

**AGREEMENT**

**BETWEEN**

**THE BOARD OF EDUCATION**

**ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT**

**TOWN OF HEMPSTEAD, NASSAU COUNTY, NEW YORK**

**AND**

**CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.**

**Local 1000, AFSCME, AFL-CIO**

**(Full-Time Security)**

**JULY 1, 2021 – JUNE 30, 2025**

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**PREAMBLE**

AGREEMENT, dated March 4, 2022, between the undersigned, Rockville Centre Union Free School District (hereinafter referred to as the "District"), 128 Shepherd Street, Rockville Centre, NY 11570 and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO (hereinafter referred to as the "CSEA"), 143 Washington Avenue, Albany, New York 12210.

**ARTICLE I**

**RECOGNITION**

The Board of Education of the Rockville Centre Union Free School District recognizes the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO as the sole and exclusive bargaining agent during the period of implementation of this Agreement for all 10-month, full-time Security Guards, excluding all casual, per diem and substitute security guards and all other employees.

**ARTICLE II**

**SALARY**

During the term of this Agreement the salary schedule for members of the unit shall be as set forth in Attachment 1. The salary schedule for 2020/2021 shall be increased by the following:

a.	2021/2022	\$1.00 added to each step	Effective July 1, 2021
b.	2022/2023	\$1.00 added to each step	Effective July 1, 2022
c.	2023/2024	\$1.00 added to each step	Effective July 1, 2023
d.	2024/2025	\$1.00 added to each step	Effective July 1, 2024

Members on step will continue to receive step increases during the term of the agreement in accordance with the salary schedule.

### ARTICLE III

#### OVERTIME

Overtime for unit members shall be at time and one-half as set forth under the Fair Labor Standards Act. Holidays and other days of school recess during the school year will be counted as 8 hours each toward the 40 hours of work each week for calculation of overtime purposes. Effective July 1, 2021, any unit member who works after-school events, excluding sports, will be paid a 4-hour minimum regardless of the hours worked. This does not apply to regular overtime when a security guard may be asked to stay late for a reason other than a scheduled event.

### ARTICLE IV

#### LONGEVITY

Unit members who have completed twenty (20) years of continuous service shall receive \$1,000 annually in longevity pay to be paid in one lump sum in June of the year earned. In addition, unit members shall receive an additional \$1.25 per hour in the contract year following the completion of their tenth (10<sup>th</sup>), fifteenth (15<sup>th</sup>) and twentieth (20<sup>th</sup>) years in the District. Unit members who have already passed these milestones are not eligible for these additional hourly payments.

### ARTICLE V

#### PAYROLL DEDUCTIONS

The District agrees to make payroll deductions for CSEA membership dues for employees who have signed authorization cards in accordance with Section 93 and 93-b of the General Municipal Law and Article 14 of the Civil Service Law. Deductions shall be made uniformly and consistently each payday. Dues shall be transmitted to CSEA, Inc., Capital Station, P.O. Box 7125 Albany, New York 12211.

**ARTICLE VI**

**WORK WEEK**

Effective July 1, 2012, the workweek for unit members shall be forty (40) hours per week over five (5) consecutive days.

**ARTICLE VII**

**LUNCH HOUR**

A lunch period of thirty (30) minutes shall be provided to unit members, exclusive of work hours.

**ARTICLE VIII**

**HOLIDAYS**

Effective July 1, 2021, unit members shall receive pay for the following eleven (11) holidays: Labor Day, Rosh Hashanah, Columbus Day, Christmas Day, Veteran's Day, Thanksgiving Thursday and Friday, New Year's Day, Memorial Day, Presidents' Day, and Martin Luther King Day.

**ARTICLE IX**

**EMPLOYEE ABSENCES**

Effective July 1, 2021, unit members shall earn seven (7) sick days and three (3) personal days per year. Personal days may be used for Legal, Family, Educational or Religious reasons to be defined similarly to those definitions in the Office Staff Association Bargaining Unit Contract. Unused days may be carried over and accumulated for future use as sick days. Any unused personal days shall convert to sick days upon carryover to a following year.

