

Tentative Agreement
Presented by SCSD to CSEA
May 18, 2023

The parties agree to make the following changes to the successor Collective Bargaining Agreement:

**ARTICLE 4
UNION SECURITY**

- A. The District shall deduct from the wages of each employee and send **bimonthly** to the Civil Service Employees Association, Inc., **143 Washington Avenue, Albany, NY 12210** regular membership dues and ~~any health and accident insurance premiums, and/or any life insurance premiums, and/or any group homeowners' insurance premiums, and/or any group automobile liability insurance premiums,~~ and **other authorized deductions** for those employees **who have signed dues deductions cards. Employees who wish to withdraw their authorization for dues deductions must do so by following the instructions on their dues authorization card.** ~~authorizing such deductions, in writing, pursuant to the agreement reached between the CSEA and the District business office.~~ The CSEA hereby agrees that it will not hold the District liable for any deduction from wages made pursuant to this Section in the normal administration of the check-off of said deductions. **Each payroll period, the District shall provide the Association with a breakdown of the Association's membership dues deduction by member.**

~~L.~~ **Agency Fee**

~~The District shall deduct from the salary of employees in the bargaining unit who are not members of the CSEA an amount equivalent to dues levied by the CSEA and transmit the same so deducted to the CSEA, in accordance with Chapter 677 and 678 of the Laws of 1977 of the State of New York. The CSEA affirms that it has adopted such procedure for refund of agency fee deduction as required in Section 3 of Chapter 677 and 678 of the laws of 1977 of the State of New York.~~

~~Part-time employees working less than twenty (20) hours per week shall be excluded from the coverage of this provision.~~

- ~~M.L.~~ The District and CSEA agree to establish a joint Labor Management Committee for the purpose of providing communication, discussion, resolution of issues affecting the District and the CSEA and suggesting and exploring with the Superintendent or his/her designee, and possible costs and/or labor savings improvements in plant operation of the District. The Committee shall be composed of no more than five (5) District representatives appointed by the Superintendent and five (5) CSEA representatives appointed by the Union President. The Committee shall meet upon the request of either party, but with no fewer than four (4) meetings during the school year, July through June.

**ARTICLE 6
SALARIES AND WAGES**

Financial Proposal		
2020-2021	2.5%	Retro on Base
2021-2022	2.5%	Retro on Base
2022-2023	3%	On Base (Including Retro)
2023-2024	3%	On Base
2024-2025	3%	On Base

Retroactive payments will be paid to active Unit members and previous unit members still employed by the District on the date of Board approval of the tentative agreement and any retirees who retired between July 1, 2020 and the date of Board approval of the tentative agreement.

It shall be acknowledged by both parties that errors in calculation shall be corrected upon discovery, as reflected in Appendices F through H.

**ARTICLE 7
WORK RULES**

H. Lateral moves or transfers will be given priority over promotions. Employees who wish to be considered for a lateral move or transfer, must submit a request for such in writing, attached to this Agreement in Appendix ~~N~~ O to the Chief Human Resources Officer prior to the posting of the opening that the employee wishes to be considered for. The Office of Human Resources will maintain a list of such requests and lateral moves will be executed from this list. Seniority will be the determining factor if such factors as ability, qualifications, special training, experience in required tasks, performance on the job, and evaluation reports are equal. For the purpose of lateral moves or transfers, seniority will be defined as continuous length of service within the job title. **Employees may only voluntarily transfer once during a 12-month period.** If an opening exists upon completion of transfers/lateral moves, the position will be posted.

K. The two (2) designated employees will receive a daily stipend of \$70.00 when assigned these aforementioned duties. **Effective July 1, 2023, this amount will increase to \$80.00.**

R. **Effective July 1, 2023, the Director of Transportation will determine the process and timing for annual bids for bus routes at the beginning of the school year. Routes will be made available for review by Drivers prior to the bid. Drivers shall be awarded routes in seniority order.**

**ARTICLE 8
HOURS OF WORK/WORKWEEK/WORK YEAR**

The workweek for employees shall begin as noted below on Monday at **5:00am** and end at 11:00 p.m. the following Friday. Eight (8) hours of work shall constitute a regular workday, and forty (40) hours of work shall constitute a regular workweek. The workweek for custodial helpers shall consist of twenty (20) hours or more per week. **All positions are 12-month positions with the exception of Bus Drivers, which are 10-month positions.**

Effective upon ratification, the normal workday will consist of the following, as determined by the department. Changes to the table below shall not be changed unless there is mutual agreement to make a change.

