

MEMORANDUM OF AGREEMENT

THE BEDFORD CENTRAL SCHOOL DISTRICT AND THE BEDFORD SCHOOL UNIT, WESTCHESTER LOCAL 860, CIVIL SERVICE EMPLOYEES' ASSOCIATION, AFSCME, AFL-CIO

WHEREAS, the Bedford Central School District (“District”) and the Bedford School Unit, Westchester Local 860, Civil Service Employees Association, AFSCME, AFL CIO, (“Union”) are parties to a Collective Bargaining Agreement (“CBA”); and

WHEREAS, the parties have engaged in negotiations in good faith in an effort to arrive at a successor agreement to a contract that expired on June 30, 2021, and;

WHEREAS, the parties have arrived at a tentative agreement covering the period July 1, 2021 – June 30, 2024;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties hereby stipulate and agree as follows:

1. The provisions of this Memorandum are subject to ratification by the respective parties to the contract.
2. The signatories below agree to recommend this Memorandum for ratification.
3. A copy of this document has been furnished to representatives of the District and the Union.
4. All proposals not covered herein made by either party during the course of negotiations shall be deemed dropped.
5. The provisions of the prior Agreement shall be carried forward except as modified below.
6. Unless otherwise noted, all changes shall be prospective from the signing of the contract.
7. Change all dates in the Agreement so as to be consistent with the duration of the new agreement.
8. All changes apply only to active employees at the time of ratification and through the remainder of the contract term.

9. Article 2.4 Dues Deductions

Delete the current Article and replace with the following:

The District agrees that upon presentation of dues deduction authorization cards signed by the individual employee to which this Agreement is applicable, that it shall make payroll deductions from the wages of such unit members in the amount designated by the Union as a membership dues deduction within thirty (30) days of receiving the signed dues authorization card. Employee authorization shall be in writing and in a manner consistent with the law.

The Board agrees to transmit such lawfully authorized deductions to the Civil Service Employees Association, Inc. 143 Washington Avenue, Albany, New York.

10. Article 1 Recognition of Association

Change title of Director of Buildings and Grounds to Director of Facilities.

11. Article 5 Organization of Staff: Add to Article 5.1.

- a. 1.r. Registrar
- b. 5.i. Information System Analyst
- c. 8. Transition Specialist.

12. Article 17 Clerical/Non-Instructional Employees

Change Article 17.4 to read:

17. 4. Meal Breaks.

17.4.1: Meal breaks may not be used for early dismissal; and

17.4.2: Meal breaks must be approved by the employee's immediate supervisor.

13. Article 18 Custodial Operations Workers

Change Article 18.3 to read:

18.3. Meal Breaks.

18.3.1: Meal breaks may not be used for early dismissal; and

18.3.2: Meal breaks must be approved by the employee's immediate supervisor.

14. Article 6 Personal Illness

- a. Article 6.2: Add sentence "Reasonable notice shall be defined as before the start of the school day or if scheduled in advance then two days before the scheduled leave."
- b. Article 6.6: in paragraph 2 remove language that Withdrawal from the Bank "shall be limited to eligible employees who are involved in a catastrophic, prolonged, no-work related illness or accident." Replace with "Withdrawals from the Bank shall be determined by the Sick Bank Committee for those who have exhausted their sick leave and request additional sick leave time."

15. Article 8 Personal Business

After 8.2.i.:

- a. Add new sentence that: "One personal day may be used without cause."
- b. Replace "Superintendent" with "Administrative Supervisor"; and
- c. Delete next sentence relating to forms.

16. Article 14 Half-Day, District-Wide Dismissal

Article 14.1: Change first sentence to read; “On school days before holidays, when a half-day, district-wide dismissal has been granted to students and teaching personnel, ten-month employees will be dismissed one half hour after student dismissal.” The remainder of the Article stays the same.

17. Article 30 Payment Schedule

Article 30.3 Changed to read in first sentence “*inclusive* of all Superintendent Conference/ Staff Development Days.” instead of current language which reads “*plus* three (3) Superintendent Conference /Staff Development Days”.

18. Article 18 Custodial Operations Workers

Article 18.1. b. 3: Add sentence at end to read: “Employees who are under discipline may be considered for overtime based on the needs of the particular building and subject to the discretion of the Superintendent of Schools or his/her designee.” All other language in the Article stays the same.

19. Article 45 Changes in Compensation

New article 45.1 replacing current article 45.1

- a. Effective January 1, 2022, all current bargaining unit members who were members of the unit as of July 1, 2021, shall be moved up one step on the applicable salary schedule. Unit members currently on Step 11 (current top step) shall receive a one-time payment of \$750 and shall move to the new Step 12 which will be 2.0% over the current Step 11.
- b. Effective July 1, 2022, a new salary schedule will be put into effect. Such salary schedule will eliminate old step 1. All other Steps will be renumbered from 1-11. The salary schedule shall be increased by 1.85%. for new steps 1-10 and new Step 11 shall be increased by \$750 and then increased by 1.85%.¹
- c. Effective July 1, 2023 all steps on the salary schedule shall be increased by 1.85%.

20. Article 15-Holidays:

- a. Language changed to read “Twelve-month employees are entitled to sixteen (16) holidays.”
- b. Add “15. Juneteenth”

¹ Employees shall be placed on the new salary schedule based on their step as of June 30, 2022. For example, an individual on Step 1 of the 2021-2022 salary schedule shall be placed on Step 1 of the new salary schedule effective July 1, 2022. This shall have the effect of a one-step move. Effective July 1, 2023 step movement shall be reflected in the actual steps on the new step schedule.

21. Article 38-Longevity:


- a. 38.1 Language shall be changed to change time period for initial longevity award to ten (10) successive years of service not twelve(12).
- b. 38.2 Longevity payments shall be apportioned through the year and paid pursuant to the employees regularly scheduled payment schedule.


Dated: 2/28, 2022

BEDFORD CENTRAL SCHOOL DISTRICT

By: 
Joel Adelberg, Superintendent of Schools

BEDFORD SCHOOL CSEA

By: 
Maria Wiltse, President


Vincent Castaldo, Labor Relations Specialist