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**Contract Database Metadata Elements**

Title: **Central Square Central School District and Central Square Non-Instructional Supervisors Association (CSNISA) (2006) (MOA)**

Employer Name: **Central Square Central School District**

Union: **Central Square Non-Instructional Supervisors Association (CSNISA)**

Effective Date: **07/01/06**

Expiration Date: **06/30/09**

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AD1 / 7973

# Agreement

*Between the*

## Central Square Central School District

and the

## Central Square Non-Instructional Supervisors' Association

### (CSNISA)



### July 1, 2006 - June 30, 2008

### JULY 1, 2008 - JUNE 30, 2009 EXTENSION

RECEIVED  
NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD

DEC 16 2008

ADMINISTRATION



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## **AGREEMENT**

*This Agreement is made by and between the Central Square Central School District, herein after termed the "District," and the Central Square Non-Instructional Supervisors' Association, herein after termed "CSNISA."*

### **ARTICLE 1**

#### **Recognition of Membership**

The titles of positions that are hereby covered in this Agreement are:

Transportation Supervisor  
Superintendent of Buildings and Grounds  
Food Service Director  
Assistant Food Service Director  
Assistant Transportation Supervisor  
Head Auto Mechanic  
Social Worker  
Computer Specialist  
Coordinator of Substance Abuse Services

### **ARTICLE 2**

#### **No-Strike Pledge**

CSNISA hereby affirms a policy that it does not assert the right to strike against the school system, nor will it assist in or take part in any such strike by the employee, nor will it impose any obligation on such employees to conduct, assist, or participate in a strike.

### **ARTICLE 3**

#### **Work Year**

- A. Transportation Supervisor, Superintendent of Buildings & Grounds, Food Service Director, Assistant Transportation Supervisor, and Head Auto Mechanic, Director of Information Systems, Computer Specialists: 12 months.
- B. Assistant Food Service Director: 11 months. Full time from September 1 through June 30, with leaves as per Article V and vacation as per Article VII. Twenty (20) days work from July 1 through August 31.
- C. Coordinator of Substance Abuse Services: 10 months (with the option for up to 10 additional days at the discretion of the Assistant Superintendent for Instruction.)

### **ARTICLE 4**

#### **Negotiation Procedure**

- A. The parties hereby agree that no later than March 1, prior to the expiration of the contract period of this Agreement, they will enter into collective bargaining negotiations.
- B. It is further understood and agreed that any and all tentative agreements reached between the representative negotiating teams will not become binding on either party until ratified by the District and the employees of the Central Square School District who hold membership in the unit.
- C. The term "collective bargaining" shall include conditions of employment as interpreted under the Taylor Law.
- D. The District agrees that it will make available to the unit a copy of the budget when it becomes public.
- E. If any agreement is not reached by May 1, either party may request that PERB assist the parties in reaching a settlement. As a result of such assistance, it is agreed that the areas of disagreement will be stipulated and that mediation and/or fact-finding will be requested of PERB by the parties.
- F. If any provision of this agreement or any application of this agreement should be found contrary to law, then such provision or application will be deemed invalid except to the extent permitted by law, but all other provisions and applications will continue in full force and effect.

### **ARTICLE 5**

#### **Salary**

See attached Schedule A.

## ARTICLE 6

### Direct Deposit

The School District shall provide for the direct deposit of a bargaining unit member's paycheck. The direct deposit must be authorized, in writing, by the employee prior to the commencement of the direct deposit. Further, the procedures and the banks or other financial institutions to which the direct deposit may be made shall be governed by the policies of the District's designated depository bank. The District shall advise all bargaining unit members as to procedures and the banks with whom the District's designated depository bank will have direct deposit.

## ARTICLE 7

### Paid Leaves

#### A. Sick Leave Days

Upon employment, a unit member shall be credited with thirty-six (36) sick leave days. If employment commences at a time other than July 1<sup>st</sup>, an additional amount equal to one day per month until the next July 1<sup>st</sup> shall be credited.

On July 1<sup>st</sup> following three full years of employment, and on each subsequent July 1<sup>st</sup> thereafter, an additional twelve (12) days shall be credited. Sick leave credits shall accumulate without limit.

#### B. Personal Leave Days

1. Four (4) days per year.
2. All unused personal leave days will be added to accumulated sick leave on July 1<sup>st</sup> of each year.

