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Union: **Custodial and Maintenance Unit, CSEA**

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BC/6442

A G R E E M E N T

by and between

**THE SUPERINTENDENT OF
THE WATERTOWN CITY SCHOOL DISTRICT**

and

THE CUSTODIAL AND MAINTENANCE UNIT OF CSEA

July 1, 2005 - June 30, 2009

RECEIVED

DEC 03 2005

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

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CITY SCHOOL DISTRICT
WATERTOWN, NEW YORK

CUSTODIAL AND MAINTENANCE ASSOCIATION
AGREEMENT

JULY 1, 2005 - JUNE 30, 2009

The Board of Education of the City School District of the City of Watertown, New York having recognized the Custodial, and Maintenance Association unit of the Jefferson County Local of the Civil Service Association, Inc., as the exclusive representative of all employees of the school district engaged in the performance of custodial, twelve month other than Central Office, and maintenance duties excepting the person having supervisory responsibility for building and grounds, hereby enters into the following agreement.

In accordance with Section 208 of the Civil Service Law of the State of New York, Board recognition entitles the Association to all rights, benefits and protections accorded by law.

In response to this recognition, and in accordance with Section 210 of the Civil Service Law, the Custodial and Maintenance Association unit of the Civil Service Employees Association reaffirms that the Association does not assert the right to strike against any government, to assist or participate in such strike. This affirmation is to continue in effect throughout the period of recognition.

ARTICLE I
DURATION OF AGREEMENT

This Agreement and all its terms and provisions is effective and shall remain in full force for a period of three school years commencing July 1, 2005 and terminating June 30, 2009, and shall control and govern all matters herein set forth throughout said period.

ARTICLE II
PAYROLL DEDUCTION

The Union and its designated agents shall have the sole and exclusive right to access to members of the bargaining unit during working hours to administer this Agreement and to explain Civil Service Employees Associations sponsored benefits and programs.

The employer agrees that no other representative or organization offering benefits or programs similar to those offered or sponsored by the Civil Service Employees Association, Inc., shall be provided access to bargaining unit employees. The employer further agrees that it will not permit any other organization or union to hold meetings for the purpose of discussing terms and conditions of employment, or be provided meeting space, on property or premises owned or occupied by the City School District.

The Civil Service Employees Association, Inc., having been recognized or certified as the exclusive representative of employees within the bargaining unit represented by this agreement, shall have deductions made from the wage or salary of employees of said bargaining unit who are not members of the Civil Service Employees Association, Inc., the amount equivalent to the dues levied by the Civil Service Employees Association, Inc.

of the subsequent fiscal year. Advancement on the salary schedule for all employees shall be automatic as indicated in the exhibits.

4. Initial placement on the salary schedule at the time of employment may be on any step of the appropriate job classification. This placement on the salary schedule may be adjusted during the first 90 days of employment based on the recommendation of the person having supervisory responsibility for Buildings and Grounds and the approval of the Superintendent of Schools.
 5. Part-time salaries will be prorated based on the salary of the full-time position in the same classification.
- B. Any employee required to punch a boiler will be compensated an additional \$10.00 for each boiler punched.
- C. When an individual who has been employed in a regular part-time position is appointed to a full-time position, the years of part-time service shall be considered equivalent to the same number of years of full-time service for salary determination.
- D. Any employee who is required to work a total of six (6) or more days in any one fiscal year in a classification in a higher salary grade than his/her regular assigned position shall receive the starting salary rate for the higher classification for all hours worked beginning with the seventh day in that assignment. If the starting salary is not a higher rate than the employee's regular rate, s/he will be paid at the first step which is higher than his/her regular rate of pay. To qualify for the higher rate, the six (6) days must be in the same higher classification.

ARTICLE IV OVERTIME

Overtime pay will be paid employees at time-and-one-half the regular hourly rate for hours worked in excess of forty (40) hours in any given work week. All approved, paid leave days will be counted as time worked. Overtime caused by emergency situations, vandalism, weather conditions, building rentals, etc. will be compensated at the time and one-half rate for the actual time worked. A minimum of two hours will be guaranteed. Building checks fitting the above description will be compensated at time and one-half with a guarantee of one hour.

Any Sunday, Sunday Building Checks, or holiday overtime caused by emergencies, vandalism, weather conditions, building rental, etc. will be compensated at double-time for the actual time worked. A minimum of two hours will be guaranteed. Building checks will also be compensated at double-time with a guarantee of one hour.

During the school year overtime assignments shall be distributed to qualified employees on an equitable basis for each building. For purposes of accounting, each building shall maintain a rotation schedule for overtime assignments. Employees not accepting an overtime assignment when offered, will be credited as having received the assignment for purposes of distributing overtime as equitably as possible. Should no qualified person in a building accept the assignment, it shall be assigned to the employee who was offered such assignment first. Refusal to accept such assignment after the list has been canvassed, will be grounds for disciplinary action.

ARTICLE VI
LEAVES OF ABSENCE

FAMILY ILLNESS:

All employees covered by this agreement are entitled to five (5) days per year for illness in the immediate family subject to the following:

1. For the first year of regular full-time employment, the number of days allowed will be prorated on the basis of one day for each two and one-half months of anticipated actual employment in that year.
2. Immediate family is defined as: mother, father, daughter, son, sister, brother, spouse, or relative living in the same household.
3. When an employee is absent for three (3) or more consecutive work days for family illness, the District may request a doctor's statement certifying as to the person who is ill and the nature of the illness.
4. Days allowed for family illness do not accumulate from year to year.

BEREAVEMENT LEAVE:

All employees covered by this agreement are entitled to Bereavement Leave, for death in the immediate family, subject to the following:

1. Immediate family is defined as the employee's mother, father, daughter, son, sister, brother, grandmother, grandfather, aunt, uncle, grandchild, spouse, mother-in-law, father-in-law, sister-in-law, brother-in-law, or relative living in the same household.
2. In cases of relative other than the above, the employee shall submit for approval to his/her immediate supervisor and the Superintendent, written justification as to the closeness of relationship. In these instances it is understood that there is no requirement to grant 3 days of leave and that the District will consider other relations on a case by case basis, furthermore the District reserves the right to limit leave time to the day of the funeral only.
3. Each employee will be entitled to three (3) days absence for each death in the family unless out-of-state travel is required, then five (5) days absence will be allowed.
4. For bereavement requests involving the employee's father, mother, spouse or child, up to five (5) days will be allowed.
5. Where bereavement leave of five days are being requested, as provided in paragraph 3 and 4 above, employees must make written requests to the Superintendent of Buildings and Grounds.

NECESSARY BUSINESS DAYS:

All employees covered by this Agreement are entitled to two (2) necessary business days per year subject to the following.

1. Normally a reason or excuse for a necessary business absence is not required, but reasonable notice must be given by the employee to his/her immediate supervisor or the Superintendent. Whenever

of such leave is unable or for any reason fails to return to work, said employment shall be automatically terminated and the Board of Education may make a new appointment to fill this position.

ARTICLE VIII
HEALTH INSURANCE

The District will pay Health Insurance premium costs for each employee covered by this agreement as follows:

1. The District will pay 90% of the employee's health insurance premium, and the employee shall pay 10%. The employee's share will be deducted from the employee's paycheck each pay period during the fiscal year. The District will implement health insurance deductions each pay period during the fiscal year July 1-June 30, commencing as soon as practicable upon ratification of both parties.
2. Employees working less than full-time (8 hours per day) on a permanent regularly scheduled basis will not be eligible for health insurance.
3. Any employee hired must qualify under No. (2) above in order to be eligible for Health Insurance.

Should the carrier for this plan be changed, the District will provide essentially the same or equivalent coverage.

4. Commencing July 1, 1994, the District will implement a 125 plan for employee health insurance contributions.
5. Health Insurance coverage upon retirement:

1. Employees hired after July 1, 2005, will be eligible to continue health insurance coverage in retirement provided they have met the following requirements:
2. A. Are employed by the Watertown City School District at the time of retirement and are enrolled in the health plan at the time of retirement;
- B. Provide proof of retirement and otherwise meet the definition of retirement as specified by the NYS Employee's Retirement System;
- C. Meet the minimum service requirements with the Watertown City School District as listed in the following schedule:

Years of Service in District	Employee Premium Contribution	District Premium Contribution
5-9	75%	25%
10-19	50%	50%
20-24	25%	75%
25+	0%	100%

ARTICLE XIII
SNOW DAYS

Employees covered by this Agreement will report on snow days.

