



**Cornell University**  
**ILR School**

### **NYS PERB Contract Collection – Metadata Header**

This contract is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial educational use only.

Some variations from the original paper document may have occurred during the digitization process, and some appendices or tables may be absent. Subsequent changes, revisions, and corrections may apply to this document.

For more information about the PERB Contract Collection, see <http://digitalcommons.ilr.cornell.edu/perbcontracts/>

Or contact us:

Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853  
607-254-5370 [ilrref@cornell.edu](mailto:ilrref@cornell.edu)

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

**Title: Mamaroneck Union Free School District and Mamaroneck Teachers Aides Unit, CSEA Local 1000, AFSCME, AFL-CIO, Westchester Local 860 (1999)**

**Employer Name: Mamaroneck Union Free School District**

**Union: Mamaroneck Teachers Aides Unit, CSEA, AFSCME, AFL-CIO**

**Local: 1000, Westchester Local 860**

**Effective Date: 07/01/99**

**Expiration Date: 06/30/02**

**PERB ID Number: 8264**

**Unit Size: 125**

**Number of Pages: 21**

For additional research information and assistance, please visit the Research page of the Catherwood website - <http://www.ilr.cornell.edu/library/research/>

For additional information on the ILR School - <http://www.ilr.cornell.edu/>

363 SD  
11262 AID

8264\_06302002

Mamaroneck Ufsd And Csea Local  
860 (Teacher Aides Unit)

# AGREEMENT

by and between the  
**BOARD OF EDUCATION**

of the  
**MAMARONECK UNION FREE  
SCHOOL DISTRICT**

and

**CSEA, Local 1000 AFSCME,  
AFL-CIO**

**RECEIVED**

APR 23 2001

NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD



Mamaroneck Teacher Aides Unit  
Westchester Local 860

July 1, 1999 – June 30, 2002



INDEX

<u>ARTICLE</u>	<u>DESCRIPTION</u>	<u>PAGE</u>
I	<u>RECOGNITION</u> .....	1
	A. AGREEMENT .....	1
	B. BOARD RESPONSIBILITY .....	1
	C. NEGOTIATION PROCEDURE .....	1
	D. STRIKES - ILLEGAL .....	2
	E. DUES DEDUCTION/AGENCY SHOP .....	2
II	<u>DEFINITION OF TERMS</u> .....	3
III	<u>CONDITIONS</u> .....	3
	1. WORK WEEK .....	3
	2. WORK YEAR .....	4
	3. DISMISSAL CONFERENCE .....	4
	4. ACCIDENTS .....	4
IV	<u>PERSONNEL</u> .....	4
	1. SNOW DAYS .....	4
	2. EMPLOYEE ABSENCES .....	5
	A) BEREAVEMENT .....	5
	B) JURY DUTY .....	5
	C) PERSONAL LEAVE .....	5
	D) UNEXCUSED .....	6
	3. PAYROLL .....	6
	4. SICK LEAVE .....	7
	5. RETIREMENT .....	7
	6. JOB OPENINGS/POSTINGS .....	7
	7. SENIORITY .....	7
	8. DISTRICT SPONSORED WORKSHOPS .....	8
	9. HOLIDAYS.....	8

<u>ARTICLE</u>	<u>DESCRIPTION</u>	<u>PAGE</u>
V	<u>AGREEMENT PROCEDURE</u> .....	8
	1. SEPARABILITY .....	8
	2. AMENDMENT BY LAW .....	8
VI	<u>APPLICATION OF THE BASIC SALARY SCHEDULE</u> .	8
VII	<u>GRIEVANCE PROCEDURE</u> .....	10
	DEFINITION .....	10
	PURPOSE.....	10
	<u>FORMAL GRIEVANCE PROCEDURE</u> .....	10
	LEVEL ONE .....	11
	LEVEL TWO .....	11
	LEVEL THREE .....	11
	LEVEL FOUR .....	12
	BOARD'S RIGHTS .....	12
VIII	<u>AGREEMENT PROVISIONS</u> .....	13
	POLICIES AND REGULAIONS.....	13
IX	<u>DURATION</u> .....	13
	LABOR/MANAGEMENT COMMITTEE .....	14
	HEALTH INSURANCE .....	14
X	<u>PUBLICATION AND DISTRIBUTION</u> .....	14
	<u>SIGNATURE PAGE</u> .....	15
	<u>APPENDIX "A" - SALARY SCHEDULE</u> .....	16
	<u>ADDENDUM</u> .....	17

## PREAMBLE

The Agreement is made pursuant to Article 14 of the Civil Service Law.

