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

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Employer Name: **Tuckahoe Common School District**

Union: **Tuckahoe Clerical/Custodial Unit, CSEA, AFSCME, AFL-CIO**

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CUS/6336

**AGREEMENT**

between

**TUCKAHOE COMMON SCHOOL DISTRICT**

and

**TUCKAHOE CLERICAL/CUSTODIAL UNIT**

of the

**CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.**

**LOCAL 1000, AFSCME/AFL-CIO**

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

**RECEIVED**

**NOV 20 2006**

**NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD**

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AGREEMENT made this 28th day of August, 2006, by between the TUCKAHOE COMMON SCHOOL DISTRICT and the TUCKAHOE CLERICAL/CUSTODIAL UNIT, CSEA, INC., Local 1000, AFSCME, AFL-CIO, the certified union; hereinafter called the "Association".

## ARTICLE I

### Definitions (as used in this Agreement):

A. **"Employees** mean all full and part-time custodial/maintenance/clerical personnel for whom the Association is the recognized bargaining representative, and is to include the positions of head custodian; custodial worker I; custodial worker II and clerical employees; employees are not to include those non-instructional personnel designated as "confidential/managerial" (Secretary to the Superintendent; Business Official and School Nurse).

Part-time unit members will receive, on a *pro rata* basis the following benefits: health/dental coverage while employed; and longevity payments.

B. **"Work week/work day"** - the standard custodial/maintenance work week will be forty (40) hours. The regular hours of work each school day shall be from 6:30 A.M. to 3:00 P.M. for the District's Head Custodian. On occasion the Head Custodian will adjust his daily schedule in order to be available to observe evening work and activities. The Head Custodian will supply the Superintendent with a list of evening dates during which he will work for the year. Work shifts for other custodial/maintenance staff will be: 8:30 A.M. to 5:00 P.M.; 10:00 A.M. to 6:30 P.M.; and 2:30 P.M. to 10:30 P.M.

The standard work week for the school secretary will be seven (7) hours per day, five days per week (8:00 AM to 4:00 PM with one (1) hour for lunch); the regular hours of the school secretary for work during the months of July and August will be 8:30 AM to 3:00 PM (one-half (1/2) hour for lunch for a total of thirty (30) hours per week.

All custodial/maintenance employees shall receive one-half (½) hour lunch/dinner break (to be utilized at the mid-point of the shift). Summer work hours will be from 6:30 A.M. to 3:00 P.M.

The District reserves to itself the right to change the starting time of any member of the custodial/maintenance staff based upon the needs of the District. When requested, an employee will work additional hours for which he/she will be paid time and one-half over eight hours *per diem* and in excess of forty (40) hours on a weekly basis. The grounds' maintenance will be done during the school work-day.

The determination of which staff member will work which shift will be made in consultation with the Head Custodian with the District making the final decision.

The Head Custodian will provide the Board with detailed, weekly reports outlining schedules, work completed/pending, unsettled issues and any other matters necessary to apprise the Board regarding the on-going status of facilities' maintenance.

## **ARTICLE II - PURPOSE AND SCOPE**

This Agreement is the result of collective negotiations between the Tuckahoe Common School District and the Association which have been conducted under the requirements and directives of the Public Employees' Fair Employment Act (Taylor Law). The provisions of this Agreement supersede all conflicting policies and directives of the Board and may be changed only through the mutual consent, in writing, of the Board and the Association or by state/federal legislation. To the extent that any matters are not otherwise covered by this Agreement, the Board shall manage all school district operations, direct the work force, provide for the "job duties" of unit members, plan, direct and control operations, hire, promote and demote, discipline, suspend or discharge, relieve employees from duty because of lack of work and for other legitimate reasons,

introduce new and improved methods or facilities, or change existing methods or facilities, improve quality, reduce costs and establish and attain reasonable work and production standards. This clause shall not diminish any employee rights contained in the Taylor Law or the Civil Service Law.

