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Contract Database Metadata Elements

Title: **Dover Union Free School District and Non-Instructional Unit, CSEA (2008)**

Employer Name: **Dover Union Free School District**

Union: **Non-Instructional Unit, CSEA**

Effective Date: **07/01/08**

Expiration Date: **06/30/11**

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MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND THE BOARD OF EDUCATION OF THE DOVER UNION FREE SCHOOL DISTRICT, herein after referred to as the "District," and THE DOVER UNION FREE SCHOOL DISTRICT'S CSEA NON-INSTRUCTIONAL UNIT, hereinafter referred to as the "ASSOCIATION."

WHEREBY, the parties agree to revive and incorporate the Agreement between them, which will expire on June 30, 2008, into a three (3) year successor agreement, commencing July 1, 2008, and terminating on June 30, 2011, except as modified by the following provisions:

1. Article II, Section 2. Snow days

- (A) Add the following sentence: "All buildings & grounds personnel are expected to report to work at their respective buildings and at their regular work hours unless directed otherwise.
- (C) Revise language to read: "Buildings & grounds staff will work on storm days as directed to do so by the Assistant Superintendent for Buildings & Grounds and shall be afforded extra personal time or overtime pay..."
- (E.) Delete Section 2, E.

2. Article III, Section 4. Premium pay

Eliminate sentence: "Insofar as feasible, this would be limited to those employees who wish to work overtime."

3. Article VII, Section 1. Health Insurance

The Employee will pay the following premium percentages for all full time employees. If premium costs for the M.V.P. Plan exceed the DEHIC Premium costs, then those employees under the M.V.P. Plan will pay the appropriate percentage contribution rate plus the difference of the higher MVP premium costs.

For 2008-2009 – 10% of both family & individual plans

For 2009-2010 – 12% of both family & individual plans

For 2010-2011 – 14% of both family & individual plans

4. Article III, Section 2. Work Year

184 day work year for cooks and ten (10) month clerical

5. Article XII, Section 4. Tenure

(A) Section 75 rights after five (5) years of service for new hires after July 1, 2008.

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DEC 04 2008

**NYS PUBLIC EMPLOYMENT
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- 6. Article VII, Section 3. IRS Section 125 Flexible Benefit Program**
“Effective July 1, 2008, the District shall implement an IRS Section 125 Flexible Benefit Plan. Such plan shall include an unreimbursed medical account, a dependant day care account and a premium expenses account. The plan shall be administered by a third party administrator mutually agreeable to both the District and the Association.”
- 7. Article II, Section 1. Workweek-Workday**
A.1, B.1, etc. Add “Grounds Workers” to titles
- C. Maintenance of Hours – add language “unless requested by employee and approved by an administrator.”
- D. Coffee Breaks – add language “Day shift employees shall be entitled to one 15 minute coffee break in the A.M. and one in the P.M. Second shift employees shall be entitled to one 15 minute coffee break in the afternoon and one 15 minute coffee break in the evening.
- 8. Article II, Section 2. Snow Days**
B. add language specific to “Buildings & Grounds” staff, “and are expected to work 8 hours. All 12 month second shift non-instructional employees will be expected to work their normal work schedule. They may, at the supervisor’s discretion, be given the option of reporting to work prior to their normal starting time and work 8 hours, which would allow employees to go home earlier than normal.”
- 9. Article II, Section 3. Work Time Record**
Add language – “Employees working overtime must record reason for over time in the remarks column on the employee time sheet.”
- 10. Article III, Section 4B. Call-In-Pay**
Add-“Employees will be paid a minimum of 2 hours at the applicable overtime rate for the following:
- Security/Fire Alarms
 - Ice/Snow Control
 - Sewer Plant Alarms
 - Boiler Alarms
 - All Maintenance Issues
 - Building Checks (scheduled and non-scheduled)
 - Weather Related Conditions
 - An Administrative Request

11. Article II, Section 1B, Summer Hours

Amend B2 as follows: "Summer hours scheduled between the Monday after High School graduation and Labor Day and maintained as per existing schedule."

12. Article III, Section 1A, Titles & Salaries

Amend to: Base salary increases of 4.5% effective 7/01/08, 4.5% effective 7/01/09, and 4.5% effective 7/01/10. (Exception: Micro Computer/Word Processing Asst. to receive 10% increase for first year only, other years to be 4.5% increase).

Minimum entry level salaries as per "appendix A."

13. Article III, Section 3, Longevity Pay

Amend as follows: "Effective July 1, 2008, the following non-cumulative longevity increments shall be paid to full time employees having reached the following number of years of seniority within the Dover Union Free School District."

**5-9 Years of Service = \$500
10-14 Years of Service = \$1,500
15-19 Years of Service = \$2,500
20 + Years of Service = \$4,000**

14. Article V, Section 1, Vacation With Pay

Amend D: from 23 days to 25 days.

15. Article VII, A3, Insurances

Amend health insurance into retirement, "the District shall contribute 60% of the premium costs of furnishing family or individual health insurance coverage..."

For employees who have accumulated 150 or more unused sick days at the time of their retirement, "The District shall contribute 65% of the premium costs of furnishing family or individual health insurance coverage."

Amend section B, Health Insurance Buyout to: "receive a payment of \$2,400 for opting out ..."

16. Throughout Document – remove all references to school nurses.

April 8, 2008

**SO AGREED THIS DAY OF MARCH _____, 2008, SUBJECT TO
RATIFICATION BY THE BOARD OF EDUCATION AND THE DOVER UNION
FREE SCHOOL DISTRICT CSEA NON-INSTRUCTIONAL ASSOCIATION.**

THE DISTRICT

BY: *Craig T. Gnofry*
Craig T. Gnofry, Superintendent

THE ASSOCIATION

BY: *Ella K Royer*
Ella Royer, CSEA

BY: _____
Glen Blackman, CSEA

Job Title	'07-'08	'08-'09	'09-'10	'10-'11
Typist	23,956	24,914	25,911	26,947
Sr. Typist	25,958	26,996	28,076	29,199
Stenographer	28,122	29,247	30,417	31,633
Clerk	12.98	13.50	14.04	14.60
Account Clerk	30,285	31,496	32,756	34,067
Sr. Account Clerk	32,448	33,746	35,096	36,500
Courier	25,958	26,996	28,076	29,199
Custodial Worker	23,956	24,914	25,911	26,947
Sr. Custodial Worker	26,580	27,643	28,748	29,898
Custodian	29,203	30,371	31,586	32,849
Head Custodian	32,448	33,746	35,096	36,500
Sewer/Grounds	27,040	28,122	29,246	30,416
Groundsperson	29,734	30,923	32,160	33,447
Maintenance Helper	27,040	28,122	29,246	30,416
Maintenance Mechanic	34,505	35,885	37,321	38,813
Sr. Maintenance Mechanic	43,264	44,995	46,794	48,666
Hourly Food Service Helper	9.19	9.56	9.94	10.34
Sr. Hourly Food Service Helper	11.36	11.81	12.29	12.78
Cook	17,558	18,260	18,991	19,750
Cook Manager	na	25,000	26,000	27,040
Micro-Computer/Word Processing Support Asst.	28,122	30,000	31,200	32,448