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Contract Database Metadata Elements

Title: **Arlington Central School District and Civil Service Employees' Association (CSEA), Maintenance/Transportation Unit (1997)**

Employer Name: **Arlington Central School District**

Union: **Civil Service Employees' Association (CSEA), Maintenance/Transportation Unit**

Local:

Effective Date: **07/01/97**

Expiration Date: **06/30/02**

Number of Pages: **9**

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Memorandum of Agreement

The following agreement between the Arlington Central School District (District), and the Civil Service Employees' Association (CSEA) will extend the current bargaining agreement which expired on June 30, 1997:

1. Term of Agreement

Five Years - July 1, 1997 through June 30, 2002.

2. Salary Schedule*

The salary schedule for unit members shall be increased as per the attached salary schedule:

Year 1 - 1997-98	Step <u>plus Bonus</u> (\$300-\$600)
Year 2 - 1998-99	Step 2-7 - 2.9% + step Create new Step 8 - (Step 7 + \$300)
Year 3 - 1999-00	Step 3-8 - 2.9% + step Create new Step 9 (Step 8 + 300)
Year 4 - 2000-01	Step 4-9 - 2.9% + step Create new Step 10 (Step 9 + 300)
Year 5 - 2001-02	Step 5-10 - 2.9% + step

3. Bonus*

The District will make a one-time lump sum payment (not to be included in the salary schedule) as soon as possible after ratification to all unit members on step as of January 1, 1998, as follows:

Part Time Drivers	\$300
Step 1-6	\$500
Step 7	\$600

* Applicable only to those unit members currently employed as of the date of ratification, with the exception of retirees.

4. Skill Adjustment

A skill adjustment of \$200 will be added to the salary schedule in the 1998-99 school year at Step 8 for the following job titles:

Offset Printer; Sr. Auto Mechanic; Maintenance Mechanic (Carpenter, Electrician, Plumber, Plumbing/Heating), Head Custodian, Auto Mechanic, Head Groundskeeper, Bus Driver/Dispatcher, and Bus Driver/Assistant Dispatcher.

5. Longevity

Longevity payments will be adjusted as follows:

	98-99	99-00	00-01	01-02
10 Years	\$350	\$375	\$400	\$425
15 Years	\$350	\$375	\$400	\$425
20 Years	\$350	\$375	\$400	\$425

6. Part-Time Drivers

The District will issue a side letter to CSEA stating that it will increase the number of Part-Time Drivers by five (5) in each year of the agreement on or about 7/1/98, 7/1/99 and 7/1/00.

The CSEA will withdraw all grievances related to part-time and per-diem driver positions.

7. Health Insurance

The CSEA will change to the Dutchess (DEHIC) PPO Health insurance plan effective July 1, 1999.

8. Dental Insurance

The District's maximum contribution for dental insurance @ 07/01/01, will be \$650 per unit member.

9. Mileage

Effective 07/01/98, employees required to use their own vehicles will be reimbursed at the current IRS mileage rate.

10. Lateral Transfers

An employee involved in a lateral transfer from a 10-month to a 12-month position, or vice versa, in the same job category will be placed at the same step on the salary schedule, but this shall not apply to part-time and/or hourly employees.

11. Retirement/Sick Leave Payment

Effective July 1, 1998, the sick leave payment for retiring employees will be adjusted to a payment for all accumulated sick leave in excess of 75 days with a total not to exceed \$2,000.

12. Safety/Drug Alcohol Testing

- Change title of Article 24 to "Safety;"
- Add Section B - "Drug/Alcohol Testing

"Effective July 1, 1998, all members of the bargaining unit required to possess and maintain a Commercial Driver's License (CDL) as a condition of employment shall be subject to drug and alcohol testing as required under Section 382.601 of the Federal Motor Carrier Safety Regulations, and the policy and procedures of the Board of Education."

