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Union: Three Village Central School District School Monitor Unit, CSEA, AFSCME, AFL-CIO

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AID/ 6315

AGREEMENT

BETWEEN

THREE VILLAGE CENTRAL SCHOOL DISTRICT

AND

CIVIL SERVICE EMPLOYEES ASSOCIATION

SCHOOL MONITOR UNIT

JULY 1, 2003 - JUNE 30, 2007

RECEIVED

FEB 0 - 2007

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**



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PREAMBLE

This agreement entered into by the Three Village Central School District, hereinafter referred to as the Board, and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO the Certified Union and said Association, by the Three Village Central School District School Monitor Unit of Suffolk Education Local 870, hereinafter collectively referred to as the Association; has as its purpose the continuance of harmonious relations between the Board and the Association, a more definitive procedure for resolving grievances, and a cooperative effort to contribute to the growth and quality of the School District.

ARTICLE I - Recognition

In view of the designation of the Civil Service Employees Association, Local 1000, AFSCME, AFL-CIO the Certified Union, by the Three Village Central School District School Monitor Unit of Suffolk Education Local 870, and said Association, as their bargaining representative, and in view of the request of the Civil Service Employees Association, Local 1000, AFSCME, AFL-CIO the Certified Union, by the Three Village Central School District School Monitor Unit of Suffolk Education Local 870, and said Association, to represent the Unit, and its statement that it does not assert the right to strike, the Board in this Agreement does hereby recognize the Association as the sole and exclusive bargaining agent and representative for the Unit covered by this Agreement and hereinafter described in this Article, in accordance with the provisions of Article 14 of the Civil Service Law, and the bylaws of the Board. The unit covered by this agreement is the Monitor Unit composed of all Monitors and Special Education Aides.

This recognition shall continue until the expiration of this Contract.

ARTICLE II - Negotiation Procedures

It is agreed by all experienced negotiators in both private and public fields that negotiations proceed most smoothly when there is an understanding at the beginning on the ground rules or procedures to be followed. Initially these ground rules should be agreed upon before negotiations proceed.

1. Any negotiations in subsequent years shall be initiated by the parties submitting their proposals to each other on mutually agreeable dates no later than January 30th of the applicable year. Either party may request, in writing, an extension of time to a date which must be mutually agreeable to both parties. All issues proposed for discussion shall be submitted in writing by CSEA to the Board or its delegated representatives at or before the first meeting. The Board or its delegated representatives shall submit, in writing, all additional issues upon which it wishes to negotiate no later than the second meeting.

2. In any session negotiation committees shall consist of not more than seven (7) members, except that any Association committee representing a bargaining unit of less than 30 employees shall be limited to three (3) members. The names of those members so designated as negotiators shall be exchanged at the second meeting.

3. Normally, negotiating sessions shall be held after working hours. In the event that they are held during working hours, the Assistant Superintendent will excuse all members of the negotiating team to attend the session.

4. All negotiation sessions will be executive sessions. During the period of negotiations and prior to reaching an agreement to be submitted to the Board and the Association unit, the

proceedings of the negotiations shall not be made public unless both parties consent. No electronic recording devices of any type shall be used to record the deliberations of the negotiations.

5. Each team shall have the right of caucus at any time during a negotiation session. However, caucus time will be counted as part of the total length of each negotiation session.

When temporary impasse is reached on individual items, the parties agree that it shall be appropriate to move the calendar to other items on which negotiations may be possible.

Any item on the calendar may be tabled at any time by joint agreement between the two parties.

6. Each team's professional negotiator shall preside throughout deliberations. Any and all questions, and business pertaining to negotiations throughout each session shall be directed to and through each team's professional negotiator.

7. When an item has been discussed and agreed to by both parties, it shall be initialed by both negotiators and set aside.

No item shall be agreed to as finalized, unless all items are agreeable to both parties.

Revisions may be made on items already initialed.

8. An impasse may be deemed to exist if agreement is not reached one hundred twenty (120) days prior to the end of the fiscal year. In the event of an impasse, the procedures of the PEFEA (Taylor Law) shall be followed.

ARTICLE III - Grievance Procedure

Each employee shall be entitled to a representative of his/her own choice at each step of the grievance procedure.

Any disputes arising concerning the interpretation or application of the terms of this contract, or the rights claimed to exist thereunder, shall be the subject of a grievance, and shall be processed and resolved in accordance with the following:

a. A grievance shall be presented by the employee to the employee's principal, or where this does not apply, to the administrator immediately superior, in writing within ten (10) working days after the grievance arises, or the date on which the employee knew or should have known of the facts and circumstances comprising the grievance. The failure of the grievant to comply with the aforementioned time requirements shall result in a waiver of the right to present, and proceed with, the grievance and the grievance must be denied as untimely. Within three (3) working days after receipt of the written grievance, the administrator or immediate supervisor shall confer with the aggrieved and the aggrieved's representative, if the employee so desires.

b. In the event such grievance is not resolved, in writing, within five (5) working days following such presentation, it shall be presented, in writing, within five (5) working days after receipt of reply to the Assistant Superintendent by the employee.

