

AGREEMENT

By and between the

BOARD OF EDUCATION

of the

**FLORAL PARK-BELLEROSE UNION FREE SCHOOL
DISTRICT**

and

CSEA, Local 1000 AFSCME, AFL-CIO

**Floral Park-Bellerose UFSD Clerical Unit
Nassau County Education Local 865**

July 1, 2022 – June 30, 2027

FLORAL PARK-BELLEROSE UNION FREE SCHOOL DISTRICT

AGREEMENT, made between the FLORAL PARK-BELLEROSE UNION FREE SCHOOL DISTRICT ("the DISTRICT") and the CIVIL SERVICE EMPLOYEES ASSOCIATION INC. LOCAL 1000 AFSCME, AFL-CIO ("the UNION").

WHEREIN:

It is mutually agreed as follows:

Article I. RECOGNITION AND NO STRIKE PLEDGE

- A. Recognition: Whereas, satisfactory evidence has been adduced to the DISTRICT that the UNION has been authorized by a majority of the DISTRICT's clerical personnel bargaining unit members ("the Employees") to be the negotiating organization for the period of July 1, 2022 to June 30, 2027 and for the period thereafter as permissible by law.
- B. No Strike Pledge: The UNION agrees to comply with the provisions of the Taylor Law prohibiting strikes as that law is now in effect or may hereafter be amended so long as the UNION continues to be the exclusive bargaining agent thereunder.

Article II. UNION REPRESENTATIVE COMMITTEE

A standing committee representing the Employees will meet with members of the school administration on a regular quarter-annual basis or at such other times and places as may be mutually agreed upon. The committee will be composed of two members.

Article III. WAGES AND TERM

The salary for all Unit members covered under this Agreement shall be increased as follows:

- Year 1 - \$2,000 increase plus increment – See attached 2022/2023 salary schedule
- Year 2 - \$2,000 increase plus increment - See attached 2023/2024 salary schedule
- Year 3 - \$2,000 increase plus increment - See attached 2024/2025 salary schedule
- Year 4 - 2% plus increment - See attached 2025/2026 salary schedule
- Year 5 - 2% plus increment – See attached 2026/2027 salary schedule

The term of this Agreement is for a five-year period from July 1, 2022 to June 30, 2027.

Article IV. HOURS AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT

- A. Sick Leave: Employees who become sick with mumps, measles, chicken pox, German measles, COVID-19 and unforeseen illness contracted from exposure to children in the DISTRICT will be granted sick leave for the duration of their illness without deduction from their sick leave for up to 60 business days per school year.
- B. Leave of Absence under Workers' Compensation: Employees who are absent as a result of injuries on the job will receive net credit for sick leave used to the extent that the DISTRICT receives reimbursement through compensation or lawsuit.
- C. Grievance Procedure: The grievance procedure will be in accordance with current Board policy and Appendix A.

Article V. POLICY

Board Prerogative: The establishment of policy is the prerogative of the Board of Education. However, the DISTRICT agrees that no existing policy of concern to the employees will be changed or no new policy put into effect without prior consultation with the UNION through the school administration.

Article VI. MISCELLANEOUS PROVISIONS

- A. Bulletin Board Space: Space on one Bulletin Board will be reserved in each building for use by the UNION for the purposes of posting informational material for the employees.
- B. School Calendar: Four of the 22 paid holidays will be selected by the DISTRICT, following consultation with the UNION. The Superintendent of Schools will prepare and distribute to employees a list of the paid holidays for the upcoming school year. Effective with the 2022-2023 school year, such paid holidays shall include Rosh Hashanah and Yom Kippur.
- C. Distribution of Contract: The DISTRICT agrees to provide electronic copies of the final consummated agreement to be distributed to all employees. It will be the responsibility of the UNION to produce any additional copies at its own expense.
- D. Legal Counsel: The DISTRICT will provide legal counsel to the employees as required by law.
- E. Conflict with Statutes and Law: In the event any provision hereof is in conflict with law or any statute now or hereafter in effect, the law or statute will prevail, but the balance of the Agreement will remain in full force and effect.
- F. The DISTRICT will provide Civil Service Law Section 75 protection for disciplinary purposes for all Employees who have been appointed to competitive positions as so designated by the Nassau County Civil Service Commission to the extent established by law.

