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Contract Database Metadata Elements

Title: **Putnam Valley Central School District and Putnam Valley Central School District Unit, CSEA, Local 1000, AFSCME, AFL-CIO, Putnam County Local 840 (2004)**

Employer Name: **Putnam Valley Central School District**

Union: **Putnam Valley Central School District Unit, CSEA, AFSCME, AFL-CIO**

Local: **1000, Putnam County Local 840**

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6012

AGREEMENT

By and between the

PUTNAM VALLEY
CENTRAL SCHOOL DISTRICT

and

CSEA, Local 1000 AFSCME,
AFL-CIO



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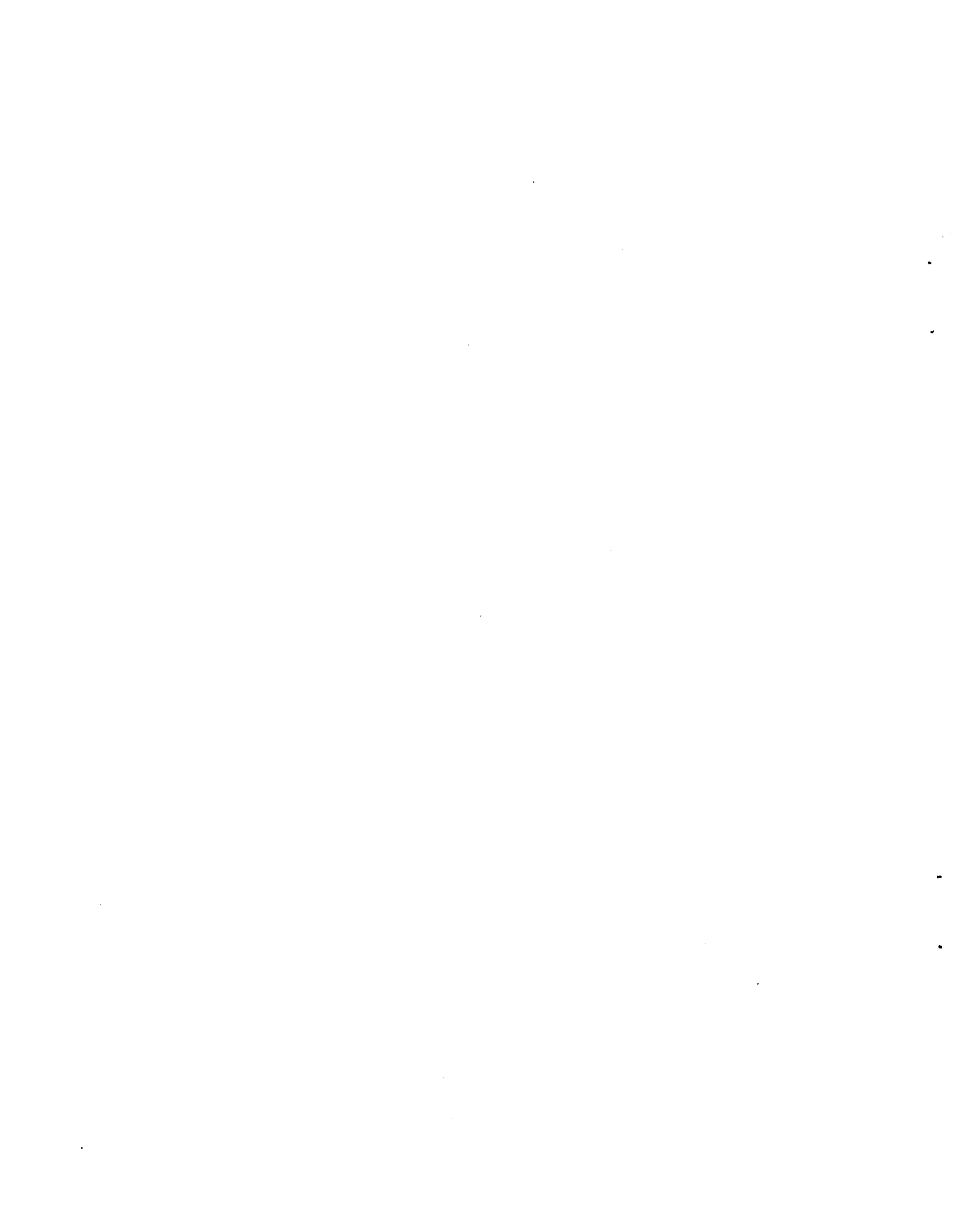
APR 28 2005

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

Putnam Valley CSD Unit
Putnam County Local 840

JULY 1, 2004 – JUNE 30, 2007

128 members



PREAMBLE

This Agreement entered into this 1st day of July, 2004 by and between the Putnam Valley Central School District, hereinafter called the District, and the Civil Service Employees Association, Local 1000, American Federation of State, County and Municipal Employees Union, AFL-CIO, Putnam County Local 840 (the Union for Putnam Valley Central School District) hereinafter called the CSEA, covers the wages and other terms and conditions of employment of the employees designated in Article I.

ARTICLE I - RECOGNITION

The Putnam Valley Central School District recognizes the Civil Service Employees Association, Inc., Local 1000, American Federation of State, County and Municipal Employees Union, AFL-CIO, as the recognized Union for the Putnam Valley Central School District Unit, Putnam County Local 840, herein referred to as the Union, pursuant to the terms of recognition as the exclusive representative for collective negotiations with respect to salaries, wages, hours and all other terms and conditions of employment for the employees in the bargaining unit which has been defined to include all non-teaching personnel or any person who is not eligible for membership in the New York State Teachers Retirement System, with the exception of the Secretary to the Superintendent of Schools and shall be exclusive of supervisory and confidential personnel. It shall extend for the maximum period provided by law.

ARTICLE II - SALARIES AND WAGES

- A.
1. The salaries and wages of employees in the above unit shall be as described in the attached schedule which is part of this Agreement.
 2. In the first year of this contract (2004-2005), the salary schedule of the 2003-2004 schedule shall be increased by 4.25% on each and every step of the schedule.
 3. In the second year of this contract (2005-2006) the salary schedule of the 2004-2005 schedule shall be increased by 4.25% on each and every step of the schedule.
 4. In the third year of this contract (2006-2007) the salary schedule of the 2005-2006 schedule shall be increased by 4.0% on each and every step of the schedule.

B. Employees who work at least or more than six (6) hours per day will be paid on an annualized basis (contract salary). They shall have the option of 21 or 26 pay periods. All hourly employees working less than 6 hours per day shall receive biweekly checks based on actual hours.

C. For the purpose of computation for deductions from pay, full-time school calendar year employees shall be subject to the following computation chart:

School Calendar:	180 days
Ten Month:	216 days
Transportation:	181 days
Twelve Month:	260 days

D. Custodians shall be compensated for the specific time worked (at the rate for that day) for call-in for all non-school-sponsored functions. Custodians will be available on a rotation basis for all non-school-sponsored weekend functions.

