

**Horseheads Central School District
And the Horseheads Transportation Unit
Tentative Agreement
December 7, 2011**

The Parties agree to the following changes/amendments/additions to the current Agreement between the Horseheads Central School District and the Horseheads Transportation Unit:

ARTICLE IV

A. SALARY

1.a. For the school year 2010-11, the step schedule (steps 1-10) shall be increased by 2.5% over the 2009-10 rates (inclusive of step movement). (Note: the parties will jointly create the salary schedules).

The starting rate (Step 1) is increased 1.125% over the 2009-10 starting rate.

Employees on step 11 or higher shall have their hourly rate increased by 2.5% over the 2009-10 rate.

1.b. For the school year 2011-12, the step schedule (steps 1-10) shall be increased by \$200 plus 2.5% over the 2010-11 rates (inclusive of step movement). (Note: the parties will jointly create the salary schedules).

The starting rate (Step 1) is increased 1.125% over the 2010-11 starting rate.

Employees on step 11 or higher shall have their hourly rate increased by \$200 plus 2.5% over the 2010-11 rate.

(NOTE: The \$200 shall be converted to part of the employee's hourly rate as follows: \$200/4 hours/190 days.)

1.c. For the school year 2012-13, the step schedule (steps 1-10) shall be increased by \$235 plus 2.5% over the 2011-12 rates (inclusive of step movement). (Note: the parties will jointly create the salary schedules).

The starting rate (Step 1) is increased 1.125% over the 2011-12 starting rate.

Employees on step 11 or higher shall have their hourly rate increased by \$235 plus 2.5% over the 2011-12 rate.

(NOTE: The \$235 shall be converted to part of the employee's hourly rate as follows: \$200/4 hours/190 days.)

1.d. For the school year 2013-14, the step schedule shall be increased by \$200 plus 2.5% over the 2012-13 rates (inclusive of step movement). (Note: the parties will jointly create the salary schedules).

The starting rate (Step 1) is increased 1.125% over the 2012-13 starting rate.

Employees on step 11 or higher shall have their hourly rate increased by \$200 plus 2.5% over the 2012-13 rate.

(NOTE: The \$200 shall be converted to part of the employee's hourly rate as follows: \$200/4 hours/190 days.)

B. Rules Affecting all Unit Members

4. c. Hourly employees will have their pay calculated at the beginning of each school year by multiplying their hourly rate by four (4) hours multiplied by 180 work days 10 paid days of vacation plus longevities as outlined in Article 4.B.1 divided by twenty-two (22).

5. Pay for physicals – Bus drivers will be paid for a maximum of 90 minutes at the employees' hourly rate for required physicals or required tests connected with such physicals....(remainder of this paragraph is unchanged).

ARTICLE V. Trips

The parties agree to continue to discuss the Weekend Trip pay (Article V.F.4) in Labor Management:

Time and one-half will be paid for weekend trips (time and one-half begins after 12:01 a.m. Saturday and ends at Sunday at 11:59 p.m.) only when the driver has worked the full scheduled work week prior to the trip. Cancellation of a trip where a driver qualifies for pay will not be at the overtime rate when the trip was scheduled for a weekend.

F. Trip Pay:

Drivers' pay for extra trips shall be: **2010-11 – 10.70; 2011-12 - \$10.70; 2012-13 - \$10.70; 2013-14 - \$10.90** starting fifteen (15) minutes before the loading time and fifteen (15) minutes after return to the bus garage.

ARTILCE VI. RUNS

A.2.6 Run times (new provision)

When a driver or attendant has fifteen (15) minutes or less between run times, that time shall be deemed continuous for pay purposes (Example: AM run ends at 8:25 and BOCES run begins at 8:40 – the run will be deemed continuous. If the AM run ends at 8:25 and the BOCES run begins at 8:45, the run will not be deemed continuous and no the runs will be treated as two separate runs for pay purposes.)

A.6. Runs – 2 Hour Drivers

Change “2 hour drivers” to “a.m. or p.m. drivers”.

D. Half Days - New Section

When some of the District students have a half day and others have a full day, Drivers are expected to complete their normal, full runs.

If a driver is unable to do a mid-day run, but can complete the p.m. run, that driver will not be docked; If a driver can do neither the mid-day or p.m. run, the driver will be docked.

If, because of a mid-day run, a driver has to report to work a total of three times during that day (i.e. morning run, mid-day run due to the half day dismissal) and the p.m. run, that driver will be paid extra at his regular hourly rate for the third trip.

ARTICLE 10.A.1.b. Increase the number of accrued sick days from 190 to 200 days maximum.

ARTICLE XI. RETIREMENT

Paragraph 1 unchanged; Paragraph 2 change as follows:

Upon retirement, an employee's accumulated sick leave days (not inclusive of banked days or those eligible to be converted for additional service credit with ERS) shall be cashed out at a rate of # of sick days x \$75.00. This sum shall be placed on account with the business office for the purpose of off-setting the employee's contribution to District Health Insurance until said funds are depleted.

ARTICLE XII. INSURANCE

1. Premium Contribution for health insurance

2010-11 – no change from 2009-10 Agreement.

2011-12 – Effective January 1, 2012, for 4 hour drivers: 8% contribution (no cap) of either the Single, Two Person (based upon the Premium Equivalent of two (2) single plans), or Family Plan.

For 2 hour drivers: Effective January 1, 2012 - 16% contribution (no cap) of either the Single, Two Person (based upon the Premium Equivalent of two (2) single plans), or Family Plan.

2012-13 – 4 hour drivers: 10% contribution (no cap) of either the Single, Two Person (based upon the Premium Equivalent of two (2) single plans), or Family Plan

2 Hour drivers: 20% contribution (no cap) of either the Single, Two Person (based upon the Premium Equivalent of two (2) single plans), or Family Plan

2013-14 – 4 hour drivers: 12% contribution (no cap) of either the Single, Two Person (based upon the Premium Equivalent of two (2) single plans), or Family Plan

2 Hour drivers: 24% contribution (no cap) of either the Single, Two Person (based upon the Premium Equivalent of two (2) single plans), or Family Plan

4. Employees shall receive the Dental Plan 6 (including \$750 lifetime orthodontics for dependents under 18).

8. Effective July 1, 2012, the annual buy-out for health insurance shall be increased to \$2500.

Upon retirement from the District (see criteria for retirement in Article XI3.a.), an employee may elect to take a permanent buy-out from the District's Health Insurance plan (including any District-sponsored supplemental Medicare Plans). This permanent buy-out shall be calculated as follows: \$75 times each accumulated sick days (exclusive of sick bank days).

9. Medical Reimbursement Accounts

Delete this section in its entirety effective 9/30/11.

ARTICLE XV. ATTENDANCE INCENTIVE PROGRAM

Delete this section in its entirety

ARTICLE XVI. DURATION OF AGREEMENT

A. This agreement shall commence July 1, 2010 and expire June 30, 2014.

SIGNED:

FOR THE DISTRICT

FOR THE ASSOCIATION

DATED:

DATED: