

## TENTATIVE CONTRACT AGREEMENT

Between the Horseheads Central School District (“District”)  
and the  
CSEA Horseheads Secretarial Unit 6355-04, of Chemung County Local 808  
and Civil Service Employees Association Inc. AFSCME Local 1000, (“CSEA”)

Effective the \_\_\_\_\_ day of May, 2015 the District and CSEA reached a Tentative Agreement for a successor contract to be effective July 1, 2014 through June 30, 2017; conditional on final ratification by the CSEA unit membership and HHCS D Board of Education. All tentative changes to the collective bargaining agreement shall become effective the final date of contract ratification by the District and CSEA, unless otherwise stated herein.

(1) Duration - Three (3) year contract 7/01/2014 through 6/30/2017

(2) Wage Increases & Starting Rates

2014-2015 - +2.0% raise retroactive to 7/1/14 for all salary and hourly employees with the following exception: Any employee hired after 7/01/14 shall receive a raise equal to 1.0% retroactive to their date of hire.

Starting/hire rates for salary and hourly positions increase by 1.0% over the 2013-2014 rates retroactive to 7/01/2014.

2015-2016 - + 2.75% raise effective 7/01/15 (retroactive) for all salary and hourly employees,

Starting/hire rates for salary and hourly positions increase by 1.375% over the 2014-2015 rates retroactive to 7/01/2015.

2016-2017 - + 2.75% raise effective 7/01/16 for all salary and hourly employees,

Starting/hire rates for salary and hourly positions increase by 1.375% over the 2015-2016 rates.

(3) Health Insurance Premium contribution - Employee share remains at 12% of the annual plan premium for 2014-2015.

Effective 7/01/2015 the employee contribution increases to 13% of the annual plan premium for Single, 2-Person, or Family plan.

Effective 7/01/2015 the employee contribution increases to 14% of the annual plan premium for Single, 2-Person, or Family plan.

(4) Health Insurance Plan Changes – Effective 7/01/2015 the following co-payments and coinsurance costs for services shall apply to the current health plan:

Office Visits, Surgical Care, Diagnostic Imaging, Cardiac Rehab.      \$20.00 per visit

Prescription Drugs - Tier 1 (generic) \$10.00 per 30 days retail; \$0 for 90 day Mail Order  
Tier 2    \$25.00 per 30 days retail; \$20 for 90 day Mail Order  
Tier 3    \$40.00 per 30 days retail; \$ 30 for 90 day Mail Order

Specialty Drugs \*      \$60.00 per 30 days or mail order

\* All Speciality drugs require prior approval; including “Step Therapy”.

Emergency Room      \$100, waived if admitted

Urgent Care visit      \$20.00 per visit

(5) Health Insurance Buy-Out option - Payment to be \$4,500 effective 7/01/2015 for either Single, 2-Person or Family plan. Employee must provide and maintain proof of alternate insurance coverage to receive this option.

(6) Retiree Insurance - One-time payment of \$25,000 with an agreement that the retiree permanently waives access to any/all district health coverage, including Medicare, effective final date of contract ratification, not retroactive for any employee already retired since 7/01/2014.

(7) Longevity - Add clarified language for longevity eligibility and crediting.

(8) Hiring Committee - Add language to include CSEA in this committee.

(9) Temporary service time - Remove language that allows for temporary service to be used towards seniority.

(10) Sick Leave Crediting - Include language from MOU to contract previously accepted.

(11) Vacation Conversion - Include language from MOU to contract

(12) Vacation allocation – Add “20 days received at 12 years of service” previously accepted.

(13) Vacation days towards base salary option - Add language agreed to that allows employee to apply up to 8 days' vacation to their base salary. The District and CSEA agree to reach agreement how to apply this option for the 2014-2015 school year as soon a possible.

(14) Vision Reimbursement - Include language from MOU to contract

(15) Glossary List - Add list submitted by CSEA to contract.

Pursuant to Section 204-A of the New York State Civil Service Law, **"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 THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL."**

**Signatures:**

**For the Horseheads CSD**

**For CSEA Secretarial Unit #6355-04**

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