event the grievance is not resolved, the dispute shall be submitted through final and binding arbitration pursuant to the Voluntary Labor Arbitration Rules of the American Arbitration Association. In such case, the cost of such arbitration shall be borne equally between the parties to the dispute.

ARTICLE 32
DISCIPLINARY PROCEDURE

A. The provisions of Civil Service Law Section 75 shall be available to all eligible unit members.

B. An employee must be offered union representation prior to the imposition of any disciplinary action.

COPIAGUE UNION FREE SCHOOL DISTRICT

By William L. Bolton
Superintendent of Schools

Sam Corder
President, Board of Education

NON-SUPERVISORY SERVICES UNIT

By Michael J. ...
President, Non-Supervisory Services Unit
Local 870 CSEA Inc. Local 1000 AFSCME AFL-CIO

...
CSEA Labor Relations Specialist

EXHIBIT A

2003-2004 Salary Placement Chart

Step	Custodial Worker Groundskeeper I	Maintenance Mechanic Groundskeeper II
1	30,671	31,838
2	31,273	33,377
3	32,529	35,185
4	33,901	37,018
5	35,067	38,845
6	40,100	45,205

EXHIBIT B

2004-2005 Salary Placement Chart

Step	Custodial Worker Groundskeeper I	Maintenance Mechanic Groundskeeper II
1	31,744	32,952
2	32,368	34,545
3	33,668	36,416
4	35,088	38,314
5	36,294	40,205
6	41,504	46,787

EXHIBIT C

2005-2006 Salary Placement Chart

Step	Custodial Worker Groundskeeper I	Maintenance Mechanic Groundskeeper II
1	32,855	34,105
2	33,501	35,754
3	34,846	37,691
4	36,316	39,655
5	37,564	41,612
6	42,957	48,425

EXHIBIT D

2006-2007 Salary Placement Chart

Step	Custodial Worker Groundskeeper I	Maintenance Mechanic Groundskeeper II
1	33,923	35,213
2	34,590	36,916
3	35,978	38,916
4	37,496	40,944
5	38,785	42,964
6	44,353	49,999

EXHIBIT E

2007-2008 Salary Placement Chart

Step	Custodial Worker Groundskeeper I	Maintenance Mechanic Groundskeeper II
1	34,941	36,269
2	35,628	38,023
3	37,057	40,083
4	38,621	42,172
5	39,949	44,253
6	45,684	51,499

EXHIBIT F

2008-2009 Salary Placement Chart

Step	Custodial Worker Groundskeeper I	Maintenance Mechanic Groundskeeper II
1	35,989	37,357
2	36,697	39,164
3	38,169	41,285
4	39,780	43,437
5	41,147	45,581
6	47,055	53,044