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Contract Database Metadata Elements

Title: **Miller Place Union Free School District and Miller Place Union Free School Operations Unit, CSEA Local 1000, AFSCME, AFL-CIO (2010) (MOA)**

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Union: **Miller Place Union Free School Operations Unit, CSEA Local 1000, AFSCME, AFL-CIO**

Local: **1000**

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2010-2013 AGREEMENT

-BETWEEN-

**THE BOARD OF EDUCATION OF THE MILLER PLACE UNION FREE
SCHOOL DISTRICT**

-AND-

THE MILLER PLACE OPERATIONS UNIT

C.S.E.A., INC., LOCAL 1000,

AFSCME, AFL-CIO



MILLER PLACE UNION FREE SCHOOL DISTRICT
OPERATIONS UNIT
C.S.E.A. INC., LOCAL 1000 AFSCME, AFL-CIO

TABLE OF CONTENTS

I.	GRIEVANCE PROCEDURE.....	1-2
II.	DISCIPLINE/DISCHARGE.....	2
III.	PROMOTIONS.....	2
IV.	WORKING HOURS, WORK RULES, AND CALENDAR	3-4
V.	PHYSICAL EXAMINATIONS.....	4
VI.	LEAVES OF ABSENCE.....	5-7
VII.	SALARY SCHEDULE.....	7-9
VIII.	INSURANCE-RETIREMENT-DEATH BENEFIT-ANNUITIES.....	10-12
IX.	VACANCIES.....	12
X.	UNIFORMS.....	13
XI.	LETTER OF EVALUATION.....	13
XII.	SENIORITY CLAUSE.....	13
XIII.	RECOGNITION CLAUSE.....	14
XIV.	DUES.....	14
XV.	DENTAL PLAN.....	14
XVI.	AGENCY SHOP FEE.....	14
XVII.	ARTICLE OF RATIFICATION.....	15
	SALARY SCHEDULE FULL TIME CUSTODIAN/BUS DRIVER	16
	SALARY SCHEDULE FULL TIME HEAD CUSTODIAN.....	17
	SALARY SCHEDULE FULL TIME CUSTODIAN II/GROUNDS I/ MAINTENANCE I AND GUARD.....	18
	SALARY SCHEDULE MAINTENANCE II.....	19
	FULL TIME GROUNDS II/ MAINTENANCE III.....	20
	FULL TIME MAINTENANCE IV	21
	FULL TIME MAINTENANCE V.....	22



2010-2013 AGREEMENT

-Between-

**THE BOARD OF EDUCATION OF THE MILLER PLACE UNION FREE
SCHOOL DISTRICT
(herein called "District")**

-and-

**THE MILLER PLACE UFSD OPERATIONS UNIT, C.S.E.A. INC., LOCAL 1000,
AFSCME, AFL-CIO
(herein referred to as the "Unit")
For July 1, 2010 through June 30, 2013**

Section 204-A Taylor Law Revision: "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 providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval."

I. GRIEVANCE PROCEDURE

A grievance shall be defined as any violation, misinterpretation, or misapplication of the provisions of the agreement. Any grievance must be presented within thirty (30) days of the claimed violation, misinterpretation, or misapplication of the terms of the contract which is the subject of the grievance, or within thirty (30) days after the grievant knew or should have known of the facts and circumstances constituting the grievance. Any grievance not filed within the aforementioned time period shall be deemed waived.

- 1. Unit employees shall have the right to discuss with the building principal and/or supervisor any grievance.**
- 2. If unit employees believe that their grievance has not been adequately dealt with by the building principal and/or supervisor for unit employees, or by the Assistant Superintendent for Business, they may request a meeting with the Superintendent or his designee. At this meeting, the unit employee may be represented by no more than two (2) other persons besides the grievant. The failure of the grievant to request in writing that the grievance proceed to the Superintendent's level of this procedure,**



within ten (10) work days of receipt of the principal's and/or supervisor's decision, shall be deemed the grievant's acceptance of the principal's and/or supervisor's decision and a waiver of the right to proceed to any other level.

