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GEN 15449

AGREEMENT BETWEEN THE LAWRENCE PUBLIC SCHOOLS

And

LOCAL 237 TEAMSTERS LONG ISLAND DIVISION

July 1, 2002 through June 30, 2007.

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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ARTICLE I

A. RECOGNITION

The Board of Education recognizes Local 237 Teamsters Long Island Division ("L.237") as the exclusive representative for all full and part-time employees in the unit for the purpose of collective negotiations and administration of grievances which may arise from this Agreement. The unit shall include cleaners, custodians, maintenance foremen, maintenance helpers, maintenance and grounds personnel, registered nurses, duplicating machine supervisors, duplicating machine operators, school monitors, parking field attendants-cleaners, computer aides, bus attendants, security aides, supervisory aides, teacher aides, a.v. and computer technicians, a.v. helpers, custodian/bus drivers cafeteria personnel, motor vehicle operator, cleaner/attendant, personal computer support technician, clerical aide/p.h., computer laboratory assistant and computer laboratory technician. The unit shall exclude per diem substitute personnel and any positions designated by the District as administrative or supervisory, including head custodians, assistant head custodians, maintenance supervisors, night supervisors, grounds crew supervisors, and the clerk of the works.

Such recognition by the Board of Education shall extend for the maximum period permitted by law.

B. NEGOTIATIONS

1. Opening Negotiations

All issues proposed for discussion shall be submitted in writing by L. 237 to the Board, or its delegated representatives, at the first meeting. The Board shall submit in writing to L. 237 all additional issues upon which it wishes to negotiate no later than the second meeting.

2. Committee Reports

The parties agree that during the period of negotiations and prior to reaching an agreement to be submitted to the Board and unit employees, the proceedings of the negotiations shall be kept confidential and shall not be released to anyone unless such an issuance has the prior approval of both parties.

3. Reaching Agreement

When consensus is reached by the two negotiation teams covering the areas under discussion, a written Stipulation of Agreement shall be prepared and submitted to L. 237 for ratification by unit members and to the Board of

Education for approval. The Board of Education shall take formal action no later than sixty (60) days after receiving written notification of ratification by the unit members.

4. Distribution of Agreement

Copies of the final Agreement will be forwarded to the President of the unit for distribution to unit members.

ARTICLE II -- STRIKE PROHIBITION

L. 237 affirms that it does not assert the right to strike or engage in a concerted work stoppage against any government, to assist or participate in any such strike, or to impose an obligation to conduct, assist or participate in such a strike in accordance with the provisions of the Taylor Law.

ARTICLE III -- DUES DEDUCTIONS AND AGENCY FEE

A. DUES DEDUCTIONS

1. The District agrees to deduct dues from the salaries of unit employees for L.237 as said employees individually and voluntarily authorize the District to deduct and to transmit the monies promptly to L.237. Employee authorizations shall be in writing on a form provided by the District.
2. L.237 shall certify to the District in writing the current rates of any dues to be deducted. The District shall be given thirty (30) days written notice prior to the effective date of any change in the rate of membership dues.
3. The District shall transmit all dues collected to L.237 monthly.

B. AGENCY FEE

1. The District agrees to deduct any agency fee from the salaries of non-member unit employees for L.237 and to transmit such monies to L.237.
2. The District shall transmit all agency fees collected to L.237 monthly.

ARTICLE IV

A. SALARIES AND OTHER COMPENSATION

1. The existing salary schedules for all current employees of the district who are members of the unit for the period of July 1, 2002 through June 30, 2007

shall be revised in accordance with the following and shall be attached hereto as schedule A:

- a) Effective July 1, 2002, an increase of 3.50%, in the salary schedule effective July 1, 2001 through June 30, 2002;
 - b) Effective July 1, 2003, an increase of 3.25%, in the salary schedule effective July 1, 2002 through June 30, 2003;
 - c) Effective July 1, 2004, an increase of 3.25%, in the salary schedule effective July 1, 2003 through June 30, 2004;
 - d) Effective July 1, 2005, an increase of 3.00%, in the salary schedule effective July 1, 2004 through June 30, 2005;
 - e) Effective July 1, 2006, an increase of 3.25%, in the salary schedule effective July 1, 2005 through June 30, 2006.
2. "Current Employees" shall include only those members of the unit who are or were employed by the District up to the date of ratification and execution of this collective bargaining Agreement by both parties.
 3. The salary schedule for new hires (see definition below) shall be the same as the salary schedule for current employees effective July 1, 2004 through June 30, 2005, reduced by 9%, and with no subsequent salary percentage increases through June 30, 2007 as reflected in the salary schedule for new hires attached hereto as Schedule B.
 4. "New Hires" shall include only those members of the unit who are newly hired by the District immediately subsequent to the date of ratification and execution of this collective bargaining Agreement by both parties.
 5. As of July 1, 1999, all persons in the title Registered Nurse hired after July 1, 1986 shall be permitted to advance up to and including Step 10 of the salary schedules on the same basis as all other job titles with one step advancement each July 1st of the contract term thereafter remaining and subject to all other requirements therefor.
 6. The annual salary steps are established effective July 1 of each year of the contract. To be eligible to advance beyond the initial step, an employee must have been hired prior to January 1.
 7. Salary payments will be made at twice monthly intervals in accordance with the schedule of salary payments established by the Business Office. A copy

of this schedule will be distributed to all members of the unit at the beginning of each school year. As soon as technically feasible, direct deposit of salary payments shall be made available to all unit members on a voluntary basis.

8. When a regular employee substitutes for another employee who is absent, the number of hours of work for which he/she is to be paid shall be determined in advance by the principal in consultation with the head custodian at no less than four (4) hours.
9. When a full-time employee is promoted to a higher classification, he/she shall be placed on the same salary step of the schedule covering the new position as called for by his/her previous schedule.
10. Members of the unit who are required to work on Sundays or days designated as holidays will be compensated at twice their normal hourly rate, if the hours of work are in excess of forty (40) during any one week. This applies only when a person is performing work of the type he/she would normally be expected to perform during his/her regular working hours.
11. If an employee is called at home and requested to work during a time that he/she would normally be off, he/she will be guaranteed a minimum of three (3) hours of work.
12. Any individual employee required to work on days when school has been cancelled because of snowfall, hurricane, or similar emergency, and school is closed to all other employees will, in addition to receiving his/her regular wages, be entitled to one (1) additional vacation day for each full day worked.
13. When it is necessary to assign employees on an overtime basis in a particular building, the employees regularly assigned to that building will be given first preference. Equitable division of work shall be substantiated through maintenance of an overtime log to be supplied by the District.
14. After July 1, 1986, individuals newly employed in the title cook shall not advance beyond step 7 of the appropriate salary schedule for the respective title.
15. A full range of IRS section 25 benefits shall be made available to all unit members on a voluntary basis.

B. LONGEVITIES

Longevity increments shall be paid to full-time employees as follows: \$550 after the

completion of 19 continuous years of full-time service and an additional \$550 after the completion of 24 continuous years of full-time service, to be payable in equal installments commencing with the first day of July following the employee's anniversary date of eligibility.

Longevity increments shall be paid to other employees as follows: \$250 after the completion of 19 continuous years of service and an additional \$150 after the completion of 24 continuous years of service, payable as a lump sum in the first paycheck in July following the employee's anniversary date of eligibility.

C. IN-SERVICE

Unit members who attend in-service courses at a time other than their regular workday shall be compensated at the rate of \$10.00 per hour, provided that they have submitted an application to attend such course(s) in writing and in advance, and provided that such application is approved in advance of the commencement of the course(s) by the District.

D. CHAPERONE/SUPERVISOR PAY

Any unit member who works at non-union duties as a chaperone/supervisor after the normal work day shall be compensated in the same amount as that which is paid to LTA members.

ARTICLE V -- RESPONSIBILITIES AND DUTIES OF EMPLOYEES

A. ATTENDANCE

1. Employees will give their immediate supervisor, or a person designated by the Central Office, as much advance notice as possible in the event that they must be absent from work or will be reporting in late.
2. The use of the time-clock to record attendance, regular working hours and overtime is vital to the maintenance of accurate records. Punching another person's time-card will result in immediate suspension without pay and disciplinary action against the employee involved. An exception may be granted by the building principal or Supervisor of Plant Operations permitting the head custodian, assistant head custodian, or maintenance foreman to punch the time-card of an employee whose duties require that he/she is out of the District at the time when the card would normally be punched.
3. All members of the unit who leave the building in which they are assigned during regular working hours (including lunch hour) must punch their time-card OUT and IN. The only exception will be when they are on official school business.

