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Contract Database Metadata Elements

Title: **Chazy Central Rural School and Chazy Central Rural School Unit 6456, Civil Service Employees Association, Local 1000 American Federation of State, County and Municipal Employees, AFL-CIO, Clinton County Municipal & School Employees Local 810 (2008)**

Employer Name: **Chazy Central Rural School**

Union: **Chazy Central Rural School Unit 6456, Civil Service Employees Association, American Federation of State, County and Municipal Employees, AFL-CIO**

Local: **Clinton County Municipal & School Employees Local 810, Local 1000**

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A G R E E M E N T

by and between the

Chazy School Board Of Education

and

Civil Service Employees Association, Inc.

Local 1000 AFSCME, AFL-CIO

Chazy Central Rural School Unit 6456

of

Clinton County Municipal & School Employees

Local 810

RECEIVED
NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

DEC 08 2009

ADMINISTRATION

JULY 1, 2008 – JUNE 30, 2011

TABLE OF CONTENTS

| <u>ARTICLE</u> | | <u>PAGE</u> |
|----------------|----------------------------------|-------------|
| | PREAMBLE | 1 |
| | RECOGNITION OF BARGAINING UNIT | 1 |
| I | SICK LEAVE | 1 |
| II | PERSONAL LEAVE | 2 |
| III | BEREAVEMENT LEAVE | 3 |
| IV | LEAVE OF ABSENCE | 3 |
| V | VACATION | 4 |
| VI | HOLIDAYS | 4 |
| VII | NEW YORK STATE RETIREMENT | 4 |
| VIII | HOSPITALIZATION | 4 |
| IX | SAVINGS CLAUSE | 5 |
| X | LONGEVITY | 5 |
| XI | SENIORITY | 6 |
| XII | GRIEVANCE PROCEDURE | 7 |
| XIII | OVERTIME | 8 |
| XIV | MISCELLANEOUS | 8 |
| XV | SALARIES | 9-21 |
| | GENERAL STATEMENT/SIGNATURE PAGE | 22 |

PREAMBLE

The Employer and the CSEA, Inc., Local 1000 AFSCME, AFL-CIO, declare it to be their mutual policy, that in order to promote harmonious labor relations between the employer and employees, the principle of collective bargaining is to be employed pursuant to the New York State Public Employees Fair Employment Act and, in that no article or section in this contract shall be construed to be in any violation of New York State Law. Both parties to this agreement furthermore affirm that public employment shall be regarded as a lifelong career, and that, as such, the terms, conditions of employment, and the working conditions shall be of the highest caliber to attract and maintain in employment, the best personnel available.

RECOGNITION OF BARGAINING UNIT

Section 1 The Employer recognizes CSEA, Inc., Local 1000 AFSCME, AFL-CIO and Chazy Central Rural School Unit 6456 of Clinton County Local 810 as the sole and exclusive bargaining agent and representative of all non-teaching employees at the Chazy Central Rural School for the maximum period permitted under Section 208-C of the Public Employees' Fair Employment Act. Excluded from the bargaining unit are the Supervisor of Building & Grounds, Supervisor of Transportation, Superintendent of Buildings & Transportation, Business Manager, Treasurer, and the Secretary to the Superintendent of Schools.

Section 2 The Employer shall deduct from the wages of the members of CSEA and remit to the CSEA or its designated agent dues and CSEA group insurance deductions for those employees who sign authorizations permitting such deductions in the manner and form approved by the Employer and the CSEA.

Section 3 The Employer shall remit such amounts that are withheld to CSEA or its designated agent once a month to CSEA Headquarters, 143 Washington Avenue, Albany, New York 12210, or other address as stipulated by CSEA or its designated agent.

Section 4 As required by statute, the District hereby agrees to take, from the wages and salary of every non-member in the negotiating unit, an agency shop fee deduction in the amount of dues levied by the Civil Service Employees Association, Inc., and to transmit said sums in a separate check to CSEA, Inc.,
143 Washington Avenue, Albany, New York 12210.

Section 5 The District agrees to provide a list of non-teaching employees to the CSEA Unit President on September 30 of each year.

ARTICLE I - SICK LEAVE

1. Twelve (12) month employees shall be entitled to fourteen (14) days sick leave per year accumulative to 190 days. Ten (10) month employees shall be entitled to twelve (12) days sick leave per year accumulative to 190 days. Part-time employees' sick leave shall be prorated on the basis of hours worked.
2. Employees may use their sick leave for immediate family illness, up to their maximum annual sick leave accrual per school year. Immediate family consists of: Spouse, Mother, Father, Sister, Brother, (either spouse), Daughter, Son, Daughter-in-law, Son-in-law, Grandparents, Grandchildren and Guardians.
3. Each employee will receive a list of all accrued leave each June 30th of the fiscal year.

4. Sick Leave Bank

- a) Once an individual has exhausted his/her contract leave ability, the Chazy Central Rural School ("School") and the CSEA ("CSEA") herewith agree that a pool of sick leave days may be established on an individual and ad hoc basis for the use of a member who, due to unusual circumstances, has exhausted his or her accumulated sick leave and/or any additional leave granted by the Board of Education.
- b) Sick leave days made available to the pool shall be voluntarily donated by members who desire to make such donations. Such sick leave pool shall be available only to the extent of such voluntary donations and in no event shall exceed one work year or the equivalent number of days, whichever is greater.
- c) Implementation
 - 1) Requests for implementation of the sick leave pool provisions described herein shall be made by the applicant jointly to the Superintendent of Schools and the CSEA President, including a description of the unusual circumstances which the applicant believes would justify the creation of the sick leave pool and a statement from the applicant's physician indicating his/her diagnosis and prognosis.
 - 2) If the Superintendent and President in their sole and non-reviewable judgment agree that the circumstances warrant the creation of the individual sick leave pool, CSEA shall notify the applicant and publish the request for such voluntary donations through the appropriate means, which may include the CSEA's (Executive Committee) structure or other appropriate device. Once the sick leave pool is approved, it will be established in twenty (20) (work) day increments and distributed on a day-to-day basis.
 - 3) Members must be off payroll for more than 20 (work) days or more to receive sick leave donations and will be limited to three (3) increments of 20 (work) days within a three (3) (calendar) year period.
 - 4) The Superintendent and the President may by mutual agreement, attach such other conditions to the sick leave pool as they deem appropriate.
- d) In no event shall the administration or regulation of the sick leave pool, including the decision to establish such pool or any conditions which may be attached thereto, be subject to the grievance procedure provided under the collective bargaining agreement between the School and CSEA.

