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Contract Database Metadata Elements

Title: **Tarrytowns Central School District and Tarrytowns Non-Instructional Unit, CSEA, Local 9156 #2 (2004) (MOA)**

Employer Name: **Tarrytowns Central School District**

Union: **Tarrytowns Non-Instructional Unit, CSEA**

Local: **9156 #2**

Effective Date: **07/01/04**

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MEMORANDUM OF AGREEMENT
Between The Board of Education of the Public School of the Tarrytowns
and the
Tarrytowns Non-Instructional CSEA Unit 9156- #2

1. Article XXXV- Terms of Agreement

A. The terms of this agreement is from July 1, 2004 through and including June 30, 2008. (modified)

2. Article VIII- Regulations Governing Working Conditions

A. The workday for nurses, secretarial and clerical employees shall be 7 hours per day, excluding 1 hour for lunch and breaks during the school year and during summer recess Monday through Friday. (modified)

D. Each secretarial and clerical employee shall have an option of a flexible schedule of lunch and break time during the workday. (modified)

3. Article XI- Legal Holidays

A. Eliminate Washington's Birthday from list of legal holidays. Hourly employees who work more than 20 hours per week, shall be paid their regular daily rate for Thanksgiving Day, Christmas Day, New Year's Day and Martin Luther King's Birthday. (modified)

C. Eliminate entire clause

4. Article XII-Sick and Family Illness Leave

A. Twelve-month employees will be allowed 17 days (14 days for 10 month) of absence because of personal illness without loss of pay for each year of service. (modified)

E. A maximum of 3 days during the fiscal year will be allowed for serious illness in the immediate family for all full-time annual salaried employees. (modified)

5. Article XVIII-Promotion

A. The salary for an employee who is appointed to a higher job classification effective July 1st shall be no less than their current salary, plus \$1000 plus the equivalent of the annual increase in their previous classification. Employees who are appointed to a higher job classification after July 1st shall receive a salary no less than \$1000 higher than their current salary.

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When a new job title is created, the Administration and Union will establish the corresponding salary schedule.

6. Article XXVIII-Salary

- A. The wages of each unit member shall reflect the following increases:
(modified)

July 1, 2004 3.5%

July 1, 2005 3.5%

July 1, 2006 3.5%

July 1, 2007 3.5%

Salaries shall be paid according to the salary schedules attached.

- C. Step 7* shall be eliminated and a new Step 8 will be created. Step 8 shall be \$1000 higher than Step 7. (modified)

7. Article VI-Insurance Provision

- A. Effective July 1, 2004 the District shall contribute \$518 per eligible employee per year for participation in the current dental plans or an acceptable alternate. (modified)

- F. Any currently covered employee or employee new to the District covered under health insurance of another party who can demonstrate such coverage may elect to waive District health insurance coverage and take in lieu thereof \$500 for each full year of such waiver. Employees electing to withdraw from coverage at a later time shall be paid a pro-rated portion of that amount. Employees who lose the alternate coverage may become re-enrolled by refunding the prorated portion of the \$500 to the District.
(existing)

Effective July 1, 2004, if the number of employees who elect to waive the District health insurance coverage increases over the 2003-2004 rate of participation by one or more, the amount of the waiver shall increase to \$1000. (modified)

8. Article IV-Retirement Plan

- C. The District shall allow any employee who actually retires from active district employment under the terms of the New York State and local retirement systems to cash in unused sick leave days remaining as of the day of retirement at the rate of \$50 for each day in excess of 50 accumulated. No allowance will be granted for more than 100 such days with a maximum payment of \$5000. (modified)