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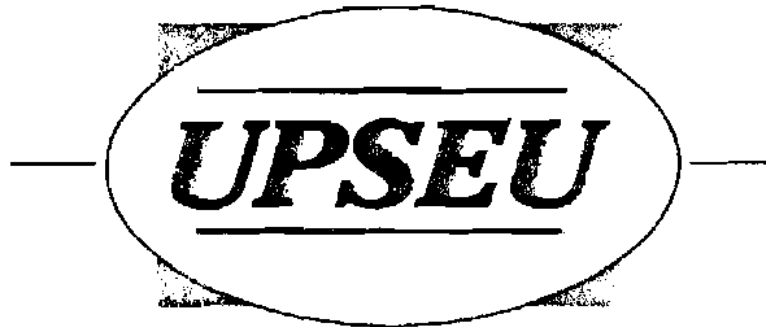
MON 9884

COLLECTIVE BARGAINING AGREEMENT

By and Between

Three Village Central School District

and the



United Public Service Employees Union

SCHOOL MONITOR UNIT

July 1, 2012 through June 30, 2016

14.6 Special Ed Files
5.3 Monitor

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PREAMBLE

This agreement entered into by the Three Village Central School District, hereinafter referred to as the Board, and the United Public Service Employees Union, the Certified Union, hereinafter referred to as the Union, has as its purpose the continuance of harmonious relations between the Board and the Union, a more definitive procedure for resolving grievances, and a cooperative effort to contribute to the growth and quality of the School District.

ARTICLE I - Recognition

In view of the designation of the United Public Service Employees Union, the Certified Union, by the Three Village Central School District School Monitor Unit, and said Union, as their bargaining representative, and in view of the request of the United Public Service Employees Union, the Certified Union, by the Three Village Central School District School Monitor Unit, and said Union, to represent the Unit, and its statement that it does not assert the right to strike, the Board in this Agreement does hereby recognize the Union as the sole and exclusive bargaining agent and representative for the Unit covered by this Agreement and hereinafter described in this Article, in accordance with the provisions of Article 14 of the Civil Service Law, and the bylaws of the Board. The Unit covered by this agreement is the Monitor Unit composed of all Monitors and Special Education Aides.

This recognition shall continue until the expiration of this Contract.

ARTICLE II - Negotiation Procedures

It is agreed by all experienced negotiators in both private and public fields that negotiations proceed most smoothly when there is an understanding at the beginning on the ground rules or procedures to be followed. Initially these ground rules should be agreed upon before negotiations proceed.

1. Any negotiations in subsequent years shall be initiated by the parties submitting their proposals to each other on mutually agreeable dates on or about January 30th. Either party may request, in writing, an extension of time to a date which must be mutually

agreeable to both parties. All issues proposed for discussion shall be submitted in writing by the Union to the Board or its delegated representatives at or before the first meeting. The Board or its delegated representatives shall submit, in writing, all additional issues upon which it wishes to negotiate no later than the second meeting.

2. In any session negotiation committees shall consist of not more than seven (7) members, except that any Union committee representing a bargaining unit of less than 30 employees shall be limited to three (3) members. The names of those members so designated as negotiators shall be exchanged at the second meeting.

3. Normally, negotiating sessions shall be held after working hours. In the event that they are held during working hours, the Assistant Superintendent will excuse all members of the negotiating team to attend the session.

4. All negotiation sessions will be executive sessions. During the period of negotiations and prior to reaching an agreement to be submitted to the Board and the Union, the proceedings of the negotiations shall not be made public unless both parties consent. No electronic recording devices of any type shall be used to record the deliberations of the negotiations.

5. Each team shall have the right of caucus at any time during a negotiation session. However, caucus time will be counted as part of the total length of each negotiation session.

When temporary impasse is reached on individual items, the parties agree that it shall be appropriate to move the calendar to other items on which negotiations may be possible.

Any item on the calendar may be tabled at any time by joint agreement between the two parties. Each team's professional negotiator shall preside throughout deliberations. Any and all questions and business pertaining to negotiations throughout each session shall be directed to and through each team's professional negotiator.

