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# **AGREEMENT**

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by and between the  
**BOARD OF EDUCATION**

of the  
**LEVITTOWN UNION FREE  
SCHOOL DISTRICT**

and  
**CSEA, Local 1000 AFSCME,  
AFL-CIO**



Levittown UFSD Unit #7551  
Nassau County Educational Local 865

**July 1, 2022 - June 30, 2026**



TABLE OF CONTENTS

<u>ARTICLE</u>	<u>SUBJECT</u>	<u>PAGE</u>
ARTICLE I	Recognition	1
ARTICLE II	Fair Practices	2
ARTICLE III	Membership Dues Checkoff	2
ARTICLE IV	No Strike Pledge	3
ARTICLE V	Board & District Policies, Practices & Regulations	3
ARTICLE VI	Conformity to Law – Savings Clause	3
ARTICLE VII	Legislative Action	4
ARTICLE VIII	Personnel Files	4
ARTICLE IX	Probation & Evaluation	4
ARTICLE X	Consultations	4
ARTICLE XI	Labor Management Committee	4
ARTICLE XII	Grievance & Arbitration	5
ARTICLE XIII	In-service Education	6
ARTICLE XIV	Leaves	6
ARTICLE XV	Attendance Incentive	10
ARTICLE XVI	Disability Insurance	11
ARTICLE XVII	Insurance	11
ARTICLE XVIII	Holidays	11
ARTICLE XIX	Health Plan	12
ARTICLE XX	Supplemental Benefits	13
ARTICLE XXI	Retirement	14
ARTICLE XXII	Paydays	14
ARTICLE XXIII	Advancement on Salary Schedule	15
ARTICLE XXIV	Salary Increases	15
ARTICLE XXV	Vacations	16
ARTICLE XXVI	Assault on Employees	18
ARTICLE XXVII	Rights of the Association	18
ARTICLE XXVIII	Miscellaneous	19
ARTICLE XXIX	Office and Clerical Employees	20
ARTICLE XXX	Manual Employees	23
ARTICLE XXXI	Transportation	26
ARTICLE XXXII	Teacher Aides	28
ARTICLE XXXIII	Registered & Licensed Practical Nurses	29
ARTICLE XXXIV	School Monitors (*Previously School Assistants)	30
ARTICLE XXXV	Duration of Agreement	30
	EXHIBIT “A”	31
	Alphabetical Index	44



This Agreement entered into as of the 13<sup>th</sup> day of June 2018 by and between the Levittown Union Free School District, Levittown, NY and the Levittown Unit #7551 of the Nassau Education Local #865 of the Civil Service Employees Association, Inc., AFSCME Local 1000, AFL-CIO (“the CSEA”), for and on behalf of itself and the employees now employed or hereafter employed by the District in the bargaining unit hereafter defined.

**WITNESSETH:**

WHEREAS, the District has voluntarily adopted the practices and procedures of collective negotiations as a peaceful, fair, and orderly way of conducting relations with District employees insofar as these practices and procedures are consistent with functions and obligations of the District pursuant to the law, and are consonant with the paramount interests of the school children, the school system and the public; and

WHEREAS, the CSEA has demonstrated that it represents a majority of the employees employed by the District in the bargaining unit hereafter defined and, in accordance with Board of Education policy, has been duly recognized as the exclusive representative for all of these employees (“the employees”); and

WHEREAS, the parties desire to cooperate in establishing conditions that will produce the best possible education for the District’s children;

NOW, THEREFORE, in consideration of the mutual promises and obligations herein contained, the parties agree as follows:

**ARTICLE I: RECOGNITION**

The Board recognizes the CSEA as the exclusive negotiation representative of the bargaining unit consisting of all of the non-instructional employees of the District, including manual, office and clerical employees, but excluding Supervisor of Transportation, NYS Director of Facilities III, District Clerk, Purchasing Agent, Secretary to the Superintendent of Schools, Secretaries to the Assistant Superintendents, and the confidential positions of Principal Personnel Clerk, Principal Account Clerk, Principal Typist Clerk and Senior Account Clerk. All employees except office and clerical employees, transportation employees, teacher aides, registered nurses, licensed practical nurses and school monitors are referred to as “manual employees”.

Effective July 1, 2022, titles are categorized as follows:

<u>Title</u>	<u>Category</u>	<u>Title</u>	<u>Category</u>
Account Clerk	Office and Clerical	Maintenance Supvr I	Manual
Accountant	Office and Clerical	Motor Repair Suprv	Manual
Asst. Payroll Suprv.	Office and Clerical	Motor Vehicle Oper.	Manual Worker
Asst. Head Custodian	Manual	Occupational Therapist	Occup. Therapist
Auto mechanic	Manual	Payroll Supervisor	Office and Clerical
Auto Servicer FT	Manual	Prin. Account Clerk	Office and Clerical
Auto Servicer PT	Manual	Prin. Typist Clerk	Office and Clerical
Bus Dispatcher	Transportation	Registered Nurse	Nurses
Bus Attendant	Transportation	School Monitor	School Monitor
Bus Driver	Transportation	Security Aide	Manual
Cleaner	Manual	Security Aide PT	Manual
Cleaner Sub	Manual	Snr Account Clerk	Office and Clerical
Custodian	Manual	Snr Library Clerk	Office and Clerical
Data Analyst	Office and Clerical	Snr Typist Clerk	Office and Clerical
Groundskeeper	Manual	Snr Stenographer	Office and Clerical
Head Custodian	Manual	Stores Clerk	Manual
Info Tech Specialist	Office and Clerical	Teacher Aide	Teacher Aide
LPN	Nurses	Typist Clerk	Office and Clerical

Maintainer  
Maintenance Helper

Manual  
Manual

Typist Clerk PT  
Webmaster

Office and Clerical  
Office and Clerical"

This recognition shall remain in effect as provided by the Taylor Law provisions and the New York State Civil Service Law. As soon as a valid election request is filed, all negotiations for a new agreement shall cease for all titles affected by the petition.

Nothing contained in this Agreement shall: (1) prevent any employee organization with members in the bargaining unit from being received by the Board or its designee for the purpose of presenting the views of those employees as long as (a) the CSEA is informed and granted the opportunity to have a representative present; and (b) negotiations with the CSEA precede changes or modifications in terms and conditions of employment resulting from this presentation of views; or (2) prevent any individual employee from processing a grievance hereunder; or (3) deny any employee rights pursuant to New York State Human Rights Law Section 15, State Education Law or Civil Service Law and Regulations.

## ARTICLE II: FAIR PRACTICES

Effective July 1, 2022, the CSEA's duty of fair representation to unit members who are not CSEA members will be limited to the negotiation and enforcement of the terms of this Agreement and will not include representing nonmembers: (i) during questioning by the District; or (ii) in any statutory or administrative proceedings including, but not limited to, pursuant to Civil Service Law §§ 71, 72, 73 or 75.

The CSEA agrees to continue to admit employees to membership and participation in its affairs without discrimination on the basis of race, creed, color, national origin or sex. The District agrees to continue its policy of not discriminating against any employee on the basis of race, creed, color, national origin or sex.

## ARTICLE III: CHECKOFF

1. The District will deduct from the wages of employees and, at the end of each month, remit to CSEA, Inc., 143 Washington Avenue, Albany, New York 12210 regular membership dues and other authorized deductions from those employees who have signed dues deduction authorization cards pursuant to the terms of those cards.

Effective July 1, 2022, the CSEA will have exclusive rights to payroll deductions (checkoff) membership dues and this privilege will be accorded to no other employee organization. The CSEA will also have exclusive rights to premiums for all forms of insurances sponsored by the CSEA pursuant to this Agreement and any other voluntary deductions as mutually agreed to by the CSEA and the District. This privilege will be accorded to no other employee organization or any other organization. The District agrees to make separate deductions for membership dues and each insurance plan on a payroll period basis.

2. The CSEA shall certify to the Superintendent or designee its annual membership dues and life insurance and any change thereto. The CSEA hereby releases the District, its officials, agents, and employees from any responsibility for the use or application of dues or life insurance premiums once they have been transmitted to the CSEA.

3. (a) The Assistant Superintendent for Human Resources or her/his designee will notify the CSEA Unit President of the name, home address, job title, department, school assignment and start date of each new District employee in a CSEA-represented position, after he or she has been appointed by the Board and, if necessary, approved by the Civil Service Commission. For purposes of this paragraph, the term "new employee" includes a person newly employed or reemployed by the District in a CSEA-represented position, as well as a person who transfers for the first time into a CSEA-represented position.

(b) The CSEA Unit President will annually notify the Assistant Superintendent for Human Resources of the name and contact information for the shop steward in each school/building. This shop steward will be permitted to meet once with each new employee in a CSEA-represented position in his/her school/building for up to 30 minutes, inclusive of travel time, during the new employee's work time. The new employee will be paid for this time without charge to leave accruals.

(c) The shop steward will obtain the approval of the Assistant Superintendent of Human Resources or designee prior to any meeting described in paragraph 3(b) as follows: The shop steward will email the Assistant Superintendent of Human Resource or designee, at least 48 hours prior to the proposed meeting, with the names of the new employees with whom the meeting is proposed to occur and the date, time and place that the shop steward requests for the meeting. The Assistant Superintendent for Human Resources or designee will not unreasonably deny the shop steward's request. The meeting will, however, be denied if the District believes that authorizing the meeting will cause the District to incur overtime or otherwise cause a disruption to District operations. In the event that the shop steward is unavailable for an extended period of time (*e.g.*, as a result of leave of absence), the CSEA Unit President will notify the Assistant Superintendent for Human Resources of a CSEA bargaining unit member in the school/building who will conduct any meetings pursuant to this Agreement.

(d) Any disputes concerning the implementation of this paragraph "3" will be within the jurisdiction of the Public Employment Relations Board, will not be subject to the grievance or arbitration process set for in Article XII of the District-CSEA collective bargaining agreement and are explicitly excluded from the CBA's definition of a "grievance."

#### **ARTICLE IV: NO STRIKE PLEDGE**

The CSEA and the District recognize that strikes and other forms of work stoppages by the employees are contrary to law and public policy. The CSEA and the District subscribe to the principle that differences shall be resolved by peaceful, appropriate means without interruption of the school program. The CSEA, therefore, agrees that there shall be no strike, work stoppage, or other concerted refusal to perform work by the employees and that the CSEA shall not encourage, instigate, or condone same.

#### **ARTICLE V: BOARD AND DISTRICT POLICIES, PRACTICES AND REGULATIONS**

1. All District Board policies not expressly supplanted by the terms of this Agreement shall remain in effect subject to the Board's or Superintendent's power to change the same. If any policy, regulation or practice is inconsistent with the express terms of this Agreement, then the terms of this Agreement shall control to the extent inconsistent.

2. Should the Board or Superintendent consider changing, adding or deleting policies, practices or regulations that have a direct effect upon the terms and conditions or employment of employees then, except in an emergency, the CSEA shall receive written notice thereof at least five (5) working days prior to the date the Superintendent submits a recommendation thereon to the Board or, in the event no recommendation is submitted, five (5) working days prior to the date the same is scheduled for formal action by the Board. Upon written request of the CSEA, and absent an emergency, the Superintendent shall meet and consult with the CSEA before submitting a recommendation to the Board, or absent a recommendation, before the Board takes action.

#### **ARTICLE VI: CONFORMITY TO LAW – SAVINGS CLAUSE**

1. If any provision of this Agreement, or the enforcement or performance of any provision of this Agreement, is or shall at any time be contrary to law, then the provision shall not be applicable or performed or enforced, except to the extent permitted by law, and any substitute action shall be subject to appropriate consultation and negotiations with the CSEA.

**ARTICLE VII  
LEGISLATIVE ACTION REQUIRED FOR IMPLEMENTATION  
(PURSUANT TO CIVIL SERVICE LAW SECTION 204-A)**

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

**ARTICLE VIII: PERSONNEL FILES**

Each employee shall have the right, upon request, to review the contents of his/her own personnel file. The review shall be made in the presence of the administrator responsible for the safekeeping of the file.

Privileged information, including confidential credentials and related personal references, shall not be subject to review. If the privileged information be disclosed without the employee's consent to any third person or institution, then the information shall also be furnished to the employee.

**ARTICLE IX: PROBATION AND EVALUATION**

1. The duration of a probationary appointment shall be as required by applicable law.

2. There shall be evaluations of job performance periodically throughout employment. The first evaluation shall take place within five (5) months following the beginning of employment and evaluations shall take place annually thereafter. Evaluations shall include a discussion of an employee's strengths and weakness, and shall include suggestions for improving job performance. The evaluation of office and clerical employees shall be made by the immediate head of a school, department, office or by a central office administrator.

3. Evaluation of employees shall be conducted openly and with full knowledge of the employee, and shall include appropriate suggestions for improvement. Space shall be provided for the employee to sign the evaluation form. The signature of the evaluation form by the employee does not indicate approval or disapproval, but only that a copy was received and read. A written reaction may be appended to the final copy of the evaluation report, which shall be filed at the Personnel Office and distributed to personnel who normally receive copies of the evaluation report. In the event the employee does not sign the evaluation form, the originator of the evaluation report shall indicate that the employee refused to sign the evaluation report. All employee signatures and reactions must be submitted within 10 working days after receipt of the document.

**ARTICLE X: CONSULTATIONS**

Upon written request of either party, meetings shall be held between representatives of the CSEA and the Superintendent or designee to consult on matters of concern to either party. The request shall state the reason for the meeting.

The parties shall consult regarding newly created job titles that fall within the bargaining unit.

**ARTICLE XI: LABOR – MANAGEMENT COMMITTEE**

A Labor-Management Committee shall be established. It shall be composed of four (4) employees, appointed by the CSEA, and four (4) members appointed by the Superintendent of Schools. This committee shall meet six (6) times a year, two (2) hours per meeting. The four representatives will be paid for one (1) hour of each meeting, the other hour of the meeting to be held on the representative's own time.

## ARTICLE XII: GRIEVANCE AND ARBITRATION

The parties declare it to be their objective to encourage fair and prompt resolution of complaints as they arise and to provide orderly procedures for the satisfactory adjustment of complaints.

1. Disputes, complaints, controversies or grievances that there has been an alleged violation of a specific provision of the Agreement shall be processed as follows:
2. Conferences and hearings shall be conducted at a time and place that will afford a fair and reasonable opportunity for all persons entitled to be present to attend. Conferences or hearings shall be held during non-working hours wherever possible. If conferences or hearings are held during working hours, persons entitled to participate shall be excused without loss of pay, and there shall be no interference with school operations.
3. Effective July 1, 2022, a Grievance will be filed at Step I within 30 calendar days of the occurrence of the act complained of, except that, if the Grievance is "against" the person with whom it would ordinarily be filed at Step I, it may be filed at Step II within 30 calendar days of the occurrence of the act complained of. Failure to assert a grievance at the first step within these thirty (30) days shall be deemed abandonment of the grievance. Failure at any step of the procedure to appeal a grievance to the next step within the specified time limits shall be deemed acceptance of the decision rendered at that step. Failure at the first two steps in the procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved to proceed to the next step. The parties may, by mutual written agreement, extend the specified time limits.
4. Steps in the grievance procedure may be by-passed where the position of the person complained against makes a particular step inapplicable; i.e., a complaint against a supervisor shall be initiated at Step II with the Superintendent.
5. A grievant may be represented by the CSEA at any or all steps in the grievance procedure. Nothing shall be construed to prevent any employee from presenting or processing a grievance. Nor shall an employee be denied his/her rights pursuant to applicable Civil Service Laws and Regulations or Civil Rights Law Section 15.
6. The CSEA shall have the right to initiate or appeal a grievance at the request of one or more employees or as a class action on behalf of one or more employees subject to the rights of the grievant. The grievance shall be initiated with the appropriate District representative(s) pursuant to Step I or at Step II .
7. Nothing contained in this Article shall apply to any matter as to which:
  - (1) a method of review is prescribed by Civil Service Laws or Regulations, or
  - (2) the Board of Education is without authority to act.

### STEP I

Effective July 1, 2022, a grievance will be filed at Step I with the grievant's building principal except that, where the building principal is not the grievant's immediate supervisor, it will be filed with the grievant's department head. The grievant will submit the grievance in writing on the District grievance form together with all other relevant data. The building principal, or the department head, will confer with the grievant within five working days of receipt of the grievance. The decision will be noted on the grievance form and the form returned to the grievant within four working days of the conference.

### STEP II

If the grievance is not resolved at Step I, the grievant may appeal to the Superintendent or the Superintendent's designee by submitting the grievance in writing together with the relevant data within five working days of receipt of the Step I decision. The Superintendent or the Superintendent's designee shall confer

with the grievant within five (5) working days or receipt of the written grievance and the relevant data. The Superintendent or the Superintendent's designee shall note his/her decision on the grievance form and return the form to the grievant within six (6) working days.

### **STEP III**

If the grievance is not resolved at STEP II, the CSEA will have 10 business days within which to submit the grievance to arbitration. Arbitration will be invoked by the Association with notice to the Superintendent of Schools to be sent by, at a minimum, certified mail, return receipt requested. Within 10 business days of receipt of the CSEA's written notification that it is invoking arbitration, the Superintendent of Schools or designee will assign the next available arbitrator from the parties' grievance arbitration panel. Arbitration will be conducted before a rotating panel comprised of the following arbitrators: Jacquelin Drucker, Philip Maier and David Stein. Any arbitrator(s) may be removed from the panel by a party upon written notice to the other to be received by that party by not later than December 1 each calendar year. Should this occur, the parties will immediately meet to attempt to agree upon a replacement(s). Failure to agree upon a replacement(s) will not be subject to the grievance or arbitration procedure, PERB or court jurisdiction, or other third party review except that, if the panel contains fewer than two names for one or more months, then a party will have the unilateral option, on written notice to the other, to replace the panel for grievances not then pending with arbitration through the AAA as specified in the 2007-2012 Agreement. Arbitrators will be selected on a rotating basis in alphabetical order and written notification of the arbitrator selected will be sent out on a form to be prepared by the District. Arbitrations will be assigned to arbitrators in the order in which they are received by the Superintendent of Schools. The Superintendent of Schools' assignment of arbitrators will constitute a ministerial act, and will not constitute participation by the District in the arbitration for purposes of preventing the District from filing an application to stay arbitration pursuant to New York Civil Practice Law and Rules Section 7503. If the District elects to file an application to stay an arbitration, it must do so within 20 calendar days after its receipt of the Association's notice of demand for arbitration in accordance with the New York Civil Practice Law and Rules Section 7503. The arbitrator shall submit the decision or award in writing within thirty (30) days after conclusion of the hearing. Copies of the decision shall be sent to the grievant, the CSEA, the Superintendent and the Board. The decision or award of the arbitrator shall be final and binding. The cost of arbitration shall be shared 50% by the District and 50% by the CSEA or the grievant, as the case may be.

The arbitrator shall have jurisdiction and authority to decide whether provisions of this Agreement have been complied with. The arbitrator shall not have jurisdiction or authority to add to, subtract from or alter in any way the provisions of this Agreement.

### **ARTICLE XIII: INSERVICE EDUCATION**

Where the Superintendent requires an employee to attend an in-service course, the District shall pay any required tuition and also pay for time spent attending the course at the employee's regular hourly rate. The District, however, may grant compensatory time within the school year in lieu of payment of the employee's regular hourly rate for the time spent attending the course.

### **ARTICLE XIV: LEAVES**

Employees shall be entitled to the following leaves of absence each year:

#### **1. Personal Business**

Personal business day leave, with pay, shall be granted to all full-time and hourly employees who are regularly scheduled to work five (5) days for fifteen (15) or more hours per week (twelve (12) or more hours per week for school monitors, kindergarten aides and LAP aides) to transact personal business that may not be transacted except on a work day. Personal business leave may not be utilized for vacation, recreation or other employment. Personal leave may be granted for the following reasons:

- (1) Religious Holiday
- (2) Illness in the Immediate Family<sup>1</sup>
- (3) Marriage
- (4) Necessary Court Appearance (other than jury duty)
- (5) Home Title Closing
- (6) Moving

Personal leave for reasons other than those listed may be taken only upon prior written approval of the Superintendent or the Superintendent's designee. There shall be a maximum of four (4) hours of paid leave annually for cancer screening scheduled if needed during regular work hours.

A) Personal Business Days – Full-Time Employees (Twelve (12) Month employees) with more than one (1) year of continuous service shall receive five (5) personal business days, in advance, on July 1<sup>st</sup> of each year. Ten and one half (10 ½) and ten (10) month employees with more than one (1) year of continuous service shall receive four (4) personal business days, in advance, on July 1<sup>st</sup> of each year.

B) Full-time employees with less than one (1) year of continuous service shall earn personal business days on a monthly prorated basis. If the employee uses personal business days before they are earned, the employee shall be docked accordingly. However, if by the end of the school year the employee has not used in excess of his/her yearly allotment, the employee will be paid for each personal business day used for which the employee was docked.

Unused personal business days may be applied to accumulated sick leave.

#### Personal Business Days – Hourly Employees

Hourly employees regularly scheduled to work five (5) days for fifteen (15) or more hours per week (twelve (12) hours or more per week for school monitors and kindergarten aides) shall, after their six month probationary appointment, receive two (2) prorated personal business days on July 1<sup>st</sup> each year. Unused personal business days convert to sick days and may be applied to accumulated sick leave. LAP aides meeting the above criteria (5 days/12 hours) shall also be entitled to this benefit. LAP aides are not entitled to convert unused personal days to sick days.

Personal leaves for manual employees may be denied if, in the opinion of the Superintendent or the Superintendent's designee, the leave will adversely affect District operations.

## 2. Bereavement

Full-time employees with less than one (1) year of employment shall be granted up to three (3) days absence with pay to be deducted from personal business days. All full-time and hourly employees with more than one (1) year of continuous service shall be granted up to five (5) bereavement days for death in the immediate family, including Grandparents, Mother-in-Law and Father-in-Law; and effective June 18, 2018, Grandchild, Aunt, Uncle and Domestic Partner (three (3) paid bereavement days and, if eligible, two (2) days charged to personal business days).

## 3. Jury Duty

Employees shall be granted leave for jury duty on county, state or federal juries. An employee who receives notice to serve as a juror shall promptly advise the Superintendent or the Superintendent's designee by

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<sup>1</sup> "Immediate Family" means spouse, parent (or substitute parent), child, brother, sister, grandparents and in-laws.

providing a copy of the notice. The District may, for a good cause, request that jury duty be deferred if the request is in the District's best interest.

When an employee serves as a juror, he or she shall be paid his/her full salary, and shall turn over to the District any fees or payment received for serving as a juror except traveling expenses and meal money.

#### 4. Sick Leave

Full-time employees shall receive sick leave as follows:

- 12 days sick leave for 12 month personnel
- 11 days sick leave for 10 ½ month personnel
- 10 days sick leave for 10 month personnel

Employees shall earn sick days on a monthly prorated basis. After two (2) years of employment, employees earn four (4) sick days on July 1<sup>st</sup>, and the remaining days on a monthly prorated basis.

Sick leave may only be used for personal illness or, pursuant to Board Policy #6551 (Family and Medical Leave Act), for 30 workdays for: (a) the birth of a child and to bond with the newborn child within one year of birth; or (b) the placement of a child with the employee for adoption or foster care and to bond with the newly placed child within one year of placement. Routine health and dental examinations and other procedures that may be attended to during non-working times shall not be deemed personal illness. Employees may accumulate an unlimited number of sick days. Sick leave may be extended by the Board for prolonged illness but without pay if it exceeds accumulated sick leave.

Hourly employees regularly scheduled to work five (5) days for fifteen (15) or more hours per week (12 or more hours per week for school monitors and/or kindergarten aides) shall, effective at the start of the school year following successful completion of their probationary period, receive four (4) prorated sick days on a prorated basis (one per quarter). Employees may accumulate an unlimited number of sick days. This benefit is not extended to LAP aides.

After three (3) consecutive days of absence or where there is a discernible pattern of absence of less than three days, an employee may be required to furnish a doctor's note. Effective July 1, 2022, a doctor's note can also be required if the employee is exhibiting a pattern of absences on the first or last days of the employee's regularly scheduled workweek or the days immediately before or after a holiday or vacation period. For these purposes, a "pattern" will consist of an employee who, during their employment or over the previous 18 months, is at or exceeding the average number of absences for the Unit on the first or last days of the employee's regularly scheduled workweek or the days immediately before or after a holiday or vacation period.

In all cases of absence in excess of five (5) consecutive working days, the Superintendent or the Superintendent's designee may require, as a condition of returning to work after injury or illness, that an employee submit a doctor's statement certifying readiness to return to work. In addition, the District, at its option, may also require a certificate after three (3) days if the examination is made by the District's doctor or at the District's expense.

If an employee has five (5) or more days of unexcused absences, whether or not contiguous, he/she may be required to attend an internal administrative hearing before the Superintendent or the Superintendent's designee, together with CSEA representation, at which the employee shall have the right to explain him/herself; following which, at the discretion of the Superintendent (or his/her designee), the employee may be suspended for no more than thirty (30) days without pay and, upon a second offense within eighteen (18) months, may be terminated. The determination of the Superintendent (or his/her designee) shall be final and not subject to review in any forum. In addition, if three (3) or more days of unexcused absences, whether or not contiguous, occur before or after holidays or weekends, the employee shall be subject to the same discipline as above. The District does not hereby waive its

rights pursuant to Civil Service Law Section 75. This is an additional remedy to that available pursuant to Civil Service Law Section 75. Excused absences include: pre-approved personal business days, bereavement days, jury duty days, vacation days, sick days with a medical doctor's note or any other excused absence pre-approved by a central office administrator.

5. Job Injury

Employees absent because of injury arising out of and in the course of employment shall be granted sick leave with full salary, which shall not exceed accumulated sick leave. Any Workers' Compensation received by an employee who is on sick leave shall be returned to the District, and the money shall be converted into unused days of sick leave and credited to accumulated sick leave.

6. Childcare Leave

Childcare leave of up to one (1) school year shall be granted to all full-time employees without pay or salary increments. Leaves of this type may be extended in special circumstances, upon the recommendation of the Superintendent and the approval of the Board of Education.

7. Leave (Absence Without Pay)

The District shall grant a leave of absence without pay or salary increment of up to one (1) year for the purpose of caring for a sick member of the immediate family or for care of a dependent child where required, in the event of the death of a spouse. Additional leave may be granted at the discretion of the Superintendent.

8. Pre-FMLA Leave

a. Employees who have a Serious Health Condition (as that term is defined in the FMLA and its implementing regulations) including, but not limited to, any period of incapacity due to pregnancy or following the birth of a child, may use up to a maximum of 30 accrued, unused sick days prior to beginning FMLA leave ("Pre-FMLA Leave").

b. For purposes of Pre-FMLA Leave, a mother will be deemed to be recovering from childbirth for six calendar weeks following a vaginal delivery or eight calendar weeks following a caesarian section. For any other Serious Health Condition, including additional recovery time from childbirth, adequate medical documentation, in the sole and non-grievable judgment of the Superintendent, must be provided.

c. Mothers who deliver a baby during the summer recess, and who are not otherwise scheduled to work during the summer recess, may use Pre-FMLA Leave (up to a maximum of 30 sick days) for that portion of their recovery from childbirth, if any, that overlaps with the beginning of the following school year. For employees beginning pre-FMLA Leave during the school year, and who do not work during the summer recess, pre-FMLA Leave will end when the school year ends.

d. No employee will be required to take Pre-FMLA Leave prior to the commencement of FMLA Leave.

e. Pre-FMLA Leave may not be used: (1) to bond with a child; (2) to care for a spouse, child or parent who has a Serious Health Condition; (3) or any other purpose except as specified above.

9. FMLA Leave

a. FMLA leave will be unpaid except in those circumstances, described below, in which an employee may use their sick, vacation and/or personal leave (accruals), if any, to which he/she is entitled pursuant

to this Agreement concurrently with FMLA leave. Accruals may only be used, and will be paid, consistent with this Agreement. Thereafter, FMLA leave will be unpaid.

b. Leave for Birth and Bonding

The right to take FMLA leave applies equally to all eligible employees. Therefore, a parent can take family leave for: (i) the birth of a child and to bond with the newborn child within one year of birth; or (ii) the placement of a child with the employee for adoption or foster care and to bond with the newly placed child within one year of placement. An employee taking FMLA leave for these reasons may use up to 30 workdays of accruals concurrently with the FMLA leave.

c. Serious Health Condition

An employee may use any unused accruals concurrently with any FMLA leave due the employee's own serious health condition.

If a mother is still recovering from childbirth after using the Pre-FMLA Leave, if any, to which she is entitled (and chooses to use), the mother may use accruals, if she has any, during any period of recovery from childbirth. This is prior, and in addition, to the up to 30 workdays of accruals that she may use to bond with the newborn child within one year of birth. For these purposes, a mother will be deemed to be recovering from childbirth for six calendar weeks following a vaginal delivery or eight calendar weeks following a caesarian section. Thereafter, medical certification must be provided.

d. The Board of Education may authorize the use of accruals concurrently with FMLA leave in other situations.

10. Notwithstanding the Public Employment Relation Board's decision in *City of Cohoes*, 31 PERB ¶ 3020 (1998), nothing in paragraphs "8" and "9" and/or Board Policy # 6551 will be construed to convert any nonmandatory subject of bargaining into a mandatory one.

11. In the event that any provision of paragraphs "8" and "9" or Policy # 6551 is finally determined by a court or body of competent jurisdiction to be invalid or otherwise unenforceable, the remaining provisions will remain in full force and effect and the parties will negotiate a replacement that is substantially equal in monetary value to the bargaining unit member and cost to the District. However, notwithstanding *Cohoes*, nothing in this paragraph will require the District to negotiate over a nonmandatory subject of bargaining.

## ARTICLE XV: ATTENDANCE INCENTIVE

1. Full-Time Employees

If, as of July 1<sup>st</sup> of any year, a full-time employee has used (during the previous school year) no more than six (6) sick and/or personal business days, the employee may sell back excess sick/personal business days accrued during the prior year at the rate of one (1) for three (3) provided the employee has no less than 180 days to total accrued sick days remaining.

2. Hourly Employees

Hourly employees shall receive an attendance bonus at the end of each full school year worked, as follows:

No days out	5 days pay
1 Day out (excused or unexcused)	3 days pay
2 Days out (excused or unexcused)	2 days pay
More than 2 days out	No Bonus Pay

Note: Any part of a day equals one (1) day.

All hourly employees hired on payroll between July 1<sup>st</sup> and December 31<sup>st</sup> and who remain on payroll through the end of their scheduled work year shall be eligible for the attendance bonus on July 1<sup>st</sup>. All hourly employees hired on payroll between January 1<sup>st</sup> and June 30<sup>th</sup> and who remain on payroll through the end of the following full scheduled work year shall be eligible for the attendance bonus the following July 1<sup>st</sup>.

#### **ARTICLE XVI: DISABILITY INSURANCE**

The District shall provide disability benefits, equivalent to the benefits provided pursuant to the New York State Disability Law, to its full-time employees and to hourly employees whose regularly scheduled hours per week equal or exceed those required for them to be eligible for health insurance coverage, at no cost to the employee.

Employees will be required to use their accumulated sick days prior to receiving disability benefits. After employees have exhausted their accumulated sick days, they will be entitled to receive disability benefits equivalent to the disability benefits pursuant to New York State Law. Employees who do not have any accumulated sick leave will not receive any benefits until seven (7) consecutive calendar days have passed.

#### **ARTICLE XVII: INSURANCE**

Employees may participate in the life insurance and/or accident insurance programs, provided that the full cost of participation is at employee's expense and the insurance carrier is approved by the Board.

#### **ARTICLE XVIII: HOLIDAYS**

Employees shall be granted 16 paid holidays as follows:

Independence Day*	Christmas Day	Memorial Day
Labor Day	New Year's Eve	Juneteenth
Columbus Day	New Year's Day	
Veterans Day	Martin Luther King, Jr. Day	
Day Following Thanksgiving	Lincoln's Birthday	
Thanksgiving Day	Washington's Birthday	
Christmas Eve	Good Friday	

When Columbus Day, Veterans Day, Lincoln's Birthday or Washington's Birthday falls on a school day, it will be rescheduled to a day when school is not in session and that is mutually agreeable to both the CSEA and the Superintendent.

\*Ten (10) and ten and one-half (10 ½) month employees are not entitled to Independence Day.

Holidays that fall on a Sunday shall be celebrated the following day. Should a holiday fall on a Saturday, a District-wide compensatory day off shall be granted. The compensatory day shall be designated upon mutual agreement for all employees, except those who are required by regularly scheduled District operation to work on the compensatory day. The compensatory day for the latter group of employees shall be designated upon mutual agreement. An employee required to work on the compensatory day due to a non-scheduled District operation shall be paid for that day, plus time and a half for the hours worked in lieu of another compensatory day.

#### **HOLIDAY PAY – HOURLY EMPLOYEES**

Hourly employees regularly scheduled to work five (5) days for fifteen (15) or more hours per week (twelve (12) or more hours per week for school monitors and/or kindergarten aides) shall, after their first full school

year\* of employment (effective June 18, 2018, after their six month probationary period), be eligible during each subsequent full year of employment, for pay for the following holidays:

- |                            |                             |
|----------------------------|-----------------------------|
| Thanksgiving Day           | Christmas Day               |
| Day Following Thanksgiving | New Year's Day              |
| Memorial Day               | Martin Luther King, Jr. Day |

This benefit is not extended to LAP aides.

The pay for each holiday shall be the employee's hourly rate times the number of hours worked per day.

**ARTICLE XIX: HEALTH PLAN**

1. Employees shall be permitted, except as provided herein, to participate in the State Health Plan pursuant to the rules and regulations of the New York State Department of Civil Service, Health Insurance Section, Albany, New York. Notwithstanding the foregoing, the District has the right to change health insurance carriers provided that, thirty (30) days prior to the decision to make the change, notice is given to the CSEA. Any change may be made only if the benefits and the level of benefits for employees provided by the new plan are the same as the benefits pursuant to the New York State Plan at the time of notice of withdrawal from that plan was given, except that the District is not obligated to provide a plan that has a participating provider benefit.

2. Contributions by the District for the classes of employees presently covered by the State Health Plan shall be eighty-five (85%) for individual coverage, and eighty percent (80%) for family coverage. The District's contribution toward individual and family coverage for all employees hired on or after June 24, 2015 shall be 77.5%. These percentages are in relation to the premium cost of the New York State Health Plan.

3. All employees who work twenty (20) hours a week or less shall not be eligible for health insurance. All people employed before January 1, 1983 who presently receive health insurance shall continue to receive health insurance as long as they continue to work at least twenty (20) hours per week.

4. If two persons are currently receiving (or are eligible to receive) family health insurance benefits through the District, only one shall be permitted to continue to receive family level coverage.

5. All employees who work more than twenty (20) hours but less than full-time (full-time is defined as: clerical 35 hours per week, manual [custodial, maintenance, transportation, groundskeepers, audio-visual, security] 40 hours per week, nurses 32 ½ hours per week, teacher aides 30 hours per week, school assistants 32 ½ hours per week), shall not be entitled to health insurance until they have worked one full year or, effective June 18, 2018, a shorter period if required by law.

6. Retirees shall be entitled to the same health insurance benefits upon the same conditions, including the District paid percentage of the health insurance premiums, as provided to active employees.

7. Notwithstanding the above, upon retirement, employees hired after July 1, 1988 shall be entitled to health insurance paid for by the District in the following percentage:

Number of Years In Levittown School District	District Contribution for Individual Coverage	District Contribution for Family Coverage
-----	-----	-----
10-14	50%	35%
15-19	60%	45%
20-24	70%	60%
25-29	80%	70%

30 or over; retiring on or prior to 7/1/10	90%	80%
30 or over; retiring after 7/1/10	85%	85%

8. The District will continue to provide health insurance to retirees who were hired prior to July 1, 1988 on the same terms, and with the same contribution rates, as it has previously done. For purposes of this Article XIX, employees “retire” by: (1) separating from District employment; and (2) being approved to receive retirement benefits from the New York State Employees’ Retirement System (New York State and Local Retirement System).

9. Employees covered by another health insurance plan through a spouse or other family member may forego coverage pursuant to the District’s health insurance plan. An employee who was opted out as of June 18, 2018 and who had coverage for three consecutive years prior to giving up that coverage will be compensated at the end of one year without coverage in a gross amount equal to forty percent (40%) of the premium saved by the District.

10. All employees employed prior to July 1, 1988 who were not covered by District-provided health insurance on July 1, 1988 are not entitled to this benefit until they have completed three (3) years in either family or individual coverage. All full-time employees hired after July 1, 1988 must be employed for six (6) months before they can forego individual coverage pursuant to this section, or must have family coverage for three (3) years to be eligible for payment.

11. All eligible hourly employees hired after July 1, 1988 have to be enrolled in the District’s health insurance plan for three (3) years, whether family or individual, before they are eligible for this benefit.

12. All buyouts will cover the period January 1 to December 31 and the employee may only return to the plan during the 12 month period due to a legally cognizable qualifying event. Any employee who is not opted out as of June 18, 2018 may give up family or individual coverage and be compensated at the end of one year without coverage in a gross amount of \$2,500. Any employee who is opted out as of June 18, 2018 will continue to receive the preexisting payment, provided that the employee remains eligible to receive the payment of 40% of the premium saved by the District.

**ARTICLE XX: SUPPLEMENTAL BENEFITS**

The District shall contribute to the supplemental benefit fund for a dental plan and other fringe benefits as may be determined by the CSEA an amount not to exceed the following:

Effective July 1, 2022: \$610,287

Effective July 1, 2023: \$622,492

Effective July 1, 2024: \$634,942

Effective July 1, 2025: \$647,641

All employees hired after July 2, 2018 will, through a payroll deduction, pay 25% of the EBF premium. In addition, no part-time (regularly scheduled to work 20 or less hours per week) employee hired after July 2, 2018 will be eligible for vision benefits through the EBF.

**Supplemental Benefits Provided by CSEA**

**Pre 5/21/1998 employment date**

Full-time and hourly (regularly scheduled to work over 20 hours per week) including retirees:

- No waiting periods
- Equinox Dental Plan
- Platinum 12 Plus Vision Plan
- Life Insurance (active employees only)

Part-time regularly scheduled to work minimum 10 hours (maximum 20 hours) per week:

- One year waiting period
- Platinum 12 Plus Vision Plan – individual coverage only

Post 5/21/1998 employment date

Full-time and hourly (regularly scheduled to work over 20 hours per week):

- Six (6) month waiting period for full-time and one (1) year waiting period for part-time employees
- Sunrise Dental Plan
- Silver 24 Vision Plan

Part time regularly hired before June 18, 2018 scheduled to work minimum 10 hours (maximum 20 hours) per week:

- One (1) year waiting period
- Silver 24 Vision Plan – individual coverage only

LAP aides and employees working less than ten (10) hours per week, substitutes, and all others: no supplemental benefits.

**ARTICLE XXI: RETIREMENT**

The District shall cover employees for retirement pursuant to the laws pertaining to the New York State Employees' Retirement System. The District shall provide the New York State 75i Retirement Plan. Eligible employees are extended the benefits of Option 41-j of the New York State Retirement Plan.

**ARTICLE XXII: PAYDAYS**

1. The District shall establish paydays on the 15<sup>th</sup> and the last day of each month. If any payday falls on a holiday, the employees shall be paid on the last workday before the holiday. Overtime pay shall be paid in the same manner as regular salary.

2. Upon notice, the District shall correct an error in an employee's paycheck in two (2) working days.

3. When school is in recess, paychecks will be provided in the normal fashion.

4. Payment in advance of any designated payday shall not be made. If schools are closed on payday, or the employee is not in attendance, the next work day shall be designated as the payday.

5. Effective June 18, 2018, employees who are paid over 20 pay periods will have the option to elect to be paid over 24 pay periods. If an employee elects to be paid in 24 installments, the additional four installments will be paid on the last pay day of June.

7. Teacher aides, school monitors, registered nurses and licensed practical nurses shall be paid on the teacher payday schedule. They shall receive a written salary statement that shall set forth the annual salary for the ensuing year.

8. Hourly employees regularly scheduled to work five (5) days per week, fifteen (15) or more hours per week (12 or more hours per week for school monitors and/or kindergarten aides) shall be placed on a prorated contractualized salary schedule. The salary schedule can be found on separate salary supplements.

### ARTICLE XXIII: ADVANCEMENT ON SALARY SCHEDULE

Employees in twelve (12) month, ten and one-half (10 ½) month and ten (10) month positions appointed to regular full-time employment before January 1<sup>st</sup> of any year shall be eligible for recommendation and appointment to the next higher salary step on the following July 1<sup>st</sup>. Employees appointed to regular full-time employment between January 1<sup>st</sup> and June 30<sup>th</sup> will receive salary steps on the second following July 1<sup>st</sup>. All employees appointed to regular full-time employment shall receive longevity steps on July 1<sup>st</sup> based on years of service counted from the July 1<sup>st</sup> on which they received their first salary step.

### ARTICLE XXIV: SALARY INCREASES

#### A. Salary Schedules

1. Separate salary schedules for employees hired on or before May 21, 1998 and after May 21, 1998 are set forth in Exhibit "A." These salary schedules include the following percentage increases:

- i. Effective July 1, 2022: a 2% increase from the schedule that was in effect for July 1, 2021-June 30, 2022.
- ii. Effective July 1, 2022, an additional 2% increase from the schedule that was in effect for July 1, 2021-June 30, 2022 only for the titles licensed practical nurse, registered nurse, teacher aide (I), teacher aide (II) and bus attendant.
- iii. Effective July 1, 2023: a 2% increase from the schedule that was in effect for July 1, 2022-June 30, 2023.
- iv. Effective July 1, 2024: a 3% increase from the schedule that was in effect for July 1, 2023-June 30, 2024.
- v. Effective July 1, 2025: a 3% increase from the schedule that was in effect for July 1, 2024-June 30, 2025.

2. Effective July 1, 2022, "Cleaners," "Clerical" and "Laborer" on the post-May 21, 1998 hourly salary schedule will be paid \$17 per hour on Steps "1" through "9."

#### B. Other Salary Provisions

1. Effective July 1, 2022, all employees whose shift begins between 11:00 A.M. and 3 P.M., and who have been approved in writing to work that shift by the Director of Facilities, will be paid \$375 (prorated and paid biweekly for time actually worked) above their annual base salary.

2. Effective July 1, 2022, Working Section Chiefs will be paid a stipend (prorated and paid biweekly for time actually worked) of \$2,000 above their annual base salary.

3. All persons hired as substitutes prior to 5/21/98 who continue as substitutes into subsequent years shall be paid on the pre 5/21/98 salary schedule. All pre 5/21/98 substitute employees who are appointed to either regular part-time or full-time positions in any capacity or title shall be paid on the applicable post 5/21/98 salary schedule and be subject to all other terms and conditions applicable to post 5/21/98 employees.

4. All full-time employees and part-time employees employed prior to 5/21/98 who remain in continuous employment with the District, and who change job titles in their respective positions (i.e., part-time to part-time or full-time to full-time), in subsequent years, shall be treated as pre-5/21/98 employees. The change shall be treated as a lateral move pursuant to the terms and conditions of the pre-5/21/98 contract. This benefit does not apply to employees moving into a position of hourly bus driver. All pre-5/21/98 part time employees who are appointed to full-time positions after June 10, 1998 will be placed on the applicable Step of the post-5/21/98 salary schedule where their full time hourly rate equals or exceeds the hourly rate they were making as a pre-5/21/98 part time employee, but will be subject to the terms and conditions applicable to post-5/21/98 employees.

5. **Prior Service in Title as Part-Timer**

Upon being hired as a full-time employee, those previously employed part-time by the District in the same title will be given credit for that part-time service in title on a prorated basis and rounded down.

6. **Prior Experience**

Where, in the sole judgment of the Superintendent or designee, an employee's experience prior to being hired by the District warrants it, and subject to the approval of the Board via a duly adopted resolution, the Superintendent or designee may (but is not required to): (i) place a new hire on any step above step 1; or (ii) advance an existing employee who has already begun working to any higher step. However, prior to placing on the Board's agenda a proposal to advance any employee who has already begun working to any higher step, the Superintendent or designee will consult with the Unit President. On or after January 2, 2026, if the Union makes a written request, the Superintendent or designee will meet and confer with the Union regarding any concerns it may have regarding the District's implementation of this paragraph "6."

7. **Direct Deposit**

Employees will participate in direct deposit of paychecks and provide the relevant bank account information to the District. The District will provide access to electronic and paper paystubs in accordance with applicable law. An employee who does not have a bank account will open one, even if solely for the purpose of participating in direct deposit of paychecks.

**ARTICLE XXV: VACATIONS**

1. Twelve (12) month, full-time employees shall be granted summer vacations as set forth below. Vacation pay shall be in accordance with the years of service completed as of July 1<sup>st</sup> of a given year.

Per Diem or hourly paid employees are not entitled to the benefits set forth in ARTICLE XXV.