ARTICLE II - PERSONAL LEAVE

The Board of Education agrees to provide up to three (3) days for personal business for all employees in the bargaining unit which cannot be scheduled during non-working hours; arrangements to be made in advance with the Superintendent of Schools or his designee if possible; non-accumulative nor counted against sick leave. One of the three days may have the reason stated as "Too personal to divulge." Part-time employees' personal leave shall be prorated on the basis of hours worked.

1. The following reasons are acceptable:
 - a) Family event (graduation or wedding of son or daughter)
 - b) Transporting child to college for interview and/or admittance.
 - c) Unusual honor conferred on employee or member of employee's family.
 - d) Job interview, if employee's existing job was/is terminated by the District for reason of elimination of position.
 - e) Household emergency requiring presence of employee.
 - f) Marriage of employee.
 - g) Other - at the discretion of the Superintendent of Schools.

2. Illness in immediate family. Immediate family consists of: Spouse, Mother, Father, Sister, Brother, (either spouse), Daughter, Son, Daughter-in-law, Son-in-law, Grandparents, Grandchildren and Guardians.
3. Legal business
 - a) Closing a mortgage
 - b) Court appearance
 - c) Other serious legal matter

Less than half days for which arrangements can be made without hiring a substitute (coverage by other employees) will be granted for legal and medical appointments with no charge to personal leave providing such appointments cannot be made outside school hours.

Jury duty shall not be charged to personal leave. Employees shall be paid by the District their normal rate of pay for those days they are required to serve on jury duty, less the amount they are compensated by the appropriate unit of government for jury duty.

4. Unused personal leave shall be converted to sick leave at the end of each school year.

ARTICLE III - BEREAVEMENT LEAVE

Up to an additional three (3) days is available for death in the immediate family. Immediate family consists of: Spouse, Mother, Father, Sister, Brother, (either spouse), Daughter, Son, Daughter-in-law, Son-in-law, Grandparents, Grandchildren and Guardians.

One day, on each occasion, when the death is that of the employee's aunt or uncle; or the aunt, uncle, grandparents of his/her spouse.

One day, to be granted to attend the funeral of a close friend of the employee. If possible, this should be limited to one-half day.

Part-time employees' Bereavement Leave shall be prorated on the basis of hours.

ARTICLE IV - LEAVE OF ABSENCE

The Board of Education shall grant a leave of absence not to exceed one (1) year in cases of extended illness or injury, which must be certified by a physician. Paid Health Insurance shall be continued for the period of extended illness or injury up to one (1) year and the employee shall notify the employer on a monthly basis with medical verification if requested by the District as to his/her current health condition.

Upon the expiration of such leave of absence, the employee shall be reinstated to the position that he occupied at the time the leave was granted, and he shall be restored to full benefits for which he is eligible. The employee must work at least six (6) months during the calendar year in which the leave of absence was granted in order to receive an increment step at the beginning of the next fiscal year.

All other leave of absence requests may be granted at the discretion of the Board of Education.

ARTICLE V - VACATION

1. Twelve (12) month employees will receive two (2) weeks vacation with pay after one (1) year of service; three (3) weeks vacation with pay after ten (10) years of service; and four (4) weeks vacation with pay after fifteen (15) years of service. Vacation time for twelve (12) month employees will be accrued on the employee's anniversary date.

2. The maximum carry over of accrued vacation time from one year to the next shall not exceed one (1) week.
3. Vacation requests in excess of five (5) consecutive days must be submitted to the employee's immediate supervisor two (2) weeks in advance.

ARTICLE VI - HOLIDAYS

Twelve (12) month employees will have twelve (12) paid holidays per year, namely:

| | | |
|-----------------------------|------------------------|---------------|
| New Year's | Thanksgiving Day | Labor Day |
| Good Friday | Day after Thanksgiving | Veteran's Day |
| Independence Day | President's Day | Christmas |
| Martin Luther King, Jr. Day | Columbus Day | Memorial Day |

Ten (10) month employees will have four (4) paid holidays per year, namely:

| | | |
|------------------------|-----------------|--------------|
| Thanksgiving Day | President's Day | Memorial Day |
| Day After Thanksgiving | | |

Part-Time employees' Holidays shall be prorated on the basis of hours worked.

ARTICLE VII - NEW YORK STATE RETIREMENT

The Board of Education will provide Plan 75-i (non-contributory) of the New York State Employees Retirement System. In addition, the Board will provide Section 41j (application of unused sick leave as additional service credit upon retirement) and Section 60b (guaranteed minimum death benefit of three times annual rate of pay, but limited to \$20,000).

At the time of retirement, all employees will receive thirty-five (\$35.00) dollars per day for any unused sick leave accruals beyond one hundred sixty-five (165) days up to a maximum accrual of one hundred ninety (190) days.

ARTICLE VIII - HOSPITALIZATION

The current hospitalization plan, Blue Cross-Blue Shield Plan C with Major Medical coverage, shall be continued as is from July 1, 1995 to June 30, 1996 with each participating employee contributing one (\$1.00) per year toward the cost of said plan. The Board will bear the remaining cost of both members and dependents. This Plan cannot be changed without the consent of the majority of employees covered.

Effective July 1, 2006 the district will pay 93.5% of the cost of the aforementioned health plan and the employee will pay 6.5% of said cost. Effective July 1, 2007 the employee's share of the cost of the health plan will be increased to 7.5%. Effective July 1, 2008, the employee's share of the cost of the health plan will continue at 7.5%. Effective July 1, 2009, the district will pay 92% of the cost of the aforementioned health plan and the employee will pay 8% of said cost. Effective July 1, 2010, the employee's share of the cost of the health plan will be increased to 8.5%.

