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A AGREEMENT

BETWEEN THE

JEFFERSON CENTRAL SCHOOL DISTRICT

AND THE

**JEFFERSON EDUCATIONAL SUPPORT
PERSONNEL ASSOCIATION**

July 1, 2006 to July 31, 2010

MADE IN FULL PAYMENT OF
THE

AGREEMENT

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ARTICLE I – PREAMBLE

In order to put into effect the provisions of Chapter 392 of the Laws of 1967 of the Public Employees' Fair Employment Act, to encourage harmonious working relationships between the Jefferson Central School Board of Education (hereafter referred to as the "Board") and the Jefferson Educational Support Personnel Association (hereafter referred to as the J.E.S.P.), this Agreement is made and entered into between the Board and the J.E.S.P.

ARTICLE II – RECOGNITION

The Board of Education of the Jefferson Central School District hereby recognizes the Jefferson Educational Support Personnel Association as the exclusive representative of a bargaining unit composed of all licensed teaching assistants and non-instructional support staff personnel except the confidential secretary to the Superintendent, the guidance secretary, the District treasurer, the assistant to the District treasurer, and substitute employees temporarily filling the position of a permanent non-instructional employee. Such exclusive representation status will continue until the J.E.S.P. is successfully challenged pursuant to Section 201 of the Rules and Regulations of the Public Employment Relations Board.

ARTICLE III – GENERAL PROVISIONS

Except by mutual agreement, the Board and Association must have their first meeting for negotiations not later than March 15 of the year in which the Contract expires.

Nothing shall appear in the newspapers until impasse or settlement is reached.

ARTICLE IV – MAINTENANCE OF STANDARDS

Section 1 –

The employer agrees not to diminish or impair any benefit or privilege provided by law, rule, regulation, or past practice during the term of this Agreement without negotiation with the Association.

Section 2 –

In the event of a change in any statute which would amend or modify any provision of the Agreement, or other terms and conditions of employment, the parties hereby agree to meet for the purpose of negotiating those provisions affected by said change.

ARTICLE V – TAYLOR LAW REQUIREMENT

PURSUANT TO SECTION 204-a OF THE PUBLIC EMPLOYEES FAIR EMPLOYMENT ACT, 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, THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE VI – JUST CAUSE

No employee will be disciplined or discharged except for just cause.

ARTICLE VII – ASSOCIATION DAYS

The Jefferson Educational Support Personnel Association shall receive five (5) unpaid Association days for its representatives to attend conferences, conventions, Lobby Day, and other meetings of NYSUT.

ARTICLE VIII – JURY DUTY

Any employee called for Jury Duty shall be paid their normal rate of pay by the District while serving on Jury Duty with no loss of time. The employee shall reimburse the District any remuneration, less mileage and meal allowance, received for Jury Duty. The employee shall notify the District daily regarding attendance requirements.

ARTICLE IX – DEFINITION OF FULL TIME EMPLOYMENT

For all provisions of this contract, the following definitions shall be used to determine an employee's full time status with our district.

12 month staff:	260 days @ 8 hours per day
10 month Aides/LTA's:	180 days @ 7 hours per day
10 month cafeteria staff:	180 days @ 5 ½ or 6 ½ hours per day (depending on assignment)
10 month drivers:	180 days; (1) AM and (1) PM run daily (regularly scheduled runs)

Aides and LTA's are expected to work on days teachers are assigned to school.

Bus drivers and cafeteria personnel are expected to work on days students are expected to attend school.

If necessary, drivers and cafeteria personnel may be required to work when school is not in session. When this is necessary, staff shall be compensated at their hourly rate or per-diem wage.

ARTICLE X – PAID AND UNPAID LEAVE

Section 1: Sick Leave Bank

Sick Leave Bank will be established and operated by the following regulations:

1. There will be a Board of Directors in charge of executing all business of the Sick Leave Bank.
2. The Board of Directors will consist of two (2) members of the Association, one (1) Board member and one (1) administrator.
3. Association members who choose to participate must join the Sick Leave Bank by September 30 or by special permission of the Board of Directors. New unit members may join within thirty (30) days of initial employment.
4. Voluntary deposits of two (2) days from each Association member's sick leave will be deducted as they enter the Sick Leave Bank. One (1) day per year will be deducted from the Association member's sick leave until the Sick Leave Bank has a maximum of two hundred (200) days, except as mentioned in number 5 below.

