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Contract Database Metadata Elements

Title: **Sewanhaka Central High School District and Sewanhaka Custodians & Maintenance Supervisors Unit, CSEA, Local 1000, AFSCME, AFL-CIO (2001)**

Employer Name: **Sewanhaka Central High School District**

Union: **Sewanhaka Custodians & Maintenance Supervisors Unit, CSEA, AFSCME, AFL-CIO**

Local: **1000**

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

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SD / BCF

Sewanhaka Central High School
District And Csea (Supervisory
Custodial Unit)

Board of Education

of

SEWANHAKA

CENTRAL HIGH SCHOOL DISTRICT

of Elmont, Floral Park, Franklin Square and New Hyde Park

and

ASSOCIATION OF HEAD CUSTODIANS AND MAINTENANCE SUPERVISORS UNIT

Civil Service Employees Association

LOCAL 1,000 AFSCME, AFL-CIO

AGREEMENT

July 1, 2001 - June 30, 2004

RECEIVED

AUG 20 2002

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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Agreement made this 25th of April, 2001 the Board of Education of Sewanhaka Central High School District of Elmont, Floral Park, Franklin Square and New Hyde Park (the Board) and the Civil Service Employees Association, Local 1000, AFSCME, AFL-CIO and its Sewanhaka Custodians and Maintenance Supervisors Unit. This agreement shall be effective as of July 1, 2001, and shall continue in force and effect through June 30, 2004.

It is mutually agreed as follows:

Article I. RECOGNITION AND NO STRIKE PLEDGE

A. Recognition: Whereas satisfactory evidence has been adduced to the Board that the CSEA has been authorized by a majority of the head custodians and maintenance supervisors, the Board hereby recognizes Local 1,000, CSEA, Inc., AFSCME AFL-CIO (hereinafter CSEA) the exclusive negotiating agent for this unit.

B. Unchallenged Representation Status: The CSEA shall be entitled to unchallenged representation status for the maximum period permissible under Section 208 (c) of the Public Employees' Fair Employment Act.

C. Composition of Unit: The unit shall consist of all head custodians and maintenance supervisors.

D. No Strike Pledge: The CSEA agrees to comply with the provisions of the Public Employees' Fair Employment Act prohibiting strikes as said law is now in effect or may be hereafter amended, so long as the CSEA continues to be the exclusive negotiating agent hereunder.

Article II. CSEA REPRESENTATIVE COMMITTEE

A standing committee representing all civil service personnel will meet with members of the school administration on a regular quarter-annual basis and at such other times and places as may be mutually agreed upon. The committee will be composed of three (3) members of each particular unit affected. In the event that the matter under discussion is general in nature, the unit presidents will form the committee.

CSEA Conferences: Leaves equivalent to a total of one (1) personal day shall be permitted to the unit for purposes of attendance at CSEA conferences. Members of the bargaining unit who are elected or appointed officers or officials of the CSEA shall have the right to take leave for the conducting of union business. It is understood that accrued time (vacation, personal) will be used and that advance written notice must be given to the school district. It is further understood that said leave shall not be for more than 10 working days per individual per school year.

Article III. WAGES, SALARIES, OTHER FINANCIAL BENEFITS:
AND DUES CHECK OFF

A. Wages, Salaries and Other Financial Benefits: The respective wages, salaries and other benefits of the unit herein provided for shall be as set forth in schedule "A" annexed hereto.

B. Dues Check-Off: The Board shall deduct from bi-weekly check of members of this unit of the CSEA who submit dues check-off authorizations in writing to the Board, CSEA dues in an amount to be determined by the CSEA in accordance with a written memorandum thereof to be filed by the CSEA with the Board. The CSEA shall be permitted to make dues check-off cards available through the schools. Any employee may rescind such authorization by written notice to the CSEA and to the District Business Administrator.