### ARTICLE I - RECOGNITION

#### A. AGREEMENT

The Board hereby recognizes the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Westchester Local 860, by the Mamaroneck Teacher Aides Unit as the exclusive representative of the unit composed of Teacher Aides employed by the Board, excluding, however, per diem Aide substitutes, for the purpose of representing said employees in negotiations and in the settlement of grievances, as provided in Article 14 of the Civil Service Law.

#### B. BOARD RESPONSIBILITY

Nothing contained herein shall be construed to prevent the Board or its officers from the discharge of their duties and responsibilities in accordance with Section 1709 of the New York State Education Law. Nothing in the Agreement is to be construed as in conflict with existing policies or procedures of the Board of Education of the Mamaroneck Union Free School District unless such policies or procedures have been specifically altered by the terms of this Agreement.

#### C. NEGOTIATION PROCEDURE

Beginning not later than April 1 of the calendar year during which this Agreement expires, the Board agrees to enter into negotiations with the Association over a successor Agreement in accordance with the procedures set forth herein in a good faith effort to reach agreement concerning employees wages, hours, and other conditions of their employment.

During the life of this Agreement, the Association will have the right to consult with the Superintendent or his representative provided that it files such a request with the Superintendent within five (5) school days after receipt of said notice. The parties may, by mutual agreement, extend the period of time for filing request.

This Agreement incorporates the entire understanding of the parties on all issues which were or could have been subject to negotiation. This Agreement may be modified in whole or in part by an instrument in writing duly executed by both parties.

D. STRIKES AND OTHER ILLEGAL ACTIVITIES

During the term of the Agreement, the Association shall not cause or sponsor, and no employee shall cause or participate in any strike, work stoppage or other illegal activity directed against the Board or School District.

E. DUES DEDUCTION/AGENCY SHOP

1. The Board shall collect dues of members of the Association, on behalf of the Association, by a system of authorized dues deductions. Teacher Aides shall sign and file dues deduction cards for this purpose with the Board.

The dues deduction cards will remain effective until withdrawn by the Teacher Aide or until Teacher Aide's employment with the Board terminates.

On or before September 15 of each year, the President of the Association shall inform the Assistant Superintendent for Operations, in writing, of the exact amount of dues to be collected for each membership category. Dues deduction will begin as soon as the dues deduction card is received by the Board; at the assigned CSEA rate.

The Association agrees to indemnify and hold the Board harmless in connection with all aspects of the dues deduction.

A qualified Agency Shop is in effect in the District, provided the same is lawful under applicable law. By qualified, the parties mean that the CSEA may charge all persons in the unit who do not voluntarily join the CSEA a sum equal to his/her pro rata share of the costs of negotiating with respect to the agreement or renewal of, the handling of grievances and other work of the CSEA that concerns the contract and the salary, hours, and conditions of employment in the CSEA unit. The Association will hold the Board of Education harmless with respect to any claim or liability related to Agency Shop payment. The Board will deduct from the wages of employees who are members of the CSEA union dues and remit such deductions to the CSEA, Inc., Albany, New York provided appropriate written authorization to this effect is

received by the Board. The employer agrees to deduct from the salary of an employee who is not a member of the CSEA, but who is represented by the Association for the purposes referred to above, an Agency Shop fee in the amount specified above. An amount equal to the amount of dues payable by a member of the Association is to be transmitted to the CSEA, Inc., Albany, New York in the same manner and form as Association membership dues.

The CSEA will retain an appropriate portion of the amount paid by non-members, so that there can be a refund to non-members of their pro rata share of any expense or cost for any use other than those previously mentioned. It shall be the responsibility of each non-CSEA member to file the necessary documentation to the CSEA before each individual receives a refund. Deduction for such employees hired after the effective date of this Agreement shall be made starting with their first pay day.

