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Contract Database Metadata Elements

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AGREEMENT

by and between the
BOARD OF EDUCATION

of the
**HALDANE CENTRAL
SCHOOL DISTRICT**

and
**CSEA, Local 1000 AFSCME,
AFL-CIO**

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**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

Haldane Central School Unit
Putnam County Local 840

July 1, 2002 - June 30, 2005

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PREAMBLE

It shall be the public policy of the Board of Education, Haldane Central School District of Philipstown, and the purpose of this Agreement to promote harmonious and cooperative relationships between the Board of Education, Haldane Central Schools, and its employees, and to protect the public by assuring, at all times, the orderly and uninterrupted operations and functions of government.

AGREEMENT

This Agreement is made between the Board of Education, Haldane Central School District of Philipstown, hereinafter referred to as the Employer or Board and the Haldane Central School Unit of the Putnam County Local 840, Civil Service Employees Association, Inc., Local 1000, American Federation of State, County and Municipal Employees Union, AFL-CIO, hereinafter referred to as the Union.

ARTICLE I - RECOGNITION AND DUES DEDUCTIONS

Section 1 - Recognition

A. Negotiating Unit

The Employer recognizes the Union as the sole and exclusive representative for all classified non-teaching employees (where a certification by the New York State Education Department is not required) excluding administrative staff, Supervisor of Transportation, Head Maintenance Supervisor, casual and temporary employees for the purpose of collective negotiations for all terms and conditions of employment and the administration of grievances.

B. Unchallenged Representation

The period of unchallenged representative status for the Union shall be the maximum period of time in accordance with Section 208 of Article XIV (Taylor Act) of the Civil Service Law.

Section 2 - Deductions

A. Dues Deductions

The Employer shall deduct from the wages of employees and remit to the Civil Service Employees Association, Inc., 143 Washington Avenue, Albany, NY 12210 regular membership dues, and other authorized deductions for those employees who have signed the appropriate payroll deduction authorization(s) permitting such deductions. The Employer agrees to deduct and remit such monies exclusively for the Union as the recognized exclusive negotiating agent for employees in this unit.

B. Member Group Insurance Deductions

The employer, as provided in Article I, section 1A, shall, after the execution of the appropriate payroll deductions authorized by the employee, deduct from the wages of Union members requesting these deductions for life, accident and illness protection premiums. This would be done at the same time as the Union dues are collected and remitted in one (1) payment, the dues and premium deductions, to the Civil Service Employees Association, Inc.

Section 3 – Employee Lists

Upon request, the Employer, within thirty (30) days after the ratification of this contract, will furnish the Union a complete list of names, home addresses, work locations and position titles of all employees in the negotiating union covered by this contract, and will, within thirty (30) days after the end of each pay period, furnish the Union a listing of names, home addresses, work locations and position titles of newly hired, reinstated and transferred employment in the negotiating unit.

Section 4 – Exclusivity

The Union shall have the sole and exclusive right with respect to other employee organization to represent all employees in the heretofore defined negotiating unit in any and all proceedings under Article XIV Civil Service Law (Taylor Law); under any other applicable law, rule, regulation or statute, under the terms and conditions of this Agreement; to designate its own representatives and to appear before any appropriate official of the Employer to effect such representation; to direct, manage, and govern its own affairs; to determine those matters which the membership wishes to negotiate and pursue all such objective free from any interference, restraint, coercion or discrimination by the Employer or any of its agents. The Union shall have the sole and exclusive right to pursue any matter or issues including but not limited to the grievance and appeal procedure in this Agreement and to pursue any matter or issue or any court of competent jurisdiction, whichever is appropriate.

Section 5 – Agency Fee

The Civil Service Employees Association, Inc., having been recognized or certified as the exclusive representative of employees within the bargaining unit represented by this Agreement, shall have deductions made from the wage or salary of employees of said bargaining unit who are not members of the Civil Service Employees Association, Inc., the amount equivalent to the dues levied by the Civil Service Employees Association, Inc. The Employer shall make such deductions and transmit the amount so deducted, along with a listing of such employees to CSEA, Inc., 143 Washington Avenue, Albany, NY 12210.

ARTICLE II – WORK PERIODS

Section 1 – Workweek

The workweek of the Haldane Central School District shall begin at 12:01 a.m. on Monday. The workweek shall consist of five (5) consecutive days Monday through Friday inclusive. The workweek for clerical staff shall not exceed thirty-seven and one-half (37 ½) hours. The workweek for maintenance, cafeteria and transportation staff shall not exceed forty (40) hours.

Section 2 – Workday

The workday for full time employees shall be defined in terms of consecutive hours of work per day exclusive of lunch unless otherwise agreed to between the employer and an employee. The workday for the various classifications of employees shall be as follows:

- Secretarial (12) Months - 7 ½ hours for the period September 1 through school closing.
 - 6 hours for first workday after school closing to September 1.
- Secretarial (11) Months - 7 ½ hours for the period September 1 through school closing.
 - 6 hours for first workday after school closing to September 1.
- Office Aide 11 Months - 6 ½ hours for the period September 1 through school closing.

	- 6 hours for first workday after school closing to September 1.
Teacher Aide	- 6 ½ hours
Teacher Aide	- 4 hours
Payroll Benefits Clerk	- 6 hours
Account Clerk	- 7 ½ hours
Typist 10 Month	- 6 ½ hours
Bus Monitor	- hours to be determined
Nurse	- 7 ¼ hours
Nurse's Aide	- 6 ½ hours
Maintenance	- 8 hours
Custodial/Cleaner	- 8 hours
Cafeteria	- up to 6 hours
Part-time Bus Driver	- up to 6 hours
Full-time Bus Driver	- more than 6 hours
Custodian/Bus Driver	- 8 hours
Mechanic	- 8 hours

The lunch hour, exclusive of Teacher Aides and Clerical staff, shall be one (1) hour on the days that school is in session, and shall be one-half (1/2) hour on days when school is not in session. Teacher Aides and Clerical staff shall receive a one-half (1/2) hour lunch period.

All full-time unit members shall receive a 20 minute break and all part-time unit members shall receive a 15 minute coffee break daily. The schedule for this break will be established with the supervisor's approval and may be altered in emergency situations, and will be re-scheduled at that time.

Building checks shall be offered by seniority on a voluntary, rotational basis. Should no maintenance employee volunteer, the least senior maintenance employee shall be assigned.

