

AGREEMENT

-between-

BOARD OF EDUCATION OF THE  
NORTH SHORE CENTRAL SCHOOL DISTRICT

-and-

UNITED PUBLIC SERVICE EMPLOYEES UNION  
(PART-TIME CLEANERS UNIT)

July 1, 2023 - June 30, 2026

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AGREEMENT made this 5<sup>th</sup> day of August, 2024 by and between the BOARD OF EDUCATION OF THE NORTH SHORE CENTRAL SCHOOL DISTRICT (hereinafter referenced to as the "District") and UNITED PUBLIC SERVICE EMPLOYEES UNION (hereinafter referred to as the "Union").

**ARTICLE I. RECOGNITION**

A. The District hereby recognizes the Union as the exclusive representative of all part-time cleaners, excluding per diem substitutes and all other employees for the purpose of negotiating collectively and in the administering of all grievances arising under the terms of this Agreement and for the purpose of entering into written agreements in determining such terms and conditions of employment.

B. The Union shall be entitled to unchallenged representation status for the maximum period permissible by law.

C. In accordance with §208 of the Taylor Law, the District shall deduct regular membership dues from the wages of those unit members who submit duly executed authorization permitting such payroll deductions.

**ARTICLE II. WAGES**

A. Effective July 1, 2023, the wages for unit members shall be increased by \$1.00 from the 2022-23 salary schedule. Effective July 1, 2024, the wages for unit members shall be increased by \$1.00 from the 2023-24 salary schedule. Effective July 1, 2025, the wages for unit member shall be increased by \$1.00 from the 2024-25 salary schedule. The salary schedule shall be as follows:

Step	2023-2024	2024-2025	2025-2026
1	\$19.48	\$20.08	\$20.88
2	\$21.48	\$22.08	\$22.88

Retroactive wage bumps will be applied to all current unit members.

i. All step movement shall occur on July 1<sup>st</sup>. Unit members whose start date is July 1 through December 31 shall advance to the next salary step on the July 1<sup>st</sup> immediately following their start date. Unit members whose start date occurs on or after January 1 shall remain on their initial salary step until the second July 1<sup>st</sup> following their start date.

B. **Snow Days** - If a member is called in for snow removal during hours the member is not scheduled to work, the member will be paid at time and one half of their regular hourly rate of pay. Snow removal work performed as part of the employee's continuous day shall be paid at the regular hourly rate.

C. **Longevity** - Unit members who have eight or more years of service in the bargaining unit at the beginning of a school year shall receive a \$625 longevity payment that year. Unit Members who have twelve or more years of service in the bargaining unit at the beginning of a school year shall receive a \$750 longevity payment that year. These amounts shall not be cumulative. These longevity payments will be paid out as a stipend on the July 1<sup>st</sup> following the anniversary date of employment.

D. Effective with the first paycheck of the 2024-25 school year, direct deposit of paychecks shall be mandatory.

### **ARTICLE III. UNION BUSINESS**

A. The District shall make available to the Union, without charge, space for the conduct of general meetings of the membership and individual committee meetings.

B. No Union business meetings shall be conducted during working hours, except as granted by the Assistant Superintendent for Business.

C. A Union representative may enter the premises for Union business upon prior notice to the Assistant Superintendent for Business. Entry will be after working hours when school is not in

session, unless prior approval is given by the Assistant Superintendent for Business.

D. ¶The Union shall have free and unhindered use of school mail service and boxes for the purpose of distributing material to its membership provided such use does not interfere with official use by the District.

#### **ARTICLE IV. EXAMINATIONS**

Newly-hired unit members will be subject to a routine medical examination prior to their first day of employment to ensure physical fitness to work. Additionally, unit members are subject to medical examination pursuant to Education Law§ 913 during the course of their employment.

#### **ARTICLE V. GRIEVANCE PROCEDURE**

1. Each unit member shall be entitled to a representative of his/her own choice at each step of the grievance procedure.

2. Any disputes arising concerning the interpretation or application of the terms of this Agreement, or the rights claimed to exist thereunder, may be the subject of a grievance and shall be processed and resolved in accordance with the following:

A. A grievance shall be presented by the aggrieved unit member to his/her immediate supervisor, in writing, within ten working days after the alleged grievance arises.

Within five working days after receipt of the written grievance, the Building Principal shall confer with the aggrieved unit member and his/her representative, if the unit member so desires.

B. In the event such grievance is not resolved, in writing, within five working days following such conference with his/her immediate supervisor, the aggrieved unit member shall present it, in writing, within five working days thereafter to the

Assistant Superintendent for Business.

C. Within five working days after receipt of the written grievance, the Assistant Superintendent for Business shall confer in person with the aggrieved unit member and his/her representative, if he/she so chooses. In the event such grievance is not satisfactorily resolved, in writing, at the Assistant Superintendent's level within ten working days after such conference, the grievance shall be presented in writing within ten working days after receipt of the reply to the Superintendent of Schools for settlement. Within five working days after receipt of the written grievance, the Superintendent of Schools shall confer in person with the aggrieved unit member and his/her representative, if he/she so chooses.

