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**Contract Database Metadata Elements**

Title: **Katonah Lewisboro Union Free School District and Katonah Lewisboro Support Staff Association (2002) (MOA)**

Employer Name: **Katonah Lewisboro Union Free School District**

Union: **Katonah Lewisboro Support Staff Association**

Local:

Effective Date: **07/01/02**

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EXHIBIT C - 6/25/2002  
BOE MINUTES

Katonah-Lewisboro Ufsd And  
Katonah-Lewisboro Support Staff  
Assn

### Memorandum of Agreement

Katonah Lewisboro Union Free School District

and

Katonah Lewisboro Support Staff Association

It is agreed by and between the parties that the contract that expired on June 30, 2002 shall be extended for an additional four (4) years except as amended by the following agreements. The new contract shall begin on July 1, 2002 and expire on June 30, 2006. The parties engaged in negotiations in good faith in order to arrive at this successor contract. It is subject to ratification of the Board of Education and the Membership of the Association. Unless otherwise noted, all changes shall be effective from the expiration of the contract on June 30, 2002. Unless otherwise noted, all dates involving the duration of the Agreement shall be changed to conform to the duration of the negotiated Agreement.

#### Preamble

In order to effectuate the provisions of Chapter 392 of the Laws of 1967 (the Public Employees' Fair Employment Act), to encourage and increase effective and harmonious working relationships between the Union Free School District #1, Towns of Bedford, Lewisboro, North Salem and Pound Ridge, New York (hereinafter referred to as the Board) and the Classified Employees of the School District represented by the Katonah-Lewisboro Support Staff Association, (hereafter referred to as the Association), so that the cause of public education may best be served.

THIS AGREEMENT IS MADE AND ENTERED INTO on this 25<sup>th</sup> day of JUNE, 2002 by and between the School District and the Association. This agreement shall remain in full force and effect from July 1, 2002 to June 30, 2006.

**RECEIVED**

SEP 12 2002

NYC PUBLIC EMPLOYMENT  
RELATIONS BOARD

**Article I  
Recognition**

Pursuant to the provisions of the Public Employees' Fair Employment Act (Taylor Law) effective September 1, 1967 the Board of Education of the Katonah-Lewisboro School District, Union Free School District No. 1, Towns of Bedford, Lewisboro, North Salem and Pound Ridge, recognizes the Katonah-Lewisboro Support Staff Association as the exclusive negotiation agent for all personnel in Transportation (such as, but not limited to chauffeurs, bus drivers, mechanics, Administrative Driver and bus monitors), all personnel hired as clerical employees (including special service support personnel working in the Central Administration office), Teaching Assistants, Teacher Aides, Computer Aides, Monitors, Registered Professional Nurses, all personnel hired as Food Service Employees, and all personnel in maintenance (such as, but not limited to laborer, cleaner, custodian, senior custodian, custodian-bus driver, and mechanic except the Superintendent of Buildings Grounds, Central Administration staff, Supervisor of Transportation, and the Director of Facilities and Operations.

Pursuant to the requirements of Section 207(3) (b) of the Public Employees' Fair Employment Act, the Katonah-Lewisboro Support Staff Association affirms that it does not assert the right to strike against, or to impose as obligation to conduct, assist or participate in such a strike.

**Article IV  
Approved Leave, Leave Redemption**

E. 3 Change "shall" to "may" for child care leave and renumber the last two paragraphs.

I. Eliminate the following language:

"The parties agree to review the 'Program's' experience after 18 months and re-negotiate the issue of whether or not the District will contribute to the 'Program'

**Article V  
Public Service Duty**

ADD: Employees that are members of recognized Emergency Response Organizations located within the borders of the school district are permitted to leave work to respond to alarms under the following conditions;

- They speak with their immediate supervisor and obtain permission.
- They understand that unless otherwise excused by their supervisor they are expected to return to work and finish their assigned work.