ARTICLE XIV
ADDITIONAL HOLIDAYS

Paid holidays are:

New Years Day	Columbus Day
Martin Luther King Day	Veteran's Day
Washington or Lincoln's Birthday	Thanksgiving Day
Good Friday	Friday after Thanksgiving
Memorial Day	Christmas Day
July Fourth	
Labor Day	

ARTICLE XV
EMPLOYMENT OPENINGS

When a Custodial or Maintenance opening occurs and prospective employees are to be interviewed, the Director of Personnel will notify the President of the Watertown Custodial and Maintenance Unit of the CSEA of the opening. Members of the Association, with others, shall be afforded the opportunity to apply and upon applying shall be given the same interview consideration as other applicants. Seniority in continuous employment in the District will be respected consistent with the following qualifications: a) physical ability; and b) aptitude for the position to be filled. When qualifications are totally equal, seniority will prevail. Final decision in passing upon qualifications of applicants and making appointments shall rest with the Board of Education.

ARTICLE XVI
EMPLOYEE POLICY COMMITTEE

The Custodial and Maintenance Association shall appoint a committee of its own choosing which shall have the right to meet periodically with the Superintendent or his designee to discuss any problem or matters of employment not governed by an established policy other than individual grievance under the regular Grievance Procedure.

The Board of Education will give full consideration to any suggestions by the employee committee for the preparation of a written guidebook containing employment policies, job outlines, and a code of ethics all pertinent to custodial and maintenance employees.

ARTICLE XVII
UNIFORMS

The district will provide three sets of uniforms for each employee. Employees will be expected to wear such uniforms on duty, and will be responsible for their cleaning and maintenance.

5. No interference, coercion, or reprisal of any kind will be taken by the Board, the administration, or the Association or its members against the aggrieved party, any representative, any other participant in the grievance procedure or any other person because of participation in the grievance procedure.
6. All records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
7. In the event that any grievance is adjusted at Stage 1 A, such adjustment will be binding provided such determination is within the scope of the Stage 1 A hearing officer's authority. Said adjustment shall not create a precedent or ruling binding upon either of the parties to this agreement in future proceedings.
8. The Superintendent of Schools shall be responsible for accumulating and maintaining an official grievance record which shall consist of the written grievances, all exhibits, transcripts, communications, minutes of testimony, written arguments and briefs, and all written decisions at all stages. The official grievance record shall be available for inspection by all parties. Any party may have a photocopy of the record by paying for the copies.

SECTION IV: TIME LIMITS

Since it is important that grievances be processed as rapidly as possible, every reasonable effort will be made by all parties to expedite the process. No written grievance will be entertained unless the grievance is filed within four (4) days after the employee knew or should have known of the act or condition on which the grievance is based.

The time limits specified for either party may be extended only by mutual written agreement. A defense of untimely filing shall not be considered waived by any attempts to adjust the situation giving rise to the grievance or to forestall similar incidents.

SECTION V: STAGES OF GRIEVANCE

Stage 1: Informal

- A. An employee having a grievance shall discuss it with his/her building principal in an effort to resolve the matter informally. When the grievant is a custodian and the grievance is presented either to the building principal or an immediate supervisor other than the Supervisor of Building and Grounds, the Supervisor of Building and Grounds shall be notified and asked to participate in the discussions.
- B. If the grievance is not resolved informally, the grievant shall reduce his/her grievance to writing and present it to the hearing officer at Stage 1A and the Association President within three (3) days of the principal's decision. No more than two (2) days after the written grievance is presented to him/her the principal will, without any further consultation with any party, render a decision in writing and transmit it to the employee and the Association President.

Stage 2: Superintendent of Schools

- A. If the employee initiating the grievance and/or the Association are not satisfied with the written decision at the conclusion of Stage 1, a written appeal of the decision may be filed by the employee or the Association with the Superintendent of Schools within ten (10) days after the employee has received the written decision.