6. When an item has been discussed and agreed to by both parties, it shall be initialed by both negotiators and set aside. No item shall be agreed to as finalized, unless all items are agreeable to both parties. Revisions may be made on items already initialed.

ARTICLE III - Grievance Procedure

Each Monitor Unit employee shall be entitled to a representative of his/her own choice at each step of the grievance procedure.

Any disputes arising concerning the interpretation or application of the terms of this contract or the rights claimed to exist thereunder, shall be the subject of a grievance, and shall be processed and resolved in accordance with the following:

a. A grievance shall be presented by the employee to the employee's principal, or where this does not apply, to the administrator immediately superior, in writing within ten (10) working days after the grievance arises, or the date on which the employee knew or should have known of the facts and circumstances comprising the grievance. The failure of the grievant to comply with the aforementioned time requirements shall result in a waiver of the right to present, and proceed with, the grievance and the grievance must be denied as untimely. Within three (3) working days after receipt of the written grievance, the administrator or immediate supervisor shall confer with the aggrieved and the aggrieved's representative, if the employee so desires.

b. In the event such grievance is not resolved, in writing, within five (5) working days following such presentation, it shall be presented, in writing, within five (5) working days after receipt of reply to the Assistant Superintendent by the Monitor Unit employee.

c. Within three (3) working days after receipt of the written grievance, the Assistant Superintendent shall confer, in person, with the aggrieved and the aggrieved's representative, if the employee so chooses. In the event such grievance is not satisfactorily resolved, in writing, at the Assistant Superintendent's level within ten (10) working days after presentation, the grievance shall be presented, in writing, within ten (10) working days after receipt of reply, to the Superintendent of Schools for settlement. Within three (3) working days after receipt of the written grievance, the Superintendent of Schools shall confer, in person, with the aggrieved and the aggrieved's representative, if the Monitor Unit employee so chooses.

d. In the event such grievance is not satisfactorily resolved, in writing, at the Superintendent's level within ten (10) working days after presentation, the grievant shall

notify the Superintendent, in writing, within ten (10) working days after receipt of the Superintendent's decision of the grievant's intention to proceed, or not to proceed, to advisory arbitration. The arbitrator shall be selected through the American Arbitration Association. The parties shall be bound by rules and procedures of the American Arbitration Association in the selection of an arbitrator. The advisory decision of the arbitrator shall be presented to the Board of Education within thirty (30) working days of the hearing.

Within ten (10) working days after receipt of the advisory decision from the arbitrator, the Board of Education shall render a decision which shall be final and binding on all parties. The costs of advisory arbitration shall be shared equally by all parties.

e. A reasonable amount of time will be granted to handle any emergency grievances that may arise during working hours. It is understood that such activity shall be handled as quickly as possible.

ARTICLE IV – Union Business

1. No Union business meetings shall be conducted during working hours, except as granted by the Assistant Superintendent.

2. A United Public Service Employees Union representative may enter the premises for Union business upon prior notice to the Assistant Superintendent. Entry will ordinarily be after working hours when school is not in session, unless prior notice is given to the Assistant Superintendent.

3. At the employee's request, the District shall deduct from their pay, dues as designated by the Union for membership in that Union on the basis of individually signed, voluntary deduction authorization cards, in a form agreed to by the District and the Union. Such dues shall be remitted to the United Public Service Employees Union, 3555 Veterans Highway, Ronkonkoma, N.Y. 11779.

The District agrees to deduct from the unit members' salaries dues for the Union as the unit members individually and voluntarily authorize the same, in writing, and to transmit the monies therefore to the Union as soon as practicable. Upon fulfillment of that obligation, the District shall be held harmless by the Union and the unit members

individually with respect to such remittances. The Union shall advise the District of the annual dues by August 1st of each year.

ARTICLE V - Vacancies and Transfers

When a vacancy in the school district occurs, the Assistant Superintendent shall post a notice of such vacancy in all schools, and invite present employees to submit application for such position five (5) working days prior to notification to the public that such a position is available.

