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#### Contract Database Metadata Elements

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**COLLECTIVE BARGAINING AGREEMENT**

**BY AND BETWEEN**

**ASSOCIATION OF NON-INSTRUCTIONAL EMPLOYEES**

**(A.N.I.E.)**

**AND**

**RHINEBECK CENTRAL SCHOOL DISTRICT**

**JULY 1, 2006 THROUGH JUNE 30, 2011**

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## INTRODUCTION

Conditions of employment must be clearly defined and agreeable to both the employee and the employer. This document defining conditions of employment serves to clarify employment work schedules, wages, wage-based benefits, absence benefits and miscellaneous items offered to non-instructional personnel employed by the Board of Education of the Rhinebeck Central School District, hereinafter referred to as the Association (A.N.I.E.). This agreement will run from July 1, 2006 to June 30, 2011.

The Association and the District recognize and state that providing quality education is congruent with the quality and morale of the non-instructional staff.

## DEFINITIONS

As herein used:

1. Board shall mean the Rhinebeck Central School District Board of Education.
2. District shall mean the Rhinebeck Central School District.
3. Association Personnel (A.N.I.E) are all those individuals whose work week is twenty (20) hours or more, and employed in positions identified as senior custodial worker, custodians, cleaners, maintenance employees, senior typists, student information clerk, library clerk, teacher aides, typists, clerical workers, registered nurses, licensed practical nurse ("LPN"), health aide, attendance clerk, guidance aide, school monitors, assistant cooks, grounds keepers, and any combined positions of the above titles.

Long-term substitutes, defined as substitutes who are appointed for a fixed term of a semester or more, shall be entitled to all of the terms of this Agreement as of their first day of service. Per diem substitutes who work for at least five consecutive months during a school year in the same position, shall be entitled to retroactive salary only, back to the first day of such service. Per diem substitutes who have worked fewer than five consecutive months, but prior to five consecutive months, the District knows they will be engaged to work at least five consecutive months, shall be entitled to retroactive salary only, back to the first day of their per diem service and shall be credited for sick days with a pro-rata share per month for each month of actual work in the position. In the case of any per diem substitute, the use of one sick leave day per month of per diem substitute service shall not be deemed a break in service in the count towards the five month period.

4. RTA shall mean Rhinebeck Teachers Association.

## ARTICLE I EMPLOYMENT

1. By law the Board reserves the right to employ, dismiss and set wage rates for Association personnel. The District, acting in this capacity, reserves the right to establish and set salaries as represented by the respective job salary schedule. The Board further reserves the rights and responsibilities as appointing officer under the Civil Service Law. The Board shall also have the right to make deletions to existing job positions where it is clearly demonstrable the reduction is student base driven, or the position(s) has/have been eliminated. In a reduction of staff, layoffs shall be implemented in the inverse order of seniority by job classification (see Categories I-IV listed below), with bumping rights into lesser job titles in the same category. Seniority shall be defined as the length of continuous service in the job category. Recall rights will be available for 4 years. All layoffs will also be done in accordance with existing Civil Service Law. The District shall first meet with appropriate representative/s of the Association for the purpose of advisory consultation where reductions are contemplated due to either of the above conditions.

### Category I

Head Custodian \*  
Custodian\*  
Senior Custodial Worker  
Maintenance Mechanic  
Maintenance Workers  
Groundskeeper  
Cleaner

### Category III

R.N.  
L.P.N.

### Category II

Guidance Aides\*  
Senior Typists \*  
Typists \*  
Clerks \*  
Teacher Aides  
School Monitors

### Category IV

Assistant Cooks

Some of the District's existing classifications may be in the competitive class and are listed above (indicated by an asterisk) solely for the purpose of establishing bumping rights into non-competitive class positions. Competitive class positions are subject to statutory layoff and recall rights not addressed in this agreement. The layoff provision shall call for non-unit part-time teacher aides and school monitors to be laid-off ahead of full time aides who may bump them from their positions in the event of a layoff of a full time aide(s).

The Board will not use volunteers to fill previously paid positions as vacancies occur.

2. Vacant positions in the bargaining unit shall be posted for a minimum of five work days prior to the application deadline. The posting shall be made in each school building of

the District. To the extent permitted by law, all unit members already employed by the District who are qualified shall be considered first.

3. The job classifications used by the District are those defined by Civil Service. By law Civil Service retains the right to define and classify all Association positions in the District as to title, class and term.

## **ARTICLE II WORK SCHEDULE**

Working Days are Monday thru Friday of each week unless such days are approved vacation or holiday leave or snow days. Association personnel may not be asked to work on weekends or holidays without additional monetary compensation or compensatory time off in accordance with F.L.S.A. requirements.

The annual work schedule of all Association personnel may be identified by the following groupings:

1. All 12 month Association personnel employed continuously between July 1st and the succeeding June 30th annually and responsible to be present for a 7 (8) (operations and maintenance personnel) hours per working day, excluding a lunch period. All 12 month clerical personnel will have a 6 hour working day, excluding a lunch period, from July 1 through August 31.
  - a. In the event the District cancels school on a regularly scheduled instructional day due to inclement weather, all personnel in the Operations and Maintenance Department shall be required to report to work no later than 10:00 a.m. on snow days when school is canceled, for which work they shall be paid double-time their regular hourly pay for hours of their regular work day or until snow removal is completed, if earlier, as determined by the Director of Facilities. It shall be the employee's option to leave work at such earlier time, in which event double-time pay shall be paid only for the actual hours worked.
  - b. If inclement weather prohibits reporting to work at all on a given day, these personnel are responsible to contact their immediate supervisor, if available.
  - c. In the event of a one/two hour delay, these employees will report one/two hours later than normal reporting time. However, operations and maintenance personnel are expected to report to work, as conditions will allow, in an effort to prepare their respective buildings for a timely opening. Those operations and maintenance personnel reporting to work under the above described conditions shall be paid at 1.5 times their regular wage scale (.5 additional pay scale amount for time worked from the beginning of the shift to school opening time under the delay).

- d. Early dismissal: Non-operations and maintenance personnel will be allowed to leave after students are dismissed and the buses have left their respective schools.
- e. Mid-year recesses: Clerical workers shall be required to work up to three (3) extra days during the mid-year recesses, without additional compensation, when their supervising administrator is present and requests their attendance. Cleaners/maintenance workers shall be paid straight time on three (3) mid-year recess period days.

During the following periods, all 12 month clerical personnel will be responsible to work .5 (½) of the working days.

