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**Contract Database Metadata Elements**

Title: **Roscoe Central School District #1 and Roscoe School District Unit, CSEA Local 1000, AFSCME, AFL-CIO, Sullivan County Local 853 (2006) (MOA)**

Employer Name: **Roscoe Central School District #1**

Union: **Roscoe School District Unit, CSEA, AFSCME, AFL-CIO**

Local: **Sullivan County Local 853, 1000**

Effective Date: **07/01/2006**

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# **AGREEMENT**

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by and between the  
**BOARD OF EDUCATION**

of the  
**ROSCOE CENTRAL  
SCHOOL DISTRICT**

and  
**CSEA, Local 1000 AFSCME,  
AFL-CIO**



Roscoe CSD Unit  
Sullivan County Local 853

**July 1, 2006 - June 30, 2009**



## **TABLE OF CONTENTS**

<b>ARTICLE</b>	<b>DESCRIPTION</b>	<b>PAGE</b>
I	APPLICABLE LAW	2
II	RECOGNITION	2
III	COLLECTIVE BARGAINING UNIT	3
IV	COMPENSATION	3
V	UNIFORMS	4
VI	WORKWEEK AND OVERTIME	5
VII	HOLIDAYS	5
VIII	DEFINITIONS: VACATION, SICK LEAVE & PERSONAL LEAVE	6
IX	SCHEDULE OF VACATION ALLOWANCE - CONTINUOUS EMPLOYMENT	6
X	CHILD REARING LEAVE, SICK LEAVE, SICK LEAVE BANK, AND BEREAVEMENT LEAVE	7
XI	PERSONAL LEAVE	8
XII	INSURANCE POLICIES	9
XIII	PENSION BENEFITS	10
XIV	RIGHTS OF REPRESENTATION	10
XV	ENTIRE AGREEMENT	10
XVI	DISAGREEMENTS	11
XVII	DISCIPLINARY PROCEDURES	12
XVIII	RIGHTS AND RESPONSIBILITIES OF THE EMPLOYER	13
XIX	SAVINGS CLAUSE	13
XX	WAIVER CLAUSE	13
XXI	MANDATED PROVISIONS OF THE LAW	14
XXII	SUB-TITLES	14
XXIII	SCHOOL YEAR EMPLOYEES	14
XXIV	TERMINATION OF AGREEMENT	15
	APPENDIX A - 52 WEEK EMPLOYEES	16-17
	APPENDIX B	18



AGREEMENT made this 4th day of December, 2006, between the Roscoe Central School District #1, Board of Education (hereinafter referred to as the "Employer") and the Civil Service Employees Association, Inc., Local #853, AFSCME, Local 1000, AFL-CIO, Roscoe School Unit, Sullivan County Local #853, membership corporation duly incorporated under the laws of the State New York, (hereinafter referred to as the "CSEA").

**ARTICLE I**

**APPLICABLE LAW**

This contract shall be construed in accordance with the provisions of the Public Employees Fair Employment Act, the provisions of the Civil Service Law, the provisions contained in the applicable local laws of the County of Sullivan, the provisions contained in the General Municipal Law, and Education Law, and generally in accordance with the Laws of the State of New York pertaining thereto.

**ARTICLE II**

**RECOGNITION**

**SECTION 1.** The employer recognizes CSEA as the sole and exclusive representative for all building and grounds employees, cafeteria employees, the school nurse, and clerical employees, except the Secretary to the Superintendent, and those positions entitled under appropriate law to be appointed by the Employer, e.g., Tax Collector, Treasurer, District Clerk, Attorney, School Doctor, etc., for the purpose of collective negotiations. It is understood that those positions which may appropriately be classified under applicable Civil Service Law as "Managerial Confidential" are also excluded for the purpose of collective bargaining described in Article III hereunder.

**SECTION 2.** The employer is hereby authorized to deduct from the wages of the employees contained in the bargaining unit described in Article III hereunder, regular membership dues for those employees who sign authorization permitting such deduction, and remit same to CSEA.

Payroll deductions for other purposes will be authorized according to Business Office rules and regulations.

**SECTION 3.** The Employer agrees that CSEA shall be the sole and exclusive representative for all employees in the bargaining unit described in Article III for the purposes of collective bargaining and airing of grievances for the period commencing July 1, 2006 to June 30, 2009.

