

AGREEMENT

between

CHATHAM CENTRAL SCHOOL DISTRICT

and

**CHATHAM CENTRAL SCHOOL
EDUCATIONAL SUPPORT PERSONNEL**

July 1, 2011 to June 30, 2016



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ARTICLE 1 - RECOGNITION AND PAYROLL DEDUCTIONS

1.1 Recognition

The Chatham Central School District Board of Education recognizes the Chatham Central School District Educational Support Personnel as the exclusive representative for the purpose of collective negotiations and administration of grievances for all District employees in a unit consisting of the positions of custodian/cleaner, custodian, head custodian, courier, **laborer**, building maintenance worker, building maintenance mechanic, bus mechanic, head bus mechanic, senior head bus mechanic, teacher aide, **library clerk**, library aide/**page**, food service helper, **senior food service helper** and cook.

1.2 Prohibition of Strikes

The Association affirms that it does not assert the right to strike against the District, to assist or participate in any such strike, or to impose an obligation upon its members to conduct, assist or participate in such a strike.

1.3 Payroll Deductions

A. The District shall deduct from the wages of the employees and remit to the Association, dues deducted for those employees who sign authorizations permitting such deductions.

B. The Association shall have exclusive dues deductions, and no other employee organization or union shall be permitted membership dues deductions.

C. The District agrees to remit dues deductions, at least monthly, to the Association at the address designated by the Association for that purpose.

D. **The District will provide unit employees with the opportunity to participate through payroll deduction to banks and credit unions and a tax-advantaged savings program under section 403(b) of the Internal Revenue Code.**

E. An employee may withdraw his or her authorization for a payroll deduction at any time by written notice received by the **District** at least two weeks prior to the effective pay period.

1.4 Listing of Employees

A. Upon request, and up to two times per school year, the District shall provide the Association with a listing of all unit members and their job titles.

B. The District shall notify the Association of any new employees hired within ten days of the hiring.

ARTICLE 2 - COMPENSATION

2.1 Salary

A. See Appendix B

- 2011-2012
- 2012-2013
- 2013-2014
- 2014-2015
- 2015-2016

B. An employee entering District service in this unit shall be compensated in accordance with the salary schedule as annexed hereto in Appendix B. **Those employees who are off step shall have their hourly salary increased by 3% each year of this Agreement. Retroactive payments shall be made to former unit members who retired or were laid off since July 1, 2011, but not to former employees who resigned.**

C. An employee who transfers from one unit job title to another unit job title shall be placed on the step for the new job title which provides at least the same salary as he/she is currently making.

2.2 Longevity Premium

In addition to their hourly rate of pay, unit members shall be eligible for a longevity hourly premium per the schedule listed below. Such longevity payments are not cumulative and will be paid to the employee on the anniversary date where the employee enters a longevity threshold (example: after the completion of the 10th year of employment, the employee's longevity will begin on the first day of their 11th year of employment):

<u>YEARS</u>	
11-15	\$0.25
16-20	\$0.50
21-25	\$0.75
26+	\$1.00

2.3 Premium Pay

A. Employees shall be paid at the rate of time and one-half their regular hourly rate of pay for all hours worked in excess of 40 hours actually worked per week. Employees shall, however, be considered for purposes of this provision only, to have actually worked those hours on days which they receive as holidays with pay pursuant to Article 6 herein.

B. All night employees shall be paid for one-half hour lunch period, in addition to their regular pay for time actually worked.

2.4 Call in for Special Events or Emergencies

An employee called in or asked to return to work at other than his/her regular daily working hours shall be guaranteed a minimum of three (3) hours pay at his/her regular hourly rate provided the employee has not finished his/her shift immediately prior to such call in. In order to receive "call-in" guarantee, the employee must be requested to return to work by a non-bargaining unit supervisor. The employee shall receive time and one-half his/her regular hourly rate after 40 hours actually worked, pursuant to Section 2.3(A) herein.

2.5 Hours

A. Generally

1. An employee may, with the approval of his or her supervisor (the granting or withholding of which shall be in the sole and unreviewable discretion of the supervisor), establish a regular, weekly work schedule in which work shift starting and ending times may vary from day to day or from the standard weekly work schedule in effect within the employee's department. The establishment of such a flexible work schedule for any employee shall not require that the District continue such schedule in effect should it subsequently elect to rescind the same (in which event such decision shall not be subject to review of any kind in any forum) and shall not serve as a precedent for or require the establishment or continuation of any such schedule for any other employee.

2. Employees shall not be required to work before or after their daily established hours for more than five consecutive days.

3. In no event shall any employee be required to work more than eight hours per day for five consecutive days without his or her consent.

4. The school administration may at its discretion establish weekend or evening shifts.

B. Temporary Assignments

1. **In case of a temporary assignment to the complete duties of a higher rated wage position within the bargaining unit for three consecutive work days or more, the employee shall receive the higher rate of pay, either the starting pay or the salary step closest to but not lower than his/her present rate of pay for the entire length of time so assigned. In order to receive out of title pay, the employee must be directly assigned out of title work by a non-bargaining unit supervisor. In case of temporary assignment to a lower rated position, the employee shall remain at his/her current pay scale and not be reduced to the rate of the lower position.**

2. If assigned by the Superintendent or his/her designee to a higher position outside the bargaining unit for one-half day or more, an hourly premium of \$2.75 will be paid to public library staff, and an hourly premium of \$2.00 will be paid to all other employees for the hours so assigned.

2.6 Physical Examination

A. The District shall require a physical examination as a condition of initial employment by the District. The District will pay for all such examinations conducted at the District's request by the school physician. Should the prospective employee elect to have such physical examination conducted by another physician, it shall be at the employee's expense. In such event, the prospective employee must obtain from the examining physician a certificate attesting to and detailing the condition of the prospective employee's health. No such certificate provided to the District by a prospective employee shall be deemed to meet the requirements of this section unless it is acceptable to the District in form, detail and content.

B. The District **may** require and pay for physical examinations for employees as a condition of continued employment.

C. Each employee is entitled to take up to four hours of paid leave for one annual screening for breast and prostate cancer. The benefit is available for both male and female employees. Leave for breast and prostate cancer screening is not cumulative and expires at the close of business on the last day of each school year. Breast and prostate cancer screening includes physical exams and mammograms for the detection of breast and prostate cancer. Travel time is included in this four hour cap. Absence beyond the four hour cap must be charged to accumulative leave. Employees are entitled to a leave of absence for breast and prostate cancer screening scheduled during regular work hours. Employees who undergo screenings outside their regular work schedule do so on their own time. Employees are not granted compensatory time off for breast and prostate cancer screenings that occur on the holiday.

ARTICLE 3 - NEW YORK STATE
EMPLOYEES' RETIREMENT SYSTEM

The District shall provide New York State Employees' Retirement System Plan 75-C.

ARTICLE 4 - COMPENSATION SUPPLEMENT

A. An employee who is a member of the New York State Employees' Retirement System and who does in fact retire from District service pursuant to the rules and regulations of the New York State Employees' Retirement System is eligible for subdivision (j) of section 41 of the Retirement and Social Security Law which allows the employee additional service credit toward retirement for accumulated sick leave. This benefit applies to all tiers of membership for the maximum additional service credit allowed under subdivision (j).

B. An employee who separates from district service following ten (10) or more consecutive years of employment, including Board approved leaves of absence, shall qualify for a salary supplement equal to the product of the number of hours of unused and accumulated sick leave credits and one dollar and twenty-five cents (\$1.25). This supplement shall not be payable to an employee whose employment is terminated by the District.

