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**AGREEMENT BETWEEN
THE SUPERINTENDENT
OF
PAVILION CENTRAL SCHOOL
DISTRICT
AND
PAVILION NON-TEACHERS'
ASSOCIATION**

2007 ~ 2011

TABLE OF CONTENTS

I.	GENERAL	4
II.	DEFINITIONS OF VARIOUS EMPLOYEES	4
III.	LEAVE OF ABSENCE	5
IV.	ANNIVERSARY DATE	6
V.	VACATIONS	7
VI.	JURY DUTY	7
VII.	MILITARY LEAVE	7
VIII.	FOOD SERVICE	8
IX.	PHYSICAL EXAMINATION	8
X.	KEYS	8
XI.	POLITICAL ACTIVITY	8
XII.	STAFF RESPONSIBILITY	8
XIII.	OVERTIME PAY	9
XIV.	REST BREAKS AND LUNCH PERIOD	9
XV.	HEALTH INSURANCE	9
XVI.	PAID HOLIDAYS	10
XVII.	RETIREMENT	10
XVIII.	VACANCIES OR NEW POSITIONS	10
XIX.	DISABILITY INSURANCE	10
XX.	TIME	10
XXI.	UNIFORMS	10
XXII.	GRIEVANCE PROCEDURES	11
XXIII.	SALARY SCHEDULES	12
XXIV.	SAFETY GLASSES	14
XXV.	EMERGENCY WEATHER CLOSING DAYS	15
XXVI.	TUITION FREE ATTENDANCE	15

AGREEMENT, made this 2th day of February, 2007, by and between the SUPERINTENDENT, PAVILION CENTRAL SCHOOL DISTRICT, PAVILION, NEW YORK, and the PAVILION NON-TEACHERS' ASSOCIATION for July 1, 2007, through June 30, 2011:

I. GENERAL

- A. Any employees hired by the District shall be on probation for a period of six months, after which the employee will be hired permanently or released. Unpaid leave during the probationary period will extend that period for a time equal to the unpaid leave.
- B. Once an employee is on a permanent status (after six months), (s)he cannot be released without proper procedure. For employees who are covered by provisions of Section 75 of the Civil Service Law, disciplinary actions may be processed either under the provisions of Article I, Section C of the contract, or under provisions of Section 75 as the employee may elect. The election of either procedure precludes the use of the other.
- C. For those employees on permanent status:
 - 1. An employee must receive a dismissal notice in writing from the Superintendent.
 - 2. An employee who has received such a dismissal notice may request the specific reasons in writing within five (5) working days of the receipt of the dismissal notice. The Superintendent shall provide such reasons within five (5) working days after the receipt for such request.
 - 3. Any employee notified of the intent to dismiss has the right at his/her request to a hearing before the Board of Education prior to any final action by the Board with respect to the recommendation or dismissal.
 - 4. An employee will be given a fifteen (15) calendar-day notice before his/her dismissal is made final.

II. DEFINITIONS OF VARIOUS EMPLOYEES

- A. Regular salaried employee -- one who works on a regular, salaried basis, but not necessarily a full forty (40) hours per week.
- B. Full-time salaried employee -- one who works on a regular salaried basis and who works a full forty (40) hour week.
- C. Hourly employee -- one who may work up to a full forty (40) hour week, as distinguished from salaried employee.
- D. Substitute employees -- one who works only when called upon to fill a temporary vacancy. This does not pertain to summer employees who are intended to work only during the summer months.
- E. Twelve month employees -- one who is employed at least 240 days per year (including paid holiday, paid vacation, and paid leave) between July 1 and June 30.
- G. Ten month employees -- one who works on the same days as teachers. However, daily rate for salaried employees (ten months) will be calculated by dividing the annual salary by 200 days.
- H. Teacher Aide -- one who is employed to work at an hourly rate of pay under the direct supervision of a regular education and/or special education teacher in a classroom setting (i.e., classroom aides; special education aides; aide-interpreters 1-1 child aides; library aide).