The Association on its own behalf and on behalf of each member of the unit authorizing dues deductions, hereby releases the Board, its officers, agents, and employees from any and all liability and responsibility whatsoever for the use or application of dues after such dues has been deducted as stated in this section.

C. Upon request, the Association will be given a list of all employees covered by their unit.

D. Personnel approved by District and Civil Service as Maintenance Supervisor II will be placed in Group 2 for salary determination.

Article IV. HOURS AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT

A. Working Day

1. The work schedule shall be in accordance with the custodial calendar and hours of service. The length of the lunch break is not to be considered part of the work schedule. The length of the lunch break shall be set by the District. The lunch break for maintenance supervisors will be one-half hour.

2. Overtime: Head Custodians and Maintenance Supervisors: Base rate x 1.5 (Base rate determined by dividing annual salary rate by 2080.) Overtime rate to apply for services performed beyond the normal work schedule only when such services are performed outside the scope of supervisory duties.

Unit members called in for emergency overtime will be guaranteed 2 hours of overtime pay.

3. All normal overtime work within a building will be offered to regular full-time personnel of said building, before being undertaken by supervisory personnel. Overtime will be rotated on an equitable and practicable basis.

4. Any unit member called into work after 10 P.M. for snow removal shall receive doubletime for the hours worked.

B. Sick Leave

In accordance with Board policy, twelve (12) days per year are credited to each full-time employee. Appointments made subsequent to July 1 for twelve month employees shall be credited with a pro rata proportion.

Unused sick leave will be accumulated indefinitely.

Eligibility for sick leave shall not begin until the end of one (1) month's service in the District on a full-time basis, at which time the employee shall be credited with an advance bank of twelve (12) days, or with a pro rata proportion thereof depending upon the employee's date of hire.

For absences of less than a full day, there shall be no charge to sick leave if 50% or more of the normal work day is completed; and one-half (1/2) day shall be charged to sick leave if less than 50% of the normal work day is completed.

Absence due to serious illness in the immediate family (i.e., child, parent, husband, wife, sister, brother, mother-in-law, father-in-law, or any permanent member of the employee's household not otherwise specified herein), shall be charged on a day-for-day basis (not to exceed five (5) days) to the employee's existing sick leave allowance. Should there be insufficient or no accumulated sick leave, a maximum of two (2) days for illness in the immediate family may be charged, with the approval of the Superintendent, to the employee's available personal leave.

Employees who become sick with mumps, measles, chicken pox or German measles contracted from exposure to children in the District shall be granted sick leave for the duration of their illness without deduction from their sick leave.

Employees who are absent on leave of absence under Workers' Compensation as a result of injuries on the job shall receive credit for sick leave used to the extent that the District receives reimbursement through compensation or law suit.

Employees who utilize 2 sick days or less in a 12 month period shall have 2 days added to their accumulated sick leave at the beginning of the following school year.

C. Sick Leave-Retirement

One (1) day's pay for each four (4) days of accumulated, unused sick leave shall be paid at the rate of 1/260th of the final year's salary of the employee, subject to a maximum limitation of one hundred (100) paid days. This benefit will be paid to the estate or designated beneficiary of an employee who dies in service and is eligible for retirement at the time of death.

D. Sick Leave Bank

A Sick Leave Bank of 50 days for the sole purpose of catastrophic sick leave will be established on July 1, 1998 to be used by unit members without salary deduction. Any unit member who has expended his/her accumulated sick leave shall present a doctor's note to the Superintendent of Schools and submit a written request approved by the president of the bargaining unit to utilize the bank. Upon approval of the Superintendent of Schools he/she shall be entitled to utilize the extended sick leave bank for catastrophic illness.

