

AGREEMENT

by and between the

**BALDWIN UNION FREE SCHOOL
DISTRICT**

and

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

CSEA
NEW YORK

Baldwin SD Monitors, Health & Security Aides Unit #7566-01
Nassau Educational Local 865

July 1, 2025 - June 30, 2029

the 1990s, the number of people with a mental health problem has increased in the UK (Mental Health Act 1983, 1990).

There is a growing awareness of the need to improve the lives of people with mental health problems. The Department of Health (1999) has set out a vision of a new mental health system, which will be based on the following principles:

- (i) People with mental health problems should be treated as individuals, with their own needs and wishes.
- (ii) People with mental health problems should be given the opportunity to participate in decisions about their care.
- (iii) People with mental health problems should be given the opportunity to live in their own homes and communities.

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- (viii) People with mental health problems should be given the opportunity to participate in decisions about their care.
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TABLE OF CONTENTS

	<u>Page</u>
Article I	Recognition..... 1
Article II	No Strike..... 1
Article III	Separability..... 1
Article IV	Posting of Positions..... 1
Article V	Salary 2
Article VI	Longevity 3
Article VII	Payroll Procedure..... 3
Article VIII	Official School Closings..... 3
Article IX	Sick Days..... 3
Article X	Death in the Immediate Family..... 6
Article XI	Examination Requirements 6
Article XII	First Aid Course & CPR Course 6
Article XIII	Health, Dental and Disability Insurance..... 6
Article XIV	Life Insurance 7
Article XV	Security Aides..... 8
Article XVI	Inservice Training Sessions..... 12
Article XVII	Reduction in Force 12
Article XVIII	Separation from Service..... 12
Article XIX	Personal Property Damage 12
Article XX	Association Rights..... 13
Article XXI	Indemnification 13
Article XXII	Dues Deduction 14
Article XXIII	Grievance Procedure..... 15
Article XXIV	Management Rights Clause 18
Article XXV	Agreement Notice..... 18
Article XXVI	Terms of Contract..... 19
Attachment A	CSEA Employee Benefit Fund Retiree Dental and Vision Memorandum of Agreement..... 20

AGREEMENT by and between the CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000, AFSCME, AFL-CIO and its BALDWIN SCHOOL MONITORS, SECURITY AIDES and HEALTH AIDES ASSOCIATION (hereinafter referred to as the "ASSOCIATION") and BALDWIN UNION FREE SCHOOL DISTRICT (hereinafter referred to as the "DISTRICT") made this ____ day of November, 2025.

ARTICLE I - RECOGNITION

The Association is hereby recognized as the sole and exclusive collective bargaining representative for all school monitors, health aides and security aides, exclusive of substitute or temporary employees and exclusive of all other aides employed by the District on a full-time or part-time basis.

ARTICLE II - NO STRIKE

The Association agrees that it does not have and will not assert the right to strike against any government, including the District, to assist or participate in any such strike, or to impose an obligation to conduct, assist or participate in such strike.

ARTICLE III - SEPARABILITY

If a Federal or New York law or regulation or the final decision of a Federal or New York court or administrative agency affects any provision of this Agreement, such provision will be deemed amended to the extent necessary to comply with such law, regulation or decision, but otherwise this Agreement will not be affected. The District shall notify the Association of any changes and of any action to be taken hereunder.

ARTICLE IV - POSTING OF POSITIONS

When permanent vacancies in school monitor and health aide positions occur, they shall be posted electronically. In making appointments, qualifications, seniority, other relevant factors, as well as service in the District will be considered. The ultimate selection of applicants rests with the

Superintendent of Schools subject to final approval by the Board of Education pursuant to Education Law and Civil Service Law.

ARTICLE V - SALARY

Health Aides and Monitors

Years 1, 2, 3 and 4 (2025/26, 2026/27, 2027/28 and 2028/29): Regular increment plus one dollar (\$1.00) per hour applied to hourly rate each year.

Salary Steps shall be paid as of July 1 of each calendar year.

