AGREEMENT

by and between the

NORTHERN ADIRONDACK CENTRAL SCHOOL DISTRICT

and

CSEA, Local 1000 AFSCME, AFL-CIO

CSEA
NEW YORK
One voice for many.

Northern Adirondack CSD Unit #6454
Clinton County Municipal & School District Employees
Local 810

July 1, 2024- June 30, 2027

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ARTICLE I
RECOGNITION

Section 1

The employer recognizes the CSEA. Local 1000, AFSCME, AFL-CIO as a sole and exclusive bargaining agent for all full-time employees of the non-instructional unit and the term "employee," "unit member" and "member" as used herein shall refer to an employee whose position is in the said unit. This unit shall consist of all job classifications certified by PERB and shall consist only of persons holding the following positions, unless and until altered by the District as permitted by law, or by written Agreement between the District and the CSEA.:

1. Automotive Mechanic
2. Automotive Mechanic Helper
3. Senior Automotive Mechanic
4. Head Automotive Mechanic
5. BOCES Bus Driver (6 hour & 8 hour)
6. Bus Driver (4 hour, 6 hour, & 8 hour)
7. Head Bus Driver (11 month & 12 month)
8. Bus Monitor – 4 hour, 6 hour, & 8 hour
9. Custodian
10. Custodian Worker
11. Cleaner (10 month* & 12 month)
12. Cleaner/Messenger
13. Building Checker
14. Laborer
15. Groundskeeper
16. Building Maintenance Helper
17 Building Maintenance Worker
18. Building Maintenance Mechanic
19. Food Service Helper (4 hour and 7.5 hour)
20. Cook
21. Library Aide (10 month)
22. Teacher Aide/Student Aide (10 month)
23. Registered Nurse
24. Licensed Practical Nurse
25. Clerk (12 month)
26. Account Clerk, Payroll Clerk (12 month)
27. Typist (10 month, 11 month, & 12 month)

* The District has agreed that it will terminate use of a 10-month Cleaner effective June 30, 2025.

The unit will not be comprised of the following titles:

1) Head Cook;
2) Head Custodian;
3) Transportation Supervisor;
4) Professional and Secretary to the Superintendent.

Section 2

The Employer shall deduct from the wages of the employees and submit to the CSEA. or its designated agent, dues/insurance premium deductions for those employees who sign authorization permitting such deductions, in the manner and form approved by the CSEA. and the Employer.

Section 3

Dues Deductions – The Employer shall deduct from the wages regular membership dues and other authorized deductions for those employees who have signed dues deduction authorization cards and remit dues payments to CSEA., Inc., 143 Washington Avenue, Albany, New York, 12210 at the end

of each month. Electronic transfer of such payments is preferred but shall not necessarily be required. Employees who wish to withdraw their authorization for dues deduction must do so by following the instructions on their dues authorization card. The content of such instructions shall be the sole and exclusive control of CSEA. The grievance process shall not apply to this Article of the contract.

Section 4

The Employer agrees that CSEA. shall have the exclusive dues deductions and that no other employee organization or union shall be permitted membership dues deductions without written approval of the CSEA.

Section 5

A. The Employer agrees to furnish the CSEA. (CSEA. Unit President, CSEA. Labor Relations Specialist and CSEA. Membership) by Email at the end of each month with a complete listing of all the names, addresses, work locations and job titles of all new employees, employees promoted and/or transferred and those terminated in the bargaining unit.

B. Quarterly Report – The District shall furnish CSEA. a complete listing of all bargaining unit employees with the same information referenced in 5(a) above quarterly: March 31, June 30, September, and December 31.

Section 6

The union shall continue to provide a fully legal refund procedure for non-members who object to a legal expenditure, and shall otherwise deal with the funds and with non-members in a lawful and proper manner to hold the District harmless.

Section 7

New Employee Orientation – Within thirty (30) days of providing the new hire notice, Employer shall allow a designated CSEA. representative to meet with a new employee privately for a reasonable amount of time, not to exceed 30 minutes to educate them about the Union.

ARTICLE II
NO STRIKE CLAUSE

CSEA. affirms that it does not assert the right to strike against the Employer, or to assist or participate in any strike or slow-down or to impose an obligation upon its members to conduct, assist or participate in such strike or slow-down.

ARTICLE III
TEMPORARY ASSIGNMENT

When employees are assigned to a higher rated job, they will receive (for each assignment) the rate of such higher paid job for the time worked on that job. Such additional compensation shall commence

when employees have accumulated ten (10) consecutive days experience on such job.

ARTICLE IV
OVERTIME

Section 1

Time and one-half shall be paid for time worked in excess of forty (40) hours in any payroll week.

Section 2

In computing overtime, a paid leave taken shall be considered as time worked.

ARTICLE V
CALL-IN PAY

Employees called in to work on a regular day off shall not receive less than two (2) hours pay at their regular hourly rate when called in by the Superintendent of Schools or other persons to whom employees are responsible.

ARTICLE VI
HOLIDAYS

All full-time employees shall receive paid holidays as follows:

New Year's Day
Martin Luther King Jr. Day
Presidents' Day
Lunar New Year*
Good Friday
Memorial Day
Juneteenth
Independence Day
Labor Day
Indigenous Peoples' Day
Veterans Day
Thanksgiving Day and the day after
Christmas Day
The last working day before Christmas
The last working day before New Year's

If one of the above holidays fall on a Saturday or Sunday, then a committee consisting of representatives of the Employer and the CSEA. shall meet and decide which day will be taken off in lieu of the weekend holiday.

* Lunar New Year shall be recognized as a paid holiday when it falls M-F only.

ARTICLE VII
RETIREMENT & LIFE INSURANCE

Effective July 1, 1980, the Employer shall provide Retirement Plan per Retirement and Social Security Law Section 75-i of the New York State Employees' Retirement System for all eligible employees covered under this Agreement

Effective July 1, 2007, the Employer will continue its practice as is currently being done to provide a group life insurance benefit in the amount of $5,000 to each bargaining unit employee. Participation in such benefit shall be solely at the option of the employee and at the expense of the employee through payroll deduction.

ARTICLE VIII
HEALTH INSURANCE

Section 1. Health Insurance

A. Health Consortium Plan 1 or Plan A or "Original Plan" will continue to be available to employees hired before July 1, 2014 eligible for health insurance benefits at hire and who have continuously participated in Plan 1 with the following employee contribution amounts:

	Individual Coverage	Family Coverage
Effective July 1, 2024	14% of premium	14% of premium
Effective July 1, 2025	14% of premium	14% of premium
Effective July 1, 2026	14.5% of premium	14.5% of premium

B Effective January 1, 2016, Health Consortium Plan 2 or Plan B or "Amended Plan" will be available as an option for all employees hired before July 1, 2014 without continuous participation in Plan 1 and the only health benefit plan offered for employees hired on or after July 1, 2014 eligible for health insurance benefits with the District. Date of hire in benefits eligible position will be used as date of hire for the purposes of this provision. Employees returning to work after layoff or an unpaid leave of absence will use original date of hire for plan eligibility purposes as referenced herein.

Effective July 1, 2025, any employee that is currently participating in Plan 1 or Plan A shall be required to continuously remain active in Plan 1 or Plan A to have continued access to the Plan 1. Any employee who leaves Plan 1 or Plan A shall not be permitted re-entry and shall be limited at the time of new enrollment to Plan 2 or Plan B or "Amended Plan".

The following employee contribution amounts will apply:

	Individual Coverage	Family Coverage
Effective July 1, 2024	4% of premium	4% of premium
Effective July 1, 2025	4% of premium	4% of premium
Effective July 1, 2026	5% of premium	5% of premium

C. Employees will have the opportunity to elect health benefit coverage during two annual open enrollment periods, i.e. before July 1 and before January 1, or during the year for any change in circumstances or qualifying event allowable by law (e.g. loss of alternative coverage, birth of child, divorce, etc.)

D. 1. All bargaining unit members enrolled in Platinum Plan 2/Plan B health insurance will be eligible to participate in a Health Reimbursement Account (HRA) group wide account or its benefit equivalent established by the District and administered by an independent third party. The HRA will provide reimbursement for a bargaining unit member for the deductible, co-insurance and out of pocket maximum once they have reached the amounts established in Platinum Plan 1/Plan A.

Effective July 1, 2025, any employee hired on or after July 1, 2025 will not participate in the group wide Health Reimbursement Account (HRA) for major medical expenses related to Platinum Plan 2/Plan B.

Participation in a Flexible Spending Account (FSA) for qualified medical expenses by employees with their own pre-tax contributions is encouraged but not required.

2. Platinum Plan 2/Plan B does not include prescription drugs as part of the out-of-pocket maximum or deductible; therefore the District will reimburse bargaining unit members for all prescription drug costs once the member has paid $400 out of pocket annually.

Effective July 1, 2025, any employee hired on or after July 1, 2025 will not participate in the group wide prescription drug reimbursement above $400 tied to Platinum Plan 2/Plan B participation.

E. Terms of the Health Reimbursement Account (HRA):
1. The District assumes all administrative costs.
2. The District will seek input from CSEA. for the selection of the third-party administrator (TPA). Any subsequent change to the TPA will be by mutual agreement.
3. HIPAA statutory requirements will be observed.
4. CSEA. Unit President will receive an HRA account statement that includes utilization at least twice a year.
5. In the coordination of benefits between the HRA and a unit member's self-funded 125 Flex benefit plan will be such that the HRA will reimburse first for all allowed expenses. The 125 plan will then be used to reimburse for all other allowable medical expenses.

F. In the event there is a change in carrier, the new plan will be equivalent or superior to the existing plan.

Section 2. Vision Benefit

Effective July 1, 2009 the Employer shall permit participation in a designated CSEA. Employee Benefit Fund Vision Plan for all bargaining unit members and their dependents (family coverage) and guests at their own expense through payroll deduction and on a pre-tax basis, as permissible under

law, and as such plan is available through CSEA. Effective July 1, 2016, bargaining unit members and guests may elect to continue participation in the Employee Benefit Fund's (EBF) Vision Plan coverage into retirement at their own expense payable directly to CSEA.'s Employee Benefit Fund as is available without involvement or cost to the District.

Section 3. Dental Benefit

Effective July 1, 2009 the Employer shall permit participation in a designated CSEA. Employee Benefit Fund Dental Plan for all bargaining unit members and their dependents (family coverage) and guests at their own expense through payroll deduction and on a pre-tax basis, as permissible under law, and as such plan is available through CSEA. Effective July 1, 2016, bargaining unit members and guests may elect to continue participation in the Employee Benefit Fund's (EBF) Dental Plan coverage into retirement at their own expense payable directly to CSEA.'s Employee Benefit Fund as is available without involvement or cost to the District.

Section 4. Health Benefits in Retirement

The District shall continue to provide health benefits in retirement according to the established practice between the parties. The established practice between the parties reflects that for employees eligible for continuation of health benefits into retirement that the District shall pay 100% of the employees' individual premium and 35% of the premium cost for the difference in premium coverage for the eligible dependents (e.g. spouse and/or other dependent(s)). The retiree shall pay the balance of the premium. Such payments shall be made to the District at the 1st of each month.

Retirees shall enroll in Medicare at first date of eligibility for Parts A and B which shall thereafter become primary coverage for the retiree. At that time, the District shall provide a Medicare Supplement corresponding to their Plan 1 or Plan 2 coverage and shall pay 100% of the premium cost for such retiree's Medicare Supplement as well as reimbursement for the retiree's monthly Medicare premium cost. Further, the District shall pay 35% of the premium cost for the difference in premium coverage for eligible dependents (e.g. spouse and/or other dependent(s)). The retiree shall pay the balance of the premium. Upon the death of the retiree, the surviving eligible dependents (e.g., spouse and/or other dependent(s) shall be eligible to continuation of health benefit coverage at his/her/their own expense.

All bargaining unit members eligible for their selected option of Plan 1/Plan A and Plan2/Plan B coverage as active employees and who are eligible for District provided health benefits continuing into retirement may elect either Plan1/Plan A or Plan 2/Plan B into retirement. However, Plan 1/Plan A is only an available option for continuing coverage into retirement if a bargaining unit member has elected Plan 1/Plan A continuously after December 31, 2016 through the remainder of their employment with the District.

