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Red Hook Central School District And
Red Hook Support Staff Association

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD
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EXECUTIVE DIRECTOR

RED HOOK SCHOOL SUPPORT STAFF ASSOCIATION

and

RED HOOK CENTRAL SCHOOL DISTRICT

COLLECTIVE BARGAINING AGREEMENT



July 1, 1993 to June 30, 1998

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RED HOOK SCHOOL SUPPORT STAFF ASSOCIATION

and

RED HOOK CENTRAL SCHOOL DISTRICT

COLLECTIVE BARGAINING AGREEMENT

July 1, 1993 to June 30, 1998

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TERM OF AGREEMENT

This Agreement entered into this 22nd day of April 1996 effective July 1, 1993 to June 30, 1998 between the **RED HOOK SCHOOL SUPPORT STAFF ASSOCIATION** (hereinafter referred to as the "UNION") and the **RED HOOK CENTRAL SCHOOL DISTRICT** (hereinafter referred to as the "DISTRICT").

PREAMBLE

WHEREAS, the Union and the District recognize and declare that providing quality education for the children of the Red Hook Central School District is a mutual concern and the character of such education depends predominantly upon the quality and morale of the non-instructional staff, and

WHEREAS, the District recognizes its obligation to assure equitable treatment of its employees through collective negotiations,

NOW THEREFORE, in consideration of the mutual promises hereinafter set forth the parties hereto agree as follows:

ARTICLE I - UNION RECOGNITION

The District recognizes the Union as the sole and exclusive bargaining representative for the bargaining unit hereinafter more particularly described, which union was duly certified as such by an order of the Public Employment Relations Board dated the 20th day of December, 1977, Case #5,1579. Said order is incorporated by reference herein.

A. Inclusions: Custodians, head bus driver, custodial worker/substitute bus driver, bus driver, maintenance worker, assistant mechanic/relief bus driver, custodian/bus driver, assistant mechanic/bus driver, maintenance worker/bus driver, custodian/substitute bus driver, assistant mechanic/substitute bus driver, maintenance worker/substitute bus driver, head mechanic, assistant transportation supervisor, custodial worker/courier, assistant maintenance worker, custodial worker/bus driver, courier/bus driver, custodial worker/courier/bus driver, assistant maintenance worker/bus driver, courier/substitute bus driver, custodial worker/courier/substitute bus driver, assistant maintenance worker/substitute bus driver, senior typist, clerk, aide, monitor, bus monitor, cook, food service helper, typist, school

courier, custodial worker, groundskeeper and any positions created as a composition of 2 or more of the above position titles.

B. Exclusions: The secretaries to the Superintendent of Schools and the Business Administrator, Typist, District Treasurer and any and all other employees assigned to the Superintendent's Office or Business Administrator's Office on a permanent basis.

C. Substitute employees (those taking the place of a regular employee who is expected to return) are not members of the unit. A substitute shall be paid the Step I pro rata wage in effect for the specific job title in which he/she is serving and shall have agency fee or dues deducted when:

1. The substitute is hired to take the place of an employee who has been granted a leave of absence which is more than thirty (30) calendar days.

2. An itinerant substitute who is hired on a per diem basis for more than thirty (30) work days. Then, in such case, the substitute shall receive the Step I pro rata wage for that position and have agency fee or dues deducted beginning on the thirty first (31st) day of work. Said thirty (30) days must fall within the fiscal year July 1 through June 30 and shall not be carried over from one fiscal year to the next.

ARTICLE II - UNION SECURITY

A. Agency Fee

1. Pursuant to Chapter 677 and 678 of the laws of 1977, each employee covered by this agreement who is not a dues paying member of the Union shall be required, beginning on the 31st working day following commencement of employment with the District, or discontinuation of membership in the Union, to pay to the Union a service charge representing the employee's pro rata share of the cost of negotiation and administration of this agreement and representation of such employee. The service charge shall be in the same amount payable at the same time as the Union's regular dues and shall be deducted by the District from the employee's pay in accordance with the dues deduction provision of this agreement.

2. The Union affirms that it had adopted such procedures for refund of agency shop fee deduction as are required by 53 of Chapter 677 and 678 of the Laws of 1977 of the State of New York and has provided the District a copy thereof.

3. In the event that less than 80% of the employees who make up the bargaining unit fail to remain members of the Union, this clause (Agency Shop Fee) shall be of no force and effect and the District shall cease making the agency fee shop deduction as herein above provided.

4. In the event that the Union shall discontinue the procedure referred to in Paragraph 2 above, this provision for agency fee deduction shall be of no force and effect and the District shall cease making the agency shop fee deduction as herein above provided.

5. The Union shall indemnify and save the School District harmless from any and all litigation of any sort, before any forum arising out of the application of the provisions of this Article, except for arbitrations and the enforcement of any arbitration decisions initiated by the Union against the School District for an alleged breach of the foregoing provisions.

B. Dues Deduction

1. The District agrees to deduct from the salaries of its employees dues and assessments for the Union and its affiliates, as said employees individually and voluntarily authorize the District to deduct, and to forward said dues to the Union within fourteen (14) calendar days of the time of the deduction.

2. The Union shall submit to the District by September 1 of each school year the amounts of dues and assessments to be deducted from each employee. Deductions shall commence in the second pay check in September and shall be deducted in each pay check, as indicated by the Union, throughout the employee's work year.

3. The Union will notify the District of any changes in said deductions no less than fourteen (14) calendar days prior to the pay period in which the deduction changes are to take place.

4. Any employee may withdraw his/her authorization for dues deduction at any time by informing the District in writing of such an election at least ten (10) calendar days prior to the pay date for which the revocation is to be effective.

ARTICLE III - GRIEVANCE PROCEDURE

A. Grievant Rights - An employee shall have the right to present grievances in accordance with these procedures free from coercion, interference, restraint, discrimination or reprisal.

B. Grievance Definition - "Grievance" shall mean any claimed violation, misinterpretation, or inequitable application of a provision of this initiated by an employee covered by the unit and/or the Union provided, however, that such term shall not include any matter involving an employee's rate of compensation (unless the employee is claiming that he/she is denied his/her proper compensation under the terms of this agreement), retirement benefits, (except as to the plan provided herein), disciplinary proceedings (except as expressly set forth herein) and any other matter which is otherwise reviewable pursuant to law or any rule or regulation having the force and effect of law, unless the same constitutes a breach of this Agreement.

C. Procedure - A grievance shall be processed in the following stages:

I. Timeliness

a. No grievance as described herein will be entertained and such grievance will be deemed waived, unless the grievance is forwarded at the first available date within thirty (30) calendar days after the employee/or union knew or should have known of the act or condition on which the grievance is based.

b. The time limits specified in this Article may be modified only by mutual agreement.

c. If a decision at one stage is not appealed to the next stage of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this agreement shall be barred.

2. Stage I: An aggrieved party shall present a grievance in writing specifying the provisions of the contract alleged to have been breached, to his or her immediate supervisor who shall render a written determination to the aggrieved party within a period of five (5) calendar days.

3. Stage II: Within ten (10) calendar days of the disposition of the grievance at Stage I, the grievant may appeal in writing to the Superintendent of Schools. A meeting of

the parties for the purpose of presenting mutual positions shall be held on three (3) days notice at Stage II within ten (10) days of the receipt of the grievance at those levels. A written decision with supporting reasons shall be rendered to the grievant and the Union in each instance within five (5) calendar days of such meeting. The grievant shall also have the right to appeal to the next stage if no meeting is held within the time allowed or if no decision is rendered within fifteen (15) days thereof.

4. Stage III: Board Level

The Board of Education (or a committee thereof) shall have the option of hearing the appeal or refusing to hear the appeal and denying the same. Thereupon the Union may seek arbitration of the appeal. When the Board expresses its option to hear the appeal, the Board shall provide the employee or Union with an opportunity to be heard. Said hearing shall be held within ten (10) days of the date of the appeal from Level II. The Board shall return its decision within ten (10) days of the date of the hearing. In the event the Board does not hear the appeal, the Board shall notify the Union within five (5) days of the date of the appeal.

5. Stage IV: Arbitration

If the Union is not satisfied with the decision at Stage III, it may submit the grievance to arbitration within twenty (20) calendar days of the decision at Stage III.

a. The Rules for voluntary labor arbitration of the American Arbitration Association shall be followed.

b. The decision of the arbitrator shall be final and binding. However, the arbitrator shall be without authority to add to, change or modify the terms and provisions of this Agreement, or to make any decision which requires the commission of an act prohibited by Law, or rule or regulation having the force and effect of law, or which violates the terms and provisions of this Agreement.

c. The costs of the services of the arbitrator, including expenses, if any, will be borne equally by both parties.

d. Arbitration shall be limited to terms covered in this contract and the Union shall specify in the demand for arbitration (or the notice of intent to arbitrate) the specific contract provisions alleged to have been breached.

6. System-Wide Grievances

If a grievance affects a group of employees or appears to be associated with system-wide policies, or arises from action of the Board of Education, it may be submitted by the union directly at Stage II described above.

7. Informal Resolution

Nothing contained herein shall be construed as limiting the right of the individual having a grievance to discuss the matter informally and/or to have the grievance adjusted without intervention of the Union, provided that the adjustment is not inconsistent with the terms of the collective bargaining contract, provided further, that the bargaining representative has been given opportunity to be present at such adjustment.

D. Discharge/Discipline Cases

In the event the District intends to discipline a permanent employee (i.e., suspension without pay, fine, demotion, or dismissal) the following procedure shall be followed:

1. The District shall notify the employee in writing of the nature of the disciplinary charge and the intended penalty.

2. The employee shall have ten (10) working days to respond to the District. The employee's response must indicate whether the employee accepts or rejects the penalty and, if he/she rejects the penalty, whether the employee elects to proceed under arbitration pursuant to this Article or the procedures set forth in Civil Service Law Sections 75 and 76. The employee may not elect both procedures.

3. In the event the employee fails to respond within the ten day time period, he/she shall be deemed to have agreed to the proposed penalty. In the event the employee responds to reject the proposed penalty but fails to elect a procedure, the employee shall be deemed to have elected arbitration.

4. Any employee electing arbitration under this provision, failing to timely respond, or deemed to have elected arbitration, will be deemed to have waived any rights he/she had pursuant to Sections 75 and 76 of the Civil Service Law.

5. If an employee elects Civil Service Law Section 75, then the District shall proceed in accordance with that statute.

6. If an employee elects arbitration, the penalty shall be imposed and the Association may make a demand for arbitration within ten (10) work days of notice of the

penalty. The arbitration shall be held in accordance with the rules of the American Arbitration Association as may be modified by this Article. In the event of a suspension or discharge, arbitration shall be held within twenty (20) days and a decision rendered within fourteen (14) days. The decision of the Arbitrator is advisory only in all cases except dismissal. In cases of dismissal, the Arbitrator's decision shall be final and binding.

7. The District reserves its right to suspend an employee without pay pending the Employee's election under this Article.

ARTICLE IV - JUST CAUSE - DISCHARGE AND DISCIPLINE

No non-probationary employee shall be discharged or disciplined without just cause. This provision is subject to advisory arbitration only, as provided in Article III, D. the probationary period shall be twenty-six (26) weeks.

ARTICLE V - LEAVE OF ABSENCE

A. Sick Leave: Each employee shall be granted fifteen (15) days of sick leave each year. Said fifteen (15) days will be credited to each employee on the employee's first day of service in each fiscal year. During an employee's first year of employment, said fifteen (15) days shall be earned on a pro rata basis of one and one-quarter (1-1/4) days per month. For new employees to earn the pro rata amount during their first month of employment, said employment must have commenced on or before the fifteenth of the month. For new employees whose employment commences after the fifteenth of the month, said pro rata sick leave days shall be earned beginning with the month subsequent to their date of employment.

1. Sick Leave Accumulation: Employees may accumulate up to two hundred (200) days sick leave. Presently accumulated sick leave shall continue.

2. Family Sickness: Five (5) of the fifteen (15) days of sick leave per year may be used for illness in the employees' family. As used in this paragraph, "family" is defined as meaning parent, spouse and children.

3. No sick leave time will accrue while an employee is on a leave of absence.

B. Personal Leave: Entitlement - Each employee shall receive in the beginning of each school year two (2) days for said school year (one day if the employee is employed after February 1st of said school year) for the purpose of personal business. Request for such leave must be made three (3) days in advance (except in emergencies) on a personal leave form, developed in consultation with the Association. Personal leave shall be granted to conduct business that can only be conducted on a work day. Recreation shall not be a basis for the grant of personal days. Personal days shall not be used for the purpose of extending a vacation or holiday. Unused personal leave time shall accumulate at the end of each school year to an employee's sick leave.

C. Bereavement Leave: Each employee shall be entitled to five (5) days for each occurrence of a death in the employee's immediate family or a death in the immediate family of an employee's spouse. The immediate family shall also include a son-in-law or daughter-in-law, a step parent or foster parent. Each employee shall be entitled to three (3) days for each occurrence of the death of a grandparent or grandchild. Each employee will be entitled to one (1) day for each occurrence of a death of an aunt, uncle, niece or nephew. Unused bereavement days shall not accumulate as sick leave days.

D. Jury Duty: There shall be no reduction in pay or leave time for performance of jury duty. The District will pay the employee his regular wages during jury duty. The employee thereafter shall endorse over any jury duty pay paid to him to the District. Employees will retain reimbursements for mileage or other expenses related to jury duty.

E. Unpaid Leaves: Upon written application to the school district, employees may be permitted an unpaid leave of absence for good cause not to exceed one year. Granting of such leave(s) is at the discretion of the school board. The employee shall notify the District of his intent to return not less than sixty (60) days prior to the termination of said unpaid leave of absence. Failure to notify shall constitute voluntary resignation of his/her position. Nothing herein is intended to prohibit subsequent applications for the foregoing. The foregoing shall not apply to probationary employees. No employee who is on an unpaid leave under this Section E shall be permitted to substitute in the District during the term of the leave.

F. Military Leave: Employees shall be offered military leave benefits as provided by Sec. 243 of the military law.

G. Child Care Leave

1. An employee may apply for maternity, adoption or child rearing leave as soon as practicable following the determination of the need for such leave. Such leave shall not be extended beyond one (1) year duration, except at the discretion of the District and upon application by the employee for an extension of up to one additional year.

2. The employee may be required to supply to the District any such records as are necessary to determine the nature of the leave at the time the employee makes application for a leave under this section. In cases of medical leave, the District shall have the right to require an employee to be examined by a District physician at District expense. The employee, at their own expense, has the right to have a physician of his/her own choosing present for such examination.

3. An employee granted child care leave shall notify the District in writing of their intent to return to work, at least sixty (60) days prior to the termination of such leave. Failure to so notify the School District shall constitute a termination of the right of the employee to return to employment.

4. An employee shall be entitled to sick pay for periods of illness or disability arising from pregnancy. Such leave will be administered in compliance with the law, Civil Service Regulations, and the court decisions having jurisdiction over the Red Hook Central School District and regulations on the subject set forth by the Commissioner of Education of the State of New York. Said employee shall be entitled to commence an unpaid child rearing leave after such period of disability as set forth in "2" above. During such unpaid child rearing leave, the employee shall not be entitled to use sick leave.

H. Sick Leave Bank

1. Each employee willing to participate in the Sick Leave Bank shall submit to the District a waiver of two (2) days of sick leave. Only employees who contribute to the bank shall be eligible to receive time from the bank. Commencing September 1988, new employees shall contribute such days during the month of September or February following the anniversary of their first year of employment.

2. In order to be eligible to be a member of the sick bank, the employee shall have been employed by the District for at least one (1) service year and must have a minimum of five (5) accumulated sick days at the time they request to join the bank.

3. Employees who elect not to join the bank within the time specified above, shall not be eligible to join the bank until membership is reopened to reconstitute the bank. At the time, the employee(s) must have a minimum of five (5) accumulated sick days when they request to join the bank.

4. The bank shall be renewed when it has twenty-five (25) days remaining and in the same manner as set forth in 2 above. Any employee drawing from the bank at the time of renewal, shall continue to be eligible for bank days and shall contribute two (2) sick days to the bank when they receive their yearly sick leave allotment.

5. The bank shall be administered by a committee of two (2) administrators appointed by the superintendent and two (2) employees appointed by the Association who shall jointly act upon withdrawals. Withdrawals from the bank shall be limited to employees who are suffering from catastrophic, prolonged and disabling illnesses or accidents, who have exhausted their accumulated sick leave. No bank participant shall be eligible to draw more than twenty (20) days per year from the bank. A physician's statement concerning the illness and/or disability shall be attached to the written application submitted by the employee to the sick leave bank committee. Subsequent medical statements may be required at the discretion of the sick bank committee at the employee's expense.

1. Holidays

1. All twelve month employees shall be entitled to thirteen (13) paid holidays. Negotiations between the District and the Union as to when the holidays occur shall take place prior to June 30 of each year of the contract.

2. All ten month hourly employees shall be entitled to eleven (11) paid holidays with pay per year. Five days of this holiday pay shall be given to employees in their last pay check before the Christmas recess. Six days of their holiday pay should be given to employees in their last pay check prior to June 30th of each year. Any employee who is separated from the District prior to the Christmas recess, or prior to the last student attendance day in June shall have his last pay check adjusted by a pro rata share of this holiday pay. Such pro rata share shall be one paid holiday per month for each month of employment.

ARTICLE VI - ASSOCIATION RIGHTS

A. Bulletin Board - The District shall provide a location in each of the school buildings for the union to erect a bulletin board for exclusive use of the Union for the posting of Union notices relating to Union business.

B. Right to Distribute Notices - The Union shall have the right to distribute notices, circulars and other materials to its members, at reasonable times, so long as said distribution does not interrupt the business of the School District.

C. School Buildings - The Union shall have the exclusive right of use of school buildings upon prior notification to Superintendent or designee to transact business. The Union shall make such application upon sufficient prior notice.

D. Board Proceedings - The District will provide the Union with an agenda and minutes of each official Board of Education meeting as soon as they become available.

E. President - The President of the Union shall be permitted to meet at least monthly, with the Superintendent of Schools at a time mutually convenient to discuss items of mutual concern relating to the terms and provisions of the contract.

F. Use of District Equipment - The Union shall have the exclusive right of use of designated District equipment, such as copy equipment, typewriters, telephones, and where there is an expense to the District for the use of such equipment, the Union shall reimburse the District for the cost of such expense, if any.

G. The Term "exclusive" - The term "exclusive" herein above set forth is intended to limit the foregoing rights to the Union and no other competing Union.

H. Release Time - The Association shall be granted release time to conduct Union business not to exceed six (6) days, four (4) of which will be with pay and two (2) of which will be without pay.

ARTICLE VII - NO DISCRIMINATION

There shall be no discrimination in hiring or in conditions of employment based upon race, religion, color, age, sex, creed, national origin. The District agrees that its obligation includes, but is not limited to, the following: hiring, placement, upgrading, transfer or demotion, recruitment, advertising or solicitation for employment, treatment during employment.