## ARTICLE II - DEFINITION OF TERMS

### DEFINITION OF TERMS

The terms used in this Agreement shall have the respective meanings set forth in the paragraphs below:

1. Association means Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Westchester Local 860, Mamaroneck Schools Teacher Aide Unit.
2. School year means the time period defined by the Board of Education, in accordance with State Law.
3. School District or District means the Mamaroneck Union Free School District, Town of Mamaroneck, Mamaroneck, New York.
4. Board of Education or Board means the trustees, constituting a corporate entity, of the Mamaroneck Union Free School District of the Town of Mamaroneck.
5. Superintendent or Superintendent of Schools means the chief administrative officer of the District or his/her designee(s).

## ARTICLE III - CONDITIONS

### 1. WORK WEEK

The assignment and number of hours per week for each Teacher Aide shall be established by the immediate supervisor at the

beginning of each school year.

Each aide shall be notified, in writing, by the Superintendent or his/her representative, as soon as possible, but no later than one week following the October Board of Education Meeting of his/her assignment and number of hours per week.

2. WORK YEAR

The work year is the teachers' school calendar including Superintendent's Conference Days and Snow Days, if applicable.

3. DISMISSAL CONFERENCE

An employee dismissed for cause shall have the right to request a meeting with the Superintendent or his designee to review the dismissal. The request shall be made within five working days of the notice of dismissal; the meeting shall be held within ten working days of the request, and a decision will be made five working days after that. In the case of the aide who has been employed in the District for at least six consecutive months, the aide may request a final determination by writing to the Board of Education within five working days after the dismissal decision. The Board of Education will respond within ten working days after receipt of the aide's request either by official Board action or in writing. The employee will not receive salary during the dismissal review. In the event that an aide is reinstated, the salary shall be retroactive to the date of dismissal. The dismissal shall not be subject to the grievance procedure in this Agreement except that failure to follow the process provided for in this Article shall be subject to the grievance procedure.

4. ACCIDENTS

Teacher Aides are covered in the New York State Workers' Compensation Law. If an employee is injured at school, or while on duty in a school sponsored activity, he/she should report the injury immediately to his supervisor who will send a report on the State Workers' Compensation form to the Superintendent of Schools or his designee. This report is forwarded to the State Workers' Compensation Board.

ARTICLE IV - PERSONNEL

1. SNOW DAYS

On days when school is closed due to inclement weather or an emergency, employees will be paid their regular daily rate of pay.

The above includes delayed openings.

In the event that students do not report to school, and schools are closed because day(s) set aside as snow make-up day(s) are not needed, all Teacher Aides shall receive the day(s) off with pay. Teacher Aides will be paid their regular daily rate of pay and shall be paid only for the first two (2) of these days per year.

When the circumstances detailed in the prior paragraph occur, payment will occur in the pay period following the unused snow day. If a set aside date is in the last pay period, payment shall be received in the last paycheck for the school year.

For the 1996-97 school year, the District agrees to pay all Teacher Aides for two (2) unused days set aside for snow days, namely: March 27th and March 31st. For subsequent years, pay for unused days shall be in accordance with the third paragraph of this section.

## 2. EMPLOYEE ABSENCES

a) Bereavement Leave - Employees shall be allowed up to five (5) days of absence on the occasion of death of spouse, children, parents, brothers, sisters of spouse or self, or death of grandparents, grandchildren of self or spouse or other relative living in the same household.

b) Absence for Jury Duty - It is the practice of the Board of Education not to seek excuses from jury duty for employees. Any employee who accepts call for jury duty should notify the appropriate school personnel. Jury duty is considered an excused absence. An employee will receive his regular salary while on jury duty. Any absence for jury duty shall not be deemed a part of sick leave. Employees excused for jury duty must submit a record of their time spent on jury duty, and must appear at their assigned location on those days when their jury duty is less than four (4) hours. Any compensation received for jury service, except for reimbursable expenses, shall be returned to the District by the employee.

c) Personal Leave - The Superintendent is authorized by the Board of Education to excuse employees, without deduction of pay, for a total amount of time not to exceed two days in any school year for reason of personal business such as:

- a) Closing title to a home
- b) Moving from one residence to another
- c) Required appearance at any legal proceeding

