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Contract Database Metadata Elements

Title: **Malverne Union Free School District and Malverne Custodial and Maintenance Unit, CSEA Local 1000, AFSCME, AFL-CIO (2006) (MOA)**

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

Union: **Malverne Custodial and Maintenance Unit, CSEA, AFSCME, AFL-CIO**

Local: **1000**

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

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

PERB ID Number: **5539**

Unit Size: **26**

Number of Pages: **2 (MOA - 2)**

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BC / 5539

MEMORANDUM OF AGREEMENT

The negotiating teams representing the Board of Education of the Malverne Union Free School District ("District") and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO - Malverne Custodial and Maintenance Unit ("Association") have negotiated in good faith with respect to the terms and conditions of employment for members of the bargaining unit. The parties agree that except as noted below, the terms and conditions of employment contained in the parties' 2003-2006 collective bargaining agreement shall remain in effect. The terms of this memorandum of agreement are subject to ratification by the bargaining unit and approval by the Board of Education. The negotiating teams hereby acknowledge their legal obligation to affirmatively recommend to their respective constituencies the approval of this memorandum of agreement.

1. **Duration:** July 1, 2006 - June 30, 2009

2. **Salary:** Effective July 1, 2006: 5% increase
Effective July 1, 2007: 5% increase
Effective July 1, 2008: 5% increase

3. **Longevity:**

For unit members who had not yet attained the sixteen (16) year longevity as of September 1, 2007, longevity payments shall be made in accordance with the following schedule:

After 10 years of employment	\$900
After 15 years of employment	\$1,200
After 20 years of employment	\$1,700

For unit members who had attained the sixteen (16) year longevity as of September 1, 2007, the existing longevity schedule shall remain unchanged.

4. **Vacation:** Modify such that the unit member's anniversary date shall be utilized for purposes of crediting additional vacation days at 7 year and 13 year benchmarks.

5. **Estate Clause:** Add a provision such that if an employee dies while still employed by the District, payment of any unused vacation days will be made to the employee's estate.

6. **Health Insurance:**

Unit members' contribution toward their health insurance premium shall be increased in accordance with the following schedule:

Effective July 1, 2006:	2% additional
Effective July 1, 2007:	1% additional
Effective July 1, 2008:	1% additional

7. **Dental Insurance:** The District agrees to contribute annually towards the cost of dental plan in accordance with the following schedule:

Effective 7/1/06:	\$613.44 per unit member
Effective 7/1/07:	\$687.00 per unit member
Effective 7/1/08:	\$693.84 per unit member

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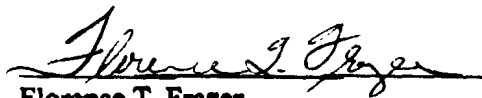
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8. **Optical Insurance:** The District agrees to contribute monthly towards the cost of optical plan in accordance with the following schedule:
Effective 7/1/06: \$17.18 per unit member
Effective 7/1/07: \$17.61 per unit member
Effective 7/1/08: \$18.05 per unit member
9. **Modify Article VI.A "Personal Leave" to read as follows:**
- "6. Personal emergency, upon approval of, and at the discretion of, the Superintendent."

Dated: September 21, 2007

FOR THE DISTRICT:



Florence T. Frazer
District Labor Counsel

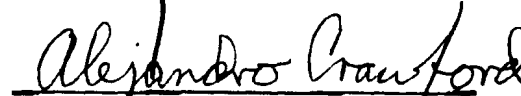


Spiro Colaidis
Director of Facilities & Operations

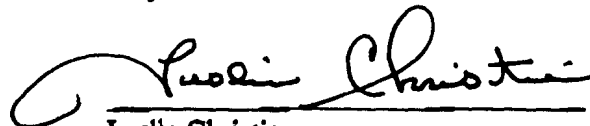
FOR THE ASSOCIATION:



Larry Borst
CSEA Labor Relations Specialist



Alejandro C. Crawford, Unit President



Leslie Christie



Rickey Rogers