D. In the event such grievance is not satisfactorily resolved, in writing, at the Superintendent's level within ten working days after presentation, the grievance shall be presented, in writing, within ten working days after receipt of the reply to the Board of Education for settlement. The decision of the Board of Education shall be final and binding.

#### **ARTICLE VI. SUBCONTRACTING**

The District may continue to contract for custodial maintenance services.

#### **ARTICLE VII. MANAGEMENT RIGHTS**

Subject to the provisions of this Agreement and applicable law, the District retains full responsibility and sole right of management of the District, its business affairs and property, including, but without limitation, the right to supervise, direct and transfer the work forces; to plan, control, increase, decrease, transfer, or discontinue operations; to establish work and school schedules

to establish, modify and enforce work rules; to hire, and promote employees; to increase or decrease the working force; and to suspend, discipline and discharge employees.

### ARTICLE VIII. LEAVE

1. **Sick Leave** - Unit members shall be entitled to ten (10) sick days per year, provided, however, that during the first three years of employment, sick leave days shall be accrued at the rate of one day per month worked. Upon completion of three continuous years of District employment, a unit member shall be entitled to ten (10) sick days at the start of each year. The unit member may request that the District pay the unit member the daily amount of his/her wages up to a maximum of ten (10) sick days per year if the member has accrued unused sick leave days for that year up to the amount requested, but in no case in an amount in excess of ten (10) days. Payment for those days may only be requested at the end of the school year.

A. The policy of paid sick leave in cases of short-term illness shall be subject to the District's discretion. The District's discretion shall be exercised to deny sick leave where there is a determination that the unit member is abusing the sick leave policy.

2. **Bereavement Leave** - Unit members shall be allowed three (3) days bereavement leave per school year for death of a member of the immediate family. "Immediate family" is defined as the unit member's mother, father, brother, sister, (or corresponding in-law), spouse, child, grandparent, grandchild or legal guardian.

3. **Personal Business Leave** - For absences due to personal business, three (3) personal business leave days shall be allowed annually. The request for personal business leave shall be filed with the Director of Facilities by the unit member one (1) week in advance of the anticipated absence. The reason for the "personal business" need be given for the absence.

a. The granting of personal business leave days shall be subject to the approval of the

Director of Facilities.

b. Unused personal business leave days are not accrued and are not available for payment if unused.

4. N.Y. Retirement and Social Security Law Section a10 - Upon approval by the New York State Employees' Retirement System, the parties agree to adopt Section 41(j) for the Employees Retirement System ("ERS").

A. A unit member must accrue a minimum of fifty (50) sick leave days upon retirement, in order to be eligible for section 41(j).

#### **ARTICLE IX. JURY DUTY**

Subject to the requirements of law, employees shall be required to adjourn jury duty to a time when school is not in session.

#### **ARTICLE X. UNIFORMS**

1. Employees shall be provided two T-shirts, two pairs of work pants, and only one long sleeve shirt. Employees shall be required to wear their uniforms.

2. Safety Shoe Reimbursement - A safety shoe reimbursement, up to \$50.00 per year, will be provided for the purchase of one pair of school approved safety shoes for use at work. Approval of shoes is to be made by the Director of Facilities. Receipts must be provided to the District, for reimbursement to occur.

#### **ARTICLE XI. LIFE INSURANCE**

Effective July 1, 2022, the District will provide all unit members with a group term life insurance policy in the amount of ten thousand dollars (\$10,000).

#### **ARTICLE XII. PER DIEM SUBSTITUTES**



The District has the right to utilize per diem substitutes when unit members are absent from work.

**ARTICLE XIII. ILLEGALITY**

In the event any part, provision, or term of this Agreement shall be determined or found to be contrary to law, then such provision shall not be applicable nor shall the term thereof be performed or enforced except to the extent permitted by law. However, all other terms and provisions of this Agreement shall continue in force and effect.

**ARTICLE XIV. TAYLOR LAW**

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

**ARTICLE XV. DURATION OF THIS AGREEMENT**

This Agreement shall be effective July 1, 2023, and shall remain in full force and effect to and including June 30, 2026, and shall be automatically renewed thereafter for periods of one (1) year unless either party notifies the other, in writing, by certified mail, on or before January 15, 2026 or any subsequent January 15th, of its desire to make changes herein or to terminate this Agreement.

**ARTICLE XVI. RE-OPENER CLAUSE**

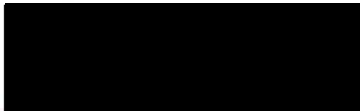
In the event that the New York State Legislature enacts into law a statute establishing "caps" on school budgets, or on tax levies for school districts, or in any way imposes a statutory limit on any increases in the annual budgets or tax levies of school districts, and in the further event that such legislation becomes law, then either party may thereupon demand the initiation of re-opener negotiations respecting salary.

IN WITNESS WHEREOF, this Agreement has been duly executed by the parties the day and year first written above.

**BOARD OF EDUCATION OF  
NORTH SHORE CENTRAL  
SCHOOL DISTRICT**

**UNITED PUBLIC SERVICE  
EMPLOYEES UNION  
(Part-time Cleaners Unit)**

By:   
Andrea M. Macari  
President

By:   
Kevin E. Boyle, Jr.  
UPSEU President

Dated: 8/27/24

Dated: 8/5/2024