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Contract Database Metadata Elements

Title: **Jamestown Public Schools and Jamestown Educational Support Personnel Association (JESPA) (2004)**

Employer Name: **Jamestown Public Schools**

Union: **Jamestown Educational Support Personnel Association (JESPA)**

Local: **N/A**

Effective Date: **07/01/04**

Expiration Date: **06/30/09**

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WC/5367



AGREEMENT

Between

Superintendent of the

Jamestown Public Schools

And

**Jamestown Educational Support
Personnel Association**

July 1, 2004-June 30, 2009

I – RECOGNITION

The Jamestown Board of Education recognizes the Jamestown Educational Support Personnel Association as the exclusive representative of all clerical and office employees with the exception of those classified as confidential or hereafter classified as confidential, for the purpose of negotiations regarding wages, hours and terms and conditions of employment and in the settlement of grievances.

Confidential positions excluded from the JESPA unit are as follows:

Senior Purchasing Clerk, Food Service Office
(Delete when current employee leaves position)
Administrative Assistant, Superintendent's Office
Clerk of the Board/Senior Stenographer
Principal Account Clerk (Business Office)
Administrative Assistant and Personnel Clerk (Human Resources
Department) (2)

II - FAIR-SHARE

All unit members who are not members of JESPA shall pay an Agency Fee as established by the Association.

The District agrees to deduct from the wages of all non-members of the unit an Agency Fee equivalent to the dues of the Association, including dues of the National Education Association of New York and the National Educational Association and to promptly submit the sums so deducted to the Association.

Deductions shall be made from the first available paycheck and shall be pro-rated over the paychecks from September through June as certified by the Association. Dues shall be remitted to the designated officer of the Association whose name shall be communicated in writing to the District signed by the President and the Treasurer of the Association.

III - INDEMNIFICATION

The Association agrees to indemnify and save the employer harmless from any and all claims, suits or any other forms of liability arising out of deductions for money for Association dues under this article.

*JESPA Collective Bargaining Agreement
July 1, 2004-June 30, 2009*

C. POSTING, SELECTION & TRANSFER:

1. The employer shall post all vacancies that occur in the Unit (including vacancies in positions, which have previously been filled by a provisional appointment but for which a list of eligible candidates has been generated as the result of an examination) for a period of five (5) working days. A copy of all posting(s) will be forwarded to the Association President.
2. Employees interested in applying for a posted vacancy shall apply in writing to the Human Resources Office within the time limits specified.
3. Preference shall be given to bargaining unit members meeting the minimum qualifications of the job classifications.
4. The Association President will be notified of all unit persons bidding for vacancies in the Unit, and of the person appointed to the position.

D. PART-TIME EMPLOYMENT:

Pursuant to Local Civil Service Rule I, part-time employment means any employment or combination of one or more employments in the District in which an individual works fifty percent (50%) or less of the time prescribed as the standard workweek by the parties, or wherein the employee earns not more than one-half of the salary for the position. The standard workweek in the Jamestown School System for full time is 38 3/4 hours per week, with the exception of the Health and Attendance Clerk who shall have a workweek of thirty (30) hours.

E. TEMPORARY APPOINTMENTS:

Substitute employees may be placed by Administration in any vacancy for up to thirty (30) working days. Following thirty (30) working days in the same assignment, such placement shall be considered "temporary" and be placed on the first step of the appropriate salary schedule for the position being filled.

Should any employee be asked to temporarily work in a position which is in a lower grade than the one held by the employee, such employee shall not suffer a reduction in pay.

VI - HOURS - OVERTIME

A. HOURS:

The normal workweek shall be Monday through Friday with the exception of the Purchasing Clerk whose normal workweek shall be Monday through Thursday. A normal work day shall consist of not more than seven and three-fourths (7 3/4) hours, with the exception of the Health and Attendance Clerks whose work day shall consist of six (6) hours, which shall be broken by either an unpaid lunch period of one (1) hour and

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IV - UNION RIGHTS

- A. The representative of JESPA shall have access to employees in the Unit, provided it is not during the regular working hours of the employee(s) and provided the Building Principal or Human Resources Director is notified.**
- B. The employer shall grant the Union the use of present bulletin boards with prior approval of the supervisor.**
- C. One employee representative shall be granted reasonable time to investigate and process grievances with no loss of pay. As much as possible, such investigations should take place outside the regular working hours.**
- D. A total of twenty (20) paid days shall be allocated for all union officers combined (President, Vice President, Secretary, Treasurer, or Steward) or their designee(s) to attend special meetings, conventions and seminars or any other functions or activities by JESPA or the state-wide organization with prior notification to the Human Resources Director. The Human Resources Director shall have the right to approve or deny the last three days.**
- E. The Association shall not hold general membership meetings during work hours.**

V - EMPLOYMENT

A. PROBATIONARY PERIOD:

Beginning July 1, 2002, all probationary periods for new hires and transfers shall be 180 calendar days.

Every permanent appointment from an open competitive or promotional list, every original appointment in the non-competitive, exempt or labor class, and every interdepartmental transfer shall be a probationary term of not more than 180 calendar days.

B. DATE OF SERVICE:

For the purpose of this Agreement, seniority shall be determined in accordance with the rules of the Civil Service Commission.

When more than one employee is hired on the same date, seniority for the purpose of this Agreement will be determined by the numerical listing on the Civil Service eligibility list and in the case of two people having the same numerical score, seniority will be determined by alphabetical sequence according to the last name.

one fifteen (15) minute break or an unpaid three quarter (3/4) hour lunch period and two (2) fifteen (15) minute breaks, one in the morning, and one in the afternoon, to be agreed upon between the employee and the immediate supervisor. The Purchasing Clerk workday shall consist of five (5) hours. The day shall not begin earlier than 7:30 A.M., and shall end no later than 4:30 p.m. (Except for the bus garage and maintenance departments, where these times shall be 7:00 A.M. and 5:00 P.M.) Daily time schedule assignments are to be approved by the immediate supervisor concerned, who in turn is to file the schedule in writing with the Human Resources Department at the Administration Building.

All employees who report to work late or leave early will be deducted for time lost unless arrangements are made with the supervisor to make up the time lost.

B. SUMMER HOURS:

Twelve (12) month employees will work the following hours when school is not scheduled, work will start at 8:00 a.m. and end at 4:00 p.m. with an unpaid lunch period of not less than one (1) hour and one (1) fifteen minute paid break in the morning and one (1) in the afternoon. Daily time schedule assignments are to be approved by the immediate supervisor concerned, who in turn is to file the schedule in writing with the Human Resources Department at the Administration Building.

C. OVERTIME:

All work performed in excess of a normal workday for that position would be considered as overtime. Overtime must have the prior approval of the immediate supervisor and the supervisor must initial all overtime entities on the payroll sheets. Holidays and vacations only shall be considered as time worked in the computation of overtime. Scheduled overtime will be any overtime that is in continuation of the normal workday, or any scheduled overtime on Saturday that is scheduled at least 48 hours in advance. Overtime will not be considered mandatory.

VII - TEN and TWELVE-MONTH EMPLOYEES

A. TEN-MONTH EMPLOYEES:

A ten-month employee is defined as a person who works September 1 to June 30 and who does not work during that time when schools are closed for the holidays.

B. TEN-MONTH-PLUS-TWO-WEEK EMPLOYEES:

A Ten-month-plus-two-weeks employee is defined as an employee who works a total of ten (10) days either before or after the ten-month school year of September 1 to June 30. This employee does not work during the time when schools are closed for the holidays. Exceptions to the two-week schedule may be made through mutual consent of the parties involved.

Unless so notified by Administration, all work will resume on the date so notified at the beginning of each school year (to be determined by the school calendar) or immediately following the vacation period or holiday recess, for ten-month and ten-month-plus-two-weeks employees.

C. TWELVE-MONTH EMPLOYEES:

A twelve-month employee is defined as a person who works year round.

VIII - SUMMER EMPLOYMENT

All ten-month and ten-month-plus-two-weeks employees who wish to be considered for employment during the summer should make their wishes known by submitting a letter to the Human Resources Director. All employees so employed will receive the rate of pay established for the position and will receive all the benefits according to the current contract, i.e. holidays which occur during the summer employment, sick leave and health insurance. Openings during the summer will be posted no later than June 1 to allow those who wish to indicate their interest to do so. Bargaining unit members shall be given priority over applicants outside the bargaining unit. Any unanticipated openings shall be offered to the Bargaining Unit members who responded to the postings. Copies of all postings, lists of bidders and a list of the successful candidates shall be provided to the JESPA president.

IX - BENEFITS

A. HOLIDAYS:

The following paid holidays will be observed for all unit members:

Independence Day (for 10-month and 10-month-plus-two-weeks employees who are working)
Labor Day
Columbus Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day
Day before or after Christmas
New Year's Day
Day before or after New Years Day
Martin Luther King's Birthday
President's Day (***)
Good Friday
Veteran's Day
Memorial Day

(***) Should there be a need due to school closing for a make-up day and employees are required to report on President's Day, contract provisions (Article V - overtime) will

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VARIABLE ANNUITIES

AEGON Advisor Resources^
AUSA Life Insurance Co.^
Aetna Life & Annuity^
Allianz^
Allmerica Investments^
American General
American Skandia^
American United Life
Ameritas
Annuity Investors
Canada Life Insurance Co.^
Cigna Heritage/AIM^
CONSECO Variable Life
Diversified Investment Advisors^
Dreyfus/Transamerica^
Fidelity Advisor/Nationwide^
Fortis Investors

GE Life & Annuity Assurance Co.^
Glenbrook Life/AIM
GT Global
Guardian^
ITT Hartford^
Jackson National
Jefferson Pilot
KILICO^
Lincoln Benefit
Lincoln National/American Funds^
Lincoln Pacific
Manulife Financial^
Mass Mutual/Oppenheimer Funds^
MML Distributors LLC^
Nationwide^
New England Annuities^
New York Life^

Pacific Life
Penn Mutual
People's Benefit Life
Phoenix Home Life^
Principal Mutual^
Protective Life Insurance Co.^
Provident Mutual^
SAFECO
Security Benefit Life
Seligman^
Signator Investors
Sun Life of Canada
Sun Life of New York^
Waddell & Reed/Nationwide^
Western Reserve Life
Zurich/Kemper Life

FIXED ANNUITIES

American Mutual/Amerus Life
American National
American Skandia^
BISYS^
Guardian^
Hartford/PLANCO^
Jackson National
Nationwide^
One Resource Group
Phoenix Home Life^
SAFECO
Security Benefit Life
Travelers
Waddell & Reed/Nationwide

VARIABLE UNIVERSAL LIFE & VARIABLE LIFE

American National
American Skandia
Ameritas
BISYS^
Fortis
Hartford^
Nationwide^
One Resource Group
Pacific Life^
Phoenix Home Life^
Provident Mutual^
SAFECO
Waddell & Reed/Nationwide
Western Reserve Life^

WHOLE LIFE, UNIVERSAL LIFE & TERM

AIG American General
AIG United States Life (NY only)
American Mutual
American National
Ameritas
BISYS^
Fortis
Hartford^
One Resource Group
Phoenix Home Life^
Provident Mutual^
Reliastar^
SAFECO
Waddell & Reed/Nationwide^

LONG-TERM CARE

Allianz^
BISYS^
John Hancock^
Met Life^
National LTC Brokers^
One Resource Group
UNUM Provident^

DISABILITY

BISYS^
Met Life^
One Resource Group
UNUM Provident^

Available in one or more SAM and SAM Select portfolios.

^ Available in New York at time of printing.