III. LEAVE OF ABSENCE

- A. All regular salaried and full-time employees shall be entitled to 13 days of paid leave per year if ten month employees and 16 days of paid leave per year if twelve month employees. The appropriate number of leave days will be credited to each eligible employee as of July 1 of each school year. All unused days will accumulate to the employee's total to a maximum of 210 days for twelve month employees and 200 days for ten month employees.
1. Leave time will be pro-rated at the rate of approximately one (1) day per month from the date of hire to the end of the school year (June 30).
 2. Any hourly employee working in the cafeteria area with three (3) or more years of service and who works a minimum of five (5) hours a day will be credited with seven (7) days of paid leave per year, and they will accumulate to a maximum of eighty (80) days.
 - a. All other cafeteria workers will receive three (3) paid leave per year, and they will accumulate to a maximum of fifteen (15) days.
 3. Teacher Aides who work at least six (6) hours per day shall be entitled to five (5) days of paid leave per year. Any unused days will accumulate to a maximum of forty (40) days. Such paid leave days shall be prorated for any Aide working four (4) or more hours per day.
 4. Any 'hourly' employee shall be entitled to a maximum of three (3) days of paid leave per year for bereavement. Such leave may be used for the death of a unit member's mother, father, husband, wife, child, grandchild, brother, sister, father-in-law, and/or mother-in-law.
- B. Leave time may be used for personal or family illness, bereavement, or emergency reasons. A maximum of two (2) days of annual paid leave as stipulated in Article III, Section A, shall be allowed for personal business leave. The purpose of such leave is to relieve the employees of financial hardship in situations over which they have no control. "Personal business" means an activity that requires the employee's presence during the work day and is of a nature such that it cannot be attended to at a time other than the work day. The notification of the need for such a day must be made in writing at least three (3) days in advance except in the event of an emergency. Leave time shall not be used for vacation purposes.
1. Leave time may be used as one full day or one-half day.
 2. No leave, paid or unpaid, will be approved if those are continuous with regular vacation periods except as emergency requests (i.e., sick leaves, etc.). Documentation may be required for any such leave granted.
- C. An employee (female or male) to whom a child is born or who adopts a child shall be eligible for childrearing leave without pay for up to two (2) years. This leave is in addition to any sick leave pursuant to Article III, Section B, to which the employee is entitled due to medical disability. Requests to extend or abridge a leave granted to an individual unit member shall be considered on a case by case basis.
- D. Retirement Options

Retirement is defined for the purpose of this contract as being separated from employment with the Pavilion Central School District for the purpose of retirement, 10 years minimum service in the Pavilion Central School District, 20 years minimum service in New York State Employees' Retirement System, and eligible for benefits from the Retirement System. This must occur at or over the age of 55. Accumulated leave days may be used as follows:

1. Any unit member hired prior to July 1, 1997, who retires under any plan of the New York State Employees' Retirement System may be covered continually under the terms of this Article by applying an amount of money determined by multiplying 1/240 for 12 month employees and 1/200 for 10 month employees, of the final annual salary of the retiring member by the number of his/her accumulated sick days toward the monthly insurance premium. Coverage of the retiree by the District shall continue until that money has been totally expended or at the death of the employee, whichever shall occur first.
 - a. Any covered unit member who uses up the sum of money as provided above, may continue coverage, as allowed by the District's Health Care Provider, by compensating the District an amount of money equal to the total premium cost to the District for such coverage on a monthly basis.

2. Any unit member hired on or after July 1, 1997, who retires under any plan of the New York State Employees' Retirement System may be covered continually under the terms of this Article by applying an amount of money determined by multiplying \$100.00 by the number of the employee's accumulated sick days toward the monthly insurance premium. Coverage by the District shall continue until the money has been totally expended or at the death of the employee, whichever shall occur first.
 - a. Any covered unit member who uses up the sum of money as provided above, may continue coverage, as allowed by the District's Health Care Provider, by compensating the District an amount of money equal to the total premium cost to the District for such coverage on a monthly basis.