Employees eligible for Plan 2/Plan B only as active employees and who are eligible for District provided continuation of health benefits into retirement may elect continuation of Plan 2/Plan B.

Continuation of the HRA or its benefit equivalent for major medical and prescription drug referenced in paragraphs 1 and 2 of Section D of this Article will be available to bargaining unit members who participated in such HRA benefits for major medical and prescription drug in active service and retire

with continuation of Plan 2/ Plan B coverage until they become Medicare Part B eligible. The HRA benefits will cover all expenses that are covered for active employees; specifically all expenses listed in Paragraphs 1 and 2 of Section D of this Article.

Effective July 1, 2011, employees will need fifteen (15) years of full time service with Northern Adirondack Central School District to be eligible to continue health benefits in retirement.

Retirement Incentive Window

Effective July 1, 2025, the District shall provide a window period for retirements through June 30, 2027 for eligible employees to provide an irrevocable retirement notice with an effective date prior to June 30, 2027 to retire with ten (10) years – fifteen (15) years of service with Northern Adirondack Central School District and receive continued group health benefits into retirement as if retiring with fifteen (15) years of service. Such retirement notices must be submitted before April 1, 2027. This enhanced retirement benefit window shall close as of that date and this provision shall sunset effective June 30, 2027. Effective retirement dates effective after June 30, 2027 shall revert to fifteen (15) year eligibility provisions provided herein.

Section 5. Health Insurance Buyout

Changing from dependent coverage to individual coverage will not qualify an employee for payment under this program nor will payments be made for any month in which the employee is not eligible for participation in the District provided health benefits unless authorized by the Board of Education as provided herein.

For any active benefit eligible employee who is covered by another Health Insurance plan or as a dependent on another health insurance plan – other than through the District or another CEWW District – the District will pay the following annual incentive to waive participation health benefits coverage.

Payment of the buyout waiver will be made in equal installment payments in each payroll for the employee and will be subject to normal payroll withholding and taxes.

Buyout payments will not be made to the employee for any month for which the employee is not eligible for participation in District group health benefits.

	INDIVIDUAL COVERAGE	FAMILY COVERAGE
2025-26 new hire waiver	$3000	$3000
2025-26 opt out of current coverage	$3000	$4000
2026-27 new hire waiver	$3000	$3000
2026-27 opt out of current coverage	$3000	$4000

An employee who is a covered dependent of an employee on a CEWW District group health benefit plan (e.g. under age 26 covered under a parent's plan or spouse) shall not be eligible for a buyout benefit.

Employees should consider the following prior to opting out of health insurance coverage by participation waiver:

(a) There is generally a three-month waiting period to re-enroll after voluntarily canceling insurance coverage.
(b) In order to carry health insurance coverage into retirement, an employee must be enrolled in the health insurance plan immediately preceding the effective date of retirement.

If you are eligible for District paid health insurance coverage and are eligible to participate in the health insurance buy-out program, you may do so by completing a REQUEST TO OPT OUT OF DISTRICT PAID HEALTH INSURANCE COVERAGE and submitting it to the District Office, with proof of health insurance coverage through an alternate source, as noted on the REQUEST during an open enrollment period. Also, if you currently have District-paid health insurance coverage and wish to opt out of participation you must complete and submit a Health Insurance Transaction Form requesting voluntary cancellation of coverage to the District Office during open enrollment periods prior to July 1 or January 1. Transaction Forms are available from the District Office.

If an employee elects the health insurance buyout, the employee may re-enroll during any subsequent open enrollment periods prior to July 1 or January 1, or upon a qualifying event, as that term is defined by the plan sponsor. Any Buyout payment due will be prorated for the time the participation waiver was in effect.

If you would like further information concerning the health insurance buy-out program and/or how it will affect your specific health insurance situation, you may contact the Superintendent's Office.

Section 6. Section 125-c Cafeteria Plan-Flexible Spending Accounts

The District will continue to provide employee participation in qualified medical expense and dependent care expense accounts known as Flexible Spending Accounts to the annual maximum contribution limits permitted under IRS Code 125-c. Additionally, participants may rollover unused account balances year to year in an amount up to the annual limit permitted by law e.g. Affordable Care Act, e.g. maximum contribution for 2025 is $3300 and rollover amount maximum for 2025 is $660.

ARTICLE IX
VACATIONS

Section 1

All twelve (12) month employees shall receive paid vacations at the rate of:

10 working days after 1 year of service
15 working days after 5 years of service
20 working days after 12 years of service

VACATIONS WILL BE SCHEDULED BY THE ADMINISTRATION

No request for more than twenty (20) consecutive working days of vacation will be granted.

An employee may accumulate up to twenty (20) days in any given fiscal year. Any accrued vacation up to the indicated maximum may be taken upon voluntary separation.

Section 2

If a holiday(s) falls within the vacation period of an employee(s) the vacation period of such employee(s) shall be extended by the holiday(s) falling within such vacation period.

ARTICLE X
LEAVE OF ABSENCE

If an employee requests a leave of absence, it will be left to the discretion of the Superintendent of Schools and the Board of Education whether or not to grant such leave.

Requests for leaves of absences shall be made in writing and submitted to the Superintendent of Schools at least one (1) month prior to the anticipated commencement of said leave.

Employees granted a leave of absence shall be entitled to retain the group health insurance coverage providing they pay the prevailing rate of said insurance, including any portion paid by the Employer.

ARTICLE XI
SICK LEAVE

Section 1

All full-time/regular non-teaching employees will earn sick leave at the rate of one-half (1/2) day per pay period or a total of thirteen (13) days per year for eleven (11) month employees and twelve (12) month employees and ten and one-half (10-1/2) days per year for ten (10) month employees.

Section 2

Sick leave may be accumulated to a maximum limit of two hundred (200) days. Of the 200 sick leave days only one hundred eighty (180) days may be liquidated for their cash value for unused sick leave at the effective date of retirement as follows:

An employee that has an approved retirement from the appropriate retirement system and has ten (10) or more years of service with the Northern Adirondack Central School District will be paid 100% of their accumulated sick leave days to a maximum of 180 days at the following schedule:

Effective July 1, 2024:

YOS at Northern Adirondack Central School District	Amount per Day
10 – 14 Years	$55.00
15 – 19 Years	$75.00
20+ Years	$95.00

Section 3

An explanation of absence slip will be filled out by employee and signed and filed with central office in each building. A doctor's certificate is required for absences of five (5) days or more.

Section 4

Employees granted a leave for illness shall remain in the health insurance plan in the same status as though they were at work.

Section 5

Each employee will receive in writing at the beginning of each fiscal year a list containing the total number of days such employee has accumulated as well as the number of days used in the previous fiscal year by the employee.

Section 6

Sick days will not be used for personal vacation.

Section 7. Sick Leave Bank

Effective July 1, 2025, CSEA employees will participate only in the contractual CSEA Sick Leave Bank.

1. Once an individual has exhausted all accumulated sick leave and is unable to return to work due to extended injury or illness or other extraordinary circumstances which is not work related, the Northern Adirondack Central School District ("District") and the Northern Adirondack CSEA Unit ("CSEA") will permit the individual to make application to the Sick Leave Bank to access additional paid leave.
2. Sick leave bank requests shall be made by the applicant jointly to the Superintendent of Schools or designee and the CSEA Unit President or designee, including a description of the extraordinary circumstances which the applicant believes would justify the creation of the sick leave pool of his/her behalf and a medical certification indicating the individual's diagnosis and prognosis or other suitable verification of the situation upon which the request is based.
3. If the Superintendent or designee and CSEA Unit President or designee in their sole and non-reviewable judgement agree that the circumstances warrant the creation of a sick leave bank on behalf of the individual, they shall notify the applicant of approval, CSEA will distribute/post the Notice requesting leave donations for a period of five (5) school days.
4. Donations of sick leave maybe made in response to the request in work days by any CSEA employee.
5. Individuals donating leave will do so in writing on a posting with amount of paid leave to be donated in days. Once the sick leave bank donations are received and the application of the leave to the individual is approved, leave will be awarded in increments up to twenty (20) work days which shall be applied on a workday for workday conversion per hour donation, e.g. One (1) 8-hour work day donation = Two (2) workdays for a 4-hour work day employee.

6. Leave will be debited to the donor or credited to the recipient in workday increments. Once leave is donated and applied to another, it may not be rescinded.
7. In no event shall sick leave bank donations exceed the individual's annual work year or the equivalent number of workdays, whichever is greater.
8. Sick leave granted under the Sick Leave Bank is not repaid.
9. In no event shall the administration or regulation of the sick leave bank be subject to the grievance procedure provided under the collective bargaining agreement between the District and the CSEA.
10. In the implementation of the CSEA Sick Leave Bank effective July 1, 2025, any employee who owes time to the District Sick Leave Bank shall have the balances owed forgiven without repayment and any employee who previously joined the District Sick Leave Bank shall forfeit their prior donation(s).
11. Effective June 30, 2025, the District will not longer permit participation by CSEA employees in the District Sick Leave Bank. CSEA employees will be limited to participation in the CSEA Sick Leave Bank.

ARTICLE XII
PERSONAL LEAVE

Section 1

Personal business leave is to be taken for business which cannot be scheduled outside the regular working day. A written request must be submitted one (1) week in advance of the desired leave except in an emergency situation. Personal business leave, which must be approved by the Superintendent or his designee, will be granted at the rate of three (3) days per year for all employees.

Personal Business Leave cannot be taken immediately preceding or following a holiday or vacation except with the expressed written approval of the Superintendent.

Section 2. Unused personal leave

At the end of the school year, any unused personal leave shall roll over to sick leave accruals.

ARTICLE XIII
FAMILY DEATH/SICKNESS LEAVE

Section 1

An employee may use three (3) days per year for serious family sickness. These days will not be used for personal vacation.

Section 2

Up to three (3) days at any one time shall be granted in the event of death of a spouse, child, parent, brother, sister, mother-in-law, father-in-law, grandparents, sister-in-law, brother-in-law, foster parent, foster child, step-parent and step-child. It is understood that such a bereavement leave is granted for the sole purpose of allowing employees time off to participate personally in the services held for the decedent and/or to manage the details in relating to the services, burial and estate of said decedent.

ARTICLE XIV
TRAVEL PAY AND REIMBURSEMENT

Section 1

Effective October 31, 2021, employees shall be reimbursed at the then applicable IRS mileage rate for approved official school business carried out using their own vehicles.

Section 2

Employees will be reimbursed for meals if they are sent out of the jurisdiction of the school district on official school business. A receipt and claim form for expenses are to be submitted for any such reimbursement.

Section 3

Any bill paid for by employees should clearly indicate date, reason and must be accompanied by a receipt showing said employees paid for the merchandise.

ARTICLE XV
PROMOTIONAL POLICIES

Section 1

All job openings or new positions created shall be posted in all school buildings in the District.

Section 2

If employees within the system move up to another job opening with the system, after placement on the new position's salary schedule at the next highest salary to the promoted employee's existing salary, they shall receive one (1) increment movement on the new position's salary schedule should an increment movement be available.

Section 3. Promotions

In order to qualify for a promotion within the District, employees must meet personal and academic qualifications for the job and receive the approval of the Board. If employees have similar qualifications for non-competitive jobs, the most senior will be given preference. If a significant difference in qualifications exists, the most qualified will be given preference. The decision will be made by the Superintendent of Schools.

Section 4. Vacancies

When a non-competitive job vacancy(ies) occurs in an existing or newly created title, employees in the affected department will receive first consideration for the position before the District seeks to fill the position with person(s) not presently employed by the District. Employees in the affected department who wish to be considered for appointment to a vacancy must file a notice of intent with the District within five (5) working days. The District shall consider any internal applications and the

Superintendent will render a decision. If the qualifications of the applicants are equal, then seniority will prevail.

