
AGREEMENT

by and between the
BOARD OF EDUCATION

of the
**NORTH MERRICK UNION
FREE SCHOOL DISTRICT**

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



North Merrick UFSD Unit #7648-00
Nassau County Educational Local 865

July 1, 2017 - June 30, 2021

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AGREEMENT entered into as of the 14th day of March 2018 by and between the North Merrick Union Free School District, Town of Hempstead (hereinafter referred to as the "Board") and the Civil Service Employees Association, Local 1000, AFSCME, AFL-CIO North Merrick Unit (hereinafter referred to as the "Association").

ARTICLE I

RECOGNITION

Section 1: The Board recognizes the Association as the sole and exclusive unchallenged representative for the maximum period provided by the Civil Service Law, Article 14, Section 208 (c) for all employees in the buildings and grounds and clerical departments, (cafeteria and bus drivers if any) including regular part-time employees who regularly work twenty (20) or more hours per week, but excluding all supervisory, managerial and confidential relations employees, hereafter called "service employees".

ARTICLE II

NO STRIKES OR STOPPAGES

Section 1: The Association and its members agree that they will not, under any circumstances, call, instigate or participate in any strike, walkout, mass resignation, slowdown in bad faith, or any other activity constituting a complete or partial work stoppage or denial of services. Any employee violating a court order injunction under this provision will be subject to summary dismissal or other disciplinary action without recourse to the grievance procedure established in this agreement.

ARTICLE III

RIGHTS OF BOARD

Section 1: Except as otherwise specifically set forth in this agreement, the Board and its designated supervisory officials will be solely responsible for the operation and control of the school system and its personnel.

ARTICLE IV

RIGHTS OF ASSOCIATION

Section 1: The Association shall be permitted the use of district facilities for meetings upon proper submission of school building request forms. The Association Building Representative may call a meeting of the association members at a time, which is approved by the Building Principal or his/her designated representative, such approval not to be unreasonably withheld.

Section 2: One Bulletin Board will be reserved at an accessible place in each school building for the use of the Association. The Bulletin Board will be used for the purpose of posting material dealing with proper and legitimate Association business. The Board will have the right to request the removal of any posted material which, in its opinion, is detrimental to the best interests of the District.

Section 3: The Board of Education reserves the right to see that generally accepted standards of good taste and honesty are maintained wherever the use of District facilities is involved.

Section 4: If and when negotiations or any step in the grievance procedure or any arbitration or court appearance is required to be conducted during the school day, such representative of the Union necessary for the process shall be permitted to do so without loss of salary or benefits.

ARTICLE V

ASSOCIATION DUES DEDUCTION

Section 1: The Board agrees to deduct from the salaries of its employees' dues for the Association and to transmit such monies to the Association. See Agency Shop Provision Article XIX.

Section 2:

(a) Deductions will be made uniformly and consistently on each pay day of the month and will be transmitted within one (1) month directly to the Treasurer of the Association at the CSEA office in Albany.

(b) Ten (10) month and ten and one-half (10 ½) month employees will have their dues prorated and deducted uniformly and consistently each pay day of the month accordingly, so that the year's dues are equally divided to their ten (10) month or ten and one-half (10 ½) month period.

Section 3: The Association assumes full responsibility for the disposition of the funds so deducted once they have been turned over to the Treasurer of the Association at the CSEA office in Albany.

Section 4: The Board agrees to deduct from the salaries of employees' automobile insurance, home owners insurance, and credit union contributions, as the employees individually and voluntarily authorize and transmit such monies, as directed.

ARTICLE VI

SALARIES, SALARY SCHEDULE CREDITS, IN-SERVICE COURSES,

LONGEVITY, SHIFTS AND SHIFT DIFFERENTIAL

Section 1: Article VI - Section I and Appendix D shall be revised to provide for the following salary increases:

- i. 2017-2018 – there will be a 1.75% increase on the salary schedule plus the step already received to be paid retroactively
- ii. 2018-2019 – there will be a 1.75% increase on the salary schedule plus step
- iii. 2019-2020 – there will be a 1.75% increase on the salary schedule plus step
- iv. 2020-2021 – there will be a 1.75% increase on the salary schedule plus step

Effective July 1, 2004, three new longevity steps shall be established for Buildings and Grounds and Bus Drivers staff (10, 30 and 35 years) and two new longevity steps shall be established for Clerical staff (30 and 35 years) to be paid according to the following schedule:

For 10 years of service:	\$750
For 15 years of service:	\$400
For 20 years of service:	\$650
For 25 years of service:	\$750
For 30 years of service:	\$750
For 35 years of service:	\$750

Longevity increases shall be cumulative.

Effective July 1, 1999 the longevity pay schedule, for clerical employees only, will be adjusted to include the following: For 10 years' service \$750 per annum.

Effective during the 2018-2019 fiscal year, add an additional step - nineteen (19) to the end of salary schedule. The salary for the step shall be one percent higher than the prior step. Effective during the 2020-2021 fiscal year, add an additional step - twenty (20)

to the end of salary schedule. The salary for the step shall be one percent higher than the prior step.

Section 2: (a) Service Employees, new to the District and appointed by the Board, may be granted credit for prior related full time work experience, as the Board may decide.

(b) All Service Employees will be hired under Civil Service laws and regulations.

Section 3: (a) Service Employees who have served honorably in the Armed Forces of the United States will be entitled to a maximum of three (3) years veteran's credit on the pay scale as follows: one (1) year of service credit for at least 305 days of active military duty; two (2) years credit for at least 640 days; and three (3) years credit for at least 975 days.

(b) Service Employees on regular appointment called to Federal military duty will be credited upon their honorable discharge with the same amount of sick leave or salary increment allowance for the period of their military service, providing they return to their position within ninety (90) days after discharge.

Section 4: Any employee covered by this agreement may apply to the Board to attend "in-service" or "growth" courses, and if, in the discretion of the Board, any such course will be of benefit to the employee, and to the District, the Board will approve such course and pay for the cost thereof. It is understood, however, that attendance and approval of such courses is solely within the discretion of the Board.

Section 5: A newly hired employee in any buildings and grounds classification will be assigned to a day shift for a maximum of ten (10) working days. If there is a day shift

position available, then a night shift employee, according to seniority, will be given the opportunity to work days and the newly hired employee, after the ten (10) day period; will be assigned to the night shift. Nothing in this section shall be construed as to create in any employee any right to bump another employee.

Section 6: Any full-time Buildings and Grounds employee assigned to a steady night shift will be paid, in addition to the salary required by Appendix "A", a night shift differential premium of five (5) percent per hour for all hours worked on such shift.

Section 7: Buildings and Grounds employees who are regularly assigned to a night shift during the school year will, during the summer vacation and all recesses, be assigned to a day shift at their applicable rate and will not then be entitled to receive the night shift differential required by Section 6 of this Article. Upon their reassignment to a night shift at the opening of the school year, they will be entitled again to receive the night shift differential.

Section 8: No shift differential required by this Article may be considered a part of an employee's salary for purposes of computing his/her vacation pay.

Section 9: Each ten (10) and ten and one-half (10 ½) month employee shall have the option of receiving their annual salary in either twenty-one (21) or twenty-five (25) payments.

Section 10: The District will request volunteers to be available for occasional bus driving at a stipend of \$50 per day up to the maximum of \$1,000 in a fiscal year. The District will pay fees for certification and will designate substitute drivers from the volunteer list.

ARTICLE VII

WORKING HOURS AND OVERTIME

Section 1: Working Hours: (a) Clerical: The work day for clerical employees shall be eight (8) hours, less a one (1) hour lunch period. The work day will commence at 7:00 a.m. and conclude no later than 5:00 p.m., with the specific hours for each clerical employee to be determined by the Building Principal after consultation with the employee. The employee's schedule will be established at the beginning of the school year, in September, and may be changed only once during the course of the school year, except in an emergency. In no event will the change in starting times, either in September or during the course of the school year, vary more than one (1) hour from the schedule in effect on June 30, 1977, which was 8:00 a.m. to 4:00 p.m. The work week will be forty (40) hours, five (5) consecutive eight-hour days, less a one (1) hour lunch period, Monday through Friday. The schedule for the Christmas break, Easter break, and the President's Week break (break being defined as a period when school is not in session and for the months of July and August is as follows: Thirty-five (35) hour work week - consisting of five (5) consecutive days of seven (7) hours, less a one (1) hour lunch period, Monday through Friday. Effective July 1, 2018, during the months of July and August, twelve-month clerical employees shall work from Monday through Thursday 7:30 a.m.-3:00pm or 8 a.m. to 3:30p.m. inclusive of a thirty-minute lunch period, but with no other breaks. Leave time taken during the month of July and August shall be charged at a rate of 1¼ days.