Article VII. ANNUAL INCREMENTS

Annual increments will be based on satisfactory service as recommended to the Board of Education by the Assistant Superintendent for Business and Superintendent of Schools and on satisfactory Civil Service certification as required.

Employees starting subsequent to July 1 will be considered for annual increments under the following schedule:

Employment starting between	Portion of Annual Increment
July 1 – March 31	100%
April 1 – June 30	-0-

Article VIII. LONGEVITY STIPEND

A one-time longevity stipend of \$1,000 will be granted after 10 years of service. After 15 years of service, employees will receive an additional one-time longevity stipend of \$1,000. After 20 years of service, employees will receive an additional one-time longevity stipend of \$1,000. Payment will be made in the first complete pay period following the employee's anniversary date. Employees will have the option of receiving the longevity payment as either lump sum payment or spread out over the employee's paychecks for the remainder of the school year. Employees must inform the Business Office, in writing, of their desired payment option by no later than 30 calendar days before their anniversary date in the year in which they will receive the longevity payment. Longevity payments will not be prorated for 10.5-month employees.

Article IX. PROMOTIONS

Upon promotion to a higher classification, an employee will be placed on the same step on the higher schedule, subject to satisfactory Civil Service certification as required. All Unit positions are to be posted.

Article X. EVALUATIONS

An annual evaluation of all employees will take place each year on or before June 30.

Article XI. SICK AND/OR PERSONAL LEAVE

Twelve-month employees will have 14 days per year for sick and/or personal days, and 10.5-month employees will have 12 days per year for sick and/or personal days. The unused portion of this allocation is accumulated and will be applied to the accumulated sick time. Appointments made subsequent to July 1 and resignations/retirements prior to June 30, will be credited with a prorata proportion thereof (1.16 days per month). Payment of accrued sick leave will be made on the basis of four to one days to the named beneficiary of those in the employ of the DISTRICT at time of death. The DISTRICT may require a physician's note indicating an employee's fitness to return to duty after an absence of three or more consecutive days due to

personal illness or, if an employee is absent for three or more consecutive days due to a family member's illness, a physician's note stating the date(s) on which the family member was seen by the physician.

Catastrophic sick leave will be granted to employees with four years or more service to the DISTRICT, and they will receive full pay equivalent to their accumulated sick days. Once all these days have been utilized, then they will receive payments from the disability check.

Personal Days

The following are guidelines for personal days. Each employee will be entitled, if needed, to personal days for reasons, such as the following:

1. **Legal Matters**
House closings, income tax hearing, adoption proceedings, and court appearances.
2. **Ceremonies**
Graduation of employee, spouse or child day, day of wedding ceremony, confirmation.
3. **Education**
Required educational examinations, effective November 8, 2018, related to District-held or desired position(s), required visits by parents to colleges.
4. **Religious Observations**
Religious holiday observances of the employee's particular faith not provided for in the regular school calendar.
5. **Funerals**
Attendance at funeral services of a person, other than in the immediate family (Compassionate Leave), the nature of whose prior relationship to the staff member warrants that attendance.
6. **Home Emergencies**
Personal days used for "Home Emergencies" require the Superintendent's approval and may be granted at his/her non-reviewable discretion.
7. Any other reason deemed valid by the Superintendent of Schools, acting at his/her discretion.

Employees will be permitted to annually use one accrued personal day without providing an explanation or documentation. This "no-explanation personal day" may not be used immediately before or after a holiday, day on which the DISTRICT is closed or day on which the employee used other leave time. The DISTRICT reserves the right to revoke an employee's no-explanation personal day in the event of a pattern of absences.

The DISTRICT has enrolled in the program provided for under Section 41(j) of the Retirement and Social Security Law of the State of New York to permit eligible employees to have unused sick leave to be applied to retirement income.

Article XII. VACATION

During the first year of employment, employees may utilize one week of vacation after six months of service and that vacation should be taken each year and not accumulated. In addition, payment for vacation days upon separation from service will not exceed an employee's current year's unused vacation days; e.g., 10, 15 or 20 days based on years of service. Payment will be made in a lump sum.

Vacation time with pay is scheduled as follows:

Length of Service	Vacation with pay (non-school days)
First five years	Two weeks
After five years	Three weeks
After 10 years	Four weeks

Effective November 8, 2018, employees will be permitted to annually sell back unused vacation days accrued in each school year as follows:

Length of Service	Number of Days that May be Sold Back
First five years	Two days
After five years	Three days
After 10 years	Five days

Employees must notify the Business Office by not later than June 1 of each school year of their election to sell back vacation days and the number of days to be sold back.

