

***Saranac Lake Central School District and
Saranac Lake Central School CSEA Unit Local 1000 AFSCME AFL-CIO
Successor Collective Bargaining Agreement
November 9, 2021***

This document represents changes to the current Collective Bargaining Agreement. All changes will not be final until both parties have ratified pursuant to all applicable ratification procedures. Attached are the changes to the current Collective Bargaining Agreement. Outside of the changes below, no other changes shall be made to the existing Collective Bargaining Agreement expiring now on June 30th, 2022.

Term: 1 year (07/1/2021-06/30/2022)

Article IV – Health Insurance

Employees shall contribute to the health insurance plan premiums according to the following schedule:

2021-2022: 4.0% of the total premium retroactive to July 1, 2021.

Article XV – Salary, Special Work, Overtime, Substitute Work

Section 1 -The starting salaries for new employees commencing work on or after July 1, 2021, will be paid according to the New Employee Salary Chart, Attachment 1.

*Starting salaries for all staff hired after 07/01/2021 have increased \$0.60 from the 2020-21 New Employee Salary Chart except for the following categories:
Community School Coordinator (new position)
Computer Technical Support Specialist (no increase for 2021-22)

Employees hired on or before December 31, 2021, will receive salary increases at the following increase:

2021 - 2022: \$0.75 per hour

* In addition: Individual salary adjustments outside of
\$0.75 per hour as identified on CSEA Projected Salary Chart

COVID-19 Recognition for the 2021-2022 school year only:

In recognition of the essential work being performed during the COVID-19 pandemic, for those employees whose hourly rate is \$14.25 or more (after the initial July 1, 2021, increase), the District shall provide each employee with an additional COVID-19 recognition payment of \$0.75 per hour retroactive to July 1, 2021 for all hours worked during the 2021-2022 school year. This COVID-19 recognition pay will only be made during the 2021-2022 school year.

For those employees who make less than \$14.25 per hour (after the initial July 1, 2021, increase) the District shall provide these employees a COVID-19 recognition amount that will bring salary plus a COVID-19 recognition hourly rate to a combined total of \$15.00 dollars per hour, for all hours worked during the 2021-2022 school year. This COVID-19 recognition pay will only be made during the 2021-2022 school year.

All new employees, hired after July 1, 2021, with starting salaries under \$15.00 on the New Employee Salary Chart are entitled to a COVID-19 recognition amount to raise the initial

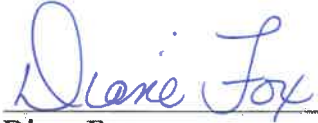
starting salary to \$15.00. This COVID-19 recognition pay will only be made during the 2021-2022 school year.

This COVID-19 Recognition language shall sunset on June 30, 2022.

The parties also agree that they shall return to negotiations as soon as practicable to work towards a mutually agreeable multi-year agreement.

In WITNESS THEREOF, the parties hereto have executed this Agreement dated November 9, 2021.

For the District:

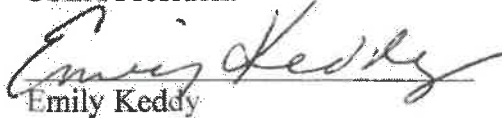


Diane Fox
Superintendent of Schools

For the Association:



Dan Olson
CSEA President



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