PLEASE NOTE: Most life and annuity products are state specific.
Please call the company in question to determine availability for your area.

Approved for client use.

The Legend Group
Products List
July 2005

REF-0004/07-22-05

MUTUAL FUNDS

AIM/Invesco Funds
Alger Funds
Alliance Capital
American Century
American Funds
American Skandia*
Black Rock Funds
CDC Nvest Funds
Calamos
Calvert Group
Cohen & Steers
Columbia Funds
Conseco
Davis
Delaware Investments
Dreyfus
Eaton Vance
Enterprise Group
Evergreen Funds*
Federated Funds*
Fidelity Advisor Funds*#

First Investors
Fortis Investors
Franklin/Templeton*
Gabelli
Goldman, Sachs Funds
Guardian
Hartford Mutual Funds
Henderson Global
ING/AETNA Funds
Ivy Funds*
JPMorgan Fleming
JPMorgan Funds*
John Hancock
Kensington Funds
Lord Abbott Funds
MFS*
Munder Funds
Nations Funds
North Track
Nuveen
OppenheimerFunds*

Pacific Funds
Phoenix Equity
PIMCO Funds
Pioneer Funds*
Putnam Financial
Quaker
SM&R Funds
STI
Scudder Investments
Security Funds*
Security Advisor 403(b) & 457
Seligman Financial
Sentinel Financial
SunAmerica Capital
Thornburg Funds
Transamerica/IDEX
Van Eck Securities
Van Kampen
Waddell & Reed*
Wells Fargo Funds

Before investing in a mutual fund, consider its investment objectives, risks, charges and expenses. The prospectus, which contains this and other information about the mutual fund, can be obtained by contacting Legend Equities Corporation. Please read the prospectus carefully before you invest or send money.

529 PLANS

AIM Funds (NE)
Alliance Capital (RI)
American Century (KS)
American Funds (VA)
Citigroup (IL)
Delaware Investments (PA)
Federated (OR)
Fidelity Advisor Funds (NH)*
Franklin Templeton (NJ)*
Manulife (AK)
MFS (OR)
JPMorgan (IN)*
Oppenheimer Funds (NM)*
Pacific Funds (AZ) (MT)
Putnam (OH)*
Seligman (NC)
TIAA CREF (MO) (MS)
Van Kampen (AL)
Waddell & Reed (AZ)*

401(k) PLANS

AIM Funds
American Funds
Diversified Investment Advisors
Federated Funds
Fidelity Advisor Funds
Franklin Templeton
Legend Plans
MFS
Oppenheimer Funds
Pioneer Funds
Putnam
Security Benefit
Transamerica
Waddell & Reed

125 PLANS

Health Economics
Security Benefit

Voluntary Workplace Benefits

AIG Workplace
Allstate Financial Workplace
UNUM Provident

Advisory services offered through Legend Advisory Corporation, a registered investment advisor. Securities offered through Legend Equities Corp., member NASD/SIPC. 4600 East Park Drive, Suite 300, Palm Beach Gardens, Florida 33410, (561) 694-0110.

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* Funds available in Legend Custodial Account.

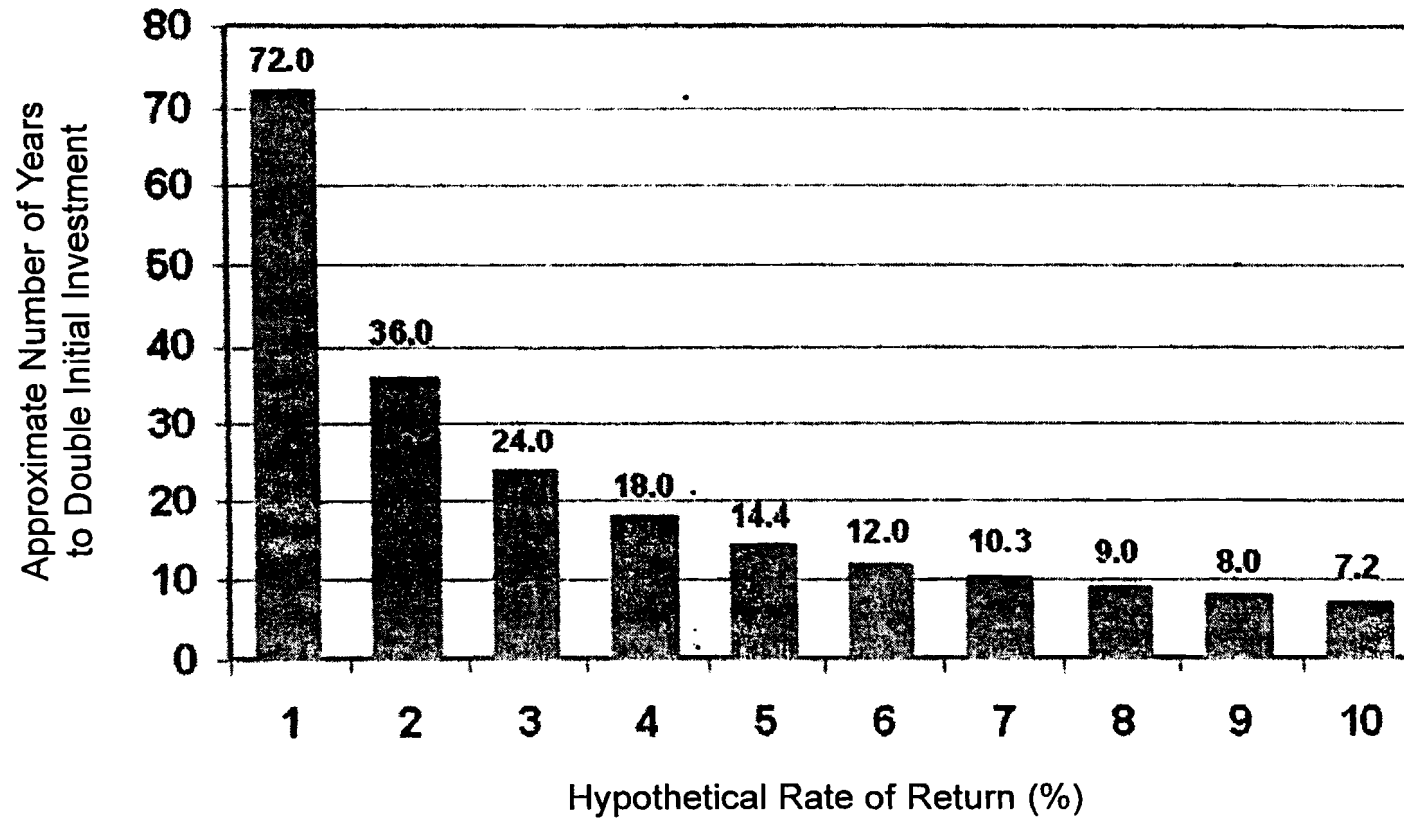
Available in one or more SAM and SAM Select portfolios.

403(b)(7) available in Legend Custodial only (not available through Fidelity Custodial).

• Available for Legend aftertax 529 payroll deduction.

The Legend Group
Products List
July 2005

The Rule of 72



Note: Chart illustrates hypothetical investments' earning returns from one to ten percent annually. This example does not predict or depict the performance of any Oppenheimer fund and is shown for illustrative purposes only. This performance information does not show the effects of income taxes on an individual's investment. Taxes may reduce your actual investment returns or any gains you may realize if you sell your investment.



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The Right Way to Invest

The Rule of 72

Ever wonder how long it takes to double an initial investment? It may sound like just fun cocktail chatter, but the Rule of 72 actually helps you calculate that.

Let's look at an example: Perhaps you have money invested in a five-year CD which was yielding about 4% as of February 2006.¹ How long could it take to double an investment if the return is about 4% per year, assuming you reinvest all earnings? The Rule of 72 states that you divide the number 72 by the hypothetical rate of return: $72/4 =$ about 18 years.

However, if your money is invested in a mix of stocks and bonds, with a hypothetical return of 6%, then the number of years it could take to double an initial investment would be less—only about twelve years. Again, it's just $72/6 = 12$.

The chart demonstrates this relationship between hypothetical rates of return and number of years it could take to double an initial investment, assuming you reinvest all earnings. On the one hand, CD rates may be fixed and CDs may be insured by the FDIC, but they offer relatively low returns. On the other hand, stocks and bonds tend to offer higher rates of return, but come with higher risks of loss. Similarly, fund yields and returns may fluctuate and fund shares are not insured. Fixed income investing entails credit risks and interest rate risks. When interest rates rise, bond prices generally fall, and fund share prices can fall. Still, you may be risking the possibility of NOT reaching your goals if you stick with low-yielding investments such as CDs.

1. Bankrate.com, February 2006.

Shares of Oppenheimer funds are not deposits or obligations of any bank, are not guaranteed by any bank, are not insured by the FDIC or any other agency, and involve investment risks, including the possible loss of the principal amount invested.

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not apply, i.e., employees performing work on that day shall be paid their regular rate of pay.

Employees who are actively employed shall be granted with pay the above-mentioned holidays. An employee may be required to produce a doctor's excuse if calling in sick the day before or the day after a holiday.

B. VACATION – 12- MONTH EMPLOYEES:

Service credit for vacation accrual is solely intended for employees who work in a twelve (12) month capacity, except as otherwise noted in this Agreement (Article IX.B). Vacations shall be granted according to the following:

Vacations are earned and credited on the basis of time worked during the first year of employment up to the first July 1 of employment at the rate of one (1) day per month to a maximum of ten (10) days.

If an employee works one-half of the month or more, their vacation credit is granted for that month.

An employee must work three (3) months in order to request and use credited vacation days.

New hires will be allowed to use their vacation days on a pro-rata basis during their first year of employment and shall receive their full entitlement beginning with the new fiscal year, July 1.

Employees with less than three (3) month's employment on their first July 1 of employment shall be allowed to add their earned vacation leave to their ten (10) days credit leave on July 1. That leave is to be used within that contract year (July 1 to June 30).

Credit for increased vacation benefits shall be given at the beginning of the fiscal year following the employee's anniversary date.

Effective on the first July 1 of employment, vacation eligibility will be based upon the employee's length of service as of July 1 in accordance with the conditions herein:

Beginning with the 1st through 4th year	10 working days
Beginning with the 5th through the 9th year.....	14 working days
Beginning with the 10th through the 19th year	20 working days
Beginning with the 20th year	23 working days

All vacation days must be used prior to July 1 of the following year.

Days credited are earned on a pro-rated basis according to the above schedule per month of employment. Vacation days are not earned for any paid leaves of absences in accordance with the conditions herein.

Should the employee leave the employ of the District prior to June 30 of any given contract year, vacation days taken but not earned shall be repaid to the District by way of automatic deduction from the amount of final amount owed to the employee in the last paycheck to be issued. Vacation days earned and not used shall be reimbursed to the employee.

All vacations should be taken prior to June 30 of each school year. Any twelve-month employee denied the use of vacation days because of workload or any reason shall be allowed to convert such days to a cash payment at their per diem rate of pay at end of each school year.

All vacation requests must be made in writing and approved by each employee's immediate supervisor.

Carry over of vacation days can occur under the following circumstances:

If requests from supervisors impede the use of vacation days, up to five days left over at the end of the fiscal year can be carried over to the next year or paid at the employee's daily rate at the option of the employee. When days are carried over, the days must be used in the next year or the employee shall be paid for these days.

If special vacation circumstances are planned in advance for the following year, vacation days from the prior year can be carried over to accommodate such plans. To qualify, the employee must have at least two year's seniority.