c. Within three (3) working days after receipt of the written grievance, the Assistant Superintendent shall confer, in person, with the aggrieved and the aggrieved's representative, if the employee so chooses. In the event such grievance is not satisfactorily resolved, in writing, at the Assistant Superintendent's level within ten (10) working days after presentation, the grievance shall be presented, in writing, within ten (10) working days after receipt of reply, to the Superintendent of Schools for settlement. Within three (3) working days after receipt of the written grievance, the Superintendent of Schools shall confer, in person, with the aggrieved and the aggrieved's representative, if the employee so chooses.

d. In the event such grievance is not satisfactorily resolved, in writing, at the Superintendent's level within ten (10) working days after presentation, the grievant shall notify the Superintendent, in writing, within ten (10) working days after receipt of the Superintendent's decision of the grievant's intention to proceed, or not to proceed, to advisory arbitration. The arbitrator shall be selected through the American Arbitration Association. The parties shall be bound by rules and procedures of the American Arbitration Association in the selection of an arbitrator.

The advisory decision of the arbitrator shall be presented to the Board of Education within thirty (30) working days of the hearing.

Within ten (10) working days after receipt of the advisory decision from the arbitrator, the Board of Education shall render a decision which shall be final and binding on all parties.

The costs of advisory arbitration shall be shared equally by all parties.

e. A reasonable amount of time will be granted to handle any emergency grievances that may arise during working hours. It is understood that such activity shall be handled as quickly as possible.

ARTICLE IV - Association Business

1. No Association business meetings shall be conducted during working hours, except as granted by the Assistant Superintendent.

2. A Civil Service Employees Association representative may enter the premises for Association business upon prior notice to the Assistant Superintendent. Entry will ordinarily be after working hours when school is not in session, unless prior notice is given to the Assistant Superintendent.

3. At the employee's request, the District shall deduct from their pay, dues as designated by the CSEA for membership in that Union on the basis of individually signed, voluntary deduction authorization cards, in a form agreed to by the District and the Association. Such dues shall be remitted to the Civil Service Employees Association, Inc., 33 Elk Street, Albany, NY 12224.

The District agrees to deduct from the unit members' salaries dues for the Association as the unit members individually and voluntarily authorize the same, in writing, and to transmit the monies therefor to the Association as soon as practicable. Upon fulfillment of that obligation, the District shall be held harmless by the Association and the unit members individually with respect to such remittances. The Association shall advise the District of the annual dues by August 1st of each year.

ARTICLE V - Vacancies and Transfers

When a vacancy in the school district occurs, the Assistant Superintendent shall post a notice of such vacancy in all schools, and invite present employees to submit application for such position five (5) working days prior to notification to the public that such a position is available.

Appointments to such positions shall be made on the basis of qualifications for the position, as determined by the Assistant Superintendent. In the event that qualifications are judged to be equal, seniority in the school district shall prevail.

If an interested person presently employed in the school district is judged by the Assistant Superintendent to be equally qualified among other applicants, she/he shall be given preference over any interested person not presently employed in the district.

In the event that layoffs become necessary, or if particular jobs are eliminated, those affected employees shall be given the opportunity to apply for any newly created positions.

ARTICLE VI - Use of School Facilities

The Association may be allowed to use school building facilities for Association functions after school and work, with the permission of the Assistant Superintendent, when requested sufficiently in advance, and provided there is not conflict with other functions, and by following established procedure, i.e., filing a "Use of Building Application."

ARTICLE VII - Layoffs

In the event that layoffs become necessary, or if particular jobs are eliminated, the reduction of the force will be on the basis of length of full-time/part-time service with the District, providing the senior employee is qualified to do the work.

ARTICLE VIII - Step Advancement

Permanent employees hired prior to January 1 in a given year may advance to the next step on the salary schedule as of the following July 1.

Permanent employees hired after January 1 in a given year will remain on the same salary step for the following year.

This policy is to become effective as of July 1, 1970.

ARTICLE IX - Miscellaneous

Change of Status

In the event of a change of status of personnel, they shall be notified as soon as possible.

Full Day Guarantee

Each employee shall be paid for her/his full day's time if the employee reports for work, actually starts work, and is later sent home through no cause of her/his own. A full day's time shall be at least three (3) hours.

Retirement - New York State

Tier I and II - New Career Plan (75i) - Members of the Unit in Tiers I and II are covered by the "New Career Plan" (75i). This is a non-contributory plan.

Tier III - Article XIV - Unit members in Tier III are covered by Article XIV. This is a contributory plan.

Tier IV - Members of the Unit in Tier IV are covered by Article XV. This is a contributory plan.

Personal Days, Sick Leave, Holidays, Bereavement

After a permanent employee has worked for the school district for sixty (60) days, she/he shall be entitled to three (3) personal days, (9) nine days of sick leave as heretofore defined, cumulative to seventy-five (75) days, and two (2) paid holidays; namely, Christmas Day and New Year's Day. Effective July 1, 2005 such permanent employees shall receive three (3) paid holidays: namely, Christmas Day, New Years Day, and Columbus Day. Personal days not used are to be applied to employee's cumulative sick leave.