- a. Christmas Recess
  - b. Spring Recess
- f. In the event of inclement weather on days during vacation periods when 12 month clerical employees are required to work, these personnel will be permitted to leave, at their option, as weather conditions warrant, if the superintendent or business manager or building principal is not available.
  - g. All salaried and hourly personnel are expected to sign-in and sign-out of their respective buildings.
2. All 10 Month Association personnel employed for 200 days, continuously between September 1st and the succeeding June 30th annually and responsible to be present for 7 (8) (operations and maintenance personnel) hours per working day, excluding a lunch period.
- a. In the event the District cancels school on a regularly scheduled instructional day due to inclement weather, these personnel will report to work under the following conditions. If after consulting with the employee's immediate supervisor it is determined that the employee's services are required on the particular inclement weather day, and the employee feels that road conditions are safe, and the employee chooses to report for work, he/she will be compensated at the rate of 1.5 times his/her hourly wage (.5 additional pay scale amount for those hours worked during the time that is recognized as inclement weather day), otherwise, an employee will be compensated at their regular rate.
  - b. In the event of a one/two hour delay, these employees will report one/two hours later than normal reporting time.
  - c. Early dismissal: Non-operations and maintenance personnel will be allowed to leave after students are dismissed and the buses have left their respective schools.

3. All 10 month Association personnel employed for 180 days (or assistant cooks employed for 170 days) and responsible to be present for (6.5) (registered nurses, LPNs, assistant cooks), 7 and (8) (operations and maintenance personnel) hours per working day, excluding a lunch period.
  - a. In the event the District cancels school on regularly scheduled instructional day due to inclement weather, these personnel will not be expected to report to work.
  - b. In the event of a one/two hour delay, these employees will report one/two hours later than normal reporting time.
  - c. Early dismissal: Non-operations and maintenance personnel will be allowed to leave after students are dismissed and the buses have left their respective schools.
  - d. 180 day employees will report to work when the students are in the building. They will not be required to attend Superintendent Conference days unless deemed necessary by their building principal. If required to attend, they will be paid for the time.
  - e. Registered nurses, LPNs, teacher aides, and school monitors shall work all days in which students attend school, but shall provide a minimum work year of 182 days.

The District shall set dates for Superintendent's Conference Days. After which, the appropriate representative/s of the Association and the District shall plan appropriate activities for said days.

4. All Association personnel that are employed hourly.
  - a. In the event the District cancels school on a regularly scheduled instructional day due to inclement weather, these personnel will not be expected to report to work and shall not be paid.
  - b. In the event of a one/two hour delay, these employees will report one/two hours later than normal reporting time or when they are normally scheduled to work depending on their own schedules.
  - c. Early dismissal: Personnel will be allowed to leave after students are dismissed and the buses have left their respective schools.



### ARTICLE III WAGES

1. All Association personnel are to be paid either a salary or on an hourly basis. All Association personnel who work a (6.5) (registered nurses, LPNs, assistant cooks), 7, (8) (operations and maintenance personnel) are to be paid on a salary basis. All hourly personnel are responsible to submit a completed and approved time sheet to the Business Office for each pay period.

Salary Schedule Increases: The salary schedule increase for each of the school years 2006-2007 through 2010-2011 shall be 3.5%, with those eligible to advance a step on the schedule to do so during each such year. Employees eligible to advance a step shall do so each year.

2. Longevity: There shall be a \$1,720.00 longevity the July 1<sup>st</sup> after having attained fifteen (15) years of credited service in the District, effective July 1, 2006, increased to \$1,760.00, effective July 1, 2007, increased to \$2,050.00, effective July 1, 2008, remains at \$2,050, effective July 1, 2009 and increased to \$2,190.00, effective July 1, 2010.

There shall be a \$1,720.00 longevity the July 1<sup>st</sup> after having attained twenty (20) years of credited service in the District, effective July 1, 2006, increased to \$1,760.00, effective July 1, 2007, increased to \$2,050.00, effective July 1, 2008, remains at \$2,050, effective July 1, 2009 and increased to \$2,190.00, effective July 1, 2010.

The fifteenth and twentieth year longevity shall be cumulative.

3. All Association personnel, except for first year employees, will receive salary/wage increases and step advancement commencing effective July 1<sup>st</sup> each school year.

First year employees shall be subject to the following schedule:

Employees hired prior to 12/31 shall receive salary/wage increases and step advancement starting July 1st of the year following their employment.

Employees hired after 12/31 shall receive a salary adjustment on the anniversary date six months after employment. Subsequent salary/wage increases and step advancement shall be July 1st annually.

4. Association personnel working more than the rated (1) number of hours/week for the job classification will be paid at the rate of 1.5 times the regular hourly rate at which they are employed. Such additional work must be requested and approved by the employee's immediate supervisor.

- (1) Rated number of hours/week shall mean 40 hours for those employees that work 8 hours/day, 35 hours for those employees that work 7 hours/day, and 32.5 hours for those employees that work 6.5 hours/day. An employee shall work the minimum hours/week to qualify for additional compensation, unless expressly stated to the contrary in other sections of this contract.

An A.N.I.E. member who performs duties during time that is not considered normal working hours and that is in addition to and not directly related to their regular duties will be paid the established hourly rate for that particular duty. This rate will be at the current step of the employee performing the extra duty as long as the rate is not less than the employee's normal rate of pay.

5. When aides are asked to cover a classroom to which they are not normally assigned, in the absence of a teacher, they will provide supervision, not instruction.
6. Association personnel that have a regular daily work schedule that requires them to be present and accomplish their job entirely between the hours of 12:00 noon and 11:00 PM daily will receive a one-half hour paid lunch at their regular hourly rate.
7. Step placement upon hire shall be made by agreement between the new employee and the District.
8. Travel between employment sites in employee's vehicle at District request shall be compensated at the approved Internal Revenue reimbursement rate.
9. All Association personnel will be paid every two weeks per the payroll schedule.
10. The business office is to give advance notification to the employee of any change to the employee's pay check. In addition, employees will receive an explanation sheet of appropriate check stub codes.
11. Chaperone duties: Association personnel who perform duties after regular work hours at school sponsored events or functions will be reimbursed for their time at the same pay rate as instructional employees.
12. Registered Nurses: Nurses will receive additional compensation (hourly rate for current school year) for work performed during the summer months. RN's shall be available for up to five days each summer, based upon programmatic needs, to perform summer work. Days shall be on each such day scheduled following consultation with the nurses. The nurse shall be paid for a full day; provided, however, that by mutual agreement, days worked may be half days for half pay. Any work to be performed in excess of the five days would be voluntary and could either be a half-day for half-pay or full day for full pay.
13. Unit members shall be entitled to participate in a 22/26 pay date schedule.

14. Asbestos handlers shall be paid \$35.00 per hour and shall receive training at the District's expense.

#### **ARTICLE IV HEALTH INSURANCE**

Association personnel are eligible for wage based benefits. The following summarizes these benefits:

1. Membership Options: (either)
  - a. Group Health Insurance: District's approved list of health maintenance organizations (HMO's).
  - b. The Dutchess Educational Health Insurance Consortium PPO and effective January 1, 2004, the Dutchess Educational Health Insurance Consortium Alternative PPO.

No health insurance plan may be substituted for a Dutchess Educational Health Insurance Consortium Alternate PPO plan without prior consultation of A.N.I.E.

The District will offer Domestic Partnership Health Insurance coverage subject to the requirements and procedures established by the Dutchess Health Insurance Consortium (DEHIC) and MVP beginning July 1, 2009.

#### **2. Eligibility Requirements**

All Association personnel that are employed by the District on a daily work schedule (minimum total of 20.0 hours/week).