Employees holding ten-month or ten-month plus two-week status that move to a different classification of employment that has a length of service of twelve months, will have their length of service count toward vacation accrual time. Employees who are serving in a ten-month or ten month plus two-week work year assignment who move to a twelve-month position shall receive credit for vacation days on a prorated basis (e.g., 6 years at 10 months = 60 months divided by 12 = 5 years).

C. WEATHER DAYS AND OTHER EMERGENCY CLOSING:

Employees shall not suffer a loss of pay or benefits when a school(s) is closed by the Superintendent due to bad weather or other emergencies.

If a school or schools are closed due to an isolated emergency as determined by the Superintendent, employees excused from duties may be assigned to other workstations for the duration of the emergency closing. If the employee is excused from work and not assigned to work elsewhere, the employee shall not suffer any loss of pay or benefits.

The Superintendent's decision regarding isolated closing shall not be subject to the grievance procedure.

If the opening of school is delayed, employees shall report to work as soon as they are able, at their regular starting time if possible.

D. HEALTH AND LIFE INSURANCE:

Effective July 1, 2005, the District will make available health benefits coverage through the Chautauqua County School District's Medical Health Plan (CCSDMHP). The programs available shall be (1) the Point of Service (POS) program with a \$250/\$500/\$500 deductible for out-of-network services and a prescription drug card with a co-pay of \$7 generic/\$15 brand name, (2) Preferred Provider Organization (PPO) program with a \$250/\$500/\$500 deductible for out-of-network services and a prescription drug card with a co-pay of \$7 generic/\$15 brand name, or (3) Traditional Indemnity insurance with a \$100/\$200 deductible and an 80%/20% drug card. If additional coverage programs should become available through the CCSDMHP, the District may elect to make such additional forms of coverage available to the employees in this unit. Members shall receive the benefits as outlined in the latest plan documents. (Until July 1, 2005, the District will continue to make available the plans offered under the 2001-2004 Agreement)

Effective on the first of the month following completion of two months full-service (no more than three months), new employees may enroll in the POS program. After one full year under the POS program, the employee may elect, at the next open enrollment, to join any of the programs offered by the District.

The District shall contribute the following rates toward the annual health insurance charges:

- a. Unit members hired prior to July 1, 1999, District 85%
Family – 94% individual.
- b. Unit members hired on or after July 1, 1999, District 80%
Family – 90% individual.

Part-time employees will not be entitled to health insurance benefits coverage, unless the employee's hire date was prior to September 1, 1982, in which event, the employee may participate in the District's health insurance benefits program and the District will contribute fifty percent (50%) of the monthly premium for family, two-person, or individual coverage.

After September 1, 1982, all new part-time hires will not be covered by life insurance and will pay fifty percent (50%) of the family, two-person or single health insurance. Part-time employees hired after July 1, 1992 will not be covered by health or life insurance benefits. The District shall make every effort to hire full-time employees.

All employee contributions to health insurance benefits premiums shall be made by payroll deduction through the employee's Section 125 flexible spending account.

The Plan Document will be included in the contract by reference.

The Parties also agree to the following side letter:

Those employees who have elected to enroll in a Community Blue or Independent Health program as of July 1, 2005, shall instead be enrolled in the POS plan of the Chautauqua County School Districts Medical Health Plan effective July 1, 2005 and remain in the POS plan for one year, after which they may enroll in the Chautauqua County School Districts Medical Health Plan plans of their choice. Notwithstanding the preceding sentence, such an employee may elect in writing to enroll in either the Traditional Indemnity insurance or PPO program effective July 1, 2005, if the employee agrees to pay the difference in the monthly premium by means of payroll deduction.

To be eligible for life insurance, an employee must work four (4) or more hours per day.

E. HEALTH INSURANCE BUYOUT

1. Any eligible employee covered by this agreement who elects not to participate in group health insurance or any employee who first-time qualifies (new hires, increased hours, etc.) for health insurance benefits and elects not to carry group health insurance shall be eligible to receive \$1,000 for family coverage and \$500 for single coverage.

To be eligible for this benefit, the employee must provide proof of health insurance through a spouse who is not employed by the District.

2. At the start of each plan year (currently September 1), an employee electing to receive the buy out may designate in writing whether the buyout amount shall be paid by a cash payment or a contribution to the employee's Section 125 flexible spending account, in accordance with the following provisions. Once made, an election shall continue from year to year unless the employee revokes or changes it in writing at the start of a subsequent plan year. A failure to make any written designation will result in the employee's receiving the payment as a cash payment.
 - a. Cash – The employee shall receive the payment for which he is eligible, minus all appropriate deductions, no later than the last paycheck in June of each year.
 - b. 125 Flexible Spending Contribution – The member shall receive the amount they are eligible to receive deposited into their 125 Flexible Spending Account on June 1 of each plan year.

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The Parties shall enter into a Side Letter as follows:

The Jamestown City School District and JESPA agree that during the first year in which the revised language of Section IX D, on the health insurance buyout is in place, for any employee electing to receiving payment of the buyout as a contribution to the Section 125 flexible spending account, one-half of the contribution shall be made on December 1 of that plan year and the other half of the contribution shall be made on June 1 of that plan year.

3. Re-Entry – The employee may re-enter the plan under the provisions set forth in the plan document and subject to the District open enrollment period.
4. Re-Payment of Benefit not earned – Should the employee re-enter the plan or leave the employment of the District and received more of a benefit than earned, the employee is responsible for repayment of the excess monies received.
5. For new hires, the waiver benefit shall be prorated on the basis of the number of months worked against the number of months which constitute the employee's work year (i.e., 10 months, 12 months). For example, eight (8) months worked against a ten (10) month work year yields 8/10 of \$1000 for waiver payment of \$800.

The District shall have the right to adjust the employee's pay to receive any overpayment.

The District shall change the plan document to reflect the cash/option buyout.

F. SUPPLEMENTAL LIFE INSURANCE:

In addition to the district's basic \$10,000 term life insurance at no cost to the employee, those full-time employees enrolled in the basic plan may also enroll in the supplemental life insurance plan, which is at the employee's cost.

G. FLEX PLAN (SECTION 125 PLAN):

The District shall continue the Flex Plan which it has established pursuant to Section 125 of the Internal Revenue Code.

Employees may utilize the Flex plan in accordance with IRS rules for:

- 1) Accident & Health plans including medical insurance, medical reimbursement, disability insurance, etc.
- 2) Group Term Life Insurance
- 3) Dependent Care Assistance

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Plan year shall be from September 1 through August 31.

The District shall contribute \$433.00 for each full-time (6 hour) eligible employee for each full school year. A prorated amount shall be contributed by the District for those working less than ten (10) months per year. The District shall pay the administrative fee.

For new hires after July 1, 1995, the District shall contribute \$220.

To be eligible for the District contribution, the employee must have worked three (3) months for the District and be employed for six (6) hours or more per day.

H. RETIREMENT:

Employees will be covered under the 75i Plan and the 41j Plan of New York State Employees' Retirement Plan.

Each retiree is asked to confirm in writing to the Human Resources Department the specific date of retirement by February 1 of the same year in which s/he wishes to retire for a July 1 retirement.

I. SICK/PERSONAL LEAVE:

1. Paid-for leave time will be provided on an accumulative basis for the primary purpose of protecting an employee's family living income during protracted periods of unavoidable absence due to illness, accident, or personal business.
2. At the beginning of each work year (July 1 for twelve-month and ten-month-plus-two-week employees and September 1 for ten-month employees) each employee will be credited with the appropriate number of days as follows:

10 sick days and 4 personal days for 12-month employees

9 sick days and 4 personal days for 10-month + 2-week employees

8 sick days and 4 personal days for 10-month employees

Unused sick leave days at the end of the school year shall be accumulated for use as needed during the year, based upon a full year of service, to each employee's credit to a maximum total credit of 170 days. Unused personal days at the end of the school year shall convert to unused sick days and may be accumulated in accordance with the preceding sentence.

3. New employees with less than one (1) year of service shall receive one (1) sick leave day per month of service until the beginning of the next work year (July 1 or September 1, as described above). Such employees receive no personal leave days until the beginning of the next work year.

4. Personal days may be used for whatever that employee deems "personal." Personal days may be used the day before or after a holiday with prior written approval from the immediate supervisor.
5. Service shall mean that the employee is on the payroll and receiving compensation from the District from the use of his/her basic sick leave or from the Unit's sick leave bank. During the use of these days, the employee shall continue to accumulate sick days.
6. Perfect Attendance
 - a. One-half (1/2) day per quarter shall be granted to employees with perfect attendance in that quarter. Perfect attendance is defined as not using any sick days.
 - b. Twelve-month employees shall be eligible for all four quarters. Ten-month and Ten-month plus two-week employees are eligible for three-quarters.
 - c. The one-half (1/2) day awards can be accumulated but must be used within thirteen (13) months of accumulation. These days shall be used as additional personal days with pay.
7. Medical or Dental Appointments:

Every attempt should be made to make all doctor and/or dentist appointments outside of the working day; however, if this is impossible, permission may be granted by the immediate supervisor to have time off during the working day. This time must be made up, or may be taken as sick time, personal time, or vacation day.

J. FAMILY ILLNESS:

Employees' sick leave may be utilized up to a maximum of five (5) days per occurrence for bona fide pressing need due to illness of an employee's immediate family or household. Family is defined as wife, husband, in-laws, child, parent, brother, sister, grandchildren, grandparents, or other relatives living in the employee's household. Household includes person(s) who reside with you. The proper request form must be completed by the employee and approved by their supervisor as soon as practicable.

K. BEREAVEMENT:

An employee may utilize sick leave and/or personal leave up to a maximum of five (5) days per occurrence for a bereavement for a member of the employee's immediate family or household, as defined in I above, and a maximum of five (5) days per occurrence for bereavement for other than a member of the employee's immediate

family or household. Days used for bereavement shall not disqualify an employee from receiving the perfect attendance award.

L. COURT ORDER:

Employees required to attend court order proceeding connected with their employment will be given necessary release time not charged to any other leave.

M. SICK LEAVE BANK:

Only July 1 for 12 month employees or September 1 for 10 month and 10 month + 2 week employees of each year of the contract, all employees shall be eligible to voluntarily contribute a maximum of two (2) of their accumulated sick days to a sick leave bank. Once an employee elects to join the bank and thereby makes an initial contribution, such employee shall automatically continue as a member of the bank and such one (1) or two (2) days sick leave contribution shall be made to the bank on July 1 or September 1 of each year until the employee signifies in writing to the Human Resources Director their desire to cease contribution into the bank. An employee may join the sick bank only twice by completing the appropriate application obtained through the Human Resources Department.

The maximum number of days in the bank shall be three hundred (300) days. When the number of days in the bank is such that a contribution from every member of the bank would cause the number of days to exceed three hundred (300), contributions shall be made by the newest members of the bank, in order of their length of time as members of the bank, from least to the most, until the maximum number of days is reached.

It is understood and agreed that sick leave days deposited into the bank become the sole and exclusive property of the bank. No employee may claim entitlement to such days at time of retirement, termination, etc.

Only those employees who are current members of the bank will be eligible to apply. There shall be a one-year waiting period from an employee's date of joining the sick leave bank until application to use the bank can be made. An updated list of active sick leave bank members and the total number of days in the bank shall be sent to each member of the committee.

Members who are on a workers' compensation leave of absence shall not be eligible to request days from the sick leave bank.