When a vacancy in a bargaining unit position or a promotional position occurs, the Assistant Superintendent for Human Resources shall forward a notice to all school buildings for posting. Copies of such postings will be sent to the Unit President. Unit members shall have the opportunity to submit an application for such positions five (5) days prior to making the posting public. The District reserves its right, in its sole non-grievable discretion, to make appointments which it deems appropriate and in the best interests of the District based on the qualifications, abilities, and experience of unit members or non-union members, for the position.

If the District deems that two or more candidates for a promotional position have equal qualifications, abilities and experience for such position, preference shall be given to unit members over non-unit members. The determination as to the equality of qualifications, abilities and experience and the selection of the candidate for a promotional position shall be in the non-grievable discretion of Administration.

In the event that layoffs become necessary, or if particular jobs are eliminated, those affected employees shall be given the opportunity to apply for any newly created positions.

ARTICLE VI - Use of School Facilities

The Union may be allowed to use school building facilities for Union functions after school and work, with the permission of the Assistant Superintendent, when requested sufficiently in advance, and provided there is not conflict with other functions, and by following established procedure, i.e., filing a "Use of Building Application."

ARTICLE VII - Layoffs

In the event that layoffs become necessary, or if particular jobs are eliminated, the reduction of the force will be on the basis of length of full-time/part-time service with the District, providing the senior employee is qualified to do the work.

ARTICLE VIII - Step Advancement

Permanent employees hired prior to January 1 in a given year may advance to the next step on the salary schedule as of the following July 1.

Permanent employees hired after January 1 in a given year will remain on the same salary step for the following year.

This policy is to become effective as of July 1, 1970.

ARTICLE IX - Miscellaneous

Change of Status

In the event of a change of status of personnel, they shall be notified as soon as possible.

Full Day Guarantee

Each employee shall be paid for her/his full day's time if the employee reports for work, actually starts work, and is later sent home through no cause of her/his own. A full day's time shall be at least three (3) hours.

Retirement - New York State

Tier I and II - New Career Plan (75i) - Members of the Unit in Tiers I and II are covered by the "New Career Plan" (75i). This is a non-contributory plan.

Tier III - Article XIV - Unit members in Tier III are covered by Article XIV. This is a contributory plan.

Tier IV - Members of the Unit in Tier IV are covered by Article XV. This is a contributory plan.

Personal Days, Sick Leave, Holidays, Bereavement

After a permanent employee has worked for the school district for sixty (60) days, she/he shall be entitled to three (3) personal days, (9) nine days of sick leave as heretofore

defined, cumulative to seventy-five (75) days, and, effective July 1, 2007 five (5) paid holidays; namely, Columbus Day, Thanksgiving Day, Christmas Eve, Christmas Day and New Year's Day. Personal days not used are to be applied to employee's cumulative sick leave.

Permanent employees on Step 12 of the salary schedule shall be entitled to four (4) personal days, ten (10) days of sick leave as heretofore defined, cumulative to seventy-five (75) days, and effective July 1, 2007, five (5) paid holidays; namely, Columbus Day, Thanksgiving Day, Christmas Eve, Christmas Day, and New Year's Day. Personal days not used are to be applied to the employee's cumulative sick leave.

Employees who have been employed by the District as monitor unit employees for a minimum of ten (10) years and have accumulated at least fifty (50) unused sick days shall be paid for their unused sick days upon retirement from the District at the rate of forty (\$40.00) per day effective July 1, 2005.

If Christmas Day or New Year's Day falls on Saturday or Sunday, the holiday shall be observed on the preceding Friday or following Monday, respectively.

In connection with sick leave, the Assistant Superintendent may, after three (3) consecutive days absence, except in case of an emergency possibly affecting school health, or as described below, require a physician's statement describing the nature of the illness and the approximate absence advised for such illness.

