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**AGREEMENT
BETWEEN THE**

**HYDE PARK CENTRAL SCHOOL DISTRICT
OF
DUTCHESS COUNTY, NEW YORK**

AND

**THE HYDE PARK CENTRAL SCHOOL
UNITED EMPLOYEES ASSOCIATION,**

NYSUT/AFT

JULY 1, 2004 - JUNE 30, 2009

RECEIVED

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**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

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THIS AGREEMENT made the _____ day of _____, 2005 by and between the Hyde Park Central School District of the towns of Hyde Park, Poughkeepsie, Clinton, Pleasant Valley and Rhinebeck, Dutchess County, New York (hereinafter sometimes called the "District"), party of the first part, and the Hyde Park Central School United Employees Association, NYSUT/AFT, NYSUT (hereinafter sometimes called the "Union"), part of the second part,

WITNESSETH:

WHEREAS, in keeping with the provisions of Article 14 of the Civil Service Law, the Union has been organized to represent all the secretarial, clerical, teaching assistants, monitors and teacher aides personnel employed by the District for the purpose of negotiating collectively with their employer in the determination of the terms and conditions of their employment and the resolution of grievances arising thereunder, and

WHEREAS, the Union has demonstrated by the results of a PERB Election, certified on March 28, 1989 that it represents a majority of those persons who are employed by the District as secretaries, clerks, teaching assistants, teacher aides and monitors and who comprise the bargaining unit, and

WHEREAS, the designated representative of the Board of Education of the District have met with representatives of the Union and have voluntarily negotiated with respect to the salaries of the members of the bargaining unit, their working conditions and the mode of presentation and adjustment of certain types of complaints which may arise with respect to such matters, and

WHEREAS, the parties and their representatives have an understanding as to the various matters embraced by such collective negotiations,

NOW, THEREFORE, the parties hereto do agree as follows:

ARTICLE I: RECOGNITION

A. The District recognizes the Union as the collective bargaining agent for all of the employees in the bargaining unit described herein with respect to the determination of terms and conditions of employment and to the settlement of grievances, as hereinafter defined, according to procedure hereinafter prescribed.

B. The bargaining unit shall be comprised of all secretarial and clerical employees of the District, as well as all teaching assistants, monitors teacher aides, Principal Account Clerk, Data Entry Operator, School Security Monitor and Behavioral Intervention TA. The following positions shall not be included in the bargaining unit: Secretary to the Assistant Superintendent for Business, Secretary to Assistant Superintendent for Instruction, Secretaries to the Superintendent of Schools, Secretary to the Director of Facilities and Operations, Secretary to the Assistant Superintendent of Pupil Personnel Services and all other employees.

ARTICLE II: RIGHTS OF THE DISTRICT AND THE UNION

A. Nothing contained herein shall be construed as a delegation or waiver of any powers or duties vested in the Board of Education of the District, or in any trustee or officer of the District including the Superintendent of Schools, by virtue of any provision of the New York Constitution, any statute of New York, or by any rule or regulation of the State Commissioner of Education having the force and effect of law.

B. The District agrees that no other representative or organization offering benefits or programs similar to those offered or sponsored by the New York State United Teachers, NYSUT, AFT shall be provided access to bargaining unit members. The District further agrees that to the extent

permitted by law, it will not permit any other labor organization or union to hold meetings for the purpose of discussing terms and conditions of employment, or be provided meeting space, on property or premises owned or occupied by the District.

C. The Union shall have the right to use District schoolhouses at all reasonable times for the purpose of conducting meetings relating to the business for which it has been organized. Request shall be made in advance to the Building Principals for such usage.

D. The Union shall select individuals from its membership to act as representatives for each District schoolhouse or building. Each building representative shall make appropriate arrangements with his/her Building Principal for periodic meetings for review and discussion of local school problems and practices.

E. Upon receipt of reasonable notice in advance, the Board of Education of the District shall make available to the representatives of the Association such information from District records as may be relevant to and necessary for use in negotiations, the resolution of grievances and in carrying out the general administrative processes of the Association.

ARTICLE III: SALARIES AND WELFARE BENEFITS

A. Salaries and Differentials.

1. Salary Schedules.

a. The salary and wage scales for the 2004-2005 through 2008-2009 school years shall be annexed to this Agreement as Schedules "A", "B" and "C".

b. The following titles will be increased by 3.85% per year in each year of the agreement: Teacher and/or Library Aides; School Security Monitors; School Monitors; Except for teaching assistants and the titles listed above, all other job titles

will be increased by 3.95% per year in each year of the agreement. All eligible bargaining unit members will advance one step on the salary schedule in each year of the agreement.

2. Step Advancement.

- a. Unit members who are eligible to, shall advance a step.
- b. Employees hired on or after January 1st of a given school year, shall not be entitled to step advancement until July 1st of the next following calendar year.
- c. Employees must actually work at least one-half (½) of the fiscal year in order to be eligible for Step Advancement.