Effective July 1, 2012, unit members will be paid for Jury Duty leave.

**ARTICLE X**

**TERMINAL PAY**

Effective July 1, 2021, a unit member who shall give to the Board a written statement of intention to retire under the New York State Employee's Retirement System two and a half (2 ½) months in advance of such retirement shall be entitled to receive a Terminal Pay Allowance amounting to \$80 per day for each accumulated unused sick and personal days.

**ARTICLE XI**

**BEREAVEMENT**

Unit members shall be granted three (3) days for the death of a parent, child, sister, brother, spouse, mother-in-law, father-in-law and grandparent.

**ARTICLE XII**

**UNIFORMS**

The District shall provide unit members with the appropriate uniform for the weather and environmental conditions of the assignment. This shall include one (1) hat, five (5) collared shirts, one (1) heavy cold weather jacket, one (1) light jacket/windbreaker and one (1) sweater, to be replaced each year. In lieu of new uniforms, the district will provide a \$150 payment every other year. Uniforms shall be worn during all security assignments.

**ARTICLE XIII**

**HEALTH INSURANCE**

Each unit member shall have the option to be covered by the Health Insurance Plan of Greater New York (HIP). Effective July 1, 2021 active employees will contribute 9% percent of the premium costs for individual health insurance plan premiums. Effective January 1, 2022, active employees will contribute 10% for individual health insurance plan premiums.

Effective July 1, 2023, active employees will contribute 11% for individual health insurance plan premiums. Effective July 1, 2024, active employees will contribute 12% for individual health insurance plan premiums. Unit members who utilize the opt out provision of the health insurance shall be entitled to the following opt out payment amounts at the end of the school year:

2021/22 school year	-	\$3,000
2022/23 school year	-	\$2,750
2023/24 school year	-	\$2,500
2024/25 school year	-	\$2,250

#### **ARTICLE XIV**

#### **BUILDING CLOSING**

When a building is closed due to inclement weather, unit members assigned to that building shall receive their daily pay.

#### **ARTICLE XV**

#### **GRIEVANCE PROCEDURE**

A grievance shall be an alleged violation of an express provision of this Agreement.

Step 1 – Any grievance under this Agreement between the employee or employees and the District shall be submitted in writing by the CSEA to the employee’s immediate supervisor and shall be answered in writing within five (5) working days of its submission.

Step 2 – In the event the grievance has not been satisfactorily resolved at Step 1, the CSEA may, within five (5) working days from the date of receipt of the written answer, take up such grievance with the Assistant Superintendent for Business who shall answer said grievance within five (5) working days after its presentation.

Step 3 – In the event the grievance has not been satisfactorily resolved at Step 2, a CSEA representative will file the grievance with the Board of Education. The Board of Education shall make a final and binding determination on the grievance.

## **ARTICLE XVI**

### **MANAGEMENT RIGHTS**

The District is charged by law to have in all respects, the superintendence, management and control of the District, subject to the provisions of this Agreement. Except as expressly set forth herein, no provision of this Agreement is intended, nor shall it have the effect of abridging or violating the rights or obligations accorded to or imposed upon the District by the Education Law of the State of New York or any other law or rule or regulation having the force or effect of law.

## **ARTICLE XVII**

### **MISCELLANEOUS**

A. Any by-law and rule and regulation not affected by the Articles negotiated in this Contract shall be considered to be acceptable and shall be approved for the duration of the Contract.

B. If any provision of this Agreement, or any application thereof, shall be contrary to law then such provision or application shall not be deemed valid and binding except to the extent permitted by law but all other provisions or application shall continue in full force and effect.

**ARTICLE XVIII**

**TAYLOR LAW NOTICE**

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

**ARTICLE XIX**

**ZIPPER CLAUSE**

It is agreed that this labor agreement contains the full and complete agreement on all subjects upon which the parties did bargain or could have bargained. Neither party shall be required, during the terms of this Agreement, to negotiate or bargain upon any other issue. All matters not included in this Agreement shall be deemed to have been raised and disposed of as if covered herein. All subjects referred to in the management's rights clause shall likewise be deemed to have been raised and bargaining to a conclusion.