Beginning in the 1983-84 school year, monitor unit employees who have used all of their sick leave in any one of the previous three (3) years, or who have used 75% of their eligible leave over the three-year period, may be required to bring a doctor's note for each absence at the discretion of the Superintendent or her/his designee.

The personal days referred to above are for the purpose of conducting personal business and no other reason for the need for such personal days must be given by the employee except if such leave is taken immediately before and/or after a holiday. For leave before and/or after a holiday, the employee must provide the specific reason for the need for such personal leave when applying for same.

A maximum of five (5) days bereavement leave for death in the immediate family may be allowed subject to the approval of the Assistant Superintendent. "Immediate

family" shall be defined as mother, father, spouse, child, grandparent, grandchild, sister, brother, mother-in-law, father-in-law, brother-in-law, sister-in-law, step-parents and step-children.

Training

The Superintendent or his/her designee may require unit members to attend thirty (30) hours of training in matters he/she deems appropriate to monitor unit members' positions. In addition to the aforementioned total hours of training, unit members may be required to attend Superintendent's conference days. These hours may be assigned in addition to the employees' regular hours and the employees shall be paid their regular hourly compensation for attendance at such training and/or conference days.

Rehire

All monitor unit employees will be notified, in writing, on or before July 15th, if the budget has been approved, as to whether or not they will be rehired to resume work in September to the extent there will be openings available.

Examination of Records

Upon forty-eight (48) hours prior written notice to the Assistant Superintendent, any employee will be permitted to review her/his own personnel file, excluding references and information obtained in the process of evaluating the employee for initial employment.

Copy of Contract

All monitor unit employees shall be given a copy of the contract. Such copies shall be provided by the Board at no expense to the employee.

Time Worked

Unit members shall be paid for hours assigned in addition to the employees' regular work hours at their regular hourly compensation rate.

Out-of-Title

When required to work out-of-title, the employee will receive her/his supplemental hourly rate or the out-of-title rate at the monitor unit employee's step, whichever is higher, provided the employee has worked at least ten (10) consecutive days performing the duties of the out-of-title position.

Inclement Weather

Monitor unit employees shall be notified at least one hour prior to their scheduled starting time when school is canceled due to inclement weather.

When school is canceled due to inclement weather, monitor unit employees shall be paid at their daily rate without loss of benefits.

Notwithstanding the above, whenever District administration determines, pursuant to New York State Requirements, that the District has had an insufficient number of instructional days for students, due to closing of a District school or schools for snow or other inclement weather, the District may schedule a make-up day or days as it deems necessary for students and staff. Unit members will not be paid any compensation or wages for such make-up day or days in addition to those amounts earned or received prior to make-up days. Unit members who fail to report to work on such make-up days may be required by administration to provide a physician's certification of illness deemed sufficient by administration. Unit members who do not provide a physician's certification of illness upon request of administration shall have a sick day (or in the case of a unit member who has no accumulated sick days, a vacation or personal day) deducted and will not be paid for any such day of absence. Unit members who comply with such requests for physician's certification shall have none of their accumulated leave days deducted, and shall not be paid for any such day of absence.

Flexible Benefits Plan

Eligible employees shall be permitted to participate in the District's IRS 125 flexible benefits plan.

Worker's Compensation

The District's present practice with regard to Worker's Compensation is made part of this agreement, to wit:

When an employee is entitled to Worker's Compensation, she/he shall receive full pay for the period of her/his accumulated sick leave. Any weekly reimbursement compensation monies shall be turned over to the District. When the claim is settled by the Worker's Compensation Board and the District subsequently received the amount of reimbursement for time paid an employee on sick leave, the District will then credit the

employee's sick leave account with the number of days determined by the following formula:

$$\frac{\text{Amount of reimbursement received by the District divided by employee's per diem salary}}{\text{Number of days credited to sick leave account}} =$$

Any lump sum payment received under a Worker's Compensation claim shall be retained by the employee.

Jury Duty

All permanent monitor unit employees serving on jury duty shall be paid the difference between their regular pay and their jury duty fees for the time necessary to serve on jury duty, provided the employee applies in writing to be placed on the "on call system." Mileage reimbursement and meal allowances shall be retained by the employee.