- They are not permitted to nor will knowingly respond to "stand by" calls.
- They may be required to provide evidence as to the nature of the emergency call and the necessity of their involvement.
- They understand they must not leave a facility uncovered to respond to an emergency alarm.

It is agreed and understood that employees responding as a member of a volunteer organization to an emergency call outside the school may be delayed in reporting to work. In such cases the employee will notify their supervisor as soon as practical of the delay and will not be charged for or required to make up the time missed.

## Article VII

### Salary Schedules and Recruitment

#### A. Schedules

1. Unit employees shall be paid according to the schedule of payment attached to this agreement. (Appendix C) The 2001-2002 schedules will be increased by 2.8% to create the 2002-2003 salary schedules. Eligible employees shall move one step. The 2003-2004 schedules will be recalculated by creating a new (additional) top step to each schedule by adding the difference between the 2002-2003 Step 1 and Step 2 to the top step of each schedule. The current Step 1 will be dropped and the remainder of steps renumbered to maintain the current number of steps for each schedule. That schedule would then be increased by 2.5% to create the 2003 - 2004 salary schedules. Eligible employees shall move one step. A committee will be established to review salaries of the bargaining unit with salaries of similar positions in the county utilizing mutually agreeable criteria. The committee will render its recommendations by November 1, 2003. Should the committee find that unit salaries lag behind any Westchester county district salaries, the category(s) will be elevated to a place above the median for those titles determined to be below the median. The 2003-2004 schedules will be increased by 3.25% to create the 2004 - 2005 salary schedules. Eligible employees shall move one step. The 2004-2005 schedules will be increased by 3.25% to create the 2005-2006 salary schedules. Eligible employees shall move one step.
2. Employees will move one step on the salary schedule each year providing they complete at least five months of service in their current position.
3. Delete this section.
4. A form will be developed to be used to formalize authorization for compensatory time off.

All time must be used within 6 months of accrual.

**B. Recruitment**

1. Add "vacancy number". Add "have qualified" for the appropriate civil service examination. Add preference for appointments in the labor class will be given to employees within title in the district.

**D. Appointments**

2. Insert words "upon request"

- E. Change "March 1<sup>st</sup>" to "February 1<sup>st</sup>".

**G. Career Increments**

An employee will be provided career increments according to the following provisions:

- After 5 years of service in the District - \$420.00 additional
- After 10 years of service in the District - \$720.00 additional
- After 15 years of service in the District - \$1080.00 additional
- After 20 years of service in the District - \$1440.00 additional
- After 25 years of service in the District - \$1800.00 additional

For the 25th year longevity incorporate criteria language.

**I. Career Development Program**

1. The District shall make available to each unit employee, with one year of service in the District, up to \$3,500.00 that may be permanently earned through successfully attending college courses, participating in seminars, passing competency examinations, or achieving certification in areas pertaining to their work. Employees desiring credit under this program must receive approval prior to taking the course, seminar or examination.

<b>Beginning on...</b>	<b>For each Credit or CEU</b>	<b>Any College Credit</b>
<u>7/1/02</u>	<u>\$63.00</u>	<u>\$75.00</u>

3. Payments for career development will be made in September and February.

## J. Cost of Living Adjustment

In the third and fourth year respectively of the agreement, the parties agree that should the cost of living, as reported by the BLS for the New York, Northeast New Jersey area for all urban consumers, increase for the period of December to December, as published in January, 2005 and then January 2006, by a percentage that is greater than the percent increase agreed upon, up to a maximum CPI adjustment of six percent (6%), the difference will be paid the employees of this unit. It should be noted that there will be no adjustment for the CPI unless the CPI exceeds 3.75%. Payment will be made in the following manner.

	5.85%
<u>Example:</u> If the CPI generated percent is	<u>-3.75%</u>
5.85% during the 2003-2004 contract year,	2.10%
then the parties will subtract the agreed upon	Then multiply each of the salary schedules X
3.25% plus the .5. spread equaling 3.75% from	2.10%
5.85%. The result will then be used in the	
following calculations.	