ARTICLE VIII - POSTING OF VACANCIES

Any unit vacant positions shall be posted at job locations no less than ten (10) calendar days before the position is filled, if possible. The President of the Union shall simultaneously receive notification of such posting by mail. Qualifications for the position and a job description shall be included in the posting. The President of the Union shall be notified of the filling of a unit position within five (5) calendar days after the filling of such position.

For vacant position(s) that occur during July and August, unit member(s) shall be notified by mail providing said member(s) have filed a letter of intent by June 15th, with the District, indicating their desire to be considered for a vacant position.

ARTICLE IX - PERSONNEL FILES

There shall be one official District employee personnel file which shall be maintained in a central office. Employees shall have the right, upon request and reasonable notice, to review the contents of their files excluding confidential references pertaining to hiring or promotion. Employees shall be entitled to representation of his choosing during such review. The employee shall be given a copy of all materials which may affect his employment status in the District, prior to insertion in his/her file. The employee shall have the right to reply in writing to any material placed in the personnel file. The reply shall be attached to the material and filed in the official District personnel file.

ARTICLE X - WORKERS' COMPENSATION

Employees covered hereunder who are injured at school in the course of their employment and thus entitled to Workers' Compensation payments shall be compensated in the following manner:

Any payment received as Workers' Compensation benefits for absence for which the employee also receives full sick leave pay will be returned to the District so long as the employee receives full salary. In the event the employee has not accumulated sufficient sick leave, the employee shall be entitled to retain any Workers' Compensation benefits for any period for which sick leave pay is not paid or payable. An employee shall be refunded sick days at a rate equal to the daily rate of pay in effect at the time of the injury. The number of sick days credited shall be equal to the dollar amount of the insurance compensation received by the District divided by the daily rate of pay in effect at the time the sick days were used by the employee.

ARTICLE XI - MEAL ALLOWANCE/LODGING EXPENSES

A. Upon presentation of receipts, all employees assigned to overnight trips shall be reimbursed reasonable lodging expenses and maximum meal allowances as follows so long as the right to incur expenses has written prior approval of the District.

Breakfast:	\$6.50	Lunch:	\$9.00	Dinner:	\$15.00
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B. Bus Drivers who accrue six (6) hours of continuous work time under the following conditions will be eligible for reimbursement for meal expenses to the maximum rates specified above:

1. a separate special trip with continuous duty in excess of six (6) hours.
2. a separate special trip that is extended and results in continuous duty in excess of six (6) hours.
3. due to unforeseen circumstances, the normally scheduled district bus route is immediately followed by a special trip that results in a continuous duty in excess of six (6) hours.

ARTICLE XII - PAYROLL SAVINGS PLAN

A. Savings Accounts - The District shall make available a payroll deduction savings plan to be held by one lending institution, chosen by the Union, in the Red Hook area. Each employee who wishes to participate in said plan shall file with the District an authorization form indicating the amount to be deducted.

I, _____ authorize the Red Hook School District to deduct from each paycheck \$ _____ to be deposited in _____ accordance with Article XII of the Agreement between the Red Hook School Support Staff Association and the Red Hook School District.

Signature

Date

B. Availability - The foregoing shall be granted if the District can make the same available under the exigencies of the current payroll procedure and system or under a new payroll procedure and system if adopted.

ARTICLE XIII - COPIES OF AGREEMENT

The District agrees to supply two hundred (200) copies of this Agreement to the Union. When the District hires new employees that are members of this bargaining unit, the District shall provide said employees with a copy of this Agreement.

ARTICLE XIV - PERSONAL MILEAGE

Any employee requested to use his personal vehicle for district business shall be compensated at the prevailing IRS rate per mile in effect on July 1 of that school year.

ARTICLE XV - OVERTIME

A. Rotation - Overtime shall be rotated equitably within the employee's job classification. The system for implementation of the foregoing shall be developed by the administration; the Union may consult with the administration in the development of said system. (For purposes of this provision only, work by bus drivers in excess of 4.5 hours in one day shall be determined overtime. However, for pay purposes the provisions of section C below only shall apply.)

B. Sundays - Holidays - Work performed on a Sunday or district holiday (a day designated a holiday or floating holidays by Article V of this contract) shall be paid for double time.

C. Calculation - Overtime shall be defined and compensated for when an employee's total amount of hours in one week exceeds forty (40). When an employee is designated as receiving paid lunch as set forth in Article XVII, said paid lunch shall be computed for calculation of eligibility for overtime, i.e., toward achievement of forty (40) hours. The base hourly rate for calculation of the overtime pay for combination positions will be determined by dividing the calculated annualized salary for the position by the total rated hours for the position.

D. Call-In Guarantee - Any individual called in to perform duties not coincident with their normal schedule shall be guaranteed at least two (2) hours pay. Custodians or other employees who are required to routinely check school buildings as part of their assignment, shall be guaranteed at least two (2) hours pay. Notwithstanding the foregoing, any hours worked immediately preceding or immediately succeeding an employee's regular starting or ending time respectively, shall be clocked for the actual number of hours worked. Overtime payment shall be paid for actual hours worked beyond forty (40) hours per week.

E. Refusal - An individual employee may refuse to perform overtime, however, in the event the administration cannot find volunteers to perform overtime, work may be assigned in reverse order of seniority by job classification.

F. Scheduling of Extra Bus Runs

1. For all extra, regularly scheduled bus runs outside of the typical two shifts (commonly called "Bid Runs") the District will prominently post the availability of such runs 48 hours in advance. However, runs that are known at the beginning of the school year will be presented to drivers at the September safety meeting. A response will be required by 3:00 p.m. on that day. Substitute drivers shall not be eligible for extra runs, on a regular basis, until such time that the 48 hour deadline has passed and all regular drivers canvassed have not responded.

Extra bus runs will be awarded by use of the seniority rotation system. Each employee on the list shall not have the opportunity for an additional run prior to any other employee on the list being granted a second run.

In the event that a driver possesses a bid run that pays a two hour minimum call-in guarantee and the employee works less than the two hours, the District will have the right to extend that run up to two hours prior to creating a new run.

2. An employee who has been awarded an extra run pursuant to this section of the contract may, upon one week's notice to the district, withdraw from said run.

G. Snow Plowing:

Snow plowing shall be performed by the maintenance department. Additional personnel will be called on the basis of seniority from the custodial classifications.

ARTICLE XVI - SENIORITY

A. Definition and Applicability - Seniority shall be determined in accordance with total District service within the job classification in the bargaining unit, excluding substitute service, and shall be applied to all promotions, transfers, layoffs and recalls and preferential shifts. However, ability to perform the work shall be the basis for determining promotions and transfers and when this is relatively equal, seniority shall govern. In the case of layoffs and recall, seniority shall be the sole factor. It is understood and agreed, however, where Civil Service Law requires filling of competitive class positions by appointment from District or County lists, seniority shall be considered to the extent permitted by law.

Seniority shall be measured from the date of appointment to a probationary position. Employees with the same hiring date shall be placed on the seniority list in the following order:

1. Those having prior service with the District
2. The senior employee shall be the employee who possesses the lowest last four (4) digit Social Security number.

B. Part Time Employees - All part time employees shall accrue seniority in accordance with the following table:

Seniority Credit	
<u>No. of Hours Normally Assigned Per Week</u>	<u>(Per Calendar Month)</u>
20 hours inclusive	.5 months
20-30 hours inclusive	.75 months
30 or more full time	

C. Rehired Employees Considered as New Employees - If any employee quits, retires or is discharged for just cause, he shall lose his seniority, and if rehired at a later date shall be considered as a new employee.

D. Seniority Lost When Period of Layoff Exceeds Continuous Service or When Layoff Exceeds Thirty-Six Months, Whichever is Less - an employee's seniority shall terminate if: He has been laid off for a period equal to his length of continuous service in the unit covered by this Agreement or for a period exceeding three years whichever is less. Laid off employees must register with the District, either in person or in writing, once every twelve months following date of layoff indicating their continued availability for recall. In the event of refusal of preferred employment for a similar position from which he was laid off, any recall rights herein provided shall terminate.

E. Seniority Accumulates for Thirty-Six Months - The seniority of an employee shall continue to accumulate while he is absent because of illness (while on paid sick leave) or other paid leave. However, if an employee is absent because of a job incurred injury, seniority shall accumulate during the entire period of disability.

F. Transfers (Change to Lower Pay Classification) or Promotions

1. Employees shall not lose seniority in one classification when said employees are transferred or promoted to other classifications. Employees shall date their seniority in the new classification from the date of transfer to the new classification.

2. Employees of the District transferred from non-bargaining unit positions to jobs within the bargaining unit, shall date their seniority from the date of transfer.

3. If, however, an employee is laid off from a bargaining unit position, having previously served in a bargaining unit position immediately before being appointed to the non-unit position, said employee shall have seniority rights based on unit service for recall provided that the service in the non-bargaining unit position was no greater than twelve (12) months.

G. Layoff and Recall - Employees, if laid off, shall be laid off in reverse order of seniority and recalled in order of seniority according to the following job classifications:

- I. Clerks
- II. Drivers
- III. Auto mechanics (auto mechanics may bump into Category II)
- IV. Custodians, Custodial Workers, Courier, Groundskeepers, Assistant Maintenance Workers
- V. Food Service
- VI. Aides
- VII. Maintenance (maintenance employees may bump into Category IV)
- VIII. Senior Typist and Typist (senior typist and typist may bump into Category I)
- IX. Monitors
- X. Head Bus Driver

ARTICLE XVII - WORK DAY

A. Senior Typists and Typists shall work a seven and a half hour day (7.5) plus a half hour paid lunch for days when students are required to be in attendance. During periods of time when students are not required to be in attendance, the work day shall be a total of six (6) hours, plus a half hour paid lunch. There may be flexible scheduling of work times during the summer by mutual agreement between the supervisor and employee.