4. In the event that a fire occurs while a custodian/cleaner volunteer fireman is on duty, the following procedures should be followed by the custodian:
 - (a) Report to the head custodian that a fire emergency exists.
 - (b) Request his permission to leave the building.
 - (c) The head custodian of the building or the assistant night head custodian shall determine if the custodian can leave the building so that adequate coverage will be maintained in his absence.
 - (d) Report to the head custodian or assistant head custodian immediately upon return to the building.
 - (e) Punch-out and punch-in will not be required in a fire emergency.
 - (f) In no case will a building be left completely uncovered. (Example: Two firemen in a school on same shift - only one may leave).

5. Attendance Bonus

Any full-time 12-month unit member who has no absences due to illness, family illness or personal obligations for an entire work year shall be paid a bonus of \$550 at the end of the year. Any such unit member who has only one such absence, shall be paid a bonus of \$400, and any such unit member who has only two such absences shall be paid a bonus of \$350. Bonuses for full-time 10-month unit members shall be paid on these same terms; provided however, that the amounts shall be \$300, \$225, \$200, respectively. The provisions of this paragraph shall not apply to unit employees who are newly hired by the District subsequent to the date of ratification and execution of this collective bargaining Agreement by both parties.

B. PHYSICAL EXAMINATIONS

For the protection of the individual, the unit members, the students and the community in the operation of this Agreement and in accordance with the recommendations of the State Department of Education:

1. Each employee shall receive a complete physical examination, including a skin test for tuberculosis, and submit the results of such examination to the Superintendent of Schools on a form provided by the District prior to the first day of employment. The method used for tuberculin skin testing is the

Mantoux technique.

2. A new employee may substitute documentation of the results of a previous tuberculin skin test if this test was performed within the six months prior to the date of presentation and the result was a negative reaction.
3. All persons with a positive tuberculin skin test reaction who have not taken or do not choose to take preventive therapy as prescribed shall be x-rayed annually for two years and thereafter as determined by the school physician.
4. All persons with negative tuberculin skin test reactions, as well as those with positive reactions who have completed an adequate course of preventive therapy, are exempt from routine periodic tuberculin tests.
5. Subsequent tuberculin tests shall only be required when part of an outbreak control procedure if recommended or required by the local Department of Health in response to identification of a proven, active case of tuberculosis.
6. In the event that an employee does not desire to have the physical examination referred to in C-1 or C-3 above performed by his/her family physician, the examination will be performed by a school physician at District expense.
7. In accordance with State Education Law and notwithstanding the above, the Superintendent may require an examination of an employee by a school-appointed medical inspector.
8. A written appeal may be made to the Superintendent of Schools through building principals for some exceptions to the above regulations.
9. Notwithstanding any portion of this Agreement, members of the school lunch staff shall be required to receive a complete physical examination, including a Mantoux test, between July 1 and August 31 of each school year and submit the results of such examination to the School Lunch Manager.
10. All employees in the unit shall be expected to meet the deadline regarding physical examinations. Sick leave privileges will be suspended for all employees neglecting to meet this deadline. Upon compliance, such privileges will be reinstated.

ARTICLE VI -- WORKDAY, WORKWEEK AND WORKYEAR

A. WORKDAY

1. Full-time employees who work any shift which starts between 6:00 a.m. and 12:00 noon will be entitled to one hour for lunch. The minimum number of hours per day of work will be eight (8) for this shift.
2. Full-time employees who start work between noontime and 6:00 a.m. shall work seven-and-one-half (7 1/2) hours per day for which they will receive eight hours pay. They will be entitled to one-half hour for lunch, which time must be spent in the building.

B. WORKWEEK

1. The workweek for full-time employees shall be forty (40) hours, excluding lunch hours.
2. The workweek for the a.v. and computer technician, duplicating machine operator and the district mail person shall be thirty-five (35) hours, excluding lunch hours.
3. The workweek for supervisory aides and computer aides shall be forty (40) hours a week including a forty (40) minute daily lunch period.
4. The workweek for the a.v. helper shall be forty (40) hours a week, including an hour for lunch each day.
5. The workweek for school nurses shall be thirty-five (35) hours a week including a forty (40) minute daily lunch period.
6. A fifteen minute break shall be provided for any school nurse whose schedule does not permit assignment of a lunch hour within the first four hours of the workday.

C. WORKYEAR

Position	Work Year	Annual Schedule
Custodians	12 months	July 1 - June 30
Cleaners	12 months	July 1 - June 30

Position	Work Year	Annual Schedule
Maintenance & Grounds Staff	12 months	July 1 - June 30
A.V. and Computer Technicians	12 months	July 1 - June 30
A.V. Helpers	10 months	Sept 1 - June 30
Duplicating Machine Operators	12 months	July 1 - June 30
Duplicating Machine Supervisors	12 months	July 1 - June 30
Parking Field/ Attendant Cleaners	12 months	July 1 - June 30
Supervisory Aides (FT/PT)	10 months	Sept 1 - June 30
Personal Computer Support Technician	12 months	July 1 - June 30
Maintenance Helpers	12 months	July 1 - June 30
Security Aides	12 months	July 1 - June 30
Security Aides	10 months	Sept 1 - June 30
Computer Aides	10 months	Sept 1 - June 30
Information Tech Aides	10 months	Sept 1 - June 30
Teacher Aides* P.T. Salaried	10 months	Sept 1 - Last Day For Teachers
P.T. Hourly	10 months	Teacher Work Year No less than 180 days

Position	Work Year	Annual Schedule
Monitors P.T. Salaried	10 months	Sept 1 - Last day for Teachers
P.T. Hourly	10 months	Teacher Work Year No less than 180 days
Registered Nurses	10 months	Teacher Work Year
Cafeteria Staff F.T. and P.T. Salaried	10 months	Sept 1 - Last day for Teachers
PT Hourly	10 months	No less than 180 days
Bus Attendants**	10 months	To be determined by District

* Teacher aides whose salaries are covered by source(s) other than General Fund will have their annual work schedule determined by District.

** Attendants will be required to attend a maximum of three meetings a year which may be called by the Business Office.

ARTICLE VII -- ABSENCE WITHOUT LOSS OF PAY

A. ELIGIBILITY

1. Each member of the unit classified as a ten-month employee shall be entitled during each year of active service in the District to thirteen (13) days absence with full salary for the purpose of meeting personal illnesses or obligations. These thirteen days per year may be accumulated, if not used, to a maximum of 245 days.
2. Each member of the unit classified as a twelve-month employee shall be entitled during each year of active service in the District to fifteen (15) days absence with full salary for the purpose of meeting personal illnesses or obligations. These fifteen days per year may be accumulated, if not used, to a maximum of 265 days.
3. Ten-month school nurse employees shall be entitled during each year of active service in the District to fifteen (15) days absence with full salary for the purpose of meeting personal illnesses or obligations. These fifteen (15) days per year may be

accumulated, if not used, to a maximum of 265 days.

4. Each member of the unit classified as a part-time hourly worker shall be entitled during each year of active service in the District to two (2) personal days with full salary equal to the employee's hourly pay for the scheduled workday, for the purpose of meeting personal obligations.
 - (a) Personal days may be accumulated.
 - (b) There is no limit to the number of days that can be accumulated.
 - (c) A personal day is equivalent to a day's absence no matter how many hours worked in a day. Example: a 5-hour worker who becomes a 3-hour worker is still entitled to one day off - number of hours worked do not affect a day off.
 - (d) In order to be eligible for a paid personal day, an employee must have been hired on or before September 15 of the school year in which the day is to be taken.

5. Each member of the unit classified as a part-time hourly worker shall be entitled during each year of active service in the District to one (1) sick day, with the per diem salary of each of such sick day to be commensurate with the number of hours per day to which such employee has been assigned, without overtime. The provision of one (1) sick day during each year of active service shall be retroactive to July 1, 2003 only and not applicable retroactively prior to that date. The sick days provided in this paragraph may be accumulated and used in accordance with Article VII, Section B.

B. USE

The days accumulated may be used for the following purposes within the limitations stated:

1. For personal illness - up to the total number of accumulated days as needed.
2. During any one school year, a member of the unit may use up to a maximum of twelve (12) days of his/her accumulated sick leave for serious illness or death in the immediate family. The immediate family is hereby defined as sibling, child, spouse, parent or parent-in-law. In the event of a serious illness or death of other members of the family, the employee shall be granted a maximum of three (3) days absence for each such occurrence.
3. Days of absence of a personal nature to meet obligations which cannot be met at times other than during a school day -- up to three (3) days per year.

