

# **AGREEMENT**

by and between the

**BOARD OF EDUCATION**

of the

**GARDEN CITY UNION  
FREE SCHOOL DISTRICT**

and

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



Garden City UFSD Unit #7584-00  
Nassau County Educational Local 865

**July 1, 2023 - June 30, 2028**



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AGREEMENT made this 30th day of May, 2025, between the BOARD OF EDUCATION, GARDEN CITY UNION FREE SCHOOL DISTRICT (“District”), a corporation organized under the Education Law of the State of New York, having its principal office at 56 Cathedral Avenue, Garden City, New York 11530 and the CIVIL SERVICE EMPLOYEES ASSOCIATION INC., LOCAL 1000, AFSCME AFL-CIO, GARDEN CITY SCHOOL NON-TEACHING UNIT (“CSEA”), having its office at 3 Garet Place, Commack, New York 11725.

#### ARTICLE I – RECOGNITION

The District recognizes CSEA as the exclusive bargaining agent for all Custodial, Grounds, Maintenance, Transportation, Clerical, Hall Monitors, Security Guards, A.V. Specialists, Technology Specialist, Information Technology Specialist I, Information Technology Specialist II, Information Technology Specialist III, Technology Aide, Principal Clerk Typist and Supervisory Aides, other than Transportation Supervisor; Assistant Transportation Supervisor; Director of School Facilities and Operations; Accountant; Information Technology Manager; Assistant Business Administrator; Secretaries (2) to the Superintendent of Schools; Secretaries (2) to Assistant Superintendents; Accounts Supervisor; Census Supervisor; Nurses and Teacher Aides.

#### ARTICLE II – DEFINITIONS

Section 1. The term “employee” shall include permanent full-time employees, part-time employees who are regularly scheduled to work seventeen (17½) hours or more a week at least ten (10) months a year, hourly rated bus attendants, hall monitors, provisional employees and probationary employees. Temporary and seasonal employees are not covered by this Agreement.

Section 2. Part time employees, hourly rated bus attendants and hall monitors shall receive pro rata holidays, personal days, bereavement leave, vacation and sick leave except as otherwise provided in the contract.

#### ARTICLE III – AUTHORIZED DEDUCTION

Section 1. The District agrees to make payroll deductions for CSEA membership dues, approved tax shelter annuities, group life, disability, accident or health insurance premiums, and the Nassau Educators Federal Credit Union from employees who have signed authorization cards in accordance with Sections 93, 93-b and 93-c of the General Municipal Law and Article 14 of the Civil Service Law.

Section 2. Such deductions shall be made on each payday of the month. Dues deductions shall be transmitted to the Treasurer of CSEA at CSEA Capital Station, Box 7125, Albany, New York 12224 by regular mail within the following four weeks. CSEA assumes full responsibility for dues deductions so transmitted. Premium deductions shall be transmitted in the same manner to the insurer at the address filed with the Clerk of the District. Credit Union deductions shall be transmitted no later than the date of payroll to the Nassau Educators Federal Credit Union at 1000 Corporate Drive, Westbury New York 11590.

Section 3. The District agrees to provide for an agency shop fee deduction provided that (1) the CSEA certifies to the District that it has established a refund plan pursuant to Subdivision Three of Section 208 of the Civil Service Law, (2) the CSEA furnishes a list to the District of those employees subject to such deduction, and (3) the CSEA indemnifies and holds the District harmless for any lawsuits or causes of action of any kind, including attorneys' fees in connection with the making of agency shop fee deductions by the District.

Section 4. The District shall provide CSEA with a list of employees who have authorized such deductions not later than September 30 of every contract year.

#### ARTICLE IV – HOURS OF WORK

Section 1. Custodial, grounds, maintenance and transportation employees shall work forty (40) hours a week over five (5) consecutive eight (8) hour days, as scheduled, except as follows:

- a. The security guard shall work forty (40) hours a week over five (5) consecutive days, as scheduled.
- b. The administration building cleaner or custodian shall work thirty seven and one half (37½) hours a week over five (5) consecutive days, as scheduled.
- c. Part time employees shall work as scheduled.
- d. Custodians and cleaners assigned to an evening shift shall work thirty seven and one half (37½) hours a week over five (5) consecutive days, as scheduled.
- e. Hall monitors shall work as scheduled.
- f. All transportation employees hired after December 16, 1996 shall not be guaranteed employment of forty (40) hours per week. Such employees shall only be assigned to bus driving duties and shall only be paid for time spent driving for the District. These individuals may be scheduled to work any hours deemed appropriate by the District. Drivers hired prior to December 16, 1996 shall

continue to be scheduled to work forty (40) hours per week as before.

- g. During the months of July and August, night custodial staff may be directed to continue their regular evening work shifts on an as-needed basis, building by building, at the discretion of the Director of School Facilities and Operations.

Section 2. Clerical, technology specialist and technology aide employees are employed on a twelve (12) month, eleven (11) month or ten (10) month contract year. Clerical employees who work an eleven (11) month contract year shall work from September 1 through June 30 plus twenty-five (25) days during July and August.

Notwithstanding any policy or practice to the contrary, clerical employees shall not be entitled to a reduction in the length of the workday/week (summer hours) during the last five (5) workdays in August. Twelve month clerical and technology specialists shall work a 30 hour week during summer hours beginning July 1<sup>st</sup>. During the last five (5) workdays in August, twelve (12) month clerical and technology specialists shall work thirty-five (35) hours for the work week.

Clerical employees who work a ten (10) month contract year shall work from September 1 through June 30. Twelve (12) month clerical, technology specialist and technology aide employees shall work a thirty-seven and one-half (37.5) hour week, Monday through Friday, seven and one-half (7.5) hours a day, as scheduled, from September 1<sup>st</sup> through June 30<sup>th</sup>. Ten (10) month and eleven (11) month employees continue to work thirty-five (35) hours per week. Effective July 1, 2024, twelve (12) month clerical, technology specialist and technology aide employees shall work a thirty-five (35) hour week, Monday through Friday, seven (7) hours a day, as scheduled, from September 1<sup>st</sup> through June 30<sup>th</sup>. Part-time employees shall work as scheduled.

Section 3. Ten (10) plus two (2) Bus Drivers/Cleaners shall work ten (10) months assigned to Transportation and two (2) months, July and August, assigned to Buildings and Grounds at the discretion of the Assistant Superintendent for Business.

Section 4. Employees shall receive a coffee break of fifteen (15) minutes, as scheduled, and shall continue to receive a lunch period in the workday in accordance with present practice.

## ARTICLE V – OVERTIME

Custodial, grounds, maintenance, transportation, clerical employees and hall monitors shall be compensated at the rate of one and one-half (1½) times the regular rate for overtime on Monday through Saturday and at the rate of two (2) times the regular rate for overtime on Sunday or a holiday. Overtime means hours worked in addition to the hours of work set out in Article IV. Notwithstanding anything to

the contrary, employees hired after July 1, 2018 shall not be entitled to overtime unless they work more than forty (40) hours in a week provided that paid vacation and personal leave shall count towards the calculation of hours worked for overtime. Part-time employees shall not receive overtime unless they work more than the weekly hours for the position. Pre-scheduled overtime will be rotated equitably according to building lists. Transportation employees hired after December 16, 1996 shall not be entitled to overtime unless they work more than forty (40) hours in a week. Twelve-month employees (clerical and technology specialists, technology aide) shall receive overtime after working 37.5 hours per week. (September 1 through June 30) during the school year.

#### ARTICLE VI – SALARIES – (Set forth in Schedule A)

##### Section 1.

- 2023/2024 1.5% plus increment
- 2024/2025 2.48% plus increment with new steps established from Step 13 to Step 20 with an increment between each new step established after Step 12 as 1% of prior step.
- 2025/2026 2% plus increment with the increment between Step 12 to Step 20 increased from 1% to 1.25% of prior step.
- 2026/2027 2% plus increment with the increment between Step 12 to Step 20 increased from 1.25% to 1.5% of prior step.
- 2027/2028 2% plus increment

Section 2. Employees shall advance one step annually on July 1 of each contract year. Employees hired after January 1 of any year shall not advance a step until the second July 1 following their appointment.

Section 3. New employees shall start at up to Step 3 for their job classification, except as follows:

- a. A higher rate may be paid to a new employee with prior experience and qualifications provided this rate is not higher than an employee who possesses comparable experience and qualifications in the position classification.
- b. A higher rate may be paid to a new employee without experience if in the District's discretion, it cannot recruit at the hiring rate in which case all employees in the job classification shall be increased to the rate of the hired employee and the District agrees to consult with the CSEA in the event this occurs.

Section 4. Effective July 1, 2006, employees will receive a one thousand five hundred dollar (\$1,500) longevity increment after eighteen (18) years of service in the District. Effective July 1, 2020, the one thousand five hundred-dollar (\$1,500) longevity increment after eighteen (18) years of service in the District shall be increased by two hundred and fifty dollars (\$250) to one thousand seven hundred fifty dollars (\$1,750). Effective July 1, 2020, the additional five hundred-dollar (\$500) longevity increment after twenty-five (25) years of service in the District shall be increased by two hundred and fifty dollars (\$250) to seven hundred fifty dollars (\$750). Effective July 1, 2006, employees shall receive an additional five hundred dollar (\$500.00) longevity increment after twenty-five (25) years of service in the District. Years of service shall be calculated on the anniversary date. Longevity increments will not be part of salary.

Section 5. An employee promoted will receive a salary increase equal to the difference between the starting steps of the job classifications and shall be placed on the next highest step for the job classification to which promoted.

Section 6. 11 month and 10 month clerical employees will be paid 11/12 and 10/12 of the twelve (12) month salary for their position classification.

Section 7. Employees shall be notified of their salary for the following school year and their accumulated sick leave not later than September 30 of every contract year.

Section 8. In the event the District creates new titles in the bargaining unit, it will bargain in good faith with the CSEA for the salaries for such positions.

#### ARTICLE VII – HOLIDAYS

Section 1. Employees on a twelve (12) month work year shall be entitled to thirteen (13) paid holidays during each contract year. The holidays are to be determined in accordance with the school calendar, but with the same basic pattern as previously provided. Effective July 1, 2008 and thereafter, employees other than hall monitors and 10 month transportation employees, shall also be entitled to one "floating" holiday per year, to be scheduled upon prior approval of the building principal or appropriate supervisor who is not a member of the bargaining unit. Under no circumstances shall such a holiday be granted on days when school is in session for students and/or teachers. Full-time eleven (11) and twelve (12) month staff with an annual salary will be entitled to Juneteenth National Independence Day as a fourteenth (14<sup>th</sup>) paid holiday.

Section 2. Clerical employees who work either a ten (10) month or eleven (11) month contract year shall receive only such holidays as occur during the period worked.

Section 3. Employees who are sick the day before or the day after a holiday occurs may be requested to produce a doctor's note for the sick day.

Section 4. Effective September 1, 2009, twelve (12) month clerical, technology specialist, technology aide employees shall not be required to report to work during the three (3) recess periods – December holiday, February winter recess and Spring recess – except that each clerical, technology specialist, technology aide employee will be required to work a total of two (2) days over one (1) or more of the recess periods, without additional compensation. Such days shall be determined by the district administration. Effective September 1, 2009, eleven (11) month clerical employees who work twenty (25) days during July and August shall not be required to report to work during the February winter recess except that such eleven (11) month clerical employee will be required to work a total of two (2) days over one (1) or more of the recess periods, without additional compensation. Such days shall be determined by the District Administration.

#### ARTICLE VIII – VACATIONS

Section 1. Employees on a twelve (12) month work year shall be entitled to vacations as follows:

- a. After one (1) year of service in the District – ten (10) days.
- b. After five (5) years of service in the District – fifteen (15) days.
- c. After ten (10) years of service in the District – twenty (20) days.

Employees in their first year of service shall be granted one (1) day paid vacation for each month of service, not to exceed ten (10) days of paid vacation at the end of the contract year.

Section 2. Hall monitors and ten (10) month transportation employees after one (1) year of service shall be granted ten (10) days' pay in lieu of vacation and holidays at the end of the contract year. Hall monitors and ten (10) month transportation employees in their first year of service shall be granted one (1) day's pay for each month of service from September through June in lieu of vacation and holidays at the end of the contract year.

Effective for the 2008-09 school year and thereafter, paid days in lieu of vacation and holidays shall be increased to eleven (11).

After ten (10) years of service, ten (10) month transportation employees shall be granted an additional five (5) days' pay in lieu of vacation and holidays at the end of the contract year.

After ten (10) years of service, hall monitors shall be paid an additional four (4) days' pay in lieu of vacation and holidays at end of the contract year.

In the event a hall monitor or a ten (10) month transportation employee becomes a twelve (12) month employee, the employee shall be credited with the months of service and shall begin to accrue vacation as a twelve (12) month employee as provided in Section 1.

Section 3. Clerical employees who work on a ten (10) month or eleven (11) month contract year shall receive ten (10) vacation days during the Christmas and Spring/Easter recesses of the contract year as designated by the District. After ten (10) years of service, clerical employees who work a ten (10) month or eleven (11) month contract year shall receive an additional five (5) vacation days either in pay or in time off during the contract year provided that eleven (11) month employees who do not work twenty five (25) days in July and August as set forth in Article IV, section 2, shall be entitled to four (4) vacation days.

In the event a ten (10) or eleven (11) month clerical employee becomes a twelve (12) month employee, the employee shall be credited with the months of service and shall begin to accrue vacation as a twelve (12) month employee as provided in Section 1.

Section 4. Ten (10) plus two (2) bus driver/cleaners who work a twelve (12) month contract year shall receive vacation as follows:

- a. Ten (10) days during the Christmas and Spring/Easter recesses of the contract year as designated by the District.
- b. After five (5) years of service, an additional five (5) days' vacation which may be taken during the school year; and
- c. After ten (10) years of service, an additional five (5) days' vacation for a total of twenty (20) days' vacation, ten (10) of which may be taken during the school year.

In the event a ten (10) plus two (2) bus driver/cleaner becomes a twelve (12) month employee, the employee shall be credited with the months of service and shall begin to accrue vacation as a twelve (12) month employee as provided in Section 1.

Section 5. The vacation year shall be from July 1 to June 30. Vacations may be taken at any time during the year with the prior approval of the Superintendent of Schools provided such vacations do not interfere with the operation of the District. Preferences on vacation shall be granted on the basis of employees' seniority. Years of service shall be calculated on the anniversary date. Vacation selection sheets shall be completed in May. In the event a holiday occurs on a weekday during the vacation period, such vacation shall be extended one (1) day.

Section 6. Vacations shall be taken each year and may not be accrued unless approved by the Superintendent of Schools or designee by the end of the school year.

Section 7. In the event an employee is hospitalized during vacation, the employee will be granted sick leave and not charged with vacation for the period of hospitalization, provided proof of such hospitalization is furnished to the Assistant Superintendent for Business. The unused vacation may be taken later during the contract year subject to the needs of the department or may be accrued with the approval of the Superintendent of Schools.

#### ARTICLE IX – SICK LEAVE

Section 1. Employees shall receive sick leave with pay in the first year of service at the rate of one (1) day for each month of service until June 30. On each July 1 thereafter, employees will receive sick leave as follows:

- a. Twelve (12) month employees – fifteen (15) days.
- b. Eleven (11) month employees – fourteen (14) days.
- c. Ten (10) month employees – thirteen (13) days.

Effective July 1, 2024, up to five (5) sick days of the above entitlement may be used for illness in the family defined as spouse, children or parent.

All employees may add unused personal days each year to sick leave. Sick leave may be accumulated up to a maximum of two hundred (200) days. Effective July 1, 2024, twelve (12) month employees may accumulate up to a maximum of two hundred and forty (240) days.

In the event that a unit member has used more than seven (7) days of sick leave in a given contract year, he/she shall earn sick leave on a monthly accrual basis for the succeeding contractual year. If an individual is sick for more than one (1) continuous day, it will be considered one (1) day for purposes of this provision.

Section 2. An employee who has an on the job injury and receives worker's compensation payments shall be charged with sick leave days and the District shall receive the compensation payment. At that time, the District will credit the employee with sick days equal to the payment received divided by the employee's daily rate.

Section 3. The District shall provide all employees who have more than six (6) months of continuous service basic coverage under New York State Disability Insurance Law.

Section 4. An employee who has an on the job injury which makes the employee unable to work for ten (10) or more consecutive days shall receive the same benefit provided in Section 3. The employment requirement of six (6) months shall not apply. The benefit shall be offset by the payment received by the District from its Worker's Compensation Insurance. In any case in which

contributory negligence is involved the matter shall be submitted to the District for prior approval before the benefit is granted.

Section 5. The District may have its physician examine an employee claiming any sick leave benefits. The District may require evidence of illness or injury certified by a physician at any time.

Section 6. Employees after a sick leave of more than twenty (20) consecutive work days must submit to the Superintendent of Schools a physician's certificate of medical fitness to resume duties, which certificate must be satisfactory to the District's chief medical examiner.

Section 7. Employees who will be absent from work must report their absence to their supervisor at least one (1) hour prior to the scheduled reporting hour unless other arrangements are approved in advance by the supervisor.

#### ARTICLE X – HEALTH INSURANCE

Section 1. The District shall provide a salary reduction plan to pay health insurance premiums effective the first payroll after April 1, 1992.

Section 2. The District shall pay the full cost of excess medical coverage for employees covered under the State Plan. The Unit and District agree the District shall pay the full cost of the following benefits in lieu of the benefits previously provided under the ShelterPoint Benefits Plan (which terminated on December 31, 2024):

- a. Hospital indemnity insurance provided by Reliance Matrix;
- b. Accidental death & dismemberment insurance provided by Reliance Matrix; and
- c. General Vision Service Option 3 vision plan.

Attached at Exhibit "A" are the plan summaries for the current benefits set forth above. The District may provide the same benefits through a different provider. In the event the benefits set forth above are no longer offered by the provider or available, the District shall provide benefits that are substantially similar or will engage in good faith negotiations with the CSEA.

Section 3. Employees hired after February 24, 1992 must be employed for ninety (90) days before receiving health insurance.

Section 4. The District will provide a Health Insurance buy-back for employees who have other health insurance coverage as follows:

- (i) Employees who have individual coverage will receive one thousand (\$1,000.00) dollars a year and employees who have family coverage will receive two thousand (\$2,000.00)

dollars a year to opt out of their health insurance plans or one thousand (\$1,000.00) dollars a year to opt out of family coverage and elect individual coverage.

- (ii) Payment will be made semi-annually on December 1 and June 1 of each year for the period the employee has opted out of the plan.
- (iii) Employees must show proof of other health insurance coverage.
- (iv) Employees who have withdrawn from the plan may elect to return to the plan in accordance with the regulations of the State Health Insurance Department.

Section 5. Effective April 1, 1992 the District shall provide an Employee Assistance Program. Effective April 1, 1992, employees are prohibited from smoking in school buildings or on school grounds.

Section 6. The CSEA and the District shall form a committee to study health insurance costs and benefits to seek alternate systems to provide health care. The current health insurance plan may not be changed by the District without the consent of the CSEA.

Section 7. Health insurance shall be provided to all eligible employees as follows:

- (i) As to all full-time employees selecting individual coverage, the District will contribute eighty-five (85%) percent to the cost of premium. As to all full-time employees selecting family coverage, the District shall contribute eighty-seven and one half (87.5%) percent of the additional cost of the premium for said family coverage
- (ii) As to part-time employees working more than twenty (20) hours and less than thirty (30) hours per week, the District shall contribute eighty-five (85%) percent of the cost of individual coverage and sixty-five (65%) percent of the additional cost of family coverage.
- (iii) Part-time employees working less than twenty (20) hours per week shall not be entitled to District contribution pursuant to this paragraph.
- (iv) For employees hired on or after December 13, 2011, the District's contributions to the cost of individual and family health coverage shall be eighty-five (85%) and seventy-five (75%) respectively.

Section 8. Retirees with at least ten (10) years of service shall be eligible for participation in the District's health insurance plan pursuant to the following:

- a. Full-time Employees – Retirements effective July 1, 2006 through June 30, 2007 – 89% individual coverage, 75% of additional cost of family coverage. Retirements effective July 1, 2007 through June 30, 2008 – 88% individual coverage, 75% of additional cost of family coverage. Retirements effective July 1, 2008 through June 30, 2009 – 87% individual

coverage, 75% of additional cost of family coverage. Retirements effective July 1, 2009 and thereafter – 85% individual coverage, 75% of additional cost of family coverage.

- b. Part-time Employees Hired Prior to February 24, 1992, who regularly work more than 17.5 hours per week, shall be entitled to health insurance benefits as per Paragraph (a) hereof.
- c. Part-time Employees Hired After February 24, 1992, who regularly work at least 20 hours per week and less than 30 hours per week, shall be entitled to individual coverage only in retirement with contribution to the cost thereof by the District at the rates set forth in Paragraph (a) hereof.
- d. Notwithstanding the above, employees hired prior to October 13, 1988 who are otherwise eligible to receive health insurance benefits in retirement pursuant to this paragraph and who retire on or before October 13, 2008, shall be entitled to District contribution to the cost of health insurance premium in retirement pursuant to the provisions of the 2002-2006 agreement between the parties.

#### ARTICLE XI – DENTAL INSURANCE

The District's annual cost for dental insurance will be as follows:

- July 1, 2023 through June 30, 2024 – \$1,581.72 per person per year
- July 1, 2024 through June 30, 2025 – \$1,597.56 per person per year
- July 1, 2025 through June 30, 2026 – \$1,613.52 per person per year
- July 1, 2026 through June 30, 2027 – The EBF Rate for the Plan; and
- July 1, 2027 through June 30, 2028 – The EBF Rate for the Plan

Effective July 1, 2013 and thereafter, employees shall only be entitled to the benefits of the CSEA "Horizon" dental plan, or comparable plan if the Horizon plan is no longer in existence. All employees hired on or after December 13, 2011 shall contribute 10% of the cost of the dental plan premium. Effective July 1, 2020, all employees shall contribute 10% of the cost of the dental plan. To the extent obligated to do so by the Triborough doctrine, the District's maximum annual cost for dental insurance in any year following expiration of this Collective Bargaining Agreement shall be the annual per person cost in the final year of this Collective Bargaining Agreement improved by 10% per annum and employees shall pay the difference between the annual amount provided by the CSEA Horizons plan for such year and the District's annual maximum cost.

The District shall authorize retiree dental benefits through the CSEA dental plan, at the retiree's sole cost and expense.

## ARTICLE XII – PENSIONS

The District shall continue to provide the non-contributory retirement plan pursuant to Section 75-g of the Retirement and Social Security Law. The District shall continue to provide the benefit of Section 41(j) of the Retirement and Social Security Law which gives credit at retirement for accumulated sick leave up to a maximum of one hundred sixty-five (165) days provided the cost does not exceed two tenths (.2%) percent of payroll. Before April 1, 1992, the District shall adopt the non-contributory retirement plan pursuant to 75-i of the Retirement Social Security Law.

## ARTICLE XIII – OTHER BENEFITS

Section 1. Resignation – Employees shall give forty-five (45) days written notice of resignation. If such notice is given, the employee will be paid for unused vacation accrued to the termination date. If such notice is not given, unused vacation will not be paid.

Section 2. Personal Days – Employees will receive three (3) personal days annually. Employees in their first year of service shall be granted one (1) personal day for each four (4) months of service. Effective July 1, 2024, employees in their first year of service shall be granted one (1) personal day after the first three months of service, one (1) additional personal day after the first six months of service and one (1) additional personal day after the first ten months of service for a maximum of three (3) personal days. Personal days shall be scheduled in advance with the approval of the Assistant Superintendent for Business except in emergency with the approval of the employee's supervisor. Personal days when scheduled shall not be canceled except in an emergency. Personal days must be taken in the fiscal year in which earned but can be transferred to sick leave if unused at the end of the year.

Personal days may not be taken to extend holidays or vacation periods. Any request for two (2) or more consecutive personal days must be in writing with a specified reason.

The District has the right to ask the reason why an individual is requesting personal leave and the individual has an obligation to provide the reason. It is understood that any request for personal leave will not be automatically denied where a request for a reason is made.

Section 3. Bereavement Leave – Employees shall receive three (3) days leave in the event of the death of the employee's husband, wife or other member of the family home; father, father-in-law; mother, mother-in-law; sister, brother, sister-in-law, brother-in-law, grandfather, grandmother and grandchildren. Effective until June 30, 2024, these days must be taken consecutively at the time of death or day of the funeral and may not be split or postponed. Effective July 1, 2024, bereavement leave days

must be taken at the time of death or day of the funeral or memorial service. Employees may annually utilize two (2) sick days for bereavement leave.

Section 4. Jury Duty – An employee shall be granted leave for jury service at full pay less fees paid for such service. Employees who work at the schools shall notify their building principal upon receipt of the jury duty notice. Employees who work at the central office shall notify the Assistant Superintendent for Business upon receipt of the jury duty notice.

Section 5. Child Care Leave – Child care leave of up to one (1) year may be granted without pay or salary increment. The employee may work as long as the employee is physically able. Upon approval of the Superintendent of Schools an employee may return to work sooner than the expiration of the leave provided the employee is physically able. Child care leave shall not be construed as sick leave and the sick leave provisions of this contract shall not apply. Child care leave shall include adoption of a child up to five (5) years of age.

Section 6. Differential for Working in Higher Classification – Effective until June 30, 2024, an employee required to work in a higher rated position for fifteen (15) consecutive workdays or more will be paid at the rate specified for that position, retroactive to the first day. Effective July 1, 2024, an employee required to work in a higher rated position for fifteen (15) workdays or more in a thirty (30) workday period, will be paid at the rate specified for that position, retroactive to the first day.

Section 7. Uniforms – The District will continue to provide uniforms for custodial, grounds, maintenance and transportation employees. Custodial employees shall receive four (4) uniforms every two (2) years and in the off year, employees shall receive two (2) additional uniforms if requested by the employee. Effective December 13, 2011 and thereafter, buildings and grounds and transportation employees shall receive one (1) winter jacket every two (2) years.

Section 8. Physicals – Annual physical examinations required for bus drivers shall be scheduled Monday through Friday during the two (2) weeks prior to the beginning of pupil transportation service in each school year. Ten (10) month bus drivers will receive two (2) hours pay for such physicals. In the event a bus driver fails to appear for this examination, he shall be rescheduled for an examination without pay unless such failure is due to illness. Failure of a bus driver to complete a physical examination prior to the beginning of pupil transportation service may result in suspension without pay.

Section 9. Mileage Allowance – Employees will receive a mileage allowance for District use of personal automobiles at the IRS approved rate.

Section 10. Vandalism Coverage –

- a. The District will reimburse an employee for damage to an employee's vehicle resulting from vandalism while on school property not due to any act of the employee, up to two hundred (\$200.00) dollars for each claim not covered by insurance. The total claims to be paid shall not exceed fifteen hundred (\$1,500.00) dollars in any school year. Claims will not be paid until thirty (30) days after the end of the school year. In the event the total claims exceed fifteen hundred (\$1,500.00), proportionate payments shall be made.
- b. Written notice of claim for such damage must be given to the Assistant Superintendent for Business within five (5) work days after the occurrence of such damage stating time, place and manner in which such damage occurred, insurance coverage and any other additional information he may require. Satisfactory proof of the amount of the damage must also be submitted to him within ten (10) days after the occurrence. In the event the claim is not timely submitted or there is lack of proof of the claim, it will not be paid.

Section 11. Seniority – Employees are entitled to sick leave and vacation benefits for their years of service in the District notwithstanding their job titles. Employees who transfer from one (1) job title to another shall continue to carry forward their vacation, sick leave and other benefits.

Section 12. Separate Checks for Transportation Vacation – Unit members in the Transportation Department shall be entitled to receive a separate check for the payout of vacation days.

Section 13. Security Guard Certification – The District shall provide for the cost of the training class on renewal.

#### ARTICLE XIV – EMPLOYMENT OPPORTUNITIES

All announcements for promotional opportunities and vacancies in positions shall be posted on bulletin boards in every school and all employees shall be given adequate opportunity to make application for such positions.

#### ARTICLE XV – EMPLOYEE PERSONNEL FILES

There shall be only one (1) official employee personnel file located in the office of the Assistant Superintendent for Business. Upon request, the employee shall be permitted to examine the employee's official file. No material derogatory to an employee's conduct, service, character or personality shall be placed in this file unless the employee has had an opportunity to read the material. The employee shall acknowledge reading such material by affixing his/her signature on the actual copy to be filed with the

understanding that such signature merely signifies that he/she has read the material but does not necessarily indicate agreement with its content. The employee shall have the right to answer any material filed and his/her answer shall be attached to the file copy.

#### ARTICLE XVI – EVALUATIONS

An employee shall be entitled to submit a response to his/her evaluation which shall be included in the personnel file. The employee shall also have the right to a meeting with a supervisor outside of the bargaining unit to discuss the evaluation. A copy of the evaluation form is attached hereto and made a part hereof.

#### ARTICLE XVII – RETIREMENT INCENTIVE

Section 1. Employees who are 55 years of age or older shall be granted the retirement incentive below for retirements effective June 30, 2026 provided the following conditions are met:

- a. The employee submits an irrevocable letter of retirement by March 15, 2026 for retirement effective June 30, 2026.
- b. The employee has been in the District's employ for ten (10) consecutive years or more; and
- c. The employee retires on June 30, 2026.

Section 2. If any provision of the retirement incentive is deemed illegal or unenforceable, the entire provision shall be deemed null and void.

Section 3. The retirement incentive shall be computed as Two Hundred Fifty (\$250) Dollars per year of District service up to a maximum of ten (10) years and Fifty Dollars (\$50) per accrued sick day up to a maximum of two hundred and forty (240) days. Such payments shall be made as a non-elective distribution pursuant to the District's 403-b plan no later than the first pay period of December following retirement.

Section 4. The employee shall execute an indemnification and save harmless agreement against any and all claims, demands, suits or other forms of liability, including attorneys' fees, that may arise out of the non-elective 403-b contribution, including but not limited to the tax consequences thereof.

Section 5. This retirement incentive provision shall expire on June 30, 2026 regardless of the Triborough Law or any provision of law.

## ARTICLE XVIII - CSEA

Section 1. CSEA officers or representative shall be given reasonable time off from work for the purpose of adjusting grievances and administration of this agreement provided such time off does not interfere with the operation of the District or its service to the public.

Section 2. CSEA officers may use a total of five (5) days with pay annually to attend CSEA conventions, work shops or conferences.

Section 3. The District shall permit use of District facilities for official CSEA meetings provided such meetings shall be held outside of school hours, and such facilities are available and will not interfere with school activities.

Section 4. The District shall make available a bulletin board in each building in an accessible non-public place for exclusive use by CSEA to post notices and other material relating to proper and legitimate CSEA business.

Section 5. CSEA shall have the right to use school mailboxes to deliver such notices and material to its members.

Section 6. CSEA agrees that the use of District facilities including bulletin boards and mailboxes will conform to the standards of good taste and the terms of this agreement. The District reserves the right to take whatever steps are necessary to insure such use of its facilities.

Section 7. District shall supply to the CSEA a list of all employees in the bargaining unit, full names, home addresses, Social Security numbers, job title, work location, membership status, date of employment and insurance deductions, semi-annually January and July.

## ARTICLE XIX – SAFETY

All employees shall maintain District facilities in a safe condition and free from unnecessary hazards. Any unsafe or hazardous condition shall be reported to the immediate supervisor who shall take appropriate action to eliminate such condition. All employees will continue to receive instruction in the use of newly acquired machinery and equipment.

## ARTICLE XX – GRIEVANCE AND ARBITRATION PROCEDURES

Section 1. A grievance shall be defined as a dispute arising out of the interpretation, application, performance or construction of the terms of this agreement or any alleged breach thereof including matters of discipline. An employee shall have the right to present a grievance with or without a representative of the CSEA, free from interference, coercion, restraint, discrimination or reprisal in the following manner:

Step 1. Effective until June 30, 2024, within five (5) days after a grievance occurs, an employee orally shall present it to the employee's immediate supervisor or it will be barred. The immediate supervisor shall discuss the grievance with the employee and CSEA representative, if any, and make such investigation as the supervisor deems appropriate. Effective July 1, 2024, within ten (10) days after a grievance occurs, an employee orally shall present it to the employee's immediate supervisor or it will be barred. The immediate supervisor shall discuss the grievance with the employee and CSEA representative, if any, and make such investigation as the supervisor deems appropriate. Effective until June 30, 2024, within five (5) days after presentation of the grievance, the immediate supervisor shall give an answer to the employee. Effective July 1, 2024, within ten (10) days after presentation of the grievance, the immediate supervisor shall give an answer to the employee.

Step 2. Effective until June 30, 2024, if the grievance is not settled in Step 1, the grievance may, within five (5) days after the answer in Step 1, be presented in a written statement to the employee's Department Head signed by the employee. Effective July 1, 2024, if the grievance is not settled in Step 1, the grievance may, within ten (10) days after the answer in Step 1, be presented in a written statement to the employee's Department Head signed by the employee. The statement shall set forth the nature of the grievance and the facts relating to it. The Department Head may discuss the grievance with the employee and the CSEA representative, if any, and shall make such investigation as the Department Head deems appropriate. Effective until June 30, 2024, within five (5) days after receiving the grievance, the Department Head shall give a written answer to the employee. Effective July 1, 2024, within ten (10) days after receiving the grievance, the Department Head shall give a written answer to the employee.

Step 3. If the grievance is not settled in Step 2, the grievance may, within five (5) days after the answer in Step 2, be presented in a written statement to the Assistant Superintendent for Business in the same manner as the employee did to the Department Head. The Assistant Superintendent for Business may discuss the grievance with the employee and the CSEA representative, if any, and shall make such investigation as the Assistant Superintendent for Business deems appropriate. Within five (5) days after receiving the grievance the Assistant Superintendent for Business shall give a written answer to the employee. Failure on the part of the District to answer a grievance at any step shall not be deemed

acquiescence to it and the employee and the CSEA may proceed to the next step. A grievance which affects a substantial number or class of employees, and which the District representative designated in Steps 1 and 2 lacks authority to settle, may initially be presented in Step 3 by the CSEA representative. Effective July 1, 2024, delete five (5) days (2 places) and substitute ten (10) days.

Step 4. If a grievance is not settled in Step 3 the grievance may, within fifteen (15) days after the answer in Step 3, be referred to arbitration by the CSEA. The arbitration shall be conducted by the American Arbitration Association under its voluntary labor rules. The fees and expenses of the Association and the Arbitrator shall be borne equally by the parties. The award of the Arbitrator shall be final and binding upon the District, the CSEA and the employee. The Arbitrator shall have the power to restore any fine, any penalty, including loss of vacation or personal days, reinstate any discharged employee with or without back pay or remove any written reprimand in the event he finds the discipline imposed was not for just cause.

Section 2. All the time limits shall be exclusive of Saturdays, Sundays and Holidays.

Section 3. Any disposition of a grievance from which no appeal is taken or which is not referred to arbitration with the time limits specified shall be deemed resolved.

Section 4. This grievance procedure shall take the place of the grievance procedure previously provided under Article 16 of the General Municipal Law and the disciplinary procedures under Section 75 of the Civil Service Law.

## ARTICLE XXI – MANAGEMENT RIGHTS

The District has the exclusive right to manage its affairs, to direct and control its operations, and independently to make, carry out and execute all plans and decisions deemed necessary in its judgment for its welfare, advancement or best interests. Such management prerogatives shall include, but not be limited to, the following rights:

- a. To select, hire, promote, transfer, assign or layoff employees, or discontinue their positions.
- b. To discipline employees for just causes by fine, reprimand, loss of vacation or personal days, suspension without pay, demotion or discharge except that an employee who has not completed the probationary period may be disciplined by the District in its sole discretion without recourse to the grievance and arbitration procedures of this Agreement.
- c. To maintain discipline and efficiency of employees.

- d. To determine schedules of work including overtime.
- e. To determine the content of position classifications.
- f. To contract for performance of any of its services and increase or decrease the scope thereof.
- g. To install or remove equipment.
- h. To Establish and maintain reasonable operating rules and regulations. It is agreed that no conduct of action of the District shall be inconsistent with any provisions of this Agreement or the Civil Service Law and Rules issued thereunder except as otherwise provided in ARTICLE XVIII.
- i.

#### ARTICLE XXII – LAYOFFS

In the event of a layoff, the District would look to the least senior employee in any classification that is affected.

#### ARTICLE XXIII – PEACEFUL RESOLUTION OF DISPUTES

The CSEA and the District recognize that strikes and other forms of work stoppages by employees are contrary to law and public policy. The CSEA and the District subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of normal duties necessary to the operation of the District. The CSEA, therefore, agrees that there will be no strikes, work stoppages or other concerted refusal to perform work or any instigation thereof by employees.

#### ARTICLE XXIV – SCOPE OF AGREEMENT

This agreement disposes of all matters which are the proper subject of collective bargaining between the parties and no modification thereof shall be effective except by mutual consent of the parties evidenced in writing.

#### ARTICLE XXV – HAZARDOUS MATERIALS

Those maintenance, custodial and grounds employees required to perform duties involving working with or working around hazardous materials will be given hazardous materials pay of twenty (\$20.00) dollars per hour.

## ARTICLE XXVI – SUPERVISORY AIDES

### A. Applicable CBA Articles

The following Articles of this Agreement shall apply to Supervisory Aides: Article I – Recognition, Article II – Definitions, Article III – Authorized Deduction, Article XI – Dental, Article XIV – Employment Opportunities, Article XV – Employee Personnel Files, Article XVI – Evaluations, Article XVIII - CSEA, Article XIX – Safety, Article XX – Grievance and Arbitration Procedures, Article XXI – Management Rights, Article XXII – Layoffs, Article XXIII – Peaceful Resolution Of Disputes, Article XXIV – Scope of Agreement, Article XXVIII – Severability, Article XXVIII – Legislative Action, Article XXIX – Duration. Except as set forth in this article, other provisions of the Collective Bargaining Agreement shall not apply to Supervisory Aides.

### B. Work Year / Work Schedule

Supervisory Aides shall work ten (10) months a year. Supervisory Aides shall be regularly assigned a work schedule. Supervisory Aides regularly scheduled to a work year of less than one hundred eighty (180) days and workdays of less than eight (8) hours per day shall be part-time employees and shall be entitled to prorated sick, bereavement, and personal leave days. Prorated benefits will be calculated on a biweekly basis based upon the Unit member's hours. Supervisory aides may be scheduled to work on any instructional and conference day set forth in the District Calendar. Supervisory aides working six (6) or more hours a day shall be entitled to an unpaid one-half (1/2) hour lunch. Supervisory Aides working eight (8) hours or more shall be entitled to a fifteen (15) minute coffee break during the course of the workday, as scheduled by his / her supervisor. Supervisory Aides may not leave his/her building except when authorized by his/her supervisor.

### C. Overtime

Supervisory Aides shall be compensated at the rate of one and one-half (1½) times the regular rate for overtime on Monday through Saturday and at the rate of two (2) times the regular rate for overtime on Sunday or a holiday. Overtime shall be paid for hours actually worked in excess of forty (40) hours per week.

### D. Salaries

Supervisory Aides shall be paid at the hourly rate set forth on Schedule "B" entitled "Supervisory Aides Salary Schedule." Effective July 1, 2024, Supervisory Aides who have

completed one year of service in the District will be placed on Step 2 of the Salary Schedule and Supervisory Aides who have completed two years of service in the District will be placed on Step 3 of the Salary Schedule.

E. Sick Leave

Sections 2 through 7 of Article IX entitled "Sick Leave" shall apply to Supervisory Aides. Section 1 of Article IX entitled "Sick Leave" shall be superseded by the following:

Supervisory Aides shall be entitled to sick leave with pay in the first year of service at the rate of one (1) day for every two (2) months of service until June 30<sup>th</sup>. On each July 1<sup>st</sup> thereafter, Supervisory Aides shall be entitled to six (6) days of sick leave with pay. One (1) day of the sick leave may be used for illness in the family defined as spouse, children or parent. Sick leave may be accumulated up to a maximum of seventy-five (75) days. Supervisory Aides may add unused personal days each year to sick leave.

F. Health Insurance

Sections 1 through 7 of Article X entitled "Health Insurance" shall apply to Supervisory Aides. Section 7 of Article X, add sentence as follows: Supervisory Aides must be regularly scheduled to work in excess of thirty (30) hours per week to be eligible for health insurance or the health insurance buy-back.

G. Other Benefits

Sections 1, 3, 9, and 10 of Article XIII entitled "Other Benefits" shall apply to Supervisory Aides. The remaining sections Article XIII entitled "Other Benefits" shall be superseded by the following:

Personal Days: Supervisory Aides shall be entitled to two (2) personal days annually. Supervisory Aides granted one (1) personal day after the first three (3) months of service and one (1) additional personal day after the first six (6) months of service for a maximum of two (2) personal days. Personal days shall be scheduled in advance with the approval of the Assistant Superintendent for Business except in emergency with the approval of the employee's supervisor. Personal days when scheduled shall not be canceled except in an emergency. Personal days must be taken in the fiscal year in which earned but can be transferred to sick leave if unused at the end of the year. Personal days may not be taken to extend holidays or vacation periods. Any request

for two (2) or more consecutive personal days must be in writing with a specified reason. The District has the right to ask the reason why an individual is requesting personal leave and the individual has an obligation to provide the reason. It is understood that any request for personal leave will not be automatically denied where a request for a reason is made.

H. Uniforms: Upon hire, Supervisory Aides shall be provided with four (4) shirts, one (1) quarter zip shirt and one (1) winter jacket with replacements as needed. Supervisory Aides shall wear khaki pants of a professional color or black pants and black, brown, or dark grey rubber soled shoes while on duty, to be provided at their own expense. Supervisory Aides' uniforms shall be maintained in a clean condition with no rips, holes, patches, frayed edges, collars or cuffs or excessive wear. The District will not hold employees responsible for uniforms in disrepair or improper fit if the employee reported the condition to the respective supervisor and the replacement has yet to be issued to the employee by the District.

I. Postings – Vacancies for full time Supervisory Aides positions will be posted internally for Unit members in accordance with Article XIV notwithstanding that the District may also post externally for such positions.

#### ARTICLE XXVII – SEVERABILITY

In the event any provision of this agreement be adjudged in conflict with any law, ordinance or regulation of the State or the Federal government or any department thereof said provision shall be null and void, but all other provisions of this agreement shall remain in full force and effect.

#### ARTICLE XXVIII – LEGISLATIVE ACTION

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefor shall not become effective until the appropriate legislative body has given approval.

#### ARTICLE XXIX – DURATION

Section 1. This Agreement shall remain in full force and effect from July 1, 2023 through June 30, 2028. This Agreement shall be continued for annual periods after July 1, 2028, unless either party shall give written notice to terminate the Agreement or modify any term thereof, by certified mail, return

receipt requested, to the other party at the address set forth prior to February 1 preceding the termination date.

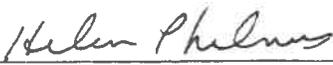
Section 2. CSEA proposals must be presented in writing to the District prior to April 1 of any contract expiration. CSEA and the District agree to negotiate regarding all proposals in good faith and to reduce any agreement in writing which shall be signed by both CSEA and the District.

IN WITNESS WHEREOF, the parties have hereunto set forth their hands and seals as of the date first above written.

BOARD OF EDUCATION, GARDEN CITY  
UNION FREE SCHOOL DISTRICT

By   
Joseph Sileo  
President

CIVIL SERVICE LOCAL 1000 AFSCME AFL-CIO  
GARDEN CITY SCHOOL NON-TEACHING UNIT

By   
Helen Philmus  
President

By  5/30/2005  
Liam Russert  
Labor Relations Specialist

**SCHEDULES A-1 THROUGH  
A-5 and SCHEDULE B**

2023/2024 SALARY SCHEDULE

Step	1	2	3	4	5	6	7	8	9	10	11	12
(A)	65,592	67,232	68,915	70,635	72,402	74,213	76,069	77,969	79,916	81,916	83,077	84,243
(B)	62,518	64,082	65,682	67,325	69,009	70,736	72,502	74,313	76,172	78,076	79,242	80,405
(C)	57,000	58,421	59,884	61,380	62,913	64,487	66,099	67,752	69,445	71,182	72,342	73,511
(D)	54,971	56,347	57,756	59,201	60,677	62,194	63,748	65,345	66,978	68,653	69,814	70,981
(E)	50,957	52,230	53,536	54,877	56,247	57,653	59,093	60,572	62,086	63,638	64,800	65,963
(F)	49,928	51,177	52,456	53,769	55,111	56,487	57,900	59,350	60,832	62,354	63,518	64,681
(G)	40,633	41,647	42,691	43,757	44,850	45,971	47,117	48,300	49,506	50,742	51,912	53,074
(H)	33,862	34,710	35,575	36,464	37,375	38,312	39,268	40,252	41,257	42,289	43,257	44,231
(I)	62,310	63,867	65,463	67,101	68,779	70,497	72,260	74,065	75,916	77,815	78,984	80,148
(J)	56,487	57,900	59,350	60,832	62,354	63,912	65,511	67,146	68,826	70,548	71,712	72,875
(K)	57,560	59,001	60,477	61,990	63,538	65,125	66,756	68,422	70,134	71,889	73,053	74,216
(L)	52,937	54,262	55,617	57,010	58,432	59,896	61,392	62,926	64,499	66,113	67,279	68,443
(L1)	32,961	33,781	34,627	35,493	36,382	37,291	38,223	39,179	40,157	41,159	41,888	42,614
(L2)	204	209	214	219	225	230	236	242	248	254	259	263
(L3)	24,552	25,158	25,780	26,435	27,102	27,788	28,457	29,171	29,905	30,649	31,348	32,113
(M)	55,465	56,849	58,272	59,728	61,222	62,754	64,323	65,932	67,580	69,271	69,979	71,141
(N)	52,912	54,238	55,592	56,982	58,408	59,868	61,365	62,899	64,472	66,083	66,196	67,358
(O)	50,539	51,804	53,099	54,425	55,786	57,181	58,611	60,076	61,576	63,118	63,818	64,984
(P)	55,465	56,849	58,272	59,728	61,222	62,754	64,323	65,932	67,580	69,271	69,979	71,141
(Q)	51,646	52,935	54,259	55,613	57,008	58,429	59,894	61,390	62,921	64,497	65,202	66,368
(R)	47,495	48,681	49,899	51,146	52,425	53,732	55,078	56,456	57,869	59,314	59,926	60,991
(S)	43,345	44,426	45,537	46,675	47,842	49,041	50,267	51,522	52,810	54,130	54,644	55,611
(T)	46,915	48,090	49,288	50,522	51,782	53,080	54,406	55,768	57,160	58,587	59,294	60,462
(U)	43,164	44,240	45,347	46,481	47,642	48,833	50,053	51,303	52,587	53,900	54,510	55,573
(V)	39,402	40,387	41,398	42,433	43,494	44,580	45,698	46,840	48,011	49,208	49,721	50,691
(T)	46,915	48,090	49,288	50,522	51,782	53,080	54,406	55,768	57,160	58,587	59,294	60,462
(U)	43,164	44,240	45,347	46,481	47,642	48,833	50,053	51,303	52,587	53,900	54,510	55,573
(V)	39,402	40,387	41,398	42,433	43,494	44,580	45,698	46,840	48,011	49,208	49,721	50,691
(W)	44,311	45,418	46,554	47,720	48,914	50,136	51,389	52,673	53,992	55,342	56,047	57,207
(X)	40,777	41,797	42,840	43,914	45,012	46,137	47,291	48,469	49,680	50,924	51,530	52,595
(Y)	37,238	38,170	39,124	40,105	41,106	42,134	43,187	44,266	45,373	46,507	47,014	47,985
(Z)	52,943	54,270	55,627	57,018	58,442	59,902	61,399	62,937	64,509	66,121	67,282	68,444
(AA)	63,726	65,312	66,939	68,610	70,319	72,075	73,870	75,712	77,601	79,537	80,931	82,324
(AB)	65,106	66,691	68,320	69,987	71,699	73,454	75,249	77,092	78,981	80,913	82,310	83,701
(AB1)	73,887	75,690	77,611	79,534	81,456	83,377	84,699	86,261	87,823	88,905	90,466	92,028
(AC)	50,985	52,256	53,559	54,893	56,261	57,661	59,101	60,574	62,087	63,634	64,749	65,865
(AC1)	49,606	50,878	52,180	53,515	54,885	56,286	57,723	59,196	60,709	62,254	63,371	64,487
(AD)	32,869	33,687	34,531	35,396	36,295	37,178	38,112	39,064	40,051	41,053	41,868	42,645
(AD1)	30,815	31,581	32,374	33,181	34,030	34,856	35,731	36,624	37,547	38,489	39,249	39,982
(AE)	60,074	61,573	63,124	64,696	66,298	67,973	69,644	71,397	73,168	75,019	76,168	77,291

2024/2025 SALARY SCHEDULE

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
(A)	67,219	68,899	70,624	72,387	74,198	76,053	77,956	79,903	81,998	83,948	85,137	86,332	87,195	88,067	88,948	89,837	90,735	91,642	92,558	93,484
(B)	64,068	65,671	67,311	68,985	70,720	72,490	74,300	76,156	78,061	80,012	81,207	82,399	83,223	84,055	84,896	85,745	86,602	87,468	88,343	89,226
(C)	58,414	59,870	61,369	62,902	64,473	66,086	67,738	69,432	71,167	72,947	74,136	75,334	76,087	76,848	77,616	78,392	79,176	79,968	80,768	81,576
(D)	56,334	57,744	59,188	60,669	62,182	63,736	65,329	66,966	68,639	70,356	71,545	72,741	73,468	74,203	74,945	75,694	76,451	77,216	77,988	78,768
(E)	52,221	53,525	54,864	56,238	57,642	59,083	60,559	62,074	63,626	65,216	66,407	67,599	68,275	68,958	69,648	70,344	71,047	71,757	72,475	73,200
(F)	51,166	52,446	53,757	55,102	56,478	57,888	59,336	60,822	62,341	63,900	65,093	66,285	66,948	67,617	68,293	68,976	69,666	70,363	71,067	71,778
(G)	41,641	42,680	43,750	44,842	45,962	47,111	48,286	49,498	50,734	52,000	53,199	54,390	55,483	56,038	56,598	57,164	57,736	58,313	58,896	59,483
(H)	34,702	35,571	36,457	37,368	38,302	39,262	40,242	41,250	42,280	43,338	44,330	45,328	45,781	46,239	46,701	47,168	47,640	48,116	48,597	49,083
(I)	63,855	65,451	67,086	68,765	70,485	72,245	74,052	75,902	77,799	79,745	80,943	82,136	82,957	83,787	84,625	85,471	86,326	87,189	88,061	88,942
(J)	57,888	59,336	60,822	62,341	63,900	65,497	67,136	68,811	70,533	72,298	73,490	74,682	75,429	76,183	76,945	77,714	78,491	79,276	80,069	80,870
(K)	58,987	60,464	61,977	63,527	65,114	66,740	68,412	70,119	71,873	73,672	74,865	76,057	76,818	77,586	78,362	79,146	79,937	80,736	81,543	82,356
(L)	54,250	55,608	56,986	58,424	59,881	61,381	62,915	64,487	66,099	67,753	68,948	70,140	70,841	71,549	72,264	72,987	73,717	74,454	75,199	75,951
(L1)	36,602	39,567	40,555	41,568	42,609	43,675	44,766	45,884	47,030	48,208	49,060	49,910	50,409	50,913	51,422	51,936	52,455	52,980	53,510	54,045
(L2)	33,778	34,649	35,486	36,373	37,284	38,216	39,171	40,151	41,153	42,180	42,927	43,671	44,108	44,549	44,994	45,444	45,898	46,357	46,821	47,289
(L3)	24,127	24,729	25,347	25,982	26,630	27,297	27,981	28,678	29,394	30,129	30,661	31,195	31,507	31,822	32,140	32,461	32,786	33,114	33,445	33,779
(L4)	209	214	219	225	230	236	242	248	254	261	265	270	272	275	278	281	284	286	289	292
(L5)	25,161	25,782	26,419	27,091	27,774	28,477	29,163	29,894	30,647	31,409	32,125	32,909	33,238	33,570	33,906	34,245	34,587	34,933	35,282	35,635
(M)	56,841	58,259	59,717	61,209	62,740	64,310	65,918	67,567	69,256	70,989	71,714	72,905	73,634	74,370	75,114	75,865	76,624	77,390	78,164	78,946
(N)	54,224	55,583	56,971	58,395	59,857	61,353	62,887	64,459	66,071	67,722	67,838	69,028	69,718	70,415	71,119	71,830	72,548	73,273	74,006	74,746
(O)	51,792	53,089	54,416	55,775	57,169	58,599	60,065	61,566	63,103	64,683	65,401	66,596	67,262	67,935	68,614	69,300	69,993	70,693	71,400	72,114
(P)	56,841	58,259	59,717	61,209	62,740	64,310	65,918	67,567	69,256	70,989	71,714	72,905	73,634	74,370	75,114	75,865	76,624	77,390	78,164	78,946
(Q)	52,927	54,248	55,605	56,992	58,422	59,878	61,379	62,912	64,481	66,097	66,819	68,014	68,694	69,381	70,075	70,776	71,484	72,199	72,921	73,650
(R)	48,673	49,888	51,136	52,414	53,725	55,065	56,444	57,856	59,304	60,785	61,412	62,504	63,129	63,760	64,398	65,042	65,692	66,349	67,012	67,682
(S)	44,420	45,528	46,666	47,833	49,028	50,257	51,514	52,800	54,120	55,472	55,999	56,990	57,560	58,136	58,717	59,304	59,897	60,496	61,101	61,712
(T)	48,078	49,283	50,510	51,775	53,066	54,396	55,755	57,151	58,578	60,040	60,764	61,961	62,581	63,207	63,839	64,477	65,122	65,773	66,431	67,095
(U)	44,234	45,337	46,472	47,634	48,824	50,044	51,294	52,575	53,891	55,237	55,862	56,951	57,521	58,096	58,677	59,264	59,857	60,456	61,061	61,672
(V)	40,379	41,389	42,425	43,485	44,573	45,686	46,831	48,002	49,202	50,428	50,954	51,948	52,467	52,992	53,522	54,057	54,598	55,144	55,695	56,252
(W)	48,078	49,283	50,510	51,775	53,066	54,396	55,755	57,151	58,578	60,040	60,764	61,961	62,581	63,207	63,839	64,477	65,122	65,773	66,431	67,095
(X)	44,234	45,337	46,472	47,634	48,824	50,044	51,294	52,575	53,891	55,237	55,862	56,951	57,521	58,096	58,677	59,264	59,857	60,456	61,061	61,672
(Y)	40,379	41,389	42,425	43,485	44,573	45,686	46,831	48,002	49,202	50,428	50,954	51,948	52,467	52,992	53,522	54,057	54,598	55,144	55,695	56,252
(Z)	45,410	46,544	47,709	48,903	50,127	51,379	52,663	53,979	55,331	56,714	57,437	58,626	59,212	59,804	60,402	61,006	61,616	62,232	62,854	63,483
(AA)	41,788	42,834	43,902	45,003	46,128	47,281	48,464	49,671	50,912	52,187	52,808	53,899	54,438	54,982	55,532	56,087	56,648	57,214	57,786	58,364
(AB)	38,162	39,117	40,094	41,100	42,125	43,179	44,258	45,364	46,498	47,660	48,180	49,175	49,667	50,164	50,666	51,173	51,685	52,202	52,724	53,251
(AC)	54,256	55,616	57,007	58,432	59,891	61,388	62,922	64,498	66,109	67,761	68,951	70,141	70,842	71,550	72,266	72,989	73,719	74,456	75,201	75,953
(AD)	65,306	66,932	68,599	70,312	72,063	73,862	75,702	77,590	79,526	81,510	82,938	84,366	85,210	86,062	86,923	87,792	88,670	89,557	90,453	91,358
(AE)	66,721	68,345	70,014	71,723	73,477	75,276	77,115	79,004	80,940	82,920	84,351	85,777	86,635	87,501	88,376	89,260	90,153	91,055	91,966	92,886
(AF)	75,719	77,567	79,536	81,506	83,476	85,199	86,800	88,400	90,001	91,110	92,310	93,510	94,310	95,253	96,206	97,168	98,140	99,121	100,113	101,124
(AG)	52,249	53,552	54,887	56,254	57,656	59,092	60,567	62,074	63,617	65,216	66,355	67,498	68,173	68,855	69,544	70,239	70,941	71,650	72,367	73,091
(AH)	50,836	52,140	53,474	54,842	56,246	57,682	59,155	60,664	62,215	63,798	64,943	66,088	66,747	67,414	68,088	68,769	69,457	70,152	70,854	71,563
(AI)	33,684	34,522	35,387	36,274	37,195	38,100	39,057	40,033	41,044	42,071	42,806	43,703	44,140	44,581	45,027	45,477	45,932	46,391	46,855	47,324
(AJ)	31,579	32,364	33,177	34,004	34,874	35,720	36,617	37,532	38,478	39,444	40,222	40,974	41,384	41,798	42,216	42,638	43,064	43,495	43,930	44,369
(AK)	61,564	63,100	64,689	66,300	67,942	69,659	71,371	73,168	74,983	76,879	78,057	79,208	80,000	80,800	81,608	82,424	83,248	84,080	84,921	85,770

2025/2026 SALARY SCHEDULE

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
(A)	68,563	70,277	72,036	73,835	75,682	77,574	79,515	81,501	83,536	85,627	86,840	88,059	89,160	90,275	91,403	92,546	93,703	94,874	96,060	97,261
(B)	65,349	66,984	68,657	70,375	72,134	73,940	75,786	77,679	79,622	81,612	82,831	84,047	85,098	86,162	87,239	88,329	89,433	90,551	91,683	92,829
(C)	59,582	61,067	62,596	64,160	65,762	67,408	69,093	70,821	72,590	74,406	75,619	76,841	77,802	78,775	79,760	80,757	81,766	82,788	83,823	84,871
(D)	57,461	58,899	60,372	61,882	63,426	65,011	66,636	68,305	70,012	71,763	72,976	74,196	75,123	76,062	77,013	77,976	78,951	79,938	80,937	81,949
(E)	53,265	54,596	55,961	57,363	58,795	60,265	61,770	63,315	64,899	66,520	67,735	68,951	69,813	70,686	71,570	72,465	73,371	74,288	75,217	76,157
(F)	52,189	53,495	54,832	56,204	57,608	59,046	60,523	62,038	63,588	65,178	66,395	67,611	68,456	69,312	70,178	71,055	71,943	72,842	73,753	74,675
(G)	42,474	43,534	44,625	45,739	46,881	48,052	49,252	50,488	51,749	53,040	54,263	55,478	56,171	56,873	57,584	58,304	59,033	59,771	60,518	61,274
(H)	35,396	36,282	37,186	38,115	39,068	40,047	41,047	42,075	43,126	44,205	45,217	46,235	46,813	47,398	47,990	48,590	49,197	49,812	50,435	51,065
(I)	65,132	66,760	68,478	70,140	71,895	73,690	75,533	77,420	79,355	81,340	82,562	83,779	84,826	85,886	86,960	88,047	89,148	90,262	91,390	92,532
(J)	59,046	60,523	62,038	63,588	65,178	66,807	68,479	70,187	71,944	73,744	74,960	76,176	77,128	78,092	79,068	80,056	81,057	82,070	83,096	84,135
(K)	60,167	61,673	63,217	64,798	66,416	68,075	69,780	71,521	73,310	75,145	76,362	77,578	78,548	79,530	80,524	81,531	82,550	83,582	84,627	85,685
(L)	55,335	56,720	58,136	59,582	61,079	62,609	64,173	65,777	67,421	69,108	70,837	71,543	72,437	73,342	74,259	75,187	76,127	77,079	78,042	79,018
(L1)	39,374	40,358	41,366	42,399	43,461	44,549	45,661	46,802	47,971	49,172	50,401	51,654	52,188	52,840	53,501	54,170	54,847	55,533	56,227	56,927
(L2)	34,454	35,311	36,196	37,100	38,030	38,980	39,954	40,954	41,976	43,024	43,786	44,544	45,101	45,665	46,236	46,814	47,399	47,991	48,591	49,198
(L3)	24,610	25,224	25,854	26,502	27,163	27,843	28,541	29,252	29,982	30,732	31,274	31,819	32,217	32,650	33,028	33,441	33,859	34,282	34,711	35,145
(L4)	213	218	224	229	235	241	247	253	259	266	270	275	279	282	286	289	293	296	300	304
(L5)	25,664	26,298	26,947	27,633	28,329	29,047	29,746	30,492	31,260	32,037	32,768	33,567	33,987	34,412	34,842	35,278	35,719	36,165	36,617	37,075
(M)	57,978	59,424	60,911	62,433	63,995	65,596	67,236	68,918	70,641	72,409	73,148	74,363	75,293	76,234	77,187	78,152	79,129	80,118	81,119	82,133
(N)	55,308	56,695	58,110	59,563	61,054	62,580	64,145	65,748	67,392	69,076	69,195	70,409	71,289	72,180	73,082	73,996	74,921	75,858	76,806	77,766
(O)	52,828	54,151	55,504	56,891	58,312	59,771	61,266	62,797	64,365	65,977	66,709	68,288	68,777	69,637	70,507	71,388	72,280	73,184	74,099	75,025
(P)	57,978	59,424	60,911	62,433	63,995	65,596	67,236	68,918	70,641	72,409	73,148	74,363	75,293	76,234	77,187	78,152	79,129	80,118	81,119	82,133
(Q)	53,986	55,333	56,717	58,132	59,590	61,076	62,607	64,170	65,771	67,419	68,155	69,374	70,241	71,119	72,008	72,908	73,819	74,742	75,676	76,622
(R)	49,646	50,886	52,159	53,462	54,800	56,166	57,573	59,019	60,490	62,001	62,600	63,754	64,551	65,358	66,175	67,002	67,840	68,688	69,547	70,416
(S)	45,308	46,439	47,599	48,790	50,009	51,262	52,544	53,856	55,207	56,581	57,119	58,130	58,857	59,593	60,338	61,092	61,856	62,629	63,412	64,205
(T)	49,040	50,269	51,520	52,811	54,127	55,484	56,870	58,294	59,750	61,241	61,979	63,200	63,980	64,790	65,600	66,420	67,250	68,091	68,942	69,804
(U)	45,119	46,244	47,401	48,587	49,800	51,045	52,320	53,627	54,969	56,342	56,979	58,090	58,816	59,551	60,295	61,049	61,812	62,585	63,367	64,159
(V)	41,187	42,217	43,274	44,355	45,464	46,600	47,768	48,962	50,186	51,437	51,973	52,987	53,649	54,320	54,999	55,686	56,382	57,087	57,801	58,524
(W)	49,040	50,269	51,520	52,811	54,127	55,484	56,870	58,294	59,750	61,241	61,979	63,200	63,980	64,790	65,600	66,420	67,250	68,091	68,942	69,804
(X)	45,119	46,244	47,401	48,587	49,800	51,045	52,320	53,627	54,969	56,342	56,979	58,090	58,816	59,551	60,295	61,049	61,812	62,585	63,367	64,159
(Y)	41,187	42,217	43,274	44,355	45,464	46,600	47,768	48,962	50,186	51,437	51,973	52,987	53,649	54,320	54,999	55,686	56,382	57,087	57,801	58,524
(W1)	46,318	47,475	48,663	49,881	51,130	52,407	53,716	55,059	56,438	57,848	58,586	59,799	60,546	61,300	62,069	62,845	63,631	64,426	65,231	66,046
(X1)	42,624	43,691	44,780	45,903	47,051	48,227	49,433	50,664	51,930	53,231	53,864	54,977	55,664	56,360	57,065	57,778	58,500	59,231	59,971	60,721
(Y1)	38,925	39,999	40,896	41,922	42,968	44,043	45,143	46,271	47,428	48,613	49,144	50,159	50,786	51,421	52,064	52,715	53,374	54,041	54,717	55,401
(Z)	55,341	56,728	58,147	59,601	61,089	62,616	64,180	65,788	67,431	69,116	70,330	71,544	72,438	73,343	74,260	75,188	76,128	77,080	78,044	79,020
(AA)	66,612	68,271	69,971	71,718	73,504	75,339	77,216	79,142	81,117	83,140	84,597	86,053	87,129	88,218	89,321	90,438	91,568	92,713	93,872	95,045
(AB)	68,055	69,712	71,414	73,157	74,947	76,782	78,657	80,584	82,559	84,578	86,038	87,493	88,587	89,694	90,815	91,950	93,099	94,263	95,441	96,634
(AB1)	77,233	79,118	81,127	83,136	85,146	86,903	88,536	90,168	91,801	92,932	94,564	96,196	97,398	98,615	99,848	101,096	102,360	103,640	104,936	106,248
(AC)	53,294	54,623	55,985	57,379	58,809	60,273	61,778	63,318	64,900	66,516	67,682	68,848	69,709	70,580	71,462	72,355	73,259	74,175	75,102	76,041
(AC1)	51,853	53,183	54,543	55,939	57,371	58,836	60,338	61,877	63,459	65,074	66,242	67,408	68,251	69,104	69,968	70,843	71,729	72,626	73,534	74,453
(AD)	34,358	35,212	36,095	36,999	37,939	38,862	39,838	40,834	41,865	42,912	43,764	44,577	45,134	45,698	46,269	46,847	47,433	48,026	48,626	49,234
(AD1)	32,211	33,011	33,841	34,684	35,571	36,434	37,369	38,283	39,248	40,233	41,026	41,793	42,315	42,844	43,380	43,922	44,471	45,027	45,590	46,160
(AE)	62,795	64,362	65,983	67,626	69,301	71,052	72,796	74,631	76,483	78,417	79,618	80,792	81,802	82,825	83,860	84,908	85,969	87,044	88,132	89,234

2026/2027 SALARY SCHEDULE

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
(A)	69,934	71,683	73,477	75,312	77,196	79,125	81,105	83,131	85,207	87,340	89,527	91,767	94,059	96,403	98,800	101,251	103,754	106,309	108,916	111,574
(B)	66,656	68,324	70,030	71,783	73,577	75,419	77,302	79,233	81,214	83,244	84,488	85,728	87,014	88,319	89,644	90,989	92,354	93,739	95,145	96,572
(C)	60,774	62,288	63,848	65,443	67,077	68,756	70,475	72,237	74,042	75,894	77,131	78,378	79,554	80,747	81,958	83,187	84,435	85,702	86,988	88,293
(D)	58,610	60,077	61,579	63,120	64,695	66,311	67,969	69,671	71,412	73,198	74,436	75,680	76,815	77,967	79,137	80,324	81,529	82,752	83,993	85,253
(E)	54,330	55,688	57,080	58,510	59,971	61,470	63,005	64,581	66,197	67,850	69,090	70,330	71,385	72,456	73,543	74,646	75,766	76,902	78,056	79,227
(F)	53,233	54,565	55,929	57,328	58,760	60,227	61,733	63,279	64,860	66,482	67,723	68,963	69,997	71,047	72,113	73,195	74,293	75,407	76,538	77,686
(G)	43,323	44,405	45,518	46,654	47,819	49,014	50,237	51,498	52,784	54,101	55,348	56,588	57,437	58,299	59,173	60,061	60,962	61,876	62,804	63,746
(H)	36,104	37,008	37,930	38,877	39,849	40,848	41,868	42,917	43,989	45,089	46,121	47,160	47,867	48,585	49,314	50,054	50,805	51,567	52,341	53,126
(I)	66,435	68,095	69,797	71,543	73,333	75,164	77,044	78,968	80,942	82,967	84,213	85,455	86,737	88,038	89,359	90,699	92,059	93,440	94,842	96,265
(J)	60,227	61,733	63,279	64,860	66,482	68,143	69,849	71,591	73,383	75,219	76,459	77,700	78,866	80,049	81,250	82,469	83,706	84,962	86,236	87,530
(K)	61,370	62,906	64,481	66,094	67,744	69,437	71,176	72,951	74,776	76,648	77,889	79,130	80,317	81,522	82,745	83,986	85,246	86,525	87,823	89,140
(L)	56,442	57,854	59,299	60,784	62,301	63,861	65,456	67,093	68,769	70,480	71,734	72,974	74,069	75,180	76,308	77,453	78,615	79,794	80,991	82,206
(L1)	40,161	41,165	42,193	43,247	44,330	45,440	46,574	47,738	48,930	50,155	51,042	51,926	52,705	53,496	54,298	55,117	55,939	56,778	57,630	58,494
(L1)	35,143	36,017	36,920	37,842	38,791	39,760	40,753	41,773	42,816	43,884	44,662	45,435	46,117	46,809	47,511	48,224	48,947	49,681	50,426	51,182
(L2)	25,102	25,728	26,371	27,032	27,706	28,400	29,112	29,837	30,582	31,347	31,899	32,455	32,942	33,436	33,938	34,447	34,964	35,488	36,020	36,560
	217	223	228	234	240	246	252	258	264	271	276	281	285	289	294	298	302	307	312	316
(L3)	26,177	26,824	27,486	28,186	28,896	29,628	30,341	31,102	31,885	32,678	33,423	34,238	34,752	35,273	35,802	36,339	36,884	37,437	37,999	38,569
(M)	59,138	60,612	62,129	63,682	65,275	66,908	68,581	70,296	72,054	73,857	74,611	75,850	76,988	78,143	79,315	80,505	81,713	82,939	84,183	85,446
(N)	56,414	57,829	59,272	60,754	62,275	63,832	65,428	67,063	68,740	70,458	70,579	71,817	72,894	73,987	75,097	76,223	77,366	78,526	79,704	80,900
(O)	53,885	55,234	56,614	58,029	59,478	60,966	62,491	64,053	65,652	67,297	68,043	69,287	70,326	71,381	72,452	73,539	74,642	75,762	76,898	78,051
(P)	59,138	60,612	62,129	63,682	65,275	66,908	68,581	70,296	72,054	73,857	74,611	75,850	76,988	78,143	79,315	80,505	81,713	82,939	84,183	85,446
(Q)	55,066	56,440	57,851	59,295	60,782	62,298	63,859	65,453	67,086	68,767	69,518	70,761	71,822	72,899	73,992	75,102	76,229	77,372	78,533	79,711
(R)	50,639	51,904	53,202	54,531	55,895	57,289	58,724	60,193	61,700	63,241	63,893	65,029	66,004	66,994	67,999	69,019	70,054	71,105	72,172	73,255
(S)	46,214	47,368	48,551	49,766	51,009	52,287	53,595	54,933	56,306	57,713	58,261	59,293	60,182	61,085	62,001	62,931	63,875	64,833	65,805	66,792
(T)	50,071	51,274	52,550	53,867	55,210	56,594	58,007	59,460	60,945	62,466	63,219	64,464	65,431	66,412	67,408	68,419	69,445	70,487	71,544	72,617
(U)	46,021	47,169	48,349	49,559	50,796	52,066	53,366	54,700	56,068	57,469	58,119	59,252	60,141	61,043	61,959	62,888	63,831	64,788	65,760	66,746
(V)	42,011	43,061	44,139	45,242	46,373	47,532	48,723	49,941	51,190	52,466	53,012	54,047	54,858	55,681	56,516	57,364	58,224	59,097	59,983	60,883
(W)	50,021	51,274	52,550	53,867	55,210	56,594	58,007	59,460	60,945	62,466	63,219	64,464	65,431	66,412	67,408	68,419	69,445	70,487	71,544	72,617
(X)	43,476	44,565	45,676	46,821	47,992	49,192	50,422	51,677	52,969	54,296	54,941	56,077	56,918	57,772	58,639	59,519	60,412	61,318	62,238	63,172
(Y)	39,704	40,697	41,714	42,760	43,827	44,928	46,046	47,196	48,377	49,585	50,327	51,162	51,929	52,708	53,499	54,301	55,116	55,945	56,782	57,634
(Z)	56,448	57,863	59,310	60,793	62,311	63,868	65,464	67,104	68,780	70,498	71,737	72,975	74,070	75,181	76,309	77,454	78,616	79,795	80,992	82,207
(AA)	67,944	69,636	71,370	73,152	74,974	76,846	78,760	80,725	82,739	84,803	86,289	87,774	89,091	90,427	91,783	93,160	94,557	95,975	97,415	98,876
(AB)	69,416	71,106	72,842	74,620	76,446	78,318	80,230	82,196	84,210	86,270	87,759	89,243	90,582	91,941	93,320	94,720	96,141	97,583	99,047	100,533
(AB1)	78,778	80,700	82,750	84,799	86,849	88,641	90,307	91,971	93,631	94,791	96,455	98,120	99,592	101,086	102,602	104,141	105,703	107,289	108,898	110,531
(AC)	54,360	55,715	57,105	58,527	59,985	61,478	63,014	64,584	66,198	67,846	69,036	70,225	71,278	72,347	73,432	74,531	75,651	76,786	77,938	79,107
(AC1)	52,890	54,247	55,634	57,058	58,515	60,013	61,545	63,115	64,728	66,375	67,567	68,756	69,787	70,834	71,897	72,975	74,070	75,181	76,309	77,454
(AD)	35,045	35,916	36,817	37,739	38,698	39,639	40,635	41,651	42,702	43,770	44,639	45,469	46,151	46,843	47,546	48,259	48,989	49,718	50,464	51,221
(AD)	32,855	33,671	34,518	35,378	36,282	37,163	38,096	39,049	40,033	41,038	41,847	42,629	43,268	43,917	44,576	45,245	45,924	46,613	47,312	48,032
(AE)	64,051	65,649	67,303	68,979	70,687	72,473	74,254	76,124	78,051	79,985	81,210	82,408	83,644	84,899	86,172	87,465	88,777	90,109	91,461	92,833

2027/2028 SALARY SCHEDULE

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
(A)	71,333	73,117	74,947	76,818	78,740	80,708	82,727	84,794	86,911	89,087	90,349	91,616	92,990	94,386	95,801	97,239	98,697	100,177	101,680	103,205
(B)	67,989	69,690	71,431	73,219	75,049	76,927	78,848	80,818	82,838	84,909	86,178	87,443	88,754	90,085	91,437	92,809	94,201	95,614	97,048	98,503
(C)	61,989	63,534	65,125	66,752	68,419	70,131	71,885	73,682	75,523	77,412	78,674	79,946	81,145	82,362	83,597	84,851	86,124	87,416	88,728	90,059
(D)	59,782	61,279	62,811	64,382	65,989	67,637	69,328	71,064	72,840	74,662	75,925	77,194	78,351	79,526	80,720	81,930	83,160	84,407	85,673	86,958
(E)	55,417	56,802	58,222	59,680	61,170	62,699	64,265	65,873	67,521	69,207	70,472	71,737	72,813	73,905	75,014	76,139	77,281	78,440	79,617	80,812
(F)	54,298	55,656	57,048	58,475	59,935	61,432	62,968	64,545	66,157	67,812	69,077	70,342	71,397	72,468	73,555	74,659	75,779	76,915	78,069	79,240
(G)	44,189	45,293	46,428	47,587	48,775	49,994	51,242	52,528	53,840	55,183	56,455	57,720	58,986	60,256	61,527	62,781	64,014	65,224	66,406	67,561
(H)	36,826	37,748	38,689	39,655	40,646	41,665	42,705	43,775	44,869	45,991	47,043	48,103	48,824	49,557	50,300	51,055	51,821	52,598	53,388	54,189
(I)	67,764	69,457	71,193	72,974	74,800	76,667	78,585	80,547	82,561	84,626	85,897	87,164	88,472	89,799	91,146	92,513	93,900	95,309	96,739	98,190
(J)	61,432	62,968	64,545	66,157	67,812	69,506	71,246	73,023	74,851	76,723	77,988	79,254	80,443	81,650	82,875	84,118	85,380	86,661	87,961	89,281
(K)	62,597	64,164	65,771	67,416	69,099	70,826	72,600	74,410	76,272	78,181	79,447	80,713	81,923	83,152	84,400	85,666	86,951	88,256	89,579	90,923
(L)	57,571	59,011	60,485	62,000	63,547	65,138	66,765	68,435	70,144	71,900	73,169	74,433	75,550	76,684	77,834	79,002	80,187	81,390	82,611	83,850
(L4)	40,964	41,988	43,037	44,112	45,217	46,349	47,505	48,693	49,909	51,158	52,069	52,965	53,759	54,566	55,384	56,214	57,058	57,914	58,783	59,664
(L1)	35,846	36,737	37,658	38,599	39,567	40,555	41,568	42,608	43,672	44,762	45,555	46,344	47,039	47,745	48,461	49,188	49,926	50,675	51,435	52,206
(L2)	25,604	26,243	26,898	27,573	28,260	28,968	29,694	30,434	31,194	31,974	32,537	33,104	33,601	34,105	34,617	35,136	35,663	36,198	36,740	37,291
	221	227	233	238	244	251	257	263	270	277	281	286	291	295	299	304	308	313	318	323
(L3)	26,701	27,360	28,036	28,750	29,474	30,221	30,948	31,724	32,523	33,332	34,091	34,923	35,447	35,978	36,538	37,066	37,622	38,186	38,759	39,340
(M)	60,321	61,824	63,372	64,958	66,581	68,246	69,953	71,702	73,495	75,334	76,103	77,367	78,528	79,706	80,901	82,115	83,347	84,598	85,867	87,155
(N)	57,542	58,986	60,457	61,969	63,521	65,109	66,737	68,404	70,115	71,867	71,991	73,253	74,352	75,467	76,599	77,747	78,913	80,097	81,298	82,518
(O)	54,963	56,339	57,746	59,190	60,668	62,185	63,741	65,334	66,965	68,643	69,404	70,673	71,733	72,809	73,901	75,010	76,135	77,277	78,436	79,612
(P)	60,321	61,824	63,372	64,958	66,581	68,246	69,953	71,702	73,495	75,334	76,103	77,367	78,528	79,706	80,901	82,115	83,347	84,598	85,867	87,155
(Q)	56,167	57,569	59,008	60,481	61,988	63,544	65,136	66,762	68,428	70,142	70,908	72,176	73,258	74,357	75,472	76,601	77,754	78,919	80,104	81,305
(R)	51,652	52,942	54,266	55,622	57,014	58,435	59,898	61,397	62,934	64,506	65,171	66,330	67,324	68,334	69,359	70,399	71,455	72,527	73,615	74,720
(S)	47,138	48,315	49,522	50,761	52,029	53,333	54,667	56,032	57,432	58,867	59,426	60,479	61,386	62,307	63,241	64,190	65,153	66,130	67,121	68,128
(T)	51,021	52,299	53,601	54,944	56,314	57,726	59,167	60,649	62,164	63,715	64,483	65,753	66,740	67,740	68,756	69,787	70,834	71,897	72,975	74,069
(U)	46,941	48,112	49,316	50,550	51,812	53,107	54,433	55,794	57,189	58,618	59,281	60,437	61,344	62,264	63,198	64,146	65,108	66,084	67,075	68,081
(V)	42,851	43,922	45,022	46,147	47,300	48,483	49,697	50,940	52,214	53,515	54,072	55,128	55,955	56,795	57,646	58,511	59,388	60,279	61,183	62,101
(W)	51,021	52,299	53,601	54,944	56,314	57,726	59,167	60,649	62,164	63,715	64,483	65,753	66,740	67,740	68,756	69,787	70,834	71,897	72,975	74,069
(X)	46,941	48,112	49,316	50,550	51,812	53,107	54,433	55,794	57,189	58,618	59,281	60,437	61,344	62,264	63,198	64,146	65,108	66,084	67,075	68,081
(Y)	42,851	43,922	45,022	46,147	47,300	48,483	49,697	50,940	52,214	53,515	54,072	55,128	55,955	56,795	57,646	58,511	59,388	60,279	61,183	62,101
(Z)	57,577	59,020	60,496	62,009	63,557	65,145	66,773	68,446	70,156	71,908	73,172	74,435	75,551	76,685	77,835	79,003	80,188	81,391	82,612	83,851
(AA)	69,303	71,029	72,797	74,615	76,473	78,383	80,335	82,340	84,394	86,499	88,015	89,529	91,036	92,536	94,039	95,519	97,000	98,483	99,968	101,454
(AB)	70,804	72,528	74,299	76,112	77,975	79,884	81,835	83,840	85,894	87,995	89,514	91,028	92,384	93,780	95,186	96,614	98,064	99,535	101,028	102,544
(AB1)	80,354	82,314	84,405	86,495	88,586	90,414	92,113	93,810	95,510	96,687	98,384	100,082	101,584	103,104	104,654	106,224	107,817	109,435	111,076	112,742
(AB2)	55,447	56,829	58,247	59,698	61,185	62,708	64,274	65,876	67,522	69,203	70,417	71,630	72,704	73,794	74,901	76,024	77,164	78,322	79,494	80,689
(AC)	55,948	57,332	58,749	59,688	61,213	62,776	64,377	66,023	67,703	68,918	70,131	71,183	72,251	73,335	74,435	75,551	76,685	77,835	79,003	80,188
(AD)	35,746	36,634	37,553	38,494	39,472	40,432	41,448	42,484	43,556	44,545	45,532	46,378	47,074	47,780	48,497	49,224	49,963	50,712	51,473	52,245
(AD1)	33,512	34,344	35,208	36,086	37,008	37,906	38,858	39,830	40,834	41,859	42,684	43,482	44,133	44,795	45,468	46,150	46,842	47,545	48,258	48,982
(AE)	65,332	66,962	68,649	70,359	72,101	73,922	75,739	77,646	79,573	81,585	82,834	84,056	85,317	86,597	87,895	89,214	90,553	91,911	93,290	94,690

Schedule B

Supervisory Aides' Salary Schedule

Step	2024-25	2025-26	2026-27	2027-28
1	26.64	27.17	27.71	28.26
2	27.31	27.86	28.42	28.99
3	27.99	28.55	29.12	29.70
4	28.69	29.26	29.85	30.45
5	29.41	30.00	30.60	31.21
6	30.15	30.75	31.37	32.00
7	30.90	31.52	32.15	32.79
8	31.67	32.30	32.95	33.61
9	32.46	33.11	33.77	34.45
10	33.27	33.94	34.62	35.31
11	33.77	34.45	35.14	35.84
12	34.28	34.97	35.67	36.38
13	34.62	35.41	36.21	36.93
14	34.97	35.85	36.75	37.49
15	35.32	36.30	37.30	38.05
16	35.67	36.75	37.86	38.62
17	36.03	37.21	38.43	39.20
18	36.39	37.68	39.01	39.79
19	36.75	38.15	39.60	40.39
20	37.12	38.63	40.19	40.99

# EXHIBIT A – EXCESS MEDICAL COVERAGE PLAN SUMMARIES

## A. Reliance Matrix Hospital Indemnity Insurance



### Plan Summary

#### HOSPITAL INDEMNITY (HI)

<b>Eligibility</b>	Class 1: Each Active Full Time employee working 20 hours or more as determined by the employer. * Employees must be below the age of 75 to enroll.
<b>Employees:</b>	Class 2: Each retired employee below the age of 75 as of the "policy effective date" - (closed class )  *Except any person working on a temporary or seasonal basis.  This plan does not allow for Late Applicants.
<b>Spouse</b>	Eligible employee's legal spouse or domestic partner subject to state laws Eligible spouse must be under age 75 to enroll.
<b>Dependent Children</b>	The Insured Person's child(ren), from birth to 26 years, including adopted children, children who are dependent on the Insured Person during the waiting period before adoption, stepchildren, and foster children. Foster children must be in the Insured Person's custody to be considered a Dependent.  Coverage extends beyond age 26 for incapacitated children who are chiefly dependent on the Eligible employee for support and maintenance.

Employee must be insured under the Policy for Dependent spouse and/or children to be insured. A person may not have coverage as both an employee and a dependent.

<b>Plan Design</b>	
<b>Plan Choices</b>	Eligible Insureds are able to elect Standard Plan.
<b>Coverage Type</b>	24 Hour Coverage



Broker: J.J. STANIS AND COMPANY, INC.

# Supplemental Health Solution

Included Benefits	Standard
Hospital Admission Amount	\$250
Hospital Admission Max Per Year	1
Hospital Admission ICU Amount	\$250
Hospital Admission ICU Max Per Year	1
Hospital Confinement Amount	\$50
Hospital Confinement Days Max Per Year	90
Hospital Confinement ICU Amount	\$50
Hospital Confinement ICU Days Max Per Year	30
Maximum Benefit per Plan Year	Unlimited
Nursery Admission Amount	\$250
Nursery Admission Maximum Per Year	1
Additional Information	
Portability	Included
Waiver of Premium	None
Pregnancy Limitation Period	None
Pre-Existing Limitation	None
Pre-Existing Limitation for Late Applicants	None



Broker J.J. STANIS AND COMPANY, INC

## B. Reliance Matrix Accidental Death & Dismemberment Insurance Plan Summary



Garden City Union Free School District

### Plan Summary

#### BASIC AD&D (VAR)

Eligibility	
Employees	Each Active Full-Time Non Instructional Employee working 20 hours or more, except any person working on a temporary or seasonal basis

Included Benefits	VAR Plan 1 (Class(es) 1
Employee Principal Sum	\$15,000,
Benefit Rounding	None
Coverage Type	24 Hour Accidental Death & Dismemberment
Common Carrier	100%
Exposure & Disappearance	Included
Total Loss of Use	Included
Seatbelt	10% up to \$25,000
Airbag	5% added to Seatbelt Benefit
Travel Assistance	Included
Conversion	Included
Age Reduction	Benefit reduces to: 50% at age 70 Terminates at retirement
Employer Contribution	100%

Non-contributory plans require 100% employee participation. Where employees are required to contribute, a minimum of 5 insured employee lives are required.

#### Accidental Death and Dismemberment

In the event of death, loss of limbs, loss of eyesight, loss of speech or hearing due to an accidental injury, we will pay the following benefits, based on the benefit amount shown in the proposal summary:

For Accidental Loss of	Amount Payable
Life	Principal Sum
Two or more members	Principal Sum
Speech and hearing	Principal Sum



Confidential Proposal for Garden City Union Free School District  
Broker: J J STANIS AND COMPANY INC

Garden City Union Free School District



One member	1/2 the Principal Sum
Speech or hearing	1/2 the Principal Sum
Thumb and index finger of same hand	1/4 the Principal Sum

**Total Loss of Use Benefit**

"Total Loss of Use" means loss of the ability to function because of:

- 1) incurable paralysis
- 2) stiffening

In addition, "Total Loss of Use" must affect the entire arm or leg from the shoulder or hip, including the hand or foot attached to it.

<b>For Accidental Loss of</b>	<b>Amount Payable</b>
Both arms and both legs	Principal Sum
Both arms	2/3 of the Principal Sum
Both legs	2/3 of the Principal Sum
One arm and one leg	2/3 of the Principal Sum
Both arms and one leg or Both legs and one arm	3/4 of Principal Sum
One arm or one leg	1/2 of the Principal Sum

In no event will we pay more than the Insured's Principal Sum for any one accident under this benefit, the Accidental Death and Dismemberment Benefit and if applicable, the Permanent Total Disability Benefit, Coma Benefit and Rehabilitation Benefit.



Confidential Proposal for Garden City Union Free School District  
 Broker: J J STANIS AND COMPANY INC

### C. GVS Option 3 Plan Summary

PREPARED FOR JJ STANIS			
Covered Benefits / Co-Pays / Credits			
VISION BENEFITS	OPTION 1	OPTION 2	OPTION 3
<b>EYE EXAMINATION</b>	Every 12 Months	Every 12 Months	Every 12 Months
Eye Exam (including dilation when professionally indicated)	INCLUDED	INCLUDED	INCLUDED
<b>EYEGLASSES</b>	Every 12 Months	Every 12 Months	Every 12 Months
Co-payment	\$0	\$0	\$0
<b>FRAME ALLOWANCE</b>			
GVS Collection Frame	Up to \$150	Up to \$200	Up to \$250
Non-Collection Frame	\$100 Credit	\$150 Credit	\$200 Credit
<b>SPECTACLE LENSES</b>			
Single Vision	INCLUDED	INCLUDED	INCLUDED
Bifocal	INCLUDED	INCLUDED	INCLUDED
Trifocal	INCLUDED	INCLUDED	INCLUDED
Oversize	INCLUDED	INCLUDED	INCLUDED
GVS Progressive	\$50	INCLUDED	INCLUDED
Premium Progressive	\$80	\$80	\$80
Deluxe Progressive	\$120	\$120	\$120
<b>MATERIALS</b>			
Plastic	INCLUDED	INCLUDED	INCLUDED
Polycarbonate for kids (up to 16yrs of age)	INCLUDED	INCLUDED	INCLUDED
Polycarbonate	\$30	\$30	\$30
Hi-Index	\$55	\$55	\$55
<b>COATINGS</b>			
Tints	INCLUDED	INCLUDED	INCLUDED
Ultra Violet	INCLUDED	INCLUDED	INCLUDED
Scratch Resistant	INCLUDED	INCLUDED	INCLUDED
Transitions (single vision)	\$65	\$65	\$65
Transitions (bifocal)	\$95	\$95	\$95
Polarized	\$95	\$95	\$95
Anti-reflective Standard Coating	\$40	\$40	\$40
Anti-reflective Premium Coating	\$90	\$90	\$90
<b>CONTACT LENSES (In Lieu of Eyeglasses)</b>	Every 12 Months	Every 12 Months	Every 12 Months
Plan Contact Lenses	Up to 3 months	Up to 6 months	Up to 9 months
Plan Contact Lens Evaluation, Fitting & Follow-Up Visits	INCLUDED	INCLUDED	INCLUDED
Non-Plan Contact Lenses	\$100 Credit	\$150 Credit	\$200 Credit
Non-Plan Contact Lens Evaluation, Fitting & Follow-Up Visits	\$50	\$50	\$50

Exclusive Discounts: A 30% discount will apply to services outside the plan such as non-covered lens options & treatments. General Vision Services also provides a 30% discount off a complete second and third pair of eyeglasses.







Local 1000, AFSCME, AFL-CIO  
143 Washington Ave., Albany, NY 12210

Mary E. Sullivan, President

