

# AGREEMENT

by and between the

**JERICO UNION FREE SCHOOL DISTRICT**

and the

**CIVIL SERVICE  
EMPLOYEES ASSOCIATION, INC.**

Jericho Union Free School Unit  
Nassau County Local 865, Unit 7635



**July 1, 2024 through June 30, 2029**

# AGREEMENT

THIS AGREEMENT IS MADE

BETWEEN THE PARTIES MENTIONED HEREIN

AS FOLLOWS

WHEREAS THE PARTIES HAVE AGREED TO  
ENTER INTO A JOINT VENTURE FOR THE  
PURPOSE OF

CONDUCTING BUSINESS IN THE  
FIELD OF

AND THE PARTIES HAVE AGREED TO

# CSEA Agreement

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**CIVIL SERVICE EMPLOYEES' ASSOCIATION, INC.**  
**Local 1000, AFSCME, AFL-CIO**

Agreement made this 1st day of July, 2024, by and between the Board of Education, Jericho Union Free School District, Jericho, New York hereinafter referred to as (The "District") and the Civil Service Employees Association, Inc. Local 1000 AFSCME, AFL-CIO, Nassau Local 865, Jericho School Unit #7635 Hereinafter referred to as ("CSEA").

**WITNESSETH**

WHEREAS, the CSEA has been designated and selected by certain employees of the District as their representative for the purpose of collective bargaining,

NOW, therefore, in consideration of the premises and of the covenants and agreements herein contained, the parties hereto agree as follows:

**PREAMBLE**

The Board of Education and its employees acknowledge that there is an overriding mutuality of interest in the desire to achieve the finest possible education for the children of Jericho, which is consistent with the aspirations of the community. It is agreed that this interest is best advanced in an atmosphere of harmonious and cooperative relationships. It is toward this end, with mutual respect for the rights, responsibilities and duties of each other that the District and the CSEA enter into this agreement.

## ARTICLE I - RECOGNITION AND DUES DEDUCTION

### (A) Recognition:

1. The District recognizes the CSEA as the exclusive representative of the non-instructional: clerical; custodial; cafeteria; maintenance; transportation and athletic trainer employees for the purpose of collective bargaining with respect to rates of pay, wages, hours of work and other conditions of employment as described in Section 201 (5) of the Civil Service Law. All persons working in managerial capacity including, but not limited to the Business Manager, Superintendent of Buildings and Grounds, Cafeteria Manager, and Transportation Manager are not part of the bargaining unit and are not covered by this agreement. Also not included in the bargaining unit covered by this agreement are personnel whose basic duties are managerial or administrative in nature, except as otherwise stated, and all such persons designated by the Public Employment Relations Board (PERB) as confidential employees.
2. The CSEA agrees to represent all non-instructional personnel in the negotiating unit equally in the area of negotiations on terms and conditions of employment exclusive of grievances.
3. This recognition shall continue through June 30, 2029.

### (B) Dues Deduction:

The District agrees to deduct from the salary of its employees who have submitted written authorization for such deduction, CSEA dues, and to transmit monthly, the total amount deducted to the Treasurer of the Civil Service Employees Association, Inc., Albany, New York.

1. Deductions shall be made uniformly and consistently once each month during the course of the year. In the event of ten-month employees, entire 12 months dues shall be deducted over the 10 months that such employees work.
2. Dues deduction shall commence on the pay period following the date on which authorization is received from the employee and confirmation is received by the District from the Treasurer of the CSEA, 143 Washington Ave. Albany, NY 12210. Such deductions shall remain in effect until the employee notifies the District, in writing, to discontinue withdrawing dues deduction. Once having withdrawn such authorization, an employee may not reinstitute dues deductions in the current fiscal year. Dues will cease being deducted on the first full pay period after receipt of written notice to stop deductions.

## ARTICLE II - MANAGEMENT FUNCTION

Unless otherwise specifically stated herein, the District shall be deemed to have all the usual and ordinary prerogatives attributed to Management including, but not limited to, managing its facilities and directing its affairs and working force.

## ARTICLE III - DEFINITIONS

As used in this Agreement, the following terms shall have the respective meanings hereinafter set forth:

- (A) The term *employee* shall mean a non-instructional employee of the District who is a member of the Bargaining Unit herein and who is, or shall be, actively engaged in clerical, custodial, cafeteria, maintenance, transportation and athletic trainer assignments whose classifications shall be listed in Article IV, Categories A, B, C, D, and E or any new classifications in the area of employment above indicated which the District in its sole discretion shall establish, subject to applicable Civil Service laws.
- (B) The term *classification* shall mean the position to which employees are assigned to work as listed in Article IV, Categories A, B, C, D, and E or any other new positions that the District, in its sole discretion, may establish, subject to applicable Civil Service laws.
- (C) The term *work year* shall mean the regularly scheduled year of work as detailed in Article IV, Categories A, B, C, D, and E, in which classifications are listed and to which employees are assigned.
- (D) The term *Legislative Body* shall mean the Board of Education.
- (E) The *Negotiating Unit* shall mean all non-instructional: clerical, custodial, cafeteria, maintenance, transportation and athletic trainer employees as described and recognized in Article I (Recognition).
- (F) The term *CSEA* shall mean Local 1000 CSEA, Inc., AFSCME, AFL-CIO

**ARTICLE IV – EMPLOYEE GROUPS**

The following are the classifications of negotiating unit employees, and hereinafter shall be identified by category:

**Category A:** 12-month employees

Asst. Head Custodian	Groundskeeper	Principal Account Clerk
Asst. Bus Dispatcher	Head Auto Mechanic	Principal Typist Clerk
Asst. Supervisor of Transportation	Head Custodian I	Security Aide
Automotive Mechanic	Head Custodian II	Senior Account Clerk
Automotive Servicer	Head Groundskeeper	Senior Clerk Typist
Cleaner	Info. Tech. Aide I/II	Senior Groundskeeper
Clerk	Info. Tech. Specialist	Senior Maintainer
Clerk Laborer	Info. Tech. Specialist II	Senior Stenographer
Clerk-Typist	Maintainer	Stenographer
Crew Chief	Maintenance Helper	Supervisor of School Facilities
Custodian	Maintenance Supervisor	Switchboard Operator
Data Analyst	Messenger-Bus Driver	Teacher Aides
Driver Cleaner	Motor Repair Supervisor	

**Category B:**

- (B1) 10-month employees scheduled to work Superintendent’s Conference Day until the last day of school, and all such 12-month classifications (Category A) which may be reduced to 10-month positions:

Clerk-Typist	Stenographer
Information Tech. Aide II	Senior Stenographer
Senior Typist Clerk -10 Mo.	

- (B2) Full-Time Ten Month (200 day) Teacher-Aides must work 200 days. Salary will be based on the days worked (200) by taking 1/200 of the full time Teacher Aide’s salary for each day of work.

Teacher Aides: Classroom, Cafeteria, Library, Laboratory

- (B3) Full-Time Ten-Month Teacher-Aides, and FT Bus Attendants must work 185 days. Salary will be based on the days worked (185) by taking 1/200 of the full time Teacher Aide’s salary for each day of work.

**Category C:**

10-month employees scheduled to work, Superintendent’s Conference Day until the last day of school, on a regular schedule of not less than 30 hours per week:

Food Service Helper I	Assistant Cook
Cook	Baker



3. 10-month employees as described in Article IV, Category B, shall be required to work 7½ hours per day, 37½ hours per week. Such employees, from the last day of school through Superintendent's Conference Day each year shall be required to work 6½ hours per day, 32 ½ hours per week. In addition, such employees shall be scheduled to work 6 ½ hours per day, 32 ½ hours per week, at all locations, at such times when school is closed for all students.
  4. 10-month, hourly paid employees, as described in Article IV, Categories C, and D, shall be required to work specifically those hours assigned by the Department Manager, Superintendent or his/her designee.
  5. All bus drivers as described in Article IV, Category E, shall be required to work specifically those hours as assigned by the Department Manager.
  6. All employees described in Article IV, Category F, shall be required to work 40 hours per week. The workday shall be determined by the district based on need relative to athletic events and practice sessions. The work year shall be from August 15 - June 15.
  7. 12-month employees as described in Article IV, Category G, shall be required to work 6 hours per day, 30 hours per week.
- B. The work week for all employees shall be Monday through Friday.
- C. All lunch periods shall be one-half (½) hour daily, without pay, and shall be designated by the supervisor.
- D. Employees who work more than forty (40) hours in any one week shall be paid for such overtime at the rate of one and one-half (1½) times his/her regular hourly rate of pay. Overtime which does not exceed forty (40) hours in any one given week will be paid at the regular straight time hourly rate. All employees will be paid double time for working on Independence Day, Labor Day, Christmas Day, New Years Day, Thanksgiving Day, Easter Sunday and Memorial Day.
- E. Emergency School District Closing:
- The following shall apply when the District closes schools due to emergency school closing:
1. All buildings and grounds employees and transportation mechanics must report for work unless specifically excused by order of the Superintendent of Schools or his/her designee. Should these employees not report for work, they will lose pay unless the Superintendent of Schools so authorizes charging the employee with a sick or personal day.

(All other full-time 12-month and 10-month employees will not report for work unless specifically required to work by the Chief Building Administrator or the Superintendent of

Schools or his/her designee. If not required to work, these employees will be paid their normal daily rate of pay.)

2. Part-time employees (Category D) who work a minimum of three (3) hours will not report for work and will be paid their normal hourly rate for the number of hours regularly scheduled for that day. The District shall pay for a maximum of two such days per year, if and when they occur.
3. Bus drivers (Category E) who work a minimum of twenty (20) hours per week for a continuous six (6) month period will not report for work and will be paid their normal hourly rate for the number of hours regularly scheduled for that day. The District shall pay for a maximum of three (3) such days each year, if and when they occur.
4. All employees required to work shall be paid for all time worked at the rate of time-and-one-half plus a day's pay.

F. Delayed Openings:

1. Delayed school openings are for students. Staff is expected to get to school as close to their regular work hours as is safely possible.
2. All Buildings and Grounds employees who are asked to report for snow removal and/or emergency repairs will be paid overtime for their time worked for a minimum of 2 hours.

G. Snow Day/Remote Days – “emergency closure” relates to the closing of school for in-person instruction due to snow or weather-related events and times where unsafe travel and/or work conditions are present. Emergency closures can be building specific.

## ARTICLE VI - LENGTH OF SERVICE

A. Length of Service (Non-competitive and Labor Classifications):

1. For the purpose of this Article VI, length of service for each employee who is now in the Non-competitive or Labor classification, as said classes are defined by the Civil Service Law, Rules and Regulations, shall be computed from the date on which such employee was first employed by the District, provided, however, that such service of an employee shall not be interrupted. No prior period or periods of employment shall be computed in establishing length of service of an employee for service to the District preceding the effective date that service was interrupted by any of the following:
  - (a) Resigns from his/her employment
  - (b) Terminated or dismissed from his/her position
  - (c) Lay-off with no recall to work within 90 days

2. Building and Grounds Employees:

For the purpose of shift selection, the above-defined Buildings and Grounds employees in the Non-competitive and Labor classification shall have an opportunity to transfer from day shift to night shift, or the reverse, or to other building locations, where practicable and subject to the discretion of the District and the approval of the Building Principal in or to which the transfer occurs in accordance with length of service in the District. The said opportunity shall also apply to job assignment selection. Such opportunity can only be claimed once in each three-year period. Requests for transfers must be made prior to September 1 each year, and application for such transfer shall be limited to open positions only. Transfers will only be approved based on ability and quality of past performance as judged by the supervisor, regardless of length of service.

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3. Bus Drivers:

For the purpose of assignment selections only the above-defined Bus Drivers' length of service shall be computed in accordance with Paragraph (1) above or the date from which the driver was assigned as a Bus Driver, whichever occurred last, and shall count in accordance with the following provided, however, that drivers so selecting routes shall have had applicable experience on large buses, small buses or both large and small buses, and shall have demonstrated competence on the type of bus to be driven. Competency shall be determined by the District through the administration of a test relative to the type of bus to be driven. If a driver does not pass said test, the District shall provide training periods not to exceed 10 hours in a one-week period.

Following such training, the District shall make a determination. Should the driver be dissatisfied with such determination, an appeal may be made directly to the Superintendent of Schools whose decision shall be final.

- (a) The District reserves the right to establish routes and make assignments.
- (b) Length of service is to be used once each year to claim a route for the school year, prior to the start of each school year. Routes so selected by an employee may not be changed by the employee.
  - (1) Drivers with the greater length of service in the District who are available to work a minimum of 20 hours per week, both mornings and afternoons (A.M. and P.M.), shall have the right of first selection, in accordance with the provisions of this article.
  - (2) Drivers who are available to work less than 20 hours per weeks, either mornings or afternoons (A.M. and P.M.), shall select routes based on the length of service provision of this article only after those employees covered under subparagraph 3 (b) (1) above have exercised their selection rights.

- (3) Drivers desiring to change their status from less than 20 hours per week (A.M. and P.M.) to more than 20 hours per week (A.M. and P.M.) may do so, provided a route is open and provided it does not conflict with the District's plans to staff its routes. Such changes will be allowed only annually in accordance with 3(b) above, or, at other times, at the convenience of the District. The driver requesting the change will be allowed to select a route only after drivers who have previously been scheduled to work 20 hours or more each week (A.M. and P.M.) have exercised their route selection privileges.
- (4) Regular routes which become vacant during the school year, for the duration of that year, shall be filled by assignment by the District.
- (5) Late runs shall be assigned to regular routes where, in the opinion of the District, it is in the best interest of the District.
- (6) Drivers who are scheduled to work 20 hours or more each week (A.M. and P.M.) shall have the right of first application for extra "runs," trips, i.e. field trips, Saturday sport trips, etc., where they do not interfere with normal routes, but such extra work, combined with normally scheduled work, cannot exceed 40 hours in any work week. Such extra work shall be distributed, where at all possible, equitably on a rotating basis. Only after drivers who are scheduled to work more than 20 hours per week (A.M. and P.M.) apply for such extra work shall such extra work be offered on a rotating basis to drivers who are scheduled to work less than 20 hours per week (A.M. and P.M.)
- 7) Drivers of a regularly assigned route, it is understood and agreed, assume the responsibility for the route including those times when District Schools may be closed and services to private schools, etc., must be maintained.
- 8) Charter trips (not mid-day extended education trips) will be at a charter rate of pay as follows:

2024-2025	\$33.07/Hr.
2025-2026	\$33.73/Hr.
2026-2027	\$34.41/Hr.
2027-2028	\$35.10/Hr.
2028-2029	\$35.80/Hr.

Extended workday that exceeds a 40-hour workweek will be compensated at charter rate of pay at time and one-half.

When a charter trip is assigned at the end of a driver's regular workday, the driver will be compensated for 6 hrs. at the regular contracted rate of pay and the charter rate of pay after the 6-hr. shift.

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Charter trips will be assigned by the Director of Transportation on a weekly rotational basis.

Charter trips will be assigned to drivers who work less than 40 hrs. per week based on seniority. Drivers who work 40+ hrs. per week will be assigned by seniority for any remaining trips not covered by drivers working under 40 hrs. per week.

