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AGREEMENT

FAYETTEVILLE-MANLIUS

SCHOOL DISTRICT

and

FAYETTEVILLE-MANLIUS

EDUCATION SUPPORT PERSONNEL ASSOCIATION

July 1, 2005

through

June 30, 2008

## TABLE OF CONTENTS

AGREEMENT	-	1
ARTICLE I	- Recognition	1
ARTICLE II	- Definitions	1
ARTICLE III	- Compensation	2
ARTICLE IV	- Leaves	3
ARTICLE V	- Employment Security	6
ARTICLE VI	- Credit for Prior Experience	6
ARTICLE VII	- Tax Sheltered Annuities	6
ARTICLE VIII	- Emergency Closing Days	7
ARTICLE IX	- Retirement Program	7
ARTICLE X	- Health Insurance	7
ARTICLE XI	- In-Service Training Program	8
ARTICLE XII	- Vacations	8
ARTICLE XIII	- Paid Holidays	10
ARTICLE XIV	- Issue Discussion	11
ARTICLE XV	- Grievance Procedure	11
ARTICLE XVI	- Posting of Vacancies	13
ARTICLE XVII	- Assignments and Promotions	13
ARTICLE XVIII	- Substitutes	14
ARTICLE XIX	- Savings Clause	14
ARTICLE XX	- Taylor Law Clause	14
ARTICLE XXI	- Association Rights	15
ARTICLE XXII	- Evaluations	15
ARTICLE XXIII	- Employee's Personnel File	16
ARTICLE XXIV	- Negotiations Ground Rules	16
ARTICLE XXV	- Sick Bank	16
ARTICLE XXVI	- Study Committee	18
ARTICLE XXVII	- External Responsibilities	18
ARTICLE XXVIII	- Term of Agreement	19

### ATTACHMENTS:

Salary Schedule A	2005-06	20
Salary Schedule B	2005-06	21
Salary Schedule A	2006-07	22
Salary Schedule B	2006-07	23
Salary Schedule A	2007-08	24
Salary Schedule B	2007-08	25
Salary Schedule C	2005-08	26
Parental & Maternity Leave - Appendix I.(1)		27
Sick Leave During Pregnancy-Related Disability		
Appendix I. (2), I. (3)		28

## AGREEMENT

Between Fayetteville-Manlius Central School District ("District") and Fayetteville-Manlius Education Support Personnel Association ("Association") to govern the terms and conditions of employment. It is agreed between the parties that any matters not included in this agreement which are the subject of New York State Civil Service Law shall equally apply.

### ARTICLE I RECOGNITION

The District hereby recognizes the Fayetteville-Manlius Education Support Personnel Association as the exclusive bargaining agency for all office personnel bearing Civil Service classification, with the exception of:

Secretary to the Superintendent  
Secretary to the Assistant Superintendent for Personnel  
Personnel Aide to the Supervisor of Personnel

### ARTICLE II DEFINITIONS

- A) "Board" shall mean the Board of Education of the district.
- B) "Superintendent" shall mean the Superintendent of the School District.
- C) "Full-Time Employee" shall be any employee who:
  - 1. Is employed twelve (12) months during the school year and works from eighteen and one-half (18 1/2) to thirty-seven and one-half (37 1/2) hours per week during the academic year and thirty-five (35) hours during the summer months (normally starting July 1<sup>st</sup> and ending August 31<sup>st</sup>).
  - 2. Is employed eleven (11) months during the school year and works from eighteen and one-half (18 1/2) to thirty seven and one-half (37 1/2) hours per week during the academic year and thirty-five (35) hours per week during the summer months (normally starting July 1<sup>st</sup> and ending August 31<sup>st</sup>). The eleventh (11th) month shall consist of twenty two (22) working days during July and August with July 4 considered as the twenty second (22nd) working day. In the event of a summer shutdown (as is the practice at F-M High School) affected employees shall be notified no later than February 15 of the date(s) of said shutdown.
  - 3. Is employed ten (10) months during the school year and works from eighteen and one-half (18 1/2) to thirty seven and one-half (37 1/2) hours per week during the academic year (normally September 1<sup>st</sup> to June 30<sup>th</sup>).
  - 4. Ordinarily there will be an administrator or custodian or another secretary in a school building when a secretary is working.

Article II (con't.)

In the event the District elects to shut down for a given period of time and said eleven (11) month employee is required to work at a later time in said school year for the amount of time equal to the shutdown, (s)he will be compensated for said work. This shall not result in payment to the individual(s) involved for both the period of shutdown and the period of make-up.

In the event the district elects to shut down for a given period of time and said ten (10) month employee is required to work at a later date during said School Year for the amount of time equal to the shutdown, (s)he will be compensated for said work. This shall not result in payment to the individual(s) involved for both the period of shutdown and the period of make-up.

- D) "Part-time employee" shall be an employee who is regularly employed less than a half-time basis. Any employee in this category shall not be entitled to any fringe benefits such as Holiday Pay, Vacation, Sick Leave, Personal Leave, Health Insurance, Dental Insurance, etc.
- E) "Immediate supervisor" shall be the administrator, superintendent, business manager, department coordinator or building principal for whom the employee works.
- F) "School year" shall be the period of July 1 through June 30.

ARTICLE III  
COMPENSATION

A) Wages

Wages shall be in accordance with Schedule A or Schedule B attached hereto and made a part hereof this agreement. Education Support Personnel shall be paid in accordance with schedule A for a period of seven (7) years. After the completion of seven (7) full school years those employees will be moved to and paid in accordance to Schedule B. All other Education Support Personnel, except those employees off schedule prior to July 1, 2002, shall be paid in accordance with Schedule B.