E. Custodians whose normal working hours are 50% or more after 4:00 P.M., will receive a night differential of \$75 per month for that period so worked.

F. In the event that a custodian substitutes as a Head Custodian for a full day, he will be compensated at the rate of an additional \$40.00 per day.

G. Special Skills - Employees designated as receiving Special Skills as of June 30, 1995 will continue to be so classified and to receive the special skills differential.

NOTE: The CSEA and the District will enter into talks after completion of negotiations to work out mutually satisfactory language that deals with all issues concerning Special Skills. When consensus is reached a "letter of agreement" will be added to the contract.

H. Study Credits - The Putnam Valley Central School District recognizes the importance and benefits of assisting its employees in searching for and refining new ideas and techniques for their improvement and value to the District. To that end, tuition up to a maximum of \$300.00 per course completed (with a limit of \$600.00 per employee per school year) will be paid by the District and the employee's salary will be increased at the rate of \$35.00 per credit. The employee must receive a grade higher than a "D" in order to receive payment for the course.

1. Ten (10) hours equal (1) one credit.
2. Courses shall include, but not be limited to, those offered by BOCES, Putnam County.
3. The District will pay for courses which it mandates the employee to take.
4. All Study Credits earned before July 1, 2004 will remain paid at the previous rate earned. All hours earned prior to that date but not applied to a credit will be subject to the new contract conditions for credit.

I. Teacher Aides who work as Substitute Teachers, shall receive an additional \$50 per full day of substitution or \$10.00 additional for each work period or equivalent as defined by the

PVFT contract. In the Elementary School, Aides who substitute as a teacher for part of a day will be compensated at the rate of \$15.00 per hour: not to exceed \$50.00 per day.

J. Step Advancement - Employees hired between July 1 and December 31 of a school year, shall advance one step on the following July 1st. An employee hired between January 1 and June 30, shall advance one step the first July after working one full year.

ARTICLE III - WORK WEEK

A. The workweek shall be Monday through Friday. The District shall have the right to adjust the starting and ending time of any employee's workday to fit the needs of the District. Employees will be given at least 1 weeks notice prior to any such change and the Union and the employee will have the right to consult with the District prior to such a change being made. This clause is meant to facilitate the adjustment of employees' working hours to the needs of the District, and in no way hinders or aids the District's ability to add to or reduce the work force. Nor shall it be used to circumvent legitimate assignment or overtime.

B. During the time when school is not in regular session (July and August and during vacation periods), the work schedule for custodial personnel shall be seven and one-half hours, exclusive of lunch, and seven hours for non-custodial personnel exclusive of lunch.

C. The present clerical employees in the education offices and the business and District offices shall have equal workdays and shall be required to be present during spring and winter recesses.

D. Daily work schedules for custodians shall remain constant through the school year when school is in session except in case of emergency.

E. In short-term situations, the least senior custodian can be assigned to substitute for an evening shift (4 hours at time and one-half).

F. All custodians required to work on a day when school is closed due to inclement weather will be sent home by the administrator in charge of Buildings and Grounds upon completion of storm-related work.

G. All School Monitors will be guaranteed pay for 180 days, minus all planned staff development days as outlined by the district calendar. The days of pay will be held in reserve and will be paid in the first payroll in July following the school year. Pay will be pro-rated in the event that the employee leaves the district before the school year is completed.

H. 1. Effective July 1, 2001, the School District shall have the authority to create a new Tuesday through Saturday work schedule for the position of custodian/groundskeeper. The

School District shall be limited to no more than four (4) custodian/groundskeeper for this Tuesday through Saturday work schedule.

2. Should the School District wish to alter the Tuesday through Saturday schedule back to the traditional Monday through Friday schedule, the District will first meet with the Union and any affected employees to negotiate this matter.

3. The School District shall post the new position/shift vacancies, however, no current employees (those employed prior to July 1, 2001) shall be forced to take these positions.

4. These three new positions/shifts shall be day shifts.

I. Working Conditions

1. All employees will be afforded a healthy and safe environment in the workplace.

2. Bus drivers reporting to work on a delayed opening that later becomes a cancellation will be compensated for two (2) hours. Full-time drivers' hours will count toward annual hours worked; part-time drivers will be paid at their hourly rate.

3. Bus drivers will be compensated for up to two (2) hours spent in the doctor's office for their yearly physical.

4. Bus drivers will be compensated for attendance at mandated training programs.

5. Bus drivers who have worked as eight-hour drivers for at least five (5) consecutive years will not be dropped back in employment to less than eight (8) hours.

6. Heaters in buses will be expected to be in working order, and if not, will be repaired in a reasonable amount of time.

7. Bus drivers are hired for the hourly equivalent of 181 days. If hours accumulated exceed 181 days total, drivers will be compensated for additional hours.

8. Bus drivers will be required to make a run through and become familiar with their routes prior to the start of school. Drivers will be compensated at their contractual rate of pay.

9. Cafeteria aides who report to work and are subsequently sent home because school unexpectedly closes early shall be paid for their regular working hours on that day.

J. The workday excluding lunch of each full-time employee shall be as follows:

Account Clerk	7.5 hours per day
Attendance Clerk	6.0 hours per day
Bus Driver	8.0 hours per day
Bus Monitor	6.0 hours per day
Clerk/Typist	7.5 hours per day
Custodian/Custodial Worker	8.0 hours per day
Data Entry	7.5 hours per day
Head Bus Driver	8.0 hours per day
Head Custodian	8.0 hours per day
Health Office Assistant	7.5 hours per day
Mechanic/Driver	8.0 hours per day
Senior Account Clerk	7.5 hours per day
School Monitor	Full length of all school lunch periods
Teacher Aide	6.5 hours per day
Typist	7.5 hours per day
Campus Building Monitor	7.5 hours per day
Computer Lab Aide	6.5 hours per day
Groundskeeper/Custodial Worker	8.0 hours per day
Registered Nurse	7.5 hours per day
Clerk	7.5 hours per day

K. All employees will attend all Superintendents Conference Days held between September 1 and June 30 of the school year and will be compensated at their contractual rate of pay.

L. Every effort will be made by the District to notify Teacher Aides of their schedule and classroom assignments by the first day of school. Any Cafeteria, recess or bus duties must be outlined at that time and one uninterrupted lunch period must be accounted for in their day. If scheduling must exceed normal work hours set in this contract, compensatory time must be offered.

ARTICLE IV - HOLIDAYS

A. All regularly scheduled full-time 12 month and 10 month employees of the District shall be entitled to holidays without loss of pay on the following days:

- | | |
|---|-------------------------------|
| New Years Day | Labor Day |
| Martin Luther King's Birthday | Yom Kippur or
Election Day |
| *A day in lieu of Washington's Birthday | Columbus Day |
| President's Day | Veterans Day |
| Thanksgiving Day | Thanksgiving Friday |
| Good Friday | December 24th |
| Christmas Day | |
| July 4th (12 mo. Emp. Only) | |
| Memorial Day (12 mo. Emp. Only) | |

*The day in lieu of Washington's Birthday is to be agreed upon by the employee and his or her supervisor. The day must be taken during the current school year and may not be carried over from one school year to the next.