Section 3 – Work Year

The work year shall be defined in terms of the number of months of work performed between July 1 and June 30 (inclusive of holidays and vacation days where applicable) shall for various classifications of personnel be as follows:

Secretaries and Central Office	-	12 months (260 days)
Maintenance, Custodian, Mechanics and Cleaners	-	12 months (260 days)
Office Aides	-	11 months (240 days)
Teacher Aides and Clerks	-	10 months (183 days)
Payroll Benefits Clerk	-	10 months (182 days)
Bus Monitor	-	10 months (182 days)
Typist	-	10 months (182 days)
Nurses	-	10 months (185 + 5 summer days = 190 days)
Nurses Aides	-	10 months (183 days)
Cafeteria	-	10 months (183 days)
Part-time Bus Drivers	-	10 months (182 days)
Full-time Bus Drivers	-	10 months (182 days)

Personnel employed on an eleven (11) month basis shall work approximately two hundred and forty (240) days.

Teacher Aides shall have the option to extend pay periods from twenty-two (22) to twenty-six (26) weeks upon written notification to the business office.

Teacher Aides will be canvassed as to their interest in working during the summer. If Teacher Aide volunteers express an interest in working the required hours, the District will use them. However, if no Teacher Aide volunteers come forward, the District may have non-bargaining unit individuals do the summer work.

Section 4 – Summer Hours

A. Clerical Staff

Summer hours for clerical staff shall be six (6) hours per day exclusive of a one-half (1/2) hour lunch break Monday through Friday with the shifts to be mutually agreed upon by the clerical staff and the administration in order to insure that there is office coverage from 8:00 a.m. until 4:00 p.m. Summer hours will commence the first Monday after school closes and will end on September 1.

B. Custodial/Maintenance

Summer hours for custodial/maintenance personnel shall be eight (8) hours, exclusive of one-half (1/2) hour lunch break.

Section 5 – Daily Work Schedule

The normal daily work schedule for all classified employees shall fall within the hours of 5:00 a.m. and 5:00 p.m. Personnel employed to work on evening shift shall work between the hours of 12:00 p.m. and 11:00 p.m.

Section 6 – Extra Hour Work Activity

Full-time and/or cafeteria personnel in this bargaining unit, other than those on duty, shall be assigned to cover the following activities:

Interscholastic Varsity football and Junior Varsity and Varsity basketball games, Philipstown Recreation Men's Basketball League, Saturday morning movies, class sponsored smorgasbords and any other activities as the employer deems necessary.

Employees assigned to work pursuant to this clause may be required to perform custodial duties beyond those associated with the event for which they were assigned for a time period consistent with the duration of the extra hour activity.

Section 7 – Supervision of Teacher Aides

1. It is agreed that the function of a Teacher Aide is to assist teachers, and it is further understood that the Teacher Aide does not have the qualifications of a Teacher, and therefore cannot be used as a substitute Teacher.

2. Except in emergencies, a Teacher Aide shall not be required to supervise a classroom without the supervision of a Teacher for a period of more than one (1) hour.

Section 8 – School Closings

A. Clerical Staff

1. School Closed Prior to Beginning of School Day

Secretarial and Teacher Aide employees shall not be required to report to work. The District shall maintain a volunteer call-in list which shall be used in a rotating manner for snow day assignments to insure coverage at the school on said day and may be sent home prior to the end of the regular work day at the discretion of the Superintendent of Schools. Employees directed to work during a school closing shall receive a minimum of four (4) hours pay at the overtime rate. Should no one volunteer, the least senior member of the clerical or aide staff will be called on a rotating basis.

2. School Closed During School Day

On those days when because of inclement weather, school is closed after the school operation has begun, secretarial office staff shall be sent home within one-half (1/2) hour after Teachers, students, and Teacher Aides have been sent home.

3. Delayed Openings

On days when school opening is delayed, clerical staff shall delay reporting by the amount of time that the school day is delayed.

B. Custodial Staff

1. School Closed Prior to Beginning of School Day

Custodial employees required to work on a day when school is closed due to inclement weather shall be sent home upon completion of storm related work.

2. School Closed During School Day

Custodial staff shall leave when all of their daily routine work is completed so that school is prepared for the next school day.

C. Bus Drivers – Delayed Openings

Bus Drivers and Bus Monitors who report to work on delayed openings shall be paid for a minimum of two (2) hours.

D. Cafeteria Staff

When school is closed due to inclement weather, cafeteria staff are not expected to report to work, however, they shall be compensated as a day worked. When school is closed early due to inclement weather or other emergency, they shall be paid their normal daily pay.

ARTICLE III – COMPENSATION

Section 1 – Wage and Salaries Appendix A

Wages and salaries covered by this Agreement shall be in accordance with the salary schedules listed in Appendix A:

Effective July 1, 2002, employees shall receive a 3.3% increase to each step of the salary schedule.

Effective July 1, 2003, employees shall receive a 3.2% increase to each step of the salary schedule.

Effective July 1, 2004, employees shall receive a 3.1% increase to each step of the salary schedule.

Step movement shall continue for all employees and wages shall be retroactive to July 1, 2002.

Increments – Step movement to continue.

A. Hourly rates listed in Appendix A shall be converted into annual salaries based on the following formula:

10 month hourly rate x 1183 = Annual Salary (182 days)

10 month hourly rate x 1189.5 = Annual Salary (183 days)

11 Month hourly rate x 1756.5 = Annual Salary

***12 month clerical hourly rate x 1876.5 = Annual Salary**

12 month custodial, maintenance, transportation hourly rate x 2080 = Annual Salary

***to be adjusted annually according to summer hour schedule (Article II – Section IV-A).**

The Teacher Aides who work more than one hundred and eighty-three (183) days shall be paid for said days on a per diem basis over and above the schedule.

B. Cafeteria Employees

Cafeteria employees shall be paid on an hourly basis and shall be paid as follows:

All cafeteria employees will be paid for one hundred eighty-three (183) days.

C. Bus Drivers

Bus Drivers shall be paid on an hourly basis and shall be paid as follows:

All drivers will be paid for one hundred eighty-two (182) days.

When Bus Drivers are called in for a trip outside their regular assignment, they shall be granted a minimum of one (1) hour's pay.

D. Teacher Aides

All full-time Teacher Aide employees will be paid for one hundred eighty-three (183) days.

All part-time Teacher Aide employees will be paid for one hundred eighty-three (183) days.

E. School Nurses

All School Nurses will be paid for one hundred eighty-five (185) days and five summer days paid per diem at the contractual hourly rate.

F. 10 Month Clericals

All 10 month clericals will be paid for one hundred eighty-two (182) days.

G. Effective July 1, 1999, employees working a 10 month school year will receive payment for their holiday and vacation days are part of their hourly rate.