4. Days for observance of religious holidays listed by the Commissioner of Education as days of religious observance for pupils -- as required by the individual's religious persuasion - maximum of three (3) days.

C. PROCEDURES

1. Requirements governing the various leaves above:

- (a) An employee must file a request with the building principal or immediate supervisor on a form provided by the principal's office or the immediate supervisor at least two (2) days in advance for all personal leaves, except in an emergency.
- (b) An employee must notify the principal or immediate supervisor in writing at the beginning of the school year of all the religious holidays he/she plans to observe during that school year.
- (c) All days of absence not covered in this Agreement will result in a salary deduction at the following rates:
 - (1) 10-month Employees -- 1/200th of annual salary for each day of unexcused absence.
 - (2) 12-month Employees -- 1/240th of annual salary for each day of unexcused absence.
- (d) When an employee is absent for illness for more than five (5) consecutive days, or if there is a recurring illness, then the Board of Education may require an examination by a school physician, at the expense of the District, in order to determine the nature of illness and ability of the employee to perform his/her duties. In lieu of an examination by the school physician, the employee may, at his/her own expense, obtain a certification from the individual's physician, subject to review by the school physician.

2. An employee requesting a personal leave day shall do so on the form provided by the building principal or his/her immediate supervisor.

- (a) Days of absence of a personal nature to meet obligations which cannot be met at times other than during a school day -- up to three (3) days per school year.
- (b) Days of a personal nature are for personal business and for personal obligations such as:

- (1) Legal matters, including house closings, income tax hearings, adoption proceedings, court appearances, probating wills, and the like.
 - (2) Ceremonies such as family weddings, graduations and religious exercises.
 - (3) Moving.
 - (4) Emergency family accidents, doctor or hospital visits.
 - (5) Funerals of relatives other than immediate family.
- (c) Days of a personal nature may not be used for purposes of political involvement, for community affairs, for social causes, or the like.
- (d) For any personal leave, a request must be filed with the building principal or the immediate supervisor at least two days in advance on a form provided by the District.
- (e) In filing the District request form for personal leave, the unit member is required to state reasons:
- (1) When personal leave is requested for a day or days immediately preceding or following school holidays or vacations involving fewer than four calendar days, approval will be granted if the purpose of the personal leave is consistent with the reasons set forth above.
 - (2) Principals or the immediate supervisor may not approve any request for personal leave when personal leave is requested for a day or days during the three-day period preceding or following school holidays or vacations involving four or more calendar days or the summer vacation. All such requests shall be reviewed by the unit member's immediate supervisor and the Superintendent, with approval granted only at the discretion of the Superintendent of Schools.

3. Utilization of sick days: For purposes of being utilized, the chronologically accumulated oldest sick days with the lowest per diem value will be utilized first. Employees shall be entitled to the then current per diem rate for each day so used, regardless of the value of the sick day when it was accumulated.

D. ADDITIONAL PROTECTION

1. In the case of a full-time existing salaried employee using all accumulated days of leave and still being out with long-term illness or disability, the employee shall, once during the term of the Agreement, be entitled to receive the difference between

his/her pay and that paid to a substitute replacing him/her, up to ninety (90) working days. To be eligible for this protection, the employee will be required to submit evidence of long-term illness or disability from his/her physician, deemed acceptable to the District. Should the employee choose to use the school physician appointed by the District, such expense shall be borne by the District. New Hires are eligible for this protection only if he/she has been employed by the District for at least three (3) continuous years.

E. JURY DUTY

An employee who serves as a juror will receive full salary during the period of actual jury service provided. Days of such absence are not to be counted against sick leave or personal days.

F. VACATIONS (12-Month Employees)

1. During the first year of employment an employee will be entitled to vacation days to be taken during the following July and August as follows:

EMPLOYMENT DATE	NO. OF VACATION DAYS
July or August	10
September	9
October	8
November	7
December	6
January	5
February	4
March	3
April	2
May	1

2. Unit members whose initial employment date is between July 1 and December 31 of any school year will be credited with two full years of service with respect to computing vacation days after completion of the full school year following the school year during which he/she was employed.

Unit members whose initial employment date is between January 1 and June 30 of any school year will be credited with one full year of service with respect to computing vacation days after completion of the full school year following the school year during which he/she was employed.

3. Vacations for employees who are credited with one or more full years of service will be as follows:

No. of Days Vacation	No. Of Years Service Completed
10	1 through 4
15	5 through 8
20	9 or more

4. Employees entitled to a vacation must submit their requests in writing to their building principal or immediate supervisor on or before May 15th of each year. It is preferred that vacations will be taken during the months of July or August. Requests for vacations at any other time than July and August must have the approval of the head custodian, building principal and the Assistant Superintendent for Business. Consideration will be made to grant the summer vacation time requested by each employee.

G. PAID HOLIDAYS

1. Twelve-Month (12) Salaried Employees -- When during the course of a school year, the following holidays fall on a Monday, Tuesday, Wednesday, Thursday or Friday, they shall be holidays with pay:

Independence Day	Thanksgiving Day	Good Friday
Labor Day	Christmas Day	Memorial Day
Columbus Day	New Year's Day	
Veteran's Day	Martin Luther King Day	

In the event that the number of holidays in any one year does not total fifteen (15) from the above list, the Superintendent of Schools or his designated representative shall meet with L.237 and choose other days that will not interfere with the orderly operation of the school program as school holidays. The total number of such paid holidays shall be fifteen (15).

2. Ten-Month (10) Salaried Employees will be entitled to full pay for Labor Day and all school holidays and recess periods in accordance with the official annual school calendar.
3. Holiday and Summer Schedule

All persons employed by the District after July 1, 1986, and covered by this

Agreement, shall be required to work daytime schedules on holidays and recess periods, except as authorized by the Assistant Superintendent for Business.

ARTICLE VIII -- ABSENCE WITH LOSS OF PAY

A. CHILD CARE LEAVE

As an alternative to use of sick leave, upon written request submitted at least ninety (90) days before such leave would commence, full- and part-time unit members will be granted a leave of absence, without pay, not to exceed two (2) years duration, for the care of a newly born infant or adopted child. The time on leave shall not apply to any longevity career increment calculations, nor shall the unit member be entitled to retirement credit during the time on leave.

Such leave shall be without pay or other employee benefits, except that unit members may, at their own cost and expense, continue as enrolled members of the District's health insurance plan. Such leave shall terminate at the beginning of the school year, provided, however, that if a unit member desires to return from a child care leave before such leave is scheduled to terminate, the unit member may make such request in writing to the Superintendent of Schools, provided such request is submitted no later than March 1 of the school year immediately prior to the beginning of the school year when such leave was scheduled to terminate. All requests for early return are subject to approval by the Board of Education, upon the recommendation of the Superintendent of Schools.

B. TEMPORARY LEAVES OF ABSENCE

Any salaried employee may make a written request for a leave of absence without pay for a period of time not to exceed one year. Such leaves may be granted when there are special personal situations which fully involve the employee, but are not permanent in nature, or where special conditions or opportunities require specific time arrangements by the employee. All applications are subject to the approval of the Superintendent of Schools and the Board of Education. All requests for a leave of absence shall be submitted not later than ninety (90) days prior to the commencement date of such leave. In the event of an emergency situation, this prior notice requirement may be waived by the Superintendent. The commencement and expiration date of any approved leave of absence shall be fixed by the Board of Education.

Any individual on leave will be responsible for the full payment of premiums or other obligations for fringe benefits to which he/she is entitled. He/She is not entitled to retirement credit, nor is he/she eligible for coverage under the District's insurance benefit programs except for health insurance, which he/she may continue by paying the full premium himself/herself. Not later than ninety (90) days prior to the expiration date of a leave of absence, the employee shall submit a letter to the Superintendent's Office indicating his/her

intention to return or announcing his/her resignation as an employee.

ARTICLE IX -- EMPLOYEE BENEFITS

A. LATERAL TRANSFER AND PROMOTION

1. Members of the unit who wish to be considered for lateral transfer shall notify the Superintendent or his designee in writing, of such fact. This request shall be kept on file and when an opportunity for such lateral transfer exists, the individual shall be notified. If, at that time, the individual still wishes to be considered for lateral transfer, an interview shall be conducted by the appropriate administrator or supervisor involved. Final determination as to whether or not this transfer shall be granted shall rest with the administrator or supervisor to whom this person reports, upon the approval of the -Superintendent of Schools or his designee.
2. When it is determined by the Superintendent or his designee that it is in the best interest of the District to transfer an employee to a similar position in another school or on a different shift, this transfer will be made without loss of Civil Service classification, seniority or salary. Prior to an involuntary transfer, they shall discuss the matter with the President of the unit indicating the reason for such transfer. L.237 shall receive written notice from the District regarding any vacancy that occurs within the unit.

