

MEMORANDUM OF AGREEMENT

Contract Extension

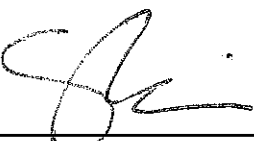
The **Kenmore-Town of Tonawanda Union Free School District** (the "District"), by its Superintendent of Schools, and the **Kenmore Tonawanda School Employees Association** ("KTSEA" or the "Association"), by its President and Chief Negotiator, hereby agree to enter into a one-year extension of the collective bargaining agreement ("CBA") between the parties which will expire on June 30, 2018. The District and the KTSEA agree that the terms of the 2013-2018 CBA shall remain in full force and effect during the period covering 7/1/2018 through 6/30/2019.

The parties agree that this Memorandum of Settlement sets forth all modifications to the CBA that will expire on June 30, 2018 that have been agreed to by the parties during collective bargaining. This Memorandum of Settlement shall be tentative pending ratification of the entire agreement by both the District and the KTSEA.

Salary schedules will reflect a 1.5% increase in salary for the period covering 7/1/2018 through 6/30/2019. Detailed salary schedules will be prepared, initialed by both parties and attached to this agreement as soon as possible. The salary schedules will include any new positions that have been created since July of 2013.

IN WITNESS WHEREOF, the parties have hereunto executed this Memorandum of Settlement as of the date set forth below. The parties agree that facsimile signatures shall be as effective as if originals.

FOR THE DISTRICT:



Stephen Bovino
Superintendent

Dated: 7/17/17

**FOR THE KENMORE TONAWANDA SCHOOL
EMPLOYEES ASSOCIATION:**



Michael Schuh
President

Dated: 7/17/17

KTSEA AGREEMENT 2013 - 2018

2017-18

CLERICAL

Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1-4	Clerk Typ, CORE	16.20	16.85	17.61	18.37	18.97	19.58	20.17	20.75
	Clerk Typ, 12 mo								
	Clerk Typ, 10 mo								
	Tele Oper								
	Copy Machine Oper								
	Sr. Offset Prt Mach Op PT	16.37	17.12	17.91	18.71	20.24	21.95	23.12	
A10-40	Sr. Library Clerk	16.96	17.61	18.38	19.14	19.96	20.73	21.67	22.54
	Library Media Aide FT								
	Elec Pub Machine Op								
	Clerk Steno								
20-21-23	Sr. Clerk Typist	18.25	18.91	19.70	20.49	21.10	21.76	22.34	22.93
30-32	Sr. Clerk Steno, CORE	19.13	19.80	20.60	21.40	22.02	22.71	23.30	23.81
	Sr. Clerk Steno, 12 mo								
	Acct Clerk Typ, 12 mo								
	Acct Clerk Typ, 10 mo								
	Acct Clerk Mini Comp Op								
	Acct Clerk, 12 mo								
	Acct Clerk, 10 mo								
	Principal Clerk Typist								
50-51	Sr Offset Mach Op	20.65	21.30	22.13	22.98	23.84	24.62	25.42	26.28
60	Teacher Aide FT	16.85	17.51	18.27	19.04	19.83	20.71	21.60	22.43
72	Clerk Typist Hourly	13.43	14.09	14.80	15.51	16.50	17.70	18.52	
	Jr. Mental Health Spec								
	Tel Op Hourly								
62	Teacher Aide Hourly	13.43	14.09	14.80	15.51	16.50	17.70	18.52	
	Sr Clerk Typist Hourly	14.48	15.21	15.96	16.71	17.95	19.44	20.33	
65	Acct Clerk Hourly	15.94	16.58	17.33	18.09	19.16	20.47	21.04	
	LPN	18.30	18.88	19.46	20.04	20.62	21.21	21.82	22.40
75	Reg Prof Nurse Sch	23.01	23.68	24.55	25.42	26.83	28.84	29.47	30.77
	Nurse Practitioner	38.75	39.41	40.28	41.16	42.54	44.56	45.19	46.49
12	Transportation Clerk	17.91	18.58	19.37	20.15	20.90	21.72	22.54	23.41
	Library Media Aide RPT	12.89	13.56	14.28	15.00	15.42	15.92	16.46	
73	Sr Library Clerk RPT	14.05	14.72	15.43	16.15	16.58	17.09	17.62	18.24
74	Ass Dir Staff Dev Ctr	24.48	25.13	26.04	26.96	27.83	28.60	29.56	30.48
	Security Aide RPT and FT	16.79	17.62	18.50	19.39	20.62	22.12	23.15	

KTSEA AGREEMENT 2013 - 2018

2017-18

BUILDINGS & GROUNDS/TRANSPORTATION

Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	Cleaner	16.59	17.26	18.02	18.78	19.14	19.56	19.96	20.34
2	Laborer Groundswoker Laborer, 12 mo	17.05	17.72	18.48	19.26	20.11	20.80	21.60	22.37
4	Steam Fireworker Custodian	17.57	18.21	18.99	19.78	20.62	21.60	22.43	23.33
5	Sr Custodian C Motor Equip Oper	18.74	19.40	20.19	21.00	21.87	22.73	23.56	24.55
6	Sr Custodian B Maint Helper	19.93	20.59	21.42	22.24	23.03	23.96	24.80	25.76
7	Maint Mechanic B Painter Stores Clerk	20.55	21.19	22.03	22.86	23.73	24.62	25.52	26.34
8	Plasterer Welder Auto Mech Maint Mech A Carpenter	21.15	21.81	22.66	23.48	24.32	25.30	26.14	27.09
9	Sr Custodian A Stat Engineer B	21.58	22.23	23.07	23.92	24.80	25.69	26.58	27.51
10	Head Custodian C Micro Com Repair Tech	21.95	22.61	23.46	24.32	25.27	26.21	27.09	27.92
12	Auto Mech Crew Chief Head Custodian B Plumber Electrician Micro Com Repair Tech Stat Engineer A	23.21	23.86	24.74	25.62	26.46	27.28	28.30	29.07
13	Head Custodian A	24.48	25.13	26.04	26.96	27.83	28.60	29.56	30.48
15	Messenger Hourly	15.84	16.50	17.25	18.00	19.14	20.49	21.17	
21	School Orderly	13.34	14.00	14.71	15.41	15.84	16.28	16.71	17.15
24	Bus Driver RPT	19.48	20.13	20.94	21.76	22.56	23.45	24.26	25.15
25	Maint Helper RPT	16.48	17.15	17.91	18.67				
26	Laborer RPT	13.43	14.09	14.80	15.51	16.50	17.70	18.52	
28	Watch Attendant RPT (Night Security)	19.48	20.13	20.94	21.76	23.30	24.75	25.60	
29	Bus Attendant RPT	12.18	12.83	13.52	14.19	15.11	16.15	16.56	
32	Special Trips	26.12	26.77						

KTSEA AGREEMENT 2013 - 2018

2017-18

FOOD SERVICE

Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	Food Serv Helper FT	11.08	11.74	12.40	13.06	13.72	14.43	15.15	15.91
2-6	Food Serv Helper RPT	11.10	11.76	12.42	13.09	14.02	14.91	15.63	
7	Cook	12.83	13.47	14.17	14.87	15.54	16.24	16.92	17.70
9	Cook Manager 3	16.74	17.41	18.17	18.94	19.61	20.32	21.04	21.76
10	Cook Manager 2	18.91	19.56	20.35	21.17	21.89	22.58	23.33	24.08
11	Cook Manager 1	20.97	21.62	22.46	23.30	23.96	24.70	25.40	26.12
12	Food Srvc Helper Hourly	12.29	12.96	13.63	14.32	15.34	16.28	17.00	
14	School Monitor	12.94	13.58	14.28	14.97	15.31			
130	Asst. Catering	11.08	11.74						
131	Lead Catering	12.91	13.56						

KTSEA AGREEMENT 2013 - 2018

2017-18

CLERICAL

Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
1-4	Clerk Typ, CORE	14.68	14.97	15.27	15.58	16.20	16.85	17.61	18.37	18.97	19.58	20.17	20.75
	Clerk Typ, 12 mo												
	Clerk Typ, 10 mo												
	Tele Oper												
	Copy Machine Oper												
A10-40	Sr. Library Clerk	15.97	16.29	16.61	16.77	16.96	17.61	18.38	19.14	19.96	20.73	21.67	22.54
	Library Media Aide FT												
	Elec Pub Machine Op												
	Clerk Steno												
20-21-23	Sr. Clerk Typist	16.48	16.81	17.15	17.49	18.26	18.91	19.70	20.49	21.10	21.76	22.34	22.93
30-32	Sr. Clerk Steno, CORE	17.26	17.60	17.95	18.31	19.13	19.80	20.60	21.40	22.02	22.71	23.30	23.81
	Sr. Clerk Steno, 12 mo												
	Acct Clerk Typ, 12 mo												
	Acct Clerk Typ, 10 mo												
	Acct Clerk Mini Comp Op												
	Acct Clerk, 12 mo												
	Acct Clerk, 10 mo												
	Principal Clerk Typist												
50-51	Sr Offset Mach Op	18.54	18.91	19.29	19.68	20.66	21.30	22.13	22.98	23.84	24.62	25.42	26.28
60	Teacher Aide FT	15.71	16.03	16.35	16.67	16.85	17.51	18.27	19.04	19.83	20.71	21.60	22.43
72	Clerk Typist Hourly	12.62	12.87	13.13	13.28	13.43	14.09	14.80	15.51	16.50	17.70	18.52	0.00
	Jr. Mental Health Spec												
	Tel Op Hourly												
62	Teacher Aide Hourly	12.62	12.87	13.13	13.28	13.43	14.09	14.80	15.51	16.50	17.70	18.52	0.00
	Sr Clerk Typist Hourly	13.65	13.92	14.20	14.34	14.48	15.21	15.96	16.71	17.95	19.44	20.33	0.00
65	Acct Clerk Hourly	14.68	14.97	15.27	15.58	15.94	16.58	17.33	18.09	19.16	20.47	21.04	0.00
	LPN	17.26	17.60	17.95	18.12	18.30	18.88	19.46	20.04	20.62	21.21	21.82	22.40
75	Reg Prof Nurse Sch	22.05	22.49	22.71	22.94	23.02	23.68	24.55	25.42	26.83	28.84	29.47	30.77
	Nurse Practitioner	35.03	35.73	36.44	37.17	38.75	39.41	40.28	41.16	42.54	44.56	45.19	46.49
12	Transportation Clerk	16.48	16.81	17.15	17.49	17.92	18.58	19.37	20.15	20.90	21.72	22.54	23.41
	Library Media Aide RPT	12.36	12.61	12.73	12.82	12.90	13.56	14.28	15.00	15.42	15.92	16.46	0.00
73	Sr Library Clerk RPT	12.88	13.14	13.40	13.67	14.05	14.72	15.43	16.15	16.58	17.09	17.62	18.24
74	Ass Dir Staff Dev Ctr	21.63	22.07	22.51	22.96	24.48	25.13	26.04	26.96	27.83	28.60	29.56	30.48
	Security Aide RPT and FT	15.78	16.09	16.41	16.60	16.79	17.62	18.50	19.39	20.62	22.12	23.15	

KTSEA AGREEMENT 2013 - 2019

2018-19

CLERICAL

Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1-4	Clerk Typ, CORE	16.44	17.10	17.87	18.65	19.26	19.88	20.47	21.06
	Clerk Typ, 12 mo								
	Clerk Typ, 10 mo								
	Tele Oper								
	Copy Machine Oper								
	Sr. Offset Prt Mach Op PT	16.61	17.37	18.18	19.00	20.54	22.28	23.47	
A10-40	Sr. Library Clerk	17.21	17.87	18.66	19.43	20.26	21.04	22.00	22.88
	Elec Pub Machine Op								
	Clerk Steno								
	Library Media Aide FT								
20-21-23	Sr. Clerk Typist	18.53	19.19	20.00	20.80	21.42	22.08	22.67	23.27
30-32	Sr. Clerk Steno, CORE	19.42	20.09	20.91	21.73	22.35	23.05	23.65	24.16
	Sr. Clerk Steno, 12 mo								
	Acct Clerk Typ, 12 mo								
	Acct Clerk Typ, 10 mo								
	Acct Clerk Mini Comp Op								
	Acct Clerk, 12 mo								
	Acct Clerk, 10 mo								
	Principal Clerk Typist								
50-51	Sr Offset Mach Op	20.96	21.62	22.47	23.33	24.20	24.99	25.81	26.68
60	Teacher Aide FT	17.10	17.78	18.55	19.32	20.13	21.02	21.92	22.77
72	Clerk Typist Hourly	13.63	14.31	15.02	15.74	16.74	17.96	18.80	
	Jr. Mental Health Spec								
	Tel Op Hourly								
62	Teacher Aide Hourly	13.63	14.31	15.02	15.74	16.74	17.96	18.80	
	Sr Clerk Typist Hourly	14.70	15.44	16.20	16.96	18.22	19.73	20.64	
65	Acct Clerk Hourly	16.18	16.83	17.59	18.36	19.45	20.78	21.36	
	LPN	18.57	19.16	19.76	20.34	20.93	21.53	22.15	22.74
75	Reg Prof Nurse Sch	23.36	24.03	24.91	25.81	27.23	29.28	29.91	31.23
	Nurse Practitioner	39.33	40.00	40.88	41.78	43.18	45.22	45.87	47.18
12	Transportation Clerk	18.18	18.85	19.66	20.45	21.21	22.04	22.88	23.76
	Library Media Aide RPT	13.09	13.76	14.49	15.22	15.66	16.16	16.71	
73	Sr Library Clerk RPT	14.26	14.94	15.67	16.40	16.83	17.34	17.89	18.51
74	Ass Dir Staff Dev Ctr	24.85	25.51	26.43	27.36	28.24	29.03	30.00	30.94
	Security Aide RPT and FT	17.04	17.88	18.78	19.68	20.93	22.45	23.50	

KTSEA AGREEMENT 2013 - 2019
2018-19

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JS

BUILDINGS & GROUNDS/TRANSPORTATION

Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	Cleaner	16.84	17.52	18.29	19.06	19.43	19.85	20.26	20.65
2	Laborer	17.31	17.98	18.76	19.55	20.41	21.12	21.92	22.70
	Groundswoker Laborer, 12 mo								
4	Steam Fireworker Custodian	17.83	18.48	19.28	20.07	20.93	21.92	22.77	23.68
5	Sr Custodian C Motor Equip Oper	19.02	19.69	20.50	21.31	22.19	23.07	23.91	24.91
6	Sr Custodian B Maint Helper	20.22	20.90	21.74	22.57	23.38	24.32	25.17	26.14
7	Maint Mechanic B Painter Stores Clerk	20.86	21.51	22.36	23.21	24.09	24.99	25.90	26.73
8	Plasterer Welder Auto Mech Maint Mech A Carpenter	21.46	22.14	23.00	23.84	24.68	25.68	26.53	27.49
9	Sr Custodian A Stat Engineer B	21.90	22.56	23.41	24.28	25.17	26.08	26.98	27.93
10	Head Custodian C Micro Com Repair Tech	22.28	22.94	23.81	24.68	25.65	26.60	27.49	28.34
12	Auto Mech Crew Chief Head Custodian B Plumber Electrician Micro Com Repair Tech Stat Engineer A	23.55	24.22	25.11	26.00	26.86	27.69	28.72	29.50
13	Head Custodian A	24.85	25.51	26.43	27.36	28.24	29.03	30.00	30.94
15	Messenger Hourly	16.08	16.74	17.50	18.27	19.43	20.80	21.49	
21	School Orderly	13.54	14.21	14.93	15.64	16.08	16.53	16.96	17.41
24	Bus Driver RPT	19.77	20.43	21.26	22.08	22.90	23.80	24.62	25.52
25	Maint Helper RPT	16.73	17.41	18.18	18.95				
26	Laborer RPT	13.63	14.31	15.02	15.74	16.74	17.96	18.80	
28	Watch Attendant RPT (Night Security)	19.77	20.43	21.26	22.08	23.65	25.12	25.98	
29	Bus Attendant RPT	12.36	13.02	13.72	14.40	15.34	16.40	16.81	
32	Special Trips	26.51	27.18						