3. If the grievance has not been settled to the satisfaction of the unit employee after Step 2 above, the employee may petition the District in writing for binding arbitration. A request to proceed to arbitration must be received by Central Office within ten (10) days after receipt of the Superintendent's decision at Step 2. A failure of the employee to insure that a request for arbitration is received by Central Administration within the aforementioned time periods will be deemed as acceptance by the employee of the Superintendent's decision and shall constitute a waiver of the grievant's right to proceed to arbitration.
4. Arbitration shall be the last step of the grievance procedure. The parties select an arbitrator through the American Arbitration Association (AAA). The voluntary labor arbitration rules of the AAA shall apply to the selection of arbitrators and to the proceeding in so far as they relate to hearings, fees, and expenses. The arbitrator's fee and expenses will be shared equally by the parties.
5. Where groups of unit employees feel they have a grievance, they will follow the same procedures as outlined for an individual.

II. DISCIPLINE AND DISCHARGE

All bargaining unit employees in the noncompetitive and labor class who have been employed by the District prior to July 1, 1995 shall be entitled to the protection provided in Section 75 of the Civil Service Law of the State of New York upon completion of 36 months of continuous employment by the District; all bargaining unit employees in the noncompetitive and labor class hired by the District subsequent to June 30, 1995 shall be entitled to the protection provided in Section 75 of the Civil Service Law of the State of New York upon completion of the time waiting period as set forth in the statute.

III. PROMOTIONS

- A. In the event a promotion to a higher position for which there is an existing salary schedule, the employee will be placed on the same step of the salary schedule for the new title. When promotions are made to positions for which there is no existing schedule, the promoted employee shall be placed on the new schedule on a step providing a minimum of a ten (10%) percent salary increase.



- B. In the event of the necessity of demotion at any time during the probationary period, the salary shall revert to the salary earned by the employee before accepting the promotion.**

IV. WORKING HOURS, WORK RULES, AND CALENDAR

A. Work Week

Work week shall consist of five eight-hour days for full time unit employees. When an unit employee is called into work by the building principal and/or supervisor for an emergency, and if the hours to be worked in the emergency situation are not contiguous to regular working hours, the unit worker shall be guaranteed three (3) hours' time at the pay rate of time and one-half.

The lunch period shall be thirty (30) minutes and is included in the eight hour day.

When an employee leaves the building at any time, including lunch, he/she will punch out on a time card machine provided by the District, and punch back in when he/she returns.

B. Work Rules

Work rules shall be applied uniformly throughout the District and C.S.E.A. shall be advised of any new changes in policy or work rules prior to implementation. Each employee shall receive a copy of the school policy which pertains to the Operations Unit. Each employee shall be given a copy of their civil service job description.

C. Holidays

Full-time bargaining unit employees shall be allowed fifteen (15) paid holidays, effective with the 1997-98 school year, provided that Martin Luther King Day is not one of those holidays (because it falls in the snow season), and further provided that one of those fifteen (15) holidays is a "floating" holiday to be arranged by the mutual consent between C.S.E.A. and the District, subject to the following: the "floating" holiday may not be taken on a day when the students report to school, and no more than 1/3 of the Unit may select the same day, to be selected by the same order of preference used by the Unit members to determine vacations.



—

D. Work Year and Vacation Leave

1. The work year shall commence July 1, and shall end June 30.
2. Effective July 1, 2010, for full-time unit employees with a start date of July 1, the following vacation schedule shall be in effect:

Upon anniversary of year 1: 10 days to be used in the remainder of the work year delineated above

Upon completion of year 2: 10 days to be used in year 3

Upon completion of year 3: 10 days to be used in year 4

Upon completion of year 4: 10 days to be used in year 5

Upon completion of year 5: 15 days to be used in year 6

Upon completion of year 6: 15 days to be used in year 7

Upon completion of year 7: 15 days to be used in year 8

Upon completion of year 8: 15 days to be used in year 9

Upon completion of year 9: 20 days to be used in year 10

In the 10th year of employment and thereafter, full-time unit employees may take up to twenty (20) days annually.

