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Contract Database Metadata Elements

Title: Franklin Square Union Free School District and Franklin Square Union Free School District Teacher Aide Unit, CSEA, Local 1000, AFSCME, AFL-CIO, Nassau County Local 865 (2000) (MOA)

Employer Name: Franklin Square Union Free School District

Union: Franklin Square Union Free School District Teacher Aide Unit, CSEA, AFSCME, AFL-CIO

Local: 1000, Nassau County 865

Effective Date: 07/01/00

Expiration Date: 06/30/06

PERB ID Number: 8032

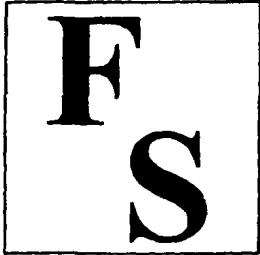
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FRANKLIN SQUARE UNION FREE SCHOOL DISTRICT
DISTRICT OFFICES: Washington Street School
760 Washington Street, Franklin Square, NY 11010-3898

FAX: (516) 505-6972

Timothy E. Lafferty, Ed.D
Superintendent of Schools
(516) 505-6975

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD
RECEIVED
NOV 24 2006
COUNSEL

FOUNDATION
for SUCCESS

June 8, 2006

7/1/06 - 6/30/10

William Cullen, Esq.
Behrens, Loew & Cullen Esqs.
5 Ring Neck Ridge
Lloyd Neck, New York 11743

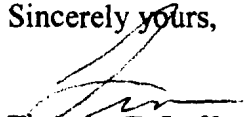
Dear Bill:

Enclosed please find three fully executed copies of the Memorandum of Agreement between the District and the CSEA Teacher Aide Unit.

Ms. Horn has requested that two of these copies be forwarded to her.

We have retained one fully executed copy for the District files.

Sincerely yours,


Timothy E. Lafferty

TEL:jd
Enc.
C: Mr. Manley

MEMORANDUM OF AGREEMENT

The undersigned Chief Negotiators, Patrick Manley, Assistant Superintendent and William M. Cullen, Esq., acting on behalf of the Franklin Square Union Free School District, and Heidi M. Horn, LRS, acting for and on behalf of the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Nassau Educational Local 865, Franklin Square Union Free School District Teachers Aides Association (hereinafter, "Association"), confirm the following Memorandum of Agreement providing for and constituting settlement of collective bargaining conducted between the aforesaid parties of the Collective Bargaining Agreement, effective on July 1, 2006 and expiring June 30, 2010.

The provisions of this Memorandum of Agreement shall be deemed to supersede those portions of the Collective Bargaining Agreement, effective on July 1, 2000 and expiring June 30, 2006, as hereinafter specified.

The terms and conditions hereinafter stated in this Memorandum of Agreement are to be ratified by the above Association and are subject to approval by the Board of Education, and shall be set forth in the full text of the total agreement (i.e., following the form, style and content of modifications and supplements herein. Subsequent to such ratification and Board approval, a formal complete agreement shall be executed by and on behalf of the undersigned parties) incorporating the changes, modifications and supplements to said predecessor Agreement provided by the Memorandum of Agreement.

Accordingly, the undersigned parties hereby set forth the following amendments to the aforesaid predecessor agreement thereby constituting the supplemented and amended terms and conditions of the collective bargaining agreement, effective July 1, 2006 through June 30, 2010:

1. All the terms and conditions set forth in the Collective Bargaining Agreement ("CBA") between the Board of Education of the Franklin Square Union Free School District (the "Board") and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Nassau Educational Local 865, Franklin Square Union Free School District Teachers Aides Association for the period July 1, 2000 to June 30, 2006 shall continue except as modified herein.

2. This Memorandum of Agreement is subject to ratification by the Board and the Association.

3. The term of the contract shall be four (4) years, commencing July 1, 2006 and terminating on June 30, 2010.

4. The Articles of the Agreement shall be modified to read as follows:

V. WAGES

Salary Increases:

Year 1:	3-3/4%	—	06 - 07
Year 2:	4%	—	07 - 08
Year 3:	4%	—	08 - 09
Year 4:	3-3/4%	—	09 - 10

IX. SICK LEAVE

Subd. "3" is supplemented, as follows:

Effective July 1, 2007, ten (10) sick leave days will accrue annually.

XVIII. SENIORITY & PROMOTIONAL OPPORTUNITIES

Article "XVII" is deleted in its entirety, and replaced, as follows:

"An "In-Service Credit" salary adjustment of Six Hundred (\$600) Dollars based upon completion of six (6) one credit approved courses; each one credit course requiring a minimum of fifteen hours coursework, as follows:

The District shall provide a minimum of two (2) one-credit in-service courses for all full-time members of the Unit in the four year period commencing July 1, 2006. Costs for such in-service courses will be borne entirely by the District. Upon submission to the Superintendent of suitable proof of attendance and completion of six (6) in-service courses, the Unit member's annual salary shall be increased in the amount of Six Hundred (\$600) Dollars, effective the date of submission of such suitable proof.

In order for a Unit member to obtain one (1) in-service course credit, he/she must attend fifteen (15) hours of a pre-approved in-service course. One absence from such in-service course, not exceeding one and one-half (1-1/2) hours, will be permitted. Under no circumstances shall an employee receive an annual salary increase based upon completion of approved in-service courses until the employee

has accumulated a total of six (6) in-service course credits, with each course credit equating fifteen (15) hours of attendance.

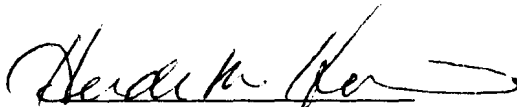
Unit members must submit a written request for Superintendent's pre-approval of in-service course attendance on a District prescribed form prior to the first session of such in-service course. The request forms will be available in the Office of the Assistant Superintendent for Business.

The Superintendent may in his/her sole discretion authorize a Unit member's attendance of a course outside of the School District, and may in his/her sole discretion schedule and implement such courses outside of the School District. All such out-of-District courses must satisfy the aforementioned fifteen hour criteria."

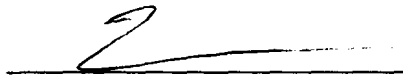
DATED: June 1, 2006

The terms and conditions of the above Memorandum of Agreement are hereby confirmed.

NEGOTIATORS:



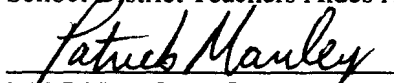
HEIDI M. HORN, LRS
Negotiator for the above
designated Association



WILLIAM M. CULLEN, ESQ.
Negotiator for the
Franklin Square Union Free School District



President of the Civil Service
Employees Association, Inc.
Local 1000-Franklin Square Union Free
School District Teachers Aides Association



PATRICK MANLEY
Assistant Superintendent of Schools
Franklin Square Union Free School District