Section 2 – Longevity Pay

- 1. Longevity increments shall be granted on the following basis:**

Effective July 1, 2002, all longevity steps shall be increased by \$50.00 in each year of the contract such that:

- a. For the seventh (7th) year of an increment of \$450 above base salary for employees receiving longevity as of 6/30/99. Seventh year longevity expires for all other employees as of 7/1/99. This increment shall be increased to \$500 and \$550 effective each July 1 of the contract.**
- b. For the tenth (10th) year and thereafter of employment an increment of \$1,050.00 above base salary. This increment shall be increased to \$1,100 and \$1,150 effective each July 1 of the contract.**
- c. For the fifteenth (15th) year and thereafter of employment an increment of \$1,300.00 above base salary. This increment shall be increased to \$1,350 and \$1,400 effective July 1 of the contract.**
- d. For the twentieth (20th) year and thereafter of employment an increment of \$1,675.00 above base salary. This increment shall be increased to \$1,725 and \$1,775 effective each July 1 of the contract.**
- e. For the twenty-fifth (25th) year and thereafter of employment an increment of \$2,050.00 above base salary. This increment shall be increased to \$2,100 and \$2,150 effective each July 1 of the contract.**
- f. For the thirty (30th) year and thereafter of employment an increment of \$2,425.00 above base salary. This increment shall be increased to \$2,475 and \$2,525 effective each July 1 of the contract.**

The above amounts are non-cumulative.

2. Pro-rated longevity shall be as follows:

- a. Twelve (12) month employees shall receive one hundred (100) percent of the appropriate step.**
- b. Eleven (11) month employees shall receive 11/12 of the appropriate step.**
- c. Six and one-half (6 ½) hour Teacher Aides and seven and one-quarter (7 ¼) hour school Nurses shall receive 10/12 of the appropriate step.**
- d. Hourly employees shall receive 10/12 of the appropriate step.**

3. The period of employment for the determination of longevity shall begin with the first (1st) day of continuous employment, but shall not include periods of leave of absence. A layoff shall not be deemed to have created a break in service, but time accrued during a layoff shall not be counted towards longevity.

Section 3 – Premium Pay

A. Overtime

1. All employees shall receive overtime compensation at the rate of time and one half (1 ½) of the regular hourly wage for any hours worked provided they exceed thirty-seven and one half (37 ½) hours worked within their defined calendar workweek, except that cafeteria employees, part-time bus drivers, maintenance, custodians, custodian/bus drivers, mechanics and other employees whose normal workweek is forty (40) hours must work a minimum of forty (40) hours in a workweek before becoming eligible for overtime compensation. However, this shall not apply to activity trips sub-section 7 or to cafeteria employees in accordance with sub-section 9.
2. Work performed on Easter Sunday and on the holidays as mutually agreed, shall be compensated at the rate of two (2) times (double time) the regular hourly wages, plus, the regular hourly wage, for the hours worked.
3. Overtime distribution and assignment among employees shall be rotated in such fashion as to provide equal opportunity for each qualified employee, in the area of employment requiring overtime manpower, to earn premium pay. Bus drivers are eligible for rotating overtime for sport trips.
4. Eligibility for overtime shall be listed by the employer, and the opportunity for overtime offered to the employee who heads the list; and, should he/she refuse, then to the next employee on the qualified list. The initial employee offered overtime, would not be eligible for overtime until each succeeding employee on the qualified list, ready and able to work, has been offered an opportunity for overtime, refused same, or worked overtime.
5. The least senior employee qualified in the area of work requiring overtime manpower shall be required to work when it has been determined by his supervisor that compulsory overtime is necessary. The employee shall not be required to work any further compulsory overtime until each qualified employee in the area requiring overtime manpower has worked a compulsory overtime shift.

6. The employer shall provide reasonable advance notification for overtime duty.

Effective July 1, 2002:

7. Bus driving runs to New York City will be paid an extra \$20.00 per trip. Meal allowance is to be paid as follows:

With receipt – up to \$10.00

Without receipt – up to \$6.00

8. Provided a cafeteria employee has worked a minimum of twenty (20) hours during the preceding regular workweek, he/she shall be paid at a rate of time and one-half (1 ½) for all work assigned on weekends for special activities.
9. Personnel who are assigned to work the evening shift effective 7/1/99 shall receive \$.30 per hour shift differential in addition to base hourly rate; effective 7/1/00 they shall receive \$.35 per hour shift differential in addition to base hourly rate; and effective 7/1/01 they shall receive \$.40 per hour shift differential in addition to base hourly rate. Employees who perform assigned lock-up responsibilities shall receive an additional \$.40 per hour differential in addition to base hourly salary.
10. Part-time Bus Drivers taking annual physical examinations prior to the start of the school year shall be compensated flat rate of \$20.00 for time incurred while taking the physical examination.

Part-Time Driver Overtime

For the purpose of computing overtime, drivers shall be considered to have worked a full day with the completion of their regularly assigned route (unless such route exceeds 40 hours, for which they automatically receive overtime).

Should a driver take any run not regularly assigned to them, this run shall be paid at the appropriate overtime rate.

Sports/activity trips shall continue to be considered overtime trips and shall continue to be rotated pursuant to Section 3 above regarding overtime rotation.

Sports practice routes shall be treated as regular route assignments. Such routes shall be assigned to a particular driver and shall not be routinely rotated. As such, these sports practice routes shall not be subject to overtime (unless such routes alone or combined with other work exceed 40 hours weekly) pursuant to the following:

1. Sports practice routes must be routine in nature, occurring on a daily basis, to set practice location and must last for the duration of the sports season.
2. Scrimmage games and/or practices that are held at other than the normal practice field or which do not occur on a daily basis will not be considered a practice route and shall be considered an activity/sports trip and as such shall be subject to overtime.

This sports practice route clause shall be effective for the 2002-2003 school year.

At the end of the 2002-2003 school year, both parties agree to meet and review this practice to determine if any modifications are needed.

Further, both parties may request at any time during the 2002-2003 school year to meet to negotiate any new or unforeseen consequence arising from this clause.

Should this clause not be acceptable to either party after the 2002-2003 school year and no new agreement can be reached prior to the 2003-2004 school year, then it is agreed that the contract language of the previous agreement dated July 1999 – June 30, 2002 shall become effective.

C. Emergency or Snow/Ice Duty

1. Employees directed to work on emergency or snow/ice duty shall receive a minimum of four (4) hours pay at overtime rate except when such work immediately precedes or follows the regular work day. When such duty adjoins the regular work day, the employees shall receive overtime only for the actual time spent in overtime work.
2. Employees responding to fire and/or burglary alarm signals before or after the employee's work day, or on the employee's scheduled day off shall be paid for the actual time worked with a minimum guarantee of one (1) hour's pay at the applicable overtime rate.