Employees requesting the use of the bank must be on an extended leave due to personal illness and must use all of their own sick leave and personal days before drawing from the bank. If the total number of days in the bank is below 150, employees donating two (2) days may request up to fifty (50) days and employees donating one (1) day may request up to twenty-five (25) days. If the total number of days in the bank is

above 150, employees donating two (2) days may request up to sixty (60) days total and employees donating one (1) day may request up to thirty (30) days total. The sick leave bank year will run from July 1 to June 30.

It is prohibited to carry-over the use of the sick-leave bank days from one school year to another except in the case of twelve (12) month employees.

A waiting period of five (5) working days must pass following the use of all the employee's earned days and the beginning of the sick leave bank. Before the start of the bank, an attending physician must certify that the individual is unable to perform their regular duties.

Application to use days from the bank may be made on the appropriate application form, along with the doctor's statement, and forwarded to the Human Resources Department.

Within five (5) working days of the receipt of an application, the Bank Committee, composed of two (2) members of the unit, and Human Resources Director or designee shall act upon each application. A meeting of the committee shall take place should there be questions regarding an approval.

The decision of the Committee shall be final and binding.

N. JURY DUTY:

Employees who serve on Jury Duty will not suffer loss of salary and may retain any allowance received from the courts for meals and/or travel expenses; nor will they suffer loss of vacation or sick leave days for days served on Jury Duty.

O. SICKNESS/DISABILITY:

Office personnel should report their absence to the Human Resources Department as soon as possible and before 7:30am if a substitute is needed. If determined necessary, a substitute may be obtained by the Human Resources Department only on the request of the supervisor involved. The employees are not to obtain a substitute themselves.

Absences must be reported to the Human Resources Department. The school system retains the right to request a doctor's certificate in the event of an absence exceeding three (3) days or if an employee is ill on the day before or the day after a holiday.

Payment for these days will be in accordance with each employee's sick leave benefit as described in the section of this Agreement. Should an absence extend beyond the period of paid time, a request for a noncompensable leave must be made in writing to the Human Resources Director, accompanied by a doctor's certificate. The certificate must include the reason for such absence and the approximated date of return. When an employee recovers and is released by the attending physician so as to return to

work, then said employee shall have to notify the Human Resources Department of their intention to return. The employee's return must be supported by a report from the attending physician certifying that the employee is fully recovered and capable of performing the function and duties of the position. This notice shall be given as much in advance of the employee's intended return as practicable.

P. MILITARY LEAVE:

Employees who are inducted into, or enlist in the Armed Services, will be granted leaves in conformance with conditions established by Federal and State Laws.

Q. CHILD REARING LEAVE:

An unpaid child-rearing leave may be taken to care for a newborn or newly adopted child. Such leave shall be granted to take effect either on the end of the mother's disability following birth or at birth in the case of leave by the father (as the case may be) or on the placement of the child in the adopting employee's home.

Those desiring leave should discuss details of the leave with their immediate supervisor and the Human Resources Director.

A leave of up to one (1) year will be granted. Upon request, additional leave of up to one (1) additional year may be granted.

R. OTHER LEAVES:

Leaves of absence other than those specified in the section may be granted but shall be subject to the consent and approval of the School Administration. Each case will be considered on its own merits.

X - GENERAL

A. PARKING:

The Board of Education shall supply ample parking for all unit members without charge. Unit members working at the Administration building shall be offered spaces as close as possible to the building; however, no new space will be provided in the parking ramp.

B. DISCIPLINE:

Any employee may be suspended pending the determination of charges up to a period of ~~thirty (30) days~~ ^{thirty (30) days}. Procedures for disciplinary action are pursuant to Section 75 of the Civil Service Law or pursuant to the grievance procedure under the just cause standard. An employee must make a selection or remedies prior to filing a grievance (i.e. either follow the procedures set forth in Section 75 of the Civil Service Law or follow the procedures as outlined in this contract under the grievance procedure).

C. RESIGNATIONS:

Employees are required to provide a minimum of two- (2) week's notice when resigning. All resignations must be in writing to the Human Resources Director specifying an effective date, as well as the reason for such resignation.

D. UNAUTHORIZED ABSENCE:

An absence without permission for a period exceeding three (3) consecutive working days may be deemed to constitute a resignation. This includes an employee's failure to return to the employee's position upon the expiration of an authorized leave of absence.

E. TERMINATIONS:

It is the policy of the Jamestown Board of Education that supervisors will not terminate any employee, whether that employee is within, or has completed the probationary period, before reviewing all facts with the Human Resources Director. All employees will have the right for a terminal interview with the Human Resources Director.

F. RETIREMENT AWARD:

Employees who, on July 1, 1992, were either on the District's active payroll or who were on a leave of absence or layoff, and who meet the eligibility requirements of receiving terminal leave, will receive upon their retirement, an award equal to forty percent (40%) of their unused accumulated sick days, including personal days, accumulated monthly beginning the school year 1961 through July 1, 1994. All terminal leave credit shall be frozen for all employees beginning July 1, 1994. The maximum number of days for this award shall not exceed ninety (90) days for ten (10) month employees and one hundred eight (108) days for twelve (12) month employees.

All employees must notify the Human Resources Department of their intent to retire by February 1 of the same year in which they wish to retire for a July 1st retirement. Payment of this award is subject to the employee's meeting this notification time unless deemed by administration that special circumstances prohibited the employee from serving proper notification.

If on the effective date of the employee's retirement the employee is not enrolled in a health benefit plan through the District, the employee will receive the retirement award within one month after his retirement date, the amount of such payment will be reduced by withholdings and deductions unless the employee elects in writing prior to May 1 to defer into a tax sheltered annuity account. If on the effective date of his retirement the employee is enrolled in a health benefits plan through the District, then the retirement award shall be received through the District's payment of premiums for the employee's health benefit coverage after retirement, until the premium payments total the amount of the employee's retirement award.

G. WORKERS' COMPENSATION:

Employees injured on the job are entitled to Workers' Compensation benefits as provided by law.

The employee shall continue to receive their normal daily pay by utilizing their accumulated sick days and sick leave benefits. For each equivalent day's pay received from Workers' Compensation, the District will restore a similar number of used sick leave days ($\$250.00$ from Workers' Compensation/ $\$25.00$ daily rate = 10 sick days restored).

During any period of paid disability, an employee's insurance shall remain in force at the premium they paid while working. Period of paid disability means during use of District benefit time, and, if sick days have run out and the employee is on Worker's Compensation, insurance shall remain in force as above. If the leave is unpaid, the employee can continue health insurance coverage at his/her own expense at 100% of the cost of the District's health insurance premium.

XI - GRIEVANCE PROCEDURE

A grievance is a complaint of an employee, a group of employees, or the Association involving the interpretation, application, or enforcement of the terms of this Agreement. All grievances shall be handled in the following manner:

- Step 1: The aggrieved shall orally present the complaint to his/her immediate supervisor within ten ~~(10) working~~ days of the alleged occurrence if that grievance falls within the scope of the definition as set forth above. An employee or group of employees may be accompanied by a Union representative if so desired. The immediate supervisor shall have ten (10) working days to resolve said grievance. If the matter is not satisfactorily resolved, the aggrieved will reduce the grievance to writing and appeal to Step Two (2) within ten (10) working days of receipt of supervisor's decision.
- Step 2: The grievance shall be heard by the Human Resources Director ~~within ten (10)~~ working days of receipt of the grievance. The Human Resources Director shall have ten (10) working days after hearing to respond.
- Step 3: If the grievance still remains unresolved, it shall be presented to the Superintendent and/or his designee within ten ~~(10) working~~ days after the Human Resources Director's response is due. The Superintendent shall schedule a hearing with ten ~~(10) working~~ days and submit his response within ten (10) working days after the hearing.
- Step 4: If the grievance is not resolved and the Association determines that the grievance is meritorious, the Association may present the grievance to binding arbitration within ten (10) working days after the Superintendent's response is

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received. In order to present a grievance to binding arbitration, the Association must send written notification of such action to the Superintendent and send a letter to the American Arbitration Association (AAA) identifying the grievance at issue and requesting that the selection of an arbitrator be processed as follows: The AAA shall send to each party a list of names of fifteen (15) arbitrators. Each party will cross out any names on the list which are unacceptable to it and indicate its order of preference for the remaining names, if any. Each party shall mail its list showing its deletions and its order of preference to the AAA within one (1) week after receipt of the list. If the AAA determines that no mutually acceptable arbitrator has been selected from the first list, it shall send a second list of names of fifteen (15) arbitrators to each party and the same procedure shall be repeated. If the AAA determines that no mutually acceptable arbitrator has been selected from the second list, the AAA will name an arbitrator, provided that the arbitrator so named shall not have appeared on either of the lists of names previously submitted to the parties.

The decision of the Arbitrator shall be final and binding on the parties, and the Arbitrator shall be requested to issue a decision within thirty (30) days after the conclusion of testimony and argument.

No Arbitrator functioning under this step of the grievance procedure shall have any power to amend, modify, or delete any provisions of this Agreement.

Expenses for the Arbitration shall be borne equally by the Employer and the Union.

The time limits in the grievance procedure may be extended by mutual agreement. Otherwise, all grievances shall have a statute of limitations as indicated at each step and shall be considered waived if not processed accordingly.

Any step in the procedure may be waived by mutual agreement.

XII - REINSTATEMENT

If a permanent employee who has resigned is reinstated without examination pursuant to Civil Services Rules, the employee shall be placed on the next higher step of the salary schedule than the employee's step at the time of resignation, if such resignation and reinstatement did not occur during the same school year; placement at any higher step on the salary schedule may be made only if the District can identify an objective factor or factors to support such higher placement.

XIII- MISCELLANEOUS

A. This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified during the

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terms of the agreement only through the mutual consent of the parties in a written and signed amendment to the Agreement.

- B.** This agreement shall supersede any rules, regulations, policies, or practices of the Board, which shall be contrary to or inconsistent with its terms.
- C.** If any provision of this Agreement or any application of the Agreement shall be found contrary to law, then such provision or application shall not be deemed valid except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- D.** The provisions of this Agreement shall be applied to all individuals covered by this Agreement without discrimination as sex, age, race, color, creed, national origin or association activity. All reference to individuals in this agreement designated both sexes, and whenever the male gender is used, it shall be construed to include male and female.
- E.** 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 the additional funds therefore, shall not become effective until an appropriate legislative body has given approval.
- F.** Each employee has the right, upon request, to review his/her personnel file maintained in the Human Resources Department in connection with his/her employment. Each employee shall have the right to be accompanied by a representative of his/her own selection during such review. The employee shall have the right to reproduce information within his/her file with the exception of confidential references. Except for review by the employee and/or his/her representatives as set forth above, only those persons with an official legal right and reason for so doing may inspect an employee's file.
- G. Obsolete Data:** At least every two (2) years, a member shall have the right to indicate those documents and/or other materials in his/her file which s/he believes to be obsolete or otherwise inappropriate for retention. Said documents will be reviewed by an appropriate member of the Human Resources department and if s/he agrees, the document(s) will be destroyed. A disagreement over the questions of obsolescence or inappropriateness will be subject to a hearing by the Superintendent for resolution.
- H. Anonymous materials:** No anonymous material shall be placed in the member's personnel file at any time nor shall any anonymous communications be given any weight for any purpose whatsoever.
- I.** No material derogatory or critical to a member's conduct, service, character or personality will be placed in his/her personnel file unless the member has had an

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opportunity to review such material. The member will acknowledge that s/he has had the opportunity to review the material by affixing his/her signature to the copy to be filed, with the express understanding that such signature in no way indicates agreement with the contents thereof. The member will also have the right to submit a written answer to such material and his/her answer shall be attached to the file copy.