<u>School Monitors</u>	<u>2025-26</u>	<u>2026-27</u>	<u>2027-28</u>	<u>2028-29</u>
Step 1	\$19.72	\$20.72	\$21.72	\$22.72
Step 2	\$19.96	\$20.96	\$21.96	\$22.96
Step 3	\$20.18	\$21.18	\$22.18	\$23.18
Step 4	\$20.43	\$21.43	\$22.43	\$23.43
Step 5	\$20.74	\$21.74	\$22.74	\$23.74
Step 6	\$21.19	\$22.19	\$23.19	\$24.19
<u>Health Aides</u>	<u>2025-26</u>	<u>2026-27</u>	<u>2027-28</u>	<u>2028-29</u>
Step 1	\$19.89	\$20.89	\$21.89	\$22.89
Step 2	\$20.30	\$21.30	\$22.30	\$23.30
Step 3	\$20.66	\$21.66	\$22.66	\$23.66
Step 4	\$21.08	\$22.08	\$23.08	\$24.08
Step 5	\$21.46	\$22.46	\$23.46	\$24.46
Step 6	\$22.05	\$23.05	\$24.05	\$25.05

Covered employees hired prior to February 1st will be considered to have worked one (1) year, if the employment is uninterrupted.

In the event that a school monitor or health aide is requested to cover a temporary opening of another school monitor or health aide, the unit member will receive his/her regular rate of pay for the temporary position on his/her own step for days worked.

In the event that a school monitor is requested to substitute for a health aide for ten (10) consecutive school days, the school monitor will be paid on his/her own step at the health aide rate beginning with the eleventh (11th) day until the assignment is completed.

The District agrees that Monitors/Health Aides who work more than three and one-half (3 ½)

hours each day in the Middle School or High School are entitled to a ten (10) minute coffee break during their shift.

Monitors and Health/Aides who work more than six (6) hours per day shall receive an unpaid thirty (30) minute lunch break.

ARTICLE VI - LONGEVITY

Monitors and Health Aides currently on staff who have completed ten years of uninterrupted service will be paid seventy cents (\$.70) additional per hour above their base salaries.

Monitors and Health Aides currently on staff who have completed fifteen years of uninterrupted service will be paid one dollar and twenty cents (\$1.20) additional per hour above their base salaries.

ARTICLE VII - PAYROLL PROCEDURE

Effective July 1, 2025, no unit member shall be on an annualized payroll. Unit members are paid on an hourly basis for the number of hours actually worked. Unit members shall be required to submit bi-weekly time sheets, or utilize an electronic system, as determined by the District.

All compensation for all unit members shall be by direct deposit; up to two (2) bank accounts.

ARTICLE VIII - OFFICIAL SCHOOL CLOSINGS

The District will pay employees the number of hours regularly scheduled to work when schools are closed officially because of snow and/or other emergencies, but only if other school days are not substituted therefore in the calendar by the Superintendent of Schools.

ARTICLE IX - SICK DAYS

School monitors and health aides shall be committed to regular school attendance.

- During the first year of service, a school monitor and health aide shall earn and may use four (4) sick days and one (1) personal day on a prorated basis.
- After three complete, uninterrupted years of service as a school monitor or health aide, five (5) paid sick leave days will be provided for illness and one (1) personal day on a prorated basis.
- After five (5) complete uninterrupted years of service as a school monitor or health aide, five (5) sick days will be provided for illness and two (2) personal days on a prorated basis.
- After ten (10) complete, uninterrupted years of service as a school monitor or health aide, seven (7) paid sick leave days and two (2) personal days on a prorated basis.

Sick leave may be accumulated up to a maximum of forty-one (41) days. Annual Sick Leave is accrued on a monthly basis consistent with practice.