Section 4 – Mileage Allowance

Employees using their own motor vehicle at the employer's direction on school business shall be reimbursed for said motor vehicle expense at the same mileage rates as administrators or teachers.

Section 5 – Uniforms

Uniforms are to be furnished without charge to Custodial, Mechanical and Cafeteria employees. Employees who are issued uniforms are to wear them and maintain them in a neat manner.

Effective July 1, 1996 the District will provide a \$50.00 reimbursement annually upon presentation of a receipt for safety shoes (custodial) and work shoes (cafeteria). Employees must wear safety/work shoes.

Section 6 – Job Related Courses

Employees requested to take job related courses will have tuition and other reasonable and necessary expenses paid for by the School District.

A bargaining unit member with prior approval of the Superintendent may participate in workshops, conferences or special classes when such would be of benefit to the District as determined by the Superintendent. Reimbursement for tuition will be made upon evidence of successful completion. Attendance at such course will not result in additional salary payment.

Section 7 – Preparation Time

Part-time Bus Drivers shall receive thirty (30) minutes paid preparation time each day. All other time recorded shall be time spent in performing the runs.

ARTICLE IV – HOLIDAYS WITH PAY

1. Holidays with pay will be granted to all 11 and 12 month employees. All other employees will receive holiday pay as part of their hourly rate.
2. The holiday schedule shall consist of thirteen (13) days to be mutually decided upon between the Union and each employee prior to July 1.

ARTICLE V – VACATION WITH PAY

Section 1 – Vacation with Pay

All twelve (12) month employees covered by this contract as defined in Article II, Section 3 (work year) shall be eligible for the following vacations:

After one (1) year, vacation shall be granted on a fiscal year basis as follows:

A. Newly Employed Personnel

- 1. Personnel employed in the months of July and August shall become eligible for ten (10) days vacation effective at the beginning of the next fiscal year.**
- 2. Personnel employed in the month of September shall become eligible for nine (9) days vacation effective at the beginning of the next fiscal year. Those hired in October shall receive (8) days vacation beginning the next fiscal year and reduction shall continue on this concept.**

B. Personnel Employed More than One Full Year

- 1. Personnel who have completed one (1) full year of employment shall become eligible for ten (10) days of vacation in each fiscal year effective at the beginning of the next fiscal year.**
- 2. Personnel who have completed five (5) full years of employment in the District shall become eligible for fifteen (15) days of vacation in each fiscal year effective at the beginning of the next fiscal year.**
- 3. Personnel who have completed ten (10) full years of employment in the District shall become eligible for twenty (20) days of vacation in each fiscal year effective at the beginning of the next fiscal year.**

C. Requests for Vacation

- 1. Each employee will submit a summer vacation request form to his immediate supervisor prior to May 1 for July and August.**

Vacations will be granted on the basis of seniority and shall be granted for a maximum of two weeks. Requests will be responded to within one (1) week of the May 1st deadline.

- 2. Extensions of this period of time will be granted upon request to the Superintendent of Schools and only where other employees have not requested vacations for the period of time in question.**
- 3. Provided that minimum staffing requirements are met, vacation requests during peak periods will not be unreasonably denied.**
- 4. Timing of requests for peak periods: by November 1st. (Peak periods include Christmas recess, winter recess, Easter/Spring recess.) Requests for vacation for graduation week shall be submitted by May 1st.**

5. Requests outside peak period and requests of less than a week's duration will be granted as has been the practice.

6. Employees who have been denied the opportunity to take their allotted vacation time by the end of the fiscal year shall be permitted to carry over such vacation time into the following fiscal year. Unused vacation time shall be scheduled by the employee and his supervisor and approved by the Superintendent prior to the end of the fiscal year during which the unused vacation time occurred. Such unused vacation time must be scheduled to be used within six (6) months of the beginning of the new fiscal year.

D. Vacation with Pay

Salary for the vacation period shall be paid upon the request of the employee on the last regular work day prior to the employee's vacation. Such request shall be made on the vacation request form at least a week in advance of the normal pay period.

E. Vacation for Eleven (11) Month Employees

Eleven (11) month employees shall receive a pro-ration (11/12) of the twelve (12) month employees vacation schedule.

F. Vacation Pay Upon Termination

Upon termination of employment, the employee or his beneficiaries shall receive the cash value of any accumulated vacation.

ARTICLE VI - LEAVES

A. Section 1 - Sick Leave

1. Employees hired prior to July 1, 1978 shall be entitled to sick leave with pay as follows:

**10 month employee - sick leave = 12 days
11 month employee - sick leave = 13 days
12 month employee - sick leave = 14 days**

2. Employees hired on or after July 1, 1978 shall be entitled to sick leave with pay as follows:

10 month employee - sick leave = 10 days
11 month employee - sick leave = 11 days
12 month employee - sick leave = 12 days

3. Employees hired on or after 7/1/92 shall be entitled to sick leave accrual of one day for each full month of employment. Commencing with the second year of employment, sick leave accrual will be in accordance with Article VI, A-2.

4. Hourly employees, i.e. Cafeteria employees and part-time Bus Drivers shall be entitled to pro-rated sick leave with pay based upon the number of hours worked by said employee.

B. Accumulation

Employees may accumulate unlimited sick leave credits. Upon separation, employees shall be paid for all accrued sick leave in excess of 185 days at $\frac{1}{2}$ their regular rate of pay. The rate of pay shall not exceed the 1999-2000 pay rates.

Hourly employees shall be entitled to pro-rated sick leave with pay based upon the number of hours worked by said employee.

Credit for sick leave will be computed by October 1 by multiplying the number of hours worked daily times the number of days to be worked during the fiscal year (see Article III, section 1C).

Employees shall be entitled to up to a maximum of five (5) days for illness in the immediate family. This shall not be in addition to the sick days listed above.

Unused personal leave (Article 6, section 2) shall be credited to accumulated sick leave credit. Personal leave for hourly employees shall be converted to an hourly basis to be credited to accumulated sick leave.

C. Verifying Certificate

In case of an absence of five (5) consecutive days or longer, the employer may require a certificate from the employee's medical doctor verifying the illness and that the employee is capable of resuming his duties. In case of an absence of ten (10) working days or longer an employee returning to duty must provide the employer with a certificate from the school physician or the employee's medical doctor that the employee is capable of resuming his duties. Any employee absent for ten (10) consecutive days because of illness shall furnish the employer with a statement from his/her medical doctor certifying to the seriousness of the

employee's illness and the probable duration of the absence. In the event the employee's absence extends beyond the doctor's original estimate, another statement must be given the employer. This procedure as outlined shall continue until the aforementioned return to duty requirement has been met.