5. If the Sick Leave Bank reaches two hundred (200) days, no Association member who has been a member of the Sick Leave Bank for five (5) years or more shall contribute any more days unless the Sick Leave Bank falls below one hundred fifty (150) days at which time all members will contribute. New members will continue to contribute sick leave days even if the Sick Leave Bank is at two hundred (200) days until they have been members for five (5) years.
6. Any Association member leaving the District will forfeit any days he/she has contributed. If a member of the Sick Leave Bank decides to stop participating, any days contributed shall be forfeited.
7. The Sick Leave Bank will be restricted to illness or injury requiring medical attention and/or hospital care.
8. The Sick Leave Bank will not apply to the situation where Worker's Compensation is applicable.
9. Participating members may only borrow days after their own sick leave time has been depleted.
10. Applications for use of sick days should be submitted as soon as the need becomes apparent, and be signed by the Association member. The application must be accompanied by a Doctor's statement. The Board of Directors may request verification of need for Sick Leave Bank days through its own School Physician.
11. The Board of Directors must reach a decision on a member's application within ten (10) days. All decisions are final.
12. A Sick Leave Bank member may borrow a maximum of sixty (60) days in any one (1) school year (July 1 through June 30). Until such time that the Sick Leave Bank has reached one hundred fifty (150) days, the maximum withdrawal may be limited to twenty-five percent (25%) of the number of days in the Sick Leave Bank.
13. An individual whose illness extends into a second (2nd) year must reapply to the Sick Leave Bank, as per number 12 above – only sixty (60) days in any one (1) school year.
14. All days that remain in the Sick Leave Bank at the end of the year will be carried over into the following school year.
15. Any changes in the rules must be jointly agreed upon by the Association and the Board of Education after submission by the Sick Leave Bank Board of Directors.
16. The Association shall maintain Sick Leave Bank totals and furnish a report to the Superintendent of Schools upon his/her request. An accounting of the number of days in the Sick Leave Bank will be conducted jointly by the Association and the District by July 31 of each year.

Section 2: Sick Leave

Sick leave shall be granted as follows:

Twelve (12) month employees – shall be credited with fifteen (15) days of paid sick leave on July 1st of each year.

Ten (10) month employees – shall be credited with twelve (12) days of paid sick leave on September 1st of each year.

The Superintendent of Schools at his/her discretion may grant days to Association members prior to their accrual.

Three (3) Family Sickness days are inclusive in the twelve (12) and fifteen (15) days sick leave.

Family sick days may be used due to illness of a unit member's immediate family. Immediate family shall mean: spouse, parents, children, siblings, grandparents, grandchildren or other persons living in the employee's household for whom the employee is directly responsible for providing care.

Section 3: Personal Leave

Employees shall be granted five (5) personal days to conduct urgent business which cannot be scheduled outside of regular school hours. Requests for personal leave shall be submitted forty-eight (48) hours in advance, in writing, on an approved form. Personal leave may not be used for vacation or recreational purposes, nor shall such leave be used to extend a school holiday or vacation. Unused personal leave shall be converted to sick leave at the end of each year.

Section 4: Bereavement Leave

Personnel will be granted three (3) bereavement days for death in the family (spouse, children, parents, siblings, grandparents, grandchildren, or other persons living in the employee's household for whom the employee is directly responsible for providing care). If more days are required, they may be granted by the employer and deducted from sick days.

Section 5: Leave of Absence

Subject to the approval of the Board of Education and upon written notification to the employer ninety (90) days in advance, in non-emergency situations, an employee shall be allowed to take a leave of absence without pay or other economic benefit for a period of up to two (2) years. Upon return to duty, all rights and privileges accumulated at the time of the leave will be restored to the employee. The employee must notify the District, in writing, of their intent to return at least sixty (60) days prior to the end of the leave. If said leave is less than one (1) year, thirty (30) days written notice of intent to return is required.

Unit members may also apply for leave under the Family Medical Leave Act.