The schedules will be increased in the usual manner. The percent change will be calculated and applied to each schedule.

## K. Job Description

Include new job descriptions for teaching assistants, monitors, computer aides and office assistants.

## Article VIII Vacations & Holidays

### E. Unused emergency closing days

It is agreed that this section will be archived and moved to a separate letter stating that if "give back days" are reinstated this language will be used.

F. The work year for all ten month staff with the exception of bus drivers and transportation monitors shall be equivalent to the 180 days of instruction and assessment as identified in the school district calendar. The exact dates of work may be modified only as a result of changes made to student days of attendance due to the emergency closing of the district or a particular school. Ten month employees may be required to work up to an additional five days for staff and professional development activities. Employees required to work any of the additional days shall receive notice at least ten days in advance. Employees working in excess of 180 days shall be paid by the hour with a guarantee equivalent of 1/2 their regular day but not less than 2 hours.

**Article X**  
**Insurance Benefits**

A. In the event the district negotiates more favorable health insurance provisions with the KLDTA or any other employee group the same terms negotiated shall apply to the KLSSA as soon as they become effective for members of the KLDTA or any other employees of the district.

**Article X**  
**Insurance Benefits**

A. In the event the district negotiates more favorable health insurance provisions with the KLDTA or any other employee group the same terms negotiated shall apply to the KLSSA as soon as they become effective for members of the KLDTA or any other employees of the district.

In the event the district and KLDTA fail to come to terms on a new collective bargaining agreement by July 1, 2003 then premium contributions by members of the KLSSA will be delayed until such time as an agreement is reached. If this happens then the salary schedules for the second and third year of this agreement will be reversed.

Beginning July 1, 2003 all staff participating in the district family health plan shall contribute 1% of their base salary towards the established annual premium equivalent for the plan selected, total contribution not to exceed \$500.00. Beginning July 1, 2003 all staff participating in the district individual health plan shall contribute .33% of their base salary toward the established annual premium equivalent for the plan selected, total contribution not to exceed \$166.70

Unless specifically provided for elsewhere in the agreement any employee hired less than six hours per day for a position after July 1, 2003 shall be required to pay an equivalent percentage difference for health insurance based on the established annual premium for the first three years of employment.

**B. Health Insurance Buyout**

Employees hired after June 30, 1995 who are covered by a health insurance program may elect to receive 35% of the annual premium paid by the district as a single payment in lieu of health insurance contract. This payment shall be made annually by July 10<sup>th</sup>.

In the first year of this agreement this payment will be pro-rated beginning on October 1, 2002.

**E. Eye Exam**

Effective July 1, 2003 for eligible employees their spouse or child(ren) the district will provide payment for yearly eye exam and if prescribed a pair of glasses with a maximum of \$250 per individual up to a total annual allowance of \$400. All costs in excess of \$400 shall be paid by employee. Employees who work a minimum of 30 hours per week are eligible for this benefit.

**F. General**

Include in contract the following language: to contact the health insurance administrative see [HTTP://www.pomcoplus.com](http://www.pomcoplus.com)



**G. Physicals**

- a) In each year the District will contribute \$175 toward the physical examination.

**J. Salary/Benefit Option**

Delete for those hired after June 30, 2002.

**Article XII  
Employee's Evaluation, Personnel Files and Seniority**

**A. Evaluation Committee**

Establish a committee to develop an evaluation system for the clerical staff. Results of the committee's work will be returned to the negotiators by November 1, 2002. Following formal agreement the resulting process may be employed in the 2002-2003 school year.

**Article XIII  
General**

Establish a committee to study the possibilities of ten and twelve month full time positions that account for combining what are two positions into one. Work for this committee will be completed by December 31, 2002.

The district and KLSSA will work to change the payroll methodology to the 15<sup>th</sup> and 30<sup>th</sup> of each month if KLDTA also agrees to this change.