3. Effective July 1, 2010, full-time unit employees with a start date after July 1, shall receive vacation leave upon the anniversary of the first year of employment. After the first anniversary year, full-time unit employees will be placed on the July 1 vacation schedule thereafter.
4. A unit employee shall be permitted to take vacation days at any time during the year, from one (1) day to fifteen (15) days at a time, upon recommendation of the Plant Facilities Administrator and approval of the Deputy Superintendent. Requests for annual leave should be made to the Plant Facilities Administrator on or before June 1 for the next school year in order to ensure that most requests for vacation leave can be schedule and honored.
5. This vacation leave provision provides vacation for full-time unit employees only and does not apply to part-time unit employees.

E. Telephones

A telephone will be available in each building for incoming and outgoing calls. Evening and night shifts will be provided with one beeper per building.



V. PHYSICAL EXAMINATIONS

- A. Unit employees shall have regular physical checkups upon beginning in the District and every two (2) year(s) thereafter. The Board reserves the right to require additional physical and mental examinations at the Board's expense when deemed necessary by the Board of Education.
- B. Upon request of a family physician or the school physician, the requirement of a chest X-ray may be waived.
- C. All school bus drivers must have a physical each year, by law.
- D. If requested by the unit employee, the District shall provide full-time unit members with Hepatitis B and Tetanus inoculations. Furthermore, inoculation for Lyme Disease shall be provided by the District to full-time groundskeepers only. The frequency of such inoculations shall be as determined by the District's physician. The aforementioned inoculations shall be provided by the District only upon the request of such unit employees and only if deemed appropriate by the District's physician.

VI. LEAVES OF ABSENCE**A. Sick Leave**

- 1. Unit employees shall be allowed one (1) sick leave day per month. During a full-time employee's first year of employment, the employee shall be credited with one (1) sick day per month; in the event that during a full-time employees' first year, he or she uses a number of sick days more than those already earned, up to a maximum number of sick days used which equal the maximum he or she can earn during the first year of employment, the employee's salary will not be docked for such time, provided that at the end of the first year, the employee has not used more sick days than the total number of sick days earned during the first year. Sick leave shall be cumulative up to one hundred eighty (180) days of verified illness. In cases of illness involving more than the leave specified, the difference between the unit employee's regular salary and the substitute's regular salary may be paid to the unit employee for the balance of the school year. Full-time employees may request payment for a maximum of two (2) days of accumulated unused sick days per employee per year at the discretion of Administration, but only if the employee makes such request on or before June 1st of each school year. Such requests may be granted only if the employee has used no sick days



during the entire school year during which the request for payment is made. The Superintendent and the President of the Association shall meet to review utilization of this benefit on an individual basis.

2. Upon retirement, as accepted and approved by the New York State Retirement System, a unit employee may use two (2) days of accumulated sick leave for one (1) day of leave with full pay up to a maximum of ninety (90) school days. For all employees employed subsequent to June 30, 1995, the maximum number of sick days which may be accumulated shall be sixty (60), in exchange for a maximum of thirty (30) days' pay at a rate of two for one.
3. Beginning July 1, 2004, the calculation of sick and personal days for part time unit members shall be as follows:

<u>Hours and Days Worker Per Year</u>	<u>Sick</u>	<u>Personal</u>
3.5 Hours/5 days	12	2
5.0 Hours/5Days	12	2
8.0 Hours/2Days	4	2
9.0 Hours/2Days	5	2

B. Personal Business

1. A unit employee may be allowed four (4) days per year, effective with the 1996-97 school year, for reasons of personal business. All requests for personal business days must be submitted to the Superintendent, in writing, for approval three (3) days prior to the leave, whenever possible. Personal business days may not be taken contiguous to vacation periods or holidays. The following are examples of items that may be used for personal days: (a) legal; (b) family; (c) financial; and (d) illness in the household. The requirement for prior notice shall be waived for "illness in the household."
2. Unused personal days shall be applied to accumulated sick leave each year.