3. The parties acknowledge that full-time hourly unit members' work year corresponds to the school calendar as determined by the Superintendent of Schools and the Board of Education. In order to equalize the amount of pay each pay period, the parties agree that wages for the purpose of pay only shall be annualized so that pay shall be in equal installments.

B. 1. Longevity: Longevity shall be cumulative and shall be paid as follows:

		2004-05	2005-06	2006-07	2007-08	2008-09
12M. LONG.	8 YRS.*	550	570	590	615	650
	13 YRS.*	380	395	410	430	500
EVERY	5 YRS*	340	355	370	385	525
10M. LONG.	8 YRS.*	505	525	545	565	600
	13 YRS.*	355	370	385	400	450
EVERY	5 YRS.*	315	330	345	360	475

*Years of continuous full-time service.

- a. 10-month hourly employees shall receive a longevity amount equal to one-half of the longevity amount for 10-month employees set forth in (a) above. In order to be eligible for the longevity, an employee must work a minimum of four (4) hours per day/twenty (20) hours per week, and work continuously in their position for the number of years required to receive the longevity amount. The number of years required to receive the longevity payment shall be eight (8) years, thirteen (13) years, and every five (5) years thereafter.

C. Welfare benefits.

1. Deductions shall be made from the salary of any employee of the bargaining unit who is insured under any NYSUT or AFT group plan of (a) life insurance; (b) accident and health insurance; (c) automobile insurance; (d) house and/or tenant insurance of such amounts for the payment of the premium or premiums or payments thereon as such employee may specify in writing filed with the District fiscal officer. Such amounts so deducted shall be transmitted to the insurer on behalf of the employee. Any such written authorization for premium deductions may be withdrawn by such employee at any time upon filing written notice of withdrawal with the District fiscal officer or his designee (the Assistant Superintendent for Business). The employee shall bear the full cost of insurance coverage obtained in this manner. These welfare benefits are included under this section with the express understanding that they would be paid for by the employees and would not increase the exposure of the Hyde Park Central School District.

2. Tax Sheltered Annuities.

Deductions shall be made from the salary of any employee in the bargaining unit who desires to participate in a plan for the purchase of an annuity. In the event the number of available

companies should decline below 15, the Union may recommend the companies to complete the list of 15. Such employee shall enter into a written agreement with the Board of Education of the District for the reduction of his annual salary as otherwise payable by law for the purpose of funding the annuity to be purchased. Monies deducted pursuant to such agreement shall be transmitted to the insurer on behalf of the employee. Any such agreement may be terminated by the employee at any time by the filing of a written notice of termination with the Board or its designee (the Assistant Superintendent for Business). The employee shall bear the full cost of the annuity purchased in this manner.

3. Health Insurance.

- a. There shall be a 3-month continuous service waiting period for health insurance eligibility.
- b. The District shall contribute toward the monthly health cost of unit members the amount equal to 90% of the cost of individual coverage under the DEHIC Alternative PPO Plan or 90% of the cost of family coverage under the DEHIC Alternative PPO Plan. The District's funding obligation towards HMOs shall be the lesser of 90% of the applicable DEHIC Alternate PPO Plan or 90% of the employee-selected HMO Plan offered by the District.
- c. Should HPUE identify a health insurance program which provides benefits generally equivalent to those provided by the Dutchess Educational Health Insurance Consortium (DEHIC) plan then in effect at a premium equal to or lower than that of the DEHIC Plan, the District shall consider adopting the health insurance plan proposed by the HPUE. Any new health insurance carrier must be in sound financial

condition as evidenced by an appropriate rating from a recognized financial rating service such as Best or Moody's. The District shall not unreasonably withhold approval of a change in health insurance from the DEHIC Plan.

- d. Effective July 1, 2004, Health Insurance for Retirees shall be the same as for active employees.
- e. Effective July 1, 1995, the District will establish a Section 125 Internal Revenue Code Cafeteria Plan which will provide unit members with the opportunity to have employee health insurance premium contributions paid for with "before tax dollars" through a salary deduction.
- f. Any unit member whose spouse is employed by the Hyde Park Central School District, whether or not within this bargaining unit, shall be restricted from dual enrollment in the District's health insurance plan and/or alternative HMO coverage to the extent that the spouses may not both enroll for family coverage or for one family coverage and one individual coverage. The spouses shall be entitled to a single family coverage or each to individual coverage. If both spouses are within this bargaining unit and a family coverage is decided upon, the spouses shall decide which one shall be enrolled for coverage. Upon retirement, each spouse may enroll for individual coverage, or family coverage may be maintained under the enrollment of only one of the spouses. Upon divorce, whether during the time of employment or in retirement, the non-insured spouse shall be assured entitlement to coverage at the earliest date the plan allows, whereupon the buyout as referenced herein will be pro-rated.

g. Health Insurance Buy-Out Option.