B. Maintenance Workers, Couriers, Custodians and Custodial Workers shall work seven and a half hour day plus a half hour (1/2) paid lunch.

C. Auto Mechanics and Mechanic Helpers (including relief bus drivers) shall work seven and a half (7.5) hour day plus a one half hour (1/2) paid lunch except for days of inclement weather necessitating a "swing shift" of four hours, a one hour unpaid lunch and another four hour shift (the total nine hour day shall be continuous).

D. Bus Drivers - (Ten Month) shall work a four and a half hour day, not necessarily continuous but no more than two shifts a day. The driver day includes pre-trip inspection, checking fluids, fueling and cleaning/washing their assigned vehicle.

The following definitions will apply:

a. Route Time: Additional time paid to a driver when the driver's day exceeds 4-1/2 hours due to regular transportation requirements.

b. Trip Time: Additional time paid to a driver for transportation to and from Athletic and Field Trips. For purposes of calculation, Trip Time is payable after a basic driver day of 4-1/2 hours.

E. Typist, Clerks, Aides, Part-time Custodial Workers, Cafeteria Workers, Building Monitors and Groundskeepers - shall be paid a half hour lunch provided that they are scheduled to work five consecutive hours (5) or more in a day.

F. Bus Monitors: Except for days that school is closed because of inclement weather or other emergencies, bus monitors will be guaranteed a minimum of two hours pay for each shift they work unless notified by the District of the cancellation of the shift by 4:30 p.m. of the preceding day for the morning shift or 12:00 noon for the afternoon shift.

G. Calculating Overtime - For purposes of calculating eligibility for overtime (40 hours) all work and lunch time shall be included provided the lunch is designated as paid. For purposes of calculating the rate for overtime, paid lunch shall be included in the total number of hours of work.

H. Overtime/Compensatory Time - When employees are required to work overtime they shall be paid the overtime rate of pay or receive compensatory time off (1-1/2 hours for each hour of overtime over 40 hours per week). The choice as to whether an employee receives overtime pay or compensatory time off is in the discretion of the District, subject to the following conditions:

a. Compensatory time off will not accrue from year to year. At the end of each school fiscal year (June 30th), all employees will be paid for all accrued compensatory time off at the rate of pay of the year in which it is earned. Such payment shall be made in the employee's first paycheck of the new fiscal year; and,

b. The District shall maintain a record of compensatory time off for all employees in accordance with its procedures.

ARTICLE XVIII - MANAGEMENT RIGHTS

A. District Authority Rights and Responsibilities - Except as limited by other provisions of this Agreement, all of the authority rights and responsibilities possessed by the District are retained by it.

ARTICLE XIX - SUBCONTRACTING AND USE OF VOLUNTEERS

The District agrees not to subcontract bus runs beyond that already subcontracted as of March 1, 1996 for the period from the signing of this Agreement to June 30, 1998. Runs already subcontracted include:

1. Vocational education bus runs provided through BOCES cooperative, district to district cooperation, or private contractor;
2. Special education bus runs provided through BOCES cooperative, district to district cooperation, or private contractor;
3. Kildonan bus run;

4. BOCES Vocational Education; and
5. Summer special education.

This provision in its entirety shall terminate on June 30, 1998, whether or not a successor agreement to the 1993-1998 agreement has been reached at that time. Specifically, this article (Article XIX) shall not be subject to Section 209-a of the New York State Civil Service Law or the Triborough Doctrine.

ARTICLE XX - REORGANIZATION OF POSITIONS

The District shall not divide positions into part-time positions in order to avoid contractual benefits. It reserves the right, based on educational needs, to reorganize positions.

ARTICLE XXI - WORK WEEK

The work week shall be five consecutive days for all employees. When necessary for educational or operational reasons or to avoid a reduction in staff, the District may assign an employee a work week that includes a Saturday provided that the work week remains five (5) consecutive days.

ARTICLE XXII - WORK YEAR - 10 MONTH EMPLOYEES

No ten-month employee shall be required to work more than 185 days. The work year for ten month employees shall fall between the first day after Labor Day and the last day students are in session in June. (The present practice regarding work year shall remain in effect for 10 and 12 month employees.)

Employees that are assigned to transport students to other school districts or nonpublic schools shall be expected to work on days that the other schools are in session. In the event an employee is required to work more than 185 days between September 1st and June 30th, said employee shall receive a pro rata amount of their daily rate of pay for said service. The daily rate is 1/185th of the annual rate of pay.

ARTICLE XXIII - EMPLOYEE PROTECTION

All employees shall be afforded the rights afforded under Section 3028 and 3023 of the New York State Education Law.

ARTICLE XXIV - PAY PERIODS

All employees covered by this unit shall be paid bi-weekly. Newly hired employees shall be paid as soon as possible but no later than the second regular bi-weekly pay day following employment after the commencement of their employment with the District.

All adjustments to a unit member's regular pay including adjustments made for leave without pay, will be made as soon as possible, but no later than the second pay period following the overtime work, or leave.

Employees who are paid on an hourly basis will receive paychecks calculated on an annualized basis for the convenience of the employee based upon rated hours of employment at the beginning of the school year. The District reserves the right to increase or decrease the rated hours of any position during the school year. Annualized pay and consequent bi-weekly pay checks for hourly employees will be adjusted as a function at revised rated hours.

ARTICLE XXV - VACATIONS

A. Allotment - At the end of the first school year of credit service, all twelve month employees shall be entitled to ten days of vacation (prorated to the amount of service, in the first year of service) to be taken during the second school year of service and accordingly as follows:

At the end of the 2nd school year ten days taken in the third year of service

3rd	11 days to be taken in the 4th year
4th	12 days to be taken in the 5th year
5th	13 days to be taken in the 6th year
6th	14 days to be taken in the 7th year
7th	15 days to be taken in the 8th year
8th	15 days to be taken in the 9th year
9th	16 days to be taken in the 10th year
10th	17 days to be taken in the 11th year
11th	18 days to be taken in the 12th year
12th	19 days to be taken in the 13th year
13th	20 days to be taken in the 14th year

14-25th years 20 days to be taken in the 15-25th years

25th 25 days to be taken in the 26th year

B. Accrual - During their first year of employment, each twelve month employee shall accrue vacation time at the rate of five-sixth (5/6) day for each month of employment. When employment commences on or before the fifteenth of the month, the pro rata credit of vacation time shall count for the entire month. When employment commences after the fifteenth of the month, the pro rata credit of vacation time shall commence beginning with the month subsequent to the date of employment. Thereafter, vacation time earned in the prior fiscal year shall be credited on the first day of service in each fiscal year of employment. During an employee's first year of employment vacation time shall not be granted until the July 1st following the date of employment. In the event of discharge or termination, vacation time shall be pro rated based upon said employee's annual salary.

C. Initial Employment Later than July 1 - An individual who is initially employed later than July 1st of any year and who accrues vacation pay for his first year shall on June 30th following his initial employment, be credited with one year of service for purposes of determining which category of entitlement (set forth in A above) that the employee falls within and June 30th shall become the anniversary day for credit years of service.

D. Scheduling:

1. Twelve month employees vacations will be arranged insofar as possible, at a time which will not interfere with District operations. Insofar as possible, the District will arrange the vacation of each employee at a time which suits the employee's request. Employees having the greatest seniority will be given first choice in selecting their vacation periods.

2. Employees eligible to receive more than three (3) weeks of annual vacation may elect to receive a vacation pay in lieu of time off for one week of such annual vacation.

3. If a paid holiday falls during an employee's vacation, the employee shall receive a floating holiday during the work year as a substitute for that paid holiday. That day will be determined mutually by the District and the employee.

4. There shall be no carry-over of vacation from year to year except with the permission of the District.

ARTICLE XXVI - RETIREMENT

A. The District shall provide current plan 75g of the New York State Employees Retirement system to all eligible employees. Payment for unused sick leave at retirement of 55 years of age or older shall be according to the following formula:

1. Fifty percent (50%) of daily rate of pay for each day of accumulated sick leave over and above thirty (30) days.

2. In no case shall the total amount of payment per individual be more than \$4,500 in 1995-96, \$4,750 in 1996-97 and \$5,000 in 1997-98.

B. The District shall provide a one-time only retirement incentive payment of \$3,500 to members of the unit meeting the following conditions:

1. An irrevocable letter or resignation for the purpose of retirement with an effective date of June 30, 1996 or before must be submitted to the District no later than May 30, 1996 for acceptance by the Board of Education;

2. An employee must be eligible for retirement under the NYS Employees Retirement System and be 55 years of age or older;

3. An employee must have been continuously employed by the District for a period of at least ten (10) years immediately preceding the effective date of the resignation; and

4. Any employee electing to participate in this retirement incentive waives any right to participate in any early retirement incentive plan which may be offered by New York State and participated in by the District.

5. This retirement incentive provision expires June 30, 1996.

ARTICLE XXVII - CLOTHING ALLOWANCE

A. All mechanics and maintenance workers will be provided with seven changes of shirts and pants per week at District expense. The cleaning and replacement of the shirt and pants shall be the responsibility of the District.

B. The District, at its discretion, shall provide protective clothing for any employee assigned by the District to perform work that necessitates protective clothing.