All vacation will be generally taken during the summer when the building has been officially closed. Any vacation taken at other than these designated periods will require the prior approval of the Superintendent of Schools, whose approval will be given when administratively possible. Employees will have Christmas vacation with pay – five days.

Employees starting employment subsequent to July 1 will earn vacation time as follows:

Employment starting between:	Vacation time credited:
July 1 – December 31	100%
January 1 – March 31	50%
April 1 – June 30	-0-

Employees terminating employment prior to June 30 will earn vacation time as follows:

	2 weeks normal vacation	3 weeks normal vacation	4 weeks normal vacation
July 1 – December 31	-0-	-0-	-0-
January 1 – March 31	50%	50%	50%
April 1 – June 30	66-2/3%	66-2/3%	66-2/3%

Article XIII. HOURS

Eight hours per day on school days including one hour for lunch. The summer schedule shall consist of working Monday – Thursday 7:30am to 3:30pm with a ½ hour lunch. Non-school days as identified in the office calendar 8:00am to 2:00pm with no lunch break.

Article XIV. OVERTIME

As required by the Superintendent of Schools, Assistant Superintendent for Business and/or Building Principal, employees may be assigned overtime work at a rate to be computed as follows:

Annual Salary – 1820 * 1.5

Overtime is defined as services actually performed in excess of 40 hours in a workweek. Employees will be paid their regular hourly rate for all hours worked between 35 and 40 hours in a workweek.

Article XV. INCLEMENT WEATHER

If the school is closed because of inclement weather, the employees will not be required to report for work unless specifically requested by the Superintendent of Schools.

Article XVI. COMPASSIONATE LEAVE

In accordance with the Board of Education policy, five days per year, noncumulative, with pay for each death in the immediate family (i.e., parent, husband, wife, sister, brother, child) and three days per year, noncumulative with pay for each death in the family, such as mother-in-law, father-in-law, grandparents, or any other permanent member of the employee's household.

Article XVII. HEALTH INSURANCE

Available to eligible employees – on the basis of the State plan or comparable plan – for both individual and family plans. Employees will contribute 10% of the premium for individual and/or family health insurance. Deductions for premium contributions will be spread out over 24

annual paychecks for 12-month employees and over 21 annual paychecks for 10.5-month employees. If two persons are currently receiving (or are eligible to receive) family health insurance benefits through the DISTRICT, only one will be permitted to continue to receive family level coverage.

Article XVIII. VISION AND DENTAL

To be available at employee cost.

Article XIX. DISABILITY INSURANCE

Available to all eligible regular full-time employees, and the cost of which will be borne solely by the DISTRICT.

Article XX. RETIREMENT

New York State Employees' Retirement System benefits in accordance with the approved plan – Section 75-i is available to eligible employees.

On retiring, employees would be entitled to receive one for four accumulated sick days.

Article XXI. HEALTH INSURANCE OPTION

Any employee who has a spouse who also has a family health insurance plan with any private or public employer may at the employee's option choose to drop coverage under the DISTRICT plan during office hours in the open enrollment month (December). Notification of an employee's decision to opt-out of health insurance coverage effective the following January 1 must be received by the DISTRICT on or before December 1. In this event, a 12-month employee will receive a \$2,500 cash benefit, and a 10.5-month employee will receive a \$2,187.50 cash benefit, if the employee enrolls in coverage other than through the New York State Health Insurance Plan (NYSHIP) and the employee's coverage remains dropped during the succeeding July 1 – June 30 to be payable in the final June payroll of each school year. In the first in which an employee drops coverage during the open enrollment period, the payment will be prorated monthly from the first day of the month in which the declination becomes effective through the following June 30. This payment will be prorated if the employee resumed coverage during the school year or, e.g., was approved for an unpaid leave that did not include DISTRICT payments towards health insurance premiums.

An employee who accepts the \$2,500/\$2,187.50 cash benefit and who nonetheless remains enrolled in NYSHIP through his/her spouse will not be permitted to re-enroll in NYSHIP until the end of the buyout period, unless he/she experience a qualifying event as defined by Internal Revenue Code Section 125. An employee wishing to re-enroll in NYSHIP before the end of the buyout period must provide the DISTRICT with adequate documentation establishing that a qualifying event occurred.