B. All school calendar employees will receive Christmas Day, New Years Day and Thanksgiving as paid holidays and will be compensated at their daily rate.

The Superintendent of Schools shall have the right to assign employees to work on Election Day or Yom Kippur. All holiday time shall be taken at full pay. In the event that school remains open on any of the above holidays, then that day shall be made up on another day. If the holiday occurs on a Saturday or Sunday, it will be made up on another day for those eligible, such day to be at the discretion of the District. On those occasions when holidays fall on weekdays and celebrations of the holiday are transferred to Mondays by law, then those Mondays shall be the holidays granted. On snow days, time spent by employees in making telephone calls prior to arriving at school shall be counted as part of the workday, and compensatory time off shall be given where applicable. The Superintendent will have the right to assign employees to work on Holy Thursday, provided that compensatory time is granted later in the school year.

ARTICLE V - VACATION SCHEDULE

Twelve-month employees will accrue 5/6th of a vacation day for each month worked beginning in their first month employment to June 30th of that school year. Vacation time accrued cannot be taken until July 1st following the initial day of employment. At that point (July 1st), the employee will continue to accrue 5/6th of a vacation day per month for one complete school year. The ten days then accrued can be taken beginning each July 1st thereafter.

All full-time 12 month employees who have worked in excess of one (1) full year but less than five (5) complete years shall be entitled to two (2) weeks vacation. All full-time 12-month employees who have worked five (5) complete years to nine (9) complete years shall be entitled to three (3) weeks vacation. All full-time 12-month employees who have completed ten (10) years work shall be entitled to four (4) weeks vacation. A period of one (1) week's vacation may be deferred from one year to the following year. If not taken by the employee in the second year, the deferred week shall be deemed abandoned, and the employee shall lose the right to use that time.

Employees shall receive one (1) additional vacation day per year for each year of service after 10 years to a maximum of 5 additional vacation days after 15 years of service.

Employees shall not be permitted to take more than three (3) weeks vacation at a time without the approval of the Superintendent.

ARTICLE VI - SICK LEAVE

A. All 12-month personnel shall be granted fifteen (15) days sick leave per year, accumulative to 300 days. All other personnel who are employed for at least the full school calendar year shall be granted one and one-half (1.5) sick days per month to the maximum accumulation of 250 days. Sick days will be credited each September 1 and January 1 for 10 month employees and each July 1 and January 1 for 12 month employees. All sick leave shall be subject to the requirement that a physician's certificate be obtained after the third consecutive sick day. (The fraction of days worked shall be accumulated on a fractional basis.) Employees shall receive a written statement of accumulated leave and vacation at the beginning of the school year. At the direction of the Superintendent, substitutes may be hired for employees out sick. Efforts will be made to hire substitutes for secretaries and custodians who are out sick.

B. All 12-month employees shall be compensated for unused accumulated sick days at the rate of \$45 per day for all days from 101-300 upon retirement from the District.

C. All 10-month and full-time school calendar employees shall be compensated for unused accumulated sick days at the rate of \$40 per day for all days from 101-250 upon retirement from the district.

D. Sick Bank

The CSEA and the District agree to institute a Sick Bank for all CSEA employees.

1. Purpose: A sick leave bank shall be established to provide income protection to participants in the event of extended physical or mental illness or disability resulting in a participant's accumulated sick leave being exhausted.

2. Contribution: Each employee wishing to participate in the SLB shall submit to the Board of Education a written waiver of three or more days accumulated sick leave. The unused sick days in the bank shall be cumulative and shall be carried forward from year to year. Employee contributions are not mandatory but, once made, may not be withdrawn. The maximum number of days in the SLB will be 3 times the number of employees employed by the District. The Bank shall be replenished when the number in the bank falls below 50% of maximum.

A separate sick bank shall be created and maintained for employees working less than 20 hours per week.

3. Committee:

- a. A committee consisting of 3 administrators and 3 full-time employees, appointed by the CSEA, shall regulate the SLB.
- b. At the end of each month the committee shall review the status of each case.
- c. Should the committee so request, either before or after approval of a SLB request, the participant shall be required to undergo a medical review by a physician of the committee's choice at the expense of the participant. Failure to comply with such request shall result in disapproval or cancellation.
- d. The determination of the committee shall be final and not subject to the grievance procedure.
- e. Should the committee determine that it is necessary to transfer days from one sick bank to the other, the days in the sick bank for employees working less than 20 hours per week shall be treated as having half the value of the days in the sick bank for full-time employees.

4. Withdrawals:

An employee who has an extended physical or mental illness or disability resulting in a participant's accumulated sick leave being exhausted shall apply to the SLB committee providing:

- a. The employee has used all of his or her accumulated sick days.
- b. The employee's illness must be longer than 20 consecutive days.
- c. The employee presents valid medical evidence attesting to the illness, physical or mental incapacity, through the CSEA President to the Superintendent. Should the participant be unable to do so, a member of the participant's family or its agent may make a request to the SLB.

d. No full-time employee shall receive more than 60 days from the SLB. A full-time employee having exhausted the maximum benefit, must wait 150 days before becoming eligible to reapply for SLB days.

e. Upon returning to work, the employee must rejoin the sick bank by donating three (3) unused sick days in order to retain an active standing.

f. SLB provisions will not apply after an employee is adjudged to be permanently incapacitated and consequently not able to return to work following maximum participation in the SLB.

5. Enrollment Period:

Employees may join the SLB only in September of each year or within 30 days of initial employment.

ARTICLE VII - RETIREMENT

The District will adopt the new non-contributory improved "20-year Career" Plan (Section 75I). In addition, the Board will adopt the guaranteed death benefit (Section 60B), known as the Maximum \$20,000 Death Benefit. In the third year if a benefit equal to 41J of the Civil Service Retirement System is granted to teachers, negotiations will be reopened on this issue with the CSEA.

ARTICLE VIII - INSURANCE

A. The District shall participate in a Health Insurance Plan for the benefit of employees who work twenty (20) hours or more per week. Employees working less than twenty (20) hours per week will be permitted to participate in the district's Health Insurance Plan provided that the employee(s) pay the full cost (100%) of the premiums; payable one quarter (3 months) in advance of coverage and the respective plan permits such participation. A \$7,500 group term life insurance policy for all employees working twenty (20) or more hours per week shall be paid for by the District for the life of this Agreement.

B. The District shall contribute a portion of the cost of the hospitalization insurance for both the individual plan and the family plan. The District shall have the right to provide a health insurance plan that both parties agree is comparable or better than the present existing plan.

The District shall be under no obligation to contribute to hospitalization plans other than plans to which it subscribes

1. Persons electing to change coverage from family to individual shall be entitled to receive one half of the difference in premium paid by the district annually.

