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Contract Database Metadata Elements

Title: **Wells Central School District and Wells Central School Support Staff Association (2014)**

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Union: **Wells Central School Support Staff Association**

Local:

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AGREEMENT
Between
WELLS CENTRAL SCHOOL DISTRICT
and the
SUPPORT STAFF ASSOCIATION
July 1, 2014 - June 30, 2017

ARTICLE 1

RECOGNITION

1. The Wells Central School District (hereinafter referred to as the "District") recognizes the Wells Central School Support Staff Association (hereinafter referred to as the "Association") for purposes of collective bargaining, pursuant to the Public Employees' Fair Employment Act, as the exclusive representative of the non-teaching personnel of the District described in Section 2 hereof.
2. The Collective Bargaining Unit shall be comprised of all permanent Support Staff employed by the District who work a minimum of thirty-five (35) hours per week or are bus drivers who work three (3) hours or more per day on regularly scheduled bus runs. All managerial or confidential employees as consented to by the Association or as determined to be so by the Public Employees Relations Board, and elected or appointed officials are specifically excluded from the Collective Bargaining Unit. No substitute Support Staff shall be members of the Collective Bargaining Unit

ARTICLE 2

NEGOTIATION PROCEDURES

1. Upon expiration of the Agreement, it will be re-negotiated. Upon the request of either party for a meeting to open contract negotiations, a mutually acceptable meeting date shall be set not later than thirty (30) days following such request, after September 30 of the last year of the contract.

Both parties shall furnish each other, upon request, all available information pertinent to the issue/issues under consideration, thus insuring an appropriate exchange of informational items.

ARTICLE 3

SAVING CLAUSE

1. If any article or part thereof of this agreement or any addition hereto should be decided as in violation of any Federal, State or Local Law; or if adherence to or enforcement of any article or part thereof should be restrained by a court of law, the remaining articles of this agreement or addition thereto shall not be affected.

ARTICLE 4

GRIEVANCE PROCEDURE

1. The parties to this Agreement declare their joint intent to promptly resolve complaints through the procedure below.
2. **DEFINITION** - A grievance is a complaint by an employee based on an alleged violation, misinterpretation, or misapplication of the provisions of this Agreement.
3. **PROCEDURE**

Step 1: An employee shall submit his grievance, in writing, to the Superintendent. The grievance shall specifically state the provisions of this Agreement claimed to have been violated, a statement of what the violation is claimed to be, and what redress is sought by the employee due to the alleged violation. If an employee does not file a written grievance within ten (10) work days after the employee knew or should have known of the act or condition on which the grievance is based, then the right to bring a grievance under this provision and Agreement is waived; provided, however, that for good cause a late grievance may be filed. Within ten (10) work days of receipt of the grievance, the Superintendent shall present to the Employee a written decision.

Step 2: If the aggrieved employee is not satisfied with the decision of the Superintendent, the aggrieved employee may appeal, in writing, the Superintendent's decision to the Board of Education. If the employee does not appeal the Superintendent's decision regarding the grievance within ten (10) workdays of the date of receiving the Superintendent's decision, then the issue shall be considered resolved. Within ten (10) workdays of receipt of an appeal, the Board of Education shall render a written decision on the grievance. This decision shall be delivered to the aggrieved employee and the Association President, and it shall be final and binding on the parties but shall not preclude the parties from instituting an Article 78 action or any other action deemed appropriate by the New York State or Federal Court.

ARTICLE 5

RETIREMENT

1. The Wells Central School District is a member of the New York State Retirement System, which entitles eligible employees covered by this Agreement to all rights and benefits as per the current regulations of the system.
2. For purposes of definition, a member of the Support Staff Association shall be deemed a "Retiree" when s/he submits to the Board of Education, and has approved, a letter of resignation for the specific purpose of retirement, upon which the member collects retirement benefits then provided by the Retirement System.
3. Employees anticipating retirement will, if possible, notify the District in writing of their intent to retire by March 1st prior to the District's next full fiscal year in which the employee intends to retire.

4. Leave Buy Back:

(a) Eligibility: The Leave Buy Back is for those full time, Support Staff and full time bus drivers who discontinue their service, in good standing, at Wells Central School, after a minimum of fifteen (15) years of service and are eligible for retirement under the New York State Employees' Retirement System and retire from the Wells Central School District.