KTSEA AGREEMENT 2013 - 2019

2018-19

FOOD SERVICE

MRS

SB

Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	Food Serv Helper FT	11.25	11.91	12.59	13.25	13.93	14.64	15.37	16.14
2-6	Food Serv Helper RPT	11.27	11.93	12.61	13.28	14.23	15.13	15.86	
7	Cook	13.02	13.68	14.38	15.09	15.77	16.48	17.18	17.96
9	Cook Manager 3	16.99	17.67	18.44	19.22	19.91	20.63	21.36	22.08
10	Cook Manager 2	19.19	19.85	20.66	21.49	22.22	22.92	23.68	24.45
11	Cook Manager 1	21.28	21.94	22.79	23.65	24.32	25.07	25.78	26.51
12	Food Srvc Helper Hourly	12.48	13.15	13.84	14.53	15.57	16.53	17.25	
14	School Monitor	13.13	13.78	14.49	15.20	15.54			
130	Asst. Catering	11.25	11.91						
131	Lead Catering	13.10	13.76						

KTSEA AGREEMENT 2013 - 2019

2018-19

MRS *JS*

CLERICAL

Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
1-4	Clerk Typ, CORE	14.90	15.20	15.50	15.81	16.44	17.10	17.87	18.65	19.26	19.88	20.47	21.06
	Clerk Typ, 12 mo												
	Clerk Typ, 10 mo												
	Tele Oper												
	Copy Machine Oper												
A10-40	Sr. Library Clerk	16.21	16.53	16.86	17.02	17.21	17.87	18.66	19.43	20.26	21.04	22.00	22.88
	Library Media Aide FT												
	Elec Pub Machine Op												
	Clerk Steno												
20-21-23	Sr. Clerk Typist	16.73	17.07	17.41	17.75	18.53	19.19	20.00	20.80	21.42	22.08	22.67	23.27
30-32	Sr. Clerk Steno, CORE	17.52	17.87	18.22	18.59	19.42	20.09	20.91	21.73	22.35	23.05	23.65	24.16
	Sr. Clerk Steno, 12 mo												
	Acct Clerk Typ, 12 mo												
	Acct Clerk Typ, 10 mo												
	Acct Clerk Mini Comp Op												
	Acct Clerk, 12 mo												
	Acct Clerk, 10 mo												
	Principal Clerk Typist												
50-51	Sr Offset Mach Op	18.82	19.20	19.58	19.97	20.97	21.62	22.47	23.33	24.20	24.99	25.81	26.68
60	Teacher Aide FT	15.95	16.27	16.59	16.92	17.11	17.78	18.55	19.32	20.13	21.02	21.92	22.77
72	Clerk Typist Hourly	12.81	13.07	13.33	13.48	13.64	14.31	15.02	15.74	16.74	17.96	18.80	
	Jr. Mental Health Spec												
	Tel Op Hourly												
62	Teacher Aide Hourly	12.81	13.07	13.33	13.48	13.64	14.31	15.02	15.74	16.74	17.96	18.80	
	Sr Clerk Typist Hourly	13.86	14.13	14.41	14.56	14.70	15.44	16.20	16.96	18.22	19.73	20.64	
65	Acct Clerk Hourly	14.90	15.20	15.50	15.81	16.18	16.83	17.59	18.36	19.45	20.78	21.36	
	LPN	17.52	17.87	18.22	18.39	18.57	19.16	19.76	20.34	20.93	21.53	22.15	22.74
75	Reg Prof Nurse Sch	22.38	22.83	23.05	23.28	23.36	24.03	24.91	25.81	27.23	29.28	29.91	31.23
	Nurse Practitioner	35.55	36.26	36.99	37.73	39.33	40.00	40.88	41.78	43.18	45.22	45.87	47.18
12	Transportation Clerk	16.73	17.07	17.41	17.75	18.18	18.85	19.66	20.45	21.21	22.04	22.88	23.76
	Library Media Aide RPT	12.55	12.80	12.92	13.01	13.09	13.76	14.49	15.22	15.66	16.16	16.71	
73	Sr Library Clerk RPT	13.07	13.33	13.60	13.87	14.26	14.94	15.67	16.40	16.83	17.34	17.89	18.51
74	Ass Dir Staff Dev Ctr	21.96	22.40	22.85	23.30	24.85	25.51	26.43	27.36	28.24	29.03	30.00	30.94
	Security Aide RPT and FT	16.01	16.33	16.66	16.85	17.04	17.88	18.78	19.68	20.93	22.45	23.50	

