



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

Contract Database Metadata Elements

Title: Glen Cove City School District and Glen Cove Custodial Unit/Operational and Maintenance Employees, United Public Service Employees Union (UPSEU) (2006)

Employer Name: Glen Cove City School District

Union: Glen Cove Custodial Unit/Operational and Maintenance Employees, United Public Service Employees Union (UPSEU)

Effective Date: 07/01/06

Expiration Date: 06/30/09

PERB ID Number: 5105

Unit Size:

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/>

AGREEMENT

By and between the

GLEN COVE CITY SCHOOL DISTRICT

and the

UNITED PUBLIC SERVICE EMPLOYEES UNION

**GLEN COVE
CUSTODIAL UNIT /OPERATIONAL
AND
MAINTENANCE EMPLOYEES**

July 1, 2006 - June 30, 2009



TABLE OF CONTENTS

ARTICLE I - RECOGNITION1

ARTICLE II - PROCEDURES1

ARTICLE III - NEGOTIATIONS.....2

ARTICLE IV - WORKING CONDITIONS3

ARTICLE V - PART-TIME EMPLOYEES6

ARTICLE VI - PROMOTIONS.....7

ARTICLE VII - PROTECTION OF EMPLOYEES7

ARTICLE VIII - INSURANCE7

ARTICLE IX - ARMED FORCES SERVICE CREDIT8

ARTICLE X - RETIREMENT BENEFITS8

ARTICLE XI - ABSENCE WITHOUT LOSS OF PAY8

ARTICLE XII - LEAVES OF ABSENCE.....10

ARTICLE XIII - LONGEVITY AND DIFFERENTIALS10

ARTICLE XIV - PHYSICAL EXAMINATIONS.....12

ARTICLE XV - TRANSFERS, REASSIGNMENTS AND LAYOFFS12

ARTICLE XVI - UNION BUSINESS13

ARTICLE XVII - DUES DEDUCTIONS.....13

ARTICLE XVIII - MUTUALITY OF OBLIGATION.....14

ARTICLE XIX - DURATION.....14

ARTICLE XX - SALARY15

2006-200717

2007-200818

2008-200919

This agreement is made and entered into this first day of July, 2006, between the City School District of Glen Cove, Nassau County, New York (hereinafter referred to as the District) and the United Public Service Employees Union Custodial Unit / Operational and Maintenance Employees Unit (hereinafter referred to as the Union.)

ARTICLE I - RECOGNITION

Section 1

The District recognizes the United Public Service Employees Union (Union) as the sole and exclusive unchallenged representative for the maximum period provided by the Civil Service Law for all operational and maintenance employees.

Section 2

A. Nothing in this section shall preclude presentation of views orally or in writing by any individual employee.

B. Employees have the right to join, or not to join, the Union but membership in the Union shall not be prerequisite for employment or continuation of employment of any employee.

Section 3

The District and the Union recognize that the Board of Education is the legally constituted body responsible for the determination of policies covering all aspects of the Glen Cove Public School System. The Board of Education recognizes that it must operate in accordance with all pertinent statutory provisions of State Laws. The Union recognizes that the Board of Education cannot reduce, negotiate, or delegate its legal responsibilities.

ARTICLE II - PROCEDURES

Section 1

Procedures to be as follows:

A. If no challenge exists, the same bargaining agent shall be empowered to negotiate the next contract provided that more than 50% of the employees continue as active members of the Union.

B. The negotiating teams of the District and the Union shall be composed of no more than five (5) representatives each.

C. Upon the written request of either party, a mutually acceptable meeting date shall be set for not less than fifteen (15) days following such request for the purpose of opening negotiations on the agreement for the ensuing fiscal year(s). All issues proposed for negotiation shall be submitted in writing by the Union to the District at the first meeting. All subsequent meetings shall be called at times and in a place mutually agreeable to the parties.

D. Negotiations shall continue in accordance with the provisions of the Public Employees Fair Employment Act in a good faith effort to reach agreement on the terms and conditions of employment of the employees designated in Article I, Section 1.

E. Such negotiations shall include all terms and conditions of employment except those not authorized by law or prohibited by law. Any agreement so negotiated shall apply to all said employees and shall be reduced to writing and signed by the District and the Union.

