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Title: **Port Chester-Rye Union Free School District and Port Chester-Rye School Unit, CSEA, Local 1000, AFSCME, AFL-CIO, Westchester County Local 860 (2005)**

Employer Name: **Port Chester-Rye Union Free School District**

Union: **Port Chester-Rye School Unit, CSEA, AFSCME, AFL-CIO**

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GEN/5981

AGREEMENT

By and between the
BOARD OF EDUCATION
of the
PORT CHESTER – RYE
UNION FREE SCHOOL DISTRICT

and the
CIVIL SERVICE
EMPLOYEES ASSOCIATION, INC.

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD



Port Chester – Rye School Unit
Westchester County Local 860

July 1, 2005 – June 30, 2010

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APPENDIX A - SALARY SCHEDULES

ARTICLE I: APPLICABLE LAW - RECOGNITION - NO STRIKE

The Public Employees Fair Employment Act, also known as the Taylor Act, the other provisions of the Civil Service Law, and the By-Laws of Port Chester-Rye Union Free School District, which are not inconsistent with the said Act and the Civil Service Law, shall govern the terms of this Agreement.

The Board of Education, Port Chester-Rye Union Free School District, hereinafter referred to as the "Board" recognizes the Civil Service Employees Association, Inc., Local 1000, American Federation of State, County and Municipal Employees, A.F.L.-C.I.O., Westchester Local 860, Port Chester-Rye School Unit (hereinafter referred to as "CSEA") as the sole and exclusive bargaining representative under Article 14 of the Civil Service Law, for all Non-Instructional employees in its employ.

The "CSEA" affirms that, pursuant to the provisions of Article 14 of the Civil Service Law, it does not assert the right to strike against the Employer, nor to cause, instigate, encourage or condone a strike against the Employer.

Proposed policy changes, affecting Non-Instructional personnel, shall be discussed with the local Unit CSEA president or his/her designee, prior to implementation by the "Board".

All membership dues of employees belonging to this unit who present signed dues deduction authorization cards shall have deductions made from their wages and remitted to CSEA, Inc.

The Employer recognizes the right of the employees to designate representatives of the Civil Service Employees Association, Inc., to appear on their behalf to discuss salaries, working conditions, grievances and disputes as to the terms and conditions of this Contract, and to visit employees during working hours, provided, however, that such visits shall not unreasonably disrupt or otherwise interfere with the work being carried on. Such employee representatives shall also be permitted to appear at public meetings before the Board of Education, upon the request of the employees.

SECTION 1

The Employer shall administer its obligations under this contract in a manner which will be fair and impartial to all employees and shall not discriminate against any employee by reason of sex, nationality, race or creed.

SECTION 2

The Employer recognizes the following rights of the Port Chester Unit of the CSEA:

1. The right to CSEA Group Insurance deductions, provided individual authorization has been filed with the Employer.
2. The right to post notices and communications on bulletin boards maintained on the premises and facilities of the Employer so long as such notices pertain to CSEA business and/or functions.
3. The right of the President of the Westchester Local of the CSEA or his/her designated agent, or the designated Labor Relations Specialist to visit the facilities of the Employer for the purpose of adjusting grievances and administering terms of the Agreement, provided the Employer received reasonable notice of the proposed visit to its facilities.
4. The right of employees designated or elected for the purpose of adjusting grievances and maintaining administration rights of the Agreement to have a reasonable amount of free time from regular duties to fulfill their obligations. Such free time will be a period which will not interfere, hinder or disrupt job performance of the designated members. A person abusing this privilege will be removed from the Committee. The Port Chester Unit of the CSEA agrees to notify the Employer of its members designated for the purpose herein provided.
5. The right of the duly authorized CSEA representative to attend either the state organizational CSEA convention, or workshop, without loss of pay, providing such request is presented to the Superintendent of Schools at least 30 days prior to the time of such convention or workshop. In the event the 30 day notice shall become impractical, it may be waived by mutual agreement of the parties.

SECTION 3

The Union agrees to furnish each new employee and all present employees a copy of this Agreement.

SECTION 4

The CSEA shall be the sole judge of its own rules and regulations with respect to CSEA membership and organizational administration.

SECTION 5

Neither the Employer nor the CSEA, through its officers, members, representatives, agents or committees, shall engage in any subterfuge of any kind for the purpose of defeating or evading the terms of this Agreement.

SECTION 6

There shall be no discrimination, interference, restraint, or coercion by the Employer or any of its officers or agents against any employee because of membership in the CSEA; and the CSEA, its members, its officers, its agents, shall not coerce employees into membership in the CSEA in any manner.

SECTION 7 - Maximum Association Security

In the event laws are repealed or modified so as to permit greater association security than is contained in the Agreement, the parties hereto agree to negotiate concerning amendments to this Agreement in accordance with said changes.

SECTION 8 - Separability

If the enactment of legislation, or a determination of a court of final jurisdiction renders any portion of the Agreement invalid or unenforceable, it shall not remain in full force according to its terms in the same manner and with the same effect as if such invalid portion has not been originally included herein.

SECTION 9

Adhering to the principles that duties and obligations come with rights and privileges, CSEA agrees to do its utmost to see that its members perform their respective duties in the system loyally, efficiently, and continuously under the terms of this Agreement. The CSEA and its members will use their best endeavors to protect the interest of the Board of Education, to conserve its property and to give service of the highest quality.

SECTION 10 - Dues and Agency Shop

All membership dues of employees belonging to this unit, who presently signed dues deduction authorization cards, shall have deductions made from their wages and remitted to CSEA, Inc., 143 Washington Avenue, Albany, New York. This shall apply to those employees working four (4) hours or more per day on a regular basis.

All employees who are non-members shall be required to pay an Agency Shop fee equivalent to the dues deductions for union members. Such Agency Shop deductions shall be paid in the form of payroll deductions and forwarded to CSEA, Inc. This shall apply to those employees working four (4) hours or more per day on a regular basis.

ARTICLE II - BARGAINING UNIT

The Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Westchester Local 860, Port Chester-Rye School Unit, has been recognized by the Board of Education as the sole collective bargaining agent for all Non-Instructional personnel employed in said district and who work four (4) hours or more per day on a regular basis. The membership includes personnel from the Custodial/Maintenance, Clerical, Nurses, and Teacher Aide Units. All managerial and confidential employees shall be excluded.

The Case Manager position shall be included within the unit so long as Federal funding for this position exists. Should funding cease to exist, the individual holding such position shall be subject to lay-off and shall have no bumping rights within the unit.

ARTICLE III - COMPENSATION

SECTION 1A

Effective July 1, 2005, each step of the salary schedule in effect shall reflect a three (3%) percent increase.

SECTION 1B

Effective July 1, 2006, each step of the salary schedule in effect shall reflect a three (3%) percent increase.

SECTION 1C

Effective July 1, 2007, each step of the salary schedule in effect shall reflect a three (3%) percent increase.

SECTION 1D

Effective July 1, 2008, each step of the salary schedule in effect shall reflect a three (3%) percent increase.

SECTION 1E

Effective July 1, 2009, each step of the salary schedule in effect shall reflect a three (3%) percent increase.

SECTION 1F

Increments, where due, (as per Article XVII) shall be payable each July 1st.

SECTION 2A - OVERTIME

All overtime shall be paid following the completion of the scheduled work week for each section as set forth in Article XV according to the applicable rates, subject to Governmental regulations. All employees shall be paid double time for any work performed on Sundays. On all scheduled holidays, employees shall receive their regular hourly wage plus double time for each hour worked. Overtime shall be rotated on a fair and equitable basis within job classifications.

Overtime may be scheduled in any emergency as declared by the Superintendent of Schools or his/her designee. Said overtime shall not be unreasonably scheduled.

SECTION 2B - CALL-IN-PAY

Any employee called in to work for emergency purposes on weekends and holidays shall be guaranteed a minimum of two (2) hours pay at applicable rates.

Any employee called in before or after his/her scheduled workday shall be guaranteed the minimum of two (2) hours pay at applicable rates, except that if an employee is called within two (2) hours of the start or end of his/her regularly scheduled workday, he/she shall receive pay for the actual time worked at applicable rates.

SECTION 2C - SNOW DAYS

In the event school is closed due to weather conditions, Custodial and Maintenance employees shall be required to work four (4) hours of their regular workday, without added compensation. Any time worked by said employee prior to or after such four (4) hours, will be compensated at time and one-half (1-1/2) for each hour worked.

The Superintendent of Schools, at his/her discretion, may extend the required four (4) hours to five (5) hours.

It is understood that the Superintendent of Schools may request any unit member(s) to assist at a school during the fifth (5th) hour.

SECTION 3

All authorized Non-Instructional employees using their vehicles for District business shall be reimbursed at a mileage rate determined by the Internal Revenue Service (IRS).

SECTION 4

All employees whose regularly scheduled work shift commences at 3:00 P.M. and thereafter, shall receive a night differential of 10% for all actual hours worked. Said differential shall not apply to overtime work extending into this time period, nor shall it apply with respect to individuals called into work during these hours. The differential shall not be made a part of the individual's base hourly rate.

SECTION 5

The per diem rate for all 10 month employees shall be computed on a 200-day basis.

The per diem rate for all 12 month employees shall be computed on a 260-day basis.

SECTION 6

Temporary employees will be compensated at Step 1 of the title in which the employee is serving. A temporary appointment may be made when there is a vacancy to which no current employee has been assigned.

ARTICLE IV – DRESS CODE AND UNIFORMS

SECTION 1

Bargaining unit members, other than uniformed personnel, will dress in an appropriate, professional manner consistent with their assignment.

SECTION 2

All Custodial, Maintenance, Grounds, and Cleaning employees shall be provided with three (3) sets of uniforms per year, which shall be distributed by August 1st of each year. Uniforms will be neatly worn and the employee shall be appropriately dressed (i.e. summer clothes for summer, winter clothes for winter).

In addition to, and not in replacement of the three sets of uniforms, the District will provide an allotment of \$125.00 per year for all current employees. Any newly hired employee will receive \$175.00 in the first year of hire, and \$125.00 per year thereafter.

SECTION 2A

The allotment will not be paid directly to the employees but will be available through District approved sources for the purchase of additional clothing or footwear, it is understood that items purchased and provided for with the allotment will become part of the uniform to be worn by employees. The allotment, whether given in the initial year of employment or thereafter, must be spent in the school year in which it is made available July 1st to June 30th of each school year.

SECTION 3

The District will provide an allotment (allotment as defined in Section 2A) of \$75 per year for all current hall monitors. Any newly hired hall monitor will receive a District issued coat in the first year of hire. The District will replace items destroyed while on duty after inspection / not subject to grievance.

The District will purchase coats in first year of contract for all existing hall monitors.

SECTION 4

Failure of custodial, maintenance, grounds, cleaning personnel and hall monitors to wear District issued uniform articles will result in:

First time – oral warning

Second time – written warning

Third time and each time there after – employee will be docked one days pay for each day not in compliance

Warnings or docking issued in the previous school year (July 1st to June 30th or September 1st to June 30th) will not be considered in the current school year.

SECTION 5

If an employee voluntarily leaves the District, a uniform charge will be deducted from final pay at a rate of 50 percent of the cost incurred in the current school year. Section 5 does not apply to retiring employees.

ARTICLE V - HOLIDAYS

SECTION 1A

All twelve (12) month employees shall be entitled to no less than fifteen (15) holidays. The Non-Instructional Unit (Custodial/Maintenance, Clerical, Nurses, Teacher Aides and Case Managers) shall submit a holiday schedule to the Superintendent of Schools who shall prepare same, with Agreement by CSEA, and approval by the Board. Additional days may be scheduled at the discretion of the Superintendent.

SECTION 1B

Twelve month clerical employees shall work no more than two and one-half (2-1/2) days during the Mid-Winter, Christmas, Easter and Spring recesses. In the event an employee is required by the Superintendent of Schools to report for work beyond the above stated two and one half (2-1/2) days, compensatory time shall be given at a time mutually agreed upon.

The scheduling of such staff shall be subject to the approval of the Superintendent of Schools, who may grant additional time off, at his/her option.

All twelve (12) month clerical employees hired July 1, 1994 and thereafter shall not be entitled to the benefit of working a reduced work week as currently provided in this Section.

SECTION 2

If a contract holiday falls on a Sunday, employees shall receive the preceding Friday or following Monday off with pay as mutually agreed upon.

