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Title: **Great Neck Union Free School District and Great Neck Buildings and Grounds Supervisors Association (2012)**

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Union: **Great Neck Buildings and Grounds Supervisors Association**

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AGREEMENT

between the

BOARD OF EDUCATION

GREAT NECK

UNION FREE SCHOOL DISTRICT

and the

GREAT NECK BUILDINGS & GROUNDS

SUPERVISORS ASSOCIATION

2012 – 2016

AGREEMENT entered into this 24th day of September, 2012, by and between GREAT NECK UNION FREE SCHOOL DISTRICT, TOWN OF NORTH HEMPSTEAD (" the BOARD") AND GREAT NECK BUILDINGS AND GROUNDS SUPERVISORS ASSOCIATION ("the Association").

RECOGNITION

The Board recognizes the Association as the sole and exclusive unchallenged representative for the maximum period provided by the Civil Service Law, Article 14, Section 203(c), for supervisory buildings and grounds employees, including District Head Custodian, Head Custodian I, II and III, Maintenance Supervisor I, Maintenance Supervisor II, Assistant Supervisor of Transportation, Bus Dispatcher, Assistant Bus Dispatcher, Supervising Groundskeeper, Assistant Supervisor of Security, Assistant Supervising Groundskeeper, Assistant Head Custodian I, Information Technology Aide I, Information Technology Aide II, Information Technology Specialist I, Information Technology Specialist II, Information Technology Specialist III, Information Technology Assistant Manager, Supervising Security Aide; and the following exempt employees: Supervisor of School Facilities and Operations, Supervisor of Security, and Supervisor of Transportation.

IT IS AGREED THAT THE FOLLOWING PROVISIONS SHALL TAKE EFFECT AS OF JULY 1, 2011, AND CONTINUE THROUGH JUNE 30, 2016.

1. Members of the Association shall be compensated in accordance with the attached salary schedules for the 2011-2012 through the 2015-2016 school years.
2. Each unit member employed prior to July 1, 2009 shall be eligible for Group Health Insurance Benefits (Empire Plan or equal plan) and shall contribute 0% of the applicable total premium as of July 1, 2011, 0% as of July 1, 2012, 0% as of July 1, 2013, 0% as of July 1, 2014, and 5% as of July 1, 2015 and thereafter.

Unit members hired on or after July 1, 2009 will contribute 10% of the applicable total premium as of July 1, 2011, 10% as of July 1, 2012, 12.5% as of July 1, 2013, 15% as of July 1, 2014 and thereafter.

The District will provide health insurance coverage under the State Employees Health Plan to an active and retired unit member's domestic partner. To qualify for coverage, the domestic partner shall meet the provider's eligibility requirements; and the employee must be full time.

If a member and the member's spouse/domestic partner are both eligible for coverage with the district, the coverage will be limited as follows:

- a. Member may have individual coverage.
 - b. Member may have one family coverage: if member's spouse/domestic partner selects family coverage with district, member may only elect individual coverage.
3. When a member of the Association is temporarily assigned the responsibilities of his supervisor, he shall be paid at the supervisor's salary rate, retroactive to the first day, provided, however, that the member assumes such responsibilities for a period of five (5) consecutive work days, which may include one contractually scheduled holiday. School vacation periods (two or more days) are excluded from this provision.

In the event that a head custodian is absent from an elementary school for any reason for three months or more, his position shall be filled on a temporary basis by an assistant head custodian.

4. When an employee is appointed probationally to a position in a higher classification, his/her status as a tenured employee in his/her previous classification is protected as provided by Civil Service rules.
5. Association personnel assigned to the night shift shall be permitted to eat their evening meal during their eight-hour shift. No more than half an hour shall be allowed for this purpose and personnel may not leave the building during this period without permission of the Assistant Superintendent for Business.
6. On payday, members of the day shift shall receive fifteen (15) additional minutes at lunch to permit them to cash their checks.
7. Members shall have the opportunity to elect direct deposit of their paychecks.

8. Employees on day shifts will be entitled to two (2) coffee breaks (one in the morning and one in the afternoon) of ten (10) minutes each. Employees on night shifts will receive one coffee break of fifteen (15) minutes.

The allocated time of ten (10) and fifteen (15) minutes respectively shall commence when the employee ceases his appointed task and ends when he resumes his appointed task.