In the event of a challenge by the legal percent of employees within the unit, the parties to the Agreement shall follow the procedures set forth in the Public Employees Fair Employment Act.

**SECTION 4.** CSEA hereby affirms that it, or any of its members, shall not engage in a strike, or cause, instigate, engage or condone a strike, nor will it engage in any activity

contrary to the provisions contained in the aforesaid Public Employees Fair Employment Act.

**SECTION 5.** Upon the effective date of this agreement, the employer shall supply to the CSEA Roscoe Unit, a list of all employees in the bargaining unit showing the employee's full name, home address, job title, work location, membership status, insurance deduction and first date of employment. Such information shall hereafter be provided to the Unit President of the local CSEA on a yearly basis.

**SECTION 6.** CSEA representatives shall have the right to visit members of unit for the administration of this agreement.

**SECTION 7.** In the event new title(s) are created by the District, during the term of this agreement, the union shall be informed, in writing, upon the Board's establishment of such new title(s). In the event the union and the employer cannot agree as to whether the new title(s) are to be included/excluded in/from the bargaining unit, the parties agree to submit the question to the grievance and arbitration article of this agreement.

**SECTION 8.** The Civil Service Employees Association, Inc., having been recognized as the exclusive representative of employees within the bargaining unit represented by this agreement shall have deductions made from the wage or salary of employees of said bargaining unit who are not members of the Civil Service Employees Association, Inc., the amount equivalent to the dues levied by the Civil Service Employees Association, Inc. The employer shall make such deductions and transmit the amount so deducted, along with a listing of such employees, to Civil Service Employees Association, Inc., 143 Washington Avenue, Albany, New York 12210.

### **ARTICLE III**

#### **COLLECTIVE BARGAINING UNIT**

The bargaining unit, for the purpose of collective negotiations, shall be comprised of all regular part-time, and full-time non-instructional employees, excluding substitute, seasonal and temporary employees. New employees shall serve a one year probationary period before being granted a permanent appointment.

### **ARTICLE IV**

#### **COMPENSATION**

Appendix A shall reflect a three (3) step increment scale for labor class employees, i.e., cleaners, food service workers, as well as aides. Employees hired before July 1, 1988 shall be placed at the third step of this scale.

Effective July 1, 2006, all unit members' salaries shall be increased by 4%.

Effective July 1, 2007 all unit members' salaries shall be increased by 4%.

Effective July 1, 2008, all unit members' salaries shall be increased by 4%.

Longevity Increments:

Cook Manager, School Nurse, Clerk Typists

10 years	\$1,400
15 years	\$1,700
20 years	\$2,000
25 years	\$2,300
30 years	\$2,600

Full-time Cleaners, Cleaner/Drivers, Maintenance Workers, Assistant Cook and Food Service Workers.

10 years	\$1,200
15 years	\$1,450
20 years	\$1,700
25 years	\$1,950
30 years	\$2,200

In determining the eligibility for longevity payments, years shall be counted as (shall include personnel who have been on an approved leave or whose positions were eliminated) years with the School District. A change in job title will not affect the eligibility for receiving longevity payments.

Part-time workers will be eligible for longevity on a pro-rated basis.

Night Differential

Each custodial member will received an additional \$1.50 for each workday started after 2:30 PM.

Payroll and Pay Periods

Fifty-two (52) week employees will receive 26 paychecks on biweekly basis. School year employees will receive paychecks on a biweekly basis according to the School calendar.

**ARTICLE V**

**UNIFORMS**

**SECTION 1.** Uniforms as determined by the District, are to be worn by all buildings and grounds and members, cafeteria staff and the school nurse.

**SECTION 2.** Start up uniforms for buildings and grounds and cafeteria staff shall consist of three full uniforms, i.e. tops and bottoms and one pair of shoes. Shoes shall be black safety shoes for buildings and grounds. Cafeteria staff shall wear white, non-skid, cushioned-soled shoes.

**SECTION 3.** Replacement of uniforms for other than new employees shall be limited to a maximum of \$150 per employee per year.