#### C. Family/Bereavement Days

1. Four (4) days per year.
2. All unused family/bereavement days will be added to accumulated sick leave on July 1<sup>st</sup> of each year.

## **ARTICLE 8**

### **Insurance**

#### **A. Medical, Surgical, Major Medical**

1. Blue Cross/Blue Shield (or equivalent plan thereto), PHP or HMOCNY – employees' choice.
2. 100% Individual, 100% Family paid by District.
3. Upon retirement, under provisions of the New York State Employees' Retirement System, the District will contribute to health insurance coverage as specified in Board of Education policy GC.16c (i).

#### **B. Dental**

100% Individual, 100% Family paid by District.

#### **C. Vision**

100% Individual, 100% Family paid by District.

## **ARTICLE 9**

### **Vacations and Holidays**

#### **A. Vacation**

1. Provided as follows:
  - a. 12-month employees – twenty (20) days per year to be taken between July 1<sup>st</sup> and June 30<sup>th</sup> of the year in which they are earned.
  - b. 11-month employees – fifteen (15) days per year to be taken between September 1<sup>st</sup> and June 30<sup>th</sup> of the year in which they are earned.
  - c. 10-month employees – ten (10) days per year to be taken between September 1<sup>st</sup> and June 30<sup>th</sup> of the year in which they are earned.
2. Vacation days are not accumulative. Should a Unit Member not use all allotted days by June 30<sup>th</sup> of the year following the year in which they are earned, he/she must attempt to use any unused days prior to September 1<sup>st</sup>. Any days remaining after September 1<sup>st</sup> will accumulate as sick days.
3. Normally, vacation days will be taken when school is not in session; however, vacation days may be taken when school is in session at the discretion of the Superintendent of Schools.



## **ARTICLE 9 (continued)**

4. The Superintendent of Schools will maintain accurate record of vacation days granted and vacation days used for eligible unit members.
5. Should a supervisor leave the employment of the district (including retirement), he/she will be compensated at his/her daily rate for any unused vacation at the rate of two (2) days per month worked.

## **ARTICLE 10**

### **Service Award**

The Central Square Central School District recognizes the dedication and outstanding service rendered by its most senior employees. The District is not interested in seeing its veteran staff members leave its employ; however, to recognize long and dedicated service, we agree to the following termination award;

#### **A. Qualification**

1. A Central Square Central School District employee with at least 15 years of service to the Central Square Central School District may participate in this program.
2. The qualified employee must submit a Letter of Declaration to terminate employment with the District to the Superintendent of Schools at least 120 days in advance of the date of termination.

#### **B. Payments of the Award**

The award will be paid to the qualified participant leaving the District within thirty (30) calendar days after the date of termination. Such payment shall be by separate check and will be in addition to the regular contract salary for the participant. If the supervisor is retiring, any or all of the award amount, at the discretion of the retiree, may be retained by the District and used toward payment of the retiree's health insurance.

#### **C. Computation of the Award**

1. The participant will be paid \$600.00 for each full year of service to the Central Square Central School District.
2. Provided the participant has accumulated at least fifty (50) sick days by the date of termination, the participant will receive an additional amount equal to the number of sick days times \$30.

## ARTICLE 11

### Administrative Rating/Professional Goals

1. Ratings for merit stipend are based on each unit member's professional goals and his/her leadership as related to the success of the Department Improvement Plan for their Department.

Computer Specialists are not subject to the provisions of Article 11.

The Superintendent reserves the authority to require additional professional goals beyond those related to the Department Improvement Plan.

The Superintendent will set the Department Improvement Plan format and will annually determine the approval of all Department Improvement Plans in advance of implementation.

2. The initial cycle of this program will be implemented with the start of the 1999 – 2000 school year.

During the summer of each year, each unit member will meet with the Superintendent to discuss professional goals for the next school year. On or about September 15 of each year, each unit member will present measurable professional goals to the Superintendent based upon the areas discussed at the meeting.

On or about October 1 of each year, the Superintendent will notify each Unit Member, in writing, of acceptance of the Department Improvement Plan. Once approved by the Superintendent, the Department Improvement Plan and his/her Professional Goals will become part of the annual performance expectations for each Unit Member.