C. Death Leave

Leaves of up to five (5) days may be granted by the Superintendent for a death occurring in the unit employee's immediate family. "Immediate family" shall include the unit employees' mother, father, grandmother, grandfather, aunts, uncles, the unit employee's children, brothers and sisters, spouse, spouse's father and mother, and those persons permanently residing in the same household as the



unit employee at the time of their death. These shall not be charged to personal days and do not need prior approval. Bereavement leave provisions apply to both full-time and permanent part-time unit employees.

D. Jury Duty

Unit employees shall receive full pay for time they are required to serve on jury duty when it is impossible to schedule such duty on non-school days. They shall return to the District any pay received for such duty except travel expenses which shall not be returned. Whenever possible, an unit employee shall schedule jury duty on other than work days. The provision for jury duty applies equally to both full-time and permanent part-time workers.

E. Leaves for Other Reasons

1. Leaves of absence for any other reason shall be deemed special cases and shall be acted upon by the Board of Education after due investigation and consideration.
2. Unit employees shall not continue to accrue vacation, sick and/or personal leave time, or seniority while on an approved leave of absence unless such accrual is mandated by law.

VII. SALARY SCHEDULE

- A. Those employees working the 11:00 p.m. to 7:00 a.m. shift are not entitled to the night differential for their shift. Therefore, employees working the 11:00 p.m. to 7:00 a.m. shift will receive only the 15% differential in this provision for these hours.
- B. A night differential of seventy-five (.75) cents per hour shall be paid to a unit employee for hours worked after 3 pm up to 7 am.
- C. All pay raises shall be effective July 1 of each year. If an employee was hired prior to January 2 of any given year, the employee shall move up a step on July 1. If an employee was hired on or after January 1 of any given year, the employee will not advance one step on July 1.
- D. Bus drivers shall be considered full-time, ten-month (10 month) employees. Their salary shall be determined by proration of salary schedule based on hours worked for ten (10) months of the year.
- E. Those employees who work the 3 pm to 11 pm shift will keep their night



differential when sick, on vacation, and on holidays.

- F. 1. Salary increases shall be in accordance with the attached salary schedules which are part of this negotiated contract.
2. Part time unit employees shall receive a flat dollar hourly increase as follows:

7/1/10-6/30/11	\$0.50
7/1/11-6/30/12	\$0.50
7/1/12-6/30/13	\$0.50

3. The School District may not hire a new full time unit employee on the same step or higher as current employee in same title except at step 1.
4. The part-time hourly rate for regularly appointed permanent part-time unit employees shall be at least \$0.50 greater than the hourly rate of substitutes.

The minimum starting hourly rate for a part-time unit employee will be as follows:

7/1/10	\$12.85
7/1/11	\$13.35
7/1/12	\$13.85

5. Effective July 1, 2005, at the discretion of Central Administration, unit members' pay may be processed by direct deposit as administered and supervised by Central Administration.

G. Longevity Payments

After 10 years of full-time service	-	\$500
After 10 years of part-time service	-	\$250
After 15 years of full-time service	-	\$ 800
After 15 years of part time service	-	\$ 400
After 20 years of full time service	-	\$1100
After 20 years of part-time service	-	\$ 500



H. Overtime

Overtime, when authorized in writing by the Building Principal, Immediate Supervisor, Assistant Superintendent for Business, or Superintendent, shall be paid on a time-and-one-half basis for Saturdays and weekdays, and double time for Sundays and holidays, for hours worked beyond forty (40) hours. Overtime must be offered to unit employees (first full-time, then part-time unit employees) before a substitute can be offered to work.

If an unit employee is called in by the District to shovel snow outside of his/her normal shift, he/she shall be paid at the rate of time-and-one-half.

Overtime shall be rotated according to building seniority and equalized as close as possible. Refusals shall count as time worked.

Overtime must be offered to unit employees before a substitute can work beyond forty (40) hours in any week.

I. Use of Personal Car

When an unit employee volunteers the use of his/her personal vehicle for school business he/she is to be paid at the rate set for all District employees by the Board of Education. Compensation will be paid quarterly during the year after the employee has submitted a detailed list concerning the use of his /her personal car. The school district will be responsible for insuring the employee and his/her vehicle while said vehicle is being used for official school business to the degree that the employee's own insurance does not provide coverage.

