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Contract Database Metadata Elements

Title: **Wantagh Union Free School District (Custodial and Maintenance Employees) and CSEA, Local 1000, AFSCME, AFL-CIO (2005)**

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

Union: **CSEA, AFSCME, AFL-CIO**

Local: **1000**

Effective Date: **07/01/05**

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BC/6410

AGREEMENT

-between-

BOARD OF EDUCATION

WANTAGH UNION FREE SCHOOL DISTRICT

-and-

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

LOCAL 1000

AFSCME, AFL-CIO

July 1, 2005- June 30, 2008

RECEIVED

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**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

43

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AGREEMENT entered into this day of May, 2006, by and between the WANTAGH UNION FREE SCHOOL DISTRICT, Town of Hempstead, (hereinafter called the "Board") and the CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., Local 1000, AFSCME, AFL-CIO, (hereinafter called the "Association").

WITNESSETH

WHEREAS, the parties have reached certain understandings which affect the current terms and conditions of employment which they desire to confirm in this Agreement.

NOW, THEREFORE, it is mutually agreed that:

ARTICLE I. - RECOGNITION

Section 1. The District, pursuant to a Public Employment Relations Board certification, dated March 8, 1971 and a resolution of the Board, recognizes the Association as the exclusive representative of said custodial and maintenance employees within the meaning and intent of Article XIV of the Civil Service Law.

Section 2. The Association shall have the right to unchallenged representation status during the term of this contract.

Section 3. The Association affirms that it will abide by Section 210 of the Public Employees Fair Employment Act and the laws of the State of New York in general.

Section 4. The District agrees so continue to deduct from the wages of the employees covered by this Agreement the regular dues for membership required by the Association provided that those employees have authorized the Board in writing to make such deductions.

Section 5. Employees who are not members of the Association shall be required to pay an agency fee to the Association in an amount to be identified by the Association. The District shall deduct the agency fee from the salaries of all non-Association members and shall transmit the sum so deducted to the Association at the same time and in the same manner as dues deducted from the salaries of Association members. Upon request of any employee, the Association shall provide a detailed accounting of its expenditures to said employee and the District. The Association represents that it has established and will maintain a procedure which provides for the refund, to any employee who so demands, of any part of an agency fee deduction to which the employee may be entitled in compliance with the law.

ARTICLE II. - EMPLOYEES OF THE DISTRICT

Section 1. It is understood and agreed that employees are employees of the District as a whole.

Section 2. Efforts will be made to provide forty-eight (48) hours' notice of any change in the work schedule of any employee.

ARTICLE III. - PAYROLL PERIODS

Section 1. Paydays will continue to be on a biweekly basis only, throughout the school year.

Section 2. An employee who is on vacation on any regular payday will have his/her check mailed to his/her home unless he/she arranges in advance with the payroll office to have his/her check deposited with a bank or mailed to a different address. No special payroll will be prepared to make advance payment when a person

goes on vacation.

Section 3. Salary adjustments will be made only once a year on July 1st. If a person is hired before February 1st, he/she would receive a full step adjustment on the next July 1st. If a person was hired after February 1st, step adjustment will be deferred until the following July 1st.

ARTICLE IV. - TIME CLOCKS

Time clocks installed in each building shall continue to be used to accurately record all duty hours of each employee.

ARTICLE V. - OVERTIME

Section 1. The workweek shall continue to be forty (40) hours. There shall be no pyramiding of overtime.

Section 2. Whenever personnel are assigned for overtime purposes to a building who are not regularly in that building, at least one person must be a custodian or groundskeeper-maintainer unless otherwise agreed to by the Assistant Superintendent for Business.

Section 3. All overtime shall be on a rotating basis within a building. Assignments will come from a master list arranged by the Association and the appropriate building head custodian. Maintainers may be assigned to a specific building for this listing. Overtime for snow removal shall be awarded on an equitable rotating basis within the District. All titles within the unit shall have equal access to such overtime.

Section 4. Seniority shall be based on the date of the last full-time continuous

employment in the District.

Section 5. If an employee is called in by his/her supervisor for emergency snow removal, he/she shall be paid double time provided he/she works his/her full eight (8) - hour day immediately thereafter.

Section 6. If an employee is called in for an emergency by the police or alarm system after 1:00 A.M. and before 5:00 A.M. or on a Saturday or Sunday, he/she will be guaranteed four (4) hours. Portal-to-portal will be included within the four (4) - hour guarantee. Those employees called in for emergencies not covered by the four (4) -hour guarantee shall receive portal-to-portal pay.