The DISTRICT will continue to offer the Internal Revenue Code Section 125 Cafeteria Plan relating to health insurance only. It is understood that participation in the Plan is voluntary and that, before the Plan is utilized by a particular employee, he/she shall first agree in writing to indemnify and save DISTRICT harmless against any and all claims and/or liabilities, including attorneys' fees, that may arise out of or by reason of action taken or not taken by the DISTRICT for the purpose of complying with this paragraph.

Article XXII. 457 PLAN

Employees will be permitted to participate in the DISTRICT's Section 457 tax sheltered annuity program. An employee utilizing this Program must first execute an indemnification agreement prepared by the DISTRICT pursuant to which the employee will indemnify and save and hold the DISTRICT and any and all of its employees, representatives, officers and/or members of the Board of Education (collectively "employees") harmless against any and all claims, demands, suits or other forms of liability which may arise out of, or by reason of, any action taken or not taken by the DISTRICT or any of its employees for the purpose of complying with this provision and State law, except any action that may arise out of criminal and/or tortious acts or omissions on the part of the DISTRICT or its employees that are not attributable to an act or omission by the employee or the employee's agents.

Article XXIII. 403(b) PLAN

Employees will continue to be permitted to participate in the DISTRICT's Section 403(b) tax sheltered annuity plan. An employee utilizing this 403(b) plan must first execute an indemnification agreement prepared by the DISTRICT pursuant to which the DISTRICT will indemnify and save and hold the DISTRICT and any and all of its employees, representatives, officers and/or members of the Board of Education (collectively "employees") harmless against any and all claims, demands, suits or other forms of liability which may arise out of, or by reason of, any action taken or not taken by the DISTRICT or any of its employees for the purpose of complying with this provision and State law, except any actions that may arise out of criminal and/or tortious acts or omissions on the part of the DISTRICT or its employees that are not attributable to an act or omission by the employee or the employee's agents.

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 BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

**FLORAL PARK-BELLEROSE UNION FREE SCHOOL DISTRICT
EVALUATION REPORT – Non-Instructional Personnel**

Name _____ Position _____

School _____ Year _____

<u>Areas of Review</u>	<u>Below Average</u>	<u>Performs Job Well</u>	<u>Outstanding</u>
Work Performance	1	2	3
Knows the work and organizes it	1	2	3
Uses good judgment	1	2	3
Learns and applies new ideas, procedures, techniques	1	2	3
Shows interest in work performed	1	2	3
Abides by rules and regulations	1	2	3
Accepts job responsibilities	1	2	3
Completes work in allotted time	1	2	3
Continues work in absence of close supervision	1	2	3
Complies with written and oral instruction	1	2	3
Free from excessive absences/punctual	1	2	3
Works harmoniously with others	1	2	3

Date _____ Signed _____

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the day and year first above written.

**FLORAL PARK-BELLEROSE
UNION FREE SCHOOL DISTRICT**

Lisa Ruiz
Superintendent of Schools

**FLORAL PARK-BELLEROSE
SCHOOL DISTRICT CLERICAL UNIT**

By: *Maureen Blatz*
Unit President

By: *[Signature]*
Labor Relations Specialist
CSEA Local 1000, AFSCME, AFL-CIO

GGDOCS-109202614-379

Appendix A

GRIEVANCE PROCEDURE

In order to continue harmonious and cooperative relationships between the DISTRICT and its employees, it is hereby declared to be the purpose of this procedure to provide for the settlement of certain differences between employees and the DISTRICT through procedures pursuant to which employees may present grievances free from coercion, interference, restraint, discrimination or reprisal. The provisions of this procedure will be liberally construed for the accomplishment of this purpose. The grievance will be filed within 20 days of occurrence.

Definitions – As used herein, the following terms will have the following meanings:

- A. “Employer” will mean the DISTRICT.
- B. “Employee” will mean any employee covered by this Agreement.
- C. “Supervisor” will mean any person, regardless of title, who is assigned to exercise any level of supervisory responsibility over employees.
- D. “Grievance” will be defined as a violation of an explicit provision of this Agreement.