Employees in the affected department who wish to be considered for appointment to any subsequent vacancy(ies) created as a result of the aforementioned internal staffing changes will be given the opportunity to apply through a verbal process between the Superintendent or his designee and the affected employees in a departmental meeting prior to the District seeking to fill the position(s) with person(s) not presently employed by the District. The District shall consider any further internal applications and the Superintendent will render a decision. If the qualifications of the applicants are equal, then seniority will prevail.

After all Civil Service requirements are completed, then at the next regular Board Meeting after the posting period, the District shall fill the vacancy(ies).

Section 5. Probationary Period

Any employee who is appointed to fill a vacancy through the aforementioned process (Sections 3 or 4) will serve a probationary period according to Civil Service Rules up to a maximum of twenty-six (26) weeks. Employees shall be advised in writing of their status at the completion of the probationary period. In the event they prove unsatisfactory on the job to which they were appointed, they will be returned to their prior job unless said position has been abolished. Under these circumstances they will be placed in a job in their group in accordance with seniority.

Section 6

Insofar as is practicable, employees hired for positions shall be residents of the District.

Section 7

The Employer shall provide bulletin boards for the exclusive use of CSEA. in each building of the District containing employees covered under this Contract.

ARTICLE XVI
WORKWEEK

Section 1

Full time employees shall work forty (40) hours per week; aides, monitors and cafeteria workers shall work their prescribed workweeks. All full time clerical employees shall work thirty-seven and one-half (37.5) hours per week. All full time employees shall receive one-half (1/2) hour off for lunch with pay.

Section 2

All employees may have two (2) coffee breaks or rest periods per day, not to exceed fifteen (15) minutes in length per break.

Section 3. Summer Hours for Clerical

Clerical hours when school is not in session shall continue as 7:30 A.M. – 2:30 P.M. or 8:00 A.M. – 3:00 P.M. or equivalent hours as set by the Building Administrator or Supervisor.

ARTICLE XVII
WEATHER/EMERGENCY DAYS

Section 1

If school is closed because of weather or unforeseen emergencies, the same policy regarding attendance shall apply to the non-teaching employees that applies to the rest of the District employees. Clerical employees do not report when school is not in session because of weather or unforeseen emergencies.

Section 2

Custodial and Maintenance staff reporting for work and working their scheduled hours on a day when school is closed shall receive a day off in lieu of the day worked. Reporting and working partial hours on a day when school is closed shall result in matching time off for the affected employees. Such lieu time off shall be taken at a time agreed to by the Superintendent of Schools or his designated representative.

This provision for lieu time does not apply to 10-month positions (who do not have snow days scheduled in their annual work year).

Employees not required to report who perform services under the Snow Removal Memorandum of Agreement shall be subject to the terms of it. (See Appendix J)

ARTICLE XVIII
WORK CLOTHING

Section 1

Cafeteria workers and teacher aides/student aides/monitors who are permanently assigned cafeteria duty will be allotted the following amounts as a work clothing allowance for purchase and maintenance of work clothing in accordance with department policy. Such amounts shall be treated as other income.

Effective July 1, 2019 $250

Section 2

Automotive Mechanics, Automotive Mechanic Helpers, Building Maintenance Mechanics and Building Maintenance Workers will be allotted the following amounts as a work clothing allowance for purchase and maintenance of work clothing in accordance with department policy. Such amounts shall be treated as other income.

Effective July 1, 2019 $600

Section 3

Custodial and other maintenance employees will be allotted the following amounts as a work clothing allowance for purchase and maintenance of work clothing in accordance with department policy. Such amounts shall be treated as other income.

Effective July 1, 2019 $250

Section 4

Nurses will be allotted the following amounts as a work clothing allowance for purchase and maintenance of work clothing in accordance with department policy. Such amounts shall be treated as other income.

Effective July 1, 2019 $250

Section 5

All employees will comply with District Dress Policy when doing District business. Proper attire will be defined as a shirt or blouse with sleeves Pants, shorts, or skirt with appropriate fit and length. No cutoffs, t-shirts, or jeans with rips, tears or patches will be deemed acceptable. If any question arises as to what is proper attire, please consult your immediate supervisor.

Section 6

Transportation employees (other than Automotive Mechanics and Automotive Mechanic Helpers) will be allotted the following amounts as a work clothing allowance for purchase and maintenance of work clothing in accordance with department policy. Such amounts shall be treated as other income.

Effective July 1, 2019 $100

ARTICLE XIX
PAY DATE

Salary payments will be made on a bi-weekly basis. When a pay date occurs on a non-working day, advance checks will be given to the employee.

ARTICLE XX
EMERGENCY LEAVE

Employees belonging to local voluntary emergency response groups such as firefighters, Ladies' auxiliary, EMS, etc., will be allowed to respond to any emergency that requires their presence during working hours. Such time is limited to actual time required for the emergency and is granted without deduction of salary or leave credit.

All employees shall fall under Article XX defining emergency volunteer shall be limited to answering calls only within the area served by the employees' local volunteer organization, except for extenuating circumstances. Extenuating circumstances will be defined as a declared official disaster. Any exceptions will be at the discretion of the Superintendent.

ARTICLE XXI
GRIEVANCE PROCEDURE

A. DECLARATION OF PURPOSE

It is the policy of the District and the Association that all grievances be resolved informally or at the earliest possible stage of this grievance procedure. However, both parties recognize that the procedure must be available without fear of discrimination because of its use. Informal settlements at any stage shall bind the immediate parties to the settlements but shall not be precedents in a later grievance proceeding. The grievance procedure shall afford the District and its non-teaching employees adequate opportunity to dispose of their differences without the necessity of time consuming and costly proceedings before administrative agencies and/or in the courts.

B. DEFINITIONS

1. A "Grievance" is any claimed violation, misinterpretation or inequitable application of the provisions of this negotiated Agreement.

2. An "Aggrieved Party" shall mean the Association and/or any non-teaching employee or group of non-teaching employees within the unit covered by this Agreement who submits a grievance.

3. "Days" shall mean calendar days with the exception of Sundays and legal holidays.

4. "Superintendent" is the Superintendent of Schools.

C. PROCEDURE

1. Since it is important that grievances be processed as rapidly as possible, every reasonable effort will be made by all parties to expedite the process. The time limits may be extended or reduced only by mutual agreement between both parties. In the event a grievance is filed on or after June 1st, the time set forth herein may be reduced so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as reasonably possible.

2. Before submission of a written grievance, the aggrieved party must attempt to resolve it informally.

3. Each grievance shall be submitted in writing on a form approved by the District and the Association and shall identify the aggrieved party, the provision of this Agreement involved in the grievance, the time when and the place where the alleged events or conditions constituting the grievance occurred, and redress sought by the aggrieved party.

4. A grievance shall be deemed waived unless it is submitted in writing within thirty (30) days after the aggrieved party knew or should have known of the events or conditions on which it is based.

5. (a) A non-teaching employee or group of non-teaching employees may submit grievances which affect them personally and shall submit such grievances to the immediate supervisors.

   (b) The Association may submit a grievance. If it is limited in effect to one department, the grievance will be submitted to the immediate supervisor of such department. Otherwise, it shall be submitted directly to the Superintendent.

6. If a decision at one stage is not appealed to the next stage of procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this Agreement shall be barred.

D. STAGE I

1. A non-teaching employee having a grievance shall discuss it with his or her immediate supervisor either personally or with a representative, with the object of resolving the matter informally.

2. If a grievance is not resolved informally, it shall be reduced to writing and presented to the non-teaching employee's immediate supervisor. The immediate supervisor shall respond in writing to such written grievance received within one calendar week after the written grievance is presented by the aggrieved party. The immediate supervisor shall, with or without any further consultation with the aggrieved party, present a copy of his or her decision to the grievant.

E. STAGE II

If an aggrieved party is not satisfied with the response of the immediate supervisor or if no response is received within one calendar week after the submission of a grievance, such aggrieved party may submit a copy of the grievance to the Superintendent.

The Superintendent or his designated representatives shall confer with the aggrieved parties with respect to the grievance and shall deliver to the aggrieved parties a written statement of his position with respect to it no later than two (2) weeks after it is received by him.

F. ARBITRATION

1. If the aggrieved party is not satisfied with decision of Stage II, CSEA. may submit the grievance to arbitration to PERB or AAA by written notice to the Superintendent within fifteen (15) days after receiving the statement of decision in Stage II.

2. Within five (5) days after receiving the lists of arbitrators, the Superintendent and Association shall select an arbitrator, using PERB's or AAA's rules of selection.

3. The selected arbitration will hold a hearing promptly and shall issue his decision in writing no later than fourteen (14) days from the close of the hearing. His statement will set forth his

findings of fact, reasonings and conclusions on the issues submitted.

4. The arbitrator will be without power or authority to make any decision which is violative of the terms of this Agreement, or requires the commission of an act prohibited by law. Arbitration of grievances involving the interpretation, meaning or application of any of the provisions of this Agreement will be final and binding upon all parties.

5. The cost of the services of the arbitrator will be borne equally by the District and the Association.

6. The election to submit a grievance to arbitration shall automatically be a waiver of all remedies or forums which otherwise could be available.

7. Nothing in the above grievance procedure shall be interpreted as to prevent an individual non-teaching employee from carrying his or her grievance to the arbitration stage. However, it is expressly understood that unless the approval of the Association to proceed to arbitration is granted, the cost for his service of the arbitrator will be borne equally by the District and the individual.

ARTICLE XXII
SALARY SCHEDULES AND SALARY BENEFITS

Section 1

Salary schedules for the term of this Agreement (July 2024 – June 2027) for all job titles are set forth in Appendices A through I-3. All members of the bargaining unit will receive wage adjustments and general increases as reflected in Appendices A through I-3.

Year 1 2024-25:

General Increases:

Select Salary Schedules will be restructured to a 1.75% step increment for Year 1 before the application of the general increase:
"A" Cleaner; Cleaner/Messenger; Custodial Worker and Groundskeeper.
"A-A" 10 month Custodial Worker.
"C"; Teacher Aide/Student Aide
"C-1" Library Aide
"C-2" Bus Monitor 8 hour; "C-2A" Bus Monitor 6 hour; "C-2B" Bus Monitor 4 hour.
"E" Food Service Helper 7 hour; "E-1" Food Service Helper 4 hour.
"G" Clerk.
"H" Account Clerk and Payroll Clerk.

The 2024-25 Salary Schedule will reflect a a general increase of $1.20 per hour on each rate from the 2023-24 step and rate or the adjusted schedule.

Employees in the step schedules will advance one step in their title in the 2024-25 Salary

Schedule.

Off step employees shall receive $1.20 per hour general increase applied to their wage rate as of June 30, 2024.

General increases for 2024-25 shall be calculated from the first salary step in 2023-24 or adjusted 2023-24 wage schedules which equals to or immediately above **$15.00** per hour.

Year 2 2025-26:

General Increases

All members of the bargaining unit within the salary schedules will receive a general increase of four percent (4%) inclusive of increment based on step schedules.

The first step for all schedules shall be calculated at a three percent (3%) general increase.

Employees off the step schedule will receive a four percent (4%) general increase on their 2024-25 wage rate.

Year 3 2026-27:

General Increases

All members of the bargaining unit within the salary schedules will receive a general increase of four percent (4.25%) inclusive of increment based on the step schedules.

The first step shall be calculated at a three percent (3%) general increase.

Employees off the step schedule will receive a four percent (4%) general increase on their 2025-26 wage rate.

Effective July 1, 2020, the shift differential shall be $.50 cents per hour to be paid to employees for all hours worked after 2 PM including, but not limited to, all hours worked after 2 PM in the 10:30 AM to 6:30 PM shift. Shift differential does not apply to clerical titles.