XIV - SALARY

A. PAY PERIODS:

All employees shall be paid bi-weekly on Wednesday. All ten-month and ten-month-plus-two-week employees shall have the option of receiving either 22 or 26 paychecks. The employee may select this option once per year, no later than March 1st.

All salary adjustments will be made as soon as possible.

B. REWARD FOR LONGEVITY:

For 2004-2005, 2005-2006, and 2006-2007 the following longevity scale applies:

Years of Service	12 Month	10 month and 10+2 Weeks
10	\$475.00	\$395.00
15	\$545.00	\$455.00
20	\$650.00	\$540.00
25	\$700.00	\$585.00
30	\$755.00	\$630.00

For 2007-2008 and 2008-2009 the following longevity scale applies:

Years of Service	12 Month	10 month and 10+2 Weeks
10	\$485.00	\$405.00
15	\$555.00	\$465.00
20	\$660.00	\$550.00
25	\$710.00	\$595.00
30	\$765.00	\$640.00

This amounts listed above are based upon a full year of service. This amount will be in addition to each individual's base rate and will be paid in one lump sum in the individual's check in June.

The Parties also agree to enter into a Side Letter as follows;

The Jamestown City School District and JESPA agree that if the District's payroll software is modified, the Parties will consider whether the new software will allow the District to prepare separate checks for the payment of longevity stipends without undue time and/or expenditure by the District.

C. PROVISIONS FOR PLACEMENT AND PROGRESSION OF SALARY SCHEDULE:

All temporary employees will be paid on Step 1 of the salary schedules.

No new hire will be given a higher salary than present employees whose experience is more than the employee being appointed. No new hire will be placed on a higher step than step eight (8) of the attached salary schedules.

Employees shall receive the negotiated percentage salary increase each year.

The Association recognizes that specific skills and expertise are necessary for certain positions with the bargaining unit. Therefore, in the event a candidate satisfactory to the District cannot be secured for employment within Step 8 of the salary schedule, the District shall so notify the Association and request a waiver. The Association shall fairly consider the request on its merits and make its decision on this matter only and consent will not be unreasonably withheld.

D. STIPENDS:

Unit members with the responsibility as school treasurers in the Middle School shall be paid \$1192.

E. UPGRADE:

It is agreed between the District and the Association that when a Unit member is required to do work in a higher-grade classification, they will be paid the higher-grade salary of the same step or the minimum of \$1.25 per hour more than their regular salary

In the event no classification or comparable step exists the individual shall receive \$1.25 per hour and \$1.35 per hour effective July 1, 2007, if the coverage is two hours or more.

A higher classification is defined as a higher base salary than the base salary of the position the employee currently holds.

F. CONFIDENTIAL TO UNIT MEMBER:

When a confidential clerical employee takes a position in the bargaining unit, step placement shall be determined according to the following: The parties shall first subtract any significant or extraordinary salary increases paid to the confidential while in the confidential position. They shall then, if necessary, prorate the remaining salary (i.e., if the confidential employee is a twelve (12) month employee and is moving into a ten plus two position, the twelve month confidential salary will be prorated based on ten plus two.) The employee will be then placed on the step which is closest in terms of dollar amount.

G. SALARY SCHEDULES:

The annual salaries of all current employees shall be increased as follows, effective July 1, 2004:

2004-2005	3.7%
2005-2006	3.6%
2006-2007	3.8%
2007-2008	3.7%
2008-2009	3.85%

The Parties have agreed to the attached salary schedules. See Attached Appendix

This Agreement shall be effective as of July 1, 2004 and shall continue in full force and effect until June 30, 2009.

Jamestown Educational Support Personnel Association:

By:

Judith K. Doherty
President

1/31/06
Date

Jamestown Board of Education:

By:

Raymond J. Feshard
Superintendent of Schools

1/31/06
Date

Account Clerk Typist I and Data Machine Operator					
10 Month Plus Two Weeks (Hours 1743.75 Yearly)					
	3.7%	3.6%	3.8%	3.7%	3.85%
Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	\$15,712	\$15,952	\$16,227	\$16,490	\$16,783
2	\$16,033	\$16,278	\$16,558	\$16,827	\$17,125
3	\$16,361	\$16,610	\$16,896	\$17,171	\$17,475
4	\$16,694	\$16,950	\$17,241	\$17,521	\$17,832
5	\$17,058	\$17,295	\$17,594	\$17,879	\$18,196
6	\$17,996	\$17,672	\$17,952	\$18,245	\$18,568
7	\$18,477	\$18,644	\$18,343	\$18,616	\$18,947
8	\$18,991	\$19,142	\$19,352	\$19,022	\$19,333
9	\$19,518	\$19,674	\$19,870	\$20,068	\$19,754
10	\$20,266	\$20,221	\$20,422	\$20,605	\$20,841
11	\$20,913	\$20,996	\$20,989	\$21,177	\$21,398
12	\$21,582	\$21,666	\$21,794	\$21,766	\$21,993
13	\$22,260	\$22,359	\$22,489	\$22,600	\$22,604
14	\$22,942	\$23,062	\$23,209	\$23,321	\$23,470
15	\$23,624	\$23,767	\$23,938	\$24,067	\$24,219
16	\$24,066	\$24,474	\$24,671	\$24,824	\$24,994
17	\$24,987	\$24,932	\$25,404	\$25,583	\$25,779
18	\$25,664	\$25,886	\$25,879	\$26,344	\$26,568
19	\$26,347	\$26,588	\$26,870	\$26,837	\$27,359
20	\$27,028	\$27,296	\$27,598	\$27,864	\$27,870
21	\$27,709	\$28,001	\$28,333	\$28,619	\$28,937
22	\$28,388	\$28,706	\$29,065	\$29,381	\$29,721
23	\$29,127	\$29,410	\$29,797	\$30,141	\$30,512
24	\$29,867	\$30,176	\$30,527	\$30,899	\$31,301
25	\$30,606	\$30,942	\$31,323	\$31,657	\$32,089
26		\$31,708	\$32,118	\$32,481	\$32,876
27			\$32,913	\$33,306	\$33,732
28				\$34,131	\$34,588
29					\$35,445

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Account Clerk Typist I and Data Machine Operator					
12 Months (Hours 2015 Yearly)					
	3.7%	3.6%	3.8%	3.7%	3.85%
Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	\$17,960	\$18,235	\$18,255	\$18,551	\$18,880
2	\$18,327	\$18,607	\$18,928	\$18,930	\$19,265
3	\$18,701	\$18,987	\$19,314	\$19,628	\$19,659
4	\$19,084	\$19,375	\$19,708	\$20,028	\$20,384
5	\$19,474	\$19,771	\$20,111	\$20,437	\$20,799
6	\$20,480	\$20,175	\$20,522	\$20,855	\$21,224
7	\$21,030	\$21,217	\$20,942	\$21,282	\$21,658
8	\$21,617	\$21,787	\$22,023	\$21,716	\$22,101
9	\$22,220	\$22,396	\$22,615	\$22,838	\$22,552
10	\$23,073	\$23,020	\$23,247	\$23,452	\$23,717
11	\$23,814	\$23,904	\$23,894	\$24,107	\$24,355
12	\$24,580	\$24,671	\$24,812	\$24,779	\$25,035
13	\$25,355	\$25,465	\$25,608	\$25,730	\$25,733
14	\$26,133	\$26,267	\$26,433	\$26,556	\$26,721
15	\$26,912	\$27,074	\$27,266	\$27,411	\$27,578
16	\$27,418	\$27,881	\$28,103	\$28,274	\$28,466
17	\$28,469	\$28,405	\$28,941	\$29,143	\$29,363
18	\$29,245	\$29,494	\$29,485	\$30,011	\$30,265
19	\$30,025	\$30,298	\$30,614	\$30,576	\$31,167
20	\$30,803	\$31,106	\$31,450	\$31,747	\$31,753
21	\$31,581	\$31,912	\$32,288	\$32,613	\$32,969
22	\$32,359	\$32,718	\$33,125	\$33,483	\$33,869
23	\$33,203	\$33,523	\$33,961	\$34,350	\$34,772
24	\$34,047	\$34,398	\$34,797	\$35,218	\$35,673
25	\$34,892	\$35,272	\$35,705	\$36,085	\$36,573
26		\$36,148	\$36,613	\$37,026	\$37,474
27			\$37,522	\$37,967	\$38,452
28				\$38,910	\$39,429
29					\$40,408

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Account Clerk Typist II, Senior Typists and Purchasing Clerk					
10 Months (Hours 1666.25 Yearly)					
	3.7%	3.6%	3.8%	3.7%	3.85%
Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	\$15,218	\$15,451	\$15,717	\$15,973	\$16,256
2	\$15,529	\$15,766	\$16,038	\$16,299	\$16,588
3	\$15,846	\$16,088	\$16,365	\$16,632	\$16,926
4	\$16,170	\$16,417	\$16,699	\$16,970	\$17,272
5	\$16,500	\$16,752	\$17,041	\$17,317	\$17,624
6	\$17,390	\$17,094	\$17,389	\$17,671	\$17,984
7	\$17,841	\$18,017	\$17,743	\$18,032	\$18,352
8	\$18,321	\$18,483	\$18,701	\$18,400	\$18,726
9	\$18,814	\$18,980	\$19,185	\$19,393	\$19,108
10	\$19,495	\$19,492	\$19,701	\$19,895	\$20,140
11	\$20,075	\$20,196	\$20,232	\$20,430	\$20,661
12	\$20,676	\$20,798	\$20,964	\$20,981	\$21,217
13	\$21,344	\$21,420	\$21,588	\$21,739	\$21,789
14	\$21,992	\$22,112	\$22,234	\$22,387	\$22,576
15	\$22,652	\$22,783	\$22,952	\$23,057	\$23,249
16	\$23,313	\$23,468	\$23,649	\$23,801	\$23,944
17	\$23,974	\$24,152	\$24,359	\$24,524	\$24,718
18	\$24,492	\$24,837	\$25,070	\$25,261	\$25,468
19	\$25,074	\$25,374	\$25,781	\$25,997	\$26,233
20	\$25,621	\$25,976	\$26,338	\$26,735	\$26,998
21	\$26,168	\$26,544	\$26,963	\$27,312	\$27,765
22	\$27,155	\$27,110	\$27,552	\$27,961	\$28,364
23	\$28,138	\$28,132	\$28,140	\$28,572	\$29,038
24	\$28,909	\$29,151	\$29,201	\$29,181	\$29,672
25	\$29,700	\$29,950	\$30,259	\$30,282	\$30,305
26		\$30,769	\$31,088	\$31,378	\$31,448
27			\$31,938	\$32,239	\$32,586
28				\$33,120	\$33,480
29					\$34,395