**ARTICLE XX**

**DURATION**

This Agreement shall be effective from July 1, 2021 through June 30, 2025.

**ARTICLE XXI**

**EMPLOYMENT OPPORTUNITIES DURING SUMMER AND SCHOOL RECESS**

Unit members will be given over candidates not employed by the Rockville Centre School District for employment opportunities during the summer and school recess periods, in titles for which they are qualified.

ARTICLE XXII

MISCELLANEOUS

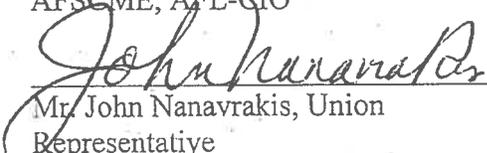
Unit members shall be notified during June of each year of their expected assignments for the following September.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and year first above written.

ROCKVILLE CENTRE UNION FREE  
SCHOOL DISTRICT

  
\_\_\_\_\_  
Ms. Kelly Barry, President  
Board of Education

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

  
\_\_\_\_\_  
Mr. John Nanavrakis, Union  
Representative

  
\_\_\_\_\_  
Mr. Les Eason, Labor Relations  
Specialist

Security Guards

Rates of Pay	21/22		22/23		23/24		24/25	
	Rate	Annual	Rate	Annual	Rate	Annual	Rate	Annual
Step 1	\$17.21	\$26,847.16	\$18.21	\$28,407.16	\$19.21	\$29,967.16	\$20.21	\$31,527.16
Step 2	\$17.44	\$27,205.15	\$18.44	\$28,765.15	\$19.44	\$30,325.15	\$20.44	\$31,885.15
Step 3	\$17.68	\$27,579.42	\$18.68	\$29,139.42	\$19.68	\$30,699.42	\$20.68	\$32,259.42
Step 4	\$17.93	\$27,969.95	\$18.93	\$29,529.95	\$19.93	\$31,089.95	\$20.93	\$32,649.95
Step 5	\$18.17	\$28,344.21	\$19.17	\$29,904.21	\$20.17	\$31,464.21	\$21.17	\$33,024.21
Step 6	\$18.42	\$28,734.75	\$19.42	\$30,294.75	\$20.42	\$31,854.75	\$21.42	\$33,414.75
Step 7	\$18.68	\$29,141.56	\$19.68	\$30,701.56	\$20.68	\$32,261.56	\$21.68	\$33,821.56
Step 8	\$18.93	\$29,532.09	\$19.93	\$31,092.09	\$20.93	\$32,652.09	\$21.93	\$34,212.09
Step 9	\$19.45	\$30,345.71	\$20.45	\$31,905.71	\$21.45	\$33,465.71	\$22.45	\$35,025.71
Step 10	\$19.96	\$31,139.36	\$20.96	\$32,699.36	\$21.96	\$34,259.36	\$22.96	\$35,819.36
Longevity 10 yr	1.25	\$1,950	1.25	\$1,950	1.25	\$1,950	1.25	\$1,950
15 yr	2.5	\$3,900	2.5	\$3,900	2.5	\$3,900	2.5	\$3,900
20 yr	3.75	\$5,850	3.75	\$5,850	3.75	\$5,850	3.75	\$5,850

# CALENDAR - ROCKVILLE CENTRE PUBLIC SCHOOLS 2021-2022 SCHOOL YEAR

Tues Aug 31 Supt Conf Day  
 Wed Sept 1 First Full Day for Staff & Students  
 Mon Sept 6 Labor Day  
 Tues/Wed Sept 7/8 Rosh Hashanah  
 Thurs Sept 9 Schools Reopen  
 Thurs Sept 16 Yom Kippur  
 Mon Oct 11 Columbus Day