Prior to the expiration of this agreement, the parties will meet and confer to discuss possible alternative health insurance plans.

All employees eligible for Health Insurance must have been employed for a total of thirteen (13) years to be eligible for Health Insurance benefits upon retirement.

Life insurance deduction - The Board agrees to pay premiums for the employee group life insurance up to a \$10,000 death benefit.

All employees who work less than twenty (20) hours per week or bus drivers who drive less than three (3) bus runs per day will not be eligible for health insurance benefits.

Employees who elect not to participate in the District health plan at open enrollment each year will receive a health insurance incentive payment (buyout) equal to \$1500 which shall be payable at 50% in the first payroll in December and 50% in the first payroll in June of each school year upon the employees' demonstration of his/her health benefit coverage under an alternative source. In the event, the employee's alternative coverage is terminated during the course of the school year prior to open enrollment, the employee will be permitted to re-enter the plan as a qualifying event in accordance with the terms of the plan sponsor. In such event, no repayment of buyout installments received shall be due. Example: Employees waiving health insurance coverage in July would receive two equal payments of \$750 with the first to be paid in the last payroll in December and the second in the last payroll in June. Employee could re-enroll at open enrollment or if there was a "qualifying event" under plan rules, i.e. loss of alternative coverage through spouse or other plan.

Vision Benefit – Effective July 1, 2009 the District shall permit participation in a designated CSEA Employee Benefit Fund Vision Plan for all bargaining unit members and their dependents (family coverage) and guests at their own expense through payroll deduction and on a pre-tax basis, as permissible under law, and as such plan is available through CSEA. It is understood by the parties that in no event shall this benefit be carried into retirement.

Dental Benefit – Effective July 1, 2009, the District shall permit participation in a designated CSEA Employee Benefit Fund Dental Plan for all bargaining unit members and their dependents (family coverage) and guests at their own expense through payroll deduction and on a pre-tax basis, as permissible under law, and as such plan is available through CSEA. It is understood by the parties that in no event shall this benefit be carried into retirement.

ARTICLE IX - SAVINGS CLAUSE

The Chazy Board of Education agrees that all existing policies and benefits necessary to enforce the terms of this agreement will be continued.

ARTICLE X - LONGEVITY

After the tenth (10) year of service to Chazy Central Rural School, all twelve (12) month employees shall be given a \$200 longevity payment in addition to his/her salary entitlement; after the fifteenth (15) year of service, the previous longevity payment shall be increased to \$300 in addition to his/her salary entitlement; after the twentieth (20) year of service, the aforementioned longevity payment shall be increased to \$400 in addition to his/her salary entitlement; after the twenty-fifth (25) year of service, the longevity payment shall be increased to \$550 in addition to his/her salary entitlement.

The identical longevity payments shall be made to employees who work less than twelve (12) months, and who meet the qualification stipulated above, on a prorata basis (example: qualified ten (10) month employees shall receive 10/12 of the longevity payments provided above).

Longevity shall be paid in a single lump sum check on the second pay period in July for twelve (12) month employees and the second pay period in September for ten (10) month employees.

ARTICLE XI - SENIORITY

1. a. Seniority shall be the deciding factor, all other qualifications being equal, in determining

promotional opportunities, transfers, summer vacations, layoffs and vacancies within departments. Seniority rights shall be limited to departments with the exception of paragraph 2 below.

- b. For purposes of this article, the following departments are recognized within the bargaining unit: custodial, bus driver, secretarial, cafeteria, teacher aides, bus mechanic-driver, building maintenance and school nurse.
2. Employees who are terminated in connection with a staff reduction or abolition of one or more positions will be given a preference for placement to fill positions within the District which are vacant and for which they are deemed qualified by the District.
3.
 - a. In the case where there is an abolition of a position in a certain department, the employee whose job is abolished may only bump an employee in the same department with the least number of years served. All temporary, provisional, and part-time employees shall be laid off before layoff of any permanent employees.
 - b. In the case where a full time bus driving position is reduced to part time status, the incumbent in the full time position shall have the right to assume run(s) from the least senior part time driver.
 - c. In the case of abolition of position(s), all part time positions will be eliminated before full time positions are eliminated.
4.
 - a. Part time employee who becomes full time employee shall be credited with full time service for the years he or she worked part time prorated in accordance with the full time employee's hours worked.
 - b. Temporary employees shall not receive seniority credit until they attain either provisional or permanent status.
 - c. A full time employee who is involuntarily reduced to part time service shall retain seniority credit for his or her years of service.
 - d. A full time employee who voluntarily is reduced to part time service or who resigns, shall forfeit his or her accumulated seniority credit.
 - e. For purposes of this article, part time employees shall be defined as: custodians who are assigned to less than forty (40) hours per week, bus drivers who are assigned less than three runs daily, secretaries who are assigned less than thirty-five (35) hours of work per week, cafeteria employees who are assigned less than thirty-five (35) hours of work per week, and teacher aides who are assigned less than thirty-five (35) hours of work per week.
5. Part time employees shall enjoy the seniority benefits stipulated by this article only in relationship to other part time employees within the same department.
6. If a new employee from outside the district is hired for a vacant or new position, on the basis of superior qualifications as determined by the superintendent, that individual may not be hired above Step 6 with conferral with the union first, before placing the new employee on the schedule. If the employer proceeds, on the basis of required qualifications, to place the new hire above Step 6, the union may grieve that decision.

ARTICLE XII - GRIEVANCE PROCEDURE

Rights of the Parties

A. Rights of Grievant

1. The grievant may select any representative to assist him/her in the processing and/or preparing of the grievance except that no representative may be present from any other employee organization other than CSEA.
2. Records, statements, and all pertinent papers or documents shall be made available to all parties to the grievance.

