BOARD OF EDUCATION NORTHERN ADIRONDACK CENTRAL SCHOOL

Monday, November 16, 2015

6:00 PM Executive Session, District Office Conference Room 6:30 PM Regular Meeting, District Office Conference Room

AGENDA

I.	Call to Order			
II.	Pledge of Allegiance			
III.	Roll Call			
	Paul Gilmore Mark DeCoste Phalon Miner Michael LaBomb	 ard	Sarah Lav Jon Rebid Walter Tr	eau
IV.	Executive Session			
(Accept Rejec	Motion: t Table)	Seconded:	Yes:	No: Abstain:
	Time In:			
(Accept Rejec	Motion: t Table)	Seconded:	Yes:	No: Abstain:
	Time Out:			
V.	Pledge of Allegiance	•		
VI.	Approval of the minu	tes from the Prev	ious Meeting	g:
	• October 19, 2015	Regular Meeting	7	
(Accept Rejec	Motion: et Table)	Seconded:	Yes:	No: Abstain:
VII.	Recognition			
A. P.	A. FFA			

MOTIONS TO ENTER INTO EXECUTIVE SESSION

- 1. A MATTER WHICH WILL IMPERIL THE PUBLIC SAFETY IF DISCLOSED.
- 2. A MATTER WHICH MAY DISCLOSE THE IDENTITY OF A LAW ENFORCEMENT AGENT OR INFORMER.
- 3. A MATTER OF INFORMATION RELATING TO A CURRENT OR FUTURE INVESTIGATION OR PROSECUTION OF A CRIMINAL OFFENSE WHICH WOULD IMPERIL EFFECTIVE LAW ENFORCEMENT IF DISCLOSED.
- 4. A MATTER OF DISCUSSION REGARDING PROPOSED, PENDING. OR CURRENT LITIGATION.
- 5. A MATTER OF COLLECTIVE NEGOTIATIONS PURSUANT TO ARTICLE 14 OF CIVIL SERVICE LAW (THE TAYLOR LAW).
- 6. A MATTER OF THE MEDICAL, FINANCIAL, CREDIT OR EMPLOYMENT HISTORY OF A PARTICULAR PERSON OR CORPORATION, OR MATTERS LEADING TO THE APPOINTMENT, EMPOLYMENT, PROMOTION, DEMOTION, DISCIPLINE, SUSPENSION, DISMISSAL OR REMOVAL OF A PARTICULAR PERSON OR CORPORATION.
- 7. A MATTER OF THE PREPARATION, GRADING OR ADMINISTRATION OF EXAMINATIONS.
- 8. A MATTER OF THE PROPOSED ACQUISITION, SALE OR LEASE OF REAL PROPERTY OR THE PROPOSED ACQUISITION OF SECURITIES, OR SALE OR EXCHANGE OF SECURITIES HELD BY THE SCHOOL DISTRICT IF SUCH DISCUSSION PUBLICITY WOULD SUBSTANTIALLY AFFECT THE VALUE THEREOF.
- 9. A MATTER RELATED TO A SPECIFIC STUDENT OF THE DISTRICT.

A.	Fiscal	Year	2014	-2015	Audit	Report
----	--------	------	------	-------	-------	--------

Superintendent's Report IX.

A. Pre-K Program

X. Financial

A. Accept Schedules of Expenditures (Warrants)

Motion:

Seconded:

Yes: No: Abstain:

(Accept Reject Table)

B. Accept Budget Status Report and Treasurer's Report

Motion:

Seconded:

Yes: No: Abstain:

(Accept Reject Table)

XI. Reports to School Board:

A. Accept CSE Recommendations

Motion:

Seconded:

Yes: No: Abstain:

(Accept Reject Table)

A. Food Service Report

B. Custodial-Maintenance Report

C. Student Association Report and Bank Reconciliation Report

XII. **Public Comment**

XIII. **Old Business**

> A. Accept the 2014-2015 External Audit Report prepared by Boulrice and Wood CPA's, P.C.

Motion:

Seconded:

Yes: No: Abstain:

(Accept Reject Table)

XIV. New Business

A. Next Board of Education Meeting, December 21, 2015.

B. Be it resolved that, the Board of Education approves and ratifies the Memorandum of Agreement, dated October 22, 2015, between the Northern Adirondack Central School District and the Northern Adirondack Central School District CSEA Unit 6454. This memorandum was signed by the Districts' representatives on November 9, 2015 and further signed by the CSEA Union Labor Relations Specialist on November 8th, 2015 and by the Unit President on November 9th, 2015. A copy of this memorandum is included as an attachment.