Substitutes

Administration will make reasonable efforts to obtain a substitute in the event that a unit member is absent, if and only if administration determines that such a substitute is necessary. The determination by administration in this regard shall be final and non-grievable.

Break Time for Special Education Aides

Special Education Aides who work six hours or more per day, shall receive a one-half hour unpaid break.

ARTICLE X - Agency Fee and Dues Deduction

The District shall notify all employees who are currently on the payroll within the titles covered by this Agreement that those employees who are not members of the Union shall have deducted from their salary an agency fee.

Every employee appointed after the effective date of this provision who does not join the Union at the time of appointment shall have an agency fee deducted. If the employee joins the Union, such agency fee deduction shall be discontinued on the same date the dues check-off authorization takes effect. The Union shall be obligated to

immediately provide the District with the name of any employee in connection with whom such agency fee deduction should be discontinued.

An employee who terminates Union membership shall have deducted from his/her salary an agency fee. Such agency fee shall be effective on the same date as the revocation of authorization for dues deduction takes effect.

The agency fee for each employee covered by this Agreement shall be deducted from the employee's regular paycheck only and shall be in an amount equal to the periodic dues levied by the Union for employees in the affected titles as currently checked off by the School District, and, except as referred to in this Article, shall be deducted in accordance with the same rules and procedures currently employed by the District in connection with the authorized dues deduction. The Union shall certify to the School District the appropriate amount of rate for the agency fee deduction.

Changes in the amount of any agency fee deduction shall be effective at the same times as is the practice with change in membership dues deductions. Request for changes in the rate of dues deductions shall be deemed to be a request for a change in the agency fee.

Upon receipt by the School District of notice of change in the amount of the agency fee deductions, employees having the agency fee deducted shall be notified, in writing, by the payroll office of the change in the amount to be deducted periodically and the date on which such new deduction will begin. A copy of this notice shall be sent to the Union.

The Union shall refund to the employees any agency fees wrongfully deducted and transmitted to the Union.

No assessments of any kind or nature will be collected through the agency fee deduction.

The District shall not be liable in the operation of the agency fee deduction for any mistake or error of judgment or any other act of omission or commission, and the Union agrees for itself, its successors and assigns to at all times indemnify the District and/or the Board of Education against any and all claims, suits, actions, costs, charges and expenses including court costs and reasonable attorney's fees, and against all liability and losses and damages of any nature whatsoever that the District and/or the Board of Education

shall or may at any time sustain or be put to by reason of the inclusion of the above Agency Fee Article in the Collective Bargaining Agreement between the Union and the District.

The Union affirms that it will establish and will maintain a procedure which provides for the refund as provided by law. The maintenance of such a procedure is a condition for the agency fee. Dues and agency fee shall be paid to U.P.S.E.U., 3555 Veterans Highway, Ronkonkoma, N.Y. 11779.

ARTICLE XI - Employee Discipline

In the event an employee is reprimanded or otherwise disciplined, he/she shall have the right to a conference with the Superintendent or his/her designee.

ARTICLE XII - Smoke-Free Workplace

Notwithstanding current policy or practice to the contrary, there shall be no smoking permitted on any school grounds or property of the school district.

ARTICLE XIII - Salary

(a) The salary schedules for 2012-2013 is attached hereto as Appendix A; the salary schedule for 2013-2014 is attached hereto as Appendix B; the salary schedule for 2014-2015 is attached hereto as Appendix C; and the salary schedule for 2015-2016 is attached hereto as Appendix D.

(b) Effective July 1, 2012: Step 12 of the salary schedule shall be improved by 1.9%. All other steps shall remain unchanged.

Effective July 1, 2013: Step 12 of the salary schedule shall be improved by 1.9%. All other steps shall remain unchanged.

Effective July 1, 2014: Step 12 of the salary schedule shall be improved by 1.9%. All other steps shall remain unchanged.