B. Rights of the Association:

1. The Association shall receive a copy of any grievance including materials and of any decision rendered pursuant to the grievance procedure.
2. The Association shall have the right to submit briefs to support or refute allegations of any party to a grievance.
3. The Association may have an observer at any hearing held pursuant to the grievance procedure where it would not otherwise be represented.
4. The Association may file a grievance in its own name.

C. Mutual Rights:

In the event of the unexcused failure on the part of any aggrieved party to be timely, the grievance shall be deemed to have been withdrawn.

D. Definition of a Grievance:

A grievance is any claimed violation, misinterpretation, or inequitable application of the provisions of this negotiated agreement.

Presentation:

STEP ONE

1. An employee who claims to have a grievance shall present his/her grievance to his supervisor or in writing within twenty (20) days after the aggrieved party knew or should have known of the events or conditions on which it is based.
2. The immediate supervisor shall meet with the parties to resolve the grievance within three (3) working days. The supervisor shall render a decision in writing within three (3) working days of the meeting. A copy of this decision will be sent to both the employee and his representative.

STEP TWO

The aggrieved party if not satisfied with the decision at Step One, may within five (5) working days request in writing a hearing before the Board of Education. The requested hearing shall be held not later than the next regularly scheduled Board meeting. A decision in writing shall be made within five (5) working days of the hearing and a copy of the decision shall be sent to the aggrieved party and his representative.

STEP THREE

Within thirty (30) calendar days, CSEA may appeal an unsatisfactory decision at Step Two to an arbitrator appointed by the Public Employment Relations Board. The decision arrived at shall be final and binding upon both parties to the agreement. The fees and expenses of the arbitrator shall be borne equally by the parties.

The arbitrator shall have no power to add to, subtract from, or change any of the provisions of this agreement, nor to render any decision that conflicts with a law, regulation, directive, or ordinance. Awards may not be retroactive beyond the date the employee became aware of the grievance except when the grievance involves cash pay earned but not received.

General Considerations:

- A. The time limits of any Step(s) may be extended by written mutual consent of the parties.
- B. The submission of the grievance to arbitration must be approved by CSEA.
- C. Minutes shall be taken at all grievance steps after Step One, and copies of said minutes must be furnished to all parties. The cost of such minutes shall be borne equally by the parties.

ARTICLE XIII - OVERTIME

All hours worked for the District in a work week beyond eight (8) hours per day, or forty (40) hours per week, shall be compensated for a rate of pay equal to one and one-half the regular hourly rate.

In computing overtime, a paid leave taken shall be considered as time worked with the exception of vacation time.

ARTICLE XIV - MISCELLANEOUS

Lunch breaks for all salaried employees will be one-half hour.

In the event of any vacancies in the cafeteria created through attrition, the district will decide as to the nature of the replacement(s).

Effective 7/1/2001, any employee moving from one classification to another will be placed on the new position's salary schedule at the salary step closest to the employee's current existing salary.

ARTICLE XV – SALARIES

SALARY AGREEMENTS

1. For the Period July 1, 2008 through June 30, 2011
 - a) All employees, who work more than one-half the normal work year will be entitled to an incremental move in each year of the agreement.
 - b) The District will pay their current hourly rate to bus drivers for attending the mandatory training sessions.
 - c) The normal work year for Secretarial positions (Guidance and Elementary) is an eleven (11) month position.

2. First Year - July 1, 2008 through June 30, 2009
 - a.) July 1, 2008 through June 30, 2009 - all employees shall receive a 3.5% increase in their salary inclusive of increments.
3. Second Year - July 1, 2009 through June 30, 2010
 - a.) July 1, 2009 through June 30, 2010 - all employees shall receive a 3.5% increase in their salary inclusive of increments.
4. Third Year - July 1, 2010 through June 30, 2011
 - a.) July 1, 2010 through June 30, 2011 - all employees shall receive a 3.5% increase in their salary inclusive of increments.
5. Meal Allowance for Bus Drivers
Regular runs do not qualify for meal allowance compensation. When the extra trip departs its origin between 12:00 AM (midnight) and 5:30 AM, the Employer shall pay a breakfast allowance to the affected employee an amount up to \$6.00. When an extra trip departs from its origin before 4:00 PM and departs its destination after 7:00 PM, the Employer shall pay a dinner allowance up to \$16.00. Receipts will be required for contract meal allowance.
6. Nurse Compensation
It is agreed that the Nurse will be placed two increments or steps above where she would have been on the 2008-2009 schedule. Example: If the Nurse is on Step 2 in 2007-08, she will be placed on Step 5 this agreement on July 1, 2008. This is because she would have moved to Step 3 for 2008-09 and will then be moved two additional steps under this agreement to Step 5.

| | <u>Step</u> | 2008-2009 | 2009-2010 | 2010-2011 |
|---------------|-------------|-----------|-----------|-----------|
| Account Clerk | Entry | \$27,230 | \$27,649 | \$28,074 |
| | 1 | \$27,764 | \$28,191 | \$28,625 |
| | 2 | \$28,308 | \$28,744 | \$29,186 |
| | 3 | \$28,863 | \$29,308 | \$29,759 |
| | 4 | \$29,427 | \$29,882 | \$30,342 |
| | 5 | \$30,146 | \$30,465 | \$30,937 |
| | 6 | \$30,882 | \$31,209 | \$31,539 |
| | 7 | \$31,634 | \$31,971 | \$32,309 |
| | 8 | \$32,408 | \$32,750 | \$33,098 |
| | 9 | \$33,044 | \$33,552 | \$33,904 |
| | 10 | \$33,691 | \$34,210 | \$34,737 |
| | 11 | \$34,351 | \$34,880 | \$35,418 |
| | 12 | \$35,024 | \$35,564 | \$36,111 |
| | 13 | \$35,828 | \$36,260 | \$36,819 |
| | 14 | \$36,529 | \$37,092 | \$37,539 |
| | 15 | \$37,508 | \$37,815 | \$38,402 |
| | 16 | \$38,422 | \$38,831 | \$39,147 |
| | 17 | \$39,600 | \$39,772 | \$40,200 |
| | 18 | \$40,994 | \$40,986 | \$41,169 |
| | 19 | \$42,115 | \$42,438 | \$42,420 |
| | 20 | \$43,237 | \$43,598 | \$43,932 |
| | 21 | \$44,359 | \$44,760 | \$45,134 |
| | 22 | \$45,493 | \$45,922 | \$46,337 |
| | 23 | \$46,640 | \$47,096 | \$47,541 |
| | 24 | \$47,810 | \$48,284 | \$48,756 |
| | 25 | \$49,000 | \$49,495 | \$49,986 |