Permanent employees on Step 12 of the salary schedule shall be entitled to four (4) personal days, ten (10) days of sick leave as heretofore defined, cumulative to seventy-five (75) days, and three (3) paid holidays; namely, Thanksgiving Day, Christmas Day, and New Year's Day. Effective July 1, 2005 the aforementioned permanent employees shall receive four (4) paid holidays: namely, Columbus Day, Thanksgiving Day, Christmas Day, and New Years Day. Personal days not used are to be applied to the employee's cumulative sick leave.

Employees who have been employed by the District as a school monitor for a minimum of

ten (10) years and have accumulated at least fifty (50) unused sick days shall be paid for their unused sick days upon retirement from the District at the rate of twenty (\$20.00) per day effective July 1, 2000; to twenty-five (\$25.00) per day effective July 1, 2001; to thirty (\$30.00) per day effective July 1, 2002; and to forty (\$40.00) per day effective July 1, 2005.

If Christmas Day or New Year's Day falls on Saturday or Sunday, the holiday shall be observed on the preceding Friday or following Monday, respectively.

In connection with sick leave, the Assistant Superintendent may, after three (3) consecutive days absence, except in case of an emergency possibly affecting school health, or as described below, require a physician's statement describing the nature of the illness and the approximate absence advised for such illness.

Beginning in the 1983-84 school year, monitors who have used all of their sick leave in any one of the previous three (3) years, or who have used 75% of their eligible leave over the three-year period, may be required to bring a doctor's note for each absence at the discretion of the Superintendent or her/his designee.

The personal days referred to above are for the purpose of conducting personal business and no other reason for the need for such personal days must be given by the employee except if such leave is taken immediately before and/or after a holiday. For leave before and/or after a holiday, the employee must provide the specific reason for the need for such personal leave when applying for same.

A maximum of five (5) days bereavement leave for death in the immediate family may be allowed subject to the approval of the Assistant Superintendent. "Immediate family" shall be defined as mother, father, spouse, child, grandparent, grandchild, sister, brother, mother-in-law, father-in-law, brother-in-law, and sister-in-law.

Training

The Superintendent or his/her designee may require unit members to attend up to thirty (30) hours of training in matters he/she deems appropriate to unit member's positions. These hours may be assigned in addition to the employees' regular work hours and the employees shall be paid their regular hourly compensation for attendance at such training.

Rehire

All employees will be notified, in writing, on or before July 15th, if the budget has been approved, as to whether or not they will be rehired to resume work in September to the extent there will be openings available.

Examination of Records

Upon forty-eight (48) hours prior written notice to the Assistant Superintendent, any employee will be permitted to review her/his own personnel file, excluding references and information obtained in the process of evaluating the employee for initial employment.

Copy of Contract

All school monitor employees shall be given a copy of the contract. Such copies shall be provided by the Board at no expense to the employee.

Time Worked

School monitors shall be paid on an annual basis. For supplemental time worked above the annual salary basis, they shall be paid the hourly supplemental pay as listed in this contract, and also for any meeting they are required to attend.

Out-of-Title

When required to work out-of-title, the employee will receive her/his supplemental hourly

rate or the out-of-title rate at the monitor's step, whichever is higher, provided the employee has worked at least ten (10) consecutive days performing the duties of the out-of-title position.

Inclement Weather

School monitors shall be notified at least one hour prior to their scheduled starting time when school is canceled due to inclement weather.

When school is canceled due to inclement weather, monitors shall be paid at their daily rate without loss of benefits.

Worker's Compensation

The District's present practice with regard to Worker's Compensation is made part of this agreement, to wit:

When an employee is entitled to Worker's Compensation, she/he shall receive full pay for the period of her/his accumulated sick leave. Any weekly reimbursement compensation monies shall be turned over to the District. When the claim is settled by the Worker's Compensation Board and the District subsequently received the amount of reimbursement for time paid an employee on sick leave, the District will then credit the employee's sick leave account with the number of days determined by the following formula:

$$\begin{array}{l} \text{Amount of reimbursement} \\ \text{received by the District} \\ \text{divided by employee's} \\ \text{per diem salary} \end{array} = \begin{array}{l} \text{Number of days} \\ \text{credited to sick leave} \\ \text{account} \end{array}$$

Any lump sum payment received under a Worker's Compensation claim shall be retained by the employee.

Jury Duty

All permanent employees serving on jury duty shall be paid the difference between their regular pay and their jury duty fees for the time necessary to serve on jury duty, provided the employee applies in writing to be placed on the "on call system." Mileage reimbursement and meal allowances shall be retained by the employee.

Substitutes

Administration will make reasonable efforts to obtain a substitute in the event that a unit member is absent, if and only if administration determines that such a substitute is necessary. The determination by administration in this regard shall be final and non-grievable.

Break Time for Special Education Aides

Special Education Aides who work six hours or more per day, shall receive a 2 hour unpaid break.

ARTICLE X - Agency Fee and Dues Deduction

The District shall notify all employees who are currently on the payroll within the titles covered by this Agreement that those employees who are not members of the Union shall have deducted from their salary an agency fee.

Every employee appointed after the effective date of this provision who does not join the Union at the time of appointment shall have an agency fee deducted. If the employee joins the Union, such agency fee deduction shall be discontinued on the same date the dues check-off authorization takes effect. The Union shall be obligated to immediately provide the District with

the name of any employee in connection with whom such agency fee deduction should be discontinued.