**VACATION TIME (employees hired before 5/21/98)**

Less than six (6) months service	FIVE DAYS
More than six (6) months, less than one (1) year	TWO WEEKS
After one (1) year service	TWO WEEKS
After two (2) years' service	TWO WEEKS
After three (3) years' service	THREE WEEKS
After four (4) years' service	THREE WEEKS
After five (5) years' service	FOUR WEEKS
After twenty (20) years' service	TWENTY THREE DAYS

**VACATION TIME (employees hired after 5/21/98)**

Less than six (6) months	FIVE DAYS
More than six (6) months, less than one (1) year	TWO WEEKS

After one (1) year service	TWO WEEKS
After two (2) years' service	TWO WEEKS
After three (3) years' service	TWO WEEKS
After four (4) years' service	TWO WEEKS
After five (5) years' service	THREE WEEKS
After ten (10) years' service	FOUR WEEKS

During an employee's first year of employment, vacation will be prorated as of July 1 following date of hire, provided that the probationary period has been satisfactorily completed.

**VACATION PAY: for Death Benefit, Termination, Retirement; etc.  
(Employees hired before 5/21/98)**

Less than six (6) months	NONE
More than six (6) months, less than one (1) year	.833 days/month not to exceed 5 days
After one (1) year service	.833 days/month not to exceed 10 days per year
After two (2) years' service	.833 days/month not to exceed 10 days per year
After three (3) years' service	1.25 days/month not to exceed 15 days per year
After four (4) years' service	1.25 days/month not to exceed 15 days per year
After five (5) years' service	1.66 days/month not to exceed 20 days per year
After twenty (20) years' service	1.92 days per month not to exceed 23 days per year

**VACATION PAY: for Death Benefit, Termination, Retirement; etc.  
(Employees hired after 5/21/98)**

Less than six (6) months	NONE
More than six (6) months, less than one (1) year	.833 days/month not to exceed 5 days
After one (1) year service	.833 days/month not to exceed 10 days per year
After two (2) years' service	.833 days/month not to exceed 10 days per year
After three (3) years' service	.8333 days/month not to exceed 10 days per year
After four (4) years' service	.8333 days/month not to exceed 10 days per year
After five (5) years' service	1.25 days/month not to exceed 15 days per year
After ten (10) years' service	1.66 days/month not to exceed 20 days per year

Employees who are hired above the first step or employees who are placed on a lower step as a result of a new job title or transfer shall be granted summer vacations and be paid in accordance with the length of service in the District.

Employees who are granted three or four weeks' vacation may be required to take either one or two weeks<sup>2</sup> of their vacation during the school year upon approval of their immediate supervisor or the Superintendent or the Superintendent's designee.

Twelve (12) month manual employees may be required to schedule their vacation during the summer months or other times when school is not in session.

Manual employees not scheduling summer vacation prior to May 31 may have their vacation time assigned by their immediate supervisor, the Superintendent, or the Superintendent's designee.

All employees having unused vacation days remaining as of February 28<sup>th</sup> must schedule same by March 1<sup>st</sup>, or same may be assigned by their immediate supervisor, the Superintendent, or the Superintendent's designee.

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<sup>2</sup> Office and clerical employees may be required to take one week of their vacation during the school year upon approval of their immediate supervisor or the Superintendent or the Superintendent's designee.

Twelve (12) month bus drivers may be required to schedule their vacation during the summer months and/or when bus drivers are not otherwise needed during the school year.

2. Vacation payments shall be made after an employee has earned his/her vacation.

Should an employee become hospitalized while on vacation, the employee shall be granted additional vacation time equal to the number of vacation days lost as a result of the hospitalization, provided that the employee has accumulated sick leave in that amount, in which event the accumulated sick leave shall be reduced accordingly. Upon proof that an employee while on vacation experienced a death in the "immediate family" as defined in ARTICLE XIV, 1, (b), the employee shall be granted additional vacation time to the extent of the employee's entitlement pursuant to ARTICLE XIV, 2, Bereavement, and the entitlement shall be reduced accordingly.

Vacation pay earned by a deceased employee, including vacation days earned during the previous year that had not been taken, shall be paid to the estate or family.

### **Recess Days**

Office and clerical employees employed for either twelve (12), ten and one-half (10 ½) or ten (10) months and full time ten (10) month bus drivers shall be granted the teacher recess periods (presently Winter Break, February break and Spring Break, and subject to change as the teacher calendar may be changed) with pay.

Manual employees employed for twelve (12) months shall be granted three (3) recess days with pay.

All recess days shall be taken during the Christmas, February and/or Easter recesses.

3. The District shall pay employees vacation pay due them at the time of termination of employment provided the termination is not for misconduct.

## **ARTICLE XXVI: ASSAULT ON EMPLOYEES**

An assaulted employee shall submit a written report within two (2) days, or as soon as possible thereafter, of any assault suffered by the employee in connection with the employee's employment and shall submit a signed report to the Superintendent. The Superintendent shall immediately cause an investigation to be made and, on the basis of the investigation, shall take the action that the Superintendent deems appropriate. Upon request of the assaulted employee, the attorney for the District shall inform the employee of his/her rights pursuant to the law.

## **ARTICLE XXVII: RIGHTS OF THE ASSOCIATION**

1. **Meetings**

The CSEA may utilize school facilities for meetings, provided that the meetings are held after school hours, the use of the school facility has been approved in advance by the building principal, and the meeting does not conflict with other school activities.

2. **Conferences of Employee Organizations**

The Superintendent or the Superintendent's designee may approve time off with pay for CSEA representatives while attending conferences or conventions. If approved, this time off shall not be charged as days of personal leave. The District shall not, however, reimburse the expenses of the representatives.

### 3. Release Time and Union Telephone

The President of the CSEA shall be entitled to one paid hour each day to devote to CSEA–District business, with a written schedule provided in advance, and shall have a separate telephone extension at the District's expense.

## ARTICLE XXVIII: MISCELLANEOUS

1. The District agrees to provide seniority lists for hourly employees to the CSEA.
2. Whenever a school building is in use by a group of students or a community group, a Custodian shall be present.
3. The District and the CSEA agree that they will participate and cooperate in meetings of the Safety Committee.
4. Employees shall not be required to use their personal autos for District business.
5. Emergency School Closings (Inclement Weather)

Office and Clerical Employees and bus drivers shall report to, and remain at, work, unless advised by central office administration at management's discretion to leave early, but time lost must be made up within ten (10) business days or, if available, will be charged to personal leave or vacation (otherwise the employee will be docked pay).

In the event the District is closed because of inclement weather, and the clerical staff is directed by the Superintendent not to report to work, then manual employees who must report to work shall be given a compensatory day off for each day school is closed due to inclement weather. The compensatory day(s) shall be determined by the District after review with the CSEA. Some employees may be designated by Central Administration to receive alternate compensatory day(s). Manual Employees will have the option to receive overtime at time and one-half their regular hourly rate instead of compensatory days off when the District is closed due to a snow emergency and they are directed to report for duty.

6. The District shall have the right to hire hourly laborers. Hourly laborers shall not regularly work more than (20) hours per week.
7. Electronic timekeeping (swipe cards) will be used by all employees when clocking "in" and "out" both at the beginning and end of shifts, and for breaks when employees leave the premises. Part-time, hourly and substitute employees may be required to use electronic time keeping even if not required for other groups of employees. Maintenance, Grounds and Security employees will log "in" and "out" as directed at each building.
8. Compensatory Time:

No employee is to work any hours other than those scheduled, without prior administrative approval. Any permanent changes in schedules or overtime (whether below or above 40 hours per week) require authorization from the Assistant Superintendent for Human Resource. Employees who are authorized by their designated supervisor to work extra hours will be paid for these hours. If any employee wishes to take compensatory time off on a 1:1 basis up to 40 hours per week, or a 1.5:1 basis over 40 hours per week (exclusive of sick, vacation or holiday pay/time) in lieu of payment, the following two (2) conditions will apply:

- (1) Prior administrative approval is required.
- (2) The time must be used within ten (10) days of the date earned, and the scheduling is subject to administrative approval.

9. All employees required to operate a vehicle in connection with their employment shall be subject to the same drug and alcohol testing provisions applicable to those holding CDL licenses.

10. EAP Program

a. The District has the discretion to select a provider ("the Provider") and has advised the Union that it currently intends to select the Long Island Council on Alcoholism and Drug Dependence, Inc./Open Arms EAP to provide an employee assistance program ("the EAP Program") to employees and their families. The District will consult with CSEA prior to changing providers.

b. The District's interest in the personal concerns of employees is strictly limited to their actual or potential effect on the employee's work performance.

c. The District agrees that any contract with the Provider will include a requirement that the Provider will: (i) provide each participant with identification/assessment services related to alcohol, other drug use and mental health concerns plus up to four outpatient sessions post-assessment; and (ii) refer participants requiring ongoing counseling sessions, specialized treatment or medical care to appropriate screened treatment resources. Fees for professional services provided by professionals other than the Provider will be the responsibility of the participant and/or his/her group health plan or other benefit programs, as applicable.

d. An employee may choose to participate in the EAP Program on his or her own or at the recommendation of the District. Participation in the EAP Program is voluntary. The District agrees that any contract with the Provider will include a requirement that the Provider maintain confidentiality consistent with Federal and State regulations, unless a consent to release information has been signed by the employee. However, nothing will prevent the Provider from providing the District with information about the EAP Program and/or its participants so long as it is anonymous and/or aggregated in such a manner as to protect a participant's confidentiality.

e. The District retains the right to undertake any disciplinary action as provided in this Agreement and/or by applicable law, rule or regulation, regardless of whether the employee has participated, or is participating, in the EAP Program. The decision to seek or not seek assistance through the EAP Program will not be a basis to discipline an employee. However, the District may take into consideration an employee's participation in the EAP Program to address any circumstance or problem for which the EAP Program is appropriate in determining whether, and to what degree, disciplinary action is appropriate or necessary.

f. The CSEA will pay the District \$700 no later than November 1, 2021 to cover a portion of the cost of providing the EAP Program.

g. This paragraph 10 will sunset and have no further force or effect after October 31, 2022 unless it is extended by written agreement executed by both parties and ratified by the Board of Education via a duly adopted resolution by no later than September 30, 2022.

## **ARTICLE XXIX: OFFICE AND CLERICAL EMPLOYEES**

### **1. PRIOR EXPERIENCE**

Hourly or per-diem employees, either substitute, temporary or regularly assigned, who become full-time employees, shall receive prior experience credit at the rate of one (1) step on the salary schedule, but not to exceed two (2) steps, for each one (1) year FTE of work performed as an employee.

## 2. JOB TITLES, DESCRIPTION & OPENINGS

Employees shall not perform out-of-title work without the prior written approval of the Superintendent or the Superintendent's designee. All full-time unit job openings shall be posted in each building and a copy sent to the Unit President.

## 3. ASSIGNMENT, PROMOTION, TRANSFER AND TERMINATION

(1) The Superintendent or the Superintendent's designee may, at their discretion, assign or transfer employees to any school, department, office or other area in the District. The Superintendent shall consider the recommendations or administrators and the desires of employees, including seniority in the job classification in question, in making transfers and job assignments.

(2) Full-time permanent and provisional employees promoted or reclassified in accordance with Civil Service Rules and Regulations, or transferred to a higher paying job title, shall be placed, by lateral move, on the appropriate salary schedules. There will be no loss of accumulated sick leave or vacation entitlement.

(3) Effective July 1, 2022, employees directed in writing by the Superintendent, the Assistant Superintendent for Business and Finance or the Assistant Superintendent for Human Resources to work in a higher paying job title for a continuous period of 10 workdays will, beginning with the 11th workday, be paid at the rate of the higher paying job title.

### (4) TERMINATION

(A) Where reasonably possible and absent unusual circumstances, employees who have been employed in the District for one (1) year or more shall be sent written notice of termination of employment (except termination for cause) by April 15<sup>th</sup>.

(B) Where such written notice is not reasonably possible or where unusual circumstances have intervened, written notice of termination shall be sent at least thirty (30) days in advance of termination.

(C) Employees sent termination notice as set forth in (a) and (b) above may be reassigned to do work during the period following notice. This work may be at different locations within the District and outside of job classification if, in the opinion of the administration, work is not available within the job classification, but the relocation or out-of-classification assignment shall be at the rate of pay for the employee's regular job classification.

Except for employees in the civil service whose rights are governed by applicable law, the District shall endeavor to follow seniority for purposes of layoff within each job classification so that the last person hired in each classification shall be the first to be let go provided that, in the opinion of the Superintendent of Schools, the senior employee has skills for the performance of the remaining jobs equal to those of the junior employee.

## 4. TELEPHONE REIMBURSEMENT

Upon prior approval of the principal, employees who volunteer may call substitute teachers from home. These employees shall be reimbursed as follows:

(1) Eleven dollars (\$11.00) per month if employed in a school with a faculty and staff of twenty-four (24) persons or less.

(2) Seventeen and one-half dollars (\$17.50) per month if employed in a school with a faculty and staff of twenty-five (25) to forty-nine (49) persons.

(3) Twenty-three dollars (\$23.00) per month if employed in a school with a faculty and staff of fifty (50) or more persons.

(4) The amount due shall be paid in two (2) equal installments on the last working day in the months of January and June.

5. TERMINATION AND LAYOFF – NON COMPETITIVE AND LABOR CLASS EMPLOYEES

After termination or layoff, non-competitive class employees with less than five (5) years of continuous service and labor class employees may appeal to the Superintendent of Schools, or the Superintendent's designee, whose determination shall not be subject to further review in any forum.

6. WORK YEAR, WORK DAY AND OVERTIME PAY

The work year shall be:

- (1) Twelve,
- (2) Ten and one-half (10 ½) months,
- (3) Ten (10) months.

The work year for twelve (12) month employees shall begin July 1 and terminate on and include June 30 of each school year.

The work year for ten and one-half month (10 ½) employees shall begin on September 1 and terminate on and include June 30 of each year and, in addition, each employee shall work a total of eleven (11) days during July and August.

The work year for ten (10) month employees shall begin on September 1 and terminate on and include June 30 of each school year.

The customary work week shall consist of thirty-five (35) hours (excluding lunch), and the customary work day shall consist of seven (7) hours (excluding lunch). Employees shall be entitled to a daily lunch period of one (1) hour, and one fifteen (15) minute coffee break each day. From July 1 through August 31, full-time clerical personnel shall be required to work a 32 ½ hour week (excluding lunch). From July 1 through August 31, full-time Clerical and Office employees will work four and one-half hours on Fridays.

The District may require that employees work in excess of seven (7) hours per day or thirty-five (35) hours per week. In this event, employees will be paid overtime at time and one-half the regular rate of pay for hours actually worked only when so required by the Fair Labor Standards Act. Vacation leave days, personal business leave days and recess periods will be considered hours actually worked. Notwithstanding the last two sentences, overtime will be paid for hours actually worked on days on which school is closed due to a snow emergency.

Employees working a ten (10) or a ten and one-half (10 ½) month work year and who are required to work prior to September 1 and after June 30 shall be paid therefore at a rate of 1/228<sup>th</sup> of their ten (10) month annual salary for each additional day worked. Administrators shall endeavor to schedule additional work continuously.

7. PAYROLL SUPERVISOR

The Payroll Supervisor will be classified as an Office and Clerical Employee and the terms and conditions of employment for the Payroll Supervisor will be those of Office and Clerical Employees. At each step (*i.e.*, Steps

one through 10), the Payroll Supervisor's salary will be \$5,000 higher than the Assistant Payroll Supervisor's. The Payroll Supervisor will be eligible for the same 15, 20, 25 and 30 year longevities as the Assistant Payroll Supervisor.

### **ARTICLE XXX: MANUAL EMPLOYEES**

#### **1. ASSIGNMENT, PROMOTION, TRANSFER AND TERMINATION**

(1) All openings for full-time unit promotional positions and other full-time positions shall be posted in each building, and a copy sent to the Unit President.

It shall be the guiding philosophy that the interests of the school system are best served by obtaining the most qualified person available to fill each position. When, in the opinion of the Board of Education, all factors are substantially equal, preference will be given to qualified applicants employed in the District.

(2) Full-time permanent and provisional employees promoted or reclassified in accordance with Civil Service rules and regulations or transferred to a higher paying job title shall be placed, by lateral move, on the appropriate salary schedules. There shall be no loss of accumulated sick leave or in vacation entitlement.

(3) Effective July 1, 2022, employees directed in writing by the Superintendent, the Assistant Superintendent for Business and Finance, the Director of Facilities or the Supervisor of Operations to work in a higher paying job title for a continuous period of 10 workdays will, beginning with the 11th workday, be paid at the rate of the higher paying job title

(4) Employees transferred to a lower paying position shall continue to be paid the higher rate of pay of the old position. Thereafter, no salary increment or increase shall be paid until accumulated increments exceed the higher rate of pay in effect at the time of transfer. There shall be no loss in accumulated sick leave or vacation entitlement.

(5) The District shall endeavor to follow District-wide seniority for purposes of layoff within each job classification so that the last person hired in each classification shall be the first to be let go provided that, in the opinion of the Superintendent of Schools, the senior employee has skills for the performance of the remaining jobs equal to those of the junior employee.

(6) Effective July 1, 2022, the Superintendent or designee may involuntarily transfer or involuntarily change the shift assignment of manual employees no more than one time per employee per school year. Except in the case of an emergency, prior to involuntarily transferring employees or involuntarily changing their shift assignment, the Superintendent or the Superintendent's designee will: (i) provide the employee with ten calendar days' notice; and (ii) consult with the CSEA Unit President.

#### **2. WORK YEAR, WORK DAY AND OVERTIME PAY**

The work year shall be:

- (1) Twelve (12) months,
- (2) Ten (10) months.

The work year for twelve (12) month employees shall begin July 1 and terminate on and include June 30 of each school year.

The work year for ten (10) month employees shall begin September 1 and terminate on and include June 30 of each school year.

An employee working ten (10) months who is required to work prior to September 1 and after June 30 shall be paid additionally for the extra work assignment at a rate equal to 1/217<sup>th</sup> of a ten (10) month annual salary for each additional day worked.

The customary work week shall be Monday through Friday (except Security Personnel, whose customary work week shall consist of forty (40) hours, Monday through Sunday) (excluding lunch), and the customary work day shall consist of eight (8) hours (excluding lunch). Employees shall be entitled to a daily lunch period of one (1) hour. This shall not include custodial employees on the second and third shifts, who shall continue to work the same hours per week as presently, but these employees shall not leave their work stations for meals or for coffee breaks. The employees shall be granted a total of ten (10) minutes to prepare for lunch. At the conclusion of the lunch period, the employees shall immediately resume their work at the job site.

Employees who are classified as Custodians, Maintenance Workers and Groundskeepers will work eight (8) hours a day. During the period commencing July 1 and ending August 31 the work day shall end one-half (1/2) hour earlier than during the rest of the year.

Full-time Security Personnel who are required to work on a holiday as part of their regularly scheduled work day shall be granted compensatory time off on a one-for-one basis (rather than on a premium basis).

The District may require that employees work in excess of eight (8) hours per day or forty (40) hours per week. In this event, employees will be paid overtime at 1-½ times the regular rate of pay for hours actually worked only when so required by the Fair Labor Standards Act. Vacation leave days, personal business leave days and recess periods will be considered hours actually worked. Notwithstanding the last two sentences, overtime will be paid for hours actually worked on days on which school is closed due to a snow emergency.

Employees required to work removing snow on paid holidays shall be paid at the rate of two (2) times their regular rate of pay, inclusive of their pay for the holiday. Employees required to work on (1) a Saturday that is not part of the customary work week; or (2) a Sunday or holiday that is not part of the customary work week, shall be guaranteed a minimum of one and one-half (1 ½) hours of work. When employees are directed to change their normal working hours, they will receive a differential in pay. However, they must work at least five (5) days under the adjusted schedule to receive the differential in pay.

Employees will be provided one (1) fifteen (15) minute break period during the day. Should it be necessary, no more than one person shall leave the premises to secure food or beverage for all others.

Employees required to make building checks during a Saturday, Sunday or holiday will be paid at the rate of one and one-half (1 ½) of their regular hourly rate for each hour worked. No building check is to be made if the building is occupied or scheduled to be occupied and an employee is assigned for duty.

With the exception of building checks, overtime will be rotated within the buildings.

There shall be a minimum of a three (3) hour call-in pay for any employee who is called in to do work outside of a regular shift, provided that the time spent on call-in work shall not precede or follow the employee's regular shift.

### 3. UNIFORM

The District will provide each manual employee with three work shirts per year and safety shoes every two years. Every second year, the District shall furnish one (1) uniform jacket for each manual employee. Starting with pants during the 2022-2023 school year, effective July 1, 2022, the District will alternate each school year between also providing each manual employee with: (i) three "T" shirts or polo shirts; or (ii) three pairs of pants. All manual employees furnished uniforms shall be required to wear the uniform during all hours of employment. It

shall continue to be the responsibility of employees furnished uniforms to clean and care for uniforms. A total of six (6) fire safety uniforms shall be provided for each mechanic.

#### 4. SENIORITY

(1) Seniority will be measured by length of continuous uninterrupted employment in the District in a craft or job classification.

(2) Seniority shall govern voluntary transfers and voluntary changes in shift assignments when ability and qualifications of employees are equal. Employees who desire a transfer or a change in shift assignment shall apply in writing to the Personnel Office. Applications on file with the Personnel Office must be renewed in writing by the applicant on each succeeding September 1<sup>st</sup> and February 1<sup>st</sup>. Should an applicant be offered a voluntary transfer or a voluntary change in shift assignment and fail to accept same, the employee shall be dropped to the bottom of the transfer list. Should the employee fail to accept two (2) consecutive offers, the employee shall be ineligible for either a voluntary transfer or a voluntary change in shift assignment for one (1) year following the second refusal.

(3) The District may hire substitutes for absentees from its own substitute list. Only if it is unable to do so shall the District then be required to fill vacancies from among the employees assigned to a particular building in which the vacancy occurs, or from a District-wide overtime list, as provided below:

Overtime shall be rotated among employees not assigned to a particular building by seniority when ability and qualifications are equal. The determination of ability and qualifications is to be the responsibility of the Superintendent or Superintendent's designee. Employees assigned to a particular building shall have overtime rotated within each particular building by seniority when ability and qualifications are equal. After all full-time employees assigned to a particular building have been given the opportunity to perform overtime work and have declined the overtime work, the following program shall be followed.

- A) A District-wide overtime list shall be established by job classification.
- B) The overtime list shall be composed of employee volunteers who shall be listed within job classification in order of District-wide seniority.
- C) The CSEA shall designate a representative and shall give his/her name to the Superintendent or the Superintendent's designee.
- D) The CSEA representative shall be afforded a reasonable time to fill the overtime position from the District-wide overtime list within applicable job classifications.
- E) Should the CSEA representative be unable within a reasonable time to fill the overtime position, then the District shall have an unrestricted right to fill the position with either full- or part-time employees.