Unit members who are otherwise health insured may voluntarily opt-out of the District's Health Insurance program and receive a payment as follows: Effective July 1, 2004 unit members shall receive \$1,450 if 65 or fewer members take the buyout. If 66 or more members opt for the buyout, such unit members will receive \$1,650. Effective July 1, 2005, unit members shall receive \$1,550 if 65 or fewer members take the buy-out. If 66 or more members opt for the buyout, such unit members will receive \$1,750. Effective July 1, 2006, unit members shall receive \$1,650 if 65 or fewer members take the buyout. If 66 or more members opt for the buyout, such unit members will receive \$1,850. Effective July 1, 2007, unit members shall receive \$1,750 if 65 or fewer members take the buy-out. If 66 or more members opt for the buyout, such unit members will receive \$1,950. Effective July 1, 2008, unit members shall receive \$1,850 if 65 or fewer members take the buy-out. If 66 or more members opt for the buyout, such unit members will receive \$2,050. The buyout payment will be made prior to May 1 of each year. The employee must give written notice of opting out at the dates specified below and must also produce proof of other health insurance at the time of making application for the Buy-Out.

Written notice and proof of alternative health insurance coverage must be submitted to the District's business office on or before May 31 for the period commencing July 1 of the following school year.

Re-entry into the District's health insurance program shall be allowed at any time, subject only to the waiting period, if any, of the health insurance program's rules and

regulations. Upon re-entry, the unit member must refund the pro-rated amount of the Buy-Out money paid for the remaining months of the applicable year. New hires may opt out and receive this benefit on a pro-rated basis where applicable, at the time of hire, provided that proof of other insurance is furnished to the Business Office at the time of making written application.

In the event that a unit member leaves the employ of the District after receiving a Buy-Out payment, but before the end of the applicable time period covered by such payment, said unit member shall be obligated to repay the District on a pro-rated basis the amount of Buy-Out payment for the remaining part of the Buy-Out. The District is also expressly authorized to deduct that amount from the remaining paycheck(s) of said employee in the event that repayment is not otherwise made.

4. Retirement Plan.
 - a. The District shall participate in the non-contributory 20 year Career Plan, as provided in Section 75i of the Retirement and Social Security Law. In addition, Section 60b (guaranteed minimum death benefit) and Section 41j (unused sick leave as additional service credit upon retirement) shall be provided.
 - b. Employees with at least 15 years of service in the Hyde Park Central School District who resign from the District for the purpose of retirement in accordance with his/her respective retirement system eligibility requirements, shall be entitled to the following Sick Leave Buyout:

	Eff. 07/01/04	Eff. 07/01/05	Eff. 07/01/06	Eff. 07/01/07	Eff.07/01/08
0 - 75 Days	\$20.00	\$21.00	\$22.00	\$23.00	\$24.00
76 - 125 days	\$31.00	\$32.00	\$33.00	\$34.00	\$35.00
126 - 200 days	\$41.00	\$42.00	\$43.00	\$44.00	\$45.00

In order to be eligible for this benefit, an employee must have a minimum of 100 accumulated sick days. The District will establish a 403b non-elective employer contribution account for all monies to the extent permitted by the Internal Revenue Code.

5. Welfare Benefit Trust.

- a. Effective July 1, 2004, the District shall contribute an amount equal to \$580.00 times the number of full-time bargaining unit members, and for the 2005-06 school year, an amount equal to \$660.00 times the number of full-time bargaining unit members, and for the 2006-07 school year, an amount equal to \$740.00 times the number of full-time bargaining unit members, and for the 2007-08 school year, an amount equal to \$820.00 times the number of full-time bargaining unit members, and for the 2008-09 school year, an amount equal to \$900.00 times the number of full-time bargaining unit members into a welfare benefit fund under the auspices of the Hyde Park Central School United Employees.

ARTICLE IV: WORKING CONDITIONS

A. Definition of Employees:

1. Twelve-month Employees - full-time employees are contracted by salary. They work the regular calendar. They receive vacation, holidays and all full-time benefits. The basic work week shall consist of five (5) consecutive seven and one-half (7½) hour days for full-time employees,

Monday through Friday, exclusive of a one-half hour uninterrupted meal period.

2. Ten-month Employees - full-time and part-time are contracted by salary. They receive sick benefits, personal leave, vacations and holiday. The basic work week shall consist of five (5) consecutive seven and one-half ($7\frac{1}{2}$) hour days for full-time employees, Monday through Friday, exclusive of a one-half hour uninterrupted meal period. They work September 1 until June 30.

3. Hourly employees are ten-month employees paid on an hourly basis only for the hours they work, excluding meal periods. They receive sick leave and personal leave. They work on school days only.

4. Notwithstanding the definitions 1, 2 and 3 above, employees hired on or after June 30, 1980 who work fewer than four (4) hours per day and twenty (20) hours per week shall not be entitled to the sick and personal leave benefits.

B. The Work Week.

The basic workweek shall consist of five (5) consecutive seven and one-half ($7\frac{1}{2}$) hour days, Monday through Friday, exclusive of one-half hour lunch period. In each working day, each employee shall be entitled to a one-half hour uninterrupted meal period. The normal working day shall commence at 8:00 a.m. and end at 4:00 p.m., but supervisors may vary such hours.