Section 6: Holidays

All twelve (12) month employees shall be granted the following holidays with pay:

New Year's Day (*January 1*)
Martin Luther King Jr. Day
Presidents' Day
Good Friday (*when school is not in session*)
Memorial Day
Independence Day
Labor Day
Veterans' Day (*on November 11 for custodians/cleaners or any other day as determined as mutually agreeable by the Superintendent and the custodians/cleaners*)
Thanksgiving Day
Friday after Thanksgiving
Christmas Eve Day
Christmas Day
New Year's Eve Day (*December 31*)

If a holiday falls on a Saturday, the preceding Friday will be observed. If a holiday falls on a Sunday, the following Monday will be observed.

Section 7: Vacation

Vacation shall be granted with pay to twelve (12) month employees according to the following schedule, upon completion of the number of years specified, based on the employee's anniversary date of employment.

One (1) year of service – shall accumulate vacation days at the rate of .417 days per month for a total of five (5) days per year.

Two (2) years of service through four (4) years of service – shall accumulate vacation days at the rate of .834 days per month for a total of ten (10) days per year.

Five (5) years of service through nine (9) years of service – shall accumulate vacation days at the rate of 1.25 days per month for a total of fifteen (15) days per year.

Ten (10) years of service and thereafter – shall accumulate vacation days at the rate of 1.67 vacation days per month for a total of twenty (20) days per year.

Employees may accumulate a maximum of forty (40) vacation days. Immediately following ratification of this contract, employees with more than forty (40) accumulated vacation days shall receive a one-time buyout of all days in excess of forty (40) days at the rate of seventy-five dollars (\$75) per day.

The Superintendent of Schools at his/her discretion may grant days to Association members prior to their accrual.

ARTICLE XI – Salaries

Section 1 – Minimum Starting Salaries (by position/class)

Base salaries for the life of this Contract shall be:

Position/Class	2006-2007	2007-2008	2008-2009	2009-2010
Bus Drivers	7,100	7,300	7,500	7,700
Aides	10,950	11,300	11,650	12,000
LTA's	12,100	12,460	12,820	13,180
Cooks	8,100	8,340	8,580	8,820
Cook Manager	16,100	16,600	17,100	17,600
Cleaners	15,500	15,950	16,400	16,850
Nurses	20,250	20,850	21,450	22,050
Head Custodian	22,500	23,200	23,900	24,600
Head Bus Driver* Includes driver and supervisory salaries	19,500	20,100	20,700	21,300

Section 2 – Salary Increases

For the life of this contract, members of the bargaining unit shall receive salary increases following this schedule...

- 2006-07: All employees' salaries shall be increased as follows:
6% increase on the first \$12,000 of salary
4% increase on any salary in excess of \$12,000
- 2007-08: 4%
- 2008-09: 4%
- 2009-10: 4%

Section 3 – Driver “Special Run” Salaries (per run)

	<u>Years 1-2</u>	<u>Years 3-4</u>
1-8 miles roundtrip	\$16	\$17
9-16 miles roundtrip	\$18	\$19
17-24 miles roundtrip	\$20	\$21
25-32 miles roundtrip	\$24	\$26
33-40 miles roundtrip	\$26	\$28
41-48 miles roundtrip	\$28	\$30
49-56 miles roundtrip	\$32	\$35
57-64 miles roundtrip	\$35	\$38

Section 4 – Driver “Extracurricular” Hourly Rate of Pay

Extra Curricular driving shall be done by regular drivers of Jefferson Educational Support Personnel or regular substitute drivers except in the cases of emergency. The rate of pay of regular drivers of the Jefferson Educational Support Personnel Association is:

2006-07: \$14 2007-08: \$14 2008-09: \$15 2009-10: \$15

Section 5 –

Any employee working more than the allocated hours per week for his/her job title shall be compensated for the additional time at one and one-half (1 1/2) times his/her regular hourly rate of pay. Any overtime must be approved in writing, in advance by the Superintendent or the employee’s department head.

Section 6 –

Bargaining unit members will be allowed a twelve (12) month paycheck option effective July 1, 1990.

Section 7 –

All custodians or cleaners working nights shall receive a five hundred dollars (\$500) night shift differential. The differential shall not be added to the base.

Section 8 –

Every effort will be made to bring in a substitute, when a night cleaner calls in sick, to assure that there are two (2) people in the building at all times.