Personal days shall be granted by the Superintendent or his/her designee for one of the following specified reasons:

- Legal Matters which cannot be scheduled other than during the school day, including but not limited to: house closings, tax audits, income tax hearings, adoption proceedings, court appearances (other than for a criminal matter when the employee is the defendant, or when the employee, or a member of the employee's immediate family, has instituted an administrative or court claim against the District), arrest of an immediate family member, probating wills and obtaining licenses.
- Ceremonies, including but not limited to funerals, graduation of employee, spouse or child, a day wedding ceremony, participation in religious ceremonies, honors and

awards ceremonies involving the employee or immediate family.

- **Education**: Required educational examinations, required parental visits by parents to colleges, taking college students to and from college, attending a CSE/CPSE meeting or parent-teacher conference.

- **Miscellaneous Matters** which cannot be scheduled other than during the school day.

Examples include, but are not limited to:

- Moving the employee's residence, emergency
- Transportation problems
- Emergency repairs that require immediate attention such as heating, plumbing, etc., or in the event of vandalism or burglary
- Any other purpose which the Superintendent may deem appropriate upon request

Personal business days cannot be used for vacations or other employment. The District requires five (5) business days' notice to the Principal for the request for personal days. Leaves of absence for personal reasons shall not be cumulative. Unused personal days at the end of a school year shall be added to accumulated sick leave.

Upon retirement from the District, unit members with continuous ten (10) or more years of service with the District, shall receive payment for one (1) out of every three (3) days of accumulated sick leave. With respect to former law enforcement personnel with continuous ten (10) or more years of service who separate with the District, they shall receive payment for one (1) out of every three (3) accumulated sick days.

ARTICLE X - DEATH IN THE IMMEDIATE FAMILY

A maximum of three (3) paid bereavement days, per occurrence for absence due to death in the immediate family may be granted when requested by the employee and approved by the Superintendent of Schools. Members of the immediate family include the employee's spouse, parents, grandparents, children, siblings, grandchildren, daughter-in-law, son-in-law, mother-in-law, father-in-law, sister-in-law and brother-in-law. Bereavement days are not cumulative.

ARTICLE XI - EXAMINATION REQUIREMENTS

A. Upon employment by the district, a medical examination by personal physician or, when requested, school doctor may be required.

B. Fingerprinting - The District will reimburse a school monitor or health aide the charge for the fingerprinting requirement of the State Education Department after a six (6) month period of employment provided the employee has passed the security check and presents a receipt for the fee.

ARTICLE XII - FIRST AID COURSE and CPR COURSE

Within one (1) month of employment health aides will pass a standardized Red Cross First Aid course. Covered employees are encouraged to make every effort to take a CPR course. The District shall provide at District expense, a CPR course to all Health Aides who are not certified in CPR. All such uncertified Health Aides shall be required to take the course. No disciplinary action will result if the employee is unable to pass the course. In such event, the District may, at its option and expense, require the employee to take the course on the next available opening until such employee has attained CPR certification.

ARTICLE XIII – HEALTH, DENTAL AND DISABILITY INSURANCE

A. If allowed by regulatory agencies and the insurance company and if there is absolutely

no cost or fee to the District, employees who may wish to participate in the District's health care plans may do so by the covered employee paying the entire cost of the premium (100% employee contribution). However, with respect to employees who are regularly scheduled to work four (4) hours per day or more, the District shall contribute fifty (50%) percent of the premium cost for individual coverage, and thirty-five (35%) percent of the cost differential between family coverage and individual coverage.

B. The District shall make available dental insurance through the CSEA EBF Sunrise Dental Plan for those employees who work four (4) or more hours per day. The District's contribution toward that insurance shall be limited to \$300.00 per employee/per year for each year of the contract. Such limitation shall be applicable to the individual and his/her family.

C. The District shall permit bargaining unit members to enroll in the Solstice Dental and/or Vision Plan(s) at the sole expense of the members. However, payments shall not be made through payroll deductions.

D. Unit members may be permitted to participate in retirement in CSEA vision and/or dental plans at full cost to the employee (this benefit is provided at no cost to the District and there will be no administrative duties or responsibilities associated with it).