(4) The District shall establish and maintain up-to-date seniority lists that shall be made available to the CSEA and centrally posted. New employees shall be added to the seniority list upon completion of their probationary period.

(5) Full-time Manual Employees will be given preference over part-time employees to perform work on a premium day when ability and qualifications are equal.

(6) The Superintendent or the Superintendent's designee shall have the right to assign, when necessary, working section chiefs to supervise overtime work regardless of their position on the overtime list.

## 5. TERMINATION AND LAYOFF – NON COMPETITIVE AND LABOR CLASS EMPLOYEES

After termination or layoff, non-competitive class employees with less than five (5) years of continuous service and labor class employees may appeal to the Superintendent of Schools, or the Superintendent's designee, whose determination shall not be subject to further review in any forum.

6. Security Guards Work Year: Full-time 10 month security guards will work the same days as the teacher members of the LUT bargaining unit.

## ARTICLE XXXI: TRANSPORTATION

1. All employees hired after May 21, 1998 shall be hired and paid on an hourly basis regardless of the number of hours assigned per day.

2. Work year for all new employees hired after May 21, 1998 shall be the school year plus three (3) weeks between July 1<sup>st</sup> and August 31<sup>st</sup> at the District's discretion and direction; however, current employees shall have the pick of summer runs prior to assignment of new employees. Effective July 1, 2022, Bus Drivers and Bus Attendants may volunteer to work an additional three weeks during the summer (*i.e.*, July 1 through August 31). Each Bus Driver and Bus Attendant who volunteers, is selected and in fact works the three voluntary weeks in addition to working the full three mandatory summer weeks (*i.e.*, Bus Drivers and Bus Attendants that work a full six weeks during the summer) will receive a \$2,000 stipend per summer. In order to be eligible for this stipend, a Bus Driver/Bus Attendant may not be absent at any time and for any reason during the six-week period except when directed in writing by the Director of Transportation not to drive (in the case of Bus Drivers) or work on (in the case of Bus Attendants) any routes.

3. Absent an agreement between the District and the employee, all hourly employees shall work a schedule that shall include a maximum of two (2) shifts with a maximum break between shifts of four (4) hours excluding unpaid meal break.

A) Shifts may begin any time after 6AM and run through 8PM.

B) Saturday shifts may be created.

4. The transportation supervisor may change run assignments after meeting with the driver and CSEA representative, and citing reason(s) for the change. Any change made shall thereafter be subject to a hearing before the Superintendent or the Superintendent's designee, whose determination shall be final and not subject to review in any forum.

5. For any run(s), if there are no volunteers or other available drivers, the District may assign the run(s) in reverse order of seniority.

6. For each September, all available runs shall be posted and all drivers and chaperones shall make run selections on the basis of seniority. For up to five (5) business days after this initial posting, any change in these runs shall be subject to reselection on the basis of seniority. Seniority lists shall be maintained and provided by the CSEA.

7. The District may contract out work in the transportation department, provided that no employee who is employed as of June 22, 2015 shall be laid off as a result of the contracting out.

8. There shall be a minimum of three hour call-in pay for any bus driver who is called in to do work outside of their regular shift, provided that the time spent on such call-in work shall not precede or follow the employee's regular shift.

9. All athletic/late bus runs or any additional overtime shall be offered on a rotating basis by seniority through the entire list of all full-time and hourly bus drivers before commencing through the list again with the most senior full-time driver.

10. Up-to-date seniority lists will continue to be posted in the transportation office. The order shall be kept in a manner as to show 12 month drivers, 10 month drivers and part-time drivers in that sequence. The supervisor of transportation shall use these lists for run selection prior to each school year. In addition, it will be used as a guide to designate drivers for other than regular runs such as mid-day, field trips and athletic trips.

11. After termination or layoff, non-competitive class employees with less than five (5) years continuous service, and labor class employees may appeal to the Superintendent of Schools, of the Superintendent’s designee, whose determination shall not be subject to further review in any forum.

12. The District may require that employees work in excess of their normal work day. In this event, employees will be paid overtime at 1-½ times the regular rate of pay for hours actually worked only when so required by the Fair Labor Standards Act. Vacation leave days, personal business leave days and recess periods will be considered hours actually worked. Notwithstanding the last two sentences, overtime will be paid for hours actually worked on days on which school is closed due to a snow emergency.

13. Summer routes will first be picked by volunteers on a full summer basis in seniority order, then on a three week basis by volunteers in seniority order. After volunteer selections have been made, any remaining routes will be assigned by the District on a three week basis to members in reverse seniority order. The District will, on or about April 1, notify the CSEA regarding the approximate number of full-time summer routes that are anticipated to be available for the coming summer.

14. Effective July 1, 2022, Employees will notify the District of any absence at least one hour prior to the start of their workday. If notification is not given, the District may, in the discretion of the Superintendent or designee, deem the employee to be absent without leave, except where the employee provides documentation demonstrating that it was impossible to comply with this requirement due to an emergency.

15. Effective July 1, 2022, Employees whose routes include private school students must work on those days when the private school is in session, even if the District is closed.

16. Bus Driver Bonuses

a. All Bus Drivers first employed by the District on or after November 4, 2021 will receive a one-time payment (less all applicable withholdings and deductions) as follows after working one full calendar year from their hire date:

Bus Drivers who, when hired, already meet all of the applicable licensing and training requirements:	\$2,500
Bus Drivers who, when hired, have not yet met all of the applicable licensing and training requirements:	\$1,500

b. A Bus Driver who first refers a new candidate for employment to the Assistant Superintendent for Human Resources, in writing, will receive a one-time payment of \$1,000 (less all applicable withholdings and deductions) if the District subsequently employs that candidate as a Bus Driver.

c. Bus Drivers who separate from the District’s employment for any reason prior to the conclusion of their first year of employment must repay the District for the cost, as determined by the District, of any District-provided training that they received (e.g., the hourly rate that the District paid the employee to attend the training, the cost of materials, etc.). This amount will first be deducted from the Bus Driver’s remaining paycheck(s) and any

payment due upon separation. Any remaining sum will be paid to the District within 60 calendar days of the Bus Driver's separation from District employment.

17. Bus drivers shall three hours call-in pay.

18. a. The District will reimburse Bus Drivers \$164.50 (\$180.50 for Bus Drivers required to pay a supplemental Metropolitan Commuter Transportation District fee) for the cost of obtaining or renewing their Commercial Driver's License upon the Bus Driver providing the Superintendent or designee with proof (that is satisfactory to the Superintendent or designee in his/her non-reviewable discretion) that the Bus Driver has paid the fee to the New York State Department of Motor Vehicles.

b. Bus Drivers who separate from the District's employment for any reason prior to the conclusion of a full calendar year from the date that they receive the reimbursement set forth in paragraph 17(a) must repay the District \$164.50 (\$180.50 for Bus Drivers required to pay a supplemental Metropolitan Commuter Transportation District fee). This sum will first be deducted from the Bus Driver's remaining paycheck(s) and any payment due upon separation. Any remaining sum will be paid to the District within 60 calendar days of the Bus Driver's separation from District employment.

### ARTICLE XXXII: TEACHER AIDES

1. As soon as practicable, and under normal circumstances not later than ten (10) days prior to the beginning of the school year, full-time teacher aides shall be notified of assignments for the following school year. Should abnormal circumstances or conditions arise (i.e., death, resignation, leave of absence, unanticipated change in enrollment) assignments may be changed to meet the situation. Teacher aides shall be promptly notified of the change.

There shall be no permanent involuntary transfer of a teacher aide without prior notice to the teacher aide and an opportunity upon request for the teacher aide to consult with the Superintendent or the Superintendent's designee concerning the reasons for the permanent involuntary transfer.

2. The District shall endeavor to follow seniority for purposes of layoff within each job classification so that the last person hired in each job classification shall be the first to be let go provided that, in the opinion of the Superintendent of Schools, the senior employee has skills for the performance of the remaining jobs equal to those of the junior employee.

After termination or layoff, non-competitive class employees with less than five (5) years continuous service and labor class employees may appeal to the Superintendent of Schools, or the Superintendent's designee, whose determination shall not be subject to further review in any forum.

3. Each District-sponsored in-service course, out-of-service course or college course must be approved, in advance, by the Assistant Superintendent for Instruction, and successfully completed by a teacher aide in order to count as one (1), or more, college credits toward the sixty (60) college credits required for placement on the Teacher Aide II salary schedule.

4. Teacher Aides hired prior to May 21, 1998 and paid on the Teacher Aide I and I-R salary schedules, after completing ten (10) years of service, will thereafter be placed on the Teacher Aide II salary schedule. This placement shall be made by lateral move on the salary schedule.

5. No teacher aide shall be required to participate in an overnight program. Participation shall be voluntary and compensation shall be at the regular rate plus \$20 for each night away from home.

6. Subtractions from a full-time teacher aide's annual salary on account of excess absences or for other appropriate reasons shall be at the rate of 1/200<sup>th</sup> of the base salary for each day of subtraction.

7. Full-time teacher aides shall be entitled to fringe benefits consisting of those for ten (10) month employees.

8. Teacher aides who work in a program during the summer months of July and August shall be paid at the hourly rate as shown on the post 5/21/98 salary schedule for hourly employees.

#### WORK YEAR, WORK DAY AND OVERTIME PAY

1. Work time conforms to teacher's hours, but not more than 30 hours of assigned duties weekly. Teacher Aide school assignment begins the first day school is in session and ends on the last day of school attended by the pupils. Teacher Aide work assignment and payday schedule shall conform to the teachers.

2. Full-time Teacher Aides will be guaranteed a paid workday of six (6) hours.

3. Time worked in excess of six (6) hours of assigned duties per day shall be accumulated, in full hourly segments, and shall be repaid in compensatory time within ten (10) days of the demand for same having been submitted to the building principal with supporting documentation. In the event the compensatory time is not given within ten (10) days thereafter, payment for the overtime shall be made at time and one-half (1 ½) the hourly rate.

4. Teacher Aides work year shall be 183 days. Full time Teacher Aides salary is based on a 200 day work year inclusive of all holidays. Full-time Teacher Aides shall work the teacher calendar.

#### **ARTICLE XXXIII: REGISTERED AND LICENSED PRACTICAL NURSES**

1. Registered Nurses and Licensed Practical Nurses will be paid on an annual basis computed as follows: six and one-half (6 ½) hours per day. Registered Nurses and License Practical Nurses work year shall be 183 days. Registered Nurses and Licensed Practical Nurses salary is based on a 200 day work year inclusive of all holidays. Registered Nurse and Licensed Practical Nurses shall work the teacher calendar.

2. Registered Nurses and Licensed Practical Nurses shall be paid an annual salary that shall be conformed to the teacher work year and payday schedule. They shall receive a written salary statement that shall set forth the annual salary for the ensuing year. Registered Nurses and Licensed Practical Nurses may elect to be paid in 20 or 24 equal installments. If a Registered Nurse or Licensed Practical Nurse elects to be paid in 24 installments, the additional four installments shall be paid on the last pay day of June.

3. Full-time Registered Nurses and Licensed Practical Nurses shall be entitled to fringe benefits granted to ten (10) month employees.

4. After termination or layoff, non-competitive class employees with less than five (5) years continuous service and labor class employees may appeal to the Superintendent of Schools, or the Superintendent's designee, whose determination shall not be subject to further review in any forum.

5. Full-time Registered Nurses having a Bachelor's Degree shall receive a salary differential of \$2,500 annually, commencing during the next school year following that during which the degree is awarded.

6. Registered Nurses and Licensed Practical Nurses who work in a program during the summer months of July and August shall be paid at the hourly rate for the nurses as shown on the post 5/21/98 salary schedule for hourly employees.

7. Registered Nurses and Licensed Practical Nurses who are regularly assigned at least once a week to travel between two or more buildings on the same day will be given a mileage stipend.

8. Effective July 1, 2022, in addition to the work year set forth in paragraph "1" of this Article, Registered Nurses will work an additional 40 hours during the summer (i.e., July 1 through August 31) on days to be scheduled by the District. Effective July 1, 2022, in addition to the work year set forth in paragraph "1" of this Article, Licensed Practical Nurses may volunteer to work an additional 40 hours during the summer (i.e., July 1 through August 31) on days to be scheduled by the District. Registered Nurses and Licensed Practical Nurses will be paid on a prorated basis (at 1/200 per day) for this additional time. Notwithstanding any provision of this Agreement to the contrary, Registered Nurses and Licensed Practical Nurses may be temporarily transferred to a District high school during the summer.

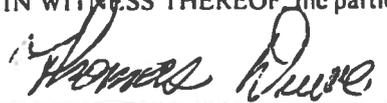
**ARTICLE XXXIV: SCHOOL MONITORS\***  
**(\*Previously School Assistants)**

- 1. Full-time School Monitors will be paid on an annual basis computed as follows: six and one-half (6 ½) hours per day. Full-time School Monitors' salary is based on a 200 day work year inclusive of all holidays.
- 2. Full-time School Monitors will be paid an annualized salary that shall be conformed to the teacher work year and payday schedule. They shall receive a written salary statement that shall set forth the annual salary for the ensuing year.
- 3. After termination and layoff, non-competitive class employees with less than five (5) years continuous service and labor class employees may appeal to the Superintendent of Schools, or the Superintendent's designee, whose determination shall not be subject to further review in any forum.

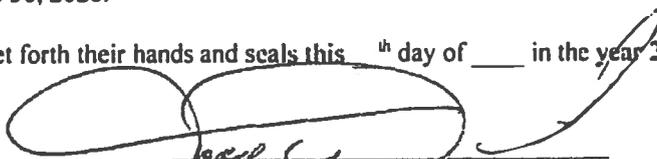
**ARTICLE XXXV: DURATION OF AGREEMENT**

The term of this Agreement shall be for four years. This Agreement shall be effective as of July 1, 2022 and continue in full force and effect through June 30, 2026.

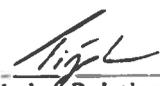
IN WITNESS THEREOF, the parties hereunto set forth their hands and seals this \_\_\_\_<sup>th</sup> day of \_\_\_\_ in the year 2023.



\_\_\_\_\_  
President  
Levittown Unit #7551  
Civil Service Employees Assoc.



\_\_\_\_\_  
Superintendent of Schools  
Levittown Public Schools



\_\_\_\_\_  
Labor Relations Specialist  
Civil Service Employees Assoc.

WITNESSED BY

**EXHIBIT "A"**



Pre 2022/23

Yr. 1 Step 1-10 +2%, Registered Nurse +4%, Licensed Practical Nurse +4%, Teacher Aides +4% (Longevity +0%)

	1	2	3	4	5	6	7	8	9	10	12	15	20	25	30
12 mos.	Acct.Clk./Per.Clk./Sr.Steno/Prin.Typ.Clk.	\$ 49,104	\$ 51,079	\$ 53,011	\$ 54,943	\$ 58,305	\$ 60,284	\$ 62,311	\$ 64,289	\$ 68,607	\$ 70,658	\$ 72,706	\$ 74,706	\$ 76,706	\$ 78,706
	Sr.Acct.Clk./Sr.Per.Clk.	\$ 51,979	\$ 53,999	\$ 55,975	\$ 58,087	\$ 61,484	\$ 63,552	\$ 65,630	\$ 67,650	\$ 72,182	\$ 74,328	\$ 76,429	\$ 78,429	\$ 80,429	\$ 82,429
	Sr.Typ.Clk./Steno/Sr.Lib.Clk.	\$ 46,316	\$ 47,978	\$ 49,642	\$ 51,301	\$ 55,954	\$ 57,661	\$ 59,410	\$ 61,159	\$ 63,220	\$ 64,983	\$ 66,695	\$ 68,407	\$ 70,121	\$ 71,835
	Typ.Clk.	\$ 42,949	\$ 44,612	\$ 46,316	\$ 47,979	\$ 50,800	\$ 52,545	\$ 54,290	\$ 55,954	\$ 59,690	\$ 61,409	\$ 63,220	\$ 64,983	\$ 66,746	\$ 68,509
	Prin.Acct.Clk./Prin.Personnel Clk.	\$ 56,513	\$ 58,490	\$ 60,511	\$ 62,667	\$ 66,177	\$ 68,207	\$ 70,280	\$ 72,350	\$ 77,042	\$ 79,141	\$ 81,339	\$ 83,537	\$ 85,735	\$ 87,933
10 1/2 mos.	Accountant	\$ 69,680	\$ 71,699	\$ 73,718	\$ 75,878	\$ 79,674	\$ 81,747	\$ 83,820	\$ 85,866	\$ 91,062	\$ 93,196	\$ 95,304	\$ 97,412	\$ 99,520	\$ 101,628
	Typ.Clk.	\$ 37,662	\$ 39,121	\$ 40,616	\$ 42,075	\$ 44,554	\$ 46,077	\$ 47,537	\$ 49,074	\$ 52,348	\$ 53,851	\$ 55,439	\$ 57,012	\$ 58,585	\$ 60,158
	Sr.Typ.Clk./Steno	\$ 40,616	\$ 42,075	\$ 43,532	\$ 44,988	\$ 47,582	\$ 49,074	\$ 50,572	\$ 52,101	\$ 55,447	\$ 56,985	\$ 58,496	\$ 60,012	\$ 61,529	\$ 63,046
	Sr.Steno/Personnel Clk.	\$ 43,059	\$ 44,792	\$ 46,488	\$ 48,190	\$ 51,134	\$ 52,869	\$ 54,645	\$ 56,380	\$ 60,163	\$ 61,962	\$ 63,757	\$ 65,552	\$ 67,347	\$ 69,142
10 mos.	Typist Clerk	\$ 35,852	\$ 37,233	\$ 38,655	\$ 40,044	\$ 42,404	\$ 43,855	\$ 45,247	\$ 46,706	\$ 49,828	\$ 51,254	\$ 52,771	\$ 54,288	\$ 55,805	\$ 57,322
	Sr. Library Clerk	\$ 38,655	\$ 40,044	\$ 41,440	\$ 42,816	\$ 45,289	\$ 46,706	\$ 48,132	\$ 49,586	\$ 52,771	\$ 54,236	\$ 55,744	\$ 57,252	\$ 58,760	\$ 60,268
12 mos.	Cleaner	\$ 45,964	\$ 47,839	\$ 49,813	\$ 51,746	\$ 55,624	\$ 57,619	\$ 59,507	\$ 61,563	\$ 65,727	\$ 67,848	\$ 69,916	\$ 72,046	\$ 74,174	\$ 76,302
	Custodian	\$ 49,813	\$ 51,746	\$ 53,727	\$ 55,653	\$ 59,505	\$ 61,563	\$ 63,502	\$ 65,551	\$ 69,916	\$ 71,926	\$ 74,046	\$ 76,166	\$ 78,286	\$ 80,406
	Asst.Hd.Cust./Bus Dispatcher	\$ 53,727	\$ 55,653	\$ 57,586	\$ 59,511	\$ 63,555	\$ 65,551	\$ 67,548	\$ 69,599	\$ 74,046	\$ 76,111	\$ 78,126	\$ 80,141	\$ 82,156	\$ 84,171
	Head Custodian I	\$ 56,957	\$ 59,251	\$ 61,493	\$ 63,728	\$ 68,304	\$ 70,621	\$ 72,999	\$ 75,315	\$ 80,358	\$ 82,759	\$ 85,164	\$ 87,569	\$ 89,974	\$ 92,379
	Head Custodian II	\$ 60,292	\$ 62,638	\$ 64,931	\$ 67,380	\$ 72,030	\$ 74,454	\$ 76,881	\$ 79,258	\$ 84,543	\$ 87,058	\$ 89,572	\$ 92,087	\$ 94,601	\$ 97,115
	Head Custodian III	\$ 63,520	\$ 65,974	\$ 68,472	\$ 70,925	\$ 75,912	\$ 78,443	\$ 80,981	\$ 83,573	\$ 89,127	\$ 91,753	\$ 94,372	\$ 96,991	\$ 99,610	\$ 102,229
	Groundskeeper	\$ 48,410	\$ 50,339	\$ 52,163	\$ 54,142	\$ 57,997	\$ 60,536	\$ 63,125	\$ 65,551	\$ 70,360	\$ 72,984	\$ 75,558	\$ 78,132	\$ 80,706	\$ 83,280
	Maintenance Helper	\$ 48,410	\$ 50,339	\$ 52,163	\$ 54,142	\$ 57,997	\$ 60,536	\$ 63,125	\$ 65,551	\$ 70,360	\$ 72,984	\$ 75,558	\$ 78,132	\$ 80,706	\$ 83,280
	Maintainer/Stores Clerk	\$ 55,653	\$ 57,475	\$ 59,462	\$ 61,335	\$ 66,036	\$ 68,574	\$ 71,002	\$ 73,483	\$ 78,680	\$ 81,192	\$ 83,764	\$ 86,336	\$ 88,908	\$ 91,480
	Maint.Sup.I	\$ 75,142	\$ 82,597	\$ 85,147	\$ 87,599	\$ 93,279	\$ 95,818	\$ 98,407	\$ 100,998	\$ 108,523	\$ 109,895	\$ 112,522	\$ 115,150	\$ 117,777	\$ 120,404
	Bus Driver	\$ 53,439	\$ 55,550	\$ 57,667	\$ 59,669	\$ 63,222	\$ 65,388	\$ 67,498	\$ 69,606	\$ 73,563	\$ 75,670	\$ 77,782	\$ 79,892	\$ 82,002	\$ 84,112
	Auto Mechanic	\$ 55,653	\$ 57,475	\$ 59,462	\$ 61,335	\$ 66,036	\$ 68,574	\$ 71,002	\$ 73,483	\$ 78,680	\$ 81,192	\$ 83,764	\$ 86,336	\$ 88,908	\$ 91,480
	Motor Vehicle Operator	\$ 47,839	\$ 49,813	\$ 51,746	\$ 53,727	\$ 57,619	\$ 59,505	\$ 61,563	\$ 63,502	\$ 65,551	\$ 67,607	\$ 69,663	\$ 71,719	\$ 73,775	\$ 75,831
	Security Aide	\$ 38,769	\$ 40,283	\$ 42,472	\$ 44,656	\$ 48,503	\$ 50,770	\$ 53,034	\$ 55,300	\$ 59,470	\$ 61,814	\$ 64,163	\$ 66,512	\$ 68,861	\$ 71,210
10 mos.	Bus Driver	\$ 43,161	\$ 44,868	\$ 46,575	\$ 48,196	\$ 51,065	\$ 52,814	\$ 54,520	\$ 56,220	\$ 59,417	\$ 61,118	\$ 62,911	\$ 64,704	\$ 66,497	\$ 68,290
10 mos.	Teacher Aide I-R	\$ 17,304	\$ 18,507	\$ 20,387	\$ 22,323	\$ 25,051	\$ 26,819	\$ 28,129	\$ 28,129	\$ 34,120	\$ 35,647	\$ 37,174	\$ 38,701	\$ 40,228	\$ 41,755
	Teacher Aide II	\$ 18,372	\$ 19,970	\$ 21,702	\$ 23,610	\$ 26,415	\$ 28,274	\$ 30,037	\$ 31,516	\$ 34,120	\$ 35,647	\$ 37,174	\$ 38,701	\$ 40,228	\$ 41,755
10 mos.	Registered Nurse	\$ 46,579	\$ 48,331	\$ 50,183	\$ 51,973	\$ 55,618	\$ 57,538	\$ 59,359	\$ 63,389	\$ 63,389	\$ 63,389	\$ 63,389	\$ 63,389	\$ 63,389	\$ 63,389
10 mos.	School Monitor	\$ 19,287	\$ 20,985	\$ 22,807	\$ 24,651	\$ 27,046	\$ 29,045	\$ 30,439	\$ 31,869	\$ 34,429	\$ 35,905	\$ 37,381	\$ 38,857	\$ 40,333	\$ 41,809