C. The Reduced Work Week.

During periods when students and/or teachers are not in attendance, the work day shall be seven (7) hours in length, exclusive of one-half hour uninterrupted lunch. In each of such working days, each employee shall be entitled to one-half hour uninterrupted meal period.

D. Overtime Compensation.

Overtime shall be computed on an hourly basis. Hourly wage rates shall be calculated by using a 37½ hour workweek and a 1,950 hour work year. Overtime shall be paid employees in the bargaining unit on a straight time basis for all authorized hours worked in excess of seven and one-half (7½) hours per day, up to eight (8) hours. One and one-half times the basic hourly rate shall be paid for time worked in excess of eight (8) hours per day.

Employees shall have the option of receiving compensatory time off in lieu of overtime whenever the employee works overtime up to the maximum time which can be banked. Employees who elect to receive compensatory time off shall receive the compensatory time at a rate of time and one-half times the amount of overtime work performed. Compensatory time shall be capped at the maximum number of hours allowable under the Fair Labor and Standards Act, which is presently 240 hours (160 hours of actual overtime work). Requests for taking comp time will not be refused unless the taking of comp time will be unduly disruptive.

1. No clerical or secretarial employee in the bargaining unit should be asked to work alone in any building at any time.
2. All ten-month employees will work September 1 through June 30, and will be governed by the conditions of employment set forth for ten-month employees.

E. Holiday.

1. All twelve-month employees in the bargaining unit (except hourly employees) shall be entitled to fourteen (14) holidays off with pay during each of the years covered by this Agreement. Holidays shall be limited to days on which school is not in session. Holidays for the years of the contract shall be as follows:

Independence Day
Labor Day
Columbus Day
Veterans Day
Thanksgiving Weekend
Christmas Weekend

New Year's Day
Martin Luther King Day
President's Day
Good Friday
Memorial Day

2. All ten-month employees in the bargaining unit (except hourly employees) shall be entitled to the holidays that fall between September 1 and June 30.

3. When the regular payday falls on a contract holiday, the employer shall pay the employee on the last banking day immediately preceding the holiday.

F. Vacations.

Regular employees of the bargaining unit in service with the District as of June 30, shall be entitled to vacation with pay after the following July 1. Vacation with pay shall be based on the amount of continuous service with the School District prior to June 30. Pay for each week of vacation shall be five (5) days at the rate of seven and one-half hours (7½) of straight time per day. In the event that a holiday is observed on one of an employees regularly scheduled basic workdays within his basic workweek while he is on vacation, such employee shall be entitled to an additional day off with pay, which day shall be taken at the beginning or end of the vacation, unless the employee makes other arrangements with his/her supervisor. The normal vacation period shall be during the months of July and August, but employees may take their vacations at other times. All vacations shall be arranged with and approved by the employee's immediate supervisor. After an employee has completed five (5) years or more of continuous service, two (2) weeks vacation may be carried over to the year immediately following with the written consent of the employee's immediate supervisor. Otherwise, vacations may not be accumulated from year to year. Any

employee whose employment is terminated prior to June 30th shall be paid for any accrued vacation time which she earned prior to the preceding June 30th, at the appropriate rate of pay.

Vacations shall be earned in the following manner:

1. A full-time employee hired between July 1st and September 30th shall be given ten (10) working days vacation with pay after the following July 1st.
2. A full-time employee hired after September 30th shall be given one (1) working day per month for vacation time with pay after the following July 1st.
3. A full-time employee completing five (5) years of continuous service with the School District, will receive fifteen (15) working days vacation with pay after the July 1st following the employee's anniversary date.
4. A full-time employee completing ten (10) years of continuous service with the School District, will receive twenty (20) working days vacation with pay after the July 1st following the employee's anniversary date.
5. Ten-month employees starting their employment September 1st will receive eight (8) working days vacation with pay after the following July 1st. The vacation is to be taken in periods during the school year when school is not in session.
6. Ten-month employees starting their employment after September 1st will receive a pro-rated vacation with pay after the following July 1st. The vacation is to be taken, in part, during the Christmas recess and, in part, during the Easter recess following the July 1st date.
7. Hourly employees will not be given a vacation and will only work when school is in session.

8. A ten-month employee who is appointed to a twelve-month position shall be credited for vacation purposes for each month worked (i.e., twelve [12] year of ten-month service shall be credited as ten [10] years service).

G. Snow Days.

1. No employees of the bargaining unit will be required to work on days when school is closed because of snow days unless requested to do so for some special reason by his or her supervisor. In the event that a full-time twelve or ten-month salaried employee is called into work on such a day, he or she will receive additional pay at the regular hourly rate for the hours worked. In the event that a teacher aide, library aides hourly, steno part-time hourly, or clerk part-time hourly are called into work on such a day, he or she will only receive their regular hourly rate for the hours worked.

2. Notwithstanding the above, hourly employees shall be entitled to be paid an amount equal to their daily rate of pay on one (1) day per year when school is closed because of inclement weather.