ARTICLE XXVIII - INSURANCE

A. Coverage:

1. Effective July 1, 1996, the District shall provide for a health insurance benefit program at a level substantially equivalent to the Dutchess Educational Health Insurance Consortium (DEHIC) Alternative Plan as it exists as of July 1, 1996 for each unit member employed for more than twenty (20) hours per week at a rate of 100% of the individual cost and 95% of the additional dependent cost.

The District will reimburse unit members and retirees for one half of deductibles and coinsurance expenses incurred under the major medical provisions of the Dutchess Educational Health Insurance Consortium (DEHIC) Alternative Plan which are not covered by coordination of benefits provisions of other health insurance plans available to unit members and retirees. If the bill is subject to coordination of benefits of a second plan, the reimbursement will occur only after submission to the second company and for the uncompensated allowable amount.

2. The District shall provide for the same health insurance benefit program for retired members of the unit, having at least five years of District service, at a rate of 85% of the individual cost and 50% of the additional dependent cost.

3. Prior to any change in health insurance carriers, the District and the Union will mutually agree that the substantially equivalent criteria has been met.

4. Any employee receiving coverage as of January 1, 1988 under the previous agreement shall continue to be eligible for coverage at District expense regardless of the number of work hours per week.

B. Buy-Out Option:

1. The District shall offer to each unit member that can document the fact that they are covered by health insurance under the plan of another person, the option to buy-out of the District's health insurance coverage.

2. The District shall offer the buy-out at a rate of 35% of the family premium paid by the District in effect on July 1st of that calendar year, as currently held by said unit member or by any unit member eligible for coverage but not currently covered.

3. Eligible unit members must elect the buy-out option upon employment or on an annual basis thereafter. Said election must be executed by the unit member prior to June 1st of each year on forms provided by the District.

4. In the event a new unit member elects the buy-out option for a calendar year, July 1st through June 30th, the 35% rate will be pro rated based on the remaining premiums due for said fiscal year. For new employees to receive the pro rata amount during their first month of employment, said employment must have commenced on or before the 15th of the month. For new employees whose employment commences after the 15th of the month, said pro rata amount shall begin with the month subsequent to their date of employment.

5. An employee may be eligible for nontaxable buy-out if either of the following criteria is met:

a. If the employee provides proof of having paid for equivalent coverage equal to or greater than the buy-out amount offered, then the employee is given the buy-out amount through the accounts payable system and no taxes are withheld; or

b. If the employee intends to be covered by a spouse's policy, and the spouse contributes toward the cost of such policy, the amount contributed by the spouse must be documented. If the amount contributed by the spouse is equal to or greater than the buy-out the District offers, the District will consider the buy-out to be a reimbursement of cost to provide equivalent coverage, and the buy-out will be paid through accounts payable with no taxes withheld.

6. An employee will be responsible for all payroll taxes on the buy-out if either of the following criteria apply:

a. If the spouse does not contribute toward the cost of coverage, the buy-out amount is considered additional income and is subject to all payroll taxes; or

b. If the employee has not purchased another health insurance policy, the buy-out is considered additional compensation and is subject to all payroll taxes.

7. Employees covered under the New York State Employees Retirement System are not eligible to have the buy-out added to their salary received that is reported to the retirement system. Members in Tier 3 or 4 will not have 3% deducted from the buy-out amount.

8. In the event an employee has an emergency and wishes to get back into a district sponsored health insurance plan, the following shall apply:

a. If a spouse of the employee is not currently in a district sponsored health insurance plan, there is a three month wait to begin coverage again, and the District must be refunded the pro rated amount of the buy-out that covers the premiums remaining due for said calendar year.

b. If a spouse of the employee is currently in a district sponsored health insurance plan and has family coverage, there is also a three month wait to be covered again, and the District must be refunded the pro rated amount of the buy-out that covers the premiums remaining due for said calendar year.

c. If a spouse of the employee is currently in a district sponsored health insurance plan and has, or is willing to change to individual coverage, the employee can begin coverage on the day after the transaction form is signed.

ARTICLE XXIX - SALARIES

A. The District shall have the right to place newly hired employees at any step on the salary schedule in effect at the time of hire. In the event said newly hired employee is placed on a step higher than other current employees in the same job classification, any affected current employees with more than one year of District service shall have their salary step placement increased to one step above the newly hired employee and any affected current

employee with less than one year of service shall have their salary step placement increased to the same step as the newly hired employee.

B. No employee may grieve or claim a higher salary step than that assigned through this collective bargaining agreement during the life of this agreement or subsequent agreements extending these schedules.

C. 1. Effective July 1, 1993, an increase of 2% plus increments for those employees who are eligible for increments and 3% for those who are not;

2. Effective July 1, 1994, an increase of 2% plus increments for those employees who are eligible for increments and 3% for those who are not;

3. Effective July 1, 1995, an increase of 3% plus increments for those employees who are eligible for increments and 3% for those who are not;

4. Effective July 1, 1996, an increase of 3% plus increments for those employees who are eligible for increments and 3% for those who are not;

5. Effective July 1, 1997, an increase of 4% plus increments for those employees who are eligible for increments and 4% for those who are not;

6. Any retroactive payments shall be computed on base salary only and are payable to employees. Retroactive payments shall be made to employees who were employed by the District during any part of this new contract even if they are no longer employed by the District so long as they resigned or retired from employment with the District.

7. Effective July 1, 1996, a new salary schedule for bus drivers as attached shall replace the existing salary schedule for drivers. Drivers who were on step 9 and below as of 6/30/96 were placed on the *New Schedule F*. A driver's annual salary during the 1995-96 year determined step placement on the new *Schedule F*. Placement on the *New Schedule F* would occur by matching the 1995-96 annual salary to the closest annual salary available on the *New Schedule F*, but must result in each driver receiving a higher annual salary in 1996-97 than the one received in 1995-96.

8. Effective July 1, 1996, a new salary *Schedule F* for bus drivers as attached shall replace the existing salary schedule for drivers. The drivers listed by name on the *New Schedule F* will no longer be paid in accordance with the bus drivers' salary schedule ("off schedule drivers"). These off schedule drivers will receive a straight 3% raise in 1996-97

and 1997-98 and are not eligible for any increment increase. Retroactive payments for bus drivers shall be calculated as per the above schedule changes and paid in a lump sum payment to those eligible. Such schedule increases will not be included in their base salaries for 1996-97 which shall remain at their present level subject to the 3% increase for off schedule drivers and the 3% plus increment where eligible for remaining drivers.

D. For the purpose of salary adjustments, the daily rate of pay for twelve (12) month salaried personnel shall be 1/260 of said employee's annual salary.

E. Upon Board approval, when an individual currently employed by the District is transferred to a different job classification, that individual will remain on their current salary step when the transfer necessitates changing salary schedules.

F. Longevity is earned after completion of the 17th year of service and is paid in the 18th year of service.

G. Consolidation of Schedules

1. No employee will suffer a reduction in salary resulting from said consolidation.

2. Employees affected by the consolidation will be placed on the step closest to their present salary.

3. The parties agree that in the event the step on the consolidated salary closest to the employee's salary is lower than his/her present salary, said employee will be moved to the higher salary step.

4. If an employee on a combined schedule (Schedule AD or AS) moves to Schedule A, A-1, C, D, E-1, E-2, or F, the employee will lose any additional salary step(s) gained in order to meet the requirement of #1 through #3 above.

ARTICLE XXX - LEGISLATIVE 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 APPROVAL.

ARTICLE XXXI - ASBESTOS WORKERS

Custodial employees who volunteer to participate in the District's asbestos management program will be compensated in the manner prescribed below.

Those employees who inform the District of their willingness to participate in the above program will be paid a \$750 stipend for performing the following duties.

1. Agree to be available for work and training when needed and to perform the duties set forth in this memo.
2. Complete the required training.
3. Participate in the District's required inspection of the facilities. It is understood that said inspection is to be performed once every six months to determine the condition of the ACBM.
4. Once trained, the individuals will assist with the required labeling of the ACBM.
5. Payments for the above will be made in lump sums on or before December 31st and June 30th. The stipend will be paid and prorated, if necessary, only for the period of time that an employee functions in this capacity.
6. It is understood that availability for work shall be based on seniority.
7. Employees involved in the District's asbestos program will retain all vacation rights.
8. Employees will perform the following work at the prevailing Dutchess County rate schedule established by the State of New York Department of Labor. The wage per hour shall be \$23.65 for the life of this contract.
 - a. Repairs to friable asbestos that currently exists within District facilities. Such repairs shall be limited pursuant to 29 CFR 1977.12 (b)(2) OSHA, AHERA Section 211.
 - b. The preparation of work sites for maintenance staff. This includes the removal of asbestos prior to executing a repair.
 - c. Responding to fiber release episodes.
 - d. Involved in assisting the designee with the monitoring of all asbestos abatement projects.

9. Seniority as an asbestos worker shall be determined by the following consecutive order:

- a. Length of continuous service as an asbestos worker
- b. Overall bargaining unit seniority.

ARTICLE XXXII - DURATION

This provision of this Agreement shall be effective July 1, 1993 and shall remain in full force and effect until June 30, 1998. Either party wishing to amend or modify this Agreement, shall give written notice not less than sixty (60) days prior to the expiration date. In the event such written notice is given, negotiations shall begin prior to April 30th. At the opening of such negotiations, both parties shall present to each other in writing their proposed changes to said Agreement.