ARTICLE 5 - INSURANCE

5.1 The District will provide to eligible employees and their dependents health insurance coverage under the Traditional Blues PPO 812 with prescription drug coverage by Express Scripts, Inc. **The District shall also offer, as an option for selection by unit members, the PPO 815 plan.**

5.2 Effective July 1, **2011**, the District shall contribute **88%** of the cost of the premium for individual, two person or family coverage under the Plan identified in Section 5.1 for all eligible employees.

Effective July 1, **2012**, the District shall contribute **88%** of the cost of the premium for individual, two person or family coverage under the Plan identified in Section 5.1 for all eligible employees.

Effective July 1, **2013**, the District shall contribute **87%** of the cost of the premium for individual, two person or family coverage under the Plan identified in Section 5.1 for all eligible employees.

Effective July 1, **2014**, the District shall contribute **86%** of the cost of the premium for individual, two person or family coverage under the Plan identified in Section 5.1 for all eligible employees.

Effective July 1, **2015**, the District shall contribute **85%** of the cost of the premium for individual, two person or family coverage under the Plan identified in Section 5.1 for all eligible employees.

As a partial offset to the increased employee contribution, unit employees participating in the District's health insurance plan shall receive an annual payment of \$200 (two-person or family plan) or \$70 (individual plan) for the 2013-2014, 2014-2015 and 2015-2016 school years only, provided that the employee's annualized base salary is \$20,000 or less during the specific year for which the offset is provided. This additional payment will not be available to new employees hired after ratification of this agreement.

Effective July 1, 2008 unit members who are spouses employed by the District shall **be** eligible for one family coverage, one two-person coverage, or two individual coverages while both are actively employed by the District.

There shall be a 10% cost per prescriptive order on mail or pharmacy prescriptions with a cap of \$250 per policy per year for both active and retirees.

5.3 The District will provide a Section 125 Cafeteria Plan for unit members.

5.4 After ten consecutive years of District service, the District will provide health insurance benefits for employees who retire from District service, pursuant to the rules and regulations of the New York State Employees' Retirement System. **The eligibility threshold for retiree health insurance shall increase to 15 years for those employees hired after April 30, 2013.** The District will contribute 100% of the cost of the premium for individual coverage, or 50% of the cost of the premium for dependent or family coverage, for those eligible retirees who retired before July 1, 1992. For those eligible retirees who retire after July 1, 1992 but on or before June 30, 2003, the District will contribute the same percent of the cost of the premium in each individual case, as it contributed in the retiree's last year of service. For those eligible employees who retire on or after July 1, 2003, the District will contribute 90% of the cost of the premium for individual or family coverage. For those employees that retire on or after July 1, 2007, the district will contribute at the same rate as is in effect on the date of the employee's retirement for the cost of the premium for individual coverage or family coverage. **Upon the death of a retiree, the surviving spouse shall be allowed to continue health coverage, but shall be responsible for the full cost thereof.**

5.5 Employees not eligible to receive health insurance benefits as provided by the District will be provided, at their option, the same health insurance provisions as eligible employees at the group premium rates. The premium will be paid by the ineligible employee, subject to the provisions of the plan. A new employee entering District service shall notify the Superintendent in writing within 30 days of Board appointment or thereafter during the next open enrollment period.

5.6 The District will make available to eligible employees and their dependents (but not to retirees, whether or not employed by the District during the term of this Agreement) an 80/20 co-payment dental insurance plan provided by, or comparable with that provided by, Empire Blue Cross and Blue Shield. The District will pay 50 percent of the premium for such insurance for any employee who elects to participate in such plan provided, however, that the

District's liability for the premium cost of such plan shall in no event exceed \$30,000 in any year of the term of this Agreement.

5.7 Any employee otherwise eligible may enroll in a Health Maintenance Organization (HMO) with which the District has entered into an agreement to offer health services to District personnel, in lieu of the group insurance plan for hospital, medical, surgical and related services provided by section 5.1 of this Agreement. If the cost of the premium required for an employee's participation in the HMO is greater than the amount of the base District plan, as named in Section 5.1, the employee will contribute the difference as follows:

- The first \$500 of the difference between the HMO and the base District plan will be contributed at the rate of 100% by the employee.
- Any remaining difference will be shared equally, by both the employee and the District.

The District agrees to deduct these amounts from the employee's pay.

5.8 If a National or State health care program is enacted which affects the health insurance provisions of this contract, the parties agree to reopen all of Article 5.

5.9 Health Insurance Buy-Out

A. Unit members or retirees may opt to withdraw from participation in the health insurance plan offered in 5.1 or at any time thereafter in each year of this Agreement and shall execute any and all documents necessary to effect such withdrawal. Each qualifying unit member shall have the option to withdraw from participation in the plan a portion thereof provided that the Superintendent of Schools determines that such unit member's withdrawal results in a cost savings to the District and upon the unit member filing written notice of proof of other health insurance coverage. In the event of such withdrawal, the Board shall pay to such unit member a total of \$2,250 of the District's contribution toward the premium payment or portion thereof for the coverage being withdrawn, said amount to be paid in two equal installments, the first being no later than January 31, if possible, and the second being no later than June 30, such payments to be pro-rated in the case of a unit member leaving the District's employment, commencing personal or child rearing leave or having enrolled in the plan during the school year

of withdrawal therefrom. All requests to participate in the health insurance buy-out must be submitted, in writing, to the Superintendent no later than May 30 each year or thereafter during the next open enrollment period.

B. The District is under no obligation to survey retirees' interest in participation in this buy-out option; however, it will extend this provision to any or all interested parties. Retirees withdrawing from coverage shall receive an amount equal to \$2,250 of the District's contribution toward the coverage being withdrawn by the retiree.

C. In the case of withdrawal by unit member or retiree, the Board shall no longer be required to contribute toward the cost of such insurance for the balance of the school year or until the individual re-enrolls in the plan. Should a unit member or retiree who has withdrawn need to resume participation in the plan, he/she must remit a pro-rata share of the sum received for withdrawal to the District. Re-enrollment shall be subject to the rules of the insurance carrier with whom the District has entered into an agreement.

D. This buy-out program will be implemented annually only if there is a cost savings to the District, such determination to be made by the Superintendent by September 30 of each year after taking a survey of unit members' interest in participation.

E. The buy-out program shall also apply to any unit member who has enrolled in an HMO rather than in the plan.

F. For unit members hired July 1, 2010 or thereafter, a \$1,125 buyout payment shall be made. *(Rev. 2008)*

ARTICLE 6 - HOLIDAYS AND ENTITLEMENT TO BENEFITS

6.1 A. Full-time Employees (12-Month Employees Working Not Less Than 37½ Hours Per Week)

Subject to the limitation contained in section 6.2, full-time employees shall be granted 12 holidays with pay as follows:

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Columbus Day
Presidents' Day	Veterans Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas

If a holiday falls on Saturday, Friday is designated as the day free from work. If the holiday falls on Sunday, Monday will be the scheduled day free from work. Should an employee be required to report to work on a holiday, a paid floating holiday is awarded to the employee.

B. 10-Month Full-time Employees and Part-time Employees

Subject to the limitation contained in section 6.2, employees working at least 17 hours but less than 37½ hours per week shall be granted the following holidays with pay:

New Year's Day	Veterans Day
Martin Luther King, Jr. Day	Columbus Day
Presidents' Day	Thanksgiving Day
Good Friday	Christmas
Memorial Day	

If a holiday falls on Saturday, Friday is designated as the day free from work. If the holiday falls on Sunday, Monday will be the scheduled day free from work.