Basic Standards and Principles

- A. Every employee will have the right to present his/her grievance to his/her employer in accordance with the provisions of this Article free from coercion, interference, restraint, discrimination or reprisal.
- B. It will be a fundamental responsibility of Supervisors at all levels, commensurate with the authority delegated to them by their superiors, to promptly consider and take appropriate action upon grievances presented to them by employees under this supervision. To the extent practicable, appropriate authority will be delegated to the Supervisors to enable them to carry out the purpose of this Article.
- C. The employee has a right to representation by an officer of the UNION at all stages of the grievance procedure.

Grievances – Procedural Requirements – Appeals

- A. The first procedural stage will consist of the employee’s presentation of the grievance to the Building Principal. The discussion and resolution of grievances at the first stage will be an oral and informal basis. If the grievance is not satisfactorily resolved at the first stage within five working days of the presentation of the grievance, the employee may proceed to the second stage. In the event, it becomes necessary to carry the grievance to the next immediate supervisor, the procedures will remain informal.

- B. The second procedural stage will be instituted by the employee within five working days of the completion of the first procedural stage. It will consist of a request by the aggrieved employee for a review and determination of his/her grievance by the Superintendent. In this case the aggrieved employee and the immediate supervisor or supervisors will submit to the Superintendent a written statement setting forth the specific nature of the grievance and the facts relating thereto. Thereupon, the Superintendent will, at the request of the employee, hold an informal hearing within ten working days, at which the employee may appear and present oral and written statements or arguments. The final determination of the second stage of the grievance proceeding will be made by the Superintendent in writing within ten working days after the completion of the presentation of the grievance. If the grievance is not satisfactorily resolved at the second stage, the employee may proceed to the third stage.
- C. The third procedural stage will be instituted by the employee within ten working days of the completion of the second procedural stage. It will consist of a written request by the aggrieved employee for a review and determination of his/her grievance by the Board of Education. In this case, the aggrieved employee and the Superintendent will submit within ten working days written statements setting forth the specific nature of the facts relating thereto. Thereupon, the Board of Education will hold a hearing.
- a. The hearing may be conducted by any member of the Board designated by the Board to act on its behalf, provided, however, that if less than the full Board presides at the hearing, the member or members conducting the hearing will render a report to the full Board and the full Board will make its report.
 - b. The report of the Board will contain a statement of the Board's findings of fact and conclusions. The Board will send a copy of its report to each employee involved, the representatives, if any, the immediate supervisor and the Superintendent.
 - c. The Board's decision will be made not later than the second regular monthly Board meeting after receipt of the appeal and will be final and binding.
 - d. The UNION will be notified of all steps taken on an employee's grievance in the event an employee states a desire to be represented by the UNION.

Salary Schedule

2022-23 Year 1

Step	Prin Clerk Typist				
	Personnel Clerk Clerk Typist	Senior Account Clerk	Sr. Pers. Clerk Clerk Typist	Prin Pers Clerk Sr. Account Clerk	Prin Pers Clerk Princ Account Clerk
1	39,477	40,783	42,785	46,379	48,598
2	40,032	41,360	43,391	47,039	49,291
3	40,595	41,945	44,007	47,706	49,991
4	41,176	42,541	44,636	48,392	50,712
5	41,745	43,132	45,254	49,066	51,419
6	42,321	43,730	45,883	49,750	52,138
7	42,905	44,335	46,515	50,437	52,859
8	43,481	44,951	47,153	51,131	53,588
9	44,089	45,571	47,801	51,837	54,329
10	44,693	46,203	48,460	52,552	55,080
11	45,717	47,270	49,570	53,749	56,336
12	46,732	48,335	50,681	54,947	57,594
13	47,756	49,403	51,795	56,145	58,852
14	48,772	50,464	52,898	57,347	60,114
15	49,813	51,546	54,030	58,576	61,405
16	50,877	52,660	55,185	59,834	62,726
17	52,207	53,967	56,471	61,162	64,120
18	53,626	55,358	57,836	62,573	65,602

