
AGREEMENT

by and between the
BOARD OF EDUCATION

of the
**PLAINEDGE UNION FREE
SCHOOL DISTRICT**

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



Plainedge UFSD Aides & Monitors Unit #7591-06
Nassau County Educational Local 865

July 1, 2022 - June 30, 2027

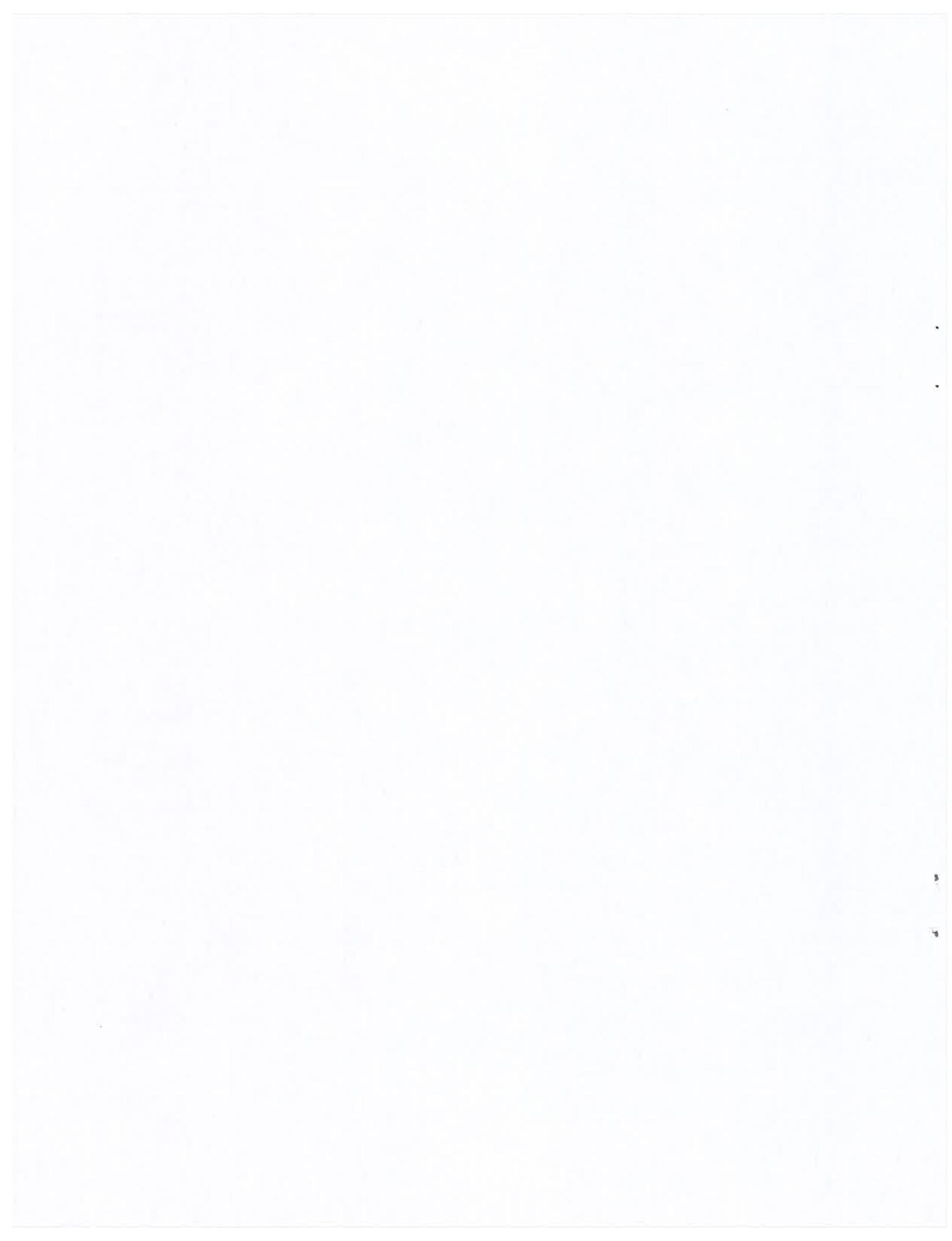


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Agreement made and entered the ___ day of February, 2023, by and between the Plainedge Board of Education, Plainedge Union Free School District, Town of Oyster Bay, County of Nassau, New York, and its authorized agents (hereinafter the “District”) and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Unit 18, Nassau Educational Local 865 for the Aides and Monitors Unit, (hereinafter the “Association”), wherein it is mutually agreed as follows.