J. NYS Employees' Retirement System:

The District shall continue its practice of providing the retirement benefit contained in Section 41J of the New York State Retirement and Social Security Law pertaining to credit for accumulated/unused leave time as specifically delineated in such statute, for retirements accepted by the New York State Retirement System.

K. Out-of-Title Work

An unit employee who works in a higher paid title shall be compensated at the rate for such title from the sixth (6) day of such out-of-title work in any year.



VIII. INSURANCE-RETIREMENT-ANNUITIES**A. Health Insurance**

Effective July 1, 1997, this contribution for all unit employees hired as of July 1, 1995 and thereafter shall be increased to 10% of the cost of the premium for both individual and family coverage. For purposes of this provision, part-time employees of the District prior to July 1, 1995 converting to full-time employment after June 30, 1995 shall not be deemed to be new employees, and employees of the District prior to July 1, 1995 who are not participants in the health insurance plan and who first become participants of the plan subsequent to June 30, 1995 shall not be deemed to be new employees.

Employees whose spouses have the Family Empire Core Plus Enhancements Plan coverage equal to or better than that provided by the School District shall not be entitled to Family Empire Core Plus Enhancements health coverage provided by the District unless such District health insurance is needed to provide coverage for dependents not covered by a spouse's plan or if maintenance of such plan is required to comply with a court order, separation agreement, or judgment predating July 1, 1991.

Such employee shall elect one of the following options:

1. \$1,000 in lieu of family coverage, paid annually, or
2. individual coverage paid by the District.

With respect to employees whose spouse is employed by the District, the employees will have the option of which employee will maintain the District's family plan. The other employee may choose between the options noted above or both may choose individual coverage to be paid for by the District

Should an employee thereafter become no longer covered by his/her spouse's said coverage, or is about to retire from the District, he/she shall be eligible for immediate reinstatement, at District expense, to the coverage of the District's Family Empire Core Plus Enhancements Program if the employee has dependents, or to the District's Individual Plan if no dependents.

The District and the Union strongly recommend that the employee contact the District's health insurance officer as soon the employee contemplates retirement.



The language in this section of the agreement shall be modified to reflect any changes in health insurance coverage from the Family Empire Core Plus Enhancements to another family plan if that occurs. However, this does not mean that there shall be no dual family coverage. The paragraph shall read exactly as paragraph one does above. For example: spouse has Family Choice Care, District changes to Family Choice Care. Family Choice Care would be substituted in paragraph two wherever Family Empire Core Plus Enhancements is now stated. If the District stays with Family Empire Core Plus Enhancements and spouse has Family Choice Care, employee does not lose Family Empire Core Plus Enhancements coverage. If an employee's spouse is self-insured, there will be no loss of family benefits.

The District shall have the right to switch health insurance carriers, providing however, that the benefits received by the bargaining unit members are equal to or greater than those provided by the then current Statewide Family Empire Core Plan Plus Enhancements or its replacement.

Upon receiving notice from the District of a contemplated change in health insurance carriers, the bargaining unit shall have sixty (60) days within which to study the proposed benefits and ascertain whether it believes such benefits to be equal to or greater than the then current health benefits. If the CSEA believes that the proposed carrier offers benefits that are not equal to or greater than the current health benefits, the bargaining unit shall within the aforementioned sixty (60) day period be entitled to file a written demand upon the District for expedited binding arbitration which shall determine whether or not the proposed health insurance carrier offers benefits equal to or greater than those provided by the then current Statewide Empire Core Plan Plus Enhancements or its replacement. A failure of the bargaining unit to file a demand for expedited binding arbitration shall be deemed a waiver of its right to demand same, in which case the District shall be entitled to change health insurance carriers as proposed and such carrier shall be deemed to provide benefits which are equal to or greater than those provided by the then current Statewide Empire Core Plan Plus Enhancements. The District shall not be entitled to switch health insurance carriers until aforesaid sixty (60) day period has expired without a demand for expedited binding arbitration, or until an arbitrator has issued an award where a timely demand for arbitration is made.