2023-24 Year 2

Step	Prin Clerk Typist				
	Personnel Clerk Clerk Typist	Senior Account Clerk	Sr. Pers. Clerk Clerk Typist	Prin Pers Clerk Sr. Account Clerk	Prin Pers Clerk Princ Account Clerk
1	41,477	42,783	44,785	48,379	50,598
2	42,032	43,360	45,391	49,039	51,291
3	42,595	43,945	46,007	49,706	51,991
4	43,176	44,541	46,636	50,392	52,712
5	43,745	45,132	47,254	51,066	53,419
6	44,321	45,730	47,883	51,750	54,138
7	44,905	46,335	48,515	52,437	54,859
8	45,491	46,951	49,153	53,131	55,588
9	46,089	47,571	49,801	53,837	56,329
10	46,693	48,203	50,460	54,552	57,080
11	47,717	49,270	51,570	55,749	58,336
12	48,732	50,335	52,681	56,947	59,594
13	49,756	51,403	53,795	58,145	60,852
14	50,772	52,464	54,898	59,347	62,114
15	51,813	53,546	56,030	60,576	63,405
16	52,877	54,660	57,185	61,834	64,726
17	54,207	55,967	58,471	63,162	66,120
18	55,626	57,358	59,836	64,573	67,602

2024-25 Year 3

Step	Prin Clerk Typist				
	Clerk Typist	Personnel Clerk Account Clerk	Senior Clerk Typist	Sr. Pers. Clerk Sr. Account Clerk	Prin Pers Clerk Princ Account Clerk
1	43,477	44,783	46,785	50,379	52,598
2	44,082	45,360	47,391	51,039	53,291
3	44,585	45,945	48,007	51,706	53,991
4	45,176	46,541	48,636	52,392	54,712
5	45,745	47,132	49,254	53,066	55,419
6	46,321	47,730	49,883	53,750	56,138
7	46,905	48,335	50,515	54,437	56,859
8	47,481	48,951	51,153	55,131	57,588
9	48,089	49,571	51,801	55,837	58,329
10	48,693	50,203	52,460	56,552	59,080
11	49,717	51,270	53,570	57,749	60,336
12	50,732	52,335	54,681	58,947	61,594
13	51,756	53,403	55,795	60,145	62,852
14	52,772	54,464	56,898	61,347	64,114
15	53,813	55,546	58,030	62,576	65,405
16	54,877	56,660	59,185	63,834	66,726
17	56,207	57,967	60,471	65,162	68,120
18	57,626	59,358	61,836	66,573	69,602

2025-26 Year 4

Step	Prin Clerk Typist				
	Clerk Typist	Personnel Clerk Account Clerk	Senior Clerk Typist	Sr. Pers. Clerk Sr. Account Clerk	Prin Pers Clerk Princ Account Clerk
1	44,347	45,679	47,721	51,387	53,650
2	44,913	46,267	48,339	52,060	54,357
3	45,487	46,864	48,967	52,740	55,071
4	46,080	47,472	49,609	53,440	55,806
5	46,660	48,075	50,239	54,127	56,528
6	47,247	48,685	50,881	54,825	57,260
7	47,843	49,302	51,525	55,526	57,996
8	48,441	49,930	52,176	56,234	58,739
9	49,051	50,562	52,837	56,954	59,495
10	49,667	51,207	53,509	57,683	60,261
11	50,711	52,295	54,641	58,904	61,543
12	51,747	53,382	55,775	60,126	62,826
13	52,791	54,471	56,911	61,348	64,109
14	53,827	55,553	58,036	62,574	65,397
15	54,889	56,657	59,191	63,828	71,3
16	55,975	57,793	60,369	65,1	
17	57,331	59,126	61,680		
18	58,779	60,545	63,073		

2026-27 Year 5

Step	Prin Clerk Typist				
	Clerk Typist	Personnel Clerk Account Clerk	Senior Clerk Typist	Sr. Pers. Clerk Sr. Account Clerk	Prin Pers Clerk Princ Account Clerk
1	45,233	46,592	48,675	52,414	54,723
2	45,811	47,193	49,306	53,101	55,444
3	46,397	47,801	49,946	53,795	56,173
4	47,001	48,421	50,601	54,509	56,922
5	47,593	48,036	51,244	55,210	57,658
6	48,192	48,658	51,898	55,922	58,405
7	48,800	50,288	52,556	56,636	59,156
8	49,410	50,929	53,220	57,358	59,914
9	50,032	51,574	53,894	58,093	60,685
10	50,660	52,231	54,579	58,837	61,466
11	51,726	53,341	55,734	60,082	62,774
12	52,782	54,449	56,890	61,328	64,083
13	53,847	55,560	58,049	62,575	65,391
14	54,904	56,664	59,197	63,825	66,705
15	55,987	57,790	60,374	65,104	68,047
16	57,094	58,949	61,576	66,413	69,421
17	58,478	60,309	62,914	67,795	70,872
18	59,954	61,756	64,334	69,263	72,414