(b) Calculation: A maximum of one hundred fifty (150) leave days may be accumulated toward this leave buy back. However, inasmuch as the employee receives benefits of the Supplementary Retirement Program, only those accumulated days up to 150 days are applied to this benefit.

If the Support Staff 10-month employee meets the eligibility requirements set forth herein, the Leave Buy Back shall be calculated as follows: 1/200 of the employee's salary X 30% of the employee's accumulated leave days, up to 150 days.

Example: Employee Jones retires at an annual salary of \$18,000. with 75 accumulated days of leave. The Leave Buy Back is calculated as follows:

$$(1/200 \times \$18,000.) \times [.30 \times (75)]$$

$$\$90. \quad \times 22.5 \quad = \$2,025$$

If the Support Staff 12-month employee meets the eligibility requirements set forth herein, the Leave Buy Back shall be calculated as follows: 1/240 of the employee's salary X 30% of the employee's accumulated leave days, up to 150 days.

Example: Employee Jones retires at an annual salary of \$18,000, with 75 accumulated days of leave. The Leave Buy Back is calculated as follows:

$$(1/240 \times \$18,000) \times [.30 \times (75)]$$

$$\$75. \quad \times 22.5 = \$1,687.50$$

5. All employees hired after July 1, 2012 are not eligible to receive payments for their share of expenses in the Medicare part B Plan.

ARTICLE 6

HEALTH INSURANCE

1. The District shall make available to employees a health insurance plan (hereinafter "Plan"). The Employer reserves the exclusive right to select or change health plans or carriers (including dental plans and carriers) as long as such change maintains comparable benefits. Comparable benefits does not mean that the plans must provide identical line-by-line coverage.
2. The full benefits of Article 6 shall extend to all employees who work at least five (5) hours per day. Employees who work between three (3) and five (5) hours per day shall be entitled to a prorated share based on the full-time hours worked by a full-time employee in their job area.
3. Effective July 1, 2010, the Blue Cross/Blue Shield PPO-B becomes the "base plan" for health insurance for bargaining unit members.

HEALTH INSURANCE PREMIUM

The amount of the employee contribution for the 2013/2014 year shall be a minimum of 5% of the premium for PPOB. All new employees hired on or after July 1, 2013 will pay 10% of the health insurance premium.

4. Buy-Out Provision: Employee(s) who choose not to have health insurance coverage in this plan will be provided with the compensation stated below:
To qualify for this buy-out stipend, the employee electing not to be covered by the district's health insurance must show proof of alternate insurance annually. The employee has the right of re-entry in the health insurance plan where the employee lost alternate health insurance coverage. If an employee opts out of the insurance plan during the school year, the buy-out amount will be pro-rated from the last day of the month in which the employee opts, to the end of the school year. Payment of the buy-out will be in the last pay of the year. Only one member per family may elect this provision annually.
5. Support Staff Personnel shall receive the same health insurance benefits in retirement as the Wells Teachers' Association.

2014/2017 Health Insurance Buy Out - \$1,000

DENTAL PLAN PREMIUM

Type of Plan	Cap, if hired on or <u>before</u> 6/30/2013	Cap, if hired on or <u>after</u> 7/1/2013
Individual	\$600	\$400
Family	\$1,200	\$1,000

The employee shall pay the remaining premium cost for the plan chosen.

ARTICLE 7

LEAVE

A. It is expressly understood by the parties to this Agreement that the use of any leave (for illness, bereavement, or personal reasons) under this Agreement is a "benefit" of employment and not a right, that is, an employee must meet the conditions precedent before leave may be taken. If an employee's supervisor or the Superintendent determines that a pattern of chronic absenteeism or abuse of leave is demonstrated by a particular employee, the employer reserves the right to initiate disciplinary action when appropriate, which may result in the termination of the services of the employee. The employer may, when absence due to illness exceeds three (3) consecutive days, require a physician's statement as to the required absence of the employee.