F. During negotiations the District and the Union shall present relevant data, exchange points of view, and make proposals and counter-proposals. The District may make available to the Union for inspection available pertinent budgetary information. Either party may, if it so desires, utilize the services of an outside consultant or may call upon a professional or lay representative to assist in the negotiation at its own expense. Written notice of the attendance of such consultant at a meeting shall be given to the other party at least seventy-two (72) hours in advance of the meeting.

If the negotiations described in Sections D, E and F have reached an impasse, then the New York State Public Employment Relations Board's procedures on impasse shall take hold subject to the Union and the District establishing their own impartial arbitration group by mutual agreement of the parties.

G. The District agrees not to negotiate with any groups of operational and maintenance employees other than the Union for the duration of this contract.

H. During the period of negotiations prior to agreement, the proceedings of the negotiations shall be kept confidential and shall not be released unless such release has the prior approval of both parties.

ARTICLE III - NEGOTIATIONS

Section 1

All matters relating to terms and conditions of employment on which agreement is reached during the bargaining sessions shall be reduced to writing in mutually acceptable language; shall be

submitted to the Union and the Board of Education approval; following approval by a majority of the Union membership and by a majority of the District, the agreement shall be submitted to the Board for adoption in the minutes of the Board at a Board of Education meeting.

Section 2

Neither the Union nor any employee represented by it shall strike against the District, assist or participate in any such strike, or impose an obligation to conduct, assist or participate in such strike. The term "strike" means any strike or other concerted stoppage of work or slowdown by such employees or Union.

ARTICLE IV - WORKING CONDITIONS

Section 1

Forty (40) hours regular working hours per week for employees designated in Article I, Section 1.

Section 2

The Head Custodian in each building shall arrange for an appropriate lunch period of one (1) hour for the day custodians in his/her building.

Section 3

The hours of work for the evening shift may begin at 2:00 p.m. or later with an approximate lunch period of one-half (1/2) hour designated by the Head Custodian or his/her assistant in charge.

Section 4

If an employee's regularly scheduled hours are to be changed for the District's convenience, he/she must receive seventy-two (72) hours' written notice and reason for change, except in an emergency. If an emergency, written explanation to be provided within three (3) days after change.

Section 5

Time-and-one-half (1-1/2) pay for all overtime work performed by full-time employees beyond eight (8) hours in any given work day.

A. The hourly rate of overtime shall be equal to time-and-one-half (1-1/2) of the regular hourly rate of the employee. This includes Saturday.

B. Overtime shall be distributed equally among the buildings and shall include maintainers. An overtime log commemorating the rotation will be maintained.

C. No overtime will be granted to employees who are absent from work on Monday or

Friday; no sick time applies to overtime calculation.

Section 6

Time-and-one-half (1-1/2) for any time that is worked on Sundays and legal holidays listed under Article XI, Section 3.

Section 7

Any person required to work temporarily out of title for more than fifteen (15) consecutive work days shall be compensated by receiving the pay schedule of the higher paying title on the same step as he/she then enjoys in his/her own title only as long as he/she remains in that job. The increased pay is to take effect from the day of first employment in the higher paying schedule if worked more than fifteen (15) consecutive work days. No extra compensation shall be afforded for fifteen (15) consecutive days or less.

Section 8

A. It shall be the duty of all personnel to see that all working conditions are safe from unnecessary hazards. Such situations should be reported to the immediate supervisor who will in turn report this condition to the Director of Facilities with a copy to be sent to the Assistant Superintendent and to the building principal.

B. It shall be the duty of all personnel to perform their assigned duties to the complete satisfaction of their supervisors.

C. Drunkenness or drug usage during working hours, working under the influence of alcohol or drugs or in the possession of alcohol or drugs shall be cause for immediate dismissal

D. The District shall have the right to install time clocks at its option. If and when time clocks are installed in individual buildings, the personnel in that building will be required to use them.

Section 9

No employee may be ordered to drive a vehicle which is in any way defective for some operating condition, as determined by the Director of Facilities.

A. Defective equipment shall include but not be limited to:

1. Faulty brakes
2. Defective lights
3. Bald tires
4. Mirrors, horns, windshields, or any other mechanical failure to deem the

vehicle as unsafe for driving use

5. Seat belts, spare tire, jack, flares

Section 10

Vacation allowances from date of employment:

A. After one year of continuous service, a vacation of 10 working days with pay shall be allowed full-time twelve (12) month personnel. After five (5) years of full-time continuous employment, a vacation of fifteen (15) working days with pay shall be allowed twelve (12) month personnel. After ten (10) years of full-time continuous employment, a vacation of twenty (20) working days with pay shall be allowed twelve (12) month personnel. An employee who has started prior to September 1st will be allowed vacation time as if his/her employment dated July 1st.