Effective July 1, 2015: Step 12 of the salary schedule shall be improved by 1.9%. All other steps shall remain unchanged.

(c) Effective July 1, 2007, unit members holding the District and Civil Service title of Special Education Aide and who are actually required and/or performing the duties

of such title for the District, shall receive an annual stipend of \$550.00 beginning July 1, 2007; such stipend shall be increased to \$600.00 beginning July 1, 2008; beginning July 1, 2009, such stipend shall be increased to \$650.00; and such stipend shall be increased to \$700.00 beginning July 1, 2010.

ARTICLE XIV– Longevity

Effective July 1, 2004, employees shall receive an additional \$.75 per hour at the beginning of their twelfth (12th) year of service; an additional \$.75 per hour at the beginning of their fifteenth (15th) year of service; and an additional \$.55 per hour at the beginning of their twentieth (20th) year of service; effective July 1, 2005, employees shall receive an additional \$.85 per hour at the beginning of their twelfth (12th) year of service; an additional \$.85 per hour at the beginning of their fifteenth (15th) year of service; and an additional \$.65 per hour at the beginning of their twentieth (20th) year of service; effective July 1, 2006, employees shall receive an additional \$.95 per hour at the beginning of their twelfth (12th) year of service; an additional \$.95 per hour at the beginning of their fifteenth (15th) year of service; and an additional \$.75 per hour at the beginning of their twentieth (20th) year of service. Effective July 1, 2012, employees shall receive an additional \$.95 per hour at the beginning of their twentieth (20th) year of service.

ARTICLE XV – Health and Safety

The District, at its cost and expense, shall provide unit members with Hepatitis B vaccinations, at those intervals recommended by the District physician.

ARTICLE XVI – Family and Medical Leave Act Provision

To the extent that unpaid leaves of absence are not provided for in this agreement, the District will comply with the provisions of the Family and Medical Leave Act, for those employees eligible for such leaves under the specific requirements of the Act. Part-time employees may apply for family and medical leave. Applications by part-time employees will be approved only if in the sole non-grievable discretion of administration, such leaves are deemed necessary and/or appropriate. In the event that a part-time

employee's application for such unpaid leaves is denied by building administration, then the employee may appeal in writing to the Assistant Superintendent for Business Services. The Assistant Superintendent's decision shall be final, binding and non-grievable.

ARTICLE XVII – Claim for Wage Payroll System

Effective July 1, 2010, employees shall receive one twenty-sixth (1/26th) of their annualized pay, each pay period, beginning with the first pay period in September of each school year and shall receive the balance of their annualized pay in the last paycheck at the end of their work year. In the event that an employee is absent from work on days for which he/she has no approved leave time available, the district may deduct an amount equivalent to the employee's daily wages for each such day of absence, from the paycheck for the applicable pay period.

ARTICLE XVIII - TAYLOR LAW AMENDMENT

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT THE IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROVING LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE XIX- Duration

This agreement and each of its provisions shall be binding and effective as of the first day of July, 2007 and continue in full force and effect until the last day of June 2012.

ARTICLE XX – Lead Monitor Assignment


Building Administration shall have the right to assign the duties of Lead Monitor to unit members. Such assignment will require, at the discretion of Building Administration, such monitors to perform supervisory duties over other monitors within the same building. During the time periods that monitors are assigned to act as Lead Monitors, they shall also be required to perform their regular monitor's duties and assignments. Effective March 23,

2010, the date the Memorandum of Agreement was approved by the Board of Education and executed by the Board president, the stipend for employees assigned as Lead Monitors shall be increased to \$2.00 per hour. Effective July 1, 2010, the stipend shall be increased to \$2.50 per hour.

ABA Home Component Services

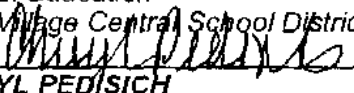
Unit members holding the Civil Service title of Special Education Aide and who are appropriately trained pursuant to State, local and District requirements to deliver ABA Home Component Services to District students diagnosed with autism and who perform such services at the request of Administration shall be paid by the District at the rate of \$30.00 per hour for such services. The aforementioned rate of pay will only apply when such unit members are requested by Administration to perform such services.