Section 7. The Head Custodian is guaranteed one hour overtime for weekend and holiday building checks.

Section 8. Preparation for cleanup for school functions, i.e., graduation, is an inherent part of the job whether or not overtime is needed, and snow removal is an inherent part of the job of the maintainer.

Section 9. Employees may elect compensatory time off in lieu of payment for overtime. Such time off must be approved in a fashion similar to that for vacation leave. Employees may not use or accumulate more than forty (40) hours in one year of compensatory time off. The District and Association shall develop procedures for such time. Those procedures shall include a conversion of actual time worked to compensatory hours, which in all events shall not exceed forty (40) hours in one year. In the event that compensatory time-off is not used, it will be re-converted to payment

ARTICLE VI. - SICK LEAVE

Section 1. Employees hired prior to July 1, 1981 who are unable to work due to personal illness will receive full pay for up to sixteen (16) days per year [cumulative to one hundred eighty (180) days] of which three (3) may be personal business days.

Section 2. Employees hired after July 1, 1981 who are unable to work due to personal illness will receive full pay for up to thirteen (13) days per year [cumulative to one hundred eighty (180) days] of which three (3) may be personal business days. In the first year of employment the employee shall receive a pro-rata share of such days each at the rate of one (1) day per month with an additional day to be posted at the completion of six (6) months.

Section 3. Personal leave days may not be used to extend a vacation or holiday and may only be used for reasons that cannot be done on the employee's own time. Personal leave may be used before or after a weekend with approval. The District must have 48 hours' notice of a request for a leave except in cases of an emergency.

ARTICLE VII. - JURY DUTY

The Board will reimburse employees who serve on juries for their normal salaries less any amounts received for jury service as salary. Any amount received by the employee as expenses due to jury service shall be kept by the employee.

ARTICLE VIII. - BEREAVEMENT LEAVE

An employee may be allowed a maximum of five (5) days' absence with full pay in case of death in the immediate family, and three (3) days' absence with full pay for any other relative as listed below. This absence shall not be charged against the

employee's leave.

Five Days

brother or sister (not in-laws)
wife or husband
child
parents
blood relative making a permanent
home with employee
legal dependent

Three Days

brother-in-law
sister-in-law
aunt
uncle
grandparents
grandchild

(in case of married employee the "in law" shall be considered in the same relationship as the relative listed above except where otherwise identified)

Absence in excess of the above allowances shall be at full loss of pay.

ARTICLE IX. - UNUSED SICK LEAVE

Section 1. (a) - An employee who has been continuously employed by the District for ten (10) years or more and who is eligible for and who retires from the District under the New York State Retirement System may, by written notice to the District prior to the February 1st preceding retirement, receive payment at the rate of \$35.00 for each day of accumulated sick leave, but in no event may such payment exceed \$6,300.00.

Section 1 (b) Sick leave time shall be prorated for all employees who leave the District mid-school year prior to June 30th.

ARTICLE X. - NOTICE OF ABSENCES

Section 1. Night employees who must be absent must notify their supervisor by twelve noon.

Section 2. Daytime employees who must be absent must notify their supervisor

by 9:00 P.M. the night before or by 7:00 A.M. if illness develops during the night.

Section 3. The employee must notify his supervisor for each succeeding day of absence.

Section 4. Absence without notification will be considered cause for suspension.

ARTICLE XI. - ABSENTEEISM

The following procedure may be used by the Administration in the event of excessive absenteeism, including absenteeism under Article VI. Excessive absenteeism is defined as (a) a pattern of absences, i. e., Monday-Friday syndrome; or (b) absences in excess of 3 days in each calendar quarter. The employee may have the union president present at any step.

Step 1 - The employee shall be notified that his absenteeism is deemed excessive. The employee shall state the reasons for the absences.

Step 2 - The employee shall be warned verbally and in writing that possible disciplinary action will be taken if there is no improvement.

Step 3 - In the event attendance has not improved, the Administration in its discretion may impose 1-3 days maximum suspension.

This procedure shall not limit any rights the District may otherwise have under this contract or by law including §75 proceedings.

ARTICLE XII. - VACATION

Section 1. All personnel, with the exception of employees needed to maintain the outdoor areas or for building repairs, will complete any summertime vacations in

order to be back on the job by the last two weeks in August, (approximately August 15th).