B. RETIREMENT

1. Full-time salaried unit members who are eligible to retire under the NYS Employees Retirement System will receive benefits upon retirement under one of the following two plans (Plan A, B) in accordance with the requirements set forth below. Benefit entitlements will be paid within thirty (30) days following the date of retirement. This provision will be waived for employees retiring due to medical reasons, upon recommendation of the school physician and the Superintendent of Schools.
2. For purposes of valuing sick days for retirement, all existing accumulated sick time shall be frozen at 2004/2005 current value, with no further increase in value applicable to such days. All future accumulations of sick days will be valued at the daily rate of pay thereof in the contract year within which such days are accumulated, and will not increase in value.
3. Utilization of sick days: For purposes of being utilized, the chronologically accumulated oldest sick days with the lowest per diem value will be utilized first. Employees shall be entitled to the then current per diem rate for each day so used, regardless of the value of the sick day when it was accumulated.

PLAN A - A Full-time salaried unit member retiring under this plan will receive the following benefits. Upon the retirement of any current full-time employee of the unit who is fifty-five (55) years of age (or less if the employee is approved for retirement due to disability) prior to the close of the school year in which the retirement occurs, a lump sum payment will be made for all unused sick leave, up to a maximum of 200 days, at a percentage of the daily rate of pay in effect at the time of execution of this Collective Bargaining Agreement, or if later accumulated at the time of such accumulation:

20 years or more - maximum of 200 days X
50% daily rate of pay

15 - 19 years - maximum of 200 days X
45% daily rate of pay

10 - 14 years - maximum of 200 days X
35% daily rate of pay

To qualify for this benefit, the employee must submit not later than ninety (90) days prior to the last day of service, a written statement of retirement under the NYS Employees' Retirement System to take effect at the end of the school year.

PLAN B - A Full-time salaried unit member retiring under this plan will receive the following benefits. Upon the retirement of any current full-time employee of the unit, a lump sum payment will be made for unused sick leave, up to a maximum of 130 days, at a percentage of the daily rate of pay in effect at the time of execution of this Collective Bargaining Agreement, or if later accumulated at the time of such accumulation:

20 years or more - maximum of 130 days X
50% daily rate of pay

15 - 19 years - maximum of 130 days X
45% daily rate of pay

10 - 14 years - maximum of 130 days X
35% daily rate of pay

To qualify for this benefit, an employee must submit no later than ninety (90) days prior to the last day of service a written statement of retirement under the NYS Employees' Retirement System to take effect at the end of the school year. This plan will be open to those employees who are not eligible for PLAN A above, and are at least fifty-five (55) years of age and meet the eligibility requirements of the NYS Employees' Retirement System.

Anyone hired before January 1, 1981 as a salaried part-time employee would be entitled to Article IX B. as long as their part-time work equaled a minimum full-time equivalent of 10 years or more.

Employees who have transferred from Local 237 to the Educational Secretaries' Association or from the Educational Secretaries' Association to Local 237 shall transfer any employment time, either full-time or part-time, during which they were earning sick days, on a full-time equivalent basis to be used in the calculation of the unused sick leave retirement payment clause as defined in Article IX B of the Local 237 Agreement and Article VII C. Of the Educational Secretaries' Association Agreement. However, substitute employment is not eligible for credit.

C HEALTH INSURANCE

1. The current insurance plan, or its equivalent, will be made available to unit members subject to regulations and conditions established by the insurance carrier and the District. The District will pay 84% of the premium cost for the Empire Plus individual plan and 84% of the premium cost for the Empire Plus family plan for the period commencing with the ratification and execution of the contract by both parties through June 30, 2005. The District will pay 83% of the premium cost for the Empire Plus individual plan and 83% of the premium cost for the Empire Plus family plan for the period commencing July 1, 2005 through June 30, 2006. The District will pay 82% of the premium cost for the Empire Plus individual plan and 82% of the premium cost for the Empire Plus family plan for the period commencing July 1, 2006 through the end of the term of this Agreement. The same dollar amount District premium will apply for any eligible unit employee who elects to participate in an H.M.O. health insurance program offered by the District.
2. Bonus for Withdrawal - Members of the unit who withdraw from the District's plan during the life of the Agreement because of alternate comparable coverage shall receive \$1,200 if they were eligible for coverage under the family plan and \$700 if they were eligible for individual coverage, provided they remain uncovered under such plan for a period of twelve (12) consecutive months. Such payments shall be made at the end of the twelve (12) month period. Members who have withdrawn from the health insurance plan and receive the bonus may apply for re-entry effective January 1 of any year by notifying the Personnel Office no later than July 1 of the previous year and by filing re-entry papers no later than September 1 so that the waiting period will be completed by January 1, provided that such member may only re-enter the plan if he or she is no longer covered by the alternate comparable coverage. Re-entry shall be subject to insurance carrier rules and Internal Revenue Code Section 125 governing cafeteria plans. No member shall be eligible to withdraw for the purpose of earning the bonus without submission of proof, satisfactory to the District, of alternate comparable coverage.

D. LIFE INSURANCE

All full-time ten-or twelve-month members will have term life insurance coverage in the amount of \$15,000. This coverage applies only during the period of active employment. During the life of this Agreement, the District will make premium contributions for said coverage not exceeding \$.50 per \$1,000 per month.

E. DENTAL INSURANCE

The current group dental program, or its equivalent, will be made available to full-time unit members, subject to regulations and conditions established by the insurance carrier, if any, and the District. The District will pay 85% of the cost of the individual plan and 85% of the cost for the family plan. Effective July 1, 1992, the orthodontia limit shall be increased to \$1,500. Patients currently at the maximum are eligible for the differential if treatment is ongoing.

Effective July 1, 1992, all part time members of this unit may elect to join the current group dental program provided that they pay 100% of the premium cost.

F. OPTICAL REIMBURSEMENT PLAN

A maximum reimbursement of \$150 per school year shall be paid to any full time member for the cost of either one eye exam and/or one pair of eye glasses and/or one pair of contact lenses for the employee commencing July 1, 2004.

G. UNIFORM AND SAFETY EQUIPMENT

1. Prior to School opening in each of the remaining three years, the District will provide uniforms and work shoes to the custodial unit, parking field attendants and grounds staff, which must be worn when on duty. A labor/management committee shall be established to discuss a uniform schedule which may be modified by mutual consent.

Use of safety equipment shall be required when performing hazardous tasks. Appropriate safety equipment shall be provided by the District.

2. The District will provide uniforms for cafeteria employees on an annual basis. Uniforms must be worn when employees are on duty.
3. In instances where uniforms are provided to employees of the unit, an advisory committee shall be formed having four members (one district, three unit) to make recommendations to the Assistant Superintendent for Business prior to the purchase of such uniforms and to assure that such uniforms are provided in a timely manner.

4. Commencing July 1, 2004 unit members in the title of custodian shall be entitled to a work shoe allowance of \$150.00 per year.

H. TAX-SHELTERED ANNUITY

1. Full-time members (those working twelve or ten months a year) of the unit will be eligible to join a tax-sheltered annuity program in the District. The Board of Education will provide annuities for staff members in accordance with provisions of section 403 (B) of the Internal Revenue Code of 1954 as amended. Applications from staff members for agreement with the District for reductions in contract salary will be submitted to and approved by the Assistant Superintendent for Business. Such agreement will specify the reductions in contract salary desired by the individual staff member, the amount of such reduction to be remitted to the company specified by the employee for the purpose of purchasing a nonforfeitable annuity or annuity account qualifying for the purposes of Section 403 (B). Any company wishing to participate in the program must be licensed in the State of New York, sign a hold-harmless agreement provided by the Board of Education, have a minimum of ten (10) applications from members of the unit (approved by the company and accepted by the employee) and agree to provide a master monthly billing to the District.
2. L.237 shall have the responsibility of informing members of the unit of all information about the requirements for participation in this tax-sheltered annuity program.
3. Any individual joining any annuity plan must commit himself/herself to membership in that plan for no less than one calendar year. An employee who elects to discontinue contributions to a Tax-Sheltered Annuity Program will not be permitted to enter (reenter) a plan until January 1 of any year. The District will only accept changes in carrier or contribution rate effective for September 1 or January 1 of each year.
4. The District shall permit exercise of both its catch up or year of separation from service elections, as defined by Internal Revenue Service regulations, for employees who can substantiate their eligibility.
5. All applications and the completion of required forms must be submitted to the Payroll Department not later than thirty (30) days prior to the effective commencement of the annuity plan.

ARTICLE X - ATTENDANCE AT CONFERENCES FOR REGISTERED NURSES

- A. Each contract year the names of two (2) nurses will be submitted to the Superintendent from among the nurses desiring to attend a conference. Over a four (4) year period all registered nurses shall have the opportunity to attend one conference.
- B. Authorized absences for attendance at a conference shall be limited to two (2) work days per annum for each individual selected to attend.
- C. The conference/conferences to be attended are to be selected by the Superintendent from information supplied by nursing staff or supervisory personnel.
- D. Attendance at any conference shall be subject to the availability of substitute Registered Nursing staff to provide coverage in the affected school or schools.
- E. The District conference/visitation application shall be completed by the selected nurses, which must be submitted to the respective principal and forwarded to the Superintendent prior to the conference, subject to rules and regulations established by the District. If approved, the applicant will receive an instruction sheet and reimbursement claim form. Business expenses incurred within the limitations set forth in the District conference/visitation application will be fully reimbursable upon submission of the reimbursement form and the required supporting documents.
- F. Within five (5) days of returning from a conference, individuals are to submit a report of conference activities to the Superintendent. Such reports may be duplicated and distributed as appropriate to members of the Board of Education, the Administration, nurses and/or teaching staff so that they can benefit from the value received by individuals attending the conference.

ARTICLE XI - RIGHTS AND PRIVILEGES OF LOCAL 237

- A. L.237 may elect two representatives to serve on the District Calendar Committee in the development of a recommended calendar.
- B. Each employee has the right to examine all materials placed in his/her personnel file, with the exception of pre-employment materials. All pre-employment materials of a confidential nature shall be removed from the employee's personnel folder upon completion of the probationary period. Such materials shall be stored in a separate file to be maintained by the Director of Personnel. Pre-employment materials shall not be used for ongoing performance evaluations. Each employee may also add materials to his/her own folder.
- C. L.237 has the right to use the school facilities for L.237 meetings, subject to District regulations. Time in a workday during which an employee is excused by his/her supervisor

to attend L.237 meeting, shall be made up at a time to be determined in the discretion of the employee's supervisor.

- D. There shall be a labor/management committee, to be comprised of equal numbers of representatives of the District and of L.237. The committee shall meet periodically to discuss matters of concern but shall not engage in collective negotiations. Within a reasonable time prior to the date(s) agreed upon for meeting(s), the party requesting the meeting shall provide a written agenda of item(s) to be discussed.
- E. A bulletin board and mailbox shall be provided by the District in each school building for the use of L.237.
- F. The District shall provide Computer Aides with computer lab telephones with the ability of outside dialing for information and maintenance.

ARTICLE XII -- GRIEVANCE PROCEDURE

A. PURPOSE

It is the declared objective of both parties to encourage the prompt and informal resolution of differences as they arise and before recourse to the formal procedures described herein.

B. DEFINITIONS

1. Grievance - shall mean any complaint of an alleged violation of any of the terms and conditions as set forth in this Agreement and applicable official Board of Education policies and regulations with respect to terms and conditions of employment.
2. Grievant - shall mean any employee represented by L.237 itself, or the Superintendent of Schools, any of whom shall be deemed an aggrieved party.
3. Immediate Supervisor - shall mean the person to whom the employee is directly responsible.

C. SUBMISSION OF GRIEVANCE

1. A grievance submitted by an employee shall not be processed beyond Stage III without the written approval of L.237.
2. The Superintendent of Schools shall present grievances to the President of the unit.
3. By joint written agreement of the parties, any or all of the steps in the procedure,

prior to arbitration, may be omitted.

4. A grievance shall be deemed waived unless it is submitted formally within ten (10) working days after an aggrieved party knew or should have known of the events or condition on which it is based.
5. All grievances submitted in writing which are not resolved by June 30 shall be postponed until the following school semester.
6. An aggrieved party may be represented at any or all stages of the formal grievance procedure by representatives selected by the grievant or L.237, not to exceed a total of two (2).

D. PROCEDURES

Stage I (informal) Immediate Supervisor

A grievance shall be submitted to the immediate supervisor. The parties shall attempt to resolve the grievance informally at this level within five (5) school days.

Stage II (Formal) Immediate Supervisor

If the grievant is not satisfied with the response received at Stage I, or no response is received within five (5) school days, the grievant may within five (5) school days thereafter reduce the grievance to writing and submit same to the immediate supervisor. Such writing shall include the provision of this Agreement involved, the time when and the place where the alleged events or conditions constituting the grievance arose, and the proposed remedy sought. The party to whom such written grievance is submitted shall respond in writing within five (5) school days after receipt of the grievance.

Stage III Superintendent of Schools

If the grievant is not satisfied with the response received at Stage II, or if no response is received within five (5) school days, the grievant may within five (5) school days thereafter submit a copy of his/her written grievance, together with any response received at Stage II, to the Superintendent of Schools. The Superintendent of Schools, or his designee, shall make a determination in regard to the grievance and transmit his/her written decision thereon to the grievant within fifteen (15) school days thereafter. In the course of deciding the grievance, the Superintendent of School, or his/her designee, may hold such meetings or conferences as he/she deems necessary.

Stage IV Arbitration

If not satisfied with the response received at Stage III, L.237 may within fifteen (15) school days thereafter submit the grievance to arbitration in accordance with the rules of the American Arbitration Association. The arbitrators shall issue a written determination and award to the parties not later than thirty (30) days from the close of the hearing(s). The award of the arbitrator shall set forth the findings of fact and conclusion. Where a grievance is limited to a dispute involving an alleged violation of a specific provision of this agreement, the opinion of the arbitrator shall be final and binding. In all other matters, the opinion of the arbitrator shall be advisory. The parties agree, however, to carefully consider the opinion of the arbitrator in determining the final disposition of the grievance under review. The arbitrator shall have no power to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of the Agreement, nor shall he/she have the power to alter, add to or detract from the provisions of this Agreement. Those costs for the services of the arbitrator shall be borne equally by the parties.

Stage V

In the event that the award is advisory, the Board of Education shall, within twenty (20) working days after receiving the arbitrator's recommendation and the previous materials filed in this case, render its decision to both parties. In the event the award is binding, any appeal is limited to review in a court of law.

ARTICLE XIII -- MISCELLANEOUS

- A. 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 ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.
- B. Should any provision of this Agreement be found in violation of a federal, state or local law or ordinance by a court of competent jurisdiction, all other provisions of this Agreement shall remain in force and effect for the duration of this Agreement.
- C. This Agreement shall apply equally to all employees included within the unit and shall pertain to and bind each employee without regard to whether or not he/she is a member in good standing of L.237. The Board will not make individual agreements with any employee within the unit which is contrary to the terms of this Agreement.
- D. None of the subjects of this Agreement, or any other subject not covered by this Agreement, shall be open for negotiations during the life of this Agreement or the duration of its specific clauses, except that L. 237 shall have the right to reopen

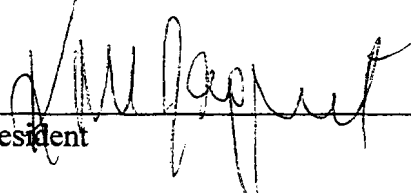
negotiations twelve (12) months from date hereof with respect to the following two (2) issues only and for no other purpose:

1. Premium pay for security guards on holidays; and
 2. Personal/sick leave for part time personnel.
- E. The Board of Education reserves the right to switch from the current method of maintaining the grounds to contract grounds-keeping. Exercise of this provision shall not result in any reduction of the grounds maintenance workforce during the life of this Agreement.
- F. Hourly One-to-One Aides, Autistic Class Aides, Life Skills and ACE Aides shall be in a separate category for seniority purposes from all other hourly teacher aides.
- G. The parties agree to establish a committee to study and report on any issues regarding the impact of the No Child Left Behind Act and other applicable statutes and regulations relating to special education teacher ideas. The committee shall consist of three (3) representatives to be appointed by Local 237 and three (3) representatives of the District, to be appointed by the Superintendent of Schools with the approval of the Board of Education. The committee shall be advisory only.

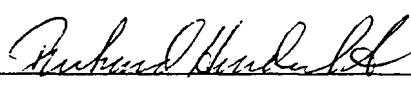
ARTICLE XIV -- DURATION OF AGREEMENT

This Agreement shall become effective July 1, 2002 and shall remain in force until June 30, 2007.