### **ARTICLE III - RECOGNITION/RIGHTS OF CSEA**

The parties agree that the Civil Service Employees' Association, Inc., Local 1000, AFSCME/AFL-CIO shall be granted exclusive recognition for the purposes of unchallenged representational status for the maximum period provided under the Public Employees' Fair Employment Act, to collective bargaining rights with respect to salaries, wages, hours, and other terms and conditions of employment for employees within the bargaining unit.

#### **Section 1.**

CSEA shall have the sole and exclusive right with respect to other employee organizations to represent all employees in the heretofore defined negotiation unit in any and all proceedings under the Public Employees Fair Employment Act, under any other applicable law, rule, regulation, or statute, under the terms of this Agreement; to designate its own representatives and to appear before any appropriate official of the District to effect such representation; to direct, manage, and govern its own affairs; to determine those matters which the membership wishes to negotiate and to pursue all such objectives free from any interference, restraint, coercion, or discrimination by the District or any of its agent. CSEA shall have the sole and exclusive right to pursue any matter or issue including, but not limited to, the grievance and appeal procedure in this Agreement, and to pursue any matter or issue to any court of competent jurisdiction, whichever is appropriate; and shall not be held liable to give any non-member any of its professional, legal, technical or specialized services.

#### **Section 2.**

The District shall deduct uniformly and consistently from the wages of employees and

remit to CSEA at Albany, New York, regular membership dues and other authorized deductions for those employees who have signed the appropriate payroll deduction permitting such deductions. The District agrees to remit such monies exclusively for CSEA as the recognized exclusive negotiating agent for employees in these units.

### Section 3.

The employer shall, within 30 days after ratification of this contract, furnish CSEA with a complete list of names, home addresses, work locations, and titles of all employees in the negotiating unit covered by this Agreement, and will within 30 days after the end of each pay period, furnish CSEA a list of names, home addresses, work locations and position titles of newly hired, reinstated, or transferred employees, as well as a list of employees who terminated employment in this unit during the preceding period.

### Section 4.

The District shall grant exclusively to CSEA officers, delegates, and members off without loss of pay or accumulated leave credits to carry out their responsibilities in the administration of this Agreement in regards to matters relating to salary, terms and conditions of employment, and for any and all business relative to improving employer/employee relations providing that such business be conducted on school property.

### Section 5.

When requested by an employee, the senior CSEA officer or his designated representative may assist in the presentation of an alleged or actual grievance with a reasonable amount of time off during working hours without charge to other accumulated leave credits.

### Section 6.

If an employee elects to present his own grievance without the assistance of CSEA the

District agrees to permit a representative of CSEA to be present at any and all meetings to be held in connection with the presentation of such grievance and to decide the issue.

#### **ARTICLE IV - DURATION/RIGHTS OF EMPLOYEES**

This Agreement covers the period of two (2) school years commencing July 1, 2006 and ending June 30, 2008.

##### **Section 1.**

Any employee covered by the provisions of this Agreement shall be free to join or refrain from joining CSEA without fear of coercion, reprisal, or penalty from CSEA or from the District.

##### **Section 2.**

Employees may join and take an active role in the activities of CSEA without fear of any kind of reprisals from the District or its agents.

##### **Section 3.**

An employee may bring matters of personal concern to the attention of the District's representatives and officials in accordance with applicable laws and rules, and may choose his own representatives to or unilaterally present a grievance for appeal proceedings, except that CSEA must be present at all such proceedings and it must be informed immediately of any decisions surrounding such case.

#### **ARTICLE V - SENIORITY**

##### **Section 1.**

For the purpose of this Agreement seniority shall be determined from the date of the first hire by the District and so long as the employee continues the employment. Provided that the qualifications, expertise, and experience of candidates for job assignments and



promotions is equivalent seniority shall be the basis for the assignment, temporarily or permanently, to job assignments and promotions. Seniority shall be the basis for the selection of vacation time.

Section 2.

If an employee is elevated to a position of management and then decides to return to his original status in the non-management area, the employee shall return to his original position with the full seniority status as though he had not left the original employment.

Section 3.