(b) The District at its discretion may hire clerical employees on a 10½-month basis. Those clerical employees hired on a 10½-month basis will be paid in accordance with the attached salary schedule.

(c) Buildings and Grounds: The work day for buildings and grounds employees will be nine (9) hours, less a one (1) hour lunch period. The work week will be forty-five (45) hours, five (5) consecutive nine (9) hour days, less a one (1) hour daily lunch period. The day shifts will be between 6:00 a.m. and 8:00 p.m., and the night shift will be between 2:00 p.m. and 1:00 a.m., with the specific hours for each custodial employee to be determined by the Director of Facilities after consultation with the Building Principal and the employee. The employee's schedule will be established at the beginning of the school year, in September, and may be changed only once during the course of the school year, except in an emergency. In no event will the change in starting times, either in September or during the course of the school year, vary more than two (2) hours for the day shift and one (1) hour for night shift from the schedule in effect at each school on June 30, 1977.

The hours of the day shift were 8:00 a.m. to 5:00 p.m., or 9:00 a.m. to 6:00 p.m., and 10:00 a.m. to 7:00 p.m.; the night shift from 3:00 p.m. to 12:00 midnight. The hours for the Head Custodian will be from 7:00 a.m. to 4:00 p.m. or as mutually agreed upon.

The work day, when school is not in session will be from 7:00a.m. to 3:30p.m. with thirty (30) minutes for lunch, except that this section shall not apply to the last week in June and any Superintendent conference days in August, wherein custodial staff must work a full work day.

Head Custodian will be required to work a regular night shift for eight (8) days each year, randomly scheduled by the Director of Facilities after consultation with the Building Principal and Head Custodian. The night differential premium of 5% will apply.

Section 2: Overtime: (a) Time and one-half (1 1/2) pay will be paid for all overtime work for all full time buildings and grounds employees beyond the regular hours in any given day or for all work prior to regular starting time.

Effective July 1, 2018, and thereafter, the Unit shall have up to three paid days off from work during the Christmas break and Easter break. The specific days off shall be determined by the District on an annual basis.

(b) Double time pay will be paid for all overtime work performed on Sunday by full-time buildings and grounds employees.

(c) The clerical employees will receive (straight time pay) for any time worked up to 40 hours. Over 40 hours, they will receive time and a half pay.

Section 3: Pay for all overtime work will be computed in fifteen-minute (15) units.

Section 4: Any employee who works on a "call out" overtime basis will be guaranteed a minimum of three (3) hours overtime pay for such work.

Section 5: Buildings and Grounds employees who are required to work on snow days when schools are closed, will be entitled to a compensatory day at straight time to be taken at the discretion of the Director of Facilities and Operations.

Section 6: In the event that additional clerical help is required by the district during the summer months first option for such employment will be offered to ten (10) month and ten and one half (10 ½) clerical employees at their regular rate of pay.

ARTICLE VIII

HOLIDAYS

Section 1: (a) The following holidays will be considered non-working time for buildings and grounds staff, paid on an annual basis:

Independence Day	New Year's Day
Labor Day	Martin Luther King's Birthday
Columbus Day	(effective 1985) for all 12 month employees
Yom Kippur	*Lincoln's Birthday
Veteran's Day	*Washington's Birthday-Pres. Day
Thanksgiving Day	Thanksgiving Friday
Christmas Day	Good Friday
Memorial Day	

(b) The Buildings and Grounds staff is entitled to one holiday before New Year's Day and one holiday before Christmas, to be taken at the discretion of the Director of Facilities and Operations, and one full day for each school day closed because of religious holidays.

(c) Election Day – shall be a full work day for those Association members who are assigned to the Buildings and Grounds staff.

(d) When the Independence Day holiday falls on a Saturday or Sunday, Friday or Monday will be considered the holiday day for all Bargaining Unit members. Any 10 ½ month employee who works through the holiday shall be paid for the holiday. For the purpose of computing the 10 days during July and August, any employee who works the day before and the day after, the day on which Independence Day is celebrated shall be

paid for the holiday and shall be deemed to have worked three of the ten days required.

The work schedule of the employee for July and August is to be mutually agreed upon by the supervisor and the employee.

(e) The Monday following Easter Sunday will be treated as a holiday only when and only if school is not in session. In the event that school is in session on the Monday following Easter Sunday, such Monday shall not be deemed, construed or be considered a holiday: In which event such Monday following Easter Sunday shall constitute an ordinary, regular work day.

Section 2: (a) The following days will be considered non-working time for 12-month clerical employees who are paid on an annual basis:

Independence Day	Christmas Day
Labor Day	New Year's Day
Yom Kippur	Martin Luther King's Birthday
Columbus Day	
Veteran's Day	(eff. 1985) all 12 month employees
Thanksgiving Day	Thanksgiving Friday
Memorial Day	*Lincoln's Birthday
Good Friday	*Washington's B-day/Pres. Day

(b) When school is held on any of these days, all 12-month clerical employees will work on that day at straight time rates and receive a compensatory day.

(c) 12-month clerical employees will not be required to report for work on snow days and will not thereby suffer any deduction from their pay. If a 12-month employee

works on a snow day when schools are closed, they will be entitled to a compensatory day to be taken at the discretion of their Supervisor.

(d) The twelve month (12) clerical staff is entitled to one holiday before New Year's Day and one holiday before Christmas, to be taken at the discretion of their Supervisor, and one full day for each day school is closed because of religious holidays.

(e) The Monday following Easter Sunday will be treated as a holiday only when and only if school is not in session. In the event that school is in session on the Monday following Easter Sunday, such Monday shall not be deemed, construed or be considered a holiday: In which event such Monday following Easter Sunday shall constitute an ordinary, regular work day.

Section 3: (a) Any employee will be entitled to a compensatory day, to be taken at the discretion of his/her supervisor, for a holiday not worked, if the holiday falls outside the employee's normal five-day work week, and if other employees are scheduled to work.

*(b) When school is held on Lincoln's or Washington's Birthday, 12-month clerical and buildings and grounds employees will be entitled to ONE day for President's Day and ONE additional day to be taken at a time mutually scheduled.

(c) Whenever a holiday falls on a Monday, buildings and grounds employees whose normal five-day work week runs from Tuesday through Saturday, will be granted the Tuesday following the holiday as their holiday.

Whenever a holiday falls on Saturday, buildings and grounds employees whose normal five-day work week runs from Monday through Friday will be granted a

compensatory day to be taken at the discretion of the Director of School Facilities and Operations.

(d) Twelve (12) month clerical employees shall be given a compensatory day off for any holiday listed in Section 2 above which falls on a Saturday or Sunday and is not celebrated on the preceding Friday or the following Monday, as the case may be.

Section 4: All Buildings and Grounds employees required to work on his/her holiday will be paid at straight time for all hours worked, in addition to the pay for the holiday.

ARTICLE IX

VACATIONS

Section 1: Buildings and Grounds: With the conclusion of the first year of service, each regular member of the buildings and grounds staff, including twelve (12) month regular part-time employees, will be entitled to two (2) weeks summer vacation. New employees in service prior to July first and less than one year will be eligible for one day of vacation for each month of service not in excess of ten (10) working days in total. The schedule for vacations will be arranged by the Director of School Facilities and Operations and approved by the Superintendent. A vacation of more than two (2) weeks during the summer shall not be allowed. Seniority will be one of the factors in determining preferences and prevails only on first choice. After five (5) years of uninterrupted service in the District, a building and grounds employee, including twelve (12) month regular part-time employees, will be entitled to fifteen (15) working days' vacation, and twenty (20) working days after ten (10) years of service in the District; the last five (5) of those days may be taken only at a time agreed upon by Director of School Facilities and Operations and the employee. The total vacation period will not exceed twenty (20)

school days. No Vacation may be taken the two weeks preceding Labor Day, without approval of the Superintendent. Credit for a full year of service will be given if service is completed by July first and not later than September thirtieth. Any person who separates from the school district before the end of the school year will receive only pro-rated vacation time.