An employee who terminates Union membership shall have deducted from his/her salary an agency fee. Such agency fee shall be effective on the same date as the revocation of authorization for dues deduction takes effect.

The agency fee for each employee covered by this Agreement shall be deducted from the employee's regular paycheck only and shall be in an amount equal to the periodic dues levied by the Union for employees in the affected titles as currently checked off by the School District, and, except as referred to in this Article, shall be deducted in accordance with the same rules and procedures currently employed by the District in connection with the authorized dues deduction. The Union shall certify to the School District the appropriate amount of rate for the agency fee deduction.

Changes in the amount of any agency fee deduction shall be effective at the same times as is the practice with change in membership dues deductions. Request for changes in the rate of dues deductions shall be deemed to be a request for a change in the agency fee.

Upon receipt by the School District of notice of change in the amount of the agency fee deductions, employees having the agency fee deducted shall be notified, in writing, by the payroll office of the change in the amount to be deducted periodically and the date on which such new deduction will begin. A copy of this notice shall be sent to the Union.

The Union shall refund to the employees any agency fees wrongfully deducted and transmitted to the Union.

No assessments of any kind or nature will be collected through the agency fee deduction.

The District shall not be liable in the operation of the agency fee deduction for any mistake

or error of judgment or any other act of omission or commission, and the Union agrees for itself, its successors and assigns to at all times indemnify the District and/or the Board of Education against any and all claims, suits, actions, costs, charges and expenses including court costs and reasonable attorney's fees, and against all liability and losses and damages of any nature whatsoever that the District and/or the Board of Education shall or may at any time sustain or be put to by reason of the inclusion of the above Agency Fee Article in the Collective Bargaining Agreement between the Union and the District.

The Union affirms that it will establish and will maintain a procedure which provides for the refund as provided by law. The maintenance of such a procedure is a condition for the agency fee. Dues and agency fee shall be paid to C.S.E.A., 143 Washington Avenue, Albany, NY 12210.

ARTICLE XI - Employee Discipline

In the event an employee is reprimanded or otherwise disciplined, he/she shall have the right to a conference with the Superintendent or his/her designee.

ARTICLE XII - Smoke-Free Workplace

Notwithstanding current policy or practice to the contrary, there shall be no smoking permitted on any school grounds or property of the school district.

ARTICLE XIII - Salary

(a) The salary schedule for 2003-2004 is attached hereto as Appendix A; the salary schedule for 2004-2005 is attached hereto as Appendix B; the salary schedule for 2005-2006 is attached hereto as Appendix C; and the salary schedule for 2006-2007 is attached hereto as Exhibit D.

(b) The salary is increased as follows: Effective July 1, 2003 – 3.5%; effective July 1, 2004 – 3.5%; effective July 1, 2005 - 3.5%; and effective July 1, 2006 – 3.5%. All increases are plus annual salary increments.

(c) Effective July 1, 2004, unit members holding the District and Civil Service title of Special Education Aide and who are actually required and/or performing the duties of such title for the District, shall receive an annual stipend of \$120; beginning July 1, 2005, such stipend shall be increased to \$250; and beginning July 1, 2006, such stipend shall be increased to \$500.

ARTICLE XIV- Longevity

Effective July 1, 2004, employees shall receive an additional \$.75 per hour at the beginning of their twelfth (12th) year of service; an additional \$.75 per hour at the beginning of their fifteenth (15th) year of service; and an additional \$.55 per hour at the beginning of their twentieth (20th) year of service; effective July 1, 2005, employees shall receive an additional \$.85 per hour at the beginning of their twelfth (12th) year of service; an additional \$.85 per hour at the beginning of their fifteenth (15th) year of service; and an additional \$.65 per hour at the beginning of their twentieth (20th) year of service; effective July 1, 2006, employees shall receive an additional \$.95 per hour at the beginning of their twelfth (12th) year of service; an additional \$.95 per hour at the beginning of their fifteenth (15th) year of service; and an additional \$.75 per hour at the beginning of their twentieth (20th) year of service.

ARTICLE XV - Health and Safety

The District, at its cost and expense, shall provide unit members with Hepatitis AB vaccinations, at those intervals recommended by the District physician.

ARTICLE XVI - Family and Medical Leave Act Provision

To the extent that unpaid leaves of absence are not provided for in this agreement, the District

will comply with the provisions of the Family and Medical Leave Act, for those employees eligible for such leaves under the specific requirements of the Act. Part-time employees may apply for family and medical leave. Applications by part-time employees will be approved only if in the sole non-grievable discretion of administration, such leaves are deemed necessary and/or appropriate. In the event that a part-time employee's application for such unpaid leaves is denied by building administration, then the employee may appeal in writing to the Assistant Superintendent for Business Services. The Assistant Superintendent's decision shall be final, binding and non-grievable.

ARTICLE XVII - Claim for Wage Payroll System

Effective July 1, 1996, employees shall receive an annualized salary payable in 21 equalized bi-weekly paychecks subject to the requirement that each employee complete and submit to their supervisor a claim for wage form at the end of each two week period as a precondition to being paid for any pay period. Furthermore, the District shall hold the first two weeks wages for each employee at the beginning of each school year, said wages to be paid to each employee at the end of the applicable school year.