In the event that lay-offs shall become necessary, the same shall be accomplished in the inverse order of seniority.

Section 4.

When additional help is required, the employees so laid off in accordance with the preceding section shall be the first employees called back on the basis of their seniority; that is, the last one laid off will be the first one called back. The District agrees to notify the employees recalled by Registered Letter, with a copy of same to the senior CSEA officer, giving the recalled employee at least 10 days to report for duty. In the event the recalled employee fails to report as specified herein, such failure shall be considered as a declination by said employee. All employees laid off in accordance with the preceding paragraph will be offered an opportunity to return to employment, if such condition should prevail, before the District will recruit from the general public.

**ARTICLE VI - VACATION LEAVE**

Custodial employees who have completed one (1) year of service within the Tuckahoe Common School District shall receive two (2) weeks vacation with pay; after five (5) full years of service, employees shall receive three (3) weeks vacation with pay; after ten (10) years of service, employees shall receive four (4) weeks vacation with pay; after thirty (30) years of service, employees will receive six (6) weeks vacation with pay. "Completion of

years of service" will be determined by anniversary date of first employment.

Clerical employees who have completed one year of service within the Tuckahoe Common School District shall receive two (2) weeks vacation with pay; after five (5) full years of service, clerical employees shall receive three (3) weeks vacation with pay.

Vacations are normally to be taken during school closings; however, each custodian may take up to one (1) week vacation at any time with the stipulation that only one (1) custodian may be on vacation while school is in session. No employee shall be permitted to take four (4) consecutive weeks of vacation. All vacation days of the school secretary will be scheduled at times mutually agreeable to the secretary and the Superintendent. After five (5) full years of service the secretary may elect to take one (1) week of vacation (five days) in days (maximum two together) during the school year when school is in session. The balance of the vacation days may be taken during the school recess periods or during July or August but are not to be taken during the two (2) weeks prior to the commencement of the school year.

Custodial vacations will be scheduled to insure that at least one custodian is working each day of the year that the District is not closed due to a holiday or weekend or any other official school closing date.

At least one (1) custodian will work each day during the Christmas, winter and spring recess periods that are not designated as paid holidays (*i.e.*, Christmas Eve; Christmas Day; New Year's Day; Presidents' Day and Good Friday).

Requests for vacation will be submitted to and approved by the District Superintendent.

## **ARTICLE VII - PROMOTIONS AND TRANSFERS**

### **Section 1.**

The senior CSEA officer shall be notified immediately of any vacancy or new position to be filled. This notice shall be given to the senior CSEA officer at least two days prior to

the posting of such vacancy or new position. Present employees of the District are to be given first preference in filling such positions or vacancies provided that the qualifications, experience and expertise of District employees are at least equivalent to the qualifications, experience and expertise of non-District candidates; the qualifications for a posted position or vacancy will be on the basis and in accordance with the standards established by the Suffolk County Civil Service Commission. In the event such vacancies or new positions are of a competitive nature, requiring written examinations, the District agrees to request a promotional examination from the Suffolk County Civil Service Commission in order to afford present employees of the District an opportunity to compete for same. Where qualifications are equal, seniority will then be the basis for appointment to any vacant or new position. The District agrees to notify the senior CSEA officer of the name of the person so appointed to such vacancy or new position simultaneously with the assignment of the employee.

#### **ARTICLE VIII - HOLIDAYS**

Employees shall receive a total of fourteen (14) paid holidays, to include:

1. Independence Day/July 4
2. Labor Day
3. Columbus Day/Observed
4. Veterans' Day/November 11
5. Thanksgiving Day
6. Day After Thanksgiving
7. Christmas Eve/December 24
8. Christmas Day/December 25
9. New Year's Day/January 1
10. Presidents' Day
11. Good Friday
12. Memorial Day
13. Martin Luther King's Birthday
14. Floating Holiday to be taken when school is not in session

## ARTICLE IX - SALARY

Employees will be paid bi-weekly.