Registered Nurses with a BA Degree shall be paid \$2,500 above their annual base salary  
Working Section Chiefs shall be paid \$2,000 above their annual base salary

Pre 2023/24

Yr. 2 Step 1-10 +2% (Longevity +0%)

	1	2	3	4	5	6	7	8	9	10	12	15	20	25	30
12 mos.	Acct.Clk./Per. Clk./Sr. Steno/Prin. Typ. Clk.	\$ 50,086	\$ 52,101	\$ 54,072	\$ 56,042	\$ 59,471	\$ 61,489	\$ 63,557	\$ 65,575	\$ 69,979		\$ 72,071	\$ 74,160	\$ 1,104	\$ 2,208
	Sr. Acct. Clk./Sr. Per. Clk.	\$ 53,019	\$ 55,079	\$ 57,094	\$ 59,248	\$ 62,714	\$ 64,823	\$ 66,943	\$ 69,003	\$ 73,626		\$ 75,815	\$ 77,958	\$ 1,104	\$ 2,208
	Sr. Typ. Clk./Steno/Sr. Lib. Clk.	\$ 47,242	\$ 48,938	\$ 50,635	\$ 52,327	\$ 55,335	\$ 57,073	\$ 58,814	\$ 60,598	\$ 64,484		\$ 66,282	\$ 68,028	\$ 1,104	\$ 2,208
	Typ. Clk.	\$ 43,808	\$ 45,505	\$ 47,242	\$ 48,939	\$ 51,816	\$ 53,595	\$ 55,293	\$ 57,073	\$ 60,883		\$ 62,637	\$ 64,484	\$ 1,104	\$ 2,208
	Prin. Acct. Clk./Prin. Personnel Clk.	\$ 57,643	\$ 59,660	\$ 61,721	\$ 63,921	\$ 67,500	\$ 69,571	\$ 71,686	\$ 73,797	\$ 78,583		\$ 80,724	\$ 82,965	\$ 1,104	\$ 2,208
	Accountant	\$ 71,073	\$ 73,133	\$ 75,192	\$ 77,395	\$ 81,267	\$ 83,382	\$ 85,496	\$ 87,563	\$ 92,883		\$ 95,060	\$ 97,210	\$ 1,104	\$ 2,208
10 1/2 mos.	Typ. Clk.	\$ 38,415	\$ 39,903	\$ 41,428	\$ 42,916	\$ 45,445	\$ 46,999	\$ 48,487	\$ 50,055	\$ 53,395		\$ 54,928	\$ 56,548	\$ 938	\$ 2,043
	Sr. Typ. Clk./Steno	\$ 41,428	\$ 42,916	\$ 44,403	\$ 45,888	\$ 48,534	\$ 50,055	\$ 51,584	\$ 53,143	\$ 56,556		\$ 58,125	\$ 59,666	\$ 938	\$ 2,043
	Sr. Steno/Personnel Clk.	\$ 43,920	\$ 45,688	\$ 47,418	\$ 49,153	\$ 52,157	\$ 53,927	\$ 55,738	\$ 57,507	\$ 61,366		\$ 63,201	\$ 65,033	\$ 1,104	\$ 2,208
10 mos.	Typist Clerk	\$ 36,569	\$ 37,978	\$ 39,428	\$ 40,845	\$ 43,252	\$ 44,732	\$ 46,152	\$ 47,640	\$ 50,824		\$ 52,279	\$ 53,827	\$ 938	\$ 2,043
	Sr. Library Clerk	\$ 39,428	\$ 40,845	\$ 42,269	\$ 43,672	\$ 46,194	\$ 47,640	\$ 49,095	\$ 50,578	\$ 53,827		\$ 55,321	\$ 56,788	\$ 938	\$ 2,043
12 mos.	Cleaner	\$ 46,883	\$ 48,796	\$ 50,809	\$ 52,781	\$ 56,737	\$ 58,771	\$ 60,697	\$ 62,794	\$ 67,042		\$ 69,205	\$ 71,314	\$ 1,104	\$ 2,208
	Custodian	\$ 50,809	\$ 52,781	\$ 54,801	\$ 56,766	\$ 60,696	\$ 62,794	\$ 64,772	\$ 66,862	\$ 71,314		\$ 73,364	\$ 75,327	\$ 1,104	\$ 2,208
	Asst. Hd. Cust./Bus Dispatcher	\$ 54,801	\$ 56,766	\$ 58,737	\$ 60,701	\$ 64,826	\$ 66,862	\$ 68,899	\$ 70,991	\$ 75,527		\$ 77,633	\$ 79,689	\$ 1,104	\$ 2,208
	Head Custodian I	\$ 58,096	\$ 60,436	\$ 62,723	\$ 65,003	\$ 69,670	\$ 72,033	\$ 74,459	\$ 76,821	\$ 81,966		\$ 84,415	\$ 86,867	\$ 1,104	\$ 2,208
	Head Custodian II	\$ 61,497	\$ 63,891	\$ 66,230	\$ 68,728	\$ 73,470	\$ 75,943	\$ 78,419	\$ 80,843	\$ 86,234		\$ 88,799	\$ 91,302	\$ 1,104	\$ 2,208
	Head Custodian III	\$ 64,790	\$ 67,293	\$ 69,841	\$ 72,343	\$ 77,430	\$ 80,011	\$ 82,601	\$ 85,244	\$ 90,909		\$ 93,588	\$ 96,260	\$ 1,104	\$ 2,208
	Groundskeeper	\$ 49,378	\$ 51,346	\$ 53,206	\$ 55,225	\$ 59,157	\$ 61,747	\$ 64,388	\$ 66,862	\$ 71,768		\$ 74,444	\$ 77,069	\$ 1,104	\$ 2,208
	Maintenance Helper	\$ 49,378	\$ 51,346	\$ 53,206	\$ 55,225	\$ 59,157	\$ 61,747	\$ 64,388	\$ 66,862						
	Maintainer/Stores Clerk	\$ 56,766	\$ 58,625	\$ 60,652	\$ 62,562	\$ 67,357	\$ 69,946	\$ 72,422	\$ 74,953	\$ 80,254		\$ 82,816	\$ 85,439	\$ 1,104	\$ 2,208
	Maint. Sup I	\$ 76,645	\$ 84,249	\$ 86,850	\$ 89,351	\$ 95,145	\$ 97,735	\$ 100,375	\$ 103,017	\$ 110,693		\$ 112,093	\$ 114,772	\$ 1,104	\$ 2,208
	Bus Driver	\$ 54,508	\$ 56,661	\$ 58,820	\$ 60,863	\$ 64,487	\$ 66,696	\$ 68,848	\$ 70,998	\$ 75,035		\$ 77,184	\$ 79,450	\$ 1,104	\$ 2,208
	Auto Mechanic	\$ 56,766	\$ 58,625	\$ 60,652	\$ 62,562	\$ 67,357	\$ 69,946	\$ 72,422	\$ 74,953	\$ 80,254		\$ 82,816	\$ 85,439	\$ 1,104	\$ 2,208
	Motor Vehicle Operator	\$ 48,796	\$ 50,809	\$ 52,781	\$ 54,801	\$ 58,771	\$ 60,696	\$ 62,794	\$ 64,772	\$ 66,862		\$ 73,364	\$ 75,326	\$ 1,104	\$ 2,208
	Security Aide	\$ 39,544	\$ 41,089	\$ 43,322	\$ 45,549	\$ 49,473	\$ 51,785	\$ 54,095	\$ 56,406	\$ 60,660		\$ 63,050	\$ 65,446	\$ 1,104	\$ 2,208
10 mos.	Bus Driver	\$ 44,025	\$ 45,765	\$ 47,506	\$ 49,159	\$ 52,087	\$ 53,871	\$ 55,610	\$ 57,345	\$ 60,605		\$ 62,340	\$ 64,169	\$ 1,104	\$ 2,208
10 mos.	Teacher Aide I-R	\$ 17,650	\$ 18,877	\$ 20,794	\$ 22,769	\$ 25,552	\$ 27,355	\$ 28,692	\$ 30,146	T A II		\$ 34,802	\$ 36,360	\$ 938	\$ 2,815
	Teacher Aide II	\$ 18,740	\$ 20,369	\$ 22,136	\$ 24,082	\$ 26,943	\$ 29,123	\$ 30,638	\$ 32,146	\$ 34,802		\$ 36,360	\$ 38,002	\$ 2,208	\$ 3,754
10 mos.	Registered Nurse	\$ 47,510	\$ 49,297	\$ 51,187	\$ 53,012	\$ 56,730	\$ 58,689	\$ 60,546	\$ 62,403	\$ 64,657		\$ 66,862	\$ 69,117	\$ 2,208	\$ 4,416
10 mos.	School Monitor	\$ 19,673	\$ 21,404	\$ 23,263	\$ 25,144	\$ 27,587	\$ 29,626	\$ 31,048	\$ 32,507	\$ 35,118		\$ 36,624	\$ 38,177	\$ 2,815	\$ 3,754

Registered Nurses with a BA Degree shall be paid \$2,500 above their annual base salary  
Working Section Chiefs shall be paid \$2,000 above their annual base salary

Prs 2024/25

Vr. 3 Step 1-10 +3% (Longevity +0%)

	1	2	3	4	5	6	7	8	9	10	12	15	20	25	30
12 mos.															
	Acct.Clk./Per.Clk./Sr.Steno/Prin.Typ.Clk.	\$ 51,588	\$ 53,664	\$ 55,694	\$ 57,723	\$ 61,255	\$ 63,334	\$ 65,464	\$ 67,542	\$ 72,078	\$ 74,233	\$ 76,385	\$ 80,296	\$ 82,451	\$ 84,603
	Sr.Acct.Clk./Sr.Per.Clk.	\$ 54,609	\$ 56,731	\$ 58,807	\$ 61,026	\$ 64,595	\$ 66,767	\$ 68,951	\$ 71,073	\$ 75,835	\$ 78,089	\$ 80,296	\$ 84,207	\$ 86,362	\$ 88,514
	Sr.Typ.Clk./Steno/Sr.Lib.Clk.	\$ 48,659	\$ 50,406	\$ 52,154	\$ 53,897	\$ 56,995	\$ 58,785	\$ 60,578	\$ 62,416	\$ 66,419	\$ 68,271	\$ 70,069	\$ 73,980	\$ 75,835	\$ 77,687
	Typ.Clk.	\$ 45,123	\$ 46,870	\$ 48,659	\$ 50,407	\$ 53,370	\$ 55,203	\$ 56,952	\$ 58,785	\$ 62,710	\$ 64,517	\$ 66,319	\$ 70,230	\$ 72,085	\$ 73,937
	Prin.Acct.Clk./Prin.Personnel.Clk.	\$ 59,372	\$ 61,450	\$ 63,572	\$ 65,838	\$ 69,525	\$ 73,836	\$ 76,011	\$ 78,186	\$ 83,146	\$ 85,454	\$ 87,762	\$ 92,673	\$ 95,081	\$ 97,389
10 1/2 mos.	Accountant	\$ 73,206	\$ 75,327	\$ 77,448	\$ 79,717	\$ 83,705	\$ 85,883	\$ 88,061	\$ 90,190	\$ 95,670	\$ 97,912	\$ 100,126	\$ 104,037	\$ 106,244	\$ 108,451
	Typ.Clk.	\$ 39,568	\$ 41,100	\$ 42,671	\$ 44,204	\$ 46,808	\$ 48,409	\$ 49,941	\$ 51,557	\$ 54,997	\$ 56,576	\$ 58,244	\$ 61,456	\$ 63,028	\$ 64,600
	Sr.Typ.Clk./Steno	\$ 42,671	\$ 44,204	\$ 45,735	\$ 47,265	\$ 49,990	\$ 51,557	\$ 53,131	\$ 54,737	\$ 58,253	\$ 59,869	\$ 61,456	\$ 64,600	\$ 66,172	\$ 67,744
	Sr.Steno/Personnel.Clk.	\$ 45,238	\$ 47,058	\$ 48,841	\$ 50,628	\$ 53,721	\$ 55,545	\$ 57,410	\$ 59,232	\$ 63,207	\$ 65,097	\$ 66,984	\$ 70,128	\$ 71,965	\$ 73,802
10 mos.	Typist Clerk	\$ 37,666	\$ 39,117	\$ 40,611	\$ 42,070	\$ 44,549	\$ 46,074	\$ 47,537	\$ 49,069	\$ 52,349	\$ 53,847	\$ 55,442	\$ 58,492	\$ 60,087	\$ 61,682
	Sr. Library Clerk	\$ 40,611	\$ 42,070	\$ 43,537	\$ 44,982	\$ 47,580	\$ 49,069	\$ 50,568	\$ 52,095	\$ 55,442	\$ 56,980	\$ 58,492	\$ 61,682	\$ 63,171	\$ 64,660
12 mos.	Cleaner	\$ 48,289	\$ 50,260	\$ 52,334	\$ 54,364	\$ 58,439	\$ 60,534	\$ 62,518	\$ 64,678	\$ 69,053	\$ 71,281	\$ 73,453	\$ 77,793	\$ 80,020	\$ 82,247
	Custodian	\$ 52,334	\$ 54,364	\$ 56,445	\$ 58,469	\$ 62,516	\$ 64,678	\$ 66,715	\$ 68,867	\$ 73,453	\$ 75,565	\$ 77,793	\$ 82,080	\$ 84,307	\$ 86,534
	Asst.Hd.Cust./Bus Dispatcher	\$ 56,445	\$ 58,469	\$ 60,499	\$ 62,522	\$ 66,771	\$ 68,867	\$ 70,966	\$ 73,121	\$ 77,793	\$ 79,962	\$ 82,080	\$ 86,367	\$ 88,495	\$ 90,623
	Head Custodian I	\$ 59,839	\$ 62,249	\$ 64,604	\$ 66,953	\$ 71,761	\$ 74,194	\$ 76,693	\$ 79,125	\$ 84,425	\$ 86,947	\$ 89,473	\$ 94,041	\$ 96,567	\$ 99,093
	Head Custodian II	\$ 63,342	\$ 65,808	\$ 68,217	\$ 70,789	\$ 75,674	\$ 78,221	\$ 80,772	\$ 83,268	\$ 88,821	\$ 91,463	\$ 94,041	\$ 98,619	\$ 101,197	\$ 103,775
	Head Custodian III	\$ 66,734	\$ 69,312	\$ 71,937	\$ 74,513	\$ 79,753	\$ 82,412	\$ 85,079	\$ 87,801	\$ 93,637	\$ 96,396	\$ 99,148	\$ 103,900	\$ 106,652	\$ 109,404
	Groundskeeper	\$ 50,860	\$ 52,887	\$ 54,802	\$ 56,881	\$ 60,932	\$ 63,599	\$ 66,319	\$ 68,867	\$ 73,921	\$ 76,677	\$ 79,381	\$ 84,133	\$ 86,837	\$ 89,541
	Maintenance Helper	\$ 50,860	\$ 52,887	\$ 54,802	\$ 56,881	\$ 60,932	\$ 63,599	\$ 66,319	\$ 68,867	\$ 73,921	\$ 76,677	\$ 79,381	\$ 84,133	\$ 86,837	\$ 89,541
	Maintainer/Stores Clerk	\$ 58,469	\$ 60,383	\$ 62,471	\$ 64,439	\$ 69,377	\$ 72,044	\$ 74,594	\$ 77,202	\$ 82,662	\$ 85,456	\$ 88,250	\$ 93,244	\$ 96,038	\$ 98,832
	Maint.Sup.I	\$ 78,944	\$ 86,777	\$ 89,455	\$ 92,032	\$ 97,999	\$ 100,667	\$ 103,386	\$ 106,108	\$ 114,014	\$ 115,456	\$ 118,215	\$ 122,974	\$ 125,733	\$ 128,492
	Bus Driver	\$ 56,143	\$ 58,361	\$ 60,585	\$ 62,689	\$ 66,421	\$ 68,697	\$ 70,913	\$ 73,128	\$ 77,286	\$ 79,499	\$ 81,834	\$ 86,367	\$ 88,502	\$ 90,637
	Auto Mechanic	\$ 58,469	\$ 60,383	\$ 62,471	\$ 64,439	\$ 69,377	\$ 72,044	\$ 74,594	\$ 77,202	\$ 82,662	\$ 85,456	\$ 88,250	\$ 93,244	\$ 96,038	\$ 98,832
	Motor Vehicle Operator	\$ 50,260	\$ 52,334	\$ 54,364	\$ 56,445	\$ 60,534	\$ 62,516	\$ 64,678	\$ 66,715	\$ 71,281	\$ 73,453	\$ 75,565	\$ 79,793	\$ 81,905	\$ 84,017
	Security Aide	\$ 40,731	\$ 42,322	\$ 44,622	\$ 46,916	\$ 50,958	\$ 53,339	\$ 55,717	\$ 58,098	\$ 62,480	\$ 64,942	\$ 67,410	\$ 71,872	\$ 74,334	\$ 76,796
10 mos.	Bus Driver	\$ 45,345	\$ 47,138	\$ 48,931	\$ 50,634	\$ 53,649	\$ 55,487	\$ 57,278	\$ 59,065	\$ 62,424	\$ 64,210	\$ 66,094	\$ 69,452	\$ 71,243	\$ 73,034
10 mos.	Teacher Aide I-R	\$ 18,179	\$ 19,444	\$ 21,418	\$ 23,452	\$ 26,318	\$ 28,176	\$ 29,552	\$ 31,552	TA II	\$ 37,451	\$ 39,309	\$ 41,167	\$ 43,025	\$ 44,883
	Teacher Aide II	\$ 19,302	\$ 20,980	\$ 22,801	\$ 24,804	\$ 27,752	\$ 29,996	\$ 31,557	\$ 33,111	\$ 35,847	\$ 37,451	\$ 39,055	\$ 41,659	\$ 43,263	\$ 44,867
10 mos.	Registered Nurse	\$ 48,936	\$ 50,776	\$ 52,723	\$ 54,602	\$ 58,432	\$ 60,450	\$ 62,362	\$ 64,274	\$ 66,596	\$ 68,918	\$ 71,240	\$ 75,562	\$ 77,884	\$ 80,206
10 mos.	School Monitor	\$ 20,263	\$ 22,046	\$ 23,961	\$ 25,898	\$ 28,414	\$ 30,515	\$ 31,979	\$ 33,482	\$ 36,171	\$ 37,723	\$ 39,275	\$ 41,876	\$ 43,428	\$ 44,980

Registered Nurses with a BA Degree shall be paid \$2500 above their annual base salary  
Working Section Chiefs shall be paid \$2,000 above their annual base salary

Pre 2025/26

Yr. 4 Step 1-10 +3% (Longevity +0%)