2. Persons electing to drop coverage shall be entitled to receive half of the difference in premium paid by the district annually.

3. Lump sum payment shall be made in the first pay period in July following the year of coverage. In the event that the employee leaves before the school year is completed, the payment will be pre-rated.

4. Between July 1, 2004 and June 30, 2005 the district shall pay 98% of the premiums for employees and dependents.

5. Between July 1, 2005 and June 30, 2006, the district shall pay 97.5% of the premiums for employees and dependents.

6. Between July 2, 2006 and June 30, 2007, the district shall pay 97% of the premiums for employees and dependents.

C. For the three (3) years of this Agreement, CSEA "Welfare (Dental) plans shall be kept at the same contribution level as that granted to teachers.

D. All employees who retire from the Putnam Valley Central School District shall be covered one hundred percent (100%) and dependents covered by fifty percent (50%) of premium for existing health plans.

ARTICLE IX - DUES DEDUCTIONS

The Civil Service Employees Association, Inc. shall have exclusive rights to payroll deduction of dues and union sponsored insurance and benefit program premiums for employees covered by this Agreement. Such dues and premiums shall be remitted to the CSEA, Inc., 143 Washington Avenue, Albany, NY 12210 on a payroll period basis. No other bargaining organization shall be accorded any payroll deduction privilege without the express consent and written authorization of the CSEA. The employer agrees to submit to the CSEA, 143 Washington Avenue, Albany, NY 12210 each payroll period, a list itemizing the deductions going to the CSEA of each employee. The District shall also allow regular deductions for other authorized purposes, such as savings bonds, credit union or tax sheltered annuities.

ARTICLE X - LEAVES OF ABSENCE

A. Personal Leave - All 12 month employees may take four (4) days of personal leave per year without loss of pay. All School Calendar and 10 month employees may take three (3) days of personal leave per year without loss of pay. When possible, seventy-two (72) hours notice will be given for all personal leave. Personal leave shall not be taken on those days immediately before or following a holiday or vacation unless it is previously approved by the Superintendent on the basis of a written application setting forth the reason for the leave. Unused personal leave days will be added to accumulated sick leave at the end of each year.

B. Bereavement Leave - Five (5) days bereavement leave shall be granted to any employee who suffers a death in his or her immediate family. The immediate family shall be defined as wife or husband, son, daughter, mother, father, mother-in-law, father-in-law, brother or sister, aunt or uncle, brother-in-law or sister-in-law, grandparents or grandchildren.

C. Maternity and Child Care Leave

1. Upon request, childcare leave, not to exceed two (2) years, will be granted to any employee. The District will ordinarily be entitled to thirty (30) days notice prior to the commencement of such leave.

2. Child care portions of such leave shall ordinarily run for the full term applied. However, such leave may be terminated no earlier than sixty (60) school days from the date of the application to terminate leave. Childcare leave shall be available to employees who adopt children up to the age of five.

3. Temporary disability applications will be processed in the same manner as any other temporary disability application.

D. Other Leaves - The District reserves the right to grant leaves of absence without pay for any purpose to employees who apply and are approved for such leave by the Board of Education. No such leave shall be granted absent a showing to the Board that it is for good cause, that it will not exceed one (1) year and that a replacement is available.

E. Layoffs

1. In the event that the District decides to reduce the work force, layoffs shall be effectuated on the basis of inverse order of seniority in job classification. Senior employees in a job classification shall have the right to displace less senior employees within the classification.

2. Layoffs of unit members in salaried and wage rate classifications may be effectuated at any time following thirty (30) days notice to the Association and the employee affected of the Board's decision to reduce the work force.

3. All employees covered by this Agreement shall be expected to perform their normal job duties on the day next following any vacation, recess or holiday, unless notified of layoff status as provided for above.

4. Laid off employees shall have a right to recall on the basis of seniority in job classification up to four (4) years following the day of layoff. Such employees returning shall retain full seniority and benefits unless the period is shortened by Board action.

ARTICLE XI - SENIORITY

A. The seniority of employees shall be calculated from the date of their first hiring provided their service in the District is continuous. Only time worked as a full-time employee shall count toward seniority.

B. For the purpose of all vacancies, promotions and transfers, seniority shall be an important consideration, along with qualifications for filling a position. Qualifications shall be determined by management.

ARTICLE XII - SAVINGS CLAUSE

If any legislation or action by the courts or agencies of this State render any portion of this Agreement invalid or unenforceable, the invalid or unenforceable provisions shall be severed from this contract and the remaining provisions shall continue in full force.

ARTICLE XIII - PREMIUM PAY AND LONGEVITY

A. Time and one-half shall be paid to all employees required to work before or after their normally scheduled workday. Overtime shall be included on an equitable basis and rotated to assure equal opportunity to all employees. Time and one-half shall be paid to all employees who work on Saturdays, only when Saturday is not included in their normal workweek. Double time shall be paid to all employees who work on holidays and Sundays. Approved leave will be counted as time worked in the computation of overtime.

B. Employees having completed their 15th consecutive year of full-time employment in the Putnam Valley School District by July 1 shall receive \$1,250 longevity in each year of the contract. Employees having completed their 20th consecutive year of full-time employment in the Putnam Valley School District by July 1 shall receive \$1,750 longevity in each year of the contract. Employees having completed their 25th consecutive year of full-time employment in the Putnam Valley School District by July 1 shall receive \$2,250 longevity in each year of the contract. Payment may be given in one lump sum on the employee's anniversary date.

ARTICLE XIV - TEMPORARY ASSIGNMENTS

A. Notification shall be given to the bargaining unit when an employee is transferred or temporarily assigned to new duties.

B. Where an employee is assigned temporarily by the Superintendent, subject to the approval of the District, for periods greater than two (2) weeks, to perform the duties of a higher classification, he/she shall be compensated at the higher rate of pay. Where any employee is temporarily assigned by the District to perform the work of a lower classification, he/she shall be guaranteed his/her regular rate of pay.

C. Barring unforeseen circumstances or emergencies at the Middle School, one aide will be used to substitute for a given teacher who is out for the day rather than assignment by period coverage. A High School or Middle School aide covering a teacher will be required to cover the teacher's five classroom periods and two periods of other duties (only one of which may involve the direct supervision of students), as assigned by the principal. In a nine-period day, such aides would be guaranteed a lunch and a working preparation period.

ARTICLE XV - UNION RIGHTS

A. The CSEA shall have the right to post notices and communication on bulletin boards maintained on the premises of the District.

B. The President of the Putnam County Chapter of the CSEA or his designated agent or designated field representative of the CSEA shall have the right to visit the facilities of the District for the purpose of adjusting grievance and administering this contract, provided such visits do not interfere with the work of employees and provided further that CSEA representative report to and sign in with the school officer prior to entering a school.

C. An elected delegate of the employees in the bargaining unit shall attend the CSEA's State Organization Convention with full pay within the limits set by the District.

D. Access to Employees - The Union and its designated agents shall have the sole and exclusive right to access to members of the bargaining unit during the working hours to administer this agreement and to explain Civil Service Employees Association sponsored benefits and programs.

E. Information - On the effective date of this agreement, the employer shall supply to the Unit a list of all employees in the bargaining unit showing the employee's full name, home address, social security number, item number, job title, work location, membership status, insurance deduction and first date of employment. Such information shall hereafter be provided to the Unit on a yearly basis, due by September 1st.

F. Successor Clause - This agreement shall be binding upon the employer and its successors, assignees, lessees or transferees of the employer or any other parties to contracts with the employer, which successors, assignees, lessees, transferees or parties provide services similar to those provided by members of the bargaining unit represented by CSEA.

ARTICLE XVI - UNIFORMS

The District shall provide a uniform allowance for all Custodians, Custodial Workers, Head Custodians and Mechanics each year. Uniforms are required to be worn at all times when such employees are working. The Director of Operations or a designee and the Union President or a designee will decide on proper uniform attire for all employees. The uniform allowance will be \$525.00 per year, less the cost of items provided by the district. Uniforms will not be issued until completion of the probationary period. If an employee leaves the District before one (1) year of employment, uniforms are to be returned to the District. Uniforms are to be maintained by the employee in the proper condition.

The School District shall provide three (3) uniforms shirts to all Bus Drivers.

The district may provide uniform shirts or ID badges for hall monitors and Bus Drivers, which are required to be worn at all times while working.

ARTICLE XVII - PROMOTIONAL OPPORTUNITIES

A. For the purpose of all vacancies, promotions and transfers, seniority shall be an important consideration, along with qualifications for filling a position. Qualifications shall be determined by management. Such promotional opportunities will be posted or the staff will be advised twenty (20) days prior to hiring. Qualifications and seniority will be considered in promotional opportunities and filling of vacancies. The Association will receive copies of all notices of vacancies in the unit.

B. Where feasible, and in the sole discretion of the District, work usually performed by employees in the bargaining unit will not be contracted out if it will result in the loss of employment to the employees currently employed by the District. Such notice, if any, will not be arbitrary or capricious. Notice to the Association will be given prior to entering into any such contractual commitment, and the CSEA will be given opportunity to be heard.

ARTICLE XVIII - COPIES OF CONTRACT

The District shall furnish each employee and all new employees with copies of this agreement.

ARTICLE XIX – PROBATION

The probationary period shall be in compliance with Civil Service Law.

ARTICLE XX - LABOR-MANAGEMENT COMMITTEE

A joint labor-management relations committee shall be created. It shall meet upon written request of either side within ten (10) days written notice. An agenda of items to be discussed will be prepared at the time of the request.

ARTICLE XXI - USE OF GOVERNMENT-FUNDED TRAINEES

The District agrees that Manpower and CETA personnel shall be utilized only in accordance with Manpower and CETA rules and regulations, which are incorporated into this contract by reference. Manpower and CETA personnel shall not be used in a manner that will infringe upon regular employees' rights.

ARTICLE XXII - GRIEVANCE PROCEDURES

A. Definitions

1. A grievance shall mean a claimed violation, misinterpretation or inequitable application of the terms and conditions of this agreement or of any established practice providing employee rights and benefits or working conditions in addition to those contained herein or interpreting those contained herein which relate to or involve an employee or employees and which has not been solved by normal discussions among employees and administrators.

2. The "Association" shall mean the CSEA.

3. The term "grievant" or "aggrieved" shall mean an individual employee, or where applicable, a group of employees, or the Association.

4. The word "days" shall mean, except where otherwise indicated, normal work days; weekend or vacation days are excluded.

B. General Provisions:

1. An employee shall have the right to present grievances in accordance with the procedures, free from coercion, interference, restraint, discrimination or reprisal.

2. An employee shall have the right to be represented at any step of the procedure by anyone of his choice. Any fees of such person or persons shall be borne by the employee.

3. Each party to a grievance, and the Association, shall have access at reasonable times to all written statements and records pertaining to such a case.

4. All grievance hearings shall be held in private session unless otherwise mutually agreed.

5. It shall be the responsibility of the Superintendent of the District to take such steps as may be necessary to give force and effect to these procedures. Each person to whom a grievance is presented shall have the responsibility to consider promptly each such grievance and to make a determination within the authority delegated to him within the time specified in these procedures.

6. Conferences or hearings held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons entitled to be present to attend. When such conferences are held during normal working hours, all persons who participate shall be excused without loss of pay.

7. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step. The time limits specified in any step of this procedure may be extended, in any specific instance, by mutual agreement. If one of the parties shall be required to be out of the District on school business, such absence shall not be counted as lapsed time.

8. The Association has the right to initiate or appeal a grievance. Such grievance shall be initiated at the appropriate step of the grievance procedure and may, if necessary, be appealed through succeeding steps of the grievance procedure according to the time limits and other conditions specified for such succeeding steps.

9. Where a group of employees have a common grievance, the President of the Association, in the name of the Association, acting on the employees' request, may initiate a

group grievance on their behalf by filing a written grievance at the appropriate step of the grievance procedure. If necessary, the Association may appeal the grievance through succeeding steps of the grievance procedure according to the time limits and other conditions specified for such succeeding steps.

10. Where a grievance involves an act or condition over which an immediate supervisor is without power or authority to act, including but not limited to salary or leave agreements or policies, a grievance may be initiated with the Superintendent of Schools at Step 2 of the grievance procedure and may, if necessary, be processed through the 4th step.

11. The Board of Education shall have the right to bring a grievance against an employee or the Association. Following the Board's written notice of a grievance, under the time limitation of an employee grievance in subdivision 13 of the general provisions of the grievance procedure, a conference shall be held within ten (10) days between the Board and the party aggrieved against with a view to arriving at a mutually satisfactory resolution of the grievance. At such conference, the Board, the Association and the party aggrieved against shall be entitled to be represented and to be heard, and all parties shall have at least two (2) days notice of the time and place of the conference.

12. The party aggrieved against shall report its decision in writing to the Board of Education within ten (10) days of the conference. If the Board is not satisfied with a decision, it may, within ten (10) days, file a notice of arbitration under the requirements spelled out for employees. The process of Step 4 of the grievance procedure shall govern the disposition of the grievance.

13. When a grievance is satisfactorily adjusted at any one of the steps of the procedure, the grievance shall be deemed to be settled, and the settlement shall be so noted on a report signed by both parties, together with the terms of the adjustment.

14. Grievances must be presented within thirty (30) days after the cause of the grievance arises, unless it is impossible for an employee to know he has a grievance, in which case a grievance may be presented within thirty (30) days from the date when it was first possible for him to have such knowledge. In the event a grievance is filed late in the school year so that sufficient time as stipulated under all the steps of the procedure might not be provided should it be necessary to pursue the grievance through the final step, all parties shall be expected to make special effort to expedite the grievance. In any event, the grievance shall be consummated under the terms of this agreement and not under a succeeding contract or agreement.