The Minimum Base Salary for a starting custodian will be:

7/1/06 – 6/30/07 = \$35,500

7/1/07 – 6/30/08 = \$36,000

For the duration of this contract the increases to the base salaries for the school secretary and the entire custodial staff employed by the District will be:

2006/07= 3.75%; 2007/08= 3.75%

Overtime rates are calculated by dividing the annual base salary by 2080 hours (40 hrs. per week x 52 wks.) to get the hourly rate then multiplying that amount by 150%. For the double time rate, multiply hourly rate by 200%.

Employee serving as the night lead person will receive a \$2,080 increase in base salary during the period that he is performing those duties. The night lead custodian will supervise the night crew as well as take on the supervisory responsibilities of the day crew in the absence of the Head Custodian.

The person designated as "First Responder" (i.e. the employee responding to security calls after hours and when school is not in session) will receive an annual stipend of \$1,500.

\* For the duration of this contract salary for the night lead custodian will be calculated as follows: the 2005/06 base salary which includes the original \$1,000 nightly base salary increase will be increased by 3.75%. That total will then be increased by \$1,080.00 representing an additional night lead base salary increase for a total of \$2,080.00. This figure becomes the 2006/07 base salary which will be increased by 3.75% to obtain the 2007/08 base salary effective July 1, 2007.

For the duration of this contract the salary for the Maintenance Mechanic I Custodian will be calculated as follows:

The 2005/06 base salary which includes \$1,584 of the original \$4,160 Maintenance salary increase (prorated) will be increased by 3.75%. That total will be increased by \$2,576.00 which represents the balance of the \$4,160 original Maintenance salary increase. The total will then be increased by \$1,080.00 representing an additional Maintenance salary increase for a total of \$5,240; such being the 2007/08 base salary.

In addition should the Maintenance Mechanic serve as the "First Responder" he will also receive a \$1,500 "First Responder" stipend.

In order to calculate the 2007/08 base salary, 3.75% is to be computed on the 2006/07 base salary (without the First Responder stipend). In addition if the Maintenance Mechanic serves as the First Responder in 2007/08 he will also receive the \$1,500 First Responder stipend.

#### **ARTICLE X - UNIFORMS**

Each member of the custodial staff will receive an annual allowance of up to \$100.00 for the purchase of work-boots for snow removal and ground maintenance. The Board will provide three (3) sets of uniforms (shirt, pants, T-shirt) for each custodial employee to be worn when on duty.

#### **ARTICLE XI - SICK LEAVE**

Employees will be allowed twelve (12) sick days per year to be accrued at the rate of one (1) day per month. District Secretary/Business Official will inform employees on each July 1st of the number of unused sick/personal days accumulated to that date. Sick leave is to be accumulative to one hundred-eighty (180) days.

If an illness extends beyond 180 days, the difference between the employee's salary and any substitute's salary will be paid to the employee for the balance of the school year. Upon retirement, and only after ten (10) years of full time service to the District, 25% of all

unused sick leave days will be paid provided that an irrevocable notice of retirement be given to the Board in writing one (1) year prior to retirement.

**ARTICLE XII - PERSONAL DAYS**

Two (2) personal days shall be allowed each year. Advance notice is to be given to the District Superintendent on the matter of a request for a personal leave day. Unused personal days may be credited to sick leave; however, the maximum number of sick leave days/personal leave days is to be one hundred-eighty (180) days for the purposes of the 25% retirement credit provided for under Article XI.

**Bereavement Leave**

Up to five (5) paid leave days for death in the immediate family may be granted by the Board. This leave will not be deducted from sick/personal leave. Immediate family is to be defined as spouse, children, mother, father, brother, sister, grandmother, grandfather or corresponding in-law relatives.

**ARTICLE XIII - HEALTH/DENTAL INSURANCE**

The Board agrees to assume 100% of the cost of the East End Health Insurance Plan for full-time unit members. The Board will assume the cost of the **CSEA Benefit Fund Equinox** "dental plan" to the extent of the following:

<u>Dental:</u>	<u>2006/07</u>	<u>2007/08</u>
	\$805	\$954

The District will contribute for those part-time employees electing health and/or dental coverage a percentage of the premium cost equivalent to the part-time status of the employee (e.g. a ½ time employee will have contributed by the District 50% of the amount above-stated).