A full-time public library aide who is eligible for holiday pay under Section 6.1 and who is not regularly scheduled to work on a paid holiday shall be entitled to compensation equal to one-fifth of his or her respective weekly rate of pay.

6.2 An employee shall be granted the paid holidays enumerated in section 6.1 only to the extent that those holidays fall within the employee's regular work year (or other appropriate work period). In the event of an emergency or other unanticipated change in the school calendar requiring that school remain open or that employee services be provided on any day (or part thereof) which would otherwise be a paid holiday pursuant to section 6.1, the Superintendent may in his/her discretion require that an employee report for work on such day.

6.3 Entitlement to Benefits

A. Except as otherwise provided in section 6.3(B), any employee who works less than 17 hours, five days per week is not entitled to employee benefits.

B. Employees working less than 17 hours per week hired prior to July 1, 1977 who have been in District service continuously since their date of hire shall continue to receive benefits for which such employees were eligible on June 30, 1977.

C. Employees hired prior to August 26, 1983 must work 20 hours per week to receive health insurance benefits. Persons hired on or after August 26, 1983 must work 27½ hours per week to receive health insurance benefits; provided, that it is the intention of the parties that persons hired from August 26, 1983 to and including June 30, 1986 whose regular work schedule consisted of fewer than 28 hours per week shall have no claim of eligibility for health insurance benefits or coverage prior to June 30, 1986.

6.4 Emergency Closing Days

If there are any emergency closing days not used prior to the Memorial Day weekend, one such day shall be added to the Memorial Day weekend holiday for twelve-month employees; provided, however, that in the event that an emergency necessitates the closing of the District's schools on any day between Memorial Day weekend and June 30 and no emergency closing day remains, twelve month employees shall be required to report for work on an additional day to be scheduled by the District and their service on any such additional day shall be deemed to be included within their regular duties.

ARTICLE 7 - TEMPORARY LEAVES OF ABSENCE

7.1 Sick Leave

Each unit member shall be granted two days of sick leave because of personal illness, physical disability or family illness per month, up to a maximum of 15 days each school year, cumulative to a total of 200 days effective June 30, 2008 and cumulative to a total of 210 days effective June 30, 2010 for ten month employees and cumulative to a total of 235 days effective June 30, 2008 and cumulative to a total of 250 days effective June 30, 2010 for twelve month employees.

Each unit member shall receive a statement of accumulated sick leave with the first September pay check.

7.2 Sick Leave For Family Illness

It is the responsibility of each unit member to make arrangements for the care of members of his/her immediate family who become ill or physically disabled and require care. Recognizing, however, that there may be situations when an employee is unable to make such arrangements, a unit member shall be permitted to charge absence from work in the event of illness or physical disability in the employee's immediate family against accrued sick leave. As used in this section, "immediate family" shall be defined as a spouse, child, parent or any dependent with whom the employee resides.

7.3 Notification

An employee requesting sick leave shall notify the Superintendent's designee not later than one hour prior to the commencement of the employee's working hours, on the date of such absence, and the right to use such leave shall be dependent upon the giving of such notice.

7.4 Verification

The administration will not routinely require proof of illness for absences of three days or less due to illness, provided, however, that this shall not prevent the administration from requiring proof of illness in any specific case. The expense, if any, of obtaining such required certificate shall be borne by the District if it is required by the District to be obtained from the school physician, and, if not, by the employee.

7.5 Personal Business Leave

The District recognizes that certain activities may need to be engaged in by an employee during normal working time. A twelve-month work year unit member may, in each school year, charge up to four (4) days of personal leave, and a ten-month work year unit member may charge up to three (3) days of personal leave, against his/her school year's sick leave entitlement to take care of such personal business matters that cannot be taken care of after the normal work day.

Notification of the use of personal leave shall, except in an emergency, be given in writing to the Superintendent or his designee not less than two (2) days in advance of each anticipated usage. The employee shall not be required to specify the reasons for personal leave; however, personal leave will not be utilized on the last day of school before a recess or on the first day of school after a recess unless the unit member verifies in writing the extenuating reason therefore and receives the express written permission of the Superintendent or his/her designee.

7.6 Bereavement Leaves

An employee may be granted bereavement leave without charge to other leave credits in the event of death in the employee's immediate family, up to a maximum of five (5) days per death.. As used in this subsection, the term “immediate family” shall mean the employee's spouse, child, grandchild, parent, grandparent, sibling, parent-in-law, sibling-in-law, domestic partner or any dependent with whom the employee resides.

7.7 Emergency Closings

An employee who is regularly assigned to report to work during emergency closings (such as snow days) may charge available personal leave credits in the event hazardous conditions prevent him or her from reporting as assigned. Employees holding any of the following positions must, as a pre-condition for the use of personal leave and as a means of ensuring adequate and necessary coverage of District operations, request permission in advance for use of such leave from his or her immediate supervisor: bus mechanic, head bus mechanic, senior head bus mechanic and head custodian.

7.8 Jury Duty

On proof of the necessity of jury service, an employee shall be granted leave for that purpose, without charge to other leave credits.

7.9 Temporary or short term leaves without pay may be granted in the sole discretion of the Superintendent for such reasons as he or she considers appropriate and in the best interest of the District.

7.10 Annual Leave

All full-time employees will be eligible for paid vacation as per the following schedule:

Upon completion of:

1 – 4 years	2 weeks
5 – 10 years	3 weeks
11 – 29 years	4 weeks
30 years	4 weeks, 1 day
31+ years	4 weeks, 2 days

The District reserves the right to deny vacation leave requests in order to ensure necessary staffing levels. A maximum of five days may be carried over with written notification from the employee prior to the employee’s anniversary date.

7.11 Unauthorized or Excess Leave

Any deductions from an employee’s salary resulting from unauthorized or excess leave days taken will be based on the number of unauthorized days the employee was absent.

7.12 Definition

As used in this Article, the term “day” shall mean the number of non-overtime hours regularly worked in an instructional day by an employee.

ARTICLE 8 - EXTENDED LEAVES OF ABSENCE

8.1 - Upon application in writing, an employee may, in the Board's discretion, be granted a leave without pay for the following purposes: long-term illness, raising a natural or adopted child, or educational advancement. It is the intention of the parties that extended leaves of absence may be granted by the Board only for those purposes and not for vacation, other temporary or permanent employment, personal business or any other purpose not specified in this section. Leave granted by the Board pursuant to this section shall be for a period of not more than one year, unless agreed upon by the employee and the Superintendent and approved by the Board. The Superintendent may require that any period of leave granted pursuant to this section

continue until the commencement of the school year next succeeding the date on which such period of leave would otherwise have terminated.

8.2 - Applications for leave pursuant to this Article shall be submitted to the Superintendent not less than 30 school days prior to the date on which such leave is requested to commence.

8.3 - An employee returning to work following termination of a leave granted pursuant to this Article shall have restored all benefits to which he or she was entitled at the time the leave commenced. Such employee shall be paid at the same salary rate at which he or she was paid at the time the leave commenced, except that a 12-month employee who worked at least six months or a 10-month employee who worked at least five months in the school year in which the leave commenced shall be treated, for purposes of sections 2.1(B) or (C) of this Agreement, as if he or she were in regular payroll status on the last day of such school year.

8.4 - No employee on a leave granted pursuant to this Article shall be entitled to use accumulated sick leave, nor shall the District pay group health insurance premiums for such employee, but any such employee shall be allowed to participate in the District's group health insurance plan at his or her own expense, provided such participation is allowable by the regulations of the insurance carrier.

8.5 - No leave shall be granted or available to an employee pursuant to this Article for the purpose of seeking other employment.

