

**Clarence Central School District
Board of Education**

Special Board Meeting
Special Education Office
Conference Rm C
6:00 PM

Agenda – Monday, August 8, 2022

	SPECIAL BOARD MEETING	TYPE
I.	PUBLIC SESSION CALL TO ORDER 1. Pledge of Allegiance 2. Roll Call 3. Announcements	Action
II.	APPROVAL OF AGENDA	Action
III.	PERSONNEL NON-INSTRUCTIONAL PI. Approval of CSEA Contract	Action
IV.	ADJOURNMENT	Action

P1 RESOLUTION

WHEREAS, the District’s negotiations team has negotiated an extension to the current collective bargaining agreement between the District and the CIVIL SERVICE EMPLOYEES’ ASSOCIATION, INC.AFSCME LOCAL 1000 Clarence School Unit of Local 868 which will now cover the period from July 1, 2020 through June 30, 2025 (the “Tentative Agreement”); and

WHEREAS, the CIVIL SERVICE EMPLOYEES’ ASSOCIATION, INC.AFSCME LOCAL 1000 Clarence School Unit of Local 868 has ratified the Tentative Agreement; and

WHEREAS, the Superintendent is recommending the Board of Education ratify and approve the funds for the implementation of the Tentative Agreement; and

WHEREAS, the Board of Education has reviewed the terms of the Tentative Agreement;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education hereby ratifies and approves the funds for the implementation of the Tentative Agreement; and be it further

RESOLVED, that the Board directs the Superintendent of Schools to execute a successor collective bargaining agreement embodying the terms of the Tentative Agreement.

**CLARENCE CENTRAL SCHOOL DISTRICT
and
CIVIL SERVICE EMPLOYEES' ASSOCIATION, INC.
AFSCME LOCAL 1000
Clarence School Unit of Local 868
(2020-2023)**

SETTLEMENT SUMMARY

**Tentative agreement reached at table July 11, 2022*

**Subject to ratification by the CSEA membership and the Clarence CSD Board of Education.*

Section 1.02 (Bargaining Unit)

All regular non-teaching personnel shall be designated as one bargaining unit, except that the following positions shall be excluded from such bargaining unit: ~~Business Manager,~~ Superintendent of Buildings and Grounds, Supervisor of Transportation, **Senior Microcomputer Technical Support Specialist**, secretaries to the Central Office administrators, including but not limited to secretaries to the Superintendent, **Assistant Superintendents**, the Directors of ~~Personnel,~~ of Special Education, ~~Curriculum and Staff Development,~~ Technology, Health, Physical Education and Athletics, the Assistant Directors of Special Education, the Coordinator of Public Information, and all occasional or itinerant substitutes or temporary extra workers.

***Remove corresponding reference in Appendix A (hourly rate range)*

Section 2.02 (Wages)

...2022-2023: Bargaining unit members covered by this agreement shall have their 2021-2022 base hourly rate increased ~~by 2.9%~~. **as follows:**

ADD: District Experience Increase in each year where noted **Employees who have between 1-3 years of experience in District will receive an additional 1% increase. Employees who have between 4-6 years of experience in District will receive an additional 1.25% increase. Employees with 7 or more years of experience in District will receive an additional 1.5% increase.

Teacher Aides School Monitor Bus attendants	*Min. starting wage \$15.00/hr. *Existing employees (July 1, 2022) receive \$1.00/hr increase over prior year rate or \$15.00/hr total, whichever is greater **District Experience Increase
Acct. Clerk Acct. Clerk Typists Principal Clerk Typist Sr. Account Clerk Sr. Account Clerk Typists Sr. Clerk Typists Transportation Clerk	*Min. starting wage \$18.00/hr (Sr. Clerk Typists & Transportation Clerk) / \$18.50/hr (all other titles) *Existing employees (July 1, 2022) receive greater of 2.9% increase over prior year, \$1.00/hr over prior year or applicable new minimum starting wage **District Experience Increase