ARTICLE VI - LONGEVITY

Longevity is to be determined from the actual date of employment (does not include leaves of absence). For the purposes of calculating longevity for employees who have worked as both full and part time employees, part time service will be prorated. Part-time employees are considered to have worked four or more hours per day (on average over a twelve-month period). Longevity will be paid in one lump sum in a separate paycheck in June of each year.

SECTION 1

All Non-Instructional employees who have completed between 10 and 14 years of service shall be entitled to a longevity payment of \$300 per year.

SECTION 2

All part-time employees, who have completed between 10 and 14 years of service shall be entitled to a longevity payment of \$150 per year. Those working less than four hours per day are not eligible for longevity benefits.

SECTION 3

All Non-Instructional employees who have completed between 15 and 19 years of service shall be entitled to a longevity payment of \$750 per year.

SECTION 4

All part-time employees, who have completed between 15 and 19 years of service shall be entitled to a longevity payment of \$375 per year. Those working less than four hours per day are not eligible for longevity benefits.

SECTION 5

All Non-Instructional employees who have completed between 20 and 24 years of service shall be entitled to a longevity payment of \$1,350 per year.

SECTION 6

All part-time employees, who have completed between 20 and 24 years of service, shall be entitled to a longevity payment of \$675 per year. Those working less than four hours per day are not eligible for longevity benefits.

SECTION 7

All Non-Instructional employees who have completed 25 or more years of service shall be entitled to a longevity payment of \$2,100 per year.

SECTION 8

All part-time employees who have completed 25 or more years of service, shall be entitled to a longevity payment of \$1,050 per year. Those working less than four hours per day are not eligible for longevity benefits.

ARTICLE VII - PERSONAL LEAVE

SECTION 1

10-month non-instructional employees shall be entitled to three (3) personal days, without loss of compensation. 12-Month Non-Instructional employees shall be entitled to four (4) personal days, without loss of compensation. New employees shall accrue personal leave in their first year of employment at the rate of one (1) day for each two (2) months of service, up to the maximum as stated above. All requests must be made at least one day prior to the day requested, except in cases of emergency. Employees working less than four (4) hours per day (on average over a twelve-month period) are not entitled to personal days. Unused personal leave shall be added to sick leave up to the maximum accumulation.

Personal leave shall not be used to extend a school recess or holiday by one (1) or more days or in combination with vacation days. Only vacation days may extend recess or holiday periods.

Personal Leave may not be used for gainful employment, recreation, and/or conducting business affairs which could be conducted during non-regular work hours. If an employee receives compensation from another agency, organization, individual, etc. while out of work on personal leave, that employee will be docked for the personal business time and fined the cost of the substitute or overtime cost incurred by the District.

Two (2) of the personal days must be supported by a reason compelling personal business which can not be conducted after regular working hours subject to the approval of the Superintendent of Schools or his or her designee. Remaining days entitled "personal and confidential" may be taken annually without a reason.

SECTION 2

The procedure for personal day application shall be as follows: Custodial and Maintenance shall receive permission from his or her respective Building Principal, Superintendent of Buildings and Grounds, and the School Business Administrator. Central office personnel shall receive permission from his/her or her immediate supervisor and the School Business Administrator.

SECTION 3

All personnel, such as cleaners and teacher aides working regularly four or more hours per day (on average over a twelve-month period), shall receive personal days as specified in this Agreement and their unused accumulation shall be provided as in Section 1.

SECTION 4

Non-Instructional employees, working less than four hours per day, are not entitled to personal days.

ARTICLE VIII - SICK LEAVE

SECTION 1A

New hires shall accrue sick leave for their first year of employment at the following rates:

12 month employees – 1 1/6 days per month

10-month employees – 1.4 days per month

Such accrual shall begin from the first day of actual service.

SECTION 1B

All non-instructional employees shall be entitled to fourteen (14) sick days without loss of compensation which shall accumulate as follows:

10-month employees - up to 200 days

12-month employees - up to 215 days

Employees who accumulate sick days above the maximum accumulation may donate any additional days to the sick bank (As per Section 6 below).

Employees paid according to negotiated salaries included in or added to this agreement will be paid on time sheets effective the first day after all sick time, vacation, and personal time is exhausted.

Non-instructional employees, working less than four hours per day, are not entitled to sick days.

SECTION 1C

All part-time personnel, such as cleaners and teacher aides, working regularly four or more hours per day (on average over a twelve-month period), shall receive seven (7) sick days per year without loss of compensation and their unused accumulation shall not exceed one-half the amount as provided in Sections 1A and 1B of this Article.

SECTION 1D

Non-Instructional employees, working less than four hours per day, are not entitled to sick days.

SECTION 2

Employees may use nine (9) days per year of accumulated sick time for family sick days provided an explanation is given for the designated time used.

SECTION 3

A statement of sick time accumulation shall be given each employee by September 1st of each year. Substitution for absent Non-Instructional personnel shall be made upon the recommendation of the School Business Administrator subject to the approval of the Superintendent of Schools.

SECTION 4

Failure to call into substitute registry when absent for any reason (vacation and bereavement may be called in a series of days) will result in:

First time – oral warning

Second time – written warning

Third time and each time there after – employee will be docked one days pay for each day not in compliance.

Warnings or docking issued in the previous school year (July 1st to June 30th or September 1st to June 30th) will not be considered in the current school year.

SECTION 5

If any employee dies while in active service, his/her accumulated sick days will be paid to their beneficiary, as defined by the employee beneficiary form, provided the employee has a minimum of ten years of service in the District. Rate of pay for accumulated sick days shall be as provided in Article XIX, Section 3.

SECTION 6 - SICK LEAVE BANK

Participation in the C.S.E.A. Sick Leave Bank shall be limited to members of the Bargaining Unit with at least one (1) full year of service. Participation shall be voluntary.

A Sick Bank Committee composed of three (3) members of the Unit shall be appointed by the C.S.E.A. Unit President. The committee shall bear sole responsibility for the administration of the Bank and may issue rules concerning the day to day operations of the Bank. Requests for sick bank withdrawals shall be made in writing. The committee shall judge each application on its merit in accordance with the following criteria:

1. The illness shall be long term and catastrophic in nature.
2. The applicant shall have exhausted all available accrued leave including personal and vacation leave.
3. There shall be a reasonable expectation that the applicant will return to work.
4. Withdrawals shall be limited to forty (40) days. This rule may be waived by the committee in such instances where in the sole judgment of the committee, a compelling compassionate need exists.
5. Recommendations for withdrawals shall be submitted to the Superintendent for approval. All decisions made by the Committee and the Superintendent shall be final and not subject to the provisions of the grievance procedure.

For those employees who join the Bank, the initial contribution shall be three (3) days. One (1) day contributions shall be required each year thereafter until the Bank has accumulated a reserve of two hundred (200) days. At that point, upon recommendation of the committee, contributions from members may cease. Newly hired eligible employees or those not already enrolled may join the Bank at any time. However, they shall be required to contribute a number of days equal to those contributed by other active members. The Sick Leave Bank Committee shall issue rules to insure the equitable contributions of all members. Upon depletion of Bank reserves below seventy five (75) days, members shall resume contributions at one (1) day per annum rate until at least two hundred (200) days have been accumulated.

ARTICLE IX - NOTIFICATION OF VACANCIES - OUT OF TITLE PAY

SECTION 1

All available positions for Non-Instructional personnel, including summer positions, shall be properly posted in the District. This notice of vacancy will set up the job description qualifications. Such openings will be filled on the basis of competence, seniority and other pertinent factors relative to the opening, and first consideration will be given to permanent employees of the District, on the basis of seniority, before outside help is hired.

SECTION 2

When an employee is transferred from one location to another, he/she must be notified in writing at least ten days in advance of the transfer, except in cases of emergencies.

SECTION 3

Any employee who is appointed, placed or promoted to a higher position shall have his/her annual salary increased to the lowest step on the higher scale which shall not be less than his/her present salary. If the appointment is from a 10-month position to a 12-month position, the 10-month salary will be prorated to a 12-month salary and then applied to the lowest step on the higher scale as stated in this section.

SECTION 4

Any employee who is requested to do work other than in his/her own classification for more than seven (7) working days, excluding vacations, shall be compensated at the higher rate of pay. When this takes place, the person in the lower classification would go into one step higher than his/her present annual salary effective on the eighth (8th) day.

SECTION 5

Whenever it becomes necessary to create new titles or classifications within the District, applicable to this Unit, salaries and grades for such title or classification shall be discussed with the proper CSEA representative before such title or classification receives final Board approval.

SECTION 6

Summer positions shall be filled based on employee seniority. Employees hired to perform job assignments in their own offices or equivalent classifications shall be compensated at their regular rate.

Employees hired to perform job assignments outside their own offices or classifications shall be compensated at the rate of pay for that title as posted by the District. Such posting shall include job duties, pay rate and title.

Summer positions shall be filled based on the following considerations:

1. Priority shall be given to those persons applying for a position they occupy during the regular school year and compensation to be paid at their regular daily rate.
2. Seniority in District regardless of job classification, except that no person in a lower classification shall fill a job in a higher classification.
3. As per paragraph 2, compensation shall be paid at a stipend approved by the Board of Education. Persons offered such summer positions shall signify their acceptance of the position in writing.
4. Positions less than two weeks in duration need not be posted and may be filled at the Superintendent's discretion.

ARTICLE X - VACATION

SECTION 1

In the year 2005-2006 ONLY, vacation periods for all Non-Instructional shall be granted as follows:

- 2 weeks after 1 year of service (1 week of the two-week vacation period may be taken after 6 months of service during the first year only)
- 3 weeks after 5 years of service
- 4 weeks after 10 years of service

SECTION 2

Effective July 1, 2005 vacation days will be accrued, for the subsequent year, on a monthly basis as noted below. Vacation days may only be taken in whole or half day increments.

- Employees with 0 to 4 years 11 months of complete service will earn vacation at a rate of .83 days per month (maximum of 10 days).
- Employees with 5 to 9 years 11 months of complete service will earn vacation at a rate of 1.25 days per month (maximum of 15 days).
- Employees with 10 or more years of complete service will earn vacation at a rate of 1.67 days per month (maximum of 20 days).

SECTION 2 - SUMMER VACATIONS

Employees shall submit their vacation requests in writing to the immediate supervisor at least four (4) weeks in advance. Employees may take vacation in minimum blocks of one (1) week as approved by the immediate supervisor, however, alternate vacation times can be scheduled upon approval of the School Business Administrator or his/her designee.

SECTION 3

An employee may request "vacation pay" only if part of that vacation period falls into an actual payroll period. A letter of request must be submitted at least one month in advance. Vacation pay is pay due to a contractual employee that is requested prior to the payroll period due to a scheduled vacation. Vacation pay is not compensation for vacation time not taken by an employee.

SECTION 4

An employee who is terminated only as a result of Section 75 proceeding (misconduct / insubordination) forfeits accrued vacation days.

ARTICLE XI - WORKERS' COMPENSATION

SECTION 1

In the case of absence due to injuries sustained by an employee in pursuit of his/her duties, full salary shall be paid the employee for the number of days equal to the employee's accumulated sick leave credits, except as provided in Section 2A following

Compensation payment, in lieu of salary received during this period from the insurance carrier, shall become the property of the School District.

SECTION 2A

In the event of absence due to injuries sustained by an employee in pursuit of his/her duties, full salary shall be paid to the employee for a maximum of sixty (60) school days. Upon application by the employee, and at the discretion of the Board of Education, additional days may be granted. Medical documentation for the absence made necessary by the disability shall be provided at the request of the Board of Education.

SECTION 2B

Days of absence as provided in 2A above, for on-the-job disability, shall not be charged against the employee's accumulated sick leave, nor personal business days.

ARTICLE XII - GRIEVANCE PROCEDURE

All matters of grievance shall be processed in accordance with the provisions of Article 4, Section 4120, of the By-Laws, adopted September 25, 1963. These procedures shall constitute means of obtaining a prompt, equitable and judicious settlement of any action or actions so defined.

DEFINITION

A grievance is the complaint of an employee, a group of employees similarly affected, or the Association, of an alleged violation, misinterpretation or misapplication of any of the terms and conditions of this contract.