	1	2	3	4	5	6	7	8	9	10	12	15	20	25	30
12 mos.	Acct.Clk./Per.Clk./Sr.Steno/Prim.Typ.Clk.	\$ 53,136	\$ 55,274	\$ 57,364	\$ 59,455	\$ 63,093	\$ 65,234	\$ 67,428	\$ 69,569	\$ 74,240		\$ 76,460	\$ 82,705	\$ 88,018	\$ 93,331
	Sr.Acct.Clk./Sr.Per.Clk.	\$ 56,247	\$ 58,433	\$ 60,571	\$ 62,857	\$ 68,770	\$ 71,019	\$ 73,205	\$ 75,432	\$ 78,110		\$ 80,432	\$ 87,171	\$ 92,484	\$ 97,797
	Sr.Typ.Clk./Steno/Sr.Lib.Clk.	\$ 50,119	\$ 51,918	\$ 53,719	\$ 55,514	\$ 58,705	\$ 60,549	\$ 62,396	\$ 64,289	\$ 68,412		\$ 70,332	\$ 77,071	\$ 82,384	\$ 87,697
	Typ.Clk.	\$ 46,476	\$ 48,276	\$ 50,119	\$ 51,919	\$ 54,971	\$ 56,859	\$ 58,660	\$ 60,549	\$ 64,591		\$ 66,452	\$ 73,191	\$ 78,504	\$ 83,817
	Prim.Acct.Clk./Prim.Personnel Clk.	\$ 61,154	\$ 63,294	\$ 65,480	\$ 67,813	\$ 71,611	\$ 73,808	\$ 76,051	\$ 78,291	\$ 83,369		\$ 85,640	\$ 92,379	\$ 97,692	\$ 102,995
10 1/2 mos.	Accountant	\$ 75,402	\$ 77,587	\$ 79,771	\$ 82,108	\$ 86,217	\$ 88,460	\$ 90,703	\$ 92,896	\$ 98,540		\$ 100,849	\$ 107,588	\$ 112,901	\$ 118,214
	Typ.Clk.	\$ 40,755	\$ 42,333	\$ 43,951	\$ 45,530	\$ 48,213	\$ 49,861	\$ 51,440	\$ 53,103	\$ 56,647		\$ 58,274	\$ 64,913	\$ 69,226	\$ 74,539
	Sr.Typ.Clk./Steno	\$ 43,951	\$ 45,530	\$ 47,107	\$ 48,682	\$ 51,480	\$ 53,103	\$ 54,725	\$ 56,379	\$ 60,000		\$ 61,665	\$ 68,304	\$ 72,617	\$ 77,930
	Sr.Steno/Personnel Clk.	\$ 46,595	\$ 48,471	\$ 50,306	\$ 52,147	\$ 55,333	\$ 57,211	\$ 59,133	\$ 61,009	\$ 65,104		\$ 67,050	\$ 73,689	\$ 77,992	\$ 83,305
10 mos.	Typist Clerk	\$ 38,796	\$ 40,291	\$ 41,829	\$ 43,333	\$ 45,886	\$ 47,456	\$ 48,963	\$ 50,541	\$ 53,919		\$ 55,463	\$ 62,102	\$ 65,415	\$ 70,728
	Sr. Library Clerk	\$ 41,829	\$ 43,333	\$ 44,843	\$ 46,332	\$ 49,008	\$ 50,541	\$ 52,085	\$ 53,658	\$ 57,105		\$ 58,690	\$ 65,329	\$ 68,642	\$ 74,955
12 mos.	Cleaner	\$ 49,738	\$ 51,768	\$ 53,904	\$ 55,995	\$ 60,192	\$ 62,350	\$ 64,393	\$ 66,618	\$ 71,125		\$ 73,419	\$ 79,058	\$ 82,371	\$ 87,684
	Custodian	\$ 53,904	\$ 55,995	\$ 58,138	\$ 60,223	\$ 64,392	\$ 66,618	\$ 68,716	\$ 70,933	\$ 75,657		\$ 77,832	\$ 83,471	\$ 86,784	\$ 92,397
	Ass.Hd.Cust./Bus Dispatcher	\$ 58,138	\$ 60,223	\$ 62,314	\$ 64,398	\$ 68,774	\$ 70,933	\$ 73,095	\$ 75,314	\$ 80,127		\$ 82,361	\$ 88,000	\$ 91,313	\$ 97,026
	Head Custodian I	\$ 61,634	\$ 64,117	\$ 66,542	\$ 68,961	\$ 73,913	\$ 76,420	\$ 78,994	\$ 81,499	\$ 86,957		\$ 89,555	\$ 95,194	\$ 98,507	\$ 104,146
	Head Custodian II	\$ 65,243	\$ 67,782	\$ 70,263	\$ 72,913	\$ 77,945	\$ 80,568	\$ 83,195	\$ 85,766	\$ 91,486		\$ 94,207	\$ 100,846	\$ 104,159	\$ 110,800
	Head Custodian III	\$ 68,736	\$ 71,391	\$ 74,095	\$ 76,749	\$ 82,146	\$ 84,884	\$ 87,631	\$ 90,436	\$ 96,446		\$ 99,288	\$ 105,927	\$ 109,240	\$ 115,881
	Groundskeeper	\$ 52,385	\$ 54,473	\$ 56,446	\$ 58,588	\$ 62,760	\$ 65,507	\$ 68,309	\$ 70,933	\$ 76,138		\$ 78,978	\$ 84,617	\$ 87,930	\$ 93,569
	Maintenance Helper	\$ 52,385	\$ 54,473	\$ 56,446	\$ 58,588	\$ 62,760	\$ 65,507	\$ 68,309	\$ 70,933	\$ 75,142		\$ 77,978	\$ 83,617	\$ 86,930	\$ 92,569
	Maintainer/Stores Clerk	\$ 60,223	\$ 62,195	\$ 64,345	\$ 66,372	\$ 71,459	\$ 74,205	\$ 76,832	\$ 79,518	\$ 85,142		\$ 87,859	\$ 93,498	\$ 96,811	\$ 102,450
	Maint.Sup I	\$ 81,312	\$ 83,380	\$ 85,439	\$ 87,493	\$ 100,939	\$ 103,687	\$ 106,488	\$ 109,291	\$ 114,434		\$ 118,920	\$ 124,559	\$ 128,872	\$ 134,501
	Bus Driver	\$ 57,828	\$ 60,112	\$ 62,402	\$ 64,569	\$ 68,414	\$ 70,758	\$ 73,040	\$ 75,322	\$ 79,604		\$ 81,884	\$ 87,523	\$ 90,836	\$ 96,475
	Auto Mechanic	\$ 60,223	\$ 62,195	\$ 64,345	\$ 66,372	\$ 71,459	\$ 74,205	\$ 76,632	\$ 79,518	\$ 85,142		\$ 87,859	\$ 93,498	\$ 96,811	\$ 102,450
	Motor Vehicle Operator	\$ 51,768	\$ 53,904	\$ 55,995	\$ 58,138	\$ 62,350	\$ 64,392	\$ 66,618	\$ 68,716	\$ 75,657		\$ 77,832	\$ 83,471	\$ 86,784	\$ 92,397
	Security Aide	\$ 41,953	\$ 43,591	\$ 45,960	\$ 48,323	\$ 52,486	\$ 54,939	\$ 57,389	\$ 59,841	\$ 64,354		\$ 66,890	\$ 72,529	\$ 75,842	\$ 81,471
10 mos.	Bus Driver	\$ 46,706	\$ 48,552	\$ 50,399	\$ 52,153	\$ 55,259	\$ 57,151	\$ 58,997	\$ 60,837	\$ 64,296		\$ 66,136	\$ 72,775	\$ 76,088	\$ 81,727
10 mos.	Teacher Aide I-R	\$ 19,092	\$ 20,027	\$ 22,061	\$ 24,156	\$ 27,108	\$ 29,021	\$ 30,439	\$ 32,439	TA II		\$ 36,922	\$ 38,854	\$ 40,786	\$ 42,718
	Teacher Aide II	\$ 20,271	\$ 21,610	\$ 23,485	\$ 25,549	\$ 28,584	\$ 30,896	\$ 32,504	\$ 34,104	\$ 36,922		\$ 38,574	\$ 40,709	\$ 42,844	\$ 44,979
10 mos.	Registered Nurse	\$ 51,392	\$ 52,299	\$ 54,304	\$ 56,241	\$ 60,185	\$ 62,263	\$ 64,233	\$ 66,203	\$ 68,594		\$ 71,000	\$ 73,406	\$ 75,812	\$ 78,218
10 mos.	School Monitor	\$ 20,871	\$ 22,708	\$ 24,680	\$ 26,675	\$ 29,267	\$ 31,430	\$ 32,938	\$ 34,487	\$ 37,256		\$ 38,854	\$ 40,709	\$ 42,564	\$ 44,419

Registered Nurses with a BA Degree shall be paid \$2500 above their annual base salary  
Working Section Chiefs shall be paid \$2,000 above their annual base salary

Post 2022/23

Yr. 1 Step 1-10 +2%, Registered Nurse +4%, Licensed Practical Nurse +4%, Teacher Aides +4% (Language +0%)

	1	2	3	4	5	6	7	8	9	10	15	20	30
12 mos.													
Acct.Clk./Per.Clk./Sr.Steno/Prin.Typ.Clk.	\$ 42,805	\$ 44,508	\$ 46,288	\$ 49,103	\$ 52,365	\$ 54,346	\$ 56,327	\$ 58,305	\$ 60,284	\$ 64,506	\$ 938	\$ 1,877	\$ 4,085
Sr.Acct.Clk./Sr.Per.Clk./Steno Secy.	\$ 45,310	\$ 47,116	\$ 49,000	\$ 51,979	\$ 55,358	\$ 57,384	\$ 59,549	\$ 61,483	\$ 63,552	\$ 67,941	\$ 938	\$ 1,877	\$ 4,085
Sr.Typ.Clk./Steno/Sr. Lib. Clk	\$ 40,355	\$ 41,980	\$ 43,664	\$ 46,316	\$ 49,187	\$ 50,892	\$ 52,592	\$ 54,250	\$ 55,954	\$ 59,694	\$ 938	\$ 1,877	\$ 4,085
Jr. Accountant	\$ 54,994	\$ 57,191	\$ 59,480	\$ 63,097	\$ 66,734	\$ 68,804	\$ 71,017	\$ 72,925	\$ 74,977	\$ 79,764	\$ 938	\$ 1,877	\$ 4,085
Typ.Clk.	\$ 37,443	\$ 38,930	\$ 40,487	\$ 42,949	\$ 45,732	\$ 47,482	\$ 49,188	\$ 50,800	\$ 52,545	\$ 56,118	\$ 938	\$ 1,877	\$ 4,085
Payroll Supervisor	\$ 54,257	\$ 56,225	\$ 58,274	\$ 61,513	\$ 64,963	\$ 67,034	\$ 69,245	\$ 71,177	\$ 73,207	\$ 77,756	\$ 938	\$ 1,877	\$ 4,085
Prin. Acct. Clk./Prin.Pers.Clm/Asst.PR Soper.	\$ 49,257	\$ 51,225	\$ 53,274	\$ 56,513	\$ 59,963	\$ 62,034	\$ 64,245	\$ 66,177	\$ 68,207	\$ 72,756	\$ 938	\$ 1,877	\$ 4,085
Accountant	\$ 60,730	\$ 63,157	\$ 65,686	\$ 69,680	\$ 73,504	\$ 75,574	\$ 77,788	\$ 79,674	\$ 81,747	\$ 86,772	\$ 938	\$ 1,877	\$ 4,085
IT Specialist I	\$ 63,890	\$ 65,868	\$ 67,844	\$ 69,879	\$ 73,788	\$ 76,002	\$ 78,282	\$ 80,630	\$ 83,049	\$ 88,554	\$ 938	\$ 1,877	\$ 4,085
IT Specialist II/Data Analyst	\$ 84,555	\$ 87,091	\$ 89,704	\$ 92,395	\$ 97,562	\$ 100,489	\$ 103,504	\$ 106,609	\$ 109,808	\$ 117,086	\$ 938	\$ 1,877	\$ 4,085
IT Specialist III	\$ 93,882	\$ 96,699	\$ 99,599	\$ 102,588	\$ 108,326	\$ 111,575	\$ 114,922	\$ 118,369	\$ 121,922	\$ 130,001	\$ 938	\$ 1,877	\$ 4,085
Info Tech Aide II	\$ 41,080	\$ 42,725	\$ 44,433	\$ 47,132	\$ 50,312	\$ 52,264	\$ 54,265	\$ 56,211	\$ 57,964	\$ 62,174	\$ 938	\$ 1,877	\$ 4,085
Webmaster	\$ 70,138	\$ 72,241	\$ 74,409	\$ 76,642	\$ 80,929	\$ 83,356	\$ 85,857	\$ 88,432	\$ 91,087	\$ 97,122	\$ 938	\$ 1,877	\$ 4,085
10 1/2 mos.													
Typ. Clk.	\$ 32,835	\$ 34,139	\$ 35,506	\$ 37,670	\$ 40,106	\$ 41,638	\$ 43,135	\$ 44,554	\$ 46,077	\$ 49,215	\$ 938	\$ 1,877	\$ 3,754
Sr.Typ.Clk./Steno	\$ 35,394	\$ 36,821	\$ 38,290	\$ 40,616	\$ 43,144	\$ 44,637	\$ 46,121	\$ 47,582	\$ 49,074	\$ 52,354	\$ 938	\$ 1,877	\$ 3,754
Sr.Steno/Personnel Clk.	\$ 37,534	\$ 39,035	\$ 40,589	\$ 43,065	\$ 45,918	\$ 47,667	\$ 49,393	\$ 51,130	\$ 52,863	\$ 56,566	\$ 938	\$ 1,877	\$ 4,085
10 mos.													
Occupational Therapist	\$ 65,491	\$ 68,111	\$ 70,836	\$ 75,143	\$ 85,514	\$ 88,157	\$ 90,694	\$ 93,278	\$ 95,820	\$ 101,859	\$ 938	\$ 1,877	\$ 4,085
Typist Clerk	\$ 31,250	\$ 32,491	\$ 33,793	\$ 35,852	\$ 38,171	\$ 39,628	\$ 41,052	\$ 42,404	\$ 43,855	\$ 46,841	\$ 938	\$ 1,877	\$ 3,754
Sr. Library Clerk	\$ 33,687	\$ 35,044	\$ 36,443	\$ 38,655	\$ 41,052	\$ 42,484	\$ 43,895	\$ 45,287	\$ 46,701	\$ 49,828	\$ 938	\$ 1,877	\$ 3,754
12 mos.													
NYS Director of Facilities III	\$ 137,830	\$ 140,586	\$ 143,397	\$ 146,265	\$ 154,461	\$ 157,550	\$ 160,701	\$ 163,915	\$ 167,194	\$ 176,515	\$ 938	\$ 1,877	\$ 4,085
Cleaner	\$ 40,060	\$ 41,663	\$ 43,330	\$ 45,964	\$ 49,529	\$ 53,574	\$ 57,619	\$ 55,624	\$ 57,619	\$ 59,505	\$ 938	\$ 1,877	\$ 4,085
Custodian	\$ 43,432	\$ 45,154	\$ 46,960	\$ 49,813	\$ 53,574	\$ 55,624	\$ 57,619	\$ 59,505	\$ 61,563	\$ 65,727	\$ 938	\$ 1,877	\$ 4,085
Asst.Hd.Cust./Bus Dispatcher	\$ 46,811	\$ 48,700	\$ 50,647	\$ 53,727	\$ 57,619	\$ 59,620	\$ 61,613	\$ 63,555	\$ 65,551	\$ 69,916	\$ 938	\$ 1,877	\$ 4,085
Head Custodian I/Driver Trainer	\$ 49,654	\$ 51,629	\$ 53,694	\$ 56,957	\$ 61,344	\$ 63,665	\$ 65,979	\$ 68,305	\$ 70,621	\$ 75,558	\$ 938	\$ 1,877	\$ 4,085
Head Custodian II	\$ 52,560	\$ 54,649	\$ 56,837	\$ 60,292	\$ 64,852	\$ 67,225	\$ 69,761	\$ 72,030	\$ 74,454	\$ 79,577	\$ 938	\$ 1,877	\$ 4,085
Head Custodian III/Secretary Superintendent	\$ 55,371	\$ 57,578	\$ 59,879	\$ 63,520	\$ 68,305	\$ 70,891	\$ 73,430	\$ 75,912	\$ 78,443	\$ 83,819	\$ 938	\$ 1,877	\$ 4,085
Groundskeeper/Maintenance Itelner	\$ 42,192	\$ 43,881	\$ 45,635	\$ 48,410	\$ 52,118	\$ 54,007	\$ 56,054	\$ 57,997	\$ 60,536	\$ 65,338	\$ 938	\$ 1,877	\$ 4,085
Maintainer/Stores Clerk	\$ 48,507	\$ 50,448	\$ 52,462	\$ 55,653	\$ 59,505	\$ 61,563	\$ 63,502	\$ 66,036	\$ 68,574	\$ 73,490	\$ 938	\$ 1,877	\$ 4,085
Maint.Sup./Sr.Maint./Supv. of Transp./ Supv. of School Fac. & Op.	\$ 65,491	\$ 68,110	\$ 70,834	\$ 75,142	\$ 85,514	\$ 88,154	\$ 90,694	\$ 93,279	\$ 95,817	\$ 101,856	\$ 938	\$ 1,877	\$ 4,085
Auto Mechanic/Auto Servicer	\$ 48,507	\$ 50,448	\$ 52,462	\$ 55,653	\$ 59,505	\$ 61,563	\$ 63,502	\$ 66,036	\$ 68,574	\$ 73,490	\$ 938	\$ 1,877	\$ 4,085
Motor Repair Supervisor	\$ 62,794	\$ 65,305	\$ 67,918	\$ 72,047	\$ 81,991	\$ 84,525	\$ 86,959	\$ 89,438	\$ 91,870	\$ 97,657	\$ 938	\$ 1,877	\$ 4,085
Motor Vehicle Operator	\$ 41,696	\$ 43,366	\$ 45,100	\$ 47,839	\$ 51,573	\$ 53,574	\$ 55,624	\$ 57,619	\$ 59,416	\$ 63,721	\$ 938	\$ 1,877	\$ 4,085
Supervisor of Security	\$ 57,800	\$ 58,956	\$ 60,135	\$ 61,338	\$ 64,775	\$ 66,070	\$ 67,391	\$ 68,739	\$ 70,114	\$ 74,023	\$ 938	\$ 1,877	\$ 4,085
Security Aide	\$ 33,791	\$ 35,141	\$ 36,547	\$ 38,768	\$ 41,706	\$ 43,973	\$ 46,235	\$ 48,503	\$ 50,770	\$ 54,893	\$ 938	\$ 1,877	\$ 4,085
10 mos.													
Security Aide	\$ 25,992	\$ 27,031	\$ 28,114	\$ 29,822	\$ 32,082	\$ 33,825	\$ 35,564	\$ 37,310	\$ 39,054	\$ 42,224	\$ 662	\$ 1,325	\$ 2,650
Teacher Aide I	\$ 15,233	\$ 15,841	\$ 16,477	\$ 17,304	\$ 19,161	\$ 21,107	\$ 23,111	\$ 25,051	\$ 26,819	\$ 28,439	\$ 662	\$ 1,325	\$ 2,650
Teacher Aide II (60 College Cr.)	\$ 16,304	\$ 16,914	\$ 17,549	\$ 18,372	\$ 20,674	\$ 22,470	\$ 24,443	\$ 26,415	\$ 28,272	\$ 31,090	\$ 662	\$ 1,325	\$ 2,650
10 mos.													
Registered Nurse	\$ 39,997	\$ 41,596	\$ 43,260	\$ 46,579	\$ 50,037	\$ 51,956	\$ 53,809	\$ 55,619	\$ 57,537	\$ 60,496	\$ 938	\$ 1,877	\$ 4,085
Lic. Practical Nurse	\$ 30,102	\$ 31,305	\$ 32,558	\$ 35,056	\$ 37,657	\$ 39,100	\$ 40,495	\$ 41,857	\$ 43,303	\$ 45,529	\$ 938	\$ 1,877	\$ 4,085
10 mos.													
School Monitor	\$ 16,809	\$ 17,484	\$ 18,183	\$ 19,286	\$ 21,725	\$ 23,612	\$ 25,522	\$ 27,316	\$ 29,045	\$ 31,506	\$ 662	\$ 1,325	\$ 2,650

Registered Nurses with a BA Degree shall be paid \$2500 above their annual base salary  
Teacher Aide/School Monitor Step under minimum hourly salary-Fire on next step

Post 2023/24  
Yr. 2 Step 1-10 +2% (Longevity +0%)