| | <u>Step</u> | 2008-2009 | 2009-2010 | 2010-2011 |
|-----------------------------------|-------------|-----------|-----------|-----------|
| Building Maintenance Worker | Entry | \$29,845 | \$30,303 | \$30,769 |
| | 1 | \$30,431 | \$30,898 | \$31,373 |
| | 2 | \$31,028 | \$31,505 | \$31,989 |
| | 3 | \$31,636 | \$32,123 | \$32,617 |
| | 4 | \$32,255 | \$32,753 | \$33,257 |
| | 5 | \$33,041 | \$33,392 | \$33,909 |
| | 6 | \$33,847 | \$34,206 | \$34,569 |
| | 7 | \$34,673 | \$35,040 | \$35,412 |
| | 8 | \$35,519 | \$35,895 | \$36,276 |
| | 9 | \$36,216 | \$36,773 | \$37,161 |
| | 10 | \$36,927 | \$37,494 | \$38,071 |
| | 11 | \$37,652 | \$38,231 | \$38,818 |
| | 12 | \$38,388 | \$38,981 | \$39,580 |
| | 13 | \$39,273 | \$39,742 | \$40,357 |
| | 14 | \$40,036 | \$40,660 | \$41,144 |
| | 15 | \$41,112 | \$41,446 | \$42,095 |
| | 16 | \$42,113 | \$42,562 | \$42,906 |
| | 17 | \$43,441 | \$43,591 | \$44,063 |
| | 18 | \$44,971 | \$44,971 | \$45,122 |
| | 19 | \$46,163 | \$46,555 | \$46,555 |
| | 20 | \$47,348 | \$47,790 | \$48,195 |
| | 21 | \$48,535 | \$49,017 | \$49,474 |
| | 22 | \$49,734 | \$50,246 | \$50,745 |
| | 23 | \$50,939 | \$51,488 | \$52,017 |
| | 24 | \$52,172 | \$52,735 | \$53,303 |
| 25 | \$53,424 | \$54,012 | \$54,595 | |

| | <u>Step</u> | 2008-2009 | 2009-2010 | 2010-2011 |
|-----------|-------------|-----------|-----------|-----------|
| Cafeteria | Entry | \$9.66 | \$9.82 | \$9.98 |
| | 1 | \$9.85 | \$10.00 | \$10.16 |
| | 2 | \$10.03 | \$10.19 | \$10.36 |
| | 3 | \$10.23 | \$10.39 | \$10.55 |
| | 4 | \$10.44 | \$10.59 | \$10.75 |
| | 5 | \$10.69 | \$10.80 | \$10.96 |
| | 6 | \$10.95 | \$11.07 | \$11.18 |
| | 7 | \$11.22 | \$11.34 | \$11.46 |
| | 8 | \$11.50 | \$11.62 | \$11.74 |
| | 9 | \$11.72 | \$11.91 | \$12.03 |
| | 10 | \$11.93 | \$12.13 | \$12.33 |
| | 11 | \$12.19 | \$12.35 | \$12.56 |
| | 12 | \$12.41 | \$12.62 | \$12.78 |
| | 13 | \$12.71 | \$12.85 | \$13.06 |
| | 14 | \$12.97 | \$13.16 | \$13.30 |
| | 15 | \$13.31 | \$13.43 | \$13.63 |
| | 16 | \$13.63 | \$13.78 | \$13.90 |
| | 17 | \$13.95 | \$14.12 | \$14.27 |
| | 18 | \$14.45 | \$14.44 | \$14.61 |
| | 19 | \$14.96 | \$14.96 | \$14.95 |
| | 20 | \$15.47 | \$15.48 | \$15.48 |
| | 21 | \$16.02 | \$16.01 | \$16.02 |
| | 22 | \$16.56 | \$16.59 | \$16.57 |
| | 23 | \$17.14 | \$17.14 | \$17.17 |
| | 24 | \$17.64 | \$17.75 | \$17.74 |
| | 25 | \$18.11 | \$18.26 | \$18.37 |

| Secretarial | Step | | | |
|-------------|-------|-----------|-----------|-----------|
| | Entry | 2008-2009 | 2009-2010 | 2010-2011 |
| | 1 | \$17,720 | \$17,993 | \$18,270 |
| | 2 | \$18,067 | \$18,345 | \$18,628 |
| | 3 | \$18,421 | \$18,705 | \$18,993 |
| | 4 | \$18,782 | \$19,071 | \$19,365 |
| | 5 | \$19,149 | \$19,446 | \$19,745 |
| | 6 | \$19,616 | \$19,824 | \$20,132 |
| | 7 | \$20,096 | \$20,308 | \$20,523 |
| | 8 | \$20,586 | \$20,805 | \$21,024 |
| | 9 | \$21,088 | \$21,312 | \$21,539 |
| | 10 | \$21,502 | \$21,833 | \$22,063 |
| | 11 | \$21,926 | \$22,261 | \$22,603 |
| | 12 | \$22,355 | \$22,700 | \$23,047 |
| | 13 | \$22,794 | \$23,144 | \$23,501 |
| | 14 | \$23,317 | \$23,598 | \$23,961 |
| | 15 | \$23,771 | \$24,140 | \$24,430 |
| | 16 | \$24,408 | \$24,608 | \$24,992 |
| | 17 | \$25,003 | \$25,269 | \$25,475 |
| | 18 | \$25,607 | \$25,884 | \$26,160 |
| | 19 | \$26,492 | \$26,504 | \$26,797 |
| | 20 | \$27,398 | \$27,419 | \$27,432 |
| | 21 | \$28,310 | \$28,358 | \$28,380 |
| | 22 | \$29,217 | \$29,303 | \$29,353 |
| | 23 | \$30,133 | \$30,243 | \$30,332 |
| | 24 | \$31,072 | \$31,192 | \$31,305 |
| | 25 | \$32,015 | \$32,164 | \$32,287 |
| | | \$32,982 | \$33,140 | \$33,294 |