PURPOSE

The purpose of this procedure is to secure, at the lowest possible administrative level, an equitable solution to a grievance. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

TIME LIMITS

- 1) All time limits herein shall consist of working days. At the request of a grievant or hearing officer, time limits specified in this article shall not be applicable during the period of a scheduled vacation. The time limits specified may, however, be extended by mutual agreement.
- 2) No written grievance will be entertained, and such grievance will be deemed waived, unless written grievance is submitted at the first available stage within forty-five (45) days after the employee, a group of employees, or the Association knew, or should have known, of the act on which the grievance is based.
 - a) If a decision at one stage is not appealed to the next stage of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this contract shall be barred.
 - b) Failure at any level of the grievance procedure to communicate a decision to the aggrieved party and/or his/her representative within the specified time limit, shall permit the lodging of an appeal at the next level of the procedure within the time which would have been allotted had the decision been communicated by the final day.

ARTICLE XIII - DISPUTE PROCEDURE

SECTION 1

Any dispute arising concerning the interpretation or application of the terms of this contract or the rights claimed to exist thereunder, shall be processed in accordance with the following procedures:

1. Such dispute by an employee shall be presented to their CSEA representative who will take it up with their immediate supervisor.
2. In the event such dispute is not satisfactorily resolved within five (5) working days of presentation, it shall then be presented by the CSEA to the School Business Administrator.
3. In the event such dispute is not satisfactorily resolved within five (5) working days of presentation, then the CSEA shall present the same to the Superintendent of Schools for settlement.
4. In the event such dispute is not satisfactorily resolved within five (5) working days after such presentation, then the CSEA shall present the same to the Board of Education for settlement.
5. In the event that such dispute is not then satisfactorily resolved within ten (10) working days after such presentation, it shall be referred by either party to binding arbitration, before an impartial arbitrator, to be mutually agreed upon by the parties.
6. In the event the parties are unable to agree upon an impartial arbitrator within ten (10) days after referral of such matter to arbitration, then an appointment shall be made in accordance with the rules and regulations of the American Arbitration Association.
7. Any cost arising out of the use of such Arbitrator shall be divided equally between the Board and CSEA.
8. When it is mutually agreed by the Board of Education and the Port Chester CSEA, lower levels of the grievance procedure may be waived, and a grievance may be submitted directly to binding arbitration.

ARTICLE XIV – BEREAVEMENT LEAVE

SECTION 1

In case of death in the immediate family (Grandfather, Grandmother, Father, Mother, Father-in-law, Mother-in-law, Brother, Sister, Husband, Wife or Child), any employee shall be excused from work with full pay for a period not to exceed five (5) days. Notification of such absence shall be given to the Superintendent of Schools as soon as possible. Such days of absence are to be deducted neither from accumulated sick leave nor from days of personal business.

SECTION 2

In the case of the death of aunts, uncles, nephews, nieces and other in-laws, an employee will be excused from work with full pay for one day, four additional days may be granted upon written request at the discretion of the Superintendent of Schools. Applications for such absence shall be made as soon as possible. Days of approved absence shall be deducted neither from accumulated sick days nor from days of personal business.

SECTION 3

Bereavement days must be taken within five (5) working days. In the case when bereavement days fall on school holidays, recess, vacation and summer periods the number of bereavement days shall be reduced day for day. All legal holidays are not subject to this reduction.

ARTICLE XV - WORKING REQUIREMENTS

SECTION 1 – WORK DAY / WORK WEEK / WORK YEAR

Title Category	Assignment	Hours/week	Range of Hours	Lunch	Days/Week
CO Clerical	12-month	37.5	8:00 am – 5:00 pm	1 hour	M-F
Building Clerical	10-month	37.5	TBD by supervisor	1 hour	M-F
Building Clerical	12-month	37.5	TBD by supervisor	1 hour	M-F
Maintenance	12-month	40	7:30 am – 4:30 pm	1 hour	M-F
Custodial (Day)	12-month	40	6:00 am – 8:00 pm	1 hour	M-F or T-S
Custodial (Night)	12-month	40	3:00 pm – 12:00 am	1 hour	M-F or T-S
Cleaner (4-Hour)	10-months	20	6:00 am – 8:00 pm	NA	M-F
Cleaner (4-Hour)	12-months	20	6:00 am – 8:00 pm	NA	M-F
Cleaner (Day)	10-months	37.5	6:00 am – 8:00 pm	1 hour	M-F
Cleaner (Night)	10-months	37.5	3:00 pm – 12:00 am	1 hour	M-F
Cleaner (Day)	12-months	40	6:00 am – 8:00 pm	1 hour	M-F
Cleaner (Night)	12-months	40	3:00 pm – 12:00 am	1 hour	M-F
Grounds	12-month	40	7:30 am – 4:30 pm	1 hour	M-F
Teacher Aide – 5HR	10-month	25	TBD by supervisor	1 hour	M-F
Teacher Aide – 6HR	10-month	30	TBD by supervisor	1 hour	M-F
Teacher Aide – 7HR	10-month	35	7:30 am – 4:30 pm	1 hour	M-F
Hall Monitor – 6 HR	10-month	30	TBD by supervisor	1 hour	M-F
Hall Monitor – 7 HR	10-month	35	7:30 am – 4:30 pm	1 hour	M-F
Nurse	10-month	30	8:00 am – 3:00 pm	1 hour	M-F

Ten month clerical personnel, teacher aides, cleaners, and hall monitors will follow the 10-month calendar beginning September 1st extending through June 30th. Teacher aides will be reassigned to other buildings as needed until all tasks district-wide are completed. Teacher aides may be released prior to June 30 if all district-wide tasks are completed.

SECTION 2 - CUSTODIAL STAFF

The Superintendent of Schools has the authority to schedule and approve all current custodial personnel to a day shift. Current and future custodial personnel may be scheduled to day shifts as defined above in Section 1. The employee will be given notice of a change in hours no later than May 1st. Such change to take effect July 1st for the succeeding year. Changes in hours can occur only on an annual basis.

In the event of a health or safety emergency, the District reserves the right to temporarily change hours.

The District shall have the right to assign one (1) custodial employee from the High School and one (1) custodial employee from the Middle School who were hired July 1, 1995 or thereafter, to work a Tuesday through Saturday workweek. It is further understood that Saturday would be a regular day shift at straight time. The Saturday workday shall be from 8:00 a. m. to 5:00 p. m. with one (1) hour for lunch. In the event a contractual holiday falls on a Monday, then said employee(s) shall have the option of taking the following Tuesday, Wednesday, Thursday or Friday off as a holiday. The day on which the alternate holiday will be taken must be pre-approved by the immediate supervisor.

All employees hired July 1, 1994 and thereafter may be scheduled to a night shift. It is understood that all current employees may voluntarily agree to work said shifts.

SECTION 3 - MAINTENANCE AND GROUNDS STAFF

Barring unforeseen needs, maintenance mechanics and groundsmen hired before July 1, 1994, may volunteer to work the above day shifts. With reasonable notice, the schedule of these employees may be changed for a maximum of twenty days per year (July to June, not prorated) for special projects as determined by the Superintendent of Schools or his/her designee. Maintenance mechanics and groundsmen hired after July 1, 1994, may be assigned to any of the shifts listed above.

Maintenance mechanics and groundsmen may be used in an emergency to cover for custodial duties when a substitute is not available. A reasonable attempt must have been made to contact a custodial substitute (at

least 3 substitutes called) prior to invoking this clause. No maintenance mechanic or groundsman will be required to substitute for custodial staff more than 2 times in any given week.

All employees hired July 1, 1994 and thereafter may be scheduled to a night shift. It is understood that all current employees may voluntarily agree to work said shifts.

When it is necessary for the removal of snow the District shall assign snow plowing and sanding duties to the senior most employees in maintenance/ground titles among the employees called out. If not all employees customarily assigned to snow removal duties are called out, the overtime rotation list will be employed, and the snow plowing and sanding duties will be assigned to the most senior of the employees called out. If the snow removal is necessary during the customary work day of a maintenance/grounds employee who must complete his normal maintenance/grounds work duties, the snow plowing and sanding duties may then be assigned to another employee until the end of the normal work day, at which time the most senior maintenance/ground employee will be assigned snow plowing and sanding duties to completion and then snow shoveling duties to completion, if necessary. If an employee who is assigned to snow plowing and sanding duties demonstrates that he is not fit or not capable of performing those duties in an appropriate manner he may be removed from those duties by the Superintendent of Buildings and Grounds for cause. Said employee or the Union may appeal his removal to the Superintendent of Schools. The Superintendent will render a determination on the matter which shall not be arbitrary or capricious. If the employee or the Union is not satisfied with the Superintendent's determination it may proceed directly to arbitration with the American Arbitration Association. The issue in any such arbitration shall be "Was the determination of the Superintendent of Schools arbitrary or capricious?"

SECTION 4 - 10-MONTH SECRETARIES TO THE ELEMENTARY SCHOOL PRINCIPALS (TYPISTS)

10-month secretaries to the elementary school principals are required to work 10 days before the first day of school and will be compensated at their daily rate.

SECTION 5 - NURSES

Nurses shall be responsible for emergency coverage during the lunch period. Should they be required by the District to cover during the lunch period, they shall be compensated at their regular rate of pay.

At the elementary school level, the nurses will work on a rotating weekly schedule from 7:45 a.m. to 2:45 p.m. so that a nurse will always be on call for the breakfast program.

Nurses shall be compensated at their normal hourly rates for all work performed on District premises with respect to the conduct of summer physicals.

SECTION 6 - TEACHER AIDES

Job descriptions for Teacher Aides shall be available in the District Office. Teacher Aide Salary Grades are defined as follows: Grade I – Four-year degree; Grade II – 2-year degree; and Grade III – HS diploma.

Where the District is aware of staffing needs Teacher Aides are to be notified 60 days prior to June 30 of any job termination.

Newly hired Teacher Aides may be scheduled for five (5), six (6) or seven (7) hours per day at the discretion of the District. All currently employed Teacher Aides shall be scheduled as per current practice. All Teacher Aides who are currently scheduled for five (5) hours may be scheduled to a six (6) hour or seven (7) hour work day or any Teacher Aides scheduled for six (6) hours may be scheduled to a seven (7) hour workday based upon their consent and shall also have the option of requesting a six (6) hour or seven (7) hour work schedule -- any such change shall be subject to the discretion and approval of the Superintendent.

Where a five (5) hour Teacher Aide position becomes available, it will be offered (in order of seniority) to any six (6) hour Aide who previously worked a five (5) hour shift so long as the Aide, in the opinion of the District, has the ability to perform the five (5) hour assignment.

The responsibility of the Teacher Aides in the classroom shall be:

1. Teacher Aides are under the supervision and direction of the School Building Principal and assigned classroom teacher.
2. Except for extreme emergency conditions, pupil responsibility remains with the teacher and not the Teacher Aide.

3. Teacher Aide assignments shall be guided by the Commissioner of Education Regulations, Chapter 2, Section 80.5.6.

SECTION 7 - SUMMER HOURS AND SUMMER FLEXIBLE SCHEDULE

Summer hours for full-time custodial, maintenance and grounds employees hired prior to July 1, 1994 shall be set at 35 hours per week from July 1st until August 15th as scheduled by the District. Employees shall be subject to a varying summer hour work schedule to insure adequate coverage.

Subject to the approval of the site supervisor, flexible schedules, for full-time 12-month employees shall be effective the first full calendar week in July and continue through the last full work calendar week in August of each year.

Employees will work a total of 2 additional hours during the week, either before or after their regularly scheduled shift, Monday through Thursday. Lunch hours may not be used for the purpose of working additional time. On Fridays, employees will leave three hours early. During the July 4th week, employees will work 30 hours in the remaining four days or 22.5 hours in three days if 2 days are granted for the July 4th holiday.

Employees may leave at staggered times depending on their individual flexible schedule week. Once a schedule is in place, it cannot be changed for that week. In the event an employee wishes to take a half or full vacation day, then the schedule for said employee reverts back to a non-flexible work schedule.

ARTICLE XVI – DRUG AND ALCOHOL TESTING

SECTION 1 - RIGHT TO TEST FOR PROHIBITED CONDUCT

The Port Chester-Rye Union Free School District shall have the right to test the driver for prohibited conduct after a vehicular accident in a district vehicle at any time or personal vehicle while on school business.

No employee may be on duty if that employee has used controlled substances not prescribed to that employee, or after use of a controlled substance that is inconsistent with the employee's prescription.

No employee may be on duty if the employee has blood alcohol concentration of 0.08 or greater.

No employee may use or possess any non-prescribed controlled substance or alcohol while on duty.

Employees who have violated these rules of conduct may be subject to disciplinary action. Employees who are eligible for Section 75 hearings will have this hearing held in accordance with Civil Service Rules.