BOARD OF EDUCATION OF THE LAWRENCE PUBLIC SCHOOLS

BY:  Date 2-15-05
President

LOCAL 237 TEAMSTERS LONG ISLAND DIVISION

BY:  Date 2/3/04

7/27/2004	LAWRENCE PUBLIC SCHOOLS			
LOCAL 237 SALARY SCHEDULES A	7/1/2002			
APPENDIX A	3.5% on 01-02			
SCHEDULE D				
	PART TIME	FULL TIME		
	FOOD SER.	FOOD SERV.	BAKER	
	HLPR., CASHIER	HELPER	ASST. COOK	COOK**
	(10 MON.)	(10 MON.)	(10 MON.)	(10 MON.)
////////////////////////////////////				
STEP				
1	9568	19227	20011	29383
2	10239	20500	21270	31064
3	10944	21753	22532	32707
4	11626	23025	23770	34307
5	12310	24273	25029	35929
6	12976	25539	26287	37550
7	13695	26783	27528	39166
8	14376	28044	28796	40808
9	15040	29295	30052	42436
10	15732	30549	31320	44063
11	16431	31799	32556	45682
12	17118	33061	33825	47304
13	17805	34321	35079	48925
14	18482	35159	35924	49907
15	18963	35671	36444	50420
**ALL PERSONS IN THE TITLE OF "COOK" HIRED AFTER JULY 1, 1986 SHALL NOT ADVANCE BEYOND STEP 7 OF THE SCHEDULE FOR THE TITLE				

7/27/2004			LAWRENCE PUBLIC SCHOOLS							
LOCAL 237 SALARY SCHEDULES A										
APPENDIX A										
SCHEDULE D										
									COMPUTER	
	MOTOR								LAB TECH.,	
	VEH. OP.								INFO TECH	
	SEC.AIDE,								SPECIALIST I	
	PKG.FIELD	HOURLY	10 MON.	MAIN. HELPER	DUP. MACH.	DUP. MACH.			DUPLICATING	
	ATTENDANT,	MOTOR	SECURITY	GROUNDSPERSON	OPERATOR	OPER. AIDE			MACHINE	
	CLEANER	VEH. OP.	AIDE	CUSTODIAN	MAINTAINER	HOURLY			SUPERVISOR	
									HOURLY	
									CLEANER	
////////////////////////////////////										
STEP										
E	25418	12.32	21181	29436	31679	17.41	30288	12.22		
O	26539	12.85	22117	30558	32801	18.02	31409	12.76		
1	27662	13.40	23052	31682	33923	18.64	32533	13.30		
2	29145	14.12	24286	33187	35420	19.46	37987	14.01		
3	30629	14.84	25523	34675	36918	20.29	39511	14.73		
4	32118	15.57	26765	36172	38429	21.11	41005	15.44		
5	33602	16.28	28002	37670	39924	21.94	42495	16.16		
6	35079	16.99	29233	39159	41414	22.76	43993	16.86		
7	36560	17.72	30466	40669	42911	23.58	45495	17.57		
8	38058	18.43	31714	42160	44409	24.41	46986	18.30		
9	39576	19.17	32980	43658	45906	25.22	48490	19.02		
10	41026	19.88	34189	45155	47407	26.04	49980	19.73		
11	42512	20.60	35426	46664	48900	26.87	51478	20.44		
12	43993	21.31	36661	48148	50397	27.69	52971	21.15		
13	45484	22.04	37903	49663	51900	28.51	54469	21.87		
14	46965	22.76	39137	51154	53387	29.33	55979	22.58		
15	48431	23.46	40359	52658	54905	30.17	57490	23.29		

7/27/2004			LAWRENCE PUBLIC SCHOOLS								
LOCAL 237 SALARY SCHEDULES A			7/1/2002								
APPENDIX A			3.5% ON 01/02								
SCHEDULE D											
				INFO. TECH							
	BUS. ATTN.		AUDIO	AIDE	HOURLY		MAIL ROOM	CASHIERS			1 TO 1
	PT. TCHR.AIDE	REG.	VIS.,COMP	COMP. AIDE	COMP.	FULL TIME	ASST.	F.S.HELPE	HOURLY		LIFE SKILLS
	SCH. MON.	NURSES	TECH	A.V.HELPER	LAB.	SUP. AIDES	(Clerical	LUN. AIDES	TCHR.		AUTISTIC
	(10 MON.)	(10 MON.)	(12 MON.)	(10 MON.)	ASST.	(10 MON.)	Aide P.H.	BUS.ATTN.	AIDES		ACE AIDES
////////////////////////////////////											
STEP											
E		32292	37699	27163	15.79						
O		33413	38823	28287	16.45						
1	9568	34537	39945	29407	17.10	26942	5.95	10.01	11.32		11.48
2	10239	36080	41779	30977	18.01	28379	6.04	10.52	11.88		12.04
3	10944	37642	43605	32538	18.92	29797	6.13	10.89	12.08		12.23
4	11626	39159	45410	34071	19.82	31215	6.22	11.32	12.52		12.68
5	12310	40709	47225	35633	20.72	32620	6.31	11.88	12.88		13.03
6	12976	42271	49031	36346	21.13	33271	6.42	12.14	13.13		13.29
7	13695	43815	50849								
8	14376	45353	52663								
9	15040	46914	54482								
10	15732	48458	56309								
11	16431	50006	58103								
12	17118	51554	59930								
13	17805	53752	61742								
14	18482	54622	63558								
15	19004		65376								
*HEAD MONITOR RECEIVES ADDITIONAL \$.50 PER HOUR											
NOTE: ALL PERSONS IN THE TITLE OF "REGISTERED NURSE" HIRED AFTER JULY 1, 1986 SHALL NOT ADVANCE BEYOND											
STEP 10 OF THE SCHEDULE FOR THAT TITLE											

7/27/2004			LAWRENCE PUBLIC SCHOOLS							
LOCAL 237 SALARY SCHEDULES A				7/1/2003						
APPENDIX A				3.25% ON 02/03						
SCHEDULE D										
	MOTOR							COMPUTER		
	VEH. OP.							LAB TECH.,		
	SEC.AIDE,							INFO TECH		
	PKG.FIELD	HOURLY	10 MON.	MAIN. HELPER	DUP. MACH.	DUP. MACH.		SPECIALIST I		
	ATTENDANT,	MOTOR	SECURITY	GROUNDSPERSON	OPERATOR	OPER. AIDE		DUPLICATING		
	CLEANER	VEH. OP.	AIDE	CUSTODIAN	MAINTAINER	HOURLY		MACHINE	HOURLY	
								SUPERVISOR	CLEANER	
////////////////////////////////////										
STEP										
E	26244	12.72	21870	30393	32709	17.97	31273	12.62		
O	27402	13.27	22836	31552	33867	18.60	32430	13.18		
1	28561	13.84	23801	32712	35026	19.25	33590	13.73		
2	30092	14.58	25076	34266	36571	20.09	39221	14.47		
3	31624	15.32	26353	35801	38118	20.95	40795	15.21		
4	33162	16.07	27635	37348	39677	21.80	42337	15.94		
5	34694	16.81	28912	38894	41222	22.66	43876	16.68		
6	36219	17.55	30183	40432	42760	23.50	45422	17.41		
7	37749	18.30	31456	41991	44306	24.34	46974	18.15		
8	39295	19.03	32745	43530	45852	25.20	48513	18.89		
9	40863	19.79	34052	45077	47398	26.04	50066	19.64		
10	42360	20.53	35300	46623	48948	26.89	51605	20.37		
11	43893	21.27	36577	48181	50489	27.74	53151	21.11		
12	45422	22.00	37852	49713	52035	28.59	54693	21.83		
13	46962	22.75	39135	51278	53587	29.44	56239	22.58		
14	48492	23.50	40409	52816	55122	30.29	57798	23.32		
15	50005	24.23	41670	54369	56689	31.15	59359	24.04		