#### **3. District and Employee Health Insurance Contributions:**

The District will contribute toward an employee's health insurance coverage as follows:

The District's contribution towards the cost of HMO coverage shall in no event exceed the dollar amount contributed towards the coverage in the District's plan.

The following table indicates the District and Employee percentage contributions for family or individual health insurance coverage. Employee contributions shall be deducted through payroll deductions.

	District Contribution	Employee Contribution
2006-07	96%	4%
2007-08	96%	4%
2008-09	94%	6%
2009-10	93%	7%
2010-11	92%	8%

#### 4. Section 125 I.R.C. Full Flexible Benefit Plan

The District shall implement a Section 125 Internal Revenue Code Full Flexible Benefit Plan.

#### 5. Health Insurance Buy-Out

On or before June 1st of the preceding school year, Association personnel shall inform the Business Administrator of their decision to opt out of the District's health insurance plan effective July 1st of that year. In return for opting-out the employee shall receive a buy-out payment in the last payroll run of the subject school year. The amount of the buy-out shall be determined by the amount that is established in the RTA contract for the respective year. If an employee leaves prior to the last payroll run of the subject school year, the buy-out amount shall be prorated and paid with their last salary.

New employees who are entitled to the buy-out shall have 30 days from the date of their appointment in which to opt out.

Re-entry shall be governed by the rules of the Health Insurance Plan(s) provided for in this agreement.

### **ARTICLE V WELFARE BENEFIT TRUST**

#### 1. Membership Option:

The RTA Welfare Trust Fund has been established for the benefit of members of the Association(s) employed by the District. The District shall fund this benefit to members of the Bargaining Unit to the same extent that benefits are funded for members of the Rhinebeck Teachers' Association. The uses of the Fund are subject to the approval of the Superintendent. The Fund may be used for medical assistance programs, life insurance or any other programs agreed to by the RTA and the Superintendent. This Fund will be administered by the RTA and there shall be no buy-out option.

#### 2. Eligibility Requirements:

All Association personnel employed by the District on a daily work schedule (minimum total of 20.0 hours/week).

## ARTICLE VI EMPLOYEE RETIREMENT

### 1. Eligibility Requirements:

All Association personnel that have retired from the District, been employed by the District for 10 or more years, and meet the qualifications of the Employee Retirement System as having had their retirement benefits vested.

### 2. Employer Contribution:

- a. Hospitalization: The District and retiree have split the monthly premium costs at the following rates:

The District will contribute the monthly premium cost for individual or family coverage for retirees who retire from the District on or after July 1, 2006 based on the following number of years of service in the District:

- i. The District shall pay ninety percent (90%) of the monthly premium cost of either individual or family coverage for retirees with twenty (20) or more years of service.
- ii. The District shall pay eighty-five percent (85%) of the monthly premium for individual coverage or seventy percent 70% for family coverage for retirees with ten (10) to nineteen (19) years of service.
- iii. The District shall pay eighty-five percent (85%) of the monthly premium for individual coverage or seventy percent 70% for family coverage for retirees who have less than ten (10) years of service at retirement but were employed before April 1, 2008.

If at a later date the rate the District pays a higher percentage of the premium for instructional staff retirees, the rate the District pays for A.N.I.E. retirees will be raised correspondingly.

The District shall reimburse those retirees that meet the qualifications outlined in (1) above for the cost of their Medicare payments that have been deducted from the retiree's social security.

- b. Buy-back of accumulated sick time: The retiree is to notify the Business Office three (3) months before retirement.
- c. The District shall make a contribution in an amount equal to fifty dollars (\$50.00) times the number of accumulated sick leave days into the §403(b) IRC tax sheltered annuity account of any unit member who has accumulated sick leave days upon

retirement from the District to receive benefits from the NYSERS. The contribution will be non-elective, with no cash option available to the employee.

## **ARTICLE VII PAY FOR UNUSED SICK LEAVE**

Association personnel leaving the employment of the District and having accumulated sick leave shall be compensated for the accumulated sick leave according to the following criteria:

1. Employees with a minimum of three (3) years service who are involuntarily terminated through a reduction in force are entitled to the number of accumulated unused sick leave days times \$20.00.
2. Employees with a minimum of four (4) years service who voluntarily resign are entitled to the number of accumulated unused sick leave days times \$20.00.

## **ARTICLE VIII WORKERS' COMPENSATION**

Association personnel injured at work and receiving Workers' Compensation will not have the resultant days of absence deducted from his sick leave, but will receive that portion of his regular wages not provided by Workers' Compensation.

## **ARTICLE IX LEAVE BENEFITS**

Association personnel are eligible for absence benefits. The following summarizes these benefits. The benefits described herein are retroactive to July 1, 1993 in terms of accumulated unused sick leave days.

### **A. Sick Leave**

#### **1. Eligibility Requirements:**

- a. All Association personnel who have an annual work schedule of 12 months and a daily work schedule of 7 (8) (operations and maintenance personnel) hours.
- b. All Association personnel who have an annual work schedule of 10 months and a daily work schedule of (6.5) (registered nurses, LPNs and assistant cooks) 7, (8) (operations and maintenance personnel) hours.
- c. All Association personnel that have an annual work schedule of 10 months and work 20 or more hours per week.

## 2. Benefit

a. Association personnel identified in a. above will receive:

- 15 sick leave days/year to be credited July 1;
- 2 family illness days/year to be credited July 1;
- 1.25 sick day/month for each month of credited employment during the first year of service for a maximum of 15 days.

b. Association personnel identified in b. above will receive:

- 12 sick leave days/year to be credited July 1;
- 2 family illness days/year to be credited July 1;
- 1.25 sick day/month for each month of credited employment during the first year of service for a maximum of 12 days.

c. Association personnel identified in c. above will receive:

- 12 sick leave days/year to be credited July 1;
- 2 family illness days/year to be credited July 1;
- 1.25 sick day/month for each month of credited employment during the first year of service for a maximum of 12 days.

NOTE: A sick day is defined as one day with an hourly duration the same as a normal work day.

3. Association personnel shall be entitled to sick leave pay for periods of pregnancy related disability. The employee shall notify the District of her expected period of disability by providing a doctor's note. Unpaid medical leave shall be available after the unit member has depleted available accumulated sick days.

### B. Other Considerations:

1. On June 30th annually, sick leave days not used during the preceding year will be credited to the employee's accumulated sick leave.
2. Association personnel absence for three (3) or more consecutive days of illness may be required to present a doctor's certificate, prior to or at the time of return to work.

3. All Association personnel will be allowed to use a maximum of five (5) sick leave days for family illness.

#### C. Sick Bank

A sick leave bank shall be established with the contribution of two (2) sick leave days by each participating Association employee. Employees electing to participate in such a bank shall submit to the District a waiver of two (2) days accumulated sick leave. Only those employees who choose to participate in the sick bank shall be eligible to receive time from the bank.

In order to be eligible to be a member of the sick bank, the employee shall have been employed by the District for at least one (1) year and must have a minimum of five (5) accumulated sick days at the time they request to join the bank.