ARTICLE XIX
CIVIL SERVICE LAW

Employees covered by this Agreement, upon the satisfactory completion of their probationary period, shall be entitled to the rights and privileges covered by Section 75 of the Civil Service Law.

ARTICLE XX
EQUALITY OF OPPORTUNITY

The parties of this contract warrant that there shall be no discrimination in selection, promotion, assignment, recognition, compensation, terms and conditions of employment, lay-off, instruction or training opportunities for members, or potential members, of the bargaining unit on account of an individual's sex, race, or religious orientation.

ARTICLE XXI
SAVINGS CLAUSE

If any provision of this agreement or any application of the agreement to any employee or group of employees shall be contrary to law, then such provision or application shall be deemed not valid and subsisting, except to the extent permitted by law, but all other provisions or applications will continue in full force and effect.

ARTICLE XXII
CHANGE IMPLEMENTATION

It is the intent of the parties that all rights, powers, prerogatives and authority that the Employer had prior to the signing of this agreement are retained by the Employer, and that with the exception of specific provisions of this agreement the employer shall have the unrestricted right to manage its affairs.

ARTICLE XXIII
STATUTORY NOTICE

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

IN WITNESS WHEREOF this Agreement has been executed this ____ day of _____, 2005.

CITY SCHOOL DISTRICT OF THE
CITY OF WATERTOWN

CSEA COLLECTIVE BARGAINING SPECIALIST

By _____

By _____

CUSTODIAL AND MAINTENANCE UNIT OF CSEA

By _____

WATERTOWN CITY SCHOOL DISTRICT

Appendix "A"

CUSTODIAL SCHEDULE

ANNUALIZED RATES EFFECTIVE JULY 1, 2005 - JUNE 30, 2006

Step	A	B	C	D	E	F	G	H
1	23168	24048	24928	25808	26687	27567	28447	29327
2	23531	24410	25290	26170	27050	27929	28809	29689
3	23893	24773	25652	26532	27412	28292	29171	30051
4	24255	25135	26015	26894	27774	25549	29534	30413
5	24617	25497	26377	27257	28136	29016	29896	30776
6	24980	25859	26739	27619	28499	29378	30258	31055
7	25342	26222	27101	27981	28861	29741	30620	31500
10	26222	27101	27981	28861	29741	30620	31500	32380
15	27101	27981	28861	29741	30620	31500	32380	33260
20	27981	28861	29741	30620	31500	32380	33260	34139
25	28861	29741	30620	31500	32380	33260	34139	35019
30	29741	30620	31500	32380	33260	34139	35019	35899

- A. Full-time cleaners.
- B. Regular custodians and laborers.
- C. Increased responsibility as a custodian, senior custodian at Watertown High School, Junior High School, and Wiley.
- D. Custodian in charge of primary schools, building maintenance man at North Elementary, and athletic custodians.
- E. Head custodian at North Elementary, building maintenance man at Watertown High School, Case Middle School and Wiley.
- F. Head Custodian at Case Middle School.
- G. Head custodian at Wiley.
- H. Head custodian at Watertown High School.

Note: The above schedule is based on an eight (8) hour day. The designated second in charge at Watertown High School, Case Middle School, and Wiley School will be paid a differential of \$250/year in 2005-2006.

WATERTOWN CITY SCHOOL DISTRICT

Appendix "B"

MAINTENANCE SCHEDULE

ANNUALIZED RATES EFFECTIVE JULY 1, 2005 - JUNE 30, 2006

Step	A	B	C	D	E
1	25135	26015	26894	27774	29534
2	25497	26377	27257	28136	29896
3	25859	26739	27619	28499	30258
4	26222	27101	27981	28861	30620
5	26584	27464	28343	29223	30983
6	26946	27826	28706	29585	31345
7	27308	28188	29068	29948	31707
10	28188	29068	29948	30827	32587
15	29068	29948	30827	31707	33467
20	29948	30827	31707	32587	34346
25	30827	31707	32587	33467	35226
30	31707	32587	33467	34346	36106

- A. Unskilled personnel and helpers.
- B. Semi-skilled personnel and/or increased responsibility; motor vehicle operator.
- C. Skilled personnel until it is proven and recommended that they be placed on Column D.
- D. Skilled personnel.
- E. Heating, Ventilation, Refrigeration Mechanic.

Note: The above schedule is based on an eight (8) hour day. Maintenance employees assigned to cover all emergencies, heat checks, and vandalism shall be compensated an additional \$1,000 beyond the Maintenance Schedule. Overtime for snow-plowing or any other planned or scheduled overtime is not included in this stipend.

WATERTOWN CITY SCHOOL DISTRICT

Appendix "C"

CUSTODIAL SCHEDULE

ANNUALIZED RATES EFFECTIVE JULY 1, 2006 - JUNE 30, 2007

Step	A	B	C	D	E	F	G	H
1	23979	24890	25800	26711	27621	28532	29443	30353
2	24355	25264	26175	27086	27997	28907	29817	30728
3	24729	25640	26550	27461	28371	29282	30192	31103
4	25104	26015	26926	27835	28746	26443	30568	31477
5	25479	26389	27300	28211	29121	30032	30942	31853
6	25854	26764	27675	28586	29496	30406	31317	32142
7	26229	27140	28050	28960	29871	30782	31692	32603
10	27140	28050	28960	29871	30782	31692	32603	33513
15	28050	28960	29871	30782	31692	32603	33513	34424
20	28960	29871	30782	31692	32603	33513	34424	35334
25	29871	30782	31692	32603	33513	34424	35334	36245
30	30782	31692	32603	33513	34424	35334	36245	37155

- A. Full-time cleaners.
- B. Regular custodians and laborers.
- C. Increased responsibility as a custodian, senior custodian at Watertown High School, Junior High School, and Wiley.
- D. Custodian in charge of primary schools, building maintenance man at North Elementary, and athletic custodians.
- E. Head custodian at North Elementary, building maintenance man at Watertown High School, Case Middle School and Wiley.
- F. Head Custodian at Case Middle School.
- G. Head custodian at Wiley.
- H. Head custodian at Watertown High School.

Note: The above schedule is based on an eight (8) hour day. The designated second in charge at Watertown High School, Case Middle School, and Wiley School will be paid a differential of \$250/year in 2006-2007.

WATERTOWN CITY SCHOOL DISTRICT

Appendix "D"

MAINTENANCE SCHEDULE

ANNUALIZED RATES EFFECTIVE JULY 1, 2006 - JUNE 30, 2007

Step	A	B	C	D	E
1	26015	26926	27835	28746	30568
2	26389	27300	28211	29121	30942
3	26764	27675	28586	29496	31317
4	27140	28050	28960	29871	31692
5	27514	28425	29335	30246	32067
6	27889	28800	29711	30620	32442
7	28264	29175	30085	30996	32817
10	29175	30085	30996	31906	33728
15	30085	30996	31906	32817	34638
20	30996	31906	32817	33728	35548
25	31906	32817	33728	34638	36459
30	32817	33728	34638	35548	37370

- A. Unskilled personnel and helpers.
- B. Semi-skilled personnel and/or increased responsibility; motor vehicle operator.
- C. Skilled personnel until it is proven and recommended that they be placed on Column D.
- D. Skilled personnel.
- E. Heating, Ventilation, Refrigeration Mechanic.

Note: The above schedule is based on an eight (8) hour day. Maintenance employees assigned to cover all emergencies, heat checks, and vandalism shall be compensated an additional \$1,000 beyond the Maintenance Schedule. Overtime for snow-plowing or any other planned or scheduled overtime is not included in this stipend.