Section 2. (a). All employees who have completed, by July 1st of each year, at least one (1) year, but no more than five (5) years of employment, shall be entitled to two (2) weeks' vacation.

Section 2 (b). All employees who have completed, by July 1st of each year, at least five (5) years, but no more than ten (10) years of employment, shall be entitled to three (3) weeks' vacation.

Section 2 (c). All employees who have completed, by July 1st of each year, ten (10) years or more of employment, shall be entitled to four (4) weeks' vacation.

Section 3. All vacation schedules must be approved by the business office prior to the vacation. Custodial staff shall be permitted to take five (5) days of their allotted vacation during the school year.

Section 4 (a). Anyone whose anniversary of appointment falls between July 1st and September 30th shall be deemed to have completed his years of service as of the July 1st preceding for purposes of this section and any employee whose anniversary date falls after September 30th shall be considered to have completed his years of service on the following July 1st.

Section 4 (b). Vacation time shall be prorated for all employees who leave the District mid-school year prior to June 30th.

ARTICLE XIII. - HOLIDAYS

Section 1. The following days have been recognized by the District as holidays

for the maintenance and custodial staff, when they fall during the workweek, unless the

District shall rule that school will be open:

New Year's Day
Lincoln's Birthday
Washington's Birthday
Good Friday
Memorial Day
Independence Day
Labor Day

Columbus Day
Veteran's Day
Thanksgiving Day
Day after Thanksgiving Day
Day before Christmas
Christmas Day
Martin Luther King Day

When any of the fourteen (14) prescribed holidays fall on a nonworking day, compensatory time off shall be given, as designated by the administration, on a nonschool day.

The first day of Rosh Hashanah and Yom Kippur will be holidays if they fall on a regular workday. There will be no compensatory time off if they fall otherwise.

If the school calendar calls for a shortened session on the day before Thanksgiving, maintenance and cleaning personnel will also work on a reduced time schedule at the convenience of the building administrator.

Section 2. The work calendar shall provide for two (2) snow days.

ARTICLE XIV. - UNIFORMS

Section 1. The District will initially supply each employee with four (4) slacks, four (4) winter shirts and four (4) summer shirts as uniforms. Thereafter, unit members will receive on an annual basis two (2) complete uniforms. If uniforms are severely damaged they are to be replaced, at the discretion of the Director of Facilities.

Section 2. The District will have two (2) sets of rain gear available in each school.

ARTICLE XV. - ELIMINATION OF DEPARTMENT

If the Director of Buildings and Grounds does away with a department, the District is to give advance notice to the Union President who shall have the right to request negotiations on the impact of same. The request to negotiate must be in writing to the Superintendent of Schools. The notice to the Union President must also be in writing. The Union President's request to negotiate must be within fifteen (15) days of the notice to him.

ARTICLE XVI. - ASBESTOS REMOVAL

Reasonable notice shall be given to the Union President if an outside company will be doing asbestos work and the area in which the work is to be done.

The District will have an asbestos team to do asbestos repair or removal. The team will be volunteers and will receive training at District expense. The District will pay for required physical examinations, uniforms and equipment. It is understood that persons so trained will do minor repairs.

ARTICLE XVII. - GRIEVANCE PROCEDURE

Principles

1. It is the intent of these procedures to provide for the orderly settlement of differences in a fair and equitable manner. The resolution of a grievance at the earliest possible stage is encouraged. Failure to perform within the procedural time limits shall be deemed a waiver.

2. A grievant shall have the right to be represented at any stage of the procedures by a person of his/her own choice. No grievance may be processed at any

level without the consent of the grievant(s).

3. Each supervisor shall have the responsibility to consider promptly each grievance presented to him/her and make a determination within the authority delegated to him/her within the time specified in these procedures.

4. All grievances shall include the name and position of the aggrieved party, the identity of the provision of this Agreement involved in said grievance, the time when and the place where the alleged events or conditions constituting the grievance occurred, the party responsible for causing said events or conditions, if known to the aggrieved party, and a general statement of the nature of the grievance and the redress sought.

Definitions

1. A grievance is a claim by an employee in the negotiating unit based upon any violation, misinterpretation or misapplication of this contract.

2. The term "supervisor" shall mean immediate supervisor including principal, assistant principal, head custodian, Director of School Facilities and Operations or other person responsible for the area in which an alleged grievance arises.