B) Pay Periods

All twelve (12) month employees based on 26 pay periods.

All eleven (11) month employees based on 23.8 pay periods.

All ten (10) month employees based on 21.6 pay periods.

Each full pay period representing ten (10) days worked or entitled to for designated holidays and earned vacations.

Article III (con't.)

C) Employee Paydays

Within the adopted calendar for each school year, employees will be paid on a bi-weekly basis. Ten (10) and eleven (11) month employees who wish to have twenty six (26) pay checks must notify the District payroll office in writing. Changes for the next fiscal year must be submitted by June 15.

D) Overtime

1. If an employee works in excess of forty (40) hours in any work week, (s)he shall receive one and one half times his/her hourly rate for such authorized hours worked.
2. If an employee works on Sunday or any paid holiday, (s)he shall receive two (2) times his/her hourly rate for such authorized Sunday or holiday hours worked, provided that (s)he has worked in excess forty (40) hours in that work week. Written authorization for said overtime must be secured in advance from the immediate supervisor.

ARTICLE IV  
LEAVES

A) Sick Leave - Full-Time Employee

1. Full-time employees shall be allowed twenty (20) days per school year at full salary for personal illness.
2. Days not used during a school year shall be credited to each eligible employee at the beginning of the following school year, provided that the maximum accumulation of unused sick leave days shall be two hundred (200) for ten (10) month employees, two hundred twenty (220) for eleven (11) month employees and two hundred forty (240) for twelve (12) month employees, further provided that any such accumulation shall be removed and shall not be paid for upon termination of employment or retirement. An employee unable to return to work on the regularly scheduled date of the new school year due to illness or injury may use accumulated sick days. Sick days for the new year will not be credited until the employee returns to work.
3. There shall be no accumulation of unused sick leave from an employer other than the District.
4. The District may, at its discretion and expense request a certificate from an authorized school physician to determine the eligibility of absence as sick leave hereunder if such absences are in excess of five (5) consecutive school days.
5. Five (5) of the twenty (20) sick days accumulated in one fiscal year shall be available for family illness. Unused days shall be carried to the next fiscal year as sick days.

Article IV (con't.)

B) Parental and Maternity Leaves

1. A leave of absence without pay may be granted to an employee by the Board, with the recommendation of the Superintendent, for the purpose of child bearing or child rearing, for a period not to exceed two (2) years.
2. An employee shall notify the District not less than three (3) months before her personal physician's estimated delivery date in the event of pregnancy or not less than one (1) month before the date of adoption in the case of adoption, as to said employee's election of the type of leave desired, which shall be one of the following:
  - (a) Parental Leave of Absence without pay pursuant to Article IV, (b) hereof; or
  - (b) Sick Leave during the period when she is physically unable to perform her regular work duties (pregnancy only); or
  - (c) Sick Leave during said period of pregnancy-related disability plus a Parental Leave of Absence without pay, commencing on termination of the said period of disability. The notification to the District shall be substantially in the form attached as Appendix I.

3. Procedure

- (a) For a Parental Leave of Absence, the commencement and termination date shall be agreed to by the employee and the superintendent or his/her designee. In the event this period should need to be altered, any alteration shall be mutually agreed upon by the superintendent or his/her designee and the employee.
- (b) For Sick Leave during the period of pregnancy-related disability only, the employee shall, prior to commencing the same, obtain from her personal physician and submit to the District written certification in the form attached hereto as Appendix I.2, as to date of commencement of the disability and an estimate as to its duration.

At any time after such a sick leave has continued for a period of six (6) weeks after delivery, the employee upon request from the District shall submit an additional written certification from her personal physician to the effect that the disability continues.

- (c) For a combined sick leave and parental leave of absence without pay, the employee shall first proceed in accordance with the provisions of Article IV B 3.(b) hereof; and then apply for parental leave in accordance with Article IV (b) 3.a.
- (d) An employee who is on the sick leave portion of a parental leave may elect to return to work anytime prior to the beginning of the unpaid portion of the parental leave, thereby terminating the leave at that point.

Article IV (con't.)

C) Personal Leave/Personal Business Leave

1. Each full-time employee shall be granted up to a five (5) day leave of absence for each death or serious illness in the family. Said leave of absence will be with full pay. Such leave will be on a non-accumulative basis.

Immediate family, for the purposes of sub-paragraph "1" consists of:

Husband, wife, mother, father, sister, brother, son, daughter, father-in-law, mother-in-law, guardian, grandchild, grandparents, son-in-law, daughter-in-law, "almost family." "Almost family" shall be a person who has had a long, exceedingly close, family-type relationship with the employee.

It is expressly agreed to by and between the parties that in the event an employee exhausts the leave granted in "1" above that any additional leave will be termed personal leave (as defined in "2" herein), and in the event an employee has exhausted her or his personal leave at the time of the application for additional leave, said employee will not be compensated for said additional leave.

2. Other Personal Business Leave - the intent of personal business leave is to provide an employee the opportunity to conduct business that cannot be performed other than during work hours. It is intended neither to serve as recreation or vacation time or to extend a holiday or vacation period.