In the event that an employee is absent from work on days for which he/she has no approved leave time available, the district may deduct an amount equivalent to the employee's daily wages for each such day of absence, from the paycheck for the applicable pay period.

ARTICLE XVIII - TAYLOR LAW AMENDMENT

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT THE IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE

ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROVING LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE XIX- Duration

This agreement and each of its provisions shall be binding and effective as of the first day of July, 2003 and continue in full force and effect until the last day of June 2007.

ARTICLE XX - Lead Monitor Assignment

Building Administration shall have the right to assign the duties of Lead Monitor to unit members. Such assignment will require, at the discretion of Building Administration, such monitors to perform supervisory duties over other monitors within the same building. During the time periods that monitors are assigned to act as Lead Monitors, they shall also be required to perform their regular monitor's duties and assignments. Employees assigned as Lead Monitors shall receive additional compensation of \$1.50 per hour.

ABA Home Component Services

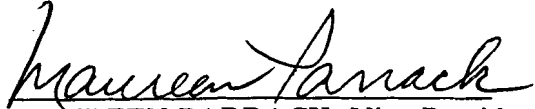
Unit members holding the Civil Service title of Special Education Aide and who are appropriately trained pursuant to State, local and District requirements to deliver ABA Home Component Services to District students diagnosed with autism and who perform such services at the request of Administration shall be paid by the District at the rate of \$30.00 per hour for such services. The aforementioned rate of pay will only apply when such unit members are requested by Administration to perform such services.

IN WITNESS WHEREOF the following have set unto their signatures and seal
this _____ day of _____, 2005.

CIVIL SERVICE EMPLOYEES ASSOCIATION
SCHOOL MONITOR UNIT

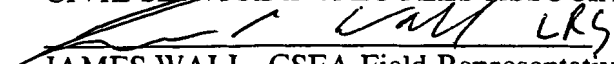


RUTH OLSON, President



MAUREEN PARRACK, Vice President

CIVIL SERVICE EMPLOYEES ASSOCIATION



JAMES WALL, CSEA Field Representative

THREE VILLAGE CENTRAL
SCHOOL DISTRICT



WILLIAM F. CONNORS, JR.

President, Board of Education



FRANK J. CARASITI

Superintendent of Schools

ELEMENTARY MONITORS - 177 DAYS - 2003/2004 SALARY SCHEDULE															
177 Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Step	Hourly	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
	(3) Hrs	(3.25) Hrs	(3.5) Hrs	(4) Hrs	(4.25) Hrs	(4.5) Hrs	(5) Hrs	(5.25) Hrs	(5.5) Hrs	(6) Hrs	(6.25) Hrs	(6.5) Hrs	(7) Hrs	(7.5) Hrs	(8.0) Hrs
	3	3.25	3.5	4	4.25	4.5	5	5.25	5.5	6	6.25	6.5	7	7.5	8
1	10.98	5,832	6,318	6,803	7,275	8,261	9,719	10,205	10,691	11,663	12,149	12,635	13,606	14,578	15,550
2	11.15	5,920	6,413	6,906	7,393	8,386	9,866	10,359	10,852	11,839	12,332	12,825	13,812	14,798	15,785
3	11.28	5,991	6,490	6,989	7,488	8,486	9,985	10,484	10,983	11,981	12,481	12,980	13,978	14,977	15,975
4	11.40	6,051	6,556	7,060	7,568	8,573	10,077	10,585	11,094	12,102	12,607	13,111	14,119	15,128	16,136
5	11.61	6,167	6,681	7,195	7,712	8,736	10,250	10,769	11,288	12,305	12,824	13,343	14,361	15,380	16,400
6	11.72	6,222	6,740	7,259	7,779	8,814	10,332	10,851	11,370	12,387	12,906	13,425	14,443	15,462	16,481
7	11.86	6,299	6,824	7,348	7,874	8,923	10,448	10,973	11,498	12,523	13,048	13,573	14,598	15,623	16,648
8	12.36	6,563	7,109	7,656	8,202	9,257	10,844	11,431	12,018	13,063	13,609	14,155	15,200	16,245	17,290
9	12.50	6,639	7,193	7,746	8,299	9,359	10,959	11,556	12,153	13,198	13,744	14,290	15,335	16,380	17,425
10	12.68	6,733	7,294	7,855	8,416	9,481	11,081	11,680	12,279	13,319	13,859	14,400	15,440	16,480	17,520
11	13.71	7,283	7,889	8,496	9,103	10,171	11,771	12,370	12,969	14,009	14,549	15,089	16,129	17,169	18,209
12	14.32	7,607	8,241	8,874	9,507	10,596	12,196	12,795	13,394	14,434	15,033	15,633	16,673	17,713	18,753
12-12	14.97	7,952	8,615	9,277	9,939	11,028	12,628	13,227	13,826	14,866	15,465	16,064	17,104	18,144	19,184
12-15	15.62	8,297	8,988	9,680	10,371	11,460	13,060	13,659	14,258	15,298	15,897	16,496	17,536	18,576	19,616
12-20	16.07	8,536	9,247	9,959	10,670	11,759	13,359	13,958	14,557	15,597	16,196	16,795	17,835	18,875	19,915

