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Contract Database Metadata Elements

Title: **Eastchester Union Free School District and Eastchester Union Free School District Unit, Civil Service Employees Association (CSEA), Local 1000, AFSCME, AFL-CIO, Westchester County Local 860 (2004)**

Employer Name: **Eastchester Union Free School District**

Union: **Eastchester Union Free School District Unit, Civil Service Employees Association (CSEA), AFSCME, AFL-CIO**

Local: **1000, Westchester County 860**

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

Expiration Date: **06/30/07**

PERB ID Number: **4959**

Unit Size: **76**

Number of Pages: **30**

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AGREEMENT

by and between the

BOARD OF EDUCATION

of the

**EASTCHESTER UNION FREE
SCHOOL DISTRICT**

and

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

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD



Eastchester Union Free School District Unit
Westchester Local 860

July 1, 2004 – June 30, 2007

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ARTICLE I – Applicable Law

This agreement, and all of the rights and obligations defined herein and hereunder, is reached between the parties under and pursuant to Article 14 of the Civil Service Law of the State of New York (Public Employees' Fair Employment Act), and nothing contained herein shall be construed to prevent the Board or its officers from the discharge of their duties and responsibilities in accordance with Section 1709 of the New York State Education Law unless such policies or procedures have been specifically altered by the terms of this agreement.

ARTICLE II – Recognition

- A. The Board of Education of the Eastchester Union Free School District, Eastchester, New York (hereinafter referred to as the "District"), recognizes the Civil Service Employees Association, Inc., Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO, Westchester County Local 860, the Eastchester Union Free School District Unit, (hereinafter referred to as the "Union") as the sole and exclusive representative for the clerical, custodial personnel, and the school nursing staff of the District.
- B. The District agrees that the Union is the sole and exclusive representative for the employees described in Section "A" for the purpose of collective bargaining and adjusting grievances and the date of recognition of the status for the CSEA unit shall be for the maximum period described in Article 14, Section 208 of the Civil Service Law.
- C. The employer shall deduct regular Union membership dues and insurance premiums when authorized. Said deductions and premiums shall be remitted to the designated agent specified by the Union. The employer, during the term of this agreement, shall not deduct dues for any other labor organization which may wish to represent members of this group covered under this contract.
- D. The Union agrees that there shall be no strike or slowdown of work or any other stoppage or interference, total or partial.

ARTICLE III – Salaries

- A. The salary schedule for clerical employees, nurses, custodial and maintenance, employees are appended hereto. The Appendix contains the July 1, 2004 – January 31, 2005; February 1, 2005 – June 30, 2005; July 1, 2005 – January 31, 2006; February 1, 2006 – June 30, 2006; July 1, 2006 – January 31, 2007 and February 1, 2007 – June 30, 2007 salaries. Negotiations for the 2007-2008 salaries shall take place in the 2006-2007 school year.

1. Effective July 1, 2004, each step of the salary schedule in effect shall reflect a two point five (2.5%) percent increase. Any employee due an increment for that year shall advance accordingly (see Appendix).
2. Effective February 1, 2005, each step of the salary schedule in effect shall reflect a one (1%) percent increase. Any employee due an increment for that year shall advance accordingly (see Appendix).
3. Effective July 1, 2005, each step of the schedule in effect shall reflect a two point five (2.5%) percent increase. Any employee due an increment for that year shall advance accordingly (see Appendix).
4. Effective February 1, 2006, each step of the salary schedule in effect shall reflect a one (1%) percent increase. Any employee due an increment for that year shall advance accordingly (see Appendix).
5. Effective July 1, 2006, each step of the schedule in effect shall reflect a two point five (2.5%) percent increase. Any employee due an increment for that year shall advance accordingly (see Appendix).
6. Effective February 1, 2007, each step of the salary schedule in effect shall reflect a one (1%) percent increase. Any employee due an increment for that year shall advance accordingly (see Appendix).
7. Negotiations for the fourth year (July 1, 2007 to June 30, 2008) are to be reopened for salary purposes only.
8. Effective July 1, 2004, an additional step increment (#6) shall be added to the nurses' salary schedule. Step 6 shall be \$700 over Step 5, as of July 1, 2004.

B. Ten-month employees' salaries are included in the Appendix.

C. Effective July 1, 2004, the base longevity increment for the completion of 10 years of service will have a one-time adjustment increase of \$100.

1. Effective July 1, 2004 longevity increment of \$574.00 shall be awarded at the completion of ten (10) years of service. An additional longevity increment of \$474.00 shall be awarded at the completion of fifteen (15) years of service. An additional longevity increment of \$474.00 shall be awarded at the completion of twenty (20) years of service, and an additional longevity increment of \$645.00 shall be awarded at the completion of twenty-five (25) years of service.

2. Effective February 1, 2005 longevity increment of \$580.00 shall be awarded at the completion of ten (10) years of service. An additional longevity increment of \$479.00 shall be awarded at the completion of fifteen (15) years of service. An additional longevity increment of \$479.00 shall be awarded at the completion of twenty (20) years of service, and an additional longevity increment of \$651.00 shall be awarded at the completion of twenty-five (25) years of service.
3. Effective July 1, 2005 longevity increment of \$594.00 shall be awarded at the completion of ten (10) years of service. An additional longevity increment of \$491.00 shall be awarded at the completion of fifteen (15) years of service. An additional longevity increment of \$491.00 shall be awarded at the completion of twenty (20) years of service, and an additional longevity increment of \$667.00 shall be awarded at the completion of twenty-five (25) years of service.
4. Effective February 1, 2006 longevity increment of \$600.00 shall be awarded at the completion of ten (10) years of service. An additional longevity increment of \$496.00 shall be awarded at the completion of fifteen (15) years of service. An additional longevity increment of \$496.00 shall be awarded at the completion of twenty (20) years of service, and an additional longevity increment of \$674.00 shall be awarded at the completion of twenty-five (25) years of service.
5. Effective July 1, 2006 longevity increment of \$615.00 shall be awarded at the completion of ten (10) years of service. An additional longevity increment of \$508.00 shall be awarded at the completion of fifteen (15) years of service. An additional longevity increment of \$508.00 shall be awarded at the completion of twenty (20) years of service, and an additional longevity increment of \$691.00 shall be awarded at the completion of twenty-five (25) years of service.
6. Effective February 1, 2007 longevity increment of \$621.00 shall be awarded at the completion of ten (10) years of service. An additional longevity increment of \$513.00 shall be awarded at the completion of fifteen (15) years of service. An additional longevity increment of \$513.00 shall be awarded at the completion of twenty (20) years of service, and an additional longevity increment of \$698.00 shall be awarded at the completion of twenty-five (25) years of service.
7. Full longevity increments will be awarded to full-time ten (10) and twelve (12) months employees, and pro-rated longevity increments (pro-rated on the basis of hours worked) shall be awarded to part-time employees working less than a full day.

The following differential will be paid to the above defined skilled workers: \$2,500 to electricians and plumbers who are licensed by the State of New York and \$1,500 to any skilled worker holding union journeyman status at the time of hire by the District for the skilled worker position. If at some future time after the date of hire, the skilled worker should secure a New York State license as an electrician or a plumber or union journeyman status, the skilled worker will be eligible for the above differential.

ARTICLE IV – Work Schedules and Overtime Provisions

- A. The clerical workweek will be 35 hours or 7 hours per day, and the normal workweek will be Monday through Friday. Salaries for all assignments for less than twelve (12) full months will be determined by dividing the annual salary by 1820 and multiplying the number of hours worked. Employees who work overtime shall be compensated for all time worked in excess of 35 hours at the rate of one and one-half (1.5) times the hourly rate.

It is understood that clerical personnel cannot use the lunch hour to shorten their regularly scheduled working hours. Clerical personnel must take one (1) hour for their lunch hour, which does not count towards the requirement to work thirty-five (35) hours per week or seven (7) hours per day. Any exception to the foregoing shall be allowed only with the express written authorization of the Superintendent of Schools or his/her designee

- B.
1. Custodial and maintenance employees will work eight (8) consecutive hours per day exclusive of one (1) hour for lunch for a total of forty (40) hours per week. The normal workweek will be Monday through Friday. Employees hired on or after July 1, 1978, or volunteers from staff hired prior to that date, or if no such employees are available, the least senior employees District-wide, may be assigned to provide Saturday staffing for four (4) buildings, and their normal work week may be any five (5) consecutive days, Monday through Saturday. Such employees shall receive a wage differential of one and one-half (1.5) percent. However, no differential shall be paid to volunteers for Saturday staffing on a Tuesday to Saturday schedule. Tours on this schedule shall be of at least three (3) months duration. For employees on the latter schedule, Sunday will be paid as provided by Article IV, Section D. The other off day will be paid at time and one-half (1.5).
 2. Effective July 1, 2000, new hirees as custodians, cleaners, groundspersons, and maintenance workers can be assigned a normal work week of five out of six consecutive days, Monday to Saturday, without any pay differential.
 3. The District shall have the option to assign any and all employees to a Monday through Friday shift during the months of July and August. No night or Saturday wage differential shall be paid to individuals so assigned.

4. The District shall not abolish full-time positions to create two or more part-time positions.
 5. Overtime in excess of forty (40) hours per week will be reimbursed at one and one-half (1.5) times the hourly rate except as provided in Section D of this article or specifically provided above.
 6. The hourly rates will be determined by dividing the annual salary by 2080.
- C. Those regular, full-time employees, working the night shift will be paid a night differential of eight (8%) percent of salary in addition to regular salary. A five (5%) percent night differential shall be paid to employees hired on or after July 1, 1981. This provision shall not apply to individuals who are hired after March 1, 1997.
- D. All Sunday and contract holiday overtime work scheduled prior to Monday of the week in question will be at time and one-half (1.5) with a three (3) hour minimum. Unscheduled work on Sundays and contract holidays will be at double time with a minimum of three (3) hours. Employees called in for emergencies, except for an extension of the normal work day, will also have the three (3) hour minimum. Work performed on Christmas and New Year's Day shall be paid at double time.
- E. Custodians, cleaners, groundspersons, and maintenance workers/laborers are required to work on emergency days. Failure to report on an emergency school closing day shall result in a written warning for the first occurrence and the deduction of a day's pay if the second occurrence takes place within three years of the first occurrence unless illness is validated by a physician's statement or the absence is excused by the Superintendent or his/her designee.
- If the emergency day falls on a Saturday, Sunday, or holiday, and the custodian, cleaner, groundsperson, and/or maintenance worker/laborer fails to report to work without a valid excuse, a letter of supervision with a copy to the employee's personnel file shall be given to the employee.
- F. Classified employees are required to report to work except when excused for the following reasons:
1. Sick Leave
 2. Annual Leave (Vacation)
 3. Personal or bereavement leave according to Agreement.
 4. Snow days for clerical personnel as called by the Superintendent of Schools or when specifically excused by the Superintendent of Schools or his designated representative.

Employees who work on said day, shall receive a compensatory day in lieu thereof as may be agreed upon between the employees and his/her supervisor.

- G. All overtime assignments are to be rotated on a fair and equitable basis.
- H. Employees titled as Cleaners who wish to be titled as Custodians will be given the opportunity upon request to the District. It is understood that such title change will be made by the District when it is deemed to be in the District's best interest.
 - 1. Such title change will involve no additional compensation other than that which the employee is earning (or scheduled to earn) as a Cleaner.
 - 2. The employee who will be titled as Custodian will assume all the responsibilities of the Civil Service title of Custodian.
 - 3. It is understood that this is a change in title and responsibility only, and it has no effect on the assignment the person holds or the location of that assignment.

The purpose of the above is to enable those individuals titled Cleaner to be eligible for promotional examinations that require a title and experience as Custodian as a condition for the examination.

- I. The work year for all school nurses shall consist of the school calendar and one preparation day which shall be a work day in September which is prior to the opening of the schools. School nurses scheduled for less than a seven (7) hour day shall be paid pro rata for the hours worked.
- J. All ten (10) month clerical employees in the Unit shall be scheduled to work on the school calendar plus the working days between September 1st and the opening of school and the working days between the closing of school and June 30th.

ARTICLE V – Paid Holidays

The following days will be holidays with pay during each year for all twelve (12) month employees. The schedule of holidays with pay will be determined as soon as it reasonably can be after the school calendar has been established. The President of the Eastchester Unit and/or his/her designated representative and the Superintendent of Schools and/or his/her designated representative will make the determination and in no instance will the total number of days be less than the total number designated herein:

Fourth of July
Labor Day
Columbus Day
Veterans Day
Thanksgiving Day
Thanksgiving Day Recess
Christmas Eve
Christmas Day
Christmas Day Recess

New Year's Eve
New Year's Day
Martin Luther King, Jr.
Presidents Day
Good Friday
Memorial Day
Last day before vacation
(one per year) one-half day

ARTICLE VI – Vacation

- A. 1. Vacation allowance for all twelve (12) month employees in this unit shall be as follows:
- 10 working days after one complete year of service as of July 1.
 - 15 working days after five full years of service as of July 1.
 - 20 working days after twelve full years of service as of July 1.
2. Starting with the sixteenth year of service, one (1) day of vacation time will be added for each full year of service up to and including the twentieth year of service for a maximum of twenty-five (25) vacation days a year.
3. Individuals hired after March 1, 1997, shall be credited their vacation on a monthly basis at the following rate:
- One to five years of employment – 10 working days at the rate of .83 days upon the completion of each month of employment.
- During the first year of employment, individuals may take a maximum of five days vacation after the first six months of employment. The second five days shall be available upon the completion of a full year of employment.
- Six to 12 years of employment – 15 working days at the rate of 1.25 days upon the completion of each month of employment.
 - After 12 years onward of employment – 20 working days at the rate of 1.66 days upon the completion of each month of employment.
- B. Section A of this article does not apply to those people working the school calendar year only (10 month schedule).

- C. In exceptional cases and when it is in the best interests of the District, an employee may be allowed to accumulate unused vacation for a period of two (2) years.
- D. An employee's vacation pay will be available at the start of his vacation if written request to the Business Office has been made at least two (2) weeks prior to his vacation date. However, it cannot be paid prior to July 1.
- E. Employees will request, and the District will schedule vacations on or before May 1 each year. Requests will be granted whenever possible and conflicts will be determined by seniority or agreement between all parties. Emergency changes in vacation schedules can be made by mutual agreement.
- F. Vacations may be scheduled during the school year only with the approval of the Superintendent of Schools or his/her designee.

All custodial, maintenance and grounds employees hired after the date of the signing of the new contract shall be allowed to take up to ten (10) vacation days from the last day of school in June up to the first day of school in September.

Any requests for days in excess of ten (10), for the aforementioned period, must be with the approval of the Superintendent of Schools or his/or her designee.

For employees hired prior to the signing of the new contract, the following shall apply:

1. For only the period of June 1 – September 30, custodial grounds and maintenance employees covered by the CSEA contract will be permitted to take at least ten (10) working days of vacation (assuming an employee has 10 days) or fifty (50%) percent of a accumulated vacation time, with a maximum of twenty (20) working days.

2. Employees	Accumulated Vacation Days	Working Vacation Days Allowed
A	7	7
B	10	10
C	14	10
D	20	10
E	24	12
F	32	16
G	40	20
H	48	20

- G. Clerical employees assigned to school buildings must take vacation on days when school is not in session. Exceptions may be made with permission of the building Principal and Assistant Superintendent or Superintendent.

ARTICLE VII – Paid Leave

- A. Twelve (12) month employees and ten (10) month employees shall receive fifteen (15) days of sick leave per year.

Twelve (12) month employees and ten (10) month employees may accumulate a maximum of two hundred and twenty (220) days of unused sick leave.

- B. Unauthorized absences from work for ten or more consecutive workdays shall be deemed a resignation unless a satisfactory explanation and documentation for such absence is received by the District before the eleventh workday following the commencement of such unauthorized absence.

- C. Full-time employees hired prior to January 1, 1988, who exhaust their accrued sick leave shall receive one-half pay for as many months, or fractions thereof, as they have years of service, less any months, or fractions thereof, for which they have previously received half pay on account of illness during such service. It is understood that the intent of this benefit is to permit the full recovery and subsequent return to work of employees. The District reserves the right to request full medical reports and/or the examination of the employee by a school-appointed physician at no expense to the employee. Prior to the granting of such an extended leave, the District must receive reasonable assurance that the employee will, at the end of the extended leave, be able to return to work in a capacity similar to that which the employee had prior to the leave being granted.

- D. Bereavement leave with full pay shall be granted to each employee, for a period not to exceed three (3) days for any death in the immediate family and for a period not to exceed five (5) days for the death of a spouse or child.

1. Where there are extenuating circumstances, additional absence may be approved without loss of pay when the time can be charged to unused personal leave, unused vacation time or accumulated sick leave.
2. Immediate family as used herein shall mean grandparent, husband, wife, child, stepchild, ward, grandchild, brother, sister, father, father-in-law, mother, mother-in-law, daughter-in-law or son-in-law.
3. Bereavement leave of one(1) day may be granted upon request for deaths not listed in Section D, Item 2. This day, when granted and used, will be charged to personal leave, unused vacation time or accumulated sick leave.

- E. Each employee shall be allowed ten (10) days of absence each year to be charged against sick leave where a member of the employee's immediate family is ill.
- F. All employees will be allowed two (2) days of personal leave (without reason) with pay each school year. Unused personal leave days shall be cumulative to a maximum of five (5) days. Except when it is not possible to do so, employees should give at least two (2) days prior notice of their intention to take a personal leave day. Additional personal leave days may be granted at the reasonable discretion of the Board of Education. It is understood that personal days may not be used for the purpose of extending a vacation/holiday period.

ARTICLE VIII – Employee Fringe Benefits

Section 60B (Improved Death Benefits) of the New York State Employees' Retirement System and Section 75l (20 years career plan) will be continued in force during the term of this agreement for eligible employees.

Employees, who have ten (10) years or more service shall, at the time of their retirement, be compensated for unused sick leave days not to exceed 220 days at twenty five (25) percent of the daily rate in effect at the time of retirement, or with six (6) weeks' pay, whichever is greater. Employees electing the six weeks' pay must notify the District six (6) months in advance of the intended date of retirement.

A. HEALTH INSURANCE PLAN

Effective July 1, 2004, bargaining unit members will pay 2.5% of the annual cost of health insurance.

1. The Board agrees to pay any active employee eligible for full health insurance benefits, who is already covered by another health insurance plan, the sum of \$2,000 for each full year the employee declines coverage under the District's health insurance program. This payment will be made after each full year of employment during which insurance coverage was waived.
2. Effective July 1, 1982, the District will pay, on behalf of employees who retire on or after that date, unless prohibited by law from doing so without having to similarly compensate those employees who retired before July 1, 1982 and their families, seventy (70%) percent of the premium for individual retirees and fifty (50%) percent of the premium for families of such retirees.

3. The Board reserves the right to change the health insurance carrier as long as the benefits being offered by the new insurance carrier shall be equal to or better than benefits now being provided by the Southern Westchester Schools Cooperative Health Insurance Plan. During the term of this agreement, the Board agrees to match equally all benefit changes, increased or decreased, that may be provided by the Southern Westchester Schools Cooperative Health Insurance Plan.

The Board will submit to the Union, thirty (30) days prior to any contemplated change, a complete list of benefits offered by the new health insurance carrier.

In the event the benefits being offered by the new health insurance carrier are not equal to, or better than, the benefits now being provided by the Southern Westchester Schools Cooperative Health Insurance Plan, the Union may demand arbitration of the issue within thirty (30) days after receiving said offer.

- B. The District will pay 100% of the premium for either the individual or family dental insurance coverage under the CSEA Employee Benefit Fund.

The present dental insurance plan will be modified to include dependent children nineteen (19) years or over as long as they are full-time students (12 credit hours).

- C. Effective July 1, 2000, the District will pay 100% of the premium for the CSEA Silver Vision Plan for employees only. Employees may maintain a family plan with employee contribution towards the difference in premium between the individual and the family plan.

- D. In order to encourage employees to maintain and improve their knowledge and skills through continuing education, the District will reimburse employees for course work completed after July 1, 2000, under the following conditions:

1. The full cost of tuition for approved in-service courses.
2. Fifty percent (50%) of the cost of approved undergraduate or graduate courses.
3. The maximum reimbursement for any course will be \$250.
4. A passing grade must be received in a course in order to obtain reimbursement.
5. A maximum of five courses may be taken for reimbursement during any school year (including summers).

6. Prior administrative approval is required for any course for which tuition reimbursement will be sought.

E. The District agrees to provide a 125 cafeteria plan.

F. Employees will be compensated at the rate in accordance with the prevailing Internal Revenue Service rate for all authorized mileage for the use of their own personal vehicles. Those employees who regularly carry materials and equipment in their cars at the request of the District shall be compensated at the rate of thirty (\$30) dollars per month for the use of their cars.

G. Part-time Employees

Employees, hired on or after July 1, 1987, and who work less than 50% of the normal workweek, shall be ineligible for insurance coverage.

ARTICLE IX – Job Security and Seniority

A. Protection under Section 75 of the Civil Service Law will be granted to all non-competitive and labor class employees upon completion of two (2) years of satisfactory service.

B. Where an employee is assigned temporarily to perform the duties of a higher classification at a higher rate of pay, he shall be guaranteed the rate of pay of the higher classification. Such higher rate of pay shall be paid only for time actually worked in the higher classification. An employee may be assigned temporarily to perform duties of a higher classification only in emergencies for the purpose of replacing another employee who is off with pay, on leave of absence, sick leave, bereavement leave, personal leave or vacation after five (5) days when school is in session. This precludes a regularly scheduled vacation.

C. When an employee is temporarily assigned to perform the duties of a lower classification, he shall be guaranteed his regular rate of pay.

D. Seniority shall commence from the first date of a probationary appointment.

E. Notice of all promotional opportunities shall be posted and eligible employees may apply for same and be considered ahead of non-employees of the District. Where more than one person applies for a provisional promotion and is qualified, the three with the most seniority will be considered, and one of them will be appointed. This rule will also be taken into consideration, as far as is possible, when appointments are to be made from a certified open competitive or promotional civil service list.

F. In the event of lay-off in the non-competitive or labor class, such lay-off shall occur in the inverse order of hiring. In the event of lay-off in the competitive

class, lay-off shall occur in the inverse order of permanent appointment. Any employee laid off shall be placed on a recall list for three (3) years.

- G. Custodial and maintenance employees will only be reassigned to another work schedule on a voluntary basis if he/she is an incumbent as of July 1, 1974, as provided by Article IV, Section B.
- H. In the event that school is closed due to labor relations' disputes between parties not covered by this agreement, then there shall be no change in present policy to personnel not directly involved in the aforementioned dispute and covered by this agreement, and they shall be guaranteed employment and payment therefor.
- I. Upon request to the Superintendent of Schools, an employee shall be permitted to examine his official employment and personnel file. The Board of Education reserves the right to remove from the file all personal and employment references given prior to employment, medical records and police reports.
- J. The Board shall provide the unit with a seniority list of employees by December 1st of each year of the contract.

ARTICLE X – RULES AND REGULATIONS

- A. Existing work rules, fringe benefits, or working conditions not covered in this agreement, will not be changed, except under dire emergencies, without prior discussion with the Union elected representative.
- B. In the case of substantial fringe benefits such as extended sick leave, such written Board policies will not be changed without prior discussion with the Union elected representative and mutual agreement, and such mutual agreement will not be unreasonably withheld.

ARTICLE XI – District-Union Relationship

- A. The Union shall be the sole judge of its own rules and regulations with respect to Union and organizational administration.
- B. The Union shall have the right to post notices and communications on bulletin boards maintained on the premises and facilities of the District.
- C. The President of the Westchester Local 860 of the Union, or his/her designated agent, or the designated Labor Relations Specialist, shall have the right of visiting the facilities of the District for the purpose of adjusting grievances and administering terms of this agreement with advance notification through the Superintendent of Schools.

- D. Employees designated or elected for the purpose of adjusting grievances and maintaining administration rights of the agreement shall have up to two and one-half (2.5) hours of free time, per week, from their regular duties to fulfill these obligations. Any additional time for these responsibilities must be requested.
- E. The Board will allow a total of three (3) aggregate days at full pay per year for conducting Union business.
- F. Neither the District nor the Union, through their officers, members, representatives, agents or committees shall engage in any subterfuge of any kind for the purpose of defeating or evading the terms of this agreement.

G. Consultation on Job Categories

The District will consult with the Union prior to setting the placement and/or rate of pay for a new or changed position.

H. Labor/Management Committee

The Labor/Management Committee shall be comprised of members appointed by the District and the Union. It shall be the purpose of said Labor/Management Committee to discuss any and all problems that may arise. The Labor/Management Committee shall meet whenever necessary. An agenda of the topics to be discussed shall be sent to each committee member, five (5) days prior to the scheduled meeting.

ARTICLE XII – Duties and Obligations

- A. Adhering to the principle that duties and obligations come with rights and privileges, the Union agrees to do its utmost to see that its members perform their respective duties in the District loyally, efficiently, and continuously under the terms of this agreement. The Union and its members will endeavor to protect the interests of the school and the community, to conserve its property, to protect the pupils, and to give service of the highest quality.
- B. The District agrees to furnish each new employee and all present employees a copy of this Agreement.

ARTICLE XIII – Separability

If any legislation or court decision renders any portion of this agreement invalid or unenforceable, the invalid or unenforceable provision shall be severed from the agreement, and the remaining provisions shall continue in full force.

ARTICLE XIV – Job Related Physicals

All custodial and maintenance personnel shall be required to undergo job related physicals at least once every two (2) years at the District's expense.

ARTICLE XV – Grievance and Arbitration

- A. Personal grievances will follow the established grievance procedure.
- B.
 - 1. Interpretation of this contract, when both parties cannot agree, will be subjected to arbitration and both parties agree in advance to be bound by the decision of the impartial arbitrator.
 - 2. Disputes arising concerning the interpretation or application of the terms of this agreement or the rights claimed to exist thereunder, shall be processed in accordance with the following procedure:
 - a. Such dispute by an employee shall be presented by the employee, or by the Union representative to his/her immediate supervisor. The aggrieved will first present the grievance in writing no later than twenty (20) working days after the grievance occurs, or knowledge should reasonably be had thereof.
 - b. In the event such dispute is not resolved within five (5) working days from such presentation it shall then be presented by the employee or the Union to the next ranking supervisor.
 - c. In the event such dispute is not satisfactorily resolved or adjusted at the preceding step of the procedure, then the Union shall present the same to the Superintendent of Schools or his/her designated representative for an opinion.
 - d. In the event that such dispute is not then satisfactorily resolved or adjusted within ten (10) working days after such presentation, it shall be referred by either party to binding arbitration, by an impartial arbitrator, to be mutually agreed upon by the parties.
 - e. In the event the parties are unable to agree upon an impartial arbitrator within ten (10) working days after the referral of such matter to arbitration, then an appointment shall be made in accordance with the rules and regulations of the American Arbitration Association.
 - f. Any cost arising out of the use of such arbitrator shall be divided equally between the District and the Union.

ARTICLE XVI – Management Rights

- A. Except as validly limited by express provisions of this agreement or any federal, state, or local law or ordinance or civil service rules that pertain to school districts, the Board reserves the right to unilaterally determine the standards of service to be offered by it; to set the standards of selection of employment; to direct and assign employees and to regulate work schedules; mandate overtime; to take disciplinary action; to eliminate or reduce positions; to maintain the efficiency of governmental operation; to determine the methods, means and personnel by which its operations are to be conducted; to determine the content of job classifications; to allocate positions to pay grades; to take all necessary actions to carry out its mission in emergencies; and to exercise complete control and discretion over its organization and the facilities, methods, means and technology of performing work.
- B. It is expressly understood by and between the parties to the agreement that by not exercising the rights hereby stated and reserved, or by exercising them in a particular way, the Board shall not be deemed to have waived any of the rights specifically given to the Board under this agreement.
- C. The Board retains the right to promulgate and post reasonable rules and regulations governing the conduct and acts of employees during working hours not inconsistent with this agreement.

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 XVII – Terms of Agreement

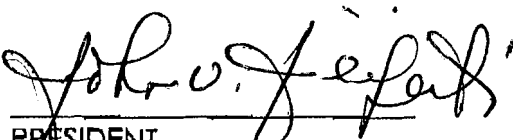
- A. The agreement shall be effective July 1, 2004 and shall remain in force through June 30, 2007 with negotiations for the fourth year (July 1, 2007 to June 30, 2008) to be reopened for salary purposes only.
- B. The contract is to remain in force until a new agreement is negotiated.

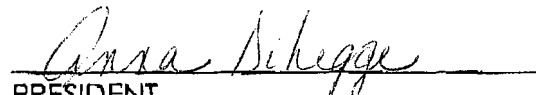
IN WITNESS THEREOF, the parties hereto have caused these present to be executed by their authorized officers on the

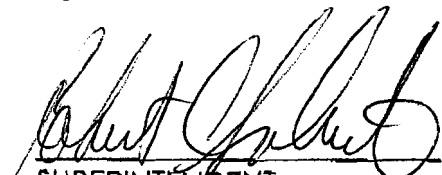
Day of 2005

BOARD OF EDUCATION
EASTCHESTER UNION FREE
SCHOOL DISTRICT, TOWN
OF EASTCHESTER
EASTCHESTER, NEW YORK

CIVIL SERVICE EMPLOYEES ASSN.,
INC., LOCAL 1000 AMERICAN
FEDERATION OF STATE, COUNTY
& MUNICIPAL EMPLOYEES, AFL-CIO
WESTCHESTER COUNTY, LOCAL 860
THE EASTCHESTER UNION FREE
SCHOOL DISTRICT


PRESIDENT


PRESIDENT


SUPERINTENDENT


LABOR RELATIONS SPECIALIST

APPENDIX A – Longevity

	7/1/04		2/1/05		7/1/05		2/1/06		7/1/06		2/1/07	
	<i>Cumulative</i>		<i>Cumulative</i>		<i>Cumulative</i>		<i>Cumulative</i>		<i>Cumulative</i>		<i>Cumulative</i>	
10 years	\$574		\$580		\$594		\$600		\$615		\$621	
15 years	\$474	\$1,048	\$479	\$1,059	\$491	\$1,085	\$496	\$1,096	\$508	\$1,123	\$513	\$1,134
20 years	\$474	\$1,522	\$479	\$1,538	\$491	\$1,576	\$496	\$1,592	\$508	\$1,631	\$513	\$1,647
25 years	\$645	\$2,167	\$651	\$2,189	\$667	\$2,243	\$674	\$2,266	\$691	\$2,322	\$698	\$2,345

APPENDIX B – Salary Schedule

Accountant

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$47,517	\$47,992	A	\$49,192	\$49,684	A	\$50,926	\$51,435
B	\$48,943	\$49,432	B	\$50,668	\$51,175	B	\$52,454	\$52,979
C	\$50,656	\$51,163	C	\$52,442	\$52,966	C	\$54,290	\$54,833
1	\$54,003	\$54,543	1	\$55,907	\$56,466	1	\$57,877	\$58,456
2	\$56,232	\$56,794	2	\$58,214	\$58,796	2	\$60,266	\$60,868
3	\$58,461	\$59,046	3	\$60,522	\$61,127	3	\$62,655	\$63,282
4	\$60,691	\$61,298	4	\$62,831	\$63,459	4	\$65,045	\$65,695
5	\$62,921	\$63,550	5	\$65,139	\$65,790	5	\$67,435	\$68,109
6	\$65,149	\$65,800	6	\$67,446	\$68,120	6	\$69,823	\$70,521
7	\$67,380	\$68,054	7	\$69,755	\$70,453	7	\$72,214	\$72,936
8	\$69,609	\$70,305	8	\$72,063	\$72,784	8	\$74,604	\$75,350
9	\$71,743	\$72,460	9	\$74,272	\$75,015	9	\$76,890	\$77,659

Account Clerk/Transportation

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$37,591	\$37,967	A	\$38,916	\$39,305	A	\$40,288	\$40,691
B	\$38,718	\$39,105	B	\$40,082	\$40,483	B	\$41,495	\$41,910
C	\$40,073	\$40,474	C	\$41,486	\$41,901	C	\$42,949	\$43,378
1	\$42,721	\$43,148	1	\$44,227	\$44,669	1	\$45,786	\$46,244
2	\$43,832	\$44,270	2	\$45,377	\$45,831	2	\$46,977	\$47,447
3	\$44,941	\$45,390	3	\$46,525	\$46,990	3	\$48,165	\$48,647
4	\$46,047	\$46,507	4	\$47,670	\$48,147	4	\$49,351	\$49,845
5	\$47,160	\$47,631	5	\$48,822	\$49,310	5	\$50,543	\$51,048
6	\$48,273	\$48,756	6	\$49,975	\$50,475	6	\$51,737	\$52,254
7	\$49,382	\$49,876	7	\$51,123	\$51,634	7	\$52,925	\$53,454
8	\$50,497	\$51,002	8	\$52,277	\$52,800	8	\$54,120	\$54,661
9	\$51,555	\$52,071	9	\$53,373	\$53,907	9	\$55,255	\$55,808

Account Clerk/Typist (35 hrs.)

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$34,172	\$34,514	A	\$35,377	\$35,731	A	\$36,624	\$36,990
B	\$35,199	\$35,551	B	\$36,440	\$36,804	B	\$37,725	\$38,102
C	\$36,431	\$36,795	C	\$37,715	\$38,092	C	\$39,044	\$39,435
1	\$38,837	\$39,226	1	\$40,206	\$40,608	1	\$41,624	\$42,040
2	\$39,847	\$40,245	2	\$41,251	\$41,664	2	\$42,706	\$43,133
3	\$40,854	\$41,263	3	\$42,295	\$42,718	3	\$43,786	\$44,224
4	\$41,861	\$42,280	4	\$43,337	\$43,770	4	\$44,864	\$45,313
5	\$42,872	\$43,301	5	\$44,384	\$44,828	5	\$45,949	\$46,408
6	\$43,885	\$44,324	6	\$45,432	\$45,886	6	\$47,033	\$47,503
7	\$44,892	\$45,341	7	\$46,475	\$46,940	7	\$48,114	\$48,595
8	\$45,907	\$46,366	8	\$47,525	\$48,000	8	\$49,200	\$49,692
9	\$46,868	\$47,337	9	\$48,520	\$49,005	9	\$50,230	\$50,732

Account Clerk/Typist/ Transportation (40 hrs.)

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$41,351	\$41,765	A	\$42,809	\$43,237	A	\$44,318	\$44,761
B	\$42,591	\$43,017	B	\$44,092	\$44,533	B	\$45,646	\$46,103
C	\$44,080	\$44,521	C	\$45,634	\$46,090	C	\$47,242	\$47,714
1	\$46,993	\$47,463	1	\$48,650	\$49,136	1	\$50,365	\$50,868
2	\$48,216	\$48,698	2	\$49,915	\$50,414	2	\$51,674	\$52,191
3	\$49,435	\$49,929	3	\$51,177	\$51,689	3	\$52,981	\$53,511
4	\$50,651	\$51,158	4	\$52,437	\$52,961	4	\$54,285	\$54,828
5	\$51,875	\$52,394	5	\$53,704	\$54,241	5	\$55,597	\$56,153
6	\$53,101	\$53,632	6	\$54,973	\$55,523	6	\$56,911	\$57,480
7	\$54,320	\$54,863	7	\$56,235	\$56,797	7	\$58,217	\$58,799
8	\$55,547	\$56,102	8	\$57,505	\$58,080	8	\$59,532	\$60,127
9	\$56,710	\$57,277	9	\$58,709	\$59,296	9	\$60,779	\$61,386

Bookkeeper

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$37,128	\$37,499	A	\$38,436	\$38,820	A	\$39,791	\$40,189
B	\$38,241	\$38,623	B	\$39,589	\$39,985	B	\$40,985	\$41,395
C	\$39,579	\$39,975	C	\$40,974	\$41,384	C	\$42,419	\$42,843
1	\$42,194	\$42,616	1	\$43,681	\$44,118	1	\$45,221	\$45,673
2	\$43,264	\$43,697	2	\$44,789	\$45,237	2	\$46,368	\$46,832
3	\$44,333	\$44,776	3	\$45,895	\$46,354	3	\$47,513	\$47,988
4	\$45,399	\$45,853	4	\$47,000	\$47,470	4	\$48,657	\$49,144
5	\$46,474	\$46,939	5	\$48,113	\$48,594	5	\$49,809	\$50,307
6	\$47,544	\$48,019	6	\$49,220	\$49,712	6	\$50,955	\$51,465
7	\$48,612	\$49,098	7	\$50,325	\$50,828	7	\$52,099	\$52,620
8	\$49,689	\$50,186	8	\$51,441	\$51,955	8	\$53,254	\$53,787
9	\$50,710	\$51,217	9	\$52,497	\$53,022	9	\$54,348	\$54,891

Cleaner/Custodian - 10 Months

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$10,295	\$10,398	A	\$10,658	\$10,765	A	\$11,034	\$11,144
B	\$10,603	\$10,709	B	\$10,977	\$11,087	B	\$11,364	\$11,478
C	\$10,975	\$11,085	C	\$11,362	\$11,476	C	\$11,763	\$11,881
1	\$11,699	\$11,816	1	\$12,111	\$12,232	1	\$12,538	\$12,663
2	\$12,032	\$12,152	2	\$12,456	\$12,581	2	\$12,896	\$13,025
3	\$12,367	\$12,491	3	\$12,803	\$12,931	3	\$13,254	\$13,387
4	\$12,699	\$12,826	4	\$13,146	\$13,278	4	\$13,610	\$13,746
5	\$13,028	\$13,158	5	\$13,487	\$13,622	5	\$13,962	\$14,102
6	\$13,363	\$13,497	6	\$13,834	\$13,972	6	\$14,322	\$14,465
7	\$13,694	\$13,831	7	\$14,177	\$14,318	7	\$14,676	\$14,823
8	\$14,024	\$14,164	8	\$14,518	\$14,663	8	\$15,030	\$15,180

Cleaner/Custodian - 12 Months

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$33,206	\$33,538	A	\$34,376	\$34,720	A	\$35,588	\$35,944
B	\$34,203	\$34,545	B	\$35,409	\$35,763	B	\$36,657	\$37,024
C	\$35,399	\$35,753	C	\$36,647	\$37,014	C	\$37,939	\$38,318
1	\$37,739	\$38,117	1	\$39,070	\$39,461	1	\$40,448	\$40,852
2	\$38,809	\$39,197	2	\$40,177	\$40,579	2	\$41,593	\$42,009
3	\$39,879	\$40,278	3	\$41,285	\$41,698	3	\$42,740	\$43,167
4	\$40,948	\$41,357	4	\$42,391	\$42,815	4	\$43,885	\$44,324
5	\$42,020	\$42,440	5	\$43,501	\$43,936	5	\$45,034	\$45,485
6	\$43,090	\$43,521	6	\$44,609	\$45,055	6	\$46,181	\$46,643
7	\$44,163	\$44,605	7	\$45,720	\$46,177	7	\$47,332	\$47,805
8	\$45,233	\$45,685	8	\$46,827	\$47,295	8	\$48,477	\$48,962
9	\$46,310	\$46,773	9	\$47,942	\$48,421	9	\$49,632	\$50,128
10	\$46,518	\$46,983	10	\$48,158	\$48,640	10	\$49,856	\$50,355
11	\$47,542	\$48,017	11	\$49,217	\$49,709	11	\$50,952	\$51,462

Electrician, Carpenter, Plumber

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$40,930	\$41,339	A	\$42,372	\$42,796	A	\$43,866	\$44,305
B	\$42,157	\$42,579	B	\$43,643	\$44,079	B	\$45,181	\$45,633
C	\$43,632	\$44,068	C	\$45,170	\$45,622	C	\$46,763	\$47,231
1	\$46,513	\$46,978	1	\$48,152	\$48,634	1	\$49,850	\$50,349
2	\$47,588	\$48,063	2	\$49,265	\$49,758	2	\$51,002	\$51,512
3	\$48,656	\$49,143	3	\$50,372	\$50,876	3	\$52,148	\$52,669
4	\$49,733	\$50,230	4	\$51,486	\$52,001	4	\$53,301	\$53,834
5	\$50,804	\$51,312	5	\$52,595	\$53,121	5	\$54,449	\$54,993
6	\$51,869	\$52,388	6	\$53,698	\$54,235	6	\$55,591	\$56,147
7	\$52,946	\$53,476	7	\$54,813	\$55,361	7	\$56,745	\$57,312
8	\$54,014	\$54,554	8	\$55,918	\$56,477	8	\$57,889	\$58,468
9	\$55,162	\$55,714	9	\$57,107	\$57,678	9	\$59,120	\$59,711

Head Custodian

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$38,070	\$38,451	A	\$39,412	\$39,806	A	\$40,801	\$41,209
B	\$39,212	\$39,604	B	\$40,594	\$41,000	B	\$42,025	\$42,445
C	\$40,584	\$40,990	C	\$42,015	\$42,435	C	\$43,496	\$43,931
1	\$43,264	\$43,697	1	\$44,789	\$45,237	1	\$46,368	\$46,832
2	\$44,333	\$44,776	2	\$45,895	\$46,354	2	\$47,513	\$47,988
3	\$45,399	\$45,853	3	\$47,000	\$47,470	3	\$48,657	\$49,144
4	\$46,474	\$46,939	4	\$48,113	\$48,594	4	\$49,809	\$50,307
5	\$47,544	\$48,019	5	\$49,220	\$49,712	5	\$50,955	\$51,465
6	\$48,612	\$49,098	6	\$50,325	\$50,828	6	\$52,099	\$52,620
7	\$49,691	\$50,188	7	\$51,443	\$51,957	7	\$53,256	\$53,788
8	\$50,761	\$51,269	8	\$52,551	\$53,077	8	\$54,404	\$54,948
9	\$51,778	\$52,296	9	\$53,603	\$54,139	9	\$55,493	\$56,048

Head Custodian - HS/MS

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$42,549	\$42,974	A	\$44,048	\$44,489	A	\$45,601	\$46,057
B	\$43,827	\$44,265	B	\$45,372	\$45,826	B	\$46,972	\$47,442
C	\$45,360	\$45,814	C	\$46,959	\$47,429	C	\$48,615	\$49,101
1	\$48,356	\$48,840	1	\$50,061	\$50,562	1	\$51,826	\$52,344
2	\$49,426	\$49,920	2	\$51,168	\$51,679	2	\$52,971	\$53,501
3	\$50,492	\$50,997	3	\$52,272	\$52,795	3	\$54,115	\$54,656
4	\$51,564	\$52,079	4	\$53,381	\$53,915	4	\$55,263	\$55,816
5	\$52,634	\$53,160	5	\$54,489	\$55,034	5	\$56,410	\$56,974
6	\$53,702	\$54,239	6	\$55,595	\$56,151	6	\$57,555	\$58,131
7	\$54,779	\$55,327	7	\$56,710	\$57,277	7	\$58,709	\$59,296
8	\$55,851	\$56,410	8	\$57,820	\$58,398	8	\$59,858	\$60,457
9	\$56,869	\$57,438	9	\$58,874	\$59,463	9	\$60,950	\$61,560

Junior Accountant

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$42,323	\$42,746	A	\$43,815	\$44,253	A	\$45,360	\$45,813
B	\$43,591	\$44,027	B	\$45,128	\$45,579	B	\$46,719	\$47,186
C	\$45,117	\$45,568	C	\$46,707	\$47,174	C	\$48,353	\$48,837
1	\$48,099	\$48,580	1	\$49,795	\$50,293	1	\$51,550	\$52,066
2	\$49,748	\$50,245	2	\$51,501	\$52,016	2	\$53,316	\$53,849
3	\$51,397	\$51,911	3	\$53,209	\$53,741	3	\$55,085	\$55,636
4	\$53,046	\$53,576	4	\$54,916	\$55,465	4	\$56,852	\$57,421
5	\$54,697	\$55,244	5	\$56,625	\$57,191	5	\$58,621	\$59,207
6	\$56,346	\$56,910	6	\$58,333	\$58,916	6	\$60,389	\$60,993
7	\$57,997	\$58,577	7	\$60,041	\$60,641	7	\$62,157	\$62,779
8	\$59,650	\$60,247	8	\$61,753	\$62,371	8	\$63,930	\$64,569
9	\$61,227	\$61,840	9	\$63,386	\$64,019	9	\$65,620	\$66,276

Maintenance Foreman

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$55,956	\$56,515	A	\$57,928	\$58,507	A	\$59,970	\$60,570
B	\$57,636	\$58,212	B	\$59,667	\$60,264	B	\$61,771	\$62,389
C	\$59,653	\$60,249	C	\$61,755	\$62,373	C	\$63,932	\$64,571
1	\$63,592	\$64,228	1	\$65,834	\$66,492	1	\$68,154	\$68,836
2	\$65,624	\$66,280	2	\$67,937	\$68,616	2	\$70,332	\$71,035
3	\$67,655	\$68,332	3	\$70,040	\$70,740	3	\$72,509	\$73,234
4	\$68,673	\$69,360	4	\$71,094	\$71,805	4	\$73,600	\$74,336

Maintenance Laborer

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$33,284	\$33,617	A	\$34,457	\$34,802	A	\$35,672	\$36,029
B	\$34,282	\$34,625	B	\$35,491	\$35,846	B	\$36,742	\$37,109
C	\$35,481	\$35,836	C	\$36,732	\$37,099	C	\$38,027	\$38,407
1	\$37,824	\$38,202	1	\$39,157	\$39,549	1	\$40,538	\$40,943
2	\$38,895	\$39,284	2	\$40,266	\$40,668	2	\$41,685	\$42,102
3	\$39,957	\$40,356	3	\$41,365	\$41,779	3	\$42,823	\$43,251
4	\$41,035	\$41,445	4	\$42,481	\$42,906	4	\$43,979	\$44,419
5	\$42,106	\$42,527	5	\$43,590	\$44,026	5	\$45,127	\$45,578
6	\$43,180	\$43,612	6	\$44,702	\$45,149	6	\$46,278	\$46,741
7	\$44,248	\$44,691	7	\$45,808	\$46,266	7	\$47,423	\$47,897
8	\$45,319	\$45,772	8	\$46,916	\$47,385	8	\$48,570	\$49,056
9	\$46,443	\$46,907	9	\$48,080	\$48,561	9	\$49,775	\$50,273
10	\$47,461	\$47,936	10	\$49,134	\$49,626	10	\$50,867	\$51,376
11	\$48,481	\$48,966	11	\$50,190	\$50,692	11	\$51,959	\$52,479

Nurse

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$35,426	\$35,780	A	\$36,675	\$37,042	A	\$37,968	\$38,348
B	\$36,488	\$36,853	B	\$37,774	\$38,152	B	\$39,106	\$39,497
C	\$37,765	\$38,143	C	\$39,097	\$39,488	C	\$40,475	\$40,880
1	\$40,260	\$40,663	1	\$41,680	\$42,097	1	\$43,149	\$43,580
2	\$42,365	\$42,789	2	\$43,859	\$44,298	2	\$45,405	\$45,859
3	\$44,461	\$44,906	3	\$46,029	\$46,489	3	\$47,651	\$48,128
4	\$47,407	\$47,881	4	\$49,078	\$49,569	4	\$50,808	\$51,316
5	\$47,740	\$48,218	5	\$49,423	\$49,917	5	\$51,165	\$51,677
6	\$48,440	\$48,925	6	\$50,148	\$50,649	6	\$51,916	\$52,435

Painter

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$40,333	\$40,736	A	\$41,754	\$42,172	A	\$43,226	\$43,658
B	\$41,543	\$41,959	B	\$43,008	\$43,438	B	\$44,524	\$44,969
C	\$42,997	\$43,427	C	\$44,513	\$44,958	C	\$46,082	\$46,543
1	\$45,837	\$46,295	1	\$47,452	\$47,927	1	\$49,125	\$49,616
2	\$46,902	\$47,371	2	\$48,555	\$49,041	2	\$50,267	\$50,770
3	\$47,974	\$48,454	3	\$49,665	\$50,162	3	\$51,416	\$51,930
4	\$49,050	\$49,541	4	\$50,780	\$51,288	4	\$52,570	\$53,096
5	\$50,116	\$50,617	5	\$51,882	\$52,401	5	\$53,711	\$54,248
6	\$51,183	\$51,695	6	\$52,988	\$53,518	6	\$54,856	\$55,405
7	\$52,257	\$52,780	7	\$54,100	\$54,641	7	\$56,007	\$56,567
8	\$53,326	\$53,859	8	\$55,205	\$55,757	8	\$57,151	\$57,723
9	\$54,349	\$54,892	9	\$56,264	\$56,827	9	\$58,248	\$58,830

Payroll Clerk

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$37,878	\$38,257	A	\$39,213	\$39,605	A	\$40,595	\$41,001
B	\$38,949	\$39,338	B	\$40,322	\$40,725	B	\$41,743	\$42,161
C	\$40,236	\$40,638	C	\$41,654	\$42,071	C	\$43,123	\$43,554
1	\$42,748	\$43,175	1	\$44,254	\$44,697	1	\$45,814	\$46,273
2	\$43,758	\$44,196	2	\$45,301	\$45,754	2	\$46,898	\$47,367
3	\$44,768	\$45,216	3	\$46,346	\$46,809	3	\$47,979	\$48,459
4	\$45,772	\$46,230	4	\$47,386	\$47,860	4	\$49,057	\$49,548
5	\$46,782	\$47,250	5	\$48,431	\$48,915	5	\$50,138	\$50,640
6	\$47,795	\$48,273	6	\$49,480	\$49,975	6	\$51,224	\$51,736
7	\$48,802	\$49,290	7	\$50,522	\$51,027	7	\$52,303	\$52,826
8	\$49,818	\$50,316	8	\$51,574	\$52,090	8	\$53,392	\$53,926
9	\$50,782	\$51,290	9	\$52,573	\$53,098	9	\$54,426	\$54,970

Secretary/Stenographer

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$38,406	\$38,790	A	\$39,760	\$40,158	A	\$41,162	\$41,574
B	\$39,559	\$39,955	B	\$40,954	\$41,364	B	\$42,398	\$42,822
C	\$40,943	\$41,352	C	\$42,386	\$42,810	C	\$43,880	\$44,319
1	\$43,649	\$44,085	1	\$45,187	\$45,639	1	\$46,780	\$47,248
2	\$44,717	\$45,164	2	\$46,293	\$46,756	2	\$47,925	\$48,404
3	\$45,789	\$46,247	3	\$47,403	\$47,877	3	\$49,074	\$49,565
4	\$46,861	\$47,330	4	\$48,513	\$48,998	4	\$50,223	\$50,725
5	\$47,931	\$48,410	5	\$49,620	\$50,116	5	\$51,369	\$51,883
6	\$48,996	\$49,486	6	\$50,723	\$51,230	6	\$52,511	\$53,036
7	\$50,073	\$50,574	7	\$51,838	\$52,356	7	\$53,665	\$54,202
8	\$51,142	\$51,654	8	\$52,945	\$53,474	8	\$54,811	\$55,359
9	\$52,169	\$52,691	9	\$54,008	\$54,548	9	\$55,912	\$56,471

Secretary to Principal-Steno

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$35,944	\$36,303	A	\$37,211	\$37,583	A	\$38,522	\$38,908
B	\$36,991	\$37,361	B	\$38,295	\$38,678	B	\$39,645	\$40,041
C	\$38,247	\$38,629	C	\$39,595	\$39,991	C	\$40,991	\$41,401
1	\$40,701	\$41,108	1	\$42,135	\$42,557	1	\$43,621	\$44,057
2	\$41,771	\$42,189	2	\$43,244	\$43,676	2	\$44,768	\$45,216
3	\$42,837	\$43,265	3	\$44,347	\$44,790	3	\$45,910	\$46,369
4	\$43,911	\$44,350	4	\$45,459	\$45,913	4	\$47,061	\$47,532
5	\$44,985	\$45,435	5	\$46,571	\$47,037	5	\$48,213	\$48,695
6	\$46,055	\$46,516	6	\$47,679	\$48,156	6	\$49,360	\$49,854
7	\$47,125	\$47,596	7	\$48,786	\$49,274	7	\$50,506	\$51,011
8	\$48,196	\$48,677	8	\$49,894	\$50,393	8	\$51,653	\$52,170
9	\$49,470	\$49,965	9	\$51,214	\$51,726	9	\$53,019	\$53,549

Secretary to Principal-Typist

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$34,966	\$35,316	A	\$36,199	\$36,561	A	\$37,475	\$37,850
B	\$35,982	\$36,342	B	\$37,251	\$37,624	B	\$38,565	\$38,951
C	\$37,205	\$37,577	C	\$38,516	\$38,901	C	\$39,874	\$40,272
1	\$39,590	\$39,986	1	\$40,986	\$41,395	1	\$42,430	\$42,854
2	\$40,657	\$41,064	2	\$42,091	\$42,512	2	\$43,575	\$44,011
3	\$41,733	\$42,150	3	\$43,204	\$43,636	3	\$44,727	\$45,174
4	\$42,794	\$43,222	4	\$44,303	\$44,746	4	\$45,865	\$46,324
5	\$43,869	\$44,308	5	\$45,416	\$45,870	5	\$47,017	\$47,487
6	\$44,940	\$45,389	6	\$46,524	\$46,989	6	\$48,164	\$48,646
7	\$46,009	\$46,469	7	\$47,631	\$48,107	7	\$49,310	\$49,803
8	\$47,080	\$47,551	8	\$48,740	\$49,227	8	\$50,458	\$50,963
9	\$48,102	\$48,583	9	\$49,798	\$50,296	9	\$51,553	\$52,069

Senior Custodian

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$35,067	\$35,418	A	\$36,303	\$36,666	A	\$37,583	\$37,959
B	\$36,120	\$36,481	B	\$37,393	\$37,767	B	\$38,711	\$39,098
C	\$37,384	\$37,758	C	\$38,702	\$39,089	C	\$40,066	\$40,467
1	\$39,853	\$40,252	1	\$41,258	\$41,671	1	\$42,713	\$43,140
2	\$40,923	\$41,332	2	\$42,365	\$42,789	2	\$43,859	\$44,298
3	\$41,996	\$42,416	3	\$43,477	\$43,912	3	\$45,010	\$45,460
4	\$43,063	\$43,494	4	\$44,581	\$45,027	4	\$46,153	\$46,615
5	\$44,243	\$44,685	5	\$45,802	\$46,260	5	\$47,417	\$47,891
6	\$45,209	\$45,661	6	\$46,802	\$47,270	6	\$48,452	\$48,937
7	\$46,277	\$46,740	7	\$47,909	\$48,388	7	\$49,598	\$50,094
8	\$47,351	\$47,824	8	\$49,020	\$49,510	8	\$50,748	\$51,255
9	\$48,425	\$48,909	9	\$50,132	\$50,633	9	\$51,899	\$52,418
10	\$49,492	\$49,987	10	\$51,237	\$51,749	10	\$53,043	\$53,573
11	\$50,514	\$51,019	11	\$52,295	\$52,818	11	\$54,138	\$54,679

Senior Stenographer

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$34,864	\$35,213	A	\$36,093	\$36,454	A	\$37,366	\$37,739
B	\$35,912	\$36,271	B	\$37,178	\$37,550	B	\$38,488	\$38,873
C	\$37,168	\$37,540	C	\$38,479	\$38,864	C	\$39,835	\$40,233
1	\$39,621	\$40,017	1	\$41,017	\$41,427	1	\$42,463	\$42,888
2	\$40,691	\$41,098	2	\$42,126	\$42,547	2	\$43,611	\$44,047
3	\$41,757	\$42,175	3	\$43,229	\$43,661	3	\$44,752	\$45,200
4	\$42,832	\$43,260	4	\$44,341	\$44,785	4	\$45,905	\$46,364
5	\$43,907	\$44,346	5	\$45,455	\$45,910	5	\$47,058	\$47,529
6	\$44,976	\$45,426	6	\$46,561	\$47,027	6	\$48,203	\$48,685
7	\$46,047	\$46,507	7	\$47,670	\$48,147	7	\$49,351	\$49,845
8	\$47,116	\$47,587	8	\$48,777	\$49,265	8	\$50,497	\$51,002
9	\$48,391	\$48,875	9	\$50,097	\$50,598	9	\$51,863	\$52,382

Senior Typist - 10 months

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$28,240	\$28,522	A	\$29,235	\$29,528	A	\$30,266	\$30,569
B	\$29,086	\$29,377	B	\$30,111	\$30,412	B	\$31,172	\$31,484
C	\$30,105	\$30,406	C	\$31,166	\$31,478	C	\$32,265	\$32,588
1	\$32,093	\$32,414	1	\$33,224	\$33,556	1	\$34,395	\$34,739
2	\$32,982	\$33,312	2	\$34,145	\$34,486	2	\$35,348	\$35,701
3	\$33,879	\$34,218	3	\$35,073	\$35,424	3	\$36,310	\$36,673
4	\$34,763	\$35,111	4	\$35,989	\$36,349	4	\$37,258	\$37,630
5	\$35,659	\$36,016	5	\$36,916	\$37,285	5	\$38,217	\$38,599
6	\$36,549	\$36,914	6	\$37,837	\$38,215	6	\$39,171	\$39,562
7	\$37,441	\$37,815	7	\$38,760	\$39,148	7	\$40,127	\$40,528
8	\$38,333	\$38,716	8	\$39,684	\$40,080	8	\$41,082	\$41,493
9	\$39,186	\$39,578	9	\$40,567	\$40,973	9	\$41,997	\$42,417

Senior Typist/Senior Office Assistant

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$33,888	\$34,227	A	\$35,083	\$35,434	A	\$36,320	\$36,683
B	\$34,902	\$35,251	B	\$36,132	\$36,493	B	\$37,405	\$37,779
C	\$36,126	\$36,487	C	\$37,400	\$37,774	C	\$38,718	\$39,105
1	\$38,510	\$38,895	1	\$39,867	\$40,266	1	\$41,273	\$41,686
2	\$39,577	\$39,973	2	\$40,972	\$41,382	2	\$42,417	\$42,841
3	\$40,654	\$41,061	3	\$42,088	\$42,509	3	\$43,572	\$44,008
4	\$41,714	\$42,131	4	\$43,184	\$43,616	4	\$44,706	\$45,153
5	\$42,790	\$43,218	5	\$44,298	\$44,741	5	\$45,860	\$46,319
6	\$43,862	\$44,300	6	\$45,408	\$45,862	6	\$47,009	\$47,479
7	\$44,931	\$45,380	7	\$46,515	\$46,980	7	\$48,155	\$48,637
8	\$46,001	\$46,461	8	\$47,623	\$48,099	8	\$49,301	\$49,794
9	\$47,023	\$47,493	9	\$48,680	\$49,167	9	\$50,396	\$50,900

Stenographer

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$31,169	\$31,481	A	\$32,268	\$32,591	A	\$33,406	\$33,740
B	\$32,106	\$32,427	B	\$33,238	\$33,570	B	\$34,409	\$34,753
C	\$33,229	\$33,562	C	\$34,401	\$34,745	C	\$35,613	\$35,969
1	\$35,424	\$35,778	1	\$36,672	\$37,039	1	\$37,965	\$38,345
2	\$36,491	\$36,856	2	\$37,777	\$38,155	2	\$39,109	\$39,500
3	\$37,564	\$37,940	3	\$38,888	\$39,277	3	\$40,259	\$40,662
4	\$38,636	\$39,022	4	\$39,998	\$40,398	4	\$41,408	\$41,822
5	\$39,707	\$40,104	5	\$41,106	\$41,517	5	\$42,555	\$42,981
6	\$40,782	\$41,190	6	\$42,220	\$42,642	6	\$43,708	\$44,145
7	\$41,855	\$42,274	7	\$43,331	\$43,764	7	\$44,858	\$45,307
8	\$42,919	\$43,348	8	\$44,432	\$44,876	8	\$45,998	\$46,458
9	\$43,939	\$44,378	9	\$45,487	\$45,942	9	\$47,091	\$47,562

Typist - 10 months

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$25,746	\$26,003	A	\$26,653	\$26,920	A	\$27,593	\$27,869
B	\$26,519	\$26,784	B	\$27,454	\$27,728	B	\$28,421	\$28,705
C	\$27,447	\$27,722	C	\$28,415	\$28,699	C	\$29,416	\$29,710
1	\$29,261	\$29,553	1	\$30,292	\$30,595	1	\$31,360	\$31,674
2	\$30,142	\$30,444	2	\$31,205	\$31,517	2	\$32,305	\$32,628
3	\$31,028	\$31,338	3	\$32,121	\$32,442	3	\$33,253	\$33,586
4	\$31,913	\$32,232	4	\$33,037	\$33,368	4	\$34,202	\$34,544
5	\$32,793	\$33,121	5	\$33,949	\$34,288	5	\$35,145	\$35,496
6	\$33,686	\$34,022	6	\$34,873	\$35,222	6	\$36,102	\$36,463
7	\$34,566	\$34,912	7	\$35,785	\$36,143	7	\$37,047	\$37,417
8	\$35,454	\$35,809	8	\$36,704	\$37,071	8	\$37,998	\$38,378
9	\$36,304	\$36,668	9	\$37,584	\$37,960	9	\$38,909	\$39,298

Typist/Office Assistant

	Jul 04-Jan 05	Feb 05-Jun 05		Jul 05-Jan 06	Feb 06-Jun 06		Jul 06-Jan 07	Feb 07-Jun 07
A	\$31,133	\$31,444	A	\$32,230	\$32,552	A	\$33,366	\$33,700
B	\$32,067	\$32,388	B	\$33,198	\$33,530	B	\$34,368	\$34,712
C	\$33,190	\$33,522	C	\$34,360	\$34,704	C	\$35,572	\$35,928
1	\$35,381	\$35,735	1	\$36,628	\$36,994	1	\$37,919	\$38,298
2	\$36,452	\$36,817	2	\$37,737	\$38,114	2	\$39,067	\$39,458
3	\$37,520	\$37,895	3	\$38,842	\$39,231	3	\$40,212	\$40,614
4	\$38,594	\$38,980	4	\$39,955	\$40,354	4	\$41,363	\$41,777
5	\$39,663	\$40,060	5	\$41,062	\$41,473	5	\$42,510	\$42,935
6	\$40,734	\$41,141	6	\$42,170	\$42,591	6	\$43,656	\$44,093
7	\$41,802	\$42,220	7	\$43,276	\$43,708	7	\$44,801	\$45,249
8	\$42,876	\$43,305	8	\$44,387	\$44,831	8	\$45,952	\$46,412
9	\$43,902	\$44,341	9	\$45,450	\$45,904	9	\$47,052	\$47,523