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Union: **Pine Bush School-Related Professionals Association**

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TAS / 5942

AGREEMENT

between

the

PINE BUSH CENTRAL SCHOOL DISTRICT

and the

PINE BUSH SCHOOL-RELATED PROFESSIONALS ASSOCIATION

JULY 1, 2004 - JUNE 30, 2010

NYS PUBLIC EMPLOYMENT
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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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ARTICLE I - RECOGNITION

The Pine Bush Central School District recognizes the Pine Bush Central School District School-Related Professionals Association (hereinafter "SRP") as representing those employees holding appointments as School Monitors or Teaching Assistants.

ARTICLE II - TERM OF AGREEMENT

The terms of this Agreement shall be July 1, 2004 to June 30, 2010.

ARTICLE III - DEFINITIONS

Unless otherwise specified in this Agreement, days shall mean calendar days exclusive of Christmas, Easter, Spring, Summer and any other vacation of five (5) days or more.

ARTICLE IV - GRIEVANCE PROCEDURE

A grievance shall be defined as any claimed violation or misinterpretation of this Agreement.

- Step 1: A grievance will first be discussed informally with the supervising administrator to whom the unit member reports.
- Step 2: If the grievance is not resolved informally, it will be submitted in writing to the supervising administrator stating the Article and Section of this Agreement that is alleged to have been violated. A written decision will be issued.
- Step 3: If the grievance is not resolved at Step II, it may be submitted to the Superintendent or his/her designee who will meet with the grievant and render a decision in writing.
- Step 4: If the grievance is not resolved at Step III, it may be filed with the Board of Education. A meeting with the grievant will be held within ten (10) days and a written decision will be issued.
- Step 5: If the grievance is not resolved, it may be submitted within ten (10) days to the American Arbitration Association for binding arbitration.

A time limit of ten (10) days is the maximum allowable time for the submission of a grievance between steps or for the rendering of decisions. Any member or group of members of the bargaining unit may be represented at any level of the grievance procedure by a representative of the SRP Association. No grievance may be processed to arbitration on behalf of a member except by the SRP Association. No grievance shall be entertained unless it is filed in writing within thirty (30) days of the date the alleged grievance occurrence became known. Arbitration shall be conducted under the Voluntary Labor Arbitration Rules of the American Arbitration Association. The costs of arbitration will be shared equally by the parties.

ARTICLE V - ASSIGNMENT

- A. Notification of vacancies will be made in writing to the President of the SRP Association, and posted in each building.
- B. If expanded hours are to remain in effect for more than sixty (60) days, it will create a new position, which will have to be posted. In addition, the District reserves the right to go to ninety (90) days in the event that the medical needs of a child require the additional hours for more than sixty (60) days.
- C. First preference of additional hours beyond the expanded hours provided for in subsection B above shall be given to existing unit members by seniority provided:
 - 1. Hours do not conflict with employee's existing assignment;
 - 2. Employee is qualified;
 - 3. Employee has a satisfactory disciplinary and attendance record; and
 - 4. Assignment does not affect continuity. For example, a classified child who is initially provided with five (5) hours per day of support services under the IEP and the IEP is modified to increase the support services to six (6) hours per day, then the additional hour could be given to the support personnel who is working the five (5) hour period with the student.
- D. Candidates will be notified in writing if they are not selected. Each unsuccessful applicant will be entitled to a conference with the Superintendent or his/her designee upon the unit member's request.

- E. It is recognized by both parties that substitutes or temporary employees will be used, if necessary, to fill new or vacant positions during the posting period.
- F. Any member of the Unit who wishes to transfer or change positions shall notify the Superintendent, in writing, within ten (10) days after the notification of such opening is posted.
- G. When transfers are necessary, volunteers will be considered first. If additional transfers are necessary, building seniority will be considered but will not be the sole factor in determining the transfer.
- H. There will be one seniority list for all School Monitors and a separate seniority list for non-tenure track Teaching Assistants. Seniority shall be determined by the initial date of continuous employment in the unit.
- I. Under normal conditions, all members of the bargaining unit shall receive written notification of salary and tentative assignment and hours by June 1st of each year.
- J. Prior to finalization of each building schedule, the building principal will meet with the building representative to review the tentative schedules for the following year.
- K. Unit members will be notified at least five work days before a permanent schedule change is made during the school year except in an emergency situation.