13. Workers' Compensation

Effective July 1, 1998:

- The first 14 calendar days of absence (10 work days) are chargeable to sick leave accruals;
- After the 14 consecutive calendar days of absence (10 work days), the employee may submit a written application to the labor management committee to extend the period which such absence is not charged to sick leave;
- The District upon recommendation from the committee may grant workers' compensation leave for a period not to exceed 30 work days, retroactive to the initial date of absence;
- Any leave accruals beyond the 30 days for which the District is reimbursed shall be restored to the employee;

- The District and CSEA will establish a Labor/Management committee to study the feasibility of a "light-duty" policy. The committee will issue a recommendation to the Superintendent.

14. Contract Update

The CSEA title will be updated in Articles 1, 2, 3 and 29. All other dates and references which are "out-dated" will also be revised and/or deleted.

The above constitutes the full and complete agreement as agreed on January 25, 1999.

For CSEA

Janus Fasina
Debra L. DeGeorge
James H. Lakwood
John A. [unclear]
Norwin B. Morse
Jeffrey Van Lem
Marion Turner

For Arlington Central School District

Raymond B. King
Patricia B. Myers
Raymond G. Burtchard

January 25, 1999
ARLINGTON CENTRAL SCHOOL DISTRICT
 Negotiations w/CSEA Unit -

SALARY SCHEDULE

TITLE	STEP	97-98 SCHEDULE	98-99 SCHEDULE	99-00 SCHEDULE	00-01 SCHEDULE	01-02 SCHEDULE
OFFSET PRINTER	1	26,492	26,492	26,492	26,492	26,492
	2	27,069	27,854	27,854	27,854	27,854
	3	27,649	28,450	29,276	29,276	29,276
	4	28,223	29,042	29,884	30,751	30,751
	5	28,804	29,640	30,499	31,384	32,294
	6	29,384	30,236	31,113	32,015	32,944
	7	30,634	31,523	32,437	33,378	34,346
	8	-	32,023	32,951	33,907	34,890
	9	-	-	33,251	34,216	35,208
	10	-	-	-	34,516	35,517
SR AUTO MECHANIC	1	26,401	26,401	26,401	26,401	26,401
	2	26,978	27,761	27,761	27,761	27,761
	3	27,557	28,356	29,178	29,178	29,178
	4	28,135	28,951	29,791	30,655	30,655
	5	28,714	29,547	30,403	31,285	32,192
	6	29,294	30,143	31,017	31,917	32,842
	7	30,544	31,429	32,341	33,279	34,244
	8		31,929	32,855	33,808	34,789
	9		-	33,155	34,117	35,106
	10		-	-	34,417	35,415
MAINTENANCE - CARPENTER - ELECTRICIAN - PLUMBER - MECHANIC - PLB & HTG HEAD CUSTODIAN AUTO MECHANIC	1	26,027	26,027	26,027	26,027	26,027
	2	26,606	27,377	27,377	27,377	27,377
	3	27,184	27,973	28,784	28,784	28,784
	4	27,764	28,569	29,398	30,250	30,250
	5	28,340	29,162	30,008	30,878	31,773
	6	28,921	29,760	30,623	31,511	32,425
	7	30,171	31,046	31,947	32,873	33,826
	8		31,546	32,461	33,402	34,371
	9			32,761	33,711	34,689
	10				34,011	34,997
CUSTODIAN BUS DRIVER - ASST PRINTER BUS DRIVER - AUTO MECHANIC MAINTENANCE WORKER RECEIVING CLERK	1	24,986	24,986	24,986	24,986	24,986
	2	25,563	26,304	26,304	26,304	26,304
	3	26,145	26,903	27,684	27,684	27,684
	4	26,720	27,495	28,292	29,113	29,113
	5	27,300	28,091	28,906	29,744	30,607
	6	27,880	28,688	29,520	30,376	31,257
	7	29,130	29,974	30,844	31,738	32,659
	8		30,274	31,152	32,056	32,985
	9			31,452	32,365	33,303
	10				32,665	33,612