B. LEAVE

1. All full-time employees (who work a minimum of 35 hours per week, or a bus driver who works a minimum of three (3) hours per day on a regularly scheduled bus run) shall be granted paid "leave" each school year, in the following amounts:

(a) Twelve (12) month employees will receive 17 days "leave" time annually; (a twelve month employee works a minimum of 35 hours per week, 52 weeks per year, less any applicable vacation or holiday time);

(b) Ten (10) month employees including any employee working three (3) hours per day or more on a regular basis will receive 13.5 days "leave" time annually; (a ten month employee works during the school calendar schedule), less any applicable school holidays or other dates when school is not generally in session.

2. For the purpose of this Article, a full-time employee is defined as an employee who works a minimum of 35 hours per week. The provisions of this Article shall also continue to apply to those employees employed by the District as of July 1, 2007, who have received such coverage in the past.

3. Any unused "leave" time may accumulate to a maximum of one hundred fifty (150) days.

4. At the employer's complete discretion, an employee may be required to provide a physician's certificate after an absence due to illness or injury, or after an employee has compiled a poor record of attendance.

5. Employees hired during a school year (i.e., after July 1) shall be entitled to a pro-rata number of "leave" days, as per this section, for the remainder of that school year and shall be entitled to the applicable "leave" days, as set forth herein, beginning with the start of the first full school year following their joining the District's support staff.

6. The employee will notify the Superintendent, or his/her designee, in a timely manner when "leave" time is requested.

7. "Leave" time may not be used to extend a vacation and/or holiday period without prior approval of the Board of Education.

8. "Leave" time may be taken in hourly increments.

9. Leave for personal reasons does not include going on vacation or pursuing another vocation.

10. **SICK LEAVE BANK:** In the event of a medically confirmed life-threatening illness or injury sustained by an employee or a member of his/her immediate family (spouse, son or daughter), the Board of Education may authorize the creation of a sick bank. Any employee may donate up to five (5) leave days to the sick bank. Any donated days not used shall be returned to the donor.

A sick leave bank shall not be established for any employee demonstrating overuse of sick time. Use of more than seven (7) days per year for two or more consecutive years could be considered overuse.

C. Bereavement Leave

1. Employees covered by this Agreement will be granted up to three (3) days off per year, due to death in the employee's immediate family. Immediate family is described as Father, Mother, Spouse, Brother, Sister, Children, Father-in-Law, Mother-in-Law, Grandparents and Grandchildren. Days taken off for this purpose in excess of three days will be charged against "leave" days as acceptable to the Superintendent. Bereavement time cannot be accumulated. Extenuating circumstances may be subject to review by the Board of Education.

ARTICLE 8

WORKING CONDITIONS

1. An uninterrupted half-hour lunch period shall be provided for employees covered by this agreement who work a minimum of 35 hours per week. It is understood that should operational needs impact on the half-hour lunch period, compensation time consideration will be worked out with the employee's supervisor which is a mutually convenient time for both the employee and supervisor.

(a) Teaching Assistants and **Teacher Aides** will have one free 40 minute period per day.

2. The Superintendent, or his/her designee, shall have the authority to require unit members to work overtime, if s/he feels such overtime work is necessary to meet the needs of the District.
3. Overtime at the rate of time and one-half ($1 \frac{1}{2}$) shall be paid to any personnel for all prior-approved hours worked in excess of forty (40) hours actually worked during a work week. Time and a half will also be paid for work on Sundays and holidays, except when Sundays are part of a normally assigned schedule. Overtime will be accrued in fifteen (15) minute increments.
4. Overtime will be assigned on a rotating basis by seniority, beginning with the most senior employee on the list. Such lists will be maintained, and overtime assignments shall be made, based on the type of work requiring the overtime (e.g., bus driver, custodial, etc.). The decision of whether to assign overtime is optional with the employer.
5. Compensation time off during a regular work day at the rate of time and one-half may be taken in lieu of overtime pay.
 - A. The scheduling of compensation time will be by mutual agreement between the employee and the Board of Education or its designee.
 - B. No more than five (5) days of each calendar quarter may be accrued and used as compensation time; and such days cannot be carried over into a calendar quarter or into a new year, without the approval of the Board of Education or its designee.
6.
 - A. The following positions will have an eight (8) hour work day, exclusive of a one-half hour lunch break: Cleaner, Senior Custodian, and Office/Guidance Clerk.
 - B. The following positions will have a seven (7) hour work day, exclusive of a one-half hour lunch break: Assistant Cook, Cook Manager, Teaching Assistant and Teacher Aide.
 - C. The following position will have as a work day a minimum of three (3) hours per day: Kitchen Helper
7. The Board of Education shall have the authority to direct unit members to regularly work a work week which does not conform with the traditional Monday - Friday work week (e.g., Wednesday - Sunday).
8. Bus drivers who are required to drive an extra run or runs for the District will be paid a minimum of one hour's pay for such services, even if the time required to complete the extra run or runs does not amount to one (1) hour (for example, if a bus driver is required to drive three extra runs, and the total time required to complete all three runs is only forty-five (45) minutes, the driver will be paid for one (1) hour). If the actual driving time required for the runs is more than one (1) hour, the driver shall be paid his/her hourly rate for the actual time worked.
9. The Board of Education shall establish the driving times for regular and extra runs, upon the recommendation of the Transportation Supervisor or Superintendent.
10. Ten month, full time district employees shall have priority consideration for any additional summer work, etc., prior to offering such employment to individuals who are not Association members.
11. **VACANCIES:** If a vacancy occurs in any department, the senior qualified employee in that department shall be granted an interview for the vacancy.
12. **PAY PERIODS:** Ten month school employees may elect to be paid