SECTION 2 - PROCEDURES

- 1) The employee will be sent to a testing facility. The employee will be accompanied by a supervisor or other employee assigned by supervisor. Under no circumstances will an employee believed to be impaired be allowed to drive to the testing facility and home from the testing facility. The employee will not be required to return to duty that day but will be paid for the remainder of the day and will not be returned to duty until the results of the test are received by the District. The employee will be paid during the interim with no charge to leave.
- 2) An employee who tests positive for a controlled substance without a valid prescription or tests positive of alcohol at a level of 0.08 or greater will be deemed to have violated the school district's policy, and be subject to discipline under Section 75 of Civil Service Rules.
- 3) An employee who refuses to test will be deemed to have violated the school district's policy, and will be subject to discipline under Section 75 of the Civil Service Rules

ARTICLE XVII - ELIGIBILITY FOR BENEFITS

SECTION 1

A person employed prior to January 1st in the school year (July 1st through June 30th) shall be considered as having completed his/her first year of service for purposes of eligibility for an increment on June 30th of that year. A person employed on January 1st or thereafter in the school year (July 1st through June 30th) shall be considered as having completed his/her first year of service for purposes of increment on June 30th of the year following such year of employment.

ARTICLE XVIII - PROBATIONARY PERIOD - TEMPORARY APPOINTMENTS - SENIORITY

SECTION 1

Appointments from either an open competitive list or promotion list and every original appointment to a position in the non-competitive, exempt or labor class shall be for a probationary term of fifty-two (52) weeks.

After fifty-two (52) weeks of satisfactory service, appointments to positions in the competitive classes shall be accorded rights as they pertain to removal and other disciplinary action according to Section 75, Civil Service Law.

After fifty-two (52) weeks of satisfactory service, appointments to positions in the non-competitive and labor classes shall be accorded the same rights as employees in the competitive class as they pertain to removal and other disciplinary action according to Section 75, Civil Service Law.

SECTION 2

District can hire new employees up to Step 3 in any job title without having to bring existing employees in that title to parity. The District can hire new employees at Step 4 and above as long as existing employees within the same job title are brought to parity.

SECTION 3

Adoption of County Policy, which will allow the granting of an increment to any employee in a competitive position who fails to pass the required Civil Service examination for the particular title when a recommendation is made by the immediate supervisor or department head.

Such recommendation must be supported by the Superintendent of Schools, with final approval to be made by the Board.

The employee, in event of a denial, may request a review of the determination with the Superintendent of Schools or his/her designee.

SECTION 4

Temporary appointments shall not exceed a one year period except in extraordinary cases as may be determined by the Board. Such additional appointment shall be for a period of one year only.

SECTION 5

Seniority in any given position shall commence on the first day of actual service and shall prevail in making determinations regarding longevity, vacation periods, layoffs, or in any other area, except transfers, where seniority has a bearing on the issue. With same day appointment seniority is further defined by date of permanent appointment, then probationary appointment, then by recommendation of the district with approval from the Board of Education based on competence, attendance and other pertinent factors.

Seniority in part-time positions shall be accrued on a pro rata basis.

One half or part-time seniority shall be credited to the employee upon assuming a full-time position.

SECTION 6 - LAYOFFS OF NON-COMPETITIVE AND LABOR CLASS EMPLOYEES

In the event of a lay-off of non-competitive and labor class employees, layoffs shall occur in the inverse order of hiring, unless inconsistent with Civil Service Rules and Regulations, as may now be enforced or hereinafter enacted. Said employees shall be placed on a preferential rehiring list for a period of four (4) years.

SECTION 7 - TRANSFERS

If the District determines a need to make an involuntary transfer, then a meeting shall be held for the purpose of explaining to said employee(s), the reason(s) for the transfer.

The employee(s) shall be given a minimum of ten (10) working days notice prior to the effective date of any changes.

The final decision shall rest with the Superintendent of Schools.

For purposes of the above, a "transfer" is defined as a change in work location from one (1) building to another.

ARTICLE XIX - RETIREMENT BENEFITS

SECTION 1

Effective with the approval of the New York State Retirement System, the Board shall provide Section 60B of the Retirement Plan. (Improved Death Benefits).

SECTION 2

The Board shall provide for all eligible employees the benefits of the New York State Retirement Plan 75I. Tiers III and IV employees, as per legislative rule.

SECTION 3

The District agrees to pay for all sick days accumulated and unused at the time of retirement up to a maximum of 200 days for ten (10) month employees and 215 days for twelve (12) month employees according to the following schedule effective July 1, 2005:

From 1 to 60 days - \$60 per day;

In excess of 60 days - \$65 per day for all of the unused sick days up to 90 days.

In excess of 90 days - \$70 per day for all of the unused sick days, up to 200 days for 10-month employees or up to 215 days for 12-month employees.

For the purpose of this benefit, retirement is defined as having completed ten years of service to the Port Chester-Rye Union Free School District AND a minimum age of 55 years.

SECTION 4

Group medical and major medical benefits will extend into retirement and not be permitted to reduce if the employee retires from the Port Chester-Rye Union Free School District. The retired employee will assume fifty percent of the cost of this benefit for the employee and sixty-five percent of this benefit for eligible dependents. The remaining costs will be borne by the District.

For the purpose of this benefit, retirement is defined as having completed ten years of service to the Port Chester-Rye Union Free School District AND a minimum age of 55 years.

ARTICLE XX - HEALTH & DENTAL INSURANCE

SECTION 1

The District shall provide \$940.00 per employee, per year, to the CSEA Unit of Port-Chester Rye School District Health and Welfare Fund:

SECTION 2

The Board will provide and assume full cost for the following insurance plans for employees and their dependents:

- 1) Statewide School Cooperative Health Plan.
 - a) Effective July 1, 1994, all members of the bargaining unit receiving compensation in excess of \$15,000 shall pay 5% of the cost of the applicable premium for health care coverage. All those earning \$15,000 or less shall pay 3.5% of the applicable premium for health care coverage.
 - b) Said payments shall be made pursuant to a payroll deduction and shall be treated as pre-tax dollars under IRS rules.
 - c) All members of the unit hired on or after July 1, 1994 shall pay 15% of the cost of the applicable premium for health care coverage.

SECTION 3- HOSPITALIZATION BUYOUT

Employees who opt to drop District paid family medical insurance shall receive payments of \$2,500 per annum for Family Plus, \$2,000 for family of two (2), and \$1,500 for individual person. Should they elect to re-enter the District plan during any given year, they will be accepted back, but must repay the District any sum they had received that year on a prorated basis.

In addition, the buyout to the bargaining unit member will be taxed, will be in "gross dollar value" and will be paid in two installments.

Where two CSEA members are married to each other, or where a CSEA member is married to a member of any other district bargaining unit, only one bargaining unit member shall be entitled to be primary on district provided health insurance and (if health insurance is declined) entitled to the buyout.

SECTION 4

The School District reserves the right to change the health insurance carrier or pursue a plan of self-insurance, upon the condition that the benefits being offered by the new insurance carrier, and/or plan of self-insurance, shall be equal to or better than the benefits now being provided by the Statewide Schools Cooperative Health Plan. The District will submit to the Union thirty (30) days prior to any contemplated change, a complete list of benefits offered by the new health insurance carrier or plan of self-insurance.

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

ARTICLE XXI - LIFE INSURANCE

SECTION 1

Effective July 1, 2005 and thereafter no Life Insurance provided to active or retiring unit members. Employees who retired prior to July 1, 2005 will continue to be insured, as noted in Section 2.

SECTION 2

For employees who retired between July 1, 2003 and June 30, 2005 the Board shall provide a \$25,000 Life Insurance Policy as follows for each employed member of the Non-Instructional staff.

<u>Age</u>	<u>Amount</u>
Less than 65	(100%) \$25,000
65 less than 70	(65%) \$16,250
70 less than 75	(45%) \$11,250
75 less than 80	(30%) \$ 7,500
80 or up	(20%) \$ 5,000

For employees who retired between July 1, 2002 and June 30, 2003 the Board shall provide a \$20,000 Life Insurance Policy as follows for each employed member of the Non-Instructional staff.

<u>Age</u>	<u>Amount</u>
Less than 65	(100%) \$20,000
65 less than 70	(65%) \$13,000
70 less than 75	(45%) \$9,000
75 less than 80	(30%) \$ 6,000
80 or up	(20%) \$ 4,000

All employees retired prior to July 1, 2005, shall be entitled to the life insurance benefit in existence at the time of their retirement.

SECTION 3

Non-Instructional employees working less than four (4) hours per day are not eligible for the above-mentioned benefits.

ARTICLE XXII - EXISTING BENEFITS CLAUSE

SECTION 1

All existing, non-monetary benefits, including, but not limited to duty assignments by seniority which are now in force, shall so remain for the term of this Agreement.

SECTION 2 - PRO RATA BENEFITS

Except as detailed elsewhere in the Agreement, all part-time employees working 20 hours or more per week shall be entitled to pro-rata fringe benefits where eligible.

ARTICLE XXIII - EMPLOYEE PROTECTION

SECTION 1

In case of assault upon an employee in the performance of his/her duties, the employee shall promptly report the assault to the Building Principal and to the Association. The Board will provide legal defense counsel, if requested in writing by the employee, to advise the employee of his/her rights and obligations with respect to such assault, and shall render all reasonable assistance to the employee in connection with the defense of the incident by law enforcement and judicial authorities.

SECTION 2

If an employee is sued as a result of any action taken by the employee while in pursuit of his/her employment, upon due and timely written notification, the Board will provide legal counsel and render all necessary assistance to the employee in his/her defense. Prompt notice of any such complaint against an employee shall be given to the Employer, and the employee may notify the Association.

SECTION 3

Time lost by an employee in connection with any incident mentioned in this Article shall not be charged against the employee.

ARTICLE XXIV- LEGISLATIVE IMPLEMENTATION

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.

ARTICLE XXV- GOVERNMENTAL REGULATIONS

The terms and conditions of this Agreement shall be subject to any mandated federal or state laws, guidelines, regulations, directives, and orders now or as hereinafter may be enacted as may affect the within Agreement.

ARTICLE XXVI - MANAGEMENT RIGHTS

Except as otherwise limited by the provisions of the Agreement, all of the authority, rights and responsibilities possessed by the Port Chester-Rye Union Free School District are retained by it, including, but not limited to, the right to determine the facilities, methods, means, and number of personnel for the conduct of School District programs; the right to retain, promote, reassign or transfer employees pursuant to law; to direct, deploy and utilize the workforce, to establish specifications for each class of positions, and to classify or reclassify, and to allocate or reallocate new or existing positions in accordance with law; and to discipline or discharge employees in accordance with law and the provisions of the Agreement.


ARTICLE XXVII - EMBODIMENT OF AGREEMENT

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

ARTICLE XXVIII - TERM OF AGREEMENT

This Agreement shall become effective on July 1, 2005, and shall terminate at the close of business on June 30, 2010.

**Board of Education
Port Chester-Rye Union Free School District
Port Chester, New York**



James Dreves, President

3/28/06
Date



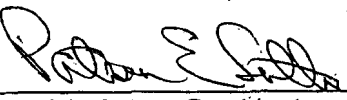
Peter Mutino, Vice President

3/28/06
Date

Negotiating Team Members:

Maura J. McAward
Coleen Kotzur

**Civil Service Employees Association, Inc.
Local 1000 Port Chester, NY
AFSCME-AFL-CIO, Westchester County**



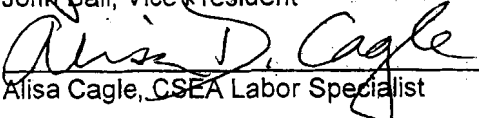
Patricia Sutton, President

3/29/06
Date



John Ball, Vice President

3-29-06
Date



Alisa Cagle, CSEA Labor Specialist

3/29/06
Date

Negotiating Team Members:

Susan DePan
Gil Gordon
Cathy Guigliano
Tony Marrero
Ricky Provenzano
Lucille Ruffler

APPENDIX A - PORT CHESTER CSEA SALARY SCHEDULES

Fiscal Years 05/06 To 09/10

POSITION TITLE

ACCOUNTS PAYABLE CLERK

12-Month

37.5 Hours / Week

	04/05	05-06	06-07	07-08	08/09	09/10
Contract	Contract	Contract	Contract	Contract	Contract	Contract
\$32,299	\$ 33,268	\$ 34,266	\$ 35,294	\$ 36,353	\$ 37,444	
\$34,604	\$ 35,642	\$ 36,711	\$ 37,812	\$ 38,946	\$ 40,114	
\$36,912	\$ 38,019	\$ 39,160	\$ 40,335	\$ 41,545	\$ 42,791	
\$39,219	\$ 40,396	\$ 41,608	\$ 42,856	\$ 44,142	\$ 45,466	
\$41,524	\$ 42,770	\$ 44,053	\$ 45,375	\$ 46,736	\$ 48,138	
\$43,829	\$ 46,112	\$ 47,495	\$ 48,920	\$ 50,388	\$ 51,900	
\$46,134	\$ 47,034	\$ 48,445	\$ 49,898	\$ 51,395	\$ 52,937	

ASST BUSINESS MANAGER

12-Month

37.5 Hours / Week

Employees at Step 3 in
04/05 will go to Step 4 in

\$66,974	\$ 68,983	\$ 71,052	\$ 73,184	\$ 75,380	\$ 77,641	
\$70,682	\$ 72,782	\$ 74,965	\$ 77,214	\$ 79,530	\$ 81,916	
\$74,393	\$ 77,140	\$ 79,454	\$ 81,838	\$ 84,293	\$ 86,822	
\$78,104	\$ 78,683	\$ 81,043	\$ 83,474	\$ 85,978	\$ 88,557	
\$81,815	\$ 80,257	\$ 82,665	\$ 85,145	\$ 87,699	\$ 90,330	
\$85,526	\$ 81,862	\$ 84,318	\$ 86,848	\$ 89,453	\$ 92,137	
\$89,237	\$ 83,499	\$ 86,004	\$ 88,584	\$ 91,242	\$ 93,979	

BENEFITS ASSISTANT

12-Month

37.5 Hours / Week

\$32,725	\$ 33,707	\$ 34,718	\$ 35,760	\$ 36,833	\$ 37,938	
\$34,639	\$ 35,730	\$ 36,802	\$ 37,906	\$ 39,043	\$ 40,214	
\$36,553	\$ 38,229	\$ 39,376	\$ 40,557	\$ 41,774	\$ 43,027	
\$38,467	\$ 41,289	\$ 42,528	\$ 43,804	\$ 45,118	\$ 46,472	
\$40,381	\$ 44,592	\$ 45,930	\$ 47,308	\$ 48,727	\$ 50,189	
\$42,295	\$ 47,385	\$ 48,807	\$ 50,271	\$ 51,779	\$ 53,332	
\$44,209	\$ 48,333	\$ 49,783	\$ 51,276	\$ 52,814	\$ 54,398	

BOOKKEEPER

12-Month

37.5 Hours / Week

\$39,445	\$ 40,628	\$ 41,847	\$ 43,102	\$ 44,395	\$ 45,727	
\$42,579	\$ 43,650	\$ 44,960	\$ 46,309	\$ 47,698	\$ 49,129	
\$45,713	\$ 46,645	\$ 48,044	\$ 49,485	\$ 50,970	\$ 52,499	
\$48,847	\$ 49,660	\$ 51,150	\$ 52,685	\$ 54,266	\$ 55,894	
\$51,981	\$ 52,672	\$ 54,252	\$ 55,880	\$ 57,556	\$ 59,283	
\$55,115	\$ 56,865	\$ 58,571	\$ 60,328	\$ 62,138	\$ 64,002	
\$58,249	\$ 58,002	\$ 59,742	\$ 61,534	\$ 63,380	\$ 65,281	

CASE MANAGERS

12-Month

37.5 Hours / Week

Employees at Step 4 in
04/05 will go to Step 5 in

\$27,519	\$ 28,375	\$ 29,226	\$ 30,103	\$ 31,006	\$ 31,936	
\$28,376	\$ 29,227	\$ 30,104	\$ 31,007	\$ 31,937	\$ 32,895	
\$29,233	\$ 30,103	\$ 31,006	\$ 31,936	\$ 32,894	\$ 33,881	
\$30,090	\$ 31,158	\$ 32,093	\$ 33,056	\$ 34,048	\$ 35,069	
\$31,000	\$ 31,781	\$ 32,734	\$ 33,716	\$ 34,727	\$ 35,769	
\$31,910	\$ 32,417	\$ 33,390	\$ 34,392	\$ 35,424	\$ 36,487	
\$32,820	\$ 33,065	\$ 34,057	\$ 35,079	\$ 36,131	\$ 37,215	

CLEANER

12-Month

40 Hours / Week

\$22,273	\$ 22,941	\$ 23,629	\$ 24,338	\$ 25,068	\$ 25,820	
\$23,599	\$ 24,299	\$ 25,028	\$ 25,779	\$ 26,552	\$ 27,349	
\$24,925	\$ 25,646	\$ 26,415	\$ 27,207	\$ 28,023	\$ 28,864	
\$26,251	\$ 27,000	\$ 27,810	\$ 28,644	\$ 29,503	\$ 30,388	
\$27,577	\$ 28,355	\$ 29,206	\$ 30,082	\$ 30,984	\$ 31,914	
\$28,903	\$ 30,335	\$ 31,245	\$ 32,182	\$ 33,147	\$ 34,141	
\$30,229	\$ 30,942	\$ 31,870	\$ 32,826	\$ 33,811	\$ 34,825	

APPENDIX A - PORT CHESTER CSEA SALARY SCHEDULES

Fiscal Years 05/06 To 09/10

POSITION TITLE

CLEANER

10-Month
37.5 Hours / Week

04/05	05/06	06/07	07/08	08/09	09/10
Contract	Contract	Contract	Contract	Contract	Contract
\$ 18,542	\$ 19,098	\$ 19,671	\$ 20,261	\$ 20,869	\$ 21,495
\$ 19,630	\$ 20,219	\$ 20,826	\$ 21,451	\$ 22,095	\$ 22,758
\$ 20,726	\$ 21,348	\$ 21,988	\$ 22,648	\$ 23,327	\$ 24,027
\$ 21,811	\$ 22,465	\$ 23,139	\$ 23,833	\$ 24,548	\$ 25,284
\$ 22,899	\$ 23,586	\$ 24,294	\$ 25,023	\$ 25,774	\$ 26,547
\$ 23,900	\$ 25,235	\$ 25,992	\$ 26,772	\$ 27,575	\$ 28,402
\$ 24,911	\$ 25,740	\$ 26,512	\$ 27,307	\$ 28,126	\$ 28,970

CLEANER

10-Month
4 Hours / Day

\$ 10,279	\$ 10,587	\$ 10,905	\$ 11,232	\$ 11,569	\$ 11,916
\$ 10,711	\$ 11,032	\$ 11,363	\$ 11,704	\$ 12,055	\$ 12,417
\$ 11,147	\$ 11,481	\$ 11,825	\$ 12,180	\$ 12,545	\$ 12,921
\$ 11,579	\$ 11,926	\$ 12,284	\$ 12,653	\$ 13,033	\$ 13,424
\$ 12,010	\$ 12,373	\$ 12,744	\$ 13,126	\$ 13,520	\$ 13,926
\$ 12,442	\$ 13,088	\$ 13,481	\$ 13,885	\$ 14,302	\$ 14,731
\$ 12,874	\$ 13,350	\$ 13,751	\$ 14,164	\$ 14,589	\$ 15,027

CLERK

10-Month
37.5 Hours / Week

\$ 21,866	\$ 22,524	\$ 23,200	\$ 23,896	\$ 24,613	\$ 25,351
\$ 23,547	\$ 24,253	\$ 24,981	\$ 25,730	\$ 26,502	\$ 27,297
\$ 25,226	\$ 25,983	\$ 26,762	\$ 27,565	\$ 28,392	\$ 29,244
\$ 26,906	\$ 27,713	\$ 28,544	\$ 29,400	\$ 30,282	\$ 31,190
\$ 28,588	\$ 29,446	\$ 30,329	\$ 31,239	\$ 32,176	\$ 33,141
\$ 30,270	\$ 31,841	\$ 32,796	\$ 33,780	\$ 34,793	\$ 35,837
\$ 31,951	\$ 32,478	\$ 33,452	\$ 34,456	\$ 35,490	\$ 36,555

CUSTODIAL WORKER

12-Month
40 Hours / Week

\$ 32,361	\$ 33,332	\$ 34,332	\$ 35,362	\$ 36,423	\$ 37,516
\$ 34,211	\$ 35,443	\$ 36,506	\$ 37,601	\$ 38,729	\$ 39,891
\$ 36,061	\$ 37,552	\$ 38,679	\$ 39,839	\$ 41,034	\$ 42,265
\$ 37,911	\$ 39,668	\$ 40,858	\$ 42,084	\$ 43,347	\$ 44,647
\$ 39,761	\$ 41,778	\$ 43,031	\$ 44,322	\$ 45,652	\$ 47,022
\$ 41,611	\$ 44,826	\$ 46,171	\$ 47,556	\$ 48,983	\$ 50,452
\$ 43,461	\$ 45,723	\$ 47,095	\$ 48,508	\$ 49,963	\$ 51,462

DATA PROCESSING ASSISTANT

12-Month
37.5 Hours / Week

\$ 39,212	\$ 40,388	\$ 41,600	\$ 42,848	\$ 44,133	\$ 45,457
\$ 42,379	\$ 43,650	\$ 44,960	\$ 46,309	\$ 47,698	\$ 49,129
\$ 45,546	\$ 46,645	\$ 48,044	\$ 49,485	\$ 50,970	\$ 52,499
\$ 48,713	\$ 49,660	\$ 51,150	\$ 52,685	\$ 54,266	\$ 55,894
\$ 51,880	\$ 52,672	\$ 54,252	\$ 55,880	\$ 57,556	\$ 59,283
\$ 55,047	\$ 56,865	\$ 58,571	\$ 60,328	\$ 62,138	\$ 64,002
\$ 58,214	\$ 58,002	\$ 59,742	\$ 61,534	\$ 63,380	\$ 65,281

FACILITATOR / EDUCATIONAL TECHNOLOGY

12-Month
37.5 Hours / Week

\$ 43,461	\$ 44,765	\$ 46,108	\$ 47,491	\$ 48,916	\$ 50,383
\$ 46,972	\$ 48,381	\$ 49,832	\$ 51,327	\$ 52,867	\$ 54,453
\$ 50,483	\$ 51,699	\$ 53,250	\$ 54,848	\$ 56,493	\$ 58,188
\$ 53,994	\$ 55,042	\$ 56,693	\$ 58,394	\$ 60,146	\$ 61,950
\$ 57,505	\$ 58,380	\$ 60,131	\$ 61,935	\$ 63,793	\$ 65,707
\$ 61,016	\$ 63,028	\$ 64,919	\$ 66,867	\$ 68,873	\$ 70,939
\$ 64,527	\$ 64,289	\$ 66,218	\$ 68,205	\$ 70,251	\$ 72,359

APPENDIX A - PORT CHESTER CSEA SALARY SCHEDULES

Fiscal Years 05/06 To 09/10

POSITION TITLE

GROUNDS

12-Month

40 Hours / Week

04/05	05-06	06-07	07-08	08/09	09/10
Contract	Contract	Contract	Contract	Contract	Contract
\$ 31,527	\$ 32,473	\$ 33,447	\$ 34,450	\$ 35,484	\$ 36,549
\$ 33,298	\$ 34,297	\$ 35,326	\$ 36,386	\$ 37,478	\$ 38,602
\$ 35,075	\$ 36,127	\$ 37,211	\$ 38,327	\$ 39,477	\$ 40,661
\$ 36,847	\$ 37,952	\$ 39,091	\$ 40,264	\$ 41,472	\$ 42,716
\$ 38,618	\$ 39,777	\$ 40,970	\$ 42,199	\$ 43,465	\$ 44,769
\$ 40,389	\$ 42,497	\$ 43,772	\$ 45,085	\$ 46,438	\$ 47,831
	\$ 43,347	\$ 44,647	\$ 45,986	\$ 47,366	\$ 48,787

GROUNDSMAN/CLEANER

12-Month

40 Hours / Week

\$ 27,900	\$ 27,707	\$ 28,538	\$ 29,394	\$ 30,276	\$ 31,184
\$ 29,446	\$ 29,298	\$ 30,177	\$ 31,082	\$ 32,014	\$ 32,974
\$ 30,957	\$ 30,887	\$ 31,814	\$ 32,768	\$ 33,751	\$ 34,764
\$ 32,531	\$ 32,477	\$ 33,451	\$ 34,455	\$ 35,489	\$ 36,554
\$ 34,074	\$ 34,066	\$ 35,088	\$ 36,141	\$ 37,225	\$ 38,342
\$ 35,625	\$ 36,416	\$ 37,508	\$ 38,633	\$ 39,792	\$ 40,986
	\$ 37,144	\$ 38,258	\$ 39,406	\$ 40,588	\$ 41,806