D. The employer shall notify all employees of the total amount of accumulated time due for each employee no later than October 1 of each year.

E. Upon the death of an employee, the beneficiary shall be compensated at the rate of \$10.00 per day for each sick leave day accumulated.

F. Time and Attendance Abuse Control – The Union and the District agree that sick leave is a benefit intended to provide income protection in the event of personal or family illness and, as such, shall not be abused. Sick leave abuse is defined as the excessive use of or the establishment of a pattern of usage of sick leave accruals in the absence of legitimate illness.

Notwithstanding Article VI-C of this contract when, in the judgment of management, the aforementioned conditions exist the employee shall be notified in writing. The employee may within 10 days, request a conference to discuss the matter with management during which a Union representative may be present. Management may, subsequent to the conference:

- 1. Require a medical certificate providing a diagnosis, prognosis and duration of absence or each absence within a specified time period and charge the employee with leave without pay for absences not verified by a properly executed doctor's certificate.**
- 2. For employees hired prior to July 1, 1992 who receive sick leave in advance, suspended the allocation of sick leave at the onset of the new year. Sick leave shall be then earned, as provided, on the basis of time worked.**
- 3. Institute disciplinary proceedings as appropriate.**

The intent of this Article is corrective. Accordingly, its provisions shall be instituted in a progressive manner. The District and the Union shall meet and confer periodically to monitor the implementation of the policy and insure its application in a non-selective manner

Section 2 – Personal Leave

A. Personal Leave – Employees shall be entitled to personal leave with pay. The number of days of personal leave earned in any fiscal year shall vary with the length of work year as follows:

Ten (10) month and eleven (11) month employees shall be entitled to three (3) days leave. Twelve (12) month employees shall be entitled to four (4) days leave.

B. Limitation

Personal leave days are not to be used immediately before or after holidays or other days off, except in unavoidable situations. Said situations will require approval by the Superintendent. Personal leave may not be used in units of less than one-half (1/2) day.

C. Uses

Personal leave is to be utilized for unavoidable reasons that necessitate the employee's absence from school duties. Such reasons may include:

- 1. Extraordinary weather conditions when intent and effort have been shown.**
- 2. Court appearance or signing legal document.**
- 3. Personal or family business appointments.**
- 4. Marriage**
- 5. Appointment with doctor for employee or a member of his immediate family.**
- 6. Other extraordinary requests.**

Section 3 – Bereavement Leave

Five (5) days leave with pay shall be granted for each death in the employee's immediate family to include wife, husband, father, mother, son, daughter, brothers and sisters. Three (3) days leave with pay shall be granted for each death in the employee's family including grandmother, grandfather, mother-in-law, father-in-law, grandchildren, aunt, uncle, brother-in-law, sister-in-law and any person who resides in the household of the employee.

Section 4 – Child Care Leave

- 1. An employee shall submit a request for child care leave of absence at a reasonable time following medical determination of pregnancy, but not later than the fifth (5) month of pregnancy. The request shall include:**

- a. The estimated time of deliver.
 - b. Approximate date of leave.
2. Child care shall not exceed two (2) years from the September prior to the initiation of the leave or less than three (3) months beyond the birth of the child, without consent of the employee's physician.
3. The employee shall advise the Board three (3) months prior to his/her intention of returning to her regular position.
4. Child care leave shall apply to any employee adopting a child under the age of three (3).
5. In cases of interrupted pregnancy, still birth or the death of the child, the employee may be reinstated thirty (30) days after submitting an application for said reinstatement with a physician's certificate.

Section 5 – Jury Duty Leave

Employees will be given leave for jury duty and shall be paid at regular salary, less jury pay.

Section 6 – Union Leave

The Employer shall grant to the Union President or delegates and/or their designated representative a reasonable amount of time off, not to exceed three (3) days leave of absence with pay per year to attend conferences, delegate meetings, educational workshops and other official statewide functions of the Civil Service Employees Association, Inc. In conjunction with this section, employees so designated shall be allowed reasonable travel time to and from the meeting location.

ARTICLE VII – PENSION AND INSURANCE

Section 1 – Pension and Options

A. Retirement Plan

1. Effective July 1, 1975 the Employer will adopt and provide the non-contributory "20 Year Career" Retirement Plan (section 75-I) of the New York State Retirement Plan and Social Security Law.

B. The Employer will continue to provide coverage as provided by Section 60B of the New York State Retirement System.

C. Conversion of Unused Sick Leave

The Employer will continue to provide non-contributory coverage of converting, at retirement, the employee's unused sick leave credits to be applied as additional retirement service credit as provided by (section 41j) of the New York State Retirement System.

D. Retirement Incentive

Retirement incentive will be made available to employees eligible for retirement who provide advanced notice of their retirement to the Employer.

To receive a full retirement incentive, an employee shall notify the Employer, in writing, of his or her intention to retire a minimum of two years prior to the retirement date.

Upon receipt of such notice, the Employer will add 6% to the employee's base salary for the first year and 11% to the employee's base salary for the second year preceding date of retirement.

To receive a partial retirement benefit, the employee shall notify the Employer, in writing, a minimum of one year prior to the retirement date. Upon receipt of such notice, the Employer will add 11% to the employee's base salary for the one year preceding the date of retirement.

Notice shall be given in good faith and shall be considered binding and irrevocable by both parties.

New employees hired on or after July 1, 1989 shall be entitled to this retirement incentive provided they are eligible for retirement, have completed ten (10) years or more of service to the District, and provide notice of their retirement to the Employer in accordance with the above provisions.

Section 2 – Insurance

A. Health Insurance

- 1. The Board of Education shall provide health insurance through the Putnam/Northern Westchester Health Insurance Plan. Prior to June 30, 1995 it is understood and agreed that the District may change health insurance carriers upon the mutual consent of the parties which shall not be unreasonably withheld. It is understood**

that the benefits of the new plan shall be equal to the plan benefits in existence Westchester Health Insurance Plan.

- 2. In the event the Joint Governance Board of the Health Insurance Plan fails to extend the terms of the Plan beyond June 30, 1995, the Plan benefits will be frozen, except that the UCR formulas, the indexing of deductibles and of out-of-pocket annual maximum payments will continue to be adjusted as agreed to in the Agreement covering the Plan. The Plan benefits will remain frozen until there is a successor agreement by the Joint Governance Board to extend, amend, or terminate the Plan.**
- 3. If the School District, after June 30, 1995, decides to withdraw from the Consortium, the School District will be obliged to provide a plan of benefits equal to the plan of benefits in existence at the time of withdrawal.**

Health insurance will be provided to those new employees hired after July 1, 1986 who work more than 25 hours per week.