twenty-one (21) or twenty-six (26) times per year. Such election shall be made in writing by August 1 of each school year.

13. PERSONNEL RECORDS: Each employee's personnel file, with all evaluations (other than confidential recommendations) will be open and available for inspection by the employee. Any evaluation, report, observation or written material concerning the professional or personal conduct, service, character, or personality of an employee which is placed in his/her personnel file shall immediately be made known to that employee. No derogatory material shall be placed in an employee's personnel files unless the said employee has had an opportunity to read the material. Any complaints or letters directed toward an employee, which become a part of his/her permanent personnel file will be promptly called to the employee's attention. If such a complaint or letter is to be placed in the personnel file, the employee will be given an opportunity to attach a statement. Upon request, the employee shall be given access to any and all materials that are a part of his/her personnel file.

A. Evaluations - Employees shall receive an annual evaluation based upon the employee's job description and job-related criteria, (e.g., attendance, rapport with co-workers, students and parents, and response to reasonable administrative direction).

B. All employees will be provided with a job description.

14. SENIORITY AND JOB PROTECTION: In the event a position is eliminated resulting in the reduction of the workforce, the individual within each job description with the least time in service shall be the individual to be terminated.

In the event an individual is terminated through the reduction of jobs within a given job description, that individual shall receive priority consideration for any other job within the district for which that individual qualifies. The Association will be given advance notice of at least one week of any job vacancy before outside release.

When selecting from present employees to fill a vacancy, seniority shall be used as the criteria to differentiate among equally qualified employees.

15. If any new position is needed, the Board of Education shall define the position and determine a pay schedule; these will be an addendum to the existing contract.

16. Support Staff Members who are advisors to school groups/clubs will be paid at the same rate as a teacher would in a similar position.

ARTICLE 9

LONGEVITY BONUS

1. A longevity bonus of \$500 shall be paid to each full-time employee of the District when such employee completes his/her tenth year of continuous, active service to the District. A longevity bonus of \$750 shall be paid to each full-time employee of the District when such employee completes his/her fifteenth year of continuous, active service to the District. A longevity bonus of \$1,000 shall be paid to each full-time employee of the District when such

employee completes his/her twentieth year of continuous, active service to the District and every five (5) years thereafter (e.g., \$1,000 after 25 years, \$1,000. after 30 years).

2. For the purpose of this Article, a full-time employee is one who works at least 35 hours per week on a ten, eleven or twelve month per year basis.

3. The bonuses under this Article shall not be paid yearly and shall not be added to the employee's base salary. Rather, the bonuses shall be paid in a single lump sum payment at the completion of continuous, active service in the appropriate years (e.g., ten, fifteen, twenty, etc.)

4. The requirement of continuous, active service to the district means that any time in excess of one semester that an employee is absent from the District or is unable to work for the District for whatever reason (e.g., leaving the District to take employment elsewhere), that time shall not be counted in computing the longevity bonus; hence, in such cases (e.g., breaks in service) the employee's time with the District reverts to year one upon his/her return to the District for the purpose of computing the time requirement of the longevity bonus. However, if the Board of Education approves leave for a unit member, the time the person is on such leave shall not be used in computing the threshold times applicable to this Article, but upon the employee's return from such approved leave, his/her time with regard to the time requirements of the longevity bonus starts to run from the point the employee had served the District up to such approved leave and does not revert to year one.