HALL MONITOR

10-Month

6 Hours / Day

\$ 20,386	\$ 20,998	\$ 21,628	\$ 22,277	\$ 22,945	\$ 23,633
\$ 21,935	\$ 22,611	\$ 23,289	\$ 23,988	\$ 24,708	\$ 25,449
\$ 23,484	\$ 24,220	\$ 24,947	\$ 25,695	\$ 26,466	\$ 27,260
\$ 25,033	\$ 25,838	\$ 26,613	\$ 27,411	\$ 28,233	\$ 29,080
\$ 26,582	\$ 27,446	\$ 28,269	\$ 29,117	\$ 29,991	\$ 30,891
\$ 28,131	\$ 29,679	\$ 30,569	\$ 31,486	\$ 32,431	\$ 33,404
	\$ 30,273	\$ 31,181	\$ 32,116	\$ 33,079	\$ 34,071

HALL MONITOR

10-Month

7 Hours / Day

\$ 23,737	\$ 24,511	\$ 25,246	\$ 26,003	\$ 26,783	\$ 27,586
\$ 25,322	\$ 26,391	\$ 27,183	\$ 27,998	\$ 28,838	\$ 29,703
\$ 26,949	\$ 28,271	\$ 29,119	\$ 29,993	\$ 30,893	\$ 31,820
\$ 28,572	\$ 30,150	\$ 31,055	\$ 31,987	\$ 32,947	\$ 33,935
\$ 30,195	\$ 32,030	\$ 32,991	\$ 33,981	\$ 35,000	\$ 36,050
\$ 31,824	\$ 34,631	\$ 35,670	\$ 36,740	\$ 37,842	\$ 38,977
	\$ 35,324	\$ 36,384	\$ 37,476	\$ 38,600	\$ 39,758

HEAD CUSTODIAN HS/MS

12-Month

40 Hours / Week

\$ 38,354	\$ 39,515	\$ 40,700	\$ 41,921	\$ 43,179	\$ 44,474
\$ 40,355	\$ 42,184	\$ 43,450	\$ 44,754	\$ 46,097	\$ 47,480
\$ 42,349	\$ 44,855	\$ 46,201	\$ 47,587	\$ 49,015	\$ 50,485
\$ 44,350	\$ 47,535	\$ 48,961	\$ 50,430	\$ 51,943	\$ 53,501
\$ 46,346	\$ 50,202	\$ 51,708	\$ 53,259	\$ 54,857	\$ 56,503
\$ 48,344	\$ 53,997	\$ 55,617	\$ 57,286	\$ 59,005	\$ 60,775
	\$ 55,077	\$ 56,729	\$ 58,431	\$ 60,184	\$ 61,990

HEAD CUSTODIAN ELEM

12-Month

40 Hours / Week

\$ 36,365	\$ 36,426	\$ 37,519	\$ 38,645	\$ 39,804	\$ 40,998
\$ 38,366	\$ 38,281	\$ 39,429	\$ 40,612	\$ 41,830	\$ 43,085
\$ 40,370	\$ 41,210	\$ 42,446	\$ 43,719	\$ 45,031	\$ 46,382
\$ 42,373	\$ 43,598	\$ 44,906	\$ 46,253	\$ 47,641	\$ 49,070
\$ 44,375	\$ 45,991	\$ 47,371	\$ 48,792	\$ 50,256	\$ 51,764
\$ 46,378	\$ 49,420	\$ 50,903	\$ 52,430	\$ 54,003	\$ 55,623
	\$ 50,408	\$ 51,920	\$ 53,478	\$ 55,082	\$ 56,734

APPENDIX A - PORT CHESTER CSEA SALARY SCHEDULES

Fiscal Years 05/06 To 09/10

POSITION TITLE

HEAD GROUNDS

12-Month

40 Hours / Week

04/05	05/06	06/07	07/08	08/09	09/10
Contract	Contract	Contract	Contract	Contract	Contract
\$ 34,535	\$ 35,571	\$ 36,638	\$ 37,737	\$ 38,869	\$ 40,035
\$ 36,593	\$ 37,691	\$ 38,822	\$ 39,987	\$ 41,187	\$ 42,423
\$ 38,640	\$ 39,799	\$ 40,993	\$ 42,223	\$ 43,490	\$ 44,795
\$ 40,688	\$ 41,909	\$ 43,166	\$ 44,461	\$ 45,795	\$ 47,169
\$ 42,739	\$ 44,021	\$ 45,342	\$ 46,702	\$ 48,103	\$ 49,546
\$ 44,742	\$ 47,114	\$ 48,527	\$ 49,983	\$ 51,482	\$ 53,026
\$ 46,742	\$ 48,056	\$ 49,498	\$ 50,983	\$ 52,512	\$ 54,087

LIBRARY CLERK

10-Month

37.5 Hours / Week

\$ 23,570	\$ 24,277	\$ 25,005	\$ 25,755	\$ 26,528	\$ 27,324
\$ 25,379	\$ 26,140	\$ 26,924	\$ 27,732	\$ 28,564	\$ 29,421
\$ 27,188	\$ 28,004	\$ 28,844	\$ 29,709	\$ 30,600	\$ 31,518
\$ 28,992	\$ 29,862	\$ 30,758	\$ 31,681	\$ 32,631	\$ 33,610
\$ 30,811	\$ 31,735	\$ 32,687	\$ 33,668	\$ 34,678	\$ 35,718
\$ 32,631	\$ 34,314	\$ 35,343	\$ 36,403	\$ 37,495	\$ 38,620
\$ 34,451	\$ 35,000	\$ 36,050	\$ 37,132	\$ 38,246	\$ 39,393

LUNCH MONITOR

10-Month

20 Hours / Week

\$ 8,528	\$ 8,784	\$ 9,048	\$ 9,319	\$ 9,599	\$ 9,887
\$ 9,048	\$ 9,048	\$ 9,319	\$ 9,599	\$ 9,887	\$ 10,184
\$ 9,568	\$ 9,319	\$ 9,599	\$ 9,887	\$ 10,184	\$ 10,490
\$ 10,088	\$ 9,598	\$ 9,886	\$ 10,183	\$ 10,488	\$ 10,803
\$ 10,608	\$ 9,886	\$ 10,183	\$ 10,488	\$ 10,803	\$ 11,127
\$ 11,128	\$ 10,183	\$ 10,488	\$ 10,803	\$ 11,127	\$ 11,461
\$ 11,648	\$ 10,387	\$ 10,699	\$ 11,020	\$ 11,351	\$ 11,692

MAINTENANCE MECHANIC

12-Month

40 Hours / Week

\$ 36,438	\$ 37,531	\$ 38,657	\$ 39,817	\$ 41,012	\$ 42,242
\$ 38,640	\$ 39,799	\$ 40,993	\$ 42,223	\$ 43,490	\$ 44,795
\$ 40,842	\$ 42,327	\$ 43,597	\$ 44,905	\$ 46,252	\$ 47,640
\$ 43,044	\$ 44,868	\$ 46,214	\$ 47,600	\$ 49,028	\$ 50,499
\$ 45,246	\$ 47,401	\$ 48,823	\$ 50,288	\$ 51,797	\$ 53,351
\$ 47,448	\$ 50,998	\$ 52,528	\$ 54,104	\$ 55,727	\$ 57,399
\$ 49,650	\$ 52,018	\$ 53,579	\$ 55,186	\$ 56,842	\$ 58,547

NIGHT SUPERVISOR

12-Month

40 Hours / Week

\$ 34,126	\$ 35,150	\$ 36,205	\$ 37,291	\$ 38,410	\$ 39,562
\$ 36,307	\$ 37,396	\$ 38,518	\$ 39,674	\$ 40,864	\$ 42,090
\$ 38,482	\$ 39,636	\$ 40,825	\$ 42,050	\$ 43,312	\$ 44,611
\$ 40,658	\$ 41,888	\$ 43,145	\$ 44,439	\$ 45,772	\$ 47,145
\$ 42,831	\$ 44,137	\$ 45,461	\$ 46,825	\$ 48,230	\$ 49,677
\$ 45,009	\$ 47,369	\$ 48,790	\$ 50,254	\$ 51,762	\$ 53,315
\$ 47,184	\$ 48,316	\$ 49,765	\$ 51,258	\$ 52,796	\$ 54,380

OFFICE ASSISTANT

10-Month

37.5 Hours / Week

\$ 23,570	\$ 24,277	\$ 25,005	\$ 25,755	\$ 26,528	\$ 27,324
\$ 25,379	\$ 26,140	\$ 26,924	\$ 27,732	\$ 28,564	\$ 29,421
\$ 27,188	\$ 28,004	\$ 28,844	\$ 29,709	\$ 30,600	\$ 31,518
\$ 28,992	\$ 29,862	\$ 30,758	\$ 31,681	\$ 32,631	\$ 33,610
\$ 30,811	\$ 31,735	\$ 32,687	\$ 33,668	\$ 34,678	\$ 35,718
\$ 32,631	\$ 34,314	\$ 35,343	\$ 36,403	\$ 37,495	\$ 38,620
\$ 34,451	\$ 35,000	\$ 36,050	\$ 37,132	\$ 38,246	\$ 39,393

APPENDIX A - PORT CHESTER CSEA SALARY SCHEDULES

Fiscal Years 05/06 To 09/10

POSITION TITLE

PAYROLL CLERK
12-Month
37.5 Hours / Week

04/05	05/06	06/07	07/08	08/09	09/10
Contract	Contract	Contract	Contract	Contract	Contract
\$35,640	\$ 35,679	\$ 36,749	\$ 37,851	\$ 38,987	\$ 40,157
\$37,641	\$ 38,227	\$ 39,374	\$ 40,555	\$ 41,772	\$ 43,025
\$39,686	\$ 40,774	\$ 41,997	\$ 43,257	\$ 44,555	\$ 45,892
\$41,706	\$ 43,326	\$ 44,626	\$ 45,965	\$ 47,344	\$ 48,764
\$43,732	\$ 45,873	\$ 47,249	\$ 48,666	\$ 50,126	\$ 51,630
\$45,762	\$ 49,452	\$ 50,936	\$ 52,464	\$ 54,038	\$ 55,659
\$47,807	\$ 50,441	\$ 51,954	\$ 53,513	\$ 55,118	\$ 56,772

REGISTERED NURSE
10-Month
30. Hours / Week

Employees at Step 4 in
04/05 will go to Step 5 in

\$40,590	\$ 40,590	\$ 41,808	\$ 43,062	\$ 44,354	\$ 45,685
\$42,639	\$ 43,125	\$ 44,419	\$ 45,752	\$ 47,125	\$ 48,539
\$44,681	\$ 45,671	\$ 47,041	\$ 48,452	\$ 49,906	\$ 51,403
\$46,727	\$ 49,231	\$ 50,708	\$ 52,229	\$ 53,796	\$ 55,410
\$48,772	\$ 50,216	\$ 51,722	\$ 53,274	\$ 54,872	\$ 56,518
\$50,817	\$ 51,220	\$ 52,757	\$ 54,340	\$ 55,970	\$ 57,649
\$52,862	\$ 52,244	\$ 53,811	\$ 55,425	\$ 57,088	\$ 58,801

SCHOOL MONITOR
10-Month
30 Hours / Week

\$16,469	\$ 16,963	\$ 17,472	\$ 17,996	\$ 18,536	\$ 19,092
\$17,469	\$ 17,777	\$ 18,310	\$ 18,859	\$ 19,425	\$ 20,008
\$18,468	\$ 18,589	\$ 19,147	\$ 19,721	\$ 20,313	\$ 20,922
\$19,468	\$ 19,399	\$ 19,981	\$ 20,580	\$ 21,197	\$ 21,833
\$20,468	\$ 20,213	\$ 20,819	\$ 21,444	\$ 22,087	\$ 22,750
\$21,467	\$ 21,472	\$ 22,116	\$ 22,779	\$ 23,462	\$ 24,166
\$22,467	\$ 21,901	\$ 22,558	\$ 23,235	\$ 23,932	\$ 24,650