C. Procedure for Grievance Adjustment

STEP I - Any employee considering himself aggrieved may, either orally or in writing, present a grievance to his immediate supervisor within the time limit specified in subdivision 13 of the general provisions of this Grievance Procedure. The aggrieved employee and the immediate supervisor shall confer on the grievance within five (5) days with a view to arriving at a mutually satisfactory resolution of the grievance. At the

conference, the aggrieved employee may appeal personally or he may be represented by an Association representative or other representative, but where the aggrieved employee is so represented, he nevertheless must be present. Any grievance thus presented which involves the terms of this agreement, either in application or interpretation or which would affect the working conditions or the welfare of the employees in the negotiating unit, shall entitle the Association to be present through a representative to state the views of the Association. The immediate supervisor shall advise the president of the Association of the existence of a grievance to allow the Association to designate a representative to attend the conference. He shall give the

Association and the grievant two (2) days notice of time and place of such conference. The immediate supervisor shall communicate his decision and supporting reasons in writing to all persons present at the Step I conference.

STEP II - If not settled pursuant to the foregoing procedure, the grievance may be appealed to the Superintendent of Schools within ten (10) days after the receipt of the decision in Step I. The appeal shall be in writing and shall set forth specifically the reasons for the appeal and shall be accompanied by a copy of the decision at Step I. It shall also state the names of the grievant's representatives, if any, and the representative of the Association present at Step I. The Superintendent of Schools shall meet and confer with the aggrieved employee with a view to arriving at a mutually satisfactory resolution of the grievance. The aggrieved employee and the Association's representative shall be given at least two (2) days notice of the conference and the opportunity to be heard. Notice of the conference shall also be given to the immediate supervisor of Step I, who may be present to state his views. The employees name and the Association's rights to be heard and represented shall be as stated in Step I, except that the Association may designate a different representative at this step, if necessary. The Superintendent of Schools shall communicate his decision in writing, together with his supporting reasons, to the aggrieved employee, to the Association representative, and the Step I immediate supervisor within ten (10) days after receiving the appeal.

STEP III - If not settled pursuant to the foregoing procedure, the grievance may be appealed to the Board of Education within ten (10) days after the decision is received in Step II. The appeal shall be in writing, shall set forth specifically the reasons for the appeal and shall be accompanied by a copy of the appeal and the decision at Step II. It shall state the names of the grievant's representative, if any, and the Association's representative present at Step II. Notification of the hearing on the appeal, and the grievant's and the Association's rights to be heard and represented shall be as stated in Step I and Step II, except that the appeal must be heard within ten (10) days receipt of the appeal. Notice of the hearing and an opportunity to be heard shall be given to the Superintendent of Schools and the immediate supervisor of Step I, if any, involved, the Board of Education shall render a decision within ten (10) days of its hearing on the appeal. The appeal shall be immediately transmitted by the Board together with supporting reasons, to the grievant and the Association's representative who participated in this step, as well as the Superintendent of Schools and the immediate supervisor of Step I, if any, involved.

STEP IV - ARBITRATION

A. No grievance may be brought to this step except by the recognized Union. If not settled pursuant to the foregoing procedure, the Union may submit the grievance to an arbitrator for decision. The proceeding shall be initiated by the Union filing a notice of arbitration with the Board of Education and with the American Arbitration Association. The notice shall include a statement of the nature of the grievance and the facts relating to it, a statement setting forth precisely the issue to be decided by the arbitrator, copies of the decision and supporting reasons on the grievance up to the time of the arbitration appeal, and copies of all other documents, exhibits and information. The arbitration agency shall appoint an arbitrator to serve in the case and its arbitration rules shall apply to the proceedings, insofar as they relate to any hearings, unless such a hearing is waived by the parties within fourteen (14) days after being appointed. The time limit may be extended by mutual agreement of the parties involved. The arbitrator shall give at least five (5) days notice of the time and place of such hearings to the grievant, the Board of Education, the Superintendent of Schools, and the Association and the immediate supervisor of Step I, if any, involved. The arbitrator shall issue his decision no later than fourteen (14) days from the date of the closing of the hearings, or, if oral hearings have been waived, then from the date of transmitting the final statements and proof to the arbitrator. The decision shall be in writing and shall set forth the arbitrator's opinion and conclusions on the issues submitted. The arbitrator shall limit his decision to matters specified in the "grievance" definition of the procedure, and to any remedy, if appropriate, which is not inconsistent with this agreement and is not contrary to it. However, he shall be without power to make any decision which is:

1. Contrary to, or inconsistent with, or modifying or varying in any way, the terms of this agreement.

2. Involving Board of Education discretion or policy under the provisions of this agreement, except that he may decide in a particular case involving Board discretion or policy, whether or not the Board applies such discretion or policy in a discriminatory fashion, i.e., in a manner unreasonable inconsistent with general practices of the District in similar circumstances.

B. The decision of the arbitrator shall be considered final by the parties to the grievance dispute, and both will abide by it.

C. The cost of arbitration shall be shared equally by the parties.

ARTICLE XXIII - LEGISLATIVE AUTHORITY

It is agreed by and between the parties that any provisions of this agreement requiring legislative action to permit its implementation by amendment of law or by providing any additional funds therefore shall not become effective until the appropriate legislative body has given approval.

ARTICLE XXIV - EVALUATIONS

The School District shall have the right to evaluate all employees on an annual basis. Should the School District decide to evaluate employees, it will evaluate all employees of the bargaining unit. The School District will notify all employees prior to the beginning of the evaluation period and shall complete the evaluation no later than the middle of May in each year.

The evaluations are subject to a review after one year by both management and the Union. Both parties agree to meet after the first evaluation year is completed and discuss and make recommendations for any possible improvements to the evaluations.

ARTICLE XXV - DURATION OF AGREEMENT

A. This agreement shall be effective as of July 1, 2004 and shall continue in full force and effect until June 30, 2007. The Association agrees that all negotiable items have been discussed during the negotiations leading to this agreement and agrees that negotiations will not be reopened on any item, whether contained in this agreement or not during the life of this agreement. Any District policies unaltered or unchanged by the language of this agreement shall remain in force and it shall be the prerogative of the District to initiate and announce new policies not affecting or changing matters contained in this agreement.

B. For the purposes of renegotiating this contract, notification that the bargaining unit wishes to make changes must be submitted to the District no later than February 15, 2007.

ADDENDUM – LETTER OF AGREEMENT

ENHANCED RESPONSIBILITY COMPENSATION

Effective 7/1/05, a new category, Enhanced Responsibility Compensation will be incorporated into the CSEA contract. This will take the place of the Special Skills category in previous contracts. All employees currently in the Special Skills Category will be moved to the Enhanced Responsibility Compensation Category effective July 1, 2005.

The purpose of this program is to compensate those employees who:

1. Have the ability and accept responsibility to a higher degree than is normally expected of a person in a particular job classification; or
2. Possess and demonstrate technology skills that are above and beyond the job description; or
3. Are hired in a job title that has evolved to include enhanced responsibilities that do not fit into another job title, but are needed by their department.

CONSIDERATIONS:

1. All members of the CSEA unit shall be eligible to be considered for Enhanced Responsibility Compensation.
2. New members may be considered for Enhanced Responsibility Compensation from on start of employment only if they have credible proof of a specific skill to be approved by the Superintendent of Schools.
3. The immediate supervisor shall make a recommendation in writing to the Superintendent of Schools for an employee to be considered for Enhanced Responsibility Compensation classification. The recommendation should outline the specific skills and/or responsibilities that the employee demonstrates.
4. Examples of components that will be reviewed to assess the ability to use and possess skills or to accept responsibility to a higher degree than normally expected can include:
 - A. Course Work - certificates of completed of a pre-approved program.
 - B. Observation of supervisor detailing the areas of delegated supervisory authority, responsibility, duties, and quality of work.
 - C. Observation of leadership abilities
5. The Superintendent of Schools shall review the supervisor's recommendation and supporting evidence such as a job description outlining duties and demonstrated abilities. If approved by the Superintendent, (s)he shall present the recommendation to the Board of Education for the final approval.

C. This contract has been duly ratified and agreed to by the parties.

Brian Davis
CSEA, UNIT PRESIDENT

6-30-04
DATE

Larry Natali
CSEA LABOR RELATIONS SPECIALIST

12/9/04
DATE

John Mackay
PRESIDENT, BOARD OF EDUCATION

12/9/04
DATE

Ray Smith
SUPERINTENDENT OF SCHOOLS

June 30, 2004
DATE

2004-2005

STEP	TYPIST/10	TYPIST ERC	TYPIST/SC	TYPIST ERC	TYPIST/12	TYPIST ERC	ACCT CLERK	ACCT CL ERC	SR ACCT CL	SR A/C ERC	CLERK	CLERK ERC	
1	24,737.00	26,627	20,550.00	22,120	29,684.00	31,952	30,844.00	33,200	35,108.00	37,790	26,610.00	28,643	
2	25,999.00	27,985	21,596.00	23,246	31,201.00	33,585	32,353.00	34,825	36,616.00	39,413	27,929.00	30,063	
3	27,253.00	29,335	22,644.00	24,374	32,708.00	35,207	33,864.00	36,451	38,129.00	41,042	29,238.00	31,472	
4	28,666.00	30,856	23,860.00	25,683	34,463.00	37,096	35,371.00	38,073	39,663.00	42,693	30,763.00	33,113	
5	30,182.00	32,488	25,075.00	26,991	36,221.00	38,988	37,379.00	40,235	41,638.00	44,819	32,275.00	34,741	
6	31,654.00	34,072	26,296.00	28,305	37,986.00	40,888	38,887.00	41,858	43,401.00	46,717	33,829.00	36,414	
7	33,906.00	36,496	28,163.00	30,315	40,689.00	43,798	41,867.00	45,066	46,111.00	49,634	36,842.00	39,657	
8	34,921.00	37,589	29,010.00	31,226	41,907.00	45,109	43,127.00	46,422	47,491.00	51,119	37,946.00	40,845	
9	35,618.00	38,339	29,587.00	31,847	42,750.00	46,016	43,988.00	47,349	48,443.00	52,144	38,704.00	41,661	
	MECHANIC/ CUSTODIAN	MECHANIC/ CUSTODIAN ERC	CUSTODIAN GROUNDS	CUSTODIAN GROUNDS ERC	HEAD CUSTODIAN	HEAD CUSTODIAN ERC			TEACHER AIDE	TEACHER AID/ERC		BUS DRIVER	BUS DRIVER ERT
1	36,207.00	38,973	36,207.00	38,973	48,177.00	51,858			17,115.00	18,423		23,833.00	25,654
2	37,975.00	40,876	37,975.00	40,876	49,940.00	53,755			17,569.00	18,911		24,669.00	26,554
3	39,478.00	42,494	39,478.00	42,494	51,446.00	55,376			18,626.00	20,049		25,998.00	27,984
4	41,031.00	44,166	41,031.00	44,166	53,671.00	57,771			19,599.00	21,096		27,437.00	29,533
5	42,491.00	45,737	42,491.00	45,737	54,460.00	58,621			20,678.00	22,258		28,198.00	30,352
6	45,447.00	48,919	45,447.00	48,919	58,181.00	62,626			21,299.00	22,926		29,526.00	31,782
7	46,813.00	50,390	46,813.00	50,390	59,597.00	64,150			21,727.00	23,387		30,410.00	32,733
8	47,750.00	51,398	47,750.00	51,398	60,565.00	65,192			22,159.00	23,852		31,016.00	33,386
9	48,706.00	52,427	48,706.00	52,427	61,755.00	66,473			22,593.00	24,319		31,637.00	34,054
	HOA	HOA/ERC	RN	RN/ERC			MONITOR BUS	MONITOR BUS/ERC	MONITOR SCHOOL	MONITOR SCHOOL ERC	MONITOR CAMPUS	MONITOR CAMPUS/ERT	
1	24,849.00	26,747	36,207.00	38,973			12.09	13.01	12.80	13.78	17,578.00	18,921	
2	25,766.00	27,735	37,975.00	40,876			12.96	13.95	13.54	14.57	18,457.00	19,867	
3	26,692.00	28,731	39,478.00	42,494			13.84	14.90	14.24	15.33	19,379.00	20,860	
4	27,551.00	29,656	41,031.00	44,166			14.25	15.34	15.12	16.28	20,348.00	21,903	
5	28,731.00	30,926	42,491.00	45,737			14.53	15.64	15.28	16.45	21,364.00	22,996	
6	29,970.00	32,260	45,447.00	48,919			14.90	16.04	15.89	17.10	22,432.00	24,146	
7	30,872.00	33,231	46,813.00	50,390			15.24	16.40	16.42	17.67	23,553.00	25,352	
8	33,534.00	36,096	47,750.00	51,398			15.61	16.80	16.89	18.18	24,731.00	26,620	
9	34,204.00	36,817	48,706.00	52,427			16.32	17.57	17.19	18.50	26,318.00	28,329	

2005-2006

STEP	TYPIST/IO	TYPIST ERC	TYPIST/SC	TYPIST ERC	TYPIST/I2	TYPIST ERC	ACCT CLERK	ACCT CLERC	SRACCT CL	SR A/C ERC	CLERK	CLERK ERC
1	25,788	27,759	21,423	23,060	30,946	33,310	32,155	34,612	36,600	39,396	27,741	29,860
2	27,104	29,175	22,514	24,234	32,527	35,012	33,728	36,305	38,172	41,089	29,116	31,340
3	28,411	30,582	23,606	25,410	34,098	36,703	35,303	38,000	39,749	42,786	30,481	32,809
4	29,884	32,167	24,874	26,774	35,928	38,673	36,874	39,691	41,349	44,508	32,070	34,521
5	31,465	33,869	26,141	28,138	37,760	40,645	38,968	41,945	43,408	46,724	33,647	36,217
6	32,999	35,520	27,414	29,508	39,600	42,626	40,540	43,637	45,246	48,702	35,267	37,961
7	35,347	38,048	29,360	31,603	42,418	45,659	43,646	46,981	48,071	51,743	38,408	41,342
8	36,405	39,186	30,243	32,553	43,688	47,026	44,960	48,395	49,509	53,292	39,559	42,581
9	37,132	39,969	30,844	33,201	44,567	47,972	45,857	49,361	50,502	54,360	40,349	43,432