B. Requests for vacations must be made to the Director of Facilities. To the extent practicable, vacations shall be scheduled at the beginning of the school year and may not be changed without the approval of the Director of Facilities. Twelve (12) month employees may take vacation at any time during the school year, with the approval of the Director of Facilities, except that custodial employees shall not be granted vacation requested for the last two (2) weeks of August or the first week of September.

Section 11

Schools may have an assistant to the Head Custodian on the evening shift and on the day shift if deemed necessary by the Board of Education.

Section 12

A. Employees will give their immediate superior, or his/her designee, as much advance notice as possible in the event that they must be absent from work or will be late in reporting to work.

B. If an employee does not call in or have someone notify his/her superior before his/her starting time that he/she will not be in to work and the reason why, he/she will not be paid for that day.

Section 13

Grievance Procedure

Definition of a Grievance is a claim by an employee that a provision of the agreement has been violated.

Step I - Within five (5) days of the action which is alleged to be a violation of the agreement, the employee shall present a written grievance to the Director of Facilities which shall specify the

nature of the grievance. The Director of Facilities may ask for a meeting with the employee. The Director of Facilities shall render a decision, in writing, within ten (10) work days of the bringing of this grievance, or holding of hearing, whichever is later.

Step II - An unsatisfactory decision at Step I may be appealed to the Superintendent of Schools. Such appeal shall again be in writing, accompanied by all prior submissions and decisions and must be taken within five (5) days of the decision appealed from. The Superintendent may call for a conference before himself/herself or his/her designee. The Superintendent or his/her designee shall render a decision within ten (10) work days of the bringing of the appeal or holding of hearing, whichever is later.

Step III - In the event the Superintendent's determination is not deemed satisfactory, within ten (10) days of the determination, the dispute may be submitted to arbitration in accordance with the rules and procedures of the PERB.

The arbitrator shall only have power to determine whether there has been a violation of that section of the collective bargaining agreement which has been specified on the submission for arbitration. He/she shall have no power to add to or detract from the collective bargaining agreement. The determination of the arbitrator shall be binding on the parties. The parties shall share equally the costs of the arbitration.

Section 14

Members of the operational and maintenance staff shall continue to receive three (3) uniforms per employee per year after their first year. Unit employees will receive five (5) uniforms in their first year. The cleaning allowance for uniforms for full-time employees is \$75 per year. Employees shall wear these uniforms at all times while on duty. Winter jackets will be provided for head custodians, maintenance staff, grounds crew and cleaners. Foul weather gear will be provided where necessary. Jackets will be replaced as needed.

Section 15

Each employee shall be provided a \$200 annual payment to defray the cost of cold weather gear.

ARTICLE V - PART-TIME EMPLOYEES

A regularly employed part-time employee shall be entitled to the following benefits after one year of satisfactory service:

Each regularly employed part-time employee shall be entitled, during each year of active service in the District, to have three (3) sick days off per year, non-cumulative.

Each regularly employed part-time employee shall be entitled, during each year of active service in the District, to three (3) legal holidays per year with pay (New Year's Day, Christmas and Thanksgiving.)

ARTICLE VI - PROMOTIONS

All openings for promotional positions and for positions paying higher salary differentials shall be posted in every school on bulletin boards and all qualified personnel shall be given the opportunity to make application for such positions. Appointments will be made by the Board upon the recommendation of the Superintendent. On promotion, an employee shall receive a minimum increase of \$200.

ARTICLE VII - PROTECTION OF EMPLOYEES

Section 1

All employees described in paragraphs A, B, and C of Section 75 of the Civil Service Law are afforded the protection of said section.

Section 2

Seniority shall be based on the date of commencement of continuous employment in the District.

Section 3

Employees shall be required to report all cases of assault suffered by employees and/or civil actions filed against them in connection with their employment to the Superintendent of Schools. The Superintendent of Schools shall acknowledge receipt of such within three days.

ARTICLE VIII - INSURANCE

Section 1 - Health Insurance

A. Effective July 1, 2006, employees shall contribute the following towards the cost of the health insurance premiums applicable to the employee (individual or family) for the New York State Health Insurance Plan; 2006-2007: 14%; 2007-2008: 14.5%; 2008-2009: 15%. The District's cost for such plan may be applied toward GHI or HIP.