SEC ELEM. PRINC. / TYPIST
10-Month
37.5 Hours / Week

\$23,797	\$ 24,511	\$ 25,246	\$ 26,003	\$ 26,783	\$ 27,586
\$25,628	\$ 26,392	\$ 27,184	\$ 28,000	\$ 28,840	\$ 29,705
\$27,450	\$ 28,274	\$ 29,122	\$ 29,996	\$ 30,896	\$ 31,823
\$29,273	\$ 30,151	\$ 31,056	\$ 31,988	\$ 32,948	\$ 33,936
\$31,098	\$ 32,041	\$ 33,002	\$ 33,992	\$ 35,012	\$ 36,062
\$32,937	\$ 34,646	\$ 35,685	\$ 36,756	\$ 37,859	\$ 38,995
\$34,774	\$ 35,339	\$ 36,399	\$ 37,491	\$ 38,616	\$ 39,774
	36,032	37,113	38,226	39,373	40,554

SEC HS PRINC. / STENO
12-Month
37.5 Hours / Week

\$35,988	\$ 37,068	\$ 38,180	\$ 39,325	\$ 40,505	\$ 41,720
\$37,739	\$ 39,922	\$ 41,120	\$ 42,354	\$ 43,625	\$ 44,934
\$39,482	\$ 42,778	\$ 44,061	\$ 45,383	\$ 46,744	\$ 48,146
\$41,225	\$ 45,630	\$ 46,999	\$ 48,409	\$ 49,861	\$ 51,357
\$42,968	\$ 48,474	\$ 49,928	\$ 51,426	\$ 52,969	\$ 54,558
\$44,711	\$ 52,430	\$ 54,003	\$ 55,623	\$ 57,292	\$ 59,011
\$46,454	\$ 53,479	\$ 55,083	\$ 56,735	\$ 58,437	\$ 60,190

SEC MS PRINC. / STENO
10-Month
37.5 Hours / Week

\$30,148	\$ 31,052	\$ 31,984	\$ 32,944	\$ 33,932	\$ 34,950
\$32,395	\$ 33,367	\$ 34,368	\$ 35,399	\$ 36,461	\$ 37,555
\$34,547	\$ 35,759	\$ 36,832	\$ 37,937	\$ 39,075	\$ 40,247
\$36,698	\$ 38,190	\$ 39,336	\$ 40,516	\$ 41,731	\$ 42,983
\$38,849	\$ 40,519	\$ 41,735	\$ 42,987	\$ 44,277	\$ 45,605
\$40,999	\$ 43,822	\$ 45,137	\$ 46,491	\$ 47,886	\$ 49,323
\$43,149	\$ 44,698	\$ 46,039	\$ 47,420	\$ 48,843	\$ 50,308

APPENDIX A - PORT CHESTER CSEA SALARY SCHEDULES

Fiscal Years 05/06 To 09/10

POSITION TITLE

SECRETARY STENO

12-Month

37.5 Hours / Week

	04/05	05/06	06/07	07/08	08/09	09/10
Contract	Contract	Contract	Contract	Contract	Contract	Contract
\$38,337	\$ 39,487	\$ 40,672	\$ 41,892	\$ 43,149	\$ 44,443	
\$41,289	\$ 42,528	\$ 43,804	\$ 45,118	\$ 46,472	\$ 47,866	
\$44,243	\$ 45,570	\$ 46,937	\$ 48,345	\$ 49,795	\$ 51,289	
\$47,193	\$ 48,609	\$ 50,067	\$ 51,569	\$ 53,116	\$ 54,709	
\$50,134	\$ 51,638	\$ 53,187	\$ 54,783	\$ 56,426	\$ 58,119	
\$53,226	\$ 55,853	\$ 57,529	\$ 59,255	\$ 61,033	\$ 62,864	
\$56,311	\$ 56,970	\$ 58,679	\$ 60,439	\$ 62,252	\$ 64,120	

SENIOR LIBRARY CLERK

10-Month

37.5 Hours / Week

\$23,797	\$ 24,511	\$ 25,246	\$ 26,003	\$ 26,783	\$ 27,586	
\$25,623	\$ 26,392	\$ 27,184	\$ 28,000	\$ 28,840	\$ 29,705	
\$27,450	\$ 28,274	\$ 29,122	\$ 29,996	\$ 30,896	\$ 31,823	
\$29,273	\$ 30,151	\$ 31,056	\$ 31,988	\$ 32,948	\$ 33,936	
\$31,108	\$ 32,041	\$ 33,002	\$ 33,992	\$ 35,012	\$ 36,062	
\$33,634	\$ 34,646	\$ 35,685	\$ 36,756	\$ 37,859	\$ 38,995	
\$36,160	\$ 35,339	\$ 36,399	\$ 37,491	\$ 38,616	\$ 39,774	

SENIOR OFFICE ASSISTANT (AUTO)

12-Month

37.5 Hours / Week

\$29,892	\$ 30,789	\$ 31,713	\$ 32,664	\$ 33,644	\$ 34,653	
\$32,190	\$ 33,156	\$ 34,151	\$ 35,176	\$ 36,231	\$ 37,318	
\$34,493	\$ 35,528	\$ 36,594	\$ 37,692	\$ 38,823	\$ 39,988	
\$36,788	\$ 37,892	\$ 39,029	\$ 40,200	\$ 41,406	\$ 42,648	
\$39,094	\$ 40,267	\$ 41,475	\$ 42,719	\$ 44,001	\$ 45,321	
\$42,278	\$ 43,546	\$ 44,852	\$ 46,198	\$ 47,584	\$ 49,012	
\$45,462	\$ 44,417	\$ 45,750	\$ 47,123	\$ 48,537	\$ 49,993	

SENIOR OFFICE ASSISTANT (AUTO)

10-Month

37.5 Hours / Week

\$24,910	\$ 25,657	\$ 26,427	\$ 27,220	\$ 28,037	\$ 28,878	
\$26,825	\$ 27,630	\$ 28,459	\$ 29,313	\$ 30,192	\$ 31,098	
\$28,744	\$ 29,606	\$ 30,494	\$ 31,409	\$ 32,351	\$ 33,322	
\$30,657	\$ 31,577	\$ 32,524	\$ 33,500	\$ 34,505	\$ 35,540	
\$32,578	\$ 33,555	\$ 34,562	\$ 35,599	\$ 36,667	\$ 37,767	
\$35,232	\$ 36,289	\$ 37,378	\$ 38,499	\$ 39,654	\$ 40,844	
\$37,941	\$ 37,015	\$ 38,125	\$ 39,269	\$ 40,447	\$ 41,660	

SENIOR STENO

12-Month

37.5 Hours / Week

\$35,988	\$ 37,068	\$ 38,180	\$ 39,325	\$ 40,505	\$ 41,720	
\$38,759	\$ 39,922	\$ 41,120	\$ 42,354	\$ 43,625	\$ 44,934	
\$41,532	\$ 42,778	\$ 44,061	\$ 45,383	\$ 46,744	\$ 48,146	
\$44,301	\$ 45,630	\$ 46,999	\$ 48,409	\$ 49,861	\$ 51,357	
\$47,062	\$ 48,474	\$ 49,928	\$ 51,426	\$ 52,969	\$ 54,558	
\$50,903	\$ 52,430	\$ 54,003	\$ 55,623	\$ 57,292	\$ 59,011	
\$53,744	\$ 53,479	\$ 55,083	\$ 56,735	\$ 58,437	\$ 60,190	

SENIOR STENO

10-Month

37.5 Hours / Week

\$30,143	\$ 31,052	\$ 31,984	\$ 32,944	\$ 33,932	\$ 34,950	
\$32,395	\$ 33,367	\$ 34,368	\$ 35,399	\$ 36,461	\$ 37,555	
\$34,717	\$ 35,759	\$ 36,832	\$ 37,937	\$ 39,075	\$ 40,247	
\$37,078	\$ 38,190	\$ 39,336	\$ 40,516	\$ 41,731	\$ 42,983	
\$39,339	\$ 40,519	\$ 41,735	\$ 42,987	\$ 44,277	\$ 45,605	
\$42,546	\$ 43,822	\$ 45,137	\$ 46,491	\$ 47,886	\$ 49,323	
\$45,753	\$ 44,698	\$ 46,039	\$ 47,420	\$ 48,843	\$ 50,308	

APPENDIX A - PORT CHESTER CSEA SALARY SCHEDULES

Fiscal Years 05/06 To 09/10

POSITION TITLE

SENIOR TYPIST

12-Month

37.5 Hours / Week

	04/05	05-06	06-07	07-08	08/09	09/10
Contract	Contract	Contract	Contract	Contract	Contract	Contract
\$29,748	\$ 30,640	\$ 31,559	\$ 32,506	\$ 33,481	\$ 34,485	
\$32,035	\$ 32,996	\$ 33,986	\$ 35,006	\$ 36,056	\$ 37,138	
\$34,328	\$ 35,358	\$ 36,419	\$ 37,512	\$ 38,637	\$ 39,796	
\$36,611	\$ 37,709	\$ 38,840	\$ 40,005	\$ 41,205	\$ 42,441	
\$38,907	\$ 40,074	\$ 41,276	\$ 42,514	\$ 43,789	\$ 45,103	
\$41,203	\$ 43,337	\$ 44,637	\$ 45,976	\$ 47,355	\$ 48,776	
\$43,499	\$ 44,204	\$ 45,530	\$ 46,896	\$ 48,303	\$ 49,752	

SENIOR TYPIST

10-Month

37.5 Hours / Week

\$23,570	\$ 24,277	\$ 25,005	\$ 25,755	\$ 26,528	\$ 27,324	
\$25,879	\$ 26,140	\$ 26,924	\$ 27,732	\$ 28,564	\$ 29,421	
\$28,188	\$ 28,004	\$ 28,844	\$ 29,709	\$ 30,600	\$ 31,518	
\$28,992	\$ 29,862	\$ 30,758	\$ 31,681	\$ 32,631	\$ 33,610	
\$30,811	\$ 31,735	\$ 32,687	\$ 33,668	\$ 34,678	\$ 35,718	
\$32,631	\$ 34,314	\$ 35,343	\$ 36,403	\$ 37,495	\$ 38,620	
\$34,451	\$ 35,000	\$ 36,050	\$ 37,132	\$ 38,246	\$ 39,393	

STENOGRAPHER

12-Month

37.5 Hours / Week

\$31,296	\$ 32,235	\$ 33,202	\$ 34,198	\$ 35,224	\$ 36,281	
\$33,813	\$ 34,827	\$ 35,872	\$ 36,948	\$ 38,056	\$ 39,198	
\$36,327	\$ 37,417	\$ 38,540	\$ 39,696	\$ 40,887	\$ 42,114	
\$38,842	\$ 40,009	\$ 41,209	\$ 42,445	\$ 43,718	\$ 45,030	
\$41,357	\$ 42,592	\$ 43,870	\$ 45,186	\$ 46,542	\$ 47,938	
\$43,872	\$ 46,148	\$ 47,532	\$ 48,958	\$ 50,427	\$ 51,940	
\$46,387	\$ 47,071	\$ 48,483	\$ 49,937	\$ 51,435	\$ 52,978	

STENOGRAPHER

10-Month

37.5 Hours / Week

\$26,166	\$ 26,951	\$ 27,760	\$ 28,593	\$ 29,451	\$ 30,335	
\$28,682	\$ 29,110	\$ 29,983	\$ 30,882	\$ 31,808	\$ 32,762	
\$31,198	\$ 31,276	\$ 32,214	\$ 33,180	\$ 34,175	\$ 35,200	
\$33,713	\$ 33,442	\$ 34,445	\$ 35,478	\$ 36,542	\$ 37,638	
\$36,229	\$ 35,607	\$ 36,675	\$ 37,775	\$ 38,908	\$ 40,075	
\$38,744	\$ 38,578	\$ 39,735	\$ 40,927	\$ 42,155	\$ 43,420	
\$41,259	\$ 39,350	\$ 40,531	\$ 41,747	\$ 42,999	\$ 44,289	

SWITCHBOARD OPERATOR

12-Month

37.5 Hours / Week

\$31,880	\$ 32,836	\$ 33,821	\$ 34,836	\$ 35,881	\$ 36,957	
\$34,401	\$ 35,186	\$ 36,242	\$ 37,329	\$ 38,449	\$ 39,602	
\$36,923	\$ 37,528	\$ 38,654	\$ 39,814	\$ 41,008	\$ 42,238	
\$39,445	\$ 39,880	\$ 41,076	\$ 42,308	\$ 43,577	\$ 44,884	
\$41,967	\$ 42,225	\$ 43,492	\$ 44,797	\$ 46,141	\$ 47,525	
\$44,489	\$ 45,493	\$ 46,858	\$ 48,264	\$ 49,712	\$ 51,203	
\$47,011	\$ 46,403	\$ 47,795	\$ 49,229	\$ 50,706	\$ 52,227	