9. If an employee is assigned to work more than ten (10) hours in any day, he will be given an additional break of thirty (30) minutes without loss of pay.
10. If private cars are used for schoolwork, the employee will be given the district-wide mileage allowance.
11. When an employee is called in for emergency work, he shall be guaranteed at least four (4) hours of work, at the appropriate overtime rate, and shall not be required to stay for work for which he was not called in. Overtime programmed in advance is not to be construed as emergency overtime and the amount of compensation for such work shall be commensurate with the hours worked. This provision does not apply to exempt titles in this unit (i.e., Supervisor of Facilities & Operations, Supervisor of Security, and Supervisor of Transportation).
12. a. The district will pay a uniform allowance in accordance with the following table in separate lump sum checks as follows: one-half the annual amount in June and one-half the annual amount in December. Such amount will be prorated for any employee who was absent from work for more than one month during the six-month period.

**SECURITY
SUPERVISORS PERSONNEL**

2011-2012	352	460
2012-2013	360	470
2013-2014	368	481
2014-2015	376	492
2015-2016	384	503

- b. Winter clothing will be available at various locations for use when employees are required to work out of doors in snow and cold weather.
13. Members of the unit will normally work in their own classification except in emergencies.
14. Where possible, overtime will be distributed equally among those qualified within a classification in each school building. This provision does not apply to exempt titles in this unit (i.e., Supervisor of Facilities & Operations, Supervisor of Security, and Supervisor of Transportation.)
15. Updated seniority lists will be made available periodically to the association president and to head custodians, and lists provided for each bulletin board in each school.
16. A total of seventeen (17) paid holidays (which includes New Year's Eve) will be provided during the contract year period. If New Year's Eve falls on a Saturday, the holiday would be the preceding Friday. If New Year's Eve falls on a Sunday, the holiday would be the following Monday.
17. Unit members will receive a lump sum check equaling one day's pay for each six months of perfect attendance between July-December and January-June. (Note: No sick or unauthorized personal days taken).
18. Vacation allowances for members of the unit shall be computed based on years of service completed as of June 30 of each year and credited on July 1. Members hired during the course of the year will have these days prorated, and credited to the member on the next succeeding July 1. Such additional days will be rounded up or down to the nearest whole day.

Vacation allowance shall not be cumulative beyond a maximum of 35 days, and any vacation in excess of 35 days shall be forfeited each October 1. For new unit members hired on or after July 1, 2012, vacation allowance shall not be cumulative beyond a maximum of 20 days, and any vacation in excess of 20 days for such new members shall be forfeited each October 1.

In the event a member's accumulation exceeds 35 days (or 20 days for new members as of 07/01/2012) because of a written direction from the Superintendent of Schools or his designee to not use part or all of the member's vacation allowance, such unused allowance may be added to the accumulation for the following school year. Any accumulation in excess of 35 days (or 20 days for new members as of 07/01/2012), however, must be used within the school year following the school year it was earned and in no event shall the vacation accumulation exceed 35 days (or 20 days for new members as of 07/01/2012) for more than one school year.

By May 1 of each year each unit member will be notified by the Assistant Superintendent for Business of his or her vacation entitlements.

- a. An employee who has completed between one full year (12 months) and up to four years (48 months) of Great Neck service shall be entitled to two (2) weeks.
- b. An employee who has completed between four full years (48 months) and up to ten full years (120 months) of Great Neck service shall be entitled to three (3) weeks.
- c. An employee who has completed between ten full years of service (120 months) and up to twenty years of Great Neck service shall be entitled to four (4) weeks.
- d. An employee who has completed twenty full years of Great Neck shall be entitled to five (5) weeks.

Vacation may be taken subject to the prior approval of the Assistant Superintendent for Business. Vacation requests for the year must be made by May 15 for the following 12 months. Reasonable requests for changes throughout the year will be considered.

Upon retirement members will be paid for unused vacation. The maximum unused vacation an existing unit member (as of 06/30/2012) will be paid upon retirement will be 60 days. The maximum unused vacation a new unit member (hired on or after 07/01/2012) will be paid upon retirement will be 40 days.