B. An employee who, after counseling, voluntarily drops health insurance coverage for a period of one year shall receive forty (40%) per cent of the health insurance premium saved by the School District for coverage that they held prior to dropping such coverage, to be paid at the end of the year. It is understood between the parties that in the event the School District agrees with any other bargaining unit to reimburse at a higher percentage, that higher percentage will be applicable to this unit as well. Employees can regain coverage at any time in accordance with the rules of the State Insurance Department.

Section 2 - Dental Insurance

The School District shall provide family dental benefits for each employee at a cost not to exceed \$62.00 per month. If the District agrees with any other bargaining unit to provide an increased contribution to family medical benefits at a higher rate during the life of this July 1, 2006 to June 30, 2009 agreement, the District will provide the value of the increase to this unit as well.

Section 3 - Disability Insurance

The School District shall provide disability insurance for the employees in this bargaining unit.

ARTICLE IX - ARMED FORCES SERVICE CREDIT

Section 1

Personnel who have served in the Armed Forces of the United States shall be entitled to veterans' credits as provided for under the law.

ARTICLE X - RETIREMENT BENEFITS

The Board shall provide the career retirement plan, Section 75-g of the Retirement and Social Security Law. The Board shall also provide for the option of 41-j to the Retirement System also without cost to employees.

ARTICLE XI - ABSENCE WITHOUT LOSS OF PAY

Section 1

Type of approved absences without loss of pay and limitations for such absences:

A. Each regularly employed full-time employee shall be entitled, during each year of active service in the District, to twenty (20) days absence with full salary for the purpose of meeting personal illnesses or obligations. These twenty days per year may be accumulated, if not used, to a

maximum of 180 days. Employees hired on or after July 1, 1988 shall receive eighteen (18) days of absence each year, cumulative to 180 days.

B. The days accumulated may be used for the following purposes within the limitations and regulations stated:

1. For personal illness - up to the total number of accumulated days, as needed.
2. Death in the immediate family - up to seven (7) days in any single school year. One bereavement day for the immediate family of the employee's spouse without loss of pay.
3. Days of absence of a personal nature to meet obligations which cannot be met at times other than during a school day - up to two (2) days per year.

C. Regulations governing the various leaves above:

1. An employee must file a written request with the building principal and the Director of Facilities at least two days in advance for all personal leaves.
2. Immediate family is defined as employee's spouse, children, mother, father, sister, brother.
3. Days of absence of a personal nature include:
 - a. Court and/or governmental agency appearances
 - b. Legal affairs and selective service examinations
4. A doctor's note may be required for three or more days of absence, or less than three days if there is an observable pattern of absence.

D. Catastrophic Sick Leave Bank: Unit members may voluntarily donate up to two sick days for the catastrophic illness of an individual employee. Such procedure may be applicable to more than one needful employee. There must be joint agreement between the administration and the union as to the eligibility of the employee. The determination as to eligibility shall not be subject to review by the grievance procedure or in any other forum.

Section 2

Jury Duty

Notice of jury duty must be submitted to the school principal, Director of Facilities, or the designated officer, and jury fee received by said employee shall be deducted from his/her pay, excluding extra fees for transportation or meals.

Section 3

Legal and Religious Holidays

Full-time employees will receive thirteen (13) days. The following thirteen (13) legal and religious holidays will be included in the employee's work calendar. Actual dates are to be determined each year in accordance with the school calendar.

Independence Day	New Year's Day
Labor Day	Martin Luther King Day
Columbus Day	Presidents Day
Veterans Day	Good Friday
Thanksgiving Day	Additional Day
Thanksgiving Friday	Memorial Day
Christmas	

Full-time employees will be given equivalent time off for a paid holiday that falls on a day when school is in session or on a Saturday.

ARTICLE XII - LEAVES OF ABSENCE

Leave for Personal Health and Family Hardship

Permanent employees are eligible to take leave of absence, without pay, for a maximum period of one year, provided it is not, in any way, detrimental to the school program, upon written request to and approval of employer. The conditions under which a person returns to full time employment shall be established at the time approval of such leave is granted, such conditions to be at the discretion of the Superintendent of Schools with the approval of the Board of Education.

ARTICLE XIII - LONGEVITY AND DIFFERENTIALS

Section 1

A. There shall be a longevity step of \$500 after completion of ten (10) years continuous service in the School District.

B. There shall be a longevity step of \$500 after completion of fifteen (15) years of continuous service in the School District.

