



2022 Wage Re-opener

**The American Federation of State, County and Municipal Employees (AFSCME)
Local 1630**

and

The Clintondale Community Schools Board of Education

Appendix A (Wages), p 47, of the parties' 2021-2023 Master Agreement states:

"Wages for the 2021-2022 contract year are set forth below. For the 2022-2023 contract year, the parties will re-open the contract for wages only, with bargaining to begin no later than May 1, 2022, along with no automatic steps. Advancement on steps, if any, will be bargained as part of the wage re-opener."

In addition to the revised wages set forth in Appendix A below, the parties also agreed to add, as of July 1, 2022, Wage Groups G (Mentors) and H (Technology Specialists). That addition required amendment of the Articles identified below. The Amendments are shown in CAP/~~strike through~~ format. Unless so identified, the 2022 Wage Re-Opener has no other amendments to the parties' Master Agreement, which expires June 30, 2023. The symbol * * * designates additional language to the identified article that is not subject to amendment.

ARTICLE 2 – RECOGNITION

The Board recognizes the Union as the exclusive bargaining representative of all maintenance employees, custodial employees, clerical and secretarial employees, cafeteria employees, library technical assistants (LTAs), instructional assistants, crossing guards, security guards, ~~mentors, and technology specialists~~, but excluding noon aides, supervisors, two (2) confidential secretaries, one (1) confidential clerk, teachers, para-professional employees, and administrators. * * *

ARTICLE 7 – STEWARDS AND ALTERNATE STEWARDS

* * *

6. Group G Employees
Mentors

Lee Walmsley
Director of HR
12/15/22

7. Group H Employees
Technology Specialists

12-15-22
[Signature]
ROZUMSKI
PRESIDENT AFSCME
1630
[Signature]

ARTICLE 19 – LEAVE DAYS

* * *

2. Secretarial, Clerical, Instructional Assistants, Library Technical Assistants (LTAs), **Mentors**, Security Guards, Employees who work forty (40) to forty-five (45) weeks per school year and Cafeteria Employees who work four (4) hours or more per day shall receive annually:

* * *

TIER I		TIER II	
0 thru 90 days	No leave days	0 thru 90 days	No leave days
91 days thru 1 st	7 days per year	91 days thru 5 years	7 days per year
START of 2 nd	9 days per year	START of 6 th year	9 days per year
START of 3 rd year	10 days per year	START of 7 th year	10 days per year
START of 4 th year	11 days per year		
START of 5 th year	12 days per year		

NOTE: All days shall be equivocated to hours as per individual regular shift.

ARTICLE 20 - WORK HOURS, STANDARD WORK WEEK, AND OVERTIME

A. WORK HOURS and STANDARD WORK WEEK - The work hours and standard work week for Employees in each respective classification shall be as follows:

1. Custodial, Maintenance, and **Technology Specialist** Employees - The regular work week shall consist of forty (40) hours per week, consisting of five (5) eight (8) hour days, with thirty (30) minutes allowed for lunch not included in the eight (8) hour day.
2. Secretarial, Clerical Employees, Instructional Assistants, Library Technical Assistants (LTAs) - The regular work week shall consist of thirty-seven and one-half (37-1/2) hours per week consisting of five (5) seven and one-half (7-1/2) hour days.

* * *

7. Notice of Scheduled Overtime (Custodial, Maintenance, **Technology Specialist**, Employees) – Subject to the following provisions and except in emergencies, custodial and maintenance Employees shall be notified of scheduled overtime before the scheduled lunch break occurring during his/her previous day's shift.
 - a. This provision shall not apply to call-in situations or to snow removal.
 - b. Custodial, Maintenance, and Technology Specialist Employees will not unreasonably refuse to accept overtime if notice of overtime is not provided in accordance with the above provision.
 - c. If notice of overtime is not provided in accordance with the above provision and the overtime is refused by a custodial or maintenance Employee, the overtime will not be charged against the Employee.

* * *

ARTICLE 22 - VACATIONS

A. SCHEDULES

2. Secretarial, Clerical Employees, Instructional Assistants, Mentors, and Library Technical Assistants (LTAs):

* * *

A. GENERAL PROVISIONS:

9. Custodial, Maintenance, and Technology Specialist Employee are eligible to use vacation days over the Christmas break period when school is not in session, subject to the following:

ARTICLE 33 - CLASSIFICATIONS

Group G: Technology Specialists

Group H: Mentors

* * *

APPENDIX A

WAGES

Four percent (4%) on-schedule increase to Appendix A Wage Scale for all listed groups for 2022-2023 contract year.