	1	2	3	4	5	6	7	8	9	10	15	20	30
12 mos.													
Acct.Clk./Per.Clk./Sr.Steno/Prin.Typ.Clk.	\$ 43,661	\$ 45,398	\$ 47,213	\$ 50,085	\$ 53,413	\$ 55,433	\$ 56,327	\$ 59,471	\$ 61,489	\$ 65,796	\$ 938	\$ 1,877	\$ 4,085
Sr.Acct.Clk./Sr.Per.Clk./Steno Secy.	\$ 46,216	\$ 48,058	\$ 49,980	\$ 53,019	\$ 56,466	\$ 58,531	\$ 59,549	\$ 62,713	\$ 64,823	\$ 69,299	\$ 938	\$ 1,877	\$ 4,085
Sr.Typ.Clk./Steno/Sr. Lib. Clk	\$ 41,162	\$ 42,820	\$ 44,537	\$ 47,242	\$ 50,171	\$ 51,910	\$ 52,592	\$ 55,335	\$ 57,073	\$ 60,888	\$ 938	\$ 1,877	\$ 4,085
Jr. Accountant	\$ 56,094	\$ 58,335	\$ 60,670	\$ 64,359	\$ 68,069	\$ 70,180	\$ 71,017	\$ 74,384	\$ 76,477	\$ 81,359	\$ 938	\$ 1,877	\$ 4,085
Typ.Clk.	\$ 38,192	\$ 39,709	\$ 41,297	\$ 43,808	\$ 46,647	\$ 48,431	\$ 49,188	\$ 51,816	\$ 53,595	\$ 57,241	\$ 938	\$ 1,877	\$ 4,085
Payroll Supervisor	\$ 55,242	\$ 57,250	\$ 59,340	\$ 62,643	\$ 66,162	\$ 68,275	\$ 69,245	\$ 72,500	\$ 74,571	\$ 79,211	\$ 938	\$ 1,877	\$ 4,085
Prin. Acct. Clk./Prin.Per.Clk./Asst.PR Super.	\$ 50,242	\$ 52,250	\$ 54,340	\$ 57,643	\$ 61,162	\$ 63,275	\$ 64,245	\$ 67,500	\$ 69,571	\$ 74,211	\$ 938	\$ 1,877	\$ 4,085
Accountant	\$ 61,945	\$ 64,420	\$ 67,000	\$ 71,073	\$ 74,974	\$ 77,085	\$ 77,788	\$ 81,267	\$ 83,382	\$ 88,508	\$ 938	\$ 1,877	\$ 4,085
IT Specialist I	\$ 65,168	\$ 67,185	\$ 69,201	\$ 71,276	\$ 75,264	\$ 77,523	\$ 78,243	\$ 82,741	\$ 84,710	\$ 90,325	\$ 938	\$ 1,877	\$ 4,085
IT Specialist II/Data Analyst	\$ 86,246	\$ 88,833	\$ 91,498	\$ 94,243	\$ 99,514	\$ 102,499	\$ 103,504	\$ 108,741	\$ 112,005	\$ 119,428	\$ 938	\$ 1,877	\$ 4,085
IT Specialist III	\$ 95,759	\$ 98,633	\$ 101,591	\$ 104,640	\$ 110,492	\$ 113,806	\$ 114,922	\$ 120,736	\$ 124,360	\$ 132,601	\$ 938	\$ 1,877	\$ 4,085
Info Tech Aide II	\$ 41,901	\$ 43,579	\$ 45,322	\$ 48,075	\$ 51,319	\$ 53,310	\$ 54,265	\$ 57,335	\$ 59,124	\$ 63,417	\$ 938	\$ 1,877	\$ 4,085
Webmaster	\$ 71,541	\$ 73,686	\$ 75,898	\$ 78,175	\$ 82,547	\$ 85,023	\$ 85,857	\$ 90,201	\$ 92,908	\$ 99,065	\$ 938	\$ 1,877	\$ 4,085
10 1/2 mos.													
Typ. Clk.	\$ 33,492	\$ 34,822	\$ 36,216	\$ 38,424	\$ 40,908	\$ 42,471	\$ 43,135	\$ 45,445	\$ 46,999	\$ 50,200	\$ 938	\$ 1,877	\$ 3,754
Sr. Typ.Clk./Steno	\$ 36,102	\$ 37,558	\$ 39,056	\$ 41,428	\$ 44,007	\$ 45,530	\$ 46,121	\$ 48,534	\$ 50,055	\$ 53,401	\$ 938	\$ 1,877	\$ 3,754
Sr. Steno/Personnel Clk.	\$ 38,285	\$ 39,815	\$ 41,401	\$ 43,927	\$ 46,836	\$ 48,621	\$ 49,393	\$ 52,152	\$ 53,920	\$ 57,697	\$ 938	\$ 1,877	\$ 4,085
10 mos.													
Occupational Therapist	\$ 66,801	\$ 69,474	\$ 72,253	\$ 76,646	\$ 81,224	\$ 85,920	\$ 90,694	\$ 95,143	\$ 97,736	\$ 103,896	\$ 938	\$ 1,877	\$ 4,085
Typist Clerk	\$ 31,875	\$ 33,141	\$ 34,468	\$ 36,569	\$ 38,934	\$ 40,420	\$ 41,052	\$ 43,252	\$ 44,732	\$ 47,778	\$ 938	\$ 1,877	\$ 3,754
Sr. Library Clerk	\$ 34,361	\$ 35,745	\$ 37,172	\$ 39,428	\$ 41,873	\$ 43,334	\$ 43,895	\$ 46,193	\$ 47,635	\$ 50,824	\$ 938	\$ 1,877	\$ 3,754
12 mos.													
NYS Director of Facilities III	\$ 140,586	\$ 143,398	\$ 146,265	\$ 149,191	\$ 157,550	\$ 160,701	\$ 160,701	\$ 167,193	\$ 170,538	\$ 180,045	\$ 938	\$ 1,877	\$ 4,085
Cleaner	\$ 40,861	\$ 42,496	\$ 44,197	\$ 46,883	\$ 50,520	\$ 52,604	\$ 53,574	\$ 56,737	\$ 58,771	\$ 62,823	\$ 938	\$ 1,877	\$ 4,085
Custodian	\$ 44,301	\$ 46,057	\$ 47,899	\$ 50,809	\$ 54,645	\$ 56,737	\$ 57,619	\$ 60,696	\$ 62,794	\$ 67,042	\$ 938	\$ 1,877	\$ 4,085
Asst.Hd.Cust./Bus Dispatcher	\$ 47,747	\$ 49,674	\$ 51,660	\$ 54,801	\$ 58,771	\$ 60,812	\$ 61,613	\$ 64,826	\$ 66,862	\$ 71,314	\$ 938	\$ 1,877	\$ 4,085
Head Custodian I/Driver Trainer	\$ 50,647	\$ 52,662	\$ 54,768	\$ 58,096	\$ 62,571	\$ 64,938	\$ 65,979	\$ 69,672	\$ 72,033	\$ 77,069	\$ 938	\$ 1,877	\$ 4,085
Head Custodian II	\$ 53,611	\$ 55,742	\$ 57,974	\$ 61,497	\$ 66,149	\$ 68,570	\$ 69,761	\$ 73,470	\$ 75,943	\$ 81,168	\$ 938	\$ 1,877	\$ 4,085
Head Custodian III/Secretary Superintendent	\$ 56,479	\$ 58,730	\$ 61,076	\$ 64,790	\$ 69,672	\$ 72,308	\$ 73,430	\$ 77,430	\$ 80,011	\$ 85,496	\$ 938	\$ 1,877	\$ 4,085
Groundskeeper/Maintenance Helper	\$ 43,036	\$ 44,758	\$ 46,547	\$ 49,378	\$ 53,160	\$ 55,087	\$ 56,054	\$ 59,157	\$ 61,747	\$ 66,644	\$ 938	\$ 1,877	\$ 4,085
Maintainer/Stores Clerk	\$ 49,477	\$ 51,457	\$ 53,512	\$ 56,766	\$ 60,696	\$ 62,794	\$ 63,502	\$ 67,357	\$ 69,946	\$ 74,960	\$ 938	\$ 1,877	\$ 4,085
Maint.Sup./Sr.Main/Supv. of Transp./ Supv. of Auto Mechanic/Auto Servicer	\$ 66,801	\$ 69,477	\$ 72,251	\$ 76,645	\$ 81,224	\$ 85,920	\$ 89,917	\$ 95,145	\$ 97,734	\$ 103,893	\$ 938	\$ 1,877	\$ 4,085
Motor Repair Supervisor	\$ 64,050	\$ 66,612	\$ 69,276	\$ 73,488	\$ 78,631	\$ 82,615	\$ 86,959	\$ 91,227	\$ 93,707	\$ 99,611	\$ 938	\$ 1,877	\$ 4,085
Motor Vehicle Operator	\$ 42,530	\$ 44,233	\$ 46,002	\$ 48,796	\$ 52,604	\$ 54,645	\$ 55,624	\$ 58,771	\$ 60,605	\$ 64,995	\$ 938	\$ 1,877	\$ 4,085
Supervisor of Security	\$ 58,956	\$ 60,135	\$ 61,338	\$ 62,564	\$ 66,070	\$ 67,391	\$ 67,391	\$ 70,114	\$ 71,516	\$ 75,503	\$ 938	\$ 1,877	\$ 4,085
Security Aide	\$ 34,467	\$ 35,844	\$ 37,278	\$ 39,543	\$ 42,541	\$ 44,852	\$ 46,235	\$ 49,473	\$ 51,785	\$ 55,990	\$ 938	\$ 1,877	\$ 4,085
10 mos.													
Security Aide	\$ 26,512	\$ 27,572	\$ 28,676	\$ 30,418	\$ 32,723	\$ 34,501	\$ 35,564	\$ 38,056	\$ 39,835	\$ 43,069	\$ 662	\$ 1,325	\$ 2,650
Teacher Aide I	\$ 15,537	\$ 16,158	\$ 16,806	\$ 17,650	\$ 19,544	\$ 21,529	\$ 22,667	\$ 25,552	\$ 27,355	\$ 29,007	\$ 662	\$ 1,325	\$ 2,650
Teacher Aide II (60 College Cr.)	\$ 16,630	\$ 17,252	\$ 17,900	\$ 18,740	\$ 21,088	\$ 22,920	\$ 23,973	\$ 26,943	\$ 28,838	\$ 31,712	\$ 662	\$ 1,325	\$ 2,650
10 mos.													
Registered Nurse	\$ 40,797	\$ 42,428	\$ 44,125	\$ 47,510	\$ 51,038	\$ 52,995	\$ 52,774	\$ 56,731	\$ 58,688	\$ 61,706	\$ 938	\$ 1,877	\$ 4,085
L.i.c. Practical Nurse	\$ 30,704	\$ 31,931	\$ 33,209	\$ 35,757	\$ 38,411	\$ 39,882	\$ 39,716	\$ 42,695	\$ 44,169	\$ 46,440	\$ 938	\$ 1,877	\$ 4,085
10 mos.													
School Monitor	\$ 17,145	\$ 17,834	\$ 18,546	\$ 19,672	\$ 22,159	\$ 24,085	\$ 25,522	\$ 27,862	\$ 29,626	\$ 32,136	\$ 662	\$ 1,325	\$ 2,650

Registered Nurses with a BA Degree shall be paid \$2500 above their annual base salary  
Teacher Aide/School Monitor Step under minimum hourly salary-Hire on next step

Post 2024/25  
Yr. 3 Step 1-10 +3% (Longevity +0%)

	1	2	3	4	5	6	7	8	9	10	15	20	30
12 mos.													
Acct.Clk./Per.Clk./Sr.Steno/Prin.Typ.Clk.	\$ 44,970	\$ 46,760	\$ 48,630	\$ 51,587	\$ 55,015	\$ 57,096	\$ 58,016	\$ 61,255	\$ 63,334	\$ 67,770	\$ 938	\$ 1,877	\$ 4,085
Sr.Acct.Clk./Sr.Per.Clk./Steno Secy.	\$ 47,603	\$ 49,500	\$ 51,480	\$ 54,609	\$ 58,160	\$ 60,287	\$ 61,336	\$ 64,594	\$ 66,767	\$ 71,378	\$ 938	\$ 1,877	\$ 4,085
Sr.Typ.Clk./Steno/Sr.Lih.Clk	\$ 42,397	\$ 44,105	\$ 45,873	\$ 48,659	\$ 51,676	\$ 53,467	\$ 54,170	\$ 56,995	\$ 58,785	\$ 62,714	\$ 938	\$ 1,877	\$ 4,085
Jr. Accountant	\$ 57,777	\$ 60,085	\$ 62,490	\$ 66,290	\$ 70,111	\$ 72,285	\$ 73,147	\$ 76,615	\$ 78,771	\$ 83,800	\$ 938	\$ 1,877	\$ 4,085
Typ.Clk.	\$ 39,338	\$ 40,900	\$ 42,536	\$ 45,123	\$ 48,046	\$ 49,884	\$ 50,664	\$ 53,270	\$ 55,203	\$ 58,958	\$ 938	\$ 1,877	\$ 4,085
Payroll Supervisor	\$ 56,749	\$ 58,817	\$ 60,970	\$ 64,372	\$ 67,997	\$ 70,173	\$ 71,172	\$ 74,525	\$ 76,659	\$ 81,437	\$ 938	\$ 1,877	\$ 4,085
Prin. Acct. Clk./Prin.Per.Clk/Assl.PR Super.	\$ 51,749	\$ 53,817	\$ 55,970	\$ 59,372	\$ 62,997	\$ 65,173	\$ 66,172	\$ 69,525	\$ 71,659	\$ 76,437	\$ 938	\$ 1,877	\$ 4,085
Accountant	\$ 63,803	\$ 66,353	\$ 69,010	\$ 73,206	\$ 77,223	\$ 79,398	\$ 80,121	\$ 83,705	\$ 85,883	\$ 91,163	\$ 938	\$ 1,877	\$ 4,085
IT Specialist I	\$ 67,123	\$ 69,200	\$ 71,277	\$ 73,414	\$ 77,522	\$ 79,848	\$ 80,631	\$ 84,710	\$ 87,252	\$ 93,034	\$ 938	\$ 1,877	\$ 4,085
IT Specialist II/Data Analyst	\$ 88,834	\$ 91,497	\$ 94,243	\$ 97,070	\$ 102,499	\$ 105,574	\$ 106,610	\$ 112,004	\$ 115,365	\$ 122,010	\$ 938	\$ 1,877	\$ 4,085
IT Specialist III	\$ 98,632	\$ 101,592	\$ 104,639	\$ 107,779	\$ 113,807	\$ 117,220	\$ 118,370	\$ 124,358	\$ 128,091	\$ 136,580	\$ 938	\$ 1,877	\$ 4,085
Info Tech Aide II	\$ 43,158	\$ 44,887	\$ 46,682	\$ 49,517	\$ 52,858	\$ 54,909	\$ 55,893	\$ 59,055	\$ 60,897	\$ 65,320	\$ 938	\$ 1,877	\$ 4,085
Webmaster	\$ 73,687	\$ 75,897	\$ 78,175	\$ 80,520	\$ 85,024	\$ 87,574	\$ 88,433	\$ 92,907	\$ 95,696	\$ 102,037	\$ 938	\$ 1,877	\$ 4,085
10 1/2 mos.													
Typ. Clk.	\$ 34,496	\$ 35,867	\$ 37,303	\$ 39,576	\$ 42,135	\$ 43,745	\$ 44,429	\$ 46,808	\$ 48,409	\$ 51,706	\$ 938	\$ 1,877	\$ 3,754
Sr.Typ.Clk./Steno	\$ 37,185	\$ 38,684	\$ 40,228	\$ 42,671	\$ 45,328	\$ 46,895	\$ 47,504	\$ 49,990	\$ 51,557	\$ 55,003	\$ 938	\$ 1,877	\$ 3,754
Sr.Steno/Personnel Clk.	\$ 39,434	\$ 41,010	\$ 42,643	\$ 45,245	\$ 48,241	\$ 50,079	\$ 50,875	\$ 53,717	\$ 55,538	\$ 59,428	\$ 938	\$ 1,877	\$ 4,085
10 mos.													
Occupational Therapist	\$ 68,805	\$ 71,558	\$ 74,421	\$ 78,945	\$ 89,841	\$ 92,617	\$ 93,415	\$ 97,998	\$ 100,668	\$ 107,013	\$ 938	\$ 1,877	\$ 4,085
Typist Clerk	\$ 32,831	\$ 34,135	\$ 35,503	\$ 37,666	\$ 40,102	\$ 41,633	\$ 42,284	\$ 44,549	\$ 46,074	\$ 49,211	\$ 938	\$ 1,877	\$ 3,754
Sr. Library Clerk	\$ 35,392	\$ 36,818	\$ 38,287	\$ 40,611	\$ 43,130	\$ 44,634	\$ 45,212	\$ 47,579	\$ 49,064	\$ 52,349	\$ 938	\$ 1,877	\$ 3,754
12 mos.													
NYS Director of Facilities III	\$ 144,804	\$ 147,700	\$ 150,653	\$ 153,666	\$ 162,277	\$ 165,522	\$ 165,522	\$ 172,209	\$ 175,654	\$ 185,446	\$ 938	\$ 1,877	\$ 4,085
Cleaner	\$ 42,087	\$ 43,771	\$ 45,522	\$ 48,289	\$ 52,036	\$ 54,182	\$ 55,181	\$ 58,439	\$ 60,534	\$ 64,707	\$ 938	\$ 1,877	\$ 4,085
Custodian	\$ 45,630	\$ 47,439	\$ 49,336	\$ 52,334	\$ 56,284	\$ 58,439	\$ 59,347	\$ 62,516	\$ 64,678	\$ 69,053	\$ 938	\$ 1,877	\$ 4,085
Asst.Hd.Cust./Bus Dispatcher	\$ 49,179	\$ 51,164	\$ 53,210	\$ 56,445	\$ 60,534	\$ 62,636	\$ 63,461	\$ 66,771	\$ 68,867	\$ 73,453	\$ 938	\$ 1,877	\$ 4,085
Head Custodian I/Driver Trainer	\$ 52,167	\$ 54,241	\$ 56,411	\$ 59,839	\$ 64,448	\$ 66,886	\$ 67,959	\$ 71,762	\$ 74,194	\$ 79,381	\$ 938	\$ 1,877	\$ 4,085
Head Custodian II	\$ 55,220	\$ 57,415	\$ 59,713	\$ 63,342	\$ 68,134	\$ 70,627	\$ 71,854	\$ 75,674	\$ 78,221	\$ 83,603	\$ 938	\$ 1,877	\$ 4,085
Head Custodian III/Secretary Superintendent	\$ 58,173	\$ 60,492	\$ 62,908	\$ 66,734	\$ 71,762	\$ 74,478	\$ 75,633	\$ 79,753	\$ 82,412	\$ 88,060	\$ 938	\$ 1,877	\$ 4,085
Groundskeeper/Maintenance Helper	\$ 44,327	\$ 46,101	\$ 47,944	\$ 50,860	\$ 54,755	\$ 56,739	\$ 57,736	\$ 60,932	\$ 63,599	\$ 68,644	\$ 938	\$ 1,877	\$ 4,085
Maintainer/Stores Clerk	\$ 50,961	\$ 53,000	\$ 55,117	\$ 58,469	\$ 62,516	\$ 64,678	\$ 65,407	\$ 69,377	\$ 72,044	\$ 77,209	\$ 938	\$ 1,877	\$ 4,085
Maint.Sup./Sr.Maint./Supv. of Transp./ Supv. of School Fac. & Op.	\$ 68,805	\$ 71,557	\$ 74,419	\$ 78,944	\$ 89,841	\$ 92,615	\$ 93,415	\$ 97,999	\$ 100,666	\$ 107,010	\$ 938	\$ 1,877	\$ 4,085
Auto Mechanic/Auto Servicer	\$ 50,961	\$ 53,000	\$ 55,117	\$ 58,469	\$ 62,516	\$ 64,678	\$ 65,407	\$ 69,377	\$ 72,044	\$ 77,209	\$ 938	\$ 1,877	\$ 4,085
Motor Repair Supervisor	\$ 65,971	\$ 68,610	\$ 71,355	\$ 75,693	\$ 86,139	\$ 88,802	\$ 89,567	\$ 93,964	\$ 96,519	\$ 102,599	\$ 938	\$ 1,877	\$ 4,085
Motor Vehicle Operator	\$ 43,806	\$ 45,560	\$ 47,382	\$ 50,260	\$ 54,182	\$ 56,284	\$ 57,293	\$ 60,534	\$ 62,423	\$ 66,945	\$ 938	\$ 1,877	\$ 4,085
Supervisor of Security	\$ 60,725	\$ 61,939	\$ 63,178	\$ 64,441	\$ 68,052	\$ 69,413	\$ 69,413	\$ 72,217	\$ 73,662	\$ 77,768	\$ 938	\$ 1,877	\$ 4,085
Security Aide	\$ 35,501	\$ 36,919	\$ 38,397	\$ 40,730	\$ 43,817	\$ 46,198	\$ 47,622	\$ 50,958	\$ 53,359	\$ 57,670	\$ 938	\$ 1,877	\$ 4,085
10 mos.													
Security Aide	\$ 27,307	\$ 28,399	\$ 29,536	\$ 31,331	\$ 33,705	\$ 35,536	\$ 36,631	\$ 39,198	\$ 41,030	\$ 44,361	\$ 662	\$ 1,325	\$ 2,650
Teacher Aide I	\$ 16,317	\$ 16,969	\$ 17,310	\$ 18,179	\$ 20,130	\$ 22,175	\$ 23,347	\$ 26,318	\$ 28,176	\$ 29,878	\$ 662	\$ 1,325	\$ 2,650
Teacher Aide II (60 College Cr.)	\$ 17,465	\$ 18,118	\$ 18,437	\$ 19,302	\$ 21,720	\$ 23,607	\$ 24,692	\$ 27,752	\$ 29,703	\$ 32,663	\$ 662	\$ 1,325	\$ 2,650
10 mos.													
Registered Nurse	\$ 42,845	\$ 44,588	\$ 45,449	\$ 48,936	\$ 52,569	\$ 54,585	\$ 54,357	\$ 58,433	\$ 60,449	\$ 63,558	\$ 938	\$ 1,877	\$ 4,085
Lic. Practical Nurse	\$ 32,245	\$ 33,534	\$ 34,205	\$ 36,829	\$ 39,563	\$ 41,078	\$ 40,908	\$ 43,975	\$ 45,494	\$ 47,833	\$ 938	\$ 1,877	\$ 4,085
10 mos.													
School Monitor	\$ 17,660	\$ 18,369	\$ 19,103	\$ 20,262	\$ 22,824	\$ 24,807	\$ 26,288	\$ 28,698	\$ 30,515	\$ 33,100	\$ 662	\$ 1,325	\$ 2,650

Registered Nurses with a BA Degree shall be paid \$2500 above their annual base salary  
Teacher Aide/School Monitor: Step under minimum hourly salary-Hire on next step

Post 2025/26  
Yr. 4 Step 1-10 +3% (Longevity +0%)