3. Delayed Openings - Early Closings.

a. Association employees in the positions entitled Teaching Assistant, Teacher Aide, School Monitor, School Monitor/SSS, Library Aide and Audio Visual Clerk will be dismissed one-half ($\frac{1}{2}$) hour after all students have departed the school building to which they are assigned, unless requested to remain for some special reason by his or her supervisor.

- b. Association employees in other clerical and secretarial positions will be dismissed one and one-half (1 ½) hours after all students have departed the school building to which they are assigned, unless requested to remain for some special reason by his or her supervisor.
- c. Appropriate reasons warranting a special request for an Association employee to remain on the job beyond the early dismissal time frames cited above shall include, but are not limited to, an incident involving students that requires the employee's attendance or follow-through, instructional or classroom preparation that requires completion prior to the next scheduled school day, and/or immediate deadlines for the completion of work that must be met.

H. Jury Duty.

All members of the bargaining unit who are called to Petit jury duty shall notify their immediate supervisors no later than the next working day following receipt of the notice. Employees shall request the court to defer jury duty whenever possible to the summer months when children are not regularly enrolled, so as to avoid interruption of the instructional program during the normal school year. The Superintendent will confirm and support such request. Employees who cannot obtain a deferment shall be released for jury duty.

For each day on which the employee reports for or performs jury duty and on which he otherwise would have been scheduled to work, such employee shall receive full pay and he will reimburse the District when jury duty fee is paid by the County (not to include travel allowance nor reimbursement of expenses).

ARTICLE V: LEAVES

A. Sick Leave.

1. Sick leave shall provide paid time off to be granted for personal sickness, personal injury or physical disability and shall not include personal leave.

2. Each employee of the bargaining unit except certain hourly ten-month employees, as defined in IV(A)(4), shall be allowed sick leave without loss of salary in any one year, on account of personal sickness, personal injury or physical disability, as follows: Twelve (12) working days for twelve-month employees and ten (10) working days for ten-month employees. If any employee does not use the full amount of sick leave allowed in any school year, the amount not used shall be accumulated from year to year and used, if needed, up to a total of not more than 170 days effective July 1, 2004; 175 days effective July 1, 2005; 180 days effective July 1, 2006; 190 days effective July 1, 2007; and 200 days effective July 1, 2008. Any accumulation of unused sick leave heretofore granted by the Hyde Park Central School authorities shall be counted toward the accumulated leave herein provided.

Employees entitled to receive the full sick leave benefit enumerated above, shall be entitled to utilize up to two (2) personal sick leave days, per year, without deduction of pay for illness in the immediate family. Immediate family shall be defined in accordance with Article V(D)(3).

Part-time hourly employees shall be allowed to utilize one (1) personal sick leave day per year without loss of salary on account of personal sickness or personal injury.

3. Medical verification from a medical doctor or other doctor whose services are covered by the District's Health Insurance Plan may be required at any time by any supervisor.
4. Sick leave shall be considered in conjunction with permanent disability.
5.
 - a. Effective July 1, 1999, a sick leave bank shall be established. Any employee with insufficient accrued paid sick leave to cover a period of illness or disability may apply to the Sick Leave Bank for additional paid sick leave, provided such employee is a participant in the Bank.
 - b. Each employee may become a participant in the Sick Leave Bank, if he/she has completed at least three (3) years of continuous service with the District and has at least ten (10) days of accumulated personal sick leave and has contributed two (2) days to the Bank. Days contributed shall be subtracted from the individual's accumulated personal sick leave, and shall not be refunded should the participant withdraw from the Bank.
 - c. Employees hired or returning after the effective date of this provision or employees not previously eligible, and who have completed at least three (3) years of continuous service with the District and have at least ten (10) days of accumulated personal sick leave and who wish to participate in the bank shall contribute two (2) days of sick leave within thirty (30) days of the effective date of eligibility.
 - d. The sick leave bank shall be renewable once all days contributed have been exhausted, and in the same manner set forth above, except the enrollment period shall extend for a period of thirty (30) days from when the sick bank

was exhausted.

- e. The Sick Leave Bank shall be administered by a Committee consisting of two administrators appointed by the District and three employees appointed by the Union. Participants seeking to utilize the bank days shall submit a request in writing to the Committee stating the reasons for such request(s) and submit medical documentation to substantiate such request. The Committee shall consider all applications for the withdrawal of paid sick leave days from the Bank. Applications shall be granted by a majority vote of the Committee only to employees who by reason of illness or disability are unable to work for a prolonged period of time and who have already exhausted all of their own accumulated sick leave days.
- f. The maximum number of days that could be granted to an eligible employee from the Bank is 135 days per event.
- g. The District shall make a one-time contribution to establish the Sick Leave Bank of 900 hours.
- h. All sick leave days contributed to, and deducted from, the Bank shall be calculated on an hourly basis.
- i. The Committee may develop policy to administer the Bank.
- j. Nothing contained herein shall be construed as limiting the discretion of the committee to reject an application in part or in its entirety. If an applicant's request is rejected, an appeal to the Committee can be made. However, the decision of the sick leave bank committee shall not be subject to the

grievance procedure.

