

## MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE HALDANE CENTRAL SCHOOL DISTRICT, hereinafter referred to as "the District" and THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000, AFSCME, AFL-CIO HALDANE CENTRAL SCHOOL DISTRICT UNIT #8154 OF THE PUTNAM COUNTY LOCAL #840, hereinafter referred to as "CSEA",

It is hereby agreed by and between the District and the CSEA that the collective bargaining agreement that expires on June 30, 2019, shall be extended for three years (July 1, 2019- June 30, 2022) and shall remain unchanged except as modified below:

1. Article II, Section 2 Workday
  - a. Add a part-time cleaner position (up to 5 hours per day)
  - b. Night cleaners must notify the evening Head Cleaner whenever they wish to leave their assigned building during their assigned work shift.
2. Article II, Section 3 Work Year
  - a. Add a part-time cleaner position, 10 months (182 days)
3. Article II, Section 8. B.1- School Closing
  - a. Add the October 3, 2017 SMOA "snow team" to the CBA and incorporate language changes as appropriate.
4. Article III, Section 1-Compensation and Appendix A CSEA Salary Schedules
  - a. Effective July 1, 2019, employees shall receive a 2% increase to each step of the salary schedule.
  - b. Effective July 1, 2020 employees shall receive a 2% increase to each step of the salary schedule.
  - c. Effective July 1, 2021, employees shall receive a 2% increase to each step of the salary schedule.

Step movement shall continue July 1, 2019 and continue annually.
5. Article III, Section 3- Premium Pay
  - a. Incorporate April 11, 2016 Side letter regarding overtime/extra work assignments
6. Article V, Section 2. A.3- Health Insurance
  - a. Increase health insurance premium contribution to unit members currently contributing \$700 per year for health insurance as follows:

Effective July 1, 2019 4%  
Effective July 1, 2020 5%  
Effective July 1, 2021 6%

7. Article VII, Section 6
  - a. Delete in its entirety Section 6- Denial of Increment
  - b. Replace with Article VII, Section 6 Performance Evaluations
  - c. Add the following: Each unit member shall be evaluated annually using criteria established by the district and using a mutually agreed- upon evaluation instrument. Each such annual evaluation shall include an overall summative assessment of "Satisfactory" or "Unsatisfactory".
8. Identify any existing side letters or supplemental memoranda of agreement for possible incorporation into successor agreement.

This agreement shall be subject to the ratification by the respective constituencies.

**Haldane Central School District**

**CSEA, Haldane CSD Unit 8154**

BY: Phil Benante

BY: [Signature]

BY: [Signature]

BY: Kathleen Fitzpatrick

DATE: 6/18/19