6:00am-4:00pm	6:30am-5:00pm	7:00am-3:30pm	7:00am-5:00pm	5:00am-11:00pm
-Driver Messenger	-Bus Drivers -School Bus Dispatcher -School Transportation Safety Instructor -School Transportation Safety Officer	-Asbestos Worker/Supervisor -Automotive Mechanic/Helper -Dual Fuel Systems Monitor -Groundskeeper/Crew Leader -Labor Crewleader -Laborer I -Maintenance Helper/Worker Motor Equipment Operators -Red Circle -Shade Maker -Small Motor Mechanic	-Audio Visual Repair/Helper -Computer Equipment Maintenance Specialist -Computer Repair Techs -Electronics Equipment Tech -Telecom Network Techs	All Custodial Shifts

***Employees (with the exception of custodial positions for school recess periods) shall be provided with at least 30 days' notice before any shift change is to be implemented.**

Note: ~~The above referenced titles are twelve (12) month positions with the exception of Bus Drivers, which shall be ten (10) month positions.~~

The parties acknowledge that occasions may arise during the normal course of this agreement wherein, for reasons of economy and/or efficiency, it becomes desirable to revise work schedule(s) for specific locations, which will be different from those, listed above. Should such occasions arise, the parties agree to meet and confer in good faith regarding any such proposed schedule change in an effort to accomplish such goal. No such proposed change will be implemented without the consent of the Union.

**ARTICLE 11
RETIREMENT**

A. Early Retirement Incentive

4. Payment

Payment of this stipend shall be deposited into the member's 403(b) account. If a member does not have a 403(b), they must establish an account with an approved provider.

B.

1. Stipend

Thirty dollars (\$30.00) ~~Fifty dollars (\$50.00)~~ per day up to a ~~with no~~ maximum of two hundred and fifty (250) ~~days of accumulated sick days.~~

Effective after ratification of this agreement, any member who is eligible for retirement under the terms of their New York State Retirement System and submits an irrevocable notice of retirement shall receive a stipend calculated as follows:

a. Thirty dollars (\$30) times the number of accumulated sick days if the number of accumulated sick days is less than one hundred-fifty (150).

b. Fifty dollars (\$50) times the number of accumulated sick days if the number of accumulated sick days is one hundred-fifty (150) and up to a maximum of three hundred-fifty (350).

1. ~~Effective upon ratification, full-time employee who reach age fifty-five (55) with fifteen (15) or more years of service in the District and who are eligible to retire under the New York State and Local Retirement System and have two hundred and fifty (250) or more sick leave days accumulated shall receive fifty dollars (\$50.00) per day up to a maximum of two hundred fifty (250) days.~~

4. ~~Option (Employee Retirement Contribution)~~

~~Employees who retire pursuant to this Section shall have the option, instead of receiving the actual funds through the retirement stipend, to instead have applied on their behalf the sum available to cover the employee's contribution for health insurance on a monthly basis during the employee's retirement so as to offset the employee's obligation to pay for same on a dollar for-dollar basis until such retirement stipend funds have been exhausted.~~

**ARTICLE 12
HEALTH AND DENTAL INSURANCE**

A. Health Insurance

For health care, the employees shall contribute the amounts referenced in Appendix A as monthly deductions to the cost of District provided health care benefits depending upon the individual's income (base salary or wages) on ~~July~~ **September** 1st, or as modified in Appendix A, of the applicable school year.