ARTICLE XII – LONGEVITY PAYMENTS

For the length of this contract, longevities shall be paid to unit members beginning in their 6th, 11th, 16th, and 21st years of service following this schedule:

Position/Classification	Beginning 6th Year	Beginning 11th Year	Beginning 16th Year	Beginning 21st Year
12 Month Staff Cleaners, Head Custodian	225	225	250	250
10 Month Staff Aides, LTA’s, and Cafeteria Staff, Drivers	175	175	200	200
Nurse	300	300	350	350

ARTICLE XIII – CAFETERIA PLAN

A full three (3) part Cafeteria Plan (IRS - 125) shall be adopted by the District with the cost being equally divided by the parties. The Third Party Administrator and Plan language shall be mutually agreed to by the parties and language thereto shall be incorporated into the Agreement.

ARTICLE XIV – INSURANCE

All employees shall contribute to their individual and family health insurance premiums at the following rates:

Section 1: Health Insurance

<u>Year</u>	<u>Employee Contribution (individual)</u>	<u>Employee Contribution (family)</u>
2006-07	4.5%	4.5%
2007-08	5%	5%
2008-09	5.5%	5.5%
2009-10	6%	6%

Health insurance for retirees shall be provided at the same dollar amount the employer was paying, when they notified the District of their intent to retire. To be eligible for retiree's health insurance an employee must have worked at the Jefferson Central School District for at least ten (10) consecutive years prior to retirement.

Section 2: Health Insurance Buy-Out

Employees declining health insurance coverage, who by written waiver demonstrate proof of other health insurance, shall receive a payment of \$2,000 (for individual) or \$4,000 (for family). The payment for the health insurance buy-out shall be made in the last pay period of the school year.

Any employee taking the buy-out incentive shall be ineligible to change health insurance coverage until the following school year. Employees who wish to change their coverage status during the school year shall be subject to the enrollment restrictions of the insurance carrier. For mid-year changes, the health insurance buy-out benefit shall be prorated.

Section 3: Dental Insurance

The Board of Education will provide individual dental insurance, Prime Blue 1, 2, 3, 4 or comparable coverage and will pay one hundred percent (100%) of the cost for said insurance. If an employee desires family dental coverage, he/she will pay the full cost of adding his/her family to the Plan.

If the Otsego-Northern Catskills BOCES starts a Dental Plan that is equal to or better than the present Plan (Prime Blue 1, 2, 3, 4) the parties agree to open this Section of the Contract for negotiations.

Section 4: Disability Insurance

The employer shall subscribe to and participate as a covered employer under the State Disability Insurance Law at no cost to the employee.

Section 5: Unemployment Compensation

Unemployment compensation shall be available to all employees when there is no work for them.

ARTICLE XV – TERMINATION BENEFIT

If an employee has at least twelve (12) years of consecutive service, then upon retirement, death or termination of employment (other than for cause), the employee or his/her beneficiary shall be paid in cash an amount equal to one-half (1/2) of his/her accumulated hours of sick leave up to a maximum of one-half (1/2) of one hundred twenty (120) days for twelve (12) month employees or a maximum of one-half (1/2) of one hundred (100) days for ten (10) month employees.

ARTICLE XVI – EVALUATION OF UNIT MEMBERS

Section 1 –

Employees of the School District shall have a reasonable expectation of continued employment and regular advancement on the salary schedule so long as their service is competent, efficient and satisfactory.

Section 2 –

Employees will be evaluated within the scope of their job title or job description.

Section 3 –

After such an observation and evaluation, a written copy of the evaluation will be provided to the employee in a timely fashion. The employee may request a follow-up conference to discuss the evaluation. The form used in the evaluation will be at the option of the Superintendent.

Section 4 –

The employee must sign any evaluation only to prove that he/she has seen it before it is placed in his/her personnel file.

Section 5 –

If the employee disagrees with the evaluation, he/she may attach a rebuttal to it which will then be attached to the evaluation and placed in the employee's personnel file.

Section 6 –

If the evaluator is critical of the employee's performance he/she must be specific and make suggestions as to how the employee may improve his/her performance in a developmental way.

Section 7 –

Each employee will be evaluated at the discretion of the Superintendent.

Section 8 –

Any discipline or denial of financial advantage shall be based on these evaluations.