Each full-time employee shall be granted up to three (3) days personal business leave with full pay, subject to the following:

- (a) Presentation of request to supervisor forty-eight (48) hours in advance, except for emergency.
  - (b) Approval of the request by the supervisor.
3. The Superintendent is authorized to credit additional leave with pay under unusual circumstances which, in his judgment, justify such an exception.
  4. In the event that three emergency closing days have been declared, one additional personal day shall be granted.

D) Jury Duty

Any full-time employee who is called for jury duty shall suffer no reduction from his regular District pay while serving as a juror.



Article IV (con't.)

E) Leave of Absence Without Pay

1. The District, at its discretion, may grant leaves of absence without pay for a period not to exceed one (1) year. To be eligible for said leave of absence, an employee must have been actively employed by the District for twelve (12) months prior to the request for a leave of absence. The application for such leave accompanied by the reasons for the request, shall be made to the District through the applicant's immediate supervisor.
2. An employee granted a leave of absence shall be entitled to the same health insurance benefits as she or he would have if not on said leave; however, the full cost of said health insurance benefits will be paid by the employee.

F) Conference Time

Bargaining unit members shall submit to the superintendent or his/her representative a written notice of each professional conference which (s)he wishes to attend. Upon receipt of the written request, which must be submitted as soon as possible but not less than one (1) week prior to the conference, permission to attend will be granted to not more than nine (9) bargaining unit members not to exceed two (2) school days, at one time, providing, at the discretion of the superintendent, the absence does not interfere with the normal operation of the School District. The employees will be compensated and, if funds are available, reimbursed in accordance with the District policy governing employee's attendance at conferences.

ARTICLE V  
EMPLOYMENT SECURITY

Seniority of employees will be determined by Rule XXV of the current Onondaga County Civil Service Rules & Regulations. The District and the Association shall create a committee composed equally of District and Association members for the purpose of developing an acceptable seniority list to cover such items as relative seniority for full and part-time employees. When the District receives notification of any changes in Rule XXV, a copy shall be forwarded to the Association President.

ARTICLE VI  
CREDIT FOR PRIOR EXPERIENCE

An employee new to the District and with prior experience is to begin no higher than the probationary rate for the applicable position.

ARTICLE VII  
TAX SHELTERED ANNUITIES

The District shall make payroll deductions for the purchase of tax sheltered annuities in accordance with the applicable payroll authorization of each employee.

ARTICLE VIII  
EMERGENCY CLOSING DAYS

When an emergency closing day is declared, all employees covered by this Agreement are expected to report to work within reasonable time of normal starting hour.

Unless the superintendent of the District directs all District employees not to report for work, any employee who fails to report will be charged with a Personal Business Leave Day for failing to physically report for work on said "day." In the event that said employee has no Personal Business Days remaining, (s)he will not be paid for said "day."

If an employee is ill on an emergency closing day they should follow standard practice for any work day in order to utilize sick leave.

On days when school(s) is/are dismissed early because of severe weather conditions or similar emergency conditions, the superintendent of schools or his/her authorized designee shall determine when said building office personnel may be permitted to leave early. When the Superintendent or his/her authorized designee permits or directs Employees to leave early, the Employees shall suffer no loss of pay, sick leave, or personal leave for this early departure.

ARTICLE IX  
RETIREMENT PROGRAM

The New York State Twenty-Five (25) Year Career Retirement Plan; Section 41(j) of the New York State Retirement and Social Security Law; and Section 60(b) of the New York State Retirement and Social Security Law, will be in full effect during the term of this Agreement for all eligible employees. In addition, the New York State Twenty (20) Year New Career Retirement Plan shall apply, effective July 1, 1992. Under Section 41(j) allowable unused sick leave credit up to the limit set by ERS is applied as additional service credit. This time cannot be used to qualify a member for a benefit.

ARTICLE X  
HEALTH INSURANCE

A) The District shall provide a shared cost hospitalization and medical insurance plan, as well as a vision care plan, equivalent to that provided for teachers. In addition, the District shall provide a shared cost dental insurance plan at not less than the current benefit levels and, during open enrollment, will allow the employee the option to enroll in the instructional dental plan. Employee/employer contribution shall be as follows:

1. Health Insurance

	Employee
Individual coverage	10% of premium
Dependent coverage	15% of premium

2. Vision Care

	Employee
Individual coverage	0% of premium
Dependent coverage	10% of premium

Article X (con't.)

3. Dental Insurance - The District shall contribute \$120 for each participating employee.
  4. The District shall offer employees an optional Flexible Spending Plan. If this plan terminates under law, premium contributions shall be treated as they were before the Plan.
- B) An employee who retires from the District, providing said employee has at least the full time equivalent of ten (10) years service with the District and be a minimum of 55 years of age, shall be entitled to maintain existing health and dental benefits. The full-time equivalent of one year of service is seven hours a day for two hundred eighteen (218) days for ten month employees; seven hours a day for two hundred forty (240) days for eleven month employees; and seven hours for two hundred sixty days (260) for twelve month employees. For individual coverage the retiree shall contribute on the same basis as an active employee. Dependent coverage may be maintained at full cost to the retiree. If the retired employee's coverage at the time of retirement included coverage for a spouse, said spouse shall have the option, in the event of the death of the insured employee, of maintaining the coverage on said spouse, and shall pay the full cost thereof.
- C) The District shall offer a long term disability policy to Education Support Personnel subject to minimum guidelines set by the insurance carrier. The employee contribution shall be one hundred percent (100%).

