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Contract Database Metadata Elements

Title: **Floral Park-Bellerose Union Free School District and Nurses Unit, CSEA, Local 1000 AFSME, AFL-CIO (2009)**

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Local: **1000**

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RN/8547

AGREEMENT

FLORAL PARK-BELLEROSE UNION FREE SCHOOL DISTRICT

Floral Park, New York

And

**CIVIL SERVICE EMPLOYEES ASSOCIATION, LOCAL 1000
AFSCUE, AFL-CIO (Nurses' Unit)**

7/1 2009-2010

2010-2011

6/30
2011-2012

Received 10/11/11

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This agreement made by and between FLORAL PARK-BELLEROSE UNION FREE SCHOOL DISTRICT, hereinafter termed the "DISTRICT", and CIVIL SERVICE EMPLOYEES ASSOCIATION, LOCAL 1000 AFSCUE, AFL-CIO (Nurses' Unit), hereinafter termed the "NURSES' UNIT".

In order to effectuate the provisions of Article 14 of the Civil Service Law as written and as it may hereafter during the term of this agreement be amended and be in force, and to encourage and increase effective and harmonious relationships between the DISTRICT and the NURSES' UNIT. The DISTRICT and the NURSES' UNIT agree that all negotiation items have been discussed during the negotiations leading to this agreement, and therefore agree that, unless both parties agree in writing to reopen the agreement as to any item, negotiations will not be reopened on any item, whether contained herein or not, during the life of this agreement.

The DISTRICT hereby recognizes the NURSES' UNIT as the sole bargaining agent for regularly employed Full- and Part-time School Nurses. A Full-time Nurse is regularly employed 35 hours or more per week. A Part-time Nurse is regularly employed fewer than 35 hours per week. The NURSES' UNIT shall be entitled to unchallenged representation status for the maximum period permissible under Article 14 of the Civil Service Law as written and as it may hereafter during the term of this agreement be amended and be in force.

The NURSES' UNIT agrees not to engage in, cause, instigate, encourage or condone a strike.

No later than December 1, 2011 representatives of the NURSES' UNIT and representatives of the DISTRICT shall enter into negotiations for the following school year. Neither party in any negotiations shall have any control of the selection of the representatives of the other party, and each party may select its representatives from within or outside of the school district.

If such agreement is not reached within the time set forth in the Civil Service Law, an impasse may be deemed to exist. Either party may request the services of Public Employment Relations Board as prescribed by Article 14 of the Civil Service Law.

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 I PROFESSIONAL STAFF

For purpose of this Agreement, the term "professional staff" is intended to refer, and does refer, to School Nurses.

ARTICLE II DURATION OF AGREEMENT

This Agreement shall be effective July 1, 2009, and shall continue in full force and effect until June 30, 2012. All provisions of this Agreement shall remain in full force and effect until such time as this Agreement is Amended in writing by both parties.

ARTICLE III COPIES OF AGREEMENT

Copies of this Agreement shall be reproduced at the expense of the District and given to all members of the professional staff now or hereafter employed by the District.

ARTICLE IV LEGAL RIGHTS

Nothing contained in this Agreement shall be construed to deny or restrict to any member of the professional staff, or to the Board or its representatives, rights he, she or they may have under the New York State Education or Civil Service Laws, or other applicable laws of the State of New York.

ARTICLE V SCHOOL NURSES FACILITIES & RIGHTS

A. Upon sufficient advance notice and approval of the Superintendent of Schools, the School Nurses shall be permitted to use school space for meetings prior to, or subsequent to, regular school hours, provided these meetings neither conflict with previously scheduled activities nor interfere with any educational program.

B. Subject to the approval of the Superintendent of Schools, reasonable use of equipment such as typewriters, calculating machines, certain visual equipment shall be made available to the School Nurses. Such equipment shall be operated either by School Nurses or school personnel at the discretion of the Superintendent of Schools, and shall be confined to such times when the equipment is not needed for District purposes or at times that are otherwise reasonable. The School Nurses shall pay for all materials and supplies incident to the use of this equipment.

C. Official Business: Duly authorized representatives of the School Nurses shall be permitted to transact official School Nurses business on school property at times which in no way interfere with obligations or the operations of the District.

ARTICLE VI MEETINGS AND COMMITTEES

A. Meetings with Superintendent of Schools: The Superintendent of Schools will meet, if so requested, with School Nurses' representatives during the school year (September - June).

B. Existing or future staff relations committees or principal advisory committees, or equivalent, may not function in a manner intended to subvert the purpose of this Agreement. Existing or future School Nurses, representatives, members, committees shall not function in a manner intended to subvert the purpose of this Agreement or the rights of the District.

ARTICLE VII WORKING CONDITIONS

Job Security and Maintenance of Standards: Any School Nurse whose position is eliminated shall be considered for another position in the health services (registered nurse), if available.

ARTICLE VIII PROFESSIONAL PLACEMENT

Voluntary Transfer

School Nurses who desire a change in area or building assignment, may file a written statement of such desire with the Building Principal, to be submitted to the Superintendent of Schools.

ARTICLE IX BOARD PREROGATIVE

The establishment of policy is the prerogative of the Board. This Agreement shall constitute the full and complete commitment between the 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.

This Agreement shall not supersede any policies, rules, regulations or practice of the Board which shall be contrary to, or inconsistent with, terms of the agreement. Board policy takes precedence. Any individual agreement, arrangement or contract hereafter executed shall be expressly made subject to, and consistent with, the terms of this Agreement.

ARTICLE X HOURS & ASSIGNMENTS

Hours

The day for a Full-time School Nurse assigned to the John Lewis Childs Elementary School or the Our Lady of Victory School shall be defined as beginning 15 minutes prior to the start of school and ending 15 minutes after the close of school, or not less than seven hours inclusive of a lunch period of forty-five (45) minutes. The day for a Full-time School Nurse assigned to the Floral Park-Bellerose Elementary School shall be defined as beginning 15 minutes prior to the start of school and ending 15 minutes after the close of the last session, or not less than seven hours and 15 minutes inclusive of a lunch period of forty-five (45) minutes. The day for a Part-time School Nurse shall be determined by the District.

Nurses shall be required to stay on site during the school day. The health office shall be covered by a regular nurse on site throughout the school day. Coverage during the lunch period will be for emergencies only.

The length of the school year shall be the same as that of the District's teachers. Participation by school nurses in the Staff Development Day shall be determined by the relevance of the program and the duties and functions of the school nurse.

Members of the professional staff shall be given written notice of their building assignments not later than the last day of school for School Nurses in June of each year.

Where possible, no definite assignment shall be given to new School Nurses employed in the school system until all pending requests for reassignments or transfer have been acted upon.

Should two or more School Nurses apply for the same position, substantially equal qualifications and competency, the length of time present in the area shall receive consideration in judging the request.

Each unit member may be assigned up to three evening coverages during the school year. The unit member will be entitled to receive a stipend of \$85.00 for each evening coverage.

Involuntary Transfer

1. Notice of involuntary transfer or reassignment to building shall be given to School Nurses as soon as practicable under normal circumstances.

2. When the need for an involuntary transfer or reassignment is known, it may be publicized. Volunteers from among those meeting the qualifications of the position will be given consideration.

3. An involuntary transfer or reassignment will be made only after a meeting between the School Nurse involved and the Principal, at which time the Nurse will be notified of the reasons therefor. In the event that the School Nurse objects to the transfer or reassignment at this meeting, upon request of the School Nurse, the Superintendent of Schools will meet with the School Nurse.

ARTICLE XI LEAVE

A. Sick Leave and/or Personal Leave

Twelve (12) days Sick Leave per year, with unlimited accumulation, will be granted to each full-time member of the professional staff for purposes of Sick Leave and/or Personal Leave, or the serious illness of the professional staff member's spouse, children or parents, providing such spouse, children or parents are dependents of the professional staff member or dependent upon him, or used for business as defined in sub paragraph "D".

In addition, professional staff members, who have completed three (3) years of service to the District, shall be granted "catastrophic" Sick Leave equivalent to their accumulative Sick Leave (to a maximum of 200 days) for extended illness or unavoidable accidents.

Further extension of Sick Leave shall be at the discretion of the Board.

1. Members of the professional staff, who become sick with mumps, measles, chicken pox, German measles contracted from exposure to children in the District, shall be granted Sick Leave for the duration of their illness without deduction from their Sick Leave.

2. Inasmuch as continuous incidental absence is not conducive to providing children with proper health service, the District reserves the right to take the appropriate action relative to a professional staff member's absence and to seek the necessary means of correcting the situation.

3. If the Board or the Superintendent of Schools so requires, the professional staff member shall furnish a satisfactory medical certificate certifying the cause of absence or reasons of personal business.

4. Part-time School Nurses. A Part-time School Nurse assigned to work .5 FTE or greater shall receive sick and/or personal leave, pro rated by his/her FTE status. For example, a .5 FTE School Nurse will receive 6 days Sick Leave per year (12 days Sick Leave X .5 FTE = 6 days Sick Leave). A Part-time School Nurse assigned to less than .5 FTE shall not receive any leave.

B. Professional Leave

Application for professional leave for School Nurses to attend educational programs, institutes, workshops and conferences (two per conference, subject to the staffing needs of the district) shall be made and submitted to the Building Principal (for approval or denial by the Superintendent of Schools.) All reasonable expenses of such attendance shall be compensated by the district, as so determined by the Superintendent.

C. Leave of Absence Without Pay

Members of the Professional staff who have given three (3) years of service to the District shall be eligible to take leave without pay, not in excess of one (1) year in length, for purpose of rest, restoration of health, adoption, or the alleviation of hardship involving themselves or their immediate family.

Except in an emergency situation, at least three months' prior written notice to the Superintendent must be provided of the need for a leave. Members of the professional staff planning to return from leave must notify the District in writing no less than 90 days prior to the date of anticipated return. In the event notice is not so provided, the member shall be deemed to have resigned from his/her position.

D. Personal or Business Days

Each member of the professional staff shall be entitled, if needed, to Personal or Business days, being defined as follows:

1. Legal Matters

House closings, income tax hearing, adoption proceedings, and court appearances.

2. Ceremonies

Graduation of professional staff member, spouse or child from high school or college, day of Wedding Ceremony; Confirmation.

3. Education

Required educational examinations; required visits by parents to colleges.

4. Religious Observances

Religious holiday observances of the professional staff member's particular faith not provided for in the regular school calendar.

5. Funerals

Attendance at funeral services of a person, other than in the immediate family (see Section "E"), the nature of whose prior relationship to the professional staff member warrants such attendance.

6. Any other reason deemed valid by the Superintendent of Schools, acting at his/her discretion.

E. Compassionate Leave

Each member of the professional staff shall be entitled, if needed, to five (5) days Compassionate Leave for each death in the immediate family. For purposes of the provision, "immediate family" shall include spouse, children, parents, brothers, sisters, Mother-in-law, Father-in-law, and other permanent members of the immediate household. In addition, if needed and available, additional days shall be charged to the professional staff member's Sick/Personal Leave.

ARTICLE XII PROFESSIONAL BEHAVIOR

A. Members of the professional staff are required to comply with rules, regulations and directives adopted by the Board or its representatives, provided that the implementation of such rules, regulations or directives do not threaten their physical safety or well-being.

B. The School Nurses recognize that abuse of Sick Leave or other leaves, chronic tardiness or absences, deficiencies in professional performance, and other violations of the Agreement, the By-Laws and regulations of the Board by professional staff members reflect adversely upon the profession and create undesirable conditions in the District. Accordingly, the School Nurses shall use their best efforts to correct breaches of professional behavior by any member of the professional staff. Action by the School Nurses shall not, however, be deemed a condition precedent to action by the Board.

C. All reprimands, warnings or disciplinary action for any alleged infraction of this Agreement, the policies, By-Laws and regulations of the Board shall be administered privately, provided, however, that the professional staff member shall have the opportunity, if (s)he so desires, to request the presence of a representative of the School Nurses at such time. If a written memo thereof is to be made and included in the record of the professional staff member, the professional staff member shall have the opportunity to review the memo and to note his/her comments thereon.

D. All members of the professional staff shall have the right to periodic review of their personnel files, including the evaluation forms contained herein (Confidential material excluded.)

ARTICLE XIII REDUCTIONS OR CONSOLIDATIONS

Should the necessity arise for reductions in professional staff personnel, or should it be determined that this District shall be consolidated with other districts or portions thereof, the Board will notify the School Nurses of such a decision and consult with them concerning the effects of such reductions or consolidation. Final decision as to the reduction or consolidation, including the manner in which such shall be effectuated and the effects thereof, shall rest with the Board.

ARTICLE XIV PROFESSIONAL RIGHTS & RESPONSIBILITIES

Effective February 8, 2010, any routine medical examination, immunization or chest x-ray required by the District for a new employee and/or a probationary School Nurse eligible for permanent appointment shall be reimbursed by the District for fees not to exceed \$35 after the individual has first utilized his/her insurance. The School Nurse(s) shall have the right to select a physician of his/her choice. The School Nurse has the right to avail herself of the services of the School Physician at no cost to the individual.

Whenever the District requires a School Nurse to submit a medical or psychological examination by a physician of the District's choice, in order to determine the physical or mental capacity of such School Nurse to perform his/her duties, the School Nurse shall be entitled to be accompanied by a physician or other person of his/her choice. The District shall pay the full cost of this medical examination, after the individual has first used his/her insurance should coverage be available for the examination.

ARTICLE XV TERMINAL PAY

All unused Sick Leave shall be cumulative for purposes of terminal payment upon the School Nurse's Retirement or Resignation.

Such payment shall be calculated on the basis of 1/200 of the annual salary of the School Nurse during his/her last year of service for each four (4) days of accumulated leave.

Terminal payment shall be granted to a School Nurse who –

- (a) is eligible for and meets the necessary requirements for a service retirement as defined by the New York State Employees' Retirement System; and has served in the District for a period of not less than five (5) years prior to retirement; and duly and timely executes an application for retirement and resigns for retirement purposes; or
- (b) is eligible for and meets the necessary requirements for a service retirement as defined by the New York State Employees' Retirement System and who resigns from his/her employment with at least twenty (20) years of service to the District.

Should a School Nurse who meets the requirements of (a) or (b) above die prior to receiving the terminal payment, payment shall be made to his/her beneficiary(ies).

A .5 FTE or greater Part-time School Nurse shall be eligible for Terminal Pay, which shall be prorated by his/her FTE status for days accumulated as a .5 FTE or greater Part-time School Nurse. For example, a .5 FTE Nurse would receive 1/200 of the annual salary for each 8 days of her accumulated .5 FTE leave, rather than 1/200 of accumulated leave that would be received by a Full-time Nurse. A Part-time School Nurse assigned to less than .5 FTE shall not be eligible for Terminal Pay.

ARTICLE XVI COMPENSATION

1. Effective and retroactive to July 1, 2009, for those School Nurses who were on the District's payroll on or after the date of complete ratification and approval of this Agreement, each step on the 2008-2009 salary schedule shall be increased by 3.25%, plus 1.5% increment, not to exceed 4.75%, as per the attached schedule. Effective and retroactive to July 1, 2009, any nurse who has been on step 18 of the salary schedule for one year or more shall receive a 3.25% increase above his/her 2008-2009 salary. Effective in the second pay period after February 8, 2010, any School Nurse who was employed by the District on July 1, 2009 and who continues to be employed by the District on or after the date of complete ratification and approval of this Agreement, shall be moved to the next step of the 2009-2010 salary schedule, if any.

Effective July 1, 2010, each step of the 2009-2010 salary schedule shall be increased by 3.25%, plus 1.5% increment, not to exceed 4.75%, as per the attached schedule. Effective July 1, 2010, any nurse who has been on step 18 of the salary schedule for one year or more shall receive a 3.25% increase above his/her 2009-2010 salary.

Effective July 1, 2011, each step of the 2010-2011 salary schedule shall be increased by 3.25%, plus 1.5% increment, not to exceed 4.75%, as per the attached schedule. Effective July 1, 2011, any nurse who has been on step 18 of the salary schedule for one year or more shall receive a 3.25% increase above his/her 2010-2011 salary.

Part-time School Nurses shall be paid on an hourly basis as per the attached schedules.

2. There shall be a Bachelor of Science Degree in Nursing salary scale which shall provide that there be a difference in compensation of \$1,000 over the RN scale.
3. Additional compensation due to Full-time School Nurses assigned to the Floral Park-Bellerose School for the extended day shall be 3.6% times the annual contract salary. Additional compensation due to a Half-time School Nurse assigned to the Floral Park-Bellerose School for the extended day shall be calculated by multiplying the Full-time School Nurse extended day salary at the Floral Park-Bellerose School by .5.
4. There shall be a longevity stipend in the amount of \$500 per year beginning in the tenth year and \$750 per year beginning in the twentieth year and \$1,350 per year beginning in the twenty-fifth year. A .5 FTE or greater Part-time School Nurse shall receive a pro rated longevity stipend. A Part-time School Nurse assigned to less than .5 FTE shall not receive any longevity.

ARTICLE XVII GRIEVANCE PROCEDURES

A. General

1. All Civil Service Employees shall have the right and opportunity to present to their immediate supervisor and to the other administrators indicated in the following procedures, any grievance relating to their assignment or condition of employment without fear of coercion, discrimination or reprisal.
2. All Civil Service employees shall have the right to be represented, if they so desire, at the written stage of the grievance procedure by a person of their choice.
3. It is understood and agreed that the complainant may, at any stage, withdraw his/her grievance. This should be done in writing.
4. It is understood and agreed that should any supervisor or administrator not comply with the time limitations set forth herein for making a decision, unless both parties agree to a delay, the complainant may automatically proceed to the next stage. It is also understood that, if the Civil Service employee does not comply with the time limitations set forth at all stages, the grievance shall be deemed to be waived or satisfied.

B. Definitions

1. Civil Service employee shall mean any member represented by the "Association of School Nurses of Floral Park-Bellerose."
2. The term "Board of Education" means the duly elected trustees of the Floral Park-Bellerose Union Free School District.

3. "Grievance" shall be defined as a violation of an explicit provision of this Agreement.
4. "Complainant" means any Civil Service employee (as defined above) who presents an alleged grievance.
5. "Policy" means any rules, procedures, regulations, administrative orders or work rules affecting Civil Service employees.
6. Saturdays, Sundays and holidays shall be excluded in computing the number of days within which action must be taken or notice given within the terms of this procedure, except where the term "calendar days" is used.
7. "Immediate supervisor" means the building principal; and in the parochial schools "immediate supervisor" means the Superintendent of Schools or his/her designee.

C. Procedures for Individual Grievances

1. First Stage - Informal Presentation

(a) A Civil Service employee who claims to have a grievance shall make an appointment to present the facts of the grievance and the relief desired to his/her immediate supervisor, orally, in a genuine effort to remedy the situation, within ten days after the alleged grievance occurs. The immediate supervisor shall make himself/herself available to the complainant for the latter's oral presentation at the requested appointment.

(b) The immediate supervisor shall discuss the grievance with the employee and shall make such investigation and consult with such other employees and members of the staff as he/she deems appropriate.

(c) The supervisor shall orally advise the complainant of his/her decision within seven days after the grievance has been presented.

2. Second Stage

(a) If the complainant is not satisfied with the decision at stage one, the complainant may within seven days after receiving the decision, request in writing a review and determination of his/her grievance by the Superintendent setting forth in detail the respects in which the said decision is in error or improper and giving a copy to the building principal or immediate supervisor who made the decision in Stage One. Thereupon, and within five days after receiving such request, the building principal or immediate supervisor shall submit to the Superintendent a written statement of his/her report and reply and the facts relating to it.

(b) Complainant shall make himself/herself available for any personal discussion with the Superintendent.

(c) The Superintendent shall notify the complainant within ten days, in writing, of his/her decision.

3. Third Stage - Appeal to the Board of Education

(a) If the complainant is not satisfied with the decision rendered by the Superintendent, the complainant may, within ten days thereafter, request in writing a review and determination of his/her grievance by the Board of Education. The written request shall specify the basis or reasons for his/her dissatisfaction with the Superintendent's decision and the relief sought. A copy of the request shall be given simultaneously to the Superintendent by the complainant.

(b) The Board, within one month of receipt of the appeal, shall fix a date and place for a meeting at which time the complainant may present oral and written statements in support of the complainant position. At the option of the Board, this may be held before the Board, a committee of the Board or the School Attorney.

(c) Such meeting shall be fixed at a date not more than twenty and not less than ten days from the date of the mailing of the notice thereof.

(d) The Board, its Committee, or the School Attorney shall render a decision in writing within twenty days after the meeting, or any final adjournment or extension thereof which decision shall be final. The decision shall be made a record of the Board, with a copy furnished to the complainant or his/her representative.

ARTICLE XVIII CONFLICT WITH STATUTES & LAW

In the event that any provision hereof is in conflict with law or any statute now or hereafter in effect, the Law or statute shall prevail, but the balance of this Agreement shall remain in full force and effect.

All provisions of this Agreement, unless changed by Amendment, addition or deletion, as hereinbefore noted, shall remain in full force and effect and the parties hereto hereby ratify and confirm all of the other terms and provisions of said Agreement as modified herein.

ARTICLE XIX WORKERS' COMPENSATION

Employees absent because of injury arising out of and in the course of employment shall be granted and charged sick leave.

ARTICLE XX CPR CERTIFICATES

All registered nurses shall have current CPR certificates.

ARTICLE XXI HEALTH INSURANCE

Health Insurance will be available to eligible employees for both individual and family contracts. Eligible employees will participate in the district health insurance plan.

Effective July 1, 2006 nurses shall contribute 10% of the cost of individual and/or family health insurance coverage.

Effective July 1, 2010, nurses shall contribute 12% of the cost of individual and/or family health insurance coverage.

Effective July 1, 2011, nurses shall contribute 14% of the cost of individual and/or family health insurance coverage.

The District's contribution toward individual or family health insurance coverage for a .5 FTE or greater Part-time School Nurse shall be pro rated by the Part-time School Nurse's FTE status. In addition, the Part-time School Nurse shall be required to contribute toward the health insurance premiums in the same amount as a Full-time Nurse. The total contribution by the District toward family or individual coverage for a Part-time School Nurse is subject to the New York State Health Insurance Program (NYSHIP) minimum contribution limits.

The District will adopt an IRC 125 Plan which shall include and be limited to premium conversion.

Any nurse who has a spouse who also has family health insurance plan coverage with any private or public employer may at the nurse's option choose to drop coverage under the New York State Plan and receive a \$2,000 cash benefit in lieu of the health insurance benefit. This option will be exercised on a yearly basis.

The nurse shall give the Superintendent of Schools at least thirty day's written notice of the intent to select this option and so provide the names, addresses of said insurance carriers and the monthly or annual amounts of premiums for said fringe benefit package so selected by the nurse. The nurse will bear any increased cost that may occur within the school year.

ARTICLE XXII DENTAL INSURANCE

A dental insurance plan will be available under the auspices of the CSEA. Any nurse who has a spouse who also has family dental insurance plan coverage with any private or public employer may choose to opt out of the dental plan.


A nurse may opt out of the dental plan and receive a cash benefit of not more than fifty percent (50%) of the premium or \$200. The nurse shall give the Superintendent of Schools at least thirty day's written notice of the intent to select this option and to provide the names, addresses of said insurance carriers providing such dental coverage. Nurses opting to participate in the dental plan shall contribute twenty-five (25%) of the cost of the dental plan. This option will be exercised on a yearly basis.

ARTICLE XXIII RETIREMENT

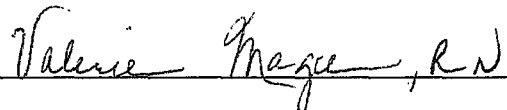
New York State Employees Retirement System benefits will be provided in accordance with the approved plan - Section 75-I.

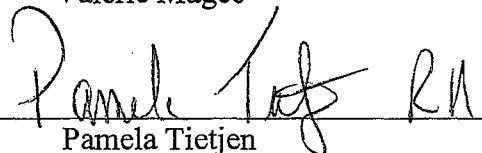
IN WITNESS WHEREOF, the parties have caused these presents to be executed by their duly authorized representatives this 1st day of June 2011.

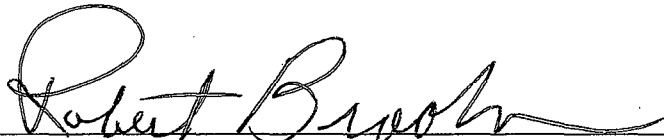
FLORAL PARK-BELLEROSE UNION FREE SCHOOL DISTRICT

By: 
Dr. Lynn Pombonyo
Superintendent of Schools

CIVIL SERVICE EMPLOYEES ASSOCIATION, LOCAL 1000 AFSCUE,
AFL-CIO (Nurses' Unit)

By: 
Valerie Magee


Pamela Tietjen

By: 
Robert Brooks, Collective Bargaining Specialist
CSEA Local 1000 AFSCME, AFL-CIO

NURSES

| | <u>2008-2009</u> | <u>2009-2010</u> | <u>2010-2011</u> | <u>2011-2012</u> |
|----|------------------|------------------|------------------|------------------|
| 1 | \$ 34,462 | \$ 35,582 | \$ 36,738 | \$ 37,932 |
| 2 | \$ 34,979 | \$ 36,099 | \$ 37,272 | \$ 38,484 |
| 3 | \$ 35,504 | \$ 36,641 | \$ 37,814 | \$ 39,043 |
| 4 | \$ 36,036 | \$ 37,190 | \$ 38,381 | \$ 39,610 |
| 5 | \$ 36,577 | \$ 37,748 | \$ 38,957 | \$ 40,204 |
| 6 | \$ 37,126 | \$ 38,314 | \$ 39,541 | \$ 40,807 |
| 7 | \$ 37,683 | \$ 38,889 | \$ 40,134 | \$ 41,419 |
| 8 | \$ 38,248 | \$ 39,473 | \$ 40,737 | \$ 42,041 |
| 9 | \$ 38,821 | \$ 40,065 | \$ 41,348 | \$ 42,672 |
| 10 | \$ 39,404 | \$ 40,665 | \$ 41,968 | \$ 43,312 |
| 11 | \$ 42,251 | \$ 41,276 | \$ 42,597 | \$ 43,961 |
| 12 | \$ 44,279 | \$ 44,258 | \$ 43,236 | \$ 44,620 |
| 13 | \$ 44,943 | \$ 46,382 | \$ 46,360 | \$ 45,290 |
| 14 | \$ 45,617 | \$ 47,078 | \$ 48,585 | \$ 48,562 |
| 15 | \$ 46,301 | \$ 47,784 | \$ 49,314 | \$ 50,893 |
| 16 | \$ 46,996 | \$ 48,500 | \$ 50,054 | \$ 51,656 |
| 17 | \$ 47,701 | \$ 49,228 | \$ 50,804 | \$ 52,431 |
| 18 | \$ 49,907 | \$ 49,967 | \$ 51,567 | \$ 53,217 |

NOTE: For any Nurse who has been on step 18 of the salary schedule for one year or more, see contract.