For the District:

William J. Rock

Date:

APR 22 1996

For the Association:

Margaret Mary K. Maister

Date:

APR 22 1996

RED HOOK CENTRAL SCHOOL

RED HOOK SCHOOL SUPPORT STAFF ASSOCIATION

Schedules constructed to provide equal percentages at every step

SCHEDULE A1 - HEAD MECHANIC/ASSISTANT TRANSPORTATION SUPERVISOR

12 Month Salaried - base of 2080 Annual Hours - Paid 1/2 Hour Lunch - Vacation Entitlement

A1 1992-93 Step	1992-93 Step Salary	Base Increment Percent	3.86%	3.86%	4.86%	4.86%	5.86%
			New - 2% Step 16 & L - 3% 93-94	New - 2% 16 & L - 3% 94-95	New - 3% 16 & L - 3% 95-96	New - 3% 16 & L - 3% 96-97	New - 4% 16 & L - 4% 97-98
1	25,140	0.00%	25,607	26,082	26,566	27,059	27,561
2	25,653	2.04%	26,110	26,595	27,349	27,856	28,644
3	26,176	2.04%	26,642	27,117	27,887	28,677	29,487
4	26,710	2.04%	27,186	27,669	28,434	29,241	30,357
5	27,245	2.00%	27,740	28,234	29,013	29,815	30,954
6	27,779	1.96%	28,296	28,810	29,605	30,422	31,561
7	28,314	1.93%	28,850	29,387	30,209	31,043	32,204
8	28,847	1.88%	29,406	29,963	30,814	31,676	32,861
9	29,383	1.86%	29,960	30,540	31,418	32,311	33,531
10	29,917	1.82%	30,516	31,115	32,023	32,944	34,203
11	30,437	1.74%	31,071	31,693	32,626	33,578	34,873
12	30,988	1.81%	31,611	32,269	33,232	34,211	35,545
13	31,524	1.73%	32,183	32,830	33,836	34,846	36,215
14	32,058	1.69%	32,740	33,424	34,424	35,479	36,887
15	32,594	1.67%	33,294	34,003	35,047	36,096	37,557
16	33,127	1.64%	34,121	35,145	36,199	37,285	38,776
Longevity	938		966	995	1,025	1,056	1,099
Ave. Increment		1.86%					

RED HOOK CENTRAL SCHOOL

RED HOOK SCHOOL SUPPORT STAFF ASSOCIATION

Schedules constructed to provide equal percentages at every step

SCHEDULE A - CUSTODIANS/ASST MECHANICS/RELIEF BUS DRIVERS

12 Month Salaried - base of 2080 Annual Hours - Paid 1/2 Hour Lunch - Vacation Entitlement

A	1992-93		3.96%	3.96%	4.96%	4.96%	5.96%
1992-93	Step	Base	New - 2%	New - 2%	New - 3%	New - 3%	New - 4%
Step	Salary	Increment	Step 16 & L - 3%	16 & L - 3%	16 & L - 3%	16 & L - 3%	16 & L - 4%
		Percent	93-94	94-95	95-96	96-97	97-98
1	21,237	0.00%	21,652	22,076	22,508	22,948	23,397
2	21,670	2.04%	22,077	22,509	23,170	23,623	24,315
3	22,113	2.04%	22,527	22,950	23,625	24,318	25,030
4	22,564	2.04%	22,988	23,418	24,087	24,796	25,766
5	23,049	2.15%	23,457	23,897	24,579	25,281	26,273
6	23,534	2.10%	23,961	24,385	25,081	25,797	26,787
7	24,020	2.07%	24,465	24,909	25,594	26,324	27,333
8	24,505	2.02%	24,970	25,433	26,143	26,862	27,892
9	24,993	1.99%	25,474	25,958	26,693	27,439	28,462
10	25,478	1.94%	25,982	26,482	27,244	28,016	29,073
11	25,964	1.91%	26,486	27,010	27,794	28,594	29,685
12	26,448	1.86%	26,991	27,534	28,349	29,171	30,297
13	26,936	1.85%	27,494	28,059	28,899	29,754	30,908
14	27,423	1.81%	28,002	28,582	29,450	30,331	31,526
15	27,908	1.77%	28,508	29,110	29,999	30,910	32,138
16	28,397	1.75%	29,249	30,126	31,030	31,961	33,239
Longevity	938		966	995	1,025	1,056	1,099
Ave. Increment		1.96%					

RED HOOK CENTRAL SCHOOL

RED HOOK SCHOOL SUPPORT STAFF ASSOCIATION

Schedules constructed to provide equal percentages at every step

SCHEDULE AD - CUSTODIAN, ASSISTANT MECHANIC, and MAINTENANCE WORKER/DAILY DRIVER

12 Month Salaried - 2080 Annual Hours Work Basis

Paid 1/2 Hour Lunch - Vacation Entitlement

AD 1992-93 Step	1992-93 Step Salary	Base Increment Percent	93-94 3.96%	94-95 3.96%	95-96 4.96%	96-97 4.96%	97-98 5.96%
			New - 2% Step 16 & L - 3% 93-94	New - 2% 16 & L - 3% 94-95	New - 3% 16 & L - 3% 95-96	New - 3% 16 & L - 3% 96-97	New - 4% 16 & L - 4% 97-98
1	22,194		22,629	23,073	23,525	23,986	24,456
2	22,647	2.04%	23,072	23,524	24,216	24,690	25,414
3	23,109	2.04%	23,543	23,985	24,690	25,416	26,160
4	23,580	2.04%	24,023	24,474	25,174	25,913	26,930
5	24,087	2.15%	24,513	24,973	25,687	26,421	27,456
6	24,594	2.10%	25,040	25,483	26,210	26,960	27,994
7	25,099	2.05%	25,567	26,030	26,746	27,509	28,566
8	25,608	2.03%	26,092	26,578	27,320	28,071	29,147
9	26,116	1.98%	26,621	27,124	27,895	28,674	29,743
10	26,624	1.95%	27,149	27,674	28,468	29,277	30,382
11	27,131	1.90%	27,677	28,223	29,045	29,879	31,021
12	27,638	1.87%	28,204	28,772	29,622	30,484	31,658
13	28,148	1.85%	28,731	29,320	30,198	31,090	32,299
14	28,658	1.81%	29,261	29,867	30,773	31,694	32,942
15	29,164	1.77%	29,792	30,418	31,347	32,298	33,581
16	29,675	1.75%	30,565	31,482	32,426	33,399	34,401
Longevity	938		966	995	1,025	1,056	1,088
Ave. Increment		1.96%					

RED HOOK CENTRAL SCHOOL
RED HOOK SCHOOL SUPPORT STAFF ASSOCIATION
Schedules constructed to provide equal percentages at every step

**SCHEDULE AS - CUSTODIAN, ASSISTANT MECHANIC, and MAINTENANCE
WORKER/SUB DRIVER**

12 Month Salaried - 2080 Annual Hours Work Basis
Paid 1/2 Hour Lunch - Vacation Entitlement

			3.96%	3.96%	4.96%	4.96%	5.96%
AS	1992-93	Base	New - 2%	New - 2%	New - 3%	New - 3%	New - 4%
1992-93	Step	Increment	Step 16 & L - 3%	16 & L - 3%	16 & L - 3%	16 & L - 3%	16 & L - 4%
Step	Salary	Percent	93-94	94-95	95-96	96-97	97-98
1	21,663		22,088	22,521	22,962	23,412	23,871
2	22,105	2.04%	22,520	22,088	22,521	22,962	24,806
3	22,556	2.04%	22,979	23,411	23,183	23,637	24,330
4	23,015	2.03%	23,448	23,888	24,571	24,332	25,045
5	23,510	2.15%	23,925	24,376	25,072	25,789	25,781
6	24,004	2.10%	24,440	24,871	25,584	26,315	27,325
7	24,501	2.07%	24,954	25,407	26,104	26,852	27,882
8	24,995	2.02%	25,470	25,941	26,666	27,398	28,451
9	25,493	1.99%	25,984	26,478	27,227	27,988	29,030
10	25,988	1.94%	26,502	27,012	27,790	28,576	29,655
11	26,483	1.90%	27,016	27,550	28,351	29,167	30,278
12	26,978	1.87%	27,531	28,085	28,915	29,756	30,904
13	27,476	1.85%	28,045	28,620	29,477	30,348	31,528
14	27,972	1.81%	28,563	29,154	30,038	30,938	32,156
15	28,466	1.77%	29,079	29,693	30,599	31,527	32,781
16	28,966	1.76%	29,835	30,730	31,652	32,602	33,580
Longevity	938		966	995	1,025	1,056	1,088
Ave. Increment		1.96%					

RED HOOK CENTRAL SCHOOL

RED HOOK SCHOOL SUPPORT STAFF ASSOCIATION

Schedules constructed to provide equal percentages at every step

SCHEDULE C - CUSTODIAL WORKER, COURIER, ASSISTANT MAINTENANCE WORKER

12 Month Salaried - base of 2080 Annual Hours - Paid 1/2 Hour Lunch - Vacation Entitlement

C 1992-93 Step	1992-93 Step Salary	Base Increment Percent	4.63%	4.63%	5.63%	5.63%	6.63%
			New - 2% Step 16 & L - 3% 93-94	New - 2% 16 & L - 3% 94-95	New - 3% 16 & L - 3% 95-96	New - 3% 16 & L - 3% 96-97	New - 4% 16 & L - 4% 97-98
1	15,496	0.00%	15,903	16,321	16,750	17,190	17,642
2	15,893	2.56%	16,213	16,639	17,239	17,693	18,329
3	16,301	2.57%	16,628	16,963	17,575	18,209	18,866
4	16,718	2.56%	17,055	17,397	17,918	18,564	19,416
5	17,231	3.07%	17,492	17,844	18,376	18,926	19,794
6	17,743	2.97%	18,028	18,301	18,848	19,410	20,180
7	18,255	2.89%	18,564	18,862	19,331	19,909	20,696
8	18,769	2.82%	19,100	19,423	19,923	20,419	21,228
9	19,278	2.71%	19,638	19,984	20,516	21,044	21,772
10	19,791	2.66%	20,170	20,547	21,109	21,671	22,439
11	20,303	2.59%	20,707	21,103	21,703	22,297	23,107
12	20,817	2.53%	21,242	21,665	22,291	22,924	23,775
13	21,328	2.45%	21,780	22,225	22,884	23,545	24,443
14	21,838	2.39%	22,315	22,788	23,476	24,172	25,105
15	22,352	2.35%	22,849	23,348	24,070	24,797	25,774
16	22,864	2.29%	23,550	24,257	24,985	25,735	26,764
Longevity	938		966	994	1,024	1,054	1,097
Ave. Increment		2.63%					