WATERTOWN CITY SCHOOL DISTRICT

Appendix "E"

CUSTODIAL SCHEDULE

ANNUALIZED RATES EFFECTIVE JULY 1, 2007 - JUNE 30, 2008

Step	A	B	C	D	E	F	G	H
1	24818	25761	26703	27646	28588	29531	30474	31415
2	25207	26148	27091	28034	28977	29919	30861	31803
3	25595	26537	27479	28422	29364	30307	31249	32192
4	25983	26926	27868	28809	29752	27369	31638	32579
5	26371	27313	28256	29198	30140	31083	32025	32968
6	26759	27701	28644	29587	30528	31470	32413	33267
7	27147	28090	29032	29974	30916	31859	32801	33744
10	28090	29032	29974	30916	31859	32801	33744	34686
15	29032	29974	30916	31859	32801	33744	34686	35629
20	29974	30916	31859	32801	33744	34686	35629	36571
25	30916	31859	32801	33744	34686	35629	36571	37514
30	31859	32801	33744	34686	35629	36571	37514	38455

- A. Full-time cleaners.
- B. Regular custodians and laborers.
- C. Increased responsibility as a custodian, senior custodian at Watertown High School, Junior High School, and Wiley.
- D. Custodian in charge of primary schools, building maintenance man at North Elementary, and athletic custodians.
- E. Head custodian at North Elementary, building maintenance man at Watertown High School, Case Middle School and Wiley.
- F. Head Custodian at Case Middle School.
- G. Head custodian at Wiley.
- H. Head custodian at Watertown High School.

Note: The above schedule is based on an eight (8) hour day. The designated second in charge at Watertown High School, Case Middle School, and Wiley School will be paid a differential of \$250/year in 2007-2008.

WATERTOWN CITY SCHOOL DISTRICT

Appendix "F"

MAINTENANCE SCHEDULE

ANNUALIZED RATES EFFECTIVE JULY 1, 2007 - JUNE 30, 2008

Step	A	B	C	D	E
1	26926	27868	28809	29752	31638
2	27313	28256	29198	30140	32025
3	27701	28644	29587	30528	32413
4	28090	29032	29974	30916	32801
5	28477	29420	30362	31305	33189
6	28865	29808	30751	31692	33577
7	29253	30196	31138	32081	33966
10	30196	31138	32081	33023	34908
15	31138	32081	33023	33966	35850
20	32081	33023	33966	34908	36792
25	33023	33966	34908	35850	37735
30	33966	34908	35850	36792	38678

- A. Unskilled personnel and helpers.
- B. Semi-skilled personnel and/or increased responsibility; motor vehicle operator.
- C. Skilled personnel until it is proven and recommended that they be placed on Column D.
- D. Skilled personnel.
- E. Heating, Ventilation, Refrigeration Mechanic.

Note: The above schedule is based on an eight (8) hour day. Maintenance employees assigned to cover all emergencies, heat checks, and vandalism shall be compensated an additional \$1,000 beyond the Maintenance Schedule. Overtime for snow-plowing or any other planned or scheduled overtime is not included in this stipend.

WATERTOWN CITY SCHOOL DISTRICT

Appendix "G"

CUSTODIAL SCHEDULE

ANNUALIZED RATES EFFECTIVE JULY 1, 2008 - JUNE 30, 2009

Step	A	B	C	D	E	F	G	H
1	25687	26663	27638	28614	29589	30565	31541	32515
2	26089	27063	28039	29015	29991	30966	31941	32916
3	26491	27466	28441	29417	30392	31368	32343	33319
4	26892	27868	28843	29817	30793	28327	32745	33719
5	27294	28269	29245	30220	31195	32171	33146	34122
6	27696	28671	29647	30623	31596	32571	33547	34431
7	28097	29073	30048	31023	31998	32974	33949	34925
10	29073	30048	31023	31998	32974	33949	34925	35900
15	30048	31023	31998	32974	33949	34925	35900	36876
20	31023	31998	32974	33949	34925	35900	36876	37851
25	31998	32974	33949	34925	35900	36876	37851	38827
30	32974	33949	34925	35900	36876	37851	38827	39801

- A. Full-time cleaners.
- B. Regular custodians and laborers.
- C. Increased responsibility as a custodian, senior custodian at Watertown High School, Junior High School, and Wiley.
- D. Custodian in charge or primary schools, building maintenance man at North Elementary, and athletic custodians.
- E. Head custodian at North Elementary, building maintenance man at Watertown High School, Case Middle School and Wiley.
- F. Head Custodian at Case Middle School.
- G. Head custodian at Wiley.
- H. Head custodian at Watertown High School.