Motion:

Seconded:

Yes:

No: Abstain:

(Accept Reject Table)

C. Approve SEQRA Resolution for the Elementary School Roof Renovation Project. (See attached).

Motion:

Seconded:

Yes:

No: Abstain:

(Accept Reject Table)

D. Accept the Report of Unpaid Taxes for Franklin County 2015-2016 School Taxes. (See attached).

Motion:

Seconded:

Yes:

No: Abstain:

(Accept Reject Table)

E. Accept the Tax Collectors Report for 2015-2016 School Taxes. (See attached).

Motion:

Seconded:

Yes: No: Abstain:

(Accept Reject Table)

F. Approve the establishment of the Northern Adirondack College Club.

Motion:

Seconded:

Yes:

No: Abstain:

(Accept Reject Table)

G. Accept donation of 2 new Kindle Fires with protective covers to the Middle/High School Library Media Center for Library use from Stewart Chase.

Motion:

Seconded:

Yes:

No: Abstain:

(Accept Reject Table)

XV. Personnel –Appointments

Employ		Position	Department	Effective Date	Pay Rate	Comments
A.	Kaylah	TOC	District	Nov 17, 2015	\$9.00/hr.	Pending
	Baker	Teacher/Student				fingerprint
		Aide				clearance
B.	Lisa	TOC	District	Nov 17, 2015	\$9.00/hr.	Pending
	McDonald	Teacher/Student				fingerprint
		Aide				clearance
C.	Barbara	TOC	District	Nov 17, 2015	\$9.00/hr.	Pending
	LaFogg	Teacher/Student				fingerprint
	Parsons	Aide				clearance
D.	Karen	Substitute Bus	Transportation	Nov 17, 2015	\$9.00/hr.	
	Trombley	Monitor				
E.	Sheila	TOC Custodial	Buildings &	Nov 17, 2015	\$9.00/hr.	Pending
	Lashway	Worker	Grounds			fingerprint
						clearance
F.	Krystle	Substitute	District	Oct 28, 2015-	\$80/day	
	Drollette	Teacher		Nov 1, 2015		
						
G.	Jamie	Substitute	District	Nov 17, 2015	\$80/day	
	Wood	Teacher				
H.	Elizabeth	Substitute	District	Nov 2, 2015	\$80/day	
	Nevard	Teacher				
I.	Bethany	Substitute	District	Nov 2, 2015	\$80/day	
	Marshall	Teacher				
J.	Candice	Substitute	District	Nov 17, 2015	\$12/hr.	
	Panetta	Registered				-
		Nurse				
K.	Chris	Girls Varsity	Athletics	Nov 10, 2015	\$4,661	
	Brooks	Basketball				
		Coach				
L.	Kourtney	Girls Assistant	Athletics	Nov 10, 2015	N/A	Volunteer
	Drown	Varsity				
		Basketball				
		Coach				
M.	Dave	Girls Modified	Athletics	Nov 10, 2015	\$2,920	
	Staley	Basketball				
		Coach				

N. Upon the recommendation of the Superintendent, Krystle Drollette who is initially certified in the Early Childhood Education Birth-Grade 2, is hereby appointed to the position of Elementary Teacher Tenure Area for a probationary period commencing on November 2, 2015 and anticipated to end November 2, 2019. Krystle Drollette's Initial certification expires on August 31, 2016 and she must have completed the requirement for Professional Certification by that date. Salary for the 2015-2016 school year is prorated based on Step 1, BA + 12 of the Northern Adirondack Central School Teacher's Contract.

Motion:

Seconded:

Yes: No: Abstain:

(Accept Reject Table)

XVI. Public Comment

XVII.	Executive Session (if	needed)			
(Accep	Motion: ot Reject Table)	Seconded:	Yes:	No:	Abstain:
	Time In:				
(Accep	Motion: ot Reject Table)	Seconded:	Yes:	No:	Abstain:
	Time Out:				
XVIII.	Adjournment				
(Accep	Motion: ot Reject Table)	Seconded:	Yes:	No:	Abstain:
	Time Out:				

CSEA, LOCAL 1000, AFSCME, AFL-CIO NORTHERN ADIRDONDACK CSD UNIT 6454 CLINTON COUNTY MUNICIPAL & SCHOOL DISTRICT EMPLOYEES LOCAL 810

PERB CASE NO. M2015-036 MEDIATOR CONTRACT PROPOSAL October 22, 2015

The Northern Adirondack CSD and the CSEA Northern Adirondack CSD Unit 6454 have met and conferred regarding a successor collective bargaining agreement to that which expired June 30, 2014. The parties have utilized the NYS Public Employee Relations Board Impasse Procedures and the assistance of Don Mesibov as Mediator for PERB Case No. M2015-036.

The following successor labor agreement proposal package is presented by the Mediator to CSEA and District at the October 22, 2015 Mediation session.

It is presented as a package to be accepted in its entirety. Any counterproposal will be considered a rejection of this package.

