



Cornell University
ILR School

NYS PERB Contract Collection – Metadata Header

This contract is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial educational use only.

Some variations from the original paper document may have occurred during the digitization process, and some appendices or tables may be absent. Subsequent changes, revisions, and corrections may apply to this document.

For more information about the PERB Contract Collection, see <http://digitalcommons.ilr.cornell.edu/perbcontracts/>

Or contact us:

Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853
607-254-5370 ilrref@cornell.edu

Contract Database Metadata Elements

Title: **Westbury Union Free School District and Westbury Secretarial Unit, United Public Service Employees Union (UPSEU) (2006) (MOA)**

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

Union: **Westbury Secretarial Unit, United Public Service Employees Union (UPSEU)**

Effective Date: **07/01/06**

Expiration Date: **06/30/09**

PERB ID Number: **6503**

Unit Size: **46**

Number of Pages: **3**

For additional research information and assistance, please visit the Research page of the Catherwood website - <http://www.ilr.cornell.edu/library/research/>

For additional information on the ILR School - <http://www.ilr.cornell.edu/>

SEC / 6503

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION OF THE WESTBURY UNION FREE
SCHOOL DISTRICT (THE "DISTRICT")**

AND

**THE UNITED PUBLIC SERVICE EMPLOYEES UNION (THE "UPSEU") -
WESTBURY SECRETARIAL UNIT**

The parties' representatives agree to continue all terms and conditions of employment set forth in the 2003-2006 collective bargaining agreements between the District and the UPSEU, except as expressly amended herein. Precise contractual language to be agreed upon by the parties.

1. Term:
Three (3) years - July 1, 2006 through June 30, 2009.
2. Article 5.02 - Salary Schedule:
Salary increases shall be as follows:

July 1, 2006: 3.25%
July 1, 2007: 3.25%
July 1, 2008: 3.5%
In addition to the above increase, effective July 1, 2007 Step 25 shall be increased by \$250. Effective July 1, 2008 Step 25 shall be increased an additional \$250.
3. Article 4.02(C) - Work Day
Amend to provide that unit members hired after February 12, 1997 shall work a thirty (30) hour week from July 1 through August 15.
4. Article 4.03 and Schedule B - Calendar:
Delete the first two paragraphs and replace with the following:
"The work year for the secretarial unit shall conform to the calendar developed by the District each year. Such calendar will include 26 holidays per contract year, specifically including the December and February breaks. The District will discuss with the union issues that may arise with respect to the Spring (Easter/Passover) break."
5. Article 4.07 - Absence and Leave:
In the second paragraph, change "first year of employment" to "first two years of employment"; delete the word "new"; change "2nd year" to "3rd year".

RECEIVED

MAR 11 2009

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

46

6. Article 4.08(F) – Vacation – Full Time Employees:

- A. Change: “Five days” to “Six days”
 “Four days” to “Five days”
 “Three days” to “Four days”

B. In addition, the parties have reached a mutual understanding for purposes of administering the vacation provisions of the collective bargaining agreement which expired on June 30, 2006 for the school year 2006-2007 and thereafter.

- i. In full settlement of an outstanding vacation grievance, the District agrees to grant five (5) additional days of vacation leave to the following employees effective with the 2006-2007 school year:

Flor Alvarez	Jeanine Howley
Marianita Cleere	Veronica Moskal
Rachel Colon	Janet Mowatt
Maxene Horowitz	Juanita Orr

In addition, with respect to the following employees only, 20 vacation days may be used effective after the conclusion of their 10th year of service:

Flor Alvarez	Rachel Colon
Janet Mowatt	Juanita Orr

- ii. Except as provided above, hereafter, the below schedule shall apply for all members of the bargaining unit and shall be incorporated into the collective bargaining agreement:

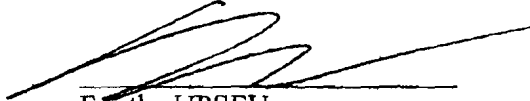
Work Year	Earn during Year	Can be Used Beginning
1st yr. or part	1 day per month (max 10)	July 1 st of 2 nd year
2 nd year	10 days	July 1 st of 3 rd year
3 rd year	10 days	July 1 st of 4 th year
4 th year	10 days	July 1 st of 5 th year
5 th year	10 days	July 1 st of 6 th year
6 th year	15 days	July 1 st of 7 th year
7 th year	15 days	July 1 st of 8 th year
8 th year	15 days	July 1 st of 9 th year
9 th year	15 days	July 1 st of 10 th year
10 th year	15 days	July 1 st of 11 th year
11 th year	20 days	July 1 st of 12 th yr. and beyond

- iii. The Union agrees to withdraw its grievance with prejudice.

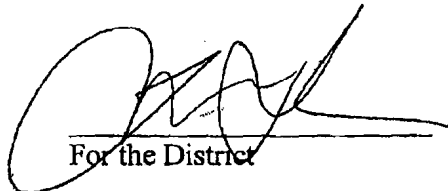
7. 4.15 In-Service Training:
Change the second paragraph of Section C to provide that employees may receive salary credit for a maximum of two courses (six credits) in any contract year.
8. Article 5.05 – Longevity:
Revise schedule as follows:
- 10 years - \$1,350
15 years - \$1,625
20 years - \$1,950
25 years - \$3,000
9. Dates:
Revise dates to reflect term of agreement (Articles 7.01, 7.06).

This memorandum of agreement is subject to ratification by the bargaining unit, and approval by the Board of Trustees.

DATED: OLD WESTBURY, N.Y.
March 10, 2008



For the UPSEU



For the District

Kevin E. Volpe
Aime M. Cohen
Leeds Grenville
Katherine Arora

Constance R. Clare
Mary J. Sagrada