ARTICLE VI - LAYOFF AND RECALL FOR SCHOOL MONITORS AND NON-TENURE

TRACK TEACHING ASSISTANTS ONLY

- A. Whenever layoffs or reductions in time becomes necessary, seniority shall be the sole factor to be considered. Layoff and long-term leave approved by the Board shall not be considered a break in seniority. Termination and resignations shall be considered a break in seniority. Persons on long term leave or layoff shall not accrue seniority.
- B. Recall shall be based on inverse order of layoff. A recall list will be established and anyone placed on such list shall have the right to be recalled within a two-year period. Anyone dismissed for cause shall have no right to be placed on such list. The District will have satisfied its obligation concerning such list by:

- 1) Sending a certified letter to the last known address of said employee, and
- 2) Waiting for a period of 20 days before filling the position.

A unit member who declines recall to a position of equal or greater hours shall be removed from the list.

- C. Thirty (30) days written notice will be given if employment is to be terminated for any other reason than cause. In the event that such notice is not given, the unit member will be entitled to severance pay equal to 30 days salary.

ARTICLE VII - LEAVE TIME

- A. Unit members hired before March 23, 2005, shall have twelve (12) days of leave time which can be used for either sick or personal time. Unit members hired on or after March 23, 2005 shall receive ten (10) days in their first, second and third years of employment and twelve (12) days in their fourth year of employment and thereafter. This will be prorated for individuals who are hired after the start of the school year. If personal time is requested, such requests must be in writing on the District's form at least five (5) days before the desired date, except in an emergency when the earliest possible request shall be made. Personal time may not be used for the purpose of gainful employment, extensions of vacations or holidays, leisure time activities, or for business concerns which can be scheduled at a time other than the unit member's normal working hours. One day of personal time may be requested from the current annual allotment, without reason. All other personal time requested shall have justifiable reasons.
- B. The District shall have the right to require a physical examination of an employee who has been on sick leave or absent due to illness, where the District suspects that the employee may have a communicable disease before permitting him/her to report to work, provided that said examination shall be paid for by the District.
- C. At the conclusion of each school year, an employee may:
 - 1) Request cash payment for all, or some unused leave time at full pay. An employee must apply by June 1st for this payout and the payout will be made by July 10th.
 - 2) Employees may accumulate up to 500 hours of unused leave hours. It is understood that all unused leave time which is accumulated may no longer be converted into a cash payment.

- D. In the event of employees being laid off, accumulated leave time will be paid at full pay.
- E. Except as otherwise required under the Family and Medical Leave Act ("FMLA"), when extended absence is due to illness, the position occupied by a member of the bargaining unit will be held for a period of thirty (30) working days, if a written request by the employee to the Superintendent is received within the first five (5) working days of absence.
- F. At the discretion of the Superintendent or his/her designee, short-term unpaid personal leave time may be granted. The amount of leave time for which cash payment is due under Article VII, Section C-1 will be reduced by an amount equal to the unpaid leave time taken. Said leave time that is excluded from payment will be added to accumulated leave time in accordance with Article VII, Section C-2.
- G. Leave of absence may be granted to employees at the discretion of the Board of Education.
 - 1. Written application for such leave should be made at least three months in advance of the desired commencement date. An exception would be made in emergency situations. The application should state the reason for requesting leave, as well as the commencement and termination dates of the leave. Within ten days of notification of the approval of such leave the employee will contact the District Administration Office to make mutually satisfactory arrangements concerning the method of payment of any money due the employee.
 - 2. All leaves of absence shall be not less than one month nor more than one year in length [except as outlined in Article VII Section F]. Such leave may be extended by the Board if requested by the employee. The decision whether to extend the leave or not is at the discretion of the Board of Education. The District will guarantee return to a position at the end of an approved leave, unless there is a lay-off and the seniority system in Article VI, Section B of this Agreement prevents this employee's return. The employee shall be reinstated to employment at the salary level occupied prior to the leave.
 - 3. All leaves of absence shall be without compensation.