Full-time employees electing not to receive health or dental insurance will be paid one-third (1/3) of the annual cost of the individual or family plan, as applicable, as per the insurance plan rate for that given year.

#### **ARTICLE XIV - HEALTH INSURANCE CONTRIBUTION (RETIREMENT)**

Upon retirement and only after ten years of full-time service to the District, the Board will contribute 100% of the cost of the East End Health Insurance Plan for individual coverage to be provided a retiree and 35% for the retiree's dependents' coverage.

#### **ARTICLE XV - NEW YORK STATE EMPLOYEES RETIREMENT SYSTEM**

The Board agrees to fund the 75G Plan under the New York State Employees Retirement System for the benefit of unit members. The Board agrees to fund the 75I Plan for any Tier I employee.

#### **ARTICLE XVI -DOUBLE-TIME**

Employees who work on legal holidays or Sundays will be paid at the rate of double their normal hourly salary.

#### **ARTICLE XVII - EMERGENCY CALL-INS**

A minimum of two (2) hours pay at time and one-half the normal rate will be provided for all emergency call-ins.

#### **ARTICLE XVIII - LONGEVITY PAYMENTS**

Longevity payments of \$250.00 will be paid after ten (10) years of full-time service to the District; \$500.00 after fifteen (15) years of full-time service to the District; and \$750.00 after twenty (20) years of full-time service to the District; \$1,000.00 after twenty-five (25) years of full-time service to the District; and \$1,500.00 after thirty (30) years of full-time

service to the District.

### **ARTICLE XIX - SNOW DAYS**

When school is closed because of snow, the custodians will clear the snow as soon as possible and are then permitted to return home. The custodial staff will receive one (1) day off with pay on an annual basis during the term of this Agreement if the school is closed for at least one day immediately prior to or immediately following the Memorial Day weekend.

The school secretary will receive one (1) day off with pay on an annual basis during the term of the Agreement should school be closed on the date immediately prior or subsequent to the Memorial Day weekend.

### **ARTICLE XX - SURVIVOR'S BENEFIT**

In the event of the death of an employee while still employed the employee's estate or other beneficiary as designated by the employee, in writing, to the District shall be compensated for the full cash value of all unused vacation days and holidays standing to the credit of the employee at the time of his/her death. Accrued sick/personal time will be given to the employee's estate at the 25% rate only if the employee has served the District in a full-time capacity for ten (10) years.

### **ARTICLE XXI - USE OF PERSONAL VEHICLE**

If an employee uses his personal vehicle for District use the employee will receive a \$50.00 annual stipend in compensation.

### **ARTICLE XXII - MAINTENANCE/CUSTODIAL POSITION**

All members of the custodial staff will do custodial duties and ground maintenance. However, one of the unit positions will be designated a Maintenance/Custodial position to designate a unit member performing a variety of semi-skilled tasks in the maintenance



and repair of District facilities and property. This unit member will perform a variety of tasks assigned by the Head Custodian and/or Superintendent. The determination of which staff member will fulfill this Maintenance/Custodial position will be made in consultation with the Head Custodian with the District making the final decision. In addition to the regular annual base salary provided to the unit member filling the Maintenance/Custodial position the sum of \$5,240 is to be provided. Any maintenance duties assumed by a custodian to assist the Maintenance worker during a temporary time for major projects will be compensated at a rate of \$1.00 additional salary per hour.

### **ARTICLE XXIII- EVALUATIONS**

End-of-year evaluations are to be conducted of all full-time and part-time unit members by the District Superintendent of Schools. Newly hired unit members will also be subject to, bi-monthly evaluations leading up to a mid-year evaluation during their initial year of employment. The Head Custodian will have the opportunity for input in the evaluation process dealing with members of the custodial unit. A newly hired school secretary will be subject to bi-monthly evaluations through a mid-year evaluation during his/her initial year of employment.

### **ARTICLE XXV - STATUTORY CLAUSE**

**IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING ADDITIONAL FUNDINGS THEREFORE SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.**

—  
IN WITNESS WHEREOF, the parties hereto set their hands and seals the day and year first above written.

BOARD OF TRUSTEES  
TUCKAHOE COMMON SCHOOL  
DISTRICT

By: Theresa Grimaldi  
Theresa Grimaldi, Chairman, Board of  
Trustees

CHIEF EXECUTIVE OFFICER  
TUCKAHOE COMMON SCHOOL  
DISTRICT

By: Linda Rozzi  
Linda Rozzi

TUCKAHOE CLERICAL/CUSTODIAL  
UNIT, CSEA

By: Michael Mampreyan  
Mike Mampreyan, President, CSEA Unit

By: Kenneth D. Brotherton  
~~Guy DiCosola~~, CSEA Labor Relations  
Specialist Kenneth Brotherton

**MEMORANDUM OF AGREEMENT  
Tuckahoe Common School District and  
CSEA, Local 1000 AFSCME, AFL-CIO**

Date: June 12, 2006

The following represents Changes/Additions/Deletions to the July 1, 2003 to June 30, 2006 agreement by and between the Tuckahoe Common School District and CSEA, Local 1000 AFSCME, AFL-CIO that will generate a new Agreement between these two parties to cover the period from July 1, 2006 to June 30, 2008.

Please note: that changes in contract language are typed in **bold print**. Information to be deleted is crossed out.

**ARTICLE I - Section B "Work week/work day"**

.....On occasion, the Head Custodian will adjust his daily schedule in order to be available to observe evening work and activities. **The Head Custodian will supply the Superintendent with a list of evening dates in which he will work for the year**..... work shifts for other custodial/maintenance staff will be: **8:30 am to 5:00 pm**; 10:00am to 6:30 pm; and 2:30 pm to 10:30pm; [~~OMIT - on evenings when there are no District approved activities occurring within the building beyond 9:00pm, the custodian scheduled to work the 2:00pm to 10:00pm shift may work 1:30pm to 9:30pm with the prior approval of the Head Custodian and/or Superintendent.~~]

.....Summer work hours will be from **6:30AM to 3:00PM**.

.....The head Custodian will provide the Board with **detailed, weekly** reports outlining schedules, work completed/pending..... facilities maintenance.

**ARTICLE IX- SALARY**

.....  
The Minimum Base Salary for a starting custodian will be:

**7/1/06-6/30/07= \$35,500**

**7/1/07-6/30/08= \$36,000**

.....For the duration of this contract the increase to the base salaries for the entire custodial staff employed by the District will be:

**2006/07= 3.75%**

**2007/08= 3.75%**

There will **NO LONGER** be any person designated as assistant Head Custodian.

Therefore **OMIT** entire sentence "~~The person designated as assistant head custodian..... these duties.~~"

The employee serving as the night lead person will receive a \$2,080 increase in base salary during the period that he is performing those duties. **The night lead custodian will supervise the night crew as well as take on the supervisory responsibilities of the day crew in the absence of the Head Custodian.**

The person designated as "First Responder" (ie., responding to security calls after hours and when school is not in session) will receive an annual stipend of \$1,500.

**ARTICLE XIII- Health/Dental Insurance**

..... the Board will assume the cost of the CSEA Benefit Fund EQUINOX dental plan to the extent of the following:

<u>2006-07</u>	<u>2007-08</u>
\$805.00	\$954.00

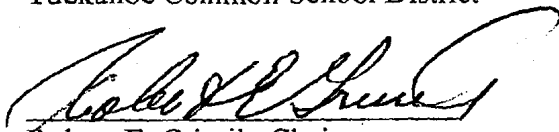
**ARTICLE XXII- MAINTENANCE/CUSTODIAL POSITION:**

..... In addition to the regular annual base salary provided to the unit member fulfilling the Maintenance/Custodial position the sum of \$5,240.00 is to be provided.....