| Day Custodian | Step | 2008-2009 | 2009-2010 | 2010-2011 |
|---------------|-------|-----------|-----------|-----------|
| | Entry | | | |
| | 1 | \$9.99 | \$10.15 | \$10.31 |
| | 2 | \$10.19 | \$10.35 | \$10.51 |
| | 3 | \$10.38 | \$10.55 | \$10.71 |
| | 4 | \$10.59 | \$10.75 | \$10.92 |
| | 5 | \$10.80 | \$10.97 | \$11.13 |
| | 6 | \$11.05 | \$11.18 | \$11.35 |
| | 7 | \$11.32 | \$11.44 | \$11.57 |
| | 8 | \$11.58 | \$11.71 | \$11.84 |
| | 9 | \$11.87 | \$11.99 | \$12.13 |
| | 10 | \$12.12 | \$12.29 | \$12.42 |
| | 11 | \$12.37 | \$12.55 | \$12.73 |
| | 12 | \$12.61 | \$12.81 | \$12.99 |
| | 13 | \$12.85 | \$13.06 | \$13.26 |
| | 14 | \$13.14 | \$13.30 | \$13.52 |
| | 15 | \$13.38 | \$13.60 | \$13.77 |
| | 16 | \$13.71 | \$13.85 | \$14.08 |
| | 17 | \$14.07 | \$14.19 | \$14.34 |
| | 18 | \$14.40 | \$14.57 | \$14.69 |
| | 19 | \$14.93 | \$14.90 | \$15.08 |
| | 20 | \$15.45 | \$15.45 | \$15.42 |
| | 21 | \$15.94 | \$16.00 | \$15.99 |
| | 22 | \$16.49 | \$16.50 | \$16.56 |
| | 23 | \$17.06 | \$17.07 | \$17.08 |
| | 24 | \$17.61 | \$17.66 | \$17.66 |
| | 25 | \$18.12 | \$18.23 | \$18.28 |
| | | \$18.65 | \$18.75 | \$18.87 |

| | <u>Step</u> | <u>2008-2009</u> | <u>2009-2010</u> | <u>2010-2011</u> |
|-------------------------|-------------|------------------|------------------|------------------|
| Registered Nurse | Entry | 23,707 | 24,073 | 24,444 |
| | 1 | 24,171 | 24,544 | 24,923 |
| | 2 | 24,644 | 25,024 | 25,411 |
| | 3 | 25,128 | 25,514 | 25,908 |
| | 4 | 25,621 | 26,015 | 26,415 |
| | 5 | 26,133 | 26,525 | 26,933 |
| | 6 | 26,656 | 27,056 | 27,461 |
| | 7 | 27,189 | 27,597 | 28,011 |
| | 8 | 27,733 | 28,149 | 28,571 |
| | 9 | 28,288 | 28,712 | 29,142 |
| | 10 | 28,853 | 29,286 | 29,725 |
| | 11 | 29,430 | 29,871 | 30,320 |
| | 12 | 30,019 | 30,469 | 30,926 |
| | 13 | 30,619 | 31,078 | 31,545 |
| | 14 | 31,231 | 31,700 | 32,175 |
| | 15 | 31,856 | 32,333 | 32,819 |
| | 16 | 32,493 | 32,981 | 33,475 |
| | 17 | 33,143 | 33,640 | 34,145 |
| | 18 | 33,806 | 34,313 | 34,827 |
| | 19 | 34,482 | 34,999 | 35,524 |
| | 20 | 35,171 | 35,699 | 36,234 |
| | 21 | 35,875 | 36,413 | 36,959 |
| | 22 | 36,593 | 37,142 | 37,698 |
| | 23 | 37,325 | 37,884 | 38,453 |
| | 24 | 38,071 | 38,642 | 39,222 |
| | 25 | 38,832 | 39,415 | 40,006 |
| Hand. Bus Monitor | | \$18.10 | \$18.74 | \$19.39 |
| Hand. Bus Monitor (CPR) | | \$19.57 | \$20.26 | \$20.97 |
| Hourly Bus Driver | | \$26.42 | \$27.35 | \$28.31 |
| Clerical | | \$18.10 | \$18.74 | \$19.39 |

| | <u>Step</u> | 2008-2009 | 2009-2010 | 2010-2011 |
|------------|-------------|-----------|-----------|-----------|
| Bus Driver | Entry | \$20.96 | \$21.28 | \$21.60 |
| | 1 | \$21.38 | \$21.70 | \$22.03 |
| | 2 | \$21.80 | \$22.13 | \$22.47 |
| | 3 | \$22.23 | \$22.57 | \$22.91 |
| | 4 | \$22.66 | \$23.01 | \$23.37 |
| | 5 | \$23.22 | \$23.46 | \$23.83 |
| | 6 | \$23.79 | \$24.04 | \$24.29 |
| | 7 | \$24.37 | \$24.63 | \$24.89 |
| | 8 | \$24.97 | \$25.23 | \$25.50 |
| | 9 | \$25.45 | \$25.85 | \$26.12 |
| | 10 | \$25.96 | \$26.35 | \$26.77 |
| | 11 | \$26.45 | \$26.87 | \$27.28 |
| | 12 | \$26.96 | \$27.39 | \$27.82 |
| | 13 | \$27.61 | \$27.91 | \$28.35 |
| | 14 | \$28.14 | \$28.59 | \$28.89 |
| | 15 | \$28.92 | \$29.13 | \$29.60 |
| | 16 | \$29.60 | \$29.93 | \$30.15 |
| | 17 | \$30.30 | \$30.64 | \$30.99 |
| | 18 | \$31.35 | \$31.36 | \$31.72 |
| | 19 | \$32.77 | \$32.77 | \$32.77 |
| | 20 | \$34.44 | \$34.44 | \$34.44 |
| | 21 | \$36.12 | \$36.12 | \$36.12 |
| | 22 | \$37.98 | \$37.98 | \$37.98 |
| | 23 | \$39.70 | \$39.70 | \$39.70 |
| | 24 | \$41.73 | \$41.73 | \$41.73 |
| | 25 | \$43.70 | \$43.70 | \$43.70 |