**Article XV  
Hourly Employees**

Hourly employees shall follow the same work year as other 10 month employees. Employees hired after June 30, 2002 shall be compensated for hours worked and receive benefits as currently provided for in the agreement except that the employees shall pay a pro-rated share of the selected health insurance plan based on the annual premium equivalent for the first three years of employment.

**Article XVI  
Clerical Employees**

**A.8** Schedules for 10 month monitors are predicated on an annual work year of 10 months. Any monitor may elect to be appointed on an annual basis provided the employees works a scheduled 20 hours per week on a regular basis for the work year.

A.9 When school is closed early staff will be released from the high school and middle school 45 minutes after school closes. Staff in the elementary school will be released one hour after school is closed as long as the emergency closing guidelines of the school district have been met.

### Article XVII Maintenance

Add automotive mechanic, mechanics and driver mechanics to introductory paragraph.

#### A. Work Day and Overtime Work

6. In July and August a ten hour, four day work week may be mutually agreed to by the district and the association for all association members.

#### C. Tools

Maintenance and Automotive Mechanics required to use personal tools in the performance of his/her job shall receive an annual tool allowance of \$600 payable on or about December 15 of each contract year.

#### M. Head Custodian

The parties agree to add the title of Head Custodian beginning in the 2002-2003 contract year in all schools in the district. The stipend for this position will be \$4,125.00 in 2002-2003, \$4,250.00 in 2003-2004, \$4,375.00 in 2004-2005, \$4,500.00 in 2005-2006 for the high school and middle school. The stipend for elementary school Head Custodian will be 50% of the above stipends. The Maintenance Foreman and Head Groundsman are entitled to the full high school, middle school stipend.

Crew leaders will be paid an ~~\$800.00~~ stipend. <sup>\$1000 HS</sup> <sup>\$500 ELEM</sup>  
MS

N. Operations and Maintenance Staff who use their own truck or vehicle for specific work functions shall receive an annual stipend of \$200.00.

### Article XVIII Registered Professional Nurses

The following items apply solely to the members of the unit working as Registered Professional Nurses.

#### B. Nurse Coordinator

1. The stipend for nurse coordinator shall be \$4,125.00 for 2002-2003, \$4,250.00 for 2003-2004, \$4,375.00 for 2004-2005, \$4,500.00 for 2005-2006.

## **F. Association Leave**

Leave for Association members to attend professional oriented activities' exclusive of union oriented activities, shall be allowed with pay and without deduction from accumulated leave. There is a \$3,000 cap on expenditures for this item. Current approved process shall be continued. This is in addition to the normal travel and conference funds contained in the regular budget.

## **G. Work Day, Work Year and Overtime**

7. Nurses in the elementary schools with four (4) or more sections of kindergarten shall be allowed 42 hours of prep time; schools with three (3) or less, 35 hours of preparation time; paid at the employees hourly rate prior to the opening of each school year.

## **J. Stipends**

Nurses stipends for working at the middle school and high school shall be noted on the salary schedule. There will be an increase on the stipends for each nurse at the middle school in the amount of \$2600 and for each nurse at the high school in the amount of \$3600. Each year thereafter the stipend will be increased by the same percentage increase as all other salary items.

**K.** Increase overnight stipend to \$111.00 or the same stipend as the teacher receives.

## **Article XIX Transportation**

Delete language concerning duffle bag practice area.

The current number of six hour contractor drivers (66) will be set as a minimum to be budgeted by the district and that while there may be more than that number hired the district at its option may hire hourly drivers. Hourly drivers will not be allowed to do trips or specials. Hourly drivers will receive benefits in accordance with other hourly employees.

The district and the association agree to add the stipulation of agreement on sick leave buy back of the contract. The agreement will be reviewed jointly by the district and association to ascertain its applicability to other positions in the bargaining unit.