B. The parties further agree that should the District agree to modify coverage and/or benefits afforded through the current plan so as to provide more beneficial coverage, rates or contributions for same, with any other group of employees who are members of any other recognized bargaining unit, the District, upon request, will also afford the opportunity to this Unit's representatives to consider and agree to such other more favorable coverage, rates or contributions. Further, if such modification is acceptable to this bargaining unit, the District agrees to implement same as soon as practicable. The CSEA agrees to hold this section in abeyance until July 1, ~~2021~~ **2025**.

C. Cost to Retirees

~~Retirees under the age of 65 must pay a share of the premium cost equal to the cost of the Medicare B rate. (As the Medicare B rate changes, so will the cost of the insurance). The premium for family coverage will be double the individual premium cost if all eligible dependents are under age 65.~~

1. Employees who retire on or after July 1, 2022 shall pay the following contributions for retiree health insurance:

Retiree (non-Medicare) Contributions	\$128 Single Plan \$340 Family Plan
Medicare Advantage	\$64 Single Plan (1/2 retiree POS rate) \$128 Family Plan

Retirees over the age of 65 are responsible to apply for and pay for Medicare B coverage (primary) with the Medicare B provider. At such time, District provided coverage under its plan will become secondary. Employees retiring after June 30, 2014 after age 65 will be required to pay an amount equal to one-half (50%) the current Medicare B rate to the Syracuse City School District for individual coverage under the SCSD health plan. Family coverage shall be twice that amount.

2. Medicare eligible retirees and their Medicare-eligible dependents must apply for and pay for Medicare Part B coverage to the Center of Medicare and Medicaid Services.

3. Retiree health care contributions for each successive school year (July 1- June 30) shall increase based on the annual percentage increase in active employee contributions.

4. ~~Medicare Advantage/Employer Group Waiver Plan (EGWP)~~

~~The parties agree effective January 1, 2018 all Medicare Eligible retirees (65 years of age and over or disabled) will be enrolled in the District's Medicare Advantage (MA) health care plan and Employer Group Waiver Plan (EGWP) prescription drug plan. Medicare eligible retirees currently enrolled in the District's Health Care Plan will migrate to the MA & EGWP plans effective January 1, 2018 and all who retire after January 1, 2018 will be enrolled in the MA & EGWP once they are both retired and Medicare-eligible. Medicare-eligible retirees are required to enroll in both Medicare Parts A and B.~~

~~This new plan will be actuarially equivalent to the existing plan and will provide access to a comparable network of health care providers. Members of this plan will experience no lapse in health insurance coverage due to the transition to the Medicare Advantage and EGWP plans.~~

~~The Medicare Advantage and EGWP plans will be operated to maintain compliance with federal and state law. The plan will be updated each year to conform to federal and state laws.~~

~~The District will arrange with the provider of the Medicare Advantage/Employer Group Waiver Plan to communicate all changes to the members of this plan in a timely manner. When a member needs assistance the District will arrange a plan specific contact with the provider to provide expedited customer service.~~

D. Dual Employee Family Benefit Coverage

In the event that both spouses are eligible employees of the District, the primary insured rate of contribution for family benefits shall be determined by the date of birth (Month, Day) in a calendar year.

~~E. In the event any member of the Unit, or his/her dependent, is eligible for benefits under another health insurance policy and receives benefits there under, and the current carrier, or any future carrier, of District insurance has a coordination of benefits provision, the District shall not be liable to make duplicate payments for benefits which have already been paid by another carrier and which the District's carrier refused to pay.~~

E.F. Health Insurance -Point of Service Plan (For Employees Hired on or before September 13, 2017)

The District will provide health insurance for eligible employees pursuant to the Syracuse City School Health Insurance Program as modified by the Health Plan Addendum. Well childcare shall be added to the District's Health Benefits Program.

~~F.G.~~ Prescription Co-pays are as follows:

~~\$14.00~~ ~~Generic drugs~~

~~\$75.00~~ ~~Preferred drugs~~

~~\$95.00~~ ~~Non preferred drugs~~

Employee co-pays:	Mail Order	Retail
Generic	\$12.50	\$5.00
Preferred	\$75.00	25%
Non-preferred	\$95.00	25%

G.H. The parties agree to maintain a plan for a vision care allowance, which shall be administered, on an annual basis as indicated below, using a specific dollar amount.