E. Personal Leave

Each full-time employee may be granted, without salary deduction, up to three(3) days of non-cumulative, personal leave during the school year for such purposes as observance of funerals (other than as provided for in "Compassionate Leave" below), religious holidays, house closings, college registration, birth of child to wife, weddings, involuntary court appearances, and any other purposes deemed valid by the Superintendent and as provided for in "Sick Leave" above. Application for such leave must be submitted in duplicate to the Central Office, on the prescribed "Consolidated Leave Form", within five (5) days prior to the date of leave (except in cases of emergency or unforeseen circumstances). Any employee requesting personal leave shall be notified of the disposition by the building principal. Supervisors not assigned to a single building will be notified by the Assistant Superintendent for Personnel. All such dispositions shall be reviewed by the Superintendent.

It is expected that requests for such leave will not entail, unless absolutely necessary or unavoidable, a day immediately preceding or succeeding a weekend, vacation or holiday period.

Each full-time employee who uses six (6) or less sick days in any one fiscal year (July 1st - June 30th) may "cash in" up to two (2) unused personal days each year. Such payment to be made at 1/260th of the employees annual rate of pay. Such payment to be made not later than August 15th.

Employees who do not use their personal leave days shall be allowed to add a maximum of one (1) unused personal leave day to accumulated sick leave.

F. Compassionate Leave

Each full-time employee shall be allowed, during the school year, up to five (5) days of leave for each death in the immediate family. Such leave shall be without salary deduction and shall not be deducted from the accumulated sick leave. Where the leave exceeds five (5) days, the excess (not exceeding two (2) days) shall be deducted from personal leave or, if no such personal leave is available, from accumulated sick leave.

G. Restoration of Health

Each full-time employee with three (3) years or more of service in the District may

be granted by the Board, upon the recommendation of the Superintendent, a leave of absence without pay for purposes of restoration of health. Such leave shall not exceed one (1) school year in length and shall require certification by a school physician as to the necessity therefore. (A copy of such certification shall be forwarded to the Superintendent along with a letter of application for the leave). Wherever possible, employees, upon their return from such leave, shall return to the position held prior to the leave.

H. Maternity/Paternity Leave

Upon application in writing, employees herein covered shall be granted a maternity/paternity leave of absence upon the recommendation of the Superintendent. It is expected that the employee will inform the Superintendent of the intended dates of leaving and returning as early as can be determined. Such leave shall be without salary and shall extend for a period of not more than two (2) years from its effective date. In the event, however, that a leave would otherwise expire after the opening of school in September, the staff member may be required by the Superintendent to extend the leave until the next succeeding September 1.

All staff members, before being permitted to return to their respective duties, shall present a medical clearance statement from a physician.

Wherever possible, employees, upon their return from maternity/paternity leave, shall return to the building and position held prior to the leave.

I. Retirement

N. Y. S. Employees' Retirement System benefits in accordance with the improved non-contributory plan (sec. 75i) for Tier 1 and 2 members. Tier 3 and 4 members shall receive N.Y.S. Employees' Retirement System benefits as mandated by law.

J. Social Security

Available to all eligible employees.

K. Health Insurance

Available to eligible employees (i.e. those who were employed prior to July 1, 1982)--on the basis of the Empire "100-100" plan. The District shall pay rate increases to maintain the "100-100" plan. Any employee hired after July 1, 1979, electing a more expensive plan during the life of the contract shall assume personal responsibility for paying the additional cost of such coverage.

Employees hired on or after July 1, 1982 shall receive "100-75" coverage on the basis of the Empire plan. A pre-July 1, 1982 employee who changes his/her coverage from individual to family shall qualify for the "100-100" coverage.

Health Insurance Opt-Out Provision: Any employee may elect to withdraw from the District provided health insurance plan. Employees who wish to withdraw from the District's health insurance plan must notify the District by September. The effective date of withdrawal from the plan shall be September of each school year. Members of the unit who withdraw from the District's health insurance plan during the life of the Agreement shall receive \$500 provided they remain uncovered by the plan for the entire twelve (12) month period. Such payment shall be through payroll. Nothing herein shall preclude a member from re-entering the plan within the twelve (12) month period; provided, however, that in the case of a member who re-enters within the twelve (12) month period re-entry shall be subject to insurance carrier rules. In such a case, reimbursement payment shall be prorated.

