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Contract Database Metadata Elements

Title: **Madison and Oneida Counties BOCES District and Madison and Oneida Counties BOCES Educational Services Unit, CSEA, Local 1000, AFSCME, AFL-CIO (2001)**

Employer Name: **Madison and Oneida Counties District**

Union: **Madison and Oneida Counties BOCES Educational Services Unit, CSEA, AFSCME, AFL-CIO**

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6619_06302006

6619_06302006

**Madison-Oneida Boces And Csea
(Non-Instructional Unit)**

CONTRACT

between

THE DISTRICT SUPERINTENDENT OF SCHOOLS

and the

**MADISON-ONEIDA BOARD OF COOPERATIVE
EDUCATIONAL SERVICES UNIT**

of the

CIVIL SERVICE EMPLOYEES' ASSOCIATION, INC.

July 1, 2001- June 30, 2006

RECEIVED

NOV 01 2005

**NEW YORK STATE BOARD OF
EDUCATION**

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ARTICLE I

RECOGNITION

That the Board of Cooperative Educational Services, Sole Supervisory District, Madison and Oneida Counties, having determined that the Civil Service Employees' Association, Inc. is supported by a majority of the employees included in the Unit as defined below, hereby recognizes the Civil Service Employees' Association, Inc., Local 1000 AFSCME, AFL-CIO as the exclusive negotiating representative for the employees in said Unit. Such recognition shall extend consistent with Section 208 of Article 14 of the Civil Service Law and shall include that the "Civil Service Employees' Association does not assert the right to strike against any government, to assist to participate in any such strike, or to impose an obligation to conduct, assist or participate in such strike."

Unit Definition

Included:

All permanent full and part-time employees in a job title reflected under Article V, Section 4 -- "Civil Service Grade and Titles" of this Agreement.

Excluded:

Secretary to the District Superintendent, Secretary to the Deputy Superintendent, all Labor Relations Office personnel, School Coordinator, Senior Stenographer for the Business Office, Internal Claims Auditor, Business Office Senior Account Clerk, all non-negotiating Administrative and professional employees, Substitutes and casual employees, all employees whose positions are funded by sources other than the local districts and all other employees of the District.

ARTICLE II

LEGISLATIVE APPROVAL

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 III

SEPARABILITY

If any clause, sentence, paragraph, subdivision or section of this contract shall be adjudged by a court of competent jurisdiction to be invalid, such judgement shall not affect, impair or invalidate the remainder thereof, but shall be confined in its operation to the clause, sentence, paragraph, subdivision or section of this contract directly involved in the controversy in which such adjudgement shall have been rendered.

ARTICLE IV

NEGOTIATION PROCEDURE

If either party wishes to negotiate a successor agreement, it shall notify the other party in writing no sooner than five (5) months prior to the expiration date of this Agreement of its desire to commence negotiations. The parties agree to commence negotiations within sixty (60) days of notification.

ARTICLE V

SALARIES

1. All new Unit members hired on or after July 1, 1983 will be placed on the pay schedule as directed by the District Superintendent.
2. Level advancement shall be granted once annually and only on July 1st of each fiscal year as follows, except where prohibited under Section (5) of this Article:
 - a. Salaried Unit members employed in a continuous capacity and on a paid status as of June 30th shall be eligible, where due, for a one (1) level increase on July 1st of the next fiscal year.
 - b. No salaried Unit member may advance more than three (3) levels until the probationary period is completed.
 - c. Any salaried Unit member receiving an unsatisfactory evaluation will not advance to the next level on July 1st.
3. The original placement of new titles or reallocation of current titles to specific salary grades shall remain at the sole and exclusive discretion of the District Superintendent.

ARTICLE V
(Continued)

4.

CIVIL SERVICE GRADE AND TITLES
July 1, 2001 - June 30, 2006

TITLE	SALARY GRADE
Cleaner, Cook (Baker)	48
Audio-Visual Aide, Printing Aide, Grounds worker	50
Clerk, Typist, Clerk-Typist, Graphic Aide Assistant, Data Entry Machine Operator	51
Printing Assistant, Mail Supply Clerk	55
Custodian, Motor Vehicle Operator	56
Senior Clerk, Mechanic's Helper	57
Offset Duplicating Machine Operator	60
Senior Custodian	62
Stenographer, Sr. Typist, Building Maintenance Mechanic, Information Processing Specialist, Carpenter	63
Computer Operator, Senior Printing Aide	64
Computer Programmer	68
Data Processing Control Clerk	69
Sr. Offset Duplicating Machine, Operator, Sr. Audio-Visual Aide, Graphic Aide, Customer Service Representative	79
Auto Mechanic	86
Sr. Building Maintenance Mechanic	92
Audio-Visual Repair Technician, Micro-Computer/ AV Repair Technician	95
Sr. Computer Operator	105
Head Auto Mechanic	112
Sr. Audio-Visual Repair Technician, Sr. Programmer	113

ARTICLE V

(Continued)

5. Unless otherwise prohibited by operation of this contract, each Unit member shall remain at their 2000-01 grade for the life of this agreement and shall advance one level on the appropriate salary schedule in each year of the agreement. Such level advancement shall be inclusive of increment and shall be four percent (4%) in 2001-2002, four percent (4%) in 2002-2003, four percent (4%) in 2003-2004, four percent (4%) in 2004-2005 and three and three-quarters percent (3.75%) in 2005-2006.
6. Any Unit member whose salary is in excess of the appropriate level shall receive an increase of four percent (4%) over their previous year's base salary in 2001-2002, four percent (4%) over their previous year's base salary in 2002-2003, four percent (4%) over their previous year's base salary in 2003-2004, four percent (4%) over their previous year's base salary in 2004-2005, and three and three-quarters percent (3.75%) in 2005-2006.
7. All part-time employees shall receive the appropriate pro-rated amount.
8. Longevity – effective July 1, 2005. Unit members who have completed fifteen (15) years of continuous service with Madison Oneida BOCES shall receive an annual payment of three hundred dollars (\$300.00), which shall not to be added to the base.

ARTICLE V
MADISON-ONEIDA B.O.C.E.S. CIVIL SERVICE PAY SCHEDULE 2001-2002

2001-2002 SALARY GRADE	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14
1	\$9,910	\$10,112	\$10,318	\$10,528	\$10,744	\$10,963	\$11,187	\$11,416	\$11,647	\$11,886	\$12,122	\$12,368	\$12,614	\$12,869
2	\$10,009	\$10,213	\$10,421	\$10,633	\$10,850	\$11,073	\$11,299	\$11,528	\$11,764	\$12,004	\$12,246	\$12,488	\$12,739	\$12,993
3	\$10,109	\$10,315	\$10,525	\$10,740	\$10,960	\$11,184	\$11,411	\$11,645	\$11,882	\$12,125	\$12,368	\$12,614	\$12,869	\$13,124
4	\$10,211	\$10,419	\$10,631	\$10,847	\$11,070	\$11,294	\$11,526	\$11,761	\$12,001	\$12,247	\$12,490	\$12,739	\$12,995	\$13,258
5	\$10,313	\$10,523	\$10,737	\$10,956	\$11,181	\$11,408	\$11,642	\$11,878	\$12,120	\$12,369	\$12,615	\$12,869	\$13,124	\$13,387
6	\$10,413	\$10,626	\$10,843	\$11,065	\$11,290	\$11,521	\$11,757	\$11,997	\$12,241	\$12,491	\$12,740	\$12,993	\$13,258	\$13,521
7	\$10,520	\$10,735	\$10,954	\$11,177	\$11,405	\$11,639	\$11,876	\$12,118	\$12,367	\$12,617	\$12,870	\$13,126	\$13,389	\$13,657
8	\$10,624	\$10,841	\$11,062	\$11,288	\$11,518	\$11,754	\$11,993	\$12,238	\$12,488	\$12,741	\$12,998	\$13,259	\$13,522	\$13,795
9	\$10,731	\$10,950	\$11,174	\$11,402	\$11,634	\$11,872	\$12,113	\$12,361	\$12,613	\$12,871	\$13,127	\$13,392	\$13,661	\$13,934
10	\$10,838	\$11,059	\$11,285	\$11,516	\$11,751	\$11,990	\$12,235	\$12,485	\$12,738	\$13,000	\$13,261	\$13,524	\$13,795	\$14,069
11	\$10,948	\$11,171	\$11,398	\$11,631	\$11,868	\$12,111	\$12,357	\$12,610	\$12,868	\$13,127	\$13,392	\$13,661	\$13,934	\$14,211
12	\$11,058	\$11,284	\$11,514	\$11,749	\$11,988	\$12,232	\$12,483	\$12,736	\$12,997	\$13,262	\$13,526	\$13,799	\$14,075	\$14,356
13	\$11,167	\$11,395	\$11,628	\$11,865	\$12,108	\$12,354	\$12,607	\$12,863	\$13,125	\$13,394	\$13,662	\$13,936	\$14,213	\$14,498
14	\$11,280	\$11,510	\$11,745	\$11,985	\$12,229	\$12,479	\$12,733	\$12,993	\$13,259	\$13,527	\$13,799	\$14,075	\$14,356	\$14,644
15	\$11,392	\$11,624	\$11,861	\$12,104	\$12,351	\$12,604	\$12,859	\$13,121	\$13,388	\$13,662	\$13,936	\$14,213	\$14,498	\$14,788
16	\$11,507	\$11,742	\$11,981	\$12,225	\$12,474	\$12,729	\$12,989	\$13,253	\$13,523	\$13,800	\$14,075	\$14,357	\$14,646	\$14,940
17	\$11,620	\$11,857	\$12,099	\$12,346	\$12,598	\$12,855	\$13,118	\$13,385	\$13,657	\$13,937	\$14,214	\$14,499	\$14,792	\$15,084
18	\$11,736	\$11,976	\$12,220	\$12,470	\$12,724	\$12,984	\$13,249	\$13,519	\$13,795	\$14,077	\$14,357	\$14,646	\$14,940	\$15,239
19	\$11,854	\$12,096	\$12,343	\$12,594	\$12,851	\$13,114	\$13,382	\$13,654	\$13,934	\$14,217	\$14,503	\$14,793	\$15,088	\$15,390
20	\$11,972	\$12,216	\$12,465	\$12,720	\$12,979	\$13,243	\$13,515	\$13,791	\$14,074	\$14,360	\$14,647	\$14,943	\$15,240	\$15,546
21	\$12,091	\$12,338	\$12,589	\$12,846	\$13,109	\$13,376	\$13,650	\$13,928	\$14,212	\$14,503	\$14,794	\$15,089	\$15,391	\$15,699
22	\$12,212	\$12,461	\$12,716	\$12,975	\$13,239	\$13,510	\$13,787	\$14,068	\$14,355	\$14,649	\$14,944	\$15,241	\$15,547	\$15,858
23	\$12,336	\$12,588	\$12,845	\$13,107	\$13,374	\$13,647	\$13,924	\$14,208	\$14,499	\$14,796	\$15,090	\$15,392	\$15,700	\$16,014
24	\$12,459	\$12,713	\$12,972	\$13,236	\$13,506	\$13,783	\$14,063	\$14,351	\$14,644	\$14,944	\$15,241	\$15,547	\$15,858	\$16,175
25	\$12,583	\$12,840	\$13,102	\$13,369	\$13,643	\$13,919	\$14,204	\$14,494	\$14,792	\$15,092	\$15,394	\$15,702	\$16,015	\$16,336
26	\$12,710	\$12,969	\$13,233	\$13,502	\$13,778	\$14,059	\$14,347	\$14,639	\$14,940	\$15,243	\$15,548	\$15,859	\$16,176	\$16,501
27	\$12,837	\$13,099	\$13,366	\$13,639	\$13,916	\$14,201	\$14,490	\$14,787	\$15,088	\$15,395	\$15,703	\$16,018	\$16,338	\$16,665
28	\$12,964	\$13,229	\$13,499	\$13,774	\$14,056	\$14,342	\$14,633	\$14,931	\$15,238	\$15,548	\$15,859	\$16,176	\$16,501	\$16,830
29	\$13,094	\$13,361	\$13,633	\$13,911	\$14,195	\$14,484	\$14,779	\$15,082	\$15,391	\$15,704	\$16,019	\$16,339	\$16,666	\$16,998
30	\$13,226	\$13,496	\$13,772	\$14,052	\$14,340	\$14,631	\$14,928	\$15,235	\$15,546	\$15,862	\$16,179	\$16,505	\$16,836	\$17,170
31	\$13,357	\$13,630	\$13,908	\$14,192	\$14,481	\$14,776	\$15,079	\$15,386	\$15,701	\$16,020	\$16,340	\$16,667	\$17,000	\$17,341
32	\$13,491	\$13,766	\$14,047	\$14,333	\$14,626	\$14,923	\$15,229	\$15,540	\$15,857	\$16,179	\$16,505	\$16,836	\$17,170	\$17,512
33	\$13,626	\$13,904	\$14,188	\$14,477	\$14,772	\$15,073	\$15,381	\$15,696	\$16,016	\$16,343	\$16,669	\$17,003	\$17,343	\$17,689
34	\$13,761	\$14,042	\$14,329	\$14,621	\$14,920	\$15,226	\$15,536	\$15,853	\$16,176	\$16,507	\$16,837	\$17,171	\$17,516	\$17,864
35	\$13,900	\$14,184	\$14,473	\$14,768	\$15,069	\$15,376	\$15,690	\$16,011	\$16,337	\$16,670	\$17,003	\$17,343	\$17,689	\$18,043
36	\$14,038	\$14,324	\$14,616	\$14,915	\$15,219	\$15,530	\$15,848	\$16,171	\$16,501	\$16,838	\$17,172	\$17,517	\$17,865	\$18,223
37	\$14,178	\$14,467	\$14,763	\$15,064	\$15,371	\$15,686	\$16,006	\$16,333	\$16,666	\$17,005	\$17,346	\$17,691	\$18,044	\$18,405
38	\$14,322	\$14,614	\$14,913	\$15,216	\$15,527	\$15,843	\$16,168	\$16,496	\$16,834	\$17,177	\$17,521	\$17,869	\$18,226	\$18,592
39	\$14,464	\$14,759	\$15,060	\$15,367	\$15,681	\$16,000	\$16,327	\$16,662	\$17,002	\$17,348	\$17,696	\$18,048	\$18,410	\$18,777
40	\$14,609	\$14,907	\$15,212	\$15,523	\$15,839	\$16,163	\$16,491	\$16,828	\$17,171	\$17,522	\$17,870	\$18,229	\$18,595	\$18,966
41	\$14,753	\$15,054	\$15,361	\$15,675	\$15,995	\$16,322	\$16,657	\$16,995	\$17,343	\$17,697	\$18,049	\$18,412	\$18,780	\$19,155
42	\$14,903	\$15,207	\$15,517	\$15,833	\$16,156	\$16,486	\$16,822	\$17,166	\$17,516	\$17,873	\$18,231	\$18,597	\$18,968	\$19,347
43	\$15,053	\$15,360	\$15,673	\$15,993	\$16,320	\$16,651	\$16,992	\$17,338	\$17,694	\$18,053	\$18,415	\$18,783	\$19,159	\$19,543
44	\$15,203	\$15,513	\$15,829	\$16,152	\$16,482	\$16,817	\$17,162	\$17,510	\$17,867	\$18,233	\$18,598	\$18,971	\$19,348	\$19,735
45	\$15,354	\$15,667	\$15,986	\$16,311	\$16,645	\$16,985	\$17,331	\$17,684	\$18,045	\$18,415	\$18,783	\$19,159	\$19,543	\$19,933
46	\$15,509	\$15,825	\$16,148	\$16,478	\$16,814	\$17,157	\$17,506	\$17,863	\$18,228	\$18,600	\$18,972	\$19,351	\$19,737	\$20,134
47	\$15,661	\$15,981	\$16,307	\$16,640	\$16,980	\$17,326	\$17,680	\$18,041	\$18,410	\$18,786	\$19,160	\$19,544	\$19,934	\$20,333
48	\$15,819	\$16,142	\$16,472	\$16,807	\$17,151	\$17,501	\$17,858	\$18,222	\$18,595	\$18,974	\$19,353	\$19,739	\$20,138	\$20,538
49	\$15,977	\$16,303	\$16,636	\$16,976	\$17,322	\$17,675	\$18,037	\$18,404	\$18,780	\$19,164	\$19,546	\$19,935	\$20,336	\$20,742
50	\$16,136	\$16,465	\$16,801	\$17,143	\$17,494	\$17,851	\$18,216	\$18,586	\$18,966	\$19,354	\$19,741	\$20,125	\$20,539	\$20,950

ARTICLE V
MADISON-ONEIDA B.O.C.E.S. CIVIL SERVICE PAY SCHEDULE 2001-2002
(Continued)

51	\$16,298	\$16,631	\$16,970	\$17,316	\$17,670	\$18,029	\$18,398	\$18,773	\$19,157	\$19,547	\$19,938	\$20,336	\$20,745	\$21,159
52	\$16,460	\$16,796	\$17,139	\$17,489	\$17,845	\$18,209	\$18,581	\$18,960	\$19,347	\$19,742	\$20,139	\$20,541	\$20,951	\$21,371
53	\$16,623	\$16,962	\$17,309	\$17,662	\$18,023	\$18,391	\$18,766	\$19,150	\$19,542	\$19,939	\$20,338	\$20,746	\$21,162	\$21,583
54	\$16,791	\$17,134	\$17,483	\$17,840	\$18,204	\$18,575	\$18,955	\$19,341	\$19,737	\$20,141	\$20,543	\$20,953	\$21,374	\$21,799
55	\$16,959	\$17,305	\$17,658	\$18,018	\$18,386	\$18,761	\$19,144	\$19,535	\$19,933	\$20,339	\$20,748	\$21,163	\$21,585	\$22,016
56	\$17,127	\$17,477	\$17,834	\$18,198	\$18,570	\$18,950	\$19,336	\$19,730	\$20,134	\$20,544	\$20,956	\$21,375	\$21,802	\$22,238
57	\$17,300	\$17,653	\$18,013	\$18,380	\$18,755	\$19,138	\$19,529	\$19,928	\$20,333	\$20,751	\$21,164	\$21,586	\$22,018	\$22,456
58	\$17,472	\$17,829	\$18,193	\$18,564	\$18,942	\$19,328	\$19,724	\$20,126	\$20,538	\$20,957	\$21,376	\$21,803	\$22,239	\$22,686
59	\$17,650	\$18,010	\$18,377	\$18,752	\$19,135	\$19,525	\$19,924	\$20,329	\$20,744	\$21,167	\$21,589	\$22,021	\$22,462	\$22,911
60	\$17,824	\$18,188	\$18,559	\$18,937	\$19,324	\$19,719	\$20,121	\$20,532	\$20,950	\$21,378	\$21,804	\$22,241	\$22,688	\$23,141
61	\$18,003	\$18,370	\$18,744	\$19,127	\$19,517	\$19,916	\$20,322	\$20,736	\$21,160	\$21,591	\$22,023	\$22,463	\$22,913	\$23,371
62	\$18,184	\$18,555	\$18,933	\$19,319	\$19,714	\$20,115	\$20,526	\$20,945	\$21,374	\$21,808	\$22,242	\$22,691	\$23,145	\$23,606
63	\$18,363	\$18,738	\$19,120	\$19,511	\$19,909	\$20,316	\$20,731	\$21,156	\$21,585	\$22,026	\$22,467	\$22,915	\$23,374	\$23,841
64	\$18,548	\$18,927	\$19,313	\$19,707	\$20,109	\$20,519	\$20,937	\$21,366	\$21,800	\$22,248	\$22,691	\$23,146	\$23,608	\$24,080
65	\$18,734	\$19,116	\$19,506	\$19,905	\$20,311	\$20,725	\$21,147	\$21,580	\$22,020	\$22,470	\$22,917	\$23,379	\$23,844	\$24,321
66	\$18,921	\$19,307	\$19,701	\$20,103	\$20,513	\$20,932	\$21,358	\$21,795	\$22,239	\$22,693	\$23,147	\$23,608	\$24,080	\$24,564
67	\$19,111	\$19,501	\$19,899	\$20,306	\$20,720	\$21,142	\$21,575	\$22,013	\$22,463	\$22,920	\$23,381	\$23,845	\$24,322	\$24,811
68	\$19,302	\$19,696	\$20,097	\$20,507	\$20,927	\$21,353	\$21,790	\$22,234	\$22,688	\$23,150	\$23,615	\$24,085	\$24,568	\$25,060
69	\$19,494	\$19,892	\$20,298	\$20,712	\$21,136	\$21,566	\$22,006	\$22,455	\$22,913	\$23,382	\$23,847	\$24,327	\$24,811	\$25,308
70	\$19,690	\$20,092	\$20,502	\$20,920	\$21,347	\$21,784	\$22,228	\$22,680	\$23,144	\$23,617	\$24,087	\$24,570	\$25,061	\$25,562
71	\$19,885	\$20,291	\$20,705	\$21,128	\$21,559	\$22,000	\$22,448	\$22,908	\$23,377	\$23,851	\$24,330	\$24,816	\$25,313	\$25,816
72	\$20,083	\$20,493	\$20,911	\$21,339	\$21,773	\$22,219	\$22,673	\$23,135	\$23,606	\$24,091	\$24,571	\$25,063	\$25,563	\$26,074
73	\$20,284	\$20,698	\$21,120	\$21,552	\$21,992	\$22,441	\$22,899	\$23,366	\$23,843	\$24,331	\$24,818	\$25,314	\$25,819	\$26,336
74	\$20,487	\$20,905	\$21,331	\$21,767	\$22,212	\$22,666	\$23,128	\$23,600	\$24,081	\$24,572	\$25,067	\$25,565	\$26,076	\$26,598
75	\$20,692	\$21,114	\$21,545	\$21,984	\$22,433	\$22,891	\$23,359	\$23,836	\$24,322	\$24,819	\$25,317	\$25,821	\$26,339	\$26,863
76	\$20,900	\$21,327	\$21,762	\$22,206	\$22,658	\$23,121	\$23,593	\$24,075	\$24,567	\$25,068	\$25,570	\$26,079	\$26,601	\$27,133
77	\$21,109	\$21,540	\$21,980	\$22,429	\$22,886	\$23,353	\$23,831	\$24,315	\$24,812	\$25,318	\$25,825	\$26,342	\$26,866	\$27,405
78	\$21,321	\$21,756	\$22,200	\$22,653	\$23,116	\$23,588	\$24,069	\$24,560	\$25,061	\$25,573	\$26,084	\$26,604	\$27,137	\$27,679
79	\$21,533	\$21,972	\$22,420	\$22,878	\$23,344	\$23,822	\$24,308	\$24,804	\$25,310	\$25,825	\$26,347	\$26,868	\$27,406	\$27,954
80	\$21,750	\$22,194	\$22,646	\$23,108	\$23,580	\$24,062	\$24,552	\$25,053	\$25,565	\$26,086	\$26,608	\$27,140	\$27,683	\$28,236
81	\$21,964	\$22,412	\$22,870	\$23,337	\$23,813	\$24,301	\$24,797	\$25,303	\$25,819	\$26,347	\$26,874	\$27,410	\$27,957	\$28,516
82	\$22,186	\$22,639	\$23,100	\$23,572	\$24,052	\$24,544	\$25,045	\$25,555	\$26,077	\$26,608	\$27,144	\$27,684	\$28,238	\$28,802
83	\$22,408	\$22,865	\$23,332	\$23,809	\$24,295	\$24,788	\$25,297	\$25,813	\$26,339	\$26,877	\$27,415	\$27,961	\$28,519	\$29,091
84	\$22,631	\$23,093	\$23,564	\$24,045	\$24,536	\$25,037	\$25,549	\$26,069	\$26,601	\$27,144	\$27,689	\$28,241	\$28,800	\$29,363
85	\$22,858	\$23,324	\$23,800	\$24,286	\$24,782	\$25,288	\$25,803	\$26,330	\$26,866	\$27,415	\$27,968	\$28,524	\$29,094	\$29,675
86	\$23,088	\$23,559	\$24,040	\$24,530	\$25,031	\$25,541	\$26,061	\$26,594	\$27,138	\$27,690	\$28,246	\$28,811	\$29,389	\$29,973
87	\$23,317	\$23,793	\$24,279	\$24,775	\$25,280	\$25,796	\$26,322	\$26,859	\$27,409	\$27,969	\$28,526	\$29,097	\$29,680	\$30,272
88	\$23,550	\$24,031	\$24,522	\$25,022	\$25,534	\$26,055	\$26,588	\$27,130	\$27,683	\$28,247	\$28,814	\$29,389	\$29,975	\$30,575
89	\$23,679	\$24,162	\$24,655	\$25,159	\$25,671	\$26,314	\$26,851	\$27,400	\$27,958	\$28,530	\$29,100	\$29,684	\$30,278	\$30,883
90	\$24,025	\$24,515	\$25,015	\$25,526	\$26,048	\$26,578	\$27,119	\$27,674	\$28,239	\$28,815	\$29,390	\$29,979	\$30,577	\$31,189
91	\$24,266	\$24,761	\$25,267	\$25,783	\$26,309	\$26,846	\$27,393	\$27,951	\$28,522	\$29,103	\$29,687	\$30,282	\$30,887	\$31,505
92	\$24,506	\$25,006	\$25,516	\$26,037	\$26,569	\$27,112	\$27,665	\$28,229	\$28,805	\$29,394	\$29,981	\$30,580	\$31,193	\$31,816
93	\$24,752	\$25,257	\$25,773	\$26,298	\$26,836	\$27,383	\$27,942	\$28,512	\$29,095	\$29,688	\$30,283	\$30,888	\$31,506	\$32,138
94	\$24,999	\$25,509	\$26,030	\$26,561	\$27,103	\$27,656	\$28,221	\$28,797	\$29,385	\$29,984	\$30,585	\$31,196	\$31,821	\$32,457
95	\$25,251	\$25,766	\$26,292	\$26,829	\$27,377	\$27,934	\$28,504	\$29,087	\$29,681	\$30,287	\$30,891	\$31,510	\$32,137	\$32,774
96	\$25,502	\$26,022	\$26,553	\$27,095	\$27,648	\$28,213	\$28,789	\$29,376	\$29,975	\$30,588	\$31,198	\$31,823	\$32,458	\$33,106
97	\$25,756	\$26,282	\$26,818	\$27,367	\$27,925	\$28,495	\$29,076	\$29,670	\$30,276	\$30,893	\$31,511	\$32,142	\$32,784	\$33,440
98	\$26,016	\$26,547	\$27,089	\$27,642	\$28,207	\$28,782	\$29,368	\$29,968	\$30,577	\$31,201	\$31,827	\$32,464	\$33,112	\$33,776
99	\$26,275	\$26,811	\$27,358	\$27,917	\$28,488	\$29,068	\$29,661	\$30,266	\$30,884	\$31,514	\$32,147	\$32,788	\$33,444	\$34,113
100	\$26,540	\$27,082	\$27,634	\$28,198	\$28,773	\$29,360	\$29,959	\$30,570	\$31,194	\$31,853	\$32,468	\$33,086	\$33,778	\$34,454

ARTICLE V
MADISON-ONEIDA B.O.C.E.S. CIVIL SERVICE PAY SCHEDULE 2001-2002

(Continued)

101	\$26,805	\$27,352	\$27,910	\$28,479	\$29,062	\$29,655	\$30,260	\$30,876	\$31,506	\$32,151	\$32,792	\$33,448	\$34,116	\$34,799
102	\$27,072	\$27,624	\$28,188	\$28,763	\$29,351	\$29,950	\$30,560	\$31,185	\$31,821	\$32,471	\$33,120	\$33,782	\$34,459	\$35,147
103	\$27,342	\$27,900	\$28,469	\$29,050	\$29,643	\$30,248	\$30,865	\$31,496	\$32,137	\$32,794	\$33,451	\$34,119	\$34,802	\$35,498
104	\$27,616	\$28,180	\$28,755	\$29,343	\$29,941	\$30,551	\$31,176	\$31,812	\$32,459	\$33,124	\$33,784	\$34,461	\$35,150	\$35,853
105	\$27,893	\$28,462	\$29,042	\$29,634	\$30,239	\$30,857	\$31,485	\$32,129	\$32,784	\$33,454	\$34,124	\$34,807	\$35,502	\$36,212
106	\$28,172	\$28,747	\$29,333	\$29,931	\$30,543	\$31,166	\$31,802	\$32,451	\$33,114	\$33,788	\$34,465	\$35,154	\$35,856	\$36,573
107	\$28,453	\$29,034	\$29,626	\$30,232	\$30,848	\$31,478	\$32,120	\$32,776	\$33,444	\$34,128	\$34,810	\$35,505	\$36,215	\$36,835
108	\$28,739	\$29,325	\$29,923	\$30,533	\$31,156	\$31,794	\$32,443	\$33,103	\$33,779	\$34,468	\$35,157	\$35,860	\$36,575	\$37,309
109	\$29,026	\$29,618	\$30,222	\$30,839	\$31,469	\$32,111	\$32,765	\$33,435	\$34,116	\$34,814	\$35,508	\$36,218	\$36,945	\$37,682
110	\$29,316	\$29,914	\$30,524	\$31,147	\$31,782	\$32,431	\$33,094	\$33,770	\$34,458	\$35,161	\$35,863	\$36,582	\$37,313	\$38,060
111	\$29,608	\$30,212	\$30,829	\$31,458	\$32,100	\$32,755	\$33,424	\$34,106	\$34,802	\$35,512	\$36,223	\$36,948	\$37,685	\$38,439
112	\$29,906	\$30,516	\$31,139	\$31,774	\$32,422	\$33,083	\$33,758	\$34,446	\$35,150	\$35,866	\$36,587	\$37,316	\$38,064	\$38,824
113	\$30,203	\$30,819	\$31,449	\$32,091	\$32,745	\$33,414	\$34,097	\$34,791	\$35,500	\$36,226	\$36,951	\$37,689	\$38,443	\$39,212
114	\$30,504	\$31,127	\$31,763	\$32,411	\$33,072	\$33,748	\$34,436	\$35,138	\$35,856	\$36,589	\$37,319	\$38,067	\$38,828	\$39,604
115	\$30,811	\$31,440	\$32,082	\$32,736	\$33,405	\$34,086	\$34,783	\$35,492	\$36,215	\$36,954	\$37,692	\$38,448	\$39,215	\$39,999
116	\$31,120	\$31,755	\$32,403	\$33,065	\$33,739	\$34,427	\$35,128	\$35,847	\$36,576	\$37,324	\$38,070	\$38,833	\$39,608	\$40,402
117	\$31,432	\$32,073	\$32,727	\$33,394	\$34,076	\$34,770	\$35,481	\$36,206	\$36,945	\$37,696	\$38,452	\$39,220	\$40,005	\$40,804
118	\$31,743	\$32,391	\$33,052	\$33,727	\$34,416	\$34,808	\$35,835	\$36,566	\$37,312	\$38,073	\$38,837	\$39,613	\$40,405	\$41,214
119	\$32,063	\$32,717	\$33,385	\$34,067	\$34,762	\$35,470	\$36,195	\$36,932	\$37,685	\$38,456	\$39,224	\$40,009	\$40,808	\$41,624
120	\$32,382	\$33,043	\$33,717	\$34,405	\$35,107	\$35,823	\$36,556	\$37,301	\$38,064	\$38,840	\$39,617	\$40,408	\$41,217	\$42,041

ARTICLE V
MADISON-ONEIDA B.O.C.E.S. CIVIL SERVICE PAY SCHEDULE 2002-2003

2002-2003
SALARY
GRADE

Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	\$10,100	\$10,306	\$10,516	\$10,731	\$10,949	\$11,174	\$11,402	\$11,634	\$11,873	\$12,113	\$12,361	\$12,607	\$12,863	\$13,119	\$13,385	\$13,651
2	\$10,201	\$10,409	\$10,622	\$10,838	\$11,058	\$11,284	\$11,516	\$11,751	\$11,989	\$12,235	\$12,484	\$12,736	\$12,988	\$13,249	\$13,515	\$13,788
3	\$10,303	\$10,513	\$10,728	\$10,946	\$11,170	\$11,398	\$11,631	\$11,867	\$12,111	\$12,357	\$12,610	\$12,863	\$13,119	\$13,385	\$13,651	\$13,925
4	\$10,407	\$10,619	\$10,836	\$11,056	\$11,281	\$11,513	\$11,746	\$11,987	\$12,231	\$12,481	\$12,737	\$12,990	\$13,249	\$13,515	\$13,788	\$14,063
5	\$10,511	\$10,726	\$10,944	\$11,166	\$11,394	\$11,628	\$11,864	\$12,108	\$12,353	\$12,603	\$12,864	\$13,120	\$13,384	\$13,651	\$13,925	\$14,207
6	\$10,613	\$10,830	\$11,051	\$11,277	\$11,508	\$11,742	\$11,982	\$12,227	\$12,477	\$12,731	\$12,991	\$13,250	\$13,513	\$13,788	\$14,063	\$14,349
7	\$10,722	\$10,941	\$11,164	\$11,392	\$11,624	\$11,861	\$12,105	\$12,351	\$12,603	\$12,864	\$13,120	\$13,384	\$13,651	\$13,925	\$14,207	\$14,491
8	\$10,828	\$11,049	\$11,275	\$11,504	\$11,740	\$11,979	\$12,224	\$12,471	\$12,720	\$12,984	\$13,248	\$13,528	\$13,808	\$14,091	\$14,378	\$14,671
9	\$10,937	\$11,160	\$11,388	\$11,621	\$11,858	\$12,099	\$12,347	\$12,598	\$12,851	\$13,114	\$13,383	\$13,652	\$13,928	\$14,207	\$14,491	\$14,781
10	\$11,047	\$11,272	\$11,501	\$11,736	\$11,977	\$12,221	\$12,470	\$12,724	\$12,983	\$13,245	\$13,517	\$13,792	\$14,067	\$14,351	\$14,638	\$14,927
11	\$11,158	\$11,386	\$11,618	\$11,854	\$12,096	\$12,343	\$12,595	\$12,851	\$13,114	\$13,378	\$13,650	\$13,930	\$14,208	\$14,493	\$14,782	\$15,073
12	\$11,270	\$11,500	\$11,735	\$11,975	\$12,219	\$12,468	\$12,721	\$12,981	\$13,245	\$13,517	\$13,792	\$14,067	\$14,351	\$14,638	\$14,930	\$15,224
13	\$11,382	\$11,614	\$11,851	\$12,093	\$12,340	\$12,592	\$12,848	\$13,111	\$13,378	\$13,650	\$13,928	\$14,208	\$14,493	\$14,782	\$15,078	\$15,382
14	\$11,496	\$11,731	\$11,970	\$12,215	\$12,464	\$12,718	\$12,978	\$13,242	\$13,513	\$13,789	\$14,068	\$14,351	\$14,638	\$14,931	\$15,232	\$15,538
15	\$11,611	\$11,848	\$12,089	\$12,335	\$12,588	\$12,845	\$13,108	\$13,373	\$13,646	\$13,924	\$14,208	\$14,493	\$14,782	\$15,078	\$15,382	\$15,692
16	\$11,728	\$11,967	\$12,212	\$12,460	\$12,714	\$12,973	\$13,238	\$13,509	\$13,783	\$14,064	\$14,352	\$14,638	\$14,931	\$15,232	\$15,538	\$15,850
17	\$11,843	\$12,085	\$12,331	\$12,583	\$12,840	\$13,102	\$13,369	\$13,643	\$13,920	\$14,203	\$14,494	\$14,783	\$15,079	\$15,384	\$15,692	\$16,007
18	\$11,961	\$12,205	\$12,455	\$12,709	\$12,969	\$13,233	\$13,503	\$13,779	\$14,060	\$14,347	\$14,640	\$14,931	\$15,232	\$15,538	\$15,850	\$16,169
19	\$12,081	\$12,328	\$12,580	\$12,837	\$13,098	\$13,365	\$13,639	\$13,917	\$14,200	\$14,491	\$14,786	\$15,083	\$15,385	\$15,692	\$16,007	\$16,328
20	\$12,202	\$12,451	\$12,705	\$12,964	\$13,229	\$13,498	\$13,773	\$14,056	\$14,343	\$14,637	\$14,934	\$15,233	\$15,541	\$15,850	\$16,169	\$16,492
21	\$12,324	\$12,575	\$12,832	\$13,093	\$13,360	\$13,633	\$13,911	\$14,196	\$14,485	\$14,780	\$15,083	\$15,386	\$15,693	\$16,007	\$16,328	\$16,656
22	\$12,446	\$12,700	\$12,959	\$13,225	\$13,494	\$13,769	\$14,050	\$14,338	\$14,631	\$14,929	\$15,235	\$15,542	\$15,851	\$16,169	\$16,492	\$16,821
23	\$12,572	\$12,829	\$13,092	\$13,359	\$13,631	\$13,909	\$14,193	\$14,481	\$14,776	\$15,079	\$15,388	\$15,694	\$16,008	\$16,328	\$16,656	\$16,987
24	\$12,698	\$12,957	\$13,222	\$13,491	\$13,765	\$14,046	\$14,334	\$14,626	\$14,925	\$15,230	\$15,542	\$15,851	\$16,169	\$16,492	\$16,821	\$17,151
25	\$12,824	\$13,086	\$13,354	\$13,626	\$13,904	\$14,189	\$14,476	\$14,772	\$15,074	\$15,384	\$15,696	\$16,010	\$16,330	\$16,656	\$16,987	\$17,323
26	\$12,954	\$13,218	\$13,488	\$13,762	\$14,042	\$14,329	\$14,621	\$14,921	\$15,225	\$15,538	\$15,853	\$16,170	\$16,493	\$16,823	\$17,161	\$17,509
27	\$13,083	\$13,350	\$13,623	\$13,901	\$14,185	\$14,473	\$14,769	\$15,070	\$15,378	\$15,692	\$16,011	\$16,331	\$16,659	\$17,000	\$17,349	\$17,707
28	\$13,213	\$13,483	\$13,758	\$14,039	\$14,325	\$14,618	\$14,916	\$15,218	\$15,528	\$15,848	\$16,170	\$16,493	\$16,823	\$17,161	\$17,509	\$17,867
29	\$13,346	\$13,618	\$13,895	\$14,178	\$14,467	\$14,763	\$15,063	\$15,370	\$15,685	\$16,007	\$16,332	\$16,660	\$17,000	\$17,349	\$17,707	\$18,075
30	\$13,480	\$13,755	\$14,036	\$14,323	\$14,614	\$14,914	\$15,216	\$15,525	\$15,844	\$16,168	\$16,496	\$16,826	\$17,165	\$17,509	\$17,867	\$18,235
31	\$13,613	\$13,891	\$14,175	\$14,464	\$14,760	\$15,060	\$15,367	\$15,682	\$16,001	\$16,329	\$16,661	\$16,994	\$17,334	\$17,681	\$18,037	\$18,397
32	\$13,750	\$14,031	\$14,317	\$14,609	\$14,906	\$15,211	\$15,520	\$15,838	\$16,162	\$16,491	\$16,826	\$17,165	\$17,509	\$17,867	\$18,235	\$18,613
33	\$13,888	\$14,171	\$14,460	\$14,756	\$15,056	\$15,363	\$15,676	\$15,996	\$16,324	\$16,657	\$16,997	\$17,336	\$17,683	\$18,037	\$18,397	\$18,767
34	\$14,025	\$14,311	\$14,604	\$14,902	\$15,206	\$15,517	\$15,835	\$16,157	\$16,487	\$16,823	\$17,161	\$17,512	\$17,859	\$18,218	\$18,580	\$18,945
35	\$14,167	\$14,456	\$14,751	\$15,052	\$15,359	\$15,672	\$15,991	\$16,318	\$16,651	\$16,990	\$17,337	\$17,683	\$18,040	\$18,399	\$18,766	\$19,137
36	\$14,308	\$14,600	\$14,897	\$15,201	\$15,512	\$15,828	\$16,151	\$16,482	\$16,818	\$17,161	\$17,512	\$17,859	\$18,218	\$18,580	\$18,945	\$19,315
37	\$14,450	\$14,745	\$15,046	\$15,354	\$15,667	\$15,986	\$16,313	\$16,646	\$16,986	\$17,333	\$17,685	\$18,040	\$18,399	\$18,766	\$19,137	\$19,513
38	\$14,597	\$14,895	\$15,199	\$15,510	\$15,825	\$16,148	\$16,477	\$16,815	\$17,156	\$17,507	\$17,864	\$18,222	\$18,584	\$18,955	\$19,331	\$19,711
39	\$14,742	\$15,043	\$15,349	\$15,662	\$15,982	\$16,308	\$16,640	\$16,980	\$17,328	\$17,682	\$18,042	\$18,404	\$18,770	\$19,146	\$19,525	\$19,907
40	\$14,889	\$15,193	\$15,503	\$15,820	\$16,144	\$16,473	\$16,810	\$17,151	\$17,501	\$17,858	\$18,223	\$18,585	\$18,958	\$19,339	\$19,721	\$20,107
41	\$15,036	\$15,343	\$15,656	\$15,975	\$16,300	\$16,635	\$16,975	\$17,323	\$17,675	\$18,037	\$18,405	\$18,771	\$19,148	\$19,527	\$19,911	\$20,301
42	\$15,189	\$15,499	\$15,815	\$16,138	\$16,466	\$16,802	\$17,145	\$17,495	\$17,853	\$18,217	\$18,588	\$18,960	\$19,341	\$19,721	\$20,107	\$20,500
43	\$15,342	\$15,655	\$15,974	\$16,300	\$16,633	\$16,973	\$17,317	\$17,672	\$18,032	\$18,402	\$18,775	\$19,152	\$19,534	\$19,921	\$20,315	\$20,716
44	\$15,495	\$15,811	\$16,134	\$16,462	\$16,798	\$17,141	\$17,490	\$17,848	\$18,210	\$18,582	\$18,962	\$19,342	\$19,730	\$20,125	\$20,526	\$20,933
45	\$15,649	\$15,968	\$16,294	\$16,625	\$16,963	\$17,311	\$17,664	\$18,024	\$18,391	\$18,767	\$19,152	\$19,544	\$19,941	\$20,344	\$20,753	\$21,168
46	\$15,806	\$16,129	\$16,458	\$16,794	\$17,137	\$17,487	\$17,843	\$18,206	\$18,578	\$18,957	\$19,344	\$19,737	\$20,136	\$20,541	\$20,952	\$21,369
47	\$15,961	\$16,287	\$16,620	\$16,959	\$17,306	\$17,659	\$18,019	\$18,387	\$18,763	\$19,146	\$19,537	\$19,926	\$20,326	\$20,731	\$21,142	\$21,559
48	\$16,123	\$16,452	\$16,788	\$17,131	\$17,479	\$17,837	\$18,201	\$18,572	\$18,951	\$19,339	\$19,733	\$20,127	\$20,529	\$20,940	\$21,357	\$21,780
49	\$16,284	\$16,616	\$16,955	\$17,301	\$17,655	\$18,013	\$18,382	\$18,758	\$19,140	\$19,531	\$19,931	\$20,328	\$20,732	\$21,143	\$21,559	\$21,982
50	\$16,445	\$16,781	\$17,124	\$17,473	\$17,829	\$18,194	\$18,565	\$18,945	\$19,329	\$19,725	\$20,128	\$20,531	\$20,930	\$21,336	\$21,747	\$22,164

ARTICLE V
MADISON-ONEIDA B.O.C.E.S. CIVIL SERVICE PAY SCHEDULE 2002-2003
(Continued)

51	\$16,611	\$16,950	\$17,296	\$17,649	\$18,009	\$18,377	\$18,750	\$19,134	\$19,524	\$19,923	\$20,329	\$20,736	\$21,149	\$21,575
52	\$16,776	\$17,118	\$17,468	\$17,825	\$18,189	\$18,559	\$18,937	\$19,324	\$19,718	\$20,121	\$20,532	\$20,945	\$21,363	\$21,789
53	\$16,942	\$17,288	\$17,640	\$18,001	\$18,368	\$18,744	\$19,127	\$19,517	\$19,916	\$20,324	\$20,737	\$21,152	\$21,576	\$22,008
54	\$17,114	\$17,463	\$17,819	\$18,182	\$18,554	\$18,932	\$19,318	\$19,713	\$20,115	\$20,526	\$20,947	\$21,365	\$21,791	\$22,229
55	\$17,284	\$17,637	\$17,997	\$18,364	\$18,739	\$19,121	\$19,511	\$19,910	\$20,316	\$20,730	\$21,153	\$21,578	\$22,010	\$22,448
56	\$17,456	\$17,812	\$18,176	\$18,547	\$18,924	\$19,313	\$19,708	\$20,109	\$20,519	\$20,939	\$21,366	\$21,794	\$22,230	\$22,674
57	\$17,632	\$17,992	\$18,359	\$18,734	\$19,115	\$19,505	\$19,904	\$20,310	\$20,725	\$21,146	\$21,581	\$22,011	\$22,449	\$22,899
58	\$17,808	\$18,171	\$18,542	\$18,921	\$19,307	\$19,700	\$20,101	\$20,513	\$20,931	\$21,360	\$21,795	\$22,231	\$22,675	\$23,129
59	\$17,989	\$18,356	\$18,730	\$19,112	\$19,502	\$19,900	\$20,306	\$20,721	\$21,142	\$21,574	\$22,014	\$22,453	\$22,902	\$23,360
60	\$18,166	\$18,537	\$18,916	\$19,301	\$19,694	\$20,097	\$20,508	\$20,926	\$21,353	\$21,788	\$22,233	\$22,676	\$23,131	\$23,596
61	\$18,349	\$18,723	\$19,105	\$19,494	\$19,892	\$20,298	\$20,713	\$21,135	\$21,565	\$22,006	\$22,455	\$22,904	\$23,366	\$23,830
62	\$18,533	\$18,911	\$19,297	\$19,690	\$20,092	\$20,503	\$20,920	\$21,347	\$21,783	\$22,229	\$22,680	\$23,132	\$23,599	\$24,071
63	\$18,716	\$19,098	\$19,488	\$19,885	\$20,291	\$20,705	\$21,129	\$21,560	\$22,002	\$22,448	\$22,907	\$23,366	\$23,832	\$24,309
64	\$18,904	\$19,290	\$19,684	\$20,086	\$20,495	\$20,913	\$21,340	\$21,774	\$22,221	\$22,672	\$23,130	\$23,599	\$24,072	\$24,552
65	\$19,093	\$19,483	\$19,881	\$20,286	\$20,701	\$21,123	\$21,554	\$21,993	\$22,443	\$22,901	\$23,369	\$23,842	\$24,314	\$24,798
66	\$19,284	\$19,678	\$20,079	\$20,489	\$20,907	\$21,334	\$21,769	\$22,212	\$22,667	\$23,129	\$23,601	\$24,073	\$24,552	\$25,043
67	\$19,478	\$19,875	\$20,281	\$20,695	\$21,118	\$21,549	\$21,988	\$22,438	\$22,894	\$23,362	\$23,837	\$24,316	\$24,799	\$25,295
68	\$19,673	\$20,074	\$20,484	\$20,901	\$21,327	\$21,764	\$22,207	\$22,662	\$23,123	\$23,596	\$24,076	\$24,560	\$25,048	\$25,551
69	\$19,869	\$20,274	\$20,688	\$21,110	\$21,540	\$21,981	\$22,429	\$22,886	\$23,353	\$23,830	\$24,317	\$24,801	\$25,300	\$25,803
70	\$20,066	\$20,478	\$20,896	\$21,322	\$21,757	\$22,201	\$22,655	\$23,117	\$23,587	\$24,070	\$24,562	\$25,050	\$25,553	\$26,063
71	\$20,266	\$20,680	\$21,103	\$21,533	\$21,973	\$22,421	\$22,880	\$23,346	\$23,824	\$24,312	\$24,805	\$25,303	\$25,809	\$26,326
72	\$20,468	\$20,886	\$21,313	\$21,747	\$22,193	\$22,644	\$23,108	\$23,580	\$24,060	\$24,550	\$25,055	\$25,554	\$26,066	\$26,586
73	\$20,673	\$21,095	\$21,526	\$21,965	\$22,414	\$22,872	\$23,339	\$23,815	\$24,301	\$24,797	\$25,304	\$25,811	\$26,327	\$26,852
74	\$20,880	\$21,306	\$21,741	\$22,184	\$22,638	\$23,100	\$23,573	\$24,053	\$24,544	\$25,044	\$25,555	\$26,070	\$26,588	\$27,119
75	\$21,090	\$21,520	\$21,959	\$22,407	\$22,863	\$23,330	\$23,807	\$24,293	\$24,789	\$25,295	\$25,812	\$26,330	\$26,854	\$27,393
76	\$21,301	\$21,736	\$22,180	\$22,632	\$23,094	\$23,564	\$24,046	\$24,537	\$25,038	\$25,550	\$26,071	\$26,593	\$27,122	\$27,665
77	\$21,514	\$21,953	\$22,402	\$22,859	\$23,326	\$23,801	\$24,287	\$24,784	\$25,288	\$25,804	\$26,331	\$26,858	\$27,396	\$27,941
78	\$21,731	\$22,174	\$22,626	\$23,086	\$23,559	\$24,041	\$24,532	\$25,032	\$25,542	\$26,063	\$26,596	\$27,127	\$27,668	\$28,222
79	\$21,946	\$22,394	\$22,851	\$23,317	\$23,793	\$24,278	\$24,775	\$25,280	\$25,796	\$26,322	\$26,858	\$27,401	\$27,943	\$28,502
80	\$22,168	\$22,620	\$23,082	\$23,552	\$24,032	\$24,523	\$25,024	\$25,534	\$26,055	\$26,582	\$27,119	\$27,662	\$28,216	\$28,790
81	\$22,386	\$22,843	\$23,308	\$23,785	\$24,270	\$24,766	\$25,273	\$25,789	\$26,315	\$26,852	\$27,401	\$27,952	\$28,506	\$29,075
82	\$22,612	\$23,073	\$23,545	\$24,024	\$24,515	\$25,014	\$25,526	\$26,047	\$26,577	\$27,120	\$27,672	\$28,230	\$28,791	\$29,368
83	\$22,838	\$23,304	\$23,780	\$24,265	\$24,761	\$25,267	\$25,780	\$26,309	\$26,846	\$27,393	\$27,952	\$28,512	\$29,079	\$29,660
84	\$23,066	\$23,536	\$24,017	\$24,507	\$25,007	\$25,517	\$26,038	\$26,571	\$27,112	\$27,665	\$28,230	\$28,797	\$29,371	\$29,960
85	\$23,297	\$23,772	\$24,257	\$24,752	\$25,257	\$25,773	\$26,300	\$26,835	\$27,383	\$27,941	\$28,512	\$29,087	\$29,665	\$30,258
86	\$23,532	\$24,012	\$24,501	\$25,002	\$25,511	\$26,032	\$26,563	\$27,103	\$27,658	\$28,224	\$28,798	\$29,376	\$29,963	\$30,560
87	\$23,765	\$24,250	\$24,745	\$25,250	\$25,766	\$26,291	\$26,828	\$27,375	\$27,933	\$28,505	\$29,088	\$29,667	\$30,261	\$30,867
88	\$24,002	\$24,492	\$24,992	\$25,503	\$26,023	\$26,555	\$27,097	\$27,652	\$28,215	\$28,790	\$29,377	\$29,967	\$30,565	\$31,174
89	\$24,133	\$24,626	\$25,128	\$25,641	\$26,165	\$26,698	\$27,237	\$27,925	\$28,496	\$29,076	\$29,671	\$30,264	\$30,871	\$31,489
90	\$24,486	\$24,986	\$25,496	\$26,016	\$26,547	\$27,090	\$27,641	\$28,204	\$28,781	\$29,369	\$29,968	\$30,566	\$31,178	\$31,800
91	\$24,732	\$25,237	\$25,751	\$26,278	\$26,814	\$27,361	\$27,920	\$28,489	\$29,069	\$29,663	\$30,267	\$30,874	\$31,493	\$32,122
92	\$24,976	\$25,486	\$26,006	\$26,537	\$27,078	\$27,632	\$28,196	\$28,772	\$29,358	\$29,957	\$30,570	\$31,180	\$31,803	\$32,441
93	\$25,227	\$25,742	\$26,267	\$26,804	\$27,350	\$27,909	\$28,478	\$29,060	\$29,652	\$30,259	\$30,876	\$31,494	\$32,124	\$32,766
94	\$25,479	\$25,999	\$26,529	\$27,071	\$27,623	\$28,187	\$28,762	\$29,350	\$29,949	\$30,560	\$31,183	\$31,808	\$32,444	\$33,094
95	\$25,736	\$26,261	\$26,797	\$27,344	\$27,902	\$28,472	\$29,051	\$29,644	\$30,250	\$30,868	\$31,498	\$32,127	\$32,770	\$33,422
96	\$25,992	\$26,522	\$27,063	\$27,615	\$28,179	\$28,754	\$29,342	\$29,941	\$30,552	\$31,174	\$31,812	\$32,446	\$33,096	\$33,756
97	\$26,250	\$26,785	\$27,333	\$27,891	\$28,462	\$29,042	\$29,635	\$30,239	\$30,857	\$31,487	\$32,129	\$32,771	\$33,428	\$34,095
98	\$26,516	\$27,057	\$27,609	\$28,173	\$28,748	\$29,335	\$29,935	\$30,543	\$31,167	\$31,800	\$32,449	\$33,100	\$33,763	\$34,436
99	\$26,779	\$27,326	\$27,883	\$28,452	\$29,034	\$29,628	\$30,231	\$30,847	\$31,471	\$32,119	\$32,775	\$33,433	\$34,100	\$34,782
100	\$27,050	\$27,602	\$28,165	\$28,739	\$29,326	\$29,924	\$30,531	\$31,157	\$31,793	\$32,442	\$33,127	\$33,767	\$34,438	\$35,129

ARTICLE V
MADISON-ONEIDA B.O.C.E.S. CIVIL SERVICE PAY SCHEDULE 2002-2003

(Continued)

101	\$27,319	\$27,877	\$28,446	\$29,026	\$29,618	\$30,224	\$30,841	\$31,470	\$32,111	\$32,766	\$33,437	\$34,104	\$34,786	\$35,481
102	\$27,592	\$28,155	\$28,729	\$29,316	\$29,914	\$30,525	\$31,148	\$31,782	\$32,432	\$33,094	\$33,770	\$34,445	\$35,133	\$35,837
103	\$27,867	\$28,436	\$29,016	\$29,608	\$30,212	\$30,829	\$31,458	\$32,100	\$32,756	\$33,422	\$34,106	\$34,789	\$35,484	\$36,194
104	\$28,147	\$28,721	\$29,307	\$29,905	\$30,517	\$31,139	\$31,773	\$32,423	\$33,084	\$33,757	\$34,449	\$35,135	\$35,839	\$36,556
105	\$28,429	\$29,009	\$29,600	\$30,204	\$30,819	\$31,449	\$32,091	\$32,745	\$33,414	\$34,095	\$34,792	\$35,489	\$36,199	\$36,922
106	\$28,713	\$29,299	\$29,897	\$30,506	\$31,128	\$31,765	\$32,413	\$33,074	\$33,749	\$34,439	\$35,140	\$35,844	\$36,560	\$37,290
107	\$28,999	\$29,591	\$30,195	\$30,811	\$31,441	\$32,082	\$32,737	\$33,405	\$34,087	\$34,782	\$35,493	\$36,202	\$36,925	\$37,664
108	\$29,291	\$29,889	\$30,498	\$31,120	\$31,754	\$32,402	\$33,066	\$33,741	\$34,427	\$35,130	\$35,847	\$36,563	\$37,294	\$38,038
109	\$29,583	\$30,187	\$30,803	\$31,431	\$32,073	\$32,728	\$33,395	\$34,076	\$34,772	\$35,481	\$36,207	\$36,928	\$37,667	\$38,423
110	\$29,879	\$30,489	\$31,111	\$31,745	\$32,393	\$33,053	\$33,728	\$34,418	\$35,121	\$35,836	\$36,567	\$37,298	\$38,045	\$38,806
111	\$30,176	\$30,792	\$31,420	\$32,062	\$32,716	\$33,384	\$34,065	\$34,761	\$35,470	\$36,194	\$36,932	\$37,672	\$38,426	\$39,192
112	\$30,480	\$31,102	\$31,737	\$32,385	\$33,045	\$33,719	\$34,406	\$35,108	\$35,824	\$36,556	\$37,301	\$38,050	\$38,809	\$39,587
113	\$30,783	\$31,411	\$32,052	\$32,707	\$33,375	\$34,055	\$34,751	\$35,461	\$36,183	\$36,920	\$37,675	\$38,429	\$39,197	\$39,981
114	\$31,090	\$31,724	\$32,372	\$33,034	\$33,707	\$34,395	\$35,098	\$35,813	\$36,544	\$37,290	\$38,053	\$38,812	\$39,590	\$40,381
115	\$31,402	\$32,043	\$32,698	\$33,365	\$34,045	\$34,741	\$35,449	\$36,174	\$36,912	\$37,664	\$38,432	\$39,200	\$39,986	\$40,784
116	\$31,718	\$32,365	\$33,025	\$33,699	\$34,388	\$35,089	\$35,804	\$36,533	\$37,281	\$38,039	\$38,817	\$39,593	\$40,386	\$41,192
117	\$32,035	\$32,689	\$33,356	\$34,036	\$34,730	\$35,439	\$36,161	\$36,900	\$37,654	\$38,423	\$39,204	\$39,990	\$40,789	\$41,605
118	\$32,353	\$33,013	\$33,687	\$34,374	\$35,076	\$35,793	\$36,520	\$37,268	\$38,029	\$38,804	\$39,596	\$40,390	\$41,198	\$42,021
119	\$32,679	\$33,346	\$34,026	\$34,720	\$35,430	\$36,152	\$36,889	\$37,643	\$38,409	\$39,192	\$39,994	\$40,793	\$41,609	\$42,440
120	\$33,003	\$33,677	\$34,365	\$35,066	\$35,781	\$36,511	\$37,256	\$38,018	\$38,793	\$39,587	\$40,394	\$41,202	\$42,024	\$42,866

ARTICLE V
MADISON-ONEIDA B.O.C.E.S. CIVIL SERVICE PAY SCHEDULE 2003-2004

2003-2004
SALARY
GRADE

	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14
1	\$10,294	\$10,504	\$10,718	\$10,937	\$11,160	\$11,387	\$11,621	\$11,858	\$12,099	\$12,348	\$12,598	\$12,855	\$13,111	\$13,378
2	\$10,397	\$10,609	\$10,825	\$11,047	\$11,272	\$11,500	\$11,735	\$11,977	\$12,221	\$12,469	\$12,724	\$12,983	\$13,245	\$13,508
3	\$10,501	\$10,715	\$10,934	\$11,157	\$11,384	\$11,617	\$11,854	\$12,096	\$12,342	\$12,595	\$12,851	\$13,114	\$13,378	\$13,644
4	\$10,607	\$10,823	\$11,044	\$11,269	\$11,498	\$11,732	\$11,974	\$12,216	\$12,466	\$12,720	\$12,980	\$13,246	\$13,510	\$13,779
5	\$10,713	\$10,932	\$11,155	\$11,382	\$11,613	\$11,850	\$12,093	\$12,339	\$12,592	\$12,847	\$13,109	\$13,379	\$13,645	\$13,919
6	\$10,817	\$11,038	\$11,263	\$11,493	\$11,728	\$11,968	\$12,212	\$12,461	\$12,716	\$12,976	\$13,240	\$13,511	\$13,780	\$14,054
7	\$10,928	\$11,151	\$11,379	\$11,611	\$11,848	\$12,089	\$12,335	\$12,589	\$12,845	\$13,107	\$13,376	\$13,647	\$13,920	\$14,197
8	\$11,036	\$11,261	\$11,491	\$11,726	\$11,964	\$12,210	\$12,458	\$12,713	\$12,972	\$13,237	\$13,508	\$13,781	\$14,059	\$14,341
9	\$11,147	\$11,374	\$11,606	\$11,844	\$12,086	\$12,332	\$12,583	\$12,841	\$13,102	\$13,369	\$13,643	\$13,921	\$14,198	\$14,485
10	\$11,258	\$11,488	\$11,723	\$11,961	\$12,205	\$12,456	\$12,710	\$12,969	\$13,233	\$13,503	\$13,778	\$14,061	\$14,343	\$14,628
11	\$11,373	\$11,605	\$11,841	\$12,083	\$12,328	\$12,580	\$12,837	\$13,099	\$13,365	\$13,639	\$13,918	\$14,198	\$14,485	\$14,775
12	\$11,487	\$11,721	\$11,960	\$12,204	\$12,454	\$12,708	\$12,967	\$13,230	\$13,501	\$13,775	\$14,058	\$14,344	\$14,630	\$14,925
13	\$11,600	\$11,837	\$12,079	\$12,325	\$12,577	\$12,834	\$13,096	\$13,362	\$13,635	\$13,913	\$14,196	\$14,487	\$14,776	\$15,073
14	\$11,717	\$11,956	\$12,200	\$12,449	\$12,704	\$12,963	\$13,227	\$13,497	\$13,772	\$14,054	\$14,341	\$14,631	\$14,925	\$15,224
15	\$11,834	\$12,075	\$12,322	\$12,573	\$12,828	\$13,092	\$13,359	\$13,632	\$13,908	\$14,192	\$14,481	\$14,776	\$15,073	\$15,373
16	\$11,953	\$12,197	\$12,446	\$12,700	\$12,958	\$13,223	\$13,492	\$13,768	\$14,049	\$14,334	\$14,627	\$14,926	\$15,224	\$15,528
17	\$12,071	\$12,317	\$12,568	\$12,824	\$13,086	\$13,354	\$13,626	\$13,904	\$14,189	\$14,477	\$14,771	\$15,074	\$15,374	\$15,682
18	\$12,190	\$12,439	\$12,693	\$12,953	\$13,217	\$13,488	\$13,762	\$14,043	\$14,330	\$14,622	\$14,921	\$15,226	\$15,528	\$15,841
19	\$12,314	\$12,565	\$12,821	\$13,083	\$13,350	\$13,622	\$13,900	\$14,185	\$14,474	\$14,768	\$15,071	\$15,377	\$15,686	\$16,000
20	\$12,436	\$12,690	\$12,949	\$13,213	\$13,483	\$13,758	\$14,038	\$14,324	\$14,618	\$14,917	\$15,222	\$15,531	\$15,842	\$16,163
21	\$12,560	\$12,816	\$13,078	\$13,345	\$13,617	\$13,894	\$14,178	\$14,467	\$14,764	\$15,064	\$15,371	\$15,686	\$16,001	\$16,321
22	\$12,685	\$12,944	\$13,208	\$13,477	\$13,754	\$14,034	\$14,320	\$14,612	\$14,912	\$15,216	\$15,526	\$15,844	\$16,164	\$16,485
23	\$12,814	\$13,075	\$13,342	\$13,616	\$13,893	\$14,176	\$14,465	\$14,761	\$15,060	\$15,367	\$15,682	\$16,004	\$16,322	\$16,648
24	\$12,942	\$13,206	\$13,475	\$13,751	\$14,031	\$14,316	\$14,608	\$14,907	\$15,211	\$15,522	\$15,839	\$16,164	\$16,485	\$16,816
25	\$13,070	\$13,337	\$13,609	\$13,888	\$14,171	\$14,460	\$14,757	\$15,055	\$15,363	\$15,677	\$15,999	\$16,324	\$16,650	\$16,983
26	\$13,203	\$13,472	\$13,747	\$14,028	\$14,312	\$14,604	\$14,902	\$15,206	\$15,518	\$15,834	\$16,160	\$16,487	\$16,817	\$17,153
27	\$13,334	\$13,606	\$13,884	\$14,168	\$14,457	\$14,752	\$15,052	\$15,360	\$15,673	\$15,993	\$16,320	\$16,651	\$16,984	\$17,325
28	\$13,467	\$13,742	\$14,022	\$14,308	\$14,601	\$14,898	\$15,203	\$15,513	\$15,827	\$16,149	\$16,482	\$16,817	\$17,153	\$17,496
29	\$13,601	\$13,879	\$14,163	\$14,451	\$14,745	\$15,046	\$15,354	\$15,666	\$15,985	\$16,312	\$16,647	\$16,985	\$17,326	\$17,673
30	\$13,739	\$14,019	\$14,305	\$14,597	\$14,896	\$15,199	\$15,511	\$15,825	\$16,146	\$16,478	\$16,815	\$17,156	\$17,499	\$17,852
31	\$13,875	\$14,158	\$14,447	\$14,742	\$15,043	\$15,350	\$15,662	\$15,982	\$16,309	\$16,641	\$16,982	\$17,327	\$17,674	\$18,027
32	\$14,014	\$14,300	\$14,592	\$14,890	\$15,193	\$15,502	\$15,819	\$16,141	\$16,472	\$16,808	\$17,151	\$17,499	\$17,852	\$18,209
33	\$14,154	\$14,443	\$14,738	\$15,038	\$15,346	\$15,658	\$15,978	\$16,303	\$16,636	\$16,977	\$17,323	\$17,677	\$18,029	\$18,390
34	\$14,294	\$14,586	\$14,883	\$15,188	\$15,498	\$15,814	\$16,138	\$16,468	\$16,803	\$17,146	\$17,496	\$17,854	\$18,210	\$18,572
35	\$14,439	\$14,734	\$15,034	\$15,341	\$15,654	\$15,973	\$16,299	\$16,631	\$16,971	\$17,317	\$17,670	\$18,030	\$18,390	\$18,758
36	\$14,582	\$14,880	\$15,184	\$15,493	\$15,809	\$16,132	\$16,461	\$16,797	\$17,141	\$17,491	\$17,847	\$18,212	\$18,573	\$18,947
37	\$14,727	\$15,028	\$15,335	\$15,648	\$15,968	\$16,294	\$16,625	\$16,966	\$17,312	\$17,665	\$18,026	\$18,392	\$18,762	\$19,135
38	\$14,877	\$15,181	\$15,491	\$15,807	\$16,130	\$16,458	\$16,794	\$17,136	\$17,488	\$17,848	\$18,207	\$18,579	\$18,951	\$19,327
39	\$15,025	\$15,332	\$15,645	\$15,963	\$16,288	\$16,621	\$16,960	\$17,306	\$17,659	\$18,021	\$18,389	\$18,764	\$19,140	\$19,521
40	\$15,175	\$15,485	\$15,801	\$16,123	\$16,453	\$16,790	\$17,132	\$17,482	\$17,837	\$18,201	\$18,572	\$18,952	\$19,328	\$19,716
41	\$15,325	\$15,638	\$15,957	\$16,282	\$16,614	\$16,954	\$17,300	\$17,654	\$18,016	\$18,382	\$18,758	\$19,141	\$19,522	\$19,914
42	\$15,481	\$15,797	\$16,119	\$16,448	\$16,784	\$17,125	\$17,474	\$17,831	\$18,195	\$18,567	\$18,946	\$19,332	\$19,718	\$20,115
43	\$15,637	\$15,956	\$16,281	\$16,613	\$16,952	\$17,298	\$17,652	\$18,010	\$18,379	\$18,753	\$19,138	\$19,526	\$19,918	\$20,315
44	\$15,793	\$16,115	\$16,443	\$16,779	\$17,120	\$17,470	\$17,827	\$18,190	\$18,562	\$18,938	\$19,325	\$19,720	\$20,116	\$20,519
45	\$15,950	\$16,275	\$16,607	\$16,946	\$17,290	\$17,642	\$18,003	\$18,371	\$18,745	\$19,127	\$19,518	\$19,918	\$20,315	\$20,722
46	\$16,110	\$16,439	\$16,774	\$17,116	\$17,466	\$17,822	\$18,186	\$18,557	\$18,934	\$19,321	\$19,715	\$20,118	\$20,520	\$20,930
47	\$16,268	\$16,600	\$16,938	\$17,285	\$17,637	\$17,998	\$18,365	\$18,740	\$19,122	\$19,514	\$19,912	\$20,318	\$20,723	\$21,139
48	\$16,433	\$16,768	\$17,110	\$17,460	\$17,816	\$18,178	\$18,550	\$18,929	\$19,315	\$19,709	\$20,113	\$20,522	\$20,932	\$21,350
49	\$16,596	\$16,935	\$17,281	\$17,633	\$17,993	\$18,361	\$18,736	\$19,117	\$19,508	\$19,906	\$20,312	\$20,728	\$21,141	\$21,561
50	\$16,761	\$17,103	\$17,452	\$17,809	\$18,172	\$18,542	\$18,922	\$19,308	\$19,703	\$20,102	\$20,514	\$20,933	\$21,352	\$21,767

ARTICLE V
MADISON-ONEIDA B.O.C.E.S. CIVIL SERVICE PAY SCHEDULE 2003-2004
(Continued)

51	\$16,930	\$17,275	\$17,628	\$17,988	\$18,355	\$18,729	\$19,112	\$19,500	\$19,899	\$20,305	\$20,720	\$21,142	\$21,565	\$21,995
52	\$17,098	\$17,447	\$17,803	\$18,167	\$18,538	\$18,917	\$19,301	\$19,694	\$20,097	\$20,507	\$20,926	\$21,353	\$21,783	\$22,218
53	\$17,268	\$17,620	\$17,980	\$18,346	\$18,721	\$19,103	\$19,494	\$19,892	\$20,298	\$20,713	\$21,137	\$21,566	\$21,998	\$22,439
54	\$17,442	\$17,798	\$18,162	\$18,532	\$18,909	\$19,296	\$19,689	\$20,091	\$20,502	\$20,920	\$21,347	\$21,785	\$22,220	\$22,663
55	\$17,616	\$17,976	\$18,342	\$18,717	\$19,099	\$19,489	\$19,886	\$20,291	\$20,706	\$21,129	\$21,559	\$21,999	\$22,441	\$22,890
56	\$17,791	\$18,154	\$18,524	\$18,903	\$19,289	\$19,683	\$20,086	\$20,496	\$20,913	\$21,340	\$21,777	\$22,221	\$22,666	\$23,119
57	\$17,970	\$18,337	\$18,712	\$19,093	\$19,483	\$19,880	\$20,285	\$20,700	\$21,122	\$21,554	\$21,992	\$22,444	\$22,891	\$23,347
58	\$18,150	\$18,520	\$18,898	\$19,294	\$19,678	\$20,079	\$20,488	\$20,905	\$21,334	\$21,768	\$22,214	\$22,667	\$23,120	\$23,582
59	\$18,334	\$18,708	\$19,090	\$19,479	\$19,873	\$20,273	\$20,682	\$21,097	\$21,522	\$21,952	\$22,389	\$22,831	\$23,278	\$23,734
60	\$18,515	\$18,893	\$19,278	\$19,673	\$20,078	\$20,488	\$20,905	\$21,334	\$21,768	\$22,214	\$22,667	\$23,120	\$23,582	\$24,046
61	\$18,700	\$19,082	\$19,472	\$19,869	\$20,274	\$20,682	\$21,110	\$21,542	\$21,980	\$22,428	\$22,886	\$23,322	\$23,783	\$24,256
62	\$18,889	\$19,274	\$19,667	\$20,078	\$20,478	\$20,896	\$21,323	\$21,757	\$22,197	\$22,642	\$23,094	\$23,543	\$24,000	\$24,466
63	\$19,076	\$19,465	\$19,862	\$20,268	\$20,680	\$21,103	\$21,533	\$21,974	\$22,422	\$22,882	\$23,346	\$23,823	\$24,301	\$24,785
64	\$19,267	\$19,660	\$20,062	\$20,471	\$20,889	\$21,315	\$21,750	\$22,194	\$22,645	\$23,110	\$23,579	\$24,064	\$24,543	\$25,035
65	\$19,460	\$19,857	\$20,262	\$20,676	\$21,097	\$21,529	\$21,968	\$22,416	\$22,873	\$23,341	\$23,817	\$24,304	\$24,785	\$25,287
66	\$19,655	\$20,056	\$20,465	\$20,882	\$21,309	\$21,743	\$22,187	\$22,640	\$23,100	\$23,574	\$24,054	\$24,545	\$25,036	\$25,534
67	\$19,852	\$20,257	\$20,670	\$21,092	\$21,523	\$21,963	\$22,411	\$22,869	\$23,336	\$23,810	\$24,296	\$24,790	\$25,289	\$25,791
68	\$20,050	\$20,459	\$20,877	\$21,303	\$21,737	\$22,180	\$22,635	\$23,095	\$23,568	\$24,048	\$24,540	\$25,039	\$25,542	\$26,050
69	\$20,250	\$20,663	\$21,085	\$21,516	\$21,954	\$22,402	\$22,860	\$23,326	\$23,801	\$24,287	\$24,783	\$25,290	\$25,793	\$26,312
70	\$20,454	\$20,871	\$21,297	\$21,732	\$22,175	\$22,627	\$23,089	\$23,561	\$24,042	\$24,530	\$25,033	\$25,544	\$26,052	\$26,575
71	\$20,655	\$21,077	\$21,507	\$21,947	\$22,394	\$22,852	\$23,318	\$23,795	\$24,280	\$24,777	\$25,284	\$25,797	\$26,315	\$26,841
72	\$20,861	\$21,287	\$21,721	\$22,166	\$22,617	\$23,081	\$23,552	\$24,023	\$24,523	\$25,022	\$25,532	\$26,057	\$26,576	\$27,109
73	\$21,070	\$21,500	\$21,939	\$22,387	\$22,844	\$23,311	\$23,787	\$24,273	\$24,768	\$25,273	\$25,789	\$26,316	\$26,843	\$27,380
74	\$21,281	\$21,715	\$22,158	\$22,611	\$23,071	\$23,544	\$24,024	\$24,516	\$25,015	\$25,526	\$26,046	\$26,577	\$27,113	\$27,652
75	\$21,494	\$21,933	\$22,381	\$22,837	\$23,303	\$23,778	\$24,263	\$24,759	\$25,265	\$25,781	\$26,307	\$26,844	\$27,383	\$27,928
76	\$21,710	\$22,153	\$22,605	\$23,067	\$23,537	\$24,018	\$24,507	\$25,008	\$25,518	\$26,040	\$26,572	\$27,114	\$27,657	\$28,207
77	\$21,927	\$22,374	\$22,831	\$23,298	\$23,773	\$24,259	\$24,753	\$25,258	\$25,775	\$26,300	\$26,836	\$27,384	\$27,932	\$28,492
78	\$22,148	\$22,600	\$23,061	\$23,531	\$24,012	\$24,501	\$25,000	\$25,513	\$26,033	\$26,564	\$27,106	\$27,660	\$28,212	\$28,775
79	\$22,368	\$22,824	\$23,290	\$23,765	\$24,250	\$24,745	\$25,249	\$25,766	\$26,291	\$26,828	\$27,375	\$27,932	\$28,497	\$29,061
80	\$22,593	\$23,054	\$23,525	\$24,005	\$24,494	\$24,993	\$25,504	\$26,025	\$26,555	\$27,097	\$27,652	\$28,214	\$28,779	\$29,355
81	\$22,816	\$23,282	\$23,757	\$24,240	\$24,736	\$25,241	\$25,757	\$26,281	\$26,821	\$27,368	\$27,926	\$28,497	\$29,070	\$29,646
82	\$23,046	\$23,516	\$23,996	\$24,487	\$24,985	\$25,496	\$26,015	\$26,547	\$27,089	\$27,640	\$28,205	\$28,779	\$29,359	\$29,943
83	\$23,276	\$23,751	\$24,236	\$24,731	\$25,236	\$25,751	\$26,278	\$26,811	\$27,361	\$27,920	\$28,489	\$29,070	\$29,652	\$30,242
84	\$23,508	\$23,988	\$24,477	\$24,978	\$25,487	\$26,007	\$26,538	\$27,080	\$27,634	\$28,196	\$28,772	\$29,359	\$29,949	\$30,546
85	\$23,743	\$24,228	\$24,723	\$25,227	\$25,742	\$26,267	\$26,804	\$27,352	\$27,908	\$28,478	\$29,059	\$29,652	\$30,250	\$30,852
86	\$23,984	\$24,473	\$24,972	\$25,481	\$26,002	\$26,531	\$27,073	\$27,626	\$28,187	\$28,764	\$29,353	\$29,950	\$30,551	\$31,162
87	\$24,222	\$24,716	\$25,220	\$25,735	\$26,260	\$26,797	\$27,343	\$27,901	\$28,470	\$29,050	\$29,645	\$30,252	\$30,854	\$31,471
88	\$24,463	\$24,962	\$25,472	\$25,992	\$26,523	\$27,064	\$27,617	\$28,181	\$28,758	\$29,344	\$29,942	\$30,552	\$31,166	\$31,788
89	\$24,597	\$25,099	\$25,611	\$26,133	\$26,667	\$27,212	\$27,766	\$28,322	\$28,892	\$29,466	\$30,039	\$30,625	\$31,213	\$31,806
90	\$24,957	\$25,466	\$25,985	\$26,511	\$27,057	\$27,609	\$28,174	\$28,747	\$29,326	\$29,932	\$30,544	\$31,167	\$31,789	\$32,425
91	\$25,208	\$25,722	\$26,246	\$26,781	\$27,329	\$27,887	\$28,455	\$29,037	\$29,629	\$30,232	\$30,850	\$31,478	\$32,109	\$32,753
92	\$25,456	\$25,975	\$26,505	\$27,046	\$27,598	\$28,161	\$28,737	\$29,324	\$29,923	\$30,532	\$31,155	\$31,793	\$32,427	\$33,075
93	\$25,711	\$26,236	\$26,772	\$27,318	\$27,876	\$28,444	\$29,025	\$29,617	\$30,222	\$30,838	\$31,469	\$32,111	\$32,754	\$33,409
94	\$25,968	\$26,498	\$27,039	\$27,590	\$28,154	\$28,728	\$29,314	\$29,912	\$30,524	\$31,147	\$31,782	\$32,430	\$33,080	\$33,742
95	\$26,230	\$26,765	\$27,311	\$27,869	\$28,438	\$29,018	\$29,611	\$30,213	\$30,830	\$31,460	\$32,103	\$32,758	\$33,412	\$34,081
96	\$26,490	\$27,031	\$27,583	\$28,146	\$28,720	\$29,306	\$29,904	\$30,516	\$31,139	\$31,784	\$32,421	\$33,084	\$33,744	\$34,420
97	\$26,754	\$27,300	\$27,857	\$28,426	\$29,007	\$29,600	\$30,204	\$30,820	\$31,449	\$32,091	\$32,746	\$33,414	\$34,082	\$34,765
98	\$27,024	\$27,576	\$28,139	\$28,713	\$29,300	\$29,898	\$30,508	\$31,130	\$31,765	\$32,414	\$33,072	\$33,747	\$34,424	\$35,114
99	\$27,294	\$27,851	\$28,419	\$28,998	\$29,590	\$30,195	\$30,813	\$31,440	\$32,081	\$32,736	\$33,404	\$34,086	\$34,770	\$35,464
100	\$27,569	\$28,132	\$28,706	\$29,292	\$29,889	\$30,499	\$31,121	\$31,755	\$32,403	\$33,065	\$33,740	\$34,452	\$35,118	\$35,820

ARTICLE V
MADISON-ONEIDA B.O.C.E.S. CIVIL SERVICE PAY SCHEDULE 2003-2004
(Continued)

101	\$27,844	\$28,412	\$28,992	\$29,584	\$30,187	\$30,803	\$31,433	\$32,075	\$32,729	\$33,395	\$34,077	\$34,774	\$35,468	\$36,177
102	\$28,122	\$28,696	\$29,281	\$29,878	\$30,489	\$31,111	\$31,746	\$32,394	\$33,053	\$33,729	\$34,418	\$35,121	\$35,823	\$36,538
103	\$28,402	\$28,982	\$29,573	\$30,177	\$30,792	\$31,420	\$32,062	\$32,716	\$33,384	\$34,066	\$34,759	\$35,470	\$36,181	\$36,903
104	\$28,687	\$29,272	\$29,870	\$30,479	\$31,101	\$31,738	\$32,385	\$33,044	\$33,720	\$34,407	\$35,107	\$35,827	\$36,540	\$37,273
105	\$28,975	\$29,566	\$30,169	\$30,784	\$31,412	\$32,052	\$32,707	\$33,375	\$34,055	\$34,751	\$35,459	\$36,184	\$36,909	\$37,647
106	\$29,265	\$29,862	\$30,471	\$31,093	\$31,726	\$32,373	\$33,036	\$33,710	\$34,397	\$35,099	\$35,817	\$36,546	\$37,278	\$38,022
107	\$29,556	\$30,159	\$30,775	\$31,403	\$32,043	\$32,699	\$33,365	\$34,046	\$34,741	\$35,450	\$36,173	\$36,913	\$37,650	\$38,402
108	\$29,854	\$30,463	\$31,085	\$31,718	\$32,365	\$33,024	\$33,698	\$34,389	\$35,091	\$35,804	\$36,535	\$37,281	\$38,026	\$38,786
109	\$30,152	\$30,767	\$31,394	\$32,035	\$32,688	\$33,356	\$34,037	\$34,731	\$35,439	\$36,163	\$36,900	\$37,655	\$38,405	\$39,174
110	\$30,453	\$31,074	\$31,709	\$32,355	\$33,015	\$33,689	\$34,375	\$35,077	\$35,795	\$36,526	\$37,269	\$38,030	\$38,795	\$39,567
111	\$30,755	\$31,383	\$32,024	\$32,677	\$33,344	\$34,025	\$34,719	\$35,428	\$36,151	\$36,889	\$37,642	\$38,409	\$39,179	\$39,963
112	\$31,065	\$31,699	\$32,346	\$33,006	\$33,680	\$34,367	\$35,068	\$35,782	\$36,512	\$37,257	\$38,018	\$38,793	\$39,572	\$40,361
113	\$31,374	\$32,014	\$32,667	\$33,334	\$34,015	\$34,710	\$35,417	\$36,141	\$36,879	\$37,630	\$38,397	\$39,182	\$39,966	\$40,765
114	\$31,686	\$32,333	\$32,993	\$33,667	\$34,355	\$35,056	\$35,771	\$36,502	\$37,246	\$38,006	\$38,782	\$39,575	\$40,384	\$41,174
115	\$32,005	\$32,658	\$33,325	\$34,006	\$34,700	\$35,407	\$36,131	\$36,867	\$37,621	\$38,388	\$39,171	\$39,969	\$40,768	\$41,585
116	\$32,326	\$32,986	\$33,660	\$34,346	\$35,047	\$35,764	\$36,493	\$37,236	\$37,994	\$38,772	\$39,561	\$40,370	\$41,177	\$42,001
117	\$32,651	\$33,317	\$33,997	\$34,690	\$35,397	\$36,119	\$36,857	\$37,607	\$38,376	\$39,160	\$39,960	\$40,772	\$41,590	\$42,421
118	\$32,974	\$33,647	\$34,334	\$35,034	\$35,749	\$36,479	\$37,225	\$37,648	\$38,759	\$39,550	\$40,356	\$41,180	\$42,006	\$42,846
119	\$33,306	\$33,986	\$34,680	\$35,387	\$36,109	\$36,847	\$37,598	\$38,365	\$39,149	\$39,945	\$40,760	\$41,594	\$42,425	\$43,273
120	\$33,638	\$34,324	\$35,024	\$35,740	\$36,469	\$37,212	\$37,971	\$38,746	\$39,539	\$40,345	\$41,170	\$42,010	\$42,850	\$43,705

ARTICLE V
MADISON-ONEIDA B.O.C.E.S. CIVIL SERVICE PAY SCHEDULE 2004-2005

2004-2005 SALARY GRADE	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14
1	\$10,492	\$10,706	\$10,924	\$11,147	\$11,374	\$11,606	\$11,842	\$12,086	\$12,332	\$12,583	\$12,842	\$13,102	\$13,369	\$13,635
2	\$10,597	\$10,813	\$11,033	\$11,258	\$11,489	\$11,723	\$11,960	\$12,204	\$12,456	\$12,710	\$12,968	\$13,233	\$13,502	\$13,775
3	\$10,703	\$10,921	\$11,144	\$11,371	\$11,603	\$11,839	\$12,082	\$12,328	\$12,580	\$12,836	\$13,099	\$13,365	\$13,639	\$13,913
4	\$10,810	\$11,031	\$11,256	\$11,486	\$11,720	\$11,958	\$12,201	\$12,453	\$12,705	\$12,965	\$13,229	\$13,499	\$13,776	\$14,050
5	\$10,919	\$11,142	\$11,369	\$11,601	\$11,837	\$12,078	\$12,324	\$12,577	\$12,833	\$13,096	\$13,361	\$13,633	\$13,914	\$14,191
6	\$11,025	\$11,250	\$11,480	\$11,714	\$11,953	\$12,197	\$12,447	\$12,700	\$12,959	\$13,225	\$13,495	\$13,770	\$14,051	\$14,331
7	\$11,138	\$11,365	\$11,597	\$11,834	\$12,075	\$12,322	\$12,573	\$12,828	\$13,093	\$13,359	\$13,631	\$13,911	\$14,193	\$14,477
8	\$11,247	\$11,477	\$11,711	\$11,951	\$12,195	\$12,443	\$12,698	\$12,956	\$13,222	\$13,491	\$13,766	\$14,048	\$14,332	\$14,621
9	\$11,360	\$11,592	\$11,829	\$12,070	\$12,318	\$12,569	\$12,825	\$13,086	\$13,355	\$13,626	\$13,904	\$14,189	\$14,478	\$14,766
10	\$11,475	\$11,709	\$11,948	\$12,192	\$12,439	\$12,693	\$12,954	\$13,218	\$13,488	\$13,762	\$14,043	\$14,329	\$14,623	\$14,917
11	\$11,591	\$11,828	\$12,069	\$12,315	\$12,566	\$12,821	\$13,083	\$13,350	\$13,623	\$13,900	\$14,185	\$14,475	\$14,766	\$15,064
12	\$11,707	\$11,946	\$12,190	\$12,438	\$12,692	\$12,952	\$13,216	\$13,486	\$13,759	\$14,041	\$14,326	\$14,620	\$14,918	\$15,215
13	\$11,823	\$12,064	\$12,310	\$12,562	\$12,818	\$13,080	\$13,347	\$13,620	\$13,896	\$14,180	\$14,470	\$14,764	\$15,066	\$15,367
14	\$11,942	\$12,186	\$12,434	\$12,688	\$12,947	\$13,212	\$13,482	\$13,756	\$14,037	\$14,323	\$14,616	\$14,915	\$15,216	\$15,522
15	\$12,061	\$12,307	\$12,558	\$12,815	\$13,076	\$13,341	\$13,616	\$13,893	\$14,177	\$14,464	\$14,760	\$15,060	\$15,367	\$15,676
16	\$12,182	\$12,431	\$12,685	\$12,944	\$13,208	\$13,476	\$13,752	\$14,032	\$14,319	\$14,611	\$14,907	\$15,212	\$15,523	\$15,833
17	\$12,302	\$12,553	\$12,810	\$13,071	\$13,337	\$13,609	\$13,888	\$14,171	\$14,460	\$14,757	\$15,056	\$15,362	\$15,677	\$15,999
18	\$12,424	\$12,678	\$12,937	\$13,201	\$13,471	\$13,746	\$14,028	\$14,312	\$14,605	\$14,903	\$15,207	\$15,518	\$15,835	\$16,149
19	\$12,550	\$12,806	\$13,068	\$13,334	\$13,606	\$13,884	\$14,167	\$14,456	\$14,752	\$15,053	\$15,359	\$15,674	\$15,992	\$16,313
20	\$12,675	\$12,934	\$13,198	\$13,467	\$13,742	\$14,022	\$14,308	\$14,600	\$14,897	\$15,203	\$15,514	\$15,831	\$16,152	\$16,476
21	\$12,801	\$13,062	\$13,329	\$13,601	\$13,879	\$14,162	\$14,450	\$14,745	\$15,046	\$15,355	\$15,667	\$15,986	\$16,313	\$16,641
22	\$12,929	\$13,193	\$13,462	\$13,736	\$14,016	\$14,304	\$14,595	\$14,893	\$15,196	\$15,508	\$15,825	\$16,147	\$16,478	\$16,811
23	\$13,059	\$13,326	\$13,598	\$13,876	\$14,161	\$14,449	\$14,743	\$15,044	\$15,351	\$15,662	\$15,982	\$16,309	\$16,644	\$16,975
24	\$13,191	\$13,460	\$13,734	\$14,014	\$14,301	\$14,592	\$14,889	\$15,192	\$15,503	\$15,819	\$16,143	\$16,473	\$16,811	\$17,144
25	\$13,321	\$13,593	\$13,870	\$14,153	\$14,444	\$14,738	\$15,038	\$15,347	\$15,657	\$15,978	\$16,304	\$16,639	\$16,977	\$17,316
26	\$13,456	\$13,731	\$14,011	\$14,297	\$14,589	\$14,884	\$15,188	\$15,498	\$15,814	\$16,139	\$16,467	\$16,806	\$17,146	\$17,490
27	\$13,590	\$13,867	\$14,150	\$14,439	\$14,735	\$15,035	\$15,342	\$15,654	\$15,974	\$16,300	\$16,633	\$16,973	\$17,317	\$17,663
28	\$13,726	\$14,006	\$14,292	\$14,583	\$14,880	\$15,185	\$15,494	\$15,811	\$16,134	\$16,460	\$16,795	\$17,141	\$17,490	\$17,839
29	\$13,862	\$14,145	\$14,434	\$14,730	\$15,029	\$15,335	\$15,648	\$15,968	\$16,293	\$16,624	\$16,964	\$17,313	\$17,664	\$18,019
30	\$14,002	\$14,288	\$14,580	\$14,877	\$15,181	\$15,492	\$15,807	\$16,131	\$16,458	\$16,792	\$17,137	\$17,488	\$17,842	\$18,199
31	\$14,141	\$14,430	\$14,724	\$15,025	\$15,332	\$15,645	\$15,964	\$16,288	\$16,621	\$16,961	\$17,307	\$17,661	\$18,020	\$18,381
32	\$14,284	\$14,575	\$14,872	\$15,176	\$15,486	\$15,801	\$16,122	\$16,452	\$16,787	\$17,131	\$17,480	\$17,837	\$18,199	\$18,566
33	\$14,426	\$14,720	\$15,021	\$15,328	\$15,640	\$15,960	\$16,284	\$16,617	\$16,955	\$17,301	\$17,656	\$18,016	\$18,384	\$18,750
34	\$14,569	\$14,866	\$15,169	\$15,478	\$15,796	\$16,118	\$16,447	\$16,784	\$17,127	\$17,475	\$17,832	\$18,196	\$18,568	\$18,938
35	\$14,717	\$15,017	\$15,323	\$15,635	\$15,955	\$16,280	\$16,612	\$16,951	\$17,296	\$17,650	\$18,010	\$18,377	\$18,751	\$19,126
36	\$14,863	\$15,166	\$15,475	\$15,791	\$16,113	\$16,441	\$16,777	\$17,119	\$17,469	\$17,827	\$18,193	\$18,566	\$18,945	\$19,326
37	\$15,011	\$15,317	\$15,629	\$15,948	\$16,274	\$16,607	\$16,946	\$17,290	\$17,645	\$18,004	\$18,372	\$18,747	\$19,128	\$19,512
38	\$15,163	\$15,472	\$15,788	\$16,111	\$16,439	\$16,775	\$17,116	\$17,466	\$17,821	\$18,188	\$18,556	\$18,935	\$19,322	\$19,709
39	\$15,313	\$15,626	\$15,945	\$16,271	\$16,602	\$16,940	\$17,286	\$17,638	\$17,998	\$18,365	\$18,742	\$19,125	\$19,515	\$19,906
40	\$15,466	\$15,782	\$16,104	\$16,433	\$16,768	\$17,111	\$17,462	\$17,817	\$18,181	\$18,550	\$18,929	\$19,315	\$19,710	\$20,101
41	\$15,619	\$15,938	\$16,264	\$16,595	\$16,933	\$17,279	\$17,632	\$17,992	\$18,360	\$18,737	\$19,117	\$19,508	\$19,907	\$20,303
42	\$15,778	\$16,100	\$16,429	\$16,764	\$17,106	\$17,455	\$17,810	\$18,173	\$18,544	\$18,923	\$19,310	\$19,704	\$20,105	\$20,507
43	\$15,937	\$16,262	\$16,594	\$16,932	\$17,278	\$17,630	\$17,990	\$18,358	\$18,730	\$19,114	\$19,503	\$19,904	\$20,307	\$20,715
44	\$16,096	\$16,424	\$16,760	\$17,101	\$17,450	\$17,805	\$18,169	\$18,540	\$18,918	\$19,304	\$19,696	\$20,098	\$20,509	\$20,921
45	\$16,255	\$16,587	\$16,926	\$17,271	\$17,624	\$17,982	\$18,348	\$18,723	\$19,106	\$19,495	\$19,892	\$20,299	\$20,715	\$21,128
46	\$16,420	\$16,755	\$17,097	\$17,445	\$17,801	\$18,165	\$18,535	\$18,913	\$19,299	\$19,691	\$20,094	\$20,504	\$20,923	\$21,341
47	\$16,581	\$16,919	\$17,264	\$17,616	\$17,976	\$18,342	\$18,718	\$19,100	\$19,490	\$19,887	\$20,295	\$20,708	\$21,131	\$21,552
48	\$16,748	\$17,090	\$17,439	\$17,794	\$18,158	\$18,529	\$18,905	\$19,292	\$19,686	\$20,088	\$20,497	\$20,918	\$21,343	\$21,769
49	\$16,915	\$17,260	\$17,612	\$17,972	\$18,338	\$18,713	\$19,095	\$19,485	\$19,882	\$20,288	\$20,702	\$21,124	\$21,557	\$21,987
50	\$17,082	\$17,431	\$17,787	\$18,150	\$18,521	\$18,899	\$19,284	\$19,679	\$20,080	\$20,491	\$20,906	\$21,335	\$21,770	\$22,206

ARTICLE V
MADISON-ONEIDA B.O.C.E.S. CIVIL SERVICE PAY SCHEDULE 2004-2005
(Continued)

51	\$17,255	\$17,607	\$17,966	\$18,333	\$18,708	\$19,089	\$19,478	\$19,876	\$20,280	\$20,695	\$21,117	\$21,549	\$21,988	\$22,428
52	\$17,426	\$17,782	\$18,145	\$18,515	\$18,894	\$19,280	\$19,674	\$20,073	\$20,482	\$20,901	\$21,327	\$21,763	\$22,207	\$22,654
53	\$17,599	\$17,958	\$18,325	\$18,699	\$19,080	\$19,470	\$19,867	\$20,274	\$20,688	\$21,110	\$21,542	\$21,982	\$22,429	\$22,878
54	\$17,777	\$18,140	\$18,510	\$18,888	\$19,273	\$19,665	\$20,068	\$20,477	\$20,895	\$21,322	\$21,757	\$22,201	\$22,656	\$23,109
55	\$17,955	\$18,321	\$18,695	\$19,076	\$19,466	\$19,863	\$20,269	\$20,681	\$21,103	\$21,534	\$21,974	\$22,421	\$22,879	\$23,339
56	\$18,133	\$18,503	\$18,880	\$19,265	\$19,659	\$20,061	\$20,470	\$20,889	\$21,316	\$21,750	\$22,194	\$22,648	\$23,110	\$23,573
57	\$18,315	\$18,689	\$19,070	\$19,460	\$19,857	\$20,262	\$20,675	\$21,096	\$21,528	\$21,967	\$22,416	\$22,872	\$23,342	\$23,807
58	\$18,498	\$18,876	\$19,261	\$19,654	\$20,055	\$20,465	\$20,882	\$21,308	\$21,741	\$22,187	\$22,639	\$23,103	\$23,574	\$24,045
59	\$18,686	\$19,067	\$19,456	\$19,854	\$20,258	\$20,671	\$21,093	\$21,524	\$21,963	\$22,412	\$22,868	\$23,334	\$23,811	\$24,285
60	\$18,871	\$19,256	\$19,649	\$20,049	\$20,460	\$20,876	\$21,301	\$21,737	\$22,181	\$22,634	\$23,095	\$23,566	\$24,047	\$24,526
61	\$19,059	\$19,448	\$19,845	\$20,251	\$20,664	\$21,085	\$21,516	\$21,954	\$22,404	\$22,859	\$23,325	\$23,801	\$24,287	\$24,773
62	\$19,251	\$19,644	\$20,045	\$20,454	\$20,872	\$21,297	\$21,732	\$22,176	\$22,627	\$23,089	\$23,560	\$24,043	\$24,530	\$25,019
63	\$19,442	\$19,839	\$20,244	\$20,656	\$21,079	\$21,507	\$21,947	\$22,394	\$22,853	\$23,319	\$23,797	\$24,280	\$24,776	\$25,273
64	\$19,636	\$20,037	\$20,446	\$20,864	\$21,290	\$21,725	\$22,168	\$22,620	\$23,082	\$23,551	\$24,034	\$24,522	\$25,027	\$25,525
65	\$19,833	\$20,238	\$20,651	\$21,072	\$21,503	\$21,941	\$22,390	\$22,847	\$23,313	\$23,788	\$24,275	\$24,770	\$25,276	\$25,778
66	\$20,032	\$20,441	\$20,858	\$21,284	\$21,717	\$22,161	\$22,613	\$23,074	\$23,546	\$24,024	\$24,517	\$25,016	\$25,527	\$26,037
67	\$20,233	\$20,646	\$21,067	\$21,497	\$21,936	\$22,384	\$22,842	\$23,307	\$23,783	\$24,269	\$24,762	\$25,268	\$25,782	\$26,301
68	\$20,435	\$20,852	\$21,277	\$21,712	\$22,155	\$22,606	\$23,067	\$23,540	\$24,019	\$24,511	\$25,010	\$25,522	\$26,041	\$26,564
69	\$20,639	\$21,060	\$21,490	\$21,928	\$22,377	\$22,832	\$23,298	\$23,774	\$24,259	\$24,753	\$25,258	\$25,774	\$26,302	\$26,825
70	\$20,847	\$21,272	\$21,706	\$22,149	\$22,601	\$23,062	\$23,532	\$24,013	\$24,503	\$25,004	\$25,511	\$26,034	\$26,566	\$27,094
71	\$21,052	\$21,482	\$21,920	\$22,367	\$22,825	\$23,290	\$23,766	\$24,251	\$24,747	\$25,251	\$25,768	\$26,295	\$26,829	\$27,368
72	\$21,262	\$21,696	\$22,138	\$22,590	\$23,053	\$23,522	\$24,004	\$24,492	\$24,993	\$25,504	\$26,023	\$26,553	\$27,099	\$27,639
73	\$21,475	\$21,913	\$22,360	\$22,817	\$23,282	\$23,758	\$24,243	\$24,738	\$25,244	\$25,759	\$26,284	\$26,821	\$27,369	\$27,917
74	\$21,689	\$22,132	\$22,584	\$23,044	\$23,515	\$23,994	\$24,486	\$24,985	\$25,497	\$26,016	\$26,547	\$27,088	\$27,640	\$28,198
75	\$21,907	\$22,354	\$22,810	\$23,276	\$23,750	\$24,235	\$24,729	\$25,234	\$25,749	\$26,276	\$26,812	\$27,359	\$27,918	\$28,478
76	\$22,126	\$22,578	\$23,039	\$23,509	\$23,990	\$24,478	\$24,979	\$25,487	\$26,008	\$26,539	\$27,082	\$27,635	\$28,199	\$28,763
77	\$22,348	\$22,804	\$23,269	\$23,744	\$24,230	\$24,724	\$25,229	\$25,743	\$26,268	\$26,806	\$27,352	\$27,909	\$28,479	\$29,049
78	\$22,573	\$23,034	\$23,504	\$23,983	\$24,472	\$24,972	\$25,481	\$26,003	\$26,534	\$27,074	\$27,627	\$28,190	\$28,766	\$29,340
79	\$22,797	\$23,262	\$23,737	\$24,222	\$24,716	\$25,220	\$25,735	\$26,259	\$26,797	\$27,343	\$27,901	\$28,470	\$29,049	\$29,637
80	\$23,027	\$23,497	\$23,976	\$24,466	\$24,965	\$25,474	\$25,993	\$26,524	\$27,066	\$27,617	\$28,181	\$28,758	\$29,343	\$29,930
81	\$23,254	\$23,729	\$24,213	\$24,707	\$25,210	\$25,725	\$26,251	\$26,787	\$27,335	\$27,894	\$28,463	\$29,043	\$29,637	\$30,233
82	\$23,489	\$23,968	\$24,457	\$24,956	\$25,466	\$25,984	\$26,516	\$27,056	\$27,609	\$28,173	\$28,746	\$29,333	\$29,930	\$30,533
83	\$23,723	\$24,207	\$24,701	\$25,205	\$25,720	\$26,245	\$26,781	\$27,329	\$27,883	\$28,455	\$29,037	\$29,629	\$30,233	\$30,838
84	\$23,960	\$24,449	\$24,948	\$25,456	\$25,977	\$26,506	\$27,047	\$27,600	\$28,163	\$28,739	\$29,324	\$29,923	\$30,533	\$31,147
85	\$24,199	\$24,693	\$25,197	\$25,712	\$26,236	\$26,772	\$27,318	\$27,876	\$28,446	\$29,024	\$29,617	\$30,221	\$30,838	\$31,460
86	\$24,444	\$24,943	\$25,452	\$25,971	\$26,500	\$27,042	\$27,592	\$28,156	\$28,731	\$29,314	\$29,915	\$30,527	\$31,148	\$31,773
87	\$24,687	\$25,191	\$25,705	\$26,229	\$26,764	\$27,310	\$27,869	\$28,437	\$29,017	\$29,609	\$30,212	\$30,831	\$31,462	\$32,088
88	\$24,932	\$25,441	\$25,960	\$26,491	\$27,032	\$27,584	\$28,147	\$28,722	\$29,308	\$29,908	\$30,518	\$31,140	\$31,774	\$32,413
89	\$25,069	\$25,581	\$26,103	\$26,635	\$27,178	\$27,734	\$28,300	\$28,877	\$29,600	\$30,204	\$30,821	\$31,449	\$32,092	\$32,734
90	\$25,336	\$25,955	\$26,485	\$27,024	\$27,577	\$28,139	\$28,713	\$29,301	\$29,897	\$30,505	\$31,129	\$31,766	\$32,414	\$33,061
91	\$25,692	\$26,216	\$26,751	\$27,296	\$27,852	\$28,422	\$29,002	\$29,593	\$30,198	\$30,814	\$31,441	\$32,084	\$32,737	\$33,393
92	\$25,945	\$26,474	\$27,014	\$27,565	\$28,128	\$28,702	\$29,287	\$29,886	\$30,497	\$31,120	\$31,753	\$32,401	\$33,065	\$33,724
93	\$26,205	\$26,740	\$27,285	\$27,843	\$28,411	\$28,991	\$29,582	\$30,186	\$30,802	\$31,431	\$32,072	\$32,728	\$33,395	\$34,064
94	\$26,467	\$27,007	\$27,558	\$28,121	\$28,694	\$29,280	\$29,877	\$30,487	\$31,108	\$31,745	\$32,393	\$33,053	\$33,727	\$34,403
95	\$26,733	\$27,279	\$27,836	\$28,403	\$28,984	\$29,576	\$30,179	\$30,795	\$31,422	\$32,063	\$32,718	\$33,387	\$34,068	\$34,748
96	\$26,999	\$27,550	\$28,112	\$28,686	\$29,272	\$29,869	\$30,478	\$31,100	\$31,737	\$32,385	\$20,055	\$33,718	\$34,407	\$35,094
97	\$27,268	\$27,824	\$28,392	\$28,971	\$29,563	\$30,167	\$30,784	\$31,412	\$32,053	\$32,707	\$33,375	\$34,056	\$34,751	\$35,445
98	\$27,543	\$28,105	\$28,679	\$29,265	\$29,862	\$30,472	\$31,094	\$31,728	\$32,375	\$33,036	\$33,711	\$34,395	\$35,097	\$35,801
99	\$27,818	\$28,386	\$28,965	\$29,556	\$30,158	\$30,774	\$31,403	\$32,046	\$32,698	\$33,364	\$34,045	\$34,740	\$35,449	\$36,161
100	\$28,099	\$28,672	\$29,257	\$29,854	\$30,464	\$31,085	\$31,719	\$32,366	\$33,025	\$33,699	\$34,388	\$35,090	\$35,800	\$36,523

ARTICLE V
MADISON-ONEIDA B.O.C.E.S. CIVIL SERVICE PAY SCHEDULE 2004-2005

(Continued)

101	\$28,379	\$28,958	\$29,548	\$30,152	\$30,767	\$31,394	\$32,035	\$32,690	\$33,358	\$34,038	\$34,731	\$35,440	\$36,165	\$36,887
102	\$28,662	\$29,247	\$29,844	\$30,452	\$31,073	\$31,709	\$32,355	\$33,016	\$33,690	\$34,375	\$35,078	\$35,795	\$36,526	\$37,256
103	\$28,947	\$29,538	\$30,141	\$30,756	\$31,384	\$32,024	\$32,677	\$33,344	\$34,025	\$34,719	\$35,429	\$36,149	\$36,889	\$37,628
104	\$29,237	\$29,834	\$30,443	\$31,065	\$31,698	\$32,345	\$33,008	\$33,680	\$34,366	\$35,069	\$35,783	\$36,511	\$37,260	\$38,002
105	\$29,531	\$30,134	\$30,749	\$31,376	\$32,015	\$32,668	\$33,334	\$34,015	\$34,710	\$35,417	\$36,141	\$36,877	\$37,631	\$38,385
106	\$29,826	\$30,435	\$31,056	\$31,690	\$32,337	\$32,995	\$33,668	\$34,357	\$35,058	\$35,773	\$36,503	\$37,250	\$38,008	\$38,769
107	\$30,123	\$30,738	\$31,365	\$32,006	\$32,659	\$33,325	\$34,007	\$34,700	\$35,408	\$36,131	\$36,868	\$37,620	\$38,390	\$39,156
108	\$30,427	\$31,048	\$31,682	\$32,328	\$32,987	\$33,660	\$34,345	\$35,046	\$35,765	\$36,495	\$37,236	\$37,996	\$38,772	\$39,547
109	\$30,731	\$31,358	\$31,998	\$32,650	\$33,316	\$33,996	\$34,690	\$35,398	\$36,120	\$36,857	\$37,610	\$38,376	\$39,161	\$39,941
110	\$31,038	\$31,671	\$32,317	\$32,977	\$33,649	\$34,336	\$35,037	\$35,750	\$36,480	\$37,227	\$37,987	\$38,760	\$39,551	\$40,342
111	\$31,346	\$31,986	\$32,638	\$33,305	\$33,984	\$34,678	\$35,386	\$36,108	\$36,845	\$37,597	\$38,365	\$39,148	\$39,945	\$40,746
112	\$31,662	\$32,308	\$32,967	\$33,640	\$34,326	\$35,027	\$35,742	\$36,471	\$37,213	\$37,972	\$38,747	\$39,539	\$40,345	\$41,155
113	\$31,976	\$32,629	\$33,295	\$33,974	\$34,667	\$35,376	\$36,098	\$36,834	\$37,587	\$38,354	\$39,135	\$39,933	\$40,749	\$41,565
114	\$32,295	\$32,954	\$33,626	\$34,313	\$35,014	\$35,729	\$36,457	\$37,202	\$37,962	\$38,736	\$39,526	\$40,333	\$41,158	\$41,979
115	\$32,619	\$33,285	\$33,964	\$34,658	\$35,366	\$36,088	\$36,823	\$37,576	\$38,342	\$39,126	\$39,924	\$40,738	\$41,568	\$42,399
116	\$32,947	\$33,619	\$34,305	\$35,006	\$35,720	\$36,449	\$37,195	\$37,953	\$38,725	\$39,514	\$40,323	\$41,143	\$41,985	\$42,824
117	\$33,278	\$33,957	\$34,650	\$35,357	\$36,078	\$36,813	\$37,564	\$38,331	\$39,111	\$39,911	\$40,726	\$41,558	\$42,403	\$43,254
118	\$33,607	\$34,293	\$34,993	\$35,707	\$36,435	\$37,179	\$37,938	\$38,714	\$39,514	\$40,309	\$41,132	\$41,970	\$42,827	\$43,686
119	\$33,946	\$34,639	\$35,345	\$36,067	\$36,802	\$37,553	\$38,321	\$39,102	\$39,900	\$40,715	\$41,543	\$42,390	\$43,258	\$44,122
120	\$34,283	\$34,983	\$35,697	\$36,425	\$37,170	\$37,928	\$38,700	\$39,490	\$40,296	\$41,121	\$41,959	\$42,817	\$43,690	\$44,564

ARTICLE V

MADISON-ONEIDA B.O.C.E.S. CIVIL SERVICE PAY SCHEDULE 2005-2006

2005-2006
SALARY
GRADE

	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14
1	\$10,667	\$10,885	\$11,107	\$11,334	\$11,565	\$11,801	\$12,041	\$12,286	\$12,539	\$12,794	\$13,055	\$13,324	\$13,593	\$13,870
2	\$10,774	\$10,994	\$11,218	\$11,447	\$11,680	\$11,920	\$12,163	\$12,409	\$12,662	\$12,923	\$13,187	\$13,454	\$13,729	\$14,008
3	\$10,882	\$11,104	\$11,331	\$11,562	\$11,797	\$12,038	\$12,283	\$12,535	\$12,790	\$13,052	\$13,317	\$13,590	\$13,866	\$14,150
4	\$10,992	\$11,216	\$11,445	\$11,678	\$11,917	\$12,160	\$12,406	\$12,659	\$12,920	\$13,181	\$13,451	\$13,725	\$14,005	\$14,293
5	\$11,102	\$11,329	\$11,560	\$11,795	\$12,036	\$12,281	\$12,531	\$12,786	\$13,049	\$13,314	\$13,587	\$13,862	\$14,144	\$14,436
6	\$11,209	\$11,438	\$11,672	\$11,911	\$12,153	\$12,401	\$12,654	\$12,914	\$13,176	\$13,445	\$13,721	\$14,000	\$14,286	\$14,578
7	\$11,324	\$11,555	\$11,791	\$12,032	\$12,278	\$12,528	\$12,784	\$13,044	\$13,309	\$13,584	\$13,860	\$14,142	\$14,433	\$14,725
8	\$11,436	\$11,669	\$11,907	\$12,150	\$12,399	\$12,652	\$12,910	\$13,174	\$13,442	\$13,718	\$13,997	\$14,282	\$14,571	\$14,869
9	\$11,550	\$11,786	\$12,027	\$12,273	\$12,523	\$12,780	\$13,040	\$13,307	\$13,577	\$13,856	\$14,137	\$14,425	\$14,721	\$15,021
10	\$11,667	\$11,905	\$12,148	\$12,396	\$12,649	\$12,905	\$13,169	\$13,440	\$13,714	\$13,994	\$14,278	\$14,570	\$14,866	\$15,171
11	\$11,785	\$12,026	\$12,272	\$12,522	\$12,777	\$13,037	\$13,302	\$13,574	\$13,851	\$14,134	\$14,421	\$14,717	\$15,018	\$15,320
12	\$11,903	\$12,146	\$12,394	\$12,647	\$12,904	\$13,168	\$13,438	\$13,712	\$13,992	\$14,275	\$14,568	\$14,863	\$15,168	\$15,477
13	\$12,021	\$12,266	\$12,516	\$12,772	\$13,033	\$13,299	\$13,571	\$13,848	\$14,131	\$14,417	\$14,712	\$15,013	\$15,318	\$15,631
14	\$12,142	\$12,390	\$12,643	\$12,900	\$13,164	\$13,433	\$13,707	\$13,988	\$14,272	\$14,563	\$14,860	\$15,164	\$15,474	\$15,787
15	\$12,263	\$12,513	\$12,769	\$13,029	\$13,296	\$13,566	\$13,841	\$14,127	\$14,414	\$14,709	\$15,006	\$15,314	\$15,625	\$15,943
16	\$12,386	\$12,639	\$12,897	\$13,161	\$13,429	\$13,703	\$13,981	\$14,268	\$14,558	\$14,856	\$15,159	\$15,462	\$15,782	\$16,105
17	\$12,508	\$12,763	\$13,024	\$13,290	\$13,561	\$13,837	\$14,119	\$14,409	\$14,702	\$15,002	\$15,310	\$15,621	\$15,938	\$16,265
18	\$12,632	\$12,890	\$13,153	\$13,422	\$13,696	\$13,976	\$14,261	\$14,554	\$14,849	\$15,153	\$15,462	\$15,777	\$16,100	\$16,429
19	\$12,761	\$13,021	\$13,286	\$13,558	\$13,834	\$14,116	\$14,405	\$14,698	\$14,998	\$15,305	\$15,617	\$15,935	\$16,262	\$16,592
20	\$12,888	\$13,151	\$13,419	\$13,693	\$13,972	\$14,257	\$14,548	\$14,845	\$15,148	\$15,456	\$15,773	\$16,096	\$16,425	\$16,758
21	\$13,015	\$13,281	\$13,552	\$13,829	\$14,111	\$14,399	\$14,693	\$14,992	\$15,298	\$15,610	\$15,931	\$16,255	\$16,585	\$16,925
22	\$13,146	\$13,414	\$13,688	\$13,967	\$14,251	\$14,542	\$14,840	\$15,142	\$15,451	\$15,766	\$16,090	\$16,418	\$16,753	\$17,096
23	\$13,278	\$13,549	\$13,826	\$14,108	\$14,396	\$14,692	\$14,991	\$15,296	\$15,608	\$15,927	\$16,249	\$16,581	\$16,921	\$17,268
24	\$13,411	\$13,685	\$13,965	\$14,249	\$14,540	\$14,837	\$15,139	\$15,447	\$15,762	\$16,084	\$16,412	\$16,748	\$17,091	\$17,441
25	\$13,545	\$13,821	\$14,103	\$14,390	\$14,684	\$14,986	\$15,291	\$15,602	\$15,923	\$16,244	\$16,577	\$16,915	\$17,263	\$17,614
26	\$13,682	\$13,961	\$14,246	\$14,536	\$14,833	\$15,136	\$15,442	\$15,758	\$16,079	\$16,407	\$16,744	\$17,085	\$17,436	\$17,789
27	\$13,817	\$14,099	\$14,387	\$14,681	\$14,980	\$15,288	\$15,599	\$15,917	\$16,241	\$16,573	\$16,911	\$17,257	\$17,609	\$17,966
28	\$13,956	\$14,241	\$14,531	\$14,828	\$15,130	\$15,438	\$15,754	\$16,075	\$16,404	\$16,739	\$17,077	\$17,425	\$17,784	\$18,146
29	\$14,094	\$14,382	\$14,675	\$14,975	\$15,282	\$15,593	\$15,910	\$16,235	\$16,567	\$16,904	\$17,247	\$17,600	\$17,962	\$18,326
30	\$14,236	\$14,527	\$14,824	\$15,127	\$15,435	\$15,750	\$16,073	\$16,400	\$16,736	\$17,075	\$17,422	\$17,780	\$18,144	\$18,511
31	\$14,379	\$14,672	\$14,971	\$15,276	\$15,588	\$15,907	\$16,232	\$16,563	\$16,899	\$17,244	\$17,597	\$17,956	\$18,323	\$18,696
32	\$14,523	\$14,819	\$15,122	\$15,430	\$15,745	\$16,067	\$16,394	\$16,727	\$17,069	\$17,417	\$17,773	\$18,136	\$18,506	\$18,881
33	\$14,668	\$14,967	\$15,272	\$15,584	\$15,903	\$16,227	\$16,559	\$16,895	\$17,240	\$17,591	\$17,950	\$18,318	\$18,692	\$19,073
34	\$14,813	\$15,115	\$15,423	\$15,738	\$16,058	\$16,388	\$16,722	\$17,064	\$17,413	\$17,769	\$18,130	\$18,501	\$18,878	\$19,264
35	\$14,964	\$15,269	\$15,580	\$15,898	\$16,221	\$16,553	\$16,891	\$17,235	\$17,587	\$17,945	\$18,312	\$18,685	\$19,066	\$19,454
36	\$15,112	\$15,420	\$15,735	\$16,055	\$16,386	\$16,717	\$17,058	\$17,406	\$17,761	\$18,124	\$18,496	\$18,873	\$19,257	\$19,650
37	\$15,263	\$15,574	\$15,891	\$16,215	\$16,546	\$16,884	\$17,230	\$17,581	\$17,938	\$18,307	\$18,679	\$19,061	\$19,450	\$19,845
38	\$15,416	\$15,731	\$16,052	\$16,380	\$16,715	\$17,055	\$17,404	\$17,758	\$18,121	\$18,489	\$18,870	\$19,252	\$19,645	\$20,047
39	\$15,570	\$15,888	\$16,212	\$16,543	\$16,881	\$17,225	\$17,575	\$17,934	\$18,299	\$18,673	\$19,054	\$19,445	\$19,842	\$20,247
40	\$15,725	\$16,046	\$16,374	\$16,708	\$17,049	\$17,397	\$17,753	\$18,117	\$18,485	\$18,863	\$19,246	\$19,639	\$20,039	\$20,449
41	\$15,881	\$16,205	\$16,536	\$16,874	\$17,217	\$17,568	\$17,927	\$18,293	\$18,667	\$19,049	\$19,440	\$19,834	\$20,240	\$20,654
42	\$16,043	\$16,370	\$16,704	\$17,045	\$17,393	\$17,747	\$18,110	\$18,478	\$18,854	\$19,239	\$19,633	\$20,034	\$20,443	\$20,859
43	\$16,203	\$16,534	\$16,872	\$17,216	\$17,567	\$17,926	\$18,291	\$18,665	\$19,046	\$19,432	\$19,831	\$20,234	\$20,650	\$21,069
44	\$16,365	\$16,699	\$17,040	\$17,389	\$17,742	\$18,104	\$18,473	\$18,850	\$19,235	\$19,627	\$20,028	\$20,435	\$20,852	\$21,278
45	\$16,528	\$16,865	\$17,209	\$17,561	\$17,919	\$18,285	\$18,656	\$19,036	\$19,425	\$19,822	\$20,226	\$20,638	\$21,060	\$21,492
46	\$16,695	\$17,036	\$17,383	\$17,738	\$18,099	\$18,469	\$18,846	\$19,230	\$19,622	\$20,023	\$20,429	\$20,848	\$21,273	\$21,708
47	\$16,858	\$17,202	\$17,553	\$17,911	\$18,277	\$18,650	\$19,030	\$19,420	\$19,816	\$20,221	\$20,633	\$21,056	\$21,485	\$21,923
48	\$17,028	\$17,376	\$17,731	\$18,093	\$18,461	\$18,839	\$19,224	\$19,614	\$20,015	\$20,424	\$20,841	\$21,266	\$21,702	\$22,143
49	\$17,198	\$17,549	\$17,907	\$18,272	\$18,646	\$19,026	\$19,415	\$19,811	\$20,216	\$20,628	\$21,049	\$21,478	\$21,916	\$22,365
50	\$17,369	\$17,723	\$18,085	\$18,454	\$18,831	\$19,216	\$19,608	\$20,007	\$20,417	\$20,833	\$21,259	\$21,690	\$22,135	\$22,586

ARTICLE V
MADISON-ONEIDA B.O.C.E.S. CIVIL SERVICE PAY SCHEDULE 2005-2006

(Continued)

51	\$17,544	\$17,902	\$18,267	\$18,640	\$19,020	\$19,410	\$19,805	\$20,208	\$20,621	\$21,041	\$21,471	\$21,909	\$22,357	\$22,813
52	\$17,718	\$18,080	\$18,449	\$18,825	\$19,209	\$19,603	\$20,003	\$20,412	\$20,826	\$21,250	\$21,685	\$22,127	\$22,579	\$23,040
53	\$17,894	\$18,259	\$18,631	\$19,012	\$19,400	\$19,796	\$20,200	\$20,612	\$21,034	\$21,464	\$21,902	\$22,350	\$22,806	\$23,270
54	\$18,075	\$18,444	\$18,820	\$19,204	\$19,596	\$19,996	\$20,402	\$20,821	\$21,245	\$21,679	\$22,122	\$22,573	\$23,034	\$23,506
55	\$18,255	\$18,628	\$19,008	\$19,396	\$19,791	\$20,196	\$20,608	\$21,029	\$21,457	\$21,894	\$22,342	\$22,798	\$23,262	\$23,737
56	\$18,437	\$18,813	\$19,197	\$19,588	\$19,987	\$20,396	\$20,813	\$21,238	\$21,672	\$22,115	\$22,566	\$23,026	\$23,497	\$23,977
57	\$18,622	\$19,002	\$19,390	\$19,785	\$20,190	\$20,602	\$21,022	\$21,450	\$21,887	\$22,335	\$22,791	\$23,257	\$23,730	\$24,217
58	\$18,808	\$19,192	\$19,584	\$19,983	\$20,391	\$20,807	\$21,232	\$21,665	\$22,107	\$22,556	\$23,019	\$23,488	\$23,969	\$24,458
59	\$18,998	\$19,386	\$19,782	\$20,186	\$20,599	\$21,018	\$21,446	\$21,884	\$22,331	\$22,787	\$23,252	\$23,726	\$24,209	\$24,704
60	\$19,187	\$19,579	\$19,978	\$20,386	\$20,801	\$21,227	\$21,659	\$22,100	\$22,552	\$23,013	\$23,483	\$23,961	\$24,450	\$24,949
61	\$19,379	\$19,774	\$20,177	\$20,589	\$21,010	\$21,439	\$21,876	\$22,323	\$22,777	\$23,244	\$23,716	\$24,200	\$24,694	\$25,198
62	\$19,574	\$19,973	\$20,381	\$20,797	\$21,221	\$21,655	\$22,096	\$22,547	\$23,008	\$23,476	\$23,955	\$24,444	\$24,945	\$25,450
63	\$19,768	\$20,171	\$20,583	\$21,003	\$21,431	\$21,869	\$22,314	\$22,770	\$23,234	\$23,710	\$24,193	\$24,689	\$25,191	\$25,705
64	\$19,966	\$20,373	\$20,788	\$21,213	\$21,646	\$22,088	\$22,540	\$22,999	\$23,468	\$23,948	\$24,434	\$24,935	\$25,442	\$25,966
65	\$20,165	\$20,577	\$20,997	\$21,425	\$21,862	\$22,309	\$22,764	\$23,230	\$23,704	\$24,187	\$24,680	\$25,185	\$25,699	\$26,224
66	\$20,367	\$20,783	\$21,208	\$21,640	\$22,082	\$22,531	\$22,992	\$23,461	\$23,939	\$24,429	\$24,925	\$25,436	\$25,954	\$26,484
67	\$20,572	\$20,992	\$21,420	\$21,857	\$22,303	\$22,759	\$23,223	\$23,699	\$24,181	\$24,675	\$25,179	\$25,691	\$26,216	\$26,749
68	\$20,777	\$21,201	\$21,634	\$22,075	\$22,526	\$22,986	\$23,454	\$23,932	\$24,423	\$24,920	\$25,430	\$25,948	\$26,479	\$27,018
69	\$20,985	\$21,413	\$21,850	\$22,296	\$22,750	\$23,216	\$23,688	\$24,172	\$24,666	\$25,169	\$25,681	\$26,205	\$26,741	\$27,288
70	\$21,195	\$21,628	\$22,070	\$22,520	\$22,980	\$23,449	\$23,927	\$24,414	\$24,913	\$25,422	\$25,942	\$26,468	\$27,010	\$27,562
71	\$21,405	\$21,842	\$22,288	\$22,742	\$23,206	\$23,681	\$24,163	\$24,657	\$25,160	\$25,675	\$26,198	\$26,734	\$27,281	\$27,835
72	\$21,618	\$22,059	\$22,510	\$22,968	\$23,437	\$23,917	\$24,404	\$24,904	\$25,410	\$25,930	\$26,460	\$26,999	\$27,549	\$28,115
73	\$21,834	\$22,280	\$22,735	\$23,199	\$23,673	\$24,155	\$24,649	\$25,152	\$25,666	\$26,191	\$26,725	\$27,270	\$27,827	\$28,395
74	\$22,053	\$22,503	\$22,962	\$23,431	\$23,908	\$24,397	\$24,894	\$25,404	\$25,922	\$26,453	\$26,992	\$27,543	\$28,104	\$28,677
75	\$22,273	\$22,728	\$23,192	\$23,665	\$24,149	\$24,641	\$25,144	\$25,656	\$26,180	\$26,715	\$27,261	\$27,817	\$28,385	\$28,965
76	\$22,497	\$22,956	\$23,425	\$23,903	\$24,391	\$24,890	\$25,396	\$25,916	\$26,443	\$26,983	\$27,534	\$28,098	\$28,671	\$29,256
77	\$22,722	\$23,186	\$23,659	\$24,142	\$24,634	\$25,139	\$25,651	\$26,175	\$26,708	\$27,253	\$27,811	\$28,378	\$28,956	\$29,547
78	\$22,952	\$23,420	\$23,898	\$24,385	\$24,882	\$25,390	\$25,908	\$26,437	\$26,978	\$27,529	\$28,089	\$28,663	\$29,247	\$29,845
79	\$23,179	\$23,652	\$24,134	\$24,627	\$25,130	\$25,643	\$26,166	\$26,700	\$27,244	\$27,802	\$28,368	\$28,947	\$29,538	\$30,138
80	\$23,413	\$23,891	\$24,378	\$24,875	\$25,383	\$25,901	\$26,429	\$26,968	\$27,519	\$28,081	\$28,653	\$29,238	\$29,836	\$30,443
81	\$23,643	\$24,126	\$24,619	\$25,121	\$25,634	\$26,155	\$26,690	\$27,235	\$27,792	\$28,360	\$28,940	\$29,530	\$30,132	\$30,748
82	\$23,882	\$24,369	\$24,867	\$25,374	\$25,892	\$26,421	\$26,958	\$27,510	\$28,071	\$28,644	\$29,229	\$29,824	\$30,433	\$31,052
83	\$24,120	\$24,612	\$25,115	\$25,627	\$26,150	\$26,685	\$27,229	\$27,785	\$28,354	\$28,929	\$29,522	\$30,126	\$30,740	\$31,367
84	\$24,362	\$24,859	\$25,366	\$25,884	\$26,411	\$26,951	\$27,500	\$28,061	\$28,635	\$29,219	\$29,817	\$30,424	\$31,045	\$31,678
85	\$24,605	\$25,107	\$25,619	\$26,142	\$26,676	\$27,220	\$27,776	\$28,342	\$28,921	\$29,513	\$30,112	\$30,728	\$31,354	\$31,994
86	\$24,854	\$25,361	\$25,878	\$26,406	\$26,945	\$27,494	\$28,056	\$28,627	\$29,212	\$29,808	\$30,413	\$31,037	\$31,672	\$32,316
87	\$25,101	\$25,613	\$26,136	\$26,669	\$27,213	\$27,768	\$28,334	\$28,914	\$29,503	\$30,105	\$30,719	\$31,345	\$31,987	\$32,642
88	\$25,350	\$25,867	\$26,395	\$26,934	\$27,484	\$28,046	\$28,618	\$29,203	\$29,799	\$30,407	\$31,030	\$31,662	\$32,308	\$32,966
89	\$25,489	\$26,009	\$26,540	\$27,082	\$27,634	\$28,197	\$28,774	\$29,361	\$29,960	\$30,710	\$31,337	\$31,977	\$32,628	\$33,295
90	\$25,862	\$26,390	\$26,928	\$27,478	\$28,037	\$28,611	\$29,194	\$29,790	\$30,400	\$31,018	\$31,649	\$32,296	\$32,957	\$33,630
91	\$26,122	\$26,655	\$27,199	\$27,754	\$28,320	\$28,896	\$29,488	\$30,090	\$30,703	\$31,330	\$31,970	\$32,620	\$33,287	\$33,965
92	\$26,379	\$26,917	\$27,467	\$28,027	\$28,599	\$29,183	\$29,778	\$30,385	\$31,007	\$31,641	\$32,287	\$32,944	\$33,616	\$34,305
93	\$26,644	\$27,188	\$27,743	\$28,308	\$28,887	\$29,476	\$30,078	\$30,691	\$31,318	\$31,957	\$32,610	\$33,275	\$33,955	\$34,647
94	\$26,910	\$27,459	\$28,020	\$28,591	\$29,176	\$29,770	\$30,378	\$30,997	\$31,630	\$32,275	\$32,935	\$33,608	\$34,292	\$34,992
95	\$27,181	\$27,736	\$28,302	\$28,880	\$29,468	\$30,071	\$30,685	\$31,311	\$31,950	\$32,600	\$33,265	\$33,945	\$34,639	\$35,346
96	\$27,451	\$28,011	\$28,583	\$29,166	\$29,762	\$30,370	\$30,989	\$31,621	\$32,266	\$32,927	\$33,599	\$20,807	\$34,982	\$35,697
97	\$27,724	\$28,290	\$28,867	\$29,457	\$30,057	\$30,672	\$31,298	\$31,938	\$32,590	\$33,255	\$33,934	\$34,627	\$35,333	\$36,054
98	\$28,004	\$28,576	\$29,159	\$29,754	\$30,362	\$30,982	\$31,615	\$32,260	\$32,918	\$33,589	\$34,275	\$34,975	\$35,685	\$36,413
99	\$28,284	\$28,861	\$29,450	\$30,051	\$30,664	\$31,289	\$31,928	\$32,581	\$33,248	\$33,924	\$34,615	\$35,322	\$36,043	\$36,778
100	\$28,569	\$29,152	\$29,747	\$30,354	\$30,974	\$31,606	\$32,251	\$32,908	\$33,580	\$34,263	\$34,963	\$35,678	\$36,406	\$37,174

ARTICLE V
MADISON-ONEIDA B.O.C.E.S. CIVIL SERVICE PAY SCHEDULE 2005-2006
(Continued)

101	\$28,854	\$29,443	\$30,044	\$30,656	\$31,283	\$31,921	\$32,571	\$33,236	\$33,916	\$34,609	\$35,314	\$36,033	\$36,769	\$37,521
102	\$29,142	\$29,737	\$30,344	\$30,963	\$31,594	\$32,238	\$32,898	\$33,568	\$34,254	\$34,953	\$35,664	\$36,393	\$37,137	\$37,896
103	\$29,432	\$30,033	\$30,646	\$31,271	\$31,909	\$32,561	\$33,225	\$33,902	\$34,594	\$35,301	\$36,021	\$36,758	\$37,505	\$38,272
104	\$29,727	\$30,334	\$30,953	\$31,585	\$32,230	\$32,887	\$33,558	\$34,246	\$34,943	\$35,655	\$36,384	\$37,125	\$37,880	\$38,657
105	\$30,026	\$30,639	\$31,264	\$31,902	\$32,553	\$33,216	\$33,893	\$34,584	\$35,291	\$36,012	\$36,745	\$37,496	\$38,260	\$39,042
106	\$30,326	\$30,945	\$31,576	\$32,221	\$32,878	\$33,550	\$34,232	\$34,931	\$35,645	\$36,373	\$37,114	\$37,872	\$38,647	\$39,433
107	\$30,628	\$31,253	\$31,891	\$32,541	\$33,206	\$33,884	\$34,575	\$35,282	\$36,001	\$36,736	\$37,486	\$38,251	\$39,031	\$39,830
108	\$30,937	\$31,568	\$32,212	\$32,870	\$33,540	\$34,224	\$34,922	\$35,633	\$36,360	\$37,106	\$37,864	\$38,632	\$39,421	\$40,226
109	\$31,245	\$31,883	\$32,534	\$33,198	\$33,874	\$34,565	\$35,271	\$35,991	\$36,725	\$37,475	\$38,239	\$39,020	\$39,815	\$40,630
110	\$31,557	\$32,201	\$32,859	\$33,529	\$34,214	\$34,911	\$35,624	\$36,351	\$37,091	\$37,848	\$38,623	\$39,412	\$40,214	\$41,034
111	\$31,872	\$32,522	\$33,185	\$33,862	\$34,554	\$35,258	\$35,978	\$36,713	\$37,462	\$38,227	\$39,007	\$39,804	\$40,616	\$41,443
112	\$32,192	\$32,849	\$33,520	\$34,203	\$34,902	\$35,613	\$36,341	\$37,082	\$37,839	\$38,608	\$39,396	\$40,200	\$41,022	\$41,858
113	\$32,512	\$33,176	\$33,853	\$34,544	\$35,248	\$35,967	\$36,703	\$37,452	\$38,215	\$38,997	\$39,792	\$40,603	\$41,430	\$42,277
114	\$32,836	\$33,506	\$34,190	\$34,887	\$35,600	\$36,327	\$37,069	\$37,824	\$38,597	\$39,386	\$40,189	\$41,008	\$41,845	\$42,701
115	\$33,166	\$33,843	\$34,533	\$35,238	\$35,958	\$36,692	\$37,441	\$38,204	\$38,985	\$39,780	\$40,593	\$41,421	\$42,266	\$43,127
116	\$33,498	\$34,182	\$34,880	\$35,591	\$36,319	\$37,060	\$37,816	\$38,590	\$39,376	\$40,177	\$40,996	\$41,835	\$42,686	\$43,559
117	\$33,835	\$34,526	\$35,230	\$35,949	\$36,683	\$37,431	\$38,193	\$38,973	\$39,768	\$40,578	\$41,408	\$42,253	\$43,116	\$43,993
118	\$34,170	\$34,867	\$35,579	\$36,305	\$37,046	\$37,801	\$38,573	\$39,361	\$40,166	\$40,982	\$41,821	\$42,674	\$43,544	\$44,433
119	\$34,515	\$35,219	\$35,938	\$36,670	\$37,420	\$38,182	\$38,961	\$39,758	\$40,568	\$41,396	\$42,242	\$43,101	\$43,980	\$44,880
120	\$34,858	\$35,569	\$36,295	\$37,036	\$37,791	\$38,564	\$39,350	\$40,151	\$40,971	\$41,807	\$42,663	\$43,532	\$44,423	\$45,328

ARTICLE VI

NORMAL WORKDAY

- A. All full-time Unit members shall have a workday of eight (8) hours exclusive of lunch time.
- B. All current full-time Unit members as of 6/30/78 who are working 37.5 hours per week shall remain at that rate as long as they remain in their present Civil Service job titles.
- C. At the discretion of the District Superintendent, the creation of four day/ten hour work shifts maybe created to meet the operational needs of Madison Oneida BOCES. If the operational needs of BOCES should cause the elimination of said shift, employees affected will be given thirty (30) days notice of the change.

ARTICLE VII

OVERTIME

Employees shall be compensated at one and one-half (1 1/2) times their normal hourly rate for all hours worked in excess of forty (40) hours in any one week. Double time will be paid for overtime worked on Sundays. If a scheduled holiday (excluding floating holidays) falls within the workweek, the amount of time normally worked by the employee on that day shall be counted as time actually worked.

All factors of qualification, abilities and shift assignment being equal, the Department Supervisor shall offer overtime to the most senior employee within the respective job title. If there are no volunteers for overtime, then it shall be assigned in reverse order of seniority. The scheduling of overtime in accordance with the above constraints shall be at the sole discretion of the supervisor.

ARTICLE VIII

SHIFT DIFFERENTIAL

- A. The District Superintendent shall establish the second and third shift hours for each B.O.C.E.S. program area.
- B. Employees working the second shift will receive twenty-five cents (\$.25) per hour added to their bi-weekly salary.
- C. Employees working the third shift will receive thirty-two cents (\$.32) per hour added to their bi-weekly salary.
- D. The shift differential will be paid for actual hours worked only and will not be included in vacation, personal leave, sick leave or other leave pay.

ARTICLE IX

OVERLAPPING WORK SCHEDULES

1. The beginning and end of the service day for each BOCES department/service shall be determined at least annually by the District Superintendent.
2. The following formula shall be applied to determine payment of additional compensation for overlapping work schedules:
 - a. The service day of a department/service shall be multiplied by two-thirds (67%), rounded to the nearest half hour.
 - b. Any employee who works after the two-thirds point of the service day for a minimum of three hours (exclusive of meal time) shall be entitled to an additional hourly stipend for all time actually worked outside the two-thirds timeframe.

EXAMPLE #1:

A department's/service's service day is established as 6:00 a.m. to 6:30 p.m. The service day equals twelve and one half hours. The service day multiplied by two-thirds (67%) equals 8.375 hours; rounded to the nearest half hour, the two-thirds point of the service day is 8.5 hours. Eight and one half hours from 6:00 a.m. is 2:30 p.m. Any employee who works past 2:30 p.m. for a minimum of three hours is entitled to a work schedule differential for hours worked after 2:30 p.m.

ARTICLE IX

(Continued)

EXAMPLE # 2:

A department's/service's service day is established as 6:00 a.m. to 9:30 p.m. The service day equals fifteen and one half hours. The service day multiplied by two-thirds (67%) equals 10.385 hours; rounded to the nearest half hour, the two thirds point of the service day is ten and one half hours. Ten and one half hours from 6:00 a.m. is 4:30 p.m.

Individuals within the department have varying work schedules. Those schedules and the application of the formula are:

6:00 a.m. to 2:30 p.m. = no schedule differential

8:00 a.m. to 4:30 p.m. = no schedule differential

10:00 a.m. to 6:30 p.m. = no schedule differential

1:00 p.m. to 9:30 p.m. = four and one-half hours eligible for schedule differential, assuming mealtime is taken after 4:30 p.m.

- c. The formula applies only to full-time employees as defined in Article VI of the collective bargaining agreement between the parties. Part-time employees are not eligible for the work schedule differential.
 - d. The work schedule differential shall be paid for each hour actually worked, but not for any meal time.
 - e. The work schedule differential is effective April 1, 1994.
 - f. The work schedule differential shall be twenty-five cents per hour.
 - g. The work schedule differential shall be paid for time worked during an employee's regular work day according to the formula set forth above. The work schedule differential shall not be paid for any overtime worked outside the employee's normal work day; such overtime shall be paid according to Article VII of the agreement between the parties.
3. Application and interpretation of the terms of this Article shall not be subject to the grievance procedure. The parties agree to meet and discuss problems which may arise under the application of this Article.

ARTICLE X

SHOW PAY

Employees called in to work other than their regular shift will be paid a minimum of three (3) hours pay.

ARTICLE XI

HOLIDAY SCHEDULE

- A. Effective July 1, 1988, all full-time members shall be granted the following paid holidays:

INDEPENDENCE DAY
LABOR DAY
THANKSGIVING DAY
DAY AFTER THANKSGIVING
CHRISTMAS EVE DAY
CHRISTMAS DAY
NEW YEAR'S EVE DAY
NEW YEAR'S DAY
WASHINGTON'S BIRTHDAY
MEMORIAL DAY

If any of the above scheduled holiday dates are in conflict with the school calendar as established by component school districts, the District Superintendent shall reschedule the conflicting holiday dates.

ARTICLE XI

(Continued)

- B. Effective July 1, 1988, full-time employees shall receive the ten (10) scheduled holidays. The July 1 immediately following one (1) full year of full-time employment, each employee shall receive one (1) additional paid holiday; and each subsequent July 1 following a year of full-time employment an employee shall receive one (1) additional paid holiday to a maximum of three (3) additional paid holidays.

An employee must receive the approval of his/her Director at least thirty (30) days prior to the elected floating day. The appropriate Director shall notify the District Superintendent of the employee's choice at least thirty (30) days prior to the elected date. The District Superintendent must approve or the elected date is denied.

- C. Premium Pay

All full-time employees who are required to work on any of the holidays designated in Section (A) above shall receive pay for the holiday, as well as two (2) times their normal hourly rate for all time worked on the holiday.

ARTICLE XII

HEALTH INSURANCE

1. Eligible Unit members elect coverage under the Madison-Oneida-Herkimer Consortium.
2. The Board will pay 100% of the monthly premiums for individual and family coverage for eligible Unit members enrolled in the Plan on or before June 30, 1981.
3. For eligible Unit members who enroll in the Plan on or after July 1, 1981, the Board shall pay the following monthly premiums:
 - a. First, second and third years enrolled:

The Board will pay 100% of the monthly individual premium and 50% of the monthly family premium.
 - b. For the fourth year enrolled and thereafter:

The Board will pay 100% of all monthly individual and family premiums.
4. Any participating member who elects to terminate his/her participation in the Plan regardless of the date of entry and elects to re-enter the Plan, shall be subject to No. 3 above.

ARTICLE XII

(Continued)

5. Any participating member who is on an authorized leave with pay may continue in the Plan in accordance with No. 3 and No. 4 above (whichever is applicable). If the employee elects to terminate his/her participation in the Plan, said employee will be subject to No. 4 above.
6. Any participating member who is on an authorized leave without pay may elect to continue participation in the Plan at his/her own expense. If the employee elects to terminate his/her participation in the Plan, said employee will be subject to No. 4 above.
7. **Retirees' Health Insurance:**

Health Insurance for retirees shall be in accordance with sub-section IV(A) of Personnel Policy 6020.
8. Effective October 1, 1997, the BOCES will contribute a maximum of five dollars (\$5.00) per month per individual participant toward the cost of the Individual Dental Plus Option for those eligible individuals who select the Dental Plus Option.

ARTICLE XIII

VACATIONS

- A. All vacation days shall be granted once annually and only on July 1st of each year.
- B. All vacation days granted are non-cumulative and must be taken during the fiscal year granted (July 1 - June 30).
- C. All full-time, 12 month employees who were on the payroll prior to July 1, 1980 will be granted twenty (20) paid vacation days per fiscal year.
- D. All full-time, twelve month employees employed on or after July 1, 1980 shall earn vacation days as follows:
 - 1. On the July 1st that immediately follows the date of employment, employees shall be granted one-half (1/2) day per full month of employment.
 - 2. On the July 1st that immediately follows a full year of full-time employment, employees shall be granted ten (10) paid vacation days per fiscal year.
 - 3. On the July 1st that immediately follows six (6) years of full-time employment, employees shall be granted one (1) additional paid day per year to a maximum of five (5) additional days after completion of ten (10) years of full-time employment.
 - 4. On the July 1st that immediately follows fifteen (15) years of full-time employment, employees shall be granted twenty (20) paid vacation days per fiscal year.
- E. All vacation schedules must have the prior approval of the District Superintendent or his designee.
- F. If the Employer terminates the employee's service, and the employee returns to service at a later date, the employee must begin to earn vacation days as a new employee.
- G. If the employee terminates his/her service, and said employee returns to service at a later date, the employee must begin to earn vacation days as a new employee.
- H. Employees with fifteen (15) days of vacation entitlement in a fiscal year, will be allowed a maximum of five (5) vacation days to be carried into the following fiscal year. The additional days must be used in the following fiscal year and shall not rollover into any future year(s). These days shall not be credited for the purpose of any retirement or resignation buyout.

ARTICLE XIV

RETIREMENT

- A. Civil Service employees are eligible to be members of the New York State Employees' Retirement System as adopted by the Board of Education (5/18/71), and as may be amended pursuant to law.
- B. Non-Contributory Plan (Section 75-I).
- C. Section 41-J Option 1

ARTICLE XV

MILEAGE

- 1. Reimbursement for use of personal vehicle, plus tolls, shall be provided as outlined per Madison Oneida BOCES policy.
- 2. There will be no reimbursement for mileage traveled for the purpose of going once to and from work daily.
- 3. Once at work, reimbursement will be allowed for travel within the district while performing a work assignment, or travel outside the district to another school district sharing the employee's services.
- 4. Reimbursement will be allowed for mileage traveled to and from approved conferences and workshops.
- 5. There will be no reimbursement for mileage traveled to and from staff meetings, unless attendance is required.

ARTICLE XVI

CONFERENCES, WORKSHOPS, MEETINGS, ETC.

All requests by employees to attend special work related conferences, workshops, meetings, or courses must be made to the District Superintendent or his designee. The granting or denial of the request and the terms and conditions of the leave, if granted, will rest solely with the District Superintendent or his designee.

ARTICLE XVII

USE OF FACILITIES

The Association may be allowed use of a school room upon prior approval of the District Superintendent or his designee. Any additional costs to the B.O.C.E.S. will be reimbursed by the Association.

ARTICLE XVIII

ABSENCES

A. Personal Leave

All personnel shall be granted three (3) days Personal Leave per year. Unused Personal Leave may be added to personal illness accumulation. Personal Leave Days not used for illness must be approved by the District Superintendent in advance on the Personal Leave Form. Personal Leave is not to be used for recreational purposes or other employment purposes.

B. Personal Illness

All personnel shall be granted one (1) day per month for Personal Illness, credited on the 1st working day of the month. Unused days may accumulate to a maximum of 175 days. Unused Personal Leave days may be used as Personal Illness days OR added to the accumulated total.

C. Family Illness

All personnel may use a maximum of twelve (12) days per year from accumulated Personal Illness Leave in (B) above for illness in the immediate family. Immediate family shall be defined as: spouse, children, parents, grandparents, brothers and sisters.

- D. A physician's certification of Personal or Family Illness may be required at the discretion of the District Superintendent. Under no circumstances is sick leave to be considered as an earned credit to be used for any other purpose, except for those purposes specified under Article XI(8) and XIII(C).

E. Death in the Family

All personnel shall be granted three (3) days, per occurrence, for Death in the Immediate Family. In the event that less than three (3) days of bereavement leave are used in a fiscal year, the difference between the number of days used and three (3) days may be added to accumulated personal illness days effective July 1st of the following year. Immediate family shall be defined as: spouse, significant other (who resides within the household), children, parents, stepparents, grandchildren, grandparents, brothers, sisters, mother-in-law, father-in-law, brother-in-law, and sister-in-law.

ARTICLE XVIII

(Continued)

E. Death in the Family (continued)

Examples:

1. If an employee uses two (2) days of bereavement leave, one day of leave is carried over.
2. If an employee uses no bereavement leave days, three (3) days of leave are carried over.

F. Leave of Absence for Child Rearing or Child Bearing

Full-time Unit members shall be entitled to an unpaid leave of absence for child rearing purposes in accordance with one of the following options: (A doctor's certificate may be required to verify the employee's ability to perform normal duties during pregnancy.)

1. The Unit member may request and shall be granted an unpaid leave of absence for child rearing, or child bearing -- in which case the leave is to commence prior to the onset of pregnancy related disability.
2. The Unit member may request and shall be granted an unpaid leave to commence immediately following the period of pregnancy related disability as determined by the employee's physician, or in the case of child adoption, on the date of the adoption.
3. The Unit member is not entitled to use sick leave during the unpaid leave of absence.

ARTICLE XVIII

(Continued)

G. Conditions for Leave

1. All requests for an Unpaid Leave for Child Rearing or Child Bearing must be made in writing to the District Superintendent at least thirty (30) days prior to the date the leave is to commence, except in the case of adoption where the Unit member is required to give thirty (30) days notice or as much notice as possible.
2. An Unpaid Leave for Child Rearing or Child Bearing may be requested for up to a maximum of six (6) months. The Unit member may return to the employ of the B.O.C.E.S. at the end of the leave only after having given thirty (30) days written notice to the District Superintendent. A request for return prior to the end of the leave shall be at the discretion of the District Superintendent.
3. A Unit member returning after Child Rearing or Child Bearing Leave shall be returned to a position similar to that previously occupied. Said Unit member shall return with all benefits accrued prior to the beginning of the leave.

H. Sick Leave Bank

1. A Sick Leave Bank will be established effective the date of this Agreement for the purpose of providing additional sick leave for eligible employees suffering from long-term illness or injury. The Board of Cooperative Educational Services will make a one-time only contribution of twenty (20) days of sick leave to the Bank effective the date of this Agreement for 1990-91 only.
2. All Unit members who have completed their original probationary period or completion of their probation period as a result of rehire the Board of Cooperative Educational Services may volunteer to contribute one (1) day of accumulated sick leave to the bank. In order to be eligible to participate in the Bank, an employee must contribute such sick leave in July of each school year. When such contribution is made, the employee's accumulated sick leave days will be reduced by one day.
3. The individual's personal sick leave must be totally depleted prior to becoming eligible to use the Sick Leave Bank.

ARTICLE XVIII

(Continued)

H. Sick Leave Bank (continued)

4. Only illnesses or injuries that are unforeseen, serious and prolonged will be considered as acceptable for Sick Leave Bank use. Written application must be made to the Board of Directors at least ten (10) working days before anticipated need; accompanied by supporting statement(s) from a physician and other data establishing need. The Committee may waive the ten (10) working day period in the event of emergency. A medical doctor's certificate may be required at any time and the employee must continue under a doctor's care throughout the period of illness/disability.
5. The Bank will be administered by a committee consisting of two (2) members appointed by the President of the Association and two (2) members appointed by the District Superintendent. The decisions of this Committee are final and binding on all parties and shall not be subject to the Grievance Procedure.
6. An employee may be granted up to forty (40) days from the Bank for any single illness or injury.
7. If an employee is receiving any District-sponsored Disability or Worker's Compensation Insurance benefit, the dollar amount per day for which the employee is eligible shall be forwarded to the District. The dollar amount shall be converted to a fraction of the person's regular daily pay and the Bank shall be charged one (1) less this fraction. Any person failing to comply with the above shall be deemed ineligible to use days from the Sick Leave Bank.
8. In the event that the Bank is depleted, it will be re-established once annually, in July, by employee contribution, only, as specified in number (2)."

ARTICLE XIX

JURY DUTY

- A. Any employee called upon by a court to serve on jury duty shall be compensated at full pay for time served, subject to the following conditions:
1. That the employee returns to B.O.C.E.S. all compensation, except mileage paid by the county, state, federal, and/or local government for serving on jury duty.
 2. In departments where work schedules may be adjusted, the employee's work schedule may be adjusted.
 3. That the employee notifies his/her supervisor, or appropriate person, promptly of his/her notice to appear for jury duty.
 4. That if the employee's work schedule is adjusted for this period, and he/she completed a normal workweek, provision number (1) above shall not prevail.

ARTICLE XX

LEAVE OF ABSENCE

- A. Leave(s) of Absence may be granted for up to one year, without pay, upon the recommendation of the District Superintendent and approval of the Board of Education.
- B. Board approval shall state in writing all terms and conditions of the leave, including the employee's status upon return in relation to position, fringe benefits, salary, etc.

ARTICLE XXI

PRINTING OF AGREEMENT

Copies of this Agreement shall be printed at the expense of the Board and supplied to all Bargaining Unit members.

ARTICLE XXII

EMERGENCY CLOSINGS - TWELVE MONTH EMPLOYEES

A. Special Closings

1. In the event that the B.O.C.E.S. Center is closed, not due to inclement weather, employees not essential to the continuation of services or reopening of the facility will not normally be expected to work. However, the District Superintendent or his designee shall make the final decision as to which employees will be required to work in these situations.

B. Inclement Weather

1. Each employee must determine the affect of inclement weather on his/her ability to travel to work. If an employee elects not to travel to work because of inclement weather, one of the following options must be elected by said employee:
 1. Make up time missed as outlined by the District Superintendent.
 2. Use of Personal Leave Day for time missed.
 3. Use of Vacation Day for time missed.
2. Employees must notify their immediate superior, by mid-shift, that they will be unable to travel to work because of inclement weather. If the employee fails to do this, he/she will not be paid for the time missed.

ARTICLE XXIII

POSTING OF JOB VACANCIES

When a vacant position in the Unit is to be filled, or a new position in the Unit is created, the position is to be posted in the Administration Building and other appropriate B.O.C.E.S. facilities for a period of five (5) workdays. Announcements of vacancies shall contain the title of the position or positions to be filled, minimum qualifications required for appointment and salary range. The Association President will be notified within fifteen (15) days of all new employees hired, their position and title.

ARTICLE XXIV

LAYOFF AND RECALL PROCEDURE

Reductions in Full-Time Non-Competitive and Labor Class Positions:

A. Seniority

For the purpose of this Article, seniority shall be defined as the length of an employee's continuous service with the B.O.C.E.S. since the last date of appointment. In the event that two (2) or more employees have been hired on the same day, seniority standing shall be assigned in alphabetical order.

B. Layoff and Recall

Subject to ability and fitness to perform the job, layoff of employees shall be in order of seniority with the least senior employee being laid off first. Recall shall be in the inverse order of layoff and no new employees shall be hired in these positions until all employees on layoff have been offered an opportunity to return to work.

A person laid off will be placed on a preferred list for a period not to exceed four (4) years. Upon recall from layoff, the employee will be notified by certified mail at their last known address. If the employee can not be contacted or does not respond to the notice within ten (10) days, his/her rights to recall are automatically waived.

- C. The District Superintendent's evaluation of ability shall be a primary factor of consideration with respect to layoff.
- D. Seniority rights shall be maintained if the employee is recalled within six (6) months of his/her layoff date.

ARTICLE XXV

DISMISSAL

Any employee who is dismissed or suspended for disciplinary reasons may appeal this action directly to Step III of the Grievance Procedure and the decision at Step III is final and binding.

ARTICLE XXVI
GRIEVANCE PROCEDURE

Definitions:

A. Grievance:

Grievance shall be defined as a dispute concerning the interpretation, application or claimed violation of the Articles of this Agreement.

B. Grievant:

Shall be any employee covered by this Agreement. All grievances must be signed by the grievant.

C. Waiver of Procedure:

The grievant may not simultaneously pursue a remedy to the grievance in any other forum.

D. Time Limits

1. If the grievant does not appeal within the prescribed time limits, the grievance will automatically be withdrawn.
2. If the Employer fails to respond to the grievance within the prescribed time limits at any given step, then the grievant may elect to proceed to the next step of the grievance procedure.

- E. If the grievant elects to have an Association representative present, under normal circumstances, the Association President will have the exclusive responsibility for processing grievances under this procedure. However, in the event that the Association President is not available, he/she may delegate one (1) designee to assist in the processing of grievances in the Association President's absence.

STEP I

The grievance shall be presented in writing to the employee's immediate supervisor not more than ten (10) working days after the date on which the alleged grievance occurred. The immediate supervisor shall reply in writing to the grievant within five (5) working days.

ARTICLE XXVI

(Continued)

STEP II

In the event that the immediate supervisor's reply is unsatisfactory to the grievant, a written appeal may be presented to the Deputy Superintendent not more than five (5) working days after the date of the Step I decision. The Deputy Superintendent will render a decision to the grievant within ten (10) working days.

STEP III

If the Step II decision is unsatisfactory to the grievant, a written appeal may be presented to the District Superintendent within five (5) working days after the date of the Step II decision. The District Superintendent may conduct a hearing if he deems it necessary to review the facts of the grievance. The District Superintendent will render his decision within fifteen (15) working days after receipt of the appeal from Step II.

STEP IV

If the grievance is not resolved at Step III, the grievant may appeal in writing to the Board of Education for a hearing on the grievance. This appeal must be made within five (5) working days after the Step III decision has been rendered by the District Superintendent.

The Board of Education will conduct a hearing in Executive Session within thirty (30) working days after receiving the appeal request. The Board will render its decision within ten (10) working days after the conclusion of the hearing. The decision of the Board will be final and binding on all parties.

ARTICLE XXVII

PERSONNEL FILE

1. The official personnel file for each employee shall be maintained in the District Superintendent's office.
2. An employee may inspect his or her personnel file upon request. The request shall be made to the District Superintendent and the inspection shall be done in the presence of the District Superintendent or his designee. However, pre-employment information may not be inspected by the employee.
3. An employee may secure copies of data in his or her personnel file by making the request to the District Superintendent of Schools. The employee may not secure copies of pre-employment data.
4. An employee has the right to make a written statement of explanation concerning any data contained in his or her personnel file. An employee may not make a written statement about pre-employment data.
5. An employee will be given written notification when letters of censure or complaint are to be placed in his/her personnel file, a copy of the letter(s) will be provided to the employee upon written request.
6. The Union president shall be notified when a disciplinary notice has been issued.

ARTICLE XXVIII

ASSOCIATION LEAVE AND PAYROLL DEDUCTION

1. The Association will be granted a total of five (5) days annually, without loss of pay or benefits, for representatives to attend conferences and/or conventions for Association business.
2. At least five (5) school days written notice with reasons to the District Superintendent must be given prior to the requested date of absence(s).
3. The Association will pay for all substitutes needed to cover these absence(s).
4. The Association President or designee shall be notified in advance of the requested date if the District intends to use a substitute employee.
5. The Civil Service Employees' Association, Inc., Local 1000, AFSCME, AFL-CIO shall have exclusive rights to payroll deduction of dues and union-sponsored insurance and benefit program premiums for employees covered by this Agreement. Such dues and premiums shall be remitted to the Civil Service Employees' Association, Inc., Capital Station Box 7125, Albany, New York 12224 on a monthly basis. No other Labor organization shall be accorded any payroll deduction privilege without the express consent and written authorization of the Civil Service Employees' Association, Inc., Local 1000, AFSCME, AFL-CIO.

ARTICLE XXIX

ADVANCED EDUCATION

- A. All full-time employees with one half (1/2) years of service with the Madison-Oneida B.O.C.E.S. shall be entitled to the following benefit:
1. An employee meeting the above requirements may attend Adult Education courses offered by the Madison-Oneida B.O.C.E.S. at no tuition charge, if space exists in the particular course or class after all tuition-paying registrants are accommodated. All other charges required (books, materials for the course, etc.) to take a course shall be supplied at the employee's expense.

ARTICLE XXX

ACCESS TO EMPLOYEES

The Association President shall be authorized by the District Superintendent to visit, at a mutually agreed upon time, any B.O.C.E.S. facility where employees represented by the Association work, for the purpose of adjusting grievances and administering the terms of this Agreement. Said Association President shall receive the permission of the District Superintendent or his designee prior to the visitation. Permission may be withheld by the District Superintendent or his designee because of operating requirements.

The Association assures the District that no interruption in the work of an employee shall be involved.

ARTICLE XXXI

INFORMATION

On the effective date of this Agreement, the Employer shall supply to the Association President a list of all employees in the Bargaining Unit showing the employees' full name, job title and date of hire.

Such information may be supplied once annually thereafter, if requested by the Association President.

ARTICLE XXXII

DRUG TESTING

Mandatory random drug testing to be conducted twice annually, at the discretion of the District Superintendent, for all members of O&M and courier staff, or upon reasonable suspicion. Testing procedures will be conducted as outlined by applicable CDL standards.

ARTICLE XXXIII

TERMS AND AUTHORIZATION

This Agreement shall continue in full force and effect for the period from July 1, 2001 to June 30, 2006 and the parties agree that all negotiable items have been discussed during the negotiations leading to this Agreement, and therefore agree that negotiations will not be reopened on any item, whether contained herein or not, during the life of this Agreement.

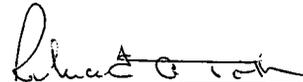
Only specific negotiated benefits in this contract are binding.

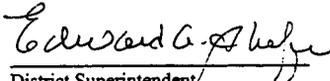
UNION

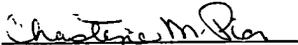
MADISON-ONEIDA B.O.C.E.S.

Signed:

Signed:


C.S.E.A. Field Representative


District Superintendent


C.S.E.A. Unit President

Date Signed: 8-31-01