~~July 1, 2012~~ ~~\$185.00~~

~~July 1, 2013~~ ~~\$195.00~~

July 1, 2020 **\$195.00**

The annual allocation may be utilized by the CSEA members and/or their covered dependents. In no event will the District be required to pay or reimburse annually in excess of the amounts cited in this section per employee.

Employees who retire on or after July 1, 2020 shall be eligible to participate effective July 1, 2023, during their retirement and at their sole expense, in the District's vision insurance program(s) and such expense shall be based upon such formula/computation rate as is utilized by the District for other employees or retirees in connection with C.O.B.R.A. computations. Pursuant to the District's healthcare plan document, employees will have the option to make a one-time election of vision coverage at the time of retirement. If a retiree drops coverage during retirement, it will not be reinstated.

H.I. A co-payment of \$100.00 per visit to emergency room.

I.J. The major medical deductibles will be \$75.00 individual and \$225.00 family coverage.

J.K. **Dental Insurance**

*Note: Retirees are not eligible for dental insurance.

Employees who retire on or after July 1, 2020 shall be eligible to participate effective July 1, 2023, during their retirement and at their sole expense, in the District's dental insurance program(s) and such expense shall be based upon such formula/computation rate as is utilized by the District for other employees or retirees in connection with C.O.B.R.A. computations. Pursuant to the District's healthcare plan document, employees will have the option to make a one-time election of dental coverage at the time of retirement. If a retiree drops coverage during retirement, it will not be reinstated.

The District will provide dental insurance for eligible employees pursuant to the District Dental Insurance Program.

Effective-School Year	Individual Coverage	Family Coverage
17-18	20	40
18-19	21	42
19-20	22	43
2020-2021	\$21.00	\$42.00
2021-2022	\$21.00	\$42.00
2022-2023	\$21.00	\$42.00
2023-2024	\$21.00	\$42.00
2024-2025	\$22.00	\$44.00

K.L. **Health Claims Review**

It is understood that representatives of the District, Unit 6, and the Benefit Plan Administrator shall meet periodically to discuss matters relative to claims administration, benefits structure, level of contributions, and such other concerns as may be brought before the group for discussion. The purpose of these meetings shall be to permit Unit 6 representatives to participate in a meaningful way in decisions regarding the provision of health care benefits to members of Unit 6.

L.M. **Flexible Benefit Plan (Section 125 Plan)**

Effective as soon as possible following ratification of this Agreement by both parties, the District will establish, at no cost to the employee, a flexible spending benefit plan pursuant to Section 125 of the Internal Revenue Code, with operating procedures determined by the District in accordance with IRS regulations. This plan may be used for favorable income tax treatment of the employee's health and dental premium contributions, deductibles, co-insurance amounts, other unreimbursed medical expenses, and dependent care assistance.

M.A. Health and Dental Amendment of Coverages and Benefits

1. Each party agrees that, upon request of the other party during the term of this Agreement, modifications to the coverages and benefits afforded by the existing plans may be studied and reviewed jointly. Further, the parties may also agree to explore and agree upon other options and benefit configurations in the interest of providing the most beneficial and cost efficient plans and coverages to the members of the Unit. Any modifications achieved by the above shall be reduced to writing and become a new amendment to this Agreement.
2. The parties further agree that should the District agree to modify coverages and/or benefits afforded through the current plan so as to provide more beneficial coverage, rates or contributions for same, with any other group of employees who are members of any other recognized bargaining unit, the District, upon request, will also afford the opportunity to this Unit's representatives to consider and agree to such other more favorable coverage, rates or contributions. Further, if such modification is acceptable to this bargaining unit, the District agrees to implement same as soon as practicable.
3. The parties further agree that, upon the expiration of this Agreement, the rates of contribution, as converted to actual dollars, for health, dental, and vision plans or coverage shall remain in place and not be further increased until a successor agreement is reached.