E. Absence Due to Injury

Cases of absence due to injuries incurred in the actual performance of school duties covered by Workers' Compensation are subject to certification by a duly qualified physician as to the duration of disability. The District shall continue to pay the employee his regular scheduled pay and benefits for the period involved and the salary allowance paid to the employee involved under Workers' Compensation shall be assigned to the District, except for any lump sum settlement made to the individual. Such time loss from the employee's work shall not be deducted from his accumulated sick leave except for the seven (7) day waiting period.

- F. Should permanent disability occur, the employee may continue hospitalization coverage by compensating the District an amount equal to the premium cost to the District for such coverage on a quarterly basis. Any remaining accumulated leave days may be converted to paid health insurance benefit as stipulated in Section D of this Article.

G. Absence Due to Disability

Hospitalization insurance would be paid by the District for a period of six (6) months and then reviewed for those receiving disability insurance. Any future coverage by the District would be determined by the results of the six month review and based on job-related disability only.

IV. ANNIVERSARY DATE

- A. All new employees will be placed on a July 1 anniversary date by placing them on the next step of their respective salary schedule if they were employed between July 1 and December 31, or by retaining them on the current step of their respective salary schedule if they were employed between January 1 and June 30.

V. VACATIONS

- A. For all twelve (12) month employees:
1. Two (2) weeks vacation with pay after one (1) year continuous service.
 2. Three (3) weeks vacation with pay after five (5) years continuous service.
 3. Four (4) weeks vacation with pay after (10) years continuous service.
 4. Add one (1) day per each year beginning sixteenth (16) year to twenty (20) years or total of five (5) weeks vacation after twenty (20) years continuous service.
 5. When an employee reaches his actual Anniversary Date (date of hire) and becomes eligible for two (2) weeks vacation or for the additional one week vacation, that time will be prorated for the remainder of that school year. On the following July 1st they will receive the entire allotted time.

The vacation time will be prorated as follows:

If you were hired between:	After 1 year	After 5, 10 or 25 years
July 1st - September 15th	10 days	5 days
September 16th - November 30th	8 days	4 days
December 1st - February 15th	6 days	3 days
February 16th - April 30th	4 days	2 days
May 1st - June 30th	2 days	1 day

- B. For all ten (10) month employees, no scheduled vacation with pay.
- C. All vacation time to be approved by supervisors and the Superintendent or his/her designee.
- D. No more than three (3) employees will be off for vacation purposes at the same time.
- E. No more than one-half of an employee's vacation may be mandated during a given fiscal year by the School District.

VI. JURY DUTY

- A. Any employee who is summoned to serve on jury duty shall be granted necessary leave on order of the court with the school paying the difference between jury pay and the employee's regular earnings. This absence shall not be deducted from any leave to which the employee is otherwise entitled.

VII. MILITARY LEAVE

- A. Any regular salaried or full-time salaried employee who is required to perform military service shall be granted military leave as prescribed in Section 242, Article 11 (5) of Military Law: "Every public officer or employee shall be paid his salary or other compensation as such public officer or employee for any and all periods of absence while engaged in the performance of ordered military duty, and while going to and returning from such duty, not exceeding a total of thirty (30) days any one continuous period of such absence".

- B. Such leave will not be deducted from any other leave or vacation to which the employee is otherwise entitled.

VIII. FOOD SERVICE

- A. Meals are chargeable to an employee at the rate established by the Board of Education. However, when the normal work day is extended by request of the supervisor for two (2) or more hours through the lunch period, an employee will be allowed dinner at no charge in the school cafeteria as available.