ARTICLE XI  
IN-SERVICE TRAINING PROGRAM

- A) Members must attend orientation, awareness, inservice, or training meetings in accordance with local, state or federal requirements as to employee or student health, safety, or welfare. These meetings may be held outside of the normal workday with pay.
- B) The District agrees to pay the tuition and testing fees for up to two (2) courses per semester for any full-time employee who successfully completes the course. The District shall endeavor to keep the Association President informed of courses available as it learns of them.

To qualify for the payment of tuition and testing fees, the course(s) selected by the full-time employee must be approved by the employee's immediate supervisor and proof of successful completion will be the official transcript.

ARTICLE XII  
VACATIONS

- A) Earned vacation is credited on July 1 of each succeeding fiscal year of employment.
- B) Vacation time is to be used in the fiscal year following its accrual, except as follows:
- 1) Vacation time may not be used during the first six (6) months of employment.

Article XII (con't.)

- 2) If employment continues beyond the sixth (6th) month, then such employee may take one (1) vacation day before June 30 of that year. That day will not be charged against accrual.
  - 3) If upon taking such a vacation day an employee leaves District's employ before June 30 of hiring year, the District may withhold one (1) day's pay from final paycheck.
- C) All full-time employees shall receive the amount of vacation set forth below, provided (s)he has completed the period of continuous employment prior to the date on which (s)he takes his/her vacation. The vacation payment shall be based on the employee's regular hourly rate for the hours (s)he normally works at the time of the vacation.

Duration of Employment <u>as of July 1</u>	Entitlement to be Used <u>in Ensuing Year</u>		
	<u>12 mo.</u>	<u>11 mo.</u>	<u>10 mo.</u>
Less than 1 Year	1 day per month to a maximum of		
	10	9	8
At least 1 year and not more than 5	10	9	8
6 years	11	10	9
7 years	12	11	10
8 years	13	12	11
9 years	14	13	12
10 years	15	14	13
11 years	16	15	14
12 years	17	16	15
13 years	18	17	16
14 years	19	18	17
15 years	20	19	18

- D) Scheduling of vacation periods is subject to approval of the supervisor. For ten (10) and eleven (11) month employees, if recess time exceeds the employee's vacation time, extra days without pay may be granted with the approval of the supervisor.
- E) Vacation days may not be carried over beyond June 30 of each year without the approval of the supervisor.
- F) Not more than three (3) eligible employees shall take their vacation at any one time except at the discretion of the District. Employees shall submit, upon at least two (2) weeks notice to their immediate supervisor, their preference of dates and in case of conflict, the senior employee(s) shall have preference.

Article XII (con't.)

- G) The District by decision to be announced with as much notice as is possible may, at its discretion, elect to shut down the District operations completely for a given period of time; the period of shutdown shall constitute, dependent upon the length of shutdown and vacation entitlement of individual employees, the applicable portion of all of each employee's vacation period.

ARTICLE XIII  
PAID HOLIDAYS

- A) The following days will constitute paid holidays for full-time Education Support Personnel:

Independence Day (excluding 10 month employees)  
Labor Day  
Columbus Day  
Veterans Day  
Wednesday before Thanksgiving (when it is not a student day of school)  
Thanksgiving Day  
Friday after Thanksgiving  
Martin Luther King Day  
New Years Day  
Presidents Day  
Memorial Day

When one of these holidays or Christmas falls on a weekend, the Superintendent will designate either the preceding Friday or the succeeding Monday as the paid holiday. When a holiday or Christmas falls on a Tuesday, the preceding Monday also becomes a paid holiday. When a holiday or Christmas falls on a Thursday, the succeeding Friday also becomes a paid holiday. The above rules do not apply when an aforementioned additional holiday is a work day for administrators.

In addition, Good Friday, the First day of Rosh Hashanah, Yom Kippur and Christmas, are designated as religious holidays. Education Support Personnel may select any two of these as paid holidays. The remaining two, and all other religious days, will be work days. However, Education Support Personnel may request other leaves on these work days according to the terms and conditions set forth in this contract.

If emergencies caused by transportation or utilities breakdown, heating problems or excessive snow days require that the District schools are open on a holiday or holidays in order to meet the State minimum requirement of 180 days of pupil attendance, the District, depending on when the emergency occurs, may open the schools for pupil attendance on Presidents Day or Good Friday, in which event said holidays shall be added to the number of vacation days.

Article XIII (con't.)

Should the above schedule result in less than thirteen paid holidays (not including the Wednesday before Thanksgiving) in a school year for eleven (11) and (12) twelve month employees, eleven (11) and twelve (12) month employees will receive a floating holiday to bring the balance to thirteen (13) paid holidays within that school year. Should the above schedule result in less than twelve (12) paid holidays (not including the Wednesday before Thanksgiving) in a school year for (10) ten month employees, (10) ten month employees will receive a floating holiday to bring the balance to (12) twelve paid holidays within that school year. Scheduling of any such floating holiday is subject to supervisory approval.

- B) The Superintendent or his/her designee shall meet with the Association Representatives to discuss the particular holidays upon adoption of the school calendar.

ARTICLE XIV  
ISSUE DISCUSSION

The purpose of this procedure is to provide an orderly method for the discussion of issues among members of this bargaining unit and the administration.