RED HOOK CENTRAL SCHOOL

RED HOOK SCHOOL SUPPORT STAFF ASSOCIATION

Schedules constructed to provide equal percentages at every step

SCHEDULE CD - CUSTODIAL WORKER, COURIER, ASSISTANT MAINTENANCE WORKER/DAILY DRIVER

12 Month Salaried - base of 2080 Annual Hours - Paid 1/2 Hour Lunch - Vacation Entitlement

CD 1992-93 Step	1992-93 Step Salary	Base Increment Percent	4.63%	4.63%	5.63%	5.63%	6.63%
			New - 2% Step 16 & L - 3% 93-94	New - 2% 16 & L - 3% 94-95	New - 3% 16 & L - 3% 95-96	New - 3% 16 & L - 3% 96-97	New - 4% 16 & L - 4% 97-98
1	16,193	0.00%	16,618	17,055	17,503	17,963	18,435
2	16,608	2.56%	16,942	17,387	18,015	18,488	19,153
3	17,035	2.57%	17,377	17,726	18,365	19,029	19,713
4	17,473	2.57%	17,823	18,181	18,724	19,398	20,290
5	18,007	3.06%	18,282	18,648	19,204	19,778	20,684
6	18,542	2.97%	18,840	19,128	19,697	20,285	21,089
7	19,076	2.88%	19,400	19,712	20,204	20,805	21,629
8	19,612	2.81%	19,959	20,298	20,821	21,341	22,184
9	20,145	2.72%	20,520	20,883	21,440	21,993	22,755
10	20,683	2.67%	21,077	21,470	22,058	22,647	23,451
11	21,217	2.58%	21,640	22,052	22,678	23,299	24,148
12	21,753	2.53%	22,199	22,641	23,293	23,954	24,843
13	22,288	2.46%	22,760	23,226	23,915	24,604	25,542
14	22,821	2.39%	23,319	23,813	24,533	25,261	26,235
15	23,357	2.35%	23,877	24,398	25,153	25,914	26,935
16	23,892	2.29%	24,609	25,347	26,107	26,890	27,966
Longevity	938		966	995	1,025	1,056	1,098
Ave. Increment		2.63%					

RED HOOK CENTRAL SCHOOL

RED HOOK SCHOOL SUPPORT STAFF ASSOCIATION

Schedules constructed to provide equal percentages at every step

SCHEDULE CS - CUSTODIAL WORKER, COURIER, ASSISTANT MAINTENANCE WORKER/SUB DRIVER

12 Month Salaried - base of 2080 Annual Hours - Paid 1/2 Hour Lunch - Vacation Entitlement

CS 1992-93 Step	1992-93 Step Salary	Base Increment Percent	4.63%	4.63%	5.63%	5.63%	6.63%
			New - 2% Step 16 & L - 3% 93-94	New - 2% 16 & L - 3% 94-95	New - 3% 16 & L - 3% 95-96	New - 3% 16 & L - 3% 96-97	New - 4% 16 & L - 4% 97-98
1	15,805	0.00%	16,220	16,646	17,083	17,532	17,993
2	16,210	2.56%	16,536	16,971	17,583	18,044	18,694
3	16,626	2.57%	16,960	17,301	17,926	18,572	19,240
4	17,053	2.57%	17,395	17,745	18,275	18,935	19,803
5	17,575	3.06%	17,842	18,200	18,744	19,303	20,190
6	18,097	2.97%	18,388	18,668	19,224	19,799	20,582
7	18,619	2.88%	18,934	19,239	19,719	20,306	21,111
8	19,143	2.81%	19,481	19,810	20,322	20,829	21,652
9	19,665	2.73%	20,029	20,382	20,925	21,466	22,209
10	20,187	2.65%	20,575	20,956	21,529	22,103	22,889
11	20,710	2.59%	21,121	21,527	22,135	22,741	23,568
12	21,232	2.52%	21,668	22,098	22,738	23,381	24,248
13	21,754	2.46%	22,214	22,671	23,342	24,018	24,931
14	22,275	2.39%	22,761	23,242	23,947	24,656	25,610
15	22,798	2.35%	23,306	23,814	24,550	25,295	26,290
16	23,322	2.30%	24,022	24,743	25,485	26,250	27,300
Longevity	938		966	995	1,025	1,055	1,097
Ave. Increment		2.63%					

RED HOOK CENTRAL SCHOOL

RED HOOK SCHOOL SUPPORT STAFF ASSOCIATION

Schedules constructed to provide equal percentages at every step

SCHEDULE D - SENIOR TYPISTS & TYPISTS

12 Month Salaried - base of 1982.5 Annual Hours - Vacation Entitlement - (130 Hours added for 1/2 Hour paid lunch)

D 1992-93 Step	Step Salary 92-93	Base Increment Percent	4.57%	4.57%	5.57%	5.57%	6.57%
			New - 2% Step 16 & L - 3% 93-94	New - 2% 16 & L - 3% 94-95	New - 3% 16 & L - 3% 95-96	New - 3% 16 & L - 3% 96-97	New - 4% 16 & L - 4% 97-98
1	17,757	0.00%	18,213	18,681	19,161	19,653	20,158
2	18,212	2.56%	18,568	19,045	19,722	20,228	20,944
3	18,678	2.56%	19,044	19,417	20,106	20,821	21,557
4	19,157	2.56%	19,532	19,914	20,499	21,226	22,189
5	19,726	2.97%	20,032	20,425	21,023	21,641	22,621
6	20,293	2.87%	20,627	20,947	21,563	22,194	23,063
7	20,863	2.81%	21,220	21,570	22,114	22,764	23,652
8	21,433	2.73%	21,816	22,190	22,771	23,346	24,260
9	21,998	2.64%	22,412	22,813	23,426	24,039	24,880
10	22,570	2.60%	23,003	23,436	24,084	24,731	25,618
11	23,139	2.52%	23,601	24,054	24,741	25,425	26,356
12	23,708	2.46%	24,196	24,680	25,394	26,119	27,095
13	24,278	2.40%	24,791	25,302	26,055	26,808	27,835
14	24,845	2.34%	25,388	25,924	26,711	27,506	28,569
15	25,413	2.29%	25,980	26,548	27,368	28,199	29,313
16	25,983	2.24%	26,762	27,565	28,392	29,244	30,414
Longevity	938		967	996	1,026	1,057	1,099
Ave. Increment		2.57%					

RED HOOK CENTRAL SCHOOL

RED HOOK SCHOOL SUPPORT STAFF ASSOCIATION

Schedules constructed to provide equal percentages at every step

SCHEDULE E1 - HOURLY EMPLOYEES AIDES, TYPISTS, BUS MONITORS, GROUNDSKEEPER

10 Month Hourly - Variable Hours According to Position - Paid 1/2 Hour Lunch for over 5 hrs. per day

Base of 180 work days per year plus 11 days additional pay in lieu of holidays.

Will NOT be paid for snow days or delays.

<div style="border: 1px solid black; padding: 2px;">E1</div>	1992-93 Step Salary	Base Increment Percent	4.67%	4.67%	5.67%	5.67%	6.67%
			New - 2% Step 16 & L - 3% 93-94	New - 2% 16 & L - 3% 94-95	New - 3% 16 & L - 3% 95-96	New - 3% 16 & L - 3% 96-97	New - 4% 16 & L - 4% 97-98
1	7.12	0.00%	7.31	7.51	7.71	7.92	8.13
2	7.30	2.53%	7.45	7.65	7.94	8.15	8.45
3	7.49	2.60%	7.64	7.80	8.08	8.39	8.69
4	7.67	2.40%	7.84	8.00	8.24	8.54	8.95
5	7.91	3.13%	8.03	8.21	8.45	8.71	9.11
6	8.16	3.16%	8.28	8.40	8.68	8.93	9.29
7	8.37	2.57%	8.54	8.67	8.88	9.17	9.53
8	8.60	2.75%	8.76	8.94	9.16	9.38	9.78
9	8.86	3.02%	9.00	9.17	9.45	9.68	10.01
10	9.10	2.71%	9.27	9.42	9.69	9.99	10.33
11	9.35	2.75%	9.52	9.70	9.95	10.24	10.66
12	9.60	2.67%	9.79	9.96	10.25	10.51	10.92
13	9.85	2.60%	10.05	10.25	10.52	10.83	11.21
14	10.10	2.54%	10.31	10.52	10.83	11.12	11.55
15	10.32	2.18%	10.57	10.79	11.12	11.44	11.86
16	10.57	2.42%	10.89	11.22	11.56	11.91	12.39
Longevity	0.39		0.40	0.41	0.42	0.43	0.44
Ave. Increment		2.67%					

RED HOOK CENTRAL SCHOOL

RED HOOK SCHOOL SUPPORT STAFF ASSOCIATION

Schedules constructed to provide equal percentages at every step

SCHEDULE E2 - COOK

10 Month Hourly - Variable Hours - Paid 1/2 Hour Lunch for over 5 hrs. per day

Base of 180 work days per year plus 11 days additional pay in lieu of holidays.