STEP	MECHANIC/ CUSTODIAN	MECHANIC/ CUSTODIAN ERC	CUSTODIAN GROUNDS	CUSTODIAN GROUNDS ERC	HEAD CUSTODIAN	HEAD CUSTODIAN ERC	TEACHER AIDE	TEACHER AID/ERC	BUS DRIVER	BUS DRIVER ERT
1	37,746	40,630	37,746	40,630	50,225	54,062	17,842	19,206	24,846	26,744
2	39,589	42,614	39,589	42,614	52,062	56,040	18,316	19,715	25,717	27,682
3	41,156	44,300	41,156	44,300	53,632	57,730	19,418	20,901	27,103	29,174
4	42,775	46,043	42,775	46,043	55,952	60,227	20,432	21,993	28,603	30,788
5	44,297	47,681	44,297	47,681	56,775	61,112	21,557	23,204	29,396	31,642
6	47,378	50,998	47,378	50,998	60,654	65,288	22,204	23,901	30,781	33,133
7	48,803	52,531	48,803	52,531	62,130	66,877	22,650	24,381	31,702	34,124
8	49,779	53,583	49,779	53,583	63,139	67,963	23,101	24,866	32,334	34,805
9	50,776	54,655	50,776	54,655	64,380	69,298	23,553	25,353	32,982	35,501

STEP	HOA	HOA/ERC	RN	RN/ERC	MONITOR BUS	MONITOR BUS/ERC	MONITOR SCHOOL	MONITOR SCHOOL ERC	MONITOR CAMPUS	MONITOR CAMPUS/ERT
1	25,905	27,884	37,746	40,630	12.60	13.57	13.34	14.36	18,325	19,725
2	26,861	28,913	39,589	42,614	13.51	14.54	14.12	15.19	19,241	20,711
3	27,826	29,952	41,156	44,300	14.43	15.53	14.85	15.98	20,203	21,746
4	28,722	30,916	42,775	46,043	14.86	15.99	15.76	16.97	21,213	22,833
5	29,952	32,240	44,297	47,681	15.15	16.30	15.93	17.15	22,272	23,974
6	31,244	33,631	47,378	50,998	15.53	16.72	16.57	17.83	23,385	25,172
7	32,184	34,643	48,803	52,531	15.89	17.10	17.12	18.43	24,554	26,430
8	34,959	37,630	49,779	53,583	16.27	17.52	17.61	18.95	25,782	27,752
9	35,658	38,382	50,776	54,655	17.01	18.31	17.92	19.29	27,437	29,533

2006-2007

STEP	TYPYST/10	TYPYST ERC	TYPYST/SC	TYPYST ERC	TYPYST/12	TYPYST ERC	ACCT CLERK	ACCT CL ERC	SR ACCT CL	SRA/C ERC	CLERK	CLERK ERC
1	26,820	28,869	22,280	23,983	32,183	34,642	33,441	35,996	38,064	40,972	28,851	31,055
2	28,188	30,342	23,414	25,203	33,828	36,413	35,077	37,757	39,699	42,732	30,281	32,594
3	29,548	31,805	24,551	26,426	35,462	38,171	36,715	39,520	41,339	44,498	31,700	34,122
4	31,080	33,454	25,869	27,845	37,365	40,219	38,349	41,279	43,003	46,288	33,353	35,901
5	32,723	35,223	27,186	29,263	39,271	42,271	40,526	43,623	45,144	48,593	34,993	37,666
6	34,319	36,941	28,510	30,688	41,184	44,331	42,161	45,382	47,055	50,650	36,677	39,480
7	36,761	39,569	30,534	32,867	44,115	47,485	45,392	48,860	49,994	53,813	39,944	42,996
8	37,861	40,754	31,453	33,856	45,436	48,907	46,758	50,331	51,490	55,424	41,141	44,284
9	38,617	41,567	32,078	34,529	46,350	49,891	47,692	51,335	52,522	56,535	41,963	45,169

STEP	MECHANIC/ CUSTODIAN	MECHANIC/ CUSTODIAN ERC	CUSTODIAN GROUNDS	CUSTODIAN GROUNDS ERC	HEAD CUSTODIAN	HEAD CUSTODIAN ERC	TEACHER AIDE	TEACHER AID/ERC	BUS DRIVER	BUS DRIVER ERT
1	39,256	42,255	39,256	42,255	52,234	56,224	18,556	19,974	25,840	27,814
2	41,172	44,318	41,172	44,318	54,145	58,282	19,048	20,504	26,746	28,790
3	42,802	46,072	42,802	46,072	55,778	60,039	20,194	21,737	28,187	30,341
4	44,486	47,885	44,486	47,885	58,190	62,636	21,249	22,873	29,747	32,020
5	46,069	49,588	46,069	49,588	59,046	63,557	22,419	24,132	30,572	32,908
6	49,274	53,038	49,274	53,038	63,080	67,899	23,092	24,857	32,012	34,458
7	50,755	54,632	50,755	54,632	64,615	69,552	23,556	25,356	32,971	35,489
8	51,771	55,726	51,771	55,726	65,665	70,681	24,025	25,860	33,628	36,197
9	52,807	56,842	52,807	56,842	66,955	72,070	24,495	26,367	34,301	36,921

STEP	HOA	HOA/ERC	RN	RN/ERC	MONITOR BUS	MONITOR BUS/ERC	MONITOR SCHOOL	MONITOR SCHOOL ERC	MONITOR CAMPUS	MONITOR CAMPUS/ERT
1	26,941	29,000	39,256	42,255	13.11	14.11	13.88	14.94	19,058	20,514
2	27,935	30,070	41,172	44,318	14.05	15.12	14.68	15.80	20,011	21,540
3	28,939	31,150	42,802	46,072	15.01	16.15	15.44	16.62	21,011	22,616
4	29,871	32,153	44,486	47,885	15.45	16.63	16.39	17.65	22,061	23,747
5	31,150	33,530	46,069	49,588	15.75	16.96	16.57	17.83	23,163	24,932
6	32,493	34,976	49,274	53,038	16.15	17.39	17.23	18.54	24,321	26,179
7	33,471	36,029	50,755	54,632	16.52	17.79	17.80	19.16	25,536	27,487
8	36,358	39,135	51,771	55,726	16.92	18.22	18.31	19.71	26,813	28,862
9	37,084	39,917	52,807	56,842	17.69	19.05	18.64	20.06	28,534	30,714