- d) Required appearance at any state, county or federal office
- e) Visiting a college when first entering a son or daughter
- f) Attending the college graduation of a son or daughter
- g) Attending the wedding of a member of the immediate family
- h) Marriage of the employee
- i) Birth of child to the employee's wife
- j) Observance of established religious holidays as required by the obligations of one's faith
- k) Attendance at a professional meeting
- l) If emergency circumstances beyond an employee's control, such as impassable roads and unavailable transportation, deprive an employee of any means of reaching school, his absence may be excused, and he is asked to notify the Office of the Superintendent of Schools between 8:00 a.m. and 8:30 a.m.
- m) Illness in the immediate family - "immediate family" shall be mother, father, sister, brother, son, daughter, spouse (of employee or spouse)
- n) Doctor's appointment

All unused personal leave shall be forwarded to sick leave at the end of each fiscal year.

d) Unexcused Absences - Each day of unexcused absence on the part of an employee of the School District will result in the employee not being paid for that day.

3. PAYROLL

Payroll will be made semi-monthly, on the 15th and last day of the month. Each payroll will reflect the time for work completed during the period that ended with the previous payroll and so forth throughout the school year.

<u>Work Completed</u>	<u>Payroll Date</u>
September 1-15	September 30
September 16-30	October 15
October 1-15	October 31
October 16-31	November 15

Teacher Aides are responsible for keeping and submitting payroll data sheets on a timely and accurate basis; any serious departure from the practice may result in a delay of payment until the next scheduled payroll. The District will permit a regularly

scheduled payroll deduction when an employee authorizes a deduction for CSEA sponsored insurances.

4. SICK LEAVE POLICY

Members of the bargaining unit shall be entitled to eight (8) sick leave days per year, with pay, cumulative to one hundred (100) days. A medical certificate signed by a registered physician will be provided, if requested, for any reported illness.

5. RETIREMENT

The Board shall provide Section 75i (20 year career plan), effective July 1, 1996 and 41j (credit upon retirement for unused sick leave) of the New York State Employees Retirement and Social Security Law.

6. JOB OPENINGS/POSTING

All job openings or vacancies during the school year shall be posted on official bulletin boards in all school buildings for a reasonable period of time whereby all interested employees may apply. The position shall be given to the most qualified applicant with seniority as a consideration.

Additionally, any job opening or vacancy that becomes known during the months of July and August, the notice will be forwarded to those employees who leave self-addressed envelopes with the Personnel Office prior to leaving for vacation.

7. SENIORITY

In the event the Board of Education deems it necessary to lay off employees within the bargaining unit, it shall be done according to the inverse order of seniority, i.e. the last employee hired is the first employee laid off. Seniority is determined by the Teacher Aide's date of employment in the District and is considered on a District-wide basis. Where an employee has an interruption of service, the years counted will be those actually worked by the employee as an aide in the District.

An employee recalled to service by seniority must accept the next available Teacher Aide position. If the position is refused, the employee is no longer eligible for recall. Where there are simultaneous vacancies as determined by the District, the recalled aide may select any of the simultaneously available positions.

In the event the Board of Education deems it necessary to reduce the number of hours of employees within the Bargaining Unit, the same procedure shall be followed as described in the first paragraph.

8. DISTRICT SPONSORED WORKSHOPS

When members of the Bargaining Unit are required to attend a District sponsored workshop, they shall receive their hourly rate of pay for each hour of their attendance.

Each new aide will be required to attend one 1 hour training session. There will be one training scheduled for the fall and one session scheduled for the spring. Those training sessions will last for one hour and shall take place starting at 3 p.m. and last until 4 p.m.

9. HOLIDAYS

All Teacher Aides in the bargaining unit shall be paid each year for three (3) holidays, which are as follows: Thanksgiving Day, Memorial Day and President's Day. Aides shall receive the aforementioned holidays with pay, regardless of the days on which they fall.

ARTICLE V - AGREEMENT PROCEDURE

1. SEPARABILITY

If the enactment of legislation, or a determination by a court of final jurisdiction (whether in a proceeding between the parties or one based on a similar state of fact) renders any portion of this Agreement invalid or unenforceable, it shall not affect the validity of the rest of this Agreement, which shall remain in full force according to its terms in the same manner and with the same effect as if such invalid portion had not originally been included.