Except as revised or amended below, the language of the collective bargaining agreement between the parties July 1, 2009 – June 30, 2014 will continue in full force and effect. The agreed upon revisions will be effective upon ratification of the parties and will expire June 30, 2020.

Proposed changes will be effective upon ratification of the parties.

- 1. Cover Page
- Change Cover page to reflect new 6 year term of agreement accordingly: July 1, 2014- June 30, 2020.
 - 2. Table of Contents

Change Table of Contents to reflect new pagination based on final proposal.

- 3. ARTICLE VIII HEALTH INSURANCE, p. 4
- A. Modify Sections 2 & 3 to provide Vision & Dental benefit continuation into retirement as follows:

"Section 2. Vision Benefit

Effective July 1, 2009 the Employer shall permit participation in a designated CSEA Employee Benefit Fund Vision Plan for all bargaining unit members and their dependents (family coverage) and guests at their own expense through payroll deduction and on a pre-tax basis, as permissible under law, and as such plan is available through CSEA. It is understood by the parties that in no event shall this benefit be carried into retirement. Effective July 1, 2016, bargaining unit members and guests may elect to continue participation in the Employee Benefit Fund's (EBF) Vision Plan coverage into retirement at their own expense payable directly to CSEA's Employee Benefit Fund as is available without any involvement or cost to the District.

Page 1 of 10 11/08/15

CSEA, LOCAL 1000, AFSCME, AFL-CIO NORTHERN ADIRDONDACK CSD UNIT 6454 CLINTON COUNTY MUNICIPAL & SCHOOL DISTRICT EMPLOYEES LOCAL 810

PERB CASE NO. M2015-036 MEDIATOR CONTRACT PROPOSAL October 22, 2015

Section 3. Dental Benefit

Effective July 1, 2009 the Employer shall permit participation in a designated CSEA Employee Benefit Fund Dental Plan for all bargaining unit members and their dependents (family coverage) and guests at their own expense through payroll deduction and on a pre-tax basis, as permissible under law, and as such plan is available through CSEA. It is understood by the parties that in no event shall this benefit be carried into retirement. Effective July 1, 2016, bargaining unit members and guests may elect to continue participation in the Employee Benefit Fund's (EBF) Dental Plan coverage into retirement at their own expense payable directly to CSEA's Employee Benefit Fund as is available without any involvement or cost to the District."

B. No change to health benefits for actives or future retirees: keep current contribution rate and choice of plan offerings. REVISED

"ARTICLE VIII HEALTH INSURANCE

Section 1. Health Insurance

A. Health Consortium <u>Plan 1 or Plan A</u> or "Original Plan" will continue to be available to all employees hired before July 1, 2014 eligible for health insurance benefits with the following employee contribution amounts:

	Individual Coverage	Family Coverage
Effective July 1, 2014	7.3% of premium	7.0% of premium
Effective July 1, 2015	7.3% of premium	7.0% of premium
Effective July 1, 2016	10%	10%
Effective July 1, 2017	10%	10%
Effective July 1, 2018	13%	13%
Effective July 1, 2019	13%	13%

B. Effective January 1, 2016, Health Consortium Plan 2 or Plan B or "Amended Plan" will be available as an option for all employees hired before July 1, 2014 and the only health benefit plan offered for employees hired on or after July 1, 2014 eligible for health insurance benefits. Date of hire in benefits eligible position will be used as date of hire for the purposes of this provision. Employees returning to work after layoff or leave of absence will use original date of hire as referenced herein.

Page 2 of 10 11/08/15

AND CSEA, LOCAL 1000, AFSCME, AFL-CIO NORTHERN ADIRDONDACK CSD UNIT 6454 CLINTON COUNTY MUNICIPAL & SCHOOL DISTRICT EMPLOYEES LOCAL 810

PERB CASE NO. M2015-036 MEDIATOR CONTRACT PROPOSAL October 22, 2015

	Individual Coverage	Family Coverage
Effective July 1, 2014	4%	5%
Effective July 1, 2015	4%	5%
Effective January 1, 2016	0%	0%
Effective July 1, 2016	0%	0%
Effective July 1, 2017	1%	1%
Effective July 1, 2018	2%	2%
Effective July 1, 2019	3%	3%

- C. Employees will have the opportunity to elect health benefit coverage during two annual open enrollment periods, i.e., July and January, or during the year for any change in circumstances or qualifying event allowable by law (e.g., birth of a child, divorce, etc.).
- D. 1. All bargaining unit members enrolled in Platinum Plan 2/Plan B health insurance will be eligible to participate in a Health Reimbursement Arrangement (HRA) group wide account or its benefit equivalent established by the District and administered by an independent third party. The HRA will provide reimbursement for a bargaining unit member for the deductible, co-insurance and out of pocket maximum once they have reached the amounts established in Platinum Plan 1/Plan A.
 - 2. Platinum Plan 2/Plan B does not include prescription drugs as part of the out of pocket maximum or deductible; therefore the District will reimburse bargaining unit members for all prescription drug costs once the member has paid \$400 out of pocket annually.
- E. Terms of the Health Reimbursement Account (HRA):
 - 1. The District assumes all administrative costs.
 - 2. The District will seek input from CSEA for the selection of the third party administrator (TPA). Any subsequent change to the TPA will be by mutual agreement.
 - 3. HIPAA statutory requirements will be observed.
 - 4. CSEA Unit President will receive an HRA account statement that includes utilization at least twice a year.
 - 5. In the coordination of benefits between the HRA and a unit member's self-funded 125 Flex benefit plan will be such that the HRA will reimburse first for all allowed expenses. The 125 plan will then be used to reimburse for all other allowable medical expenses.

Page 3 of 10 11/08/15

CSEA, LOCAL 1000, AFSCME, AFL-CIO NORTHERN ADIRDONDACK CSD UNIT 6454 CLINTON COUNTY MUNICIPAL & SCHOOL DISTRICT EMPLOYEES LOCAL 810

PERB CASE NO. M2015-036 MEDIATOR CONTRACT PROPOSAL October 22, 2015

F. In the event there is a change in carrier, the new plan will be equivalent or superior to the existing plan.

Section 4 Health Benefits in Retirement

The District shall continue to provide health benefits in retirement according to the established practice between the parties.

All bargaining unit members eligible for their selected option of Plan 1/Plan A and Plan2/Plan B coverage as active employees and who are eligible for District provided health benefits continuing into retirement may elect either Plan1/Plan A or Plan 2/Plan B into retirement. However, Plan 1/Plan A is only an option for continuing coverage into retirement if a bargaining unit member has elected Plan 1/Plan A continuously after December 31, 2016 through the remainder of their employment with the District.

Employees eligible for Plan 2/Plan B only as active employees and who are eligible for District provided continuation of health benefits into retirement may elect Plan 2/Plan B.

The HRA or its benefit equivalent referenced in paragraphs 1 and 2 of Section D of this Article will be available to all bargaining unit members who retire with Plan 2/ Plan B coverage until they become Medicare Part B eligible. The HRA will cover all expenses that are covered for active employees; specifically all expenses listed in Paragraphs 1 and 2 of Section D of this Article.

Effective July 1, 2011, employees will need fifteen (15) years of full time service with Northern Adirondack Central School District to be eligible to continue health benefits in retirement."

4. ARTICLE XIII FAMILY DEATH/FAMILY SICKNESS LEAVE, Section 2 Revise language to include step parents and step children to read as follows:

"Section 2

Up to three (3) days at any one time shall be granted in the event of death of a spouse, child, parent, brother, sister, mother-in-law, father-in-law, grandparents, sister-in-law, brother-in-law, foster parent, and foster child, step-parent and step-child. It is understood that such a Page 4 of 10

11/08/15

MEMORANDUM OF AGREEMENT BETWEEN

NORTHERN ADIRONDACK CENTRAL SCHOOL DISTRICT AND

CSEA, LOCAL 1000, AFSCME, AFL-CIO NORTHERN ADIRDONDACK CSD UNIT 6454 CLINTON COUNTY MUNICIPAL & SCHOOL DISTRICT EMPLOYEES LOCAL 810

PERB CASE NO. M2015-036 MEDIATOR CONTRACT PROPOSAL October 22, 2015

bereavement leave is granted for the sole purpose of allowing employees time off to participate personally in the services held for the decedent and/or to manage the details in relating to the services, burial and estate of said decedent."

5. ARTICLE XIV TRAVEL PAY AND REIMBURSEMENT, Section 1 Change language to read as follows:

"Section 1

Effective January 1, 2016. Employees shall be reimbursed at the rate of 45 56 cents per mile or as per District policy, whichever is greater, for approved official school business carried out using their own vehicles."

6. ARTICLE XVII WEATHER/EMERGENCY DAYS, Section 2

Clarify language for custodial staff to read as follows:

"Section 2

Custodians Custodial staff reporting for work and working their normal schedule on a day when school is closed shall receive a day off in lieu of same at a time agreed to by the Superintendent of Schools or his designated representative."

7. ARTICLE XVIII UNIFORMS REVISED

Change language to reflect increase uniform allotments each year and provide new language for Maintenance employees and Transportation Employees as follows:

"Section 1

Cafeteria workers and teacher aides/monitors who are permanently assigned cafeteria duty will be allotted the following amounts as a work clothing allowance for purchase and maintenance of work clothing in accordance with department policy. Such amounts shall be treated as other income.

