

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
THE SCOTIA-GLENVILLE CENTRAL SCHOOL DISTRICT  
AND  
SCOTIA-GLENVILLE SCHOOL EMPLOYEES LOCAL 766 AND COUNCIL 66 OF  
THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL  
EMPLOYEES, AFL-CIO**

May 4, 2023

The Superintendent of the Scotia-Glenville Central School District (“District”) and Scotia-Glenville School Employees Local 766 and Council 66 of the American Federation of State, County, and Municipal Employees, AFL-CIO (“Union”) hereby agree to the following changes to the July 1, 2019 to June 30, 2023 collective bargaining agreement between the School District and the Union (“Agreement”). The terms of this Memorandum of Agreement shall supercede all prior collective bargaining agreements and understandings. Any Articles, sections, or portions of the 2019-2023 collective bargaining agreement not discussed herein shall continue and be incorporated into the successor collective bargaining agreement without change. This Memorandum is subject to approval by the Board of Education of the District and ratification by the Union.

1. **Article 30 – Duration** – Amend to provide for a new agreement for the period July 1, 2023 through June 30, 2027.

2. **Article 10 – Wage Increases** –

- Section 1, Wage Increases - Amend first paragraph in section to provide:

“Salary schedules, expressed in hourly wage rates in accordance with a three annual step salary schedule, for positions among the classes of employment represented by the Union are contained in APPENDIX A. The wage rates reflect an increase of 4% effective July 1, 2023; an increase of 4% effective July 1, 2024; an increase of 4% effective July 1, 2025; and, an increase of 4% effective July 1, 2026.”

- Section 6, Longevity Service Pay – Amend to add five cents per hour to each longevity level effective July 1, 2023.

- Delete Section "11" as it has sunsetted.

4. **Article 14 – Health Insurance** – Amend as follows:

- Amend Section 2(h) to reflect an increase to fifteen percent (15%) contribution for employees in the .75 and above category effective July 1, 2024.

- Amend Section 3 to add a new section "f" as follows: "The plan offered to retirees will be the same as provided to active members under this Agreement as such plan may later be changed by the parties in accordance with the terms of this Agreement for insurance plan(s) provided to active employees. Only dependents consisting of a spouse and dependent children the unit member has at the time of retirement are eligible for dependent coverage under this provision."

5. **Article 3 – Discipline** –

- Amend (j) to change "24 months" to "30 months"

6. **Article 19(f) – Sick Leave Payout** – Amend to make it consistent with Article 22(i) to reflect a maximum payment of up to 60 days (not 50) for a new maximum payment of \$1,500 (not \$1,250).

7. **Article 5, Section 2(b) – Posting** – Amend to add after "seven (7) working days" the following new language "and District wide website until position is filled".

8. **Article 20, Section 1(a) – Holidays** – Add "Juneteenth (when school is closed for the holiday)" to the list effective July 1, 2023.

9. **Article 21, Section (f) – Vacation Carry Over** – Amend to read: "Any employee entitled to a vacation allowance under the above provisions may carry over to the subsequent year, but no longer, up to eight (8) days of unused vacation allowance. Effective July 1, 2023, any employee who has been continuously employed by the District for at least ten (10) years

AC<sup>2</sup>




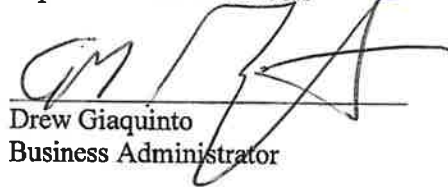
shall be able to carry over to the subsequent year up to ten (10) days of unused vacation leave.”

10. General CBA Review: The parties will examine the current CBA with a view towards updating any language that has become outmoded or no longer reflects what occurs and to incorporate as appropriate recent MOA's. All such changes to be by mutual agreement.

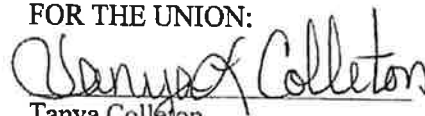
DATED: 5/9, 2023


FOR THE SCHOOL DISTRICT:


  
Susan Swartz  
Superintendent of Schools

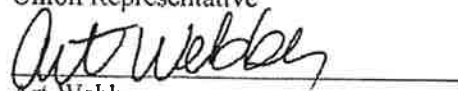
  
Drew Giaquinto  
Business Administrator

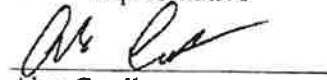
FOR THE UNION:

  
Tanya Colleton  
Local President

  
Wayne Mysliński  
Union Representative

  
Zach Carey  
Union Representative

  
Art Webber  
Union Representative

  
Alex Catello  
AFSCME Council 66  
Labor Relations Specialist





**SCOTIA-GLENVILLE CSD**  
**AFSCME 766**  
**HOURLY RATE SCHEDULE**

**2023/24 SALARY RATE SCHEDULE**

**APPENDIX**

	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>
Head Custodian - High School	\$28.66	\$29.89	\$31.15
Head Custodian - Middle School	\$28.18	\$29.46	\$30.68
Senior Custodian - High School Nights	\$27.29	\$28.61	\$29.80
Senior Custodian - Day	\$26.24	\$27.45	\$28.74
Senior Custodian - Day (Sacandaga)	\$26.72	\$28.04	\$29.18
Senior Custodian - Night	\$26.72	\$28.04	\$29.18
Custodian - Day	\$24.56	\$25.63	\$27.01
Custodian - Districtwide	\$23.03	\$23.96	\$25.16
Custodian - Night (Second Shift)	\$25.14	\$26.24	\$27.49
Custodian - Night (Third Shift) High School	\$25.92	\$26.99	\$28.33
Cleaner	\$16.82	\$17.20	\$17.58
Laborer	\$18.87		
Stock Clerk	\$22.66	\$23.80	\$24.86
Delivery Truck Driver	\$24.56	\$25.60	\$27.01
Senior Maintenance Mechanic	\$30.87	\$32.08	\$33.25
Maintenance Mechanic - Day	\$27.56	\$28.94	\$30.19
Maintenance Mechanic - Night (Second Shift)	\$28.11	\$29.45	\$30.67
Senior Groundsman	\$28.66	\$29.89	\$31.15
Groundsman	\$24.58	\$25.63	\$27.01
Groundsman's Helper	\$14.39*		
Painter	\$25.81	\$26.96	\$28.13
Head General Mechanic	\$32.58	\$33.87	\$35.25
General Mechanic	\$25.81	\$26.96	\$28.13
Senior Auto Mechanic	\$30.82	\$32.08	\$33.25
Automotive Mechanic	\$27.56	\$28.94	\$30.19
Bus Driver/Mechanic	\$25.83	\$26.87	\$27.92
Head Bus Driver	\$25.54	\$26.67	\$28.05
Bus Driver	\$24.34	\$25.33	\$26.73
Substitute, Extra Driver & Layover Time	\$22.47		
Audio-Visual Technician	\$28.13	\$29.43	\$30.67
Audio-Visual Repair Worker	\$27.56	\$28.94	\$30.19

Shift Differential - 10 mos.

Shift Differential - 12 mos.

\*or minimum wage, whichever is higher



**SCOTIA-GLENVILLE CSD**  
**AFSCME 766**  
**HOURLY RATE SCHEDULE**

**2024/25 SALARY RATE SCHEDULE**

**APPENDIX**

	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>
Head Custodian - High School	\$29.81	\$31.09	\$32.39
Head Custodian - Middle School	\$29.31	\$30.64	\$31.91
Senior Custodian - High School Nights	\$28.38	\$29.75	\$30.99
Senior Custodian - Day	\$27.29	\$28.54	\$29.88
Senior Custodian - Day (Sacandaga)	\$27.79	\$29.16	\$30.35
Senior Custodian - Night	\$27.79	\$29.16	\$30.35
Custodian - Day	\$25.55	\$26.65	\$28.09
Custodian - Districtwide	\$23.95	\$24.92	\$26.16
Custodian - Night (Second Shift)	\$26.14	\$27.29	\$28.59
Custodian - Night (Third Shift) High School	\$26.95	\$28.07	\$29.46
Cleaner	\$17.49	\$17.89	\$18.28
Laborer	\$19.62		
Stock Clerk	\$23.57	\$24.75	\$25.85
Delivery Truck Driver	\$25.55	\$26.63	\$28.09
Senior Maintenance Mechanic	\$32.10	\$33.37	\$34.58
Maintenance Mechanic - Day	\$28.66	\$30.10	\$31.40
Maintenance Mechanic - Night (Second Shift)	\$29.24	\$30.63	\$31.90
Senior Groundsman	\$29.81	\$31.09	\$32.39
Groundsman	\$25.56	\$26.65	\$28.09
Groundsman's Helper	\$14.97*		
Painter	\$26.85	\$28.04	\$29.26
Head General Mechanic	\$33.89	\$35.23	\$36.66
General Mechanic	\$26.85	\$28.04	\$29.26
Senior Auto Mechanic	\$32.05	\$33.37	\$34.58
Automotive Mechanic	\$28.66	\$30.10	\$31.40
Bus Driver/Mechanic	\$26.87	\$27.95	\$29.04
Head Bus Driver	\$26.56	\$27.73	\$29.17
Bus Driver	\$25.31	\$26.35	\$27.80
Substitute, Extra Driver & Layover Time	\$23.37		
Audio-Visual Technician	\$29.26	\$30.61	\$31.90
Audio-Visual Repair Worker	\$28.66	\$30.10	\$31.40

Shift Differential - 10 mos.

Shift Differential - 12 mos.