Section 2

Effective with the commencement of this Agreement and continuing thereafter, the following rates shall increase by 4% and conditions shall be in effect:

a) Extra trips inside the District (e.g. 4:30 PM and after-school runs) shall be paid at a rate of 2024-25 $50.91, 2025-26 $52.95 and 2026-27 $55.05.

b) Extra bus trips outside the District shall be paid at a rate of 2024-25 $143.17, 2025-26 $148.89, and 2026-27 $154.85.

c) Saturday, Sunday and holiday bus trips shall be paid at a rate of 2024-25 $174.84, 2025-26 $181.83, and 2026-27 $189.10.

d) Weekday feeder trips shall be paid at a rate of 2024-25 $70.30, 2025-26 $73.11 and 2026-27 $76.03.

e) Saturday, Sunday and holiday feeder trips shall be paid at a rate of 2024-25 $68.34, 2025-26 $71.08 and 2026-27 $73.92.

f) All extra long, two-way trips shall be paid at the following rates:

Year	Within A Miles	Beyond A Miles	Beyond B Miles	Overnight Trip	Each Additional Overnight Trip
2024-25	$159.40	$190.66	$232.57	$317.79	$159.40
2025-26	$165.78	$198.29	$241.87	$330.50	$165.78
2026-27	$172.41	$206.22	$251.55	$343.72	$172.41

"A" miles is defined as the distance from Northern Adirondack to the Beekmantown CSD, Chateaugay CSD, Chazy Central Rural School, Malone CSD, Northeastern CSD, Plattsburgh City SD, Saranac CSD or similar distance.

"B" miles is defined as the distance from Northern Adirondack to Ausable Valley CSD, Boquet CSD, Brushton-Moira CSD, Canton CSD, Keene Valley CSD, Lake Placid CSD, Massena CSD, Moriah CSD, Peru CSD, Salmon River CSD, Saranac Lake CSD, Westport CSD, Willsboro CSD and other similar distance.

"Beyond B" miles is defined as the distance from Northern Adirondack CSD to Ticonderoga, Saratoga, Lake George, Burlington, VT; Montreal, PQ; and similar distance.

g) The District will pay for reasonable travel expenses, e.g. room and board of a driver who accompanies any school group or team on an overnight event.

h) Effective July 1, 2024, Bus Drivers will be compensated for the time spent for Drug Testing at their hourly rate to include overtime premium as applicable.

i) Employees working under a double title involving bus driving who do not pass their bus driver physical will be allowed to maintain a forty-hour work week at the same pay schedule providing that a doctor's certificate states that said employees are capable of carrying their load of work in the appropriate department.

j) All employees shall be paid for training scheduled outside their regular work day at a minimum of two (2) hours at regular rate of pay.

ARTICLE XXIII
LABOR-MANAGEMENT COMMITTEE

A Labor-Management Committee shall be established for the purpose of discussion and resolution of problems. The committee shall be comprised of three (3) members chosen by the Union and three (3) members chosen by the Employer. The committee shall meet on a monthly basis to discuss and resolve matters of concern to the parties to this Agreement.

ARTICLE XXIV
LAYOFF, BUMPING AND RECALL

Section 1

Seniority shall be defined as the length of continuous service with the Employer from the date of hire of the employee.

Title Seniority shall be defined as the length of continuous service of an employee since entry of such employee into the title.

Departmental Seniority shall be defined as the length of continuous service of an employee since entry of such employee into the department.

Section 2

For purposes of layoff of non-competitive and labor class employees, the employee(s) with the least title seniority shall be first to be laid off until the total number of employees required to decrease forces shall be established. Having exhausted seniority in one's current title, the laid off employee shall exercise departmental seniority to displace an employee in a lower job title within the department who has lesser departmental seniority than the bumping employee. Recalls shall be in the inverse order of layoff. The employer shall notify the employee of recall by registered mail with return receipt requested at the employee's last known address. Such recall notification must be acknowledged by the employee within seven (7) working days of receipt by registered mail with return receipt requested, advising the employer of the acceptance or rejection of the job, employee's address and telephone number.

All part-time and temporary employees in each title shall be laid off prior to the layoff of full-time employees. The layoff procedure for full-time employees as stated herein, shall be used in the event of the layoff of any part-time or temporary employee.

Section 3

As used in the above paragraph, continuous service shall include those periods when an employee is on the employer's payroll and those periods when an employee is: (a) on authorized leave of absence, (b) on layoff, (c) disability resulting from occupational injury or disease, (d) such other periods of service, if any, as the Civil Service Law requires to be treated as part of the employee's continuous service.

Section 4

Subject to applicable provisions of the Civil Service Law, if any, employees lose seniority when one of the following occurs: they resign (unless they are reinstated within the period permitted by any provisions of the Civil Service Law applicable to them), they are discharged, they retire or they refuse a recall.

Section 5

All competitive employees shall be governed under the appropriate provisions of the Civil Service Law as it pertains to layoff, bumping and recall.

Section 6

The Employer shall provide the Union with lists containing title, department and district-wide seniority of each employee within sixty (60) days of the execution of this Agreement.

If a dispute(s) arises over the seniority dates of an employee(s) and the dispute(s) is not settled within thirty (30) days, the parties agree to submit it to the grievance procedure as contained in this Agreement.

Section 7

If an employee is working in a dual title and is laid off in either portion of the title as per Section 2 or Section 5 of this Article, the employee shall be allowed to use departmental seniority to displace an employee who has lesser departmental seniority in the remaining portion of the title first in a full-time position and then in a part-time position in existence for such title if a full-time position is not available. Recall shall be in accordance with Section 2 or Section 5. The use of Section 2 or Section 5 shall depend on the Civil Service classification of the dual title.

Section 8

As long as the cafeteria remains a self-sustaining enterprise, the cafeteria personnel will not be subject to layoff, decrease in personnel will be through attrition. In the event of personnel replacement, consideration will first be given to replacing a 7.5-hour cafeteria employee with another 7.5 hour cafeteria employee.

ARTICLE XXV
DISCIPLINE AND DISCHARGE ACTION

All employees covered under this Agreement have protection under Section 75 of the Civil Service Law shall, if disciplined or discharged.

In making its recommendations to the Board of Education, the Labor-Management Committee, if it determines that the employee should have been disciplined, it shall review the penalty(ies) imposed to determine whether the penalty(ies) were excessive. If excessive, the committee shall recommend that the penalty(ies) be reduced to a more reasonable level. If the committee, however, determines

that the employee should not have been disciplined or discharged, it shall recommend that the penalty(ies) against the affected employee be reversed.

ARTICLE XXVI
COMPENSATION AND SALARY SCHEDULES

Salary schedules for employees covered under this Agreement for July 1, 2024 – June 30, 2027 in Appendices A through I-3. In each year of this Agreement, employees who are eligible for longevity or an increment or increment adjustment shall advance one step or to the designated step on the appropriate salary schedule in Year 1 as indicated.

ARTICLE XXVII
CONFORMITY TO LAW

If any provision of this Agreement is or shall at any time be contrary to law, then such provision shall not be applicable or performed, except to the extent permitted to law.

In the event that any provision of this Agreement is or shall at any time be contrary to law, all other provisions of this Agreement shall continue in effect.

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

ARTICLE XXVIII
TOTALITY OF AGREEMENT

This Agreement incorporates the entire understanding of the parties on all issues and is not open to further negotiations during the period of this Agreement.

ARTICLE XXIX
DURATION OF AGREEMENT

This Agreement shall become effective at 12:01 a.m., July 1, 2024, and shall expire at 12:00 o'clock midnight, June 30, 2027.

Steven P. Bartlemeus

Steven ~~Bartlemeus~~, SPB Bartlemus
President Board of Education

11-12-25
Date

James Knight, Jr.
Superintendent of Schools

11/10/2025
Date

Lynn Dominic,
CSEA Unit 6454 President

11/19/2025
Date

Amy Pombrio,
CSEA Labor Relations Specialist

11/7/2025
Date

APPENDIX A

Custodial Worker, Cleaner, Cleaner/Messenger, Groundskeeper
(2080 annual hours)

	STEP 1 CALCULATED AT - 3%		
	$1.20	4.00%	4.25%
Step	2024-25	2025-26	2026-27
1	33,931	34,949	35,997
2	34,481	35,288	36,434
3	35,041	35,860	36,788
4	35,610	36,442	37,384
5	36,190	37,035	37,991
6	36,780	37,637	38,609
7	37,379	38,251	39,237
8	37,990	38,875	39,876
9	38,611	39,510	40,527
10	39,243	40,156	41,189
11	39,886	40,813	41,862
12	40,541	41,482	42,547
13	41,206	42,162	43,245
14	41,884	42,855	43,954
15	42,573	43,559	44,676
16	43,274	44,276	45,410
17	43,988	45,005	46,158
18	44,714	45,747	46,918
19	45,453	46,503	47,692
20	46,205	47,271	48,479
21	46,970	48,053	49,280
22	47,748	48,848	50,095
23	48,540	49,658	50,924
24	49,346	50,481	51,768
25	50,165	51,319	52,627
26	51,000	52,172	53,500
27	51,848	53,040	54,389
28	52,712	53,922	55,294
29	53,591	54,821	56,214
30	54,485	55,734	57,150
31	55,395	56,664	58,103
32	56,321	57,611	59,073
33	57,262	58,573	60,059
34	58,221	59,553	61,063
35	59,196	60,550	62,084
36	60,188	61,564	63,123
37	61,198	62,596	64,180

APPENDIX A - A

Custodial Worker- 10 MONTH

(1440 annual hours)

		STEP 1 CALCULATED AT - 3%	
	$1.20	**4.00%**	**4.25%**
Step	**2024-25**	**2025-26**	**2026-27**
1	23,491	24,196	24,922
2	23,872	24,431	25,224
3	24,259	24,827	25,469
4	24,654	25,230	25,882
5	25,055	25,640	26,302
6	25,463	26,057	26,730
7	25,878	26,482	27,164
8	26,301	26,914	27,607
9	26,731	27,353	28,057
10	27,169	27,800	28,516
11	27,614	28,255	28,982
12	28,067	28,718	29,456
13	28,528	29,190	29,939
14	28,997	29,669	30,430
15	29,474	30,157	30,930
16	29,960	30,653	31,438
17	30,454	31,158	31,956
18	30,956	31,672	32,482
19	31,468	32,195	33,018
20	31,988	32,727	33,563
21	32,518	33,268	34,117
22	33,057	33,819	34,682
23	33,605	34,379	35,256
24	34,163	34,949	35,840
25	34,730	35,529	36,434
26	35,308	36,120	37,039
27	35,896	36,720	37,655
28	36,493	37,331	38,281
29	37,102	37,953	38,918
30	37,721	38,586	39,566
31	38,351	39,230	40,226
32	38,992	39,885	40,897
33	39,644	40,551	41,580
34	40,307	41,230	42,275
35	40,982	41,920	42,982
36	41,669	42,622	43,701
37	42,368	43,336	44,433

APPENDIX A - 1

Custodian		[$0.50/hr above A]	
(2080 annual hours)		**STEP 1 CALCULATED AT - 3%**	
	$1.20	**4.00%**	**4.25%**
Step	**2024-25**	**2025-26**	**2026-27**
1	34,971	36,020	37,101
2	35,539	36,370	37,551
3	36,118	36,961	37,916
4	36,706	37,562	38,532
5	37,305	38,174	39,159
6	37,914	38,797	39,797
7	38,534	39,430	40,446
8	39,164	40,075	41,106
9	39,806	40,731	41,778
10	40,459	41,398	42,462
11	41,123	42,077	43,158
12	41,799	42,768	43,865
13	42,487	43,471	44,586
14	43,187	44,186	45,319
15	43,899	44,914	46,064
16	44,623	45,655	46,823
17	45,361	46,408	47,595
18	46,111	47,175	48,381
19	46,874	47,955	49,180
20	47,651	48,749	49,993
21	48,441	49,557	50,821
22	49,245	50,379	51,663
23	50,063	51,215	52,520
24	50,895	52,066	53,391
25	51,742	52,931	54,278
26	52,604	53,812	55,181
27	53,481	54,708	56,099
28	54,373	55,620	57,034
29	55,281	56,548	57,984
30	56,205	57,493	58,952
31	57,145	58,453	59,936
32	58,101	59,431	60,937
33	59,074	60,425	61,957
34	60,065	61,437	62,993
35	61,072	62,467	64,048
36	62,097	63,515	65,122
37	63,140	64,581	66,214

APPENDIX A - 2

Building Maintenance Helper

(2080 annual hours)

[$0.25/hr above A-1]