IX. PHYSICAL EXAMINATIONS

- A. The District reserves the right to require a physical examination, psychiatric examination, or a physician's statement:
 - 1. To establish fitness for employment.
 - 2. Upon return from an illness of three (3) or more days.
 - 3. Upon return from any type of leave of absence
 - 4. If exposed to a communicable disease.
 - 5. If minimal health standards are in questions.
- B. The expense for these required examinations will be borne by the District when performed by the school physician. If the personal physician is to perform the examination, the expense is to be borne by the employee.

X. KEYS

- A. All employees are to be personally responsible for all keys and I.D./Swipe Cards issued to them.

XI. POLITICAL ACTIVITY

- A. The District shall reserve the right to make inquiry into any employee's connection with any group or organization which advocates the overthrow of the United States government by force or violence.
- B. No employee shall promise rewards, threaten loss of jobs, or coerce any employee to support or contribute to any political issue, candidate, or party.
- C. Before seeking or accepting any political office or appointment, the staff member should determine with the Superintendent what effect the new responsibilities may have on his work with the school. He may wish to seek a leave of absence, a part-time assignment, or other arrangement. Agreement should be reached prior to any acceptance of political obligations.

XII. STAFF RESPONSIBILITY

- A. Staff may be subject to disciplinary action by the supervisor in consultation with the Superintendent for any of the following reasons:
 - 1. Inattention to duty.
 - 2. Being habitually tardy.
 - 3. Inefficiency.
 - 4. Unauthorized absences.
 - 5. Damage to and/or theft of school property.
- B. An employee's attitude and character while on the job shall at all times be above and beyond reproach, always reflecting a capable and responsible image of the Pavilion Central School District, as well as the community it serves and represents

XIII. OVERTIME PAY

- A. The staff shall receive one and one-half times their regular pay per hour for any time worked over forty (40) hours per week. Lunch time is to be included in the eight (8) hour day.

XIV. REST BREAKS AND LUNCH PERIOD

- A. All employees working a full eight (8) hour shift shall have a thirty (30) minute lunch break and two (2) fifteen (15) minute rest breaks included within the normal shift.
- B. All employees working more than a continuous four (4) hour shift but less than a full eight (8) hour shift shall have a thirty (30) minute lunch break and one (1) fifteen (15) minute rest break included within the normal shift.
- C. All employees working three (3) hour shifts shall have one (1) fifteen (15) minute rest break.
- D. All such time to be assigned by the Supervisor.

XV. HEALTH INSURANCE

- A. Hospital insurance coverage shall be made available to any full-time salaried, regular salaried and currently covered hourly employee working more than thirty (30) hours per week if the employee was hired for and intended to be a permanent employee of the District.
- B. Hospitalization insurance coverage will be the same for the Non-Teacher's Association as it is for the Pavilion Faculty Association.
- C. All employees are to pay for all hospitalization insurance premiums when on unpaid leave for more than seven (7) calendar days.
- D.
 - 1. Any unit member who participates in the District offered health care plan shall bear the cost of any deductibles and/or co-payments under the terms of the healthcare plan. The District will contribute 85% and participating unit members 15% of the total cost of the premiums for the life of this Agreement.
 - 2. Cafeteria workers who are eligible for healthcare coverage and who elect to participate in the District offered healthcare plan shall bear the cost of any deductibles and/or co-payments under the terms of the healthcare plan and shall contribute 10% percent of the total premium costs for the life of this Agreement.

New eligible employees hired after July 1, 2007, shall contribute 15% of the total premium costs for the life of this Agreement.
 - 3. Teacher Aides who work at least seven (6) hours per days shall be entitled to elect to participate in the District offered healthcare plan. Any teacher aide who elects to participate in such plan shall bear the cost of any deductibles and/or co-payments under the terms of the healthcare plan. The District will contribute fourteen hundred dollars (\$1,400) towards the total yearly premium with the participating employee responsible for the balance of the cost of the selected plan, such balance to be paid in monthly premium payments. The District's contribution to this section will be prorated for any Aide working four (4) or more hours per day.
- E. Any unit member who is eligible to participate in the District offered healthcare plan in sections D.1. and D.2. above and who opts not to enroll in such healthcare plan will receive a payment of \$1,100.00 for each year the member opts out of such health care plan, providing the member notifies the District of this decision, in writing, by the March 1 preceding each opt-out year. Such opt-out payment will be issued to the member in the final pay period in the June of the opt-out year.