Effective July 1, 2007	<u>\$125</u>
Effective July 1, 2008	<u>\$150</u>
Effective July 1, 2009	\$175
Effective July 1, 2010	$-\frac{$200}{}$
22200110001j 1, 2010	Ψ200
Effective July 1, 2014	\$200
Effective July 1, 2015	\$200
Effective July 1, 2016	\$225
Effective July 1, 2017	\$225
Effective July 1, 2018	\$250
Effective July 1, 2019	\$250

Section 2

<u>Automotive</u> Mechanics <u>and Automotive Mechanic Helpers</u> will be allotted the following amounts as a work clothing allowance for purchase and maintenance of work clothing in accordance with department policy. Such amounts shall be treated as other income.

Effective July 1,	2007	\$250
Effective July 1,	2008	\$300
Effective July 1.	2009	\$400

MEMORANDUM OF AGREEMENT BETWEEN

NORTHERN ADIRONDACK CENTRAL SCHOOL DISTRICT

AND

CSEA, LOCAL 1000, AFSCME, AFL-CIO NORTHERN ADIRDONDACK CSD UNIT 6454 CLINTON COUNTY MUNICIPAL & SCHOOL DISTRICT EMPLOYEES LOCAL 810

PERB CASE NO. M2015-036 MEDIATOR CONTRACT PROPOSAL October 22, 2015

Effective July 1, 2010	\$500
Effective July 1, 2014	\$500
Effective July 1, 2015	\$500
Effective July 1, 2016	\$550
Effective July 1, 2017	\$550
Effective July 1, 2018	\$600
Effective July 1, 2019	\$600

Section 3

Custodians Custodial and maintenance employees will be allotted the following amounts as a work clothing allowance for purchase and maintenance of work clothing in accordance with department policy. Such amounts shall be treated as other income.

Effective	111127	1 2007	. \$175
		1,2007	\$120
Effective	July 1	2008	\$150
DITOOTIVE	Jury	L, 2000	
Effective	Trylar 1	2000	£175
	2017	1,200	ψ1 <i>15</i>
Effective	July 1	2010	
TITOCCEAC	JUL (TY	C- 2010	\$200

Effective July 1, 2014	\$200
Effective July 1, 2015	\$200
Effective July 1, 2016	\$225
Effective July 1, 2017	\$225
Effective July 1, 2018	\$250
Effective July 1, 2019	<u>\$250</u>

Section 4

Nurses will be allotted the following amounts as a work clothing allowance for purchase and maintenance of work clothing in accordance with department policy. Such amounts shall be treated as other income.

Effective July 1, 2007	\$125
Effective July 1, 2008	\$150
Effective July 1, 2009	\$175
Effective July 1, 2010	\$200
3	
Effective July 1, 2014	\$200
Effective July 1, 2015	<u>\$200</u>
Effective July 1, 2016	<u>\$225</u>
Effective July 1, 2017	\$225
Effective July 1, 2018	<u>\$250</u>
Effective July 1, 2019	\$250"

NEW "Section 6 REVISED

Transportation employees (other than Automotive Mechanics and Automotive Mechanic Helpers) will be allotted the following amounts as a work clothing allowance for purchase and maintenance of work clothing in accordance with department policy. Such amounts shall be treated as other income.

Effective July	1, 2014	\$0
Effective July	1, 2015	\$0

MEMORANDUM OF AGREEMENT BETWEEN

NORTHERN ADIRONDACK CENTRAL SCHOOL DISTRICT AND

CSEA, LOCAL 1000, AFSCME, AFL-CIO NORTHERN ADIRDONDACK CSD UNIT 6454 CLINTON COUNTY MUNICIPAL & SCHOOL DISTRICT EMPLOYEES LOCAL 810

PERB CASE NO. M2015-036 MEDIATOR CONTRACT PROPOSAL October 22, 2015

Effective July 1, 2016	\$100
Effective July 1, 2017	\$100
Effective July 1, 2018	\$100
Effective July 1 2019	\$100"

8. ARTICLE XXII, SALARY SCHEDULES AND SALARY BENEFITS, Section 1 **REVISED**

Change language to reflect a reasonable general wage increase as follows:

"Section 1

Salary scheduled for the term of this Agreement for all job titles are set forth in Appendices A through I-3.

Year 1: All members of the bargaining unit within the salary schedules will receive step movement only. There is no salary increase for any member of the bargaining unit who is off the salary schedule for SY 2014-15.