		STEP 1 CALCULATED AT - 3%	
	$1.20	**4.00%**	**4.25%**
Step	**2024-25**	**2025-26**	**2026-27**
1	35,491	36,556	37,652
2	36,068	36,911	38,109
3	36,656	37,511	38,479
4	37,254	38,122	39,105
5	37,862	38,744	39,742
6	38,481	39,376	40,390
7	39,111	40,020	41,050
8	39,751	40,675	41,721
9	40,403	41,341	42,404
10	41,067	42,019	43,098
11	41,742	42,709	43,805
12	42,429	43,411	44,525
13	43,127	44,126	45,256
14	43,838	44,852	46,001
15	44,562	45,592	46,759
16	45,298	46,344	47,530
17	46,047	47,110	48,314
18	46,809	47,889	49,112
19	47,585	48,682	49,924
20	48,374	49,488	50,751
21	49,177	50,309	51,591
22	49,994	51,144	52,447
23	50,825	51,993	53,317
24	51,670	52,858	54,203
25	52,531	53,737	55,104
26	53,407	54,632	56,021
27	54,298	55,543	56,954
28	55,204	56,469	57,903
29	56,126	57,412	58,869
30	57,065	58,372	59,852
31	58,020	59,348	60,852
32	58,992	60,341	61,870
33	59,980	61,351	62,905
34	60,986	62,380	63,959
35	62,010	63,426	65,031
36	63,051	64,490	66,121
37	64,111	65,573	67,231

APPENDIX A - 3

Building Maintenance Worker

(2080 annual hours) [$0.50 above A-2]

		STEP 1 CALCULATED AT - 3%	
	$1.20	**4.00%**	**4.25%**
Step	**2024-25**	**2025-26**	**2026-27**
1	36,531	37,627	38,756
2	37,127	37,992	39,226
3	37,733	38,612	39,607
4	38,349	39,242	40,253
5	38,977	39,883	40,910
6	39,615	40,536	41,578
7	40,265	41,200	42,259
8	40,926	41,875	42,951
9	41,598	42,563	43,655
10	42,282	43,262	44,372
11	42,979	43,974	45,101
12	43,687	44,698	45,843
13	44,408	45,435	46,598
14	45,141	46,184	47,366
15	45,888	46,947	48,147
16	46,647	47,723	48,942
17	47,420	48,513	49,752
18	48,206	49,317	50,575
19	49,006	50,134	51,413
20	49,820	50,966	52,265
21	50,648	51,813	53,132
22	51,491	52,674	54,015
23	52,348	53,550	54,913
24	53,220	54,442	55,826
25	54,108	55,349	56,756
26	55,011	56,272	57,702
27	55,930	57,212	58,664
28	56,865	58,168	59,643
29	57,817	59,140	60,640
30	58,785	60,130	61,654
31	59,770	61,136	62,685
32	60,772	62,161	63,735
33	61,792	63,203	64,803
34	62,830	64,264	65,889
35	63,886	65,343	66,995
36	64,960	66,441	68,120
37	66,053	67,558	69,265

APPENDIX A - 4

STEP 1 CALCULATED AT - 3%

Building Maintenance Mechanic [$0.50/hr above A-3]

(2080 annual hours) **STEP 1 CALCULATED AT - 3%**

	$1.20	**4.00%**	**4.25%**
Step	**2024-25**	**2025-26**	**2026-27**
1	37,571	38,698	39,859
2	38,185	39,074	40,343
3	38,809	39,712	40,734
4	39,445	40,362	41,400
5	40,091	41,023	42,077
6	40,749	41,695	42,766
7	41,419	42,379	43,467
8	42,100	43,076	44,180
9	42,793	43,784	44,906
10	43,498	44,505	45,645
11	44,216	45,238	46,396
12	44,946	45,984	47,161
13	45,689	46,744	47,939
14	46,445	47,516	48,730
15	47,214	48,302	49,536
16	47,996	49,102	50,355
17	48,793	49,916	51,189
18	49,603	50,744	52,038
19	50,427	51,587	52,901
20	51,266	52,444	53,779
21	52,119	53,317	54,673
22	52,988	54,204	55,582
23	53,871	55,107	56,508
24	54,770	56,026	57,449
25	55,685	56,961	58,407
26	56,616	57,913	59,382
27	57,563	58,881	60,374
28	58,527	59,866	61,383
29	59,507	60,868	62,410
30	60,505	61,888	63,455
31	61,520	62,925	64,518
32	62,553	63,981	65,600
33	63,604	65,055	66,700
34	64,674	66,148	67,820
35	65,762	67,260	68,960
36	66,869	68,392	70,119
37	67,995	69,544	71,299

APPENDIX A - 5

Building Checker- 12 MONTHS

The unit member assigned the duties of Building Checker shall be compensated according to the following table for twelve (12) months work (July through June).

2024-25	2025-26	2026-27
$ 9,000	$ 9,000	$ 9,000

APPENDIX B
Bus Driver (4 hour)
(720 annual hours)

		STEP 1 CALCULATED AT - 3%	
	$1.20	4.00%	4.25%
Step	2024-25	2025-26	2026-27
1	15,162	15,617	16,085
2	15,442	15,768	16,280
3	15,728	16,060	16,438
4	16,019	16,357	16,742
5	16,280	16,660	17,052
6	16,546	16,931	17,368
7	16,797	17,208	17,651
8	17,051	17,468	17,939
9	17,310	17,733	18,211
10	17,541	18,002	18,486
11	17,771	18,243	18,767
12	18,099	18,482	19,018
13	18,434	18,823	19,267
14	18,775	19,172	19,623
15	19,123	19,526	19,987
16	19,463	19,888	20,356
17	19,782	20,241	20,733
18	20,107	20,573	21,101
19	20,292	20,911	21,448
20	20,481	21,103	21,800
21	20,658	21,300	22,000
22	20,824	21,485	22,205
23	21,456	21,657	22,398
24	22,114	22,314	22,577
25	22,801	22,998	23,262
26	23,517	23,713	23,976
27	24,256	24,457	24,721
28	25,027	25,226	25,497
29	25,801	26,028	26,298
30	26,573	26,833	27,134
31	27,348	27,636	27,974
32	28,122	28,442	28,810
33	28,892	29,247	29,650
34	29,670	30,048	30,490
35	30,454	30,856	31,325
36	31,230	31,672	32,168
37	31,990	32,479	33,018

APPENDIX B-1
Bus Driver (8 hours)
BOCES Bus Driver (8 hours)
(1440 annual hours)

		STEP 1 CALCULATED AT - 3%	
	8 Hr. Chart	4.00%	4.25%
Step	2024-25	2025-26	2026-27
1	30,324	31,234	32,171
2	30,884	31,537	32,561
3	31,456	32,119	32,877
4	32,038	32,714	33,484
5	32,560	33,320	34,105
6	33,092	33,862	34,736
7	33,594	34,416	35,302
8	34,102	34,938	35,878
9	34,620	35,466	36,423
10	35,082	36,005	36,973
11	35,542	36,485	37,535
12	36,198	36,964	38,036
13	36,868	37,646	38,535
14	37,550	38,343	39,246
15	38,246	39,052	39,972
16	38,926	39,776	40,712
17	39,564	40,483	41,466
18	40,214	41,147	42,204
19	40,584	41,823	42,895
20	40,962	42,207	43,600
21	41,316	42,600	44,001
22	41,648	42,969	44,411
23	42,912	43,314	44,795
24	44,228	44,628	45,155
25	45,602	45,997	46,525
26	47,034	47,426	47,952
27	48,512	48,915	49,442
28	50,054	50,452	50,994
29	51,602	52,056	52,597
30	53,146	53,666	54,269
31	54,696	55,272	55,947
32	56,244	56,884	57,621
33	57,784	58,494	59,301
34	59,340	60,095	60,980
35	60,908	61,714	62,649
36	62,460	63,344	64,336
37	63,980	64,958	66,036

APPENDIX B-1A
Bus Driver (6 hours)
BOCES Bus Driver (6 hours)
(1080 annual hours)

		STEP 1 CALCULATED AT - 3%	
	$1.20	4.00%	4.25%
Step	2024-25	2025-26	2026-27
1	22,743	23,425	24,128
2	23,163	23,653	24,421
3	23,592	24,090	24,658
4	24,029	24,536	25,113
5	24,420	24,990	25,578
6	24,819	25,397	26,052
7	25,196	25,812	26,476
8	25,577	26,203	26,909
9	25,965	26,600	27,317
10	26,312	27,004	27,730
11	26,657	27,364	28,151
12	27,149	27,723	28,527
13	27,651	28,234	28,901
14	28,163	28,757	29,434
15	28,685	29,289	29,979
16	29,195	29,832	30,534
17	29,673	30,362	31,100
18	30,161	30,860	31,653
19	30,438	31,367	32,171
20	30,722	31,656	32,700
21	30,987	31,950	33,001
22	31,236	32,226	33,308
23	32,184	32,485	33,596
24	33,171	33,471	33,866
25	34,202	34,498	34,894
26	35,276	35,570	35,964
27	36,384	36,687	37,081
28	37,541	37,839	38,246
29	38,702	39,042	39,448
30	39,860	40,250	40,701
31	41,022	41,454	41,960
32	42,183	42,663	43,216
33	43,338	43,870	44,476
34	44,505	45,072	45,735
35	45,681	46,285	46,987
36	46,845	47,508	48,252
37	47,985	48,719	49,527

APPENDIX B-2

Head Bus Driver - 12 MONTH

(2080 annual hours)

		STEP 1 CALCULATED AT - 3%	
	$1.20	4.00%	4.25%
Step	2024-25	2025-26	2026-27
1	46,193	47,579	49,006
2	47,050	48,041	49,601
3	47,923	48,932	50,082
4	48,832	49,840	51,011
5	49,758	50,785	51,958
6	50,704	51,748	52,943
7	51,668	52,732	53,948
8	52,651	53,735	54,973
9	53,654	54,757	56,019
10	54,678	55,800	57,084
11	55,721	56,865	58,172
12	56,786	57,950	59,282
13	57,872	59,057	60,413
14	58,979	60,187	61,567
15	60,109	61,338	62,745

APPENDIX B-2A

Head Bus Driver - 11 MONTHS

(1600 annual hours)

		STEP 1 CALCULATED AT - 3%	
	$1.20	4.00%	4.25%
Step	2024-25	2025-26	2026-27
1	45,617	46,985	48,395
2	46,474	47,441	48,982
3	47,347	48,333	49,458
4	48,256	49,241	50,387
5	49,182	50,186	51,334
6	50,128	51,149	52,319
7	51,092	52,133	53,323
8	52,075	53,136	54,349
9	53,078	54,158	55,394
10	54,102	55,201	56,460
11	55,145	56,266	57,547
12	56,210	57,351	58,657
13	57,296	58,458	59,788
14	58,403	59,588	60,943
15	59,533	60,739	62,120

APPENDIX B-3

Head Automotive Mechanic

(2080 annual hours) [$1/hr above B-6]

Step	B/D Sal.Equiv. +$1/hr $1.20 2024-25	STEP 1 CALCULATED AT - 3% 4.00% 2025-26	4.25% 2026-27
1	45,881	47,258	48,676
2	46,690	47,717	49,266
3	47,516	48,558	49,745
4	48,357	49,417	50,622
5	49,111	50,291	51,517
6	49,880	51,076	52,429
7	50,605	51,875	53,246
8	51,338	52,629	54,079
9	52,087	53,392	54,866
10	52,754	54,170	55,661
11	53,418	54,864	56,472
12	54,366	55,555	57,196
13	55,334	56,541	57,916
14	56,319	57,547	58,944
15	57,324	58,572	59,993
16	58,306	59,617	61,061
17	59,228	60,639	62,151
18	60,167	61,597	63,216
19	60,701	62,574	64,215
20	61,247	63,129	65,233
21	61,759	63,697	65,812
22	62,238	64,229	66,404
23	64,064	64,728	66,959
24	65,965	66,627	67,479
25	67,950	68,603	69,458
26	70,018	70,668	71,519
27	72,153	72,819	73,671
28	74,380	75,039	75,914
29	76,616	77,355	78,228
30	78,846	79,681	80,643
31	81,085	82,000	83,067
32	83,321	84,329	85,485
33	85,546	86,654	87,913
34	87,793	88,968	90,337
35	90,058	91,305	92,749
36	92,300	93,661	95,186
37	94,496	95,992	97,641