**ARTICLE I
RECOGNITION**

Recognition Clause

The District recognizes the Association as the sole and exclusive collective and negotiating representative for employees in the title of full-time teacher aides and full-time school monitors.

**ARTICLE II
HOURLY WAGES AND BENEFITS**

A. Wages:

Step	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
1	16.00	16.28	16.61	16.90	17.24
2	16.55	16.84	17.18	17.48	17.83
3	17.10	17.40	17.75	18.06	18.42
4	17.65	17.96	18.32	18.64	19.01
5	18.20	18.52	18.89	19.22	19.60
6	18.75	19.08	19.46	19.80	20.20
7	19.30	19.64	20.03	20.38	20.79
8	19.85	20.20	20.60	20.96	21.38
9	20.40	20.76	21.18	21.55	21.98
10	20.95	21.32	21.75	22.13	22.57

1. The foregoing salary schedule reflects wage increases as follows:

Retroactive to July 1, 2022, implement the foregoing salary schedule. Unit members on step 3 of the 2021-2022 salary schedule as of December 7, 2022 shall move to step 1 on the 2022-2023 salary schedule. Unit members on step 4 of the 2021-2022 salary schedule as of July 1, 2022

shall move to step 2 on the 2022-2023 salary schedule. Unit members on step 5 of the 2021-2022 salary schedule as of July 1, 2022 shall move to step 3 on the 2022-2023 salary schedule. Unit members who moved or would have moved to step 7 on the 2021-2022 salary schedule on July 1, 2022 or February 1, 2023, respectively, shall move to step 6 on the 2022-2023 salary schedule. Unit members on step 7 of the 2021-2022 salary schedule as of June 30, 2022 shall move to step 7 on the 2022-2023 salary schedule. No additional percentage shall be added to the salary schedule in this year.

Effective July 1, 2023, the salary schedule in effect for the 2023-2024 school year shall be increased by 1.75%.

Effective July 1, 2024, the salary schedule in effect for the 2023-2024 school year shall be increased by 2.0%.

Effective July 1, 2025, the salary schedule in effect for the 2024-2025 school year shall be increased by 1.75%.

Effective July 1, 2026, the salary schedule in effect for the 2025-2026 school year shall be increased by 2.0%.

2. All unit members employed by the District on or before July 1, 2022 shall have a July 1st anniversary date for salary step increment. New unit members hired after July 1, 2022 shall have anniversary dates for salary step increments on July 1st, September 1st, or February 1st, whichever date is closest to the employee's hiring date.

B. Sick Leave:

Each unit member shall be given five (5) paid sick days to be used for personal illness or injury preventing the unit member from reporting to work. Unit members may accumulate up to

five (5) sick days. Unit members are not eligible to cash out accumulated unused sick days upon separation or retirement from the District.

C. Personal Leave:

Each unit member shall be given one (1) paid personal day to be used to conduct personal business that cannot be performed during the member's work day, including but not limited to bereavement.

D. Bereavement Leave:

Each unit member shall be given five (5) consecutive bereavement days with pay for the death of an immediate family member. An "immediate family member" is defined as the member's spouse/domestic partner, children, parents, siblings, in-laws, grandparents, stepparent, and stepchild.

E. Holidays:

Each unit member shall be paid for Thanksgiving Day and Christmas Day. In addition to the foregoing two (2) holidays afforded to each unit member, unit members shall receive one (1) additional paid holiday for every two (2) years of service to the District, up to a maximum of eight (8) total paid holidays. The additional holidays shall be paid in the following order: (1) Veteran's Day, (2) Day after Thanksgiving, (3) Christmas Eve, (4) New Year's Day, (5) Martin Luther King Day, (6) Memorial Day.