| | <u>Step</u> | 2008-2009 | 2009-2010 | 2010-2011 |
|-----------------|-------------|-----------|-----------|-----------|
| Night Custodian | Entry | \$10.43 | \$10.59 | \$10.76 |
| | 1 | \$10.63 | \$10.80 | \$10.97 |
| | 2 | \$10.84 | \$11.01 | \$11.18 |
| | 3 | \$11.06 | \$11.22 | \$11.40 |
| | 4 | \$11.27 | \$11.45 | \$11.62 |
| | 5 | \$11.54 | \$11.67 | \$11.85 |
| | 6 | \$11.82 | \$11.95 | \$12.08 |
| | 7 | \$12.12 | \$12.24 | \$12.37 |
| | 8 | \$12.41 | \$12.55 | \$12.67 |
| | 9 | \$12.66 | \$12.85 | \$12.99 |
| | 10 | \$12.91 | \$13.11 | \$13.31 |
| | 11 | \$13.15 | \$13.37 | \$13.57 |
| | 12 | \$13.41 | \$13.61 | \$13.84 |
| | 13 | \$13.70 | \$13.88 | \$14.09 |
| | 14 | \$13.98 | \$14.18 | \$14.37 |
| | 15 | \$14.35 | \$14.47 | \$14.68 |
| | 16 | \$14.72 | \$14.85 | \$14.98 |
| | 17 | \$15.07 | \$15.24 | \$15.38 |
| | 18 | \$15.61 | \$15.60 | \$15.78 |
| | 19 | \$16.14 | \$16.16 | \$16.14 |
| | 20 | \$16.67 | \$16.70 | \$16.72 |
| | 21 | \$17.17 | \$17.25 | \$17.29 |
| | 22 | \$17.63 | \$17.78 | \$17.86 |
| | 23 | \$18.11 | \$18.25 | \$18.41 |
| | 24 | \$18.75 | \$18.75 | \$18.89 |
| | 25 | \$19.18 | \$19.41 | \$19.40 |

| | <u>Step</u> | 2008-2009 | 2009-2010 | 2010-2011 |
|--------------|-------------|-----------|-----------|-----------|
| Teacher Aide | Entry | 13,355 | 13,561 | 13,769 |
| | 1 | 13,617 | 13,827 | 14,040 |
| | 2 | 13,884 | 14,098 | 14,315 |
| | 3 | 14,156 | 14,375 | 14,596 |
| | 4 | 14,434 | 14,655 | 14,882 |
| | 5 | 14,786 | 14,942 | 15,173 |
| | 6 | 15,146 | 15,307 | 15,469 |
| | 7 | 15,513 | 15,680 | 15,847 |
| | 8 | 15,893 | 16,060 | 16,233 |
| | 9 | 16,205 | 16,454 | 16,627 |
| | 10 | 16,525 | 16,777 | 17,035 |
| | 11 | 16,846 | 17,109 | 17,369 |
| | 12 | 17,178 | 17,441 | 17,713 |
| | 13 | 17,570 | 17,784 | 18,057 |
| | 14 | 17,917 | 18,190 | 18,412 |
| | 15 | 18,394 | 18,548 | 18,832 |
| | 16 | 18,845 | 19,043 | 19,201 |
| | 17 | 19,299 | 19,509 | 19,714 |
| | 18 | 19,949 | 19,975 | 20,197 |
| | 19 | 20,731 | 20,731 | 20,672 |
| | 20 | 21,556 | 21,556 | 21,556 |
| | 21 | 22,419 | 22,419 | 22,419 |
| | 22 | 23,207 | 23,204 | 23,232 |
| | 23 | 23,953 | 24,021 | 24,015 |
| | 24 | 24,848 | 24,848 | 24,862 |
| | 25 | 25,765 | 25,765 | 25,765 |

| | <u>Step</u> | 2008-2009 | 2009-2010 | 2010-2011 |
|---------------------|-------------|-----------|-----------|-----------|
| Mechanic/Bus Driver | Entry | \$27,734 | \$28,160 | \$28,593 |
| | 1 | \$28,278 | \$28,713 | \$29,155 |
| | 2 | \$28,833 | \$29,277 | \$29,727 |
| | 3 | \$29,398 | \$29,851 | \$30,310 |
| | 4 | \$29,974 | \$30,436 | \$30,905 |
| | 5 | \$30,705 | \$31,031 | \$31,511 |
| | 6 | \$31,454 | \$31,787 | \$32,125 |
| | 7 | \$32,221 | \$32,563 | \$32,908 |
| | 8 | \$33,007 | \$33,357 | \$33,711 |
| | 9 | \$33,655 | \$34,173 | \$34,534 |
| | 10 | \$34,315 | \$34,843 | \$35,379 |
| | 11 | \$34,991 | \$35,526 | \$36,073 |
| | 12 | \$35,674 | \$36,226 | \$36,781 |
| | 13 | \$36,492 | \$36,932 | \$37,505 |
| | 14 | \$37,205 | \$37,781 | \$38,235 |
| | 15 | \$38,206 | \$38,515 | \$39,114 |
| | 16 | \$39,128 | \$39,554 | \$39,871 |
| | 17 | \$40,516 | \$40,497 | \$40,948 |
| | 18 | \$41,945 | \$41,934 | \$41,914 |
| | 19 | \$42,897 | \$43,425 | \$43,400 |
| | 20 | \$43,841 | \$44,411 | \$44,957 |
| | 21 | \$44,793 | \$45,388 | \$45,978 |
| | 22 | \$45,754 | \$46,374 | \$46,990 |
| | 23 | \$46,726 | \$47,368 | \$48,010 |
| | 24 | \$47,696 | \$48,375 | \$49,040 |
| | 25 | \$48,684 | \$49,380 | \$50,083 |

