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#### **Contract Database Metadata Elements**

Title: **West Hempstead Union Free School District and West Hempstead Aides Association (1997)**

Employer Name: **West Hempstead Union Free School District**

Union: **West Hempstead Aides Association**

Local:

Effective Date: **07/01/97**

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West Hempstead Ufsd And West  
Hempstead Aides Assn

**AGREEMENT**

**between**

**WEST HEMPSTEAD BOARD OF EDUCATION**

**and**

**WEST HEMPSTEAD AIDES ASSOCIATION**

**NYS PUBLIC EMPLOYMENT RELATIONS BOARD  
RECEIVED**

**July 1, 1997 - June 30, 2001**

**SEP 25 2000**

**CONCILIATION**

(16)

ARTICLE I

PREAMBLE

This agreement made and entered into this            day of            1997, by and between the Board of Education, West Hempstead Union Free School District, (hereinafter referred to as the "Board"), and West Hempstead Aides Association, (hereinafter referred to as the "Association").

ARTICLE II

The Board hereby recognizes the Association as the exclusive negotiating agent for all teacher aides employed by the Board.

ARTICLE III

The hourly salary rate for all personnel covered by this agreement shall be as follows:

<u>Step</u>	<u>97 - 98</u>	<u>98 - 99</u>	<u>99 - 00</u>	<u>00 - 01</u>
1	\$ 9.72	\$10.01	\$10.31	\$10.62
2	\$ 9.72	\$10.01	\$10.31	\$10.62
3	\$10.06	\$10.36	\$10.67	\$10.99
4	\$10.59	\$10.91	\$11.24	\$11.58

#### ARTICLE IV

1. In the event the Board determines to reduce the work force of the personnel covered by this agreement, layoffs are to be made on the basis of seniority insofar as compatible with the efficiency of the operation as determined by the sole judgment of the Business Manager of the Board. Due consideration will be given to the competence of the individual person. In general, the last person hired will be the first laid off, subject to the judgment of the Business Manager as aforesaid.
2. Notice of teacher aide vacancies will be posted in each building of the District for a period of one week or five school days, with the understanding that the District would not be precluded from considering applicants not in the School District employ.

#### ARTICLE V

1. Twelve (12) days at which school is not in session will be considered and treated as paid holidays.
2. In the event of death in the immediate family, five (5) days of bereavement leave will be granted. Immediate family is defined to mean: father, mother, sister, brother, wife, husband, son, daughter, mother-in-law, or father-in-law. Two (2) days of bereavement leave will be granted for death of grandparents, grandchildren, son-in-law, daughter-in-law, brother-in-law, sister-in-law, guardians and foster children.

3. For members of the New York State Employees' Retirement System, the Board agrees to participate in the 75i Retirement Plan. Such plan shall be implemented as reasonably soon hereafter as possible following execution hereof and upon approval of the New York State Employees' Retirement System.
4. The State-Wide Health Plan now in effect shall continue to be available to all eligible employees.
5. If school is declared closed by the Superintendent of Schools, as a result of inclement weather or for other similar emergencies, such as, electrical outage, boiler shut-down, or fire, employees will be paid for the normal hours of such day customarily worked by them.
6. The Grievance Procedure adopted by the Board for non-professional employees in Policy 4271 shall remain in effect for the duration of this agreement.
7. If an employee is requested by the Board to work out of title or grade as a result of the absence of the person holding that title or grade and such absence continues for a period of ten (10) full-time consecutive working days or more, such employee will be compensated at a daily rate in accordance with Step 1 of that title or grade, with such compensation to be effective ten (10) working days after the actual commencement of such out of title or grade of work.
8. The policy of Disability Insurance carried by the district for the clerical and custodial units shall be extended to the aides unit.

ARTICLE VI

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation be amendment of law or by providing the additional funds therefor, shall not become effective until the appropriate legislative body has given approval.

ARTICLE VII

This agreement shall be effective as of July 1, 1997 and shall continue in effect until June 30, 2001.

ARTICLE VIII

The parties agree that all negotiable items have been discussed during the negotiations leading to this agreement, and therefore agree that negotiations will not be re-opened on any item, whether contained herein or not, during the life of this agreement.

BOARD OF EDUCATION  
WEST HEMPSTEAD UNION FREE  
SCHOOL DISTRICT

By Carol D. Eisenberg  
as representative President, Bd. Ed.

WEST HEMPSTEAD AIDES  
ASSOCIATION

By Francis M. Imperiale  
President