- C.1 Add the "master seniority list shall become a rotating list for summer work. Drivers may work as bus monitors. Employees hired for a partial function (for example cleaners or drivers) can only be used for that partial function except in an emergency".
- C.3 Contract work days for all drivers will be six hours which are generally split shifted. Eliminate double tripping language.
- C.4 Eliminate double tripping language.

8. School vacation driving shall be distributed on a seniority basis based upon the three part vacation driving list. The three part list will be based upon seniority and will be posted no later than September 7<sup>th</sup> of each year. The association will appoint a committee to work with the district to determine the list. This list will be posted by September 7<sup>th</sup> of each year and mailed to each transportation employee.
9. The district and the association will agree to attach a bus schedule, bus assignment procedure as an addendum to this contract.
14. Staff development days will be placed on the vacation list for coverage.
15. All side letters of agreement signed during the period of 1999 through 2002 will be added to the successor agreement.

**F. Meal Pay**

Meal pay will be paid for all out of district trips as follows:

Meal	2002-2004	Beginning in 2004-2005	
Lunch	\$10.00	\$11.00	Trips not returning prior to 4:00 p.m.
Dinner	\$14.00	\$15.00	Trips not returning prior to 6:30 p.m.

**H. Route Jumpers Premium**

\$2050 with or without assigned bus

Route jumpers will cover routes before mechanics or hourly employees.

Eliminate the following language: The district agrees that should double tripping be re-instituted bargaining on the issues resulting shall begin immediately

**P. Route Jumpers (Mechanics)**

Mechanics who are utilized as a route jumper will be paid an additional \$10.00 for each day that they are used to drive. If the driving is done outside of the employee's regular day the compensation will be at time and one-half of the employee's regular hourly rate. The regular route jumper will be assigned to any work before the mechanic is assigned to any driving work.

T. An updated transportation Policy/Procedure Book will be attached to this agreement as Appendix Q.

**Article XX**  
**Teaching Assistants**

**G. Substituting**

When a Teaching Assistant is utilized to substitute in a classroom s/he will be paid the following amount in addition to her/his regular daily compensation.

An employee substituting at the middle school or high school will receive \$25 per period up to a maximum of \$105/day. The maximum number of periods an employee will be required to cover will be five. In the elementary schools, the employee will receive \$25 hour up to a max. of \$105/day. If there is a change in the substitute rate than these rates will increase.

**M. Assignments**

Teaching assistants will receive their tentative assignments for the next school year on or about May 1<sup>st</sup> of each year.

**Article XXI**  
**Food Service Employees**

Parties agree to archive this article if food service employees become district employees in the future then this language will be restored to the KLSSA Contract.

**Appendix A**

Add vacation leave to the form.

**Appendix C**

Change salary schedules to be consistent with the agreed upon increases in the contract.

**Appendix J**

Add job descriptions for teaching assistants, monitors, office assistants, computer aides, head monitor, and crew leader.

Eliminate language "is the official attendance officer" under the Professional Registered Nurses job description.

**Appendix M**

Add "overnight trips"

Eliminate Somers and Ridgefield from specials list if there are no late afternoon activity buses.  
Otherwise the list remains as in the current contract.

**Appendix R**

This agreement shall be effective as of July 1, 2002.