- (c) Notwithstanding the foregoing, all assignments shall meet with the approval of the Transportation Manager. If, for any reason, the Transportation Manager disapproves an assignment, he/she shall have the right to effect necessary changes. All assignments made by the Transportation Manager which may be claimed to be improper may be appealed only through proper channels and shall be reviewable by the Superintendent of Schools or his/her designee, whose decision shall be final.

4. Promotions and Job Re-assignments:

Ability, adaptability, and length of service shall be given consideration insofar as practicable, consistent with the needs of the District as to the following:

- (a) Promotions in the Labor and Non-competitive job vacancies.
- (b) In the case of employees, other than employees referred to in Article VI, A Sec (2) and (3) above, seeking job re-assignments to vacancies which are within the same Non-competitive and Labor classifications as the position held by employees seeking re-assignments.

5. Miscellaneous Provisions:

Wherever practicable and consistent with the needs of the District, employees serving within the same position under Article VI A shall be given preference in the choice of vacation periods.

- (a) Nothing herein contained shall prevent the District from transferring any employee from one shift to another, or from one location to another, whenever the District deems it in the best interest of the District; such transfer or denial of transfer, when made, shall not be subject to length of service rights. All shift transfers shall require a two week notice to the employee.
- (b) Where any employee, as defined in Article VI A (1) (Non-competitive and Labor classifications) is laid off or terminated, the District shall, on written request to the District's Personnel Administrator, be given an opportunity, together with the employee's union representative on employee's request to meet within ten working days of the employee's

requests (but the date of such interview shall not affect the date of termination) with the Superintendent and/or his/her designee in order to express the employee's concerns regarding the layoff or termination; however, the opportunity to have such meeting shall not provide such employee with any rights relating to such layoff or termination which are not granted under Civil Service Law. Notwithstanding any provisions in this Article VI A (5) or any other provisions in this Article VI (A), termination or layoffs in the Non-competitive and Labor classification irrespective of length of service shall continue to be in the sole discretion of the District.

It is understood and agreed that with respect to terminations and layoffs of Non-competitive and Labor class employees, such employees are not granted any rights under this agreement that they do not possess under Civil Service Law.

- (c) In the event that any employee, defined in Article VI (A) (1) deems himself/herself aggrieved under any provision of this Article VI (A), the sole and exclusive appeal for review shall be in writing addressed to, and determined by, the Superintendent of Schools whose determination shall be final and binding and shall not be subject to the grievance procedure provided herein.

The Superintendent of Schools, at his/her discretion, may determine the issue on the written appeal submitted or may, if he/she deems it necessary, invite the aggrieved party and any other person to appear before him/her or his/her designee for informal oral review of the complaint presented.

B. Length of Service (Competitive Classifications):

- 1. In addition to the rights accorded by law to employees appointed to Competitive Civil Service positions, the following shall apply:
  - (a) Buildings and Grounds Employees: For the purpose of shift selection, Buildings and Grounds employees in Competitive classifications shall have an opportunity to transfer from day shift to night shift, or the reverse, or to other building locations, where practicable, and subject to the discretion of the District and the approval of the Building Principal in or to which the transfer occurs in accordance with the length of service in the District.  
The said opportunity shall also apply to job assignment selection. Such opportunity can only be claimed once in each three-year period. Requests for transfers must be made prior to September 1, each year, and applications for such transfer shall be limited to open positions only. Transfers will only be approved based on ability and quality of past performance as judged by the supervisor, regardless of length of service.
  - (b) Employees in Competitive classifications shall, on the basis of ability, adaptability and length of service, be given consideration insofar as practicably consistent with the needs of the District as to job re-assignments regarding job vacancies within the same Competitive

classifications as the position held by the employee seeking re-assignment.

- (c) Wherever practicable and consistent with the needs of the District, employees appointed to Competitive Civil Service positions shall be given preference in the choice of vacation periods based on length of service.
- (d) Nothing herein contained shall prevent the District from transferring any employee from one shift to another or from one location to another whenever the District deems it in the best interest of the District; such transfer or denial of transfer, when made, shall not be subject to length of service rights. All shift transfers shall require a two week notice to the employee.

### ARTICLE VII - SALARY

A. Salary Schedule Increases will be as follows:

- July 1, 2024 – 2.5%
- July 1, 2025 – 2.0%
- July 1, 2026 – 2.0%
- July 1, 2027 – 2.0%
- July 1, 2028 – 1.5%

All stipends and longevities will be increased by 2% in each year of the contract.

B. Steps A & AA – Step AA will be removed from all salary schedules in the 2024-2025 school year. Step A will be removed from all salary schedules in the 2025-2026 school year.

C. For the purpose of this Agreement, employee's step placement and advancement shall be as follows:

- 1. All employees covered by this Agreement, who are hired on or before the first working day of January shall, on July 1 following employment, shall advance according to the appropriate salary schedule in their classification.
- 2. All employees covered by this Agreement, who are hired after the first working day of January, shall not advance according to the appropriate salary schedule in their classification, until one year from July 1 following the date of hire.

D. Full time permanent employees whose normal regular shift begins after 3:00 P.M. daily shall be entitled to a seven percent (7%) night work wage differential based on their base weekly wage for all hours worked.

- E. Cafeteria employees (as described in Article IV, Categories C & D), when scheduled to service functions outside of the normal, regular workday, shall be paid no less than minimum wage, nor more than their regular hourly rate, whichever is higher, for a minimum of four (4) hours or their actual time, whichever is greater. In the interest of equity, employees shall be asked to work on a rotating basis, by seniority. On these occasions, should employees not accept such assignment, the District shall make assignments by seniority from the least senior to the most senior on a rotating basis.
- F. Buildings and Grounds personnel, anytime called in to work on a non-scheduled workday, payment shall be made for time and one-half with three-hour minimum.
- G. Benefits for employees in Categories A, B, C and D shall be computed by using the normal working day as a base for all benefits.

Category E Employees (Bus Drivers) benefits shall be based on a Driver's normal work schedule. Temporary extra work shall be specifically excluded. Temporary extra work shall not be included for sick leave payment and personal leave payment, with the exception that temporary extra work which occurs and is given to bus drivers in addition to regular route assignment after October 1 each year and which continues in excess of 100 school days will be reviewed at the end of each school year and payment will be made retroactively for sick days and personal days which were taken on the days when such extra work was performed during the school year.

- H. Category E employees (Bus Drivers) who are scheduled to work shall be paid based on a minimum of two (2) hours at the employee's regular hourly rate of pay for those times when the employee is scheduled to work and reports for such work.
- I. Cafeteria employees (as described in Article IV, Categories C and D) shall receive three (3) new uniforms and one (1) pair of shoes each year. Bus Driver employees (as described in Article IV, Category E) shall receive one (1) jacket each year. Buildings & Grounds employees (as described in Article IV, Category A) will receive a total of three (3) shirts, one (1) outerwear garment (sweatshirt or jacket or coat), three (3) pants, and one (1) pair of work boots each year. All employees who are provided with uniforms by the District are required to wear such uniforms with appropriate insignias, as supplied, while on duty and in the performance of their duties. Failure to properly wear such uniform will result in the employee being sent home for the day resulting in loss of pay for days of non-conformance after one (1) warning.
- J. Working out of title shall only apply to Custodial personnel (i.e.: Custodian assigned as Head Custodian and Head Custodian, Elementary to Head Custodian, Secondary). Such employees when assigned to perform the duties in the higher classifications shall be paid the rate for the higher classification using the employee's base rate to the nearest dollar amount, but not less than his/her base rate of the higher classification plus one (1) step. Such increase will not be paid for the first (10) ten working days in such higher classification and shall be retroactive to the first day of the assignment if the assignment exceeds (10) ten days. The District shall pay for all such temporary assignments replacing employees on leave of absence and/or absence due to illness; excluded are replacement assignments because of vacation or jury duty.

- K. The stipend for Payroll Coordinator shall be:  
\$5,322 for the 2024-2025 school year; \$5,429 for the 2025-2026 school year;  
\$5,537 for the 2026-2027 school year; \$5,648 for the 2027-2028 school year and  
\$5,761 for the 2028-2029 school year.

- L. Teacher Aides who assist daily with toileting, which may include toilet training plans, diapering, and/or bathroom hygiene shall be eligible to receive a \$1,500 stipend in each year of the contract dependent upon application and approval.

### ARTICLE VIII - LONGEVITY

(Amounts stated in the contract shall be cumulative)

- A. Eligible employees who, as of July 1 each year, have completed: ten (10) continuous years of service; fourteen (14) continuous years of service; twenty (20) continuous years of service; and twenty-four (24) continuous years of service will receive each year thereafter, a longevity increment for each step achieved according to the following:

First year of the Agreement July 1, 2024 through June 30, 2025:

1. Eligible employees in categories A & B regularly employed not less than thirty-seven and a half (37½) hours per week shall receive \$1,589.00 for each longevity step, above detailed.
2. Eligible hourly paid Cafeteria employees:
  - (a) Regularly scheduled to work a minimum of thirty (30) hours per week shall receive \$1,470 for each longevity step, above detailed.
  - (b) Regularly scheduled to work a minimum of twenty (20) hours per week, but less than thirty (30) hours per week, shall receive \$964 for each longevity step, above detailed.
  - (c) Regularly scheduled to work a minimum of ten (10) hours per week, but less than twenty (20) hours per week, shall receive \$482 for each longevity step, above detailed.
3. Eligible hourly paid Bus Drivers:
  - (a) Regularly scheduled to work a minimum of thirty (30) hours per week shall receive \$1,394 for each longevity step, above detailed.
  - (b) Regularly scheduled to work a minimum of twenty (20) hours per week but less than thirty (30) hours per week shall receive \$850 for each longevity step, above detailed.

- (c) Regularly scheduled to work a minimum of ten (10) hours per week, but less than twenty (20) hours per week, shall receive \$463 for each longevity step, above detailed.

4. Eligible Part-Time Clerical and Part-Time Teacher Aide employees:

- (a) Regularly scheduled to work a minimum of twenty (20) hours per week, but less than thirty (30) hours per week shall receive \$850 for each longevity step, above detailed.
- (b) Regularly scheduled to work a minimum of thirty (30) hours per week, but less than thirty-seven and a half (37 ½) hours per week, shall receive \$1,308 for each longevity step, above detailed.

B. Longevity amounts shall be increased by 2% in each year of the contract.

For the purpose of this Article, to determine eligibility, years of continuous service shall mean years of uninterrupted service. Should authorized leaves of absence have occurred within the time span being viewed for longevity purposes, that time so absent shall be deducted in computing eligibility for longevity. Should an employee have been terminated and subsequently rehired, the latest date of employment shall prevail, and no credit given for former service.

Longevity shall be paid out throughout the year on a pro-rated basis by pay period. In addition, longevity shall be factored and paid on an overtime basis (time-and-one-half) for all hours worked each week in excess of forty (40) hours.

**ARTICLE IX - EMPLOYEE BENEFITS**

A. Health Insurance:

For the term of this Agreement, the District shall provide health insurance for all employees who, under the terms of the plan, qualify for such insurance and are scheduled to work twenty (20) hours or more each week exclusive of additional temporary assignment and overtime worked. Employees hired prior to July 1, 2008, shall pay 10% of the premium of such insurance.

Employees hired after July 1, 2008, shall pay health insurance rates according to the following schedule:

	<u>Employee Share</u>	<u>Employer Share</u>
July 1, 2024	19%	81%
July 1, 2025	18%	82%
July 1, 2026	17%	83%
July 1, 2027	16%	84%
July 1, 2028	15%	85%

All employees must be regularly scheduled to work a minimum of twenty-five (25) hours per week or more to be eligible for health insurance participation.

During the term of this contract, an employee who is covered under the District's health insurance plan may submit a waiver of said coverage, in a form designed by the District, on or before February 1st of the school year. In the event a staff member has failed to exercise this option by February 1st, due to an unforeseen or special circumstance, causing employee to miss the filing deadline for exercise of said option, ~~the staff member may apply for the benefit after February 1st.~~ The Superintendent, following consultation with the CSEA President, shall determine to grant or deny the late application. The staff member shall be paid, as additional salary, on a yearly basis during the first or second payroll in December, the following amounts by the district in the event that he/she/they choose to waive coverage for the 2024 calendar year:

<u>Individual Coverage</u>	<u>Family Coverage</u>
10% - \$5,015 (Pre 2008)	10% - \$11,840 (Pre 2008)
20% - \$4,457 (Post 2008)	20% - \$10,525 (Post 2008)

The sum will increase by 2% per year thereafter.

In the event a staff member who has chosen this option because of an "unforeseen event," wishes to re-enroll in any school year, the staff member shall return, on a prorata basis that portion of monies previously paid during the school year, if any, determined as of the effective date of re-enrollment.

An "unforeseen event" shall be defined as a "life event," such as the death of the person under whose medical insurance the staff member is covered, divorce from the policyholder or loss of job of the policyholder.

Health Insurance into Retirement:

Employees with a minimum of 2 years of service shall (if they are currently enrolled), upon retirement, be entitled to carry their health insurance into retirement at the following rates:

Individual: 50% paid by District / 50% paid by employee  
 Family: 35% paid by District / 65% paid by employee

Employees with 20 or more years of service as of June 1, 2024, upon retirement, will be entitled to carry their health insurance into retirement at the following rates:

Individual: 60% paid by District / 40% paid by employee  
 Family: 45% paid by District / 55% paid by employee

B. Dental Insurance:

For the term of this Agreement, the District shall provide dental insurance for all employees who, under the terms of the plan, qualify for such insurance and are scheduled to work twenty (20) hours or more each week, exclusive of additional temporary assignment and overtime worked. All employees must be regularly scheduled to work a minimum of twenty-five (25) hours per week or more to be eligible for dental insurance participation. Coverage for all new employees shall commence on the first of the month following six (6) months of service from the date

of hire, provided, however, that such new employee(s) enrolls for coverage during the first thirty (30) days of employment.

The dollar amount paid by the District for dental insurance premiums shall remain constant for the term of the agreement except that any increases in premium which may occur will be equally co-shared 50% paid by the participating unit employee(s). The dental plan in effect as of June 30, 1993, shall remain in effect for the duration of this agreement, unless modified by mutual consent.

C. Life Insurance:

Coverage for all new employees shall commence on the first of the month following one (1) month of service from the date of hire, provided, however, that such new employee(s) enrolls for coverage during the first thirty (30) days of employment. The plan shall not be modified in any form, except that which shall bear no increased cost to the District. The District shall provide thirty thousand dollars (\$30,000) Life Insurance for qualifying employees. This benefit shall apply to all covered employees who, under the terms of the plan, qualify for such insurance and are scheduled to work twenty (20) hours or more each week, exclusive of additional temporary assignments and overtime worked; the premium cost of such insurance shall be co-shared 80% paid by the District and 20% paid by each participating employee. All employees must be regularly scheduled to work a minimum of twenty-five (25) hours per week or more to be eligible for life insurance.