E. The District shall permit unit members to receive disability insurance through payroll deductions. Such plan will be required to be set up by the Association. Unit members electing such coverage shall pay the full cost of this benefit.

ARTICLE XIV - LIFE INSURANCE

The District shall provide life insurance coverage for those employees regularly scheduled to work four (4) hours per day or more in the principal amount of ten thousand (\$10,000) dollars. Employees who regularly work three (3) hours per day or more shall receive life insurance coverage in the principal amount of three thousand five hundred (\$3,500) dollars.

ARTICLE XV – SECURITY AIDES

Notwithstanding anything else contained herein, Security Aides shall only receive those leave entitlements and benefits that are expressly reflected and delineated in this Article. The leave entitlements and benefits that are applicable to Security Aides are as follows:

A. Seven (7) days for sick leave. Sick leave may be accumulated up to a maximum of twenty-five (25) days. Security Aides shall receive payment for accumulated sick leave at separation in accordance with Article IX of this Contract.

Three (3) days for personal leave. Unused personal days at the end of a school year will convert to sick leave.

Personal days shall be granted by the Superintendent or his/her designee for one of the following specified reasons:

- Legal Matters which cannot be scheduled other than during the school day, including but not limited to: house closings, tax audits, income tax hearings, adoption proceedings, court appearances (other than for a criminal matter when the employee is the defendant, or when the employee, or a member of the employee's immediate family, has instituted an administrative or court claim against the District), arrest of an immediate family member, probating wills and obtaining licenses.
- Ceremonies, including but not limited to funerals, graduation of employee, spouse or child, a day wedding ceremony, participation in religious ceremonies, honors and awards ceremonies involving the employee or immediate family.
- Education: Required educational examinations, required parental visits by parents to colleges, taking college students to and from college, attending a CSE/CPSE meeting or parent-teacher conference.

- **Miscellaneous matters** which cannot be scheduled other than during the school day.

Examples include, but are not limited to:

- Moving the employee's residence, emergency
- Transportation problems
- Emergency repairs that require immediate attention such as heating, plumbing, etc., or in the event of vandalism or burglary
- Any other purpose which the Superintendent may deem appropriate upon request

Personal business days cannot be used for vacations or other employment. The District requires five (5) business days' notice to the Principal for the request for personal days. Leaves of absence for personal reasons shall not be cumulative.

B. Bereavement Leave in accordance with Article X of this contract.

C. Life insurance in accordance with Article XIV of this contract.

D. Mileage reimbursement in the amount of \$200 annually for Security Aides who regularly use their vehicles as part of the security patrol assignment, and who have received prior administrative approval to use their vehicles for such purposes.

E. School closings in accordance with Article VIII of this contract.

F. A paid fifteen (15) minute break daily. In addition, Security Aides who work six (6) hours or more shall, in addition to a paid 15 minute break, receive a one-half (1/2) hour paid lunch break daily.

G. The District shall provide rain gear for use by security personnel in times of inclement weather. In addition, members of the Association will have an opportunity to meet with the Director of Facilities to discuss and give input with respect to uniforms.

H. **Salary**

Years 1 through 4 (2025-26, 2026-27, 2027-28 and 2028-29): One dollar (\$1.00)

applied to the hourly rate each year.

The following minimum starting salaries shall be in effect:

Former Law Enforcement

2025/26: \$24.81

2026/27: \$25.81

2027/28: \$26.81

2028/29: \$27.81

All Others

2025/26: \$19.03

2026/27: \$20.03

2027/28: \$21.03

2028/29: \$22.03

I. **Longevity**

After 10 years: \$ 525

After 15 years: \$1,050

J. **Health Insurance**

Individual health insurance coverage through Emblem Health HIP Low Cost Plan shall be available at an employee contribution rate of fifty (50%) percent.

K. **Dental and Vision Coverage**

See Article XIII, Paragraphs C and D.