TEACHER AIDE - Grade I

10-Month

5 Hours / Day

\$17,055	\$ 17,567	\$ 18,094	\$ 18,637	\$ 19,196	\$ 19,772	
\$17,521	\$ 18,047	\$ 18,588	\$ 19,146	\$ 19,720	\$ 20,312	
\$18,429	\$ 18,982	\$ 19,551	\$ 20,138	\$ 20,742	\$ 21,364	
\$19,313	\$ 19,686	\$ 20,277	\$ 20,885	\$ 21,512	\$ 22,157	
\$19,796	\$ 20,390	\$ 21,002	\$ 21,632	\$ 22,281	\$ 22,949	
\$20,922	\$ 21,550	\$ 22,197	\$ 22,863	\$ 23,549	\$ 24,255	
\$21,405	\$ 21,981	\$ 22,640	\$ 23,319	\$ 24,019	\$ 24,740	

APPENDIX A - PORT CHESTER CSEA SALARY SCHEDULES

Fiscal Years 05/06 To 09/10

POSITION TITLE

TEACHER AIDE - Grade II

10-Month

5 Hours / Day

	04/05	05/06	06/07	07/08	08/09	09/10
Contract	Contract	Contract	Contract	Contract	Contract	Contract
\$ 15,231	\$ 15,688	\$ 16,159	\$ 16,644	\$ 17,143	\$ 17,657	
\$ 15,920	\$ 16,398	\$ 16,890	\$ 17,397	\$ 17,919	\$ 18,457	
\$ 16,602	\$ 17,100	\$ 17,613	\$ 18,141	\$ 18,685	\$ 19,246	
\$ 17,290	\$ 17,809	\$ 18,343	\$ 18,893	\$ 19,460	\$ 20,044	
\$ 17,977	\$ 18,516	\$ 19,071	\$ 19,643	\$ 20,232	\$ 20,839	
\$ 18,661	\$ 19,222	\$ 19,797	\$ 20,389	\$ 20,997	\$ 21,615	
\$ 19,343	\$ 19,926	\$ 20,519	\$ 21,129	\$ 21,746	\$ 22,379	
\$ 20,026	\$ 20,627	\$ 21,237	\$ 21,853	\$ 22,476	\$ 23,105	

TEACHER AIDE - Grade III

10-Month

5 Hours / Day

\$ 13,416	\$ 13,818	\$ 14,233	\$ 14,660	\$ 15,100	\$ 15,553	
\$ 14,104	\$ 14,527	\$ 14,963	\$ 15,412	\$ 15,874	\$ 16,350	
\$ 14,789	\$ 15,233	\$ 15,690	\$ 16,161	\$ 16,646	\$ 17,145	
\$ 15,472	\$ 15,936	\$ 16,414	\$ 16,906	\$ 17,413	\$ 17,935	
\$ 16,158	\$ 16,643	\$ 17,142	\$ 17,656	\$ 18,186	\$ 18,732	
\$ 16,843	\$ 17,349	\$ 17,864	\$ 18,399	\$ 18,944	\$ 19,509	
\$ 17,529	\$ 18,056	\$ 18,593	\$ 19,141	\$ 19,699	\$ 20,267	
\$ 18,214	\$ 18,753	\$ 19,301	\$ 19,860	\$ 20,429	\$ 21,008	
\$ 18,900	\$ 19,450	\$ 20,009	\$ 20,579	\$ 21,158	\$ 21,747	

TEACHER AIDE - Grade I

10-Month

6 Hours / Day

\$ 20,469	\$ 21,083	\$ 21,715	\$ 22,366	\$ 23,037	\$ 23,728	
\$ 21,077	\$ 21,658	\$ 22,308	\$ 22,977	\$ 23,666	\$ 24,376	
\$ 21,684	\$ 22,276	\$ 22,935	\$ 23,614	\$ 24,313	\$ 25,031	
\$ 22,291	\$ 22,894	\$ 23,563	\$ 24,252	\$ 24,961	\$ 25,689	
\$ 22,898	\$ 23,512	\$ 24,191	\$ 24,890	\$ 25,609	\$ 26,337	
\$ 23,505	\$ 24,130	\$ 24,819	\$ 25,528	\$ 26,257	\$ 26,995	
\$ 24,112	\$ 24,747	\$ 25,446	\$ 26,165	\$ 26,904	\$ 27,652	
\$ 24,719	\$ 25,364	\$ 26,073	\$ 26,792	\$ 27,531	\$ 28,289	
\$ 25,326	\$ 25,981	\$ 26,650	\$ 27,369	\$ 28,108	\$ 28,876	

TEACHER AIDE - Grade II

10-Month

6 Hours / Day

\$ 18,286	\$ 18,835	\$ 19,400	\$ 19,982	\$ 20,581	\$ 21,198	
\$ 18,893	\$ 19,452	\$ 20,027	\$ 20,619	\$ 21,230	\$ 21,867	
\$ 19,500	\$ 20,069	\$ 20,651	\$ 21,250	\$ 21,867	\$ 22,514	
\$ 20,107	\$ 20,686	\$ 21,278	\$ 21,887	\$ 22,504	\$ 23,151	
\$ 20,714	\$ 21,303	\$ 21,905	\$ 22,524	\$ 23,153	\$ 23,811	
\$ 21,321	\$ 21,920	\$ 22,531	\$ 23,159	\$ 23,798	\$ 24,466	
\$ 21,928	\$ 22,537	\$ 23,158	\$ 23,796	\$ 24,445	\$ 25,113	
\$ 22,535	\$ 23,154	\$ 23,783	\$ 24,431	\$ 25,090	\$ 25,768	
\$ 23,142	\$ 23,771	\$ 24,419	\$ 25,077	\$ 25,745	\$ 26,433	

TEACHER AIDE - Grade III

10-Month

6 Hours / Day

\$ 16,099	\$ 16,582	\$ 17,079	\$ 17,591	\$ 18,119	\$ 18,663	
\$ 16,706	\$ 17,199	\$ 17,701	\$ 18,223	\$ 18,751	\$ 19,305	
\$ 17,313	\$ 17,816	\$ 18,328	\$ 18,850	\$ 19,388	\$ 19,942	
\$ 17,920	\$ 18,433	\$ 18,955	\$ 19,487	\$ 20,030	\$ 20,593	
\$ 18,527	\$ 19,050	\$ 19,582	\$ 20,124	\$ 20,677	\$ 21,250	
\$ 19,134	\$ 19,667	\$ 20,209	\$ 20,761	\$ 21,324	\$ 21,907	
\$ 19,741	\$ 20,284	\$ 20,836	\$ 21,398	\$ 21,970	\$ 22,562	
\$ 20,348	\$ 20,891	\$ 21,453	\$ 22,025	\$ 22,607	\$ 23,209	
\$ 20,955	\$ 21,508	\$ 22,070	\$ 22,642	\$ 23,224	\$ 23,836	

TEACHER AIDE - Grade I

10-Month

7 Hours / Day

\$ 23,878	\$ 24,594	\$ 25,332	\$ 26,092	\$ 26,875	\$ 27,681	
\$ 24,485	\$ 25,201	\$ 25,939	\$ 26,700	\$ 27,483	\$ 28,299	
\$ 25,092	\$ 25,808	\$ 26,546	\$ 27,307	\$ 28,090	\$ 28,916	
\$ 25,699	\$ 26,415	\$ 27,153	\$ 27,914	\$ 28,697	\$ 29,523	
\$ 26,306	\$ 27,022	\$ 27,760	\$ 28,521	\$ 29,304	\$ 30,130	
\$ 26,913	\$ 27,629	\$ 28,367	\$ 29,128	\$ 29,911	\$ 30,737	
\$ 27,520	\$ 28,236	\$ 28,974	\$ 29,735	\$ 30,518	\$ 31,344	
\$ 28,127	\$ 28,843	\$ 29,581	\$ 30,342	\$ 31,125	\$ 31,951	
\$ 28,734	\$ 29,450	\$ 30,188	\$ 30,949	\$ 31,732	\$ 32,558	
\$ 29,341	\$ 30,057	\$ 30,795	\$ 31,556	\$ 32,345	\$ 33,171	

APPENDIX A - PORT CHESTER CSEA SALARY SCHEDULES

Fiscal Years 05/06 To 09/10

POSITION TITLE

TEACHER AIDE - Grade II

10-Month

7 Hours / Day

04/05	05/06	06/07	07/08	08/09	09/10
Contract	Contract	Contract	Contract	Contract	Contract
\$ 21,326	\$ 21,966	\$ 22,625	\$ 23,304	\$ 24,003	\$ 24,723
\$ 22,291	\$ 22,960	\$ 23,649	\$ 24,358	\$ 25,089	\$ 25,842
\$ 23,243	\$ 23,940	\$ 24,658	\$ 25,398	\$ 26,160	\$ 26,945
\$ 24,206	\$ 24,932	\$ 25,680	\$ 26,450	\$ 27,244	\$ 28,061
\$ 25,169	\$ 25,924	\$ 26,702	\$ 27,503	\$ 28,328	\$ 29,178
\$ 26,132	\$ 27,489	\$ 28,314	\$ 29,163	\$ 30,038	\$ 30,939
\$ 27,095	\$ 28,039	\$ 28,880	\$ 29,746	\$ 30,638	\$ 31,557

TEACHER AIDE - Grade III

10-Month

7 Hours / Day

\$ 18,782	\$ 19,345	\$ 19,925	\$ 20,523	\$ 21,139	\$ 21,773
\$ 19,745	\$ 20,337	\$ 20,947	\$ 21,575	\$ 22,222	\$ 22,889
\$ 20,708	\$ 21,324	\$ 21,964	\$ 22,623	\$ 23,302	\$ 24,001
\$ 21,669	\$ 22,310	\$ 22,979	\$ 23,668	\$ 24,378	\$ 25,109
\$ 22,623	\$ 23,302	\$ 24,001	\$ 24,721	\$ 25,463	\$ 26,227
\$ 23,577	\$ 24,805	\$ 25,549	\$ 26,315	\$ 27,104	\$ 27,917
\$ 24,531	\$ 25,301	\$ 26,060	\$ 26,842	\$ 27,647	\$ 28,476

TYPIST

12-Month

37.5 Hours / Week

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\$ 29,604	\$ 30,492	\$ 31,407	\$ 32,349	\$ 33,319	\$ 34,319
\$ 31,380	\$ 32,836	\$ 33,821	\$ 34,836	\$ 35,881	\$ 36,957
\$ 33,156	\$ 35,186	\$ 36,242	\$ 37,329	\$ 38,449	\$ 39,602
\$ 34,932	\$ 37,528	\$ 38,654	\$ 39,814	\$ 41,008	\$ 42,238
\$ 36,708	\$ 39,880	\$ 41,076	\$ 42,308	\$ 43,577	\$ 44,884
\$ 38,484	\$ 43,127	\$ 44,421	\$ 45,754	\$ 47,127	\$ 48,541
\$ 40,260	\$ 43,990	\$ 45,310	\$ 46,669	\$ 48,069	\$ 49,511

TYPIST

10-Month

37.5 Hours / Week

\$ 23,455	\$ 24,159	\$ 24,884	\$ 25,631	\$ 26,400	\$ 27,192
\$ 25,231	\$ 26,013	\$ 26,793	\$ 27,597	\$ 28,425	\$ 29,278
\$ 27,006	\$ 27,868	\$ 28,704	\$ 29,565	\$ 30,452	\$ 31,366
\$ 28,782	\$ 29,718	\$ 30,610	\$ 31,528	\$ 32,474	\$ 33,448
\$ 30,558	\$ 31,582	\$ 32,529	\$ 33,505	\$ 34,510	\$ 35,545
\$ 32,334	\$ 34,149	\$ 35,173	\$ 36,228	\$ 37,315	\$ 38,434
\$ 34,110	\$ 34,832	\$ 35,877	\$ 36,953	\$ 38,062	\$ 39,204

WATCHMAN

\$ 10.50	\$ 10.82	\$ 11.14	\$ 11.47	\$ 11.82	\$ 12.17
\$ 21.00	\$ 21.63	\$ 22.28	\$ 22.95	\$ 23.64	\$ 24.34