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#### Contract Database Metadata Elements

Title: **Hermon-DeKalb Central School District and Hermon-DeKalb Central School Non-Instructional Unit, CSEA Local 1000, AFSCME, AFL-CIO (2013) (MOA)**

Employer Name: **Hermon-DeKalb Central School District**

Union: **Hermon-DeKalb Central School Non-Instructional Unit, CSEA, AFSCME, AFL-CIO**

Local: **1000**

Effective Date: **07/01/2013**

Expiration Date: **06/30/2017**

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# CSEA Package Tentative Agreement

As agreed on 5.26.15

T/A Union: Debbie Nolin Date: 6/4/15  
T/A Union: \_\_\_\_\_ Date: \_\_\_\_\_  
T/A Employer: Ann M. Adams Date: 6/4/15  
T/A Employer: \_\_\_\_\_ Date: \_\_\_\_\_

## CSEA Unit 8425 Hermon DeKalb Central School District

Article 3, Section D shall be amended by removing the words "On the effective date of this Agreement."

Article 3, Section E shall be amended to read as follows: The CSEA shall be responsible for providing each employee with a copy of this Agreement.

Article 3, Section G shall be amended to read as follows: The bargaining unit will have a total of eleven (11) days per year for union leave. Members taking such leave will give the district 48 hours' notice.

Article 8, Section A shall be amended to read as follows: When an employee with 10 or more years of service leaves the District, they will receive payment for unused sick leave at the rate of \$25 per day. (Payment is for full-time, 7.5 hour days, to be prorated for part-time staff, except that the minimum payment will be \$15 per day.) Any such payment shall be an Employer 403(b) non-elective contribution in accordance with Section H of this Article.

Article 8, Section E shall be amended by replacing the term "\$1,000" with the term of "\$2,000".

Article 11, Section E shall be amended to read as follows: If a driver agrees to take a sports run leaving before 4:15 pm, that driver shall automatically lose their pm run and will continue to receive the regular rate as appropriate, along with the sports run rate for the balance of the run. Any driver who, after leaving for the day, returns to drive a sports run that is ultimately canceled shall be paid for two hours of time at the driver's hourly sports rate of pay.

The hourly rates of pay listed in Article 11, Section F & H shall be adjusted by the same percentage increase applicable to wages and salaries generally. The



payment of such increase shall begin upon ratification of the agreement, and shall not be applied retroactively.

Article 11, Section M shall be amended by adding the following language before the listing of steps 1-9:

All drivers shall be notified of no less than seven (7) days in advance of the time and date of the meeting at which route selections will be made. Any driver having a previously scheduled appointment that cannot be rescheduled, and that conflicts with the time of the meeting, may submit requests in writing instead of attending the meeting.

Article 11, Section N shall be amended as follows: Runs which are neither regular runs nor extra trips under the current contract, shall be termed special runs, and may be characterized by one or more of the following: may be daily runs to transport one or several students for a particular purpose which cannot be accommodated by a regular trip, e.g. transportation of disabled student (s) or transportation to a private institution; may be outside the normal times for regular bus trips, e.g. midday runs; may be of a different duration than regular runs, e.g. shorter distance and/or time involved; may be temporary assignments based upon need.

Should the need for such a special run occur, the assignment process shall be as follows:

1. Payment for such a special run shall be dependent upon the time needed for the run and shall be based upon the current contractual hourly rate for extra runs; the two-hour per run minimum shall not apply.

(Steps 2 – 6 remain unchanged)

Additional statement added - Runs will be reviewed with CSEA and management representatives for a mutual decision on final pay for each special run.

Article 11 shall be amended by adding a new Section S to read as follows:

When a driver is off due to a scheduled appointment and that appointment is canceled, the driver must notify the district no later than 2:00 pm the day prior to the affected run if the driver wishes to cancel the substitute driver and drive the run his or her self.

Article 18 Salary -

7/1/13 – 6/30/14	1.5%	Retro and added to the base
7/1/14 – 6/30/15	2.0%	Retro and added to the base
7/1/15 – 6/30/16	2.5%	Added to base
7/1/16 – 6/30/17	3.5%	Added to base



Article 19, the District shall provide each custodial and food service worker five (5) shirts in the first year of the agreement, and three (3) shirts per year during each subsequent year of the agreement. Said shirts must be worn while on duty.

Article 21 – Dates of the agreement – 7/1/13 – 6/30/17.

Effective as soon as possible after ratification of this agreement, the health insurance plan for qualifying active and retiree unit members will be the St. Lawrence-Lewis Counties School District Employees' Medical Plan B as amended by Rider 9.

The terms of the Memorandums of Agreement between the parties signed, February 14, 2011 and November 30, 2005, respectively, shall be incorporated into this agreement.

Team Signatures:

