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Title: **South Colonie Central School District and South Colonie Central School District School Monitors Unit, International Brotherhood of Teamsters (IBT), AFL-CIO, Local 294 (2014)**

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Union: **South Colonie Central School District School Monitors Unit, International Brotherhood of Teamsters (IBT), AFL-CIO**

Local: **294**

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AGREEMENT

By and between

TEAMSTERS LOCAL 294
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
AFL-CIO

School Monitors Unit

and

SOUTH COLONIE CENTRAL SCHOOL DISTRICT

JULY 1, 2014 - JUNE 30, 2017

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1. RECOGNITION

The South Colonie Central School District recognizes Teamsters Local 294 as the exclusive bargaining agent for a unit of all school monitors in the South Colonie Central School District.

2. DUES DEDUCTION

Upon receipt of signed authorization cards, the Employer will deduct union dues from employee's paychecks on a pro-rata basis in equal installments. The dues so deducted shall be transmitted to the union. The District shall deduct union dues from the wages of those monitors employed by the District during the summer school session.

3. GRIEVANCE PROCEDURE

Grievance Definition: A grievance is an alleged violation of this agreement. Grievances will be processed pursuant to the following paragraphs.

Informal Discussion: An aggrieved employee must first attempt to resolve the grievance with the employee's building principal, notifying the principal that the discussion constitutes the informal step of the grievance procedure. Upon request of the employee, the union steward may be present.

Grievance Form: Grievances will be presented on a proper form provided by the South Colonie Central School District (Appendix A). Grievances shall be dated, indicate the contract provision allegedly violated, and be signed by the grievant(s).

Group Grievance: A grievance involving the same basic allegation by more than one (1) employee, or a grievance by the Union, may be presented by the Union directly at Step 1 of this grievance procedure. However, the names of the grievants in the group shall be indicated on the grievance form.

Formal Grievance Procedure: A grievance must be filed at Step 1 of the procedure through use of the grievance form within ten (10) workdays of its occurrence or within ten (10) workdays of the date on which the employee knew or could be expected to know of its occurrence. If the grievance form is not filed within the ten (10) workdays, the grievance will be barred.

- A. Step 1 - Building Principal: Formal grievances will be filed with the building principal. Within five (5) workdays of receipt of the grievance, the principal, or designee, will hold a conference at which the grievant and/or the department steward will discuss the complaint. Within five (5) workdays after the conference, the principal or designee shall render a written decision to the grievant(s) and the Union.
- B. Step 2 - Superintendent of Schools: If the answer in Step 1 is unsatisfactory, the Union may submit the grievance within ten (10) workdays to Step 2 by serving written notice to the Superintendent of Schools. The Superintendent, or designee, shall hold a meeting within ten (10) workdays of receipt of the written notice at which the grievant will discuss the complaint. The grievant may be represented at the hearing by the Business Agent or steward. A written decision will be rendered by the Superintendent to the grievant within five (5) workdays after the meeting.

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- C. Step 3 - Board of Education: If the grievant, or Union, is not satisfied with the step 2 response, either may request in writing a meeting with the Board of Education or sub-committee thereof. The grievant shall be present at the meeting and may be represented by the Union's Business agent or a steward. The Board of Education shall consider the evidence and arguments raised by the grievant and shall issue a determination within ten (10) workdays after the meeting.
- D. Step 4 - Arbitration: If the determination of the Board of Education is not agreeable to the Teamsters, the Teamsters may file a Demand for Arbitration with the American Arbitration Association within 10 workdays of the Board's determination. The arbitration shall be conducted under the Rules of the American Arbitration Association. The decision of the arbitrator shall be final and binding on the parties.

4. DISCIPLINE AND DISCHARGE

The Employer may suspend employees without pay for just cause or discharge employees for just cause. An employee who is suspended or discharged shall be notified in writing, with a copy of the notice sent to the chief steward and building steward, and Business Agent. The suspension or discharge of an employee shall be subject to the grievance procedure, except that probationary employees shall not have the right to grieve their suspension or discharge.

Ordinarily, the Employer will use progressive discipline to correct employee misconduct, i.e., use the following steps:

1. Counseling/Oral Warning
2. Written Warning
3. Unpaid Suspension
4. Discharge

However, in imposing discipline the Employer shall take into account any prior acts of misconduct, the seriousness of the offense, and the employee's total work record. Consequently, the Employer may suspend or discharge without prior counseling or warning if the severity of the employee offense so warrants.

In exchange for the Discipline and Discharge section, the Teamsters Local 294 on behalf of all bargaining unit members covered by this Agreement hereby waives any right to NYS Civil Service Law, Article 5, Section 75. Copies of all documentation used when disciplining an employee shall be provided to the Steward and a copy of the same shall be sent to the Local Union within 5 (five) business days of issuance.

5. PROBATIONARY TERM

- A. Permanently appointed employees shall serve a probationary period of 26 weeks from their first day of work.
- B. Permanent Status - After three continuous years as a .75 FTE or above, a temporary monitor with satisfactory evaluations will become a permanent monitor.

6. SENIORITY

Seniority shall be defined as the continuous length of time employed as a .51 or more school monitor in the South Colonie Central School District. Seniority will be broken by retirement, a voluntary quit, a discharge for cause, failure to return to work within five (5) scheduled work days after an authorized leave of absence, failure to report to work for two consecutive work days without proper notice to the Employer, or transfer out of the bargaining unit for more than 90 calendar days.

Probationary employees shall not accrue seniority while on probation, but if retained as an employee at the end of their probationary period, the employee shall recapture seniority for the term of their probationary period.

Temporary Monitors shall be considered to have no breaks in service for the purposes of Seniority and Accruals of Sick time and Personal days if they are re-appointed to a monitor position on or before the 2nd School Board meeting in October each year.

7. SENIORITY LIST

The Employer shall furnish the Union a seniority list on October 1 of each year and shall post the list on the Union bulletin board. If the Union or any employee fails to object to the list by November 1, the list shall be considered correct.

8. STEWARDS AND ALTERNATE STEWARDS

The Union shall appoint one steward per school building and one chief steward. Stewards shall be bargaining unit members. The steward shall have the authority to investigate and settle grievances and to act on behalf of the Union.

9. BULLETIN BOARDS

The employer shall provide bulletin board space for union use in each building where monitors work. The Union agrees not to post any material that is demeaning or embarrassing to management or other employees.

10. JOB DESCRIPTIONS

The Employer shall establish a written job description for monitors and from time to time may make changes in the job description. Those employees who work .75 or greater shall receive a thirty minute unpaid lunch plus a ten minute paid break, and those employees who work from .51 to .74 shall receive a ten minute paid break. Implementation of the lunch and ten minute paid breaks shall be determined at a labor-management committee meeting in conjunction with the requirements of each school.

11. NEW POSITIONS IN BARGAINING UNIT

The Employer may formulate new positions within the bargaining unit and shall set pay rates for the new position after consultation with the Union.

12. JOB OPENINGS

The Employer shall post a new or vacant position for at least seven days prior to permanently filling the position. Current employees, including part-time employees, may apply for such openings. The Employer will select the applicant, either bargaining unit member or an applicant from outside the unit, who the Employer judges to be best suited for the job. However, the Employer shall consider the applicant's qualifications, and in the case of applicants from the bargaining unit, their seniority, time worked as less than a .51 monitor, work record, evaluations, and potential to succeed in the new or vacant position.

New positions are newly created monitor positions that did not exist the previous school year.

Vacant positions are monitor positions that did exist the previous year and that were filled by bargaining unit employees. Vacant positions need to be posted only prior to the start of each school year. During the school year, the district may transfer monitors into vacant positions.

Summer School work shall be offered to existing bargaining unit members prior to outside hires.

13. LAYOFFS

In the case of a layoff, the Employer shall have the right to lay off monitors as it sees fit in the best interest of the district. However, the Employer shall give due consideration to the employee's seniority, experience, time worked as less than a .51 monitor, work record, and qualifications.

14. ASSIGNMENTS AND TRANSFERS

Ordinarily, a monitor can expect to return to the monitor's previous year assignment. However, the Employer retains the right to assign and transfer monitors as it deems appropriate for the best interest of the students and the school district.

When a school monitor submits a doctor's note that requires a temporary change or restriction of assigned work duties, the following procedures will apply:

1. The doctor's note needs to be specific regarding the duties being restricted.
2. The District reserves the right to contact the physician for clarification which is limited to the temporary change or restriction at issue. The employee is expected to sign the necessary release of information for that purpose.
3. The District reserves the right to require the employee to see the School Physician for additional documentation and instructions.
4. If it is medically determined the employee cannot perform the functions and assigned duties of the job, the employee will be excused from work until medically fit to return to full duty. The employee may use accumulated sick and personal time.
5. There is no provision for the District to provide "light duty work".

If there is any difficulty with communications or misunderstanding pertaining to this process, the employee is to present his or her concerns to his or her immediate supervisor, the Building Principal or

the Director of Human Resources; thereafter the grievance and arbitration processes as per the contract will apply.

15. INSPECTION PRIVILEGES

The assigned union business agent may have access to the Employer's property during working hours, only for the purpose of conducting Union business related to the Union's representational status. The business agent shall notify the principal two (2) hours in advance of any visit and shall check in with the appropriate office. The business agent shall not interrupt the employee's work schedule, but may meet with bargaining unit employees during non-work times and in designated non-work location.

16. LABOR-MANAGEMENT COMMITTEE

There shall be a Labor-Management Committee (LMC) comprised of three unit members and up to three Employer administrators.

Meetings of the Labor-Management Committee shall start at 3 PM and run no later than 5 PM, unless otherwise agreed to by the LMC.

Meetings shall normally be held every other month upon written request of one of the parties at least ten (10) days in advance of the desired meeting date. The written request shall indicate a tentative agenda of items to be discussed.

Upon written notice to the other side, either party may invite one non-employee of the South Colonie Central School District to the Labor-Management meeting.

The LMC shall discuss and resolve issues of mutual interest, but shall not be a negotiating body.

Effective July 1, 1996, the LMC shall discuss and agree upon suitable uniforms for monitors assigned as security guards.

17. PART-TIME EMPLOYEES

A regular part-time employee, hired before 6/30/10, is defined as an employee who daily works a specified number of hours. Benefits are available to regular part-time employees who qualify under A. below.

- A. A regular part-time employee hired prior to July 1, 2010, whose full-time equivalent position decimal is .51 or higher according to the chart listed below, will be eligible for the benefits indicated on a pro-rated basis. A regular part-time employee, hired on or after 7/1/10, whose full-time equivalent position decimal is .75 or higher according to the chart listed below, will be eligible for the benefits indicated on a pro-rated basis.

Number of Hours worked per day	Full-Time Equivalent position decimal
1 _____	.13
2 _____	.25
2 ½ _____	.31

3	.38
3 ½	.44
4	.50
4 ½	.56
5	.63
5 ½	.69
6	.75
6 ½	.81
7	.88
7 ½	.94
8	1.00

- B. Any regular part-time employee, hired prior to July 1, 2010, whose position equivalent decimal falls below .51 or .75 (for those hired after 7/1/10) will retain all benefits earned up until the time of the change.
- C. A regular part-time employee who works in two or more jobs with position equivalents will have those decimal equivalents added together to determine eligibility for benefits.
- D. Temporary part-time employees, all other intermittent employees, and per diem employees do not receive benefits.

18. ABSENCE AND LEAVES

The District will provide each monitor, who qualifies for benefits under 17 above, the following provisions relating to being absent from work without deduction of pay.

A. Sick Leave – Monitors may be absent without deduction of pay as follows:

- 1. 10-Month Employees: 10 days for any full school year of service in South Colonie, provided that when a 10-month employee has served three years in the South Colonie District, he/she shall be granted an additional 30 days of sick leave at the beginning of his 4th year of service. Effective 7/1/10, sick days for less than .75 FTE positions shall be as follows:
 - a) Unit members hired before 7/1/2010 who work less than .51 shall have three sick days per year;
 - b) Unit members hired after July 1, 2010 and who work less than .51 shall have two sick days per year;
 - c) Unit members hired after July 1, 2010 and who work between .52 and .74 FTE shall be entitled to three sick days per year.

2. When an employee is absent due to personal illness, the employee may be required to present a certificate from a qualified physician upon returning to work. Should a physical be required by the District, the expense of such physical shall be borne by the District if the examination is conducted by a district-designated physician. An employee may use a District-designated physician if he/she so chooses.
3. Twelve-month employees hired after July 1, 1999; shall receive full pay for the first six months they are on Workers' Compensation. During the seventh through ninth month while on Workers' Compensation, the employee shall receive 75% of the difference between Workers' Compensation and a regular day's pay. During the tenth through twelfth month while on Workers' Compensation, the employee will receive 50% of the difference between Workers' Compensation and a full day's pay. After twelve months, the benefit under this section shall terminate for twelve-month employees.

Ten-month employees hired after July 1, 1999, shall receive a full day's pay for the first five months on Workers' Compensation, and then 75% of the difference between Workers' Compensation and a full day's pay during the sixth through eighth month. During the ninth and tenth months on Workers' Compensation, the employee will receive 50% of the difference between the Workers' Compensation payment and a full day's pay. After ten months, the benefit under this section shall terminate for ten-month employees.

Employees may use available sick leave to make up the shortfall in a regular day's pay while on Workers' Compensation. In addition, after the employee's benefit under this section has terminated, continued absence from the job may be charged to sick leave.

This section (18.A.3) shall not apply to employees hired on or after July 1, 2004.

4. Any employee who works less than a full year of employment shall only be entitled to one (1) day of sick leave per month, or major fraction thereof, of service in South Colonie. Should any employee coming under this provision have used more than the entitled sick leave, the Board shall make the appropriate deduction from the paycheck of that employee.
5. Any employee who has worked for ten (10) continuous years in the District shall receive twenty (20) additional days sick leave provided the maximum accumulation does not exceed 350 days.
6. Any unused personal leave days shall be added to an employee's accumulated sick leave on July 1, provided the maximum accumulations (in 18.A.5. above) are not exceeded.
7. Employees who have been out of work due to illness, shall notify their supervisor of the date when they will return to work, as far in advance of their return as possible.

8. Employees shall be required to notify their immediate supervisor as soon as they know they will not be able to report for work. Failure to meet this requirement may result in pay deductions.

B. Bereavement and Illness in Family Leave

Leave without loss of pay will be allowed for:

1. Death in the Immediate Family

Immediate family is defined as husband, wife, mother, mother-in-law, father, father-in-law, son, son-in-law, daughter, daughter-in-law, brother, brother-in-law, sister, sister-in-law, grandmother, grandfather, grandson, granddaughter, or near relative who resides in the same household or any person with whom the employee has made his home. Not to exceed three (3) days for each death. If travel time is required to attend the funeral, and it cannot be done within the allotted time, it may be taken and charged against accumulated sick leave. Monitors hired before 6/30/10 who work less than .51, or monitors who work .75 hired after 7/1/10, of a full-time equivalent position shall be entitled to this benefit.

2. Serious Illness in the Immediate Family

Not to exceed five days per year for serious illness in the immediate family as defined in 18.B.1. above. Requests for family leave must be submitted in writing on a Family Leave Form. If the employee requires more than five days, they shall be deducted from personal business leave days. Should the employee need additional days, he/she may apply to the Assistant Superintendent to have the additional days deducted from his/her accumulated sick leave.

In general, the following would be acceptable reasons for use of this leave:

- a) An emergency which requires leaving work (1st day).
- b) A morning emergency (1st day).
- c) Hospitalization: day of entry, day of discharge.
- d) Day of major procedure (medical).
- e) Accompanying/transporting when necessary for:
 - 1) Medical reasons
 - 2) Support at consultation
- f) "Monitoring" a family member under doctor's orders.

It is agreed that all leave must be administered with a considerable amount of good judgment and common sense, and that the following would generally not be approved use of this leave:

- a) Taking a member of the family to the doctor for an office visit.
- b) Taking a member of the family to the orthodontist or a dentist.

- c) Baby-sitting or caring for children while a member of the family is in the hospital or after returning from the hospital.
- d) The second or subsequent days of an illness requiring "at home" care.

Problem cases are to be referred to the Assistant Superintendent for Management Services and Strategic Planning for interpretation.

C. Personal Leave

Employees may be absent without deduction of pay or loss of sick leave as follows:

1. When not ill but quarantined by the Board of Health.
2. For required jury appearance, except that there will be deducted from the employee's pay whatever compensation may be received for such appearance.
3. For a maximum of four days per year for necessary personal business.
 - a) Personal business is defined as those important business affairs which can be conducted only during the regular workday. Specifically excluded as personal business are social affairs, shopping, working at another job, athletic affairs, recreation, vacation, accompanying one's spouse or other person(s) on a trip or meeting, studying for examinations, marriage, honeymoon.
 - b) Three (3) days advance notice must be given in writing. In case of an emergency, where advance notice cannot be given, an explanation acceptable to the Supervisor must be given.
 - c) The Assistant Superintendent has the right to limit personal leave in any department on any given day so as not to cripple the school operation.
 - d) Personal business can be taken on a one-half day basis or multiples thereof.
 - e) Personal business days may not be taken preceding, on, during or immediately following a school vacation day, a holiday, the employee's vacation, or the first and last weeks of school. Where a true emergency exists, the employee must give reasons for requesting the business day(s) to the Assistant Superintendent who shall make the decision as to whether the business day(s) should be granted.
 - f) Any employee who works less than a full year shall be entitled to one (1) day of personal business per three months, or major fraction thereof, of service in South Colonie. Should any such employee have used more than the entitled personal business leave, the Board shall make the appropriate deduction from the final yearly paycheck of that employee.
4. Effective 7/1/10, personal days for less than .75 FTE positions shall be as follows:
 - a) Current unit members hired before 7/1/2010 who work less than .51 shall have two personal days;

- b) Unit members hired after July 1, 2010 who work less than .51 shall have one personal day;
- c) Unit members hired after July 1, 2010 and who work between .52 and .74 FTE shall have two personal days.

19. HOLIDAYS

The following holidays listed below shall be allowed as days off with pay provided the employee works .75 of the hours of a full-time employee in their category:

Veterans' Day
Columbus Day
Thanksgiving
*Friday after Thanksgiving
Christmas
New Year's Day
Martin Luther King Day
*Presidents' Day
Memorial Day

*Or another day designated by the Board of Education

Employees hired at .51 prior to 02/01/94 will remain at .51 for Holiday purposes.

20. UNPAID TIME OFF

Child Care Leave - Upon written application, an employee may be granted an unpaid childcare leave for up to one year. Upon return to work, the employee will be placed on the same salary schedule step that the employee held at the start of the leave.

21. LIFE INSURANCE

The District will provide a \$10,000 term life insurance policy to each monitor who qualifies for benefits under 17.A. above. Effective July 1, 2010, the term life insurance shall increase to \$40,000 with accidental death and dismemberment.

22. CREDIT UNION

Credit Union deductions are allowed through payroll.

23. TAX SHELTERED ANNUITIES

An employee working a minimum of 1,000 hours per year who is willing to contribute a minimum of \$200 per year will be eligible to participate in a tax-sheltered annuity plan established pursuant to U.S. Public Law #87-370 and consistent with recently promulgated Internal Revenue Code Regulations.

24. HEALTH INSURANCE

Part-time employees who work .75 of the hours of a full-time employee in their category shall be eligible for health insurance pursuant to the rest of this Article. Employees who work less than .75 of the hours of a full-time employee in their category shall not receive health insurance coverage, except that any employee hired prior to July 1, 1984 shall be "grandfathered" and retain their current health insurance coverage regardless of the number of hours they work.

Effective July 1, 2015, the BSNENY 907 and BSNENY 211 plans are no longer available to active or retired unit members.

Effective July 1, 2015, members will have the option of enrolling in the District's plans consisting of BSNENY Traditional Blue PPO 816 and CDPHP EPO Plans only.

A. BSNENY Traditional Blue PPO 816 Plan - The District will pay a percent of the premium as per the following:

1. Individual Plan - The District will pay 85% of the premium.
2. Two Person Plan - The District will pay 80% of the premium.
3. Family Plan - The District will pay 80% of the premium.

B. Capital District Physicians Health Plan EPO Plan (CDPHP EPO) - The District will pay a percent of the premium as per the following:

1. Individual Plan - The District will pay 85% of the premium.
2. Two Person Plan - The District will pay 80% of the premium.
3. Family Plan - The District will pay 80% of the premium.

C. Prescription Drug Plan - Effective July 1, 2015, eligible unit members and dependents will have the option to enroll in the District's self-insured prescription drug plan only. The prescription drug plan is currently underwritten by Express Scripts, Inc. (ESI). The District will pay a percent of premium as per the following:

1. Individual Plan - The District will pay 85% of the premium.
2. Two-person Plan - The District will pay 80% of the premium.
3. Family Plan - The District will pay 80% of the premium.

For the period of July 1, 2015 through June 30, 2016 only, the District will reimburse members up to \$200 for prescription drug co-payments upon written proof of payment by the member to the appropriate official from the District.

25. HEALTH INSURANCE OPT-OUT

- A. A unit member employed by the District who is eligible for health insurance benefits and who is otherwise health-insured, may annually opt out of the District's health insurance program during the May open enrollment period and receive an annual payment for each year of non-participation. Employees who are otherwise health-insured must elect not to participate in the District's health insurance program for a minimum of one (1) year to receive an opt-out payment as stated above.
- B. Effective July 1, 2015, payment for the Opt-Out Health Insurance Option shall be made by the District in two (2) installments during the opt-out year, the first payment to be made in December and the second payment to be made in May. The full year opt-out amounts shall be as follows:
 - 1. Individual Plan - \$600
 - 2. Two-person Plan - \$650
 - 3. Family Plan - \$700
- C. The application, together with proof of alternative health care coverage, will be submitted to the Business Office in writing each year in May (open enrollment period) in order to opt out as of July 1st.
- D. Re-entry into the District's health insurance program shall be allowed at any time, subject to the waiting period or open enrollment period, if any, of the District's health insurance programs rule and regulations.
- E. Re-entry into the District's health insurance program shall be conditioned upon the following:
 - 1. The unit's member's repaying the pro-rata portion of sums paid, if any under this section; and,
 - 2. Establishing a change of circumstance of an any emergency nature; and
 - 3. The unit member contributing to the premium cost for health insurance to the same extent as if they had not opted out.

26. DENTAL INSURANCE

Effective 7/1/10, the District will make available a Delta Dental Plan for each bargaining unit employee and dependents. The District will pay a maximum of \$10 per member per month toward the premium.

27. HEALTH INSURANCE IN RETIREMENT

Members who retire under the rules of the New York State Employee (or Teacher) Retirement System with at least ten (10) years of benefits eligible service in the South Colonie Central School District at the

time of retirement shall be entitled to receive health insurance benefits in retirement according to the terms of the school district's health insurance regulations.

For each year of coverage, the retired employee pays the same as an active employee's share of individual, two (2)-person, or family coverage, whichever is applicable, as specified by contract, as if the retired employee were still an active employee.

28. WAGES

Employees hired between July 1 and February 1 of any school year shall be entitled to receive the wage increase for the following year. Employees hired between February 1 and June 30 shall not be eligible for the wage increase for the following year. The percentage wage increase is as follows:

1. Effective July 1, 2014	1.00%
2. Effective July 1, 2015	1.00%
3. Effective July 1, 2016	1.00%

1. Annual Salary - Monitors who are regularly scheduled to work .75 or more of a full time equivalent position shall be paid on the basis of an annual salary. The annual salary shall be computed on and require one hundred eighty-four (184) workdays plus nine (9) paid holidays.

2. Starting Rate - The starting hourly wage rate shall be a minimum as follows:

7/1/14 – 6/30/15	\$11.34
7/1/15 – 6/30/16	\$11.39
7/1/16 – 6/30/17	\$11.45

3. Longevity - Effective 7/1/14, employees who work .75 or higher of a full-time equivalent position shall receive annual longevity payments on a cumulative basis as follows:

11 years of service	\$750
15 years of service	\$750
19 years of service	\$750
24 years of service	\$750
27 years of service	\$800
30 years of service	\$800

Eligibility for longevity payments shall begin on the date of hire.

4. Differential - The differential for outside monitor shall be \$3.25 per hour for a 10-month monitor and \$5.25 per hour for a 12-month monitor.
5. PCA and Medically Fragile Students Stipend - Compensated per Board of Education Policy #9290.
6. Educational Stipend - Monitors who have obtained an educational degree shall be compensated with an additional stipend as follows:

1. Associates degree \$383
 2. Bachelor's degree \$536
 3. Master's degree \$689
7. Annual Attendance Stipend – Unit members who are .75 or higher and who have used two or less sick, family and personal days from July 1 through June 30 shall receive a \$225 Attendance Incentive Stipend no later than the second pay in the following school year.
 8. AED/CPR Stipend – Upon successful completion of the annual AED and CPR courses, the unit member shall receive a \$200 stipend which shall be paid in May of each school year.
 9. Travel Pay – Monitors shall be compensated travel pay for school related business as per Board of Education policy #6830.
 10. Payroll Procedure - Unit members shall receive their annual salary in 26 payments pursuant to Section 409A of the Internal Revenue Code. However, a monitor may elect to receive his or her salary in 22 payments. This option must be elected in May and must be retained for the duration of the succeeding school year. This option will remain in effect unless changed by the monitor during May in any succeeding year.
 11. Direct Deposit - The District shall establish a procedure for direct deposit of payroll checks into banks designated by the District.

28. PROFESSIONAL DEVELOPMENT

From time to time the District may offer in-service courses especially designed to meet specific needs within the school district. Some of these courses will be offered as part of the regular program of a university or college and will carry undergraduate credit. When such courses are officially approved for in-service credit, they shall be paid at a rate of \$34 per credit hour annually, effective July 1, 2014.

The District will pay \$92 per credit hour reimbursement on a one-time basis over the life of the contract to those monitors earning over the maximum of 30 credits upon completion of the course.

One (1) in-service credit hour shall equal fifteen (15) hours of classroom instruction.

Some of the in-service may not be part of a university or college program. Such courses may be taught by individuals other than university or college professors. These courses must be pre-approved in order to receive in-service credit.

Application for in-service credit must be submitted by October 1st in order to be credited in the first semester and by April 1st to be credited in the second semester. The District will pay a maximum of thirty (30) credit hours for all in-service and undergraduate courses to any one monitor.

29. RETIREMENT/SICK LEAVE ACCUMULATION INCENTIVE

Employees who are age 55 or older and who have twenty years or more of credited service in the South Colonie Central School District shall receive a dollar amount per day for each eligible unused

accumulated sick leave day at the time of retirement per the chart listed below. The number of eligible unused sick days for this provision shall be 50% of the unused sick leave days, to a maximum listed below.

- a. July 1, 2013, \$60 per day for a maximum of 175 unused accumulated sick days.
- b. July 1, 2014, \$60 per day for a maximum of 175 unused accumulated sick days.
- c. July 1, 2015, \$60 per day for a maximum of 175 unused accumulated sick days.

Eligible employees must give firm written notice of their retirement by February 15th and must retire the following June 30th. Payment of the incentive shall be made by July 15th following their retirement.

30. TWELVE-MONTH MONITORS

The District will hire twelve-month monitors as needed. The 12-month monitors will not work during the school breaks which include but are not limited to Christmas, February and spring weeks. These employees will work the summer school session (6 weeks) for a total of six hours per day. The workday during the regular school year will be eight hours. Beginning and ending work day times for the monitors will be determined by the building principal or his/her designee.

The District has the right to change 12-month monitors workday or work year as it sees fit. As with all other monitor positions, monitors may be reassigned or transferred at the discretion of the supervisor. It will, however, make a 12-month appointment for a full school year unless circumstances require a change due to discipline or discharge.

These employees will accrue seniority in the same method as the 10-month monitors. Those monitors who transfer from a 10 to a 12-month position will not lose any seniority credit. Additionally, monitors who return to a 10-month position will retain any seniority credit gained in the 12-month position.

Twelve-month monitors will have one additional vacation day for July 4th. Sick days will include one additional day.

The pay rate for the 12-month monitors who have been in the District for at least 5 years will be as follows:

Effective 7/1/14	\$38,887
Effective 7/1/15	\$39,276
Effective 7/1/16	\$39,669

Outside differentials and longevity are in addition to base salary.

New Hires will be hired at the following rate:

Effective 7/1/14	\$25,832
Effective 7/1/15	\$26,090
Effective 7/1/16	\$26,351

31. TAYLOR LAW REQUIREMENT

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 THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

32. TERM OF AGREEMENT

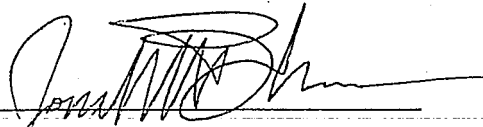
This agreement shall become effective on July 1, 2014 and shall terminate on June 30, 2017.

33. SIGNATURES

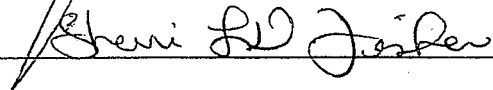
In witness whereof, the parties to this Agreement hereby place their signatures on this 21st day of April, 2015.

South Colonie Central School District

Teamsters Local 294, International
Brotherhood of Teamsters, AFL-CIO
On behalf of School Monitors Unit

By: 

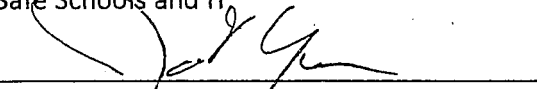
Jonathan W. Buhner, Superintendent



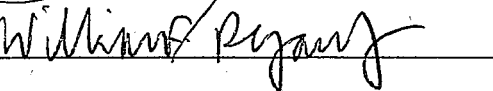
Sherri L. D. Fisher, Assistant Superintendent for
Management Services & Strategic Planning



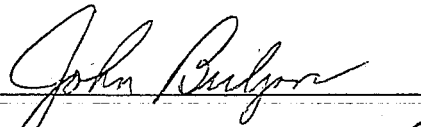
David J. Perry, Director of Human Resources,
Safe Schools and IT



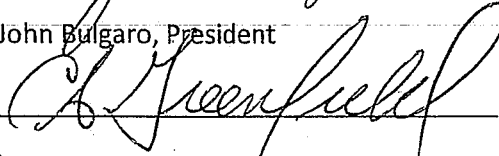
James T. Ryan, President, Board of Education




William F. Ryan, Attorney at Law

By: 

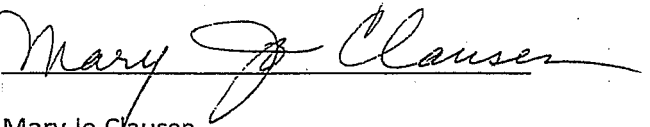
John Bulgaro, President



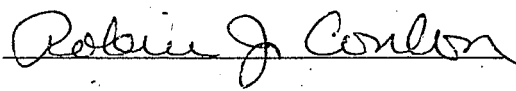
Charles A. Greenfield, Business Agent



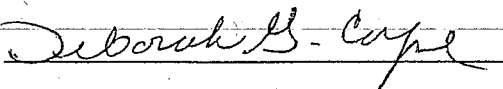
Susan J. Snyder



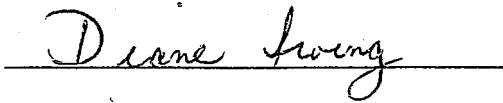
Mary Jo Clausen



Robin J. Conlon



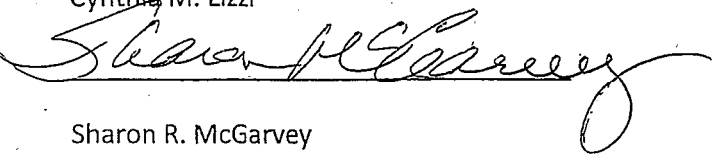
Deborah G. Coyne



Diane Irving



Cynthia M. Lizzi



Sharon R. McGarvey

APPROVED BY
BOARD OF EDUCATION

4.21.15

SOUTH COLONIE CENTRAL SCHOOL DISTRICT TEAMSTER UNIT

Appendix A

GRIEVANCE FORM

GRIEVANT: _____

TITLE: _____

DATE SUBMITTED: _____

CONTRACT CLAUSE VIOLATED: _____

DATE OF OCCURRENCE: _____

STATEMENT OF FACTS: _____

REMEDY SOUGHT: _____

GRIEVANT'S SIGNATURE: _____

DEPARTMENT STEWARD: _____

ACTION TAKEN BY EMPLOYER: _____

EMPLOYER'S SIGNATURE: STEP 1 _____ Date _____
STEP 2 _____ Date _____

c: Grievant, Personnel Officer
Chief Steward, Department Head