ARTICLE 9 - SICK LEAVE BANK

9.1 - A sick leave bank is hereby established as a means of providing a participating employee protection against loss of income in the event of extended employee disability, under the circumstances and subject to the limitations hereinafter set forth. Employees electing to participate in such a bank shall submit to the District a waiver of not more than two days of

current sick leave in each year of the term of this Agreement. Waivers shall be made on October 1 and February 1 of each such year.

9.2 - All employees who have contributed to the sick leave bank shall be eligible to receive time from the sick leave bank, but employees electing not to participate shall not be eligible to receive time from the sick leave bank.

9.3 - Withdrawals from the sick leave bank shall be limited to employees who are themselves the subject of extended, certified disability resulting from illness or accidents and who have exhausted their sick leave credits granted pursuant to section 7.1 of this Agreement.

9.4 - The bank shall be administered by a committee of three representatives appointed by the Association who shall act upon withdrawals. The decisions of the Committee with respect to the administration of the sick leave bank shall be final and binding upon the employee, the District and the Association, and not subject to the grievance procedure. A representative of the District may attend any meeting of the Sick Leave Bank Committee.

The District shall receive a status report not later than September 15 of each year of the Agreement as to the utilization and balance of days in the sick bank as of the prior June 30th of each year.

ARTICLE 10 - SENIORITY RIGHTS

10.1 Seniority Defined

A. Seniority shall be defined as the length of continuous service with the District from the date of first permanent employment by appointment by the Board of Education, provided there are no breaks in service of over one year. The employee's earned seniority shall not be lost because of absence without pay due to illness, authorized leaves of absence or temporary lay-off.

B. Seniority lists shall be maintained by job title. Seniority lists for full-time and part-time employees shall be established by August 30 and updated every six months. For the purposes of Article 10 – Seniority Rights, a part-time employee is defined as anyone working less than 27½ hours per week. Each employee may hold seniority in one job title only. Employees with combination titles shall maintain seniority rights in the job title where they work their predominant number of hours.

C. Any employee who is dismissed shall lose all seniority rights.

10.2 Seniority Benefits

A. Promotions, Shift Assignments, Transfers, and Vacancies

In all cases of promotions, shift assignments, transfers, and/or vacancies of employees from one job classification to another, the following factors will be considered by the administration: (1) Seniority, (2) Knowledge, training and ability and (3) Attendance record. When factors 2 and 3 are relatively equal, seniority shall govern. Upon written request, applicants for promotion shall be notified of the factors above which were the basis for the appointment.

An employee may be considered for promotion within the same job classification (subject to District needs) after he/she meets the Columbia County Civil Service requirements, demonstrates the appropriate technical knowledge and initiative required for the new position, and has the endorsement of his/her department head or principal and the recommendation of the Superintendent of Schools.

B. Promotion of Part-time Employees to Fill Full-time Positions

Where a vacancy occurs in a full-time bargaining unit position, the position will be posted consistent with Article 12.1 of the contract. In the event that a qualified current employee with the same job title, but with fewer hours applies for the position, he or she may be appointed to such position, except in special circumstances where certain qualifications or experience is

deemed necessary. Unsuccessful candidates will be given, upon written request, an explanation for the decision by the administrator or supervisor responsible.

C. Leaves

Seniority shall determine preference for vacations and other leaves.

D. Overtime

Seniority lists shall be used when employees bid on overtime work. Overtime shall be assigned on a rotating basis, based upon the seniority list. If no employee has bid on overtime work, the District may make the assignment at its discretion. An employee to whom work is assigned pursuant to this subdivision shall not be compensated for such work other than at his or her regular hourly wage unless and until the employee is eligible for premium pay pursuant to section 2.3(A).

10.3 Layoffs

A. Reduction of Force. When the District decides upon a layoff the Association President shall be given notice of such layoff ten days in advance of its implementation. Layoff shall be according to seniority pursuant to Section 10.1B. Strict application of departmental seniority shall prevail, unless exceptional circumstances occur. The administration will consider any recommendation of the Association for dealing with the proposed layoff.

B. Re-Hire. The last employee laid off shall be the first re-hired and all re-hiring shall continue on that basis within departmental units. In all cases of re-hiring, the District agrees to offer reemployment only to the employee next entitled thereto. The District further agrees to keep the position open for such employee no longer than ten working days (Monday to Friday) after notice of said offer of reemployment has been given to the employee concerned. This agreement to offer reemployment shall not apply in the case of an employee who has been off the payroll 18 months or more.

C. Early Notice. Any employee of the District intending to leave the employment of the District shall give the District ten working days advance notification.

ARTICLE 11 - EMPLOYEE ORGANIZATION RIGHTS

11.1 Bulletin Boards

The Association shall be allowed to post notices, bulletins and other union material on bulletin boards maintained on the premises and facilities of the District. Material posted shall be approved by the Association President, and shall not be obscene, defamatory, slanderous, disruptive of the educational process or advocate any action not consistent with appropriate statutes. If the District deems that such material violates the above criteria, it may be removed, and be subject to the grievance procedure.

11.2 Association Leave/Access to Employees

A. One member of the Association shall be granted leave with pay to attend meetings of NYSUT. Such leave days shall not exceed an aggregate total of three days in any school year.

B. Night employees shall be allowed a maximum of two hours per month during working hours for the purpose of attending union meetings that are held on school property.

C. The availability of Association leave pursuant to this section and of duty-free time pursuant to this section shall be subject to the reasonable operating needs of the District and contingent upon receipt by the District of reasonable advance notice from the Association of its intention to use such leave or duty-free time.

D. The District shall grant access to an employee during the working hours by officers and agents of the Association for purposes of adjusting grievances and administering the terms of and conditions of this Agreement.

E. The employee who is designated or elected for the purpose of adjusting grievances or assisting in the administration of this Agreement shall be permitted a reasonable amount of time, free from his/her regular duties, to fulfill these obligations.

F. To implement the access time as set forth above, the Association agrees to give prior notice to the employees' immediate supervisor and make every effort to prevent any unreasonable interruption of the normal operation of the School District.

11.3 Use of Facilities

The Association shall have the right to the use of school facilities for meeting subject to the "Rules and Regulations of the Board of Education of the Chatham Central School District for the Maintenance of Public Order."

11.4 Contracting Out

The District will meet and confer with the Association in advance of the implementation by the District of a District decision to contract out work performed by persons employed by the District on the date of execution of this Agreement.

11.5 Service Fee

A. Applicability

In the event that eighty-five percent (85%) or more of the employees included within the negotiating unit described in section 1.1 of this Agreement become regular dues-paying members of the Association and in the further event that the Association retains not less than that level of paid membership for four full school months, then the procedures and assurances that comprise paragraph B shall apply.

B. Procedures and Assurances

1. The District will collect from employees who are not members of the Association a sum equivalent to the dues levied by the Association upon its members and remit that sum to the Association together with the dues deducted from the salaries of the employees who are members of the Association pursuant to section 1.3.

2. Deduction of the service fee provided for in subparagraph 2 of this paragraph shall be made beginning in September and ending in June of each school year. Deductions for

employees who are hired after October 1 of any school year shall be appropriately prorated and shall be made in such manner as to complete deduction of the service fee by the end of that school year.

3. The Association warrants that it has established and will maintain a procedure for the refund to employees of the amount of its dues which are in aid of activities or causes of a political or ideological nature only incidentally related to collective bargaining and that such procedure complies in all respects with the provisions of Chapter 677 of the Laws of 1977 and the Constitution of the United States of America and the State of New York.