- Year 2: All members of bargaining unit within the salary schedules will receive step movement only. There is no salary increase for any member of the bargaining unit who is off the salary schedule for SY 2015-16.
- Year 3: All members of the bargaining unit within the salary schedules will receive 3.25% general increase inclusive of step, and all members of bargaining unit who are off the salary schedule will receive a general increase of 3.25% in 2016-2017.
- Year 4: All members of the bargaining unit within the salary schedules will receive a 3.25% general increase inclusive of step, and all members of bargaining unit who are off the salary schedule will receive a general increase of 3.25% in 2017-2018.
 - Year 5: All members of the bargaining unit within the salary schedules will receive a 3.5% general increase inclusive of step, and all members of bargaining unit who are off the salary schedule will receive a general increase of 3.5% in 2018-2019.
- Year 6: All members of the bargaining unit within the salary schedules will receive a 3.5% general increase inclusive of step and all members of bargaining unit who are off the salary schedule will receive a general increase of 3.5% in 2019-2020.

Effective January 1, 2016 the shift differential (currently 40 cents) will be raised to \$.50 cents per hour to be paid to employees for all hours worked after 2 PM including, but not limited to, all hours worked after 2 PM in the 10:30 AM to 6:30 PM shift. Shift differential does not apply to clerical shifts.

Any employee who is beyond the step schedule will receive the general wage increase"

9. ARTICLE XXII SALARY SCHEDULED AND SALARY BENEFITS, Section 2, (a) – (g) REVISED as follows:

Section 2

Effective with the commencement of this Agreement and continuing thereafter, the following rates and conditions shall be in effect:

Page 7 of 10

MEMORANDUM OF AGREEMENT BETWEEN

NORTHERN ADIRONDACK CENTRAL SCHOOL DISTRICT AND

CSEA, LOCAL 1000, AFSCME, AFL-CIO NORTHERN ADIRDONDACK CSD UNIT 6454 CLINTON COUNTY MUNICIPAL & SCHOOL DISTRICT EMPLOYEES LOCAL 810

PERB CASE NO. M2015-036 MEDIATOR CONTRACT PROPOSAL October 22, 2015

a) Extra trips inside the District shall be paid at the following rates

Year	5 Buses Routed
2014-2015	\$37.66
2015-2016	\$37.66
2016-2017	\$38.88
2017-2018	\$40.15
2018-2019	\$41.55
2019-2020	\$43.01

- b) Extra trips inside the District shall be paid at a rate of \$38.11 per assigned trip for 2014-15 and 2015-16; \$39.35 for 2016-17; \$40.63 for 2017-18; \$42.05 for 2018-19 and \$43.52 for 2019-20.
- c) Extra bus trips outside the District shall be paid at the rate of \$107.16 per trip for 2014-15 and 2015-16; \$110.64 for 2016-17; \$114.24 for 2017-18; \$118.24 for 2018-19 and \$122.38 for 2019-20.
- d) Saturday, Sunday and holiday bus trips shall be paid at a rate of \$130.87 for 2014-15 and 2015-16; \$135.12 for 2016-17; \$139.51 for 2017-18; 144.40 for 2018-19; \$149.45 for 2019-20.
- e) Weekday feeder trips shall be at a rate of \$52.62 per assigned trip after 6 p.m. for 2014-15 and 2015-16; \$54.33 per assigned trip after 6 p.m. for 2016-17; \$56.10 per assigned trip after 6 p.m. for 2017-18; \$58.06 per assigned trip after 6 p.m. for 2018-19 and \$60.09 per assigned trip after 6 p.m. for 2019-20.
- f) Saturday, Sunday and holiday feeder trips shall be paid at a rate of \$51.16 per assigned trip for 2014-15 and 2015-16; \$52.82 per assigned trip for 2016-17; \$54.54 per assigned trip for 2017-18; 56.45 per assigned trip for 2018-19 and \$58.42 per assigned trip for 2019-20.

g) All extra long, two-way trips shall be paid at the following rates:

	Within	Beyond	Beyond	Overnight	Each additional
Year	A miles	A miles	B miles	trip	Overnight Trip
2014-15	\$119.32	\$142.72	\$174.08	\$237.88	\$119,32
2015-16	\$119.32	\$142.72	\$174.08	\$237,88	\$119,32
2016-17	\$123.20	\$147.36	\$179.74	\$245.61	\$123.20
2017-18	\$127.20	\$152.15	\$185.58	\$253.59	\$127.20
2018-19	\$131.65	\$157.47	\$192.07	\$262.47	\$131.65
2019-20	\$136.26	\$162.98	\$198.80	\$271.65	\$136.26

[&]quot;A" miles is defined as the distance from Northern Adirondack to the AuSable Valley High School "B" miles is defined as the distance from Northern Adirondack to the Ticonderoga High School

h) The District will pay for room and board of a driver who accompanies any school group or team on an overnight event

Page 8 of 10 11/08/15

CSEA, LOCAL 1000, AFSCME, AFL-CIO NORTHERN ADIRDONDACK CSD UNIT 6454 CLINTON COUNTY MUNICIPAL & SCHOOL DISTRICT EMPLOYEES LOCAL 810