4. An employee on leave shall file a written notice of his/her intent to return to service or to request that the Board extend such leave. This notice shall be received by the Board at least three months in advance of the termination date of the leave.
- H. Three days of paid bereavement leave will be available in the event of the death of an immediate family member. Immediate family is defined as mother, father, spouse, child, grandchild, grandparent, brother, sister, comparable in-law or other person living in the household. This leave will not affect Article VII A or C or Article VIII B. In circumstances in which additional time is needed, such time may be granted by the Superintendent or his/her designee. Additional days will be deducted from the leave time available under Article VII A.
- I. All authorizations for the granting of compensatory time must be signed by the unit member and the Building Principal.

ARTICLE VIII - SALARY

- A. 1. School Monitors are required to serve a probationary period of one hundred and eighty (180) calendar days. Compensation during such probationary period shall be at a rate not to exceed Step 1. Upon the successful completion of the probationary period, the employee shall enter the salary schedule at Step 1. Substitute service in a continuous assignment will be credited toward the probationary period. Continuous assignment is defined as service without a break in employment. Neither leave time, unless it exceeds 5 days, or scheduled school vacations constitute a break in employment for purposes of this provision.
2. For the first 180 calendar days of a Teaching Assistant's employment with the District, compensation will be at the rate not to exceed Step 1. After the completion of 180 calendar days of employment, the employee shall enter the work schedule at Step 1. Substitute service in a continuous assignment will be credited toward the 180 day period. "Continuous" is defined as service without a break in employment. Neither service time, when it exceeds five days, nor scheduled school vacations constitute a break in employment for purposes of this provision.
- B. 1. School Monitors will be paid on the basis of 182 days. The work year will consist of 181 instructional days plus the first Superintendent's conference day. Teaching Assistants will be paid on the basis of 184 days. If the calendar work by teachers exceeds 184 days, then Teaching Assistants will have the option of extending their work year to be equal to the calendar worked by

teachers. The payroll system shall be revised so that days are not paid before being worked (sick days not included).

2. School Monitors may be requested by the District to attend additional Superintendent's Conference days and shall be required to attend if requested. Any school monitor who attends a Superintendent's conference day other than the first Superintendent's Conference day shall be compensated at his/her hourly rate for attending the Superintendent's Conference Day.
- C. Any unit member who plans to resign will give the District a minimum of two weeks' notice. New employees will be notified in writing of this requirement. Notification will be acknowledged by signing the written notification of this requirement at the time they are hired.
 - D. All hours worked over forty hours per week will be paid at the rate of 1.5 times the employee's regular hourly rate. Unit members participating on a Building Level Team and/or Site Based Team will be compensated at his/her hourly rate. No overtime shall be paid unless the unit member's work week exceeds forty (40) hours.
 - E. Unit members who are assigned to work six hours or more per day shall be entitled to a thirty-minute paid lunch and a 20 minute paid coffee break during that period of assignment. Unit members who are assigned to work less than six (6) hours per day, but at least five (5) hours per day, shall be entitled to a thirty minute paid lunch break. Notwithstanding the above, during the life of this agreement, unit members who are hired after July 1, 1995 will not receive a coffee break if they work for less than four hours.
 - F. Additional overtime hours will be reported on the daily attendance sheets, and forwarded to the Central Office for payment.
 - G. Salary Schedule:
 - (1) See Appendix A for the Salary Schedule for Teaching Assistants.
 - (2) See Appendix B for the Salary Schedule for School Monitors.

To be eligible for retroactive increases, the employee must be on the District's payroll on March 22, 2005, or have retired from service between July 1, 2004 and March 22, 2005.

