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Contract Database Metadata Elements

Title: North Collins Central School District and North Collins CSD Unit 6746, CSEA Local 1000, AFSCME, AFL-CIO, Erie Educational Local 868 (2007) (MOA)

Employer Name: North Collins Central School District

Union: North Collins CSD Unit 6746, CSEA, AFSCME, AFL-CIO

Local: 1000, Erie Educational Local 868

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MEMORANDUM OF AGREEMENT

between

NORTH COLLINS CENTRAL SCHOOL DISTRICT

and the

**CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000 AFSCME, AFL-CIO
NORTH COLLINS CSD UNIT 6746
ERIE EDUCATIONAL LOCAL 868**

The current collective bargaining agreement between the North Collins Central School District and the Civil Service Employees Association, Inc., Local 1000 AFSCME, AFL-CIO, North Collins Central School District Unit 6746, Erie Educational Local 868, including any Memoranda of Agreement or other bilaterally executed documents between the parties shall continue in full force and effect except for the modifications set forth below.

The aforementioned agreement and bilaterally executed documents together with Memorandum of Agreement shall form a successor agreement the term of which shall be **July 1, 2007 through June 30, 2008.**

RECEIVED

DEC 04 2007

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

ARTICLE 3.

COMPENSATION AND CONDITIONS OF EMPLOYMENT

- 3.1 All full-time employees who have worked over 50% of their normal scheduled annual hours in their job position shall be entitled to an increment and shall be advanced one step beyond that which they are on the current year's Contract Appendix "A" (Salary Schedule) for the new work year. Those employees that have regular part-time positions and who have worked over 378 hours during the preceding ten (10) months when school classes were in session shall be entitled to an increment and shall be advanced one step beyond that which they are on in current year's Appendix "A" (Salary Schedule) for the new work year.

Effective July 1, 2007, each employee's hourly rate and/or annual salary in effect on June 30, 2007, shall be increased by 3.5% each rate in the 2006-2007 salary schedule shall be increased by 3.5% to form the new 2007-2008 salary schedule.

Starting with step five (5), the Custodial salary increments will be adjusted to 3.5% between steps. Custodial employees hired after January 1, 2005, will follow the salary schedule in the negotiated 2004-2007 contract. Custodial employees currently on or above the tenth step of the 2003-2004 salary schedule shall suffer no reduction of pay or benefits because of adjustments to the Custodial salary steps of the 2004-2007 negotiated contract. Further they shall be entitled to any future longevity payments and negotiated salary increases.

IN WITNESS WHEREOF the parties hereunto have caused this Agreement to be signed in their respective names by their respective representatives hereto duly authorize this 16th day of April, 2007.

Edith Chmiel
Edith Chmiel
Unit President CSEA

Benjamin A. Halsey
Benjamin A. Halsey
Chief Executive Officer

Penny Gleason
Penny Gleason
Labor Relations Specialist

William F. Torpe
William F. Torpe
President, Board of Education

ARTICLE 6. LONGEVITY

6.1 A system of longevity steps shall be established for all full-time employees as follows:

<u>Beginning</u> <u>With the</u>	<u>12 Month Full-Time Employees</u>				<u>10 Month Full-Time Employees</u>				
	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08*</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>*2007-08</u>	
11 th Year*	\$637.00	\$662.00	\$687.00	\$717.00	11 th Year	\$518.00	\$543.00	\$568.00	\$598.00
					15 th Year	\$518.00	\$543.00	\$568.00	\$598.00
					20 th Year	\$518.00	\$543.00	\$568.00	\$598.00
					25 th Year	\$518.00	\$543.00	\$568.00	\$598.00
					30 th Year	\$518.00	\$543.00	\$568.00	\$598.00

Beginning in the 2004-2005 fiscal year, twelve (12) month employees with twelve (12) or more years of District service will receive an additional \$250.00 for each year of service over the 11th year, and \$265.00 for 2005-2006, and \$275.00 for 2006-2007, and \$300.00*.

Appendix A

Year 2007-2008
3.50%

Position	I	II	III	IV	V	VI	VII	VIII	IX	X
Clerk Typist	23,117	23,924	24,731	25,544	26,351	27,163	27,971	29,060	30,005	30,873
Senior Clerk Typist	24,828	25,711	26,586	27,483	28,369	29,250	30,134	31,332	32,537	33,405
Clerk Stenograph	24,828	25,711	26,586	27,483	28,369	29,250	30,134	31,332	32,537	33,405
Senior Clerk Stenographer	27,847	28,856	29,871	30,889	31,907	32,913	33,930	35,306	36,564	37,434
Account Clerk	27,847	28,856	29,871	30,889	31,907	32,913	33,930	35,306	36,564	37,434
Payroll Clerk	27,955	28,869	29,980	30,998	32,015	33,021	34,038	35,415	36,673	37,542
Senior Account Clerk	28,063	29,073	30,086	31,111	32,125	33,137	34,149	35,524	36,787	37,655
Registered Professional Nurse	24,568	25,291	26,047	26,794	27,290	28,338	29,385	30,424	31,477	32,346
Custodians	27,001	28,010	29,027	30,013	31,064	32,262	33,812	39,800	41,291	42,159
Custodians	27,001	28,010	29,027	30,013	31,064	32,152	33,277	34,443	35,647	36,895
Head Custodian (2080 hours)	36,832	38,306	39,792	41,269	42,753	44,246	45,881	48,170	50,455	51,326
Laborer (2080 hours)	23,831	24,275	24,725	25,173	26,072	26,969	27,876	28,771	29,668	30,537
Cleaner (hourly)	9.30	9.53	9.78	11.04	11.32	11.60	11.83	12.10	12.53	12.95
Dining Room Monitor (hourly)	9.73	9.97	10.24	10.48	10.80	11.04	11.28	11.57	11.97	12.42
Messenger	9.73	9.97	10.24	10.48	10.73	10.96	11.19	11.44	13.29	13.72
Head Bus Driver	20.46	21.27	22.12	22.86	23.70	24.58	25.64	26.43	26.84	27.63
Bus Driver	14.37	15.16	15.97	16.82	17.56	18.40	19.28	20.33	21.11	21.54
Teacher Aide	9.99	10.82	11.08	11.33	11.56	11.78	12.02	12.39	12.79	13.22
Bus Aide	9.99	10.82	11.08	11.33	11.56	11.78	12.02	12.39	12.79	13.22
Microcomputer Tech Spl Spec	20.61	21.76	22.90	23.45	24.02	24.59	25.18	25.79	26.42	27.03
Computer Spl Assistant	14.63	15.42	16.04	16.44	16.82	17.23	17.65	18.07	18.50	18.95