*JESPA Collective Bargaining Agreement
July 1, 2004-June 30, 2009*

Account Clerk Typist II, Senior Typists and Purchasing Clerk					
10 Months Plus 2 Weeks (Hours 1743.75 Yearly)					
	3.7%	3.6%	3.8%	3.7%	3.85%
Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	\$15,982	\$16,226	\$16,506	\$16,775	\$17,073
2	\$16,308	\$16,557	\$16,843	\$17,117	\$17,421
3	\$16,641	\$16,895	\$17,187	\$17,466	\$17,776
4	\$16,980	\$17,240	\$17,537	\$17,822	\$18,138
5	\$17,326	\$17,591	\$17,895	\$18,186	\$18,509
6	\$18,237	\$17,950	\$18,260	\$18,557	\$18,886
7	\$18,710	\$18,893	\$18,632	\$18,935	\$19,271
8	\$19,216	\$19,383	\$19,611	\$19,321	\$19,664
9	\$19,733	\$19,907	\$20,120	\$20,337	\$20,065
10	\$20,447	\$20,443	\$20,664	\$20,864	\$21,120
11	\$21,056	\$21,183	\$21,220	\$21,428	\$21,667
12	\$21,686	\$21,814	\$21,988	\$22,005	\$22,253
13	\$22,389	\$22,466	\$22,643	\$22,801	\$22,853
14	\$23,070	\$23,195	\$23,320	\$23,481	\$23,679
15	\$23,764	\$23,901	\$24,076	\$24,183	\$24,385
16	\$24,458	\$24,619	\$24,809	\$24,967	\$25,114
17	\$25,151	\$25,338	\$25,555	\$25,727	\$25,928
18	\$25,696	\$26,057	\$26,301	\$26,500	\$26,717
19	\$26,307	\$26,621	\$27,047	\$27,274	\$27,521
20	\$26,882	\$27,254	\$27,632	\$28,048	\$28,324
21	\$27,457	\$27,850	\$28,289	\$28,655	\$29,128
22	\$28,494	\$28,445	\$28,908	\$29,336	\$29,758
23	\$29,527	\$29,519	\$29,526	\$29,978	\$30,465
24	\$30,336	\$30,589	\$30,641	\$30,618	\$31,132
25	\$31,168	\$31,429	\$31,752	\$31,775	\$31,797
26		\$32,290	\$32,623	\$32,927	\$32,998
27			\$33,517	\$33,830	\$34,194
28				\$34,757	\$35,132
29					\$36,095

*JESPA Collective Bargaining Agreement
July 1, 2004-June 30, 2009*

Account Clerk Typist II, Senior Typists and Purchasing Clerk					
12 Months (Hours 2015 Yearly)					
	3.7%	3.6%	3.8%	3.7%	3.85%
Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	\$18,247	\$18,526	\$18,845	\$19,151	\$19,490
2	\$18,619	\$18,904	\$19,230	\$19,542	\$19,888
3	\$18,999	\$19,290	\$19,622	\$19,941	\$20,295
4	\$19,386	\$19,683	\$20,023	\$20,348	\$20,709
5	\$19,781	\$20,084	\$20,431	\$20,763	\$21,132
6	\$20,756	\$20,493	\$20,847	\$21,187	\$21,563
7	\$21,296	\$21,503	\$21,272	\$21,618	\$22,002
8	\$21,873	\$22,062	\$22,320	\$22,059	\$22,450
9	\$22,465	\$22,661	\$22,901	\$23,146	\$22,908
10	\$23,281	\$23,273	\$23,522	\$23,748	\$24,037
11	\$23,979	\$24,119	\$24,158	\$24,392	\$24,662
12	\$24,698	\$24,842	\$25,035	\$25,051	\$25,331
13	\$25,502	\$25,587	\$25,786	\$25,962	\$26,016
14	\$26,281	\$26,420	\$26,560	\$26,740	\$26,961
15	\$27,072	\$27,227	\$27,424	\$27,542	\$27,769
16	\$27,864	\$28,047	\$28,261	\$28,439	\$28,603
17	\$28,660	\$28,867	\$29,112	\$29,307	\$29,534
18	\$29,281	\$29,691	\$29,964	\$30,189	\$30,435
19	\$29,980	\$30,335	\$30,820	\$31,073	\$31,352
20	\$30,637	\$31,059	\$31,488	\$31,960	\$32,269
21	\$31,294	\$31,740	\$32,239	\$32,653	\$33,190
22	\$32,478	\$32,420	\$32,946	\$33,432	\$33,910
23	\$33,658	\$33,647	\$33,652	\$34,165	\$34,719
24	\$34,584	\$34,870	\$34,926	\$34,897	\$35,481
25	\$35,533	\$35,829	\$36,195	\$36,218	\$36,241
26		\$36,812	\$37,190	\$37,534	\$37,612
27			\$38,211	\$38,567	\$38,979
28				\$39,625	\$40,051
29					\$41,150

*JESPA Collective Bargaining Agreement
July 1, 2004-June 30, 2009*

Administrative Assistant

12 Months (Hours: 2015 Yearly)					
	3.7%	3.6%	3.8%	3.7%	3.85%
Step	04-05	05-06	06-07	07-08	08-09
1	\$25,093	\$25,476	\$25,915	\$26,337	\$26,804
2	\$25,605	\$25,996	\$26,444	\$26,874	\$27,351
3	\$26,127	\$26,526	\$26,984	\$27,423	\$27,908
4	\$26,660	\$27,068	\$27,534	\$27,983	\$28,478
5	\$27,383	\$27,620	\$28,096	\$28,553	\$29,060
7	\$28,105	\$28,369	\$28,670	\$29,136	\$29,652
8	\$28,827	\$29,117	\$29,447	\$29,730	\$30,258
9	\$29,549	\$29,864	\$30,223	\$30,536	\$30,875
10	\$30,271	\$30,613	\$30,999	\$31,341	\$31,712
11	\$30,993	\$31,361	\$31,776	\$32,146	\$32,548
12	\$31,715	\$32,109	\$32,553	\$32,952	\$33,384
13	\$32,437	\$32,856	\$33,329	\$33,757	\$34,221
14	\$33,159	\$33,605	\$34,105	\$34,562	\$35,057
15	\$33,881	\$34,353	\$34,882	\$35,367	\$35,892
16	\$34,604	\$35,101	\$35,658	\$36,173	\$36,728
17	\$35,325	\$35,849	\$36,434	\$36,978	\$37,565
18	\$36,047	\$36,597	\$37,212	\$37,782	\$38,401
19	\$36,770	\$37,345	\$37,988	\$38,588	\$39,237
20	\$37,492	\$38,094	\$38,764	\$39,393	\$40,074
21	\$37,933	\$38,841	\$39,541	\$40,198	\$40,910
22	\$38,935	\$39,299	\$40,317	\$41,004	\$41,746
23	\$39,658	\$40,337	\$40,792	\$41,809	\$42,583
24	\$40,380	\$41,086	\$41,870	\$42,302	\$43,419
25	\$41,101	\$41,833	\$42,647	\$43,419	\$43,930
26		\$42,581	\$43,423	\$44,225	\$45,090
27			\$44,199	\$45,030	\$45,928
28				\$45,835	\$46,763
29					\$47,599

Attendance Supervisor/Officer/Counselor and Field Specialist					
10 Months (Hours 1666.75 Yearly)					
	3.7%	3.6%	3.8%	3.7%	3.85%
Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	\$18,532	\$18,815	\$19,139	\$19,450	\$19,795
2	\$18,910	\$19,199	\$19,530	\$19,847	\$20,199
3	\$19,295	\$19,590	\$19,929	\$20,253	\$20,611
4	\$19,690	\$19,990	\$20,335	\$20,666	\$21,032
5	\$20,092	\$20,398	\$20,750	\$21,087	\$21,462
6	\$20,790	\$20,815	\$21,173	\$21,517	\$21,899
7	\$21,436	\$21,538	\$21,606	\$21,957	\$22,346
8	\$22,103	\$22,208	\$22,357	\$22,406	\$22,802
9	\$22,790	\$22,898	\$23,051	\$23,184	\$23,268
10	\$23,499	\$23,611	\$23,768	\$23,904	\$24,076
11	\$24,232	\$24,345	\$24,508	\$24,648	\$24,825
12	\$24,989	\$25,104	\$25,271	\$25,415	\$25,597
13	\$25,768	\$25,888	\$26,058	\$26,206	\$26,393
14	\$26,572	\$26,696	\$26,872	\$27,022	\$27,214
15	\$27,404	\$27,529	\$27,711	\$27,866	\$28,062
16	\$28,261	\$28,390	\$28,575	\$28,736	\$28,939
17	\$29,145	\$29,279	\$29,469	\$29,632	\$29,842
18	\$30,058	\$30,194	\$30,391	\$30,559	\$30,773
19	\$31,001	\$31,141	\$31,341	\$31,516	\$31,736
20	\$31,973	\$32,117	\$32,324	\$32,501	\$32,729
21	\$32,978	\$33,124	\$33,338	\$33,520	\$33,752
22	\$34,013	\$34,165	\$34,383	\$34,571	\$34,810
23	\$35,082	\$35,237	\$35,463	\$35,655	\$35,902
24	\$36,184	\$36,345	\$36,576	\$36,775	\$37,027
25	\$37,324	\$37,487	\$37,726	\$37,929	\$38,191
26		\$38,667	\$38,911	\$39,122	\$39,390
27			\$40,137	\$40,351	\$40,628
28				\$41,622	\$41,904
29					\$43,224

*JESPA Collective Bargaining Agreement
July 1, 2004-June 30, 2009*

Department Secretary					
10 Months Plus Two Weeks (Hours 1743.75 Yearly)					
	3.7%	3.6%	3.8%	3.7%	3.85%
Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	\$16,458	\$16,709	\$16,997	\$17,273	\$17,579
2	\$16,794	\$17,050	\$17,344	\$17,626	\$17,938
3	\$17,136	\$17,399	\$17,698	\$17,986	\$18,304
4	\$17,486	\$17,753	\$18,060	\$18,353	\$18,678
5	\$17,843	\$18,115	\$18,428	\$18,728	\$19,060
6	\$18,799	\$18,485	\$18,804	\$19,110	\$19,449
7	\$19,306	\$19,475	\$19,187	\$19,500	\$19,846
8	\$19,830	\$20,001	\$20,216	\$19,897	\$20,250
9	\$20,369	\$20,543	\$20,761	\$20,964	\$20,663
10	\$21,100	\$21,102	\$21,324	\$21,529	\$21,771
11	\$21,711	\$21,859	\$21,904	\$22,113	\$22,358
12	\$22,359	\$22,492	\$22,690	\$22,714	\$22,964
13	\$23,099	\$23,164	\$23,347	\$23,530	\$23,589
14	\$23,839	\$23,931	\$24,044	\$24,211	\$24,436
15	\$24,580	\$24,697	\$24,840	\$24,934	\$25,143
16	\$25,316	\$25,465	\$25,635	\$25,759	\$25,893
17	\$26,056	\$26,228	\$26,433	\$26,584	\$26,751
18	\$26,796	\$26,994	\$27,224	\$27,411	\$27,607
19	\$27,337	\$27,761	\$28,019	\$28,232	\$28,466
20	\$27,813	\$28,322	\$28,816	\$29,056	\$29,319
21	\$28,668	\$28,815	\$29,398	\$29,882	\$30,175
22	\$29,328	\$29,700	\$29,910	\$30,485	\$31,032
23	\$29,991	\$30,384	\$30,829	\$31,016	\$31,659
24	\$30,426	\$31,071	\$31,539	\$31,969	\$32,210
25	\$31,260	\$31,521	\$32,251	\$32,706	\$33,200
26		\$32,386	\$32,719	\$33,445	\$33,965
27			\$33,616	\$33,929	\$34,732
28				\$34,860	\$35,236
29					\$36,202