| | Step | 2008-2009 | 2009-2010 | 2010-2011 |
|----------|-------|-----------|-----------|-----------|
| Mechanic | Entry | \$33,287 | \$33,800 | \$34,320 |
| | 1 | \$33,940 | \$34,463 | \$34,993 |
| | 2 | \$34,606 | \$35,138 | \$35,679 |
| | 3 | \$35,284 | \$35,828 | \$36,379 |
| | 4 | \$35,974 | \$36,530 | \$37,092 |
| | 5 | \$36,852 | \$37,243 | \$37,819 |
| | 6 | \$37,752 | \$38,151 | \$38,556 |
| | 7 | \$38,671 | \$39,083 | \$39,497 |
| | 8 | \$39,617 | \$40,035 | \$40,461 |
| | 9 | \$40,394 | \$41,015 | \$41,446 |
| | 10 | \$41,186 | \$41,820 | \$42,463 |
| | 11 | \$41,992 | \$42,640 | \$43,297 |
| | 12 | \$42,816 | \$43,474 | \$44,146 |
| | 13 | \$43,798 | \$44,326 | \$45,009 |
| | 14 | \$44,656 | \$45,345 | \$45,890 |
| | 15 | \$45,855 | \$46,229 | \$46,945 |
| | 16 | \$46,967 | \$47,472 | \$47,857 |
| | 17 | \$48,512 | \$48,614 | \$49,146 |
| | 18 | \$50,222 | \$50,209 | \$50,319 |
| | 19 | \$51,484 | \$51,992 | \$51,966 |
| | 20 | \$52,743 | \$53,300 | \$53,825 |
| | 21 | \$54,002 | \$54,603 | \$55,179 |
| | 22 | \$55,284 | \$55,906 | \$56,528 |
| | 23 | \$56,572 | \$57,234 | \$57,878 |
| | 24 | \$57,881 | \$58,567 | \$59,252 |
| | 25 | \$59,207 | \$59,923 | \$60,633 |

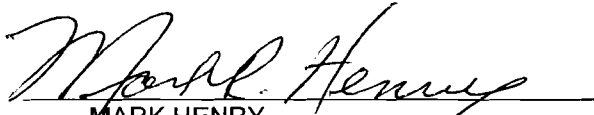
| | <u>Step</u> | 2008-2009 | 2009-2010 | 2010-2011 |
|--------------------|-------------|-----------|-----------|-----------|
| Senior Building | Entry | \$33,232 | \$33,730 | \$34,264 |
| Maintenance Worker | 1 | \$33,869 | \$34,376 | \$34,889 |
| | 2 | \$34,547 | \$35,066 | \$35,591 |
| | 3 | \$35,239 | \$35,769 | \$36,309 |
| | 4 | \$35,943 | \$36,481 | \$37,025 |
| | 5 | \$36,661 | \$37,213 | \$37,772 |
| | 6 | \$37,397 | \$37,957 | \$38,529 |
| | 7 | \$38,142 | \$38,714 | \$39,294 |
| | 8 | \$38,906 | \$39,489 | \$40,078 |
| | 9 | \$39,684 | \$40,281 | \$40,887 |
| | 10 | \$40,479 | \$41,085 | \$41,703 |
| | 11 | \$41,287 | \$41,905 | \$42,532 |
| | 12 | \$42,113 | \$42,745 | \$43,385 |
| | 13 | \$42,956 | \$43,602 | \$44,258 |
| | 14 | \$43,815 | \$44,471 | \$45,138 |
| | 15 | \$44,690 | \$45,361 | \$46,039 |
| | 16 | \$45,585 | \$46,270 | \$46,966 |
| | 17 | \$46,496 | \$47,193 | \$47,900 |
| | 18 | \$47,425 | \$48,137 | \$48,857 |
| | 19 | \$48,375 | \$49,102 | \$49,840 |
| | 20 | \$49,342 | \$50,081 | \$50,831 |
| | 21 | \$50,328 | \$51,085 | \$51,851 |
| | 22 | \$51,336 | \$52,106 | \$52,890 |
| | 23 | \$52,362 | \$53,146 | \$53,944 |
| | 24 | \$53,409 | \$54,209 | \$55,022 |
| | 25 | \$54,477 | \$55,294 | \$56,123 |

GENERAL STATEMENT

It is agreed by and between the parties that any provisions of this Agreement requiring legislative actions to permit its implementation by amendment of law or by providing additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

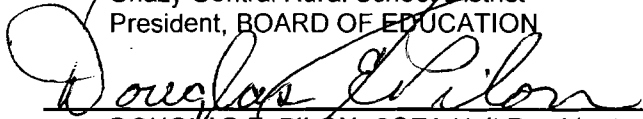
This Agreement will become effective on July 1, 2008, and will remain in effect until June 30, 2011.

In the event that the parties have not reached an agreement prior to the expiration of this Agreement (June 30, 2011) this Agreement will remain in effect until a new contract is negotiated.



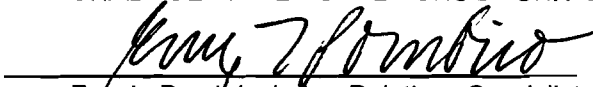
MARK HENRY
Chazy Central Rural School District
President, BOARD OF EDUCATION

6/23/09
Date



DOUGLAS E. PILON, CSEA Unit President
CSEA, INC., LOCAL 1000 AFSCME, AFL-CIO
CHAZY CENTRAL RURAL SCHOOL UNIT 6456

06-22-09
Date



Amy L. Pombrio, Labor Relations Specialist
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

6/22/09
Date