L. The District has the right to utilize substitutes that are not within the bargaining unit whenever unit members are absent or unavailable to work, and when filling vacancies in the unit subject to a maximum of sixty (60) days. Except as specifically stated herein regarding the temporary and incidental use of substitutes, CSEA has exclusivity over the security duties

performed inside of the High School, inside of the Middle School and inside of the District Office during the school day.

1. A substitute will no longer be utilized upon the return of the CSEA member from his or her leave of absence. In the event that the CSEA member's employment with the District ceases, the use of a substitute will not defeat CSEA's exclusivity inside of the High School, inside of the Middle School or inside of the District Office.

2. CSEA members holding the title of Security Aide, or any other title within the bargaining unit that performs security duties, shall have the right of first refusal to work security at special events. Special events include, but are not limited to, graduation ceremonies, sporting activities, or other activities outside of the usual school day. In the event that members of the CSEA refuse the opportunity to work security at a particular special event, the District may use personnel outside of the bargaining unit to perform security at such event.

3. It is acknowledged that the following security work has been performed by outside contractors in the past, and that the District reserves the right to continue to use outside contractors for such work:

- a) District wide security during after school hours and on weekends.
- b) Security at the elementary schools.
- c) Security outside of the High School during the school day.

4. The use of any subcontractor will not result in the loss of any security positions within the CSEA bargaining unit.

No other benefits contained in this contract shall be applicable to Security Aides.

M. Work Calendar: Security Aides shall work the ten (10) month student calendar through the last day of regents examinations. This does not change the first right of refusal for special events.

N. Shoe Allowance: Security Aides shall receive a payment in June of each year of \$100 towards the purchase of shoes if they have worked at minimum from October – June of that

school year.

ARTICLE XVI - INSERVICE TRAINING SESSIONS

After providing two (2) weeks' notice, the hours of school monitors and/or health aides may be adjusted by no more than one-half hour per day to provide blocks of time for inservice training sessions.

The District has the discretion to schedule inservice training for unit members. The District agrees that it shall pay for all such training (including training reflected in Article 12), and the District agrees to pay for unit members' time for completing such training in the event the training occurs outside of normal working hours. All unit members, including security personnel, shall be required to report on all Superintendent's Conference Days for hours determined by the District. Hourly compensation will be paid to each member of the unit. If unit members are required to attend Superintendent's Conference Days, the Unit President will be allowed a reasonable amount of time to meet with new members.

ARTICLE XVII - REDUCTION IN FORCE

In the event of school closings resulting in reduction in force, the most senior school monitors shall be retained as school monitors and the most senior health aides shall be retained as health aides.

ARTICLE XVIII – SEPARATON FROM SERVICE

All unit members shall provide at least two (2) weeks' notice of a retirement or resignation of employment from the District.

ARTICLE XIX - PERSONAL PROPERTY DAMAGE

A pool of \$125 will be provided for covered employees in the event of personal property

damages resulting from a verified student assault while engaged in the course of employment. Damages will be paid at the end of the school year in June. If claims exceed \$125, claims will be on a proportionate basis.

ARTICLE XX - ASSOCIATION RIGHTS

A. The District will permit the Association the responsible use of the covered employees' mail boxes for distribution of their material. All Association mail must be so marked. The District will provide to the Association the names and locations of newly appointed school monitors and health aides. The District will send to the Association copies of the Board of Education minutes.

B. Unit members shall be eligible for mileage reimbursement in the event they are required to travel between school buildings in their own vehicles during the school day. The reimbursement rate shall be set at the IRS rate established at the Board of Education reorganization meeting for that particular year.

C. At the Baldwin Middle School and the Meadow Elementary School, monitors who are assigned to take students into the playground at recess periods shall be authorized to use the District's walkie-talkie communication devices to the extent that such devices are available at the times required. Monitors using such devices shall be required to receive training in the proper use of these devices.

ARTICLE XXI- INDEMNIFICATION

A. Covered employees shall be required to report to the building Principal all cases of assault suffered by covered employees and/or civil actions filed against them in connection with their employment. The building Principal shall forward the report to the Superintendent of Schools. The Superintendent of Schools shall acknowledge receipt of such report within three (3) working days.