New employees hired on or after July 1, 1989 shall contribute by payroll deduction 20% of the difference in premium between the cost of individual and dependent coverage for health insurance. This contribution shall continue for a period of five (5) years from the date upon which the employee begins to receive dependent coverage. After the employee has contributed to dependent coverage for a five year period as provided herein, the District shall provide coverage equivalent to that received by employees hired prior to 7/1/89.

In special cases where the employee has worked for the District for a period of at least 10 years or more, and where the employee status changes drastically so as to cause severe hardship it is understood that the employee may enter into dependent coverage which will be fully paid by the District. Such hardships are limited to death of a spouse or unavoidable loss of a spouse's insurance coverage.

In cases where both spouses are employed by the District, only one employee will be entitled to family coverage.

All members of the bargaining unit not contributing 20% of the health insurance premium will be required to pay \$250.00 per year for health insurance. Members of the bargaining unit shall have access to the district IRS 125 Plan to the extent permitted by law.

B. Shared Savings Plan

At the employee's option, any staff member may reduce medical insurance coverage by completing an appropriate form furnished by the District. Any employee changing from family to individual coverage or waiving family or individual coverage shall receive, as salary, 50% of the premium savings, less the costs of retirement, social security or other fringes.

Employees electing to reduce their coverage must do so by June 15, 1986 and in subsequent years by February 1st with the provision of this section taking effect on July 1st. Payment of the employee share begins with first half-payment on October 5th and second half-payment on April 15th. Full coverage may be reinstated by notifying the District in writing no later than February 1st. Reinstatement shall take place on July 1st. The District shall waive the February 1st notification date if the employee's status changes drastically so to cause severe hardship as a result of the employee's election to reduce coverage. Such circumstances are limited to death of a spouse, loss of a spouse's employment, divorce, or loss of spouse's insurance coverage.

C. Dental and Optical Insurance

1. Commencing on July 1, 1996 the Employer agrees to continue to provide full contributions to the CSEA Employee Benefit Fund Composite Dutchess Family Dental Plan. The above payments shall be payable on the 1st day of each month.

The above dental insurance will be provided to those new employees hired after July 1, 1986 who work more than 25 hours per week.

2. As of July 1, 1996 the Employer will provide fully paid Platinum 12 Family Vision Plan.

D. Disability Insurance

Commencing no later than 9/1/92 the Employer agrees to provide NYS Disability Insurance coverage, or equivalent coverage, to each member of the bargaining unit.

E. Retirees Insurance

The Board of Education shall assume the full cost of individual or family insurance, whichever may be applicable, for retirees of the bargaining unit.

the arbitrator make any recommendation which required the commission of an act prohibited by law or which violates the terms of this Agreement.

9. Nothing herein shall prevent an aggrieved employee from carrying his grievance through the court systems of New York State and/or the United States of America if he is not satisfied with the outcome of these procedures.

10. The time limits expressed herein shall be strictly adhered to. If the employee fails to adhere to the time limits stated herein, the grievance shall be deemed to be waived. Nothing herein shall prevent the parties from mutually agreeing to extend the time limits provided for processing a grievance at any step in the procedure.

ARTICLE IX – GENERAL PROVISIONS

Section 1 – Rights of Employees

A. Union Membership

Any employee covered by this provision of this Agreement shall be free to join or refrain from joining the Union without fear of coercion, reprisal, or penalty from the Union or the Employer.

B. Union Activity

Employees may join and take an active role in the activities of the Union without fear or any kind of reprisals from the Employer or its agents.

C. Employee Representation

An employee may bring matters of personal concern to the attention of the appropriate employer's representatives and officials in accordance with applicable laws and rules, and may choose his own representative or appear alone in the grievance or appeal proceeding with the exception that the Union must be informed immediately of any decision surrounding the case.

D. Access to Employees Own Folder

The Employee shall have the right to see his folder at any time upon request and shall have the right to reply to anything that has been written and put in the folder.

E. Seniority

Employee's seniority shall commence on the first date of continuous employment.

F. Promotions

All promotional opportunities within the confines of the Union work area and staff opening will be posted on the school and Union bulletin board at least ten (10) days before notices of such opportunities are announced to the general public. These employees who apply shall be interviewed to determine their abilities and qualifications for the promotional positions. The senior qualified employee applying for a position shall be given consideration for that position.

Section 2 – Union Business

A. Right of Representation

- 1. When requested by an employee, the Unit President or his designated representative may assist in the presentation of an alleged grievance.**
- 2. If an employee elects to present his own grievance without the assistance of the Union, representative of the Union shall be granted time to attend these meetings which may be held to decide the issue, should they be held during the working hours.**

B. Bulletin Boards

The Employer shall make bulletin boards available at all appropriate work locations and/or places of assembly; the number, size and location to be decided jointly by the appropriate employer representative and the Union. Such bulletin boards shall be for the exclusive use of the Union for announcement of meetings, posting of Union bulletins, election notices and for any and all matters relative to Union business.

C. Visitation Rights

The CSEA Labor Relations Specialist and Unit President shall have the right to meet during working hours for purposes of administering this Agreement, with prior notification and approval of the Superintendent.

Section 3 – Job Security

A. Probation and Tenure

Effective June 26, 1996, all non-competitive and labor class employees are required to serve a probationary period of eighteen (18) months. Otherwise, they shall be accorded the same rights as competitive employees under the provisions of Section 75 of the Civil Service Law as it relates to removal and/or suspension after said probationary period.

B. Layoffs

Layoffs and reductions in work force shall be according to Section 80, 80a and 81 of the New York State Civil Service Law. Employer agrees that all Manpower, CETA, temporary casual, per diem, provisional and probationary employees shall be terminated first before any permanent employee is put on lay-off.

C. Contracting of Work

Work usually performed by employees in the bargaining unit will not be contracted out if it will result in loss of position to the employees covered by this agreement.

D. Use of Certified Drivers

The Employer agrees that functions involving seven (7) or more students shall be transported using certified bus drivers. The determination to use a certified bus driver to transport six (6) or less students shall be at the discretion of the Superintendent or his designee.

Section 4 - Certification of Bus Drivers

1. Physical Examinations:

- A. The initial examination shall be given within the first two (2) to three (3) days from the date of the District may begin giving physical examinations in accordance with the regulations of the New York State Department of Education.**
- B. If the driver fails the initial examination, he or she should immediately be examined by a physician of his or her choice.**
- C. The third physician to be used for the re-examination should be one that is mutually agreeable to the employees and the District. However, in every case, the third examination shall be given to the first day of school.**

2. A. A time of year, place and date(s) when biennial oral or written and road test is to be given shall be mutually agreed upon between the Employer and the Union.

