

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 HALDANE CENTRAL SCHOOL UNIT OF THE PUTNAM COUNTY LOCAL 840, CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000 AFSCME, AFL-CIO, hereinafter "CSEA";

WHEREBY, the parties agree to revive and incorporate the provisions of the July 1, 2019 - June 30, 2022 Collectively Negotiated Agreement between them into a new three (3) year successor Agreement effective July 1, 2022 and terminating on June 30, 2025, except as modified by the following provisions:

1. Article I, Section 5. Delete
2. Article II, Section 3 – Work Year
 - a. Add the following after the last paragraph: "Unless otherwise provided in this Agreement, if there are four Superintendent's Conference Days in a school year, 183-day 10-month employees shall not be required to attend the third Superintendent's Conference Day in such school year."
3. Article II, Section 8.B.3. Revise the last sentence of the final paragraph to read as follows: "If the storm has not stopped **by the end of the day shift** and further snow removal is required that day, the snow removal team will be activated."
4. Article II, Section 8.B.4 (New). Add the following: "Remote Learning Days. In the event of a declared remote learning day, the managing supervisor will provide direction on unit member's responsibilities for the day, except that employees who are able to perform their job duties remotely shall do so on remote learning days. In departments where remote work is not an option, the supervisors shall decide which employees must report to work based upon the departmental needs on that day. Employees shall be given notice of their reporting requirements by 6:00 a.m. on the remote learning day."
5. Article III, Section 1. Increase the salary schedules listed in Appendix "A" by 2.25% in each year of the 3-year successor agreement.
6. Article III, Section II.1. Amend to provide for longevity pay as follows effective July 1, 2022:

10 th year	\$1,900
15 th year	\$2,150
20 th year	\$2,525
25 th year	\$2,900
30 th year	\$3,275

7. Article III, Section 3.A.1. Add the following to the end of the provision:

b. Except as set forth herein, overtime shall be paid if an authorized additional duty extends the unit member's regular work shift. Such overtime shall be paid for the additional time worked by the unit member.

c. Overtime shall be assigned in the following order:

1. Transportation

2. Custodial or maintenance

8. Article III, Section A.10.a. Delete and replace with the following:

a. Overtime will be paid to unit members who perform assigned duties associated with sports events where the performance of such duties requires the extension of the unit member's work day. On-site sports events shall not result in an extension of a unit member's work day, unless directed to stay past shift by the employee's immediate supervisor.

b. Overtime will be paid to unit assigned to perform work outside of their regular work shift.

c. When there are call-outs by anyone in a Cleaner title, the assignment shall first be offered to per diem substitute cleaners. If no per diem substitute cleaners are available, the overtime assignment shall be offered to part-time unit members and then to full-time unit members. Once all bargaining unit members have been called and none are available, the overtime assignment may be offered to employees outside of the bargaining unit.

9. Article IV, Section 3. Amend the fourth paragraph of Section B (Accumulation) as follows:

"Employees shall be entitled to up to a maximum of five (5) days for illness in the immediate family. This shall not be in addition to the sick days listed above. In the event that an employee needs more than the allotted five days, an employee may be granted up to ten (10) additional days. Requests for the additional days must be made in writing by the employee to the Superintendent of Schools, who shall have sole discretion in granting such requests."

10. Article V, Section 2.A.3. Delete and replace with the following: "Effective July 1, 2022:

a. Unit members hired on or before July 1, 2011 shall contribute 6.5% to the individual or family health insurance premium, as appropriate. The amount of

such contribution shall increase by an additional .5% on July 1, 2023 and July 1, 2024.

- b. Unit members hired after July 1, 2011 and before July 1, 2016 shall contribute 10.5% to the individual or family health insurance premium, as appropriate. The amount of such contribution shall increase by an additional .5% on July 1, 2023 and July 1, 2024.
- c. Unit members hired on or after July 1, 2016 shall contribute 13% to the individual or family health insurance premium, as appropriate. The amount of such contribution shall increase by an additional .5% on July 1, 2023 and July 1, 2024.

11. Article V, Section 2.B. Delete all except the last paragraph of the provision and replace with the following: "At the employee's option, any unit member may reduce District-sponsored medical insurance by completing an appropriate form furnished by the District. Such unit members shall receive the following payments:

a. Waiving family health insurance	-	\$6,000
b. Waiving family health insurance and receiving individual health insurance	-	\$3,600
c. Waiving individual health insurance	-	\$2,000

12. The parties shall meet to review evaluation procedures and select an evaluation instrument. The parties agree that a unit member's evaluation shall not result in the denial of an otherwise available increment.

13. Any existing SMOA not attached to this Agreement shall be deemed ended.

(RT) (m) (PM) (JE)
March

SO AGREED this 8 day of ~~April~~, 2022, subject to ratification by the parties' respective constituencies as recommended by their bargaining teams.

FOR THE DISTRICT

BY: Phil Bouwens

BY: [Signature]

BY: Anne m Denis

BY: _____

FOR THE CSEA

BY: Nancy Newton

BY: [Signature]

BY: [Signature]

BY: _____