*Karen Conti*

For the District

Date

*6-25-02*

*Elaine Hoodrow*

For the Association

Date

*6-25-02*

	2002-03	2002-03	2003-04	2003-04	2004-05	2004-05	2005-06	2005-06
<b>Clerical:Monitor - 7 Hour (1344 hrs)</b>								
Step 1	15,492	11.52	16,946	12.60	17,496	13.01	18,065	13.44
Step 2	16,532	12.30	18,012	13.41	18,597	13.84	19,201	14.29
Step 3	17,572	13.08	19,077	14.20	19,697	14.66	20,338	15.14
Step 4	18,612	13.85	20,143	14.99	20,798	15.48	21,474	15.98
Step 5	19,652	14.63	21,209	15.79	21,898	16.30	22,610	16.83
Step 6	20,692	15.40	22,277	16.58	23,001	17.12	23,749	17.68
Step 7	21,734	16.18	23,343	17.37	24,102	17.94	24,885	18.52
Step 8	22,774	16.95	24,409	18.17	25,202	18.76	26,021	19.37
Step 9	23,813	17.72	25,476	18.96	26,304	19.58	27,158	20.21
<b>Clerical:Monitor - 8 Hour (1536 hrs)</b>								
Step 1	17,706	11.52	19,368	12.60	19,998	13.01	20,648	13.44
Step 2	18,896	12.30	20,586	13.41	21,255	13.84	21,946	14.29
Step 3	20,084	13.08	21,807	14.20	22,515	14.66	23,247	15.14
Step 4	21,275	13.85	23,025	14.99	23,773	15.48	24,546	15.98
Step 5	22,463	14.63	24,245	15.79	25,033	16.30	25,846	16.83
Step 6	23,654	15.40	25,463	16.58	26,291	17.12	27,145	17.68
Step 7	24,842	16.18	26,682	17.37	27,549	17.94	28,445	18.52
Step 8	26,031	16.95	27,901	18.17	28,808	18.76	29,744	19.37
Step 9	27,221	17.72	29,120	18.96	30,067	19.58	31,044	20.21
<b>Clerical:Group I (2080 hrs)</b>								
Step 1	23,974	11.52	26,227	12.60	27,080	13.01	27,960	13.44
Step 2	25,588	12.30	27,879	13.41	28,785	13.84	29,721	14.29
Step 3	27,199	13.08	29,532	14.20	30,492	14.66	31,483	15.14
Step 4	28,812	13.85	31,183	14.99	32,197	15.48	33,243	15.98
Step 5	30,423	14.63	32,836	15.79	33,903	16.30	35,005	16.83
Step 6	32,035	15.40	34,489	16.58	35,610	17.12	36,767	17.68
Step 7	33,648	16.18	36,140	17.37	37,315	17.94	38,528	18.52
Step 8	35,259	16.95	37,794	18.17	39,023	18.76	40,291	19.37
Step 9	36,872	17.72	39,448	18.96	40,730	19.58	42,054	20.21
<b>Clerical:Group II (2080 hrs)</b>								
Step 1	31,726	15.26	34,577	16.62	35,700	17.16	36,861	17.72
Step 2	33,733	16.22	36,633	17.62	37,824	18.19	39,053	18.78
Step 3	35,740	17.19	38,692	18.60	39,949	19.20	41,248	19.83
Step 4	37,748	18.15	40,750	19.59	42,074	20.23	43,441	20.89
Step 5	39,756	19.12	42,808	20.58	44,200	21.25	45,636	21.94
Step 6	41,764	20.07	44,866	21.56	46,324	22.26	47,830	22.98
<b>Clerical:Group III (2080 hrs)</b>								
Step 1	32,747	15.74	35,575	17.11	36,731	17.66	37,925	18.24
Step 2	34,707	16.69	37,584	18.07	38,805	18.66	40,066	19.26
Step 3	36,667	17.63	39,593	19.03	40,880	19.65	42,208	20.29
Step 4	38,627	18.57	41,603	20.01	42,955	20.66	44,351	21.33
Step 5	40,588	19.52	43,612	20.97	45,029	21.65	46,493	22.35
Step 6	42,548	20.46	45,621	21.94	47,104	22.65	48,635	23.39

