



## **Memorandum**

**To:** Dr. Kevin McGowan, Superintendent of Schools

**From:** Lou Alaimo, Assistant Superintendent for Administration

**Date:** June 23, 2020

**Re: Extension to Employment Contracts**

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**WHEREAS**, the Board of Education of the Brighton Central School District has previously adopted collective bargaining agreements and employee contracts that expire on June 30, 2020.

**WHEREAS**, the administration of the District has discussed the mutual interest in in a one-year extension of the current collective bargaining agreement with Buildings and Grounds Association and Food Service Workers in order to respond to mandated increases in the New York State minimum wage and its impact on recruitment and retention of district employees whose work competes with many private sector industries; and,

**WHEREAS**, to maintain equitable cost of living adjustments for workers not represented by a collective bargaining agreement, the administration proposes a one-year wage adjustment for Non-Teaching Supervisors, Non-Unit Support Staff, and School Aides.

**RESOLVED**, that the Board of Education of the Brighton Central School District hereby approves the one year extension and cost of living adjustment for the following employee groups:

<b>Employee Group</b>	<b>Wage Adjustment</b>
Buildings and Grounds	2% plus \$0.70 to base hourly wage
Food Service Workers -	2% plus \$0.70 to base hourly wage (cafeteria workers) 2% plus \$1.50 to base hourly wage (Cook Managers)
School Aides (Security, Primary Care Associate, Bus Monitors	2% plus \$0.70 to base hourly wage
Non-Teaching Supervisors	2% to base salary
Non-Unit Support	2% to base salary

**BE IT FURTHER REESOLVED**, the Board of Education authorizes the Superintendent to implement a work-from-home procedure where business needs of the district can be accomplished from a remote environment.

**BE IT FURTHER RESOLVED**, that the Board of Education of the Brighton Central School District authorizes modification of the Non-Unit Support terms and conditions to allow for the carry-over of an additional ten unused vacation days for essential support staff identified by the

Superintendent who were denied access to vacation days during the school closure from March 16, 2020 through June 30, 2020 because of the on-demand need to respond to daily business-activity of the district. Of the ten additional days allowed to be carried over, the essential staff identified may be entitled to receive pay for five unused vacation days at the current annual salary at the rate of 1/240th for each day.

C: Lisa Hartman, Director of Human Resources  
Patricia Lane, Payroll/Benefits Coordinator