H. (1) An annual longevity stipend for School Monitors will be paid as follows:

| <u>Service Time</u> | 2004-2005 | 2005-2006 | 2006-2007 | 2007-2008 | 2008-2009 | 2009-2010 |
|-----------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| After 11 Years | \$290 | \$310 | \$330 | \$350 | \$370 | \$390 |
| After 15 Years [An additional] | \$399 | \$419 | \$439 | \$459 | \$479 | \$499 |
| After 20 Years [An additional] | \$453 | \$473 | \$493 | \$513 | \$533 | \$553 |

(2) An annual longevity stipend for Teaching Assistants will be paid as follows:

| <u>Service Time</u> | 2004-2005 | 2005-2006 | 2006-2007 | 2007-2008 | 2008-2009 | 2009-2010 |
|-----------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| After 11 Years | \$566 | \$591 | \$616 | \$641 | \$666 | \$691 |
| After 15 Years [An additional] | \$674 | \$699 | \$724 | \$749 | \$774 | \$799 |
| After 20 Years [An additional] | \$728 | \$753 | \$778 | \$803 | \$828 | \$853 |

The payment of the longevity stipend shall commence on the eligible employee's anniversary date. In order to be eligible for retroactive increases, the employee must be on the District's payroll on the date of ratification or have retired from service between July 1, 2004 and March 22, 2005.

- I. Any Unit Member/School Monitor whose position requires certification will receive a stipend of an additional 5 percent above his/her salary.
- J. A Unit Member/School Monitor who substitutes for a teacher for a full day shall receive a stipend of \$20 in addition to his/her hourly rate for the number of hours worked. The stipend shall be \$10 for a half day of substitute service. A Unit Member/School Monitor who substitutes for a teacher for less than three and one-half hours will receive a stipend of \$5 in addition to his/her hourly rate for the number of hours worked. A "half day" is defined as working at least three and one-half hours but less than seven hours. A "full day" is defined as working seven or more hours.

- K. Unit members will be paid, but will not be required to make up time lost due to delayed openings or early closings that are the result of weather or other emergencies.
- L. Unit members may volunteer and be compensated for supervisory duties as per the teacher contract. The building administrator will approve the list of volunteers.
- M. At the time of their employment, unit members will be given notice of their rights to participate in the New York State Teachers or Employees Retirement and Social Security Systems, whichever is applicable.

ARTICLE IX - IN-SERVICE

The District encourages staff participation in activities which will promote the growth and excellence of the school system. Attendance at selected conferences and in-service opportunities are such activities. The District will work with Union representatives to develop in-service programs. Unit members will have the opportunity to attend conferences and in-service programs that are relevant to their job assignment offered outside the work day at the sole discretion of the District. Hours outside the work day will be accumulated as comp. time.

ARTICLE X - VOLUNTEERS

Volunteers may be used at the discretion of the Superintendent. Volunteers will not be used to replace a unit member's position who has received an annual salary notice, or to perform those duties usually assigned to him/her.

ARTICLE XI - EVALUATION/DISCIPLINE PROCEDURES

- A. Unit members will be evaluated once each year by a certified Administrator who is employed by the District in an administrative capacity. Teachers may be asked to give objective input to the administrator concerning the performance of the unit member assigned to them. Unit members will be given copies of their evaluation within seven (7) working days of the day upon which the evaluation has been completed. Under normal circumstances, unit members will receive their evaluations by June 1st. The evaluation will include any identified weaknesses. A conference will be held at the request of the unit member or the Administrator for the purpose of discussing the evaluation. The unit members shall be entitled to respond to any evaluation, provided that the response is received within fifteen (15) days of the receipt of the evaluation.

- B. For non-probationary School Monitors only: Any employee whose discipline is contemplated based on job performance shall be entitled to a written warning and an opportunity to improve before discipline is imposed. If discipline other than a written warning is contemplated based on an incident other than job performance, the District may suspend the School Monitor pending investigation. In either event, the School Monitor will be entitled to a hearing before the Superintendent or his/her assistant. The decision of the Superintendent shall be final.