**ARTICLE XXIII - EVALUATIONS**

End-of-year evaluations are to be conducted of **all full-time and part-time** unit members by the **District Superintendent**. Newly hired unit members **will also be subject to bi-monthly evaluations leading up to a mid year evaluation** during their initial year of employment. **The Head Custodian will have the opportunity for input in the evaluation process dealing with members of the custodial unit.**

Board of Trustees  
Tuckahoe Common School District

  
Robert E. Grisnik, Chairman

Tuckahoe Clerical/Custodial unit CSEA

  
Mike Mampreyan, President, CSEA Unit

**ARTICLE IX- SALARY (explanation)**

.....  
The Minimum Base Salary for a starting custodian will be:

7/1/06-6/30/07= \$35,500

7/1/07-6/30/08= \$36,000

..... For the duration of this contract the increase to the base salaries for the head custodian and the regular custodial staff employed by the District will be:

2006/07= 3.75%

2007/08= 3.75%

**For the duration of this contract the salary for the night lead custodian will be calculated as follows:**

**The 2005/06 base salary which includes the original \$1,000.00 night lead base salary increase will be increased by 3.75%. That total will then be increased by \$1,080.00 representing an additional night lead base salary increase for a total of \$2,080.00. This figure becomes the 2006/07 base salary which will be increased by 3.75% to get the 2007/08 base salary effective July 1, 2007.**

**For the duration of this contract the salary for the Maintenance Mechanic I custodian will be calculated as follows:**

**First the 2005/06 base salary which includes \$1,584.00 of the original \$4,160.00 maintenance salary increase(prorated) will be increased by 3.75%. Then that total will be increased by \$2,576.00 which represents the balance of the \$4,160.00 original maintenance salary increase. That total will then be increased by \$1,080.00 representing an additional maintenance salary increase for a new total of \$5,240.00. The resulting figure becomes the 2006/07 base salary.**

**In addition if the maintenance mechanic serves as the First Responder he will also receive a \$1,500.00 First Responder Stipend.**

**To calculate the 2007/08 base salary, 3.75% is added to the 2006/07 base salary(without the First Responder stipend). In addition if the maintenance mechanic serves as the First Responder in 2007/08 he will also receive the \$1,500.00 First Responder Stipend.**

**ARTICLE IX- SALARY (explanation)**

.....  
The Minimum Base Salary for a starting custodian will be:

7/1/06-6/30/07= \$35,500

7/1/07-6/30/08= \$36,000

.....For the duration of this contract the increase to the base salaries for the head custodian and the regular custodial staff employed by the District will be:

2006/07= 3.75%

2007/08= 3.75%

For the duration of this contract the salary for the night lead custodian (Michael Mampreyan) will be calculated as follows:

2005/06 base= \$39,263.74 (includes original \$1,000 night lead base salary increase)

+ 1,472.39 = .0375%

= \$40,736.13

+ 1,080.00 additional night lead base salary increase for a total of \$2,080)

\$41,816.13= 2006/07 salary

+ 1,568.10 = .0375%

\$43,384.61= 2007/08 salary

For the duration of this contract the salary for the Maintenance Mechanic I custodian (Kevin Robinson) will be calculated as follows:

2005/06 base= \$39,549.00 (includes \$1,584 of original \$4,160 maintenance salary increase)

+ 1,483.08 = .0375%

= \$41,032.08

+ 2,576.00 = balance of \$4,160 original maintenance salary increase

= \$43,608.08

+ 1,080.00 additional maintenance salary increase for a total of \$5,240)

\$44,688.08= 2006/07 base salary

+ 1,500.00 = First Responder Stipend

\$46,188.08= TOTAL 2006/07 Salary

\$44,688.08= 2006/07 base salary

+ 1,675.80 = .0375%

\$46,363.88 = 2007-08 base salary

+ 1,500.00 First Responder Stipend

\$47,863.88 = TOTAL 2007-08 Salary