SECONDARY MONITORS - 172 DAYS - 2003/2004 SALARY SCHEDULE															
172 Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Step	Hourly	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
	(3) Hrs	(3.25) Hrs	(3.5) Hrs	(4) Hrs	(4.25) Hrs	(4.5) Hrs	(5) Hrs	(5.25) Hrs	(5.5) Hrs	(6) Hrs	(6.25) Hrs	(6.5) Hrs	(7) Hrs	(7.5) Hrs	(8) Hrs
	3	3.25	3.5	4	4.25	4.5	5	5.25	5.5	6	6.25	6.5	7	7.5	8
1	10.98	5,667	6,139	6,611	7,083	8,069	9,444	9,917	10,390	11,333	11,805	12,278	13,222	14,166	15,111
2	11.15	5,752	6,232	6,711	7,190	8,186	9,587	10,066	10,546	11,504	11,983	12,463	13,421	14,380	15,339
3	11.28	5,822	6,307	6,792	7,277	8,281	9,703	10,188	10,673	11,643	12,128	12,613	13,583	14,554	15,524
4	11.40	5,881	6,371	6,861	7,351	8,364	9,801	10,291	10,781	11,761	12,251	12,741	13,721	14,701	15,681
5	11.61	5,993	6,492	6,991	7,490	8,513	9,987	10,487	10,986	11,985	12,484	12,983	13,982	14,981	15,980
6	11.72	6,046	6,550	7,054	7,558	8,591	10,076	10,580	11,084	12,092	12,595	13,099	14,107	15,114	16,122
7	11.86	6,121	6,631	7,141	7,651	8,694	10,201	10,711	11,221	12,241	12,751	13,261	14,281	15,301	16,321
8	12.36	6,377	6,909	7,440	7,971	9,024	10,628	11,160	11,691	12,754	13,285	13,817	14,879	15,942	17,005
9	12.50	6,452	6,990	7,527	8,064	9,127	10,753	11,281	11,828	12,903	13,441	13,979	15,054	16,129	17,204
10	12.68	6,543	7,088	7,633	8,178	9,251	10,904	11,449	11,995	13,085	13,630	14,175	15,266	16,356	17,446
11	13.71	7,077	7,666	8,256	8,845	9,934	11,794	12,384	12,974	14,153	14,743	15,332	16,512	17,691	18,871
12	14.32	7,392	8,008	8,624	9,240	10,329	12,319	12,935	13,551	14,783	15,399	16,015	17,247	18,479	19,711
12-12	14.97	7,727	8,371	9,015	9,659	10,748	12,878	13,522	14,166	15,454	16,098	16,742	18,030	19,317	20,605
12-15	15.62	8,063	8,735	9,406	10,077	11,166	13,437	14,109	14,781	16,125	16,797	17,469	18,812	20,156	21,500
12-20	16.07	8,295	8,986	9,677	10,368	11,457	13,824	14,516	15,207	16,599	17,280	17,972	19,354	20,736	22,119

For illustrative purposes only. Actual annual salaries depend upon the actual days in each work year.