	2002-03	2002-03	2003-04	2003-04	2004-05	2004-05	2005-06	2005-06
<b>Clerical: Group IV (2080 hrs)</b>								
Step 1	33,777	16.24	36,582	17.58	37,771	18.16	38,999	18.75
Step 2	35,690	17.16	38,545	18.54	39,798	19.14	41,091	19.76
Step 3	37,605	18.08	40,506	19.48	41,823	20.11	43,182	20.76
Step 4	39,518	19.00	42,468	20.42	43,848	21.08	45,273	21.77
Step 5	41,432	19.92	44,429	21.36	45,873	22.05	47,364	22.77
Step 6	43,346	20.84	46,391	22.30	47,898	23.03	49,455	23.77
<b>Clerical: Group V (2080 hrs)</b>								
Step 1	34,507	16.59	37,332	17.94	38,545	18.53	39,798	19.13
Step 2	36,422	17.51	39,295	18.90	40,572	19.51	41,890	20.14
Step 3	38,336	18.43	41,258	19.84	42,599	20.48	43,984	21.15
Step 4	40,252	19.35	43,220	20.78	44,624	21.45	46,075	22.15
Step 5	42,166	20.27	45,182	21.72	46,651	22.42	48,167	23.15
Step 6	44,080	21.19	47,145	22.66	48,677	23.40	50,259	24.16
<b>Clerical: Group VI (2080 hrs)</b>								
Step 1	36,207	17.40	39,022	18.76	40,290	19.37	41,599	20.00
Step 2	38,070	18.30	40,931	19.68	42,262	20.32	43,635	20.98
Step 3	39,933	19.20	42,841	20.60	44,233	21.27	45,671	21.96
Step 4	41,796	20.10	44,751	21.52	46,205	22.22	47,707	22.94
Step 5	43,659	20.99	46,660	22.44	48,177	23.17	49,743	23.92
Step 6	45,522	21.89	48,570	23.36	50,149	24.12	51,778	24.90
<b>Nurses (1512 hrs)</b>								
Step 1	36,431	24.10	38,846	25.69	40,109	26.53	41,412	27.39
Step 2	37,899	25.07	40,352	26.69	41,663	27.56	43,018	28.45
Step 3	39,368	26.04	41,857	27.68	43,217	28.58	44,622	29.51
Step 4	40,836	27.01	43,361	28.68	44,771	29.61	46,226	30.57
Step 5	42,304	27.98	44,866	29.67	46,324	30.63	47,830	31.63
<b>Teaching Assistant (1512 hrs)</b>								
Step 1	23,934	15.82	25,728	17.01	26,565	17.57	27,428	18.14
Step 2	25,101	16.60	26,925	17.81	27,800	18.39	28,704	18.98
Step 3	26,269	17.37	28,122	18.60	29,036	19.20	29,980	19.83
Step 4	27,436	18.15	29,319	19.39	30,272	20.02	31,256	20.67
Step 5	28,604	18.92	30,516	20.19	31,508	20.84	32,532	21.52
Step 6	29,772	19.69	31,713	20.98	32,744	21.66	33,808	22.36
Step 7	30,940	20.47	32,910	21.76	33,980	22.47	35,084	23.20
Step 8	32,107	21.23	34,107	22.55	35,216	23.29	36,360	24.04
Step 9	33,275	22.00	35,303	23.35	36,450	24.11	37,635	24.89
<b>Maintenance: Cleaner (2080 hrs)</b>								
Step 1	32,402	15.58	34,552	16.61	35,675	17.15	36,835	17.71
Step 2	33,710	16.21	35,893	17.26	37,060	17.82	38,264	18.40
Step 3	35,018	16.84	37,233	17.90	38,443	18.48	39,692	19.08
Step 4	36,325	17.46	38,572	18.55	39,826	19.15	41,120	19.77
Step 5	37,632	18.09	39,912	19.19	41,209	19.82	42,549	20.46
<b>Maintenance: Day Custodian (2080 hrs)</b>								
Step 1	35,618	17.12	37,723	18.13	38,949	18.72	40,215	19.33
Step 2	36,803	17.69	38,938	18.72	40,204	19.32	41,510	19.95
Step 3	37,989	18.26	40,155	19.31	41,460	19.94	42,808	20.58
Step 4	39,176	18.84	41,370	19.89	42,715	20.54	44,103	21.20
Step 5	40,361	19.40	42,585	20.47	43,969	21.14	45,398	21.82