## **ARTICLE VI**

### **WORKWEEK AND OVERTIME**

**SECTION 1.** The workweek for full-time employees shall be 40 hours per week except for the position Assistant Cook whose workweek shall be 35 hours. Cook Manager salary will be adjusted for the increased hours in the workweek. Management will determine the actual schedule of hours to be worked based upon the needs of the District. The District shall notify the members of their work schedule prior to the start of the new school year. In the event, that the needs of the District change and a new work schedule is required the District will give the member a 15 day notice of change in work hours. Prior to the 15-day notification, the District will canvass for volunteers for this change in work schedule. In the event, there are no volunteers for the change of work schedule; the District will provide the 15-day notification to the member. In cases of emergency, the 15-day notification may be mutually waived between the District and the Union.

**SECTION 2.** Effective July 1, 2003, employees assigned regularly to work 25 hours or less per week shall be considered part-time employees and will not be eligible to receive any benefits set forth under this Agreement, except for the uniform allowance, and pay for time worked. Any part-time employee with accumulated sick time as of June 30, 2003, may retain the accumulated sick time for use during the life of the successor agreement. However, no additional sick leave may be earned, and any days left as of June 30, 2006 will be forfeited.

### **SECTION 3.**

- A. Employees who are required by management to work more than 40 hours in any one workweek shall be entitled to 1.5 times their regular hourly rate per hour over 40.
- B. Food Service Workers assigned to work special events other than normal meals served to all students when school is in session shall be paid at the rate of 1.5 times their regular hourly rate.
- C. In the event the cook manager is absent from work, the food service worker left in charge will be compensated an addition stipend of \$20 per day.

### **SECTION 4. Emergency Closing**

Cafeteria members who report to work at their regularly scheduled time, prior to the closing for emergency purposes will be paid a minimum of 2 hours.

## **ARTICLE VII**

### **HOLIDAYS**

**SECTION 1.** Employees with a "52 week" work year shall have 13 paid holidays. A Calendar Committee composed of CSEA and the District will meet after the School Calendar is adopted, to establish the contract holidays.

**SECTION 2.** In the event an employee is caused to work on a holiday, she/he shall be entitled to regular pay for the holiday and time and one-half pay (1 1/2 x's) for any time worked on the holiday.

**SECTION 3.** Any holiday taken will be in conjunction with the operation of the school system; therefore, no employee will receive a holiday when the students are scheduled to attend school.

**ARTICLE VIII**

**DEFINITIONS: VACATION, SICK LEAVE AND PERSONAL LEAVE**

1. The term "Vacation Allowance," "Sick Leave Allowance," and "Personal Leave Allowance" shall mean absence with pay.
2. The term "Day" shall mean a regular working day as scheduled by the Department Head or Superintendent.
3. The term "Payroll Period" shall mean that payroll period in use by the Employer.
4. The term "Continuous Employment," shall mean an employee on the payroll of the Employer throughout each payroll period.

**ARTICLE IX**

**SCHEDULE OF VACATION ALLOWANCES -- CONTINUOUS EMPLOYMENT**

**SECTION 1.** Employees with a "52 week" school fiscal year shall have the following paid vacation timetable.

After 1 year to 5 years	10 days
After 6 years to 10 years	12 days
After 11 years to 15 years	17 days
After 16 years to 20 years-	19 days
After 20 years	21 days

**SECTION 2.** All vacation allowance shall be taken at a time approved by the Superintendent of Schools or his designee. No vacation allowance is provided to a member during the first year of employment. On the member's first anniversary of date of hire, the member will receive a number of days of vacation that is prorated based on the number of months remaining in the fiscal year. This prorated vacation may be taken anytime between the 1<sup>st</sup> anniversary date and June 30<sup>th</sup>. On July 1<sup>st</sup>, after the member's anniversary date, the member will be provided an allowance of 10 days of vacation, to be taken anytime during the year July 1<sup>st</sup> through June 30<sup>th</sup>. Members will provide the District with a tentative schedule of their vacation no later than July of the new fiscal year. Vacation allowance will be taken during the year earned and shall not be

accumulated from year to year. In the event, that leave is unable to be taken due to no fault of the member, the member will be allowed to carry over the time which must be used by September of the following year.

## ARTICLE X

### CHILD REARING LEAVE, SICK LEAVE, SICK LEAVE BANK, AND BEREAVEMENT LEAVE

**SECTION 1.** Employees with a "52-week" work year shall be allowed 12 sick leave days per year with accumulation to 165. School Year employees shall be allowed 10 sick leave days per year with accumulation to 165.