ELEMENTARY MONITORS - 181 DAYS - 2004/2005 SALARY SCHEDULE																
179	Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Step	Hourly	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
		(3) Hrs	(3.25) Hrs	(3.5) Hrs	(4) Hrs	(4.25) Hrs	(4.5) Hrs	(5) Hrs	(5.25) Hrs	(5.5) Hrs	(6) Hrs	(6.25) Hrs	(6.5) Hrs	(7) Hrs	(7.5) Hrs	(8.0) Hrs
		3	3.25	3.5	4	4.25	4.5	5	5.25	5.5	6	6.25	6.5	7	7.5	8
1	11.37	6,104	6,612	7,121	8,138	8,647	9,156	10,173	10,681	11,190	12,207	12,716	13,224	14,242	15,259	16,276
2	11.54	6,196	6,712	7,228	8,261	8,777	9,294	10,326	10,842	11,359	12,391	12,908	13,424	14,456	15,489	16,522
3	11.68	6,271	6,793	7,316	8,361	8,883	9,406	10,451	10,973	11,496	12,541	13,063	13,586	14,631	15,676	16,721
4	11.79	6,334	6,862	7,390	8,445	8,973	9,501	10,556	11,084	11,612	12,667	13,195	13,723	14,779	15,834	16,890
5	12.02	6,455	6,993	7,530	8,606	9,144	9,682	10,758	11,295	11,833	12,909	13,447	13,985	15,060	16,136	17,212
6	12.13	6,512	7,055	7,598	8,683	9,226	9,768	10,854	11,396	11,939	13,024	13,567	14,109	15,195	16,280	17,365
7	12.28	6,593	7,142	7,692	8,790	9,340	9,889	10,988	11,537	12,086	13,185	13,735	14,284	15,383	16,481	17,580
8	12.79	6,869	7,441	8,014	9,158	9,731	10,303	11,448	12,020	12,593	13,737	14,310	14,882	16,027	17,172	18,316
9	12.94	6,949	7,529	8,108	9,266	9,845	10,424	11,582	12,161	12,740	13,898	14,478	15,057	16,215	17,373	18,531
10	13.12	7,047	7,635	8,222	9,396	9,983	10,571	11,745	12,332	12,920	14,094	14,681	15,269	16,443	17,617	18,792
11	14.19	7,623	8,258	8,893	10,163	10,798	11,434	12,704	13,339	13,974	15,245	15,880	16,515	17,785	19,056	20,326
12	14.83	7,962	8,625	9,289	10,616	11,279	11,943	13,270	13,933	14,596	15,923	16,587	17,250	18,577	19,904	21,231
12-12	15.58	8,365	9,062	9,759	11,153	11,850	12,547	13,941	14,638	15,335	16,729	17,426	18,123	19,517	20,911	22,305
12-15	16.33	8,767	9,498	10,229	11,690	12,420	13,151	14,612	15,343	16,073	17,534	18,265	18,996	20,457	21,918	23,379
12-20	16.88	9,063	9,818	10,573	12,084	12,839	13,594	15,104	15,859	16,615	18,125	18,880	19,635	21,146	22,656	24,167
SECONDARY MONITORS - 177 DAYS 2004-2005 SALARY SCHEDULE																
176	Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Step	Hourly	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
		(3) Hrs	(3.25) Hrs	(3.5) Hrs	(4) Hrs	(4.25) Hrs	(4.5) Hrs	(5) Hrs	(5.25) Hrs	(5.5) Hrs	(6) Hrs	(6.25) Hrs	(6.5) Hrs	(7) Hrs	(7.5) Hrs	(8) Hrs
		3	3.25	3.5	4	4.25	4.5	5	5.25	5.5	6	6.25	6.5	7	7.5	8
1	11.37	6,002	6,502	7,002	8,002	8,502	9,002	10,002	10,502	11,002	12,003	12,503	13,003	14,003	15,003	16,003
2	11.54	6,092	6,600	7,107	8,123	8,630	9,138	10,153	10,661	11,168	12,184	12,691	13,199	14,214	15,229	16,245
3	11.68	6,166	6,679	7,193	8,221	8,734	9,248	10,276	10,789	11,303	12,331	12,844	13,358	14,386	15,413	16,441
4	11.79	6,228	6,747	7,266	8,304	8,823	9,341	10,379	10,898	11,417	12,455	12,974	13,493	14,531	15,569	16,607
5	12.02	6,347	6,875	7,404	8,462	8,991	9,520	10,577	11,106	11,635	12,693	13,222	13,750	14,808	15,866	16,923
6	12.13	6,403	6,937	7,470	8,537	9,071	9,605	10,672	11,205	11,739	12,806	13,339	13,873	14,940	16,007	17,074
7	12.28	6,482	7,023	7,563	8,643	9,183	9,723	10,804	11,344	11,884	12,964	13,504	14,045	15,125	16,205	17,285
8	12.79	6,754	7,317	7,879	9,005	9,568	10,131	11,256	11,819	12,382	13,507	14,070	14,633	15,758	16,884	18,009
9	12.94	6,833	7,402	7,972	9,111	9,680	10,249	11,388	11,957	12,527	13,666	14,235	14,804	15,943	17,082	18,221
10	13.12	6,929	7,507	8,084	9,239	9,816	10,394	11,548	12,126	12,703	13,858	14,435	15,013	16,167	17,322	18,477
11	14.19	7,495	8,119	8,744	9,993	10,617	11,242	12,491	13,116	13,740	14,989	15,614	16,238	17,487	18,736	19,985
12	14.83	7,828	8,481	9,133	10,438	11,090	11,742	13,047	13,699	14,352	15,656	16,309	16,961	18,266	19,570	20,875
12-12	15.58	8,224	8,910	9,595	10,966	11,651	12,336	13,707	14,392	15,078	16,448	17,134	17,819	19,190	20,560	21,931
12-15	16.33	8,620	9,339	10,057	11,494	12,212	12,930	14,367	15,085	15,804	17,240	17,959	18,677	20,114	21,550	22,987
12-20	16.88	8,911	9,653	10,396	11,881	12,624	13,366	14,851	15,594	16,336	17,821	18,564	19,306	20,791	22,276	23,762

For illustrative purposes only. Actual annual salaries depend upon the actual days in each work year.