January 25, 1999
 ARLINGTON CENTRAL SCHOOL DISTRICT
 Negotiations w/CSEA Unit -

SALARY SCHEDULE

TITLE	STEP	97-98 SCHEDULE	98-99 SCHEDULE	99-00 SCHEDULE	00-01 SCHEDULE	01-02 SCHEDULE
HEAD GROUNDSMAN	1	24,896	24,896	24,896	24,896	24,896
	2	25,474	26,212	26,212	26,212	26,212
	3	26,051	26,806	27,584	27,584	27,584
	4	26,631	27,403	28,198	29,015	29,015
	5	27,209	27,998	28,810	29,646	30,505
	6	27,790	28,596	29,425	30,279	31,157
	7	29,039	29,881	30,748	31,639	32,557
	8		30,381	31,262	32,169	33,102
	9			31,562	32,478	33,419
	10				32,778	33,728
BUS DRIVER - AUTO MECH HLP MAINTENANCE HELPER RELIEF DRIVER	1	24,638	24,638	24,638	24,638	24,638
	2	25,100	25,828	25,828	25,828	25,828
	3	25,563	26,304	27,067	27,067	27,067
	4	26,024	26,778	27,555	28,354	28,354
	5	26,489	27,257	28,048	28,861	29,698
	6	26,952	27,734	28,538	29,366	30,217
	7	27,973	28,784	29,619	30,478	31,361
	8		29,084	29,927	30,795	31,688
	9			30,227	31,104	32,006
	10				31,404	32,315
BUS DR CUSTODIAN	1	24,348	24,348	24,348	24,348	24,348
	2	24,868	25,589	25,589	25,589	25,589
	3	25,390	26,127	26,884	26,884	26,884
	4	25,912	26,663	27,436	28,232	28,232
	5	26,432	27,199	27,987	28,799	29,634
	6	26,952	27,734	28,538	29,366	30,217
	7	28,087	28,901	29,740	30,602	31,489
	8		29,201	30,048	30,920	31,816
	9			30,348	31,228	32,134
	10				31,528	32,443
BUS DRIVER - MAINT WORKER	1	24,406	24,406	24,406	24,406	24,406
	2	24,868	25,589	25,589	25,589	25,589
	3	25,332	26,067	26,823	26,823	26,823
	4	25,795	26,543	27,313	28,105	28,105
	5	26,257	27,018	27,802	28,608	29,438
	6	26,720	27,495	28,292	29,113	29,957
	7	27,743	28,548	29,375	30,227	31,104
	8		28,848	29,684	30,545	31,431
	9			29,984	30,854	31,748
	10				31,154	32,057

January 25, 1999
ARLINGTON CENTRAL SCHOOL DISTRICT
 Negotiations w/CSEA Unit -

SALARY SCHEDULE

TITLE	STEP	97-98 SCHEDULE	98-99 SCHEDULE	99-00 SCHEDULE	00-01 SCHEDULE	01-02 SCHEDULE
GROUNDSKEEPER	1	24,176	24,176	24,176	24,176	24,176
	2	24,636	25,350	25,350	25,350	25,350
	3	25,100	25,828	26,577	26,577	26,577
	4	25,563	26,304	27,067	27,852	27,852
	5	26,024	26,778	27,555	28,354	29,176
	6	26,489	27,257	28,048	28,861	29,698
	7	27,511	28,309	29,130	29,974	30,844
	8		28,609	29,438	30,292	31,170
	9			29,738	30,601	31,488
	10				30,901	31,797
BUS DR - CUST WKR (10 MO)	1	20,145	20,145	20,145	20,145	20,145
	2	20,531	21,127	21,127	21,127	21,127
	3	20,917	21,524	22,148	22,148	22,148
	4	21,304	21,921	22,557	23,211	23,211
	5	21,687	22,316	22,963	23,629	24,314
	6	22,073	22,713	23,372	24,050	24,747
	7	22,926	23,591	24,275	24,979	25,703
	8		23,891	24,584	25,297	26,030
	9			24,884	25,605	26,348
	10				25,905	26,657
CUSTODIAL WORKER	1	23,944	23,944	23,944	23,944	23,944
	2	24,406	25,114	25,114	25,114	25,114
	3	24,868	25,589	26,331	26,331	26,331
	4	25,332	26,067	26,823	27,600	27,600
	5	25,795	26,543	27,313	28,105	28,920
	6	26,257	27,018	27,802	28,608	29,438
	7	27,276	28,067	28,881	29,719	30,581
	8		28,367	29,190	30,036	30,907
	9			29,490	30,345	31,225
	10				30,645	31,534
CUSTODIAL WORKER (10 MO)	1	19,952	19,952	19,952	19,952	19,952
	2	20,339	20,929	20,929	20,929	20,929
	3	20,724	21,325	21,943	21,943	21,943
	4	21,110	21,722	22,352	23,000	23,000
	5	21,497	22,121	22,762	23,422	24,101
	6	21,881	22,515	23,168	23,840	24,532
	7	22,732	23,392	24,070	24,768	25,486
	8		23,692	24,379	25,086	25,813
	9			24,679	25,394	26,131
	10				25,694	26,440