N.G. New Employees

1. Members hired with a start date on or after September 14, 2017, **or who elect to switch from the point of service plan**, will be eligible to enroll only in the Syracuse City School District **Health Savings Deductible Healthcare Plan**. ~~High Deductible Healthcare Plan. Members will choose one of two options, which will include a decreased employee contribution:~~
 4. ~~Deductible of \$1,300 for individual health coverage and \$2,600 for family coverage.~~
 5. ~~Deductible for \$2,500 for individual health coverage and \$5,000 for family coverage.~~
2. **In order to maintain HSA-qualifying status, the annual deductible for individual and family coverage shall be set for the duration of the school year (July 1- June 30) based on the federally announced increase to the IRS minimum amount during that school year. Annual employee health insurance contribution and deductible amounts will be published in the Administrative Bulletin and posted on the District's web page.**
3. **The District reserves the right to increase the deductible of the HSDP option in order to maintain qualification status under the IRS regulations.**
4. **Qualifying employees enrolled in the HSDP shall be eligible to receive a single employer contribution into a Health Savings Account (HSA). In order to qualify, employees must have created a District-approved HSA, be deducting at least \$25 from each paycheck into this HSA and must have never received HSA seeding from the District before.**

a. Employees enrolled in single coverage at the time they initially qualify for the employer contribution shall receive \$1,000. Employees enrolled in family coverage at the time they initially qualify for the employer contribution shall receive \$1,500.

b. Employees who resign, are terminated, or who give notice of such, shall not receive any further employer contribution.

**ARTICLE 14
VACATIONS**

VACATION SCHEDULE	
Completed Years of Employment	Vacation Days
Upon Hire*	5 Days (Prorated)
1-7	10
8-16	15
17-22	20
23+	25

*Effective July 1, 2023

**ARTICLE 16
LEAVES OF ABSENCE**

A. Family Illness

Leaves of absence up to five (5) working days, with pay, shall be granted an employee by the Immediate Supervisor upon satisfactory evidence of reasonable cause such as serious illness in the immediate family (defined as parent, guardian in loco parentis, ~~sister, brother,~~ **sibling, husband, wife, spouse,** grandparents, children, grandchildren, and including in-laws **and step (in the aforementioned categories)** in the above family categories). No deductions from vacation or sick time shall be made in this regard. This may be extended by the Office of Human Resources upon showing of reasonable continuing cause, to a maximum of ten (10) days, and the excess above five (5) days shall be charged against the employee's earned vacation time. In the event that like circumstances should occur within a single year, an additional five (5) days with pay may be authorized by the Office of Human Resources upon request. Unused family illness days outlined in this Article will be added to the accumulated sick leave day's account at the end of the school year.

H. Maternity Parental/Adoption Leave and Child Rearing/Care Policy Leave

~~1. Maternity Parental/Adoption Leave~~

~~a. A written request for maternity leave shall be submitted to the Office of Human Resources at least thirty (30) days prior to the anticipated commencement of the leave. In emergency situations, requests must be submitted as soon as possible. Requests for said leaves shall include the following:~~

- ~~1. the anticipated date of the birth of the child;~~

- ~~2. the anticipated date the unit member requests the leave to commence;~~
- ~~3. date unit member anticipates returning to active duty.~~

~~b. A pregnant employee may continue her employment until such time as she is unable to do so without endangering or impairing her physical condition as evidenced by a written statement from the employee's personal physician. If the employee continues to work until such time as her physician indicates she should no longer do so, she shall be entitled to use any accumulated sick leave for the period during which she is physically/medically unable to continue her duties because of her pregnancy before she commences her personal leave of absence. If the employee commences her personal leave while she is still able to continue working, and prior to the aforementioned date established by her physician, her leave shall be considered in the same manner as any other personal leave, and she shall not be eligible to use any unused accumulated sick leave benefits.~~

~~In the event that an employee does continue to work until physically unable to do so, as set forth above, she shall be eligible for said accumulated sick leave benefits only for the period of actual physical disability and not for any period of time during which she is able to return to work, but chooses not to return. In connection therewith, and in order to become eligible for said accumulated sick leave benefits, she may be requested to file with the School Medical Director any and all necessary medical evidence establishing the period of medical disability. With regard thereto, the District reserves the right to review and evaluate the recommendations and conclusions of the employee's private physician, and also the sole and exclusive discretion to determine the legitimacy of each claim processed under this subsection.~~

~~c. An employee with six (6) months of credited service who becomes pregnant and takes a leave or a period of leave under subsection b, that is not covered by accumulated leave time, shall be entitled to a leave of absence of up to one (1) year without pay or increment.~~

~~Application for said leave shall be accompanied by a statement from the employee's physician confirming her pregnancy. The leave may be for a period of less than one year duration so as to conform to the individual circumstances of each case.~~

~~d. If, during the period of any such leave granted hereunder, the employee accepts other employment, the District reserves the prerogative of recalling the employee to service.~~

1.2. Child Care Leave

a. A written request for child rearing care leave shall be submitted to the Office of Human Resources at least thirty (30) days prior to the anticipated commencement of the leave. In

emergency situations, requests must be submitted as soon as possible. Requests for said leaves shall include the following:

1. the anticipated date of the birth of the child or placement of an adopted child;
2. the anticipated date the unit member requests the leave to commence;
3. date unit member anticipates returning to active duty.

b. Any employee with six (6) months of credited service shall be granted, upon written application, a child care leave up to one (1) year, provided that such leave commences within one (1) year from the date of the birth of a child or the placement of an adopted child with a unit member. Such leave will be granted without pay or increment.

The leave may be for a period of less than one (1) year duration so as to conform to the individual circumstances of each case.

c. In the event that both parents are employed by the District, there shall not be a duplication of child care and/or maternity leave, and only one (1) individual shall be granted leave at any one time, for a combined total of one (1) year for the birth or adoption of a child.

- e. If, during the period of any such leave granted hereunder, the employee accepts other employment, the District reserves the prerogative of recalling the employee to service.

ARTICLE 17

MEDICAL EXAMINATIONS-FITNESS FOR DUTY

No person shall be acceptable for employment unless physically fit for the work required or contemplated by the job which the applicant is being considered for. ~~Every person hired after the effective date of this Agreement shall, as a condition of employment, be required to undergo a medical examination. This examination to determine the physical and mental fitness of the person to perform his or her duties shall, at the option of the applicant, be completed at no cost to him or her by a medical doctor assigned by the Board of Education, or completed at the applicant's expense by any duly qualified and licensed medical doctor who shall submit a report and recommendation in such detail and form required, to the Director of School Health Services.~~

ARTICLE 24

GENERAL CONDITIONS

- A. It is agreed that any and all the benefits employees had prior to entering into this Agreement shall be retained, unless expressly and specifically abridged, modified, delegated, or granted within this Agreement.
- B. In the event that any Article or Section of this Agreement shall be determined by a court of competent jurisdiction to be null, void, or unenforceable, such decision shall not affect any of the other provisions of this Agreement, which shall continue in full force and effect.
- ~~C. New employees shall be provided a copy of this Agreement during orientation.~~

**ARTICLE 26
LENGTH OF AGREEMENT**

B. This Agreement shall become effective July 1, ~~2014~~ **2020** and shall terminate at the close of business June 30, ~~2020-2025~~.

APPENDIX "L"

LONGEVITIES

July 1, 2014 – June 30, 2020
Longevity Rate

7 5 Yrs.	0.25
10 Yrs.	0.25 (Effective 7/1/23, increase to 0.50)
15 Yrs.	0.25
20 Yrs.	0.25 (Effective 7/1/23, increase to 0.50)
25 Yrs.	0.25
30 Yrs.	0.25
35 Yrs.	0.25
40 Yrs.	0.25
45 Yrs.	0.25

Appendix "N"

INTEGRATION OF CHANGES TO CUSTODIAN I AND CUSTODIAN III POSITIONS

Custodian I

Effective upon ratification, all Custodian I (B) positions will be Custodian I positions. When Head Custodian I (A) positions in buildings become vacant, these positions will be converted to Custodian II or Custodian III job titles in accordance with Civil Service. The District will retain its right to upgrade any position to a Civil Service title previous to any vacancy. No new Custodian I (A) positions will be created nor will there be any promotions or transfers into a Custodian I (A) position. All Custodian I positions will receive the Custodian I (B) salary, except for the Custodian I (A) positions that will be phased out.