The bank shall be administered by A.N.I.E. Representatives of A.N.I.E. and the Business Administrator of the District will formulate a policy for the governing of the sick leave bank. The policy must be adhered to by A.N.I.E. in administering such a bank. Withdrawals from the sick leave bank shall be limited to employees who are involved in extended illness or accidents and who have exhausted their sick leave time. The bank shall be renewable once all days contributed have been used. The renewal shall be subject to the terms set above. A doctor's certificate will be required prior to withdrawal of days from the sick leave bank.

The District is authorized to direct an employee to submit to a medical examination to verify medical leave necessity for unit members who draw days from the sick bank.

#### D. Personal Leave

##### 1. Eligibility Requirement:

- a. All Association personnel that have an work schedule of 12 months and a daily work schedule of 7 (8) (operations and maintenance personnel) hours.
- b. All Association personnel that have an annual work schedule of 10 months and daily work schedule of (6.5) (registered nurses, LPNs and assistant cooks) 7 (8)(operations and maintenance personnel) hours.
- c. All Association personnel that have an annual work schedule of 10 months and an hourly daily work schedule.

##### 2. Benefits:



a. Association personnel identified in a. above will receive:

- 3 personal leave days/year to be credited July 1;
- 1 personal leave day/after each three month period of credited employment during the first year of service, for an annual total of 3.

b. Association personnel identified in b. above will receive:

- 2 personal leave days/year to be credited July 1, 2006; effective July 1, 2007, 3 personal leave days/year to be credited July 1;
- 1 personal leave day/after each three month period of credited employment during the first year of service, for an annual total of up to 3.

c. Association personnel identified in c. above will receive:

- 2 personal leave days/year to be credited July 1, 2006; effective July 1, 2007, 3 personal leave days/year to be credited July 1;
- 1 personal leave day/after each three month period of credited employment during the first year of service, for an annual total of up to 3.

3. Other Considerations:

- a. Personal leave is not to be considered as vacation. It implies that the situation warranting use of these days is more important than the employee's responsibility to the District.
- b. On June 30th annually personal leave not used during the preceding year will be credited to the employee's accumulated sick leave.

E. Bereavement Leave

1. Eligibility Requirements:

- a. All Association personnel that have an annual work schedule of 10 or 12 months and a weekly work schedule of twenty (20) or more hours.

2. Benefits:

Association personnel shall be entitled to five (5) days for each occurrence at the time of a death in the employee's immediate family or a death in the immediate family of an

employee's spouse. The immediate family shall also include a son-in-law or daughter-in-law, a stepparent or foster parent. Each employee shall be entitled to three (3) days for each occurrence of a death of a grandparent or grandchild. Each employee will be entitled to one (1) day for each occurrence of a death of an aunt, uncle, niece or nephew. Unused bereavement days shall not accumulate as sick leave days. Bereavement days may be lengthened up to fifteen (15) days at the discretion of the superintendent.

#### F. Child Care Leave

1. Association personnel may apply for adoption or child rearing leave as soon as practical following the determination of the need for such leave. Such leave shall not be extended beyond one (1) year duration, except at the discretion of the District and upon application by the employee for an extension of up to one additional year.

2. The employee may be required to supply to the District any such records as are necessary to determine the nature of the leave at the time the employee makes application for leave under this section.

3. Association personnel granted child care leave shall notify the District in writing of their intent to return to work, at least thirty (30) days prior to the termination of such leave. Failure to so notify the District shall constitute a termination of the right of the employee to return to work.

Family & Medical Leave - If an employee requires more than the twelve (12) weeks stated, such request is to be made in writing to the business administrator or superintendent.

#### G. Unpaid Leave

Association personnel (employed 3 or more years) shall be permitted an unpaid leave of absence for good cause upon written application to the District not to exceed one (1) year. Such personnel may apply for a second year of unpaid leave of absence. Granting of such leave is at the discretion of the Board. The employee shall notify the District of his/her intent to return or apply for a second year of unpaid leave of absence not less than sixty (60) days prior to the termination of said unpaid leave of absence. Failure to notify shall constitute voluntary resignation of his/her position. No person who is on an unpaid leave under this section G shall be permitted to substitute in the District during the term of the leave. Seniority is to continue during the term of the unpaid leave of absence. All benefits will be restored upon the employee's return to work.

#### H. Unexcused Leave

1. Absence for reasons other than those defined in Article IX Leave Benefits and Article X Vacation Leave will be deemed unexcused.

2. Reductions will be made at the rate of 1/200th or 1/180th or 1/170th of the annual salary for 10 month (or 1/260th for 12 month) Association personnel for each working day of unexcused absence.

3. Dismissal may result from unexcused absences.

I. Family and Medical Leave Act ("F.M.L.A.")

The District shall furnish a F.M.L.A. Guidance document to each employee.

**ARTICLE X  
VACATION LEAVE**

1. Eligibility Requirements:

- All Association personnel that have an annual work schedule of 12 months and a daily work schedule of 7 (8) (operations and maintenance personnel) hours.

2. Benefits:

- Ten (10) days annual vacation after completion of one (1) year of service.
  - Fifteen (15) days annual vacation after completion of five (5) years of service.
  - Twenty (20) days annual vacation after completion of ten (10) years of service.
  - Effective July 1, 2007, Twenty two (22) days annual vacation after completion of twenty (20) years of service.
- a. Vacation days shall be accrued in the first year of employment and awarded on a pro-rata basis on July 1st, per the following:

Starting date:

Aug. 1	9.0 days	Feb 1	4.0 days
Sept. 1	8.0 days	Mar. 1	3.0 days
Oct. 1	7.5 days	Apr. 1	2.5 days
Nov. 1	7.0 days	May 1	2.0 days
Dec. 1	6.0 days	June 1	1.0 day
Jan. 1	5.0 days		

- b. Subsequent years vacation days will be awarded annually on July 1st.

- c. On the fifth (5th) and tenth (10th) year of employment anniversary date, additional accrued vacation days will be awarded.

- d. Determination of Employment Anniversary Date:

Employment commencing on the first (1st) through fifteenth (15th) day of a month shall be considered to be the first of the month.

Employment commencing on the sixteenth (16<sup>th</sup>) through the end of a month shall be considered to be the first of the following month.

- e. Additional vacation days will be awarded as follows on the fifth and tenth anniversary dates:

July 1	5.0 days	Jan. 1	2.5 days
Aug. 1	4.5 days	Feb. 1	2.0 days
Sept. 1	4.0 days	Mar. 1	1.5 days
Oct. 1	3.5 days	Apr. 1	1.5 days
Nov. 1	3.5 days	May 1	1.0 day
Dec. 1	3.0 days	June 1	.5 day

Vacation time may be taken anytime throughout the year with the approval of the immediate supervisor. Up to five (5) days of unused annual vacation leave shall be repurchased by the District at the conclusion of the school year at the employee's daily rate. Vacation leave pay is not to be included in a regular payroll check.

NOTE - The District recognizes its past practice policy of allowing an employee to use a pro-rata portion of his/her vacation time in the year it has been earned. The use of this provision is discretionary on the part of the District.