B. If an employee fails either or both of the above tests, a committee made up of an equal number of representatives from the Union and Employer shall determine whether employees, on an individual basis, need a re-training period. The committee should meet within twenty-four (24) hours of either and/or both tests having been given to determine if a re-training period is necessary for employee(s) who failed a test(s). If a re-training period is necessary, such period should begin within forty-eight (48) hours of the determination and extend not more than five (5) to eight (8) consecutive work days thereafter or other reasonable period within the time limits stated in Section 6.19a of the regulations. If no retraining period is necessary, the employee(s) who failed the initial test or tests should be re-tested within the minimum period allowed under the regulations (five (5) days from the date of first examination).

3. Certification of Bus Drivers – Employees shall remain on payroll during this certification process. If it is determined that an employee is no longer certified to drive a bus, the School District shall make every effort to place said employee in a position should a vacancy exist. If no vacancy exists at that time, the employee shall be placed on the step corresponding to their seniority of the position they are placed in.

4. Discipline of Bus Drivers shall be according to Section 75 of New York State Civil Service Law.

E. Out-of-Title Work

An employee required to perform out-of-title work for more than fifteen (15) consecutive days shall be compensated at the rate of the higher classification for the work so performed, retroactive to the first day.

F. CDL Differential

Effective with the signing of this Collective Bargaining Agreement, maintenance workers and auto mechanics will receive \$.60 per hour differential if they hold and use a Commercial driver's License for the District's purposes.

G. Use of Volunteers

WHEREAS, the Haldane Board of Education, Haldane Central School District of Philipstown (Employer) has elected to use parents or volunteers to perform limited services and,

WHEREAS, the Haldane Central School Unit of Putnam County Local 840, Civil Service Employees Association, Inc., Local 1000 American Federation of State, County and Municipal Employees Union, AFL-CIO, hereinafter referred to as the Union, has agreed to not contest such action by the Employer, and

WHEREAS, the Employer and the Union desire to resolve this matter without the need to proceed to a hearing, and

WHEREAS, the Employer and the Union have agreed to the terms of a settlement of this matter.

NOW, THEREFORE, in consideration of the mutual agreements and promises set forth herein, it is agreed by and between the parties as follows:

- 1. The Employer completely and fully acknowledges that the use of these parents or volunteers shall not be deemed to diminish the fact that such work or services is exclusive CSEA bargaining unit work. The Employer further agrees that the use of parents or volunteers shall not result in a loss of positions or reductions of hours and positions in the CSEA bargaining unit.**
- 2. Both the Employer and the Union acknowledge that it is not the Board's intention to escalate the current practice into any other titles, beyond what has been previous practice, unless so negotiated. Examples of previous practice include, but are not limited to, participation of community members in special, one time maintenance projects such as development or improvement of athletic/recreation facilities, painting of classrooms, use of kitchen, maintenance of athletic field for outside use, etc.**
- 3. The foregoing constitutes the entire Agreement between the parties.**

Dated: February 3, 1992

Amended & effective 7/1/96: A Spring and Fall Cleanup (indoor and outdoor) will be conducted by community volunteers.

Section 5 – Labor Management Committee

- A. A joint Labor/Management Committee is hereby established. The purpose of this Committee is to discuss and attempt to resolve matters of mutual concern pertaining to labor/management relations between the Board of Education and the CSEA.**

- B. The Committee shall be comprised of four (4) members chosen annually and mutually agreed upon by the Board and the CSEA.**
- C. The agenda for each meeting shall be mutually agreed upon by the members of the Committee in advance of the actual meeting.**
- D. The Committee shall meet regularly during the school year. Meeting dates and times shall be agreed to mutually in advance of each meeting. If possible, the parties will schedule some meetings during mutually agreed to free time during school hours.**

Section 6 – Denial of Increment

Personnel shall be subject to the withholding of annual salary increment if the evaluation of performance of the previous twelve (12) months is unsatisfactory. Denial of increment is subject to the grievance procedure.

ARTICLE X – CONFORMITY WITH LAW AND PRACTICE

Section 1 – No Discrimination

The Employer and the Union realize they have a responsibility to promote and provide equal opportunities for employment and as such, it shall be the positive and continuing policy of the Employer and the Union to assure an equal opportunity in employment regardless of race, color, religion, sex or national origin.

Section 2 – No Strike Provision

The Union affirms that it does not assert the right to strike against the Employer, and it shall not cause, instigate, encourage or condone a strike.

Section 3 – Past Practice

All existing rules, regulations, practices, benefits and general working conditions previously granted and allowed by the Employer, unless specifically excluded by this Agreement, shall remain in full force and effect during the life of this contract.

Section 4 – Savings Clause

- A. If any Article or part thereof of this Agreement or any addition thereto 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 the Agreement or any addition thereto shall not be affected.

- B. If determination or decision is made in accordance with paragraph (1) of this Section, the original parties to this Agreement shall convene immediately for purposes of negotiating a satisfactory replacement for such Article or part thereof.

Section 5 – Mandated Provision of the Law

Legislative Action – Notice, as provided by Section 204-A the Civil Service Law as amended:

“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.”

Section 6 – Management Rights Clause

The provisions of this Agreement shall not be construed to restrain or limit the Employer in the full and absolute management of its affairs, except as modified by this Agreement or past practice as defined in Article X – Section 3.

Section 7 – Management Rights Clause

It shall be the prerogative of the District to adopt new policies not affecting or changing the matter contained in this Agreement and nothing herein shall be construed to restrain the District in full and absolute management of its affairs except as modified by this Agreement.

ARTICLE XI – DURATION

This agreement shall become effective on July 1, 2002 and shall continue in full force and effect until June 30, 2005.

IN WITNESS WHEREOF, the parties have executed this document by their duly authorized representative this 1st day of April, 2003.