XVI. PAID HOLIDAYS

A. All regular salaried and full-time salaried employees shall receive fourteen (14) paid holidays for the work year, to be as follows:

- | | |
|---------------------|--|
| 1. Labor Day | 8. the day after |
| 2. Columbus Day | 9. New Year's Day |
| 3. Veterans Day | 10. Martin Luther King Day |
| 4. Thanksgiving and | 11. President's day (so long as students and staff are not in attendance) |
| 5. the day after | 12. Easter (Good Friday or the Monday after) |
| 6. Fourth of July | 13. Memorial Day |
| 7. Christmas and | 14. Friday prior to Memorial Day (so long as students and staff are not in attendance) |

B. Hourly employees receive no paid holidays.

XVII. RETIREMENT

A. The 20-year career plan (Section 75-I) will be in effect for all Non-Teacher Association employees of Pavilion Central School District.

XVIII. VACANCIES OR NEW POSITIONS

A. In the event of vacancies or new position creations on the non-teaching staff, presently employed (if qualified) employees shall have first consideration for appointment to the vacant or new position. Formal written application through the appropriate supervisor to the Superintendent shall be made for the position. Appropriate Civil Service rules apply.

XIX. DISABILITY INSURANCE

A. New York State Disability Insurance will be secured by the Board of Education according to law with the deduction of one-half of one percent of gross wages, up to \$.60 per week per employee to be made.

XX. TIME

A. All employees covered under this contract are required to complete time cards and/or attendance sheets as specified by the District.

XXI. UNIFORMS

A. A uniform allowance of \$150 for 2007-2008 and 2008-2009 and \$160 for 2009-2010 and 2010-2011 (per year) will be paid by the District on claim form on the first regular warrant after September 1st. This payment will be made to all salaried custodial employees and any cafeteria employees working a minimum of five (5) hours per day.

A uniform allowance of \$200 for 2007-2008; \$250 for 2008-2009; \$300 for 2009-2010; and \$350 for 2010-2011 (per year) will be paid by the District on claim form on the first regular warrant after September 1st to all salaried maintenance employees.

In consideration of this allowance, all employees will maintain an appearance consistent with existing standards and expectations of the District and of each supervisor. Any employee whose appearance does not conform to these standards may be required to procure satisfactory apparel at his/her own expense.

- B. The District agrees to pay for two (2) smocks for hourly cafeteria employees who work less than five (5) hours. The smocks will remain District property.

XXII. GRIEVANCE PROCEDURE

A. Definitions

1. A grievance is any alleged violation of this agreement or any dispute with respect to its meaning or application.
2. An employee is any individual within the collective bargaining unit covered by this agreement
3. An aggrieved party or grievant is an employee, a group of employees, the Association and (when it submits a grievance) the Board of Education.

B. Submission of Grievances

1. Before submission of a written grievance, the aggrieved party must attempt to resolve it informally with his immediate supervisor or Department Head.
2. Each grievance shall be submitted in writing on a form approved by the Board of Education. The approved form shall identify the grievant, the provision of this agreement involved in the grievance, the time and place and, if known, the identity of the person responsible for causing such events or conditions and a general statement of the grievance and redress sought by the griever.
3. A grievance shall be considered waived unless the aggrieved party files his grievance with his immediate supervisor within ten (10) calendar days after its occurrence.
4. An employee or group of employees within the same department may submit a grievance where it affects each individually or wholly to their immediate supervisor.
5. The Association may submit a grievance directly to the Superintendent except where it would be limited to affect one department within the Service Unit. In such an instance, the grievance shall be submitted to the supervisor.
6. The Board of Education shall present their grievances to the President of the Association.

