

Final 2-6-26

MEMORANDUM OF AGREEMENT

BETWEEN

THE AVERILL PARK CENTRAL SCHOOL DISTRICT

AND

CSEA

WHEREAS, the Superintendent of the Averill Park Central School District (“District”) and CSEA, Local 1000 AFSCME, AFL-CIO, Averill Park CSD Unit #8256-00, Rensselaer County Educational Local 871 (“CSEA” or “Association”) are parties to a collective bargaining agreement for the period July 1, 2022, through June 30, 2027 (“Agreement”); and,

WHEREAS, the District has approached CSEA to discuss a serious issue in the Transportation Department involving a shortage of school bus drivers (including bus driver trainer) and Head Mechanic/Mechanic/Mechanic Assistant (collectively “bus mechanics”) which is negatively impacting its ability to transport District students and negatively impacting the employees and members of CSEA as a result of the burden of work; and,

WHEREAS, the parties have discussed this issue and expanded their conversation to include an extension of the current Agreement under the following terms and conditions.

THEREFORE, the parties agree as follows:

The Superintendent of the Averill Park Central School District (“District”) and CSEA, Local 1000 AFSCME, AFL-CIO, Averill Park CSD Unit #8256-00, Rensselaer County Educational Local 871 (“CSEA” or “Association”) hereby enter into the following Memorandum of Agreement to amend the 2022-2027 Collective Bargaining Agreement (“Agreement”) between the parties. The terms of this Memorandum shall amend the prior Collective Bargaining Agreement and shall also be incorporated into a new agreement for the period from July 1, 2027 through June 30, 2029, along with some changes to the current Agreement. Any articles, sections or portions of the Agreement not discussed herein shall continue and be incorporated into the successor Collective Bargaining Agreement. The parties understand and agree that the terms of this memorandum of agreement shall not be effective unless and until they are approved by the Board of Education of the District and ratified by the members of the Association.

1. Article 12, Section 1 (all titles except Bus Drivers and Bus Mechanics) –

Effective July 1, 2026, all titles except Bus Drivers and Bus Mechanics shall have steps 1-4 and all individual hourly wage rates increased by one and one-half percent (1.5%) in addition to the scheduled five percent (5%) increase in the current Agreement for a total wage increase of 6.5%.

All titles except Bus Driver and Bus Mechanic shall receive a one-time bonus of Two Hundred and Fifty Dollars (\$250) payable on or before March 15, 2026. This bonus is one-time only and shall not be added to base compensation.

2. **Article 12, Section 1 (Compensation)** – For the extension of the current Agreement for two years, amend Section 1 to delete the Sections (A-C) and replace with new Sections as follows:

A. The new salary schedules effective July 1, 2027 until June 30, 2029 are attached hereto as Appendix “A”. These new schedules reflect an increase of four and one-half percent (4.5%) to the new minimum hire rate for each title and each employee’s hourly wage effective July 1, 2027 and an increase of four and one-half percent (4.5%) to the new minimum hire rate for each title and each employee’s hourly wage effective July 1, 2028.

B. Effective July 1, 2027 for any titles other than bus driver and bus mechanic which are addressed below, the current schedules for 2026-2027 which set forth years 1, 2, 3, and 4 shall be amended to show a “minimum new hire rate” for each title and no designation of years. The District is permitted to hire any new employee at the minimum new hire rate or any rate above that rate based on its assessment of experience the applicant has in the duties related to the title for which they may be hired. This experience may include similar service in the public or private sector or related education or training experience. When based on prior experience (public or private sector), such years shall be capped at the number of years of such experience as such experience may compare to the highest hourly rate paid to current members of CSEA who have worked for the District for the same number of years. For example, a new bus driver hired with ten years of experience as a bus driver would not be hired at a rate that exceeds the highest hourly rate paid to a District school bus driver with ten years of experience with the District.

C. All ten month employees appointed to a summer position shall be paid on a regular payroll basis (i.e. no lag payroll distinctions between titles).

D. Amend term to extend to June 30, 2029.

3. **Article 12, Section 1 (Bus Drivers and Bus Mechanics)** – Effective March 1, 2026, amend Article 12, Section 1 salary schedules for current Bus Drivers and Bus Mechanics employees to the following new hourly wage rates based on the following years of service:

- Bus Driver Pay (including bus driver trainer) to be adjusted based on years of service (not step) as follows:

- Year One Drivers- \$26
- Year 2-5 Drivers-\$27
- Year 6-10 Drivers-\$28
- Year 11-15 Drivers-\$29
- Year 16-20 Drivers-\$32
- Year 20+ Drivers- \$34

All raises to be effective 3/1/2026

Wages for these titles for 2026-27 (i.e. effective July 1, 2026) will be based on the 5% increase amount in the current Agreement contract from the new enhanced hourly rates for drivers and mechanics.