6. Records of accumulated sick leave time shall be kept in the manner prescribed in Section 3005-b of the Education Law.

7. If an employee who has accrued sick leave is unable to work as a result of an accident which happens on the job, the employee will receive full salary during such period which will be charged against sick leave at the rate of one day of sick leave for each day the employee is unable to work. In order to be eligible for this benefit, the employee must apply for and be declared eligible to receive Workers' Compensation benefits. Income protection benefits available under Workers' Compensation shall be paid to the District for such period as the employee continues on full salary. Upon receipt of the Workers' Compensation Income Protection Benefits, the District will reinstate sick leave days on a pro-rated basis equal to the relationship between the cost of a sick leave day and the amount of payment received from Workers' Compensation. An employee who does not have sick leave shall receive all benefits directly from Workers' Compensation if eligible.

8. Attendance Bonus

Effective July 1, 2004, the following attendance bonus shall be provided: \$150 if no sick days are utilized; \$100 if one (1) sick day is utilized. The bonus shall be paid in the first check in July of the following fiscal year.

9. New Union members who work less than four (4) hours per day and twenty (20) hours per week shall not be entitled to the sick leave benefits described above.

B. Personal Leave.

1. Each twelve-month employee shall be entitled to two and one-half (2½) days and each ten-month employee to two (2) days of leave for personal business during the year, non-cumulative.

Personal leave means an activity that requires the employee's presence during the school days and is of such nature that it cannot be attended to at a time when schools are not in session.

2. An application for a personal business leave must be submitted in writing to the supervisor at least two (2) days in advance (except in the event of an emergency, a shorter notice shall be acceptable). The employee shall be notified immediately as to the disposition of the application.

3. As a basis for uniformity within the school system, the following examples shall serve as a guide to the supervisors in granting personal leave.

- a. Legal business including court subpoena.
- b. Death of a friend or relative not covered in critical illness leave.
- c. Moving.
- d. Attendance at a ceremony awarding a degree to the employee or member of his immediate family.
- e. Serious medical situations in the immediate family not covered by critical illness or funeral leave.
- f. Matters of an emergency nature allowable at the discretion of the Superintendent.

If the reason is confidential, the employee need state only the general nature of the activity that must be attended to during the time school is in session (e.g., legal business). In the event that request is denied, the decision of the supervisor may be appealed to the Superintendent.

Personal business leave is not intended for the extension of holiday or vacation time.

C. Critical Illness or Funeral Leave.

Employees shall be allowed paid leave for death or critical illness (i.e., serious, uncertain as to outcome) as follows:

1. Leave for critical illness or death in the employee's immediate family shall not exceed five (5) days per year.

2. Leave for critical illness or death in the immediate family of the employee's spouse shall not exceed five (5) days per year.

3. Immediate family shall be defined as father, mother, parent surrogate, spouse, sister, brother, child, grandmother, grandfather, grandchildren, or a dependent of the immediate household.

4. Leave beyond the five (5) days per year for death or critical illness in the employee's immediate family, or in the immediate family of the employee's spouse, may be approved by the Superintendent if circumstances appear to warrant the additional absence (e.g., more than one death in the immediate family).

D. New unit members who work less than four (4) hours per day and twenty (20) hour per week shall not be entitled to the personal leave benefits described above.

E. Child Care Leave.

1. Employees may apply for child care leave without pay. Such leave may be granted for up to one year. An additional one year may be permitted in exceptional cases at the determination of the Board. Employees may use accrued vacation leave, personal leave or compensatory time during this period.

2. Once the leave has been granted, and the employee so desires, provisions may be made by the Board for early termination of child care leave.

3. To assist in reaching decisions regarding granting child care leave, the period prior to beginning the leave, termination of leave and the resumption of duties following the scheduled termination of leave, the Superintendent may request certification of the employee's condition by the family or school physician.

4. For all employees who are on probationary appointments who request and are granted a child care leave, the time that any such employee is on child care leave will not be counted toward the period of probation.

5. A reasonable effort will be made to return the employee to the previous school and position, unless the employee requests otherwise in which case such request will be given due consideration.

F. Convention Leave.

There shall be allowed a total of a maximum of eight (8) personal days per contract year for the entire unit for the purpose of employees elected or appointed by the Union to attend Union conventions and conferences. It is understood that the amount of leave time authorized under this subdivision is an aggregate one for the entire membership of the Union, and that this subdivision shall not be construed as a grant of three (3) days convention leave to each individual member. The Union shall designate members of the bargaining unit who are to attend conventions pursuant to this subdivision, and the Union shall give written notice of such designations to the Superintendent of Schools at least ten (10) days prior to date for which a particular convention is scheduled.

G. Unpaid Leave.

The District may grant an employee an unpaid leave of absence for up to one year for the following reasons:

1. Family illness in employee's immediate household.
2. Temporary transfer of spouse's work location. Notification of an employee's return to work shall be made to the Assistant Superintendent for Business no later than sixty (60) days prior to such return. No benefits or salary advancement entitlement during said leave shall accrue, however, an employee may continue to participate in the health insurance program at their own expense.