4. The Association will at all times hereafter indemnify and save harmless the District and its officers, agents and employees against any liability, loss, damage, cost or expense which may be incurred or sustained by any of them as a result of or in connection with any action or proceeding by which any person or entity asserts the invalidity of the Association's refund procedure or the impropriety of the deduction of agency or service fees from the salaries of the employees or the transmission of such fees to the Association. In the event any such action or proceeding is commenced against the District or any officer, agent or employee thereof, the District or such officer, agent or employee shall within a reasonable time give notice in writing to the Association. Upon the giving of such notice the Association shall, at its expense, defend any such action and take all necessary steps to prevent the entry of any judgment or order against the District or any officer, agent or employee thereof. In the event that any judgment is entered against the District or any of its officers, agents or employees, the Association shall pay such judgment together with the costs of complying with any interim order or final judgment which may be entered in such action or proceeding. Such costs or compliance shall include, but shall not be limited to, reasonable attorney's fees and the costs or recomputation of the salaries of employees and any interest ordered on any such judgment. The District may deduct the amount of any such judgment or order and any such fees, costs and disbursements from sums otherwise payable to the Association pursuant to the provisions of this section.

ARTICLE 12 - POSTING OF VACANCIES

12.1 The District agrees to post notices of all vacancies and promotional opportunities in the bargaining unit in all work areas for a minimum of five days before the vacancy is permanently filled. The Association President and designated Association representatives shall be given copies of all such notices simultaneously with their posting. If a vacancy or promotional opportunity occurs during July or August, the District will mail such announcement to the President of the Association at his/her home address unless otherwise specified. Should the vacancy occur in the last two weeks of August, the administration may temporarily assign an employee to the position without delay.

ARTICLE 13 - UNIFORMS AND TOOL ALLOWANCE

13.1 Cleaners, custodians, head custodians, delivery worker, bus mechanics and building maintenance personnel will be offered a choice annually of traditional uniforms or compensation (\$200) equivalent to the District's cost of the uniform with the expectation that an appropriately labeled Chatham Central School District shirt will be worn. Each school year the unit member will designate his or her desired apparel preference by May 31.

A traditional uniform consists of a shirt and trousers. In the case of building maintenance personnel, mechanics and head custodians only, work shoes will be included. When the employee has selected this option, the District will provide uniforms, not to exceed eleven sets of shirts, trousers and shorts per year. Additionally, the District will provide one winter jacket to bus mechanics, head custodians, building maintenance personnel and delivery worker. Each unit member selecting the traditional uniform will share in the cost of cleaning uniforms, to the extent of \$1.00 per week.

Twice annually, the District will collect orders for those unit members choosing labeled apparel. Members may order shirts costing up to a maximum of \$200 annually per unit member. Each order may not exceed seven shirts per employee.

Uniforms and labeled Chatham Central School District apparel will be worn at all times on the job and for no other purpose. It shall be the responsibility of each head custodian,

custodian, cleaner, delivery worker, bus mechanic and building maintenance personnel to properly care for the uniforms and labeled Chatham Central School District apparel provided to him or her and to return all such uniforms to the District upon separation from District service.

Food service personnel shall be entitled to a clothing allowance of up to \$100 per person per school year upon receipt of proof of purchase.

Effective July 1, 2008, Food Service personnel working a minimum of 27.5 hours per week shall be entitled to a clothing allowance of up to \$200 per person per school year upon receipt of proof of purchase.

13.2 Effective July 1, 2008, each school year the District will provide a \$300 tool allowance to each bus mechanic upon receipt of proof of purchase.

13.3 Effective July 1, 2008, each school year the District will provide a \$100 safety work shoe allowance to each bus mechanic, head custodian and building maintenance personnel upon receipt of proof of purchase.

ARTICLE 14 - PROTECTION OF EMPLOYEES

Disciplinary Procedure

A. Competitive employees, veterans and exempt volunteer firemen are entitled to disciplinary procedures defined in section 75 of the Civil Service Law upon the completion of their probationary period of employment.

B. Non-competitive and labor class employees not included above are entitled to the Disciplinary Procedure defined in Civil Service Law after two years of continuous service.

ARTICLE 15 - REVIEW OF PERSONNEL HISTORY FOLDER

Each employee shall have the right to review and make copies of the contents of any documents in his or her personnel folder with the exception of such documents as have been transmitted to the administration with the request or under circumstances requiring that such documents be held in confidence by the administration. An employee will have the right to respond in writing to any comments contained in his or her personnel folder within twenty (20) school days during the school year or thirty (30) calendar days during July & August following the review of his or her personnel folder. At no time will any of the materials in the personnel folder be allowed to be removed from the administration office wherein it is kept. An administrator or a representative of the administration will be present at all times while the folder or any of its contents are in the possession of the employee.

ARTICLE 16 - TEACHER AIDES AND CAFETERIA EMPLOYEES

16.1 Job Title

For purposes of job title, classification and compensation, employees assigned to work in classrooms or offices under direct supervision of teachers, librarians, school nurse teachers or school nurse, and those persons assigned under the supervision of administrators to monitor students' behavior in locations outside the classroom, shall be titled Teacher Aide.

16.2 Minimum Work Year

Teacher aides shall be guaranteed 181 days of work, and cafeteria employees shall be guaranteed 177 days of work. If, after beginning a school day, an emergency causes school to close early and teacher aides and cafeteria employees are dismissed by the administration before completing their normal workday, they will be credited with a normal work day. If the opening of a school day is delayed, teacher aides and cafeteria employees will be credited with a normal work day.

16.3 Cafeteria Employees

Cafeteria employees shall be provided with a free lunch.

16.4 Upon request to their supervisor and with the approval of the Superintendent, teacher aides may be excused from work on professional development days. Although such excused days shall be without pay, they shall count toward the minimum work year guaranteed in Article 16.2.

ARTICLE 17 - EMPLOYEE TIME ACCOUNTING

17.1 Cafeteria employees assigned to Chatham High School, may be reassigned during Regents week in January and after the last day of classes in June. A reassignment plan will be developed by the employee and supervisor/administrator at least two weeks before reassignment date. The District may determine whether a manual, or other time-keeping system is the most efficient, orderly and accurate method of employee time accounting and shall develop and implement negotiating unit-wide procedures to ensure the efficient operation of its time-keeping system.

17.2 Except as otherwise expressly provided in this Agreement, no employee shall be paid for unassigned time, whether "on the clock" or otherwise, prior to or following the employee's assigned work shift.

ARTICLE 18 - STAFF EVALUATION

18.1 Employees will be evaluated by their immediate supervisors at least annually. Each evaluation will be followed by a written report and conference.

18.2 All monitoring and observation of employees will be done openly and with full knowledge of the employee.

18.3 An employee shall be given a copy of any evaluation report at least 24 hours prior to any conference to discuss it. No such report will be submitted to Central Office, placed in employee's file or otherwise acted upon prior to a conference with the employee. The employee will acknowledge that he or she has had an opportunity to review the report by affixing his or her signature to the copy to be filed with the understanding that the signature does not necessarily indicate agreement with its contents. The refusal of an employee to sign an evaluation report or his or her unavailability to do so shall be noted on the report by the supervisor; such refusal or unavailability shall not preclude the filing of the report in the employee's file.

18.4 All evaluations will be entered on a standard form (appended hereto) and shall include specific suggestions for improvement where pertinent.

18.5 Employees shall be entitled to respond in writing within twenty (20) school days during the school year or thirty (30) calendar days during July and August of the receipt of any evaluation and to have such response permanently attached to the evaluation.