Clerk Typist Copy Machine Operator	*Min. starting wage \$16.50/hr. (CLKTYP only) *Existing employees (July 1, 2022) receive greater of 2.9% increase over prior year, \$1.00/hr over prior year or \$16.50/hr total **District Experience Increase
Cleaner Custodian Sr. Custodian Groundswoker Groundswoker Crew Chief Head Custodian Laborer "A" Maintenance Mechanic Assistant Maintenance Mechanic Crew Chief Maintenance Mechanic Crew Chief Auto Mechanic Helper	*Min. starting wage \$15.00/hr *Existing employees (July 1, 2022) receive greater of 2.9% increase over prior year, \$1.00/hr over prior year or \$15.00/hr total **District Experience Increase
Registered Professional Nurse COTA MCTESSSF MCTESS MCTESPEC MCDECSS	*Existing RPNs and COTAs (July 1, 2022) receive greater of 2.9% increase over prior year or \$1.00/hr over prior year *Technology titles receive 2.9% increase over prior year salary **District Experience Increase
Bus Driver Head Bus Driver Auto Mechanic Assistant Auto Mechanic Crew Chief (2 nd Shift) Auto Mechanic Crew Chief	*Min. starting wage \$20.00/hr. *Existing employees (July 1, 2022) receive greater of \$1.00/hr over prior year or \$20.00/hr total **District Experience Increase

2023-2024: Bargaining unit members covered by this agreement shall have their 2022-2023 base hourly rate increased as follows:

Teacher Aides School Monitor Bus attendants	*Min. starting wage \$15.50/hr. *Existing employees (July 1, 2023) receive 3.75% increase over prior year rate **District Experience Increase
Acct. Clerk Acct. Clerk Typists Principal Clerk Typist Sr. Account Clerk Sr. Account Clerk Typists Sr. Clerk Typists Transportation Clerk	*Min. starting wage \$18.50/hr (Sr. Clerk Typists & Transportation Clerk) / \$19.00/hr (all other titles) *Existing employees (July 1, 2023) receive 3.75% increase over prior year **District Experience Increase
Clerk Typist Copy Machine Operator	*Min. starting wage \$17.00/hr. (CLKTYP only) *Existing employees (July 1, 2023) receive 3.75% increase over prior year **District Experience Increase

Cleaner Custodian Sr. Custodian Groundswoker Groundswoker Crew Chief Head Custodian Laborer "A" Maintenance Mechanic Assistant Maintenance Mechanic Crew Chief Maintenance Mechanic Crew Chief Auto Mechanic Helper	*Min. starting wage \$15.25/hr *Existing employees (July 1, 2023) receive 3.75% increase over prior year **District Experience Increase
Registered Professional Nurse COTA MCTESSSF MCTESS MCTESPEC MCDECSS	*Existing RPNs and COTAs (July 1, 2023) receive greater of 3.75% increase over prior year or \$1.00/hr over prior year *Technology titles receive 3.75% increase over prior year salary **District Experience Increase
Bus Driver Head Bus Driver Auto Mechanic Assistant Auto Mechanic Crew Chief (2 nd Shift) Auto Mechanic Crew Chief	*Min. starting wage \$21.00/hr. *Existing employees (July 1, 2023) receive greater of \$21.50/hr total or 3.75% over prior year **District Experience Increase

2024-2025: Bargaining unit members covered by this agreement shall have their 2023-2024 base hourly rate increased as follows:

Teacher Aides School Monitor Bus attendants	*Min. starting wage \$16.00/hr. *Existing employees (July 1, 2024) receive 3.95% increase over prior year rate **District Experience Increase
Acct. Clerk Acct. Clerk Typists Principal Clerk Typist Sr. Account Clerk Sr. Account Clerk Typists Sr. Clerk Typists Transportation Clerk	*Min. starting wage \$19.00/hr (Sr. Clerk Typists & Transportation Clerk) / \$19.50/hr (all other titles) *Existing employees (July 1, 2024) receive 3.95% increase over prior year **District Experience Increase
Clerk Typist Copy Machine Operator	*Min. starting wage \$17.50/hr. (CLKTYP only) *Existing employees (July 1, 2024) receive 3.95% increase over prior year **District Experience Increase