19. By mutual agreement of the Board and the employee, and in accordance with the vacation periods listed on the master schedule, vacation time may be taken at any time during the contract year, and may include scheduling of vacations "back to back" for two vacation years.
20. Personal leave may be granted by the Board on request of the employee for reasons other than illness, which require the employee to be absent. Such requests must be in the Phipps building at least one week in advance of personal leave date except during an emergency for which permission of a Buildings and Grounds administrator will be necessary. Reasons for personal leave may include the following:

- Closing title to home
- Moving day
- Court appearance
- Appearance at Internal Revenue Bureau
- Entering offspring in college
- Attending offspring's graduation
- Marriage
- Attending wedding of a family member
- Religious ceremony involving family
- Illness or death of a close friend
- Vehicular breakdown
- Impassable roads
- Failure of public transportation

Other such personal affairs that cannot be scheduled during non-working hours

Personal leave may be requested for up to two (2) days in any school year. Personal leave days beyond two days in any school year will be considered with deduction from employee's sick leave balance, provided that such balance exists. Except in emergencies, personal leave requests require prior approval from the Assistant Superintendent for Business or his/her designee and reason for leave provided. It is understood that personal leave shall not be granted for recreational purposes or for the purpose of extending a weekend or a vacation period.

Personal leave shall not be granted for the days immediately preceding and/or following the summer, Thanksgiving, Christmas, winter and spring vacation periods. Personal leave on these days will be granted only as unpaid leave.

21. a. Each member shall be allowed thirteen (13) days leave of absence (sick leave) with full pay during each school year, provided such absence is due to illness of the employee, or husband, wife, child, mother, father, mother-in-law, father-in-law, brother, sister, grandparents, domestic partner, grandchildren, step children, and step parents.
- b. Sick leave shall be cumulative. If an employee is absent for one or more of the reasons specified beyond the number of days standing to his credit, he shall automatically be dropped from the payroll for the period of such absence. If it should become necessary in the case of an employee with at least three (3) years' duration in the System, additional sick leave may be granted at the discretion of the Board of Education and on the recommendation of the Superintendent for personal illness in an amount not to exceed one (1) year at (1/2) pay, and a second year at one-third (1/3) pay, after which extension of sick leave shall be terminated.

One-third pay and one-half pay is not applicable to new unit members hired on or after July 1, 2009. (New unit members are defined as those persons newly hired to the school district and does not include individuals currently, prior to 7/1/09, in the B&G and/or maintenance bargaining unit.)

- c. It is understood that this extended sick leave is for long term rather than sporadic illness and that during an employee's period of service with the school district it (one year at 1/2 pay and one year at 1/3 pay) represents the maximum amount available to any individual employee.
- d. The annual sick leave allowance shall be credited to the account of each employee on July 1 of every year. All persons on sick leave shall call in each day and be available for a return call and/or visit by a buildings and grounds supervisor and/or administrator.

- e. Employees quarantined in their places of residence because of illness of some member of the household with a contagious disease, shall be granted leave of absence without salary deduction for the duration of the quarantine, or such other period as the medical inspector shall certify as requisite or prudent.
- f. If a member of the unit becomes incapacitated through injury sustained in carrying out the duties of his job, he shall be paid his full salary and fringe benefits for the period during which he is unable to work (up to a maximum of 6 months from time of injury) without loss of accumulated sick leave, less any workers' compensation salary benefits for the time of absence.
- g. A doctor's certificate may be required following a sick leave absence of three or more consecutive days.
- h. A doctor's certificate may be required for a sick leave absence on the day(s) immediately preceding and/or following the summer, Thanksgiving, Christmas, winter and spring vacation periods, and scheduled and non-scheduled holidays.
- i. If a doctor's certificate is required, the cost of the examination or visit by the physician of choice of the employee shall be borne by the District.
- j. At the time of regular retirement or retirement for disability an employee shall receive pay for accumulated sick leave at the rate of one day for each three days of accumulated sick leave up to a maximum of 92 days.

The District shall make any payment due hereunder as a non-elective employer contribution to a 403(b) program that confirms it can accept the contribution in accordance with applicable Internal Revenue Code rules and regulations. Such payment shall be made to the 403(b) program within 30 days following retirement.

- k. If as a result of serious and/or recurring illness, an employee exhausts his/her sick leave, the employee may apply to the Human Resources Director for additional leave to be granted from a bank of 22 days per year. A maximum of 8 days' leave per year may be approved for an individual applicant.