APPENDIX B-4

Senior Automotive Mechanic

(2080 hours) [$0.50 above B-6]

Step	B/D Sal.Equiv.+ $0.50 $1.20 2024-25	STEP 1 CALCULATED AT - 3% 4.00% 2025-26	4.25% 2026-27
1	44,841	46,187	47,572
2	45,650	46,635	48,150
3	46,476	47,476	48,617
4	47,317	48,336	49,494
5	48,071	49,210	50,390
6	48,840	49,994	51,301
7	49,565	50,793	52,119
8	50,298	51,547	52,952
9	51,047	52,310	53,738
10	51,714	53,089	54,534
11	52,378	53,783	55,345
12	53,326	54,474	56,068
13	54,294	55,459	56,789
14	55,279	56,466	57,816
15	56,284	57,490	58,865
16	57,266	58,536	59,933
17	58,188	59,557	61,023
18	59,127	60,516	62,088
19	59,661	61,492	63,087
20	60,207	62,048	64,105
21	60,719	62,616	64,685
22	61,198	63,147	65,277
23	63,024	63,646	65,831
24	64,925	65,545	66,351
25	66,910	67,522	68,331
26	68,978	69,586	70,392
27	71,113	71,737	72,543
28	73,340	73,957	74,786
29	75,576	76,274	77,101
30	77,806	78,599	79,515
31	80,045	80,919	81,940
32	82,281	83,247	84,358
33	84,506	85,573	86,785
34	86,753	87,886	89,209
35	89,018	90,223	91,621
36	91,260	92,579	94,058
37	93,456	94,910	96,514

APPENDIX B-5

Automotive Mechanic [$0.25/hr above B-6]
(2080 annual hours)

	B/D Sal.Equiv. + $0.25 $1.20	STEP 1 CALCULATED AT - 3% 4.00%	4.25%
Step	**2024-25**	**2025-26**	**2026-27**
1	44,321	45,651	47,021
2	45,130	46,094	47,591
3	45,956	46,935	48,053
4	46,797	47,795	48,930
5	47,551	48,669	49,826
6	48,320	49,453	50,737
7	49,045	50,252	51,555
8	49,778	51,006	52,388
9	50,527	51,770	53,174
10	51,194	52,548	53,970
11	51,858	53,242	54,781
12	52,806	53,933	55,505
13	53,774	54,918	56,225
14	54,759	55,925	57,252
15	55,764	56,949	58,302
16	56,746	57,995	59,370
17	57,668	59,016	60,460
18	58,607	59,975	61,524
19	59,141	60,951	62,524
20	59,687	61,507	63,542
21	60,199	62,075	64,121
22	60,678	62,607	64,713
23	62,504	63,105	65,267
24	64,405	65,004	65,787
25	66,390	66,981	67,767
26	68,458	69,045	69,828
27	70,593	71,196	71,980
28	72,820	73,417	74,222
29	75,056	75,733	76,537
30	77,286	78,058	78,952
31	79,525	80,378	81,376
32	81,761	82,706	83,794
33	83,986	85,032	86,221
34	86,233	87,345	88,646
35	88,498	89,683	91,057
36	90,740	92,038	93,494
37	92,936	94,370	95,950

APPENDIX B-6
Automotive Mechanic Helper
(2080 annual hours)

	B/D Sal.Equiv.	STEP 1 CALCULATED AT - 3%	
	$1.20	4.00%	4.25%
Step	2024-25	2025-26	2026-27
1	43,801	45,115	46,469
2	44,610	45,553	47,033
3	45,436	46,395	47,489
4	46,277	47,254	48,366
5	47,031	48,128	49,262
6	47,800	48,912	50,174
7	48,525	49,712	50,991
8	49,258	50,466	51,824
9	50,007	51,229	52,610
10	50,674	52,007	53,406
11	51,338	52,701	54,217
12	52,286	53,392	54,941
13	53,254	54,377	55,661
14	54,239	55,384	56,688
15	55,244	56,408	57,738
16	56,226	57,454	58,806
17	57,148	58,476	59,896
18	58,087	59,434	60,961
19	58,621	60,410	61,960
20	59,167	60,966	62,978
21	59,679	61,534	63,557
22	60,158	62,066	64,149
23	61,984	62,565	64,704
24	63,885	64,463	65,224
25	65,870	66,440	67,203
26	67,938	68,504	69,264
27	70,073	70,656	71,416
28	72,300	72,876	73,658
29	74,536	75,192	75,973
30	76,766	77,518	78,388
31	79,005	79,837	80,812
32	81,241	82,166	83,230
33	83,466	84,491	85,658
34	85,713	86,804	88,082
35	87,978	89,142	90,494
36	90,220	91,497	92,930
37	92,416	93,829	95,386

APPENDIX C

Teacher Aide/Student Aide

(1260 annual hours)

		STEP 1 CALCULATED AT - 3%	
	$1.20	4.00%	4.25%
Step	2024-25	2025-26	2026-27
1	20,631	21,250	21,887
2	20,966	21,456	22,153
3	21,306	21,804	22,368
4	21,652	22,158	22,731
5	22,005	22,519	23,100
6	22,363	22,885	23,476
7	22,728	23,258	23,858
8	23,100	23,638	24,247
9	23,477	24,024	24,642
10	23,862	24,417	25,045
11	24,253	24,816	25,454
12	24,651	25,223	25,871
13	25,056	25,637	26,295
14	25,468	26,058	26,727
15	25,887	26,487	27,166
16	26,314	26,923	27,612
17	26,748	27,366	28,067
18	27,189	27,818	28,529
19	27,639	28,277	29,000
20	28,096	28,744	29,479
21	28,561	29,220	29,966
22	29,035	29,704	30,462
23	29,516	30,196	30,966
24	30,006	30,697	31,479
25	30,505	31,206	32,001
26	31,012	31,725	32,533
27	31,528	32,253	33,073
28	32,054	32,790	33,623
29	32,588	33,336	34,183
30	33,132	33,892	34,753
31	33,685	34,457	35,332
32	34,248	35,033	35,922
33	34,821	35,618	36,522
34	35,404	36,214	37,132
35	35,997	36,820	37,753
36	36,601	37,437	38,385
37	37,215	38,065	39,028

APPENDIX C-1
Library Aide
(1440 annual hours)

		STEP 1 CALCULATED AT - 3%	
	$1.20	4.00%	4.25%
Step	2024-25	2025-26	2026-27
1	23,571	24,278	25,006
2	23,899	24,514	25,310
3	24,231	24,855	25,556
4	24,569	25,200	25,911
5	24,911	25,552	26,271
6	25,259	25,908	26,637
7	25,612	26,269	27,009
8	25,970	26,637	27,386
9	26,334	27,009	27,769
10	26,703	27,387	28,157
11	27,078	27,771	28,551
12	27,458	28,161	28,951
13	27,844	28,556	29,358
14	28,236	28,958	29,770
15	28,633	29,365	30,188
16	29,037	29,779	30,613
17	29,446	30,198	31,044
18	29,862	30,624	31,482
19	30,284	31,057	31,926
20	30,713	31,496	32,377
21	31,147	31,941	32,834
22	31,589	32,393	33,299
23	32,037	32,852	33,770
24	32,491	33,318	34,248
25	32,953	33,791	34,734
26	33,421	34,271	35,227
27	33,896	34,758	35,727
28	34,379	35,252	36,235
29	34,869	35,754	36,750
30	35,366	36,263	37,274
31	35,870	36,780	37,805
32	36,382	37,305	38,344
33	36,902	37,838	38,891
34	37,430	38,378	39,446
35	37,965	38,927	40,009
36	38,509	39,484	40,582
37	39,061	40,049	41,162

Effective July 1, 1994, any Library Aide who works approved time beyond the standard ten (10) month requirements will be compensated at a pro-rated amount for the additional time worked based on the above schedule

APPENDIX C-2
Bus Monitor (8 hour)
(1,440 annual hours)

	STEP 1 CALCULATED AT - 3%		
	$1.20	**4.00%**	**4.25%**
Step	**2024-25**	**2025-26**	**2026-27**
1	23,440	24,143	24,867
2	23,820	24,378	25,169
3	24,207	24,773	25,414
4	24,600	25,175	25,826
5	25,000	25,584	26,245
6	25,407	26,000	26,671
7	25,822	26,424	27,105
8	26,244	26,855	27,547
9	26,673	27,293	27,996
10	27,109	27,739	28,453
11	27,553	28,193	28,918
12	28,005	28,655	29,392
13	28,465	29,125	29,873
14	28,933	29,604	30,363
15	29,409	30,090	30,862
16	29,893	30,585	31,369
17	30,386	31,089	31,885
18	30,888	31,602	32,410
19	31,398	32,123	32,945
20	31,917	32,654	33,489
21	32,446	33,194	34,042
22	32,983	33,743	34,605
23	33,530	34,303	35,178
24	34,087	34,871	35,760
25	34,653	35,450	36,353
26	35,229	36,039	36,957
27	35,815	36,638	37,571
28	36,412	37,248	38,195
29	37,019	37,868	38,831
30	37,637	38,500	39,478
31	38,265	39,142	40,136
32	38,904	39,796	40,806
33	39,555	40,461	41,487
34	40,217	41,137	42,180
35	40,890	41,826	42,885
36	41,576	42,526	43,603
37	42,273	43,239	44,333

APPENDIX C-2A
Bus Monitor (6 hour)
(1080 annual hours)

		STEP 1 CALCULATED AT - 3%	
	$1.20	4.00%	4.25%
Step	2024-25	2025-26	2026-27
1	17,580	18,107	18,651
2	17,865	18,283	18,877
3	18,155	18,580	19,060
4	18,450	18,881	19,369
5	18,750	19,188	19,684
6	19,056	19,500	20,003
7	19,366	19,818	20,329
8	19,683	20,141	20,660
9	20,004	20,470	20,997
10	20,332	20,805	21,340
11	20,665	21,145	21,689
12	21,004	21,492	22,044
13	21,349	21,844	22,405
14	21,700	22,203	22,772
15	22,057	22,568	23,146
16	22,420	22,939	23,527
17	22,790	23,317	23,914
18	23,166	23,701	24,308
19	23,549	24,093	24,709
20	23,938	24,491	25,116
21	24,334	24,896	25,531
22	24,737	25,308	25,954
23	25,148	25,727	26,383
24	25,565	26,154	26,820
25	25,990	26,588	27,265
26	26,422	27,029	27,718
27	26,862	27,479	28,178
28	27,309	27,936	28,647
29	27,764	28,401	29,123
30	28,227	28,875	29,608
31	28,699	29,357	30,102
32	29,178	29,847	30,604
33	29,666	30,345	31,115
34	30,163	30,853	31,635
35	30,668	31,369	32,164
36	31,182	31,895	32,702
37	31,705	32,429	33,250

APPENDIX C-2B
Bus Monitor (4 hour)
(720 annual hours)

		STEP 1 CALCULATED AT - 3%	
	$1.20	4.00%	4.25%
Step	2024-25	2025-26	2026-27
1	11,720	12,072	12,434
2	11,910	12,189	12,585
3	12,103	12,386	12,707
4	12,300	12,587	12,913
5	12,500	12,792	13,122
6	12,704	13,000	13,336
7	12,911	13,212	13,553
8	13,122	13,427	13,773
9	13,336	13,647	13,998
10	13,555	13,870	14,227
11	13,777	14,097	14,459
12	14,003	14,328	14,696
13	14,233	14,563	14,937
14	14,466	14,802	15,182
15	14,704	15,045	15,431
16	14,947	15,293	15,685
17	15,193	15,545	15,943
18	15,444	15,801	16,205
19	15,699	16,062	16,472
20	15,959	16,327	16,744
21	16,223	16,597	17,021
22	16,492	16,872	17,302
23	16,765	17,151	17,589
24	17,043	17,436	17,880
25	17,327	17,725	18,177
26	17,615	18,020	18,478
27	17,908	18,319	18,785
28	18,206	18,624	19,098
29	18,509	18,934	19,416
30	18,818	19,250	19,739
31	19,132	19,571	20,068
32	19,452	19,898	20,403
33	19,777	20,230	20,743
34	20,108	20,569	21,090
35	20,445	20,913	21,443
36	20,788	21,263	21,802
37	21,137	21,619	22,167