18.6 Any employee who receives an evaluation recommending that he or she not be continued in his or her position has the right, on appropriate notice, to discuss the evaluation with the Superintendent and may, if he or she so elects, have a representative of the Association present during such discussion.

18.7 Any complaint made in writing against an employee by a parent, student or other person which may be used in any manner in evaluating the employee shall be promptly called to the attention of the employee and he/she will be afforded the opportunity to respond in writing within twenty (20) days of notification to such complaint and to have such response permanently attached thereto.

ARTICLE 19 - PRINTING OF AGREEMENT

The District shall make copies of the Agreement for distribution and distribute to all employees in the bargaining unit within ten days of employment or within 30 days of the date of ratification of the Agreement by the Association and the Board of Education.

ARTICLE 20 - CONFORMITY TO LAW

If any legislation or court decision renders any portion of this Agreement invalid or unenforceable, that provision shall be severed from the Agreement and the remaining provisions shall continue in full force and effect.

ARTICLE 21 - LABOR-MANAGEMENT COMMITTEES

21.1 There is hereby established two Labor-Management Committees, one for 10-month and another for 12-month employees (revised 7-1-98), to consider matters of mutual interest and concern to the District and the Association. The Labor-Management Committee shall be composed of not more than four (4) members, two of whom shall be permanent members of the Committee and one of whom shall be designated in respect of each meeting of the Committee by each of the two permanent members. The two permanent members of the Labor-Management Committee shall be the President of the Association and the Superintendent of Schools. Nothing contained herein shall be construed to inhibit the Labor-Management Committee from carrying out its purposes by subcommittee or by any other method reasonably suited to its purposes as may be agreed upon.

21.2 The Labor-Management Committee shall meet as needed on dates and at times to be agreed upon in advance by its members. Should either permanent member of the Committee determine that there is a need for a Labor-Management Committee meeting, he or she shall so notify the other permanent member at least ten (10) days in advance of the contemplated date of such meeting.

21.3 Any notice of a meeting of the Labor-Management Committee delivered pursuant to the provisions of section 21.2 shall contain the agenda for such meeting proposed by the permanent member of the Labor-Management Committee requesting such meeting.

21.4 The Labor-Management Committee is hereby authorized to enter into understandings concerning matters properly before it. No understanding entered into by the Labor-Management Committee, however, shall in any way supersede any provision of this Agreement nor shall the terms of any such understanding be subject to the provisions of the grievance procedure of this Agreement.

ARTICLE 22 – CHATHAM PUBLIC LIBRARY STAFF

22.1 Applicability of Collective Bargaining Agreement

The parties agree that the following provisions of this Agreement do not apply to unit employees assigned to the Chatham Public Library:

**Article 2.3 (B)
Article 2.7
Article 6.4
Article 13
Article 16
Article 17.1**

In the event any provision of this Agreement applicable to all employees is determined to be in conflict with a provision of this Article applicable to those unit employees assigned to the Chatham Public library, the provision of this Article shall control.

22.2 Snow Days and Emergency Closings

Unit employees assigned to the Chatham Public Library shall be paid for all regularly scheduled hours in the event the library is closed due to weather or other emergency. Snow days and emergency closings of the Chatham Public Library are to be determined by the Superintendent or his/her designee independently from determinations

of such occasions by the school district.

22.3 Premium Pay for Library Staff

Unit employees assigned to the Chatham Public Library shall be eligible for premium pay only as provided in Article 2.5.

22.4 Holiday Eve Closings

The Chatham Public Library Director shall establish appropriate schedules for the library on the days before the Thanksgiving, Christmas and New Years Day holidays. In the event the library closes early on any of these days, employees will be allowed, but not required to, make up any lost hours during that same payroll period. Employees shall not be paid for any hours that are not made up.

ARTICLE 23 - TERM OF AGREEMENT

22.1 This Agreement shall be effective from July 1, **2011** and shall terminate at the close of business June 30, **2016**.

ARTICLE 24 - MANDATED PROVISION OF THE LAW

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.

Dated: June 28, 2013

CHATHAM CENTRAL SCHOOL
DISTRICT

CHATHAM CENTRAL SCHOOL
EDUCATIONAL SUPPORT PERSONNEL

By: _____

By: _____

ATTACHMENTS

APPENDIX A - GRIEVANCE PROCEDURE

APPENDIX B - SALARY SCHEDULE (2011-12, 2012-13, 2013-14, 2014-15, 2015-16)

APPENDIX A - GRIEVANCE PROCEDURE

Section 1. Definitions

- A. “Employee” shall mean any unit member.
- B. “Employer” shall mean the Chatham Central School District.
- C. “Association” shall mean the Chatham Central School District Educational Support Personnel.
- D. “Grievance” shall mean any violation, misinterpretation or improper application of this Agreement and only those matters may be submitted to a binding bench arbitration decision. Procedures, regulations, administrative order or work rules of the employer, or those matters affecting employees' health or safety, physical facilities, materials or equipment furnished to the employees or supervision of employees may be brought to Stage III.
- E. “Supervisor” shall mean the employee on the next higher level of authority above the employee in the department wherein the grievance exists and who normally assigns and supervises the employee's work.
- F. “Days” shall mean all days other than Saturday, Sunday and holidays which shall be excluded in computing the number of days within which action must be taken or notice given within the terms of this procedure.
- G. “Grievant” shall mean the unit member(s) or Association on behalf of unit member(s) submitting the grievance.

Section 2 (A) - Procedure

1. All grievances shall be submitted on a form approved by the Superintendent and the Association and shall identify the grievant, the provision of the agreement involved in the grievance, the time when and place where the alleged events or conditions constituting the grievance existed, a general statement of the grievance and the redress sought and, if known, the identity of the person responsible for causing the events or conditions constituting the grievance.

2. Except for informal decision at Step One, all decisions will be rendered in writing at each step of the grievance procedure, setting forth findings of fact, conclusions and supporting reasons therefor. Each decision shall be promptly transmitted to the grievant.

3. If a grievance affects a group of employees or is the alleged result of actions of the Superintendent or Board of Education, it may be submitted by the Association directly to Step Two.

4. The District and the Association agree to facilitate any investigation which may be required and to make available any and all material and relevant documents, communications and records concerning the alleged grievance. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants. Each party to the grievance shall have access at reasonable times to said documents, communications and records.

5. Grievants shall have the right to present grievances in accordance with these procedures free from coercion, interference, restraint, discrimination or reprisal.

6. Nothing contained herein will be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the Administration and having the grievance informally adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement. In the event a grievance is informally adjusted, said resolution shall be final and binding upon the parties thereto.

(B) Time Limits

1. If a decision at one step is not appealed within the time limits specified, the grievance will be deemed discontinued and further proceedings under the Agreement or elsewhere will be barred. The failure by the District to meet the time limits specified herein shall permit advancing the grievance by timely appeal to the next step of this procedure. The time within which such appeal must be made shall run from the last date by which District action would have been timely pursuant to the provisions of this Appendix.

2. The time limits at any step may be extended by written mutual consent of the parties.

Section 3 - Processing of Grievances

Step One - Immediate Supervisor

1. An employee having a grievance will present it to his or her Supervisor, within twelve days of its alleged occurrence or of when the employee became or should have become aware of it, either directly or through the designated Association representative, with the objective of resolving the matter informally. If the employee submits the grievance through the representative, the employee may be present during the discussion of the grievance.

2. The immediate supervisor shall meet with the parties in an effort to resolve the grievance within five days and shall render a decision within five days thereafter.