B. The counsel, supplied by the District, shall inform the employee immediately of

his/her rights under the law and shall provide such information as he/she deems necessary. The incident shall be school/work related and must occur in the school building or on District owned property. The employee must have been authorized and engaged in job related activity in a responsible and lawful manner.

C. In compliance with the conditions set forth, the District appointed counsel shall assist the employee as follows:

1. Obtaining from police and/or from the building Principal relevant information concerning the incident.
2. Accompanying the employee in court appearances.
3. Acting in other appropriate ways as liaison between the employee, the police and the courts.

The District agrees to provide legal counsel, subject to conditions set forth above to defend any employee in any action arising out of a student assault on an employee. No physical disciplinary action shall be taken against a student by an employee. Any assault action between employees shall be excluded.

ARTICLE XXII - DUES DEDUCTIONS

A. The District agrees to deduct from the employees' salaries dues for the Association as they individually and voluntarily authorize the same in writing, and to transmit the monies therefore promptly to the Association. Upon the fulfillment of that obligation, the District shall be held harmless by the Association and the individual employees with respect to such remittance.

B. The Association will provide the Board with a list of those employees who have voluntarily authorized the Board to deduct dues and the total amount of dues to be deducted. The Association will notify the Board monthly of any changes in said list.

C. Dues shall be deducted in ten (10) checks following thirty (30) days after the Association submission of its membership list but no sooner than November 1st of each year of this

contract. Aides employed after April 1st will have dues deduction made commencing with the fall semester.

ARTICLE XXIII - GRIEVANCE PROCEDURE

A. Declaration of Policy

1. The purpose of this grievance procedure is to guarantee to employees covered by this Agreement the right to resolve conflicts in such a fashion as to promote and maintain harmonious and cooperative relationships with administrators and the Board of Education. It is essential to note that these relationships are governed generally by the provisions of the Education Law and/or locally adopted policies, and that they may have serious effects upon the education, health and welfare of the youth of Baldwin.

2. It is the intent of these procedures to provide for the orderly settlement of differences in a fair and equitable manner. The resolution of a grievance at the earliest possible stage is encouraged. Nothing in this resolution nor in these procedures shall be construed to impede or curtail informal and cooperative attempts to resolve problems.

3. An employee shall have the right to present grievances in accordance with these procedures, free from coercion, interference, restraint, discrimination or reprisal.

4. The function of these procedures is to assure equitable and proper treatment under the existing laws, rules, regulations and policies which relate to or affect the employee in the performance of his or her assignment and to assure compliance with this contract. They are not designed to be used for changing such rules or establishing new ones.

B. Procedural Steps

1. The primary purpose of the grievance procedure set forth below is to secure the equitable resolution of grievances at the earliest level possible. It is understood that grievance proceedings shall remain confidential when necessary in order to ensure privacy.

2. **First Stage:** The first procedural stage shall consist of the employee's oral presentation of his/her alleged grievance to his or her immediate supervisor within seven (7) calendar days after the occurrence of the alleged grievance. The discussion and resolution of grievances at the first stage shall be on an oral and informal basis. If such grievance is not satisfactorily resolved at the first stage, such employee may proceed to the second stage.

3. **Second Stage:** The second procedural stage shall consist of a written request by the aggrieved employee within seven (7) calendar days after receiving the decision at the first stage for a review and determination of his/her grievance by the building Principal or the administrator to whom he/she is directly responsible. Such request shall include a statement setting forth the specific nature of the grievance, the facts relating thereto and indicating when and with whom stage one was conducted. Thereupon the Principal or administrator shall hold a hearing within seven (7) calendar days at which the employee and his/her representative shall appear and present oral and/or written statements or arguments. The final determination of the second stage of such grievance proceedings shall be made in writing by the Principal or administrator within seven (7) calendar days of the conclusion of the hearing. Copies will be forwarded to the Superintendent of Schools and all employee(s) involved.