3. Other Considerations:

- a. The seniority of employees will be honored in determining vacation schedules whenever possible.
- b. Association personnel leaving the employment of the District before June 30th of a given year (July 1 - June 30) and having earned vacation leave due them will have such vacation time prorated thusly:

--25% (1/4th) of vacation leave earned for the entire year of service will be credited for each three month period worked during the year of separation.

Such earned vacation may be:

- Taken prior to separation.
  - Received as additional wages.
- c. Association personnel who change from a 10 month position to a 12 month position will have their 10 month accumulated work time pro-rated on the basis of 10/12th per year, for computation of vacation leave time.
4. In the event that a unit member is unable to use all of his/her vacation days during the school year by reason of an employee's work requirements, he/she may carry over up to 10 such days for use during the first 6 months of the following school year.

## **ARTICLE XI HOLIDAYS**

### **1. Eligibility Requirements:**

All Association personnel that have an annual work schedule of 10 or 12 months and a daily work schedule of (6.5) (registered nurses, assistant cooks) 7 (8) (operations and maintenance personnel) hours.

### **2. Benefit:**

Association personnel identified in 1 above will receive the following holiday leave for which wages are paid.

- July 4th\* (Preceding Friday or following Monday if on weekend).
- Friday afternoon of Dutchess County Fair\*
- Labor Day\* (In years when work for 10 month employees commences before Labor Day, these employees will receive holiday pay)
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Eve Day
- Christmas Day (Preceding Friday or following Monday if on weekend).
- New Year's Day (Preceding Friday or following Monday if on weekend).
- Martin Luther King, Jr.'s Birthday
- President's Day
- Good Friday
- Memorial Day

\*12 Month Only

3. Special Operation and Maintenance Personnel Absence:

All 12 month operations and maintenance personnel will be granted one (1) additional paid holiday leave day during the following periods:

- a. Christmas Recess
- b. Spring Recess

NOTE: The Business Administrator, after conferring with the appropriate representative of the Association, will assign those days that are detailed above.

All 12 month operations and maintenance personnel who work during the period that 12 month clerical are absent for Christmas, Mid-Winter, and Spring Recesses, shall be paid at their straight time rate.

## **ARTICLE XII JURY DUTY**

Time served as a juror will not be deducted from any absence benefits. Unit members who are "on call" jurors shall report to work for their regular hours of work. Unit members who serve on a jury or appear at the court house shall return to work, if available, for at least one-half of their regular hours of work. The jury service stipend received by the Unit member, if any, shall be paid over to the District, except for any meal and travel allowance.

## **ARTICLE XIII MISCELLANEOUS ITEMS**

### **A. Travel Allowance**

- All Association personnel using their private vehicle for District business will be compensated at the current IRS per mile rate.

### **B. In-Service Training**

1. All Association personnel may be asked to up-grade their skills or knowledge through periodic in-service training. If such a request is made, the District will reimburse participants for:

- a. Registration
- b. Food and/or lodging
- c. Travel

2. The participant's daily work schedule will be adjusted such that he/she will not have to spend in combination of work and in-service training more than the rated number of working hours/day for their job classification.

3. The Superintendent of Schools may, at his discretion, approve payment for Association members to take courses leading towards credit at an accredited college or university. Such payments may not exceed \$1,000 for any one A.N.I.E. member in any one year of this agreement and are to reflect actual costs for tuition. Preference shall be given to those individuals whose educational program choices offer the clearest indication of a benefit to the District. The total expenditure for this purpose may not exceed \$3,500 per contract year.

C. Building checks by operations and maintenance personnel

All building check assignments made for operations and maintenance personnel shall be on a rotation basis.

D. Non-Instruction Personnel Continuation Notice

1. All Association personnel will be notified by the Business Office in a timely manner (by June 1) in writing each year as to their status for the succeeding school year.
2. Such notice will include but is not limited to:
  - a. Identification of Association personnel job classification.
  - b. Name of individual.
  - c. Continued employment/dismissal status of the individual.
3. It will be expected that the individual will sign and date and return one copy of the Continuation Notice to the Business Office in a timely manner (before July 1st) if the individual desires continued employment in the District.

- E. Uniforms: Cafeteria and operations and maintenance employees must wear uniforms at work, but may not wear uniform clothing during non-working hours, except to and from work. The District assures that all work clothes will be suitable in terms of comfort and fit. Work shoes for these employees shall be reimbursed by the District up to a maximum of 1 pair of shoes each year, not to exceed \$50.

#### **ARTICLE XIV EVALUATION**

The District shall inform each unit member of its evaluation procedure. Employees who are rated unsatisfactory in one or more areas in the District's evaluation plan, shall be entitled to notice of their deficiencies, how they should change to meet the District's standards and a reasonable period of time to do so before adverse employment action is taken. They shall also be informed of the consequences for failure to meet the District's expectation.

**ARTICLE XV  
ACCESS TO PERSONNEL FILE**

Each Association employee shall have the right to review the contents of his/her own confidential personnel file. A representative of the Association may, at the employee's request, accompany the employee in this review.

**ARTICLE XVI  
PAYROLL DEDUCTIONS**

**A.** The District agrees to deduct from the pay of all unit members a service fee, as certified by the Association to the Superintendent, and to transmit such monies to the Association. The District shall be given at least thirty (30) days notice of the effective date of any such fees or change in fees.

**B.** The District shall make payroll deductions when authorized in writing by the unit member for Tax Sheltered Annuities, NYSUT Member Benefits, the R.T.A. Benefit Trust, Credit Unions, United Way, Direct Banking, and Vote Cope.

**ARTICLE XVII  
RELEASE TIME**

The Superintendent of Schools may, at his discretion, grant up to four (4) days of release time with pay for the Association president to conduct Association business.

**ARTICLE XVIII  
GRIEVANCE PROCEDURE**

The Association would hope that any grievances that may arise would be handled in an informal and confidential manner and dealt with as promptly as possible to reach an equitable solution. Association employees and the appropriate administrators, in each instance, will first attempt to resolve any grievance.

1. Grievant Rights - An employee shall have the right to present grievances in accordance with these procedures free from coercion, interference, restraint, discrimination or reprisal.
2. Grievance Definition - "Grievance" shall mean any claimed violation, misinterpretation, or inequitable application of a provision of this Agreement initiated by an employee covered by the Association provided, however, that such term shall not include any matter involving an employee's rate of compensation (unless the employee is claiming that he/she is denied his/her proper compensation under the terms of this agreement), retirement benefits (except as to the plan provided herein), disciplinary proceedings



(except as expressly set forth herein) and any other matter which is otherwise reviewable pursuant to law or any rule or regulation having the force and effect of law, unless the same constitutes a breach of this Agreement.

3. Procedure - A grievance shall be processed in the following stages:

a. Timeliness

(1) No grievance as described herein will be entertained and such grievance will be deemed waived, unless the grievance is forwarded at the first available date within twenty-five (25) calendar days after the employee/or Association knew or should have known of the act or condition on which the grievance is based.