Step Two - Superintendent

If the employee or Association is not satisfied with the decision at Step One, either may file a written appeal of that decision with the Superintendent within ten days of receipt thereof. Within ten days after receipt of the appeal, the Superintendent or his/her duly authorized representative shall convene a conference with the grievant and/or Association on the grievance. The Superintendent shall render a decision in writing to the grievant or Association, whichever appealed to Step Two, within ten days after the conference on the grievance.

Step Three - Board of Education

The grievant, if not satisfied with the decision at Step Two, may, within five days of receipt thereof, request in writing a conference with the Board of Education. The conference shall be held within fifteen days after receipt of the request and a decision shall be rendered within ten days thereafter to the grievant and his/her representative.

Step Four - Binding Bench Arbitration

1. The Association is permitted to submit to a bench arbitration that is binding on only those matters that are in violation of the written agreement, within twenty days of the receipt of the decision at Step Three.

2. The parties will be bound by the Voluntary Labor Arbitration Rules of the American Arbitration Association to the extent that they apply to advisory arbitration.

3. The fees and expenses of the arbitrator shall be borne equally by the District and the Association.

Section 4 - General Considerations

A. All grievance discussions, meetings, conferences and hearings shall be conducted as much as possible during the normal workday.

B. All (reasonable) time the employee requires shall be granted for preparation of his/her grievance at all stages; said time to be considered not chargeable to any of the employee's accrued leave.

C. Verbatim minutes shall be taken at all hearings, copies of said minutes furnished to all parties, cost of such minutes to be borne equally by the parties.

APPENDIX B – SALARY SCHEDULES

CHATHAM CENTRAL SCHOOL DISTRICT 2011-12 Salary Schedule

<u>Step</u>	<u>Teacher Aides</u>	<u>Library Aides</u>	<u>Library Clerk</u>	<u>Bus Mechanic</u>	<u>Head Mechanic</u>	<u>Sr. Head Mechanic</u>	<u>Cleaner Courier</u>	<u>Custodian Sr. F.S.H.</u>	<u>Head Custodian</u>	<u>Maint Mechanic</u>	<u>Maint Worker</u>	<u>F.S.H.</u>	<u>Cook</u>
1	13.28	13.28	14.82	18.08	22.57	25.34	12.77	13.28	16.91	18.27	15.17	12.77	15.84
2	13.48	13.48	15.03	18.28	22.93	25.73	12.98	13.48	17.17	18.58	15.43	12.98	16.10
3	13.69	13.69	15.23	18.49	23.29	26.12	13.18	13.69	17.43	18.89	15.69	13.18	16.36
4	13.89	13.89	15.44	18.69	23.65	26.50	13.39	13.89	17.69	19.20	15.94	13.39	16.61
5	14.10	14.10	15.65	18.90	24.01	26.89	13.60	14.10	17.94	19.51	16.20	13.60	16.87
6	14.31	14.31	15.85	19.11	24.37	27.27	13.80	14.31	18.20	19.82	16.46	13.80	17.13
7	14.51	14.51	16.06	19.31	24.73	27.67	14.01	14.51	18.46	20.13	16.72	14.01	17.39
8	14.72	14.72	16.26	19.52	25.09	28.05	14.21	14.72	18.72	20.44	16.97	14.21	17.64
9	14.92	14.92	16.47	19.72	25.45	28.44	14.42	14.92	18.97	20.74	17.23	14.42	17.90
10	15.13	15.13	16.68	19.93	25.81	28.82	14.63	15.13	19.23	21.05	17.49	14.63	18.16
11	15.34	15.34	16.88	20.14	26.17	29.21	14.83	15.34	19.49	21.36	17.75	14.83	18.42
12	15.54	15.54	17.09	20.34	26.53	29.59	15.04	15.54	19.75	21.67	18.00	15.04	18.67
13	15.75	15.75	17.29	20.55	26.89	29.98	15.24	15.75	20.00	21.98	18.26	15.24	18.93
14	15.95	15.95	17.50	20.75	27.25	30.36	15.45	15.95	20.26	22.29	18.52	15.45	19.19
15	16.16	16.16	17.71	20.96	27.61	30.76	15.66	16.16	20.52	22.60	18.78	15.66	19.45

CHATHAM CENTRAL SCHOOL DISTRICT 2012-13 Salary Schedule

<u>Step</u>	<u>Teacher Aides</u>	<u>Library Aides</u>	<u>Library Clerk</u>	<u>Bus Mechanic</u>	<u>Head Mechanic</u>	<u>Sr. Head Mechanic</u>	<u>Cleaner Courier</u>	<u>Custodian Sr. F.S.H.</u>	<u>Head Custodian</u>	<u>Maint Mechanic</u>	<u>Maint Worker</u>	<u>F.S.H.</u>	<u>Cook</u>	<u>Laborer</u>
1	13.47	13.47	15.05	18.41	22.87	25.69	12.94	13.46	17.15	18.50	15.36	12.94	16.05	12.50
2	13.68	13.68	15.27	18.62	23.24	26.10	13.16	13.68	17.42	18.82	15.63	13.16	16.32	12.71
3	13.89	13.89	15.48	18.83	23.62	26.50	13.37	13.89	17.69	19.14	15.89	13.37	16.58	12.92
4	14.10	14.10	15.69	19.04	23.99	26.90	13.58	14.10	17.95	19.46	16.16	13.58	16.85	13.13
5	14.31	14.31	15.90	19.26	24.36	27.30	13.79	14.31	18.22	19.78	16.42	13.79	17.11	13.34
6	14.52	14.52	16.12	19.47	24.73	27.70	14.00	14.52	18.48	20.09	16.69	14.00	17.38	13.54
7	14.74	14.74	16.33	19.68	25.10	28.09	14.22	14.74	18.75	20.41	16.95	14.22	17.64	13.75
8	14.95	14.95	16.54	19.89	25.47	28.50	14.43	14.95	19.01	20.73	17.22	14.43	17.91	13.96
9	15.16	15.16	16.75	20.10	25.84	28.89	14.64	15.16	19.28	21.05	17.48	14.64	18.17	14.17
10	15.37	15.37	16.96	20.32	26.21	29.29	14.85	15.37	19.54	21.37	17.75	14.85	18.44	14.38
11	15.58	15.58	17.18	20.53	26.59	29.68	15.06	15.58	19.81	21.68	18.01	15.06	18.70	14.59
12	15.80	15.80	17.39	20.74	26.96	30.09	15.28	15.80	20.07	22.00	18.28	15.28	18.97	14.80
13	16.01	16.01	17.60	20.95	27.33	30.48	15.49	16.01	20.34	22.32	18.54	15.49	19.23	15.01
14	16.22	16.22	17.81	21.16	27.70	30.88	15.70	16.22	20.60	22.64	18.81	15.70	19.50	15.21
15	16.43	16.43	18.02	21.38	28.07	31.28	15.91	16.43	20.87	22.96	19.07	15.91	19.76	15.42