7/27/2004	LAWRENCE PUBLIC SCHOOLS																		
LOCAL 237 SALARY SCHEDULES A			7/1/2003																
APPENDIX A			3.25% ON 02/03			CLEANER/ ATTEN., HOURLY PK. FIELD ATTN. MONITORS*													
SCHEDULE D			INFO. TECH																
BUS. ATTN.		AUDIO		AIDE		HOURLY		MAIL ROOM		CASHIERS	1 TO 1								
PT. TCHR.AIDE		REG. VIS.,COMP		COMP. AIDE		COMP.		FULL TIME		ASST.		F.S.HELPER	HOURLY	LIFE SKILLS					
SCH. MON.		NURSES		TECH		A.V.HELPER		LAB.		SUP. AIDES		(Clerical		LUN. AIDES	TCHR.	AUTISTIC			
(10 MON.)		(10 MON.)		(12 MON.)		(10 MON.)		ASST.		(10 MON.)		Aide P.H.		BUS.ATTN.		AIDES	ACE AIDES		
////////////////////////////////////																			
STEP																			
E		33341		38924		28045		16.31											
O		34499		40085		29206		16.98											
1		9878		35659		41243		30363		17.65		27818		6.14		10.33		11.69	11.85
2		10572		37253		43137		31983		18.59		29301		6.24		10.86		12.27	12.43
3		11300		38865		45022		33596		19.53		30765		6.33		11.24		12.47	12.63
4		12004		40432		46885		35178		20.46		32229		6.42		11.69		12.93	13.09
5		12710		42032		48760		36791		21.39		33680		6.52		12.27		13.29	13.45
6		13398		43645		50625		37527		21.82		34352		6.63		12.54		13.56	13.72
7		14140		45239		52501													
8		14843		46827		54374													
9		15528		48439		56253													
10		16243		50033		58139													
11		16965		51631		59991													
12		17674		53230		61877													
13		18384		55499		63749													
14		19083		56397		65624													
15		19621		67500															
*HEAD MONITOR RECEIVES ADDITIONAL \$.50 PER HOUR																			
NOTE: ALL PERSONS IN THE TITLE OF "REGISTERED NURSE" HIRED AFTER TOTAL HOURLY																			
STEP 10 OF THE SCHEDULE FOR THAT TITLE																			

7/27/2004	LAWRENCE PUBLIC SCHOOLS			
LOCAL 237 SALARY SCHEDULES A	7/1/2003			
APPENDIX A	3.25% on 02-03			
SCHEDULE D				
	PART TIME	FULL TIME		
	FOOD SER.	FOOD SERV.	BAKER	
	HLPR., CASHIER	HELPER	ASST. COOK	COOK**
	(10 MON.)	(10 MON.)	(10 MON.)	(10 MON.)
////////////////////////////////////				
STEP				
1	9878	19852	20661	30338
2	10572	21167	21962	32074
3	11300	22460	23264	33770
4	12004	23773	24542	35422
5	12710	25062	25843	37097
6	13398	26369	27141	38770
7	14140	27653	28423	40439
8	14843	28956	29732	42134
9	15528	30247	31029	43815
10	16243	31542	32338	45495
11	16965	32833	33614	47166
12	17674	34135	34924	48841
13	18384	35436	36219	50516
14	19083	36302	37091	51529
15	19580	36831	37629	52059
**ALL PERSONS IN THE TITLE OF "COOK" HIRED AFTER JULY 1, 1986 SHALL NOT ADVANCE BEYOND STEP 7 OF THE SCHEDULE FOR THE TITLE				

7/27/2004	LAWRENCE PUBLIC SCHOOLS			
LOCAL 237 SALARY SCHEDULES A	7/1/2004			
APPENDIX A	3.25% on 03-04			
SCHEDULE D				
	PART TIME	FULL TIME		
	FOOD SER.	FOOD SERV.	BAKER	
	HLPR., CASHIER	HELPER	ASST. COOK	COOK**
	(10 MON.)	(10 MON.)	(10 MON.)	(10 MON.)
////////////////////////////////////				
STEP				
1	10200	20497	21333	31324
2	10916	21854	22675	33116
3	11667	23189	24020	34868
4	12394	24546	25340	36573
5	13123	25876	26683	38302
6	13833	27226	28023	40030
7	14600	28552	29346	41754
8	15326	29897	30698	43504
9	16033	31230	32037	45239
10	16771	32567	33389	46974
11	17516	33900	34706	48699
12	18249	35245	36059	50428
13	18981	36588	37396	52157
14	19703	37481	38297	53203
15	20216	38028	38852	53751
**ALL PERSONS IN THE TITLE OF "COOK" HIRED AFTER JULY 1, 1986 SHALL NOT ADVANCE BEYOND STEP 7 OF THE SCHEDULE FOR THE TITLE				

7/27/2004			LAWRENCE PUBLIC SCHOOLS							
LOCAL 237 SALARY SCHEDULES A			7/1/2004							
APPENDIX A			3.25% ON 03/04							
SCHEDULE D										
	MOTOR							COMPUTER		
	VEH. OP.							LAB TECH.,		
	SEC.AIDE,							INFO TECH		
	PKG.FIELD	HOURLY	10 MON.	MAIN. HELPER	DUP. MACH.	DUP. MACH.		SPECIALIST I		
	ATTENDANT,	MOTOR	SECURITY	GROUNDSPERSON	OPERATOR	OPER. AIDE		DUPLICATING	HOURLY	
	CLEANER	VEH. OP.	AIDE	CUSTODIAN	MAINTAINER	HOURLY		MACHINE	CLEANER	
								SUPERVISOR		
////////////////////////////////////										
STEP										
E	27097	13.13	22580	31381	33772	18.56	32289	13.03		
O	28293	13.70	23578	32577	34968	19.21	33484	13.60		
1	29490	14.29	24574	33775	36164	19.87	34682	14.18		
2	31070	15.05	25891	35380	37759	20.74	40496	14.94		
3	32652	15.82	27209	36965	39357	21.63	42121	15.70		
4	34240	16.59	28533	38562	40967	22.51	43713	16.46		
5	35822	17.36	29852	40158	42561	23.39	45302	17.22		
6	37396	18.12	31164	41746	44150	24.26	46899	17.97		
7	38975	18.89	32479	43356	45746	25.13	48501	18.74		
8	40572	19.65	33809	44945	47342	26.02	50090	19.51		
9	42191	20.43	35159	46542	48939	26.89	51693	20.28		
10	43736	21.20	36448	48138	50539	27.76	53282	21.03		
11	45320	21.96	37766	49746	52130	28.64	54878	21.79		
12	46899	22.72	39082	51329	53726	29.52	56470	22.54		
13	48489	23.49	40406	52944	55328	30.40	58067	23.31		
14	50068	24.26	41723	54533	56914	31.27	59677	24.08		
15	51630	25.01	43025	56136	58531	32.16	61288	24.83		

LAWRENCE PUBLIC SCHOOLS		7/27/2004	
LOCAL 237 SALARY SCHEDULES A		7/1/2005	
APPENDIX A		3% on 04-05	
SCHEDULE D			
PART TIME	FULL TIME		
FOOD SER.	FOOD SERV.	BAKER	
HLP.R., CASHIER	HELPER	ASST. COOK	COOK**
////////////////////////////////////			
(10 MON.)	(10 MON.)	(10 MON.)	(10 MON.)
1	10506	21112	21972
2	11243	22510	23356
3	12017	23885	24741
4	12766	25282	26100
5	13517	26652	27483
6	14248	28042	28864
7	15038	29408	30227
8	15786	30794	31619
9	16514	32167	32999
10	17274	33544	34391
11	18041	34917	35748
12	18796	36302	37141
13	19551	37685	38518
14	20294	38606	39446
15	20822	39168	40017
			55363

**ALL PERSONS IN THE TITLE OF "COOK" HIRED AFTER JULY 1, 1986 SHALL NOT ADVANCE BEYOND STEP 7 OF THE SCHEDULE FOR THE TITLE