L. Dental Insurance

The District shall pay full cost of the dental insurance which includes orthodontia for full-time members of the staff and their dependents for the term of the contract: July 1, 2001 through June 30, 2004.

M. Disability Insurance

Available to eligible employees on a contributory basis. NOTE: Dollar amounts of disability reimbursements received by the District under this policy shall be converted into days of pay and recredited to the employee's sick leave account (to be computed to the nearest 1/2 days).

N. Optical Insurance

The District shall pay the cost of an optical insurance plan, agreed to by the parties for members and their eligible dependents.

O. Other Terms and Conditions

Same as provided for under respective schedules of employees working under supervision of these supervisory personnel.

P. Conflict with Statutes and Law

In the case where a provision in the contract is found to violate a statute, the Board will either make the equivalent money available to the members, or will negotiate an equivalent replacement for such provision or part thereof with the CSEA Unit. In the event any provision hereof is in conflict with law or any statute now or hereafter in effect, the law or statute shall prevail but the balance of the contract shall remain in full force and effect.

However, in the event of a Federal or State freeze, or the establishment of Federal wage guideline, the District would not make the money equivalent available nor negotiate an equivalent replacement since it would be illegal or directly contrary to State or Federal laws.

Q. Grievance Procedure

As provided for in Article VII, the parties hereby incorporate into and extend to this agreement the existing grievance procedure to permit the filing of individual, group, and CSEA grievances and, as the final step in the procedure, access to the Board, in conjunction with the other CSEA groups.

R. Annual Increments

Annual increments hereafter given shall be based upon satisfactory services as recommended to the Board by the Superintendent, Assistant Superintendent for Personnel, and Director of Facilities/Operations, and upon satisfactory Civil Service certification as required.

S. Promotions

District employees who are promoted to unit positions from positions within the custodial unit shall be placed upon the lowest salary step affording them a minimum of \$2,000 salary increase (exclusive of longevity).

T. Health Insurance Retirees

The District shall pay 65% of the premium for retirees coverage for health insurance and 45% of the premium for eligible dependent coverage for health insurance under the present plan for members of the unit and their eligible dependents upon retirement of members of the unit.

Payments of the aforesaid contributions by the District shall be effective as of July 1, 1987 for all retirees who retired or will retire following June 30, 1982.

U. Vacation

Vacation time with pay is earned as follows:

<u>Length of Service</u>	<u>Vacation with Pay</u>
First five (5) years	Two (2) weeks, (Summer only)
After five (5) years	Three (3) weeks, (Two (2)-summer one (1) during school year)
After eleven (11) years	Three (3) weeks* and one (1) day
After twelve (12) years	Three (3) weeks* and two (2) days
After thirteen (13) years	Four (4) weeks*
After twenty (20) years	Five (5) weeks*

* Two (2) of these weeks are to be taken during the summer; the balance is to be taken during the school year. Consideration may be given to vacation time in the school year if in the judgment of the Director of Buildings and Grounds the building complement is not adversely affected.

Note: The summer vacation period runs from the date when schools are closed in June up

Employees employed less than a normal work year shall earn vacation pro-rated at the rate of one-twelfth (1/12) of their annual vacation time due for each complete month worked (to be computed to the nearest one-half (1/2) day).

Employee rights to vacation will be based upon the anniversary date of employment.

In addition, each employee shall be entitled to fifteen (15) paid holidays per year, comprised of eleven (11) legal holidays plus four (4) other days, or a combination thereof as approved by the Assistant Superintendent. The Buildings and Grounds Calendar shall also include additional paid religious holidays as provided in the School Calendar adopted by the Board.