2. IMPLEMENTATION - AS AMENDED BY LAW

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

ARTICLE VI - APPLICATION OF THE BASIC SALARY SCHEDULES

1. APPLICATION OF THE BASIC SALARY SCHEDULES

a) The salary schedule applies to all personnel.

- b) Employees returning to the school system may claim experience credit earned in amounts not exceeding five (5) years.
- c) The salary schedules shall be attached as Appendix "A".
- d) Effective July 1, 1999, each step of the 1998-1999 salary schedule shall reflect a three percent (3.0%) increase, plus increment where due.

Effective July 1, 2000, each step of the 1999-2000 salary schedule shall reflect a three and one-half percent (3.5%) increase, plus increment where due.

Effective July 1, 2001, each step of the 2000-2001 salary schedule shall reflect a three percent (3.0%) increase, plus increment where due.

- e) Effective July 1, 1996, the 10 and 15 year longevity payments will be:

10+ years service - \$1.30 per hour more than Step 6

15+ years service - \$1.80 per hour more than Step 6

Effective July 1, 1997, the 10 and 15 year longevity payments will be:

10+ years service - \$1.40 per hour more than Step 6

15+ years service - \$1.90 per hour more than Step 6

Effective July 1, 1998, the 10 and 15 year longevity payments will be:

10+ years service - \$1.45 per hour more than Step 6

15+ years service - \$1.95 per hour more than Step 6

Effective July 1, 1999, 20 year longevity payment will be:

20+ years service - \$2.45 per hour more than Step 6

- f) Teacher Aides assigned to a student or students who require special assistance regarding physical needs shall receive an additional \$1.00 per hour. This differential is intended for those aides who, as a part of their regular daily duties, are required to interact physically with students, and this physical interaction is essential to the daily needs of the student. Some examples of this shall include, but should not be

limited to the following: helping a child to eat, changing diapers, and/or aiding with toileting, personal hygiene, physically restraining or aiding a student or students as an expected responsibility of the job,

The determination of which positions shall warrant the differential shall be made by the Assistant Superintendent for Administration and Personnel in conjunction with the Association presidents.

## ARTICLE VII - GRIEVANCE PROCEDURES

### A. GRIEVANCE PROCEDURES

#### 1. Definitions

a) "Grievance" shall mean a claim by an employee or employees that, as to him or them, there has been a violation or discriminatory application of the provisions of this Agreement, or through existing Board policies relating to salary, hours, and working conditions of the employees, except that the term "grievance" shall not apply to any matter as to which (1) the method of review is prescribed by law, or rule or regulation having the force or effect of law or (2) the Board is without authority to act.

#### 2. Purpose

The purpose of this procedure is to secure equitable solutions, at the lowest possible administrative level, to the disputes which may arise as to matters set forth in Paragraph 1 - "Definitions".

Nothing herein shall be constructed as limiting the right of an employee having a grievance to discuss the matter formally with any appropriate member of the Administration, and having his grievance adjusted without the intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement. The Association shall have the opportunity to be present and to state its views at any level in the Grievance Procedure beyond Level One.

### B. FORMAL GRIEVANCE PROCEDURE

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual written agreement. Any formal grievance must be submitted within thirty (30) work days of the events giving rise to the grievance.

1. Level One - An aggrieved person shall first present his grievance (in writing or orally as he may choose) to his principal or immediate supervisor with the objective of resolving the matter informally at which time the aggrieved person:

- a) May discuss the grievance personally and alone, or
- b) May be accompanied, at his/her request, by the Association's representative.
- c) May request the Association's representative to act in his/her behalf.

2. Level Two - If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within ten (10) school days after presentation of the grievance, he/she may file the grievance in writing with the Association within five (5) school days after the grievance decision has been rendered at Level One, or within fifteen (15) school days after the grievance was presented at Level One, whichever is sooner. Such grievance shall then be filed by the Association, if it desires to process it further with the Superintendent's office within five (5) school days after receiving such written grievance. The Superintendent, or his/her designee, will represent the Administration at Level Two, of the grievance procedure. The Superintendent, or his/her designee, will meet with the aggrieved person or an Association representative in an effort to resolve the grievance; such meeting will take place within ten (10) school days after receipt of the written grievance by the Superintendent.

