

MEMORANDUM OF AGREEMENT
Between
Lake Placid Central School District
And
Civil Service Employees Association, Inc.
Local 1000 AFSCME, AFL-CIO
Lake Placid Central School District Unit 6804 of
Essex County Local 816

September 16, 2025

WHEREAS, the Lake Placid Central School District ("District") and Civil Service Employee Association, Local 1000, AFSCME, AFL-CIO, Lake Placid Central School District Unit 6804 of Essex County Local 816 ("CSEA") (collectively "Parties") are parties to a current Collective Bargaining Agreement ("CBA") in effect July 1, 2024 to June 30, 2028 which remains in full force and effect; and

WHEREAS, the current CBA addresses salary for District transportation employees represented by CSEA in the Bus Driver title which provide student transportation services to the District; and

WHEREAS, the District's recruitment and retention efforts for employees to provide student transportation services has been challenging in the current labor market, and area wage rates for the same title suggest that a market adjustment to the District's CSEA salary schedule for the specific title of Bus Driver for the District may aid the District's recruitment and retention efforts; and

WHEREAS, the Parties have met and conferred as to such wage adjustment; and

NOW THEREFORE, it is agreed by the Parties as follows:

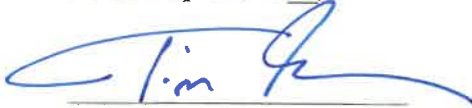
- (1) Effective September 1, 2025, ARTICLE XVII Salaries, Overtime, Differential, Paragraph B. Supplemental Salary Schedule, CSEA Salary Schedule shall be modified for specific title enumerated below which provide student transportation duties reflecting an increase of two dollars per hour (\$2.00/hour) to read as follows:

	"2025-26 9/1/2025	2026-27	2027-2028	
Bus Driver	\$20.16 <u>\$24.00</u>	\$20.96 <u>\$24.96</u>	\$21.80 <u>\$25.96</u>	

- (2) This proposal shall be effective upon successful ratification by the parties.
- (3) Any retroactive wage payments for hours worked in the affected titles for active employees shall be paid in the regular payroll following ratification.

FOR THE LAKE PLACID CENTRAL SCHOOL DISTRICT:

Dated: September 16 2025



Timothy Seymour,
Superintendent of Schools

**FOR CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000 AFSCME, AFL-CIO LAKE PLACID CENTRAL
SCHOOL UNIT #6804 OF ESSEX COUNTY LOCAL 816**

Dated: September 16, 2025



Kaylee Taylor, Unit President

Dated: September 16, 2025


Emy Pombrio,
CSEA Labor Relations Specialist