**SECTION 2.** All members of the bargaining unit, at the discretion of the Superintendent of Schools, may be granted up to 5 bereavement days, not to be deducted from sick leave.

**SECTION 3.** In the event the employee's employment is terminated for any reason, accrued sick leave allowance shall be canceled and forfeited.

**SECTION 4.** Full-time employees who have completed ten years of service shall earn 13 sick leave days a year to a maximum accumulation of 180. Upon retirement and with at least 10 years of employment full-time employees will be compensated at the rate of 1/1200 time final salary for any unused accumulated sick days to a maximum of 180.

**SECTION 5.** A sick leave bank shall be established by the CSEA and the District for the purpose of providing additional sick leave to any employee who has exhausted his/her sick leave and who has extended disability or illness. An employee may use a maximum of 50 days from the sick leave bank in any given school year. Each employee who participates in the sick leave bank shall contribute one (1) day from accumulated sick leave to the "bank" within 30 days of their employment in return for the right to draw upon the bank. The "bank" shall be renewable once 75% of the days contributed have been exhausted. All unused sick bank days shall be carried over in to the following school year. The sick leave bank shall be administered by committee of two (2) employees, appointed by the Association and two (2) administrators appointed by the Superintendent, who shall review requests for sick bank days and act upon such requests. In the event the bank board is tied in their decision, it shall be referred to the school physician for decision. The decision of the above committee shall be final and binding upon the employees, and will not be subject to final and binding arbitration. Sick leave bank time may only be used for extended disability or illness and not for more than 50 days or 50% of all unused sick leave existing prior to the onset of disability or illness, whichever is greater.

#### **SECTION 6. Child Rearing Leave**

Any unit member shall be granted child-rearing leave upon the following conditions:

- A. The employee shall be required to give thirty (30) days advance notice of the commencement of the leave. The notice shall also state the date of

termination of such leave. The leave shall be for a maximum period of one (1) year.

- B. Notwithstanding the foregoing, the leave may be terminated sooner upon the request of the unit member and approval of the District and upon availability of a position. In every case, no employee shall return without presenting a medical certificate establishing that the employee is physically able to perform his/her usual duties.
- C. All of the above is applicable to employees in the event of an adoption.

**SECTION 7.** In the event the employee resumes employment at the expiration of the leave of absence, the employee shall be deemed to have been in continuous employment. No credit for sick leave allowance or personal leave shall be earned during the leave of absence.

**SECTION 8.** The Superintendent of Schools may require a physician's certificate for any absence of more than two days. Where the illness or disability is of long duration, a physician's certificate will be required for each one-half month of continuous absence. In any case, the Superintendent may require an examination by a physician, or other evidence that the illness is bona fide. If the Superintendent or the Board of Education requires such examination by a physician, the cost of such examination is to be borne by the Employer.

**SECTION 9** - In the event a member establishes a pattern of absence indicative of the abusive utilization of sick leave, the District shall issue a Notice of Warning, which may require the verification of each subsequent illness with a letter from a qualified physician for a period of six months.

## **ARTICLE XI**

### **PERSONAL LEAVE**

**SECTION 1.** Employees with a "52-week" work year shall be allowed 3 personal leave days per year. "School Year" employees shall be allowed 3 personal leave days per year. Unused personal leave days shall be accumulated as sick leave days.

Part-time employees will be allotted 3 personal leave days annually, not be accumulative.

**SECTION 2.** A personal leave day may not be used in conjunction with a holiday. A personal day may be used only for business that cannot be taken care of outside of school time. The reason for the personal day must be stated at the time of application. A personal day shall not be unreasonably denied by the Superintendent.

**SECTION 3.** Leave of absence without pay may only be granted in the extraordinary circumstances upon the approval of the Superintendent of Schools.

**SECTION 4.** Any employee who is on an unpaid leave of absence shall not be entitled to any fringe benefits while on said leave. The Employer will continue hospitalization

coverage providing that the employee pays the insurance premium to the Employer in advance, pursuant to compliance with the school treasurer.

## ARTICLE XII

### INSURANCE POLICIES

**SECTION 1.** The Employer agrees to participate in a hospitalization program on the following basis:

(1) The Employer shall provide ninety (90%) percent of the cost of the DEHIC Alternate PPO for either individual or family health insurance coverage. The employee will contribute ten (10%) percent of the cost.