APPENDIX D

Cook

(1350 annual hours)

	FSH + $0.50/hr	STEP 1 CALCULATED AT - 3%	
	$1.20	4.00%	4.25%
Step	2024-25	2025-26	2026-27
1	22,640	23,319	24,019
2	22,996	23,546	24,310
3	23,358	23,916	24,546
4	23,727	24,293	24,932
5	24,102	24,676	25,325
6	24,484	25,066	25,725
7	24,872	25,463	26,131
8	25,267	25,867	26,545
9	25,669	26,278	26,966
10	26,078	26,696	27,394
11	26,494	27,121	27,830
12	26,918	27,554	28,274
13	27,349	27,994	28,725
14	27,787	28,443	29,184
15	28,233	28,899	29,651
16	28,687	29,363	30,127
17	29,149	29,835	30,610
18	29,619	30,315	31,103
19	30,097	30,804	31,603
20	30,584	31,301	32,113
21	31,079	31,807	32,631
22	31,582	32,322	33,159
23	32,095	32,846	33,695
24	32,616	33,379	34,242
25	33,147	33,921	34,797
26	33,687	34,473	35,363
27	34,236	35,034	35,938
28	34,795	35,606	36,523
29	35,364	36,187	37,119
30	35,943	36,779	37,725
31	36,532	37,380	38,342
32	37,131	37,993	38,969
33	37,740	38,616	39,608

APPENDIX E

Food Service Helper (7.5 hour)
(1350 annual hours)

	STEP 1 CALCULATED AT - 3%		
	$1.20	**4.00%**	**4.25%**
Step	**2024-25**	**2025-26**	**2026-27**
1	21,965	22,624	23,303
2	22,321	22,844	23,585
3	22,683	23,214	23,814
4	23,052	23,591	24,200
5	23,427	23,974	24,593
6	23,809	24,364	24,993
7	24,197	24,761	25,400
8	24,592	25,165	25,813
9	24,994	25,576	26,234
10	25,403	25,994	26,663
11	25,819	26,419	27,098
12	26,243	26,852	27,542
13	26,674	27,292	27,993
14	27,112	27,741	28,452
15	27,558	28,197	28,920
16	28,012	28,661	29,395
17	28,474	29,133	29,879
18	28,944	29,613	30,371
19	29,422	30,102	30,871
20	29,909	30,599	31,381
21	30,404	31,105	31,899
22	30,907	31,620	32,427
23	31,420	32,144	32,964
24	31,941	32,677	33,510
25	32,472	33,219	34,065
26	33,012	33,771	34,631
27	33,561	34,332	35,206
28	34,120	34,904	35,792
29	34,689	35,485	36,387
30	35,268	36,077	36,993
31	35,857	36,678	37,610
32	36,456	37,291	38,237
33	37,065	37,914	38,876

APPENDIX E-1

Food Service Helper (4 hour)

(720 annual hours)

		STEP 1 CALCULATED AT - 3%	
	$1.20	4.00%	4.25%
Step	2024-25	2025-26	2026-27
1	11,715	12,066	12,428
2	11,905	12,183	12,579
3	12,098	12,381	12,701
4	12,294	12,582	12,907
5	12,494	12,786	13,116
6	12,698	12,994	13,330
7	12,905	13,206	13,546
8	13,116	13,421	13,767
9	13,330	13,640	13,992
10	13,548	13,863	14,220
11	13,770	14,090	14,453
12	13,996	14,321	14,689
13	14,226	14,556	14,930
14	14,460	14,795	15,175
15	14,698	15,038	15,424
16	14,940	15,286	15,677
17	15,186	15,537	15,935
18	15,437	15,794	16,198
19	15,692	16,054	16,465
20	15,951	16,319	16,737
21	16,215	16,589	17,013
22	16,484	16,864	17,294
23	16,757	17,143	17,581
24	17,035	17,428	17,872
25	17,318	17,717	18,168
26	17,606	18,011	18,470
27	17,899	18,311	18,777
28	18,197	18,615	19,089
29	18,501	18,925	19,406
30	18,809	19,241	19,730
31	19,124	19,562	20,059
32	19,443	19,888	20,393
33	19,768	20,221	20,734

APPENDIX F
Registered Nurse
(1350 annual hours)

		STEP 1 CALCULATED AT - 3%	
	$1.20	**4.00%**	**4.25%**
Step	**2024-25**	**2025-26**	**2026-27**
1	40,387	41,599	42,847
2	41,147	42,002	43,367
3	41,922	42,793	43,788
4	42,712	43,599	44,612
5	43,420	44,421	45,452
6	44,139	45,157	46,309
7	44,818	45,904	47,076
8	45,509	46,611	47,855
9	46,211	47,329	48,592
10	46,837	48,059	49,341
11	47,462	48,711	50,102
12	48,351	49,360	50,781
13	49,462	50,285	51,458
14	50,184	51,440	52,423
15	51,126	52,191	53,626
16	52,048	53,171	54,409
17	52,914	54,130	55,431
18	53,793	55,030	56,430
19	54,300	55,945	57,369
20	54,808	56,472	58,323
21	55,319	57,000	58,872
22	55,847	57,532	59,423
23	57,963	58,081	59,977
24	60,161	60,282	60,550
25	62,448	62,568	62,844
26	64,832	64,946	65,227
27	67,303	67,425	67,706
28	69,874	69,995	70,291
29	72,536	72,669	72,970
30	75,283	75,437	75,758
31	78,053	78,294	78,643
32	80,818	81,176	81,622

APPENDIX F-1
Licensed Practical Nurse
(1350 annual hours)

		STEP 1 CALCULATED AT - 3%	
	$1.20	4.00%	4.25%
Step	2024-25	2025-26	2026-27
1	33,797	34,811	35,855
2	34,428	35,149	36,290
3	35,071	35,805	36,643
4	35,727	36,474	37,327
5	36,314	37,156	38,024
6	36,910	37,767	38,735
7	37,475	38,387	39,372
8	38,048	38,974	40,018
9	38,630	39,569	40,630
10	39,150	40,175	41,251
11	39,669	40,716	41,883
12	40,408	41,255	42,446
13	41,160	42,024	43,009
14	41,927	42,806	43,810
15	42,710	43,604	44,626
16	43,475	44,419	45,458

Appendix G
Clerk
(1950 annual hours)

STEP 1 CALCULATED AT - 3%

Step	$1.20 2024-25	4.00% 2025-26	4.25% 2026-27
1	32,044	33,005	33,995
2	32,564	33,326	34,408
3	33,093	33,866	34,742
4	33,631	34,416	35,306
5	34,179	34,976	35,879
6	34,736	35,546	36,463
7	35,303	36,125	37,056
8	35,879	36,715	37,660
9	36,466	37,315	38,275
10	37,064	37,925	38,900
11	37,671	38,546	39,537
12	38,290	39,178	40,184
13	38,919	39,821	40,843
14	39,559	40,475	41,514
15	40,210	41,141	42,196
16	40,873	41,819	42,890
17	41,547	42,508	43,596
18	42,233	43,209	44,314
19	42,931	43,923	45,045
20	43,642	44,649	45,789
21	44,365	45,387	46,546
22	45,100	46,139	47,316
23	45,848	46,904	48,100
24	46,610	47,682	48,897
25	47,384	48,474	49,709
26	48,173	49,280	50,534
27	48,975	50,100	51,374
28	49,791	50,934	52,229
29	50,621	51,783	53,098
30	51,466	52,646	53,983
31	52,326	53,525	54,884
32	53,201	54,419	55,800
33	54,091	55,329	56,732
34	54,996	56,254	57,680
35	55,918	57,196	58,645

Appendix H

Account Clerk and Payroll Clerk

(1950 annual hours)

		STEP 1 CALCULATED AT - 3%	
	$1.20	4.00%	4.25%
Step	2024-25	2025-26	2026-27
1	31,876	32,832	33,817
2	32,393	33,151	34,228
3	32,919	33,689	34,560
4	33,454	34,236	35,120
5	33,998	34,792	35,691
6	34,552	35,358	36,271
7	35,116	35,935	36,861
8	35,690	36,521	37,462
9	36,273	37,117	38,073
10	36,867	37,724	38,695
11	37,471	38,342	39,328
12	38,086	38,970	39,971
13	38,712	39,610	40,627
14	39,348	40,260	41,293
15	39,996	40,922	41,971
16	40,655	41,596	42,661
17	41,325	42,281	43,364
18	42,008	42,978	44,078
19	42,702	43,688	44,805
20	43,408	44,410	45,545
21	44,127	45,145	46,297
22	44,858	45,892	47,063
23	45,602	46,652	47,842
24	46,359	47,426	48,635
25	47,130	48,214	49,442
26	47,913	49,015	50,263
27	48,711	49,830	51,098
28	49,523	50,659	51,948
29	50,348	51,503	52,812
30	51,188	52,362	53,692
31	52,043	53,236	54,588
32	52,913	54,125	55,498
33	53,798	55,030	56,425
34	54,699	55,950	57,368
35	55,615	56,886	58,328

Appendix I-1
Typist- 10 MONTH
(1350 annual hours)

		STEP 1 CALCULATED AT - 3%	
	$1.20	4.00%	4.25%
Step	2024-25	2025-26	2026-27
1	22,372	23,043	23,734
2	22,779	23,267	24,022
3	23,194	23,690	24,256
4	23,617	24,121	24,697
5	23,996	24,561	25,147
6	24,380	24,956	25,605
7	24,744	25,356	26,016
8	25,114	25,734	26,433
9	25,490	26,118	26,827
10	25,825	26,509	27,229
11	26,159	26,858	27,636
12	26,639	27,205	27,999
13	27,601	27,705	28,361
14	28,564	28,705	28,882
15	29,526	29,706	29,925
16	30,489	30,707	30,969
17	31,450	31,708	32,012
18	32,413	32,708	33,056
19	33,375	33,710	34,098
20	34,338	34,710	35,142
21	35,300	35,711	36,185
22	36,262	36,712	37,229
23	37,225	37,713	38,272
24	38,187	38,714	39,316
25	39,150	39,715	40,360
26	40,112	40,716	41,402
27	41,075	41,716	42,446
28	42,036	42,718	43,489
29	42,999	43,718	44,533
30	43,961	44,719	45,576
31	44,924	45,719	46,620
32	45,886	46,721	47,663
33	46,849	47,721	48,706
34	47,810	48,722	49,749
35	48,773	49,723	50,793

Appendix I-2
Typist- 11 MONTH
(1500 annual hours)

	11 Mo.	STEP 1 CALCULATED AT - 3%	
	$1.20	4.00%	4.25%
Step	2024-25	2025-26	2026-27
1	24,858	25,604	26,372
2	25,310	25,852	26,692
3	25,771	26,322	26,951
4	26,241	26,802	27,441
5	26,662	27,291	27,941
6	27,089	27,729	28,451
7	27,493	28,172	28,907
8	27,904	28,593	29,370
9	28,322	29,021	29,808
10	28,694	29,455	30,254
11	29,066	29,842	30,707
12	29,599	30,228	31,111
13	30,668	30,783	31,513
14	31,738	31,894	32,091
15	32,807	33,007	33,250
16	33,877	34,119	34,410
17	34,944	35,232	35,569
18	36,014	36,342	36,729
19	37,083	37,455	37,887
20	38,153	38,567	39,047
21	39,222	39,679	40,206
22	40,291	40,791	41,366
23	41,361	41,903	42,525
24	42,430	43,016	43,684
25	43,500	44,127	44,844
26	44,569	45,240	46,003
27	45,639	46,352	47,163
28	46,707	47,464	48,322
29	47,777	48,575	49,482
30	48,846	49,688	50,639
31	49,916	50,799	51,799
32	50,984	51,912	52,958
33	52,054	53,024	54,118
34	53,122	54,137	55,277
35	54,192	55,247	56,437