Note: The above schedule is based on an eight (8) hour day. The designated second in charge at Watertown High School, Case Middle School, and Wiley School will be paid a differential of \$250/year in 2008-2009.

WATERTOWN CITY SCHOOL DISTRICT

Appendix "H"

MAINTENANCE SCHEDULE

ANNUALIZED RATES EFFECTIVE JULY 1, 2008 - JUNE 30, 2009

Step	A	B	C	D	E
1	27868	28843	29817	30793	32745
2	28269	29245	30220	31195	33146
3	28671	29647	30623	31596	33547
4	29073	30048	31023	31998	33949
5	29474	30450	31425	32401	34351
6	29875	30851	31827	32801	34752
7	30277	31253	32228	33204	35155
10	31253	32228	33204	34179	36130
15	32228	33204	34179	35155	37105
20	33204	34179	35155	36130	38080
25	34179	35155	36130	37105	39056
30	35155	36130	37105	38080	40032

- A. Unskilled personnel and helpers.
- B. Semi-skilled personnel and/or increased responsibility; motor vehicle operator.
- C. Skilled personnel until it is proven and recommended that they be placed on Column D.
- D. Skilled personnel.
- E. Heating, Ventilation, Refrigeration Mechanic.

Note: The above schedule is based on an eight (8) hour day. Maintenance employees assigned to cover all emergencies, heat checks, and vandalism shall be compensated an additional \$1,000 beyond the Maintenance Schedule. Overtime for snow-plowing or any other planned or scheduled overtime is not included in this stipend.

SIDE LETTER

Mr. Thomas Dupee
Chief Negotiator
Custodial and Maintenance Unit of CSEA
Watertown City School District
Watertown, New York 13601

Dear Tom:

It is agreed that for the duration of this Agreement, maintenance employees who earn 5 weeks of vacation per year may carry over no more than five (5) days for use in the fiscal year following the year when it is supposed to be used. Carryover will be permitted only when the employee cannot schedule the vacation time during the fiscal year. All carryovers must be approved in advance by the Supervisor of Buildings and Grounds and the Superintendent of Schools. This side agreement shall in no way cancel or modify the provisions of Section "c" in Article V of this Agreement.

Your signature below will signify that the Custodial and Maintenance Unit, CSEA, agrees that the above is an accurate statement of its agreement with the Watertown Board of Education on June 28, 1989.

Sincerely,

Susan L. King
Chief Negotiator
Watertown City School District

SIDE LETTER

Mr. Thomas Dupee
Chief Negotiator
Custodial and Maintenance Unit of CSEA
Watertown City School District
Watertown, New York 13601

Dear Tom:

It is agreed that for the duration of this Agreement, or until the incumbent separates from the position, whichever occurs first, the position of Stock Clerk shall be placed in Maintenance Column D, due solely to the knowledge and experience of the incumbent, Ronald Smith. The position of Stock Clerk is not itself a Skilled Employment job. Therefore, this column placement shall not be interpreted to require placement of the position of Stock Clerk permanently at Column D.

Sincerely,

Susan L. King
Chief Negotiator
Watertown City School District

SIDE LETTER

Mr. Robert Reardon
Superintendent
Watertown City School District
376 Butterfield Ave.
Watertown, New York 13601

Mr. Howard Cowan
President
Custodial and Maintenance Unit of CSEA
Watertown City School District
Watertown, New York 13601

Mr. Thomas Dupee
Chief Negotiator
Custodial and Maintenance Unit of CSEA
Watertown City School District
Watertown, New York 13601

Dear Robert, Howard and Tom:

The CSEA and the District agree that when a head custodian or second-in-charge position becomes vacant, the District may post that position as a swing shift position, allowing the District to require the person who is placed in that position to alternate between the day and evening shifts as determined by the District.

Your signature below will signify that the Custodial and Maintenance Unit, CSEA and the Watertown City School District agrees that the above is an accurate statement of agreement.

Mr. Robert Reardon
Superintendent
Watertown City School District

Mr. Howard Cowan
President
Custodial and Maintenance Unit of CSEA

Mr. Thomas Dupee
Chief Negotiator
Custodial and Maintenance Unit of CSEA