Will NOT be paid for snow days or delays.

<div style="border: 1px solid black; padding: 2px;">E2</div>	1992-93 Step	1992-93 Step Salary	Base Increment Percent	5.03%	5.03%	6.03%	6.03%	7.03%
				New - 2% Step 16 & L - 3% 93-94	New - 2% 16 & L - 3% 94-95	New - 3% 16 & L - 3% 95-96	New - 3% 16 & L - 3% 96-97	New - 4% 16 & L - 4% 97-98
	1	6.29	0.00%	6.48	6.68	6.88	7.09	7.30
	2	6.45	2.54%	6.61	6.81	7.08	7.29	7.59
	3	6.61	2.48%	6.77	6.94	7.22	7.51	7.80
	4	6.79	2.72%	6.94	7.11	7.36	7.66	8.04
	5	7.02	3.39%	7.13	7.29	7.54	7.80	8.20
	6	7.24	3.13%	7.37	7.49	7.73	7.99	8.35
	7	7.48	3.31%	7.60	7.74	7.94	8.20	8.55
	8	7.70	2.94%	7.86	7.98	8.21	8.42	8.78
	9	7.91	2.73%	8.09	8.25	8.46	8.70	9.01
	10	8.14	2.91%	8.31	8.50	8.75	8.97	9.31
	11	8.38	2.95%	8.55	8.73	9.01	9.28	9.60
	12	8.61	2.74%	8.80	8.98	9.26	9.55	9.93
	13	8.82	2.44%	9.04	9.24	9.52	9.82	10.22
	14	9.05	2.61%	9.26	9.49	9.80	10.09	10.51
	15	9.29	2.65%	9.50	9.73	10.06	10.39	10.80
	16	9.50	2.26%	9.79	10.08	10.38	10.69	11.12
	Longevity	0.34		0.35	0.36	0.37	0.38	0.39
	Ave. Increment		3.03%					

RED HOOK CENTRAL SCHOOL

RED HOOK SCHOOL SUPPORT STAFF ASSOCIATION

Schedules constructed to provide equal percentages at every step

SCHEDULE E3 - HOURLY EMPLOYEES - CAFETERIA

10 Month Hourly - Variable Hours According to Position - Paid 1/2 Hour Lunch for over 5 hrs. per day

Base of 180 work days per year plus 11 days additional pay in lieu of holidays.

Will NOT be paid for snow days or delays.

As of 7/1/90, all new hires start on step 0.

E3 1992-93 Step	1992-93 Step Salary	Base Increment Percent	4.69%	4.69%	5.69%	5.69%	6.69%
			New - 2% Step 16 & L - 3% 93-94	New - 2% 16 & L - 3% 94-95	New - 3% 16 & L - 3% 95-96	New - 3% 16 & L - 3% 96-97	New - 4% 16 & L - 4% 97-98
0	5.95	0.00%	6.11	6.27	6.44	6.61	6.79
1	6.19	4.03%	6.23	6.40	6.63	6.81	7.05
2	6.44	4.04%	6.48	6.52	6.76	7.01	7.27
3	6.53	1.40%	6.74	6.78	6.89	7.14	7.48
4	6.70	2.60%	6.84	7.06	7.17	7.28	7.62
5	6.92	3.28%	7.01	7.16	7.46	7.58	7.77
6	7.11	2.75%	7.24	7.34	7.57	7.88	8.09
7	7.31	2.81%	7.44	7.58	7.76	8.00	8.41
8	7.51	2.74%	7.65	7.79	8.01	8.20	8.54
9	7.75	3.20%	7.86	8.01	8.23	8.47	8.75
10	7.94	2.45%	8.11	8.23	8.47	8.70	9.04
11	8.15	2.64%	8.31	8.49	8.70	8.95	9.28
12	8.38	2.82%	8.53	8.70	8.97	9.20	9.55
13	8.60	2.63%	8.77	8.93	9.20	9.48	9.82
14	8.81	2.44%	9.00	9.18	9.44	9.72	10.11
15	9.01	2.27%	9.22	9.42	9.70	9.98	10.37
16	9.22	2.33%	9.50	9.79	10.08	10.38	10.80
Longevity	0.33		0.34	0.35	0.36	0.37	0.38
Ave. Increment		2.69%					

RED HOOK CENTRAL SCHOOL

RED HOOK SCHOOL SUPPORT STAFF ASSOCIATION

Schedules constructed to provide equal percentages at every step

SCHEDULE F1 HEAD BUS DRIVER

11 Month Salaried - 1601 Work Hour Basis - 2 Shifts

F1	1992-93	1992-93	Base	3.99%	3.99%	4.99%	4.99%	5.99%
				New - 2%	New - 2%	New - 3%	New - 3%	New - 4%
1992-93	Step	Step	Increment	Step 16 & L - 3%	16 & L - 3%	16 & L - 3%	16 & L - 3%	16 & L - 4%
Step	Salary	Salary	Percent	93-94	94-95	95-96	96-97	97-98
1	23,475		0.00%	23,941	24,417	24,902	25,397	25,902
2	23,954		2.04%	24,411	24,895	25,635	26,144	26,917
3	24,443		2.04%	24,909	25,384	26,136	26,913	27,709
4	24,941		2.04%	25,417	25,902	26,650	27,439	28,524
5	25,479		2.16%	25,935	26,430	27,194	27,979	29,082
6	26,037		2.19%	26,495	26,969	27,748	28,550	29,654
7	26,596		2.15%	27,075	27,551	28,314	29,132	30,259
8	27,131		2.01%	27,656	28,154	28,925	29,726	30,876
9	27,690		2.06%	28,213	28,759	29,558	30,367	31,506
10	28,227		1.94%	28,794	29,338	30,193	31,032	32,185
11	28,786		1.98%	29,352	29,942	30,801	31,699	32,890
12	29,322		1.86%	29,934	30,522	31,435	32,337	33,597
13	29,879		1.90%	30,491	31,127	32,044	33,003	34,273
14	30,438		1.87%	31,070	31,707	32,679	33,642	34,979
15	30,975		1.76%	31,651	32,309	33,288	34,309	35,656
16	31,534		1.80%	32,480	33,454	34,458	35,492	36,912
Longevity	938			966	995	1,024	1,054	1,096
Ave. Increment			1.99%					

RED HOOK CENTRAL SCHOOL

RED HOOK SCHOOL SUPPORT STAFF ASSOCIATION

Schedules constructed to provide equal percentages at every step

SCHEDULE F - SCHOOL BUS DRIVERS

10 Month Salaried - Base of 832.5 Annual Work Hours (185 Paid Days) - 4 1/2 Hrs/Day - 2 Shifts

F 1992-93 Step	1992-93 Step Salary	Base Increment Percent	4.87%	4.87%	5.87%	5.87%	6.87%
			New - 2% Step 16 & L - 3% 93-94	New - 2% 16 & L - 3% 94-95	New - 3% 16 & L - 3% 95-96	New - 3% 16 & L - 3% 96-97	New - 4% 16 & L - 4% 97-98
1	9,483	0.00%	9,755	10,035	10,323		
2	9,726	2.56%	9,945	10,230	10,624		
3	9,976	2.57%	10,199	10,429	10,830		
4	10,231	2.56%	10,462	10,695	11,041		
5	10,585	3.46%	10,729	10,971	11,323	See New Schedule F and Article XXIX Section C, Items 7 & 8	
6	10,940	3.35%	11,100	11,251	11,615		
7	11,296	3.25%	11,472	11,640	11,911		
8	11,648	3.12%	11,846	12,030	12,323		
9	12,002	3.04%	12,215	12,423	12,736		
10	12,357	2.96%	12,586	12,810	13,152		
11	12,710	2.86%	12,958	13,199	13,562		
12	13,068	2.82%	13,329	13,589	13,973		
13	13,423	2.72%	13,704	13,978	14,386		
14	13,778	2.64%	14,076	14,371	14,798		
15	14,135	2.59%	14,449	14,761	15,214		
16	14,490	2.51%	14,925	15,373	15,834		
Longevity	754		776	799	823		
Ave. Increment		2.87%					

RED HOOK CENTRAL SCHOOL

RED HOOK SCHOOL SUPPORT STAFF ASSOCIATION

Schedules constructed to provide equal percentages at every step

NEW SCHEDULE F - SCHOOL BUS DRIVERS

EFFECTIVE 7/1/96

10 Month Salaried - Base of 832.5 Annual Work Hours (185 Paid Days) - 4 1/2 Hrs/Day - 2 Shifts

NEW F		1996-97	1997-98
Step		Annual Salary	Annual Salary
1		6,660.00	6,860
2		7,048.00	7,259
3		7,436.00	7,659
4		7,824.00	8,059
5		8,212.00	8,458
6		8,600.00	8,858
7		8,988.00	9,258
8		9,376.00	9,657
9		9,764.00	10,057
10		10,152.00	10,457
11		10,540.00	10,856
12		10,928.00	11,256
13		11,316.00	11,655
14		11,704.00	12,055
15		12,092.00	12,455
16		12,483.00	12,857

**DRIVERS WHO WILL RECEIVE ONLY A 3% INCREASE
STARTING 7/1/96**

Cohen, D.
Fuchs, Joyce
Gravino, S.
Herschberg, T.
Lucia, B.
Martel, M.
McNeil, J.
O'Farrell, M.
Zelenke, J.

NO LONGEVITY STEP FOR THIS SCHEDULE