CHATHAM CENTRAL SCHOOL DISTRICT 2013-14 Salary Schedule

<u>Step</u>	<u>Teacher Aides</u>	<u>Library Aides</u>	<u>Library Clerk</u>	<u>Bus Mechanic</u>	<u>Head Mechanic</u>	<u>Sr. Head Mechanic</u>	<u>Cleaner Courier</u>	<u>Custodian Sr. F.S.H.</u>	<u>Head Custodian</u>	<u>Maint Mechanic</u>	<u>Maint Worker</u>	<u>F.S.H.</u>	<u>Cook</u>	<u>Labore</u>
1	13.66	13.66	15.29	18.74	23.18	26.05	13.11	13.65	17.40	18.73	15.55	13.11	16.26	12.66
2	13.87	13.87	15.51	18.96	23.56	26.47	13.33	13.87	17.67	19.06	15.82	13.33	16.53	12.88
3	14.09	14.09	15.72	19.18	23.94	26.88	13.55	14.09	17.94	19.38	16.10	13.55	16.81	13.09
4	14.30	14.30	15.94	19.40	24.32	27.30	13.77	14.30	18.22	19.71	16.37	13.77	17.08	13.31
5	14.52	14.52	16.16	19.61	24.71	27.71	13.99	14.52	18.49	20.04	16.64	13.99	17.35	13.52
6	14.74	14.74	16.38	19.83	25.09	28.12	14.21	14.74	18.76	20.37	16.92	14.21	17.63	13.74
7	14.96	14.96	16.60	20.05	25.47	28.53	14.42	14.96	19.04	20.70	17.19	14.42	17.90	13.95
8	15.18	15.18	16.82	20.27	25.85	28.94	14.64	15.18	19.31	21.02	17.46	14.64	18.17	14.17
9	15.40	15.40	17.04	20.49	26.24	29.35	14.86	15.40	19.58	21.35	17.73	14.86	18.45	14.38
10	15.62	15.62	17.25	20.71	26.62	29.75	15.08	15.62	19.85	21.68	18.01	15.08	18.72	14.60
11	15.83	15.83	17.47	20.93	27.00	30.17	15.30	15.83	20.13	22.01	18.28	15.30	18.99	14.81
12	16.05	16.05	17.69	21.14	27.38	30.57	15.52	16.05	20.40	22.34	18.55	15.52	19.26	15.03
13	16.27	16.27	17.91	21.36	27.77	30.99	15.74	16.27	20.67	22.66	18.83	15.74	19.54	15.24
14	16.49	16.49	18.13	21.58	28.15	31.39	15.95	16.49	20.95	22.99	19.10	15.95	19.81	15.46
15	16.71	16.71	18.35	21.80	28.53	31.81	16.17	16.71	21.22	23.32	19.37	16.17	20.08	15.67

CHATHAM CENTRAL SCHOOL DISTRICT 2014-15 Salary Schedule

<u>Step</u>	<u>Teacher Aides</u>	<u>Library Aides</u>	<u>Library Clerk</u>	<u>Bus Mechanic</u>	<u>Head Mechanic</u>	<u>Sr. Head Mechanic</u>	<u>Cleaner Courier</u>	<u>Custodian Sr. F.S.H.</u>	<u>Head Custodian</u>	<u>Maint Mechanic</u>	<u>Maint Worker</u>	<u>F.S.H.</u>	<u>Cook</u>	<u>Laborer</u>
1	13.88	13.88	15.52	18.97	23.57	26.48	13.34	13.87	17.68	19.07	15.83	13.34	16.54	12.85
2	14.07	14.07	15.75	19.30	23.87	26.83	13.51	14.06	17.92	19.29	16.02	13.51	16.75	13.04
3	14.29	14.29	15.97	19.53	24.27	27.26	13.73	14.28	18.20	19.63	16.30	13.73	17.03	13.26
4	14.51	14.51	16.20	19.75	24.66	27.69	13.96	14.51	18.48	19.97	16.58	13.96	17.31	13.48
5	14.73	14.73	16.42	19.98	25.05	28.12	14.18	14.73	18.76	20.30	16.86	14.18	17.59	13.70
6	14.96	14.96	16.65	20.20	25.45	28.54	14.41	14.96	19.04	20.64	17.14	14.41	17.87	13.93
7	15.18	15.18	16.87	20.43	25.84	28.96	14.63	15.18	19.32	20.98	17.42	14.63	18.15	14.15
8	15.41	15.41	17.10	20.65	26.24	29.39	14.86	15.41	19.61	21.32	17.70	14.86	18.44	14.37
9	15.63	15.63	17.32	20.88	26.63	29.80	15.08	15.63	19.89	21.65	17.99	15.08	18.72	14.59
10	15.86	15.86	17.55	21.10	27.02	30.23	15.31	15.86	20.17	21.99	18.27	15.31	19.00	14.81
11	16.08	16.08	17.77	21.33	27.42	30.65	15.53	16.08	20.45	22.33	18.55	15.53	19.28	15.03
12	16.31	16.31	18.00	21.55	27.81	31.08	15.76	16.31	20.73	22.67	18.83	15.76	19.56	15.25
13	16.53	16.53	18.22	21.78	28.21	31.49	15.98	16.53	21.01	23.01	19.11	15.98	19.84	15.48
14	16.76	16.76	18.45	22.00	28.60	31.92	16.21	16.76	21.29	23.34	19.39	16.21	20.12	15.70
15	16.98	16.98	18.67	22.23	28.99	32.34	16.43	16.98	21.58	23.68	19.67	16.43	20.41	15.92

CHATHAM CENTRAL SCHOOL DISTRICT 2015-16 Salary Schedule

<u>Step</u>	<u>Teacher Aides</u>	<u>Library Aides</u>	<u>Library Clerk</u>	<u>Bus Mechanic</u>	<u>Head Mechanic</u>	<u>Sr. Head Mechanic</u>	<u>Cleaner Courier</u>	<u>Custodian Sr. F.S.H.</u>	<u>Head Custodian</u>	<u>Maint Mechanic</u>	<u>Maint Worker</u>	<u>F.S.H.</u>	<u>Cook</u>	<u>Laborer</u>
1	14.07	14.07	15.75	19.31	23.88	26.84	13.51	14.06	17.93	19.30	16.02	13.51	16.75	13.02
2	14.30	14.30	15.99	19.53	24.28	27.27	13.74	14.29	18.21	19.64	16.31	13.74	17.04	13.24
3	14.49	14.49	16.22	19.88	24.59	27.64	13.91	14.48	18.46	19.87	16.50	13.91	17.25	13.43
4	14.72	14.72	16.45	20.11	24.99	28.08	14.14	14.71	18.75	20.22	16.79	14.14	17.54	13.66
5	14.95	14.95	16.68	20.35	25.40	28.52	14.37	14.94	19.04	20.57	17.08	14.37	17.83	13.89
6	15.17	15.17	16.91	20.58	25.81	28.96	14.61	15.17	19.33	20.91	17.37	14.61	18.12	14.12
7	15.41	15.41	17.15	20.81	26.21	29.40	14.84	15.41	19.61	21.26	17.66	14.84	18.41	14.34
8	15.64	15.64	17.38	21.04	26.62	29.83	15.07	15.64	19.90	21.61	17.95	15.07	18.70	14.57
9	15.87	15.87	17.61	21.27	27.02	30.27	15.30	15.87	20.19	21.96	18.24	15.30	18.99	14.80
10	16.10	16.10	17.84	21.50	27.43	30.70	15.53	16.10	20.48	22.30	18.53	15.53	19.28	15.03
11	16.33	16.33	18.07	21.74	27.83	31.14	15.77	16.33	20.77	22.65	18.82	15.77	19.57	15.26
12	16.57	16.57	18.30	21.97	28.24	31.57	16.00	16.57	21.06	23.00	19.10	16.00	19.86	15.48
13	16.80	16.80	18.54	22.20	28.65	32.01	16.23	16.80	21.35	23.35	19.39	16.23	20.15	15.71
14	17.03	17.03	18.77	22.43	29.05	32.44	16.46	17.03	21.64	23.70	19.68	16.46	20.44	15.94
15	17.26	17.26	19.00	22.66	29.46	32.88	16.69	17.26	21.93	24.04	19.97	16.69	20.73	16.17