PERB CASE NO. M2015-036 MEDIATOR CONTRACT PROPOSAL October 22, 2015

- i) Effective July 1, 2002, Bus Drivers will be compensated for the time spent on the Random Drug Test at their hourly rate for the second, fourth, sixth, eighth, etc. occurrence of that test
- j) Employee working under a double title involving bus driving who do not pass their bus driver's physical will be allowed to maintain a forty-hour work week at the same pay schedule providing that a doctor's certificate states that said employee are capable of carrying their load of work in the appropriate department"
- 10. ARTICLE XXVI COMPENSATION AND SALARY SCHEDULES Change contract language to reflect new term of agreement as follows:

"Salary schedules for employees covered under this Agreement for 2014-2015, 2015-2016, 2016-2017, 2017-18, 2018-19 and 2019-20 in Appendices A through I-3. In each year of this Agreement, employees who are eligible for longevity or an increment shall advance one step on the appropriate salary schedule."

11. ARTICLE XXIX DURATION OF AGREEMENT Change contract language to provide for new 6 year length of agreement to read as follows:

"This Agreement shall become effective at 12:01 a.m., July 1, 2014 and shall expire at 12:00 o'clock midnight, June 30, 2020."

- ANY LANGUAGE NOT PROPOSED TO BE CHANGED SHALL REMAIN AS IS
- CONTRACT CHANGES SHALL BE EFFECTIVE UPON RATIFICATION BY BOTH PARTIES.
- Proposed wage schedules for the Appendices shall be mutually agreed upon and signed off by the parties to be attached to the written contract proposal. This formality shall be completed prior to the scheduling of the ratification processes.

Page 9 of 10 11/08/15

MEMORANDUM OF AGREEMENT BETWEEN

NORTHERN ADIRONDACK CENTRAL SCHOOL DISTRICT AND

CSEA, LOCAL 1000, AFSCME, AFL-CIO NORTHERN ADIRDONDACK CSD UNIT 6454 CLINTON COUNTY MUNICIPAL & SCHOOL DISTRICT EMPLOYEES LOCAL 810

> PERB CASE NO. M2015-036 MEDIATOR CONTRACT PROPOSAL October 22, 2015

Agreed and accepted:	
FOR THE NORTHERN ADIRONDACK CENT	TRAL SCHOOL DISTRICT:
Ba Tayro	11/9/2015
Laura Marlow, Superintendent of Schools	Date
Brian Tousignant, school Busivess	11-9-2015
Board Member; Paul Lilnors - BOE President	Date
FOR CIVIL SERVICE EMPLOYEES ASSOCI	ATION, INC., LOCAL 1000
AFSCME, AFL-CIO	, ,
NORTHERN ADIRONDACK CENTRAL SCH	OOL UNIT #6454 OF CLINTON
COUNTY LOCAL 810	
Tammy Labombard, Unit President	11/9/2015 Date
Liny Pombrid Labor Relations Specialist	1/18/15 Date

"NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE NORTHERN ADIRONDACK CENTRAL SCHOOL DISTRICT AS FOLLOWS."

- 1. "BASED UPON THE REVIEW BY THE BOARD OF EDUCATION OF THE PROPOSED ELEMENTARY SCHOOL ROOF ALTERATION PROJECT, THE BOARD HEREBY FINDS THAT THE PROPOSED ACTION CONTSTITUTES A "TYPE II ACTION" AS SUCH QUOTED TERM IS DEFINED IN THE STATE ENVIRONMENTAL QUALITY REVIEW ACT AND THE REGULATIONS OF THE DEPARTMENT OF ENVIRONMENTAL CONSERVATION OF THE STATE OF NEW YORK (6 NYCRR PART 617, AS AMENDED) PROMULAGATED THERE UNDER ("SEQRA") AND, THEREFORE, IS NOT SUBJECT OF ANY FURTHER REVIEW BY THE SCHOOL DISTRICT UNDER SEQRA. THE ACTION CONSISTS OF ROUTINE ACTIVITES OF AN EDUCATIONAL INSTITUTION WITH NO CONTEMPLATED EXPANSION OF THE EXISTING FACILITIES AND ANY IMPROVEMENTS TO SUCH FACILITIES WILL BE IN THE NATURE OF REPLACEMENT, REHABILITATION OR RECONSTRUCTION OF THE FACILITES IN KIND, ON THE SAME SITE."
- 2. "A COPY OF THIS RESOLUTION SHALL BE PLACED ON FILE IN THE OFFICE OF THE DISTRICT CLERK WHERE THE SAME SHALL BE AVAILABELE FOR PUBLIC INSPECTION DURING BUSINESS HOURS. THIS RESOLUTION SHALL TAKE EFFECT IMMEDIATELY."