ARTICLE VI. GRIEVANCE PROCEDURE

A. Objective: It is the declared objective of the parties to encourage the prompt and informal resolution of employee complaints as they may arise and to provide recourse to orderly procedures for the satisfactory adjustment of complaints.

B. Definition: A "grievance" shall mean a complaint by an employee in the bargaining unit that there has been a violation, misinterpretation or inequitable application of any of the provisions of this Agreement, except that the term "grievance" shall not apply to any complaint or matter as to which (1) a method of review is prescribed by law, or by any rule or regulation of the State Commissioner of Education having the force and effect of law, or by any other procedure established by the Board of Education or by any by-law of the Board of Education, or (2) the Board is without authority to act.

As used in this Article, the term "employee" shall mean also a group of employees having the same grievance.

C. Adjustment of Grievance. Grievances of employees within the bargaining unit shall be presented and adjusted in the following manner:

1. Immediate Supervisor Level (Step One). Any employee within the bargaining unit may submit his grievance in writing to his immediate supervisor within twenty (20) calendar days following the act or condition which is the basis of his complaint. If the employee chooses, he/she may submit his/her written complaint to his/her Association representative for filing with the supervisor. The employee and/or his/her Union representative and the supervisor shall confer on the grievance with a view to arriving at a mutually satisfactory resolution of the complaint. At the conference, the employee may appear personally or he/she may appear with his Union representative, who may act in the employee's behalf, but where the employee is represented he/she must be present. Whenever a grievance is filed personally by an employee, the supervisor receiving the complaint shall report the same to the Union representative involved, and such representative shall be given an opportunity to attend the conference and to present the views of the Union with respect to the matter. After conference, the supervisor shall make a written decision as to the complaint. Copies of such decision shall be furnished to the aggrieved employee, the Union representative and the Superintendent of Schools within ten (10) school days after receiving the complaint.

2. District Level (Step 2). If the grievance is not resolved at Step 1, the aggrieved employee, or a Union representative acting on behalf of such employee, may appeal to the Superintendent of Schools within ten (10) school days after the decision of the immediate supervisor is received. The appeal shall be made in writing and shall set forth specifically the act or condition

and the grounds on which the grievance is based. The name of the employee's union representative, if any, shall also be set forth in the appeal statement. The Superintendent, or his designee, shall confer with the aggrieved employee and his/her representative with a view to arriving at a satisfactory resolution of the complaint. Notice of the conference shall be given by the Superintendent two (2) school days in advance. At the conference, the employee may appear personally or with his/her representative, who may act in the employee's behalf, but where the employee is represented he/she must also be present. In the event that the employee acts on his/her own behalf without representation, the Association shall have the right to send a representative and to present its views as in Step 1. After conference, the Superintendent shall render a written decision as to the complaint. Copies of such decision shall be distributed as in Step 1 within ten (10) days after the statement of appeal is received.

3. Board Level (Step 3). If the grievance is not resolved at Step 2, the Union representative acting on behalf of such employee, may appeal the Step 2 decision to the Board. The Appeal to the Board shall be in the same form and content as to the Superintendent. Copies of the decision made at Step 1 and Step 2 shall be made available to the Board as attachments to the grievance and must be filed within ten (10) calendar days following receipt of the Superintendent's Step 2 Answer. At the Board's option, a hearing may be held regarding the grievance or in the alternative, the Board may answer the grievance without conducting a hearing. The Board's decision shall be rendered in writing within fifteen (15) school days after the appeal has been submitted or within fifteen (15) school days following the date of the hearing.

D. Arbitration.

If the grievance is not resolved in Step 3, the Union may proceed to demand arbitration. Written notice of such demand shall be served by registered mail upon both the Clerk of the District and the Superintendent of Schools within fifteen (15) school days after the Board Level decision is received by the employee. The notice shall include a brief statement of the issues involved and the grounds upon which the arbitration is based. The Union may request appointment of an arbitrator by the New York State Public Employment Relations Board or by the American Arbitration Association. The voluntary labor arbitration rules of the American Arbitration Association shall apply to proceedings conducted by the arbitrator insofar as they relate to hearings and fees. Fees and expenses shall be borne equally by the District and the Union.

The arbitrator shall render his decision not later than thirty (30) days from the date of the closing of the hearings. Such decision shall be in writing and shall set forth the arbitrator's opinion and conclusions on the matters in issue. The arbitrator shall limit his decision strictly to the application and interpretation of this Agreement and he shall be without power to make any decision:

1. Contrary to, or inconsistent with, or modifying or varying in any way, the terms of this Agreement or of applicable law or rules or regulations having the force and effect of law.
2. Involving Board discretion or Board policy under the provision of this Agreement, under Board by-laws, or applicable law or rules or regulations having the force and effect of law.
3. Limiting or interfering in any way with the powers, duties and responsibilities of the Board of Education under its by-laws, applicable law and rules and regulations having the force and effect of law.

4. The decision of the arbitrator, if made in accordance with his/her jurisdiction and authority under this Agreement and under applicable law and rules and regulations having the force and effect of law, will be accepted as final by the parties to the dispute and both will abide by it.