3. Aggrieved party shall mean any person in the negotiating unit filing a grievance.

4. The "date of the alleged grievance" is that date when the event or condition constituting the grievance occurred or that date upon which the grievant knew or reasonably should have known of the event or condition.

5. "Date of receipt" shall mean the date the item is physically received or three

(3) days after it is mailed, whichever is earlier.

Procedures

1. Level One

If the employee is not satisfied with the informal disposition of his/her grievance, he/she shall within thirty (30) days of the date of the alleged grievance, submit a written statement of the grievance to his/her supervisor. The supervisor shall submit a written response to the grievant within five (5) workdays after the receipt of the written submission of the statement of grievance.

2. Level Two

a) If the grievant is not satisfied with the disposition of the grievance at Level One, he/she may within five (5) workdays of receipt of the supervisor's response file an appeal to the Assistant Superintendent of Business. The appeal papers shall include the s statement of grievance submitted to the supervisor, at the option of the grievant a written statement of specific objections to the supervisor's response and at the option of the supervisor a written statement in support of his/her decision.

b) Within five (5) school days of receipt of the grievance by the Assistant Superintendent of Business, the Assistant Superintendent or his/her designee shall schedule a meeting with the grievant in an effort to resolve the matter.

c) The Assistant Superintendent of Business shall submit a written response to the grievant within fifteen (15) workdays after receipt of the grievance. A copy of the decision will be forwarded to the Association.

3. Level Three

If the grievant is not satisfied with the disposition of the grievance at Level Two, he/she may within five (5) workdays of receipt of the Assistant Superintendent of Business' response file an appeal to the Superintendent of Schools.

The Superintendent of Schools shall receive the appeal papers filed at Level Two and the response of the Assistant Superintendent of Business. The Superintendent or his/her designee may schedule a meeting with the grievant in an effort to resolve the matter.

The Superintendent of Schools shall submit a written response to the grievant within fifteen (15) workdays after receipt of the grievance. A copy of the decision will be forwarded to the Association.

4. Level Four

a) Within ten (10) workdays after receipt of the Level Three grievance decision the aggrieved, with the consent of the Association, may appeal the decision of the Superintendent of Schools by submitting written notice to the Board of his/her intent to request arbitration through the American Arbitration Association.

b) The arbitrator shall confine his/her decision to the application and interpretation of this Agreement. He/she shall be without power to add to, modify or vacate any of the terms of this Agreement or make any decision contrary or inconsistent to the terms of this Agreement or which violates any rule or regulation having the force and effect of law.

c) The costs for the services of the arbitrator, if any, shall be shared

equally by the District and the Organization.

d) The decision of the arbitrator, made in accordance with his/her authority and jurisdiction under this Agreement shall be advisory only.

ARTICLE XVIII. - JOB OPENINGS

All vacancies within unit positions, including newly created positions, will be posted. Applicants from within the staff shall be considered but the District shall not be required to hire from within. If there are two or more applicants from within the staff and the less senior applicant is to be appointed to a vacant position, the District will notify the President of the unit who shall have the opportunity to discuss this with the Assistant Superintendent of Business.

ARTICLE XIX. - COMPENSATION

Section 1. The salary schedule for the 2005-2006 school year shall be as per attached Schedule "A".

Section 2. The salary schedule for the 2006-2007 school year shall be as per attached Schedule "B".

Section 3. The salary schedule for the 2008-2009 school year shall be as per attached Schedule "C".

ARTICLE XX. - RETIREMENT

Section 1. The District will implement the 1/60 Retirement Law retroactive to 1938.

Section 2. The Board agrees to negotiate early retirement if the legislation permitting this becomes enacted. The Association shall request such negotiation in

writing within ninety (90) days after enacted.

ARTICLE XXI. - INSURANCE

Section 1. The insurance program for the subject employees shall be in accordance with Schedule "D" attached hereto.

To be eligible for health insurance coverage, employees must work a minimum of twenty (20) hours per week. Employees who work more than twenty (20) hours but less than full time shall receive health insurance coverage on a pro rata basis with their full time counterparts. This amendment shall not be applicable to current employees (pre-2006).

Section 2. Health Insurance Declination. An employee who voluntarily declines continuation of family/individual health insurance shall receive a bonus of 50% of the amount the District saved in the preceding year by virtue of such declination. Employees will be compensated in December immediately following the anniversary date of the declination. The employee shall be eligible for such bonus only if the declination is for a full plan year.