IN WITNESS WHEREOF the following have set unto their signatures and seal on the dates below written:



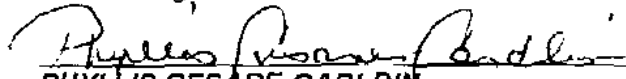
WILLIAM F. CONNORS, JR.
President
Board of Education
Three Village Central School District

Dated: 6/3/11



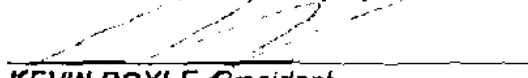
CHERYL PEDISICH
Superintendent of Schools
Three Village Central School District

Dated: 6/2/2015



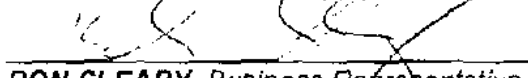
PHYLLIS CESARE-CARLDIN
President
Three Village School Monitor Unit
United Public Service Employees Union

Dated: May 27, 2015



KEVIN BOYLE, President
United Public Service Employees Union

Dated: May 14, 2015



RON CLEARY, Business Representative
United Public Service Employees Union

Dated: 5/13/15

12/13 NEW CONTRACT

ELEMENTARY - 180 DAYS - 2012/2013 SALARY SCHEDULE

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
# of Hours	108	126	144	162	180	207	225	252	270	306	324	351	378	405	432	459
Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Annual For	\$7,359	\$7,539	\$7,719	\$7,899	\$8,079	\$8,259	\$8,439	\$8,619	\$8,799	\$8,979	\$9,159	\$9,339	\$9,519	\$9,699	\$9,879	\$10,059
Hourly Rate	\$67.21	\$59.85	\$53.54	\$48.76	\$44.83	\$41.40	\$38.40	\$35.81	\$33.53	\$31.46	\$29.59	\$27.90	\$26.38	\$24.99	\$23.71	\$22.54
Annual For	\$14,718	\$15,078	\$15,438	\$15,798	\$16,158	\$16,518	\$16,878	\$17,238	\$17,598	\$17,958	\$18,318	\$18,678	\$19,038	\$19,398	\$19,758	\$20,118
Hourly Rate	\$136.42	\$117.70	\$107.08	\$97.58	\$89.06	\$81.52	\$74.96	\$69.37	\$64.72	\$60.91	\$57.81	\$55.41	\$53.66	\$52.49	\$51.81	\$51.54

SECONDARY MONITORS - 178 DAYS - 2012/2013 SALARY SCHEDULE

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
# of Hours	108	126	144	162	180	207	225	252	270	306	324	351	378	405	432	459
Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Annual For	\$7,179	\$7,359	\$7,539	\$7,719	\$7,899	\$8,079	\$8,259	\$8,439	\$8,619	\$8,799	\$8,979	\$9,159	\$9,339	\$9,519	\$9,699	\$9,879
Hourly Rate	\$66.47	\$58.41	\$52.35	\$47.65	\$43.88	\$40.48	\$37.48	\$34.89	\$32.66	\$30.68	\$28.94	\$27.32	\$25.81	\$24.41	\$23.10	\$21.95
Annual For	\$14,358	\$14,718	\$15,078	\$15,438	\$15,798	\$16,158	\$16,518	\$16,878	\$17,238	\$17,598	\$17,958	\$18,318	\$18,678	\$19,038	\$19,398	\$19,758
Hourly Rate	\$132.94	\$113.70	\$103.08	\$93.58	\$85.06	\$77.52	\$71.93	\$67.28	\$63.57	\$60.76	\$58.76	\$57.39	\$56.61	\$56.34	\$56.07	\$55.80

12 yr comp

14 yr comp

16 yr comp

18 yr comp

20 yr comp

12 yr comp

14 yr comp

16 yr comp

18 yr comp

20 yr comp