1. Whenever an employee has an issue which he/she wishes to discuss with the Supervisor, he/she should meet privately to discuss the issue and attempt to resolve it. If the issue is an Association issue, the Association President and the employee(s) affected may discuss the issue with the Assistant Superintendent of Personnel and attempt to resolve it.
2. If resolution does not occur, the employee may notify the Association President. An Issue Discussion Committee of the Association would meet to consider the issue, to examine various ways of dealing with it, and to decide whether to pursue it further.
3. If the Committee decides the issue is not a grievance, then the employee and the Committee may meet with the employee's immediate supervisor in an attempt to reach resolution.
4. If resolution is not reached, then the employee and the Committee may refer the issue to the Assistant Superintendent for Personnel.
5. If resolution is not reached upon review with the Assistant Superintendent for Personnel, the employee and the Committee may refer the issue to the Superintendent. After meeting and discussing the issue with the employee and the Committee, the Superintendent will render a decision which shall be final.

ARTICLE XV  
GRIEVANCE PROCEDURE

Section 1.

The Purpose of this Procedure is to provide an orderly method for the settlement of a dispute between the parties over the interpretation, application or claimed violation of any of the provisions of this Agreement. Such dispute shall be defined as a grievance under this Article. The grievant may elect to have an Association Representative present at any and all phases of the grievance process.

Article XV (con't.)

Step 1

The grievant must initially present his or her grievance to his or her immediate supervisor in a meeting to occur no later than seven (7) working days from the onset of the grievance. At this meeting the grievant shall provide the immediate supervisor in writing a statement of the nature of the grievance, the section(s) of the Agreement being grieved and a suggestion for remedy(ies). The immediate supervisor shall respond in writing to the grievant no later than seven (7) working days from the receipt of the written notice of grievance.

Step 2

If the grievance is not settled at Step 1, the grievant may, within seven (7) working days of receiving his or her immediate supervisor's written response to the grievance, deliver a copy of the written grievance to the superintendent's designee who shall, within three (3) working days after receipt, give his written answer.

Step 3

If the grievance is not settled by the designee's written answer in Step 2, the grievant may appeal within three (3) working days of receipt of reply in Step 2 by giving written notice of such appeal to the Superintendent or his designated representative who shall discuss the matter with the Association's Grievance Committee within ten (10) working days of receipt of the notice of appeal. The Superintendent or his designated representative shall give his written answer to the grievant within five (5) working days after the close of the discussion.

Step 4

If the grievance is not settled by the written answer of the Superintendent or his representative, the grievant may further appeal by giving written notice thereof to the Superintendent within five (5) working days of the conclusion of Step 3. The Superintendent will within five (5) working days after the receipt of the appeal submit the grievance to the designated representative of the Board of Education ("Board Representative") who, with the Superintendent, shall discuss the same with the Association's Grievance Committee within ten (10) working days of receipt of the grievance from the Superintendent.

Section 2. Arbitration

Step 1

If the grievance is not settled by the written answer of the Board Representative, the grievant may further appeal by giving written notice thereof to the Board of Education within five (5) working days after receipt of the written answer of the Board Representative. The parties shall then with reasonable promptness, agree to the appointment of an impartial Arbitrator and submit the grievance to him for decision. If unable to agree on an Arbitrator within two (2) weeks of the above written notice, the Arbitrator shall be chosen by the rules of the American Arbitration Association.

Article XV (con't)

Step 2.

- (a) The arbitration proceeding shall be conducted under the rules of the American Arbitration Association.
- (b) The Arbitrator shall have no power or authority to add to, subtract from, modify, change or alter any of the provisions of this Agreement.
- (c) The decision of the Arbitrator shall be final and binding upon the Parties.
- (d) Fees and expenses of the Arbitrator shall be borne equally by the Parties.

Section 3.

If the District or any designated representative thereof fails at any step to hold a conference or give an answer within the time limits provided, the grievant at his/her election may advance to the next step in this procedure.

ARTICLE XVI  
POSTING OF VACANCIES

- A) When a job vacancy occurs, a representative of the District must notify the Association President within five (5) working days from the time the vacancy occurs, or within five (5) working days from the action taken by the Board, whichever occurs first. If a written response to said notification is not made to the Superintendent or his/her designated representative within ten (10) business days of the receipt of said notification, other sources will be contacted to fill said vacancy. When this position is filled, a written notice will be sent to the Association President on the status of the position. In the event a bargaining unit member applies for the vacancy, an interview shall be granted.
- B) Upon hiring an employee, Civil Service form P-100 is to be sent to Civil Service for approval. Upon request by the employee, a copy of the approved P-100 from Civil Service will be sent.

ARTICLE XVII  
ASSIGNMENTS AND PROMOTIONS

- A) Area of Assignment - All persons appointed to positions within this bargaining unit shall be required to take and pass the applicable Civil Service Examination for that classification.
- B) Salary Notices - An employee's scheduled compensation shall be communicated to the employee by means of a Salary Notice on or prior to June 15, except where negotiations relating to compensation for the following School Year are not yet completed, in which case the said Notice shall contain information as to assignment only.

Where a change in assignment is made, the employee affected and the Association President shall be notified of new title and salary within five (5) working days of the time when the change is made.



Article XVII (con't.)

C) Promotion Procedure

Except for training or unusual situations or situations beyond control of the District, employees will not be expected to assume new duties without the proper compensation. Should the appointment not become permanent or the employee not successfully complete the probationary period, (s)he shall be returned to his/her original position at the prevailing rate of pay.

D) Should the involuntary transfer of an employee be contemplated such transfer shall be made only after a meeting between the employee and the immediate supervisor, at which time the employee shall be notified as to the reasons for the transfer. Final disposition of the involuntary transfer shall be made by the Superintendent.

ARTICLE XVIII  
SUBSTITUTES

In the event of a temporary or substitute assignment, the assigned person shall meet the minimum qualifications for the position and be paid according to the rate noted on Schedule C for the assigned position.