C. There shall be a longevity step of \$500 after completion of twenty (20) years of continuous service in the School District.

D. There shall be a longevity step of \$500 after completion of twenty-five (25) years of continuous service in the School District.

E. There shall be a longevity step of \$750.00 after completion of thirty (30) years of continuous service in the School District.

Section 2

A. There shall be a Night Supervisor at Middle and High School with a \$1,500 differential.

B. There shall be an Assistant Maintenance Chief with \$500 differential.

C. There shall be a shift differential of \$1,000 per year for all evening shifts from 2:00 p.m. on. Evening shifts shall run from 2:00 p.m. through 11:30 p.m. with a one-half hour lunch period, unless otherwise directed by the Director of Facilities.

Section 3

A. Maintenance employees, who are required to use their own automobiles in the performance of their regular duties, shall receive \$2,500 per year as compensation for the use of their vehicles and for cost of gasoline. District employees shall not use gasoline for personal vehicles under any circumstances.

Section 4

Employees shall be paid in accordance with District schedules. The Board shall make every effort, if feasible, to pay employees bi-weekly. Payment will be made via direct deposit as soon as system to do so is put into place by the District. Employees who wish to opt out of direct deposit must do so in writing to the Assistant to the Superintendent for Business. Paychecks will be available if pay day is on a snow day, if feasible. The District has the discretion to change to a twice monthly payroll system.

Section 5

Building check-ups are to be made by Head Custodians or someone designated by him/her on Saturdays, Sundays, and designated holidays for a minimum of two check-ups per weekend. When

an employee is required to make a building check on the weekend or holidays, said employee shall receive two (2) hours' pay, at the rate of time-and-a-half, on each such occasion.

ARTICLE XIV - PHYSICAL EXAMINATIONS

The Board of Education reserves the right to have the school physician examine any employee in the District at its discretion.

ARTICLE XV - TRANSFERS, REASSIGNMENTS AND LAYOFFS

Section 1

The Board recognizes that frequent reassignment and/or transfer of employees from one school to another is disruptive to the efficiency of the maintenance of the District and interferes with optimum employee performance. Although the Union also recognizes that some flexibility in regard to employees' transfers must remain with the Administration, a substantial degree of stability must be provided for all employees. Therefore, it is agreed as follows:

A. The Superintendent of Schools or his/her designee shall have the ability to make any transfer, from building to building, necessary in the best interests of the School District. In considering such transfer, the Superintendent or his/her designee will first review volunteers, if any, and shall take into consideration seniority, but seniority shall not be a determining factor. The employee subject to transfer and his representative can request a meeting with the Superintendent or his/her designee prior to the effective date of the transfer to discuss such decision. The decision of the Superintendent or his/her designee shall not be arbitrary or capricious. An employee shall be given seventy-two hours written notice and reason for transfer, reassignment or layoff, circumstances permitting. The Superintendent or his/her designee may take such actions set forth in this provision.

B. In the event of a reduction of work force, seniority shall prevail. Part-time employees will be laid off before any full-time employees.

C. The Board of Education is to appoint any employee who has passed the Civil Service examination to an opening if one exists in accordance with Civil Service Laws and Regulations.

ARTICLE XVI - UNION BUSINESS

Section 1

Permission may be granted for the use of District facilities for meetings at the discretion of the employer. Such permission may be withdrawn at the discretion of the employer.

Section 2

A bulletin board will be reserved in each school for the use of the Union for the purpose of posting material dealing with proper and legitimate Union business.

Section 3

The Union may request the use of designated school mail boxes for the purpose of distributing its material.

Section 4

Union business shall not interfere with the regular duties of any employee.

ARTICLE XVII - DUES DEDUCTIONS

Section 1

The Board agrees to deduct from the salaries of its employees dues and insurance premiums or other monies for the Union as said employees individually and voluntarily authorize the Board to deduct and to transmit such monies to the United Public Service Employees Union, 3555 Veterans Memorial Highway, Suite H, Ronkonkoma, NY 11779. Employee authorizations shall be in writing and in a manner consistent with Section 9-3B of the Municipal Law and Chapter 392 of the Laws of 1967.

Section 2

Deductions shall be made uniformly and consistently, the schedule of deductions to be determined by the employer.

Section 3

Employees shall have the right to payroll deduction of their membership dues as provided for under Chapter 392 of the Laws of 1967.

Section 4

The Union assumes full responsibility for the disposition of the funds so deducted once they have been turned over to the Treasurer of the United Public Service Employees Union.