Serious illness of the employee while on vacation, supported by acceptable documentation, will be charged to employee's sick leave account rather than to vacation, upon his/her application.

Death in the immediate family during a vacation period will be charged to compassionate leave in accordance with compassionate leave regulations, upon application.

Holidays designated on the Board of Education school calendar will not be counted as vacation days.

Article V. LEGISLATIVE ACTION

Section 204, Public Employees' Fair Employment Act: ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW, OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

Article VI. MISCELLANEOUS PROVISIONS

A. Mail Boxes: Mail boxes shall be available to the CSEA without censorship. Copies of boxed material shall be sent to the Director of Facilities/Operations at the time of boxing.

B. Bulletin Board Space: Space on one (1) bulletin board shall be reserved in each building for use by the CSEA for the purpose of posting informational material for the staff. The size and location of the space is to be determined in consultation with the building principal.

C. Distribution of Contract: The Board agrees to reproduce sufficient copies of the final consummated agreement to be distributed to all members of the unit.

D. Legal Counsel: The Board, pursuant to Section 3028 of the Education Law, shall provide legal counsel for, and pay legal fees and expenses necessarily incurred in, the defense of an employee in any civil or criminal action or proceeding arising out of disciplinary action taken against any pupil of the District while in the discharge of his or her duties within the scope of

against any pupil of the District while in the discharge of his or her duties within the scope of employment, provided such employee shall, within ten (10) days of the time he or she is served with any summons, complaint, process, notice, demand or pleading, deliver the original or a copy of the same to the Board.

Article VII. GRIEVANCE PROCEDURE

To enable employees to have an available procedure for the determination of grievances the following regulations are established:

A. Definitions

As used herein the following terms shall have the following meanings:

1. "Employee" shall mean the CSEA or any person or group of persons employed by the school district, other than an independent contractor.
2. "Grievance" shall mean any claimed violation, misinterpretation or inequitable application of the existing laws, rules, procedures, regulations, administrative orders or work rules of the Board of Education, the school district or any department of either, which relate to or involve employee health or safety, physical facilities, materials or equipment furnished to employees, or supervision of employees; provided, however, that such term shall not include any matter involving an employee's rate of compensation, retirement benefits, disciplinary proceeding or any other matter which is otherwise reviewable pursuant to law or any rule or regulation having the force and effect of law.
3. "Immediate supervisor" shall mean the employee or officer on the next higher level of authority above the employee in the department wherein the grievance exists and who is normally assigned to exercise any immediate supervisory authority over the employee. In the event that the identity of the immediate supervisor be in question the identity shall be determined by the Director of Facilities/Operations.
4. "Days" Saturdays Sundays and legal holidays shall be excluded in computing the number of days within which action must be taken or notice given within the terms of this procedure, except where the term "Calendar Days" is used.

B. Declaration of Basic Principle

1. Every employee of this school district shall have the right to present his/her grievance in accordance with the procedures provided herein, free from interference, coercion, restraint, discrimination, or reprisal, and shall have the right to be represented by one person of his/her own choosing at all stages of the grievance procedure.
2. Persons conducting the grievance hearings at the second and third stages may

C. Hearing Rules

1. In a case where the grievance shall be directed against one who is authorized to conduct the second stage, the Superintendent shall designate a substitute, and in a case of the third stage where the grievance is against the Superintendent, the President of the Board of Education shall designate a substitute.
2. No tape recorder or any other mechanical means of reproduction of voice or recording thereof shall be used, or allowed in the hearing room. Any exhibits shall be available to the employee during office hours in the office of the building principal in a second stage hearing, and in the office of the Superintendent in a third stage hearing. The exhibits shall not be furnished but shall remain in the custody and be available as aforesaid.
3. The grievance statement hereafter required to be filed shall not be amended or changed at any time, except in respect to obvious errors and omissions.
4. The building principal in the second stage and the Superintendent in the third stage may designate a deputy to conduct the hearing and make a determination and recommendation. Such deputy shall have all the powers of the person designating the deputy.