ARTICLE XIX  
SAVINGS CLAUSE

If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable or not in accordance with the applicable statutes or ordinances, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

ARTICLE XX  
TAYLOR LAW CLAUSE

A) Section 204-a of the Civil Service Law

Agreements between public employers and employee organization:

1. Any written agreement between a public employer and an employee organization determining the terms and conditions of employment of public employees shall contain the following notice in type not smaller than the largest type used elsewhere in such agreement:

"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 XX (con't.)

2. Every employee organization submitting such a written agreement to its members for ratification shall publish such notice, include such notice in documents accompanying such submission and shall read it aloud at any membership meeting called to consider such ratification.
3. Within sixty (60) days after the effective date of this act, a copy of this section shall be furnished by the chief fiscal officer of each public employer to each public employee. Each public employee employed thereafter shall upon such employment be furnished with a copy of the provisions of this section.

ARTICLE XXI  
ASSOCIATION RIGHTS

- A) Use of School Facilities - The Association shall have the right to use school buildings for meetings, without cost and at reasonable times, after prior notification to and approval of the building administrator.
- B) Use of School Mail - The Association shall have the right to use interschool mail.
- C) Bulletin Boards - The Association shall have the right to use a bulletin board within each building in which a member of the Association is employed.
- D) Notification to Association - A copy of each report to the Civil Service Commission concerning hiring, transfer, promotion or change in classification (P-100) covering an employee represented by the Association shall be sent to the Association President when it is filed with the Civil Service Office.
- E) There shall be periodic meetings between the Assistant Superintendent for Personnel, the Association President and one other Association representative to discuss areas of concern.

ARTICLE XXII  
EVALUATIONS

- A) Each employee shall be evaluated by his/her immediate supervisor at least once per year.
- B) The evaluation form shall be the same for all members of the unit. It shall be developed by the administration. A copy of the written evaluation is to be furnished to the employee within ten (10) working days after the evaluation has been completed. The employee shall sign the original and may append his/her comments of same and it shall be placed in the employee's personnel folder on file in the building of primary assignment.
- C) In the event of a failure of the District to comply with the evaluation procedures outlined above, the employee may request in writing that said evaluation be completed. If no evaluation is completed after such a request is made, the employee can presume that the rating is satisfactory.

ARTICLE XXIII  
EMPLOYEE'S PERSONNEL FILE

- A) There shall be one personnel file maintained in the main office of the building of primary assignment. Said file may be expected to contain all pertinent employment information relating to said employee.
- B) The employee, upon written request, shall have the right to review the contents of his/her personnel file. Pre-employment correspondence shall be excluded from such review. Said review shall be in the District office and under the supervision of the Superintendent or his/her designee.

ARTICLE XXIV  
NEGOTIATIONS GROUND RULES

- A) The dates and times for negotiating sessions will be set in advance by mutual agreement.
- B) Sessions will normally last no longer than two (2) hours, but may be extended by mutual consent.
- C) The parties shall exchange proposals for a successor agreement at the first scheduled session. Once the exchange has been made no further proposals will be introduced by either party except by mutual consent. The initial exchange of proposals will be made between the Superintendent and the Association President and/or their designees.
- D) Each proposal shall be discussed on an individual basis, but there shall be no requirement as to agreement on one item before moving to the next.
- E) As items are agreed to, they will be initialed by the spokesman for each group.
- F) There shall be no press releases by either side unless by mutual agreement until a Fact Finder's recommendation is made public. At the point of impasse, the Superintendent and the Association President shall issue a press release announcing the fact that an impasse has been declared.
- (G) Each side will be permitted a maximum of five (5) persons to be present at negotiating sessions.

ARTICLE XXV  
SICK BANK

A Sick Bank, established 1 July 1981, shall be administered by the District according to the following guidelines and shall be available to unit employees whose accumulated sick leave has been exhausted.

- A) The Sick Leave Bank shall consist of the contribution of two (2) days of accumulated sick leave from each participating unit employee. Those who choose not to participate may not join the bank for one (1) year thereafter.
- B) The maximum number of days in the bank shall not exceed four (4) days times the number of unit Employees.

Article XXV (con't.)

- B) The maximum number of days in the bank shall not exceed four (4) days times the number of unit Employees.
- C) The bank may only be replenished when the days remaining in the bank reaches fifteen (15) or less, by the contribution of two (2) additional days per member.
- D) First (1st) year employees are excluded from participation in the bank. They may elect to join the bank at the beginning of their second (2nd) year of employment by contributing two (2) days of accumulated sick leave.
- E) Only participating eligible employees may draw on the bank.
- F) An employee must first exhaust all of his/her paid leave options (sick, vacation, etc.)
- G) The school district may require medical documentation of any claim to the bank at any time.
- H) An employee on workmen's compensation shall not be permitted to draw on the bank.
- I) The purpose of the bank is to provide for lengthy periods of illness, pregnancy-related disability, and non-work related injury.
- J) Eligible employees may draw on the bank based on the following guidelines:
  - 1. One (1) day for each year of full time continuous employment with the Fayetteville-Manlius District; plus
  - 2. One (1) day for each two (2) days of accumulated sick leave as of the beginning of the school year in which the consecutive absence due to illness began.
  - 3. The number of days shall be limited to the number of days arrived at by combining J.1 and J.2.
- K) Should a member cease to contribute to the Sick Bank after having made a contribution to it previously, (s)he may draw from the bank only those days which (s)he personally contributed.
- L) In the event that a new eligible member wishes to join the Sick Bank and the number of days in the Bank is at its maximum, the new member will be allowed to join by having his/her contribution of days replace those of the member who has resigned or retired. If the new employee is actually an addition to the staff, then the maximum number of days allowed would automatically increase in number to allow his/her participation.