Custodian III

Upon ratification, all Custodian III (A) and Custodian III (B) positions will be Custodian III positions.

All employees occupying a Custodian III position will be paid pursuant to the current Custodian III (A) scale. This includes all employees who were in a Custodian III (B) position. Any Custodian III assigned to buildings designated with a stipend will receive an hourly stipend of ~~\$.63, non-cumulative-effective July 1, 2017;~~ ~~\$.64 effective July 1, 2018; and, \$.66 effective July 1, 2019.~~ **Increase stipend yearly at the same rate applied to the hourly rates.** This stipend is not cumulative and will be considered part of an employee's base pay, for purposes of determining benefit contribution rate. Employees entitled to receive the hourly stipend will receive the stipend for all work performed, including overtime worked, in non-stipend buildings. The hourly stipend shall be subject to all contractual percentage increases.

The above stipend will apply to the building, not the title. In the event of transfer, either by employee or administratively, the stipend remains with the building and does not stay with the employee. The District retains the right to transfer employees between building assignments and a transfer shall not be considered a promotion or demotion.

The following buildings are identified as stipend eligible: Fowler, Henninger, Corcoran, Nottingham, Lincoln, Dr. Weeks and Grant. When Lincoln and Dr. Weeks is vacated by the employee currently in the Custodian III position at the school, the building will no longer receive the stipend. This stipend will be based upon criteria including, but not limited to, size, student population, and building condition. There also may be one Custodian III assigned as "roving" custodian, who may be assigned to any building on an as needed basis and as determined by the District. The Custodian III assigned as a roving custodian also shall be entitled to the stipend above only so long as the employee remains in that or other eligible assignment.

New Article

The District agrees to form a committee with CSEA to review titles and grades. Beginning in July 2023, the committee will meet annually in July. Committee recommendations will be provided to the Superintendent.

APPENDIX "M" ADDITIONAL PAYMENTS

District Proposal:

It shall be agreed between the parties that the following stipends, payments, or assignments shall be added to the following titles each year of the agreement:

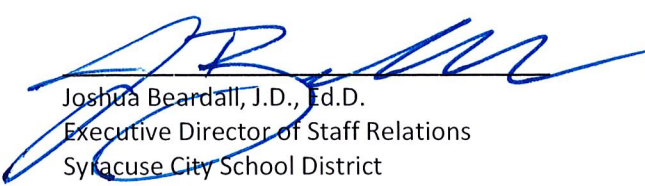
- Central Office Custodian \$291.20
- Head Bus Driver \$500.00
- Senior Relief Driver \$310.00
- **Lead Driver Stipend \$6,000.00**
- ~~Head Automotive Mechanic \$6,000.00~~

~~○ The position of Head Automotive Mechanic shall be appointed and shall serve at the discretion of the District from Automotive Mechanics currently employed by the District. Automotive Mechanics shall have a right to decline appointment to the position of Head Automotive Mechanic or to return their previous position if appointed.~~

- Driver Messengers holding appropriate operation assignments to be given consideration for motor equipment operation assignments on an as available basis.

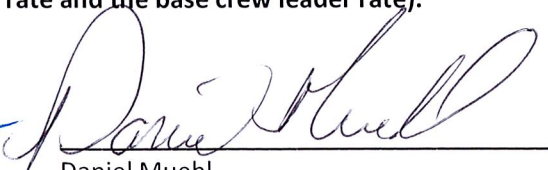
- **Crew Leader Differential**

- Effective July 1, 2023, when the crew leader is absent and a crew member assumes the responsibilities of that crew leader, that member would earn Crew Leader Differential pay (the difference between their rate and the base crew leader rate).



Joshua Beardall, J.D., Ed.D.
Executive Director of Staff Relations
Syracuse City School District

Date: May 23, 2023



Daniel Muehl
President
CSEA Unit 6

Date: 5/23/23