

Employee Association Contracts – Frequently Asked Questions

What is a collective bargaining agreement?

A collective bargaining agreement (CBA), often referred to as a labor contract, is a legally binding agreement between Horseheads Central School District and an employee association. These agreements outline terms and conditions of employment, including wages, benefits, work hours, work hours, leave provisions, and other employment-related protocols.

Who is covered by these agreements?

Each agreement applies only to employees who are members of the bargaining unit represented by that employee association. If you are unsure which agreement applies to your position, please contact the Human Resources Office.

How often are employee contracts negotiated?

Most collective bargaining agreements are negotiated for multiple years. When a contract nears its expiration date, the district and the employee association meet to negotiate a successor agreement.

Why do different contracts have different expiration dates?

Each employee association negotiates independently with the district. As a result, contract terms and expiration dates may vary among bargaining units.

Are these contracts available to the public?

Yes. As public documents, collective bargaining agreements are available for public review in accordance with New York State law. The district posts current agreements on this page to promote transparency and easy access.

Can contracts change before they expire?

While contracts generally remain in effect until their expiration date, they may be modified through mutually agreed-upon Memoranda of Agreement on special issues that arise.

Who should I contact if I have questions about a contract?

Questions regarding employee association contracts or bargaining units should be directed to the Human Resources Office. Employees with questions about the interpretation of specific contract provisions may also consult their employee association representative.