Section 2: Clerical: (a) With the conclusion of the first year of service, each member of the twelve (12) month clerical staff, including twelve (12) month regular part-time employees, will be entitled to ten (10) working days' vacation during the summer and five (5) working days during the school year. New employees in service prior to July first with less than one (1) year of service will be eligible for one (1) day of summer vacation for each month of service, not in excess of ten (10) working days in total. The schedule of vacations will be arranged by the Business Manager and approved by the Superintendent. Seniority will be one of the factors in determining preference. After each ten (10) years of uninterrupted service in the District, a member of the twelve (12) month clerical staff will be entitled to an additional five (5) working days of vacation. Credit for a full year of service in any school year will be given if service is completed between July first and September thirtieth. Part-time twelve (12) month employees, paid on an annual basis or working at least twenty (20) hours per week, will receive vacation time at a rate proportionate to that which the time they work bears to a full-time employee.

(b) Since ten (10) month and ten and one half (10 ½) month employees are paid for Christmas and Easter weeks, and other days when school is not in session, these days are considered their vacation during the school year.

(c) Any person who separates from the school district before the end of the school year will receive only pro-rated vacation time.

Section 3: Buildings and Grounds and Clerical: If a holiday falls during vacation period for members of the twelve (12) month buildings and grounds and clerical staffs, including twelve (12) month regular part-time employees, the vacation will be either extended one day or taken at a later date at the discretion of the supervisor.

Section 4: Neither vacation time nor compensatory ("comp") time may be accrued beyond the end of any fiscal year. Any and all unused vacation time shall be deemed expired and extinguished as of June 30 of each fiscal year. All members of the unit shall submit their proposed vacation schedule(s) on the District's prescribed forms, to their immediate supervisors for recommendation, which forms shall thereupon be forwarded to the assistant Superintendent for Business for consideration and then to the Superintendent for his/her final approval. All vacation schedules for members of the unit must be approved by the Superintendent of Schools or his/her designee. Seniority among building and ground employees and seniority among twelve (12) month clerical employees shall be considered in determining employee vacation scheduling employees. In the event that an employee is requested, by administration, in writing, to forgo his/her vacation and such employee so agrees, and such vacation cannot be rescheduled prior to the end of that fiscal year, such employee shall be entitled to receive his/her vacation pay for the period worked, in addition to his/her regular pay for the period worked.

With the exception of the provisions of Article VII, Section 5, and Article VIII, Section 3, there shall be no granting of compensatory time in the absence of the written approval of the Superintendent or his/her designee. Any compensatory time accrued by

any buildings or grounds employee pursuant to Article VII, Section 5 or any member of the unit pursuant to Article VIII, Section 3, must be used by the end of the fiscal year in which it was earned or, in the alternative, such employee shall receive payment therefore at straight time, in accordance with the salary schedule in effect at the time that it was earned.

Section 5: All currently accumulated vacation and/or compensatory ("comp") time appearing on Appendix E, annexed hereto and made a part hereof, shall be deemed extinguished and paid in accordance with the following schedule to each employee who may have accumulated vacation and/or compensatory time: (Appendix E)

i. One-third (1/3) of the total dollar value thereof (as such dollar value is computed in accordance with the salary schedule in effect on June 30, 2008) shall be paid to such employee entitled thereto no later than December 31, 2008; and

ii. One-third (1/3) of the total dollar value thereof (as such dollar value is computed in accordance with the salary schedule in effect on June 30, 2008) shall be paid to such employee entitled thereto no later than December 31, 2009; and

iii. The remaining one-third (1/3) of the total value thereof (as such dollar value is computed in accordance with the salary schedule in effect on June 30, 2008) shall be paid to such employee entitled thereto upon separation from the district's employ.

The Association shall have the right to require the payments hereinabove referred to in subparagraphs i, ii and iii be made to a non-elective 403(b) plan.

Effective July 1, 2018, the District shall pay to affected Unit members, the monetary value of accrued vacation days held by the District in 2008 for such

members. The rate of pay shall be the salary rate the member was earning in 2008 and shall not include accrued interest.

ARTICLE X

SENIORITY, LAYOFF AND RECALL, PROMOTION

Section 1: Seniority, based on the date of commencement of last employment, will be on the basis of group classification at all times.

Section 2: If layoffs become necessary, provisional and probationary employees within a group classification will be laid off before any permanent employee loses any time. If, after all provisional and probationary employees in a particular group have been laid off, other reductions in the work force are necessary, the Board will lay off in accordance with the principles of seniority within the group classification, (i.e. the last person hired shall be the first person laid off and last shall be the first person rehired).

Section 3: Before any new service employees are hired, the available job must first be offered to an employee laid off in the prior six (6) months by sending a written notice to the employee by certified mail, return receipt requested, directing him/her to return to work at a date and time not less than seven (7) days from the date of the mailing of such notice.

Section 4: Promotions: All openings for promotional positions and for positions paying higher salary differentials will be adequately publicized in every school or Bulletin Board and all qualified service personnel will be given reasonable opportunity to make application for such positions.

Section 5: The Board agrees to consult with the Association with respect to terms and conditions of employment for any new job titles.

ARTICLE XI

TRANSFER, RE-ASSIGNMENT, WORK ABOVE TITLE

Section 1: The Board recognizes that frequent re-assignment and/or transfer of service employees from one school to another is disruptive to the efficiency of the operation of the District and interferes with the optimum employee performance. Similarly, the Association recognizes that some flexibility in regard to employees' transfers must remain with the Administration.

Section 2: Lists of service employee vacancies and/or new service employee positions created in the District will be made available to all service employees. In filling such positions, where practical, preference will be given to presently employed persons having the greater length of service in the District.

Section 3: When transfer or re-assignment of employees becomes necessary, to the extent possible, the transfer or re-assignment will be made on the basis of years of service to the District. All things being equal, those lowest in the service will be re-assigned first.

Section 4: If any employee is required to work above his/her title for more than five (5) consecutive working days, except when the condition is caused by other employee's vacations, he/she will be paid at the rate of the higher title retroactively to the first day of such work.

ARTICLE XII

ABSENCES AND LEAVES

Section 1: Sick Leave: (a) In the event of sickness during the first year of service, service employees will be allowed twelve (12) days absence without deduction of salary for full-year employees and ten (10) days for ten (10) month and ten and one-half (10 ½) month employees. With each year of additional service, twelve (12) or ten (10) days will be added to the unused days, excluding the (12) or ten (10) days of the current year. New employees will be allowed sick leave at the rate of one (1) day per month for the remainder of the school year. At the end of each school year, any unused personal leave referred to in Section 2, paragraph (a) of the Article will be converted to and allowed as sick leave.

(b) Each employee, at the commencement of each school year, will be credited with the number of days of current and accumulated sick leave to which such employee is entitled as above provided, which shall in no event exceed one hundred eighty (180) days. In the event a person separates from the School District before the end of the school year, the current year's Sick Leave will be pro-rated at the rate of one (1) day for each month of service. No use of such leave will be made except for bonafide illnesses requiring an employee to absent himself or herself from school. The Superintendent may require a statement or affidavit of the absentee, or medical certificate in respect to each such illness after three (3) days of consecutive Sick Leave. After six (6) days in a six (6) month period the district may request a doctor's certificate for each illness thereafter.

(c) Sick Leave used during the current year may not be replenished by unused leave from prior years in excess of leave credited to the employee in accordance with paragraph (b) above.

(d) In the event any CSEA unit member has become seriously ill or disabled for 30 consecutive calendar days or more and has exhausted his/her sick leave allowance, other CSEA unit members may contribute sick leave days from their current year's sick leave for his use. Leave to be paid retroactively after thirty (30) day period has occurred to the first day after sick leave allowance has expired. The consecutive period requirement of the thirty (30) day period shall not be applied where the cause of absence is due to the same or related illness or disability.

(e) Effective July 1, 1981 after giving proper notice in writing to the school district of an employee's intention to retire and also proper written notice to the applicable State Retirement Organization, such employee shall be eligible for an increase in current salary equivalent to one day of current pay for each two days of accumulated sick leave in the District. The increase in salary will be paid in a lump sum upon the date of retirement.

If death should occur after proper written notice is given the District by the employee but before actual retirement, such increase in salary to which the employee would have been entitled to receive will be paid to the employee's beneficiary, if designated, otherwise to the estate of the employee.