CERTIFICATION OF UNPAID SCHOOL TAXES RETURNED TO THE FRANKLIN COUNTY TREASURER



STATE OF NEW YORK}
County of Franklin}

Collector of Taxes in and for the Norforegoing is a true account of the tax District, that the taxes in such account has been unable to collect the same.	rthern Adirondactes remaining unnut remain unpaid	ck Central School I paid in the Town on and that after dili	District, that the of Bellmont of said
AFFIDAVIT TO BE NOTARIZE Sworn to before me this		er 2015 Amica octany Public	JAMIE L. LORD Motary Public, State of New York No. 01L06070508 Qualified in Clinton County Commission Expires 3-4-20
The undersigned School Boat School District hereby certify that the of Bellmont of said District, delivered, and compared the same with the original be correct.	ne preceding is a ed to the School Collector of Taxe	n account of unpai Board Members the s therein and that	d taxes in the Town nereof by they have examined
Dated thisday of	, 2015	×	
	<u>:</u>		
	:_		

count of Unpaid Tax	xes Assessed upon lands	of Residents	or Wil	d or Forest l	ands	belonging to the State of	
w York in School District No.	in the Town o	r <u>Belmo</u>	nt	Cour	nty of F	Franklin, in an	
ounting to	96,969	. 45_				and deliver	red
ounting tohe Collector on the	(Total Tax Warrant) day of	ber	20	Ra	ate _	1.614732	
Name Of Owner	I.D. Number	Тах		Interest Added	1	Total Taxes Returned to County	
awrence Chase	2492-4	262	49	6	25	267	74
tate of NY	235:-1-5-ESMT	36,334	95	724	70	3.706	65
The state of the s	1741-2	3017	51	(at)	35	3077	86
· · · · · · · · · · · · · · · · · · ·	2061-a	4967	62	99	360	5066	98
	2501-6	1078	<i>30</i>	3	67	691	87
	250-1-9	728	24	14	57	742	81
	25/1-6	1161	47	23	23	1184	70
11	2511-7	707	34	14	15	721	49
1(2511-8	730	57	, , , , , , , , , , , , , , , , , , ,	102	745	19
11	333.7-1	122 WY	41	45	29	2309	70
		The state of the s		COMMISSION COLLEGE AND			
							Particular and the second of t
		A SA CAMPAGA AND A STREET AND A		The state of the s		Market annual trapping and the state of the	
	The state of the s			Wilder Cooks Cooks the street of the Street Cooks the Str			
		50,950	90	107		51809	99
Total Per Page)		ē		ដូ	Page of	-

Page _____ of ____

THE UNIVERSITY OF THE STATE OF NEW YORK THE STATE EDUCATION DEPARTMENT ALBANY 1

COLLECTOR'S REPORT

union free and central schools 2015-2016

Date report submitted November 5,2015

Date warrant ended October 31,2015

TOWN	ASSESSED VALUE ¹	tax rate per \$1000	AMOUNT TAX LEVY ²	total taxes collected	TOTAL TAXES RETURNED TO COUNTY ³	TOTAL INTEREST ADDED TO RETURNED TAXES			
Altona	274529,838	11.61473	929,070.32	494,611.40	24,1458.92				
Beeknantown	4466,199	/ 1	42,496.44	30607.10	11,889.34				
Belmont	11,761,587		95,959.45	35,106.55	50,852.90				
Chazy	756,932	4	5,132.30	3334.91	1797.39	·			
Clinton	211571,758	1/	302,0a9.42	234013.30	69.016.12				
Daniemora	104936,717	۱/	1,125,934.00	901,913.40	224,020.60				
Ellenburg	2902 39, 396		1,097,741.07	904,151.86	293,58921				
Mooers 0	17504,152		159,394.95	123,174.44	36,210.51				
Saranac	3619,775		30,088.54	9,408.12	20,680.42				
	·								
						,			
					,				
Total	;	. xxxx	3,776,836.49	2,928321.0	948,515.41	Í			
¹ Assessment must be same as t ² Sum of next to last two columns ³ Include State land, if any.	¹ Assessment must be same as that on original warrant unless corrected by permission of Commissioner of Education. ² Sum of next to last two columns must equal the "Tax Levy." ³ Include State land, if any.								
Amount of fees (If any) r	Amount of fees (If any) received by Tax Collector\$1,211.72								
Date tax claim returned to	Date tax claim returned to county MNEMBER 5, 2015								
Note. Return tax claim should be made conly after approval of this report. [Collector's signature]									
Approved:									
[President or Clerk of Board of Education]									

Note for district superintendents. Three copies of this form are provided for each of your union free and central school districts. Please forward these to boards of education or directly to the collectors with instructions to fill out the information called for immediately after the tax warrant has ended. One copy should be kept by the collector, one by the clerk and one forwarded promptly to the district superintendent.

11(279-My6)-5000(48355)*