- I. A special retirement incentive shall be offered for unit members in the consecutive school years of 2012-13 and 2013-14. This incentive shall be calculated as provided in Article 21.j. except that the rate of payment shall be two days pay for each three days of accumulated sick leave, up to the maximum of 184 days. Unit members who wish to receive this special retirement incentive for the 2012-13 school year must submit an irrevocable letter of resignation for purposes of retirement, with an effective retirement date of no later than June 30, 2013, to the Superintendent of Schools no later than 5:00 p.m. on Monday, December 3, 2012. For the 2013-14 school year retirement incentive, unit members must submit an irrevocable letter of resignation for purposes of retirement, with an effective retirement date of no later than June 30, 2014, to the Superintendent of Schools no later than 5:00 p.m. on Monday, December 2, 2013. This special incentive shall sunset after June 30, 2014.
22. On July 1 of each school year, a revolving fund of 17 days of bereavement leave shall be set up in the following manner:
- a. A member may, upon application to the Superintendent or his designee, withdraw up to three (3) days per school year from the fund provided the 17 days maximum is not exceeded.
 - b. Bereavement shall be used only for the purposes of death in the employee's immediate family as defined in Article 21(a).
 - c. Bereavement days withdrawn from the fund do not have to be repaid by the individual using them.
 - d. Bereavement days may be withdrawn from the fund for bereavement only.
 - e. Days withdrawn from the fund during the previous school year shall be restored to the fund each July 1 so that at the beginning of each school year the fund will consist of 17 bereavement days.
 - f. With the permission of the Assistant Superintendent for Business an employee may take additional days for bereavement beyond the three (3) days, however, these additional days will be charged to the employee's sick leave.

23. In filing promotional vacancies, appropriate notices of the vacancies shall first be posted for five (5) school days. In filling such vacancies seniority shall be one of the factors considered.
24. No member of the unit will be transferred from one building to another within the District without prior notification. In addition, no member shall be transferred more than once within a calendar year except by mutual agreement or in case of need.
25. When assigning unit members to the night shift, seniority shall be taken into consideration.
26. A written contract shall be given to each member of the unit.
27. The President of the Association shall be free to discuss matters directly related to the implementation of this agreement on school property during the day or night shifts.

Members of the Association's negotiating team shall be entitled to meet with the Board's negotiating team on school time to the same extent as off-duty time. This applies equally to day shift and night shift personnel.

No meeting for members of the Association's negotiating team for the purpose of planning for negotiations shall be held on school time unless specific approval has been granted by the Superintendent.

Regular work time shall not be used by members of the Association for the preparation of studies, reports, bulletins, etc., in connection with negotiations.

28. Permission may be granted the Association to hold meetings on school property by prior agreement with the superintendent.
29. Each member of the unit will receive life insurance coverage in the amount of \$100,000, the cost to be paid by the Board.

30. Each member of the unit will receive a scheduled optical insurance plan that provides for reimbursement for the employee and/or family member to a maximum of \$396 for the 2011-2012; \$405 for the 2012-2013; \$414 for 2013-2014; \$423 for 2014-2015; \$433 for 2015-2016 school years during the 12 month period of July 1 – June 30, (with receipts submitted by June 30 of each school year) for one examination and replacement of one pair of glasses. It is understood that whenever possible the employee will use District health insurance for examination.
31. Members of the unit shall be provided legal aid in cases of the member being assaulted while performing his duties for the school district.
32. When such a schedule will not interfere with the duties of the employee or the scheduled activities of the school, the summer work day (when school is not in session) may be scheduled to begin at 7:00 a.m. The arrangement of such a schedule in each individual building must be approved by the Assistant Superintendent for Business.
33. Dues deductions. The Board agrees to deduct from the salaries of its employees, who individually and voluntarily authorize such deductions in writing, dues of the Association in an amount to be certified to the Board by the Association. Such deductions are to be made uniformly from each paycheck and shall be transmitted to the Association on a monthly basis.
34. When schools are closed on a "snow" day and building personnel are called in to work, compensation shall be at the time-and-a-half rate (in addition to the regular salary these individuals would receive).
35. a. The Board and the Association endorse the concept that on-the-job performance should be constantly updated and improved. Accordingly, it is agreed that a supervisor shall take, at the expense of the school district, any inservice course adjudged by the Board, on the recommendation of the Assistant Superintendent for Business, as being necessary.

b. To encourage employees to equip themselves for increasing responsibility within the District and more effective service to the community, the School District shall, in cooperation with Association representatives continue to develop inservice training programs. Such programs may include not only courses planned specifically

for Great Neck buildings and grounds personnel, but also courses and/or programs offered by the Great Neck school system or other educational agencies and adjudged by the Assistant Superintendent for Business as being of value to buildings and grounds personnel.

- c. An educational credit increase equal to one additional salary step shall be granted to a supervisor on January 1st or July 1st, following completion of fifteen (15) points of courses taken with the prior approval of the Deputy Superintendent, subsequent to June 30, 1975. Supervisors who have already completed one or more courses that qualify may apply to the Assistant Superintendent for Business for retroactive credit up to a maximum of twelve (12) points.
- d. Educational increments beyond the maximum step earned shall be compensated as follows:

2011-2012 - \$1,753
2012-2013 - \$1,792
2013-2014 - \$1,832
2014-2015 - \$1,873
2015-2016 - \$1,915

Effective July 1, 2000, it is understood that an employee can only earn a maximum of three (3) educational increments. Employees who have earned more than three (3) educational increments prior to July 1, 2000, will continue to be compensated for all educational increments earned.

In addition, an educational increment previously earned at a rate higher than scheduled above shall not be reduced or increased.

- e. As a general rule, the point value for approved courses or programs shall be:

Inservice courses: 1 point per 10 hours of instruction.

College-sponsored courses: 2 points per credit hour.

Courses leading to State certification: (employee will receive 15 points upon District's receipt of State certification in connection with the employee's job description.)

- f. To obtain credit, a supervisor must satisfy the course requirements of the instructor, including attendance, and submit to a course completion certificate signed by the instructor.
 - g. Effective July 1, 2016, existing educational increments (as of June 30, 2016) would be frozen and the earning of educational increments would no longer be available to unit members. Members who are in the process of actively pursuing an educational increment (at least 50% done with the education) on June 30, 2016 would be allowed to complete that education (by June 30, 2017) and submit for an increment after the July 1, 2016 deadline.
- 36. If members of the unit are required to attend training schools or workshops, they will be paid necessary expenses for attendance at these sessions, and hours of attendance will be subtracted from work hours.
 - 37. The supervisor will be given notice when an employee under his supervision has been directed by the administration to attend a training school or workshop, when the activity will take place on the employee's regularly scheduled work time.
 - 38. Members shall be covered by the non-contributory retirement plan (Section 75g) of the New York State Employees' Retirement System in accordance with State Law.
 - 39. A committee of Buildings and Grounds Supervisors shall be consulted on future specifications for purchase of uniforms.
 - 40. A committee of Buildings and Grounds Supervisors shall consult with the Assistant Superintendent for Business on future holiday schedules.

41. Every member of the bargaining unit who is not a member of the Association shall, within 60 days after the initial date of employment or within 30 days after this section becomes effective, whichever is later, pay to the Association an Agency Fee. Such fee shall be certified to the District by the Association and shall be consistent with requirements of law. The Association shall forward to the District a list of non-members and the sum of money to be deducted from each member's paycheck for the Agency Shop fee. Said amount shall be deducted from each member's paycheck in a manner equivalent, insofar as possible, to that used for deduction of dues of members of the Association not later than 30 days of receipt of a list of non-members. The district shall forward said total amount to the Association.
42. Grievance procedure. A copy of the grievance procedure, which has been agreed upon for members of this unit, is attached as Appendix I.
43. This agreement shall be binding and in full force effective July 1, 2011 and extending through June 30, 2016 and shall be automatically renewable for successive one-year periods unless either the Board or the Association notifies the other party in writing no later than 120 days prior to the closing of the school year of its desire to reopen negotiations on one or more matters covered by this agreement. This agreement may be altered, changed, added to or modified only through the voluntary mutual consent of the Board and the Association.
44. It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

**Signed: Barbara Berkowitz, President
Great Neck Board of Education**

**Signed: Dominick Cappelletti, President
Great Neck Building & Grounds
Supervisors Association**

Grievance Procedure

The Association and members of the unit shall have the right to process grievances that may arise.

Step 1

All written grievances shall include the name and position of the aggrieved party, the identity of the specific article and section, policy or procedure which is alleged to have been violated, the time when and the place where the alleged events or conditions constituting the grievance existed, the identity of the party responsible for causing the said events or conditions, if known to the aggrieved party, and a general statement of the nature of the grievance and the redress sought by the aggrieved party.

Any grievance under this Agreement between an employee or employees and the Board shall be settled in the first instance by the employee involved, and his/her Association representative if requested by the employee, with his/her immediate supervisor. A grievance submitted to the supervisor in writing shall be answered by the supervisor in writing within seven working days from the time the grievance was received by said supervisor. An employee's grievance shall be submitted within 15 days of the action or condition causing the grievance.

Step 2

In the event that the grievance was not satisfactorily adjusted under Step 1, the employee, or the Association through its Grievance Committee at the employee's request, may within ten working days from the date of the written answer take up such grievance with the Superintendent or his delegate, who shall not have been the person taking the action complained of.