Effective July 1, 1981 after giving proper notice in writing to the District of an employee's intention to leave the employ of the District for reasons other than retirement, involuntary separation or request for resignation by the District, such employee shall be

granted an increase in current salary equivalent to current pay for accumulated Sick Leave in the District in accordance with the following schedule or, at the option of the employee, be paid a lump sum payment therefor:

1) For employees effective July 1, 1977 from more than (5) years of service and up to fifteen (15) years of service - 20% of accumulated Sick Leave.

2) For employees hired prior to July 1, 1977, up to and including fifteen (15) years of service - 20% of accumulated Sick Leave.

3) From more than fifteen (15) years to including twenty (20) years of service - 30% of accumulated Sick Leave.

4) From more than twenty (20) years of service - 50% of accumulated Sick Leave.

If death should occur while in the employ of the District, such increase in salary to which the employee would have been entitled to receive will be paid to the employee's beneficiary, if designated, otherwise to the estate of the employee.

5) Regular part-time employee will receive Sick Leave and Personal Leave at a rate proportionate to that which the time they work bears to full time position.

Section 2: Leave for Personal Reasons: (a) Service employees will be allowed five (5) days leave without loss of salary in each school year for personal reasons. This leave is in addition to the Sick Leave referred to in Section 1 and will be non-cumulative. It will be pro-rated for employees whose employment in this District commences after the beginning of the school year. Any unused personal days shall be converted to sick days at the end of each school year.

(b) In addition to the five (5) days leave without loss of salary for personal reasons each employee shall be allowed up to two (2) additional days leave without loss

of salary for bereavement for loss of the following members of his family: spouse, legal partner, children, parent, natural, foster or step children, brother, sister, mother or father-in-law, sister-in-law, brother-in-law, grandparents, and any other relative.

(c) When days allowed for Sick Leave have expired due to illness, personal leave days may be substituted at the discretion of the Superintendent. However, Sick Leave may not be used for absences for personal reasons.

(d) Personal Leave days may not be used for the following reasons:

1. For a honeymoon during a non-vacation period.

(e) Regular part-time employees will receive Sick Leave and Personal Leave at a rate proportionate to that which the time they work bears to a full-time position.

Section 3: Jury Duty: Any absence due to Jury Duty will be considered an excused absence and will not be charged against Sick or Personal Leave. In granting this paid leave the Board will pay the absentee performing such duty only part of his salary, the difference being made up by the employee's receipt of jury fees.

Section 4: Clerical Conferences: On a rotating basis to be determined by the CSEA Unit, subject to approval of the Superintendent of Schools, two clerical personnel will be allowed to attend conferences each school year. Two day conference leave will be granted during school time. Reimbursement will be made for such conference, not to exceed \$100 per person.

Section 5: Leaves of Absence: (a) Pregnancy and Child Care: Upon request, employees will be granted leaves of absence for pregnancy and child care, without pay, not to exceed two (2) years and shall be reinstated in the same or comparable positions upon return.

(b) Leave for Personal Health and Family Hardship Service employees are eligible to request in writing leaves, without pay, not in excess of one (1) year in length for rest, restoration of health, or the alleviation of hardship involving themselves or their immediate family.

Section 6: Effective July 1, 2008, family medical leave shall be in accordance with District Policy #4152.

ARTICLE XIII

HEALTH INSURANCE

Section 1:

Effective July 1, 1992, the Board shall provide at its own cost and expense individual and family coverage pursuant to the EMPIRE plan plus all possible enhancements in effect on July 1, 1992. Any member of the Association who is eligible for health insurance shall be responsible for and pay up to 23 percent of the annual the insurance premium in accordance with the following schedule:

Contract year	1	2	3	4
School year	17/18	18/19	19/20	20/21
CSEA hired after ratification of the 2017-2021 CBA	23.00%	23.00%	23.00%	23.00%
CSEA hired after 3/10/16	19.00%	20.00%	20.50%	21%.00
CSEA hired after 7/1/12.	15.00%	16.00%	16.50%	17.00%
CSEA hired Before 7/1/12.	13.00%	14.00%	14.50%	15.00%

Newly hired Employees-Effective as of the ratification date of this Agreement, the contribution for health insurance to be paid by the Association members shall be increased by 4% with respect to newly hired employees (meaning, those employees hired

subsequent to the ratification date of this Agreement), such that new employees shall be required to pay 19% of the annual health insurance premium.

Section 2: Upon an employee's retirement, however, the Board will thereafter pay 50% of the cost of the individual coverage and 35% of the cost of the family coverage.

Section 3: A health insurance plan providing a total benefits package comparable to the plan in existence on June 30, 1993 or the plan at the time of the alternative proposal may be instituted by the District upon written notice to the Association, which notice shall include a copy of the plan including costs and premiums. The Association shall have sixty (60) days to review and analyze such plan. The District shall cooperate in providing all relevant information requested by the Association. Should the Association object to the institution of the new plan, the matter shall be submitted to an impartial panel which shall be appointed within sixty (60) days of the original date of Board presentation of the plan to the Association. The panel shall be comprised of three persons with expertise in health insurance. Each party shall designate one member of the panel. These two members shall select the third. If they are unable to agree, the third member shall be selected through the procedures of the American Arbitration Association. The impartial panel shall have the authority to hold hearings and review submissions of the parties and shall render a decision sixty (60) days following their appointment. The decision of the panel shall be final and binding on the District and the Association. The new plan shall not become effective unless and until either the Association agrees that benefits are comparable, or the impartial panel so holds.

Section 4: Employees shall have the option to withdraw from participation in the Health Insurance Plan or change coverage from family to individual. Employees who exercise

these options must notify the Board in writing by May 1st of their intentions. An employee who exercises the option to withdraw shall receive two (2) payments totaling 33 1/3% of the premium, half of the amount in the first paycheck in June. Those employees who exercise the option to change from family to individual coverage shall likewise receive two (2) payments totaling 33 1/3% of the difference between the premiums, half of the amount in the first paycheck in January and the other half in the last paycheck in June. Effective the 2017-2018 school year, those members of the Association who elect to "opt out" of the Health Insurance program offered by the District as provided for in this Article XIII and herein Section 4 shall receive a benefit of a total of 30% of the premium in the first paycheck in January, and the last paycheck in June.

Section 5: Employees who have withdrawn from the District's Health Insurance Plan shall, upon request, be reinstated to coverage under the District's Health Insurance Plan subject to the rules and regulations of the Health Insurance Plan in effect. If the employee requests reinstatement during a school year, the employee shall receive a prorated portion of the amount designated in Section 4. This change can be made once a year.

Section 6: Upon the execution hereof, any new employee whose spouse is working in the District, or is working elsewhere in the State of New York for a public employer, and who is afforded family coverage under the Empire Plan or its successor, shall not be eligible to receive the health insurance benefits hereunder. However, should the spouse be required to contribute to the cost of paying the premium for said coverage, the District will reimburse the employee accordingly, but in no event should that reimbursement exceed the amount of money the District pays employees who exercise the option to

change from family coverage to individual coverage, as set forth herein. Should such employee's spouse no longer be afforded the aforesaid coverage, the employee shall be entitled to the health insurance benefits hereunder pursuant to the rules and regulation of the Empire plan or its successor.

Effective ratification of the CBA, parties agree to resolve NYSHIP Policy 122R3 by holding CEA buyout payments in abeyance pending final non-appealable determination by a court.

ARTICLE XIV

DENTAL INSURANCE

In each year of this Agreement, the Board shall pay the full monthly premium for individual dental insurance coverage for each employee.

ARTICLE XV

RETIREMENT BENEFIT

Section 1: The Board agrees to continue to provide the service employees with the retirement plan of the New York State Employees Retirement System under Section 75-i.

Section 2: Subject to the approval of the New York State Employees' Retirement System, members who retire from the District shall be entitled to one day of additional service credit for each day of accumulated sick leave which he or she has at the time of retirement for service, but such credit shall not exceed ninety (90) days, it being the intention of the parties that retiring members be given the benefit of Retirement & Social Security Law Section 41(j) with, however, a contractual limitation of the aforementioned ninety (90) day period.

ARTICLE XVI

WORKER'S COMPENSATION

Section 1: An employee on Worker's Compensation will be paid his/her full salary for the first ninety (90) days of time lost, and will thereafter be placed on Sick Leave, if any.

Section 2: If an employee becomes entitled to weekly benefits under the Worker's Compensation Law for any period for which he/she has received salary, including Sick Leave, the Board will be entitled to receive credit against the employee's salary for these weekly benefits, but pro-rate the Sick Leave to the employee's credit depending upon the amount of money received from the compensation carrier.