Cleaner Custodian Sr. Custodian Groundswoker Groundswoker Crew Chief Head Custodian Laborer "A" Maintenance Mechanic Assistant Maintenance Mechanic Crew Chief Maintenance Mechanic Crew Chief Auto Mechanic Helper	*Min. starting wage \$15.50/hr *Existing employees (July 1, 2024) receive 3.95% increase over prior year **District Experience Increase
Registered Professional Nurse COTA MCTESSSF MCTESS MCTESPEC MCDECSS	*Existing employees (July 1, 2024) receive 3.95% increase over prior year **District Experience Increase
Bus Driver Head Bus Driver Auto Mechanic Assistant Auto Mechanic Crew Chief (2 nd Shift) Auto Mechanic Crew Chief	*Min. starting wage \$21.50/hr. *Existing employees (July 1, 2023) receive 3.95% over prior year **District Experience Increase

****Hiring Ranges (Appendix A) to be adjusted commensurate with increases above.**

Section 3.09 (TCI Training)

Unit members who obtain TCI certification shall receive an annual stipend of \$500 while he/she maintains such certification. Such payment shall be:

A.) Payable after the end of the fiscal/school year, by the end of July each year for prior year; and

B.) \$500 Maximum.

1/10 for each month certification is held or achieved; credit will be given for that month regardless of the day of the month it is achieved or maintained.

C.) The District reserves the right to annually select and require TCI training of employees who will be completing training and/or maintaining certification from year to year. Employees participating in training must be approved by District administration.

Add new Section "Students with Special Physical Management Needs" as follows:

Teacher Aides who are specifically assigned by the District to perform duties associated with assisting students with physical management (including behavioral) needs shall be compensated for all hours spent engaged in such work as follows:

Any teacher aide regularly assisting a student that has an IEP with total care assistance (total care defined as a student that requires physical assistance with feeding, grooming and other activities of daily living, including hand-over-hand assistance (e.g. a student in a wheelchair who needs to be fed, groomed and hand-over hand transferred from his/her chair) shall receive an additional \$.50/hr for those hours engaged in such work.

Any teacher aide assigned to work in a self-contained classroom or providing assistance to students with toileting (toileting defined as a student that requires physical assistance in the toileting process, diapering and/or maintaining proper hygiene on a regular basis) shall receive an additional \$.75/hr for those hours engaged in such work.

Any teacher aide assigned to work in a self-contained classroom that has student(s) with IEPs requiring behavioral assistance must be TCI trained and shall receive an additional \$.75/hr for those engaged in such work.

In order to be eligible for the above stipends, teacher aides must be directed by their supervisor to perform the work described above and shall be so designated by the building principal. Hours for which the stipend is to be applied must be reported on the teacher aides' timesheet and shall be subject to District approval.

Section 6.01 (Health Benefits)

... For all full-time regular hourly employees who select the Clarence CSD C Plan or Clarence CSD Active and Family Plan, the District will pay per the following schedule:

92.5% of the premium equivalent effective July 1, 2020
92% of the premium equivalent effective July 1, 2021
91.5% of the premium equivalent effective July 1, 2022
91% of the premium equivalent effective July 1, 2023
90.5% of the premium equivalent effective July 1, 2024

Section 8.01 (Holidays)

Add "Juneteenth" as a paid holiday for all CSEA employees.

Section 21.02 (Term of Agreement)

THIS AGREEMENT shall be effective as of July 1, 2020, and shall continue in full force and effect until June 30, ~~2023~~ **2025**.

***2 year extension of current CBA term.*

*****THIS REPRESENTS THE ENTIRETY OF THE AGREED UPON CHANGES TO THE 2020-2023 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CSEA AND THE CLARENCE CSD. THESE TERMS ARE SUBJECT TO RATIFICATION BY THE CSEA MEMBERSHIP AND THE CLARENCE BOARD OF EDUCATION.*****