The Employer retains the right to select insurance carriers without approval of the CSEA.

It is agreed that any change in carriers or programs will not decrease the overall level of benefits received by the membership. It is understood that some benefits may decrease and some may increase but the criteria used by the District will be the overall level of benefits enjoyed by the participating membership in the hospitalization program in which their majority participates. For example, the current standard program would be the DEHIC Alternate PPO Plan.

**SECTION 2.** Any employee eligible for the health insurance benefit shall be eligible to opt out of the Health Insurance Plan provided that such employee has comparable insurance from other sources. An employee opting out of the plan shall receive a lump sum payment in the last pay check in June equal to 50% of the cost of the DEHIC Alternate PPO plan-50% of the family plan or a maximum of \$3500 for employees hired on or before July 1, 1982 and up to a maximum of \$3500 or 50% of the individual plan premium for employees hired after July 1, 1982.

Effective July 1, 1993, the District shall provide all unit members with the CSEA Employees' Benefit Fund Horizon Family Dental Plan.

**ARTICLE XIII**

**PENSION BENEFITS**

**SECTION 1.** The Employer will provide coverage under Retirement Section 75i and subsections 41j, and 60b of the New York State Employees Retirement System.

**ARTICLE XIV**

**RIGHTS OF REPRESENTATION**

**SECTION 1.** The Employer recognizes the right of the employees to designate a representative of the CSEA to appear on their behalf to discuss salaries, working conditions, grievances, and disputes as to the terms and conditions of the agreement before the Board of Education or at Public Hearings.

**SECTION 2.** A representative of the CSEA shall have the right to visit employees during working hours providing permission is obtained from the Superintendent of Schools, or designee, and does not unduly interfere with the performance of the duties assigned employees.

**SECTION 3.** The Employer and CSEA shall so administer their obligations under this agreement in a manner which shall be fair and impartial to employees, and shall not discriminate against any employee by reason of sex, marital status, race, color, creed, national origin or political affiliation.

**SECTION 4.** The CSEA shall have the right to post notices and other written communications on bulletin boards maintained upon premises and facilities of the Employer. All notices are subject to approval by the Superintendent of Schools.

**SECTION 5.** Both parties agree that during the life of this agreement either party may request a meeting of the other party on matters arising in connection with the administration of this agreement. The request shall be in writing and shall include a statement of the specific matter to be discussed. A meeting shall be mutually scheduled as promptly as possible but no later than 10 school days after receipt of the request. Each party agrees to designate no more than two representatives to meet and make every reasonable effort to resolve such matters.

**ARTICLE XV**

**ENTIRE AGREEMENT**

It is the intention that the terms and provisions herein contained constitute the entire Agreement between the parties.

## **ARTICLE XVI**

### **DISAGREEMENTS**

It is the purpose of this procedure to secure at the lowest possible administrative level, equitable solutions to grievances free from coercion, restraint and reprisal.

#### **SECTION 1 - DEFINITIONS**

1. **Grievances** - A grievance is any claimed violation of the terms of this agreement.
2. **Days** - The word "days" shall mean normal working days, thus Saturdays, Sundays and holidays are excluded.

#### **SECTION 2 - RIGHTS**

1. An employee shall have the right to present grievances in accordance with the procedure, free from coercion, interference, restraint, discrimination or reprisal.
2. The grievant shall have the right to be represented at any step of the procedure by CSEA.
3. The grievant shall be given time to prepare his grievance and his/her unit representative and/or a CSEA staff representative shall be given access to the grievant to prepare and process his grievance.
4. Each party to a grievance, and the CSEA representative, shall have access at reasonable times to all written statements and records pertaining to such a case.
5. When a grievance is satisfactorily adjusted at any one of the steps of the procedure, the settlement shall be noted on a report signed by both parties.
6. Where a grievance involves an act or condition over which an immediate supervisor lacks power of authority to act, the grievance may be initiated at the second step of the decision.
7. Where the employer fails to answer at any step of the grievance procedure within the specified time limits, the grievance may then be moved on to the next higher step.

#### **SECTION 3 - PROCEDURE**

**Step 1** - Any employee considering himself/herself aggrieved may, either orally or in writing, present a grievance to his/her immediate supervisor within thirty (30) days of the alleged violation or within thirty (30) days of the employee's knowledge of the alleged

violation. The immediate supervisor will have ten (10) days to give his/her decision in writing to the grievant from the time the grievance was submitted.

**Step 2** - If not settled at the first step, the grievant may then submit his/her grievance to the Superintendent of Schools within ten (10) days. The Superintendent will call a conference with the grievant and his/her representative and render his/her decision, in writing, within ten (10) days from the time the grievance was submitted.

**Step 3** - In the event such disagreement is not resolved within ten (10) days of submission to the Superintendent of Schools, the representative of CSEA will submit same to the Board of Education within five (5) days.

**Step 4** - In the event that the grievance is not fully settled at the third step within 15 days, CSEA will file with the Board of Education their desire to arbitrate the matter. The following panel of arbitrators shall be selected on a rotating basis to the extent practicable:

David Stein  
Randall Kelly

Michael Lewandowski

The decision of the arbitrator shall be binding on both parties and the fees and expenses for such arbitrator are to be shared equally by the Employer and the Union. No terms can be added to or subtracted from this Agreement, or any provisions thereof amended, modified or changed by arbitration.

The Employer and the Union shall have the right to amend the panel at the end of each contract term. The party desiring the change shall notify the other party by the final June 30th of the contract term. Each party may choose one arbitrator. The third arbitrator shall be selected by each party striking three of a list of five arbitrators. Any arbitrator not stricken, who remains on each party's list, shall be deemed the acceptable third choice. The District Superintendent and the CSEA Unit President shall determine the arbitrator(s) who is (are) coincidental to each party's list.

## **ARTICLE XVII**

### **DISCIPLINARY PROCEDURES**

The disciplinary procedures set forth in Section 75, 76, and 77 of the Civil Service Law shall apply to all persons covered by those procedures who are members of the unit and are subject to this collective bargaining agreement. In addition, those members of the unit not covered by those procedures and who are subject to collective bargaining under this agreement shall after completion of their probationary period be subject to their provisions.



## **ARTICLE XVIII**

### **RIGHTS AND RESPONSIBILITIES OF THE EMPLOYER**

**SECTION 1.** Nothing in this Agreement shall be construed as delegating the authority conferred by law on any elected member of the Board of Education or appointed Supt. of Schools of the Roscoe School District or in any way to reduce or abridge their authority.

**SECTION 2.** The rights and responsibilities of the Employer include, but are not necessarily limited to the following:

- a. To determine the standard of services to be offered by the Roscoe School Board not inconsistent with applicable law.
- b. To direct employees in their respective positions.
- c. To hire, promote, transfer, assign and retain employees, and to suspend, demote, discharge or take disciplinary action against employees.
- d. To relieve employees from duties because of lack of work, or for other legitimate reasons.
- e. To maintain the efficiency of School Operations entrusted to them.
- f. To determine the methods, means, and personnel by which such operations are to be conducted, and to take whatever actions may be necessary to carry out the missions of each department, office or agency concerned in a situation of emergency.

## **ARTICLE XIX**

### **SAVING CLAUSE**

If any article or section of this Agreement or any addendum thereto shall be held invalid by operation of law or by any tribunal of competent jurisdiction if compliance with or enforcement of any article or section shall be restrained by such tribunal, the remainder of this Agreement and addendum shall not be affected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for said article or section.

## **ARTICLE XX**

### **WAIVER CLAUSE**

The parties acknowledge that during the negotiations which preceded this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the

parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated and signed this Agreement.

## **ARTICLE XXI**

### **MANDATED PROVISIONS OF THE LAW**

Notice, as provided by Section 204-A of the Civil Service Law as amended:

"IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF THE LAW OR TO PROVIDE THE ADDITIONAL FUNDS THEREFORE SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL."

## **ARTICLE XXII**

### **SUB-TITLES**

The sub-titles used herein are used for reference purposes only, and are not to be used in any manner for the construction of or interpretation of any of the provisions and terms set forth herein.

## **ARTICLE XXIII**

### **SCHOOL YEAR EMPLOYEES**

**SECTION 1.** School year employees may elect to receive twenty-six (26) paychecks annually.

School year employees who are eligible for longevity payments may elect to receive such payments in three separate checks.

- 1st payment - first payroll period of school year
- 2nd payment - Christmas vacation
- 3rd payment - Spring break

**SECTION 2.** Effective July 1, 2003 school year employees such as, the cook manager and school nurse, will be required to report to work on all days that teachers are required to report to work.