Section 3. Unit members hired after the execution of this contract (July 1, 2002 to June 30, 2005) shall not be eligible for health insurance coverage if they have available health insurance coverage through a spouse that is substantially equivalent or better than the insurance offered by the District.

ARTICLE XXII. - §125 PLAN

Employees shall be eligible to participate in the District's §125 Plan.

ARTICLE XXIII. - TERM OF AGREEMENT

This agreement shall go into effect as of the 1st day of July, 2005 and shall continue in effect up to and including the 30th day of June, 2008.

ARTICLE XXIV. - MISCELLANEOUS PROVISIONS

Section 1. This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.

Section 2. This Agreement shall supersede any rules, regulations or practices of the District which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

Section 3. Any individual arrangement, agreement or contract between the District and a custodial or maintenance employee shall be subject to and consistent with the terms and conditions of this contract.

Section 4. If any provision of this Agreement or any application of this Agreement to any custodial or maintenance employee shall be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Section 5. In accordance with Article XIV of the Civil Service Law Section 204-a,

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.

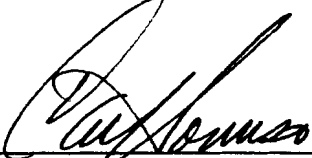
Section 6. The Association agrees to informally attempt to resolve disputes or disagreements with the District prior to filing any improper practice charge with the Public Employment Relations Board.

Section 7. The District shall be authorized to hire part-time bus drivers on a sporadic basis when the need arises. The District shall only engage such part-timers when bargaining unit members decline to or are unavailable to provide the requested transportation services.

Section 8. The District reserves the right to require unit members to be certified in the use of defibrillators. The training shall be at District expense.

IN WITNESS WHEREOF, this Agreement has been duly executed by the parties the day and year first above written.

WANTAGH UNION FREE SCHOOL DISTRICT

by 
Superintendent of Schools

by 
President, Board of Education

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. LOCAL 1000, AFSME, AFL-CIO

by 
President

by 
Labor Relations Specialist

SCHEDULE "A"
2005-06 SALARY SCHEDULE

Step	Cleaners	Maintenance Helper Custodians	Cleaner/ Bus Driver Maintainer Asst. Head Custodian	Head Custodian Elementary Auto Mechanic	Head Custodian I Secondary Maint. Supervisor	Head Custodian II Secondary
1a	32,867	34,911	36,296	37,980	40,017	45,117
1b	35,106	37,291	38,772	40,572	42,748	47,848
2	36,198	38,383	39,854	41,662	43,841	48,941
3	37,291	39,485	40,958	42,748	44,950	50,050
4	38,383	40,572	42,046	43,841	46,040	51,140
5	39,485	41,662	43,139	44,950	47,165	52,265
6	40,572	42,748	44,221	46,040	48,313	53,413
7	41,662	43,841	45,314	47,165	49,472	54,572
8	42,887	44,950	46,425	48,313	50,618	55,718
9		46,272	47,791	49,470	51,772	56,872
10				50,925	53,295	58,545
New Hire Rates	30,628	32,531	33,819	35,389	37,285	42,385

Differentials:

Person in charge at night - plus \$600

Night Differentials - plus \$600 (shifts ending 8:00 pm or after)

Any employee who will have completed 12 years of service in the Wantagh Public Schools on or before October 1 shall be entitled to a service increment of \$575, with an additional increment of \$575 after 17 years of service in the district and \$575 after 20 years of service in the district.

Overtime: Time and a half for all overtime over 40 hours per week.

SCHEDULE "B"
2006-07 SALARY SCHEDULE

Step	Cleaners	Maintenance Helper Custodians	Cleaner/ Bus Driver Maintainer Asst. Head Custodian	Head Custodian Elementary Auto Mechanic	Head Custodian I Secondary Maint. Supervisor	Head Custodian II Secondary
1a	33,524	35,609	37,022	38,740	40,817	46,019
1b	35,808	38,037	39,548	41,383	43,603	48,805
2	36,922	39,150	40,652	42,495	44,717	49,919
3	38,037	40,275	41,777	43,603	45,849	51,051
4	39,150	41,383	42,887	44,717	46,961	52,163
5	40,275	42,495	44,002	45,849	48,108	53,310
6	41,383	43,603	45,106	46,961	49,280	54,482
7	42,495	44,717	46,220	48,108	50,461	55,663
8	43,745	45,849	47,354	49,280	51,630	56,832
9	44,817	47,198	48,747	50,459	52,808	58,010
10		48,355	49,942	51,944	54,361	59,716
11				53,217	55,693	61,180
Hire Rates	31,240	33,181	34,496	36,097	38,031	43,233