ELEMENTARY - 181 DAYS - 2006/2007 SALARY SCHEDULE															
181 Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Step	Hourly	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
	(3) Hrs	(3.25) Hrs	(3.5) Hrs	(4) Hours	(4.25) Hrs	(4.5) Hrs	(5) Hrs	(5.25) Hrs	(5.5) Hrs	(6) Hrs	(6.25) Hrs	(6.5) Hrs	(7) Hrs	(7.5) Hrs	Annual
	3	3.25	3.5	4	4.25	4.5	5	5.25	5.5	6	6.25	6.5	7	7.5	8
1	12.18	6,612	7,714	8,815	9,366	9,917	11,019	11,570	12,121	13,223	13,774	14,325	15,427	16,528	17,630
2	12.36	6,711	7,830	8,948	9,508	10,067	11,185	11,744	12,304	13,422	13,981	14,541	15,659	16,778	17,896
3	12.51	6,792	7,924	9,056	9,622	10,188	11,320	11,886	12,452	13,584	14,150	14,716	15,848	16,980	18,112
4	12.63	6,861	8,004	9,148	9,719	10,291	11,434	12,006	12,578	13,721	14,293	14,865	16,008	17,151	18,295
5	12.88	6,992	8,157	9,322	9,905	10,487	11,653	12,235	12,818	13,983	14,566	15,148	16,313	17,479	18,644
6	12.99	7,054	8,230	9,405	9,993	10,581	11,756	12,344	12,932	14,108	14,695	15,283	16,459	17,634	18,810
7	13.15	7,141	8,331	9,522	10,117	10,712	11,902	12,497	13,092	14,282	14,877	15,472	16,662	17,852	19,043
8	13.70	7,440	8,680	9,920	10,540	11,160	12,400	13,020	13,640	14,880	15,500	16,120	17,360	18,600	19,840
9	13.86	7,528	8,782	10,037	10,664	11,291	12,546	13,173	13,800	15,055	15,682	16,309	17,564	18,818	20,073
10	14.06	7,634	8,906	10,178	10,814	11,450	12,722	13,358	13,994	15,267	15,903	16,539	17,811	19,083	20,355
11	15.20	8,257	8,945	11,009	11,697	12,385	13,761	14,449	15,137	16,513	17,201	17,889	19,265	20,641	22,017
12	15.88	8,624	9,343	11,499	12,218	12,936	14,373	15,092	15,811	17,248	17,967	18,685	20,123	21,560	22,997
12-12	16.83	9,140	9,902	12,187	12,948	13,710	15,233	15,995	16,756	18,280	19,041	19,803	21,326	22,850	24,373
12-15	17.78	9,656	10,461	12,874	13,679	14,484	16,093	16,898	17,702	19,311	20,116	20,921	22,530	24,139	25,748
12-20	18.53	10,063	10,902	13,417	14,256	15,095	16,772	17,610	18,449	20,126	20,965	21,803	23,480	25,157	26,834

SECONDARY MONITORS - 177 DAYS - 2006/2007 SALARY SCHEDULE															
177 Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Step	Hourly	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
	(3) Hrs	(3.25) Hrs	(3.5) Hrs	(4) Hrs	(4.25) Hrs	(4.5) Hrs	(5) Hrs	(5.25) Hrs	(5.5) Hrs	(6) Hrs	(6.25) Hrs	(6.5) Hrs	(7) Hrs	(7.5) Hrs	(8) Hrs
	3	3.25	3.5	4	4.25	4.5	5	5.25	5.5	6	6.25	6.5	7	7.5	8
1	12.18	6,466	7,004	7,543	8,621	9,159	10,776	11,314	11,853	12,931	13,469	14,008	15,086	16,163	17,241
2	12.36	6,563	7,110	7,657	8,751	9,297	10,938	11,485	12,032	13,126	13,672	14,219	15,313	16,407	17,501
3	12.51	6,642	7,196	7,749	8,856	9,410	11,070	11,624	12,177	13,284	13,837	14,391	15,498	16,605	17,712
4	12.63	6,709	7,268	7,827	8,946	9,505	11,182	11,741	12,300	13,418	13,977	14,536	15,654	16,772	17,891
5	12.88	6,837	7,407	7,977	9,116	9,686	11,395	11,965	12,535	13,674	14,244	14,813	15,953	17,092	18,232
6	12.99	6,898	7,473	8,048	9,197	9,772	11,497	12,071	12,646	13,796	14,371	14,945	16,095	17,245	18,394
7	13.15	6,983	7,565	8,147	9,311	9,893	11,639	12,221	12,803	13,966	14,548	15,130	16,294	17,458	18,622
8	13.70	7,276	7,882	8,489	9,701	10,307	12,126	12,733	13,339	14,551	15,158	15,764	16,977	18,189	19,402
9	13.86	7,361	7,975	8,588	9,815	10,428	12,268	12,882	13,495	14,722	15,335	15,949	17,176	18,402	19,629
10	14.06	7,465	8,087	8,709	9,953	10,575	12,441	13,063	13,685	14,929	15,551	16,173	17,417	18,661	19,905
11	15.20	8,074	8,747	9,420	10,765	11,438	13,457	14,129	14,802	16,148	16,821	17,493	18,839	20,185	21,530
12	15.88	8,434	9,136	9,839	11,245	11,948	14,056	14,759	15,461	16,867	17,570	18,272	19,678	21,083	22,489
12-12	16.83	8,938	9,683	10,428	11,917	12,662	14,897	15,641	16,386	17,876	18,621	19,365	20,855	22,345	23,834
12-15	17.78	9,443	10,229	11,016	12,590	13,377	14,164	15,737	16,524	17,311	18,885	19,672	20,458	22,032	23,606
12-20	18.53	9,841	10,661	11,481	13,121	13,941	14,761	16,401	17,221	18,041	19,681	20,501	22,961	24,601	26,241

For illustrative purposes only. Actual annual salaries depend upon the actual days in each work year.

