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PREAMBLE

AGREEMENT, dated ___ day of February, 2008, 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 Appendix A.

ARTICLE III OVERTIME

Overtime for unit members shall be at time and one-half as set forth under the Fair Labor Standards Act.

ARTICLE IV
LONGEVITY

Unit members who have completed ten (10) years of continuous service shall receive \$500 annually in longevity pay to be paid in one lump sum in June of the year earned.

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 the Treasurer of CSEA, Inc, 143 Washington Avenue, Albany, New York 12210.

ARTICLE VI
WORK WEEK

The workweek for unit members shall be 37½ hours or 40 hours per week, over five consecutive days, working 7½ or 8 hours per day for full time employees.

ARTICLE VII
LUNCH HOUR

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

ARTICLE VIII
HOLIDAYS

Unit members shall receive pay for the following seven (7) holidays: Christmas, Veteran's Day, Thanksgiving Thursday and Friday, New Year's Day, Memorial Day and Martin Luther King Day.

ARTICLE IX
SICK LEAVE

Unit members shall earn two (2) sick days per year to be used for personal illness or injury.

ARTICLE X
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 XI
UNIFORMS

The District shall provide unit members with one (1) hat, five (5) shirts, one (1) jacket or one (1) sweater, to be replaced by the District when worn.

ARTICLE XII
HEALTH INSURANCE

Each unit member shall have the option to be covered by the Health Insurance Plan of Greater New York (HIP) provided the unit member pays five (5%) percent of the premium costs for said Plan. Should the unit member already have health insurance coverage through another employer as an enrollee or dependent, the unit member may elect to opt out of the HIP. In the event that the member opts out of the HIP in accordance with District rules, he shall receive fifty (50%) percent of the District's contribution to the annual premium costs of HIP.

ARTICLE XIII
BUILDING CLOSING

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

ARTICLE XIV
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 XV
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 XVI
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 XVII
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 OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE XVIII
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 bargained to a conclusion.

ARTICLE XIX
DURATION

This Agreement shall be effective from July 1, 2007 through June 30, 2011.

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

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

By: *Tommy Bradley*
President
Board of Education *2/26/08*

By: *Cynthia M. Smalls*
2/14/08

**APPENDIX A
SALARY SCHEDULE**

<u>Name</u>	<u>06/07</u> <u>Rate</u>	<u>07/08</u> <u>Rate</u>	<u>08/09</u> <u>Rate</u>	<u>09/10</u> <u>Rate</u>	<u>10/11</u> <u>Rate</u>
Group 1	\$12.00	\$12.42	\$12.85	\$13.30	\$13.77
Group 2	\$13.35	\$13.82	\$14.30	\$14.80	\$15.32
Group 3	\$14.00	\$14.49	\$15.00	\$15.52	\$16.07
Group 4	\$14.75	\$15.27	\$15.80	\$16.35	\$16.93
Group 5	\$15.00	\$15.53	\$16.07	\$16.63	\$17.21
Group 6	\$15.75	\$16.30	\$16.87	\$17.46	\$18.07
Group 7	\$16.50	\$17.08	\$17.68	\$18.29	\$18.93
Group 8	\$17.50	\$18.11	\$18.75	\$19.40	\$20.08
Group 9	\$20.25	\$20.96	\$21.69	\$22.45	\$23.24