January 25, 1999
ARLINGTON CENTRAL SCHOOL DISTRICT
 Negotiations w/CSEA Unit -

SALARY SCHEDULE

TITLE	STEP	97-98 SCHEDULE	98-99 SCHEDULE	99-00 SCHEDULE	00-01 SCHEDULE	01-02 SCHEDULE
BUS DRIVER - PART TIME	1	12,775	12,775	12,775	12,775	12,775
	2	13,122	13,503	13,503	13,503	13,503
	3	13,467	13,858	14,260	14,260	14,260
	4	13,815	14,216	14,628	15,052	15,052
	5	14,160	14,571	14,993	15,428	15,876
	6	14,511	14,932	15,365	15,811	16,269
	7	15,253	15,695	16,150	16,618	17,100
	8		15,995	16,459	16,936	17,427
	9			16,759	17,245	17,745
	10				17,545	18,054
BUS DRIVER - ROUTE DISPATCHER	1	25,507	25,507	25,507	25,507	25,507
	2	25,969	26,722	26,722	26,722	26,722
	3	26,432	27,198	27,987	27,987	27,987
	4	26,892	27,672	28,474	29,300	29,300
	5	27,358	28,151	28,968	29,808	30,672
	6	27,822	28,629	29,459	30,313	31,192
	7	28,842	29,678	30,539	31,424	32,335
	8		30,178	31,053	31,954	32,880
	9			31,353	32,262	33,198
	10				32,562	33,507
BUS DR - ASST. ROUTE DISPATCHER	1	25,190	25,190	25,190	25,190	25,190
	2	25,542	26,283	26,283	26,283	26,283
	3	26,005	26,759	27,535	27,535	27,535
	4	26,465	27,233	28,023	28,835	28,835
	5	26,931	27,712	28,516	29,343	30,194
	6	27,394	28,188	29,006	29,847	30,713
	7	28,414	29,238	30,086	30,958	31,856
	8		29,738	30,600	31,488	32,401
	9			30,900	31,796	32,718
	10				32,096	33,027

January 25, 1999
ARLINGTON CENTRAL SCHOOL DISTRICT
Negotiations w/CSEA Unit -

SALARY SCHEDULE

TITLE	STEP	97-98 SCHEDULE	98-99 SCHEDULE	99-00 SCHEDULE	00-01 SCHEDULE	01-02 SCHEDULE
CUSTODIAL WORKER - HOURLY	1	9.72	9.72	9.72	9.72	9.72
	2	9.97	10.26	10.26	10.26	10.26
	3	10.22	10.52	10.82	10.82	10.82
	4	10.49	10.79	11.11	11.43	11.43
	5	10.73	11.04	11.36	11.69	12.03
	6	10.99	11.31	11.64	11.98	12.33
	7	11.22	11.55	11.88	12.23	12.58
	8		11.66	12.00	12.35	12.71
	9			12.12	12.47	12.83
	10				12.60	12.96

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