4. **Third Stage:** The third stage shall consist of two (2) parts as follows:
- a. The aggrieved shall request an informal hearing with the Superintendent of Schools within seven (7) calendar days after receiving the decision at the second stage. The Superintendent or his/her agent shall hold such a hearing within seven (7) calendar days of receiving the request, at which time the aggrieved and his/her representative, if desired, shall appear and present oral

and/or written statements. The Superintendent or his/her agent shall render a decision within seven (7) calendar days after the closing of the hearing. Copies will be forwarded to all parties involved.

- b. If the grievant is not satisfied with the decision, he/she shall make a written request within seven (7) calendar days of its issuance to the Superintendent of Schools for a hearing by a three-member panel who will render a decision on the grievance. One member is to be selected by the District, another by the Association, and the third to be mutually selected by the other two. The panel shall notify all parties involved of the time and place when the hearing will be held. Following the hearing, the panel shall prepare a written report, conclusions and advisory recommendations, which shall be submitted to the Superintendent of Schools who shall render his/her final determination within seven (7) calendar days after receiving the panel's report. The Superintendent's decision and the written report, conclusions and advisory recommendations will be distributed to all parties involved.

5. Fourth Stage: If the grievance is still unresolved, the aggrieved employee may, within seven (7) calendar days of the final determination by the Superintendent of Schools, make a written request to the Board of Education for review and determination. The Board of Education may hold a hearing to obtain further information regarding the case. The review by the Board of Education shall be the final step in the grievance procedure. The within grievance procedure, following its exhaustion, does not exclude any remedy otherwise available to the parties by law and/or regulation. For purposes of pursuing such other legal remedies to which a statute of limitations applies by law or regulation, the parties

agree that the final determination of the grievance by the Board of Education shall mark the start of time for the commencement of the cause of action or proceeding.

ARTICLE XXIV – MANAGEMENT RIGHTS

The Association acknowledges that the Board and the Superintendent (and his/her designee) together have the sole right of management and superintendence of the District. Hence. Unless expressly set forth herein, none of the terms and provisions of the Agreement shall be deemed or determined, nor have the effect in any way of interfering with, impairing nor limiting:

1. The exercise of the rights, duties, authority and obligations of the Board or the Superintendent granted or imposed upon the Board or Superintendent by the laws of the State of New York.

2. The exercise of Board or Superintendent discretion and/or judgment in the application and administration of the terms and provisions of this Agreement.

ARTICLE XXV- AGREEMENT NOTICE

Pursuant to Section 204-A of the New York State Civil Service Law ("Taylor Law") the following notice is included in this agreement:

"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 XXVI - TERM OF CONTRACT

This contract shall become effective July 1, 2025 and shall remain in full force and effect to and including June 30, 2029, and shall be automatically renewed thereafter for periods of one (1) year unless either party notifies the other in writing, by certified mail, by March 1, 2025.

Following such notification as aforesaid, the parties shall bargain in good faith in an attempt to resolve such differences as may exist between them with respect to proposals.

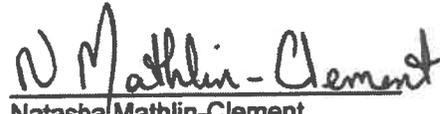
If agreement cannot be reached prior to July 1, 2029, monitors, health aides and security aides will work under the conditions of the contract from the previous school year, pending a new agreement.

IN WITNESS WHEREOF, the parties hereto have set their hands and seal this 21st day of November 2025.