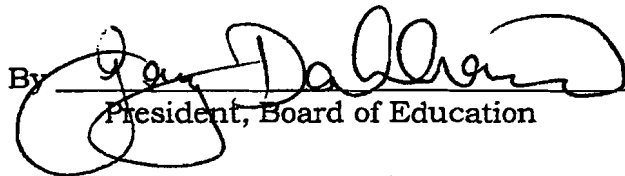
**ARTICLE XXIV**

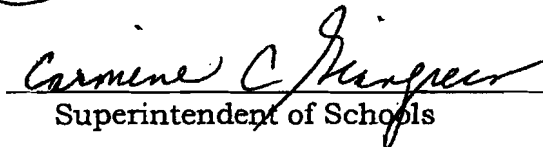
**TERMINATION OF AGREEMENT**

This agreement shall become effective July 1, 2006, and shall terminate at the close of business June 30, 2009.

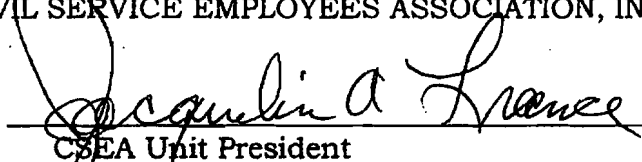
IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THIS AGREEMENT TO BE EXECUTED BY THEIR OFFICERS THE DAY AND YEAR FIRST ABOVE WRITTEN.

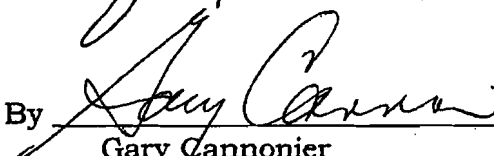
BOARD OF EDUCATION OF THE  
ROSCOE CENTRAL SCHOOL DISTRICT #1

By  \_\_\_\_\_  
President, Board of Education

By  \_\_\_\_\_  
Superintendent of Schools

ROSCOE SCHOOL UNIT  
SULLIVAN COUNTY LOCAL  
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

BY  \_\_\_\_\_  
CSEA Unit President

By  \_\_\_\_\_  
Gary Cannonier  
Labor Relations Specialist

**APPENDIX A**

**52 WEEKS EMPLOYEES**

**APPENDIX A**

**ROSCOE CENTRAL SCHOOL DISTRICT  
CSEA Represented Employees**

<b>Salary/Hourly Wages</b>	<b>Maintenance</b>	<b>Cleaner</b>	<b>Cook Manager</b>
2006 – 2007 (4%)	\$28,926	\$22,861	\$34,920
	\$30,268,	\$24,175	\$37,293
	\$32,953	\$26,803	\$39,665
2007 – 2008 (4%)	\$30,083	\$23,775	\$36,317
	\$31,479	\$25,142	\$38,784
	\$34,272	\$27,875	\$41,252
2008 – 2009 (4%)	\$31,286	\$24,726	\$37,770
	\$32,738	\$26,148	\$40,336
	\$35,642	\$28,990	\$42,902

*29869*

*10 mo*

*12 mo*

<b>Salary/Hourly Wages</b>	<b>Food Service Helper</b>	<b>Clerk Typist</b>	<b>Clerk Typist</b>
2006 – 2007 (4%)	\$9.13	\$22,358	\$25,552
	\$9.91	\$23,533	\$26,895
	\$11.32	\$25,136	\$28,726
2007 – 2008 (4%)	\$9.50	\$23,252	\$26,574
	\$10.31	\$24,474	\$27,971
	\$11.77	\$26,141	\$29,875
2008 – 2009 (4%)	\$9.88	\$24,182	\$27,637
	\$10.72	\$25,453	\$29,090
	\$12.24	\$27,187	\$31,070

*12.61*

**ROSCOE CENTRAL SCHOOL DISTRICT  
CSEA Represented Employees**

<b>Salary/Hourly Wages</b>	<b>School Nurse</b>	<b>Teacher Aide</b>	<b>Assistant Cook</b>
2006 - 2007 (4%)	\$35,352	\$9.13	\$15,366
	\$38,888	\$9.91	\$16,442
	\$43,305	\$11.32	\$17,593
2007 - 2008 (4%)	\$36,766	\$9.50	\$15,981
	\$40,444	\$10.31	\$17,100
	\$45,037	\$11.77	\$18,296
2008 - 2009 (4%)	\$38,236	\$9.88	\$16,620
	\$42,061	\$10.72	\$17,784
	\$46,838	\$12.24	\$19,028