Differentials:

Person in charge at night - plus \$600

Night Differentials - plus \$600 (shifts ending 8:00 pm or after)

Any employee who will have completed 12 years of service in the Wantagh Public Schools on or before October 1 shall be entitled to a service increment of \$575, with an additional increment of \$575 after 17 years of service in the district and \$575 after 20 years of service in the district.

Overtime: Time and a half for all overtime over 40 hours per week.

SCHEDULE "C"
2007-08 SALARY SCHEDULE

Step	Cleaners	Maintenance Helper Custodians	Cleaner/ Bus Driver Maintainer Asst. Head Custodian	Head Custodian Elementary Auto Mechanic	Head Custodian I Secondary Maint. Supervisor	Head Custodian II Secondary
1a	34,195	36,321	37,762	39,515	41,623	46,939
1b	36,525	38,798	40,339	42,211	44,475	49,781
2	37,660	39,933	41,465	43,345	45,612	50,918
3	38,798	41,080	42,613	44,475	46,766	52,072
4	39,933	42,211	43,745	45,612	47,900	53,206
5	41,080	43,345	44,882	46,766	49,070	54,376
6	42,211	44,475	46,008	47,900	50,265	55,571
7	43,345	45,612	47,144	49,070	51,471	56,777
8	44,620	46,766	48,301	50,265	52,662	57,968
9	45,713	48,142	49,722	51,469	53,864	59,170
10	45,937	49,322	50,941	52,982	55,448	60,910
11		49,564	51,191	54,281	56,807	62,404
12				54,547	57,085	62,710
Hire Rates	31,865	33,845	35,185	36,819	38,791	44,097

Differentials:

Person in charge at night - plus \$600

Night Differentials - plus \$600 (shifts ending 8:00 pm or after)

Any employee who will have completed 12 years of service in the Wantagh Public Schools on or before October 1 shall be entitled to a service increment of \$575, with an additional increment of \$575 after 17 years of service in the district and \$575 after 20 years of service in the district.

Overtime: Time and a half for all overtime over 40 hours per week.

SCHEDULE "D"

INSURANCES

THE FOLLOWING FOUR (4) COVERAGES ARE AVAILABLE FOR FULL TIME EMPLOYEES ONLY.

DENTAL:

The District shall contribute up to 75% of the cost per annum to the CSEA plan for participating employees.

LIFE INSURANCE:

The District pays 100% of the cost for \$10,000.00 worth of coverage. An additional \$25,000.00 is optional at employee's expense in each year.

LONG-TERM DISABILITY:

The District pays 100% of the cost for those employees who wish to participate. Employees who participate in the long term disability program will share on a pro rata basis in any cost reduction that results from the self-insurance program instituted in December 1980 and will not be liable for any amount greater than their contribution prior to December 1980 if the cost of the long-term disability increases as a result of the self-insurance program.

TAX DEFERRED ANNUITIES:

The District will make payroll deductions and transmit payments on behalf of the employee to the appropriate carriers. Authorized carriers shall be limited to four (4), such carriers to be mutually agreed upon by the District and W.U.T. Participation is limited to those employees who qualify under Internal Revenue Service regulations for a minimum of \$500 annually and deductions for this purpose may not exceed 20% of the employee's annual salary.

HEALTH INSURANCE: - NEW YORK HEALTH INSURANCE PROGRAM

This coverage is available for any employee who meets the terms of this Agreement, Board policy and state regulations.

The District will contribute 85% of the cost of the State Plan for dependent coverage for all participating employees. Employees shall contribute any amount in excess of this cost either for the State Plan or any other plan

authorized by the District. The employee will pay 15% of the cost and the additional cost of an other option available. The District will contribute 90% of the cost of the individual employee. This rate shall change to 89% in the 2005/06 school (effective upon ratification of this agreement), and then change to 87% effective July 1, 2006 and 85% effective July 1, 2007. Notwithstanding the above, any employee with a start date commencing after February 1, 2006 shall immediately contribute fifteen (15%) percent toward the cost of the individual portion of the health insurance premium