3. If unforeseen events or circumstances impact the meeting of a professional goal during the year, the unit member and the Superintendent will meet to replace or revise the goal as needed, following the procedures already in place.
4. The Superintendent will schedule a conference at least every four months with each unit member to discuss progress and performance on professional goals. Additional conferences will be scheduled if necessary.

If progress and performance are satisfactory, the Superintendent will so indicate after the conference.

If there is insufficient progress and/or improvement, the Superintendent will so indicate and make written suggestions for improvement within 10 days of the conference.

Each unit member will submit a final written report to the Superintendent on or about June 15, describing the progress of their Department Improvement Plan and status of the Professional Goals. This report will describe the status of the professional goals in terms of accomplishment toward stated expectations using measurable criteria.

**ARTICLE 11 (continued)**

5. By July 15 annually, each unit member will receive a stipend of either \$0, \$250, \$500, \$750, or \$1,000 as determined by the Superintendent based on the level of successful completion of the goal cycle concluded on June 15 of the previous school year. Such stipends will be in addition to contractual salary increases, and will not be calculated into annual base salaries.

Stipends will be established on a five-tier payment schedule: \$0, \$250, \$500, \$750, and \$1,000.

**ARTICLE 12**

**Professional Development**

1. With prior approval of the Superintendent, the District will reimburse supervisors for the cost of courses taken for credit for an advanced degree or for a course which will improve current job skills (i.e. vocational). The reimbursement for courses taken shall be limited to tuition and books or other supplies required for successful course completion. The course must be taken at an accredited college or university.
2. No more than six credit hours per calendar year will be reimbursed.

**ARTICLE 13**

**Evaluation**

An annual written evaluation will be completed for each unit member by that member's immediate supervisor. Such evaluation shall be completed by June 30<sup>th</sup> and shall include measurable goals for the following year.

**ARTICLE 14**

**Longevity**

	<u>Years of Service</u>	<u>Amount of Payment</u>
After	10 – 15	\$ 414.00
	15 – 20	725.00
	20 – 25	1,035.00
	25+	1,346.00

Such payment shall be made as an adjustment to salary as of July 1<sup>st</sup> each year.

## **ARTICLE 15**

### **Miscellaneous**

1. Assignment and use of school vehicles shall be consistent with the Board of Education policy ED.3.
2. An employee temporarily assigned in "acting capacity" (other than for vacation or casual illness) by the District to a position of greater responsibility, which has a higher rate of compensation than his/her regular position, will receive the rate of the higher paying position. Any employee who is transferred or reassigned will be paid at the contractual rate for the position they held.

## **ARTICLE 16**

### **Duration**

This Agreement shall be effective as of July 1, 2001 and shall terminate as of June 30, 2004.

## **ARTICLE 17**

### **Grievance Procedure**

17.1 It is the purpose of this procedure to secure equitable solutions to alleged grievances of the employees through procedures under which they may present grievances.

#### **17.2 Definitions**

- A. A **Grievance** is a claim by a member of the Association that alleges a violation of an express provision of this Agreement.
- B. **Supervisor** shall mean any immediate supervisor or other administrator or supervisory office responsible for the area in which an alleged grievance arises, except for the Chief School Officer (Superintendent).
- C. **Superintendent** shall mean the Superintendent of Schools or other person appointed to act on his behalf.
- D. **Aggrieved Party** shall mean any person/s in the unit filing a grievance.
- E. **Hearing Officer** shall mean any individual/s with the duty of rendering decisions at any stage of a grievance hereunder.