5. This longevity bonus shall be implemented prospectively and shall have no retroactive effect whatsoever.

6. It is expressly understood that an employee's placement on the salary schedule only applies to the amount of compensation the employee shall be paid, and does not control the employee's eligibility for a longevity bonus under this Article. Rather, the employee's length of service to the District, as determined by the date of his/her appointment by the Board of Education, shall be used in determining the employee's eligibility for a longevity bonus.

ARTICLE 10

DISCIPLINARY PROCEDURE ACTION

1. Members of the bargaining unit who are the subject of formal disciplinary action will have the right to written notice of the charge(s) against them, and the right to respond to such charge(s) in writing. Those unit members entitled to the protection of the New York State Civil Service Law shall be afforded their rights thereunder

ARTICLE 11

HOLIDAYS

1. All full-time, twelve month employees shall be granted the following paid holidays per year:

- (1) New Year's Day
- (2) Martin Luther King, Jr. Day
- (3) Memorial Day
- (4) 4th of July
- (5) Labor Day
- (6) Columbus Day
- (7) Veteran's Day
- (8) Thanksgiving Day
- (9) Friday following Thanksgiving Day
- (10) Day before or after Christmas (but not both)
- (11) Christmas
- (12) New Year's Eve

2. For purposes of this Article, a full-time twelve month employee is defined as an employee who works a minimum of thirty-five (35) hours per week, fifty-two (52) weeks per year (less any applicable paid vacation periods and holidays).

3. If any of the above holidays, except Christmas Eve, fall on a Saturday or Sunday, the holiday will be celebrated in accordance with the school calendar scheduled holiday.

4. All twelve-month employees who are eligible to receive pay for a holiday must work the last working day before and the first working day after a holiday to receive such pay, unless prior arrangement is made with the Superintendent (e.g., doctor appointment, etc.)

5. All twelve-month employees will be eligible for one (1) floating holiday to be used upon the approval of the employee's supervisor and the Superintendent of Schools.

ARTICLE 12

CONTINUING EDUCATION

1. Employees covered by this Agreement who are required (as opposed to simply having the Board of Education approve a request made by an employee to attend a seminar, conference, etc. the employee is interested in attending) by the Board of Education or its designee to attend education or prerequisite courses necessary to their continued employment, which are held during non-work hours, will be reimbursed for such time at the continuing education hourly stipend. Mileage will be paid at the I.R.S. rate, if employees use their personal automobile, and if such use is approved by the Board of Education

ARTICLE 13

SALARIES

1. The salaries for employees, exclusive of bus drivers, hired on or before July 1, 2014 for the year 2014-2015 through 2016-2017 shall be set forth on Schedule A.
2. The salaries for employees, exclusive of bus drivers, hired after the effective date of this contract shall be set by the Board based on qualifications and experience. The minimum salaries for new hires shall be set forth on Schedule B.
3. Salaries for bus drivers shall be those specified on Schedule C.
4. The District reserves the right to provide compensation above normal rates of pay for personnel who perform tasks requiring special skills or certifications. Such extra compensation shall be provided at the sole discretion of the Board of Education.

ARTICLE 14

VACATIONS

1. Full-time, twelve month employees employed by the District as of July 1, 2010, will receive paid vacations as follows: during the first fiscal (school) year of employment, an employee will earn one day per month, up to a maximum of ten (10) days of vacation leave; however, no leave can be taken until the employee has worked at least six (6) months of continuous, active service (for example, if an employee begins to work for the District on January 1, s/he could ask to take off six (6) vacation days during his/her first summer of employment with the District). During an employee's next six fiscal (school) years of employment with the District, the employee shall earn two (2) weeks (ten work days) of vacation leave per year of continuous, active service to the District. Three (3) weeks (fifteen work days) will be earned in the seventh fiscal (school) year of continuous, active service. After twelve years of continuous, active service, a full-time, twelve month employee will receive four (4) weeks (twenty work days) of vacation, only two weeks of which may be taken consecutively. Vacations will only be scheduled with the approval of the Board of Education or its designee.