- C. For Non-Tenure Track Teaching Assistants only: Any teaching assistant, non-tenure track (regularly scheduled to work less than 7 hours per day), who has completed three (3) years of service shall be entitled to the following due process rights prior to disciplinary penalty being imposed: The employee shall be provided with written notice of the charges and of the right to a hearing before a Hearing Officer selected by the Board of Education. The employee may be suspended without pay pending the disposition of the charges. The employee shall be given a fair opportunity to hear and cross-examine witnesses and evidence against him/her, and to present witnesses and evidence on his/her behalf. The employee may be represented at his/her own expense at such a hearing. The date(s) for hearing shall be set by the Hearing Officer and, shall be scheduled within thirty (30) calendar days from the date the charges have been served. A record of that proceeding shall be maintained and shall be provided to the employee at no cost. Formal rules of evidence shall not apply. The Hearing Officer shall issue a Findings of Fact and Recommendation which shall be forwarded to the Board for final determination. The decision of the Board shall be final and binding unless arbitrary and capricious.

ARTICLE XII - PERSONNEL FILES

- A. Only one official file shall be kept for each unit member in the District, and such file shall be in the District Office.

- B. No materials derogatory to a unit member's conduct, service, character, or personality shall be placed in the unit member's personnel file unless the unit member is given an opportunity to review the material. The unit member shall initial and date the material. This initialing shall signify only that the unit member has reviewed this material, and not that he/she necessarily agrees with the content.

- C. Within twenty (20) days of initialing, the unit member shall have the right to submit a written answer to such material to the Superintendent, and if submitted within the time limit, it shall be attached to the file copy and entered with the material.

- D. Unit members have the right, upon reasonable notice, to review the contents of their personnel files, and to make, at cost, copies of any documents contained therein. Unit members shall also have the right to submit materials that relate specifically to his/her assigned job responsibilities to the Superintendent who may place them in the file. The District may remove such materials from the file after three (3) years. If this is done, the materials will be returned to the unit member.
- E. Confidential information shall be excluded from the provisions of this Article. Confidential shall mean employment and school references such as normally sought at the time of employment. Unless required under Federal or State law, neither a unit member's complete file nor any of its contents shall be copied nor made known to anyone except certified administrators employed in this capacity by this District, or members of the Board of Education or its officers and agents without the unit member's written authorization.

ARTICLE XIII - JOB DESCRIPTIONS

Should the District determine a need to modify the existing job description, a committee will be formed to meet with the Superintendent or his/her designee to make recommendations regarding such modifications.

As per the arbitration award dated July 25, 2005 from Howard Edelman, School Monitors shall be responsible to wipe down cafeteria tables, if requested.

The District will make its best efforts to eliminate the use of Teaching Assistants to wash tables by July 1, 2005 and would be absolutely barred from using Teaching Assistants to wash tables by July 1, 2006.

ARTICLE XIV - ASSOCIATION DAYS

Two paid days may be taken by the SRP Association President or his/her designee for the purpose of attending the New York State United Teachers' state convention. These days will not be charged against sick or personal leave. The SRP Association President or his/her designee may take one day of unpaid leave to attend the New York State United Teachers' state convention.

ARTICLE XV - HEALTH INSURANCE

- (A) • Teaching Assistants who have completed at least seven (7) years of continuous service with the District and are regularly scheduled to work at least six (6) hours per day shall be eligible for membership in the medical plan(s) offered by the District. Effective July 1, 2006, all Teaching Assistants and School Monitors who complete seven (7) years of service and are regularly scheduled to work at least six (6) hours per day shall be eligible for membership in the medical plan(s) offered by

the District. Effective July 1, 2009, all Teaching Assistants and School Monitors who have completed at least six (6) years of continuous service with the District and are regularly scheduled to work at least six (6) hours per day shall be eligible for membership in the medical plan(s) offered by the District. Nothing herein shall limit the District's right to change health insurance carriers. In the event that there is a change in insurance carriers, at least ninety (90) days' notice shall be given to the Association.

