

MEMORANDUM OF AGREEMENT
between the
ELMIRA-HEIGHTS CENTRAL SCHOOL DISTRICT
and
ELMIRA-HEIGHTS EDUCATIONAL
SUPPORT STAFF ASSOCIATION
Bus Driver Pay Adjustments

THIS MEMORANDUM OF UNDERSTANDING is made by and between the Elmira Heights Central School District and the Elmira Heights Educational Support Staff Association (hereinafter the “Association”).

WHEREAS, the District and the Association entered into a Collective Bargaining Agreement governing all negotiable items between the District and the Association for the period of July 1, 2018 through June 30, 2022 (hereinafter the “CBA”);

WHEREAS, Article 26 addresses “Salary and Additional Compensation” for Association members;

WHEREAS, Section 26.1(a) and Appendix A of the CBA provide hourly rates of pay for “on-step” Association members;

WHEREAS, Section 26.1(c)(4) of the CBA provides the hourly rate, excluding longevity, for Association members who are off-step for the 2021-2022 school year will be increased by three percent (3.0%);

WHEREAS, Appendix A of the CBA includes the following wage rates for on-step Bus Drivers for the 2021-2022 school year:

BUS DRIVER	
Step	2021-22
1	\$14.25
2	\$14.46
3	\$14.60
4	\$14.74
5	\$14.89
6	\$15.24
7	\$15.53

WHEREAS, to incentivize existing bus drivers to remain working for the District and to attract bus drivers as new hires, the District and the Association agree to make an adjustment to the 2021-2022 bus driver wages;

NOW THEREFORE, it is mutually agreed between the parties as follows:

1. The last column in Appendix A of the CBA will be deleted and replaced with the following for the 2021-2022 year only:

BUS DRIVER	
Step	2021-22
1	\$19.00
2	\$19.00
3	\$19.05
4	\$19.10
5	\$19.15
6	\$19.20
7	\$19.25

2. Section 26.1(c)(4) of the CBA shall modified for bus drivers as follows:

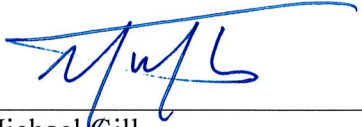
“For the 2021-2022 school year, bus drivers will have his/her hourly rate, excluding longevity, increased by \$3.75 per hour.”
3. Bus drivers will not be eligible for the three percent (3%) wage increase previously agreed to, as the total 2021-2022 wage increases to base pay for bus drivers are contained in Paragraphs 1 and 2 hereinabove.
4. A paragraph shall be added to Article 26 as Section 26.16 which shall state the following:

“§26.16 New Bus Driver Training.
Newly hired bus drivers that are working towards obtaining his/her license or credentials to drive school bus will receive a separate hourly rate of thirteen dollars (\$13.00) for each hour in such training at the request of the District.”
5. The modifications contained herein are to address the unique issue presented by local wage increases and demand for employees in the title of bus driver. This Agreement shall not be construed or precedent setting on either party.
6. This Agreement does not constitute a waiver of any right preserved by the District and vested in it by the Rules and Regulations of the Commissioner of Education and the Board of Regents and by the laws and constitution of the State of New York.
7. This Agreement constitutes the complete agreement by and between the parties and may not be changed or modified except in writing executed by the same parties hereto.

SIGNATURE PAGE FOLLOWS

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be executed on the date herein written:

**ELMIRA HEIGHTS
CENTRAL SCHOOL DISTRICT**



By: Michael Gill
Its: Superintendent of Schools

Date: 4/16/2021

**ELMIRA HEIGHTS EDUCATIONAL
SUPPORT STAFF ASSOCIATION**



By: Melissa Kelley
Its: President

Date: 4/16/21