Appendix I-3
Typist- 12 MONTH
(1950 annual hours)

	12 Mo.	STEP 1 CALCULATED AT - 3%	
	$1.20	4.00%	4.25%
Step	2024-25	2025-26	2026-27
1	32,315	33,285	34,283
2	32,903	33,608	34,699
3	33,502	34,219	35,036
4	34,113	34,843	35,673
5	34,661	35,478	36,323
6	35,216	36,047	36,986
7	35,741	36,624	37,579
8	36,276	37,171	38,181
9	36,819	37,727	38,751
10	37,303	38,292	39,330
11	37,785	38,795	39,919
12	38,479	39,297	40,444
13	39,868	40,018	40,967
14	41,259	41,463	41,718
15	42,649	42,909	43,225
16	44,040	44,355	44,733
17	45,428	45,801	46,240
18	46,819	47,245	47,748
19	48,208	48,692	49,253
20	49,599	50,137	50,761
21	50,989	51,583	52,267
22	52,378	53,028	53,776
23	53,769	54,474	55,282
24	55,159	55,920	56,789
25	56,550	57,365	58,297
26	57,940	58,812	59,803
27	59,331	60,257	61,312
28	60,719	61,704	62,818
29	62,110	63,147	64,326
30	63,499	64,594	65,831
31	64,890	66,039	67,339
32	66,280	67,486	68,846
33	67,671	68,931	70,354
34	69,059	70,378	71,861
35	70,450	71,821	73,369

MEMORANDUM
BETWEEN
NORTHERN ADIRONDACK CENTRAL SCHOOL DISTRICT
AND
CIVIL SERVICE EMPLOYEES ASSOCIATION LOCAL 1000 AFSCME, AFL-CIO

NORTHERN ADIRONDACK CENTRAL SCHOOL DISTRICT UNIT 6454
OF
CLINTON COUNTY MUNICIPAL & SCHOOL DISTRICT EMPLOYEES LOCAL 810

November 6, 2023

WHEREAS, the Northern Adirondack Central School District ("District") and Civil Service Employees Association Local 1000, AFSCME, AFL-CIO, Northern Adirondack Central School District Unit 6454 of Clinton County Municipal & School District Employees Local 810 ("CSEA") are parties to a current collective bargaining agreement ("CBA") from July 1, 2020 – June 30, 2024;

WHEREAS, the current CBA contains an APPENDIX J Side Letter of Understanding executed in January 2010 which addresses Snow Removal duties in the District; and

WHEREAS, the District has added some classified Civil Service titles within the CSEA bargaining unit which the District has requested to be included within the scope of terms for Snow Removal duties addressed by APPENDIX J; and

THEREFORE, IT IS AGREED that APPENDIX J will be revised in the current CBA to read as follows:

"APPENDIX J

SNOW REMOVAL DUTIES SIDE LETTER OF UNDERSTANDING

AGREEMENT made this ~~19th day of January, 2010~~ 2nd day of November, 2023 by and between the Northern Adirondack Central School District, hereinafter referred to as the "District", and the Civil Service Employees Association, Inc., Local 1000 AFSCME, AFL-CIO, Northern Adirondack Central School District Unit 6454, Clinton County Municipal and School District Employees Local 810, hereinafter referred to as the "Union".

WHEREAS the District and the Union are currently ~~negotiating~~ parties to a successor ~~agreement to the July 1, 2007 – June 30, 2011~~ Collective Bargaining Agreement (July 1, 2020 to June 30, 2024); and

WHEREAS the parties mutually agree that over the course of the approximately past thirty (30) years, some snow removal work, including but not limited to plowing, sanding, and shoveling, has been subcontracted by the District without violation of provision(s) contained in the Collective Bargaining Agreements; and

NOW THEREAFER, the parties agree that ~~effective October 1, 2009,~~ the duties associated with snow removal, including, but not limited to, plowing, sanding, and shoveling, shall be performed by CSEA Bargaining Unit employees as Bargaining Unit work; and

MEMORANDUM

NOW THEREAFTER, the parties agree that snow removal work, as described herein, shall be made available to all qualified bargaining unit employees within covered Civil Service Job Titles i.e. (Automotive Mechanic, Automotive Mechanic Helper, Building Maintenance Mechanic, Building Maintenance Worker, Building Maintenance Helper, Cleaner, Cleaner/Messenger, Custodial Worker and Groundskeeper) under the parameters contained herein; and

NOW THEREAFTER, the parties agree that eligibility and qualification for snow removal duties shall be subject to the ability to perform said duties under each respective Civil Service Department Job Title as determined by the Clinton County Civil Service Department; and

NOW THEREAFTER, the parties agree that eligible and qualified bargaining unit employees in covered Civil Service Job Titles shall be assigned snow removal duties on a rotational basis at the sole discretion of the District; and

NOW THEREAFTER, bargaining unit employees who are assigned to perform snow removal duties during their normal shift shall be compensated at their normal rate of pay. Such snow removal duties performed beyond 8 hours in the workday or over 40 hours in the workweek shall be eligible for overtime premium at $21.50 per hour plus a blended overtime average rate in accordance with FLSA wage and hour standards; and

NOW THEREAFTER, the parties mutually agree that snow removal duties as described herein shall not be considered exclusive bargaining unit work such that the District may elect to subcontract or otherwise assign such snow removal work outside the bargaining unit upon a thirty (30) day written notice to the Unit President; and

NOW THEREAFTER, the CSEA Bargaining Unit agrees that if the District does, in its sole discretion, remove snow removal duties, as described herein, from the CSEA Bargaining Unit, ~~they~~ it shall be precluded form challenging said decision through any and every forum, including, but not limited to the grievance procedure, PERB Proceedings under NYS and Federal Action; and

It is further agreed by and between the District and the Union that this "Side Letter of Under" does not set forth any precedent in the interpretation or application of the Collective Bargaining Agreement by and between the District and the Union."

This proposal shall be effective upon ratification of the parties.

FOR NORTHERN ADIRONDACK CSD:

James Knight, Jr., Superintendent

Date: 11/07/2023

FOR CSEA:

Lynn Dominic, Unit 6454 President

Date: 11/6/2023

MEMORANDUM

Emy Pombrio, CSEA Labor Relations Specialist

Date: 11/6/2023

APPENDIX K

MEMORANDUM OF
AGREEMENT BY AND
BETWEEN
NORTHERN ADIRONDACK CENTRAL SCHOOL DISTRICT
AND
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000 AFSCME, AFL-CIO
NORTHERN ADIRONDACK CENTRAL SCHOOL DISTRICT CSEA UNIT #6454 OF CLINTON COUNTY MUNICIPAL & SCHOOL DISTRICT EMPLOYEES LOCAL810
March 28, 2024

WHEREAS, the Northern Adirondack Central School District, (hereinafter "District") and CSEA Local 1000 AFSCME, AFL-CIO, NORTHERN ADIRONDACK Central School District Unit #6454 of Clinton County Municipal & School District Employees Local 8 IO (hereinafter "CSEA") are parties to a collective bargaining agreement (CBA) for the period July 1, 2020 to June 30, 2024 which includes a Memorandum of Understanding dated March 19, 2019 in effect as written to June 30, 2024 as to the Clinton- Essex-Warren-Washington (CEWW) Health Insurance Consortium; and

WHEREAS, the parties have proposed to extend the CEWW MOU attached hereto and incorporated herein from its current expiration of June 30, 2024 to June 30, 2029 without modification.

THEREFORE, IT IS AGREED that the current collective bargaining agreement provisions shall be read to include the March 19, 2019 CEWW MOU to be effective through June 30, 2029 without modification.

This proposal shall be effective upon ratification of the parties.

AGREED AND ACCEPTED:

FOR THE NORTHERN ADIRONDACK CENTRAL SCHOOL DISTRICT:

JAMES KNIGHT JR.
Its Superintendent of Schools

Date: April 23, 2024

FOR CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. LOCAL 1000 AFSCME, AFL-CIO

s/s Lynn Dominic

LYNN DOMINIC
Its CSEA Unit President

Date 4/25/24:

s/s Emy Pombrio
EMYPOMBRIO
CSEA, Labor Relations Specialist

Date: 4/23/24

APPENDIX K

MEMORANDUM OF
AGREEMENT BY AND
BETWEEN
NORTHERN ADIRONDACK CENTRAL SCHOOL DISTRICT
AND
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000 AFSCME, AFL-CIO
NORTHERN ADIRONDACK CENTRAL SCHOOL DISTRICT CSEA UNIT #6454 OF CLINTON COUNTY MUNICIPAL & SCHOOL DISTRICT EMPLOYEES LOCAL810

March 19, 2019

WHEREAS, the NORTHERN ADIRONDACK Central School District, (hereinafter ::District") and CSEA Local 1000 AFSCME AFL-CIO, NORTHERN ADIRONDACK Central School District Unit 6454 of Clinton County Municipal & School District Employees Local 810 (hereinafter "CSEA") are parties to a collective bargaining agreement (CBA) for the period July I, 2014 to June 30, 2020; and

WHEREAS, the Clinton-Essex-Warren-Washington (CEWW) Health Insurance Consortium has passed a resolution on January 14, 2019 proposing to add four (4) seats to the Board of Directors to be filled by labor representatives in exchange for participating districts and their employee organizations entering into an Agreement for CSEA to waive certain legal rights to challenge certain plan changes which may modify Classic Blue Plan 2 between July 1, 2019 and June 30, 2024; and

THEREFORE, IT IS AGREED that the current collective bargaining agreement provisions in ARTICLE VIII - HEALTH INSURANCE shall be read to include language as follows:

"In exchange for CSEA representatives gaining participation on the CEWW Health Insurance Consortium's Board of Directors:

For any plan changes to be made effective July 1, 2019, or thereafter, there shall be a moratorium on negotiations, grievances, and Improper Labor Practice Charges for employee health insurance benefits to the Platinum II/Classic Blue, which moratorium shall expire June 30, 2024. It is understood that that local negotiations for contribution rates may continue. It is further understood that negotiations for successor agreements to contracts that expire on or after June 30, 2024 will not be affected by such moratorium. This moratorium does not extend to any other insurance benefits, such as dental, vision, life, disability, etc.

Platinum Plan II/Classic Blue is defined as the current (November 2017) medical and prescription drug health insurance plan of the CEWW Health Insurance Consortium. The

plan benefits for both medical and prescription drugs may only be changed through the following process, and the parties agree to accept such changes when implemented by the Consortium:

Plan changes must be recommended and approved by two thirds (/2/3) of those present of the Advisory Committee of the Consortium as recognized by the Board at the November 2018 Board meeting. Plan changes are also required to have a 60% approval of the members of the Board of Directors of the Consortium. Plan changes must be provided to each collective bargaining unit, with impact analysis, at least thirty (30) days before any vote on such changes by the Board of Directors. No plan change(s) may be made that reduces the aggregate benefits ratings below the aggregate benefits ratings of the New York State Health Insurance Plan (NYSHIP).

Any plan changes must continue to cover procedures and services now covered under the present plan. Only co-pays, co-insurance, deductibles, and total annual out of pocket expenses may be changed.

In the event consideration of plan changes other than those listed above becomes necessary approval of Plan changes must be recommended and approved by three quarters (3/4) of those present of the Advisory Committee of the Consortium as recognized by the Board."

This proposal shall be effective upon ratification of the parties.

AGREED AND ACCEPTED:
FOR THE NORTHERN ADIRONDACK CENTRAL SCHOOL DISTRICT:

...

LAURA MARLOW
Its Superintendent of Schools

APPENDIX K

Date: 3/19/2019

FOR CML SERVICE EMPLOYEES ASSOCIATION, INC. LOCAL 1000 AFSCME, AFL-CIO

s/s Maureen McNeil
I
MAUREEN MCNEIL
Its CSEA Unit President

Date: 3/19/2019

s/s Emy Pombrio

EMYPOMBRIO
CSEA, Labor Relations Specialist