- The contributions made on behalf of the District shall be as follows:

| | |
|------------------------|----------------------------|
| Effective July 1, 2004 | 70% Individual |
| Effective July 1, 2005 | 70% Individual |
| Effective July 1, 2006 | 75% Individual, 50% Family |
| Effective July 1, 2007 | 80% Individual, 55% Family |
| Effective July 1, 2008 | 85% Individual, 60% Family |
| Effective July 1, 2009 | 85% Individual, 60% Family |

- The District's contribution rates shall be based on the District's basic health insurance plan. If an employee selects coverage with an HMO offered by the District, the employee shall pay the difference in cost, if any, between the HMO and the basic health insurance plan.
- Voluntary Buyout: Effective July 1, 2004, unit members eligible for health insurance who are otherwise insured may voluntarily opt out of the District's health insurance program and receive a payment of \$700. Effective July 1, 2006, the buyout shall increase to \$800; effective July 1, 2007, the buyout shall increase to \$900; effective July 1, 2008, the buyout shall increase to \$1,000; and effective July 1, 2009, the buyout shall increase to \$1,100. One payment will be made in June during the school year of election and will be subject to normal deductions. Eligibility for participation in the buy-out requires written notification of withdrawal and proof of alternate coverage from the employee by April 30th of the year preceding the buyout. Employees must be out a full year to get full payment. Re-entry into the District's health insurance program shall be allowed at any time subject only to the waiting period of the health insurance program's rules and regulations. Only one change in status may take place during any school year. Upon re-entry, the unit member will receive a pro-rated payment of the buy-out. If a unit member elects to refuse health insurance coverage the Pine Bush Central School District is not liable for any insurance claims, or monies.

- Mandatory Buyout: It shall be mandatory for spouses (both of whom are employed by the Pine Bush Central School District) not currently on contractual buyout, to accept the buyout in order to prevent any one family unit from having two health insurance plans. The buyout payment amounts shall be the same as the voluntary buyout amounts. When unit members are married but separated, the unit member who is the custodial parent or guardian or the individual legally responsible through a court order to provide health insurance coverage for the couple's dependent child, that unit member shall not be subject to the mandatory buyout. This clause will only apply to those whose dependents who would be left with no health insurance coverage if they were forced to take the mandatory buyout. The intention of this clause is not to exclude any employee from maintaining insurance coverage for spouse and/or dependents. If such a case arises, the employee would be required to complete a form supplied by the District attesting to such a claim.
 - The District shall implement an IRS Section 125 Plan.
- (B) School Monitors and Teaching Assistants not eligible for paid health insurance coverage with the District may elect to participate in the District Health Insurance plan at their own cost. Those choosing to do so may opt for individual or family coverage.

ARTICLE XVI - AGENCY FEE

The District agrees to deduct from the salaries of all members of the bargaining unit who are not members of the Pine Bush Central School District SRP Association, an agency fee in an amount prescribed by the Association. The agency fee shall be deducted by the District in the same manner as for voluntary dues deductions.

- A. All monies deducted shall be transmitted to the Association with dues deduction monies.
- B. The Association shall adopt a refund procedure as set forth in Section 208, Subdivision 3(B) of the New York State Civil Service Law. This section shall become effective on the adoption of such procedure.
- C. The Association will hold the district harmless from any lawsuit or administrative proceeding brought by an individual or individuals concerning the administration of this section other than where the district has erroneously deducted.

ARTICLE XVII - CLOTHING

All unit members must display a professional appearance consistent with the guidelines set forth in the District Code of Conduct.

ARTICLE XVIII - LABOR-MANAGEMENT

A Labor-Management Committee will be created to discuss matters of mutual concern. The committee will consist of the Superintendent or his/her designee, the Pine Bush Central School District SRP Association President and three unit representatives appointed by the SRP Association President. Each party may invite others to attend the meetings to address specific issues.