F. Dental Insurance:

The District shall permit unit members to voluntarily participate in the District's DMO Dental Insurance plan. Unit members who desire participation in the DMO shall contribute \$15.00 per month toward the monthly premiums costs for individual coverage provided by the plan.

G. Lunch Period:

Unit members shall be given a full period for lunch not to exceed forty (40) minutes.

H. Life Insurance:

Subject to the approval of the insurance carrier, the District agrees to purchase and maintain group term life insurance coverage in the amount of \$5,000 for unit members.

I. Mileage:

Unit members shall be reimbursed for mileage at the Board-approved rate for driving their personal vehicle from District schools with supervisory approval. Complete mileage forms must be submitted to the Business Office for such reimbursement.

J. Extra Pay:

Unit members who are required to supervise assigned students at an evening activity which is held at least three (3) hours after the end of their workday and/or a weekend activity, shall receive compensation and time and one-half.

**ARTICLE III
NOTICE OF TRANSFERS AND REASSIGNMENTS**

To the extent practical, unit members shall be given at least two (2) weeks notice of any supervisory decision to transfer or reassign the unit member, except where there are compelling reasons necessitating an immediate transfer at the District's discretion.

**ARTICLE IV
MISCELLANEOUS**

A. 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. With respect to personnel, the District shall have the right to assign and direct their work; transfer, demote, layoff, recall and discipline; and to subcontract and/or contract out work performed by the employees. 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.

B. 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 term 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 rights clause shall likewise be deemed to have been raised and bargained to a conclusion.

C. Savings Clause:

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.

D. Miscellaneous:

This Agreement may not be changed or modified except by a written instrument executed by the parties or their undersigned representative.

**ARTICLE V
GRIEVANCE PROCEDURE**

The following procedures are intended to provide a means of orderly settlement of grievances over alleged violations of the terms of this Contract, promptly and fairly as they arise, and to assure equitable and proper treatment of all concerned.

Initial Step: All possible efforts and reasonable means should be exhausted in a responsible manner to informally resolve the differences through the immediate supervisor within five (5) working days after the occurrence. If the grievance is not resolved, the Supervisor of the aggrieved shall, within two (2) working days, submit in writing a formal grievance to the Deputy Superintendent.

Phase I:

The Deputy Superintendent will set a hearing date within ten (10) working days of receipt of the written grievance. The Association shall have a representative present at the hearing. The Deputy Superintendent will issue a decision within five (5) working days after the hearing.

Phase II:

If the Deputy Superintendent's decision is appealed, the Superintendent of Schools shall review the record and render a decision.

Phase III:

If the Superintendent's decision is appealed, the Board of Education will hold a hearing. A final decision will be rendered by the Board of Education.

**ARTICLE VI
CONFORMITY WITH SECTION 204-a OF THE 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 OR LAW OR BY PROVING THE ADDITIONAL FUNDS THEREFORE SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

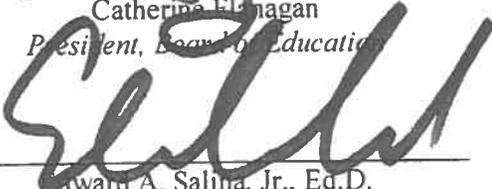
**ARTICLE VII
DURATION**

The provisions of this Agreement shall be effective July 1, 2022 and shall continue in full force and effect until June 30, 2027.

**PLAINEDGE UNION FREE SCHOOL
DISTRICT**

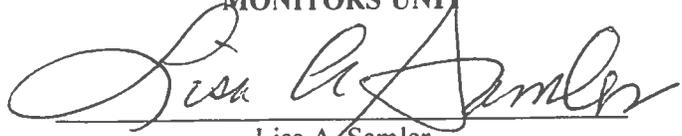


Catherine Flanagan
President, Board of Education



Edward A. Salina, Jr., Ed.D.
Superintendent of Schools

**PLAINEDGE CSEA, AIDES &
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