C. Grievance Procedures

1. The immediate supervisor or Department Head shall respond in writing within five (5) calendar days to each written grievance filed. If the aggrieved party and/or his designated representative is not satisfied with the supervisor's or Department Head's answer, or if no answer is received within five (5) calendar days after submission of the grievance, the grievant must appeal to the Superintendent within five (5) days if the grievance is to continue.
2. The Superintendent, or his designated representative, shall, upon appeal, confer with the aggrieved party or his designated representative. The Superintendent shall render to the above-mentioned parties a written disposition of the grievance within fourteen (14) calendar days after receipt of the appeal.

3. Within fourteen (14) calendar days after receiving a grievance from the Board of Education, the Association shall deliver to the Superintendent a detailed statement of its position with respect to the grievance.
4. In the event the grievant and/or the Association or the Board of Education is not satisfied with the statement of the other with respect to a grievance, it shall, within fifteen (15) days after receiving the statement, refer the grievance to arbitration by requesting that the American Arbitration Association appoint an arbitrator in accordance with its accepted rules of procedure.

D. Arbitration

1. The arbitrator so selected shall conduct the proceedings in accordance with the New York Arbitration Law, Article 75, Civil Practice Law and Rules.
2. The Arbitrator's award shall also set forth its findings of fact, reasons and conclusions of law on only that issue submitted for determination.
3. The arbitrator shall have no power to alter, modify, add to or subtract from the provisions of this agreement. His authority shall be limited to deciding only whether a specific Article and Section of this agreement has been violated.
4. The arbitrator shall not usurp the functions of the Board of Education or the proper exercise of its judgment and discretion under the law and this agreement.
5. The Arbitrator's Award, if within the scope of his authority as set forth above, shall be final and binding.
6. The costs for the services of the Arbitrator shall be borne equally by the parties.

XXIII. SALARY SCHEDULES

- A. Cafeteria Employees - Extra work by all cafeteria employees will be paid at the rate of \$10.30 per hour for the year 2007-2008; \$10.60 per hour for the year 2008-2009; \$10.90 for the year 2009-2010; and \$11.20 per hour for the year 2010-2011.

Appointments made to the cafeteria staff will be on an hourly wage basis rather than on an annual contract wage scale. All salaried cafeteria employees shall work six (6) hours per day except the cook, who will work six and a half (6.5) hour per day so long as the breakfast program is in existence. Hours are to be set by the School Lunch Manager.

1. Cook: The minimum new hire salary will be:

\$9,000.00	2007-2008
\$9,200.00	2008-2009
\$9,400.00	2009-2010
\$9,600.00	2010-2011
2. General Kitchen Help: The minimum new hire salary will be:

\$7,550.00	2007-2008
\$7,700.00	2008-2009
\$7,850.00	2009-2010
\$8,000.00	2010-2011

3. Food Service Helper: The minimum new hire salary will be:

\$7.20 per hour	2007-2008
\$7.40 per hour	2008-2009
\$7.60 per hour	2009-2010
\$7.80 per hour	2010-2011

a. Only two 6-hr. employees shall be eligible for healthcare coverage. A third 6-hour employee shall be eligible for healthcare coverage as outlined in Section XV, 3.

B. Clerical Employees - All clerical members of the unit shall receive one (1) of the two November conference days, if held, as paid leave. The day to be taken must be in agreement with the Superintendent.