ARTICLE XXVI  
STUDY COMMITTEE

The District and the Association shall create a committee composed equally of District and Association members to study and make recommendations to the Superintendent on the placement on the salary/rate schedule of new positions within this unit, and regarding the abolition of new positions within this unit as soon as reasonably possible. If new titles are to be added, they shall be placed within the salary/rate schedule in accordance with Onondaga County Civil Service Grade Classification.

ARTICLE XXVII  
EXTERNAL RESPONSIBILITIES

The School District shall assume any legal responsibility which might be incurred as a result of the first aid given by any employee in this Association, providing said Employee has used, in the District's opinion, sound and reasonable judgment in rendering said aid.

ARTICLE XXVIII  
TERM OF AGREEMENT

This Agreement shall take effect 1 July 2005 and continue in full force and effect through 30 June 2008 and shall continue in full force thereafter unless either party by written notice to the other shall elect to reopen the agreement to negotiations. Said notice must be given no later than 31 December 2007. Shall neither party elect to give due notice, the agreement shall continue in full force and effect for one additional year.

IN WITNESS WHEREOF, the parties hereto, intending to be legally bound, hereby set their hands and seals this     day of             2005.

Witness:

FAYETTEVILLE-MANLIUS SCHOOL DISTRICT

Gregory A. Kucinski

By:

[Signature]

Superintendent of Schools

Witness:

FAYETTEVILLE-MANLIUS SCHOOL DISTRICT  
EDUCATION SUPPORT PERSONNEL ASSOCIATION

Rebecca L. Fountain  
Antonina Ruppert  
Judith A. Zueri

By:

Frank Lucarelli

Association President

SCHEDULE A  
2005-06 STARTING SALARY/RATE SCHEDULE

	MONTHS	PROBATIONARY		PERMANENT	
		SALARY	RATE	SALARY	RATE
Typist I Clerk I	12	\$23,671.17	\$12.23	\$24,658.27	\$12.74
	11	21,787.75	12.23	22,696.31	12.74
	10	19,904.33	12.23	20,734.35	12.74
Acct. Clerk I	12	\$25,084.08	\$12.96	\$26,051.83	\$13.46
	11	23,088.24	12.96	23,978.99	13.46
	10	21,092.40	12.96	21,906.15	13.46
Typist II Clerk II	12	\$27,097.00	\$14.00	\$28,103.46	\$14.52
	11	24,941.00	14.00	25,867.38	14.52
	10	22,785.00	14.00	23,631.30	14.52
Acct. Clerk II	12	\$29,090.57	\$15.03	\$30,116.38	\$15.56
	11	26,775.95	15.03	27,720.14	15.56
	10	24,461.33	15.03	25,323.90	15.56

New employees are to be placed at the probationary rate of the rate/salary schedule. After the completion of the twenty-six (26) week probationary period the employee is placed at the permanent rate of the rate/salary schedule.

A Longevity Stipend of \$50.00 for each completed year of service in the Education Support Personnel Association and, when applicable, Teacher Aide and Teaching Assistant Association, commencing upon completion of the fifth year of employment, will be payable annually.

SCHEDULE B  
2005-06 SALARY/RATE SCHEDULE

	PERMANENT		
	MONTHS	SALARY	RATE
Typist I	12	\$26,400.22	\$13.64
	11	24,299.66	13.64
	10	22,199.10	13.64
Acct. Clerk I	12	\$27,522.81	\$14.42
	11	25,689.23	14.42
	10	23,468.55	14.42
Typist II Clerk II	12	\$30,116.38	\$15.56
	11	27,720.14	15.56
	10	25,323.90	15.56
Acct. Clerk II	12	\$32,226.08	\$16.65
	11	29,661.98	16.65
	10	27,097.88	16.65

A Longevity Stipend of \$50.00 for each completed year of service in the Education Support Personnel Association and, when applicable, Teacher Aide and Teaching Assistant Association, commencing upon completion of the fifth year of employment, will be payable annually.



SCHEDULE A  
2006-07 STARTING SALARY/RATE SCHEDULE

	MONTHS	PROBATIONARY		PERMANENT	
		SALARY	RATE	SALARY	RATE
Typist I Clerk I	12	\$24,524.16	\$12.72	\$25,546.00	\$13.25
	11	22,565.28	12.72	23,505.50	13.25
	10	20,606.40	12.72	21,465.00	13.25
Acct. Clerk I	12	\$25,989.44	\$13.48	\$26,992.00	\$14.00
	11	23,913.52	13.48	24,836.00	14.00
	10	21,837.60	13.48	22,680.00	14.00
Typist II Clerk II	12	\$28,071.68	\$14.56	\$29,112.80	\$15.10
	11	25,829.44	14.56	26,787.40	15.10
	10	23,587.20	14.56	24,462.00	15.10
Acct. Clerk II	12	\$30,134.64	\$15.63	\$31,195.04	\$16.18
	11	27,727.62	15.63	28,703.32	16.18
	10	25,320.60	15.63	26,211.60	16.18

New employees are to be placed at the probationary rate of the rate/salary schedule. After the completion of the twenty-six (26) week probationary period the employee is placed at the permanent rate of the rate/salary schedule.