## ARTICLE 17 (continued)

### 17.3 Procedures:

- A. All grievances shall include the name and position of the Aggrieved Party, the identity of the provision of the Agreement involved in the said grievance, the time when and place where the alleged events or conditions constituting the grievances existed, the identity of the party responsible for causing the said events or conditions, if known to the Aggrieved Party, and a general statement of the nature of the grievance and the redress sought by the Aggrieved Party.
- B. Except for informal decisions at Stage 1, all decisions shall be rendered in writing at each step of the Grievance Procedure, setting forth findings of fact, and conclusions therefore. Each decision will be transmitted to the involved parties.
- C. If a grievance affects a system-wide action, it may be submitted by the Association directly at Stage II.
- D. The preparation and processing of grievances shall not be conducted during the hours of employment and shall avoid interruption of employment activity. There may be occasions when this is impossible, and the District may grant an exception.
- E. The District and the Association agree to facilitate any investigation which may be required and to make available any and all relevant documents and records concerning alleged grievance.
- F. An aggrieved party and any party in interest shall have the right to all stages of a grievance to confront and cross-examine all witnesses.
- G. No interference, coercion, restraint discrimination, or reprisal of any kind will be taken by either party of any other participant in the Grievance Procedure by reason of such grievance or participation herein.
- H. The form for filing grievances, serving, taking appeals, and other necessary documents will be provided by the District.
- I. All documents and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participant.
- J. Nothing contained herein will be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate supervisory personnel and having the grievance informally adjusted without interference of the Association. In the event that any grievance is adjusted without formal determination pursuant to this procedure, while such adjustment shall be binding upon the Aggrieved Party and shall in all respects be final, said adjustment shall not create a precedent or ruling binding upon either of the parties to this Agreement.

## **ARTICLE 17.3 (continued)**

- K. If any provision of this Grievance Procedure or any application thereof to any employee or group of employees in the Association shall be finally determined by any court to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications will continue in full force and effect.
- L. The existence of the procedure hereby established shall not be deemed to require any employee to pursue the remedies here provided and shall not in any manner impair or limit the right of any employee to pursue any other remedies available in any form.

### **17.4 Stage One – Immediate Supervisor**

Any Unit Member having a grievance will present it in writing and then discuss it with his/her immediate supervisor, within twenty (20) calendar days of the time the person knew or should have known of the alleged violation.

Upon receipt of the written grievance, the aggrieved party's supervisor will schedule a meeting with the aggrieved party within five (5) workdays. The Supervisor will respond to the grievance in writing after such meeting. The letter from the supervisor should be sent within ten (10) workdays of his/her receipt of the original grievance.

### **17.5 Stage Two – Superintendent**

If the aggrieved party is not satisfied with the Stage 1 decision, he/she may file a written appeal within ten (10) workdays with the Superintendent. The Superintendent or his designee shall review the grievance with the grievant and shall render a written decision within fifteen (15) workdays.

### **17.6 Stage Three – Board Level**

If the decision at Stage 2 is not satisfactory and the grievance is still unresolved, the grievant may submit the grievance to the Board for its consideration.

### **17.7 Stage Four – Advisory Arbitration**

If the decision by the Board of Education is unsatisfactory, the issue may be submitted to the arbitrator for an advisory decision. The decision of the arbitrator shall be advisory.

### **17.8 Stage Five – Board Decision**

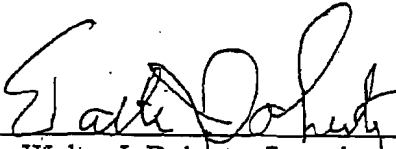
The Board shall render its final decision within twenty-one (21) workdays of the receipt of the advisory decision of the arbitrator. The decision of the Board shall be final.

### **17.9 Cost of Arbitration**

The cost of the arbitrator shall be shared 50% each.

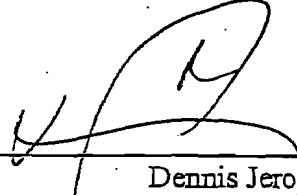
Signature Page

For the Central Square  
Central School District:

  
\_\_\_\_\_  
Dr. Walter J. Doherty, Superintendent

5/31/02  
Date

For Central Square  
Non-Instructional Supervisors Association:

  
\_\_\_\_\_  
Dennis Jerome

5/31/02  
Date

Schedule "A"

Salaries for 2001-2002

Title	2001-2002	2002-2003	2003-2004
Head Mechanic	46,575	48,205	49,892
Food Service Director	49,289	51,014	52,799
Assistant Food Service Director	29,511	31,579	33,719
Transportation Supervisor	48,891	50,602	52,373
Assistant Transportation Supervisor	32,005	34,160	36,391
Coordinator of Substance Abuse Services	36,958	38,252	39,590
Director of Information Systems	72,294	74,824	77,443
Computer Specialist	35,190	36,422	37,697
Superintendent of Buildings & Grounds	51,071	52,858	54,708