D. Income Disability Insurance:

1. For the term of this Agreement, the District shall provide Income Disability Insurance for all employees who, under the terms of the plan, qualify for such insurance; the premium cost of such insurance shall be co-shared 80% paid by the district and 20% paid by each participating employee. Coverage for all new employees shall commence on the first of the month following six (6) months of service from the date of hire, provided, however, that such new employee(s) enrolls for coverage during the first thirty (30) days of employment. The plan shall not be modified in any form, except that which shall bear no increased cost to the District.
2. The District shall provide Income Disability Insurance for cafeteria employees and bus drivers. To be eligible, cafeteria employees and bus drivers must be regularly scheduled to work thirty (30) or more hours per week. The premium cost of such insurance shall be shared 80% paid by the District and 20% paid by each participating employee; however, the District's share shall be limited and shall not exceed the dollar amount the District co-shares for the disability insurance it provides for other CSEA groups as per this Article IX, Paragraph D, 1 above.
3. It is agreed that no employee shall receive pay for both sick leave and income disability compensation for any absence due to illness. Income Disability Insurance, payable under the insurance plan for any day that sick leave compensation is provided, shall be returned to the District by the employee, if received directly.

4. Employees must apply for said insurance within the first 90-days of any disability. Employees must notify the School District, in writing, within the 90-day waiting period if the employee intends to use accrued unused sick leave beyond the 90-day waiting period. No payment for accrued sick leave shall be made beyond the 90-day waiting period if the employee fails to file the disability claim and does not notify the School District, in writing, for continued use of accrued unused sick leave. The District shall be obligated, during said waiting period, to notify in writing (certified mail, return receipt requested) the affected employee of his/her options and obligations.
5. Effective November 1, 1990, the basic Income Disability Insurance Policy was amended by the addition of two (2) limitations, to wit: age sixty-five (65) limitation for receipt of benefits for both accident and sickness, and Income Disability Insurance benefits shall be reduced in an amount equal to the retirement benefits (allowance) received under the New York State Employees' Retirement Plan.

E. Retirement Plan:

The District shall provide a non-contributory Retirement Plan for all employees who, under the terms of the plan, are eligible. The plan provided shall be the 1/60 non-contributory Retirement Plan provided in Chapter 1006 of the Civil Service Laws of 1966. Effective February 1, 1991, the District, subject to approval by the New York State Employees' Retirement System, shall provide the additional pension benefits of Section 75-e; Section 75-g; and Section 75-i of the Retirement and Social Security Law. (Said change effective February 1, 1991, conforms to resolution form provided by the New York State Employees' Retirement System adopted by the Board of Education on September 28, 1990.)

Note: It is agreed that the District shall not be obligated to provide any insurance which is not attainable through New York authorized companies at standard rates, or which is not attainable within the District's total responsibilities and commitments.

F. Deferred Compensation:

Members of the unit shall be eligible to participate in the New York State Deferred Compensation Plan.

G. IRS Section 125 Benefits:

Members of the unit shall be eligible to participate in the FLEX Benefit Plan.

## ARTICLE X - SICK LEAVE

The period for measuring sick leave allowance shall be July 1 through June 30 each year. The first working day in January shall be used as the cut-off date in computing an employee's eligibility for moving to the next category of sick leave allowances. Only those employees employed on or before the first working day of January shall receive full credit for the year. Sick leave allowance and accruals shall be as follows:

- A. 12-month employees as described in Article IV, Category (A):
  - 1. New employees, for the first (3) three years of employment, shall be entitled to twelve (12) paid sick days each year (through June 30 each year) pro-rated to reflect the date of hire.
  - 2. For the fourth (4th) and subsequent years of service, employees shall be entitled to fifteen (15) paid sick days each year (through June 30 each year). Employees in this category may accrue a maximum of 185 paid sick leave days.
  
- B. 10-month employees as described in Article IV, Category (B1) and (B2):
  - 1. New employees, for the first (3) three years of employment, shall be entitled to ten (10) paid sick days each year (through June 30 each year) pro-rated to reflect the date of hire.
  - 2. For the fourth (4th) and subsequent years of service, shall be entitled to twelve (12) paid sick leave days each year (through June 30 each year). Employees in this category may accrue a maximum of 185 paid sick leave days.
  
- C. 10-month employees as described in Article IV, Category (B3) and (C):
  - 1. New employees, for their first year of employment, shall not be entitled to receive paid sick leave benefits. However, the District, during the first year of employment, may advance such benefits to new employees against the allotment allowable upon the completion of the first year of service. Such benefits, when advanced, shall be as listed below on a pro-rated basis. Should new employees leave the employ of the District for any reason, prior to the completion of one year of service, he/she shall be required to reimburse the District in equal amounts for compensation received as wages or salary for such sick leave advanced.
  - 2. New employees, for the first (3) three years of employment, shall be entitled to ten (10) paid sick days each year (through June 30 each year) pro-rated to reflect the date of hire.
  - 2a. For the fourth (4th) and subsequent years of service, shall be entitled to twelve (12) paid sick leave days each year (through June 30 each year). Employees in this category may accrue a maximum of 185 paid sick leave days.

D. Part-time 10-month employees as described in Article IV, Category (D):

1. New employees, for their first year of employment, shall not be entitled to receive paid sick leave benefits. However, the District, during the first year of employment, may advance such benefits to new employees against the allotment allowable upon the completion of the first year of service. Such benefits, when advanced, shall be as listed below on a pro-rated basis. Should new employees leave the employ of the District for any reason, prior to the completion of one year of service, he/she shall be required to reimburse the District in equal amounts for compensation received as wages or salary for such sick leave advanced.
2. Employees having less than five (5) full years of service shall be entitled to five (5) paid sick days each year (through June 30 of each year). Employees in this category shall be allowed to accrue a maximum of 33 paid sick leave days.
- 3a. Employees who have completed five (5) full years of service as of July 1 each year shall be entitled to seven (7) paid sick days each year (through June 30 each year).

Employees in this category, who are scheduled to work a minimum of four (4) hours per day, but less than six (6) hours per day, shall be allowed to accrue a maximum of 132 paid sick leave days.

- 3b. Employees in this category, who are scheduled to work a minimum of two (2) hours per day, but less than four (4) hours per day, shall be allowed to accrue a maximum of 66 paid sick leave days.

E. Bus Drivers who work a minimum of twenty (20) hours per week as described in Article IV, Category (E):

1. New employees, for their first year of employment shall not be entitled to receive paid sick leave benefits. However, the District, during the first year of employment, may advance such benefits to new employees against the allotment allowable upon the completion of the first year of service. Such benefits, when advanced, shall be as listed below on a pro-rated basis, upon completion of continuous service in each year. Should new employees leave the employ of the District for any reason, prior to the completion of one year of service, he/she shall be required to reimburse the District in equal amounts for compensation received as wages or salary for such sick leave advanced.
2. For the following year and for all subsequent years of service, employees in this category, upon completion of six (6) months of continuous service, in each year, shall be entitled to eight (8) paid sick days each year (through June 30 each year).

Employees in this category may accrue a maximum of 56 paid sick leave days.

- F. Part-Time 12-month employees (Category G – minimum 30 hrs. or more per week):
1. New employees, for the first (3) three years of employment, shall be entitled to ten (10) paid sick days each year (through June 30 each year) pro-rated to reflect the date of hire.
  2. For the fourth (4th) and subsequent years of service, shall be entitled to thirteen (13) paid sick leave days each year (through June 30 each year). Employees in this category may accrue a maximum of 150 paid sick leave days.
- G. All employees covered under items A, B, C, D, E, F & G above, will be paid for sick leave days in accordance with their normal regular daily rate, or hourly rate where applicable, and shall be paid according to their normally scheduled workday.
- H. 1. Employees have no entitlement to be paid and shall receive no payment for accrued unused sick leave upon separation of employment from the District.
2. Employees who have completed a minimum of two years of service in the District shall, upon retirement, be entitled to receive sixty percent (60%) of any sick leave which was accrued and not used, limited to the maximum accumulations as listed in this Agreement for each category of employee.

Payment in the percentages, as noted above, for accrued unused sick leave shall be paid to the estate of employees who may die while in the active employ of the District.

Notwithstanding changes in said benefit from prior Agreement, said benefits are intended to reduce absenteeism and, as such, shall continue to be experimental for the duration of this Agreement.

- I. Employees entitled to paid sick leave benefits under this Article shall be allowed, with prior approval of the Superintendent of Schools or his/her designee, sick leave with pay for a total of five (5) days during each year, July 1 through June 30, for illness in the employee's immediate family, provided, however, that employees making claim have accrued unused sick leave under this Article to which this is chargeable. In cases of a very serious illness in a member's immediate family, the Superintendent of Schools may extend this leave to a total of fourteen (14) paid days for each year of the contract – July through June, provided the employee has accrued unused sick leave. Immediate family shall be defined as in Article XV, in the contract under "Bereavement Leave". It is agreed that this usage of sick leave be limited to situations which require the presence of the employee when no other assistance is possible or available.

#### ARTICLE XI - PERSONAL LEAVE

- A. All 12-month employees and all 10-month employees, as described in Article IV, Categories A, B, and C, shall be entitled to personal leave for emergency reasons not to exceed four (4) days in each year, July 1 through June 30, or September 1 through June 30 (in the case of 10-month full-time employees).

- B. All-10 month employees, as described in Article IV, Categories D and E shall be entitled to personal leave for emergency reasons not to exceed three (3) days in each year, September 1 through June 30.
- C. The personal leave days, as described in A and B above, shall not be accruable from year to year and shall be deducted from accrued unused sick leave.
- D. New employees, for their first year of employment, shall not be entitled to receive paid personal leave benefits, unless they complete one year of service. However, the District, during the first year of employment, may advance such benefits to new employees against the allotment allowable upon the completion of the first year of service. Such benefits, when advanced, shall be as listed above on a pro-rated basis for the period July 1 through June 30 or September 1 through June 30 (for 10-month employees) and shall be deducted from the sick leave entitlement of their subsequent year of employment.

Should new employees leave the employ of the District for any reason, prior to the completion of one year of service, he/she shall be required to reimburse the District in equal amounts for compensation received as wages or salary for such personal leave advanced.

- E. Employees who qualify for personal leave with pay, as described in A, B, and D above, must arrange with the immediate supervisor for such time off two (2) days or more in advance, whenever possible. Prior permission must be granted to qualify for such absence with pay. Each request for such time off must be evaluated by the Superintendent who will either approve or disapprove such time off, based on the merit of the request.

All employees covered under items A, B, C, D and E, above will be paid for personal leave days in accordance with their normal regular daily rate, or hourly rate where applicable, and shall be paid according to their normally scheduled work day (Reference Article VII Salary, Paragraph H for payment to bus drivers) and these days, as aforesaid, shall be deducted from accrued unused sick leave, except in the case of new employees where such deduction shall be made from the subsequent year's sick leave.

- F. Other approved absences without loss of pay or benefits include court appearances or other approved proceedings where the District is involved and an employee is required to testify.

The following reasons are suggested as guides in determining what constitutes a reasonable request for personal leave with pay:

1. Religious holiday, the observance of which is expected or required.
2. Bereavement Leave (other than immediate family.)
3. Marriage.
4. Necessary court appearance.
5. Closing title on home.
6. Moving
7. Emergency accident.
8. Too personal to record (reason to be discussed with immediate supervisor)
9. Cancer Screening (4 hrs.) no charge; Doctor's note required
10. Other (explain)

Such requests as "my car will not start," "the roads are slippery," or "shopping" do not fall into the above categories as reasonable requests for personal emergencies. Approval of all requests will be predicated upon the fact and intent that the matter cannot be attended to outside of working hours.

#### ARTICLE XII - CHILD REARING LEAVES

For the purpose of this Agreement, employees covered by this Agreement shall be entitled to request, if they so desire, a Child Rearing Leave of Absence without pay, for a total period not to exceed twelve (12) months, subject to approval by the Board of Education.

#### ARTICLE XIII - JURY DUTY

For the purpose of this Agreement, employees covered by the Agreement who are summoned for, and serve, jury duty other than on a voluntary basis, shall be paid their regular pay for all such time spent as a juror. Employees requesting time off with pay, as provided by this Article for jury duty, shall present to the District, in advance of reporting for jury duty, a copy of the Jury Notice and following which service, shall present a copy of the receipt of payment of his/her jury duty pay.

#### ARTICLE XIV - MILITARY LEAVE OF ABSENCE

For the purpose of this Agreement, employees covered by this agreement, who have military reserve obligations, i.e. U.S. Military Reserve, National Guard, etc., shall be granted leave for such obligation at full pay, limited to a maximum of 30 days in each year, July 1 through June 30. Leaves granted for this purpose shall not be deductible from the employee's accumulated sick leave or personal leave, as provided in Article X and XI respectively. If possible, such leave to meet military obligation shall be taken at time when school is in recess.

#### ARTICLE XV - BEREAVEMENT LEAVE

- A. Each employee shall be allowed up to five (5) days of leave (non-cumulative each year) July 1 through June 30 without loss of pay for each death in the immediate family. Such absence shall be subject to the approval of the Superintendent of Schools or his/her designee and shall not be deducted from either paid sick leave or paid personal leave.
- B. Immediate family, as noted in "A" above, for this Article, shall be defined as: brother, sister, parents, grandparents, child, spouse, parents-in-law, step siblings, stepparents, stepchildren, brother/sister-in-law, grandchildren, spouse's grandparent, parents/sister/brother of domestic partner or other relative residing with the employee.

#### ARTICLE XVI - VACATION

The period which is used to accrue vacation credits is July 1 through June 30 of each year. An employee will be eligible to move to the next category of vacation allowance if he/she has completed the required amount of service in accordance with the following schedules,

which detail the amount of vacation credits earned by the various CSEA employee groups. Only those employees employed on or before June 30 shall receive full credit for the year.

A. 12-month employees (described in Article IV, Category A):

1. During the first year of employment, subject to the conditions set forth in "D" below, credits will be pro-rated based on ten (10) working days per year, according to the number of completed months worked prior to June 30 of that year.
2. One year of continuous employment but less than five (5) years of continuous employment as of June 30: ten (10) working days' vacation with pay.
3. Five (5) years of continuous employment but less than ten (10) years of continuous employment as of June 30: fifteen (15) working days' vacation with pay.
  - a. Members of the unit with 15 years of continuous service as of June 30<sup>th</sup> will receive 20 vacation days with pay each year.
  - b. Members of the unit with 20 years of continuous service as of June 30<sup>th</sup> will receive 22 vacation days with pay each year.

Twelve-month employees will be allowed to take vacation following the period in which credits were earned. Such vacation shall be taken during the period normally used for vacations (summer). Vacations scheduled following the summer period will be allowed during school recess periods or other periods at the convenience of the District.

B. 10-month employees (described in Article IV, Category B1 & B2):

1. During the first year of employment, subject to the conditions set forth in "D" below, credits will be pro-rated according to the number of months worked prior to June 30 of that year, based on eight (8) working days per year.
2. One (1) year of continuous employment, but less than five (5) years of continuous employment as of June 30: eight (8) working days' vacation with pay.
3. Five (5) years of continuous employment, but less than ten (10) years of continuous employment as of June 30: twelve (12) working days' vacation with pay. Members of the unit with 10 years of continuous employment as of June 30<sup>th</sup> will receive (13) thirteen vacation days with pay each year.

10-month employees will be allowed to take vacation during the year in which the credits are being earned. Vacation may only be taken during school recess periods. Should an employee's vacation credits extend beyond the number of days allowed for recess then, at the convenience of the District, other times will be allowed.

- C. 12-month part-time employees (described in Article IV, Category G):
1. During the first year of employment, subject to the conditions set forth in "D" below, credits will be pro-rated according to the number of months worked prior to June 30 of that year, based on eight (8) working days per year.
  2. One (1) year of continuous employment, but less than five (5) years of continuous employment as of June 30: eight (8) working days' vacation with pay.
  3. Five (5) years of continuous employment, but less than ten (10) years of continuous employment as of June 30: thirteen (13) working days' vacation with pay.
- D. New employees, for their first year of employment, shall not be entitled to receive paid vacation benefits. However, the District, during the first year of employment, may advance such benefits to new employees against the allotment allowable upon the completion of the first full year of service. Such benefits, when advanced, shall be as listed above on a pro-rated basis. Should new employees leave the employ of the District for any reason prior to the completion of one year of service, he/she shall be required to reimburse the District in equal amounts for compensation received as wages or salary for such vacation advanced.
- E. The maximum amount of vacation days that may be accrued at any time shall not exceed the amount each employee has earned in the preceding year ending June 30. Amounts of vacation days in excess of such maximum will lapse as of July 1 each year and, thereafter, there shall be no further entitlement or other benefit related to such lapsed days.
- F. Employees employed by the District beyond one year of service, who terminate prior to completing vacation, will receive, at the time of termination, accrued unused vacation pay pro-rated to the last full month worked.

#### ARTICLE XVII - HOLIDAYS

For the purpose of this Agreement, the following applies with regard to CSEA employee holidays:

- A. All 12-month employees, described in Article IV (Category A), shall be entitled to twenty-one (21) paid holidays each year of the Agreement, July 1 through June 30.
- B. All 10-month employees, described in Article IV (Categories B1 and B2), shall be entitled to those holidays designated for 12-month full time employees who fall between September 1 and June 30 each year.

C. All 10-month teacher aides and full-time school monitors, described in Article IV (Category B3), who have completed four (4) or more years of continuous full-time service, will be paid for the following number of holidays:

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5 <sup>th</sup> Year of Employment	= 3 days
6 <sup>th</sup> Year of Employment	= 4 days
7 <sup>th</sup> Year of Employment	= 5 days
8 <sup>th</sup> Year of Employment	= 6 days

D. All 10-month employees described in Article IV (Categories C, D & G) with the exceptions as noted in (3) and (4) shall:

1. Upon completion of one (1) full year of service (as of the employee's anniversary date), be entitled to two (2) holidays each year, September 1 through June 30.
2. Upon completion of two (2) full years of service (as of the employee's anniversary date), be entitled to three (3) holidays each year, September 1 through June 30.
3. Employees who are scheduled to work a minimum of four (4) hours per day, upon completion of four (4) years of service, will be entitled to eleven (11) holidays each year, September 1 through June 30.
4. Employees who are scheduled to work a minimum of two (2) hours per day, but less than four (4) hours per day, upon completion of four (4) years of service, will be entitled to five (5) holidays each year, September 1 through June 30.

E. All Bus Drivers, described in Article IV (Category E), scheduled to work a minimum of twenty (20) hours per week shall be entitled to eleven (11) holidays each year, September 1 through June 30.

To be eligible to participate in designated holidays, employees must be actively employed at the time the holiday(s) occur.

During the first year of employment, persons so hired shall, upon employment, be immediately eligible to participate in the holidays remaining for that given year, subject to the eligibility provisions noted above and the limitations noted in paragraph A, B, C, D & E above.

Holidays shall be designated by the District in advance of their occurrence and shall be publicized. The following holidays are mandatory but will be substituted if schools are in session: Independence Day, Labor Day, Rosh Hashanah (days vary each year), Yom Kippur (days vary each year), Columbus Day, Veteran's Day, Thanksgiving (2 days), Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Martin Luther King Day, President's Day, Holy Thursday, Good Friday, Memorial Day and Juneteenth.

Substituted days, if any, will be mutually agreed upon by the CSEA president and the Superintendent or Superintendent's designee.

Should a holiday occur during an employee's vacation, this day shall be added to the employee's vacation period. No holidays shall accrue, nor shall credit occur, for holidays falling within leave taken other than vacation leave.

### ARTICLE XVIII - ATTENDANCE BONUS

Effective July 1, 2019, any unit member shall be eligible to participate in the leave attendance pay-out plan delineated below:

Absences	Award Days
0	3
1	2
2	1

1. An employee may be absent for purposes of jury duty, bereavement leave, vacation days, approved personal days or to respond to a subpoena in an action or proceeding in which the employee is not a party, and not jeopardize his/her participation in this plan. Absences shall include leave of absence without pay and use of sick leave.
2. Upon written request, each employee who participates in this payout plan shall at the end of the year have deducted from their leave bank the number of days for which they receive cash disbursement.
3. The results of the foregoing program will be reviewed by the Superintendent and Union President after the first full year of implementation. Upon mutual agreement, the program will be modified as required.

### ARTICLE XIX - NO DISCRIMINATION

The parties to this Agreement agree that neither party to the Agreement shall indulge in punitive or discriminatory practices in any way against any employee, by reason of his/her membership or non-membership in, or participation or non-participation in, the legal activities of the CSEA.

### ARTICLE XX - GRIEVANCE PROCEDURE

- A. 1. *Grievance* is defined as any dispute or controversy involving a claimed violation, misinterpretation or improper application of the terms or provisions of this Agreement. It is understood that this grievance procedure shall not apply to any matter for which the rights and remedies of the parties, including quasi-judicial and judicial procedures, are specifically provided for by law; nor shall this grievance procedure be used

to contest the exercise of any power duly delegated to or imposed by law upon the Superintendent of Schools and/or the Board of Education.

2. No grievance shall be brought later than thirty (30) calendar days after the circumstance or occurrence giving rise to same.
- B. An employee or group thereof having the same grievance shall have the right to utilize the grievance procedure and the party instituting the grievance shall be hereinafter referred to as the *aggrieved* or *grievant*.
  - C. The aggrieved shall be entitled to a representative of his/her choice, including the Association, to act on behalf of the aggrieved during the administration of the grievance.
  - D. Wherever hereinafter used, the *days* shall mean those days which are workdays for members of the unit.
  - E. The word *Superintendent*, whenever used herein, shall include the Superintendent's designee.
  - F. The words *Personnel Administrator*, whenever used herein, shall include the Personnel Administrator's designee.
  - G. That all time periods set forth herein may be extended by consent of the parties.
  - H. All references in this Agreement to Grievance Procedure shall refer to this article.
  - I. Procedures - Preliminary Procedure to the Filing of a Grievance:  
The parties agree that, in the interest of prompt and amicable disposition of a complaint, the Employee shall, prior to initiating a formal grievance under Stage I, discuss the complaint informally with his/her immediate supervisor. The said supervisor must be advised that the complaint is made under the preliminary procedure to the filing of a grievance. Except in the event of a summary rejection by the supervisor of a pre-grievance complaint, the supervisor shall be allowed a period of not more than five (5) days to advise the potential grievant or grievants of his/her response to the complaint and of the action to be taken thereon, if action is necessary.

Any formal Stage I grievance shall contain a recitation showing that the informal pre-grievance procedure has been complied with and that satisfaction of the complaint has not been obtained.

## STAGE I

The grievance, which shall include the clear statement of the grievance and identify the provisions of the Agreement alleged to have been violated and the relief sought shall be presented in writing to the employee's direct supervisor with a copy simultaneously submitted to the Office of the Superintendent. ("Direct supervisor" shall be the building principal for those employees assigned in a school or the

department manager to whom each employee reports). Documentary evidence including documents, affidavits, statements, etc., in support of the grievant's position should be included, signed and dated. In the event that the grievant believes that the grievance is one of a district nature and therefore that Stage 1 provides an inappropriate forum for its review, grievant shall submit with his/her papers a separate statement addressed to the Superintendent of Schools requesting that Stage 1 be waived and that the Superintendent of Schools undertake to review same under Stage 2 and 3 procedures. Grievant shall set forth his reasons for such request. The Superintendent may determine, either on his/her own motion, or, upon request from the grievant, within the time provided for the direct supervisor, that the grievance involves a districtwide matter, and that the Superintendent undertakes original jurisdiction of such grievance, subject to the procedures provided in Stage 2 or 3.

The employee's supervisor shall render his/her determination on the grievance in writing to the aggrieved party and his/her representative, if any, within ten (10) days after the grievance has been presented and a copy of such determination, together with all supporting evidence on which the determination was made, shall be delivered to the Office of the Superintendent. In the event the grievance is rejected at Stage 1 or that no determination is made within said ten (10) day period, the grievant may proceed to Stage 2.

All determinations at Stage 1 shall be automatically reviewable by the Superintendent at his/her discretion and, if such determination is not modified or reversed within five (5) days, same shall stand, subject to the right of the employee to appeal under Stage 2.

If a Stage 1 determination favorable to the Employee is reversed or modified by the Superintendent on discretionary review, the Employee shall be entitled to appeal directly to Stage 3, thereby affecting a further review by the Superintendent. The absence of a discretionary review by the Superintendent reversing or modifying the direct supervisor's determination under Stage 1 shall not be deemed to constitute approval or disapproval by the Superintendent of such determination.

## Stage 2

The grievance shall be presented to the Personnel Administrator with simultaneous notice to the Superintendent of Schools that a Stage 2 of the grievance procedure has been initiated. The Personnel Administrator shall receive any documentation that the grievant or the direct supervisor wishes to submit within three (3) days of the demand for a Stage 2 review. Copies of such additional documentation shall be submitted simultaneously to the Superintendent of Schools.

The Superintendent of Schools may again, at this stage, at any time prior to determination by the Personnel Officer, assert original jurisdiction by notice to all parties if he/she determines from the information available to him or her that the matter involved has district-wide significance or application. The absence of discretionary review by the Superintendent reversing or modifying the direct superior's determination under Stage 1 shall not be deemed to constitute approval or disapproval by the Superintendent of such determination.

The grievance under this stage shall be determined within ten (10) days. The Personnel Administrator may elect the option of holding a hearing during the same ten (10) day period, in which event; the Personnel Administrator shall have an additional five (5) days in which to make his determination. If the grievance is rejected or not determined within ten (10) days (if no hearing is held) or fifteen (15) days (if a hearing is held), the grievant may proceed to Stage 3.

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### Stage 3

In the event that the grievance is not resolved at Stage 2, the aggrieved may make a written request to the Superintendent to review the determination of the Personnel Administrator. Such request shall be made not more than ten (10) days after the aggrieved receives the determination of the Personnel Administrator. The aggrieved's request for review shall set forth the act, condition or other grounds upon which the grievance is based. Ten (10) days after the notice of Stage 2 review has been filed with the Superintendent, the Superintendent shall render a determination on the grievance. The Superintendent may elect the option of holding a hearing during the same ten (10) day period, in which event, the Superintendent shall have an additional five (5) days in which to make his/her determination.

In any appeal to the Superintendent, the parties to the controversy may submit additional documentation or other written evidence to the Superintendent with copies to the adverse party or parties, if any, and such other party or parties shall be entitled to submit rebuttal evidence, with copies to adverse parties, within three (3) days thereafter. The Superintendent may, at his/her discretion, accept written evidence at any time up to and including the time of the hearing, provided that the period herein stipulated for rebuttal shall not enlarge the time provided herein for the Superintendent's determination.

### Stage 4 - (Advisory Arbitration)

- (a) If the grievance is not satisfactorily resolved at the conclusion of Stage 3, not later than fifteen (15) days thereafter, and provided that such grievance involves interpretation and application of this Agreement, the grievance may be submitted to non-binding advisory arbitration before an arbitrator designated by the American Arbitration Association in accordance with its rules. Only the Association can submit a grievance matter to advisory arbitration. The submission shall contain all sections of the Agreement claimed to have been violated. The arbitration shall be conducted in accordance with the applicable arbitration rules of the American Arbitration Association with the customary expense of arbitration shared equally between the Association and the District, or between the District and the grievant or grievants, as the case may be.
- (b) The Board of Education, within thirty (30) days of receipt of an advisory award, shall notify the grievant as to whether it elects to confirm or reject the advisory award of the arbitrator. Failure of the Board to give notice confirming any award favorable to the grievant in whole or in part shall be deemed a rejection of such advisory award.

## ARTICLE XXI - PROHIBITION AGAINST STRIKES

Pursuant to the requirements of Section 207 (3) (b) of the Public Employees Fair Employment Act, the CSEA agrees that neither it, nor any officer or member, shall encourage, sanction, or take part in any strike, slow down, job action or other stoppage, limitation or curtailment of work.

## ARTICLE XXII - NEGOTIATIONS

- A. Despite references herein to the District or the CSEA as such, each reserves the right to negotiate by elected or authorized committee, individual members or their designees. Each party will provide the other, upon request, satisfactory evidence of authority to negotiate (such as official minutes).
- B. The District and the CSEA hereto agree that they shall commence negotiations for an employment agreement to take effect on the expiration of the Agreement herein, no later than February 1, 2029, so long as the CSEA remains the collective bargaining representative of the negotiating unit herein.
- C. The District and the CSEA agree to meet regularly, as mutually agreed, for the purpose outlined in Section (A) and (B) of this Article. Any meeting may be postponed or canceled by either party.
- D. During negotiations, the District and the CSEA shall present relevant data, points of view, and otherwise negotiate in good faith. Each party shall make available to the other, upon request, information within its possession which is not privileged, which is relevant to the subject under discussion.

## ARTICLE XXIII - CHANGING THE AGREEMENT

The CSEA and the District agree that all negotiable items have been discussed during the negotiations leading to this Agreement, and that no additional negotiations on this Agreement will be conducted on any item, whether contained herein or not, except by mutual consent. The parties further agree that this Agreement cannot be changed or modified except by mutual consent, in writing. However, such right of the parties to amend by mutual consent shall not be deemed to require either party to negotiate, or continue negotiations, for changes, if such party elects not to do so.

## ARTICLE XXIV - MISCELLANEOUS

- A. It is agreed that the School District will notify CSEA of any changes in School District policy which is relative to working conditions. However, notification shall not be deemed to provide CSEA with rights of negotiations, nor shall mutual consent be required.

- B. It is agreed that the School District shall publish non-instructional job vacancies to the CSEA unit. Employees may apply for vacant positions and the District will give consideration to applicants. However, consideration shall not be deemed to provide applicants with rights to claim vacant position.
- C. CSEA will be allowed, on a space available basis, the use of school facilities for legally constituted meetings, in accordance with normal request procedures. School facilities cannot be used for meetings in which strike votes are conducted or during periods of work stoppage.
- D. It is agreed that no derogatory material will be placed in the personnel file of a unit member without the unit member first seeing the material and signing same stating that he/she has seen the material. Should an employee refuse to sign such material, it shall be placed in the employee's personnel file with appropriate statement from the school district administrator and/or supervisor regarding the employee refusal. Administrative notes are specifically excluded from this requirement.
- E. A total of six (6) working days each year, July 1 through June 30, will be granted with pay to Association officers to attend Association meetings, seminars, workshops and conferences. The said total of six (6) working days may be taken by one official or may be distributed among several officials of the Association. Requests to use any or all this time must be made to the Superintendent of Schools, in writing, in advance. The union president of the unit or his/her designee shall be granted five (5) additional days yearly to attend annual conferences.
- F. In order for eligible employees to qualify for the payment of unused accumulated vacation days upon resignation, said employees must tender their resignation a minimum of ten (10) working days prior to the effective date of resignation. Subject to any limitations of accrual of vacations days, as set forth in Article XVI (E), employees, who in accordance with the foregoing, resign and are eligible to receive payment for unused accumulated vacation days, shall receive a lump-sum cash payment for accumulated unused vacation days.
- G.
  - a.) In order for eligible employees to qualify for the payment of unused accumulated vacation days and unused accumulated sick leave upon resignation for the purpose of retirement, pursuant to the New York State Employees' Retirement System, said employees must tender their resignation, for the purpose of retirement, a minimum of ninety (90) calendar days prior to the effective date of retirement.
  - b.) Subject to any limitations of accrual of vacation days and sick leave days, as set forth in Article XVI(E) and Article X(H)(2), respectively, for those employees who, in accordance with the foregoing, resign for the purpose of retirement and are eligible to receive payment for unused accumulated sick leave, the District shall provide for a non-elective, non-discretionary employer contribution to be deposited into an account established under Section 403(b) of the Internal Revenue Code of 1986, as amended, (the "Code"), of such

eligible retiring employee. The District shall make best efforts to deposit the money by the July 1st after the effective date of retirement.

- c.) In the event that the benefit payable to the employee exceeds the Internal Revenue Code Section 403(b) contribution limits for non-elective, non-discretionary employer contributions, the remainder shall be paid to the retiring employee in the form of a cash award no later than thirty (30) days after the required date of contribution.
  - d.) The non-elective employer contribution, as specified above, shall be contributed by the District to said Section 403(b) account as selected by the eligible employee. As a condition to the District's obligation to make the contribution, each eligible employee must designate to the District a Section 403(b) account established with a Section 403(b) provider that will accept such contribution. Each eligible employee shall notify the District, in writing, no later than thirty (30) days prior to the required date of contribution of the total elective contributions, if any, have been made by such employee to any Section 403(b) accounts, other than with respect to contributions made as an employee of the District, for the plan year in which a District contribution is made. In the event an employee does not designate a 403(b) account which can receive an employer not-elective contribution, the District shall deposit the contribution into a 403(b) account on behalf of the employee, as required by law.
  - e.) The Association acknowledges that the District has made no representation to the Association or its member as to the position of the Internal Revenue Service ("IRS") or the courts regarding the taxability or the tax-deferred nature of the non-elective employer contribution provided hereunder or as to the position of the Employees' Retirement System ("ERS") or the Teachers' Retirement System ("TRS") regarding whether these contributions will be included in the member's final average salary ("FAS"). The District shall fulfill any applicable legal obligations in processing and reporting these contributions to ERS and/or TRS. In this regard, the Association and its members shall be responsible for their own liabilities to the extent that the IRS or the courts either re-characterize or deny the intended tax treatment of the contribution and further, shall hold the District harmless if either of such events shall occur.
- H. The parties acknowledge that the limitations of the accrual of vacation days as set forth in Article XVI (E), results in a maximum number of vacation days eligible employees may be entitled to receive payment for.

#### ARTICLE XXV - TERMS OF THE AGREEMENT

- A. This Agreement shall go into effect as of July 1, 2024, and shall continue in full force and effect until midnight, June 30, 2029.
- B. If any term, provision or condition of this Agreement is held to be unlawful, illegal or in violation of law, no other portion, provision or article of this Agreement shall be invalidated. The parties agree that, in the event that a portion of the Agreement is

adjudicated to be illegal, unlawful, or in violation of the law, the item in conflict with the law shall be replaced, pursuant to further negotiations, with a provision that will reflect, as nearly as practicable, the intent of the original Agreement.

- C. IT IS AGREED BY AND BETWEEN THE PARTIES, IN ACCORDANCE WITH ARTICLE 14, SECTION 204A OF THE NEW YORK STATE PUBLIC EMPLOYMENT RELATIONS LAW, THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION, BY AMENDMENT OF LAW OR BY PROVIDING ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.
- D. Every employee organization submitting a written Agreement to its members for ratification shall publish such notice, include such notice in the documents accompanying such submission and shall read it aloud at any membership meeting called to consider such ratification.
- E. Nothing in this Agreement shall operate retroactively unless expressly stated.

  
\_\_\_\_\_  
Jericho Unit #7635 CSEA President

  
\_\_\_\_\_  
Superintendent of Schools

2/3/25  
\_\_\_\_\_  
Date

2/6/25  
\_\_\_\_\_  
Date

**WITNESSED BY:**

**WITNESSED BY:**

  
\_\_\_\_\_  
Labor Relations Specialist,  
Civil Service Employees Association, Inc.

  
\_\_\_\_\_  
Assistant Superintendent,  
Educational Operations & HR

2/3/25  
\_\_\_\_\_  
Date

2/6/25  
\_\_\_\_\_  
Date

2024-2029  
Salary Schedules

JERICHO UFSD 2024-2025											
CLERICAL											
Step	PRINCIPAL ACCOUNT CLERK	SR. ACCOUNT CLERK	ACCOUNT CLERK	STENO.	SR. STENO	STENO.	SR. CLERK TYPIST 12 MO.	SR. CLERK TYPIST 10 MO.	SWITCHBOARD	CLERK TYPIST 12 MO.	CLERK TYPIST 10 MO.
1	57,422	53,656	53,079	48,729	53,079	48,729	47,046	39,204	45,368	45,368	37,804
2	59,891	55,952	55,374	51,796	55,374	51,796	49,684	41,404	47,578	47,578	39,647
3	62,286	58,184	57,603	53,079	57,603	53,079	51,440	42,864	49,802	49,802	41,504
4	64,764	60,480	59,906	55,374	59,906	55,374	53,743	44,785	52,114	52,114	43,427
5	67,021	62,585	62,014	57,603	62,014	57,603	55,912	46,593	54,219	54,219	45,184
6	69,514	64,901	64,324	59,906	64,324	59,906	58,263	48,552	56,619	56,619	47,184
7	71,876	67,100	66,529	62,014	66,529	62,014	60,418	50,347	58,720	58,720	48,934
8	74,940	69,952	69,375	64,324	69,375	64,324	62,638	52,198	60,957	60,957	50,798
9	77,870	72,680	72,101	66,529	72,101	66,529	64,843	54,036	63,164	63,164	52,634
10	80,838	75,442	74,862	69,375	74,862	69,375	67,640	56,366	65,906	65,906	54,920
11	83,883	78,272	77,695	70,415	77,695	70,415	68,655	57,212	66,897	66,897	55,746
12	85,143	79,446	78,861	71,471	78,861	71,471	69,684	58,070	67,900	67,900	56,583
13	86,419	80,637	80,043	71,966	80,043	71,966	70,164	58,472	68,368	68,368	56,974
14	87,016	81,195	80,598	72,463	80,598	72,463	70,649	58,876	68,842	68,842	57,367
15	87,617	81,758	81,153	72,965	81,153	72,965	71,138	59,283	69,319	69,319	57,765
16	88,225	82,323	81,715	73,469	81,715	73,469	71,630	59,693	69,797	69,797	58,165
17	88,834	82,892	82,280	73,976	82,280	73,976	72,125	60,106	70,279	70,279	58,566
18	89,448	83,466	82,849		82,849						
Step	PRINCIPAL TYPIST CLERK	AUDIO VISUAL	STENO.-10 MO	BUS DISPATCHER	CLERK TYPIST 6 HR./12 MOS.	ASST TRANSP SPVSR	CLERK/CLERK LABORER 12 MO.				
								CLERK TYPIST 12 MO.	CLERK TYPIST 10 MO.		
1	52,352	37,877	40,606	55,268	36,293	61,401	45,368				
2	54,028	39,049	43,163	57,567	38,061	63,550	47,578				
3	55,757	40,961	44,233	61,343	39,842	65,774	49,802				
4	57,539	42,921	46,149	61,900	41,691	68,076	52,114				
5	59,384	44,954	47,999	64,287	43,376	70,459	54,219				
6	61,283	47,070	49,921	66,403	45,295	72,925	56,619				
7	63,246	49,252	51,676	68,722	46,976	75,477	58,720				
8	65,267	53,718	53,605	74,052	48,764	78,118	60,957				
9	67,357	56,066	55,444	75,729	50,444	80,853	63,164				
10	70,311	58,304	57,813	78,558	52,723	83,683	65,906				
11	71,866	61,015	58,681	81,358	53,515	86,613	66,897				
12	72,437	61,932	59,562	82,578	54,317	89,643	67,900				
13	72,938	63,294	59,973	83,819	54,694	92,781	68,368				
14	73,442	63,732	60,388	84,399	55,070	96,233	68,842				
15	73,950	64,172	60,805	84,982	55,451	99,389	69,319				
16	74,460	64,616	61,225	85,570	55,835	110,195	69,797				
17	74,975	65,063	61,649	86,162	56,220		70,279				
18				86,757							

JERICHO UFSO 2024-2025												
BUILDINGS & GROUNDS												
Step	HD AUTO	HD GRNDS	CREW CHIEF	SR. MAINT.	HD CUST. 1	HD2/ASST HD	MAINTAINER	AUTO. SERVICER	GRUNDSKPR	CUSTODIAN		
1	65,231	65,231	65,231	75,424	64,719	70,662	62,833	62,833	56,084	56,639		
2	68,330	68,330	68,330	78,081	66,027	73,315	65,047	65,047	58,313	58,939		
3	70,628	70,628	70,628	80,477	68,353	75,716	67,264	67,264	60,526	62,713		
4	72,829	72,829	72,829	83,131	70,655	78,364	69,461	69,461	62,833	63,272		
5	75,059	75,059	75,059	85,704	73,128	80,946	71,771	71,771	65,047	65,659		
6	77,268	77,268	77,268	88,269	75,363	83,510	73,923	73,923	67,264	67,774		
7	80,121	80,121	80,121	90,854	77,814	86,094	76,284	76,284	69,322	70,096		
8	81,683	81,683	81,683	93,410	80,030	88,655	78,410	78,410	71,771	72,226		
9	83,921	83,921	83,921	95,972	82,414	91,217	81,585	81,585	73,923	74,532		
10	86,211	86,211	86,211	98,629	84,724	93,871	82,829	82,829	75,033	75,648		
11	88,420	88,420	88,420	100,109	85,996	95,277	84,073	84,073	76,158	76,782		
12	89,745	89,745	89,745	101,611	87,286	96,705	85,332	85,332	76,684	77,313		
13	91,091	91,091	91,091	102,312	87,892	97,374	85,923	85,923	77,214	77,849		
14	91,721	91,721	91,721	103,021	88,499	98,047	86,515	86,515	77,747	78,386		
15	92,355	92,355	92,355	103,732	89,109	98,725	87,114	87,114	78,285	78,929		
16	92,993	92,993	92,993	104,450	89,726	99,408	87,717	87,717	78,827	79,474		
17	93,637	93,637	93,637	105,172	90,347	100,095	88,323	88,323				
18	94,284	94,284	94,284									
Step	MAINT. HLPR	MESSNGR	DRIVR/CLNR	CLEANER	AUTO MECH.	MAINT. SUPV.	SUPV. FACIL.	SR. GRNDSKPR	SECURITYAIDE	MESSNGR	10	
1	52,190	53,635	54,146	52,190	82,610	85,653	75,392	75,424	61,044	41,126		
2	53,979	55,425	56,157	53,979	85,128	87,388	77,473	78,081	63,269	43,353		
3	56,084	57,531	58,308	56,084	87,117	89,120	79,784	80,477	65,231	44,698		
4	58,313	59,760	60,073	58,313	89,812	90,854	82,099	83,131	68,330	46,187		
5	60,526	61,972	62,784	60,526	91,858	92,589	84,410	85,704	70,628	47,943		
6	62,833	64,282	65,052	62,833	94,293	94,325	86,260	88,269	72,829	49,799		
7	65,047	66,493	67,246	65,047	96,740	96,060	87,532	90,854	75,059	51,644		
8	67,264	68,705	69,520	67,264	99,421	97,794	88,687	93,410	77,268	53,568		
9	68,270	69,736	70,562	68,270	100,949	99,528	89,846	95,972	80,121	55,410		
10	69,295	70,782	71,620	69,295	103,705	101,264	91,002	98,629	81,683	57,254		
11	69,775	71,270	72,115	69,775	105,460	102,996	92,367	100,109	83,921	58,113		
12	70,257	71,763	72,613	70,257	107,040	104,540	93,750	101,611	86,211	59,879		
13	70,743	72,259	73,115	70,743	108,545	106,108	94,398	102,312	88,420	60,293		
14	71,232	72,759	73,621	71,232	109,395	106,842	95,052	103,021	89,745	60,709		
15	71,724	73,262	74,129	71,724	110,152	107,581	95,709	103,732	91,091	61,129		
16					110,913	108,325	96,371	104,450	91,721	61,977		
17					111,680	109,073	97,037	105,172	92,355			
18					112,452	109,827						

JERICO UFSD 2024-2025

INFO TECHNOLOGY

Step	ITAidell 185	ITAIDII - 10 mo	ITAIDE I-12 mo	ITAIDII -12 mo	DATA ANLST	IT SPEC I
1	48,729	59,643	67,067	69,138	104,205	70,638
2	51,796	60,799	68,800	71,280	106,330	72,826
3	53,079	63,110	69,958	73,488	108,501	75,082
4	55,374	65,424	71,693	75,768	110,671	77,412
5	57,603	67,737	74,002	78,118	112,750	79,813
6	59,906	70,050	76,317	80,538	115,005	82,285
7	62,014	72,362	78,629	83,035	117,305	84,837
8	64,324	74,673	79,784	85,609	119,650	87,466
9	66,529	75,831	82,099	88,264	122,044	90,179
10	69,375	76,968	83,254	90,998	124,484	92,972
11	70,415	78,123	84,503	92,363	126,974	94,367
12	71,471	78,664	85,770	93,747	129,514	95,781
13	71,966	79,208	86,362	94,395	132,022	96,443
14	72,463	79,756	86,959	95,049	134,747	97,111
15	72,965	80,307	87,562	95,706	137,441	97,782
16	73,469	80,862	88,166	96,367		98,458
17	73,976		88,776	97,034		99,139

JERICHO UFSD 2024-2025

TEACHER AIDES

Step	TCHR AIDE 185 day	TCHR AIDE - 200 day	TCHR AIDE 12 mo
A	34,593	37,397	44,877
1	35,658	38,549	46,259
2	37,430	40,464	48,558
3	39,242	42,424	50,910
4	41,128	44,465	53,358
5	43,016	46,504	55,806
6	44,877	48,513	58,218
7	46,569	50,346	60,416
8	47,268	51,100	61,321
9	47,978	51,867	62,239
10	48,310	52,226	62,672
11	48,644	52,587	63,105
12	48,981	52,950	63,542
13	49,319	53,316	63,982
14	49,660	53,685	64,423

**JERICHO UFSD 2024-2025  
CAFETERIA**

Step	FSH1 (FT)	FSH2 (PT)	BAKER (FT)	COOK	FSH - 5 HR.	FSH - 6 HR.	KITCHN UT 8HR
1	17.18	17.09	18.60	33,928	17,172	20,605	19.39
2	18.19	17.67	19.39	35,805	18,201	21,841	20.48
3	19.22	18.19	20.48	37,059	19,230	23,076	21.55
4	20.20	18.71	21.55	39,699	20,188	24,228	22.39
5	21.00	19.22	22.39	41,089	20,999	25,199	23.91
6	22.06	19.72	23.48	42,527	22,063	26,475	24.33
7	23.25	20.20	24.33	44,015	23,242	27,891	25.32
8	23.91	20.66	25.33	45,265	23,911	28,696	26.16
9	25.02	21.00	26.16	46,623	25,022	30,026	27.15
10	26.25	21.60	27.15	48,019	26,248	31,498	28.03
11	26.63	21.92	27.56	48,742	26,642	31,971	28.46
12	27.04	22.24	27.98	49,472	27,043	32,452	28.88
13	27.22	22.40	28.18	49,813	27,229	32,676	29.08
14	27.42	22.55	28.37	50,157	27,417	32,901	29.28
15	27.61	22.71	28.57	50,504	27,607	33,129	29.47
16	27.82	22.87	28.77	50,853	27,798	33,359	29.67
17				51,205	27,990	33,589	
<b>Step</b>	<b>CASHIER (PT)</b>	<b>FSH (SUB.)</b>					
1	17.18	17.09					
2	17.67	17.36					
3	18.19	17.48					
4	18.66	17.60					
5	19.19	17.73					
6	19.48	17.85					
7	19.78						
8	19.92						
9	20.06						
10	20.20						
11	20.34						
12							
13							

JERICHO UFSD 2024-2025	
BUS DRIVERS	
Step	BUS DRIVER
1	34,500
2	34,932
3	35,368
4	36,075

**JERICHO UFSD 2024-2025  
SUBSTITUTES/PART-TIME AIDES/CLERICAL/CLEANERS/NURSES/BUS**

Step	Sub Aide post 2015	Sub Cleaner post 2015	PT Teacher Aide	PT School Monitor	PT Clerk Typist	NURSE SUB
1	17.88	17.88	22.22	22.22	22.22	45.03
2	18.41	18.41	23.65	23.65	23.65	45.35
3	18.96	18.96	25.06	25.06	25.06	
4	19.52	19.52	26.49	26.49	26.49	
5	20.11	20.11	27.92	27.92	27.92	
6	20.71	20.71	28.34	28.34	28.34	
7	21.32	21.32	28.77	28.77	28.77	
8	21.98	21.98	28.97	28.97	28.97	
9	22.63	22.63	29.16	29.16	29.16	
10	23.31	23.31	29.36	29.36	29.36	
11	23.66	23.66	29.56	29.56	29.56	
12	23.82	23.82	29.77	29.77	29.77	
13	23.98	23.98				
14	24.15	24.15				
15	24.32	24.32				
16	24.49	24.49				
Step	FT SCHL MONTR	PT Bus Div	AIDE SUB pre 2015	FSH Sub	PT Cleaner	CHARTER BUS
1	23.90	21.85	22.22	16.58	18.92	33.07
2	25.10	22.40	23.65	17.10	19.47	
3	26.60	22.92	25.06	17.36	20.02	
4	28.19	23.35	26.49	17.48	20.58	
5	29.89	23.57	27.92	17.61	21.14	
6	31.67	24.52	28.34	17.73	21.69	
7	33.57	24.89	28.77	17.85	22.25	
8	35.60	25.28	28.97	17.98	23.36	
9	35.86	25.69	29.17		24.48	
10	36.10	31.78	29.37		25.59	
11	36.73	32.26	29.57		25.97	
12	36.98	32.49	29.77		26.14	
13	37.23	32.72			29.51	
14		32.94			29.72	
15		33.17			29.92	
16		33.40			30.13	





JERICHO UFSD 2025-2026

INFO TECHNOLOGY

Step	ITAidell 185	ITAIIDJ - 10 mo	IT AIDEI -12 mo	IT AIDII -12 mo	DATAANLST	IT SPEC I
1	49,704	60,836	68,408	70,521	106,289	72,051
2	52,832	62,015	70,176	72,706	108,457	74,283
3	54,141	64,372	71,357	74,958	110,671	76,584
4	56,481	66,732	73,127	77,283	112,884	78,960
5	58,755	69,092	75,482	79,680	115,005	81,409
6	61,104	71,451	77,843	82,149	117,305	83,931
7	63,254	73,809	80,202	84,696	119,651	86,534
8	65,610	76,166	81,380	87,321	122,043	89,215
9	67,860	77,348	83,741	90,029	124,485	91,983
10	70,763	78,507	84,919	92,818	126,974	94,831
11	71,823	79,685	86,193	94,210	129,513	96,254
12	72,900	80,237	87,485	95,622	132,104	97,697
13	73,405	80,792	88,089	96,283	134,662	98,372
14	73,912	81,351	88,698	96,950	137,442	99,053
15	74,424	81,913	89,313	97,620	140,190	99,738
16	74,938	82,479	89,929	98,294		100,427
17	75,456		90,552	98,975		101,122



JERICHO UFSD 2025-2026

CAFETERIA

Step	FSH1 (FT)	FSH2 (PT)	BAKER (FT)	COOK	FSH - 5 HR.	FSH - 6 HR.	KITCHN UT 8HR.
1	17.52	17.44	18.97	34,607	17,515	21,017	19.78
2	18.56	18.03	19.78	36,521	18,565	22,278	20.89
3	19.61	18.56	20.89	37,800	19,615	23,538	21.98
4	20.60	19.09	21.98	40,493	20,592	24,713	22.83
5	21.42	19.61	22.83	41,911	21,419	25,703	24.39
6	22.51	20.11	23.95	43,378	22,504	27,005	24.81
7	23.71	20.60	24.81	44,895	23,707	28,449	25.83
8	24.39	21.08	25.84	46,170	24,389	29,270	26.69
9	25.52	21.42	26.69	47,555	25,522	30,627	27.69
10	26.77	22.03	27.69	48,979	26,773	32,128	28.59
11	27.16	22.36	28.12	49,717	27,175	32,610	29.03
12	27.58	22.69	28.54	50,461	27,584	33,101	29.46
13	27.77	22.84	28.74	50,809	27,774	33,330	29.66
14	27.97	23.00	28.94	51,160	27,965	33,559	29.86
15	28.16	23.16	29.14	51,514	28,159	33,792	30.06
16	28.38	23.33	29.35	51,870	28,354	34,026	30.27
17				52,229	28,550	34,261	
<b>Step</b>	<b>CASHIER (PT)</b>	<b>FSH (SUB.)</b>					
1	17.52	17.44					
2	18.03	17.71					
3	18.56	17.83					
4	19.03	17.95					
5	19.57	18.08					
6	19.87	18.20					
7	20.18						
8	20.31						
9	20.46						
10	20.60						
11	20.74						



**JERICHO UFSD 2025-2026  
SUBSTITUTES/PART-TIME AIDES/CLERICAL/CLEANERS/NURSES/BUS**

Step	Sub Aide post 2015	Sub Cleaner post 2015	PT Teacher Aide	PT School Monitor	PT Clerk Typist	NURSE SUB
1	18.24	18.24	22.66	22.66	22.66	45.93
2	18.77	18.77	24.12	24.12	24.12	46.25
3	19.34	19.34	25.56	25.56	25.56	
4	19.91	19.91	27.02	27.02	27.02	
5	20.51	20.51	28.48	28.48	28.48	
6	21.13	21.13	28.91	28.91	28.91	
7	21.75	21.75	29.34	29.34	29.34	
8	22.42	22.42	29.55	29.55	29.55	
9	23.08	23.08	29.75	29.75	29.75	
10	23.78	23.78	29.95	29.95	29.95	
11	24.13	24.13	30.15	30.15	30.15	
12	24.30	24.30	30.36	30.36		
13	24.46	24.46				
14	24.63	24.63				
15	24.80	24.80				
16	24.98	24.98				
Step	FT SCHL MONTR	PT Bus Drv	AIDE SUB pre 2015	FSH Sub	PT Cleaner	CHARTER BUS
1	24.37	22.29	22.66	16.91	19.29	33.73
2	25.60	22.84	24.12	17.44	19.86	
3	27.13	23.38	25.56	17.71	20.42	
4	28.76	23.82	27.02	17.83	20.99	
5	30.48	24.04	28.48	17.96	21.56	
6	32.31	25.01	28.91	18.08	22.13	
7	34.24	25.38	29.35	18.21	22.69	
8	36.31	25.79	29.55	18.34	23.83	
9	36.57	26.20	29.75		24.97	
10	36.82	32.42	29.96		26.10	
11	37.46	32.90	30.16		26.49	
12	37.72	33.14	30.37		26.66	
13	37.97	33.37			30.10	
14		33.60			30.31	
15		33.83			30.52	
16		34.06			30.73	

JERICHO UFSD 2026-2027													
CLERICAL													
Step	PRINCIPAL ACCOUNT CLERK	SR. ACCOUNT		STENO.	SR. STENO		SR. CLERK TYPIST 12 MOS.	SR. CLERK		SR. CLERK TYPIST 10 MOS.	SWITCHBOARD	CLERK TYPIST 12 MO.	CLERK TYPIST 10 MO.
		CLERK	ACCOUNT CLERK		CLERK	STENO.		ASST TRANSP SPVSR	LABORER 12				
1	59,741	55,824	55,224	50,698	55,224	48,947	40,788	47,201	40,788	47,201	47,201	39,331	
2	62,311	58,212	57,611	53,889	57,611	51,692	43,077	49,501	43,077	49,501	49,501	41,249	
3	64,803	60,535	59,930	55,224	59,930	53,518	44,595	51,814	44,595	51,814	51,814	43,181	
4	67,380	62,924	62,326	57,611	62,326	55,914	46,595	54,219	46,595	54,219	54,219	45,182	
5	69,728	65,114	64,519	59,930	64,519	58,171	48,476	56,409	48,476	56,409	56,409	47,010	
6	72,322	67,523	66,922	62,326	66,922	60,617	50,513	58,906	50,513	58,906	58,906	49,091	
7	74,780	69,811	69,217	64,519	69,217	62,859	52,381	61,092	52,381	61,092	61,092	50,911	
8	77,968	72,778	72,178	66,922	72,178	65,169	54,307	63,420	54,307	63,420	63,420	52,850	
9	81,016	75,617	75,014	69,217	75,014	67,463	56,219	65,716	56,219	65,716	65,716	54,761	
10	84,104	78,490	77,886	72,178	77,886	70,373	58,643	68,568	58,643	68,568	68,568	57,138	
11	87,272	81,434	80,834	73,259	80,834	71,429	59,523	69,600	59,523	69,600	69,600	57,998	
12	88,583	82,656	82,047	74,358	82,047	72,500	60,416	70,643	60,416	70,643	70,643	58,869	
13	89,910	83,895	83,277	74,873	83,277	72,998	60,834	71,130	60,834	71,130	71,130	59,275	
14	90,531	84,475	83,854	75,390	83,854	73,503	61,255	71,623	61,255	71,623	71,623	59,684	
15	91,156	85,061	84,432	75,912	84,432	74,012	61,678	72,119	61,678	72,119	72,119	60,098	
16	91,790	85,648	85,016	76,437	85,016	74,524	62,105	72,617	62,105	72,617	72,617	60,515	
17	92,423	86,241	85,605	76,965	85,605	75,039	62,534	73,119	62,534	73,119	73,119	60,932	
18	93,062	86,838	86,196		86,196								
Step	PRINCIPAL TYPIST CLERK	STENO.-10		CLERK TYPIST 6 HR./12 MOS.		BUS		ASST TRANSP		CLERK/CLERK LABORER 12			
		AUDIO VISUAL	MO	CLERK TYPIST 6 HR./12 MOS.	DISPATCHER	SPVSR	LABORER 12						
1	54,467	39,408	42,246	37,759	57,500	63,882	47,201	47,201	63,882	47,201			
2	56,211	40,627	44,907	39,598	59,892	66,117	49,501	49,501	66,117	49,501			
3	58,009	42,616	46,020	41,452	63,821	68,431	51,814	51,814	68,431	51,814			
4	59,864	44,655	48,013	43,376	64,401	70,827	54,219	54,219	70,827	54,219			
5	61,783	46,770	49,938	45,129	66,884	73,305	56,409	56,409	73,305	56,409			
6	63,759	48,971	51,937	47,125	69,086	75,872	58,906	58,906	75,872	58,906			
7	65,801	51,242	53,764	48,874	71,498	78,527	61,092	61,092	78,527	61,092			
8	67,903	55,888	55,771	50,734	77,044	81,274	63,420	63,420	81,274	63,420			
9	70,078	58,331	57,684	52,482	78,789	84,119	65,716	65,716	84,119	65,716			
10	73,151	60,659	60,148	54,853	81,732	87,064	68,568	68,568	87,064	68,568			
11	74,249	63,480	61,052	55,677	84,645	90,112	69,600	69,600	90,112	69,600			
12	75,364	64,434	61,968	56,511	85,915	93,265	70,643	70,643	93,265	70,643			
13	75,885	65,851	62,395	56,904	87,205	96,530	71,130	71,130	96,530	71,130			
14	76,409	66,307	62,828	57,294	87,809	100,121	71,623	71,623	100,121	71,623			
15	76,938	66,764	63,261	57,691	88,416	103,405	72,119	72,119	103,405	72,119			
16	77,468	67,226	63,699	58,091	89,027	114,647	72,617	72,617	114,647	72,617			
17	78,005	67,691	64,140	58,491	89,643		73,119	73,119					
18					90,262								



JERICHO UFSD 2026-2027

INFO TECHNOLOGY

Step	ITAidell 185	ITAIDII - 10 mo	ITAIDEI -12 mo	ITAIDII -12 mo	DATA ANLST	IT SPECI
1	50,698	62,053	69,776	71,931	108,415	73,492
2	53,889	63,255	71,580	74,160	110,626	75,769
3	55,223	65,660	72,784	76,457	112,884	78,116
4	57,611	68,067	74,590	78,829	115,142	80,539
5	59,930	70,474	76,992	81,274	117,305	83,037
6	62,326	72,880	79,400	83,792	119,651	85,610
7	64,519	75,285	81,806	86,390	122,044	88,265
8	66,923	77,690	83,008	89,067	124,484	90,999
9	69,217	78,895	85,416	91,830	126,975	93,823
10	72,178	80,078	86,617	94,674	129,513	96,728
11	73,260	81,279	87,917	96,094	132,103	98,179
12	74,358	81,842	89,235	97,534	134,746	99,651
13	74,873	82,408	89,851	98,209	137,356	100,339
14	75,391	82,978	90,472	98,889	140,191	101,034
15	75,913	83,551	91,099	99,572	142,994	101,733
16	76,437	84,129	91,728	100,260		102,436
17	76,965		92,363	100,955		103,144



**JERICO UFSD 2026-2027**

**CAFETERIA**

Step	FSH1 (FT)	FSH2 (PT)	BAKER (FT)	COOK	FSH - 5 HR.	FSH - 6 HR.	KITCHN UT 8HR
1	17.87	17.78	19.35	35,299	17,865	21,437	20.17
2	18.93	18.39	20.17	37,251	18,936	22,724	21.30
3	20.00	18.93	21.30	38,556	20,007	24,009	22.42
4	21.01	19.47	22.42	41,303	21,004	25,207	23.29
5	21.84	20.00	23.29	42,749	21,847	26,217	24.88
6	22.96	20.52	24.43	44,246	22,954	27,545	25.31
7	24.19	21.01	25.31	45,793	24,181	29,018	26.35
8	24.88	21.50	26.36	47,093	24,877	29,855	27.22
9	26.03	21.84	27.22	48,506	26,032	31,240	28.25
10	27.31	22.47	28.25	49,959	27,308	32,771	29.17
11	27.71	22.80	28.68	50,711	27,719	33,262	29.61
12	28.13	23.14	29.11	51,470	28,136	33,763	30.05
13	28.32	23.30	29.32	51,825	28,329	33,997	30.25
14	28.53	23.46	29.52	52,183	28,524	34,230	30.46
15	28.72	23.63	29.73	52,544	28,722	34,468	30.66
16	28.94	23.79	29.93	52,907	28,921	34,707	30.87
17				53,274	29,121	34,946	
<b>Step</b>	<b>CASHIER (PT)</b>	<b>FSH (SUB.)</b>					
1	17.87	17.78					
2	18.39	18.06					
3	18.93	18.18					
4	19.41	18.31					
5	19.96	18.44					
6	20.27	18.57					
7	20.58						
8	20.72						
9	20.87						
10	21.01						
11	21.16						



JERICO UFSD 2026-2027

SUBSTITUTES/PART-TIME AIDES/CLERICAL/CLEANERS/NURSES/BUS

Step	Sub Aide post 2015	Sub Cleaner post 2015	PT Teacher Aide	PT School Monitor	PT Clerk Typist	NURSE SUB
1	18.61	18.61	23.11	23.11	23.11	46.85
2	19.15	19.15	24.61	24.61	24.61	47.18
3	19.73	19.73	26.07	26.07	26.07	
4	20.31	20.31	27.56	27.56	27.56	
5	20.92	20.92	29.05	29.04	29.04	
6	21.55	21.55	29.49	29.49	29.49	
7	22.18	22.18	29.93	29.93	29.93	
8	22.87	22.87	30.14	30.14	30.14	
9	23.55	23.55	30.34	30.35	30.35	
10	24.25	24.25	30.55	30.56	30.56	
11	24.62	24.62	30.75	30.77	30.77	
12	24.78	24.78	30.97			
13	24.95	24.95				
14	25.12	25.12				
15	25.30	25.30				
16	25.48	25.48				
Step	FT SCHL MONTR	PT Bus Div	AIDE SUB pre 2015	FSH Sub	PT Cleaner	CHARTER BUS
1	24.86	22.74	23.12	17.25	19.68	34.41
2	26.11	23.30	24.61	17.79	20.26	
3	27.67	23.84	26.07	18.07	20.83	
4	29.33	24.30	27.56	18.19	21.41	
5	31.09	24.52	29.05	18.32	21.99	
6	32.95	25.51	29.49	18.44	22.57	
7	34.92	25.89	29.93	18.57	23.15	
8	37.04	26.30	30.14	18.71	24.31	
9	37.30	26.73	30.34		25.47	
10	37.56	33.06	30.55		26.62	
11	38.21	33.56	30.75		27.02	
12	38.47	33.81	30.97		27.20	
13	38.73	34.04			30.71	
14		34.27			30.92	
15		34.51			31.13	
16		34.74			31.34	

JERICHO UFSD 2027-2028											
CLERICAL											
Step	PRINCIPAL ACCOUNT CLERK	SR. ACCOUNT CLERK	ACCOUNT CLERK	SR. STENO	STENO.	SR. CLERK		SR. CLERK		CLERK TYPIST 12 MO	CLERK TYPIST 10 MO
						TYPIST 12 MO	TYPIST 10 MO.	TYPIST 12 MO	TYPIST 10 MO.		
						SWITCHBOARD					
1	60,936	56,940	56,328	56,328	51,712	48,145	49,926	41,604	48,145	48,145	40,118
2	63,557	59,376	58,763	58,763	54,967	50,491	52,726	43,938	50,491	50,491	42,074
3	66,099	61,746	61,129	61,129	56,328	52,850	54,588	45,488	52,850	52,850	44,045
4	68,728	64,182	63,573	63,573	58,763	55,303	57,032	47,526	55,303	55,303	46,086
5	71,123	66,416	65,809	65,809	61,129	57,537	59,334	49,445	57,537	57,537	47,950
6	73,768	68,873	68,260	68,260	63,573	60,084	61,829	51,524	60,084	60,084	50,073
7	76,276	71,207	70,601	70,601	65,809	62,314	64,116	53,429	62,314	62,314	51,929
8	79,527	74,234	73,622	73,622	68,260	64,688	66,472	55,393	64,688	64,688	53,907
9	82,636	77,129	76,514	76,514	70,601	67,030	68,812	57,343	67,030	67,030	55,856
10	85,786	80,060	79,444	79,444	73,622	69,939	71,780	59,816	69,939	69,939	58,281
11	89,017	83,063	82,451	82,451	74,724	70,992	72,858	60,714	70,992	70,992	59,158
12	90,355	84,309	83,688	83,688	75,845	72,056	73,950	61,624	72,056	72,056	60,046
13	91,708	85,573	84,943	84,943	76,370	72,553	74,458	62,051	72,553	72,553	60,461
14	92,342	86,165	85,531	85,531	76,898	73,055	74,973	62,480	73,055	73,055	60,878
15	92,979	86,762	86,121	86,121	77,430	73,561	75,492	62,912	73,561	73,561	61,300
16	93,626	87,361	86,716	86,716	77,966	74,069	76,014	63,347	74,069	74,069	61,725
17	94,271	87,966	87,317	87,317	78,504	74,581	76,540	63,785	74,581	74,581	62,151
18	94,923	88,575	87,920	87,920							
Step	PRINCIPAL TYPIST CLERK	STENO.-10		CLERK TYPIST 6 HR./12 MOS.	BUS DISPATCHER	ASST/TRANSP		CLERK/CLERK			
		AUDIO VISUAL	MO			SPVSR	LABORER 12				
1	55,556	40,196	43,091	38,514	58,650	65,160	48,145	65,160	48,145		
2	57,335	41,440	45,805	40,390	61,090	67,439	50,491	67,439	50,491		
3	59,169	43,468	46,940	42,281	65,097	69,800	52,850	69,800	52,850		
4	61,061	45,548	48,973	44,244	65,689	72,244	55,303	72,244	55,303		
5	63,019	47,705	50,937	46,032	68,222	74,771	57,537	74,771	57,537		
6	65,034	49,950	52,976	48,068	70,468	77,389	60,084	77,389	60,084		
7	67,117	52,267	54,839	49,851	72,928	80,098	62,314	80,098	62,314		
8	69,261	57,006	56,886	51,749	78,585	82,899	64,688	82,899	64,688		
9	71,480	59,498	58,838	53,532	80,365	85,801	67,030	85,801	67,030		
10	74,614	61,872	61,351	55,950	83,367	88,805	69,939	88,805	69,939		
11	75,734	64,750	62,273	56,791	86,338	91,914	70,992	91,914	70,992		
12	76,871	65,723	63,207	57,641	87,633	95,130	72,056	95,130	72,056		
13	77,403	67,168	63,843	58,042	88,949	98,461	72,553	98,461	72,553		
14	77,937	67,633	64,085	58,440	89,565	102,123	73,055	102,123	73,055		
15	78,477	68,099	64,526	58,845	90,184	105,473	73,561	105,473	73,561		
16	79,017	68,571	64,973	59,253	90,808	116,940	74,069	116,940	74,069		
17	79,565	69,045	65,423	59,661	91,436		74,581		74,581		
18				92,067							

**JERICHO UFSD 2027-2028  
BUILDINGS & GROUNDS**

Step	HD AUTO	HD GRNDS	CREW CHIEF	SR. MAINT.	HD CUST. 1	HD2/ASST HD	MAINTAINER	AUTO. SERVICER	GRNDKSKPR	CUSTODIAN
1	69,224	69,224	69,224	80,040	68,680	74,987	66,679	66,679	59,517	60,106
2	72,513	72,513	72,513	82,861	70,069	77,803	69,029	69,029	61,882	62,546
3	74,952	74,952	74,952	85,404	72,536	80,351	71,381	71,381	64,231	66,551
4	77,287	77,287	77,287	88,220	74,979	83,161	73,712	73,712	66,679	67,145
5	79,653	79,653	79,653	90,949	77,605	85,900	76,163	76,163	69,029	69,677
6	81,997	81,997	81,997	93,672	79,975	88,622	78,447	78,447	71,381	71,922
7	85,024	85,024	85,024	96,414	82,576	91,363	80,953	80,953	73,564	74,387
8	86,683	86,683	86,683	99,128	84,929	94,082	83,210	83,210	76,163	76,647
9	89,057	89,057	89,057	101,846	87,458	96,800	86,579	86,579	78,447	79,094
10	91,488	91,488	91,488	104,666	89,909	99,616	87,900	87,900	79,626	80,278
11	93,832	93,832	93,832	106,236	91,259	101,110	89,218	89,218	80,820	81,482
12	95,238	95,238	95,238	107,830	92,629	102,624	90,556	90,556	81,378	82,045
13	96,666	96,666	96,666	108,574	93,272	103,333	91,182	91,182	81,940	82,614
14	97,335	97,335	97,335	109,327	93,915	104,048	91,810	91,810	82,506	83,184
15	98,008	98,008	98,008	110,081	94,563	104,768	92,446	92,446	83,077	83,760
16	98,685	98,685	98,685	110,843	95,218	105,492	93,085	93,085	83,652	84,338
17	99,368	99,368	99,368	111,609	95,877	106,222	93,729	93,729		
18	100,055	100,055	100,055							
Step	MAINT. HLP	MESSNGR	DRIVR/CLNR	CLEANER	AUTO MECH.	MAINT. SUPV.	SUPV. FACIL.	SR. GRNDSKPR	SECURITY AIDE	MESSNGR 10
1	55,385	56,918	57,461	55,385	87,666	90,895	80,007	80,041	64,780	43,644
2	57,283	58,818	59,595	57,283	90,339	92,737	82,214	82,861	67,142	46,006
3	59,517	61,053	61,876	59,517	92,449	94,574	84,668	85,404	69,224	47,433
4	61,882	63,417	63,749	61,882	95,309	96,414	87,124	88,220	72,513	49,014
5	64,231	65,765	66,627	64,231	97,480	98,257	89,576	90,949	74,952	50,877
6	66,679	68,217	69,034	66,679	100,065	100,099	91,540	93,672	77,287	52,848
7	69,029	70,563	71,362	69,029	102,662	101,940	92,890	96,414	79,653	54,805
8	71,381	72,911	73,775	71,381	105,506	103,780	94,115	99,128	81,997	56,847
9	72,449	74,005	74,880	72,449	107,128	105,620	95,346	101,846	85,024	58,801
10	73,537	75,115	76,003	73,537	110,053	107,462	96,572	104,666	86,683	60,758
11	74,046	75,632	76,529	74,046	111,914	109,300	98,020	106,236	89,057	61,670
12	74,557	76,155	77,057	74,557	113,592	110,939	99,489	107,830	91,488	63,544
13	75,073	76,682	77,590	75,073	115,295	112,603	100,176	108,574	93,832	63,983
14	75,592	77,212	78,127	75,592	116,091	113,382	100,870	109,327	95,238	64,425
15	76,113	77,746	78,666	76,113	116,894	114,167	101,567	110,081	96,666	64,871
16					117,702	114,956	102,269	110,843	97,335	65,771
17					118,516	115,749	102,977	111,609	98,008	
18					119,335	116,549				

JERICHO UFSD 2027-2028

INFO TECHNOLOGY

Step	ITAIdell 185	ITAIDII - 10 mo	ITAIDEI -12 mo	ITAIDII -12 mo	DATAANLST	IT SPEC I
1	51,712	63,294	71,172	73,370	110,583	74,962
2	54,967	64,520	73,012	75,643	112,839	77,284
3	56,327	66,973	74,240	77,986	115,142	79,678
4	58,763	69,428	76,082	80,406	117,445	82,150
5	61,129	71,883	78,532	82,899	119,651	84,698
6	63,573	74,338	80,988	85,468	122,044	87,322
7	65,809	76,791	83,442	88,118	124,485	90,030
8	68,261	79,244	84,668	90,848	126,974	92,819
9	70,601	80,473	87,124	93,667	129,515	95,700
10	73,622	81,680	88,349	96,567	132,103	98,663
11	74,725	82,905	89,675	98,016	134,745	100,143
12	75,845	83,479	91,020	99,485	137,441	101,644
13	76,370	84,056	91,648	100,173	140,103	102,346
14	76,899	84,638	92,281	100,867	142,995	103,055
15	77,431	85,222	92,921	101,563	145,854	103,768
16	77,966	85,812	93,563	102,265		104,485
17	78,504		94,210	102,974		105,207



JERICOHO UFSD 2027-2028

CAFETERIA

Step	FSH1 (FT)	FSH2 (PT)	BAKER (FT)	COOK	FSH - 5HR.	FSH - 6HR.	KITCHN UT 8HR
1	18.23	18.14	19.74	36,005	18,222	21,866	20.57
2	19.31	18.76	20.57	37,996	19,315	23,178	21.73
3	20.40	19.31	21.73	39,327	20,407	24,489	22.87
4	21.43	19.86	22.87	42,129	21,424	25,711	23.76
5	22.28	20.40	23.76	43,604	22,284	26,741	25.38
6	23.41	20.93	24.91	45,131	23,413	28,096	25.82
7	24.67	21.43	25.82	46,709	24,665	29,598	26.87
8	25.38	21.93	26.88	48,035	25,375	30,452	27.76
9	26.55	22.28	27.76	49,476	26,553	31,865	28.81
10	27.85	22.92	28.81	50,958	27,854	33,426	29.75
11	28.26	23.26	29.25	51,725	28,273	33,927	30.20
12	28.69	23.60	29.69	52,499	28,699	34,438	30.65
13	28.89	23.77	29.90	52,862	28,896	34,677	30.86
14	29.10	23.93	30.11	53,227	29,094	34,915	31.07
15	29.30	24.10	30.32	53,595	29,296	35,157	31.28
16	29.52	24.27	30.53	53,965	29,499	35,401	31.49
17				54,339	29,703	35,645	
Step	CASHIER (PT)	FSH (SUB.)					
1	18.23	18.14					
2	18.76	18.42					
3	19.31	18.55					
4	19.80	18.68					
5	20.36	18.81					
6	20.67	18.94					
7	20.99						
8	21.13						
9	21.29						
10	21.43						
11	21.58						



**JERICHO UFSD 2027-2028**

**SUBSTITUTES/PART-TIME AIDES/CLERICAL/CLEANERS/NURSES/BUS**

Step	Sub Aide post 2015	SUB Cleaner post 2015	PT Teacher Aide	PT School Monitor	PT Clerk Typist	NURSE SUB
1	18.98	18.98	23.57	23.57	23.57	47.79
2	19.53	19.53	25.10	25.10	25.10	48.12
3	20.12	20.12	26.59	26.59	26.59	
4	20.72	20.72	28.11	28.11	28.11	
5	21.34	21.34	29.63	29.63	29.63	
6	21.98	21.98	30.08	30.08	30.08	
7	22.63	22.63	30.53	30.53	30.53	
8	23.33	23.33	30.74	30.74	30.74	
9	24.02	24.02	30.95	30.95	30.95	
10	24.74	24.74	31.16	31.17	31.17	
11	25.11	25.11	31.37	31.38	31.38	
12	25.28	25.28	31.59			
13	25.45	25.45				
14	25.63	25.63				
15	25.80	25.80				
16	25.99	25.99				
Step	FT SCHL MONTR	PT Bus Drv	AIDE SUB pre 2015	FSH Sub	PT Cleaner	CHARTER BUS
1	25.36	23.19	23.58	17.59	20.07	35.09
2	26.63	23.77	25.10	18.14	20.66	
3	28.23	24.32	26.59	18.43	21.25	
4	29.92	24.78	28.11	18.55	21.84	
5	31.72	25.01	29.63	18.68	22.43	
6	33.61	26.02	30.08	18.81	23.02	
7	35.62	26.41	30.53	18.94	23.61	
8	37.78	26.83	30.74	19.08	24.79	
9	38.05	27.26	30.95		25.98	
10	38.31	33.72	31.16		27.15	
11	38.97	34.23	31.37		27.56	
12	39.24	34.48	31.59		27.74	
13	39.51	34.72			31.32	
14		34.96			31.54	
15		35.20			31.75	
16		35.44			31.97	

**JERICHO UFSD 2028-2029**

**CLERICAL**

Step	PRINCIPAL ACCOUNT CLERK		SR. ACCOUNT CLERK		ACCOUNT CLERK		SR. STENO	STENO.	SR. CLERK		SR. CLERK		CLERK TYPIST	
	CLERK	CLERK	CLERK	CLERK	CLERK	CLERK			TYPIST 12 MO	TYPIST 10 MO	TYPIST 12 MO	TYPIST 10 MO	SWITCHBOARD	12 MO
1	61,850	57,794	57,173	57,173	52,488	57,173	52,488	50,675	42,228	48,867	48,867	48,867	40,720	
2	64,510	60,267	59,644	59,644	55,792	59,644	55,792	53,517	44,598	51,248	51,248	51,248	42,705	
3	67,090	62,672	62,046	62,046	57,173	62,046	57,173	55,407	46,169	53,643	53,643	53,643	44,706	
4	69,759	65,145	64,527	64,527	59,644	64,527	59,644	57,887	48,240	56,133	56,133	56,133	46,777	
5	72,190	67,412	66,796	66,796	62,046	66,796	62,046	60,224	50,188	58,400	58,400	58,400	48,669	
6	74,875	69,906	69,284	69,284	64,527	69,284	64,527	62,756	52,296	60,985	60,985	60,985	50,824	
7	77,420	72,275	71,660	71,660	66,796	71,660	66,796	65,078	54,230	63,249	63,249	63,249	52,708	
8	80,720	75,348	74,726	74,726	69,284	74,726	69,284	67,469	56,224	65,658	65,658	65,658	54,716	
9	83,876	78,286	77,662	77,662	71,660	77,662	71,660	69,844	58,203	68,035	68,035	68,035	56,694	
10	87,073	81,261	80,636	80,636	74,726	80,636	74,726	72,857	60,713	70,988	70,988	70,988	59,155	
11	90,352	84,309	83,688	83,688	75,845	83,688	75,845	73,951	61,624	72,057	72,057	72,057	60,045	
12	91,710	85,574	84,943	84,943	76,983	84,943	76,983	75,059	62,548	73,137	73,137	73,137	60,947	
13	93,084	86,857	86,217	86,217	77,516	86,217	77,516	75,575	62,982	73,641	73,641	73,641	61,368	
14	93,727	87,457	86,814	86,814	78,051	86,814	78,051	76,098	63,417	74,151	74,151	74,151	61,791	
15	94,374	88,063	87,413	87,413	78,591	87,413	78,591	76,624	63,856	74,664	74,664	74,664	62,220	
16	95,030	88,671	88,017	88,017	79,135	88,017	79,135	77,154	64,297	75,180	75,180	75,180	62,651	
17	95,685	89,285	88,627	88,627	79,682	88,627	79,682	77,688	64,742	75,700	75,700	75,700	63,083	
18	96,347	89,904	89,239	89,239		89,239								
Step	PRINCIPAL TYPIST CLERK		STENO.-10		CLERK TYPIST		BUS DISPATCHER	ASST TRANSP		CLERK/CLERK				
	AUDIO VISUAL	MO	6 HR./12 MOS.	DISPATCHER	SPVSR	LABORER 12								
1	56,389	40,799	43,737	43,737	39,092	59,530	59,530	66,137	48,867					
2	58,195	42,062	46,492	46,492	40,996	62,006	62,006	68,451	51,248					
3	60,057	44,120	47,644	47,644	42,915	66,073	66,073	70,847	53,643					
4	61,977	46,231	49,708	49,708	44,908	66,674	66,674	73,328	56,133					
5	63,964	48,421	51,701	51,701	46,722	69,245	69,245	75,893	58,400					
6	66,010	50,699	53,771	53,771	48,789	71,525	71,525	78,550	60,985					
7	68,124	53,051	55,862	55,862	50,599	74,022	74,022	81,299	63,249					
8	70,300	57,861	57,739	57,739	52,525	79,764	79,764	84,142	65,658					
9	72,552	60,390	59,721	59,721	54,335	81,570	81,570	87,088	68,035					
10	75,733	62,800	62,271	62,271	56,789	84,618	84,618	90,137	70,988					
11	76,870	65,721	63,207	63,207	57,643	87,633	87,633	93,293	72,057					
12	78,024	66,709	64,156	64,156	58,506	88,947	88,947	96,557	73,137					
13	78,564	68,176	64,598	64,598	58,913	90,283	90,283	99,938	73,641					
14	79,106	68,647	65,046	65,046	59,317	90,908	90,908	103,655	74,151					
15	79,654	69,120	65,494	65,494	59,728	91,537	91,537	107,055	74,664					
16	80,202	69,600	65,948	65,948	60,142	92,170	92,170	118,694	75,180					
17	80,758	70,081	66,404	66,404	60,556	92,808	92,808		75,700					
18						93,448	93,448							

JERICHO UFSD 2028-2029											
BUILDINGS & GROUNDS											
Step	HD AUTO	HD GRNDS	CREW CHIEF	SR. MAINT.	HD CUST. 1	HD2/ASST HD	MAINTAINER	AUTO. SERVICER	GRNDSKPR	CUSTODIAN	
1	70,262	70,262	70,262	81,241	69,710	76,112	67,679	67,679	60,410	61,008	
2	73,601	73,601	73,601	84,104	71,120	78,970	70,064	70,064	62,810	63,484	
3	76,076	76,076	76,076	86,685	73,624	81,556	72,452	72,452	65,194	67,549	
4	78,446	78,446	78,446	89,543	76,104	84,408	74,818	74,818	67,679	68,152	
5	80,848	80,848	80,848	92,313	78,769	87,189	77,305	77,305	70,064	70,722	
6	83,227	83,227	83,227	95,077	81,175	89,951	79,624	79,624	72,452	73,001	
7	86,299	86,299	86,299	97,860	83,815	92,733	82,167	82,167	74,667	75,503	
8	87,983	87,983	87,983	100,615	86,203	95,493	84,458	84,458	77,305	77,797	
9	90,393	90,393	90,393	103,374	88,770	98,252	87,878	87,878	79,624	80,280	
10	92,860	92,860	92,860	106,236	91,258	101,110	89,219	89,219	80,820	81,482	
11	95,239	95,239	95,239	107,830	92,628	102,627	90,556	90,556	82,032	82,704	
12	96,667	96,667	96,667	109,447	94,018	104,163	91,914	91,914	82,599	83,276	
13	98,116	98,116	98,116	110,203	94,671	104,883	92,550	92,550	83,169	83,853	
14	98,795	98,795	98,795	110,967	95,324	105,609	93,187	93,187	83,744	84,432	
15	99,478	99,478	99,478	111,732	95,981	106,340	93,833	93,833	84,323	85,016	
16	100,165	100,165	100,165	112,506	96,646	107,074	94,481	94,481	84,907	85,603	
17	100,859	100,859	100,859	113,283	97,315	107,815	95,135	95,135			
18	101,556	101,556	101,556								
Step	MAINT. HLP	MESSNGR	DRIVR/CLNR	CLEANER	AUTO MECH.	MAINT. SUPV.	SUPV. FACIL.	SR. GRNDSKPR	SECURITY AIDE.	MESSNGR 10	
1	56,216	57,772	58,323	56,216	88,981	92,258	81,207	81,241	65,752	44,298	
2	58,142	59,700	60,489	58,142	91,694	94,128	83,447	84,104	68,149	46,696	
3	60,410	61,969	62,804	60,410	93,836	95,993	85,938	86,685	70,262	48,145	
4	62,810	64,368	64,705	62,810	96,739	97,860	88,431	89,543	73,601	49,749	
5	65,194	66,751	67,626	65,194	98,942	99,731	90,920	92,313	76,076	51,640	
6	67,679	69,240	70,070	67,679	101,566	101,600	92,913	95,077	78,446	53,640	
7	70,064	71,621	72,432	70,064	104,202	103,469	94,283	97,860	80,848	55,627	
8	72,452	74,005	74,882	72,452	107,089	105,337	95,527	100,615	83,227	57,699	
9	73,536	75,115	76,003	73,536	108,735	107,204	96,776	103,374	86,299	59,683	
10	74,640	76,242	77,143	74,640	111,704	109,074	98,021	106,236	87,983	61,670	
11	75,157	76,766	77,677	75,157	113,593	110,940	99,490	107,830	90,393	62,595	
12	75,675	77,297	78,213	75,675	115,296	112,603	100,981	109,447	92,860	64,497	
13	76,199	77,832	78,754	76,199	117,024	114,292	101,679	110,203	95,239	64,943	
14	76,726	78,370	79,299	76,726	117,832	115,083	102,383	110,967	96,667	65,391	
15	77,255	78,912	79,846	77,255	118,647	115,880	103,091	111,732	98,116	65,844	
16					119,468	116,680	103,803	112,506	98,795	66,757	
17					120,294	117,485	104,522	113,283	99,478		
18					121,125	118,297					





**JERICHO UFSD 2028-2029**

**CAFETERIA**

Step	FSH1 (FT)	FSH2 (PT)	BAKER (FT)	COOK	FSH - 5 HR.	FSH - 6 HR.	KITCHN UT 8HR
1	18.50	18.41	20.03	36,545	18,495	22,194	20.88
2	19.60	19.04	20.88	38,566	19,605	23,526	22.06
3	20.70	19.60	22.06	39,917	20,713	24,856	23.21
4	21.75	20.15	23.21	42,761	21,745	26,097	24.11
5	22.61	20.70	24.11	44,258	22,618	27,142	25.76
6	23.77	21.24	25.29	45,808	23,764	28,517	26.20
7	25.04	21.75	26.20	47,410	25,035	30,042	27.28
8	25.76	22.26	27.29	48,756	25,756	30,909	28.18
9	26.95	22.61	28.18	50,218	26,951	32,343	29.24
10	28.27	23.26	29.24	51,722	28,272	33,927	30.19
11	28.69	23.61	29.69	52,501	28,697	34,436	30.65
12	29.12	23.96	30.14	53,286	29,129	34,955	31.11
13	29.32	24.12	30.35	53,655	29,329	35,197	31.32
14	29.53	24.29	30.56	54,025	29,530	35,439	31.54
15	29.73	24.46	30.78	54,399	29,735	35,684	31.75
16	29.97	24.63	30.99	54,774	29,941	35,932	31.96
17				55,154	30,149	36,180	
<b>Step</b>	<b>CASHIER (PT)</b>	<b>FSH (SUB.)</b>					
1	18.50	18.41					
2	19.04	18.70					
3	19.60	18.83					
4	20.10	18.96					
5	20.67	19.09					
6	20.98	19.22					
7	21.31						
8	21.45						
9	21.61						
10	21.75						
11	21.91						



JERICHO UFSD 2028-2029

SUBSTITUTES/PART-TIME AIDES/CLERICAL/CLEANERS/NURSES/BUS

Step	SUB AIDE post 2015	SUB Cleaner post 2015	PT Teacher Aide	PT School Monitor	PT CLK TYP	NURSE SUB
1	19.26	19.26	23.93	23.93	23.93	48.50
2	19.82	19.82	25.47	25.47	25.47	48.85
3	20.42	20.42	26.98	26.98	26.98	
4	21.02	21.02	28.53	28.53	28.53	
5	21.66	21.66	30.07	30.07	30.07	
6	22.31	22.31	30.53	30.53	30.53	
7	22.97	22.97	30.99	30.99	30.99	
8	23.67	23.67	31.20	31.20	31.20	
9	24.37	24.37	31.41	31.41	31.41	
10	25.11	25.11	31.62	31.62	31.62	
11	25.48	25.48	31.83	31.83	31.83	
12	25.66	25.66	32.06	32.06		
13	25.83	25.83				
14	26.01	26.01				
15	26.19	26.19				
16	26.37	26.37				
Step	FT SCHL MONTR	PT Bus Drv	AIDE SUB pre 2015	FSH Sub	PT Cleaner	CHARTER BUS
1	25.74	23.54	23.93	17.85	20.37	35.62
2	27.03	24.12	25.47	18.41	20.97	
3	28.65	24.68	26.98	18.70	21.56	
4	30.37	25.15	28.53	18.83	22.16	
5	32.19	25.38	30.07	18.96	22.77	
6	34.11	26.41	30.53	19.09	23.36	
7	36.15	26.80	30.99	19.22	23.96	
8	38.34	27.23	31.20	19.37	25.16	
9	38.62	27.67	31.41		26.37	
10	38.88	34.23	31.62		27.56	
11	39.55	34.74	31.83		27.97	
12	39.83	35.00	32.06		28.16	
13	40.10	35.23			31.79	
14		35.48			32.01	
15		35.72			32.22	
16		35.97			32.45	