B. New York State Employees Retirement System

Membership in the New York State Employees Retirement System will be paid in full for all eligible employees by the Board of Education, as provided by law. Permanent part-time employees are eligible to be placed in the Retirement System. Upon request, immediate application will be made by the District within five (5) working days. The plan in effect is 75-i.

C. Death Benefit

The Guaranteed Death Benefit (Section 60B) will be offered employees who are members of the New York State Employees Retirement System, if available, pursuant to current law.

D. Tax-Sheltered Annuities

The Board of Education will give every employee the opportunity to purchase a tax-sheltered annuity.

E. Disability Insurance

The District shall provide a disability insurance policy for full-time unit employees. For full-time unit employees the policy will pay up to sixty percent (60%) of the normal gross monthly salary; elimination period shall be ninety (90) calendar days; benefits shall be paid up to five (5) years for illness and up to age 65 for injury.

For permanent part-time unit employees, the District will provide a disability policy. The policy will pay up to fifty (50%) percent of average monthly wage; elimination period shall be sixty (60) days; benefits shall be paid up to two (2) years for illness and up to two (2) years for injury.

F. Life Insurance

The District will provide, at its own expense, a \$10,000 life insurance policy for eligible unit employees.

IX. VACANCIES

The President of the Operations Unit C.S.E.A. Unit shall be notified by the Superintendent or his designee about vacancies at the time applications are being sought for open positions. Present employees of the District shall be considered in the filling of such new positions or vacancies.



Any new position or vacancy, shall be posted in all buildings for a minimum of seven (7) calendar days exclusive of Federal holidays.

Where the Superintendent judges the qualifications of employee applicants to be equal, seniority will then be the basis for selection between any employee applicants for any new or vacant positions. The District agrees to notify the Unit President of the name of the person so appointed to such vacancy or new position simultaneously with the assignment of the employee.

X. UNIFORMS

Effective July 1, 2005, the Board of Education will provide full-time unit members with the equivalent of five (5) sets of uniforms per year; and the equivalent of three (3) sets of uniforms per year for part-time unit members. The District will not provide footwear to unit employees. The color, style, type and other specifications of such uniforms shall be determined by Administration in its discretion. Unit employees are required to wear the aforementioned uniforms at all times while at work. In addition to the aforementioned uniforms, groundskeepers and the security guards, who work outdoors on a regular basis for the District, shall be provided with foul weather gear in a quantity, type, color, style and specification as determined by Administration. Replacement of such outdoor wear shall be within Administration's discretion on an as needed basis.

XI. LETTER OF EVALUATION

Each unit employee within the negotiating unit will receive an annual letter of evaluation from his/her immediate superior. Copies of the letter of evaluation are to be distributed to the employee and the Assistant Superintendent for Business and Director of Facilities. The letter of evaluation should include, but not be limited to a report on attendance, performance of duties, application of skills, notation of exceptional achievement, a description of responsibilities, and areas in need of improvement. Employees shall be permitted to respond in writing to the aforementioned evaluations provided such responses are filed with the supervisor conducting such evaluation within five (5) days after the employee's receipt of evaluation. Copies of the aforementioned letters of evaluation shall be filed in each unit member's District personnel file.

XII. SENIORITY CLAUSE

Districtwide seniority shall be based upon date of employment in the District for permanent full-time unit employees and will apply in cases of transfers, layoff, recalls up to one year and vacations. Building seniority shall be based upon length of service in a particular building and will be used in cases of scheduling annual leave. District seniority for permanent part-time unit



employees will be based on total worked within two thousand-eighty (2,080) hours constituting one year of service.

XIII. RECOGNITION CLAUSE

The Board of Education of the Miller Place Union Free School District recognizes the Miller Place Union Free School District Operations Unit, CSEA, Inc., Local 1000, AFSCME, AFL-CIO as the sole and exclusive representative of the head custodians, custodians, maintenance mechanics, groundskeepers, senior custodians, guards, messengers and bus drivers who are not managerial/confidential, for the purposes of collective negotiations and processing of grievances for the maximum time period permitted under the Taylor Law.