**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN**

**CENTRAL SQUARE CENTRAL SCHOOL DISTRICT**

**-and-**

**CENTRAL SQUARE NON-INSTRUCTIONAL SUPERVISORS' ASSOCIATION  
(CSNISA)**

**WHEREAS**, the Central Square Central School District (hereinafter the "District") and the Central Square Non-Instructional Supervisor's Association (hereinafter "Association") are parties to a collective bargaining agreement, effective July 1, 2005 through June 30, 2006 (the "CBA");

**WHEREAS**, in accordance with Article 10 of the CBA, the parties seek to modify said CBA in order to take advantage of certain provisions of the tax code, specifically including changes to code enacted as part of the Economic Growth and Tax Relief Reconciliation Act of 2001 ("EGTRRA") relative to Non-Elective 403(b) Contributions upon separation of service and/or retirement;

**WHEREAS**, this agreement is solely to provide for Employer Non-Elective Contributions into employee established Internal Revenue Service Section 403(b) tax-sheltered annuity plans for the benefit of eligible employees, in which the District will contribute an amount calculated to be an eligible unit member's service award;

**NOW THEREFORE**, the parties hereby agree as follows:

1. Delete second sentence in Article 10 (B) regarding cash payment.
2. Delete the third sentence of Article 10 (B) that provided for an elective choice to use the service award toward the payment of retiree health insurance.
3. In accordance with Article 10 (A) (2) of the CBA, an employee shall give a notice of the intention to resign or retire to the Superintendent of Schools at least 120 days prior to his/her termination date to be eligible for the employer non-elective contribution of service award.
3. After receipt of the notice of intention to resign or retire, and prior to making any Non-Elective Contribution, the District shall calculate the applicable dollar value of the eligible unit member's service award in accordance with Article 10 (C) of the CBA.
4. **Contribution Limitations:** In any applicable year, the maximum of the District's Non-Elective Contribution shall not cause a unit member's IRS 403(b) account to exceed the applicable contribution limit under Code Section 415(c)(1), as adjusted for cost-of-living increases. All eligible employees, who are members of New York State Teachers' Retirement System ("TRS") or New York State Employees' Retirement System ("ERS") and who separate from service or retire will receive an Employer Non-Elective Contribution of his/her service award upon separation or retirement, if any into an employee designated IRS 403(b) account on or within 30 days of separation of service or retirement. For Employer Non-Elective Contributions made post employment to

former members' 403(b) accounts, the Contribution Limit shall be based on the unit member's compensation, as determined under Code Section 403(b) (3) and in any event, no Employer Non-Elective Contribution shall be made on behalf of such former member after the fifth taxable year following the taxable year in which that member retires.

In the event that the calculation of the Employer Non-Elective Contribution referenced in any preceding paragraphs exceed the applicable Contribution Limits, the excess amount shall be handled by the District as follows:

A. For all TRS or ERS members with a membership date before June 17, 1971, the District shall first make an Employer Non-Elective Contribution up to the Contribution Limit of the Code and then pay any excess amount as non-regular compensation directly to the member. The remaining amount (the "excess benefits") shall be paid in a lump sum at the time the District makes the Non-Elective Contribution. The excess amount shall be considered income/wages under the IRS Code and be subject to immediate taxation. In no instance shall the member have any rights to, including the ability to receive, any excess amount as compensation unless and until the Contribution Limit of the Code is fully met through payment of the Employer's Non-Elective Contribution; and

B. For all TRS or ERS members with a membership date on or after June 17, 1971, the District shall first make an Employer Non-Elective Contribution up to the Contribution Limit of the Code. To the extent that the Employer Non-Elective Contribution exceeds the Contribution Limit, such excess shall be reallocated to the member the following year as an Employer Non-Elective Contribution (to the extent that

such additional Contribution does not exceed the maximum amount permitted under the Code), and in January of each subsequent year for up to five (5) years after the year of the member's retirement, until such time as the Employer Non-Elective contribution is fully deposited into the member's designated IRS 403(b) account. In no case shall the Employer Non-Elective Contribution exceed the Contribution Limit of the Code.

C. If any excess benefits still remain after the Employer's fifth year of Non-Elective Contributions to the employee's, then the remaining amount (the "excess benefits") shall be paid in a lump sum, at the time the District makes the fifth year non-elective contribution. The excess amount shall be considered income/wages under the IRS Code and be subject to immediate taxation.