\*or minimum wage, whichever is higher

Ac



**SCOTIA-GLENVILLE CSD**  
**AFSCME 766**  
**HOURLY RATE SCHEDULE**

**2025/26 SALARY RATE SCHEDULE**

**APPENDIX**

	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>
Head Custodian - High School	\$31.00	\$32.33	\$33.69
Head Custodian - Middle School	\$30.48	\$31.87	\$33.18
Senior Custodian - High School Nights	\$29.52	\$30.95	\$32.23
Senior Custodian - Day	\$28.38	\$29.69	\$31.08
Senior Custodian - Day (Sacandaga)	\$28.90	\$30.33	\$31.56
Senior Custodian - Night	\$28.90	\$30.33	\$31.56
Custodian - Day	\$26.57	\$27.72	\$29.21
Custodian - Districtwide	\$24.90	\$25.92	\$27.21
Custodian - Night (Second Shift)	\$27.19	\$28.38	\$29.73
Custodian - Night (Third Shift) High School	\$28.03	\$29.19	\$30.64
Cleaner	\$18.19	\$18.61	\$19.01
Laborer	\$20.41		
Stock Clerk	\$24.51	\$25.74	\$26.88
Delivery Truck Driver	\$26.57	\$27.69	\$29.21
Senior Maintenance Mechanic	\$33.39	\$34.70	\$35.96
Maintenance Mechanic - Day	\$29.81	\$31.30	\$32.65
Maintenance Mechanic - Night (Second Shift)	\$30.41	\$31.86	\$33.17
Senior Groundsman	\$31.00	\$32.33	\$33.69
Groundsman	\$26.58	\$27.72	\$29.21
Groundsman's Helper	\$15.57*		
Painter	\$27.92	\$29.16	\$30.43
Head General Mechanic	\$35.24	\$36.64	\$38.12
General Mechanic	\$27.92	\$29.16	\$30.43
Senior Auto Mechanic	\$33.33	\$34.70	\$35.96
Automotive Mechanic	\$29.81	\$31.30	\$32.65
Bus Driver/Mechanic	\$27.94	\$29.07	\$30.20
Head Bus Driver	\$27.63	\$28.84	\$30.34
Bus Driver	\$26.32	\$27.40	\$28.91
Substitute, Extra Driver & Layover Time	\$24.31		
Audio-Visual Technician	\$30.43	\$31.83	\$33.17
Audio-Visual Repair Worker	\$29.81	\$31.30	\$32.65

Shift Differential - 10 mos.

Shift Differential - 12 mos.

\*or minimum wage, whichever is higher

AC




**SCOTIA-GLENVILLE CSD  
AFSCME 766  
HOURLY RATE SCHEDULE**

**2026/27 SALARY RATE SCHEDULE**

**APPENDIX**

	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>
Head Custodian - High School	\$32.24	\$33.62	\$35.04
Head Custodian - Middle School	\$31.70	\$33.14	\$34.51
Senior Custodian - High School Nights	\$30.70	\$32.18	\$33.52
Senior Custodian - Day	\$29.52	\$30.87	\$32.32
Senior Custodian - Day (Sacandaga)	\$30.05	\$31.54	\$32.83
Senior Custodian - Night	\$30.05	\$31.54	\$32.83
Custodian - Day	\$27.63	\$28.83	\$30.38
Custodian - Districtwide	\$25.90	\$26.95	\$28.30
Custodian - Night (Second Shift)	\$28.28	\$29.52	\$30.92
Custodian - Night (Third Shift) High School	\$29.15	\$30.36	\$31.87
Cleaner	\$18.92	\$19.35	\$19.77
Laborer	\$21.22		
Stock Clerk	\$25.49	\$26.77	\$27.96
Delivery Truck Driver	\$27.63	\$28.80	\$30.38
Senior Maintenance Mechanic	\$34.72	\$36.09	\$37.40
Maintenance Mechanic - Day	\$31.00	\$32.56	\$33.96
Maintenance Mechanic - Night (Second Shift)	\$31.62	\$33.13	\$34.50
Senior Groundsman	\$32.24	\$33.62	\$35.04
Groundsman	\$27.64	\$28.83	\$30.38
Groundsman's Helper	\$16.19*		
Painter	\$29.04	\$30.32	\$31.64
Head General Mechanic	\$36.65	\$38.10	\$39.65
General Mechanic	\$29.04	\$30.32	\$31.64
Senior Auto Mechanic	\$34.66	\$36.06	\$37.40
Automotive Mechanic	\$31.00	\$32.56	\$33.96
Bus Driver/Mechanic	\$29.06	\$30.23	\$31.41
Head Bus Driver	\$28.73	\$30.00	\$31.55
Bus Driver	\$27.37	\$28.50	\$30.07
Substitute, Extra Driver & Layover Time	\$25.28		
Audio-Visual Technician	\$31.64	\$33.11	\$34.50
Audio-Visual Repair Worker	\$31.00	\$32.56	\$33.96

Shift Differential - 10 mos.

Shift Differential - 12 mos.

\*or minimum wage, whichever is higher

AC