XIV. DUES

The Board shall deduct from the wages of the unit employees and remit to C.S.E.A., Inc., regular membership dues for those employees who sign authorization permitting such payroll deductions.

XV. DENTAL PLAN

In the event the Miller Place Teachers' Association opts for a dental plan, unit employees will be given an opportunity to join the plan at their own expense provided insurance carrier permits.

XVI. AGENCY SHOP FEE

Pursuant to the passage of legislation enabling the implementation of Agency Shop Fee, the Board does hereby agree that no later than fifteen (15) days after the effective date of this Agreement or fifteen (15) days after the date of employment, whichever is later, each employee will pay to the collective bargaining agent each month a service charge toward the administration of this Agreement and the representation of such employee: provided, however, that each employee will have available membership in the Unit on the same terms and conditions as are available to every other member of the C.S.E.A. The service charge shall be an amount equal to the collective bargaining agent's regular fee, and monthly fees for each month thereafter in an amount equal to the regular and usual monthly fees. The Board shall deduct such fee in the same manner the membership dues are deducted.

The Association shall supply the Board with a list of names of nonmembers at least fifteen (15) days prior to the deduction of any Agency fee.



XVII. ARTICLE OF RATIFICATION

This Agreement is for the term of three (3) years, beginning July 1, 2010 and ending June 30, 2013. The parties agree that all foreseeable negotiable items have been discussed and, therefore, agree that negotiations shall not be reopened until January 1, 2013. The only reasons for the reopening of negotiations, would be any fringe benefit which the Operations Unit currently does not receive, and which is granted to the professional staff, or other employees of the District during the life of this agreement, is negotiable item and will be negotiated for during the life of this agreement.

The foregoing Agreement, made by and between the Miller Place UFSD Operations Unit, Local 1000, C.S.E.A. Inc., AFSCME, AFL-CIO and the Superintendent of Schools of said District, was approved and accepted.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this _____ day of _____, 2010.

BOARD OF EDUCATION OF THE MILLER PLACE UNION FREE SCHOOL DISTRICT

DATED: 11/19/10 BY: [Signature]
James Moran, President
Board of Education

DATED: 11/19/10 BY: [Signature]
Susan G. Hodun
Interim Superintendent

MILLER PLACE UNION FREE SCHOOL DISTRICT OPERATIONS UNIT, CSEA, Inc., LOCAL 1000, AFSCME, AFL-CIO

DATED: 11-19-2010 BY: [Signature]
Wayne Casey, President
Operations Unit President

DATED: 11-19-2010 BY: [Signature]
Guy DiCosola Labor Relations Specialist
CSEA, Inc. 11.19.10



Miller Place Union Free School District
Miller Place, New York 11764

Salary Schedule
Full Time Custodian I and Bus Driver*

	1.50%	1.50%	1.50%
Step	2010-11 Salary	2011-12 Salary	2012-13 Salary
1	33,079	33,575	34,079
2	37,588	38,152	38,724
3	38,322	38,897	39,480
4	39,070	39,656	40,251
5	39,833	40,430	41,036
6	40,613	41,222	41,840
7	41,408	42,029	42,659
8	42,219	42,852	43,495
9	43,044	43,690	44,345
10	43,887	44,545	45,213
11	44,749	45,420	46,101
12	45,626	46,310	47,005
13	46,522	47,220	47,928
14	47,433	48,144	48,866
15	48,364	49,089	49,825

*Bus Drivers v



Miller Place Union Free School District
Miller Place, New York 11764

Salary Schedule
Full Time Custodian II, Grounds I,
Maintenance I and Guard

	1.5%	1.5%	1.5%
Step	2010-11 Salary	2011-12 Salary	2012-13 Salary
1	36,559	37,107	37,664
2	41,335	41,955	42,584
3	42,144	42,776	43,418
4	42,970	43,615	44,269
5	43,811	44,468	45,135
6	44,670	45,340	46,020
7	45,546	46,229	46,922
8	46,438	47,135	47,842
9	47,350	48,060	48,781
10	48,279	49,003	49,738
11	49,228	49,966	50,715
12	50,193	50,946	51,710
13	51,180	51,948	52,727
14	52,187	52,970	53,765
15	53,210	54,008	54,818