ARTICLE XVII

GENERAL CONDITIONS

Section 1: In the event a buildings and grounds employee is absent, the other personnel on the shift will perform the necessary work to the best of their abilities. In the event the work is not completed during the regular work period, the buildings and grounds employees agree to complete the work as directed by the supervisor on overtime at time and one-half.

Section 2: It will be the duty of members of the Unit to see that all working conditions are safe from unnecessary hazards. Unsafe and hazardous conditions should be reported to the school Principal or his/her designee, for appropriate action.

Section 3: Vehicle Operation: (a) Service employees shall not be required to use their personal vehicle on District business.

(b) If employees use their personal vehicles in order to do their duties, they shall receive a mileage reimbursement equivalent to the amount authorized by the Internal Revenue Service regulations at the time the mileage was accumulated.

(c) A vehicle will be considered as defective when it is unable to pass the New York State Motor Vehicle Inspection.

Section 4: Coffee Break: All full-time service employees will receive a coffee break not in excess of fifteen (15) minutes in the morning and in the afternoon. There will be similar provisions for the evening shift.

Coffee break and/or lunch time cannot be accumulated for purposes of accruing compensatory ("comp") time or vacation time in the absence of the written approval of the Superintendent or his/her designee.

Section 5: Uniforms: Those members of the Association who are assigned as cleaners, maintainers, custodians, bus driver messengers, and groundskeepers ("facilities staff") shall be provided uniforms by the District at no expense to the Association or its members. Members issued uniforms shall be required to clean and maintain said uniforms. Association members on the facilities staff shall, on an annual basis, be furnished with three (3) pairs of pants, three (3) button down or golf-style shirts with pocket, three (3) t-shirts to be utilized only when school is not in session, and one pair of work shoes not to exceed the sum of \$150. Wherever practicable, the district shall provide uniforms for the Head Custodians, Custodians, Full time Cleaners, Full time Maintainer, Groundskeeper, Bus Driver Messenger and the regular part-time Maintenance Person by September 1 during each year of the contract, to the following extent, and subject to the following conditions:

- (a) All facilities staff members shall be entitled to one (1) of the following uniform items: one (1) windbreaker or sweat-jacket, or one (1) set of foul weather rain gear (i.e. "yellow suit"); or one (1) winter coat, at no expense to the member or the Association. These items may be exchanged for a replacement upon return and inspection by the District of the member's existing item in cases where the item has become worn out.
- (b) The District agrees to make uniform items available during a member's probationary period, however, members are responsible for returning all issued informs items prior to termination or separation from the District prior to receipt of a final paycheck, together with any other outstanding District property such as identification card and keys.
- (c) Any adjustments to any District issued uniform item due to a member's mistake as to size, texture, fit, style or embroidery may result in a charge to the member for the correct replacement item(s).
- (d) All uniforms to be cleaned and maintained by the employee.
- (e) The District agrees to consult with the Head Custodians prior to purchase of uniforms by the District as provided above. The District agrees that to the extent possible, within the limits of the budgetary allotment for uniforms, to provide uniforms of a quality satisfactory to the Custodians.

Section 6: "ID" Cards shall be issued to all employees.

Section 7: Personnel Files: Upon request by a service employee, he/she will be permitted to examine his/her official employment and personnel file.

Section 8: Assistance in Assault or Civil Case: (a) Service employees will immediately submit a written report of any incident involving accident and/or assault suffered by a service employee and/or civil action filed against any said employee in connection with his/her employment. Service employees, within ten (10) days from the time served with any summons, complaint, process, notice or demand or pleading that pertains to employment deliver the original or a copy of the same to the Superintendent. The Superintendent will give written acknowledgment of each report within a reasonable time thereafter.

(b) The Board carries insurance protecting the legal liability of the Board and its employees as more particularly described in the policy. Therefore, any such notice will be referred to the Liability Insurance Company, which will have the obligation to proceed with the handling of the matter pursuant to the terms of its contract with the Board.

Section 9: All members of the unit will be accorded the same rights with respect to removal and other disciplinary action as each other as set forth in Section 75 of the Civil Service Law as such provision now exists or as same may hereafter be amended.

ARTICLE XVIII

GRIEVANCE PROCEDURE

Section 1: The parties adopt the grievance procedure contained in Article IX of the Board's By-Laws, attached to this Agreement as Appendix C.

Members of the unit shall be entitled to union representation in connection with the grievance procedure.

ARTICLE XIX

AGENCY SHOP

Every member of the bargaining unit who is not a member of the CSEA shall, as a condition of continuing employment, from July 1, 1978, pay to the CSEA an agency fee; such fee shall be equal to the combined total membership dues. Such fee may be paid through the dues check-off, provided however, that the form of such payment shall be entitled the "Agency Shop Fee Check-Off".

ARTICLE XX

403B PLAN

To the extent that the Association membership or any member(s) thereof shall elect either an elective or non-elective 403b plan, the parties agree that neither the Board nor the District is in any way responsible for the tax ramifications resulting there from and the Board and District shall be held harmless from any claim, loss or damage resulting there from.

ARTICLE XXI

LEGISLATION ACTION

Section 1: IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE XXII

MERGER AND FINALITY

Section 1: This Agreement represents the entire understanding of the parties and there are no promises or representations made or intended other than those set forth herein that can add to, change or modify a provision of this Agreement. The parties hereto have had a full and complete opportunity to negotiate and present proposals and counter proposals. It is, accordingly, agreed that during the term of the Agreement, neither party is bound to negotiate any addition to, change or modification of this Agreement provided for above. It is further agreed that in the event any provision of this Agreement is declared invalid or if a change in the Agreement is required by law, the parties will negotiate the same in good faith and incorporate it into the Agreement.

Section 2: Before the Board adopts a change in policy, which affects salaries, fringe benefits or working conditions, which are not covered by the terms of this contract, the Board will grant the Association an opportunity to present its views on the policy change before it is announced to the public. The Board agrees to give due consideration to such views in arriving at its decisions on any such policy change. However, no change will be made unless consented to in writing by both parties.

ARTICLE XXIII

SNOW REMOVAL

Snow removal for all Buildings and Grounds staff is mandatory. Staff shall be paid at a rate of time and ½ for such work completed outside of regular work hours.

APPENDIX A

SALARY INFORMATION

A. Effective July 1, 2000 all cleaners and bus drivers shall receive a stipend of \$500.00.

Salary percentages shall also appear in Article VI, Section 1 Page 4 of the Contract. .

Effective July 1, 2004, three new longevity steps shall be established for Buildings and Grounds and-Bus Drivers staff (10, 30 and 35 years) and two new longevity steps shall be established for Clerical staff (30 and 35 years) to be paid according to the following schedule:

For 10 years of service:	\$750
For 15 years of service:	\$400
For 20 years of service:	\$650
For 25 years of service:	\$750
For 30 years of service:	\$750
For 35 years of service:	\$750

Longevity increases shall be cumulative.

Effective July 1, 1999, the longevity pay schedule, for clerical employees only, will be adjusted to include the following: For 10 years of service \$750 per annum;

These changes will also be reflected in Article VI, Section 1, pages 4 and 5.

B. Salary Payments:

1) Members of the CSEA Unit shall be paid biweekly on every other Friday (or Thursday if Friday is a recognized holiday). Deductions as required by law shall be taken from these payments.

2) If employment is terminated prior to end of school year, the total amount to be paid shall be determined by the final day of service.

C. A differential of five (5) percent per hour shall be paid to any full-time Buildings and Grounds employee assigned to a steady night shift.

D. A Custodian (not a cleaner) who fills in for a Head Custodian for four or more consecutive days will be paid at the Head Custodian rate, retroactive to the first day.

APPENDIX B

NEW YORK STATE DISABILITY PLAN

By mutual agreement of the North Merrick Union Free School District and the North Merrick Unit of the Civil Service Employees Association, all of the members of the North Merrick Unit shall participate in the New York State Disability Plan. Bi-weekly payroll deductions of one dollar and twenty cents (\$1.20) shall be taken from the member's salaries, and the District shall forward these monies, in satisfaction of the premium.

Members will be covered by the plan during their contracted period of employment, i.e., a twelve (12) month employee will be covered for twelve (12) months; a ten (10) month employee will be covered for ten (10) months; and a ten and one-half (10 ½) month employee will be covered for ten and one-half (10 ½) months.