Instructional Assistants and Specialized Instructional Assistants pay will increase to \$17.00 to \$20.00 hour on the Appendix A Wage Scale for Group F.

Step advancement for all eligible employees effective July 1, 2022.

Off-Schedule Retention Bonus to be paid no later than the second October 2022 payroll for those bargaining unit employees who remain CCS employees as of October 1, 2022.

Off-Schedule Retention Bonus to be paid no later than the first June 2023 payroll for those bargaining unit employees who remain CCS employees as of June 1, 2023.

GROUP A: Custodian and Maintenance Employees 2022-2023

1. Regular Part-Time

* * *

Custodians

(8 hrs. 258-262 days annually)		2 nd	3 rd
Step 1 (first 3 years)	14.56	.21	.32
Step 2	16.04	.23	.34
Step 3	17.93	.25	.28
Step 4	19.87	.28	.42
Step 5	21.25	.30	.45
Step 6	22.29	.30	.45

Groundskeeper-Painter

(8 hrs. 258-262 days annually)		2 nd	3 rd
Step 1 (first 3 years)	17.06	.21	.31
Step 2	19.33	.21	.31
Step 3	20.84	.23	.34
Step 4	22.35	.28	.42
Step 5	23.03	.30	.45
Step 6	24.07	.30	.45

Truck Driver

(8 hrs. 258-262 days annually)		2 nd	3 rd
Step 1 (first 3 years)	14.72	.21	.31
Step 2	16.20	.21	.31
Step 3	18.09	.23	.34
Step 4	20.03	.28	.42
Step 5	21.41	.30	.45
Step 6	22.45	.30	.45

Maintenance Apprentice

(8 hrs. 258-262 days annually)		2 nd	3 rd
Step 1 (first 3 years)	14.56	.29	.44
Step 2	15.27	.30	.45
Step 3	16.41	.31	.47
Step 4	17.30	.32	.49
Step 5	19.24	.34	.50
Step 6	20.28	.34	.50

Maintenance (Level 1)

(8 hrs. 258-262 days annually)		2 nd	3 rd
Step 1 (first 3 years)	18.64	.29	.44
Step 2	20.60	.30	.44
Step 3	22.14	.31	.47
Step 4	23.67	.34	.50
Step 5	24.34	.35	.52
Step 6	25.38	.35	.52

Maintenance (Level 2)**(8 hrs. 258-262 days annually)**

		2nd	3rd
Step 1 (first 3 years)	20.77	.29	.44
Step 2	23.70	.31	.47
Step 3	24.43	.32	.49
Step 4	25.24	.33	.50
Step 5	25.88	.34	.52
Step 6	26.92	.34	.52

Maintenance (Level 3)**(8 hrs. 258-262 days annually)**

		2nd	3rd
Step 1 (first 3 years)	24.22	.45	.63
Step 2	24.98	.43	.65
Step 3	25.73	.45	.67
Step 4	26.50	.46	.69
Step 5	27.14	.57	.71
Step 6	28.18	.57	.71

Supplemental Pay**a. Custodian Truck Driver**

.16 per hour over custodial rate (Should this be removed since Truck Driver has its own salary scale now?)

b. Seasonal Help

14.00 per hour

GROUP B: Secretarial & Clerical Employees 2022-2023**General Office Clerk-Switchboard Clerk****(5.75 to 7.5 hrs. 212-217 days annually)**

		2nd	3rd
Step 1 (first 3 years)	14.56	.16	.24
Step 2	14.87	.17	.25
Step 3	15.17	.18	.27
Step 4	16.12	.20	.29
Step 5	17.07	.21	.32
Step 6	18.11	.24	.36

Substitute Assignment - Switchboard Operator**(5.75 to 7.5 hrs. 212-217 days annually)**

		2nd	3rd
Step 1 (first 3 years)	14.56	.18	.27
Step 2	15.91	.19	.29
Step 3	17.25	.20	.30
Step 4	18.56	.22	.33
Step 5	20.45	.24	.36
Step 6	21.49	.29	.44

Secretary 1***(5.75 to 7.5 hrs. 212-217 days annually)**

		2nd	3rd
Step 1 (first 3 years)	14.56	.18	.27
Step 2	16.22	.19	.29
Step 3	17.49	.20	.30
Step 4	19.36	.22	.33
Step 5	21.23	.25	.37
Step 6	22.27	.30	.45

*Elementary secretaries receive .10 additional pay per hour.