3. Level Three - If the aggrieved person is not satisfied with the decision at Level Two, or no written decision has been rendered within fifteen (15) days after the presentation of the grievance at Level Two, the aggrieved person may, with the written approval of the Association, within twenty (20) days after the presentation of the grievance at Level Two, request that a Board Committee meet to hear the matter. The Board Committee shall consist of three (3) members. It shall be furnished by the Superintendent with a copy of his/her decision at Level Two and by the aggrieved person with a written statement as to the manner in which he/she believes the decision at Level Two should be modified or revised.

The Board Committee shall meet with the parties in interest and the Association's representative for the purpose of reaching a disposition of the matter satisfactory to the parties in interest and the Association. In the event that it is not possible to reach such mutually satisfactory disposition, then the Board Committee shall hear the matter as soon as practicable after the receipt of such documents. At such hearing, the Superintendent or his/her designee and the aggrieved person and the Association shall have the right to present such witnesses and evidence as shall be relevant to the matter.

4. Level Four - If the aggrieved person is not satisfied with the disposition of his/her grievance at Level Three, or if no decision has been rendered within twenty (20) school days after the grievance has been heard by the Board Committee, the aggrieved person may within ten (10) days after the date of the Board Committee's decision or thirty (30) days after the grievance was heard by the Committee, whichever is later, request the Association to submit his grievance to arbitration. If the Association, in accordance with its constitution and by-laws determines that the grievance is valid, it may submit the grievance to arbitration, under the terms hereinafter set forth within ten (10) school days after receipt of such request by the aggrieved person. The parties agree that the selection of the arbitrator shall follow the voluntary rules of the American Arbitration Association.

The arbitrator shall have the authority to hold hearings and make procedural rules not inconsistent with this Agreement. Such hearings shall be held as promptly as practicable after the aggrieved person's request for arbitration, and he shall issue his decision within a reasonable time after the date of the close of the hearings, or if oral hearings have been waived, then from the date the final statements and evidence are submitted to him. His decision shall be in writing and shall set forth his findings of fact and his award. The arbitrator shall be without power or authority to alter, amend or modify any of the terms of this Agreement or to take any decision which requires the commission of an act prohibited by law or which violates the terms of this Agreement or the rules or regulations of the Board which were in existence upon the effective date of this Agreement or which were promulgated thereafter but are not inconsistent with the terms of this Agreement.

The cost for the services of the arbitrator, including per diem expenses, if any, and the actual and necessary travel and subsistence expenses, shall be borne equally by the Board and the Association. The decision of the arbitrator shall be final and binding on all parties.

#### 5. BOARD'S RIGHTS

In the event that the Board claims that a Teacher Aide or a group of Teacher Aides or the Association has violated the terms of this Agreement or failed to perform the obligations respectively to be performed by them, the Board shall have the right to submit to an arbitrator, in accordance with the procedure set forth in subparagraph C-4 above, the issue of such violation

and, in the event the arbitrator determines that there has been such a violation, he shall render the Board appropriate relief which shall not be inconsistent with the terms of this Agreement.

#### ARTICLE VIII - AGREEMENT PROVISIONS

##### 1. AGREEMENT PROVISIONS

a) There will be no reprisals of any kind taken against any employees by reason of membership in the Association or participation in its activities.

b) If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found 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.

##### POLICIES AND REGULATIONS

1. a) At the start of each school year, a complete copy of all Board policies and administrative procedures as accepted at date shall be placed on file in each principal's office of each school. Other copies shall be given to the Board members and be available at the Superintendent's office. Any employee is free to consult an available copy of the policies.

2. b) Teacher Aides are directly responsible to the designated supervisor who maintains final authority.

#### ARTICLE IX - DURATION

The Association and the Superintendent agree to meet periodically during the term of this Agreement to discuss matters of mutual concern, and the Board or its representatives will bring to the attention of the Association at such meetings any contemplated changes which are of mutual concern and interest.

