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Contract Database Metadata Elements

Title: **Horseheads Central School District and Horseheads Central School District Support Staff Association (2008)**

Employer Name: **Horseheads Central School District**

Union: **Horseheads Central School District Support Staff Association**

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AGREEMENT

between

HORSEHEADS Central School District

and the

Horseheads Central School District Support Staff Association

7/1/2008-6/30/2012

**HORSEHEADS CENTRAL SCHOOL DISTRICT
Horseheads, New York 14845**

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FEB 02 2009

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

I. UNIT EMPLOYEE

A. *Definition*

The designation of "unit" in the following document shall represent HHCS D Support Staff Association. The following positions are included in this Unit:

| | |
|----------------------------------|---|
| Assistant Dispatcher | Equipment Service Manager |
| Cook Manager | Head Cleaner/Health & Safety Specialist |
| Director of Facilities Services | Safety Examiner |
| Dispatcher | Transportation Supervisor |
| Community Information Specialist | Social Work Assistant |
| Occupational Therapist | Physical Therapist |
| Treasurer | LPN |

B. *Work Year*

Unit personnel shall work a twelve (12) month year with the exception of the Cook Manager, Social Work Assistants, Occupational Therapists, and Physical Therapist.

C. *Individual Contracts*

Each unit member shall receive a benefit package representing his/her agreement with the District. Said package shall incorporate the benefits listed below. Each employee reserves the right to negotiate any items not covered specifically in this agreement.

II. SALARY

A. *Salary*

Unit salaries will be as follows:

1. For the 2008-09 school year, salaries are increased by 4.25% retroactively to July 1, 2008.
2. For the 2009-10 school year, salaries shall be increased by 4.15%
3. For the 2010-11 school year, salaries shall be increased by 4.15%
4. For the 2011-12 school year, salaries shall be increased by 4.15%

B. *Longevity Payments*

On July 1, 2008, longevity payments shall be made as follows:

For employees in years 10-14 with the District, a \$500 longevity payment shall be added to their salary.

For employees in years 15-19 with the District, a \$1000 longevity payment shall be added to their salary.

For employees in years 20 or above with the District, a \$1500 longevity payment shall be added to their salary.

On 7/1/09, 7/1/10 and 7/1/11, the following longevity payments shall be made:

Those employees entering their 10th year with the District shall receive a longevity payment of \$500 added to their salary.

Those employees entering their 15th year with the District, shall receive a longevity payment of \$1000 added to their salary.

Those employees entering their 20th year with the District, shall receive a longevity payment of \$1500 added to their salary.

Both parties view the agreement as a living document and are open to future discussions.

III. **INSURANCE and Benefits**

A. *Health Insurance*

Effective within sixty days of ratification by the parties, or April 1, 2006, whichever is the later, unit members shall be enrolled in the District's Health Care Plan with a plan overview set forth below:

| | |
|------------------------------|--|
| Deductible | None |
| Coinsurance | None |
| Annual Out of Pocket Maximum | None |
| Lifetime Benefit Maximum | None |
| Office visits | \$10/visit |
| Adult Physicals | \$10/visit |
| Well Child visits | Covered in full |
| Inpatient Hospitalization | Covered in full |
| Outpatient Surgery | \$10/visit |
| Emergency Room | \$25/visit unless admitted within 24 hours |
| Diagnostic X-Ray | \$10/visit |
| Diagnostic Lab and Pathology | Covered in full |
| Kidney Dialysis | Covered in full |
| Home care | Covered in full |

| | |
|--------------|-----------------|
| Hospice | Covered in full |
| Chiropractic | \$10/visit |

Three-tiered drug co-payment of \$0, \$10 and \$15. Employees filling prescriptions with the mail order option may receive a 90 day supply for a \$0, \$10, and \$15 co-payment.

Employees shall have \$600.00 placed in a Medical Reimbursement Account for his or her use as follows:

October 1, 2008 - \$600.00
October, 1, 2009 - \$600.00
October 1, 2010 - \$600.00

This account shall roll over from year to year, but the total dollars in the account may not exceed \$1,000.00.

Upon retirement from the District, the District shall make a one-time payment into the retired employee's Medical Reimbursement Account based upon the following calculation:

\$75 x number of accrued sick days

Employee co-payments for health insurance shall be as follows:

2008-09 – 10% contribution of either the Single or Family Plan – capped at \$600 for a single or \$1200 for a family level

2009-10 - 10% contribution of either the Single or Family Plan – capped at \$625 for a single or \$1250 for a family level

2010-11 - 10% contribution of either the Single or Family Plan – capped at \$650 for a single or \$1300 for a family level

2011-12 -10% contribution of either the Single or Family Plan – capped at \$675 for a single or \$1350 for a family level

B. Dental Program:

The benefit structure to the dental plan shall be changed effective April 1, 2006 as follows:

| | |
|----------------------------------|---------------------|
| Periodic Oral Evaluation (D0120) | increase to \$18.00 |
| Bitewings 2 films (D0272) | increase to \$19.00 |
| Bitewings 4 films (D0274) | increase to \$27.00 |
| Prophylaxis – Adult (D1110) | increase to \$32.00 |
| Prophylaxis – Child (D1120) | increase to \$26.00 |
| Amalgam 1 (D2140) | increase to \$40.00 |
| Amalgam 2 (D2150) | increase to \$55.00 |
| Amalgam 3 (D2160) | increase to \$67.00 |

Unit members who are eligible to retire into the New York State Teachers' Retirement system or the New York State Employees' Retirement System and who have served at least ten (10) years in the District will receive health care benefit into retirement to age 65 at the same rate and level as active employees.

After age 65, the unit member shall be entitled to District paid health insurance under the Medicare supplement plan with the prescription drug card provided.

If an employee dies before retirement, and was otherwise eligible for retirement into the NYS Employees' Retirement System, the surviving spouse shall be eligible for the health insurance benefit described in the first paragraph of this option. If an employee dies after retirement, the surviving spouse may continue District paid health care coverage. If the surviving spouse remarries, the District paid health care coverage shall be discontinued.

C. Vision Care

The CSEA Platinum Vision Plan will be provided to all unit members. Application must be initiated by the unit member.

D. Personal Leave

Each unit employee is eligible for three (3) days personal leave per year upon the approval of application for such leave. Personal leave may be taken on either the work days immediately before or after a holiday or recess period or in conjunction with other absence to extend a holiday or vacation with prior approval from supervisor.

E. Vacation Days

For those 12-month employees who are entitled to vacation days, unit members may be paid for up to eight days of unused vacation time. Such request may be made at any time. For the purpose of this calculation, the daily rate is calculated using a base of 215 days.

IV. DURATION OF AGREEMENT

The duration of this agreement shall be for a period of July 1, 2008, and ending June 30, 2012.

HORSEHEADS CENTRAL SCHOOL DISTRICT

By _____
Superintendent Date

HCSD SUPPORT STAFF ASSOCIATION

By _____
Unit President Date