The committee will meet as needed, but not less than quarterly. Each party may submit agenda items prior to the meetings. Copies of the agenda will be sent to the Superintendent or his/her designee and the SRP Association President at least three days prior to the meeting. Additional items may be added to the agenda by mutual consent. This committee is not intended to replace the collective bargaining process or the grievance procedure.

ARTICLE XIX - LEGISLATIVE ACTION

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.

PINE BUSH CENTRAL SCHOOL DISTRICT

Rose Marie Hark
Superintendent

Date: August 8, 2005

PINE BUSH CENTRAL SCHOOL RELATED
PERSONNEL ASSOCIATION

Angela Schuster
President

Date: 8/8/05

**PINE BUSH CENTRAL SCHOOL DISTRICT
SCHOOL RELATED PROFESSIONALS ASSOCIATION
TEACHING ASSISTANTS
SALARY SCHEDULE - HOURLY RATE
APPENDIX A**

| STEP | 2004-2005 | 2005-2006 | 2006-2007 | 2007-2008 | 2008-2009 | 2009-2010 |
|-------------|------------------|------------------|------------------|------------------|------------------|------------------|
| 1 | \$11.16 | \$11.61 | \$12.07 | \$12.54 | \$13.02 | \$13.55 |
| 2 | \$11.42 | \$11.87 | \$12.33 | \$12.80 | \$13.28 | \$13.81 |
| 3 | \$11.74 | \$12.19 | \$12.65 | \$13.12 | \$13.60 | \$14.13 |
| 4 | \$12.05 | \$12.50 | \$12.96 | \$13.43 | \$13.91 | \$14.44 |
| 5 | \$12.36 | \$12.81 | \$13.27 | \$13.74 | \$14.22 | \$14.75 |
| 6 | \$12.71 | \$13.17 | \$13.64 | \$14.12 | \$14.61 | \$15.15 |
| 7 | \$12.91 | \$13.37 | \$13.84 | \$14.32 | \$14.81 | \$15.35 |
| 8 | \$13.17 | \$13.64 | \$14.12 | \$14.61 | \$15.11 | \$15.66 |
| 9 | \$13.45 | \$13.92 | \$14.40 | \$14.89 | \$15.39 | \$15.94 |
| 10 | \$14.14 | \$14.66 | \$15.19 | \$15.73 | \$16.28 | \$16.88 |

**PINE BUSH CENTRAL SCHOOL DISTRICT
SCHOOL RELATED PROFESSIONALS ASSOCIATION
SCHOOL MONITORS
SALARY SCHEDULE - HOURLY RATE
APPENDIX B**

| STEP | 2004-2005 | 2005-2006 | 2006-2007 | 2007-2008 | 2008-2009 | 2009-2010 |
|-------------|------------------|------------------|------------------|------------------|------------------|------------------|
| 1 | \$10.59 | \$11.00 | \$11.42 | \$11.85 | \$12.29 | \$12.78 |
| 2 | \$10.84 | \$11.25 | \$11.67 | \$12.10 | \$12.54 | \$13.03 |
| 3 | \$11.14 | \$11.55 | \$11.97 | \$12.40 | \$12.84 | \$13.33 |
| 4 | \$11.43 | \$11.84 | \$12.26 | \$12.69 | \$13.13 | \$13.62 |
| 5 | \$11.73 | \$12.14 | \$12.56 | \$12.99 | \$13.43 | \$13.92 |
| 6 | \$12.06 | \$12.48 | \$12.91 | \$13.35 | \$13.80 | \$14.30 |
| 7 | \$12.26 | \$12.68 | \$13.11 | \$13.55 | \$14.00 | \$14.50 |
| 8 | \$12.49 | \$12.92 | \$13.36 | \$13.81 | \$14.27 | \$14.78 |
| 9 | \$12.77 | \$13.21 | \$13.66 | \$14.12 | \$14.59 | \$15.11 |
| 10 | \$13.45 | \$13.93 | \$14.42 | \$14.92 | \$15.43 | \$15.99 |