The Agreement will be effective as of July 1, 1999 and will continue and remain in force and effect until June 30, 2002. The parties agree that no later than April 1, 2002 they will enter into negotiations for a successor Agreement to become effective as of July 1, 2002, this Agreement will continue in effect until said negotiations for a successor Agreement are completed.

### LABOR/MANAGEMENT COMMITTEE

There shall be established a Labor/Management Committee consisting of representatives of both sides who shall meet as mutually agreed upon to discuss items of concern.

### HEALTH INSURANCE

At the expense of the employee, all Bargaining Unit employees shall be permitted to buy into a Health Maintenance Organization (HMO) provided by the District at the Group Rate charged to the District. The employee at his/her option shall make payment at the Group Rate through either regularly scheduled payroll deductions or direct payment to the District. The School District will contribute \$100.00 annually towards the health insurance premiums of any bargaining unit member who has chosen to purchase health insurance through the School District.

### ARTICLE X - PUBLICATION AND DISTRIBUTION

Copies of this Agreement shall be distributed by the Board of Education to all members of the Administrative staff and Association to all persons named in the recognition resolution included in this Agreement. Copies of this Agreement may also be made available to state and national organizations with which the Association or the Board or the Administration may be affiliated. Copies may be distributed to school district officials on request. The cost of publication and distribution will be shared equally by the Board and the Association.

For the Mamaroneck Union Free School District

Sherry P. King  
Sherry King  
Superintendent of Schools

MAY 25, 2000  
Date

For the Civil Service Employees Association, Inc.

Geraldine Sommovigo  
Geraldine Sommovigo  
Unit President

MAY 25, 2000  
Date

Doug Morrison  
Doug Morrison  
Labor Relations Specialist

MAY 25, 2000  
Date

**1999 - 2002 Salaries**  
**Teacher Aide Salary Schedule**  
**1991-2002**

		3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	1.50%	3.00%	
STEP	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01	2000-02
1	\$6.57	\$6.83	\$7.15	\$7.49	\$7.71	\$7.94	\$8.18	\$8.42	\$8.68	\$8.98	\$9.25
2	\$6.87	\$7.14	\$7.48	\$7.85	\$8.05	\$8.30	\$8.55	\$8.81	\$9.07	\$9.39	\$9.67
3	\$7.19	\$7.47	\$7.83	\$8.20	\$8.45	\$8.70	\$8.96	\$9.23	\$9.51	\$9.84	\$10.14
4	\$7.59	\$7.89	\$8.26	\$8.65	\$8.91	\$9.18	\$9.45	\$9.74	\$10.03	\$10.38	\$10.69
5	\$8.40	\$8.73	\$9.14	\$9.58	\$9.87	\$10.17	\$10.47	\$10.79	\$11.11	\$11.50	\$11.84
6	\$9.21	\$9.57	\$10.02	\$10.50	\$10.82	\$11.14	\$11.44	\$11.72	\$12.18	\$12.60	\$12.98

Longevity rates:

Beginning 10th Year of Service:

\$10.21	\$10.57	\$11.12	\$11.70	\$12.02	\$12.44	\$12.88	\$13.27	\$13.63	\$14.05	\$14.43
---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------

Beginning 15th Year of Service:

\$10.71	\$11.07	\$11.62	\$12.20	\$12.52	\$12.94	\$13.38	\$13.77	\$14.13	\$14.55	\$14.93
---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------

Beginning 20th Year of Service:

\$14.63	\$15.05	\$15.43
---------	---------	---------

ADDENDUM

FAIR PRACTICES

The Association agrees to maintain its eligibility to represent all employees by continuing to admit employees to membership without discrimination on the basis of race, age, creed, color, nation origin, sex or marital status and represent equally, all employees, without regard to membership or participation in, or association with, the activities of any employee organization.

The Board also agrees to continue its policy of not discriminating against any employee on the basis of race, age, creed, color, national origin or sex. Employees have the right to join or not to join any organization for their vocational or economic improvement. Any membership in any organization shall not be required as a condition of employment.



---

**Local 1000, AFSCME, AFL-CIO**  
143 Washington Ave., Albany, NY 12210

Danny Donohue, President

PRINTED BY  
CSEA