2. For the purpose of this Article, a full-time, twelve month employee is a person who works a minimum of thirty-five (35) hours per week, fifty-two (52) weeks per year (less any applicable vacation or holiday time).

3. An employee shall be paid for any unused vacation days at the employee's rate of pay, not to exceed one-third (1/3) of total vacation days, and will be paid in a lump sum at the end of the fiscal year.

ARTICLE 15

MANAGEMENT RIGHTS

1. The Employees recognize that the management of the business of the Employer and the direction of its personnel, subject to the terms of this Agreement, are the sole responsibilities of the Employer. The Employer shall be the sole judge of all matters, subject to the terms of this Agreement, pertaining to the education of the students of the Wells Central School District; the management of the District's financial affairs; the maintenance and use of the District's buildings, land and other physical plant; the number and types of employees needed; and all other matters incidental to the economical and efficient operation of the Wells Central School District. Management has the right to establish part-time positions, but this right will not be used to abolish an existing full-time position and create two part-time positions.

2. The foregoing express enumeration of rights reserved to management shall not be deemed to preclude exercise by the Employer of other rights exercised by it prior to the execution of this Agreement which are not inconsistent with any express provision thereof.

ARTICLE 16

ASSOCIATION RIGHTS

1. The Association will have the right to use building space, after normal working hours, for Association meetings. The Association will give the Superintendent at least one work day's notice of its desire to use building space, however, this notice requirement may be waived by the Superintendent at his/her discretion. Any use of building space by the Association is within the sole discretion of the Superintendent. The Association will take all necessary precautions regarding the security of the building when using it.

2. The Association shall have the right to post notices and other communications on bulletin boards at places designated by the Superintendent of Schools, subject to the approval of the contents and the number of such notices and communications by the Superintendent of Schools or his/her designee.

3. The Unit will be allowed reasonable use of inter-school mail facilities and mail boxes.

4. The Association President shall be provided with a mail box in the central office.

5. The Association will be allowed to use the photocopier and printing equipment of the District, without charge, except for supplies. The use of the equipment will not interfere with normal school use and is not applicable to metered machines.

ARTICLE 17

CONSULTATION - INFORMATION COMMITTEE

A Consultation-Information Committee shall be formed comprised of four (4) members, two selected by the Association and two selected by the District. The Committee shall meet once a month, at a time and place established by mutual agreement between the parties. It is understood that no meeting will be held if there are no agenda items. The purpose of the Committee is to establish a forum for the discussion of matters of interest to both parties that relate to the Wells Central School District.

ARTICLE 18

MISCELLANEOUS

1. NO STRIKE CLAUSE

The Association affirms that it does not, and will not, assert the right to strike against the School District, to assist or participate in any such strike, or to impose an obligation to conduct, assist or participate in any such strike, and shall not cause, instigate, encourage or condone any strike, slowdown or other concerted action during the term of this Agreement.

2. LEGISLATIVE APPROVAL CLAUSE

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 therefore, shall not become effective until the appropriate legislative body has given its approval.

3. BUS DRIVERS

(a) If a detention run, late run, or sports bus run is cancelled, and the scheduled driver is not notified of the cancellation prior to reporting to work to commence that run, the driver will be paid one (1) hour compensation.

(b) Bus drivers will keep buses clean. All buses shall be swept after each run.

(c) Drivers will be reimbursed for meals **only for overnight trips that are made with students. Reimbursements will be made as per State recommendations set forth on attached Schedule D.**

(d) Drivers will be paid from the time of departure until the time of return, as set forth on Schedule C. Overtime will be paid for driving time only.

(e) Overtime will be calculated using actual driving time.

(f) Sleep time of seven (7) hours on overnight trips will not be paid for. (No pay for sleep time on overnight trips)

4. CAFETERIA STAFF

The Cafeteria staff will be paid for working days of school when it is in session. They will be paid extra, or given compensatory time, for days worked over and above the school calendar

(conference days, sports banquet, etc.) The Board will previously approve the preparation of meals by cafeteria staff for conferences, banquets, etc.