*JESPA Collective Bargaining Agreement
July 1, 2004-June 30, 2009*

Department Secretary					
12 Months (Hours 2015 Yearly)					
	3.7%	3.6%	3.8%	3.7%	3.85%
Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	\$18,791	\$19,078	\$19,407	\$19,723	\$20,072
2	\$19,174	\$19,467	\$19,803	\$20,125	\$20,482
3	\$19,565	\$19,864	\$20,207	\$20,536	\$20,900
4	\$19,964	\$20,269	\$20,619	\$20,955	\$21,326
5	\$20,372	\$20,683	\$21,040	\$21,382	\$21,762
6	\$21,397	\$21,105	\$21,469	\$21,818	\$22,205
7	\$21,978	\$22,168	\$21,907	\$22,263	\$22,658
8	\$22,577	\$22,769	\$23,010	\$22,718	\$23,120
9	\$23,190	\$23,389	\$23,635	\$23,862	\$23,592
10	\$24,028	\$24,025	\$24,278	\$24,509	\$24,780
11	\$24,725	\$24,893	\$24,938	\$25,176	\$25,453
12	\$25,468	\$25,615	\$25,839	\$25,861	\$26,146
13	\$26,313	\$26,385	\$26,589	\$26,795	\$26,857
14	\$27,157	\$27,260	\$27,387	\$27,572	\$27,827
15	\$28,003	\$28,135	\$28,296	\$28,400	\$28,634
16	\$28,845	\$29,011	\$29,204	\$29,343	\$29,494
17	\$29,691	\$29,884	\$30,114	\$30,284	\$30,473
18	\$30,538	\$30,760	\$31,019	\$31,228	\$31,450
19	\$31,156	\$31,637	\$31,929	\$32,167	\$32,430
20	\$31,699	\$32,277	\$32,839	\$33,111	\$33,405
21	\$32,676	\$32,840	\$33,504	\$34,054	\$34,385
22	\$33,431	\$33,852	\$34,088	\$34,743	\$35,365
23	\$34,188	\$34,634	\$35,139	\$35,349	\$36,081
24	\$34,686	\$35,419	\$35,950	\$36,439	\$36,710
25	\$35,639	\$35,934	\$36,764	\$37,281	\$37,842
26		\$36,922	\$37,300	\$38,125	\$38,716
27			\$38,325	\$38,680	\$39,593
28				\$39,743	\$40,169
29					\$41,273

*JESPA Collective Bargaining Agreement
July 1, 2004-June 30, 2009*

Health and Attendance Clerk					
10 Months (Hours 1290 Yearly)					
	3.7%	3.6%	3.8%	3.7%	3.85%
Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	\$10,985	\$11,152	\$11,344	\$11,529	\$11,734
2	\$11,209	\$11,380	\$11,576	\$11,764	\$11,973
3	\$11,602	\$11,612	\$11,813	\$12,004	\$12,217
4	\$12,007	\$12,020	\$12,054	\$12,250	\$12,466
5	\$12,416	\$12,440	\$12,476	\$12,500	\$12,722
6	\$13,045	\$12,863	\$12,912	\$12,938	\$12,981
7	\$13,397	\$13,515	\$13,352	\$13,390	\$13,436
8	\$13,759	\$13,879	\$14,029	\$13,846	\$13,906
9	\$14,129	\$14,254	\$14,407	\$14,548	\$14,379
10	\$14,564	\$14,638	\$14,796	\$14,940	\$15,108
11	\$14,845	\$15,088	\$15,194	\$15,343	\$15,515
12	\$14,878	\$15,379	\$15,661	\$15,756	\$15,934
13	\$15,240	\$15,413	\$15,963	\$16,241	\$16,363
14	\$15,464	\$15,788	\$15,999	\$16,554	\$16,866
15	\$15,960	\$16,020	\$16,388	\$16,591	\$17,191
16	\$16,323	\$16,535	\$16,629	\$16,995	\$17,230
17	\$17,401	\$16,911	\$17,163	\$17,244	\$17,649
18	\$17,759	\$18,027	\$17,554	\$17,798	\$17,908
19	\$18,363	\$18,398	\$18,712	\$18,203	\$18,484
20	\$18,793	\$19,024	\$19,097	\$19,405	\$18,904
21	\$19,226	\$19,469	\$19,747	\$19,804	\$20,152
22	\$19,543	\$19,918	\$20,209	\$20,478	\$20,566
23	\$20,427	\$20,247	\$20,675	\$20,957	\$21,266
24	\$20,988	\$21,162	\$21,016	\$21,440	\$21,763
25	\$21,558	\$21,743	\$21,966	\$21,794	\$22,265
26		\$22,334	\$22,570	\$22,779	\$22,633
27			\$23,183	\$23,405	\$23,656
28				\$24,041	\$24,306
29					\$24,966

*JESPA Collective Bargaining Agreement
July 1, 2004-June 30, 2009*

Minority Outreach Liaison					
10 Months (Hours 1743.75 Yearly)					
	3.7%	3.6%	3.8%	3.7%	3.85%
Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	\$14,355	\$14,575	\$14,826	\$15,068	\$15,335
2	\$14,648	\$14,872	\$15,129	\$15,375	\$15,648
3	\$14,946	\$15,175	\$15,437	\$15,689	\$15,966
4	\$15,251	\$15,484	\$15,752	\$16,008	\$16,293
5	\$15,561	\$15,800	\$16,073	\$16,334	\$16,624
6	\$16,101	\$16,121	\$16,401	\$16,667	\$16,963
7	\$16,644	\$16,681	\$16,734	\$17,007	\$17,309
8	\$17,157	\$17,243	\$17,315	\$17,353	\$17,662
9	\$17,687	\$17,775	\$17,898	\$17,956	\$18,021
10	\$18,233	\$18,324	\$18,450	\$18,560	\$18,647
11	\$18,795	\$18,889	\$19,020	\$19,133	\$19,275
12	\$19,377	\$19,471	\$19,607	\$19,724	\$19,870
13	\$19,978	\$20,075	\$20,211	\$20,332	\$20,483
14	\$20,598	\$20,697	\$20,838	\$20,959	\$21,115
15	\$21,238	\$21,339	\$21,483	\$21,609	\$21,766
16	\$21,784	\$22,002	\$22,150	\$22,278	\$22,441
17	\$22,441	\$22,568	\$22,838	\$22,970	\$23,136
18	\$23,162	\$23,249	\$23,426	\$23,683	\$23,854
19	\$23,882	\$23,996	\$24,132	\$24,293	\$24,595
20	\$24,627	\$24,742	\$24,908	\$25,025	\$25,228
21	\$25,396	\$25,513	\$25,682	\$25,830	\$25,988
22	\$26,189	\$26,310	\$26,483	\$26,632	\$26,824
23	\$27,008	\$27,132	\$27,310	\$27,463	\$27,658
24	\$27,849	\$27,980	\$28,163	\$28,321	\$28,520
25	\$28,721	\$28,851	\$29,043	\$29,205	\$29,411
26		\$29,755	\$29,948	\$30,118	\$30,330
27			\$30,885	\$31,056	\$31,277
28				\$32,028	\$32,251
29					\$33,261

*JESPA Collective Bargaining Agreement
July 1, 2004-June 30, 2009*

Payroll Clerk					
12 Months (Hours 2015 Yearly)					
	3.7%	3.6%	3.8%	3.7%	3.85%
Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	\$18,732	\$19,018	\$19,346	\$19,661	\$20,010
2	\$19,114	\$19,406	\$19,741	\$20,062	\$20,418
3	\$19,504	\$19,802	\$20,144	\$20,471	\$20,834
4	\$19,902	\$20,206	\$20,555	\$20,889	\$21,259
5	\$20,309	\$20,619	\$20,974	\$21,315	\$21,693
6	\$21,339	\$21,040	\$21,402	\$21,750	\$22,136
7	\$21,919	\$22,108	\$21,839	\$22,194	\$22,587
8	\$22,535	\$22,708	\$22,948	\$22,647	\$23,048
9	\$23,120	\$23,346	\$23,571	\$23,797	\$23,519
10	\$23,716	\$23,952	\$24,233	\$24,443	\$24,713
11	\$24,332	\$24,570	\$24,862	\$25,130	\$25,384
12	\$24,965	\$25,208	\$25,504	\$25,782	\$26,098
13	\$25,613	\$25,863	\$26,166	\$26,447	\$26,775
14	\$26,280	\$26,535	\$26,846	\$27,134	\$27,465
15	\$26,963	\$27,226	\$27,543	\$27,840	\$28,179
16	\$27,665	\$27,934	\$28,260	\$28,562	\$28,911
17	\$28,386	\$28,661	\$28,995	\$29,306	\$29,662
18	\$29,126	\$29,408	\$29,750	\$30,068	\$30,434
19	\$29,887	\$30,175	\$30,525	\$30,851	\$31,226
20	\$30,666	\$30,963	\$31,321	\$31,655	\$32,039
21	\$31,468	\$31,770	\$32,140	\$32,480	\$32,873
22	\$32,290	\$32,601	\$32,977	\$33,329	\$33,731
23	\$33,134	\$33,453	\$33,839	\$34,198	\$34,612
24	\$34,002	\$34,327	\$34,724	\$35,091	\$35,514
25	\$34,891	\$35,226	\$35,631	\$36,009	\$36,443
26		\$36,147	\$36,565	\$36,950	\$37,395
27			\$37,521	\$37,918	\$38,372
28				\$38,909	\$39,378
29					\$40,407

*JESPA Collective Bargaining Agreement
July 1, 2004-June 30, 2009*

Senior Account Clerk Typist					
12 Months (Hours 2015 Yearly)					
	3.7%	3.6%	3.8%	3.7%	3.85%
Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	\$24,778	\$25,157	\$25,591	\$26,007	\$26,468
2	\$25,284	\$25,670	\$26,113	\$26,538	\$27,008
3	\$25,801	\$26,194	\$26,645	\$27,079	\$27,560
4	\$26,327	\$26,729	\$27,190	\$27,631	\$28,122
5	\$27,222	\$27,275	\$27,745	\$28,196	\$28,695
6	\$27,969	\$28,202	\$28,312	\$28,772	\$29,281
7	\$28,716	\$28,976	\$29,274	\$29,359	\$29,879
8	\$29,462	\$29,749	\$30,077	\$30,357	\$30,489
9	\$30,209	\$30,523	\$30,880	\$31,190	\$31,526
10	\$30,955	\$31,296	\$31,683	\$32,022	\$32,391
11	\$31,702	\$32,070	\$32,486	\$32,855	\$33,255
12	\$32,450	\$32,843	\$33,289	\$33,688	\$34,120
13	\$33,195	\$33,618	\$34,091	\$34,520	\$34,985
14	\$33,942	\$34,390	\$34,895	\$35,353	\$35,849
15	\$34,689	\$35,164	\$35,697	\$36,187	\$36,714
16	\$35,435	\$35,937	\$36,500	\$37,018	\$37,580
17	\$36,182	\$36,711	\$37,303	\$37,851	\$38,443
18	\$36,929	\$37,485	\$38,106	\$38,683	\$39,308
19	\$37,675	\$38,258	\$38,909	\$39,516	\$40,173
20	\$38,421	\$39,032	\$39,712	\$40,349	\$41,037
21	\$39,167	\$39,804	\$40,515	\$41,181	\$41,902
22	\$39,915	\$40,578	\$41,317	\$42,014	\$42,767
23	\$40,662	\$41,352	\$42,119	\$42,845	\$43,631
24	\$41,408	\$42,126	\$42,923	\$43,678	\$44,495
25	\$42,155	\$42,899	\$43,726	\$44,512	\$45,359
26		\$43,673	\$44,529	\$45,344	\$46,225
27			\$45,332	\$46,177	\$47,090
28				\$47,010	\$47,955
29					\$48,819