5. **Tier IA Adjustments:** the District shall report its Employer Non-Elective Contributions hereunder as non-regular compensation to the New York State Teachers' Retirement System (or where applicable to the New York State Employees' Retirement System) for any eligible employee, who became a member of the Teachers' Retirement System (or Employees' Retirement System) before June 17, 1971.

6. No eligible unit member shall have the right of election to take the Employer Non-Elective Contribution of the Service Award as cash.

7. Employer Non-Elective Contributions shall be paid to a tax deferred annuity program that is legally permitted by the IRC to accept employer contributions.

8. Any disputes relative to the interpretation or application of this Memorandum of Agreement shall be resolved by application of the dispute to the American Arbitration Association. In such cases, the parties agree that any arbitrator to

whom the dispute shall be submitted should be qualified as a C.P.A. and whose decision shall be binding on the parties.

9. This MOA shall be subject to any applicable state or federal law, including IRS regulations and rulings. Should any portion be declared contrary to law, then such portion shall not be deemed valid and subsisting, but all other portions shall continue in full force and effect. As to those portions declared contrary to law, the Association and Employer shall promptly meet and alter those portions in order to provide the same or similar benefit(s) which conform, as closest as possible, to the original intent of the parties.

10. If any penalty or other assessment is charged against the District by the Internal Revenue Service<sup>3</sup> (IRS) as a result of an improper contribution to any 403(b) account, the employee shall indemnify the District and hold the District harmless for such penalty or other assessment.

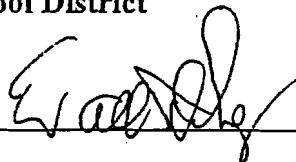
11. Both the Employer and Employee are responsible for providing accurate information to the 403(b) Provider. This information includes both Elective and District Non-Elective Contributions and the amount of the employee's Includible Compensation.

12. In agreeing to adopt (and/or modify) the Employer Non-Elective employer Contribution described in this agreement, the District makes no independent representations or warranties concerning the accuracy of any interpretation of law or applicable regulations as advanced to the District or described by the Association, its agents, representatives, or other parties.

13. 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 additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

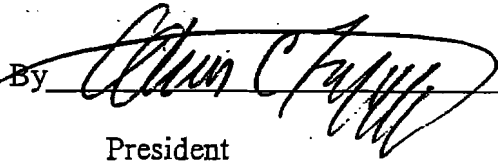
14. This Agreement is subject to ratification by the Association and the Board of Education, notwithstanding Section 209-a.1 (e) of the Civil Service Law (the Triborough Amendment) and shall expire on June 30, 2006 when the CBA expires.

**Central Square Central  
School District**

By  \_\_\_\_\_

Superintendent of Schools  
Dated

**Central Square Non-Instructional  
Supervisor's Association**

By  \_\_\_\_\_

President  
Dated

Tentative Agreement

Between the

Central Square Central School District

and the

Central Square Non-Instructional Supervisors' Association

July 1, 2004 - June 30, 2006

ARTICLE 16

Duration

This agreement shall be effective as of July 1, 2004 and shall terminate as of June 30, 2006

ARTICLE 5

Salary


Effective July 1, 2004 each Unit Member's base salary will be increased by 3.9%

Effective July 1, 2005 each Unit Member's base salary will be increased by 3.9%

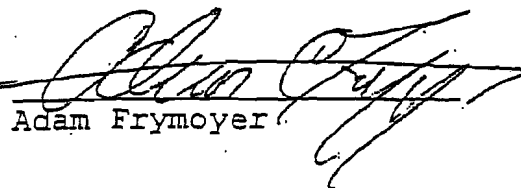
OTHER ITEMS IN THE AGREEMENT

All other items in this Agreement will remain the same as in the July 1, 2001 - June 30, 2004 Agreement.