District participation in the Disability Plan shall commence upon approval of application and receipt of same by the District. Any discontinuance of the District's participation in the Disability Plan shall be by mutual agreement and consent of the CSEA and the District.

APPENDIX C

GRIEVANCE PROCEDURE

Section 1: In order to continue harmonious and cooperative relationships between the District and its employees, it is hereby declared to be the purpose of these By-Laws to provide for the settlement of certain differences between employees and their employers

through procedures under which employees may present grievances, free from coercion, interferences, restraint, discrimination or reprisal. Members of the unit shall be entitled to union representation in connection with the grievance procedure.

A grievance may be presented by either an employee who is a member of the collective bargaining unit or by the Association.

The provisions of these By-Laws shall be liberally construed for the accomplishment of this purpose.

Section 2: Definitions: As used herein, the following terms shall have the following meanings:

“Employer” shall mean the School District

b) “Employee” shall mean any person directly employed and compensated by the District

c) “Supervisor” shall mean any person, regardless of title, who is assigned to exercise any level of supervisory responsibility over school employees. The employee’s immediate supervisor, in ascending order, shall be as follows:

Buildings and Grounds: Custodian, Head Custodian, Director of School Facilities and Operations, Building Principal, Superintendent of Schools.

Office Employees: Office employee, Business Manager or Director of School Facilities and Operations, Building Principal, Superintendent of Schools. Supervisory employees will follow the same procedure through their immediate supervisors. (The informal stage shall comprise the Supervisory personnel up to the Superintendent of Schools.)

d) "Grievance" shall mean any claimed violation by an employee as to the misinterpretation or inequitable application of the existing laws, rules, procedures, regulations, administrative orders or work rules of the School District, which relate to or involve employee health or safety; physical facilities, materials or equipment furnished to employees, or supervision of employees; provided, however, that such term shall not include any matter involving an employee's rate of compensation, retirement benefits, disciplinary proceeding or any matter which is otherwise reviewable pursuant to law or any rules or regulations having the force and effect of law.

Section 3: Basic Standards and Principles:

a) Every employee shall have the right to present his grievance to his employer in accordance with the provisions of this article, free from interference, coercion, restraint, discrimination or reprisal. The grievance procedure established under this article shall provide the right for all parties to be represented at all stages thereof.

b) It shall be a fundamental responsibility of superiors at all levels, commensurate with the authority delegated to them by their supervisors, promptly to consider and take appropriate action upon grievances presented to them by employees under their supervision. To such extent as is practicable, appropriate authority shall be delegated to such supervisors to enable them to carry out the purposes of this article.

Section 4: Grievances; Procedural Requirements; Appeals

a) The first procedural stage shall consist of the employee's presentation of his grievance to his immediate supervisor or supervisors. The first procedural step must be commenced by an employee within fourteen (14) working days after the occurrence of the incident or knowledge of the incident complained of, whichever is later. The

discussion and resolution of grievances at the first stage shall be on an informal and oral basis. If such grievance is not satisfactorily resolved at the first stage within five (5) working days of the presentation of the grievance, such employee may proceed to the second stage. In the event it becomes necessary to carry the grievance, such employee may proceed to the second stage. In the event it becomes necessary to carry the grievance to the next immediate supervisor(s), as listed in Section 2, paragraph (c), such procedures shall remain informal.

b) The second procedural stage shall be instituted by the employee or the Association within ten (10) working days of the completion of the first procedural stage. It shall consist of a request by the aggrieved employee for a review and determination of his grievance by the Superintendent of Schools. In such case, the aggrieved employee and his immediate supervisor or supervisors shall submit to the Superintendent of Schools a written statement setting forth the specific nature of the grievance and the facts relating thereto. Thereupon, the Superintendent of Schools shall, at the request of the employee, hold an informal hearing within ten (10) working days at which the employee may appear and present oral and written statements or arguments. The final determination of the second stage of such grievance proceeding shall be made by the Superintendent of Schools in writing within ten (10) working days after the completion of the presentation of the grievance. If such grievance is not satisfactorily resolved at the second stage, such employees may proceed to the third stage.

c) The third procedural stage shall be instituted by the employees within ten (10) working days of the completion of the second procedural stage. It shall consist of a written request by the aggrieved employee of a review and determination of his grievance

by the Board of Education. In such case the aggrieved employee and the Superintendent of Schools shall submit within ten (10) working days written statement setting forth the specific nature of the grievance and the facts relating thereto. Thereupon, the Board of Education shall hold a hearing.

1. Any such hearing may be conducted by any members of the Board designated by the Board to act on its behalf; provided, however, that if less than the full board presides at such a hearing, the member or members thereof conducting such hearing, shall render a report thereon to the full Board and the full Board shall thereupon make its report.

2. The report of the Board shall contain a statement of the Board's findings of fact, conclusions and advisory recommendations. The Board shall send a copy of its report to each employee involved, his representatives, his representatives, if any, the immediate supervisor and to the Superintendent of Schools. The decision of the Board shall be made not later than the second regular monthly Board meeting after receipt of appeal.

APPENDIX D

2017-2021 Salary Schedule

17/18	1.75%			10 Month			10.5 Months			12 Months			12 Months			10 Mo Bus Driver			Hourly Cleaner			PT Maint		
	Typist Clerk	Princ Acct Clerk	Steno	Typist Clerk	Princ Acct Clerk	Steno	Typist Clerk	Princ Acct Clerk	Steno	Typist Clerk	Princ Acct Clerk	Steno	Typist Clerk	Princ Acct Clerk	Steno	Typist Clerk	Princ Acct Clerk	Steno	Typist Clerk	Princ Acct Clerk	Steno	Typist Clerk	Princ Acct Clerk	Steno
1	27,760	31,295	33,299	29,047	32,749	34,848	33,307	34,719	37,550	41,497	40,370	46,768	49,571	53,782	35,465	25,664	17,04	20,30	17,04	20,30	17,04	20,30	17,04	20,30
2	28,856	32,389	34,493	30,199	33,896	36,096	34,637	36,047	38,864	42,823	41,694	47,943	50,826	55,138	35,943	26,007	17,24	20,79	17,24	20,79	17,24	20,79	17,24	20,79
3	29,957	33,485	35,691	31,348	35,043	37,353	35,955	37,362	40,176	44,145	43,027	49,118	52,064	56,487	36,414	26,351	17,49	21,09	17,49	21,09	17,49	21,09	17,49	21,09
4	31,055	34,580	36,888	32,495	36,191	38,601	37,272	38,679	41,494	45,471	44,358	50,292	53,317	57,842	36,889	26,657	17,72	21,40	17,72	21,40	17,72	21,40	17,72	21,40
5	32,148	35,675	38,082	33,643	37,333	39,854	38,592	39,997	42,807	46,800	45,686	51,468	54,561	59,193	37,362	27,033	17,93	21,69	17,93	21,69	17,93	21,69	17,93	21,69
6	33,248	36,771	39,277	34,796	38,481	41,110	39,908	41,313	44,122	48,124	47,018	52,649	55,808	60,545	37,840	27,375	18,18	21,98	18,18	21,98	18,18	21,98	18,18	21,98
7	34,349	37,866	40,481	35,944	39,624	42,364	41,227	42,630	45,440	49,449	48,344	53,823	57,052	61,896	38,308	27,715	18,39	22,29	18,39	22,29	18,39	22,29	18,39	22,29
8	35,444	38,962	41,673	37,092	40,776	43,614	42,543	43,945	46,754	50,766	49,676	55,001	58,300	63,246	38,784	28,064	18,64	22,62	18,64	22,62	18,64	22,62	18,64	22,62
9	36,546	40,057	42,871	38,245	41,917	44,867	43,861	45,263	48,066	52,103	51,006	56,175	59,550	64,599	39,262	28,404	18,88	22,92	18,88	22,92	18,88	22,92	18,88	22,92
10	37,638	41,154	44,066	39,389	43,067	46,115	45,180	46,581	49,383	53,426	52,342	57,354	60,791	65,950	39,727	28,747	19,11	23,19	19,11	23,19	19,11	23,19	19,11	23,19
11	38,737	42,251	45,264	40,537	44,213	47,368	46,498	47,897	50,697	54,749	53,667	58,526	62,042	67,302	40,204	29,092	19,29	23,51	19,29	23,51	19,29	23,51	19,29	23,51
12	39,832	43,340	46,461	41,685	45,360	48,623	47,819	49,215	52,010	56,076	54,997	59,699	63,284	68,089	40,678	29,433	19,57	23,85	19,57	23,85	19,57	23,85	19,57	23,85
13	40,938	44,437	47,654	42,835	46,504	49,871	49,138	50,533	53,327	57,398	56,328	60,882	64,531	70,569	41,156	29,774	19,77	24,16	19,77	24,16	19,77	24,16	19,77	24,16
14	42,024	45,532	48,855	43,984	47,650	51,124	50,450	51,850	54,641	58,730	57,656	62,059	65,780	71,359	41,625	30,118	20,03	24,43	20,03	24,43	20,03	24,43	20,03	24,43
15	43,129	46,628	50,047	45,136	48,793	52,376	51,769	53,167	55,957	60,050	58,984	63,233	67,023	72,709	42,098	30,459	20,20	24,97	20,20	24,97	20,20	24,97	20,20	24,97
16	44,223	47,722	51,245	46,279	49,940	53,627	53,090	54,486	57,270	61,378	60,316	64,409	68,270	74,077	42,576	30,803	20,46	25,24	20,46	25,24	20,46	25,24	20,46	25,24
17	45,323	48,818	52,441	47,430	51,087	54,882	54,409	55,800	58,587	62,704	61,647	65,584	69,519	75,431	43,047	31,171	20,69	25,94	20,69	25,94	20,69	25,94	20,69	25,94
18	46,421	49,910	53,637	48,580	52,233	56,132	55,729	57,116	59,903	64,028	62,976	66,759	70,766	76,787	43,519	31,535	20,92	26,65	20,92	26,65	20,92	26,65	20,92	26,65