*JESPA Collective Bargaining Agreement
July 1, 2004-June 30, 2009*

Senior Clerk, Telephone Operator, Typists					
10 Months (Hours 1666.25 Yearly)					
	3.7%	3.6%	3.8%	3.7%	3.85%
Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	\$14,792	\$15,019	\$15,278	\$15,526	\$15,801
2	\$15,094	\$15,325	\$15,590	\$15,843	\$16,124
3	\$15,402	\$15,637	\$15,907	\$16,167	\$16,453
4	\$15,717	\$15,956	\$16,231	\$16,495	\$16,789
5	\$16,037	\$16,283	\$16,562	\$16,832	\$17,130
6	\$16,850	\$16,615	\$16,901	\$17,175	\$17,480
7	\$17,304	\$17,457	\$17,246	\$17,527	\$17,836
8	\$17,772	\$17,927	\$18,120	\$17,884	\$18,201
9	\$18,250	\$18,412	\$18,609	\$18,791	\$18,573
10	\$18,811	\$18,907	\$19,112	\$19,297	\$19,514
11	\$19,174	\$19,488	\$19,626	\$19,819	\$20,040
12	\$19,217	\$19,864	\$20,229	\$20,352	\$20,582
13	\$19,684	\$19,908	\$20,619	\$20,977	\$21,135
14	\$19,974	\$20,393	\$20,665	\$21,382	\$21,785
15	\$20,616	\$20,693	\$21,168	\$21,430	\$22,205
16	\$21,084	\$21,358	\$21,479	\$21,951	\$22,255
17	\$22,476	\$21,843	\$22,169	\$22,274	\$22,796
18	\$22,938	\$23,285	\$22,673	\$22,990	\$23,131
19	\$23,719	\$23,764	\$24,170	\$23,512	\$23,875
20	\$24,274	\$24,573	\$24,667	\$25,064	\$24,418
21	\$24,834	\$25,148	\$25,507	\$25,580	\$26,029
22	\$25,244	\$25,728	\$26,104	\$26,451	\$26,565
23	\$26,384	\$26,152	\$26,706	\$27,069	\$27,469
24	\$27,105	\$27,334	\$27,146	\$27,694	\$28,112
25	\$27,847	\$28,081	\$28,373	\$28,151	\$28,760
26		\$28,849	\$29,148	\$29,423	\$29,234
27			\$29,945	\$30,226	\$30,556
28				\$31,053	\$31,390
29					\$32,249

*JESPA Collective Bargaining Agreement
July 1, 2004-June 30, 2009*

Senior Clerk, Telephone Operator, Typists					
10 Months Plus Two Weeks (Hours 1743.75 Yearly)					
	3.7%	3.6%	3.8%	3.7%	3.85%
Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	\$16,459	\$16,711	\$16,999	\$17,275	\$17,581
2	\$16,795	\$17,052	\$17,346	\$17,628	\$17,940
3	\$17,138	\$17,400	\$17,699	\$17,988	\$18,307
4	\$16,502	\$17,755	\$18,061	\$18,354	\$18,680
5	\$16,839	\$17,096	\$18,430	\$18,729	\$19,061
6	\$17,669	\$17,445	\$17,745	\$19,112	\$19,450
7	\$18,146	\$18,306	\$18,108	\$18,402	\$19,848
8	\$18,638	\$18,800	\$19,001	\$18,778	\$19,111
9	\$19,140	\$19,309	\$19,514	\$19,704	\$19,501
10	\$19,729	\$19,829	\$20,043	\$20,236	\$20,463
11	\$20,112	\$20,439	\$20,582	\$20,784	\$21,015
12	\$20,155	\$20,836	\$21,216	\$21,344	\$21,584
13	\$20,647	\$20,881	\$21,627	\$22,001	\$22,166
14	\$20,951	\$21,390	\$21,674	\$22,428	\$22,848
15	\$21,626	\$21,705	\$22,203	\$22,476	\$23,291
16	\$22,116	\$22,404	\$22,530	\$23,024	\$23,341
17	\$23,579	\$22,912	\$23,255	\$23,363	\$23,911
18	\$24,064	\$24,428	\$23,783	\$24,116	\$24,263
19	\$24,886	\$24,930	\$25,356	\$24,663	\$25,044
20	\$25,468	\$25,782	\$25,877	\$26,295	\$25,612
21	\$26,057	\$26,385	\$26,762	\$26,835	\$27,307
22	\$26,486	\$26,995	\$27,387	\$27,752	\$27,868
23	\$27,684	\$27,440	\$28,021	\$28,400	\$28,820
24	\$28,441	\$28,680	\$28,482	\$29,057	\$29,494
25	\$29,219	\$29,465	\$29,770	\$29,536	\$30,176
26		\$30,270	\$30,584	\$30,872	\$30,673
27			\$31,421	\$31,716	\$32,060
28				\$32,583	\$32,937
29					\$33,838

*JESPA Collective Bargaining Agreement
July 1, 2004-June 30, 2009*

Senior Clerk, Telephone Operator and Typists

12 Months (Hours 2015 Yearly)					
	3.7%	3.6%	3.8%	3.7%	3.85%
Step	04-05	05-06	06-07	07-08	08-09
1	\$17,763	\$18,034	\$18,345	\$18,644	\$18,975
2	\$18,126	\$18,402	\$18,719	\$19,024	\$19,362
3	\$18,496	\$18,778	\$19,102	\$19,412	\$19,756
4	\$18,873	\$19,162	\$19,492	\$19,809	\$20,159
5	\$19,225	\$19,553	\$19,890	\$20,213	\$20,571
6	\$20,106	\$19,917	\$20,296	\$20,626	\$20,991
7	\$20,652	\$20,830	\$20,674	\$21,047	\$21,420
8	\$21,213	\$21,395	\$21,622	\$21,439	\$21,857
9	\$21,788	\$21,977	\$22,208	\$22,422	\$22,264
10	\$22,460	\$22,573	\$22,812	\$23,030	\$23,285
11	\$22,898	\$23,269	\$23,431	\$23,656	\$23,917
12	\$22,949	\$23,722	\$24,153	\$24,297	\$24,566
13	\$23,509	\$23,775	\$24,624	\$25,047	\$25,233
14	\$23,857	\$24,355	\$24,678	\$25,535	\$26,011
15	\$24,628	\$24,716	\$25,281	\$25,592	\$26,518
16	\$25,189	\$25,514	\$25,655	\$26,216	\$26,577
17	\$26,860	\$26,096	\$26,484	\$26,605	\$27,225
18	\$27,415	\$27,827	\$27,087	\$27,464	\$27,629
19	\$28,354	\$28,402	\$28,885	\$28,089	\$28,521
20	\$29,017	\$29,374	\$29,481	\$29,954	\$29,171
21	\$29,692	\$30,062	\$30,491	\$30,572	\$31,107
22	\$30,184	\$30,761	\$31,204	\$31,619	\$31,749
23	\$31,553	\$31,271	\$31,930	\$32,359	\$32,836
24	\$32,418	\$32,689	\$32,459	\$33,112	\$33,605
25	\$33,308	\$33,585	\$33,931	\$33,660	\$34,387
26		\$34,508	\$34,861	\$35,186	\$34,956
27			\$35,819	\$36,151	\$36,541
28				\$37,144	\$37,543
29					\$38,574

Senior Purchasing Clerk and School Secretary					
10 Months Plus Two Weeks (Hours 1743.75 Yearly)					
	3.7%	3.6%	3.8%	3.7%	3.85%
Step	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
1	\$17,245	\$17,509	\$17,811	\$18,100	\$18,421
2	\$17,597	\$17,866	\$18,174	\$18,470	\$18,797
3	\$17,956	\$18,230	\$18,545	\$18,847	\$19,181
4	\$18,322	\$18,602	\$18,923	\$19,231	\$19,572
5	\$18,696	\$18,981	\$19,309	\$19,623	\$19,971
6	\$19,682	\$19,369	\$19,703	\$20,023	\$20,379
7	\$20,216	\$20,391	\$20,105	\$20,432	\$20,794
8	\$20,764	\$20,944	\$21,166	\$20,849	\$21,218
9	\$21,504	\$21,511	\$21,740	\$21,949	\$21,652
10	\$22,149	\$22,278	\$22,329	\$22,544	\$22,794
11	\$22,813	\$22,947	\$23,125	\$23,155	\$23,412
12	\$23,543	\$23,634	\$23,819	\$23,981	\$24,046
13	\$24,599	\$24,391	\$24,532	\$24,700	\$24,904
14	\$25,000	\$25,484	\$25,317	\$25,440	\$25,651
15	\$25,727	\$25,900	\$26,453	\$26,254	\$26,419
16	\$26,458	\$26,653	\$26,884	\$27,431	\$27,265
17	\$27,185	\$27,411	\$27,666	\$27,879	\$28,487
18	\$27,914	\$28,164	\$28,452	\$28,690	\$28,952
19	\$28,644	\$28,919	\$29,234	\$29,505	\$29,794
20	\$29,254	\$29,675	\$30,018	\$30,315	\$30,641
21	\$29,934	\$30,307	\$30,803	\$31,128	\$31,483
22	\$30,571	\$31,012	\$31,459	\$31,943	\$32,327
23	\$31,260	\$31,671	\$32,190	\$32,623	\$33,172
24	\$32,117	\$32,386	\$32,875	\$33,381	\$33,879
25	\$32,886	\$33,273	\$33,616	\$34,091	\$34,666
26		\$34,070	\$34,538	\$34,860	\$35,404
27			\$35,365	\$35,815	\$36,202
28				\$36,673	\$37,194
29					\$38,085

*JESPA Collective Bargaining Agreement
July 1, 2004-June 30, 2009*

Senior Purchasing Clerk and School Secretary

12 Months (Hours: 2015 Yearly)					
	3.7%	3.6%	3.8%	3.7%	3.85%
Step	04-05	05-06	06-07	07-08	08-09
1	\$19,691	\$19,992	\$20,337	\$20,667	\$21,034
2	\$20,093	\$20,400	\$20,752	\$21,089	\$21,463
3	\$20,503	\$20,816	\$21,175	\$21,520	\$21,901
4	\$20,920	\$21,241	\$21,607	\$21,959	\$22,348
5	\$21,348	\$21,674	\$22,048	\$22,407	\$22,804
6	\$22,407	\$22,116	\$22,497	\$22,864	\$23,269
7	\$23,017	\$23,214	\$22,957	\$23,330	\$23,744
8	\$23,644	\$23,846	\$24,096	\$23,806	\$24,228
9	\$24,491	\$24,495	\$24,752	\$24,988	\$24,723
10	\$25,227	\$25,372	\$25,426	\$25,668	\$25,950
11	\$25,985	\$26,135	\$26,337	\$26,366	\$26,656
12	\$26,821	\$26,921	\$27,128	\$27,311	\$27,381
13	\$28,027	\$27,787	\$27,944	\$28,132	\$28,363
14	\$28,485	\$29,036	\$28,842	\$28,978	\$29,215
15	\$29,316	\$29,511	\$30,139	\$29,910	\$30,093
16	\$30,151	\$30,371	\$30,632	\$31,254	\$31,061
17	\$30,982	\$31,236	\$31,525	\$31,766	\$32,458
18	\$31,816	\$32,098	\$32,423	\$32,692	\$32,989
19	\$32,650	\$32,962	\$33,318	\$33,623	\$33,951
20	\$33,346	\$33,825	\$34,214	\$34,550	\$34,917
21	\$34,125	\$34,546	\$35,111	\$35,480	\$35,880
22	\$34,851	\$35,353	\$35,859	\$36,410	\$36,846
23	\$35,640	\$36,106	\$36,696	\$37,186	\$37,812
24	\$36,620	\$36,923	\$37,478	\$38,054	\$38,617
25	\$37,499	\$37,938	\$38,326	\$38,865	\$39,519
26		\$38,849	\$39,380	\$39,744	\$40,361
27			\$40,325	\$40,837	\$41,274
28				\$41,817	\$42,409
29					\$43,427