ARTICLE XVII – LABOR / MANAGEMENT COMMITTEE

Section 1 –

The Labor/Management Committee shall consist of two (2) representatives from the District and two (2) representatives from the Union. The Committee shall meet whenever deemed necessary by either the employer or the union, but not less frequently than once per semester, to discuss and review matters of concern to the union or the employer. The Committee shall convene within five (5) working days after the issuance of a written notice from one party to the other that it wishes to have a Committee meeting.

Section 2 –

The purpose of the Committee shall be to discuss specific issues which may arise either under or outside the Contract, in an attempt to either resolve problems and/or find effective resolutions by the parties.

Section 3 –

The Committee's recommendations shall be advisory only, and shall not be binding upon either party. Nothing said in the Committee meetings may be used in evidence in any Court action, administrative proceeding, arbitration, or any similar proceeding, whether between the employer and the union or any unit members.

ARTICLE XVIII – GRIEVANCE PROCEDURE

Step 1 –

Employee meets informally with his/her immediate supervisor to resolve problem. If an agreement is reached, a written memorandum agreed to by both parties will be drafted. If there is no agreement, the employee, within three (3) days, will reduce his/her concern to writing and resubmit.

Step 2 –

Employee will submit his/her grievance to the administrator in charge. The administrator will review the grievance and respond. This response will be within ten (10) days and will be in writing. The employee will receive this response. If an agreement is reached, the contents of the response will be enacted immediately. If there is no agreement, an appeal memorandum will be drafted by the employee within three (3) days and will be submitted to the administrator.

Step 3 –

Upon receipt of the appeal memorandum, the administrator will, within ten (10) days assign a hearing officer to meet with both parties and review both sides of the issue. The hearing officer will render a decision within five (5) days. If there is agreement, the contents of the response will be immediately enacted. If there is no agreement, an appeal memorandum will be drafted by the employee within three (3) days and will be submitted to the Clerk of the Board of Education.

Step 4 –

Both sides of the issue will be presented to the Board. The Board, within five (5) days will render a decision. The decision of the Board will be final.

ARTICLE XIX – SPECIAL CLASSES (Drivers, Cleaners, Cafeteria Workers)

Section 1: Bus Drivers:

A. 19A Training and CDL Licenses

All bus drivers must meet all 19A eligibility requirements during their time of employment. The district shall compensate drivers \$20 per session for required 19A training (twice annually). In addition, the district shall pay for the CDL portion of a driver’s license for all full-time drivers (or other full-time positions requiring a valid CDL driver’s license).

If 19A training sessions are held during the regular working hours of any employee, that employee will not be eligible for extra pay.

B. Weekend/Holiday/Vacation Stipend

During the regular school year, any driver that takes a run during a weekend, holiday, or during a school vacation shall receive an additional fifty cents (\$0.50) per hour adjustment. Bus drivers that take extra-curricular runs that stop for students to eat, or long runs (for example, New York City) shall be reimbursed for meals at the following rate:

Breakfast	seven dollars (\$7.00)
Lunch	ten dollars (\$10.00)
Dinner	fifteen dollars (\$15.00)

C. Drug and Alcohol Testing

The District and the Association recognize the primary purpose of the Omnibus Transportation Employee Testing Act of 1991 as providing safe and secure transportation for students. The parties also recognize the value of the District employees who provide that transportation in Jefferson. The District and Association further understand that alcoholism and substance abuse are illnesses which are treatable. In joint recognition of the above, the parties hereby agree to the following:

Section 1 –

Unless otherwise abridged by this Agreement, employees afflicted with alcoholism or substance abuse shall be entitled to all the rights and benefits provided to other employees who are ill.

Section 2 –

Employees who request diagnosis and treatment for alcohol or substance abuse before being notified in writing of the requirement to submit to testing shall be allowed, immediately upon making that request, to be placed in a non-safety-sensitive position if one is deemed available by the District, or to use any and all accrued sick leave while participating in both the diagnosis and rehabilitation of their condition.

Section 3 –

Upon the successful completion of rehabilitation, and upon meeting all of the requirements under the law, the employee will return to work and enjoy all the rights and privileges afforded other unit members.

Section 4 –

Employees who test positive in accordance with the procedures set forth in the Drug and Alcohol Abuse Testing Procedure, as determined between the District and the Association, at any time

during their employment will be suspended without pay for the period of time of rehabilitation. During this suspension, the employee will continue to be covered by whatever District health insurance plan he or she is enrolled in at the time of the suspension. The District will continue to pay its portion of the premium during rehabilitation.