Secretary 2**(7.5 hrs. 212-217 days annually)**

		2nd	3rd
Step 1 (first 3 years)	15.17	.20	.29
Step 2	16.78	.22	.31
Step 3	19.19	.22	.32
Step 4	20.58	.24	.36
Step 5	21.98	.27	.41
Step 6	23.02	.31	.47

Secretary 3**(7.5 hrs. 212-217 days annually – Special Services, 7.5 hrs. 258-262 Buildings & Grounds)**

		2nd	3rd
Step 1 (first 3 years)	20.60	.28	.42
Step 2	21.35	.29	.44
Step 3	22.05	.30	.45
Step 4	22.77	.31	.47
Step 5	23.50	.32	.49
Step 6	24.54	.33	.50

Accountant 1**(7.5 hrs. 258-262 days annually)**

		2nd	3rd
Step 1 (first 3 years)	14.56	.19	.29
Step 2	15.17	.21	.31
Step 3	16.78	.21	.32
Step 4	19.19	.24	.36
Step 5	21.98	.27	.41
Step 6	23.02	.31	.47

Accountant 2**(7.5 hrs. 258-262 days annually)**

		2nd	3rd
Step 1 (first 3 years)	16.04	.19	.29
Step 2	16.52	.21	.31
Step 3	18.19	.21	.32
Step 4	19.76	.24	.36
Step 5	24.81	.27	.41
Step 6	25.85	.31	.47

Accountant 3**(7.5 hrs. 258-262 days annually)**

		2nd	3rd
Step 1 (first 3 years)	17.34	.24	.36
Step 2	17.74	.24	.37
Step 3	19.50	.25	.38
Step 4	21.00	.27	.41
Step 5	26.11	.30	.45
Step 6	27.15	.37	.55

Business Office Coordinator**(7.5 hrs. 258-262 days annually)**

		2nd	3rd
Step 1 (first 3 years)	29.21	.24	.36
Step 2	30.66	.24	.37
Step 3	32.10	.25	.38
Step 4	33.72	.27	.41

GROUP D: Library Technical Assistants 2022-2023

LTA

(7.5 hrs. 196-197 days annually)

		2 nd	3 rd
Step 1 (first 3 years)	14.56	.24	.36
Step 2	15.17	.24	.37
Step 3	16.78	.25	.38
Step 4	19.19	.27	.41
Step 5	21.98	.30	.45
Step 6	23.02	.37	.55

Non-Certified LTA

(7.5 hrs. 196-197 days annually)

		2 nd	3 rd
Step 1 (first 3 years)	14.56	.16	.16
Step 2	14.86	.17	.25
Step 3	15.17	.18	.27
Step 4	16.28	.20	.29
Step 5	17.07	.21	.32
Step 6	18.11	.24	.36

To be classified as a Certified Library Technical Assistant, one must have completed a formal post high school Library Technical Program holding either a one-year program certificate or a two-year degree in Library Technology. Additionally, said person must have minimum typing/computer competence necessary for the normal demands of the job.

GROUP E: Safety 2022-2023

Crossing Guards

(7.5 hrs. 196-197 days annually)

Step 1	16.01
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Bus Aids*

(2 hrs. 180-185 days annually)

Step 1	14.56
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*Supplemental \$2.00 over hourly rate, per job description

Security Guards

(5-8 hrs. 180-185 days annually)

		2 nd	3 rd
Step 1 (first 3 years)	14.56	.20	.31
Step 2	15.07	.21	.32
Step 3	15.37	.21	.32
Step 4	15.66	.22	.33
Step 5	15.96	.22	.33
Step 6	17.00	.23	.34

GROUP F: Instructional Assistants 2022-2023

Instructional Assistants

(7.5 hrs. 180-185 days annually)

		2 nd	3 rd
Step 1 (first 3 years)	17.68	.26	.26
Step 2	18.55	.28	.28
Step 3	19.43	.31	.31
Step 4	19.65	.35	.35
Step 5	19.95	.35	.35
Step 6	20.80	.36	.36

Specialized Instructional Assistants

(7.5 hrs. 180-185 days annually)

		2 nd	3 rd
Step 1 (first 3 years)	17.99	.17	.26
Step 2	19.04	.19	.28
Step 3	19.71	.20	.31
Step 4	19.96	.23	.35
Step 5	20.23	.23	.35
Step 6	20.80	.24	.36

GROUP G: Mentors 2022-2023

(7.5 hrs. 185-217 days annually)

Step 1 (first 3 years)	15.00
Step 2	16.00
Step 3	17.00
Step 4	18.00
Step 5	19.00
Step 6	20.00

GROUP H: Technology Specialists 2022-2023

Technology Specialists

(8.0 hrs. 258-262 days annually)

Step 1 (first 3 years)	15.00
Step 2	16.00
Step 3	17.00
Step 4	18.00
Step 5	19.00
Step 6	20.00