Association-Board or Board-Association grievances under this agreement may be entered in writing under Step 2.

The Superintendent or the Association, as the case may be, after informal hearing where requested, at which the employee and his/her representative may appear and present oral or written arguments or statements, shall answer in writing within ten working days of receipt of the grievance, or ten working days of the hearing if later.

Step 3

A grievance, which is not satisfactorily adjusted as a result of said hearing, may within ten working days of the written answer be submitted to the American Arbitration Association, and a single neutral arbitrator shall be appointed in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association. Notwithstanding the above, the parties reserve the right to select a neutral arbitrator by mutual agreement. A grievance involving Board policy or discretion may be submitted to arbitration only on the question of whether such District policy was disregarded or was applied in a discriminatory or arbitrary or capricious manner so as to constitute an abuse of discretion.

Matters shall be determined in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association, and the costs of arbitration, if any (exclusive of attorneys' fees) shall be shared equally by the parties.

Decisions of the arbitrator on any grievance arising under this agreement concerning its application or interpretation shall be binding upon all parties.

The arbitrator may not add to or detract from the provisions of this agreement.

Any grievance decision shall be retroactive to the date on which the grievance originally occurred.

SERVICE INCREMENTS:

Service increments will be added upon completion of the number of years of service with Great Neck public schools as follows:

	<u>2011-12</u>	<u>2012-13</u>	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>
14 years	\$ 987	\$1,009	\$1,032	\$1,055	\$1,079
19 years	1,081	1,105	1,130	1,155	1,181
24 years	1,202	1,229	1,257	1,285	1,314
29 years	1,297	1,326	1,356	1,387	1,418

The service increment shall be applied to eligible employees on July 1 immediately following completion of the required number of years of service. July of each fiscal year shall be the date on which the annual increment shall be applied.

A person shall advance to the next step on the salary schedule on July 1 of each year, unless he/she shall have been appointed between April 1 and June 30, in which case he/she shall advance to the next step on the second July 1, following the date of initial appointment.

Night differential where applicable will be as follows:

	<u>2011-12</u>	<u>2012-13</u>	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>
Above basic salary for personnel working permanently on night shift.	\$1,091	\$1,116	\$1,141	\$1,167	\$1,193
Above basic salary for Assistant Head Custodian who rotate: 50% day shift and 50% night.	\$ 547	\$ 559	\$ 572	\$ 585	\$ 598

Effective July 1, 2012, the salary schedule shall have one step added to the top ("max") which will be equal to 1.5% greater than step 9 of the 2011-12 salary schedule. Members who were on step 9 as of 7/1/11 would move to step 10 effective 7/1/12.

For the 2015-16 school year only, the District will provide for each unit member employed prior to July 1, 2009, a one-time, off-schedule, lump sum payment equal to the 5% contribution towards health insurance. This payment shall be payable to eligible unit members on or about December 15, 2015.

BUILDINGS AND GROUNDS SUPERVISORS SALARY

July 1, 2011 - June 30, 2012

STEP	Asst. Supv. Transp.	Head Custodian	Maint. Supv. I	Head Custodian	Bus Dispatcher	Head Custodian	Supervising Security Aide
	Maint. Supv. II	III	Information	II	Supv. Grounds	I	Asst. Supv. Grounds*
	District Head Cust.	Tech Asst. Mgr.	Tech Spclst III	Tech Spclst II	Info Tech Spclst I	Tech Aide II	Asst. Head Cust. I
1	81,867	72,431	70,300	65,691	63,759	61,199	56,339
2	83,516	73,551	71,386	66,813	64,850	62,311	57,437
3	85,167	74,906	72,702	67,933	65,936	63,440	58,528
4	86,820	76,249	74,007	69,288	67,251	64,794	59,618
5	88,468	77,599	75,316	70,855	68,772	66,361	60,924
6	90,120	79,396	77,061	72,651	70,517	68,161	62,668
7	91,917	81,634	79,233	74,906	72,702	70,405	64,849
8	93,864	83,886	81,420	77,147	74,879	72,650	67,023
9	97,318	85,120	82,618	79,221	76,890	75,277	70,009

All salaries are based on a 40 hour week - night shift or day shift.

EXEMPT BUILDINGS AND GROUNDS SUPERVISORS			
STEP	SUPERVISOR OF	SUPERVISOR OF	SUPERVISOR OF
	FACILITIES & OPERATIONS		
1	105,034	114,823	118,861
2	107,135	116,545	120,671
3	109,277	118,294	122,508
4	111,463	120,068	124,374
5	113,692	121,869	126,268
6	115,966	123,697	128,191
7	118,285	125,552	130,143
8	120,060	127,436	132,125
9	121,260	129,347	134,137

BUILDINGS AND GROUNDS SUPERVISORS SALARY

July 1, 2012 - June 30, 2013

STEP	Asst. Supv. Transp.	Head Custodian	Maint. Supv. I	Head Custodian	Bus Dispatcher	Head Custodian	Supervising Security Aide	
	Maint. Supv. II	III	Information	II	Supv. Grounds	I	Asst. Supv. Grounds*	
	District Head Cust.	Tech Asst. Mgr.	Tech Spclst III	Tech Spclst II	Asst. Supv. Security	Information	Information	
					Info Tech Spclst I	Tech Aide II	Tech Aide I	Asst. Head Cust. I
1	83,914	74,242	72,058	67,333	65,353	62,729	60,883	57,747
2	85,604	75,390	73,171	68,483	66,471	63,869	61,991	58,873
3	87,296	76,779	74,520	69,631	67,584	65,026	63,114	59,991
4	88,991	78,155	75,857	71,020	68,932	66,414	64,447	61,108
5	90,680	79,539	77,199	72,626	70,491	68,020	66,020	62,447
6	92,373	81,381	78,988	74,467	72,280	69,865	67,809	64,235
7	94,215	83,675	81,214	76,779	74,520	72,165	70,042	66,470
8	96,211	85,983	83,456	79,076	76,751	74,466	72,280	68,699
9	99,751	87,248	84,683	81,202	78,812	77,159	74,890	71,759
10	101,247	88,557	85,954	82,420	79,994	78,316	76,013	72,836

All salaries are based on a 40 hour week - night shift or day shift.

EXEMPT BUILDINGS AND GROUNDS SUPERVISORS			
STEP	SUPERVISOR OF	SUPERVISOR OF	SUPERVISOR OF
	FACILITIES & OPERATIONS		
1	107,660	117,694	121,833
2	109,813	119,459	123,688
3	112,009	121,251	125,571
4	114,250	123,070	127,483
5	116,534	124,916	129,425
6	118,865	126,789	131,396
7	121,242	128,691	133,397
8	123,062	130,622	135,428
9	124,292	132,581	137,490
10	126,156	134,569	139,553

BUILDINGS AND GROUNDS SUPERVISORS SALARY

July 1, 2013 - June 30, 2014

STEP	Asst. Supv. Transp.	Head Custodian	Maint. Supv. I	Head Custodian	Bus Dispatcher	Head Custodian	Supervising Security Aide
	Maint. Supv. II	III	Information	II	Supv. Grounds	I	Asst. Supv. Grounds*
	District Head Cust.	Information	Information	Information	Asst. Supv. Security	Information	Asst. Head Cust. I
	District Head Cust.	Tech Asst. Mgr.	Tech Spclst III	Tech Spclst II	Info Tech Spclst I	Tech Aide II	Tech Aide I
1	86,222	76,284	74,040	69,185	67,150	64,454	59,335
2	87,958	77,463	75,183	70,366	68,299	65,625	60,492
3	89,697	78,890	76,569	71,546	69,443	66,814	61,641
4	91,438	80,304	77,943	72,973	70,828	68,240	62,788
5	93,174	81,726	79,322	74,623	72,430	69,891	64,164
6	94,913	83,619	81,160	76,515	74,268	71,786	66,001
7	96,806	85,976	83,447	78,890	76,569	74,150	68,298
8	98,857	88,348	85,751	81,251	78,862	76,514	70,588
9	102,494	89,647	87,012	83,435	80,979	79,281	73,732
10	104,031	90,992	88,318	84,687	82,194	80,470	74,839

All salaries are based on a 40 hour week - night shift or day shift.

EXEMPT BUILDINGS AND GROUNDS SUPERVISORS			
STEP	SUPERVISOR OF	SUPERVISOR OF	SUPERVISOR OF
	FACILITIES & OPERATIONS	SECURITY	TRANSPORTATION
1	110,621	120,931	125,183
2	112,833	122,744	127,089
3	115,089	124,585	129,024
4	117,392	126,454	130,989
5	119,739	128,351	132,984
6	122,134	130,276	135,009
7	124,576	132,230	137,065
8	126,446	134,214	139,152
9	127,710	136,227	141,271
10	129,625	138,270	143,391

BUILDINGS AND GROUNDS SUPERVISORS SALARY

July 1, 2014 - June 30, 2015

STEP	Asst. Supv. Transp.	Head Custodian	Maint. Supv. I	Head Custodian	Bus Dispatcher	Head Custodian	Supervising Security Aide	
	Maint. Supv. II	III	Information	II	Supv. Grounds	I	Asst. Supv. Grounds*	
	District Head Cust.	Information	Information	Information	Asst. Supv. Security	Information	Asst. Head Cust. I	
		Tech Asst. Mgr.	Tech Spclst III	Tech Spclst II	Info Tech Spclst I	Tech Aide II	Tech Aide I	Asst. Bus Dispatcher
1	88,593	78,382	76,076	71,088	68,997	66,226	64,277	60,967
2	90,377	79,593	77,251	72,301	70,177	67,430	65,448	62,156
3	92,164	81,059	78,675	73,514	71,353	68,651	66,633	63,336
4	93,953	82,512	80,086	74,980	72,776	70,117	68,040	64,515
5	95,736	83,974	81,503	76,675	74,422	71,813	69,701	65,929
6	97,523	85,919	83,392	78,619	76,310	73,760	71,590	67,816
7	99,468	88,340	85,742	81,059	78,675	76,189	73,947	70,176
8	101,576	90,778	88,109	83,485	81,031	78,618	76,310	72,529
9	105,313	92,112	89,405	85,729	83,206	81,461	79,065	75,760
10	106,892	93,494	90,747	87,016	84,454	82,683	80,251	76,897

All salaries are based on a 40 hour week - night shift or day shift.

EXEMPT BUILDINGS AND GROUNDS SUPERVISORS			
STEP	SUPERVISOR OF	SUPERVISOR OF	SUPERVISOR OF
	FACILITIES & OPERATIONS		
1	113,663	124,257	128,626
2	115,936	126,119	130,584
3	118,254	128,011	132,572
4	120,620	129,931	134,591
5	123,032	131,881	136,641
6	125,493	133,859	138,722
7	128,002	135,866	140,834
8	129,923	137,905	142,979
9	131,222	139,973	145,156
10	133,190	142,072	147,334

BUILDINGS AND GROUNDS SUPERVISORS SALARY

July 1, 2015 - June 30, 2016

STEP	Asst. Supv. Transp.	Head Custodian	Maint. Supv. I	Head Custodian	Bus Dispatcher	Head Custodian	Supervising Security Aide	
	Maint. Supv. II	III	Information	II	Supv. Grounds	I	Asst. Supv. Grounds*	
	District Head Cust.	Tech Asst. Mgr.	Information	Information	Asst. Supv. Security	Information	Asst. Head Cust. I	
			Tech Spclst III	Tech Spclst II	Info Tech Spclst I	Tech Aide II	Tech Aide I	Asst. Bus Dispatcher
1	90,808	80,342	77,978	72,865	70,722	67,882	65,884	62,491
2	92,636	81,583	79,182	74,109	71,931	69,116	67,084	63,710
3	94,468	83,085	80,642	75,352	73,137	70,367	68,299	64,919
4	96,302	84,575	82,088	76,855	74,595	71,870	69,741	66,128
5	98,130	86,072	83,541	78,592	76,283	73,608	71,444	67,577
6	99,961	88,067	85,477	80,584	78,218	75,604	73,378	69,511
7	101,955	90,549	87,886	83,085	80,642	78,094	75,796	71,930
8	104,115	93,047	90,312	85,573	83,057	80,583	78,218	74,342
9	107,946	94,415	91,640	87,872	85,286	83,498	81,042	77,654
10	109,564	95,831	93,016	89,191	86,565	84,750	82,257	78,819

All salaries are based on a 40 hour week - night shift or day shift.

EXEMPT BUILDINGS AND GROUNDS SUPERVISORS			
STEP	SUPERVISOR OF	SUPERVISOR OF	SUPERVISOR OF
	FACILITIES & OPERATIONS		
1	116,505	127,363	131,842
2	118,834	129,272	133,849
3	121,210	131,211	135,886
4	123,636	133,179	137,956
5	126,108	135,178	140,057
6	128,630	137,205	142,190
7	131,202	139,263	144,355
8	133,171	141,353	146,553
9	134,503	143,472	148,785
10	136,520	145,624	151,018