FOR CSEA

Richard B. Bennett
Unit President, CSEA

Douglas Morrison
Labor Relations Specialist

FOR THE EMPLOYER

Paul J. [Signature]
Board of Education

John J. Di Natale
**Superintendent of Haldane
School District**

APPENDIX A

CSEA SALARY SCHEDULE

GRADE 1

			3.30%	3.20%	3.10%
		2001-2002	2002-2003	2003-2004	2004-2005
Teacher Aide	1	10.02	10.35	10.68	11.01
	2	10.52	10.87	11.21	11.56
	3	11.02	11.38	11.75	12.11
	4	11.57	11.95	12.33	12.72
	5	12.12	12.52	12.92	13.32
	6	12.74	13.16	13.58	14.00
	7	13.35	13.79	14.23	14.67
	8	13.99	14.45	14.91	15.38
	9	14.64	15.12	15.61	16.09

		2001-2002	2002-2003	2003-2004	2004-2005
Office Aide	1	9.91	10.24	10.56	10.89
	2	10.41	10.75	11.10	11.44
	3	10.90	11.26	11.62	11.98
	4	11.45	11.83	12.21	12.58
	5	11.99	12.39	12.78	13.18
	6	12.60	13.02	13.43	13.85
	7	13.20	13.64	14.07	14.51
	8	13.83	14.29	14.74	15.20
	9	14.48	14.96	15.44	15.92

GRADE 2

		2001-2002	2002-2003	2003-2004	2004-2005
Cleaner Custodian Typist	1	12.76	13.18	13.60	14.02
	2	13.39	13.83	14.27	14.72
	3	14.07	14.53	15.00	15.46
	4	14.74	15.23	15.71	16.20
	5	15.47	15.98	16.49	17.00
	6	16.22	16.76	17.29	17.83
	7	17.02	17.58	18.14	18.71
	8	17.86	18.45	19.04	19.63

APPENDIX A

CSEA SALARY SCHEDULE

		2001-2002	2002-2003	2003-2004	2004-2005
Groundsman/Cleaner	1	13.66	14.11	14.56	15.01
	2	14.29	14.76	15.23	15.71
	3	14.97	15.46	15.96	16.45
	4	15.64	16.16	16.67	17.19
	5	16.37	16.91	17.45	17.99
	6	17.12	17.68	18.25	18.82
	7	17.92	18.51	19.10	19.70
	8	18.76	19.38	20.00	20.62
10 Month Typist	1	14.03	14.49	14.96	15.42
	2	14.71	15.20	15.68	16.17
	3	15.47	15.98	16.49	17.00
	4	16.20	16.73	17.27	17.81
	5	17.00	17.56	18.12	18.68
	6	17.83	18.42	19.01	19.60
	7	18.70	19.32	19.94	20.55
	8	19.62	20.27	20.92	21.56

GRADE 3

		2001-2002	2002-2003	2003-2004	2004-2005
Cleaner/Driver	1	13.48	13.92	14.37	14.82
Account Clerk	2	14.16	14.63	15.10	15.56
Stenographer	3	14.87	15.36	15.85	16.34
Sr. Typist	4	15.59	16.10	16.62	17.14
Asst. Mechanic/	5	16.33	16.87	17.41	17.95
Driver	6	17.15	17.72	18.28	18.85
	7	17.96	18.55	19.15	19.74
	8	18.73	19.35	19.97	20.59
10 Month/Payroll Benefits Clerk	1	16.93	17.49	18.05	18.61
	2	17.68	18.26	18.85	19.43
	3	18.59	19.20	19.82	20.43
	4	19.67	20.32	20.97	21.62
	5	20.56	21.24	21.92	22.60
	6	21.19	21.89	22.59	23.29
	7	22.46	23.20	23.94	24.69

APPENDIX A**CSEA SALARY SCHEDULE****GRADE 4A**

		2001-2002	2002-2003	2003-2004	2004-2005
Auto Mechanics w/o CDL	1	14.36	14.83	15.31	15.78
	2	15.06	15.56	16.05	16.55
	3	15.78	16.30	16.82	17.34
Maintenance w/o CDL	4	16.59	17.14	17.69	18.23
	5	17.38	17.95	18.53	19.10
	6	18.25	18.85	19.46	20.06
	7	19.14	19.77	20.40	21.04
	8	19.62	20.27	20.92	21.56

GRADE 4B

		2001-2002	2002-2003	2003-2004	2004-2005
Auto Mechanics w/ CDL	1	15.01	15.51	16.00	16.50
	2	15.72	16.24	16.76	17.28
	3	16.44	16.98	17.53	18.07
Maintenance w/ CDL	4	17.31	17.88	18.45	19.03
	5	18.03	18.62	19.22	19.82
	6	18.90	19.52	20.15	20.77
	7	19.80	20.45	21.11	21.76
	8	20.28	20.95	21.62	22.29

		2001-2002	2002-2003	2003-2004	2004-2005
Nurse	1	21.18	21.88	22.58	23.28
	2	22.08	22.81	23.54	24.27
	3	23.06	23.82	24.58	25.35
	4	24.07	24.86	25.66	26.46
	5	25.17	26.00	26.83	27.66
	6	26.34	27.21	28.08	28.95
	7	27.49	28.40	29.31	30.21
	8	28.72	29.67	30.62	31.57

APPENDIX A

CSEA SALARY SCHEDULE

BUS DRIVERS

		2001-2002	2002-2003	2003-2004	2004-2005
Bus Monitor	1	10.02	10.35	10.68	11.01
	2	10.52	10.87	11.21	11.56
	3	11.02	11.38	11.75	12.11
	4	11.57	11.95	12.33	12.72
	5	12.12	12.52	12.92	13.32
	6	12.74	13.16	13.58	14.00
	7	13.35	13.79	14.23	14.67
	8	13.99	14.45	14.91	15.38
	9	14.64	15.12	15.61	16.09
		2001-2002	2002-2003	2003-2004	2004-2005
Bus Driver	1	15.14	15.64	16.14	16.64
	2	15.89	16.41	16.94	17.46
	3	16.66	17.21	17.76	18.31
	4	17.49	18.07	18.65	19.22
	5	18.34	18.95	19.55	20.16
	6	18.51	19.12	19.73	20.34
Station Wagon Drivers	1	14.51	14.99	15.47	15.95
	2	15.20	15.70	16.20	16.71
	3	15.96	16.49	17.01	17.54
	4	16.75	17.30	17.86	18.41
	5	17.57	18.15	18.73	19.31
	6	17.74	18.33	18.91	19.50

APPENDIX A

CSEA SALARY SCHEDULE

CAFETERIA WORKERS

		2001-2002	2002-2003	2003-2004	2004-2005
Cashier	1	10.04	10.37	10.70	11.04
Dishwasher	2	10.33	10.67	11.01	11.35
Server	3	10.69	11.04	11.40	11.75
	4	11.13	11.50	11.87	12.23
	5	11.52	11.90	12.28	12.66
Head Cook/ Business	1	13.96	14.42	14.88	15.34
	2	14.63	15.11	15.60	16.08
	3	15.38	15.89	16.40	16.90
	4	16.11	16.64	17.17	17.71
	5	16.91	17.47	18.03	18.59
	6	17.40	17.97	18.55	19.12
Head Cook	1	11.16	11.53	11.90	12.27
	2	11.72	12.11	12.49	12.88
	3	12.30	12.71	13.11	13.52
	4	12.90	13.33	13.75	14.18
	5	13.52	13.97	14.41	14.86
	6	13.90	14.36	14.82	15.28