BALDWIN UNION FREE SCHOOL DISTRICT

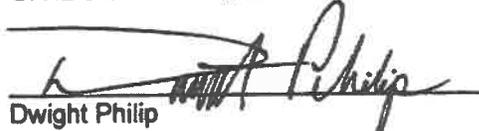
BALDWIN SCHOOL MONITORS/HEALTH AIDES/ SECURITY AIDES


Anthony Mignella
Superintendent of Schools


Natasha Mathlin-Clement
President


Denise Fisher
Assistant Superintendent for Human Resources

CIVIL SERVICE EMPLOYEES ASSOCIATION


Dwight Philip
Labor Relations Specialist


Dr. James Robinson
Assistant Superintendent for Business and Administrative Services



RETIREE DENTAL AND VISION MEMORANDUM OF AGREEMENT

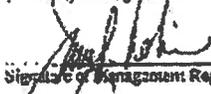
Coverage under the CSEA Employee Benefit Fund (Retiree Dental and Vision Plans (the "Plans") administered by the CSEA Employee Benefit Fund (the "Fund") shall be available to any member of the CSEA bargaining unit who retires and meets the following criteria:

1. The member retires directly from employment with the Employer during or after the term of the collective bargaining agreement in which this Memorandum is executed.
2. The member has coverage under both (A) a vision plan sponsored by the Fund and (B) a dental plan sponsored by the Fund on the date of retirement.
3. Ninety (90) days prior to enrollment with the Fund, the member has coverage under (A) (i) a vision plan sponsored by the Fund or (E) a vision plan acceptable to the Fund and (B) (i) a dental plan sponsored by the Fund or (ii) a dental plan acceptable to the Fund.
4. The member agrees in writing to comply with all requirements of the Fund which are applicable to retiree coverage at the time of his or her application to the Fund for retiree coverage.
5. The member agrees in writing to pay for any and all premiums for coverage under the Plans.

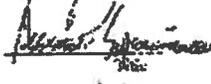
The Employer has no obligation to pay for coverage under the Plans.

The Fund agrees to provide all information regarding the Plans, including, but not limited to, eligibility requirements, enrollment and billing, to any member of the CSEA bargaining unit eligible for participation in the Plans.

The Fund agrees to hold the Employer harmless from any liability in connection with the cost of providing coverage under the Plans.


Signature of Management Representative


Signature of CSEA Labor Relations Specialist


Date

5/18/22
Date


Date

**School Monitors / Health and Security Aides
2025-2029 Salary Schedule**

School Monitors

<u>Step</u>	<u>2025/26</u>	<u>2026/27</u>	<u>2027/28</u>	<u>2028/29</u>
1	\$19.72	\$20.72	\$21.72	\$22.72
2	\$19.96	\$20.96	\$21.96	\$22.96
3	\$20.18	\$21.18	\$22.18	\$23.18
4	\$20.43	\$21.43	\$22.43	\$23.43
5	\$20.74	\$21.74	\$22.74	\$23.74
6	\$21.19	\$22.19	\$23.19	\$24.19

Health Aides

<u>Step</u>	<u>2025/26</u>	<u>2026/27</u>	<u>2027/28</u>	<u>2028/29</u>
1	\$19.89	\$20.89	\$21.89	\$22.89
2	\$20.30	\$21.30	\$22.30	\$23.30
3	\$20.66	\$21.66	\$22.66	\$23.66
4	\$21.08	\$22.08	\$23.08	\$24.08
5	\$21.46	\$22.46	\$23.46	\$24.46
6	\$22.05	\$23.05	\$24.05	\$25.05

Security Aides

	<u>2025/26</u>	<u>2026/27</u>	<u>2027/28</u>	<u>2028/29</u>
Former Law Enforcement	\$24.81	\$25.81	\$26.81	\$27.81
All Others	\$19.03	\$20.03	\$21.03	\$22.03

the 1990s, the number of people with a mental health problem has increased in the UK (Mental Health Act 1983).

There is a growing awareness of the need to improve the lives of people with mental health problems. The Department of Health (2000) has set out a vision of a new mental health system, which will be based on the following principles:

- People with mental health problems should be treated as individuals, with their own needs and wishes.
- People with mental health problems should be given the opportunity to participate in decisions about their care and treatment.
- People with mental health problems should be given the opportunity to live in their own homes and communities.

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CSEA

NEW YORK

LOCAL 1000, AFSCME, AFL-CIO
MARY E. SULLIVAN, PRESIDENT