For the Central Square  
Central School District:

  
\_\_\_\_\_  
Dr. Walter J. Doherty  
Superintendent

For the Central Square  
Non-Instructional  
Supervisors' Association:

  
\_\_\_\_\_  
Adam Frymoyer

Central Square Non-Instructional Supervisors' Association

**CONTRACT EXTENSION**

March 24, 2004

**TWO-YEAR EXTENSION AGREEMENT (2004-2006)**

ARTICLE 5

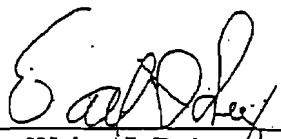
Salary

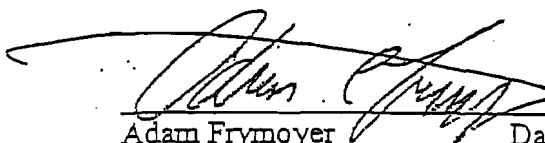
See attached Schedule A.

**ARTICLES OF THE CONTRACT NOT MENTIONED HEREIN SHALL REMAIN UNCHANGED.**

For the Central Square Central  
School District:

For Central Square Non-Instructional  
Supervisors' Association

  
\_\_\_\_\_  
Dr. Walter J. Doherty      4/5/04  
Superintendent              Date

  
\_\_\_\_\_  
Adam Frymoyer      4/5/04  
Date



Schedule "A"

Salaries for 2004-2006

Title	2004-2005	2005-2006
Head Mechanic	51,838	53,859
Food Service Director	54,858	56,998
Assistant Food Service Director	35,034	36,400
Transportation Supervisor	54,416	56,538
Assistant Transportation Supervisor	37,811	39,286
Coordinator of Substance Abuse Services	41,134	42,738
Director of Information Systems	80,463	83,601
Computer Specialist	39,167	40,695
Superintendent of Buildings & Grounds	53,231	55,307

Central Square Non-Instructional Supervisors' Association

## CONTRACT EXTENSION

June 2006

### TWO-YEAR EXTENSION AGREEMENT (2006-2008)

#### ARTICLE 5

##### Salary

See attached Schedule A.


#### ARTICLE 16

##### Duration

This agreement shall be effective as of July 1, 2006, and shall terminate as of June 30, 2008

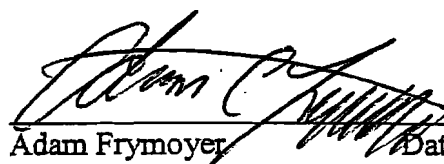
**ARTICLES OF THE CONTRACT NOT MENTIONED HEREIN SHALL REMAIN UNCHANGED.**

For the Central Square Central  
School District:

  
\_\_\_\_\_  
Dr. Walter J. Doherty  
Superintendent

6/19/06  
\_\_\_\_\_  
Date

For Central Square Non-Instructional  
Supervisors' Association

  
\_\_\_\_\_  
Adam Frymoyer  
Date

6/19/06

Schedule "A"

Salaries for 2006-2008

Title	2006-2007	2007-2008
Head Mechanic	55,960	58,142
Food Service Director	59,221	61,531
Assistant Food Service Director	37,820	39,295
Transportation Supervisor	56,081	58,268
Assistant Transportation Supervisor	40,818	42,410
Coordinator of Substance Abuse Services	44,405	46,137
Computer Specialist (Start 2001)	42,282	43,931
Computer Specialist (Start 2005)	35,326	36,704
Social Worker	41,022	42,622
Superintendent of Buildings & Grounds	57,464	59,705

**CONTRACT EXTENSION**

**between the**

**Central Square Non Supervisors Association**

**and the**

**Central Square Central School District**

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The Central Square Non Instructional Supervisors Association and the Central Square Central School District hereby agree that all terms and conditions set forth in the Collective Bargaining Agreement between the parties dated July 1, 2006 through June 30, 2008 shall be extended through June 30, 2011, except as noted herein:


**Article II. Salary**


A. July 1, 2008 – June 30, 2011      3% for each returning unit member

Dated: March \_\_, 2008

**For the Union**

**For the District**

  
Kathleen Plete, President  
CS Non Instructional Supervisors Unit

  
Carolyn Costello, Superintendent  
Central Square Central School District

Schedule "A"

Salaries for 2008-2009

Title	2008-2009
Head Mechanic	59,886
Food Service Director	60,465
Assistant Food Service Director	40,474
Transportation Supervisor	60,016
Assistant Transportation Supervisor	21,841
Computer Specialist (Start 2001)	45,249
Computer Specialist (Start 2005)	37,805
Social Worker	43,900
Superintendent of Buildings & Grounds	61,496