7/27/2004			LAWRENCE PUBLIC SCHOOLS							
LOCAL 237 SALARY SCHEDULES A				7/1/2005						
APPENDIX A				3% ON 04/05						
SCHEDULE D										
	MOTOR							COMPUTER		
	VEH. OP.							LAB TECH.,		
	SEC.AIDE,							INFO TECH		
	PKG.FIELD	HOURLY	10 MON.	MAIN. HELPER	DUP. MACH.	DUP. MACH.		SPECIALIST I		
	ATTENDANT,	MOTOR	SECURITY	GROUNDSPERSON	OPERATOR	OPER. AIDE		DUPLICATING		
	CLEANER	VEH. OP.	AIDE	CUSTODIAN	MAINTAINER	HOURLY		MACHINE	HOURLY	
								SUPERVISOR	CLEANER	
////////////////////////////////////										
STEP										
E	27909	13.52	23258	32322	34785	19.12	33258	13.42		
O	29141	14.11	24285	33554	36017	19.79	34488	14.01		
1	30374	14.72	25311	34788	37249	20.47	35723	14.60		
2	32002	15.50	26667	36441	38892	21.37	41711	15.39		
3	33632	16.30	28025	38074	40538	22.27	43385	16.17		
4	35267	17.09	29389	39718	42196	23.18	45025	16.96		
5	36897	17.88	30747	41363	43838	24.09	46661	17.74		
6	38518	18.66	32098	42998	45475	24.99	48306	18.51		
7	40145	19.46	33453	44656	47118	25.89	49956	19.30		
8	41789	20.24	34824	46293	48762	26.80	51592	20.09		
9	43456	21.05	36214	47939	50407	27.70	53244	20.89		
10	45049	21.83	37541	49582	52055	28.59	54880	21.66		
11	46679	22.62	38899	51239	53694	29.50	56525	22.45		
12	48306	23.40	40255	52869	55338	30.40	58164	23.22		
13	49943	24.20	41619	54532	56988	31.31	59809	24.01		
14	51570	24.99	42974	56169	58621	32.21	61467	24.80		
15	53179	25.76	44315	57820	60287	33.13	63126	25.57		

7/27/2004

LAWRENCE PUBLIC SCHOOLS

LOCAL 237 SALARY SCHEDULES A

7/1/2005

APPENDIX A

3% ON 04/05

SCHEDULE D

CLEANER/
ATTN.

HOURLY PK.

FIELD ATTN.

MONITORS*

BUS. ATTN.

AUDIO

AIDE

COMP. AIDE

COMP. AIDE

COMP. AIDE

LAB. A.V. HELPER

ASST. (10 MON.)

ASST. (10 MON.)

Sup. Aides

(Clerical

Bus. Attn. Aides

Lun. Aides

Tchr. Aides

F.S. Helpe

Hourly Life Skills

Cashiers

1 TO 1

STEP

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7/27/2004		LAWRENCE PUBLIC SCHOOLS			
LOCAL 237 SALARY SCHEDULES A		7/1/2006			
APPENDIX A		3.25% on 05-06			
SCHEDULE D					
	PART TIME	FULL TIME			
	FOOD SER.	FOOD SERV.	BAKER		
	HLPR., CASHIER	HELPER	ASST. COOK	COOK**	
	(10 MON.)	(10 MON.)	(10 MON.)	(10 MON.)	
////////////////////////////////////					
STEP					
1	10847	21798	22687	33312	
2	11608	23242	24115	35219	
3	12408	24661	25545	37081	
4	13181	26104	26948	38895	
5	13956	27519	28376	40734	
6	14711	28954	29802	42571	
7	15526	30364	31209	44404	
8	16299	31795	32646	46265	
9	17051	33212	34071	48111	
10	17836	34634	35508	49955	
11	18628	36052	36909	51791	
12	19407	37482	38348	53629	
13	20186	38910	39770	55468	
14	20953	39861	40728	56580	
15	21499	40441	41318	57162	
**ALL PERSONS IN THE TITLE OF "COOK" HIRED AFTER JULY 1, 1986 SHALL NOT ADVANCE BEYOND STEP 7 OF THE SCHEDULE FOR THE TITLE					

LOCAL 237 SALARY SCHEDULES A			7/1/2006								
APPENDIX A			3.25% ON 05/06						CLEANER/ ATTEN., HOURLY PK. FIELD ATTN. MONITORS*		
SCHEDULE D											
			INFO. TECH								
BUS. ATTN.			AUDIO	AIDE	HOURLY	MAIL ROOM		CASHIERS	1 TO 1		
PT. TCHR.AIDE	REG.	VIS.,COMP	COMP. AIDE	COMP.	FULL TIME	ASST.	F.S.HELPER	HOURLY	LIFE SKILLS		
SCH. MON.	NURSES	TECH	A.V.HELPER	LAB.	SUP. AIDES	(Clerical	LUN. AIDES	TCHR.	AUTISTIC		
(10 MON.)	(10 MON.)	(12 MON.)	(10 MON.)	ASST.	(10 MON.)	Aide P.H.	BUS.ATTN.	AIDES	ACE AIDES		
////////////////////////////////////											
STEP											
E		36610	42740	30795	17.91						
O		37881	44014	32069	18.65						
1	10847	39155	45286	33340	19.38	30545	6.75	11.35	12.84	13.01	
2	11608	40905	47366	35119	20.42	32174	6.85	11.92	13.47	13.65	
3	12408	42676	49436	36889	21.45	33781	6.95	12.34	13.69	13.87	
4	13181	44396	51482	38627	22.47	35389	7.05	12.84	14.20	14.37	
5	13956	46152	53540	40398	23.49	36982	7.16	13.47	14.60	14.77	
6	14711	47924	55588	41206	23.96	37720	7.28	13.76	14.89	15.07	
7	15526	49674	57648								
8	16299	51417	59705								
9	17051	53188	61768								
10	17836	54938	63839								
11	18628	56693	65873								
12	19407	58448	67944								
13	20186	60940	69998								
14	20953	61926	72058								
15	21545		74118								
*HEAD MONITOR RECEIVES ADDITIONAL \$.50 PER HOUR											
NOTE: ALL PERSONS IN THE TITLE OF "REGISTERED NURSE" HIRED AFTER JULY 1, 1986 SHALL NOT ADVANCE BEYOND											
STEP 10 OF THE SCHEDULE FOR THAT TITLE											

7/27/2004		LAWRENCE PUBLIC SCHOOLS		
LOCAL 237 SALARY SCHEDULE B				
APPENDIX A	Contract execution date 04/05			
			7/1/2005	
SCHEDULE D			7/1/2006	
			-9% ON 04-05	
	PART TIME	FULL TIME		
	FOOD SER.	FOOD SERV.	BAKER	
	HLPR., CASH	HELPER	ASST. COOK	COOK**
	(10 MON.)	(10 MON.)	(10 MON.)	(10 MON.)
////////////////////////////////////				
STEP				
1	9282	18653	19413	28504
2	9933	19888	20635	30136
3	10617	21102	21858	31729
4	11279	22336	23059	33282
5	11942	23547	24281	34855
6	12588	24775	25501	36427
7	13286	25982	26705	37996
8	13946	27206	27935	39588
9	14590	28419	29154	41168
10	15262	29636	30384	42746
11	15940	30849	31583	44316
12	16606	32073	32814	45890
13	17273	33295	34031	47463
14	17930	34108	34850	48415
15	18396	34605	35355	48913

7/27/2004			LAWRENCE PUBLIC SCHOOLS						
LOCAL 237 SALARY SCHEDULE B			Contract execution date 04/05						
APPENDIX A			7/1/2005						
SCHEDULE D			7/1/2006						
			-9% on 04-05					COMPUTER	
	MOTOR						LAB TECH.,		
	VEH. OP.						INFO TECH		
	SEC.AIDE,						SPECIALIST I		
	PKG.FIELD	HOURLY	10 MON.	MAIN. HELPER	DUP. MACH.	DUP. MACH.	DUPLICATING		
	ATTENDANT,	MOTOR	SECURITY	GROUNDSPERS	OPERATOR	OPER. AIDE	MACHINE	HOURLY	
	CLEANER	VEH. OP.	AIDE	CUSTODIAN	MAINTAINER	HOURLY	SUPERVISOR	CLEANER	
////////////////////////////////////									
STEP									
1	24658	11.95	20548	28557	30732	16.89	29383	11.86	
2	25746	12.47	21456	29645	31821	17.48	30470	12.38	
3	26836	13.00	22363	30735	32909	18.08	31561	12.90	
4	28273	13.70	23560	32195	34361	18.88	36851	13.60	
5	29713	14.40	24760	33638	35815	19.68	38330	14.29	
6	31158	15.10	25965	35091	37280	20.48	39779	14.98	
7	32598	15.79	27165	36544	38731	21.29	41225	15.67	
8	34031	16.49	28359	37989	40177	22.08	42678	16.36	
9	35468	17.19	29556	39454	41629	22.87	44136	17.05	
10	36920	17.88	30767	40900	43081	23.68	45582	17.75	
11	38393	18.60	31995	42353	44534	24.47	47040	18.45	
12	39800	19.29	33167	43805	45990	25.26	48486	19.14	
13	41241	19.98	34367	45269	47438	26.07	49939	19.83	
14	42678	20.67	35565	46709	48891	26.86	51388	20.51	
15	44125	21.38	36770	48179	50349	27.66	52841	21.22	
16	45561	22.08	37968	49625	51792	28.46	54306	21.91	
17	46983	22.76	39153	51084	53264	29.27	55772	22.59	