1. Clerk-typists: The minimum new hire salary for 12 months will be:

\$20,000.00	2007-2008
\$20,300.00	2008-2009
\$20,600.00	2009-2010
\$20,900.00	2010-2011

2. Secretary to the Building Principals to be a 12 month position.

\$27,000.00	2007-2008
\$27,500.00	2008-2009
\$28,000.00	2009-2010
\$28,500.00	2010-2011

C. Custodial and Maintenance Employees

1. Maintenance: The minimum new hire salary will be:

\$25,500.00	2007-2008
\$25,800.00	2008-2009
\$26,100.00	2009-2010
\$26,400.00	2010-2011

2. Cleaners: The minimum new hire salary will be:

\$20,500.00	2007-2008
\$20,800.00	2008-2009
\$21,100.00	2009-2010
\$21,400.00	2010-2011

3. If the District should require of a "Cleaner" that he/she secures and maintains bus driver certification, then that unit member shall receive a stipend equal to ten percent (10%) of their base salary for so long as such certification is kept current.
4. Extra compensation for night shifts to be as follows: 3.3% of current year base salary for each year of contract and head night building custodian 2.8% of current year new hire salary for each year of the contract. Workers on the '3rd shift' shall receive an additional stipend of \$300 per year. Workers required to start work two (2) or more hours before the regular day shift will receive \$25 per month during the period of time they report early.
5. Custodial/maintenance bus drivers will be paid at their overtime rate for trips taken outside their normal working hours.
6. The District shall reimburse staff for any fees related to CDL licensing.

D. 1. Teacher Aide: The minimum new hire salary will be:

\$8.40 per hour	2007-2008
\$8.60 per hour	2008-2009
\$8.80 per hour	2009-2010
\$9.00 per hour	2010-2011

E. All present employees shall receive an increase in their base salary of:

3.8%	2007-2008
3.7%	2008-2009
3.6%	2009-2010
3.5%	2010-2011

By mutual agreement, the positions of Supervisor of Buildings and Grounds, Head Bus Mechanic, Transportation Supervisor, School Lunch Manager, School District Treasurer, Internal Auditor, Purchasing and/or Payroll Clerk, Secretary to the Superintendent, and any employee serving as Clerk of the Board of Education, are excluded from this bargaining unit.

F. If the need arises for maintenance/custodial workers to be called in to work during non-scheduled hours (i.e., weekends) that are not directly an extension of their normal work day, such workers will receive a minimum of two (2) hours of paid time.

XXIV. SAFETY GLASSES

The District shall provide safety glasses/goggles as needed. If prescription safety glasses are required, the District will reimburse up to one hundred dollars (\$100) no more than once every two years, upon approval of the Superintendent of Buildings and grounds. The employee(s) are responsible for any eye exams if prescription glasses are required.

XXV. EMERGENCY WEATHER CLOSING DAYS

Unless requested to report to work by a supervisor or school administrator, unit members holding the positions of salaried, full-time “Cleaner”, “Clerical”, “Cook”, and/or “General Kitchen Help” will not be required to report to work on a day when school is closed, prior to opening, for the full day, due to a ‘weather emergency’ (i.e., snow, ice, flood, blizzard, etc.). Such leave will not be credited against accumulated personal leave time. Unit members who hold the title of full-time, salaried “Maintenance” shall report as required on ‘weather emergency’ days to perform duties consistent with their title (i.e., snow, plowing, ice removal, generator services, etc.). Upon completion of such duties, and receiving permission of their supervisor or school administrator, such unit members may be released from the rest of their daily schedule without the need to utilize personal leave day time.

XXVI. TUITION FREE ATTENDANCE

Unit members who are not residents of the Pavilion Central School District may make application to the Board of Education to have their school age child(ren) attend the Pavilion Central Schools. If their child(ren) are accepted as a non-resident student(s), the child(ren) shall be allowed to attend school on a tuition free basis for the duration of their allowed attendance.

“It is agreed by and between the parties that any provision of this agreement requiring 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 was given approval.”

IN WITNESS WHEREOF, the parties have caused this agreement to be executed by their duly authorized representatives on this 2th day of February, 2007.

**PAVILION NON-TEACHERS
ASSOCIATION**

**PAVILION CENTRAL
SCHOOL DISTRICT**
