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Contract Database Metadata Elements

Title: **Copiague Union Free School District and New York State Nurses Association (NYSNA) (2003)**

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

Union: **New York State Nurses Association (NYSNA)**

Local:

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RN
8088

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD
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AGREEMENT

Between

**THE BOARD OF EDUCATION
COPIAGUE UNION FREE SCHOOL DISTRICT**

and

THE NEW YORK STATE NURSES ASSOCIATION

On Behalf Of

THE COUNCIL OF NURSING PRACTITIONERS

At

COPIAGUE UNION FREE SCHOOL DISTRICT

7/1 6/30
2003-2008

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SCHEDULE A14

In order to effectuate the provisions of Article 14 of the Civil Service Law of the State of New York (The Public Employees Fair Employment Act) and to encourage and increase effective and harmonious working relationships between the Copiague Board of Education (hereinafter called the Board) and the New York State Nurses Association (hereinafter called the Association):

This Agreement is made and entered into on this 8th day of March 2004 by and between the Board and the Association and shall continue in full force and effect commencing July 1, 2003 through June 30, 2008.

Agreement made as of the first day of July, 2003, for five (5) years ending June 30, 2008, between the Copiague Union Free School District (hereinafter referred to as the District) and the New York State Nurses Association (hereinafter referred to as the Association).

ARTICLE 1
THE AGREEMENT

This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.

ARTICLE 2
RECOGNITION

The Board of Education recognizes the New York State Nurses Association as the sole and exclusive representative of the unit covered herein, consisting of all registered nurses, excluding all other employees.

ARTICLE 3
DEFINITIONS

- A. "Association" refers to the New York State Nurses Association.
- B. "Board" refers to the Board of Education of the School District, sometimes referred to as the School District.
- C. "District" refers to the Copiague Union Free School District.
- D. "Unit" refers to the negotiating unit recognized by the District under Article 2 of this Agreement which includes School Nurses.

ARTICLE 4
DEDUCTION OF ASSOCIATION DUES

A. An employee, after thirty (30) working days, desiring to become a member of the Association may execute a written authorization in the form annexed hereto as Exhibit A. Upon receipt of such authorization from an employee, the District shall, pursuant to such authorization, deduct from the wages due the employee each month and remit to the Association the dues fixed by the Association. The Association annual dues shall be divided by ten (10) pay periods to arrive at the correct amount to be deducted from each nurse per pay period. The District shall be relieved from making such check-off deductions upon: (a) termination of employment, (b) transfer to a title other than one covered by the unit, (c) layoff from work, (d) an approved leave of absence, or (e) revocation of the check-off authorization in accordance with its terms or with applicable law.

B. Notwithstanding the foregoing, upon the return of an employee to work from any of the above-mentioned absences, the District will immediately resume the obligation of making such deductions, except that deductions for terminated employees shall require a new dues authorization card. The District shall not be obligated to make dues deductions of any kind from any employee who, during any dues month involved, shall have failed to receive sufficient wages to equal the dues deduction.

C. If the District follows the aforementioned instructions, the District will be held harmless of any errors.

D. **Agency Shop Fee:** Pursuant to authorization contained in Civil Service Law 208, subdivision 3(b) with respect to agency shop fee deduction and effective in the years of this Agreement (but subject to continued legislative authorization during such term), the Board agrees to make deductions from the wage or salary of personnel covered by this Agreement who are not members of the Association, the amount equivalent to the dues levied by the Association and transmit the sum so deducted to the Association. The foregoing shall only be applicable so long as the Association has established and maintains a procedure for the refund to any such person demanding return of any part of an agency shop fee deduction which represents such person's prorata share of expenditures by the Association in aid of activities or causes of a political or ideological nature only incidentally related to terms and conditions of employment.

ARTICLE 5
LABOR/MANAGEMENT MEETINGS

Unless otherwise agreed, the District and Association will meet at least twice a year at the Association's request after school time to discuss and attempt to resolve problems of common concern.

The Association will notify the District of the authorized local representative(s) who will be empowered to deal with the District in the adjustment of any problems that might arise with respect to this Agreement and its implementation.

Association representatives may confer with nurses in their buildings regarding Association business during the school day provided same does not interfere with or interrupt the programs of the school or of the nurse. It is understood that Association representatives will not confer with nurses

or visit nurses' workstations during times when nurses are expected to be performing their normal work responsibilities.

The Association may use school facilities for meetings with employees covered by this Agreement, provided that the proper District personnel have been notified of such meetings.

ARTICLE 6 **NURSING HOURS**

A. **Length of the School Day:** The school day for nurses starts five (5) minutes before the arrival of the first regularly scheduled bus and ends five (5) minutes after the departure of the last regularly scheduled bus.

B. **Length of the Work Year:** The work year of nurses (other than new personnel who may be required to attend additional orientation sessions) shall begin no earlier than two (2) days prior to the first day that teachers are required to report at the opening of school and shall end no later than two (2) days after the teachers finish their work year, except, however, for those nurses assigned to conduct physicals one (1) day during the month of August, such date to be determined by the administration. Nurses assigned to conduct physicals beyond their normal work year shall be compensated at their regular hourly rate.

ARTICLE 7 **NURSE PERSONNEL FOLDER**

A. The Board of Education and New York State Nurses Association agree that nurse personnel folders will be utilized to contain credentials, certification documents, transcripts, employment recommendations received by the District, statements of evaluation, and an employment record card.

B. A nurse may inspect his/her personnel folder in the presence of a duly authorized Central Office administrator, when an appointment has been made to do so, during Central Office business hours. At the time of inspection, the nurse may make notes concerning the contents of the folder.

ARTICLE 8 **HOLIDAY TIME**

Holiday time shall continue to follow the school calendar.

ARTICLE 9 **SICK LEAVE AND OTHER LEAVES OF ABSENCE**

A. **Sick Days:** Full-time nurses may be absent for reasons of illness/disability (including pregnancy and illness of an immediate family member residing in the household) for up to twelve (12) days in any school year without loss of pay. The accumulated number of unused sick days is unlimited. For employees hired after July 1, 2000, the accumulated number of unused sick days is

one hundred eighty (180). Part-time nurses may be absent for reasons of illness/disability (including pregnancy and illness of an immediate family member residing in the household) for up to seven (7) days in any school year without loss of pay.

B. Personal Days: A full-time nurse may be absent for personal reasons, other than sickness, for not more than five (5) days in any school year. A part-time nurse may be absent for personal reasons, other than sickness, for not more than two (2) days in any school year. Any such personal days taken by a nurse shall be deducted from the twelve (12) allowable sick days for full-time nurses and from the seven (7) allowable sick days for part-time nurses.

Personal days may not be used prior to or following a holiday, may not be used to extend a vacation period, and when used, the unit member must give his/her immediate supervisor twenty-four (24) hours notice of the use. These restrictions may be waived by the Superintendent of Schools in unforeseen emergencies.

C. Extended Sick Leave at Full Pay: In the event a full-time nurse suffers a continuous illness or extended disability which prohibits working for a period in excess of the member's accumulated sick leave allowance, the unit member shall be entitled to an additional twenty (20) days absence without loss of pay. A request in writing, supported by a M.D. certificate indicating the nature of illness and/or disability and the probable date of return to duty, shall be presented. A medical examination performed by the School Physician may be required if the Superintendent of Schools deems it necessary. Any full-time unit member taking advantage of this extended sick leave allowance may replace the number of days thereof used in the following manner:

1. At the end of each school year, the number of unused sick days remaining will not accumulate, but will be used to replace the number of days used for extended sick leave purposes as herein provided. The Board of Education shall require the repayment of sick leave days used under the extended sick leave privilege as follows:

The first year after the use of extended sick leave privilege, a repayment of not less than four (4) days must be made. An automatic salary deduction of 1/200th shall be made for any of the required repayment days not repaid from accumulated sick days, such repayment to be based on the salary in the year of illness. The same policy shall be in effect for the second, third and fourth year. All days used under this extended sick leave policy must be repaid by the end of the fifth year. Under no circumstances may sick leave days be borrowed from future accumulation of sick days to satisfy obligations under this policy.

2. If a nurse leaves the District before all of the days used in the extended sick leave, as aforesaid, are replaced, the Board shall deduct from the nurses pay vouchers a sum equal to the unit member's regular salary for the days not so replaced. In the event the sum owed is not fully recouped by the District from the employee's pay vouchers, the employee shall be responsible to repay the District directly the monies owed hereunder.

D. Extended Sick Leave at Two-Thirds Pay: In the event a full-time nurse suffers a continuous illness or extended disability prohibiting the return to duty after the expiration of the unit member's sick days, accumulated sick days, and extended sick leave of twenty (20) days, as herein

provided, the nurse shall, nevertheless, be entitled to receive two-thirds of the nurse's pay for a number of such additional days the unit member may be absent, depending upon length of service within the District as hereinafter provided:

| Years of Service | Number of Days Entitled at Two-Thirds Pay | Years of Service | Number of Days Entitled at Two-Thirds Pay |
|------------------|-------------------------------------------|------------------|-------------------------------------------|
| 3 or less | 0 | 8 | 40 |
| 4 | 15 | 9 | 45 |
| 5 | 25 | 10 | 50 |
| 6 | 30 | 11 | 55 |
| 7 | 35 | 12 or more | 60 |

If a nurse leaves the District before all of the days used in the extended sick leave at two-thirds pay, as aforesaid, are replaced, the Board shall deduct from the unit member's pay vouchers a sum equal to the amount paid the unit member for the days not so replaced. This shall affect only those nurses who start to borrow at two-thirds pay after September 1, 1984. In the event the sum owed is not fully recouped by the District from the employee's pay vouchers, the employee shall be responsible to pay the District directly the monies owed hereunder.

A nurse who takes advantage of the extended sick leave provisions under C and D of the sick leave policy, requiring the repayment of borrowed sick days, shall not be entitled to the benefit of such extended sick leave again until the borrowed days have been repaid.

E. Payment of Accumulated Sick Leave:

1. All nurses whose employment continues in this school district until retirement shall be entitled at the same time of retirement under the New York State Teachers' Retirement System or the Employees' Retirement System to receive payment for accumulated unused sick leave at the rate of one (1) day for every two (2) days so accumulated. Such payment shall be calculated on the basis of 1/200th of the nurse's annual salary at the time of retirement. Effective July 1, 1999, in order to qualify for said payment of accumulated unused sick leave at retirement, notice of such retirement must be submitted to the Superintendent prior to June 1 of the year of retirement. For employees hired after July 1, 2000, the accumulation of sick leave for payment under this provision will be limited to one hundred eighty (180) days.
2. In lieu of fully accumulating unused sick days each year, nurses may have the option of being reimbursed for a portion of such days at the rate of \$35 per day with annual reimbursement not to exceed \$245. In the event such option is exercised, payment, therefore, will be made at the end of the school year. Upon such payment, such days so reimbursed will not accumulate to sick leave.

F. Bereavement: In the event of a death in the immediate family, a full-time nurse is allowed a maximum of five (5) days absence; a part-time nurse is allowed a maximum of three (3) days absence. These days are in addition to the sick leave policy and are not deducted from accumulated days. The immediate family includes employee's spouse, children, mother and father, sister and brother. A substitute parent shall be considered a member of the immediate family if the

employee has lived with this person for twelve (12) consecutive months. In the event of a death of a relation, a full-time nurse is allowed a maximum of three (3) days absence. A part-time nurse is allowed a maximum of one (1) day absence. These days are in addition to sick leave and are not deducted from accumulated days. Relations are defined as employee's mother-in-law, father-in-law, grandparents, and grandchildren.

G. Court Appearance: If an employee is under subpoena or the employee's services are required by the school district for a court appearance, such absence shall not be charged to sick leave or personal days. An official copy of the subpoena must be presented to the building principal. This does not apply if an employee goes to court on his/her own personal business.

H. Jury Duty: If an employee receives a court notice to appear for jury duty, the employee must first submit such notice to the building principal for approval. When a leave is granted, it is understood that the employee will receive the employee's regular salary less jury fees.

I. Child Care Leave: A full-time employee may apply for a child care leave for a period of at least to the beginning of the next semester after the birth or adoption of the child for child-rearing purposes, such leave to commence not earlier than the date of birth or adoption of the employee's child. At the expiration of this period of time, the employee may apply for an extension of this leave for a period up to a year. In no event shall child care leave be afforded beyond two (2) full years. If granted, child care leave shall be without pay. The period of leave may be shortened should the child not survive the expiration of the leave period. Notwithstanding the above time limitations, the employee's return from a child care leave must coincide with the beginning of a school semester in order to ensure continuity of instruction. The Superintendent may, in his sole discretion, determine that it is in the best interests of the District to permit a unit member to return from child care leave earlier than the beginning of a school semester. Except in emergency situations, the employee shall provide no less than sixty (60) days written notice of his/her intent to apply for this leave to the Superintendent of Schools.

J. Personal Leave Without Pay: A leave of absence without pay or increment may be granted at the sole discretion of the Superintendent in cases of special need.

K. The provisions of the Family and Medical Leave Act (FMLA) shall be incorporated by reference into this Agreement.

ARTICLE 10 **PAYROLL DEDUCTIONS**

A. Annuity Plans: Unit members may enroll in the following approved tax sheltered annuity plans by payroll deduction:

1. Aetna Life Insurance Co.
2. AUSA Life Insurance Co., Inc.
3. Edward D. Jones & Co.
4. The Equitable Life Assurance Co.
5. Fidelity Retirement Services
6. Legend Services Corporation
7. Lincoln Investment Planning, Inc.

8. Long Island Financial Executives, Inc.
9. Mutual Financial Services/Extebank
10. PMG Financial Services
11. Presidential Life Insurance Co.
12. Royal Life Insurance Co. of New York
13. Union Central Life Insurance Co.

Additional companies may be added subject to the approval of the Board of Education.

B. Section 125 of the I.R.S. Code: All unit members shall be entitled to participate in a Section 125 plan implemented by the District.

ARTICLE 11 **SALARY**

The salary paid the employees shall be increased in accordance with Schedule A annexed hereto.

ARTICLE 12 **LONGEVITY**

Longevity stipends shall be paid to employees covered under this contract according to the following schedule:

1. Effective July 1, 2003, an additional longevity payment of \$450 will be paid after the completion of eleven (11) years of employment in the Copiague Public Schools. Effective July 1, 2004, this amount shall increase to \$475. Effective July 1, 2005, this amount shall increase to \$500 and remain at this level.
2. Effective July 1, 2003, an additional longevity payment of \$325 will be paid after the completion of fifteen (15) years of employment in the Copiague Public Schools. Effective July 1, 2004, this amount shall increase to \$350. Effective July 1, 2005, this amount shall increase to \$375 and remain at this level.
3. Effective July 1, 2003, an additional longevity payment of \$325 will be paid after the completion of twenty (20) years of employment in the Copiague Public Schools. Effective July 1, 2004, this amount shall increase to \$350. Effective July 1, 2005, this amount shall increase to \$375 and remain at this level.
4. Effective July 1, 2003, an additional longevity payment of \$400 will be paid after the completion of twenty-five (25) years of employment in the Copiague Public Schools.

ARTICLE 13
INCLEMENT WEATHER

When school is closed due to inclement weather, each part-time nurse shall receive his/her normal pay without loss of entitlements for such occasion up to a maximum of one (1) day per year. In the event that no inclement weather days are utilized during the school year, each part-time nurse shall receive one (1) paid day off without loss of entitlements, the date to be determined by the District. Under no circumstances will a part-time nurse be paid for more than a total of one (1) day per year under this provision.

ARTICLE 14
INSURANCE PROGRAMS

A. The Board of Education shall provide to each full-time member of the unit the following:

1. The dental health insurance plan in effect during the year 1969-70 for each member and dependents, at no cost to the member. New hires shall contribute twenty-five (25%) percent of the premium costs of the District's dental health insurance plan.
2. The long-term disability insurance plan as issued to the District by CNA, Ltd., at no cost to the member. The District may change the long-term disability carrier with the knowledge of the Association.
3. Insurance on the life of each member at no cost to the member, in the sum of \$40,000. Once the unit member reaches the age of 70, the face value of the life insurance shall be reduced in accordance with the carrier's rules and procedures. There will be a thirty-five (35%) percent reduction in the face value of the policy for persons who attain the age of 70 and an additional thirty-five (35%) percent reduction for persons who attain the age of 75.

B. Full-time unit members may enroll on a contributory basis in the New York State Health Insurance Plan presently in force in the school district. Ninety (90%) percent of the cost will be paid by the District. New hires to the District shall contribute twenty (20%) percent of the premium costs of the District's health insurance plan for both family or individual coverage.

Waiver: Unit members who are eligible to participate in the health insurance plan presently in force in the District may opt to waive participation in said plan by submission of a waiver of coverage, in a form designated by the District. Full-time unit members shall be paid on an annual basis the sum of \$1500 for family coverage or \$750 for individual coverage. Part-time unit members shall be paid a prorata share of the \$1500 for family coverage or \$750 for individual coverage based upon their existing premium contribution. Said waiver payment, or prorata amount if the unit member does not exercise the option for the full year, shall be paid annually in one (1) lump sum in the last payroll in June of the year of non-participation, to the extent practical. Any unit member who wishes to participate in this benefit must present documentary proof that he/she possesses alternate or dual health insurance coverage.

The District may change health insurance carriers with consent of the Association.

C. Part-time nurses who work a minimum of twenty (20) hours per week may enroll on a contributory basis in the New York State Health Insurance Plan presently in force in the school district, provided they qualify for coverage and pay the required portion of the premium for part-time employees in accordance with the provisions of the plan.

ARTICLE 15 UNIFORM ALLOWANCE

The District will provide a uniform allowance of \$400 per employee per year, paid in equal installments in October and May.

ARTICLE 16 IDENTIFICATION TAGS

All unit members shall be required to wear district-issued identification tags at all times while on duty.

ARTICLE 17 GRIEVANCE PROCEDURE

A grievance is defined as a complaint by a nurse or a group of nurses based upon an alleged violation of the provisions of this Agreement.

A. **Purpose:** The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to problems which may, from time to time, arise with respect to the working conditions of nurses under the terms of this Agreement. Both parties agree that this proceeding will be kept as informal and confidential as may be appropriate at any level of the procedure. Nothing herein contained will be construed as limiting the right of any nurse having a grievance to discuss this matter informally with any appropriate member of the Administration with a view of having the grievance adjusted.

B. Procedures:

1. **Level One:** A nurse with a grievance shall present the grievance in writing to the building principal who may render a written decision thereon within five (5) school calendar days after presentation.
2. **Level Two:**
 - a. If the aggrieved person is not satisfied with the decision on the grievance at Level One, or if no written decision has been rendered within five (5) school calendar days after presentation of the grievance at Level One, the nurse may file the grievance in writing with the Superintendent of Schools. Such written grievance shall be filed within ten (10) school calendar days after presentation of the grievance at Level One.

- b. The Superintendent of Schools, or his/her designee, will represent the Administration at this level of the grievance procedure. The Superintendent, or his/her designee, will meet with the aggrieved person in an effort to resolve the grievance. The Superintendent, or his/her designee, may render a written decision on the grievance within ten (10) school calendar days after receipt of the written grievance.
3. **Level Three:** If the aggrieved person is not satisfied with the disposition of the grievance at Level Two, or if no written decision has been rendered on the grievance within ten (10) school calendar days after the nurse has presented the written grievance to the Superintendent at Level Two, the nurse may file the grievance in writing with the Board of Education no later than fifteen (15) school calendar days after the presentation of the written grievance at Level Two.

The Board of Education, or a committee thereof, shall meet with the aggrieved nurse in an effort to resolve the grievance, and the Board may render a written decision thereon within fifteen (15) school calendar days after presentation of the grievance at this level.

4. **Level Four:**
 - a. If the aggrieved person is not satisfied with the disposition of the grievance at Level Three, or if no decision has been rendered within fifteen (15) school calendar days after the presentation thereof, the nurse may elect to submit the grievance to arbitration by filing a written request, therefore, with the Board of Education within twenty (20) school calendar days after presentation of the grievance at Level Three.
 - b. Within ten (10) school calendar days after such written request for arbitration has been filed with the Board of Education, the aggrieved person and the Board shall agree upon a mutually acceptable arbitrator who shall be an experienced, impartial and disinterested person of recognized competence in the field of public education, and will endeavor to obtain a commitment from said person to serve as the arbitrator. If the parties are unable to agree upon an arbitrator or to obtain a commitment to serve within the specified time period, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties will then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.
 - c. The arbitrator so selected will confer with the representatives of the School Board or a committee thereof and the aggrieved person; shall promptly hold such hearings as may be necessary; and shall issue a decision not later than twenty (20) school calendar days from the date of the close of such hearings, or if oral hearings have been waived, then from the date of the submission of the final written statements and proofs which may be furnished. The arbitrator's decision shall be in writing and shall set forth findings of fact and conclusions on the issue submitted. The arbitrator will be without power or authority to make any decisions which required the commission of an act

prohibited by law or which violates the terms of this Agreement. The decision of the arbitrator shall be filed with the School Board and the aggrieved person, and subject to all provisions of the law, shall be final and binding. The arbitrator shall have no power to alter, add to, or detract from the provisions of this Agreement.

- d. The cost for the services of the arbitrator, if any, and actual or necessary travel or subsistence expense, shall be borne equally by the School Board and the Association. In those situations where the individual files the arbitration without the consent of the Association, the individual will pay one-half (1/2) of such expenses.

C. Rights of Nurses to Representation:

1. No reprisals of any kind will be taken by the School Board or any member of the Administration against any party in the grievance procedure by reason of participation therein.
2. Any party in interest may be represented at all stages of the grievance procedure by a person of the party's own choosing, except that the nurse may not be represented by a representative of any nursing organization other than the New York State Nurses Association. All written notices and statements required in this grievance procedure may be served and filed by such representative, but the aggrieved person must also sign.

ARTICLE 18
NEGOTIATIONS

The parties agree to begin negotiating three (3) months prior to the expiration of the contract upon written request of the New York State Nurses Association.

ARTICLE 19
PAY PERIODS

All nurses covered by this Agreement shall be paid according to the schedule set by the District for all employees. All such nurses shall have the option of being paid on a twelve (12) month or a ten (10) month basis. Nurses who choose the twelve (12) month option shall receive the balance of their salaries in their final check in June.

ARTICLE 20
MANAGEMENT RIGHTS

Subject to the provisions of this Agreement and applicable law, the District retains full responsibility and sole right of management of the District, its business affairs and property, including, but without limitation, the right to supervise and direct the working forces; to plan, control, increase, decrease, transfer, or discontinue operations; to establish work and school schedules; to hire and promote employees; to increase or decrease the working force; to sub-contract out all or part of unit work; and to suspend, discharge, and discipline employees.

ARTICLE 21
MISCELLANEOUS

A. Pursuant to the provisions of subdivision 3(b) of Section 207 of the Civil Service Law, the Association hereby affirms that it does not assert the right to strike against any government, to assist or participate in any such strike or slow-down, or to impose an obligation to conduct, assist or participate in such a strike or slow-down.

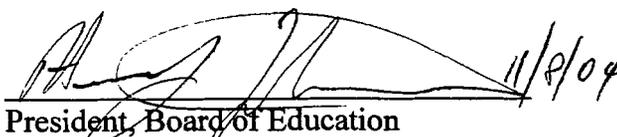
B. In the event any part of this Agreement is determined to be unenforceable as being contrary to law, the remainder of this Agreement shall survive and continue in effect.

C. 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 in this Agreement or not, during the term of this Agreement, except insofar as may be required by the provisions of this Agreement, or by law.

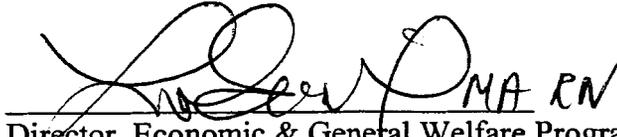
D. IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW, OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

COPIAGUE UNION FREE SCHOOL DISTRICT

By  11/8/04
Superintendent of Schools

 11/8/04
President, Board of Education

NEW YORK STATE NURSES ASSOCIATION

By  MA RN
Director, Economic & General Welfare Program
10/18/04

SCHEDULE A

2003/2004-2007/2008 Salary Schedule - Full Time Nurses

| <u>Step</u> | <u>Effective July 1, 2003</u> | <u>Effective July 1, 2004</u> | <u>Effective July 1, 2005</u> | <u>Effective July 1, 2006</u> | <u>Effective July 1, 2007</u> |
|-------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| 1 | 31,164 * | 32,255 | 33,303 | 34,302 | 35,331 |
| 2 | 32,271 * | 33,400 | 34,486 | 35,521 | 36,586 |
| 3 | 33,378 | 34,546 | 35,669 | 36,739 | 37,841 |
| 4 | 34,485 | 35,692 | 36,852 | 37,958 | 39,096 |
| 5 | 35,592 * | 36,838 | 38,035 | 39,176 | 40,351 |
| 6 | 36,699 * | 37,983 | 39,218 | 40,394 | 41,606 |
| 7 | ---- | 39,129 | 40,401 | 41,613 | 42,862 |
| 8 | ---- | ---- | 41,584 | 42,832 | 44,117 |
| 9 | ---- | ---- | ---- | 44,051 | 45,372 |
| 10 | ---- | ---- | ---- | ---- | 46,591 |

* The parties agree that incumbent employees will be placed at these steps of the experience scale, as specifically stated in the February 23, 2004 MOA.

2003/2004-2007/2008 Salary Schedule – Part-Time Nurses

| <u>Step</u> | <u>Effective July 1, 2003</u> | <u>Effective July 1, 2004</u> | <u>Effective July 1, 2005</u> | <u>Effective July 1, 2006</u> | <u>Effective July 1, 2007</u> |
|-------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| 1 | 16.75 | 17.34 | 17.90 | 18.44 | 18.99 |
| 2 | 18.33 | 18.97 | 19.59 | 20.18 | 20.78 |
| 3 | 19.91 | 20.61 | 21.28 | 21.91 | 22.57 |
| 4 | ---- | 22.24 | 22.97 | 23.65 | 24.36 |

Unit members who possess a Bachelor's Degree shall receive a differential of \$350 per year, paid in equal installments in December and May.