A Longevity Stipend of \$50.00 for each completed year of service in the Education Support Personnel Association and, when applicable, Teacher Aide and Teaching Assistant Association, commencing upon completion of the fifth year of employment, will be payable annually.

SCHEDULE B  
2006-07 SALARY/RATE SCHEDULE

	PERMANENT		
	MONTHS	SALARY	RATE
Typist I Clerk I	12	\$27,358.32	\$14.19
	11	25,173.06	14.19
	10	22,987.80	14.19
Acct. Clerk I	12	\$28,920.00	\$15.00
	11	26,610.00	15.00
	10	24,300.00	15.00
Typist II Clerk II	12	\$31,195.04	\$16.18
	11	28,703.32	16.18
	10	26,211.60	16.18
Acct. Clerk II	12	\$33,392.96	\$17.32
	11	30,725.68	17.32
	10	28,058.40	17.32

A Longevity Stipend of \$50.00 for each completed year of service in the Education Personnel Association and, when applicable, Teacher Aide and Teaching Assistant Association, commencing upon completion of the fifth year of employment, will be payable annually.

SCHEDULE A  
2007-08 STARTING SALARY/RATE SCHEDULE

	MONTHS	PROBATIONARY		PERMANENT	
		SALARY	RATE	SALARY	RATE
Typist I Clerk I	12	\$25,600.05	\$13.23	\$26,664.30	\$13.78
	11	23,470.02	13.23	24,445.72	13.78
	10	21,432.60	13.23	22,323.60	13.78
Acct. Clerk I	12	\$27,128.70	\$14.02	\$28,173.60	\$14.56
	11	24,871.48	14.02	25,829.44	14.56
	10	22,712.40	14.02	23,587.20	14.56
Typist II Clerk II	12	\$29,295.90	\$15.14	\$30,379.50	\$15.70
	11	26,858.36	15.14	27,851.80	15.70
	10	24,526.80	15.14	25,434.00	15.70
Acct. Clerk II	12	\$31,463.10	\$16.26	\$32,566.05	\$16.83
	11	28,845.24	16.26	29,856.42	16.83
	10	26,341.20	16.26	27,264.60	16.83

New employees are to be placed at the probationary rate of the rate/salary schedule. After the completion of the twenty-six (26) week probationary period the employee is placed at the permanent rate of the rate/salary schedule.

A Longevity Stipend of \$50.00 for each completed year of service in the Education Support Personnel Association and, when applicable, Teacher Aide and Teaching Assistant Association, commencing upon completion of the fifth year of employment, will be payable annually.

SCHEDULE B  
2007-08 SALARY/RATE SCHEDULE

	PERMANENT		
	MONTHS	SALARY	RATE
Typist I Clerk I	12	\$28,560.60	\$14.76
	11	26,184.24	14.76
	10	23,911.20	14.76
Acct. Clerk I	12	\$30,186.00	\$15.60
	11	27,674.40	15.60
	10	25,272.00	15.60
Typist II Clerk II	12	\$32,566.05	\$16.83
	11	29,856.42	16.83
	10	27,264.60	16.83
Acct. Clerk II	12	\$34,849.35	\$18.01
	11	31,949.74	18.01
	10	29,176.20	18.01

A Longevity Stipend of \$50.00 for each completed year of service in the Education Personnel Association and, when applicable, Teacher Aide and Teaching Assistant Association, commencing upon completion of the fifth year of employment, will be payable annually.

SCHEDULE C  
2005-08 SALARY/RATE SCHEDULE FOR SUBSTITUTES

<u>TITLE</u>	<u>RATE</u>
All Titles	\$ 11.00

APPENDIX I. (1)  
NOTIFICATION OF ELECTION AS TO PARENTAL AND/OR MATERNITY LEAVE

\_\_\_\_\_  
DATE (three [3] months  
previous to date leave will  
commence)

TO: Superintendent of Schools  
Fayetteville-Manlius School District

You are hereby notified in accordance with Article IV, Section B.2 that  
the undersigned elects to take the leave(s) designated below.

\_\_\_\_\_ 1. Parental Leave of Absence without pay (B.2.a)

According to my current best estimate, the parental  
leave of absence shall commence  
\_\_\_\_\_ 20\_\_\_\_, and shall terminate  
\_\_\_\_\_ 20\_\_\_\_, (in accordance with the  
applicable provisions of Article IV, B.3).

\_\_\_\_\_ 2. Sick Leave during pregnancy-related disability (B.2.b).

Note: Physician must complete Appendix I. (2) pre-delivery (in conjunction  
with this form), and (3) post-delivery.

\_\_\_\_\_  
Employee's Signature

APPENDIX I. (2)

Sick Leave During Pregnancy-Related Disability

I have examined \_\_\_\_\_ on \_\_\_\_\_.

It is my professional medical opinion that, as of \_\_\_\_\_

she will be physically unable to perform the duties of her position.

At this time it is my best estimate that this disability will cease on

\_\_\_\_\_.

DATED: \_\_\_\_\_

\_\_\_\_\_  
Physician's Signature

-----  
APPENDIX I. (3)

Six Weeks After Delivery

I have examined \_\_\_\_\_ on \_\_\_\_\_.

It is my professional medical opinion that her pregnancy-related disability

will cease on \_\_\_\_\_ and that she will be able to return to

full-time working after that date.

DATED: \_\_\_\_\_

\_\_\_\_\_  
Physician's Signature