Section 5

Upon request annually, the Board shall provide the Union with a list of those employees who have voluntarily authorized the Board to deduct dues for the Union.

Section 6

Upon request, the Board shall supply the Union with a table of organization.

Section 7

Upon meeting all requirements of law, and upon providing the District with the names of all non-members of United Public Service Employees Union, effective July 1, 1978, agency fee deductions shall be made on behalf of United Public Service Employees Union.

ARTICLE XVIII - MUTUALITY OF OBLIGATION

Section 1

In the event that any provision of this agreement is, or shall at any time be, contrary to law, all other provisions of this agreement shall continue in effect.

Section 2

Neither the Board, nor any of its agents, shall at any time seek to violate the principle of the secret ballot signature.

Section 3

The School District will maintain a roster of permanent employees available for substitute work at the rate of time-and one-half in accordance with Article IV, Section 5.

Section 4

Present administrative procedure regarding the presence of unauthorized personnel on school grounds to be maintained.

ARTICLE XIX - DURATION

Section 1

The provisions of this contract shall be effective as of July 1, 2006 and shall remain in full force and effect until June 30, 2009.

Section 2

The parties agree that all negotiable items have been discussed during the negotiations

leading to this agreement and agree that negotiations will not be reopened on any item, whether contained herein or not, during the life of this agreement.

ARTICLE XX - SALARY

Salary: Salaries shall be as per the attached schedule for each year of the contract. The attached schedule is based upon the annual percentage increases to the preceding schedule as set forth below.

Section 1

July 1, 2006 – 3.4%

July 1, 2007 – 4.5%

July 1, 2008 – 4.5%

Section 2

In the 2007-2008 school year, each unit employee shall receive a one time Industry wage adjustment of \$200, which will not be a part of base wages or subject to the above described percentage increase.

In the 2008-2009 school year, each unit employee shall receive a one time Industry wage adjustment of \$200, which will not be a part of base wages or subject to the above described percentage increase.

Prior Work Experience: Employees hired on or after July 1, 2002, may be granted credit for prior work experience, as determined by the Superintendent or his/her designee. In no event shall a new employee receive a greater salary than a current employee with the same experience in the same position.

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISIONS 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.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seal this _____.

Superintendent of Schools

Kevin E. Boyle, Jr.
President, United Public Service Employees Union

President, Glen Cove Custodial Unit /Operational
and Maintenance Employees,
United Public Service Employees Union

**CUSTODIAL CONTRACT
2006-2007**

	I Cleaner	II Custodian/ Groundsman	III Head Custodian Elementary	IV Maintenance/ Hd Custodian High/Middle
New Hires 1st Year	30,507	31,184	32,766	35,027
Yrs. 2-5	32,766	33,445	35,027	37,286
Yrs. 6-10	35,027	35,704	37,286	39,545
Yrs. 11-15	37,286	37,964	39,545	41,806
Yrs. 16-20	39,545	40,224	41,806	44,065
Yrs. 21-25	41,806	42,484	44,065	46,325
Yrs. 26-30	44,065	44,743	46,325	48,585

**CUSTODIAL CONTRACT
2007-2008**

	I Cleaner	II Custodian/ Groundsman	III Head Custodian Elementary	IV Maintenance/ Hd Custodian High/Middle
New Hires 1st Year	31,880	32,588	34,241	36,603
Yrs. 2-5	34,241	34,950	36,603	38,964
Yrs. 6-10	36,603	37,311	38,964	41,325
Yrs. 11-15	38,964	39,673	41,325	43,687
Yrs. 16-20	41,325	42,034	43,687	46,048
Yrs. 21-25	43,687	44,396	46,048	48,410
Yrs. 26-30	46,048	46,757	48,410	50,771

**CUSTODIAL CONTRACT
2008-2009**

	I Cleaner	II Custodian/ Groundsman	III Head Custodian Elementary	IV Maintenance/ Hd Custodian High/Middle
New Hires 1st Year	33,315	34,054	35,782	38,250
Yrs. 2-5	35,782	36,522	38,250	40,717
Yrs. 6-10	38,250	38,990	40,717	43,184
Yrs. 11-15	40,717	41,458	43,184	45,653
Yrs. 16-20	43,184	43,925	45,653	48,120
Yrs. 21-25	45,653	46,394	48,120	50,588
Yrs. 26-30	48,120	48,861	50,588	53,056