Section 5 –

Employees who test positive a second time shall be subject to termination.

Section 6 –

For drug testing, the collection agent and lab will employ the split sample method. The initial or screening test, if positive must be confirmed by a confirming test as defined in the Federal Regulations. A split sample will be preserved and made available to the employee's choice of labs in cases of a confirmed positive.

Section 7 –

Notice to the individual employee of any mandatory testing requirement must be in writing and must include the date and time of the collection, the nature and purpose of the testing, the name of the supervisor ordering the testing, and an indication that the order is being given under the authority of the Department of Transportation.

Section 8 –

All testing will be done during working hours and employees shall thereby be on paid status for the time spent on the testing and related procedures, including travel time to and from the test site.

Section 9 –

The cost of the testing program, including training and any other consideration deemed necessary of the operation of the program, shall be borne by the District.

Section 10 –

Training opportunities will be offered at least twice a year as arranged by the joint committee referenced in Section 11 below. This training shall be in addition to any statutory requirements. Additionally, the District will be responsible for making available to a reasonable number of employee representatives, the same training required of supervisors in abuse recognition, or "reasonable suspicion".

Section 11 –

During the first year of the testing program the District, with the involvement of the Association, shall be responsible for selecting the agency(ies) responsible for testing. Beginning as soon as is practicable, the parties will establish a joint Committee of equal representation. Members of this Committee shall not be involved in any of the activities of the testing program requiring direct involvement in cases.

The role of the Committee shall include, but not be limited to:

- a. To review the effectiveness of the program at least annually;
- b. To arrange for the delivery of educational programs concerning drug and alcohol abuse prevention and rehabilitation;

- c. To check and report on the testing laboratories utilized in the program using the following criteria:
 - 1) The performance of confirmatory testing of specimens when initial screening indicates positive results;
 - 2) Procedures for documenting chain of custody;
 - 3) Lab turn around times and overall efficiency; and
 - 4) Cost of services.

Section 12 –

All records of an employee's participation in any facet of the program, including collection, testing, diagnosis and rehabilitation shall be held in strictest confidence. Only those authorized by statute shall have access to records and correspondence regarding the testing program.

Section 13 –

The Association shall be provided any non-confidential summary data provided the District by any agency involved in the program. No document with the name of any tested employee will be shared with the Association without the written authorization of that employee.

Section 2: Cafeteria Workers

A. Shoe Reimbursement

Each cafeteria staff shall member be reimbursed up to a maximum of seventy-five dollars (\$75) per year for a pair of shoes. Shoe reimbursement checks shall be drawn from the cafeteria budget.

B. Banquets

The Jefferson Central School cafeteria staff shall, if scheduled, work four (4) banquets per year: Fall Sports Banquet, Winter Sports Banquet, Spring Sports Banquet and Honors Banquet. The cafeteria staff shall be compensated (following the schedule below) for the preparation, serving and cleanup (kitchen) of the above mentioned banquets. If other banquets are requested, the cafeteria staff shall be compensated at the rate of \$15 per hour. There shall be a maximum of three (3) cafeteria staff members at each banquet. The staff shall be chosen by the Cafeteria Manager and approved by the Superintendent. Only JCS cafeteria workers shall work the banquets.

2006-07: \$15	2007-08: \$15	2008-09: \$16	2009-10: \$16
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Section 3: Custodians and Cleaners

A. Uniforms

Each custodian and cleaner shall be provided with three (3) uniform shirts at the start of his/her employment. Shirts will be replaced by the district as needed and must be worn while the employee is working when school is in session (not during summer months and other vacations).

B. Shoes

Each custodian or cleaner shall be reimbursed up to a maximum of seventy-five (\$75) dollars per year for a pair of work appropriate shoes.

C. Notice of Schedule Changes

Custodians and cleaners will receive one week's notice of any additions or changes to the "building use calendar" whenever possible.

ARTICLE XX – DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 2006, and shall continue in effect through June 30, 2010.

FOR THE ASSOCIATION:

BY: Kathryn G. Bulba
President
Jefferson ESP Association

12/19/06
Date

FOR THE BOARD:

BY: [Signature]
Superintendent
Jefferson Central School

12/19/06
Date