(2) The time limits specified in this Article may be modified only by mutual agreement.

(3) 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 agreement shall be barred.

b. Stage I: An aggrieved party shall present a grievance in writing specifying the provisions of the contract alleged to have been breached, to his or her immediate supervisor who shall render a written determination to the aggrieved party within a period of five (5) calendar days.

c. Stage II: Within ten (10) calendar days of the disposition of the grievance at Stage I, the grievant may appeal in writing to the Superintendent of Schools. A meeting of the parties for the purpose of presenting mutual positions shall be held on three (3) days notice at Stage II within ten (10) days of the receipt of the grievance at those levels. A written decision with supporting reasons shall be rendered to the grievant and the Association in each instance within five (5) calendar days of such meeting. The grievant shall also have the right to appeal to the next stage if no meeting is held within the time allowed or if no decision is rendered within fifteen (15) days thereof.

d. Stage III: Board Level: The Board (or a committee thereof) shall have the option of hearing the appeal or refusing to hear the appeal and denying the same. Thereupon the Association may seek arbitration of the appeal. When the Board expresses its option to hear the appeal, the Board shall provide the employee or Association with an opportunity to be heard. Said hearing shall be held within ten (10) days of the date of the appeal from Stage II. The Board shall return its decision within ten (10) days of the date of the hearing. In the event the Board does not hear the appeal, the Board shall notify the Association within five (5) days of the date of the appeal.

- e. Stage IV: Arbitration: If the Association is not satisfied with the decision at Stage III, within twenty (20) calendar days of the decision at Stage III, it may submit the grievance to one of the following three arbitrators:

1. David Stein
2. Jeffrey Selchick
3. Carol Wittenberg

The decision by the arbitrator shall be final and binding upon all parties.

Arbitration shall be limited to terms covered in this contract and the Association shall specify in the demand for arbitration (or the notice of intent to arbitrate) the specific contract provisions alleged to have been breached.

- f. System-Wide Grievances: If a grievance affects a group of employees or appears to be associated with system-wide policies, or arises from action of the Board, it may be submitted by the Association directly at Stage II described above.
- g. Informal Resolution: Nothing contained herein shall be construed as limiting the right of the individual having a grievance to discuss the matter informally and/or to have the grievance adjusted without intervention of the Association, provided that the adjustment is not inconsistent with the terms of the collective bargaining contract, provided further, that the bargaining representative has been given opportunity to be present at such adjustment.

Advisory Arbitration - Discharge/Discipline Cases: In the event of a suspension or discharge, arbitration shall be held within twenty (20) days of the demand and a decision shall be rendered within fourteen (14) days. The Association may make a demand for arbitration in suspensions or discharges directly to the Board upon notification of the suspension or discharge. The decision of the arbitrator shall be based on a review of the reasonableness of the District's decisions and shall be advisory only. The Board shall accept or reject the arbitrator's decision within two weeks of receipt thereof.

Any other form of discipline other than suspension or discharge shall follow the regular grievance procedure, except that the decision of the arbitrator shall be based upon a review of the reasonableness of the District's decisions and shall be advisory only.

## **ARTICLE XIX**

### **MAINTENANCE OF STANDARDS AND CONTRACT VALIDITY**

- A. Existing terms and conditions of employment may only be changed by mutual agreement. New terms and conditions of employment shall be negotiated with the Association as required by PERB.

For the purposes of arbitral review, terms and conditions of employment shall be considered those recognized by the Court of Appeals or PERB. Where no such ruling has been made, reference to the United States Supreme Court and NLRB decision shall be made. The arbitrator shall be without power to find subjects to be terms and conditions of employment where precedent referred to above is to the contrary.

- B. Any arrangement, individual or otherwise, or contract hereafter executed shall be expressly made subject to and consistent with the terms of this Agreement. If an individual arrangement, agreement, or contract contains language inconsistent with this Agreement, this Agreement during its duration shall be controlling. In the event that unit work must be performed by non-unit members, the District shall be free to negotiate such terms as shall be necessary to provide programs or services.
- C. If any provision of this Agreement or any application of the Agreement to any unit member or group of unit members should be found to be contrary to law, then such provision or application shall be deemed invalid except to the extent permitted by law, but all other provisions hereof shall continue in full force and effect.

#### **ARTICLE XX LEGISLATIVE ACTION**

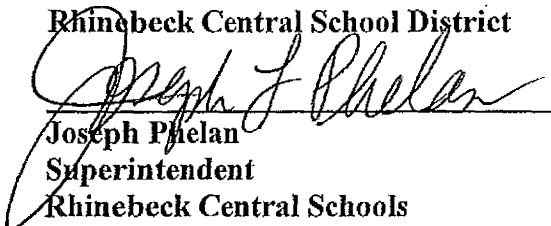
IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

**ARTICLE XXI**  
**DURATION**

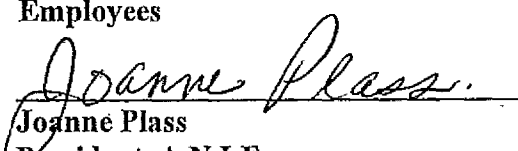
This Agreement shall become effective as of July 1, 2006 and continue in effect through June 30, 2011. The A.N.I.E. agrees that all negotiable items have been discussed during the negotiations leading to this Agreement and agrees that negotiations will not be reopened on any item contained herein during the life of this Agreement unless mutually agreed upon. In the event that either party wishes to amend this Agreement, all negotiations proposals will be submitted no earlier than December 1, 2010 and no later than March 1, 2011. If neither party desires to amend this Agreement it shall continue in effect from year-to-year thereafter subject to notice upon the calendar dates referenced above.

**IN WITNESS WHEREOF**, the parties hereto have caused this document to be executed in the manner following:

**Chief Executive Officer  
Rhinebeck Central School District**

  
Joseph Phelan  
Superintendent  
Rhinebeck Central Schools

**Association of Non-Instructional  
Employees**

  
Joanne Plass  
President, A.N.I.E.