12.41

19599-

**SUPPLEMENTAL MEMORANDUM OF AGREEMENT**

**BY AND BETWEEN** the Superintendent of Schools and the Board of Education of the Roscoe Central School District (the "District") and CSEA, Local 1000 AFSCME, AFL-CIO, Roscoe Central School District Unit, Sullivan County Local 853 (the "CSEA");

**WHEREBY**, the District and the CSEA agree that it is in their mutual interests to modify Article VI of the parties' collectively negotiated agreement as follows:

1. Add Section 4 [NEW], entitled "Out of Title Pay" to read as follows (and renumber current "Section 4" as "Section 5"):

"Effective February 1, 2010, when a unit member is required to perform the work of a title in a higher job classification upon the absence of the employee who works in said title for five or more consecutive days, the unit member shall be paid an additional \$20.00 per day so long as he or she is assigned to assume the duties of the higher job classification by administration." (At page 5)

The terms of this Supplemental Memorandum of Agreement shall be incorporated into the parties' successor collectively negotiated agreement.

SO AGREED, this 6<sup>th</sup> day of ~~March~~ April 2010, subject to the approval of the Board of Education.

THE DISTRICT

By: \_\_\_\_\_  


THE CSEA

By: \_\_\_\_\_  




MEMORANDUM OF AGREEMENT

BY AND BETWEEN

ROSCOE CENTRAL SCHOOL DISTRICT  
AND  
ROSCOE SCHOOL DISTRICT UNIT OF  
CSEA, LOCAL 1000 AFSCME AFL-CIO  
SULLIVAN COUNTY LOCAL 853

This Agreement made the 21<sup>st</sup> day of September, 2011, by and between the Roscoe Central School District (herein after the "District") and the Roscoe School District Unit of CSEA Local 1000 AFSCME AFL-CIO (herein after the "CSEA") whereby the parties stipulate and agree as follows:

WHEREAS, the District and the CSEA are co-signatories to a Collective Bargaining Agreement (herein after "Agreement") dated July 1, 2010 through June 30, 2013; and

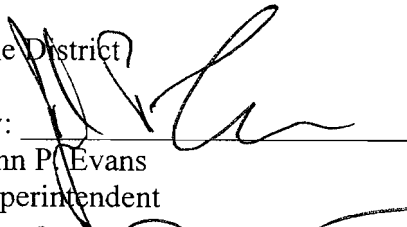
WHEREAS, the District and the CSEA agree that it is in their mutual interest to modify the parties' collectively negotiated agreement as follows:

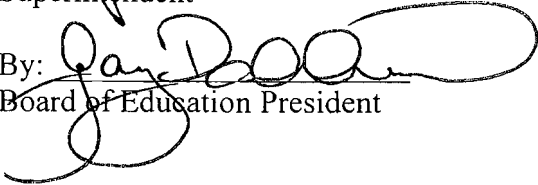
Effective September 1, 2011, current part-time employees (employees assigned regularly to work 25 hours or less per week) wishing to act as a substitute in any position other than their assigned position will be paid \$14.00/hour for each hour worked as the substitute.

The terms of this Supplemental Memorandum of Agreement shall be incorporated in the parties' successor collectively negotiated agreement, (Article VI, Section 3D).

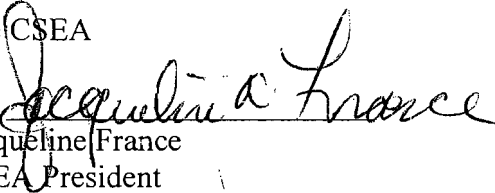
SO AGREED, this 21<sup>st</sup> day of September 2011, subject to approval of the Board of Education.

The District

By:   
John P. Evans  
Superintendent

By:   
Board of Education President

The CSEA

By:   
Jacqueline France  
CSEA President





## **APPENDIX B**

In the event a position becomes vacant or created during the period of this contract, the Board of Education shall have the right to hire or promote any employee not inconsistent with applicable law and determine the salary, working conditions and duration of said employment.