This bracketing of new wage rates is solely for determining who receives the wage increases effective March 1, 2026, not for any future purpose.

- Head Mechanic/Mechanic/Mechanic Assistant (collectively "bus mechanics") wage rates to be adjusted as follows:

Mechanic - \$2/hour

All raises to be effective 3/1/2026

Raises for these titles for 2026-27 (i.e. effective July 1, 2026) will be based on the 5% increase amount in the current Agreement contract from the new enhanced hourly rates for drivers and mechanics.

- Hiring Bonus - Effective March 1, 2026, a new hiring bonus of \$500 will be implemented for any newly hired school bus driver or bus mechanic which shall be payable upon successful completion of one year of service by the new employee. The District may decide to terminate this pilot program of paying a hiring bonus or extending it on June 30, 2027 based on its experience with the usefulness of this hiring tool.
- New salary/wage schedules – Effective March 1, 2026, the current four year levels for each of the titles of Bus Driver, Bus Driver Trainer, and Bus Mechanics shall be deleted and replaced with a "new hire rate" sum which shall be \$26 effective March 1, 2026 and increased each following year by the increase to wage rates (e.g. 5% effective July 1, 2026. Similar to the above language, the District is permitted to hire any new employee in these listed titles at the minimum new hire rate or any rate above that rate based on its assessment of experience the applicant has in the duties related to the title for which they may be hired. This experience may include similar service in the public or private sector or related education or training experience. When based on prior experience (public or private sector), such years shall be capped at the number of years of such experience as such experience may compare to the highest hourly rate paid to current members of CSEA who have worked for the District for the same number of years. For example, a new bus driver hired with ten years of experience as a school bus driver would not be hired at a rate that exceeds the highest hourly rate paid to a District school bus driver with ten years of experience with the District.

- Subcontracting – Effective March 1, 2026, Article 4, (Management Rights) shall be amended to add a new Section 5 as follows:

“The District shall have the right to subcontract private runs (i.e. those runs not part of the regular runs transporting students to and from Averill Park schools each morning and afternoon). It may do so on an annual basis based on its assessment of the need to do so as demonstrated by an insufficient number of school bus drivers employed for the following school year or other factors related to its ability to transport all students for both regular and private runs. The District’s preference is to assign all such runs to employees of the District rather than sub-contracting them but must have this right to ensure transportation to all students. The District shall first meet with and consult with CSEA prior to making the decision to do so.”

- Emergency Assignment – Effective March 1, 2026, Article 7, Section 5 shall have a new section labeled “F” as follows:

“Notwithstanding any of the other provisions of the Agreement to the contrary, the District may fill bus runs on a daily basis when the normally assigned bus driver is unavailable on an emergency basis without regard to seniority or any rotating list.”

4. Article 9, Section 3(D), (Sick and Bereavement Leave) – Amend to delete the phrase the words “4(a) and 4(B)” from this section so as to no longer require bereavement leave under Section 4 be deducted from accrued sick leave or be without pay (for the number of bereavement days set forth). This is effective immediately upon final approval of this Memorandum of Agreement.

5. Article 18, Section 11 (Ten month Employee Summer Work) – Amend effective upon final approval of this Memorandum of Agreement to read as follows:

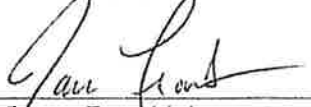
“Ten (10) month employees who are requested and are scheduled for a regular work schedule in the summer for more than 100 hours (e.g. aides assigned to the SPED ESY program, bus drivers, bus attendants, etc.) will receive:

- A. Independence Day, if the holiday falls during assigned summer work; and,
- B. No more than one (1) sick, one (1) personal, and one (1) bereavement day during their summer work. If the sick and personal days are not used, they will accrue as sick days for the employee.”


6. The parties agree to make any editorial or date changes in preparing the new collective bargaining agreement as may be mutually agreed to.

DATED: February 12, 2026

FOR THE DISTRICT:

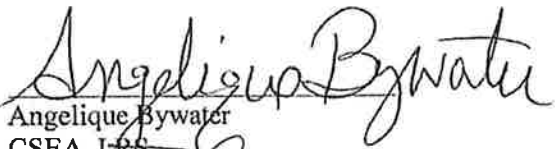


Dr. James Franchini
Superintendent of Schools

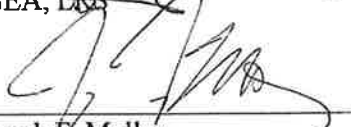


Carrie Nyc-Chevrier
Assistant Superintendent

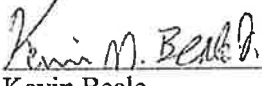
FOR CSEA:




Angelique Bywater
CSEA, LBS



Joseph F. Molloy
Local President



Kevin Beale
Local CSEA Officer



Keri Stern
Local CSEA Officer



Sharon Perez
Local CSEA Officer

Appendix A

2026-27

	Year 1	Year 2	Year 3	Year 4
Account Clerk	\$ 20.97	\$ 21.39	\$ 21.82	\$ 22.26
Assistant Dispatcher	\$ 22.74	\$ 23.19	\$ 23.66	\$ 24.13
Bus Attendant	\$ 18.51	\$ 18.88	\$ 19.25	\$ 19.64
Bus Driver Trainer	\$ 27.63	\$ 28.14	\$ 28.66	\$ 29.19
Child Care Worker	\$ 18.51	\$ 18.88	\$ 19.25	\$ 19.64
Cleaner	\$ 18.51	\$ 18.88	\$ 19.25	\$ 19.64
Cook	\$ 20.97	\$ 21.39	\$ 21.82	\$ 22.26
Custodial Worker	\$ 19.12	\$ 19.51	\$ 19.90	\$ 20.29
Dispatcher	\$ 24.67	\$ 25.17	\$ 25.67	\$ 26.19
Elementary Custodian	\$ 21.28	\$ 21.71	\$ 22.14	\$ 22.58
Food Service Helper	\$ 18.51	\$ 18.88	\$ 19.25	\$ 19.64
Groundskeeper	\$ 21.32	\$ 21.75	\$ 22.18	\$ 22.62
Head Groundskeeper	\$ 24.39	\$ 24.88	\$ 25.38	\$ 25.88
Building Mechanic	\$ 25.91	\$ 26.43	\$ 26.96	\$ 27.49
Head Bus Mechanic	\$ 30.06	\$ 30.62	\$ 31.19	\$ 31.77
Bus Mechanic	\$ 27.63	\$ 28.14	\$ 28.66	\$ 29.19
Bus Mechanic Assistant	\$ 21.58	\$ 21.97	\$ 22.37	\$ 22.78
Messenger	\$ 19.74	\$ 20.13	\$ 20.54	\$ 20.95
School Bus Driver	\$ 27.30			
School Monitor	\$ 18.51	\$ 18.88	\$ 19.25	\$ 19.64
Secondary Custodian	\$ 21.59	\$ 22.02	\$ 22.46	\$ 22.91
Senior Typist	\$ 21.47	\$ 21.90	\$ 22.33	\$ 22.78
Teacher Aide	\$ 18.51	\$ 18.88	\$ 19.25	\$ 19.64
Typist for Admin	\$ 20.97	\$ 21.39	\$ 21.82	\$ 22.26
Typist for Princ	\$ 21.26	\$ 21.68	\$ 22.12	\$ 22.56
Typist	\$ 19.74	\$ 20.13	\$ 20.54	\$ 20.95

[Handwritten signature] 2/19/26 *[Handwritten initials]*

2027-28

2028-29

	Starting Wage
Account Clerk	\$ 21.92
Assistant Dispatcher	\$ 23.76
Bus Attendant	\$ 19.34
Bus Driver Trainer	\$ 28.87
Child Care Worker	\$ 19.34
Cleaner	\$ 19.34
Cook	\$ 21.92
Custodial Worker	\$ 19.98
Dispatcher	\$ 25.79
Elementary Custodian	\$ 22.24
Food Service Helper	\$ 19.34
Groundskeeper	\$ 22.28
Head Groundskeeper	\$ 25.49
Building Mechanic	\$ 27.07
Head Bus Mechanic	\$ 31.41
Bus Mechanic	\$ 28.87
Bus Mechanic Assistant	\$ 22.56
Messenger	\$ 20.63
School Bus Driver	\$ 28.53
School Monitor	\$ 19.34
Secondary Custodian	\$ 22.56
Senior Typist	\$ 22.43
Teacher Aide	\$ 19.34
Typist for Admin	\$ 21.92
Typist for Princ	\$ 22.21
Typist	\$ 20.63

	Starting Wage
Account Clerk	\$ 22.90
Assistant Dispatcher	\$ 24.83
Bus Attendant	\$ 20.21
Bus Driver Trainer	\$ 30.17
Child Care Worker	\$ 20.21
Cleaner	\$ 20.21
Cook	\$ 22.90
Custodial Worker	\$ 20.88
Dispatcher	\$ 26.95
Elementary Custodian	\$ 23.24
Food Service Helper	\$ 20.21
Groundskeeper	\$ 23.28
Head Groundskeeper	\$ 26.64
Building Mechanic	\$ 28.29
Head Bus Mechanic	\$ 32.82
Bus Mechanic	\$ 30.17
Bus Mechanic Assistant	\$ 23.57
Messenger	\$ 21.56
School Bus Driver	\$ 29.81
School Monitor	\$ 20.21
Secondary Custodian	\$ 23.58
Senior Typist	\$ 23.44
Teacher Aide	\$ 20.21
Typist for Admin	\$ 22.90
Typist for Princ	\$ 23.21
Typist	\$ 21.56