December 9, 2008  
Date

# 2006-07 SALARY SCHEDULE

## \*\*\*OPERATIONS/MAINTENANCE 12MONTH\*\*\*

## \*\*\*CLERICAL 12 MONTHS\*\*\*

## \*\*\*CLERICAL/AIDES 10 MONTHS\*\*\*

## \*\*\*NURSING 10MONTH\*\*\*

## \*\*\*CAFETERIA\*\*\*

STEP	MM/HC	AMW	GKPR	CUST	CLNR	SR TYP	TYP	GUID AIDE	LIB/ATTEND TYP	AIDES & CLK	MON	RN	LPN	ASST COOK
1	35,599	30,209	28,055	29,958	27,401	28,273	27,401	30,008	22,832	20,801	17,257	36,553	21,240	10,590
2	36,668	31,114	28,801	30,854	28,221	29,121	28,221	30,906	23,518	21,425	17,774	37,648	21,877	10,908
3	37,767	32,048	29,667	31,781	29,068	29,997	29,068	31,835	24,224	22,067	18,307	38,780	22,534	11,235
4	38,899	33,010	30,555	32,734	29,940	30,895	29,940	32,789	24,951	22,730	18,856	39,941	23,210	11,572
5	40,066	34,000	31,471	33,714	30,839	31,820	30,839	33,774	25,698	23,413	19,422	41,139	23,906	11,919
6	41,270	35,019	32,418	34,727	31,763	32,775	31,763	34,785	26,470	24,116	20,004	42,375	24,623	12,277
7	42,507	36,070	33,389	35,771	32,716	33,759	32,716	35,831	27,264	24,841	20,606	43,644	25,362	12,645
8	43,782	37,152	34,392	36,843	33,699	34,772	33,699	36,905	28,081	25,583	21,223	44,955	26,123	13,025
9	45,096	38,265	35,422	37,950	34,709	35,814	34,709	38,015	28,925	26,349	21,860	46,305	26,907	13,415
10	46,452	39,415	36,487	39,087	35,749	36,891	35,749	39,151	29,794	27,141	22,515	47,691	27,714	13,818
11	47,845	40,597	37,579	40,257	36,823	37,996	36,823	40,327	30,686	27,956	23,191	49,124	28,545	14,232
12	49,277	41,816	38,709	41,466	37,927	39,135	37,927	41,537	31,607	28,794	23,887	50,598	29,402	14,659
13	50,755	43,069	39,867	42,711	39,065	40,310	39,065	42,786	32,557	29,658	24,603	52,112	30,284	15,099
14	52,280	44,362	41,063	43,992	40,239	41,520	40,239	44,067	33,532	30,549	25,342	53,679	31,192	15,552
15	53,848	45,691	42,297	45,313	41,443	42,764	41,443	45,388	34,538	31,465	26,102	55,288	32,128	16,019
16	55,463	47,062	43,567	46,672	42,687	44,049	42,687	46,750	35,574	32,407	26,884	56,948	33,092	16,499
17	57,126	48,474	44,872	48,071	43,970	45,369	43,970	48,153	36,641	33,380	27,690	58,656	34,084	16,994

# 2007-08 SALARY SCHEDULE

## \*\*\*\*OPERATIONS/MAINTENANCE 12MONTH\*\*\*\*

## \*\*\*\*CLERICAL 12 MONTHS\*\*\*\*

## \*\*\*\*CLERICAL/AIDES 10 MONTHS\*\*\*\*

## \*\*\*\*NURSING 10MONTH\*\*\*\*

## \*\*\*\*CAFETERIA\*\*\*\*

STEP	MM/HC	AMW	GKPR	CUST	CLNR	SR TYP	TYP	GUID AIDE	TYP	LIB/ATTEND CLK	AIDES & MON	RN	LPN	ASST COOK
1	36,845	31,266	29,037	31,007	28,360	29,263	28,360	31,058	23,631	21,529	17,861	37,832	21,983	10,961
2	37,951	32,203	29,809	31,934	29,209	30,140	29,209	31,988	24,341	22,175	18,396	38,966	22,643	11,290
3	39,089	33,170	30,705	32,893	30,085	31,047	30,085	32,949	25,072	22,839	18,948	40,137	23,323	11,628
4	40,260	34,165	31,624	33,880	30,988	31,976	30,988	33,937	25,824	23,526	19,516	41,339	24,022	11,977
5	41,468	35,190	32,572	34,894	31,918	32,934	31,918	34,956	26,597	24,232	20,102	42,579	24,743	12,336
6	42,714	36,245	33,553	35,942	32,875	33,922	32,875	36,002	27,396	24,960	20,704	43,858	25,485	12,707
7	43,995	37,332	34,558	37,023	33,861	34,941	33,861	37,085	28,218	25,710	21,327	45,172	26,250	13,088
8	45,314	38,452	35,596	38,133	34,878	35,989	34,878	38,197	29,064	26,478	21,966	46,528	27,037	13,481
9	46,674	39,604	36,662	39,278	35,924	37,067	35,924	39,346	29,937	27,271	22,625	47,926	27,849	13,885
10	48,078	40,795	37,764	40,455	37,000	38,182	37,000	40,521	30,837	28,091	23,303	49,360	28,684	14,302
11	49,520	42,018	38,894	41,666	38,112	39,326	38,112	41,738	31,760	28,934	24,003	50,843	29,544	14,730
12	51,002	43,280	40,064	42,917	39,254	40,505	39,254	42,991	32,713	29,802	24,723	52,369	30,431	15,172
13	52,531	44,576	41,262	44,206	40,432	41,721	40,432	44,284	33,696	30,696	25,464	53,936	31,344	15,627
14	54,110	45,915	42,500	45,532	41,647	42,973	41,647	45,609	34,706	31,618	26,229	55,558	32,284	16,096
15	55,733	47,290	43,777	46,899	42,894	44,261	42,894	46,977	35,747	32,566	27,016	57,223	33,252	16,580
16	57,404	48,709	45,092	48,306	44,181	45,591	44,181	48,386	36,819	33,541	27,825	58,941	34,250	17,076
17	59,125	50,171	46,443	49,753	45,509	46,957	45,509	49,838	37,923	34,548	28,659	60,709	35,277	17,589

# 2008-09 SALARY SCHEDULE

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****OPERATIONS/MAINTENANCE 12MONTH****						****CLERICAL 12 MONTHS****			****CLERICAL/AIDES 10 MONTHS****			****NURSING 10MONTH****		****CAFETERIA****
STEP	MM/HC	AMW	GKPR	CUST	CLNR	SR TYP	TYP	GUID AIDE	TYP	LIB/ATTEND CLK	AIDES & MON	RN	LPN	ASST COOK
1	38,135	32,360	30,053	32,092	29,353	30,287	29,353	32,145	24,458	22,283	18,486	39,156	22,752	11,345
2	39,279	33,330	30,852	33,052	30,231	31,195	30,231	33,108	25,193	22,951	19,040	40,330	23,436	11,685
3	40,457	34,331	31,780	34,044	31,138	32,134	31,138	34,102	25,950	23,638	19,611	41,542	24,139	12,035
4	41,669	35,361	32,731	35,066	32,073	33,095	32,073	35,125	26,728	24,349	20,199	42,786	24,863	12,396
5	42,919	36,422	33,712	36,115	33,035	34,087	33,035	36,179	27,528	25,080	20,806	44,069	25,609	12,768
6	44,209	37,514	34,727	37,200	34,026	35,109	34,026	37,262	28,355	25,834	21,429	45,393	26,377	13,152
7	45,535	38,639	35,768	38,319	35,046	36,164	35,046	38,383	29,206	26,610	22,073	46,753	27,169	13,546
8	46,900	39,798	36,842	39,468	36,099	37,249	36,099	39,534	30,081	27,405	22,735	48,156	27,983	13,953
9	48,308	40,990	37,945	40,653	37,181	38,364	37,181	40,723	30,985	28,225	23,417	49,603	28,824	14,371
10	49,761	42,223	39,086	41,871	38,295	39,518	38,295	41,939	31,916	29,074	24,119	51,088	29,688	14,803
11	51,253	43,489	40,255	43,124	39,446	40,702	39,446	43,199	32,872	29,947	24,843	52,623	30,578	15,246
12	52,787	44,795	41,466	44,419	40,628	41,923	40,628	44,496	33,858	30,845	25,588	54,202	31,496	15,703
13	54,370	46,136	42,706	45,753	41,847	43,181	41,847	45,834	34,875	31,770	26,355	55,824	32,441	16,174
14	56,004	47,522	43,988	47,126	43,105	44,477	43,105	47,205	35,921	32,725	27,147	57,503	33,414	16,659
15	57,684	48,945	45,309	48,540	44,395	45,810	44,395	48,621	36,998	33,706	27,962	59,226	34,416	17,160
16	59,413	50,414	46,670	49,997	45,727	47,187	45,727	50,080	38,108	34,715	28,799	61,004	35,449	17,674
17	61,194	51,927	48,069	51,494	47,102	48,600	47,102	51,582	39,250	35,757	29,662	62,834	36,512	18,205

