

MEMORANDUM OF AGREEMENT made and entered into this 13 day of Nov., 2023 by and between the negotiating committees for the Scarsdale Union Free School District ("the District") and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Westchester County Local 860, Scarsdale UFSD Transportation Unit ("the Union").

WHEREAS, the parties have engaged in negotiations in good faith in an effort to arrive at a successor agreement to a contract that is due to expire on June 30, 2023 ("the CBA"); and

WHEREAS, the parties have arrived at a tentative agreement covering the period July 1, 2023 through June 30, 2026.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties hereby stipulate and agree as follows:

1. The provisions of this Agreement are subject to ratification by the Union's members and ratification and approval by the District's Board of Education.
2. The signatories below agree to recommend this Agreement for ratification.
3. A copy of this document has been furnished to representatives of the District and the Union.
4. All proposals not covered herein made by either party during the course of negotiations will be deemed withdrawn.
5. The 2023-2026 CBA will be per the attached redlined draft, except for any other housekeeping edits that the parties agree to prior to finalizing it.
6. Unless otherwise noted, all changes will be prospective from the ratification of this Agreement.
7. The following "housekeeping" and minor changes and clarifications will be made:
  - a. Change all dates in the Agreement so as to be consistent with the duration of the new agreement.

- b. Revise Table of Contents to reflect changes in the Agreement.
  - c. Article 12 (Commercial Drivers' License (CDL)). Revise to read: "Employees who are required to have a commercial drivers' license must maintain that license at their own expense."
  - d. Article 19 (Legislative Action). Replace "THEREFORE" with "THEREFOR."
8. Article 4 (Personnel Files). Add: "Employees will have the right to answer any material filed, provided that the answer is submitted to the District within five calendar days of the date on which the employee received the material. If an answer is timely filed, it will be attached to the filed material."
9. Article 6(A) (Personal Illness). In the first sentence, change "seventy-five (75)" to "eighty-five (85)."
10. Article 6(C) (Death in the Family). Change "three (3)" to "five (5)."
11. Article 7(A) (Salary Schedule). Revise paragraphs A(1) and (2) to read as follows:
- 1. In 2023-2024, step 16 will be added at a rate that is \$0.50 higher than step 15. Employees who are eligible for step movement will move one step. Thereafter, step 1 will be deleted, and the steps will be renumbered so that there are 15 total steps. Each step in the salary schedule will then be increased by \$1.00. Only employees who are on the payroll as of the date on which the 2023-2026 Agreement is ratified and approved are eligible for retroactive increases.
  - 2. In 2024-2025, step 16 will be added at a rate that is \$0.50 higher than step 15. Employees who are eligible for step movement will move one step. Thereafter, step 1 will be deleted, and the steps will be renumbered so that there are 15 total steps. Each step in the salary schedule will then be increased by 1.95%.
  - 3. In 2025-2026, step 16 will be added at a rate that is \$0.50 higher than step 15. Employees who are eligible for step movement will move one step. Thereafter, step 1 will be deleted, and the steps will be renumbered so that there are 15 total steps. Each step in the salary schedule will then be increased by 1.95%.
12. Article 7(B) (Longevity). Add:

Effective July 1, 2023, longevity payments will be as follows:

After 5 years of District service	\$0.25 per hour
After 10 years of District service	An additional \$0.25 per hour
After 15 years of District service	An additional \$0.75 per hour
After 20 years of District service	An additional \$0.75 per hour

Any employee who, as of July 1, 2023, has met the five- or 10-year service requirement will have that longevity payment(s) added to their hourly rate.

13. Article 8 (Holidays). Effective with the 2023-2024 school year, Juneteenth will be added as a paid holiday. In addition, the last paragraph will be revised to read as follows:

If schools are not closed in observation of a paid holiday, employees will receive a paid holiday for the next day on which schools are closed for a holiday that is not listed above (e.g., Yom Kippur or Diwali). If there are no additional holidays, employees will be paid for the holiday in their final paycheck for that school year.


Employees with less than six months of service will be paid for a maximum of six (6) holidays, based on the order in which the holidays fall in the school calendar. All other employees will be paid the full complement of fourteen (14) holidays.

14. Article 9(A), (C) (Health Insurance). Combine subsections (A) and (C) to read as follows:

"The District will provide health insurance for employees who work at least 30 hours per week or earn at least \$15,000 in base wages as a bus driver. Employees who elect coverage will contribute towards the premium cost as follows:

Time Period	Percentage Contribution
July 1, 2023 – June 30, 2024	2.25%
July 1, 2024 – June 30, 2025	2.5%
July 1, 2025 – June 30, 2026	2.75%

FOR THE DISTRICT:

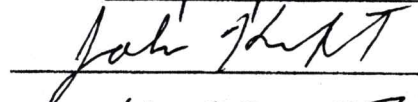


Dated: 10-30-23

FOR THE UNION:



Dated: 10/23/2023



Dated: 10-23-23



Dated: 10/23/23