Tues Nov 2 Election Day/Supt Conf Day  
 Thurs Nov 11 Veterans Day  
 Wed Nov 24 Thanksgiving Recess Begins  
 Mon Nov 29 Schools Reopen  
 Fri Dec 24 Winter Recess Begins  
 Mon Jan 3 Schools Reopen  
 Mon Jan 17 Martin Luther King Birthday

Mon Feb 21 Mid Winter Recess Begins  
 Mon Feb 28 Schools Reopen  
 Thurs Apr 14 Passover/Easter Recess Begins  
 Mon Apr 25 Schools Reopen  
 Mon May 30 Memorial Day  
 Mon Jun 20 Juneteenth  
 Fri Jun 24 Last Day of Instruction

TOTAL SCHOOL DAYS IN SESSION=182  
 TOTAL DAYS IN CONFERENCE=2  
 TOTAL DAYS=184



Sequence of days we may lose in event of unexpected school closings - 11/24, 4/14, 2/25, 2/24

SEPTEMBER						
S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		18

DECEMBER						
S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	17

MARCH						
S	M	T	W	TH	F	S
			1	2	3	4
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		23

JUNE						
S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		17

AUGUST						
S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NOVEMBER						
S	M	T	W	TH	F	S
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				17+1

FEBRUARY						
S	M	T	W	TH	F	S
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					15

MAY						
S	M	T	W	TH	F	S
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				21

JULY						
S	M	T	W	TH	F	S
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

OCTOBER						
S	M	T	W	TH	F	S
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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						20

JANUARY						
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					20

APRIL						
S	M	T	W	TH	F	S
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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
						14

Superintendent's Conf Day

Schools Closed

First & Last Day of School

Sequence of days we may lose in event of unexpected school closings - 11/24, 4/14, 2/25, 2/24



Superintendent's Conference Day for all annualized employees unless exempted by contract

Adopted: February 24, 2021

# CALENDAR

## 2022-2023 SCHOOL YEAR

JULY						
S	M	T	W	TH	F	S
					1	2
3	4	5	6	7	8	9
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24	25	26	27	28	29	30
31						

AUGUST						
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21	22	23	24	25	26	27
28	29	30	31			
						2

SEPTEMBER						
S	M	T	W	TH	F	S
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18	19	20	21	22	23	24
25	26	27	28	29	30	1
						19

OCTOBER						
S	M	T	W	TH	F	S
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					19

NOVEMBER						
S	M	T	W	TH	F	S
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20	21	22	23	24	25	26
27	28	29	30			
						17+1

DECEMBER						
S	M	T	W	TH	F	S
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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
						17

JANUARY						
S	M	T	W	TH	F	S
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				20

FEBRUARY						
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				
						15

MARCH						
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19	20	21	22	23	24	25
26	27	28	29	30	31	
						23

APRIL						
S	M	T	W	TH	F	S
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2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						13

MAY						
S	M	T	W	TH	F	S
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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
						22

JUNE						
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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	
						16

- Tues Aug 30 Supt Conf Day
- Wed Aug 31 Supt Conf Day
- Thurs Sept 1 First Full Day for Staff & Students
- Mon Sept 5 Labor Day
- Mon Sept 26 Rosh Hashanah
- Tues Sept 27 Rosh Hashanah
- Wed Oct 5 Yom Kippur
- Mon Oct 10 Columbus Day
- Tues Nov 8 Election Day/Supt Conf Day
- Fri Nov 11 Veterans Day
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- Mon Feb 27 Schools Reopen
- Thurs April 6 Passover/Easter Recess Begins
- Mon April 17 Schools Reopen
- Mon May 29 Memorial Day
- Mon Jun 19 Juneteenth
- Fri Jun 23 Last Day of Instruction

TOTAL SCHOOL DAYS IN SESSION= 181  
 TOTAL CONFERENCE DAYS = 3  
 TOTAL DAYS = 184



Sequence of days we may lose in event of unexpected school closings - 2/24, 2/23, 2/21, 4/14, 4/13  
 Superintendent's Conf Day  
 Schools Closed  
 First & Last Day of School  
 Superintendent's Conference Day for all annualized employees unless exempted by contract  
 Adopted: February 17, 2022