## 2009-10 SALARY SCHEDULE

### \*\*\*\*OPERATIONS/MAINTENANCE 12MONTH\*\*\*\*

### \*\*\*\*CLERICAL 12 MONTHS\*\*\*\*

### \*\*\*\*CLERICAL/AIDES 10 MONTHS\*\*\*\*

### \*\*\*\*NURSING 10MONTH\*\*\*\*

### \*\*\*\*CAFETERIA\*\*\*\*

STEP	MM/HC	AMW	GKPR	CUST	CLNR	SR TYP	TYP	GUID AIDE	TYP	LIB/ATTEND CLK	AIDES & MON	RN	LPN	ASST COOK
1	39,470	33,493	31,105	33,215	30,380	31,347	30,380	33,270	25,314	23,063	19,133	40,526	23,548	11,742
2	40,654	34,497	31,932	34,209	31,289	32,287	31,289	34,267	26,075	23,754	19,706	41,742	24,256	12,094
3	41,873	35,533	32,892	35,236	32,228	33,259	32,228	35,296	26,858	24,465	20,297	42,996	24,984	12,456
4	43,127	36,599	33,877	36,293	33,196	34,253	33,196	36,354	27,663	25,201	20,906	44,284	25,733	12,830
5	44,421	37,697	34,892	37,379	34,191	35,280	34,191	37,445	28,491	25,958	21,534	45,611	26,505	13,215
6	45,756	38,827	35,942	38,502	35,217	36,338	35,217	38,566	29,347	26,738	22,179	46,982	27,300	13,612
7	47,129	39,991	37,020	39,660	36,273	37,430	36,273	39,726	30,228	27,541	22,846	48,389	28,120	14,020
8	48,542	41,191	38,131	40,849	37,362	38,553	37,362	40,918	31,134	28,364	23,531	49,841	28,962	14,441
9	49,999	42,425	39,273	42,076	38,482	39,707	38,482	42,148	32,069	29,213	24,237	51,339	29,833	14,874
10	51,503	43,701	40,454	43,336	39,635	40,901	39,635	43,407	33,033	30,092	24,963	52,876	30,727	15,321
11	53,047	45,011	41,664	44,633	40,827	42,127	40,827	44,711	34,023	30,995	25,713	54,465	31,648	15,780
12	54,635	46,363	42,917	45,974	42,050	43,390	42,050	46,053	35,043	31,925	26,484	56,099	32,598	16,253
13	56,273	47,751	44,201	47,354	43,312	44,692	43,312	47,438	36,096	32,882	27,277	57,778	33,576	16,740
14	57,964	49,185	45,528	48,775	44,614	46,034	44,614	48,857	37,178	33,870	28,097	59,516	34,583	17,242
15	59,703	50,658	46,895	50,239	45,949	47,413	45,949	50,323	38,293	34,886	28,941	61,299	35,621	17,761
16	61,492	52,178	48,303	51,747	47,327	48,839	47,327	51,833	39,442	35,930	29,807	63,139	36,690	18,293
17	63,336	53,744	49,751	53,296	48,751	50,301	48,751	53,387	40,624	37,008	30,700	65,033	37,790	18,842



# 20010-11 SALARY SCHEDULE

STEP	***OPERATIONS/MAINTENANCE 12MONTH***					***CLERICAL 12 MONTHS***			***CLERICAL/AIDES 10 MONTHS***			****NURSING 10MONTH****		****CAFETERIA***
	MM/HC	AMW	GKPR	CUST	CLNR	SR TYP	TYP	GUID AIDE	TYP	LIB/ATTEND CLK	AIDES & MON	RN	LPN	ASST COOK
1	40,851	34,665	32,194	34,378	31,443	32,444	31,443	34,434	26,200	23,870	19,803	41,944	24,372	12,153
2	42,077	35,704	33,050	35,406	32,384	33,417	32,384	35,466	26,988	24,585	20,396	43,203	25,105	12,517
3	43,339	36,777	34,043	36,469	33,356	34,423	33,356	36,531	27,798	25,321	21,007	44,501	25,858	12,892
4	44,636	37,880	35,063	37,563	34,358	35,452	34,358	37,626	28,631	26,083	21,638	45,834	26,634	13,279
5	45,976	39,016	36,113	38,687	35,388	36,515	35,388	38,756	29,488	26,867	22,288	47,207	27,433	13,678
6	47,357	40,186	37,200	39,850	36,450	37,610	36,450	39,916	30,374	27,674	22,955	48,626	28,256	14,088
7	48,779	41,391	38,316	41,048	37,543	38,740	37,543	41,116	31,286	28,505	23,646	50,083	29,104	14,511
8	50,241	42,633	39,466	42,279	38,670	39,902	38,670	42,350	32,224	29,357	24,355	51,585	29,976	14,946
9	51,749	43,910	40,648	43,549	39,829	41,097	39,829	43,623	33,191	30,235	25,085	53,136	30,877	15,395
10	53,306	45,231	41,870	44,853	41,022	42,333	41,022	44,926	34,189	31,145	25,837	54,727	31,802	15,857
11	54,904	46,586	43,122	46,195	42,256	43,601	42,256	46,276	35,214	32,080	26,613	56,371	32,756	16,332
12	56,547	47,986	44,419	47,583	43,522	44,909	43,522	47,665	36,270	33,042	27,411	58,062	33,739	16,822
13	58,243	49,422	45,748	49,011	44,828	46,256	44,828	49,098	37,359	34,033	28,232	59,800	34,751	17,326
14	59,993	50,906	47,121	50,482	46,175	47,645	46,175	50,567	38,479	35,055	29,080	61,599	35,793	17,845
15	61,793	52,431	48,536	51,997	47,557	49,072	47,557	52,084	39,633	36,107	29,954	63,444	36,868	18,383
16	63,644	54,004	49,994	53,558	48,983	50,548	48,983	53,647	40,822	37,188	30,850	65,349	37,974	18,933
17	65,553	55,625	51,492	55,161	50,457	52,062	50,457	55,256	42,046	38,303	31,775	67,309	39,113	19,501