	1	2	3	4	5	6	7	8	9	10	15	20	30
12 mos.													
	Acct.Clk./Per.Clk./Sr.Steno/Prim.Typ.Clk.	\$ 46,320	\$ 48,163	\$ 50,089	\$ 53,135	\$ 56,665	\$ 58,809	\$ 59,757	\$ 63,093	\$ 65,234	\$ 69,803	\$ 938	\$ 1,877
	Sr.Acct.Clk./Sr.Per.Clk./Steno Secy.	\$ 49,031	\$ 50,985	\$ 53,024	\$ 56,247	\$ 59,904	\$ 62,096	\$ 63,176	\$ 66,532	\$ 68,770	\$ 73,520	\$ 938	\$ 1,877
	Sr.Typ.Clk./Steno/Sr. Lib. Clk	\$ 43,669	\$ 45,428	\$ 47,249	\$ 50,119	\$ 53,226	\$ 55,071	\$ 56,795	\$ 58,705	\$ 60,549	\$ 64,596	\$ 938	\$ 1,877
	Jr. Accountant	\$ 59,510	\$ 61,888	\$ 64,365	\$ 68,278	\$ 72,214	\$ 74,454	\$ 75,342	\$ 78,914	\$ 81,134	\$ 86,314	\$ 938	\$ 1,877
	Typ.Clk.	\$ 40,518	\$ 42,127	\$ 43,812	\$ 46,476	\$ 49,488	\$ 51,381	\$ 52,184	\$ 54,971	\$ 56,859	\$ 60,727	\$ 938	\$ 1,877
	Payroll Supervisor	\$ 58,302	\$ 60,432	\$ 62,649	\$ 66,154	\$ 69,887	\$ 72,128	\$ 73,157	\$ 76,611	\$ 78,808	\$ 83,730	\$ 938	\$ 1,877
	Prim. Acct. Clk./Prim.Pert.Clk./Asst.PR Super.	\$ 53,302	\$ 55,432	\$ 57,649	\$ 61,154	\$ 64,887	\$ 67,128	\$ 68,157	\$ 71,611	\$ 73,808	\$ 78,730	\$ 938	\$ 1,877
	Accountant	\$ 65,717	\$ 68,343	\$ 71,080	\$ 75,402	\$ 79,540	\$ 81,780	\$ 82,525	\$ 86,217	\$ 88,460	\$ 93,898	\$ 938	\$ 1,877
	IT Specialist I	\$ 69,137	\$ 71,276	\$ 73,415	\$ 75,617	\$ 79,848	\$ 82,244	\$ 83,050	\$ 87,252	\$ 89,869	\$ 95,825	\$ 938	\$ 1,877
	IT Specialist II/Data Analyst	\$ 91,499	\$ 94,242	\$ 97,070	\$ 99,982	\$ 105,374	\$ 108,741	\$ 109,808	\$ 115,364	\$ 118,826	\$ 126,701	\$ 938	\$ 1,877
	IT Specialist III	\$ 101,591	\$ 104,640	\$ 107,778	\$ 111,013	\$ 117,221	\$ 120,737	\$ 121,921	\$ 128,089	\$ 131,933	\$ 140,677	\$ 938	\$ 1,877
	Info Tech Aide II	\$ 44,453	\$ 46,233	\$ 48,082	\$ 51,003	\$ 54,444	\$ 56,556	\$ 57,570	\$ 60,827	\$ 62,724	\$ 67,280	\$ 938	\$ 1,877
	Webmaster	\$ 75,898	\$ 78,174	\$ 80,520	\$ 82,935	\$ 87,574	\$ 90,201	\$ 91,086	\$ 95,694	\$ 98,566	\$ 105,098	\$ 938	\$ 1,877
10 1/2 mos.													
	Typ. Clk.	\$ 35,531	\$ 36,943	\$ 38,422	\$ 40,764	\$ 43,399	\$ 45,058	\$ 45,762	\$ 48,213	\$ 49,861	\$ 53,257	\$ 938	\$ 1,877
	Sr.Typ.Clk./Steno	\$ 38,301	\$ 39,845	\$ 41,435	\$ 43,951	\$ 46,687	\$ 48,302	\$ 48,929	\$ 51,490	\$ 53,103	\$ 56,653	\$ 938	\$ 1,877
	Sr.Steno/Personnel Clk.	\$ 40,617	\$ 42,240	\$ 43,922	\$ 46,602	\$ 49,689	\$ 51,582	\$ 52,401	\$ 55,328	\$ 57,204	\$ 61,211	\$ 938	\$ 1,877
10 mos.													
	Occupational Therapist	\$ 70,870	\$ 73,705	\$ 76,653	\$ 81,314	\$ 82,536	\$ 85,396	\$ 86,217	\$ 100,938	\$ 103,688	\$ 110,224	\$ 938	\$ 1,877
	Typist Clerk	\$ 33,816	\$ 35,159	\$ 36,568	\$ 38,796	\$ 41,305	\$ 42,882	\$ 43,552	\$ 45,886	\$ 47,456	\$ 50,687	\$ 938	\$ 1,877
	Sr. Library Clerk	\$ 36,453	\$ 37,922	\$ 39,436	\$ 41,829	\$ 44,423	\$ 45,973	\$ 46,568	\$ 49,006	\$ 50,536	\$ 53,919	\$ 938	\$ 1,877
12 mos.													
	NYS Director of Facilities III	\$ 149,148	\$ 152,131	\$ 155,173	\$ 158,276	\$ 167,145	\$ 170,488	\$ 170,488	\$ 177,375	\$ 180,924	\$ 191,010	\$ 938	\$ 1,877
	Cleaner	\$ 43,349	\$ 45,085	\$ 46,888	\$ 49,738	\$ 53,597	\$ 55,808	\$ 56,836	\$ 60,192	\$ 62,350	\$ 66,649	\$ 938	\$ 1,877
	Custodian	\$ 46,998	\$ 48,862	\$ 50,816	\$ 53,904	\$ 57,973	\$ 61,128	\$ 64,392	\$ 68,618	\$ 71,125	\$ 75,657	\$ 938	\$ 1,877
	Asst.Hd.Cust./Bus Dispatcher	\$ 50,655	\$ 52,699	\$ 54,806	\$ 58,138	\$ 62,350	\$ 64,516	\$ 65,265	\$ 68,774	\$ 70,933	\$ 75,657	\$ 938	\$ 1,877
	Head Custodian I/Driver Trainer	\$ 53,732	\$ 55,869	\$ 58,103	\$ 61,634	\$ 66,382	\$ 68,893	\$ 69,997	\$ 73,915	\$ 76,420	\$ 81,762	\$ 938	\$ 1,877
	Head Custodian II	\$ 56,876	\$ 59,137	\$ 61,505	\$ 65,243	\$ 70,178	\$ 72,745	\$ 74,010	\$ 77,945	\$ 80,568	\$ 86,112	\$ 938	\$ 1,877
	Head Custodian III/Secretary Superintendent	\$ 59,918	\$ 62,306	\$ 64,796	\$ 68,736	\$ 73,915	\$ 76,712	\$ 77,902	\$ 82,146	\$ 84,884	\$ 90,702	\$ 938	\$ 1,877
	Groundskeeper/Maintenance Helper	\$ 45,657	\$ 47,484	\$ 49,382	\$ 52,385	\$ 56,398	\$ 58,441	\$ 59,468	\$ 62,760	\$ 65,507	\$ 70,703	\$ 938	\$ 1,877
	Maintainer/Stores Clerk	\$ 52,490	\$ 54,590	\$ 56,770	\$ 60,223	\$ 64,392	\$ 66,618	\$ 67,369	\$ 71,459	\$ 74,205	\$ 79,525	\$ 938	\$ 1,877
	Maint.Sup./Sr.Main./Supv. of Transp./ Supv. of School Fac. & Op.	\$ 70,870	\$ 73,703	\$ 76,651	\$ 81,312	\$ 82,536	\$ 85,393	\$ 86,217	\$ 100,939	\$ 103,686	\$ 110,220	\$ 938	\$ 1,877
	Auto Mechanic/Auto Servicer	\$ 52,490	\$ 54,590	\$ 56,770	\$ 60,223	\$ 64,392	\$ 66,618	\$ 67,369	\$ 71,459	\$ 74,205	\$ 79,525	\$ 938	\$ 1,877
	Motor Repair Supervisor	\$ 67,950	\$ 70,668	\$ 73,495	\$ 77,963	\$ 83,724	\$ 88,724	\$ 91,466	\$ 96,783	\$ 99,414	\$ 105,677	\$ 938	\$ 1,877
	Motor Vehicle Operator	\$ 45,120	\$ 46,927	\$ 48,803	\$ 51,768	\$ 55,808	\$ 57,973	\$ 59,012	\$ 62,350	\$ 64,295	\$ 68,953	\$ 938	\$ 1,877
	Supervisor of Security	\$ 62,546	\$ 63,797	\$ 65,073	\$ 66,375	\$ 70,094	\$ 71,496	\$ 71,496	\$ 74,384	\$ 75,872	\$ 80,101	\$ 938	\$ 1,877
	Security Aide	\$ 36,566	\$ 38,027	\$ 39,549	\$ 41,952	\$ 45,131	\$ 47,584	\$ 49,050	\$ 52,486	\$ 54,939	\$ 59,400	\$ 938	\$ 1,877
10 mos.													
	Security Aide	\$ 28,127	\$ 29,251	\$ 30,423	\$ 32,770	\$ 34,716	\$ 36,602	\$ 37,730	\$ 40,373	\$ 42,261	\$ 45,692	\$ 662	\$ 1,325
	Teacher Aide I	\$ 16,807	\$ 17,478	\$ 17,830	\$ 18,725	\$ 20,734	\$ 22,840	\$ 24,047	\$ 27,108	\$ 29,021	\$ 30,774	\$ 662	\$ 1,325
	Teacher Aide II (60 College Cr.)	\$ 17,989	\$ 18,662	\$ 18,990	\$ 19,881	\$ 22,372	\$ 24,315	\$ 25,433	\$ 28,584	\$ 30,594	\$ 33,643	\$ 662	\$ 1,325
10 mos.													
	Registered Nurse	\$ 44,131	\$ 45,895	\$ 46,813	\$ 50,404	\$ 54,146	\$ 56,222	\$ 55,988	\$ 60,186	\$ 62,262	\$ 65,464	\$ 938	\$ 1,877
	Lic. Practical Nurse	\$ 33,213	\$ 34,540	\$ 35,232	\$ 37,934	\$ 40,750	\$ 42,310	\$ 42,135	\$ 45,295	\$ 46,859	\$ 49,268	\$ 938	\$ 1,877
10 mos.													
	School Monitor	\$ 18,190	\$ 18,920	\$ 19,676	\$ 20,870	\$ 23,509	\$ 25,551	\$ 27,076	\$ 29,559	\$ 31,430	\$ 34,093	\$ 662	\$ 1,325

Registered Nurses with a BA Degree shall be paid \$2500 above their annual base salary  
Teacher Aide/School Monitor Step under minimum hourly salary-Hire on next step

2022/23  
 Peat 5/21/98  
 Yr. 1 Step 1-15 step + 2% Bus Attendants + 4%

Employees Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Auto Mechanic	\$ 17.67	\$ 17.86	\$ 18.03	\$ 18.23	\$ 19.04	\$ 19.25	\$ 19.44	\$ 19.64	\$ 19.83	\$ 22.22					
Bus Attendant	\$ 15.60	\$ 15.60	\$ 15.60	\$ 15.60	\$ 15.60	\$ 15.60	\$ 15.60	\$ 15.60	\$ 15.62	\$ 18.24					
Bus Driver	\$ 18.38	\$ 18.58	\$ 18.75	\$ 18.96	\$ 19.61	\$ 19.82	\$ 20.01	\$ 20.22	\$ 20.42	\$ 22.65					
Cleaner	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.89					
Clerical	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.89					
Laborer	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.89					
Maintainer Helper	\$ 17.67	\$ 17.86	\$ 18.03	\$ 18.23	\$ 19.04	\$ 19.25	\$ 19.44	\$ 19.64	\$ 19.83	\$ 22.22					
Lic. Practical Nurse	\$ 16.43	\$ 16.61	\$ 16.77	\$ 16.95	\$ 17.71	\$ 17.90	\$ 18.07	\$ 18.26	\$ 18.43	\$ 19.32					
Registered Nurse	\$ 19.44	\$ 19.65	\$ 19.83	\$ 20.04	\$ 20.96	\$ 21.16	\$ 21.39	\$ 21.60	\$ 21.81	\$ 24.43	\$ 28.15				
School Monitor	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.66	\$ 16.31				
Security Aide	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.32	\$ 16.02	\$ 16.20	\$ 16.35	\$ 16.52	\$ 16.69	\$ 19.21					
Teacher Aide (I)	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.66					
Teacher Aide (II)	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.30	\$ 15.30	\$ 17.19					

2023/24  
 Post 5/21/98  
 Yr. 2 Step 1-15 step + 2%  
 Employees

Employee Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Auto Mechanic	\$ 18.02	\$ 18.22	\$ 18.39	\$ 18.60	\$ 19.42	\$ 19.63	\$ 19.82	\$ 20.03	\$ 20.23	\$ 22.66					
Bus Attendant	\$ 15.91	\$ 15.91	\$ 15.91	\$ 15.91	\$ 15.91	\$ 15.91	\$ 15.91	\$ 15.91	\$ 15.94	\$ 18.61					
Bus Driver	\$ 18.74	\$ 18.95	\$ 19.12	\$ 19.34	\$ 20.00	\$ 20.21	\$ 20.41	\$ 20.63	\$ 20.83	\$ 23.11					
Cleaner	\$ 17.34	\$ 17.34	\$ 17.34	\$ 17.34	\$ 17.34	\$ 17.34	\$ 17.34	\$ 17.34	\$ 17.34	\$ 18.25	\$ 23.34	\$ 23.58	\$ 23.80	\$ 24.04	\$ 24.28
Clerical	\$ 17.34	\$ 17.34	\$ 17.34	\$ 17.34	\$ 17.34	\$ 17.34	\$ 17.34	\$ 17.34	\$ 17.34	\$ 18.25					
Laborer	\$ 17.34	\$ 17.34	\$ 17.34	\$ 17.34	\$ 17.34	\$ 17.34	\$ 17.34	\$ 17.34	\$ 17.34	\$ 18.25					
Maintainer Helper	\$ 18.02	\$ 18.22	\$ 18.39	\$ 18.60	\$ 19.42	\$ 19.63	\$ 19.82	\$ 20.03	\$ 20.23	\$ 22.66					
Lic. Practical Nurse	\$ 16.76	\$ 16.94	\$ 17.11	\$ 17.29	\$ 18.06	\$ 18.26	\$ 18.43	\$ 18.62	\$ 18.80	\$ 19.70					
Registered Nurse	\$ 19.83	\$ 20.04	\$ 20.23	\$ 20.44	\$ 21.38	\$ 21.59	\$ 21.81	\$ 22.03	\$ 22.25	\$ 24.92	\$ 28.72				
School Monitor	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.98	\$ 16.63				
Security Aide	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.63	\$ 16.34	\$ 16.52	\$ 16.68	\$ 16.85	\$ 17.02	\$ 19.60					
Teacher Aide (I)	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.98					
Teacher Aide (II)	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.61	\$ 15.61	\$ 17.54					

2024/25  
 Post 5/21/98  
 Yr. 3 Step 1-15 step + 3%  
 Employees

Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Auto Mechanic	\$ 18.56	\$ 18.77	\$ 18.94	\$ 19.15	\$ 20.01	\$ 20.22	\$ 20.42	\$ 20.63	\$ 20.83	\$ 23.34					
Bus Attendant	\$ 16.39	\$ 16.39	\$ 16.39	\$ 16.39	\$ 16.39	\$ 16.39	\$ 16.39	\$ 16.39	\$ 16.41	\$ 19.16					
Bus Driver	\$ 19.31	\$ 19.52	\$ 19.70	\$ 19.92	\$ 20.60	\$ 20.82	\$ 21.03	\$ 21.24	\$ 21.45	\$ 23.80	\$ 24.04	\$ 24.28	\$ 24.52	\$ 24.76	\$ 25.01
Cleaner	\$ 17.86	\$ 17.86	\$ 17.86	\$ 17.86	\$ 17.86	\$ 17.86	\$ 17.86	\$ 17.86	\$ 17.86	\$ 18.80					
Clerical	\$ 17.86	\$ 17.86	\$ 17.86	\$ 17.86	\$ 17.86	\$ 17.86	\$ 17.86	\$ 17.86	\$ 17.86	\$ 18.80					
Laborer	\$ 17.86	\$ 17.86	\$ 17.86	\$ 17.86	\$ 17.86	\$ 17.86	\$ 17.86	\$ 17.86	\$ 17.86	\$ 18.80					
Maintainer Helper	\$ 18.56	\$ 18.77	\$ 18.94	\$ 19.15	\$ 20.01	\$ 20.22	\$ 20.42	\$ 20.63	\$ 20.83	\$ 23.34					
Lic. Practical Nurse	\$ 17.27	\$ 17.45	\$ 17.62	\$ 17.81	\$ 18.61	\$ 18.81	\$ 18.98	\$ 19.18	\$ 19.36	\$ 20.29					
Registered Nurse	\$ 20.43	\$ 20.64	\$ 20.84	\$ 21.05	\$ 22.02	\$ 22.23	\$ 22.47	\$ 22.69	\$ 22.92	\$ 25.67	\$ 25.58				
School Monitor	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.45	\$ 17.13				
Security Aide	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.09	\$ 16.83	\$ 17.02	\$ 17.18	\$ 17.36	\$ 17.53	\$ 20.18					
Teacher Aide (I)	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.45					
Teacher Aide (II)	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.07	\$ 16.07	\$ 18.06					

2025/26  
 Post 5/21/98  
 Yr. 4 Step 1-15 step + 3%  
 Employees

Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Auto Mechanic	\$ 19.12	\$ 19.33	\$ 19.51	\$ 19.73	\$ 20.61	\$ 20.83	\$ 21.03	\$ 21.25	\$ 21.46	\$ 24.04					
Bus Attendant	\$ 16.88	\$ 16.88	\$ 16.88	\$ 16.88	\$ 16.88	\$ 16.88	\$ 16.88	\$ 16.88	\$ 16.91	\$ 19.74					
Bus Driver	\$ 19.88	\$ 20.10	\$ 20.29	\$ 20.52	\$ 21.22	\$ 21.44	\$ 21.66	\$ 21.88	\$ 22.09	\$ 24.51					
Cleaner	\$ 18.40	\$ 18.40	\$ 18.40	\$ 18.40	\$ 18.40	\$ 18.40	\$ 18.40	\$ 18.40	\$ 18.40	\$ 19.36					
Clerical	\$ 18.40	\$ 18.40	\$ 18.40	\$ 18.40	\$ 18.40	\$ 18.40	\$ 18.40	\$ 18.40	\$ 18.40	\$ 19.36					
Laborer	\$ 18.40	\$ 18.40	\$ 18.40	\$ 18.40	\$ 18.40	\$ 18.40	\$ 18.40	\$ 18.40	\$ 18.40	\$ 19.36					
Maintainer Helper	\$ 19.12	\$ 19.33	\$ 19.51	\$ 19.73	\$ 20.61	\$ 20.83	\$ 21.03	\$ 21.25	\$ 21.46	\$ 24.04					
Lic. Practical Nurse	\$ 17.78	\$ 17.97	\$ 18.15	\$ 18.35	\$ 19.16	\$ 19.37	\$ 19.55	\$ 19.76	\$ 19.94	\$ 20.90					
Registered Nurse	\$ 21.04	\$ 21.26	\$ 21.46	\$ 21.69	\$ 22.68	\$ 22.90	\$ 23.14	\$ 23.37	\$ 23.60	\$ 26.44	\$ 30.47				
School Monitor	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.95	\$ 17.64				
Security Aide	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.58	\$ 17.33	\$ 17.53	\$ 17.70	\$ 17.88	\$ 18.06	\$ 20.79					
Teacher Aide (I)	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.95					
Teacher Aide (II)	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.56	\$ 16.56	\$ 18.61					

## ALPHABETICAL INDEX

<u>SUBJECT</u>	<u>PAGE</u>
<b><u>A</u></b>	
Advancement on Salary Schedule	15
Arbitration	6
Assault on Employees	18
Assignment – Bus Runs (Transportation)	26
Assignment – Teacher Aides	28
Assignment of Working Section Chiefs to Overtime	25
Assignment, Promotion, Transfer & Termination (Clerical)	21
Assignment, Promotion, Transfer & Termination (Manual)	23
Attendance Incentive	10
<b><u>B</u></b>	
Bereavement (Leaves)	7
Board & District Policies, Practices & Regulations	3
Bonuses (Bus Drivers)	27
Building Checks	24
<b><u>C</u></b>	
Call-In (Bus Drivers)	26
Call-In (Manual Employees)	24
Checkoff	2
Childcare Leave	9
Clerical Employees	20
Compensatory Time	19
Compensatory Time (Teacher Aides)	29
Conferences of Employee Organizations	18
Conformity to Law-Savings Clause	3
Consultations	4
Contracting Work (Transportation Dept.)	26
Correct Errors in Paychecks	14
Custodian Present – Use of Buildings	19
<b><u>D</u></b>	
Disability Insurance	11
District Policies, Practices & Regulations	3
District-Wide Overtime List (Manual Employees)	25
Doctor's Note (Sick Leave)	8
Duration of Agreement	30
<b><u>E</u></b>	
Electronic Time Keeping	19
Emergency School Closings (Inclement Weather)	19
Evaluation	4
<b><u>F</u></b>	
Fair Practices	2
FMLA Leave	9
Fringe Benefits (Registered & Licensed Practical Nurses)	29
Fringe Benefits (Teacher Aides)	29

	<b><u>G</u></b>	
Grievance & Arbitration		5
	<b><u>H</u></b>	
Health Insurance "Buy-Out" Option		13
Health Insurance (Retirees)		12
Health Plan		12
Holidays		11
Holidays (Full Time Security Personnel)		24
Holiday Pay (Hourly Employees)		12
Hourly Laborers		19
	<b><u>I</u></b>	
Inclement Weather Days		19
Inservice Courses (Teacher Aides)		28
Inservice Education		6
Insurance		11
	<b><u>J</u></b>	
Job Injury		9
Job Postings (Clerical Employees)		21
Job Postings (Manual Employees)		23
Job Titles, Description & Openings (Clerical Employees)		21
Jury Duty		7
	<b><u>L</u></b>	
Labor Management Committee		4
Layoff Non-Competitive & Labor Class Employees (Clerical)		21
Layoff Non-Competitive & Labor Class Employees (Manual)		26
Layoff Non-Competitive & Labor Class Employees (Reg. Nurses & LPN)		29
Layoff Non-Competitive & Labor Class Employees (School Monitors)		30
Layoff Non-Competitive & Labor Class Employees (Teacher Aides)		28
Layoff Non-Competitive Class Employees (Transportation)		27
Leaves		6
Leave of Absence Without Pay		8
Legislative Action		4
Licensed Practical Nurses		29
	<b><u>M</u></b>	
Manual Employees		23
Meetings		18
Miscellaneous		19
	<b><u>N</u></b>	
Newly Created Job Titles (Consultations)		4
No Strike Pledge		3
	<b><u>O</u></b>	
Office & Clerical Employees		20
Overnight Programs (Teacher Aides)		28
Overtime (Bus Drivers)		27
Overtime (Clerical Employees)		22

3/28/23

Overtime (Manual Employees)	23
Overtime (Teacher Aides)	28

**P**

Paid Workday (Registered & Licensed Practical Nurses)	29
Paid Workday (School Monitors)	30
Paid Workday (Teacher Aides)	29
Part Time Empl. Appointed to Full Time Positions	15
Paydays	14
Personal Business Days (Leaves)	6
Personnel Files	4
Placement on Teacher Aide II Salary Schedule	28
Preference for Premium Day Overtime (Manual Employees)	25
Prior Experience Credit	16
Probation & Evaluation	4
Promotion (Clerical Employees)	21
Promotion (Manual Employees)	23

**R**

Recess Days	18
Recognition	1
Registered Nurses	29
Release Time (CSEA President)	19
Retirement	14
Rights of the Association	18
Rotation of Overtime (Manual Employees)	24
Rotation of Overtime (Transportation Employees)	27

**S**

Safety Committee	19
Salary Increases	15
Salary Schedules	32
Salary for Summer Work (Reg. Nurses & LPN's)	29
Salary for Summer Work (Teacher Aides)	29
School Monitors	30
Seniority for Layoffs (Clerical Employees)	21
Seniority for Layoffs (Manual Employees)	23
Seniority for Layoffs (Teacher Aides)	28
Seniority Lists (Hourly Employees)	21
Seniority Lists (Manual Employees)	25
Seniority Lists (Transportation Employees)	26
Seniority Measurement (Manual Employees)	25
Seniority Run Selection (Transportation Employees)	26
Shift Assignment (Manual Employees)	23
Sick Abuse Policy	8
Sick Days (Leave)	8
Substitutes (Manual Employees)	25
Substitutes Appointed to Part Time or Full Time Positions	20
Summer Bus Runs (Transportation Employees)	26
Summer Hours (Clerical Employees)	22
Summer Hours (Manual Employees)	24
Summer Work (Transportation Employees)	26

3/28/23

Summer Work (Nurses)  
Supplemental Benefits  
Stipend – Registered Nurses with Bachelor’s Degree

30  
13  
29

I

Teacher Aides  
Telephone Reimbursement (Clerical Employees)  
Termination (Clerical Employees)  
Termination & Layoff, Non-Competitive & Labor Class Employees (Clerical)  
Termination & Layoff, Non-Competitive & Labor Class Employees (Manual)  
Termination & Layoff, Non-Competitive & Labor Class Employees (School Monitors)  
Termination & Layoff, Non-Competitive & Labor Class Employees (Teacher Aides)  
Termination & Layoff, Non-Competitive & Labor Class Employees (RN & LPN)  
Termination & Layoff, Non-Competitive & Labor Class Employees (Transportation)  
Transfers (Clerical Employees)  
Transfer (Manual Employees)  
Transfer (Teacher Aides)  
Transportation

28  
21  
21  
22  
26  
30  
28  
29  
27  
21  
23  
28  
26

U

Uniforms (Manual Employees)  
Union Dues (Checkoff)  
Union Telephone  
Use of Personal Auto for School District Business

24  
2  
19  
19

V

Vacations  
Vacation Pay  
Vacation Time for Death Benefit, Termination, Retirement, Etc.

16  
17  
17

W

Work Day (Transportation)  
Workers’ Compensation (Job Injury)  
Work Time (Registered Nurses & Licensed Practical Nurses)  
Work Time (School Monitors)  
Work Time (Teacher Aides)  
Work Year, Work Day (Clerical Employees)  
Work Year, Work Day (Manual Employees)  
Work Year, Work Day (Registered Nurses & Licensed Practical Nurses)  
Work Year, Work Day (School Monitors)  
Work Year, Work Day (Teacher Aides)

26  
9  
28  
30  
29  
22  
23  
29  
30  
29





Local 1000, AFSCME, AFL-CIO  
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Mary E. Sullivan, President