D. First Stage

1. An employee who claims to have a grievance shall present the facts of the grievance and relief desired to his/her immediate supervisor, orally, within ten days after the grievance occurs.
2. The immediate supervisor shall discuss the grievance with the employee, shall make such investigation and consult with such other employees and members of the staff as the supervisor deems appropriate.
3. Within seven days after presentation of the grievance to him/her, the immediate supervisor shall make a decision and communicate the same to the employee presenting the grievance, or in a case where the employee has designated a representative, to such representative. If no decision shall have been made within said period, the first stage shall be deemed to have been waived.

E. Second Stage

1. If any employee presenting a grievance be not satisfied with the decision made by the immediate supervisor, or if the first stage shall be deemed to

made by the immediate supervisor, or if the first stage shall be deemed to have been waived under "D-3" hereof, the employee may, within five days thereafter, or if no decision shall have been rendered as provided for under "D-3" within ten days after the presentation of the facts as in said "d-3" provided, request a review and determination of the grievance by the building principal (by the Director of Facilities/Operations for employees not assigned to school buildings). Such request shall be in writing and shall be known as the "Grievance Statement", and shall contain (1) a clear and concise recital of the grievance; (2) the facts in detail upon which the employee intends to rely in support of this grievance statement; and (3) the relief requested. Such grievance statement shall be presented to both the building principal (or Director of Facilities/Operations, as above) and the immediate supervisor to whom the grievance was originally presented. Thereupon, and within five days after receiving such request, the immediate supervisor shall submit to the building principal (or Director of Facilities/Operations, as above) a written statement of his/her report to and reply concerning the grievance statement containing the specific facts and findings relating to it and his/her recommendations for the resolution of the grievance.

2. The building principal (or Director of Facilities/Operations, as above) shall upon receipt of a written request therefore from the employee, hold a hearing within five days thereafter. The employee, and the employee's representative, if any, may appear at the hearing and present oral and written testimony or arguments.
3. Within five days after the close of the hearing or the submission thereof without hearing the building principal (or Director of Facilities/Operations, as above) shall make his/her decision in writing including fact findings, conclusions and recommendations and give written notice thereof to the employee representing the grievance, or in a case where the employee has designated a representative, to said representative.

F. Third Stage

1. If any employee presenting a grievance be not satisfied with the decision made by the building principal (or Director of Facilities/Operations, as above) the employee may, within seven days thereafter, request in writing a review and determination of the grievance by the Superintendent, setting forth in detail the respects in which the said decision is in error or unauthorized.

Such request shall be presented to the Superintendent, the building principal (or Director of Facilities/Operations, as above) and the immediate supervisor to whom the grievance was originally presented. Thereupon, and within five days after receiving such request, the building principal (or Director of Facilities/Operations, as above) shall submit to the Superintendent a written

2. The Superintendent shall, upon receipt of a written request therefore from the employee, hold a hearing within five days thereafter. The employee, and the employee's representative, if any, may appear at the hearing and present oral and written testimony or arguments.
3. Within five days after the close of the hearing or the submission thereof without hearing the Superintendent shall make his/her decision in writing including fact findings, conclusions and recommendations and give written notice thereof to the employee presenting the grievance, or in a case where the employee has designated a representative, to said representative.

G. Fourth Stage (Appellate Stage)

1. If any employee presenting a grievance be not satisfied with the decision made by the Superintendent, the employee may, within seven days thereafter, request in writing a review and determination of his/her grievance by the Board of Education.
2. The Board of Education upon receipt of a written request therefore from the employee shall hold a hearing within thirty-five days as provided for in Article IV of this agreement; thereafter, the employee, and his/her representative, if any, may appear at the hearing and present oral and written testimony or arguments.
3. Within twenty days after the close of the hearing the Board of Education shall make its decision in writing including fact findings, conclusions and recommendations and give written notice thereof to the employee presenting the grievance or in a case where the employee has designated a representative to said representative. This decision shall be final and binding.