18/19	1.75%			10 Month			10.5 Months			12 Months			12 Months			10 Mo Bus Driver			Hourly Cleaner			PT Maint		
	Typist Clerk	Princ Acct Clerk	Steno	Typist Clerk	Princ Acct Clerk	Steno	Typist Clerk	Princ Acct Clerk	Steno	Typist Clerk	Princ Acct Clerk	Steno	Typist Clerk	Princ Acct Clerk	Steno	Typist Clerk	Princ Acct Clerk	Steno	Typist Clerk	Princ Acct Clerk	Steno	Typist Clerk	Princ Acct Clerk	Steno
1	28,246	31,843	33,882	29,556	33,323	35,458	33,890	35,327	38,208	42,224	41,077	47,587	50,439	54,724	36,086	26,114	17,34	20,65	17,34	20,65	17,34	20,65	17,34	20,65
2	29,361	32,956	35,097	30,728	34,490	36,728	35,244	36,678	39,545	43,573	42,424	48,783	51,716	56,103	36,573	26,463	17,54	21,15	17,54	21,15	17,54	21,15	17,54	21,15
3	30,482	34,071	36,316	31,897	35,657	38,007	36,585	38,016	40,880	44,918	43,780	49,978	52,976	57,476	37,052	26,813	17,80	21,45	17,80	21,45	17,80	21,45	17,80	21,45
4	31,599	35,186	37,534	33,064	36,825	39,277	37,925	39,356	42,221	46,267	45,135	51,173	54,251	58,855	37,535	27,124	18,03	21,77	18,03	21,77	18,03	21,77	18,03	21,77
5	32,711	36,300	38,749	34,232	37,987	40,552	39,268	40,697	43,557	47,619	46,486	52,369	55,516	60,229	38,016	27,507	18,25	22,06	18,25	22,06	18,25	22,06	18,25	22,06
6	33,830	37,415	39,965	35,405	39,155	41,830	40,607	42,036	44,895	48,967	47,841	53,571	56,785	61,605	38,503	27,855	18,50	22,37	18,50	22,37	18,50	22,37	18,50	22,37
7	34,951	38,529	41,190	36,574	40,318	43,106	41,949	43,377	46,236	50,315	49,191	54,765	58,051	62,980	38,979	28,201	18,71	22,69	18,71	22,69	18,71	22,69	18,71	22,69
8	36,065	39,644	42,403	37,742	41,490	44,378	43,288	44,715	47,573	51,655	50,546	55,964	59,321	64,353	39,463	28,556	18,96	23,01	18,96	23,01	18,96	23,01	18,96	23,01
9	37,186	40,758	43,622	38,915	42,651	45,653	44,629	46,056	48,908	53,015	51,899	57,159	60,593	65,730	39,950	28,902	19,21	23,32	19,21	23,32	19,21	23,32	19,21	23,32
10	38,297	41,875	44,838	40,079	43,821	46,923	45,971	47,397	50,248	54,361	53,258	58,358	61,855	67,105	40,423	29,251	19,44	23,60	19,44	23,60	19,44	23,60	19,44	23,60
11	39,415	42,991	46,057	41,247	44,987	48,197	47,312	48,736	51,585	55,708	54,607	59,551	63,128	68,480	40,908	29,602	19,63	23,93	19,63	23,93	19,63	23,93	19,63	23,93
12	40,530	44,099	47,275	42,415	46,154	49,474	48,656	50,077	52,921	57,058	55,960	60,744	64,392	69,281	41,390	29,949	19,91	24,26	19,91	24,26	19,91	24,26	19,91	24,26
13	41,655	45,215	48,488	43,585	47,318	50,744	49,998	51,418	54,261	58,403	57,314	61,948	65,661	71,804	41,877	30,296	20,12	24,58	20,12	24,58	20,12	24,58	20,12	24,58
14	42,760	46,329	49,710	44,754	48,484	52,019	51,333	52,758	55,598	59,758	58,665	63,146	66,932	72,608	42,354	30,646	20,38	24,86	20,38	24,86	20,38	24,86	20,38	24,86
15	43,884	47,444	50,923	45,926	49,647	53,293	52,675	54,098	56,937	61,101	60,017	64,340	68,196	73,982	42,835	30,993	20,55	25,41	20,55	25,41	20,55	25,41	20,55	25,41
16	44,997	48,558	52,142	47,089	50,814	54,566	54,020	55,440	58,273	62,453	61,372	65,537	69,465	75,374	43,322	31,343	20,81	25,68	20,81	25,68	20,81	25,68	20,81	25,68
17	46,117	49,673	53,359	48,261	51,982	55,843	55,362	56,777	59,613	63,802	62,726	66,732	70,736	76,752	43,801	31,717	21,05	26,40	21,05	26,40	21,05	26,40	21,05	26,40
18	47,234	50,784	54,576	49,431	53,148	57,115	56,705	58,116	60,952	65,149	64,079	67,928	72,005	78,131	44,281	32,087	21,28	27,11	21,28	27,11	21,28	27,11	21,28	27,11
19 NEW	47,707	51,292	55,122	49,926	53,680	57,687	57,273	58,698	61,562	65,801	64,720	68,608	72,726	78,913	44,774	32,408	21,50	27,39	21,50	27,39	21,50	27,39	21,50	27,39