Miller Place Union Free School District
Miller Place, New York 11764

Salary Schedule
Full Time Head Custodian

Step	1.5%	1.5%	1.5%
	2010-11 Salary	2011-12 Salary	2012-13 Salary
1	44,043	44,704	45,375
2	49,591	50,335	51,090
3	50,561	51,319	52,089
4	51,554	52,327	53,112
5	52,566	53,354	54,154
6	53,599	54,403	55,219
7	54,651	55,471	56,303
8	55,724	56,560	57,408
9	56,818	57,670	58,535
10	57,936	58,805	59,687
11	59,078	59,964	60,863
12	60,237	61,141	62,058
13	61,423	62,344	63,279
14	62,633	63,572	64,526
15	63,864	64,822	65,794



Miller Place Union Free School District
Miller Place, New York 11764

Salary Schedule
Maintenance II

Step	1.5%	1.5%	1.5%
	2010-11 Salary	2011-12 Salary	2012-13 Salary
1	40,039	40,640	41,250
2	45,083	45,759	46,445
3	45,965	46,654	47,354
4	46,867	47,570	48,284
5	47,787	48,504	49,232
6	48,726	49,457	50,199
7	49,683	50,428	51,184
8	50,658	51,418	52,189
9	51,653	52,428	53,214
10	52,669	53,459	54,261
11	53,706	54,512	55,330
12	54,762	55,583	56,417
13	55,839	56,677	57,527
14	56,938	57,792	58,659
15	58,057	58,928	59,812



Miller Place Union Free School District
Miller Place, New York 11764

Salary Schedule
Full Time Grounds II and Maintenance III

Step	1.5%	1.5%	1.5%
	2010-11 Salary	2011-12 Salary	2012-13 Salary
1	44,043	44,704	45,375
2	49,591	50,335	51,090
3	50,561	51,319	52,089
4	51,554	52,327	53,112
5	52,566	53,354	54,154
6	53,599	54,403	55,219
7	54,651	55,471	56,303
8	55,724	56,560	57,408
9	56,818	57,670	58,535
10	57,936	58,805	59,687
11	59,078	59,964	60,863
12	60,237	61,141	62,058
13	61,423	62,344	63,279
14	62,633	63,572	64,526
15	63,864	64,822	65,794



Miller Place Union Free School District
Miller Place, New York 11764

Salary Schedule
Full Time Maintenance IV

Step	1.5%	1.5%	1.5%
	2010-11 Salary	2011-12 Salary	2012-13 Salary
1	48,446	49,173	49,911
2	54,550	55,368	56,199
3	55,617	56,451	57,298
4	56,709	57,560	58,423
5	57,822	58,689	59,569
6	58,958	59,842	60,740
7	60,116	61,018	61,933
8	61,296	62,215	63,148
9	62,500	63,438	64,390
10	63,730	64,686	65,656
11	64,986	65,961	66,950
12	66,260	67,254	68,263
13	67,565	68,578	69,607
14	68,896	69,929	70,978
15	70,250	71,304	72,374



Miller Place Union Free School District
Miller Place, New York 11764

Salary Schedule
Full Time Maintenance V

Step	1.5%	1.5%	1.5%
	2010-11 Salary	2011-12 Salary	2012-13 Salary
1	53,291	54,090	54,901
2	60,005	60,905	61,819
3	61,178	62,096	63,027
4	62,379	63,315	64,265
5	63,604	64,558	65,526
6	64,854	65,827	66,814
7	66,127	67,119	68,126
8	67,425	68,436	69,463
9	68,749	69,780	70,827
10	70,097	71,148	72,215
11	71,484	72,556	73,644
12	72,887	73,980	75,090
13	74,322	75,437	76,569
14	75,786	76,923	78,077
15	77,275	78,434	79,611