H. Disability and Delay

If during any period of time within which an employee is required to act in accordance with this procedure, such employee shall be ill, incapacitated or unaware of the action which could be the subject of a grievance under this procedure, or should the employee be so remote from the school district as to make it impractical to avail himself/herself of the procedure, the time within which to take action shall be deemed extended until the disability ceases, provided, however, that no such extension of time shall result in an extension of more than 60 calendar days of the aforesaid period of time.

Article VIII. LAYOFF PROCEDURES

Layoff procedures will follow Civil Service Law as it refers to these supervisory employees.

IN WITNESS THEREOF, the parties hereunto have set their hands and seals this

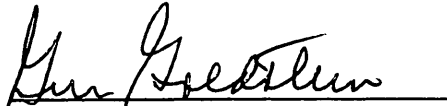
25th day of April, 2001.



Martin Cernese, President
Sewanhaka Central High
School District
Board of Education



Ronald Pickett, President
Association of Head Custodians
and Maintenance Supervisors Unit



Dr. George Goldstein
Superintendent
Sewanhaka Central High
School District

ARTICLE IX

SCHEDULE A
 SEWANHAKA CENTRAL HIGH SCHOOL DISTRICT
 BUILDING AND GROUNDS SUPERVISORY PERSONNEL SALARY SCHEDULE

2001-2002

HEAD CUSTODIAN		HEAD CUSTODIAN		MAINTENANCE SUPERVISOR I	
Step No.	(Building Under 1000 Students)	Step No.	(Building Over 1000 Students)	Step No.	
1	\$46,863	1	\$48,527	1	\$40,543
2	48,457	2	50,203	2	41,775
3	50,052	3	51,877	3	43,002
4	51,650	4	53,553	4	44,233
5	53,245	5	55,228	5	45,463
6	54,845	6	56,904	6	46,692
7	56,368	7	58,580	7	47,922
8	58,051	8	60,254	8	49,152
9	58,051	9	60,254	9	53,569
Longevity A 400 (14 Years)		Longevity A 415 (14 Years)		Longevity A 415 (14 Years)	

2002-2003

GROUP 1 HEAD CUSTODIAN		GROUP 2 HEAD CUSTODIAN		GROUP 3 MAINTENANCE SUPERVISOR I	
Step No.	(Building Under 1000 Students)	Step No.	(Building Over 1000 Students)	Step No.	
1	\$48,503	1	\$50,225	1	\$41,962
2	50,153	2	51,960	2	43,237
3	51,804	3	53,693	3	44,507
4	53,458	4	55,427	4	45,781
5	55,109	5	57,161	5	47,054
6	56,765	6	58,896	6	48,326
7	58,341	7	60,630	7	49,599
8	60,083	8	62,363	8	50,872
9	60,083	9	62,363	9	55,772
Longevity A 400 (14 Years)		Longevity A 430 (14 Years)		Longevity A 430 (14 Years)	

2003-2004

GROUP 1 HEAD CUSTODIAN		GROUP 2 HEAD CUSTODIAN		GROUP 3 MAINTENANCE SUPERVISOR I	
Step No.	(Building Under 1000 Students)	Step No.	(Building Over 1000 Students)	Step No.	
1	\$50,201	1	\$51,983	1	\$43,431
2	51,908	2	53,779	2	44,750
3	53,617	3	55,572	3	46,065
4	55,329	4	57,367	4	47,383
5	57,038	5	59,162	5	48,701
6	58,752	6	60,957	6	50,017
7	60,383	7	62,752	7	51,335
8	62,186	8	64,546	8	52,653
9	62,186	9	64,546	9	58,052
Longevity A 400 (14 Years)		Longevity A 445 (14 Years)		Longevity A 445 (14 Years)	