	2002-03	2002-03	2003-04	2003-04	2004-05	2004-05	2005-06	2005-06
<b>Maintenance: Night Custodian (2080 hrs)</b>								
Step 1	37,651	18.10	39,835	19.15	41,130	19.77	42,466	20.41
Step 2	38,863	18.68	41,077	19.75	42,412	20.39	43,791	21.06
Step 3	40,076	19.27	42,320	20.34	43,695	21.01	45,115	21.69
Step 4	41,288	19.85	43,562	20.95	44,978	21.63	46,440	22.33
Step 5	42,500	20.44	44,805	21.54	46,261	22.24	47,764	22.96
<b>Maintenance: Custodian/Bus Driver (2080 hrs)</b>								
Step 1	38,002	18.27	40,216	19.34	41,523	19.97	42,872	20.62
Step 2	39,235	18.87	41,480	19.94	42,828	20.59	44,220	21.26
Step 3	40,469	19.46	42,745	20.56	44,134	21.22	45,568	21.91
Step 4	41,702	20.05	44,010	21.16	45,440	21.85	46,917	22.56
Step 5	42,936	20.64	45,273	21.77	46,744	22.48	48,264	23.21
<b>Maintenance: Laborer (2080 hrs)</b>								
Step 1	38,453	18.49	40,505	19.48	41,822	20.11	43,181	20.76
Step 2	39,517	19.00	41,596	20.00	42,947	20.65	44,343	21.32
Step 3	40,581	19.51	42,686	20.52	44,073	21.19	45,505	21.88
Step 4	41,645	20.02	43,777	21.04	45,200	21.73	46,669	22.43
Step 5	42,709	20.53	44,868	21.57	46,326	22.27	47,832	23.00
<b>Maintenance: Mech &amp; Auto Mech (2080 hrs)</b>								
Step 1	42,045	20.21	44,332	21.32	45,773	22.01	47,260	22.73
Step 2	43,251	20.80	45,567	21.91	47,048	22.62	48,577	23.36
Step 3	44,456	21.37	46,803	22.50	48,324	23.23	49,895	23.99
Step 4	45,662	21.95	48,039	23.09	49,601	23.84	51,213	24.62
Step 5	46,868	22.53	49,275	23.70	50,877	24.47	52,530	25.26
<b>Transportation: Bus Driver (1296 hrs)</b>								
Step 1	21,921	16.92	23,290	17.98	24,047	18.56	24,828	19.16
Step 2	22,722	17.54	24,112	18.60	24,895	19.20	25,704	19.83
Step 3	23,524	18.15	24,932	19.23	25,742	19.86	26,579	20.50
Step 4	24,324	18.76	25,754	19.87	26,591	20.51	27,455	21.18
Step 5	25,126	19.38	26,574	20.50	27,438	21.17	28,330	21.86
<b>Transportation: Van Driver (1296 hrs)</b>								
Step 1	20,817	16.06	22,121	17.07	22,839	17.62	23,582	18.19
Step 2	21,581	16.65	22,905	17.67	23,650	18.24	24,418	18.84
Step 3	22,346	17.24	23,688	18.28	24,457	18.88	25,252	19.49
Step 4	23,110	17.84	24,471	18.88	25,266	19.50	26,088	20.13
Step 5	23,874	18.42	25,255	19.49	26,075	20.12	26,923	20.77
<b>Transportation: Bus Driver/Mech (2080 hrs)</b>								
Step 1	38,621	18.57	40,866	19.65	42,194	20.28	43,565	20.94
Step 2	39,869	19.17	42,146	20.26	43,516	20.92	44,930	21.60
Step 3	41,118	19.77	43,427	20.88	44,838	21.56	46,296	22.26
Step 4	42,368	20.37	44,706	21.50	46,159	22.20	47,659	22.92
Step 5	43,616	20.97	45,986	22.11	47,480	22.83	49,023	23.57