APPENDIX D (Cont'd.) 2017-2021 Salary Schedule

19/20	1.75%			10 Month			10.5 Months			12 Months			12 Months			10 Mo Bus Driver			Hourly Cleaner	PT Maint
Step	Typist Clerk	Acct Clerk Steno	Princ Acct Clerk	Typist Clerk	Acct Clerk Steno	Princ Acct Clerk	Typist Clerk	Sr Typist Clerk	Acct Clerk Steno	Princ Acct Clerk	Sen Acct Clerk	Custodian	Grounds Keeper/ Maintainer	Head Custodian	Full-Time Cleaner	10 Mo Bus Driver	Hourly Cleaner	PT Maint		
1	28,741	32,401	34,475	30,074	33,907	36,079	34,484	35,946	38,877	42,963	41,796	48,420	51,322	55,682	36,718	26,571	17.65	21.01		
2	29,875	33,533	35,712	31,266	35,094	37,371	35,861	37,320	40,238	44,336	43,167	49,637	52,622	57,085	37,214	26,927	17.85	21.52		
3	31,016	34,668	36,952	32,456	36,281	38,673	37,226	38,682	41,596	45,705	44,547	50,853	53,904	58,482	37,701	27,283	18.11	21.83		
4	32,152	35,802	38,191	33,643	37,470	39,965	38,589	40,045	42,960	47,077	45,925	52,069	55,201	59,885	38,192	27,599	18.34	22.15		
5	33,284	36,936	39,428	34,832	38,652	41,262	39,956	41,410	44,320	48,453	47,300	53,286	56,488	61,284	38,682	27,989	18.57	22.45		
6	34,423	38,070	40,665	36,025	39,841	42,563	41,318	42,772	45,681	49,824	48,679	54,509	57,779	62,684	39,177	28,343	18.82	22.76		
7	35,563	39,204	41,911	37,215	41,024	43,861	42,684	44,137	47,046	51,196	50,052	55,724	59,067	64,083	39,662	28,695	19.04	23.08		
8	36,697	40,338	43,146	38,403	42,217	45,155	44,046	45,498	48,406	52,559	51,431	56,944	60,360	65,480	40,154	29,056	19.30	23.41		
9	37,837	41,472	44,386	39,597	43,398	46,452	45,411	46,862	49,764	53,943	52,808	58,160	61,654	66,881	40,650	29,408	19.55	23.72		
10	38,968	42,608	45,623	40,781	44,588	47,745	46,776	48,227	51,128	55,313	54,191	59,380	62,938	68,280	41,131	29,763	19.78	24.01		
11	40,105	43,744	46,863	41,969	45,775	49,041	48,140	49,589	52,488	56,683	55,563	60,594	64,233	69,679	41,624	30,121	19.97	24.34		
12	41,240	44,871	48,103	43,158	46,962	50,340	49,508	50,954	53,848	58,057	56,940	61,808	65,519	70,494	42,115	30,474	20.26	24.69		
13	42,384	46,007	49,337	44,348	48,147	51,633	50,873	52,318	55,211	59,426	58,317	63,033	66,811	73,061	42,610	30,827	20.47	25.01		
14	43,509	47,140	50,580	45,538	49,333	52,930	52,232	53,682	56,571	60,804	59,692	64,252	68,104	73,879	43,096	31,183	20.74	25.30		
15	44,652	48,275	51,815	46,730	50,516	54,226	53,597	55,045	57,934	62,171	61,068	65,466	69,390	75,277	43,585	31,536	20.91	25.85		
16	45,785	49,408	53,055	47,914	51,704	55,521	54,966	56,411	59,293	63,546	62,447	66,684	70,681	76,694	44,081	31,892	21.18	26.13		
17	46,925	50,543	54,293	49,106	52,892	56,821	56,331	57,771	60,657	64,919	63,824	67,900	71,974	78,096	44,568	32,273	21.42	26.86		
18	48,061	51,673	55,532	50,297	54,079	58,115	57,698	59,134	62,019	66,290	65,201	69,117	73,266	79,499	45,056	32,649	21.65	27.59		
19	48,542	52,190	56,087	50,800	54,620	58,697	58,276	59,726	62,640	66,953	65,853	69,809	73,999	80,294	45,507	32,976	21.88	27.87		

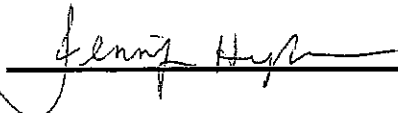
20/21	1.75%			10 Month			10.5 Months			12 Months					12 Months			10 Mo Bus Driver			Hourly Cleaner	PT Maint
Step	Typist Clerk	Acct Clerk Steno	Princ Acct Clerk	Typist Clerk	Acct Clerk Steno	Princ Acct Clerk	Typist Clerk	Sr Typist Clerk	Acct Clerk Steno	Princ Acct Clerk	Sen Acct Clerk	Custodian	Grounds Keeper/ Maintainer	Head Custodian	Full-Time Cleaner	10 Mo Bus Driver	Hourly Cleaner	PT Maint				
1	29,244	32,969	35,079	30,601	34,501	36,711	35,088	36,576	39,558	43,715	42,528	49,268	52,221	56,657	37,361	27,036	17.96	21.38				
2	30,398	34,120	36,337	31,814	35,709	38,025	36,489	37,974	40,943	45,112	43,923	50,506	53,543	58,084	37,866	27,399	18.16	21.90				
3	31,559	35,275	37,599	33,024	36,916	39,350	37,878	39,359	42,324	46,505	45,327	51,743	54,848	59,506	38,361	27,761	18.43	22.21				
4	32,715	36,429	38,860	34,232	38,126	40,665	39,265	40,746	43,712	47,901	46,729	52,981	56,168	60,933	38,861	28,082	18.66	22.54				
5	33,867	37,583	40,118	35,442	39,329	41,985	40,656	42,135	45,096	49,301	48,128	54,219	57,477	62,357	39,359	28,479	18.89	22.84				
6	35,026	38,737	41,377	36,656	40,539	43,308	42,042	43,521	46,481	50,696	49,531	55,463	58,791	63,781	39,863	28,840	19.15	23.16				
7	36,186	39,891	42,645	37,867	41,742	44,629	43,431	44,910	47,870	52,092	50,928	56,700	60,101	65,205	40,357	29,198	19.37	23.49				
8	37,340	41,044	43,902	39,076	42,956	45,946	44,817	46,295	49,254	53,479	52,332	57,941	61,417	66,626	40,857	29,565	19.63	23.82				
9	38,500	42,198	45,163	40,290	44,158	47,265	46,206	47,683	50,635	54,888	53,733	59,178	62,733	68,052	41,362	29,923	19.89	24.14				
10	39,650	43,354	46,422	41,495	45,369	48,581	47,595	49,071	52,023	56,281	55,140	60,420	64,040	69,475	41,861	30,284	20.13	24.43				
11	40,807	44,510	47,684	42,704	46,577	49,900	48,983	50,457	53,407	57,675	56,536	61,655	65,358	70,899	42,353	30,649	20.32	24.77				
12	41,962	45,657	48,945	43,914	47,784	51,221	50,375	51,846	54,791	59,073	57,937	62,890	66,666	71,728	42,853	31,008	20.61	25.12				
13	43,126	46,813	50,201	45,125	48,990	52,537	51,764	53,234	56,178	60,466	59,338	64,137	67,981	74,340	43,356	31,367	20.83	25.45				
14	44,271	47,965	51,466	46,335	50,197	53,857	53,147	54,622	57,561	61,869	60,737	65,377	69,296	75,172	43,851	31,729	21.10	25.74				
15	45,434	49,120	52,722	47,548	51,401	55,175	54,535	56,009	58,948	63,259	62,137	66,612	70,605	76,595	44,348	32,088	21.28	26.30				
16	46,587	50,273	53,984	48,753	52,609	56,493	55,928	57,399	60,331	64,659	63,540	67,851	71,918	78,037	44,853	32,451	21.55	26.58				
17	47,747	51,428	55,244	49,966	53,818	57,816	57,317	58,782	61,719	66,056	64,941	69,089	73,234	79,463	45,348	32,838	21.80	27.33				
18	48,903	52,578	56,504	51,178	55,026	59,133	58,708	60,169	63,105	67,451	66,343	70,327	74,549	80,891	45,845	33,221	22.03	28.07				
19	49,392	53,104	57,069	51,689	55,576	59,725	59,296	60,772	63,737	68,125	67,006	71,031	75,294	81,700	46,304	33,554	22.26	28.36				
20 New	49,886	53,636	57,640	52,206	56,132	60,323	59,889	61,380	64,375	68,807	67,677	71,742	76,047	82,517	46,768	33,890	22.49	28.65				

Term of Agreement - The term of this Agreement shall be for four (4) years, from
July 1, 2017 to June 30, 2021.

In Witness Whereof, The Parties Hereunto Set Their Hand and Seal this 8th Day of

May, 2019.

FOR THE NORTH MERRICK
SCHOOL DISTRICT

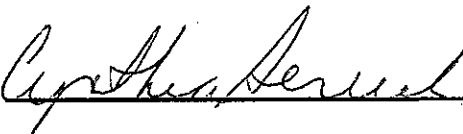


Jennifer Hyland, President
Board of Education

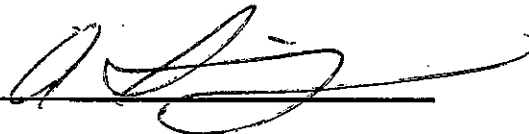
FOR THE ASSOCIATION



Babette Nicosia, President,
North Merrick Unit



Cynthia Seniuk Ed. D.
Superintendent of Schools



Andre Sigmone
Labor Relations Specialist

GGDOCS-489801735-95



Local 1000, AFSCME, AFL-CIO
143 Washington Ave., Albany, NY 12210

Danny Donohue, President