5. TEACHING ASSISTANTS

Teaching Assistants who work extra days over and above the regular school calendar will be paid extra or given compensatory time (e.g., dinner or weekend conferences, etc.)

6. CUSTODIAN/CLEANER POSITIONS

Titles for district custodial positions shall be:

- 1. Senior Custodian
- 2. Cleaner
- 3. Part Time Cleaner

ARTICLE 19

FULL AGREEMENT

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 mutual consent of the parties, in a written and signed amendment to this Agreement. If an individual arrangement, agreement, or contract predating this Agreement contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

This Agreement shall be in effect from July 1, 2014 through June 30, 2017.

WELLS CENTRAL SCHOOL DISTRICT

By: _____
Cathie Rust, President
Board of Education

Dated: _____

WELLS SUPPORT STAFF ASSOCIATION

By: _____
Kathryn Wilt, Support Staff Assoc. President

Dated: _____

SCHEDULE A

2014/2015 through 2016/2017 SALARIES PER HOUR
FOR CURRENT EMPLOYEES

	3.00%	2.50%	2.50%
Schedule A Position	2014-15	2015-16	2016-17
Head Custodian	\$15.03	\$15.41	\$15.80
Guidance/Office Clerk	\$12.86	\$13.18	\$13.51
Cleaner I	\$12.67	\$12.99	\$13.31
Cleaner II	\$12.25	\$12.56	\$12.87
Part Time Cleaner	\$11.89	\$12.19	\$12.49
Teacher Assistant	\$14.57	\$14.93	\$15.30
Teacher Aide	\$12.54	\$12.85	\$13.17
Cook Manager	\$17.36	\$17.79	\$18.23
Assistant Cook	\$11.69	\$11.98	\$12.28
Food Service	\$11.30	\$11.58	\$11.87
Continuing Education	\$11.53	\$11.82	\$12.12

SCHEDULE B
(NEW HIRES)

	3.00%	2.50%	2.50%
Schedule B Position	2014-15	2015-16	2016-17
Head Custodian	\$14.59	\$14.95	\$15.32
Guidance/Office Clerk	\$12.40	\$12.71	\$13.03
Cleaner I	\$12.15	\$12.45	\$12.76
Part Time Cleaner	\$11.65	\$11.94	\$12.24
Teacher Assistant	\$11.83	\$12.13	\$12.43
Teacher Aide	\$11.20	\$11.48	\$11.77
Cook Manager	\$13.17	\$13.50	\$13.84
Assistant Cook	\$10.80	\$11.07	\$11.35
Food Service	\$9.85	\$10.10	\$10.35

SCHEDULE C

BUS DRIVER SALARIES

	3.00%	2.50%	2.50%
Schedule C Bus Drivers	2014-15	2015-16	2016-17
Base Hourly Rate - Current Drivers	\$19.78	\$20.27	\$20.78
AM Run (1.5 hrs.)	\$29.67	\$30.41	\$31.17
PM Run (1.5 hrs.)	\$29.67	\$30.41	\$31.17
Practice/Late Run (2 hrs.)	\$39.56	\$40.54	\$41.56
Base Hourly Rate-Drivers hired after July 1, 2014	\$17.50	\$18.00	\$18.50
BOCES/Spec. Ed./ Field Trips	Base Rate per Hour		
Substitutes	\$18.86	\$18.86	\$18.86
Bus Aide	\$10.74	\$11.01	\$11.29
Down Time**	\$11.99	\$12.29	\$12.60
**Applicable only to extended field trips, (multiple days) or special transportation to special instructional activities or programs and must be pre-approved by the superintendent.			

Regularly scheduled runs, including but not limited to AM and PM runs, Alt.Ed./Spec.Ed. runs, BOCES runs and Pre-K runs assigned to the same driver on a daily basis will be contracted as are present AM and PM runs.

SCHEDULE D

MEAL ALLOWANCE SCHEDULE

July 1, 2014-June 30, 2017

Meals	Amount of Reimbursement as per NYS Meal Allowance Schedule
Breakfast	\$8.00
Lunch	\$13.00
Dinner	\$18.00

AGREEMENT
BETWEEN THE
WELLS CENTRAL SCHOOL DISTRICT
AND THE
WELLS SUPPORT STAFF ASSOCIATION

July 1, 2014 - June 30, 2017

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