5. The arbitrator may recommend an appropriate remedy where he/she finds a violation of this Agreement.

ARTICLE VII. MISCELLANEOUS

A. Job Descriptions.

The Board of Education will provide the Union with Civil Service descriptions for all positions that are presently available.

B. Job Positions.

1. When vacancies occur or when new positions are created within the bargaining unit, the District shall post a notice in all school offices, setting forth the job description and requirements, the salary rate, and whether the job to be filled is a vacancy or a new position. Such notices shall be posted reasonably in advance of the time that the position is to be filled so that employees in the bargaining unit may make application for possible advancement to the position involved. The Association shall be supplied with copies of all such notices.

2. Due consideration shall be given to the seniority of existing bargaining unit members when determining the relative qualifications of candidates for a position in the bargaining unit which has become vacant.

C. Promotions.

Any employee of the bargaining unit receiving a promotion shall be placed on the new position salary schedule at an annual salary at least \$200.00 higher than his/her present scheduled

salary. Promotion is defined as an upgrade in the same category of positions, not simply an increase in pay. For example, a move from Account Clerk I to Account Clerk II is a promotion. A move from Teaching Assistant to an Account Clerk is not a promotion.

D. Conferences.

The Superintendent is authorized to approve the attendance of some employees of the bargaining unit at conferences and/or workshop sessions for which funds have been budgeted. The general rule shall be that an employee of the bargaining unit shall attend only one major conference and/or workshop during each contract year.

E. Legal Services.

1. Indemnity Against Certain Tort Claims. For the life of this contract, the District shall indemnify employees of the bargaining unit for any financial loss arising out of a claim, demand, suit or judgment by reason of negligence or other act resulting in bodily injury or property damage provided that employees affected were, at the time of the accident or injury, acting in the discharge of their duties within the scope of their employment and/or under the direction of the District Board of Education. The District's liability and obligation under this subdivision shall be coextensive to that prescribed by Education Law, Section 3023.

2. Defense of Certain Legal Proceedings. For the life of this Contract, the District shall provide an attorney or attorney's fees and expenses necessarily incurred in the defense of employees of the bargaining unit in any civil or criminal action or proceeding arising out of disciplinary action taken against any pupil of the District while employees affected are engaged in the discharge of their duties within the scope of their employment. The District's liability and obligation under this subdivision shall be coextensive to that prescribed by Education Law, Section 3028. The District

Board of Education alone shall have the authority to select and retain counsel required to be provided under this subdivision and Education Law, Section 3028.

F. Coffee Breaks.

Morning coffee breaks shall not exceed ten (10) minutes. Employees are not to leave their building locations to travel for a coffee break.

G. Course Work.

Full-time employees will be granted seventy-five (75%) percent and other employees will be granted a fifty (50%) percent tuition reimbursement for courses taken at an accredited college or business school, provided the course is beneficial to the school system and is approved in advance by the employee's supervisor and the Superintendent or his designee. The employee shall be limited to one (1) two-semester course per year. This benefit is limited to employees with more than one year's continuous service. This benefit does not apply to employees who work only twenty (20) hours per week. With respect to employees hired on or after July 1, 1986, any course work required for employment or continuing eligibility for employment shall be solely at the expense of the employee.

H. In-Service Course Work. Twenty-five dollars (\$25.00) shall be paid for each fifteen (15) hours of District sponsored in-service course work for which the employee receives prior approval to attend from the Superintendent of Schools or his/her designee for a period of five (5) years. The employee must present a certificate of completion in order to qualify for such pay. Enrollment levels and class composition of District-sponsored in-service course work shall be determined by the District and the instructor.

The Association may recommend in-service courses to the Superintendent of Schools.

I. Lay-Off.

Non-competitive class unit members shall be subject to lay-off on the basis of the inverse order of seniority and subject to recall for a period of four (4) years on a straight seniority basis.

Lay-offs and recall shall be based upon seniority in job categories as follows:

1. Special Education Aide
2. Reading Aide
3. Math Aide
4. Reading/Math Aide
5. School Monitor
6. Library Clerk
7. Library Aide
8. Teaching Assistant
 - a. Seniority shall be computed based upon continuous full-time service in the teaching assistant tenure area in the District without regard to assignment.
 - b. With the exception of the situation described in ¶8(c) below, part-time teaching assistants shall be laid off prior to full-time teaching assistants.
 - c. For part-time teaching assistants who had been previously tenured, but whose position had been involuntarily reduced, part-time service shall be credited on a full-time basis.

9. Mental Health Aide

10. SSS Monitor

In the event two or more unit members are determined to have the same length of service by using the requirements of the Civil Service Law and County Personnel Rules, ties will be broken by first looking at the original date of hire, and then, at the order of appointment in the Board minutes on the date of appointment.

J. All new employees will be provided with a Job Description and a copy of the Union Contract upon hiring. The employee will specifically be made aware of their leave time allocation for the remainder of the year.

K. The Union shall have the right to receive one list of bargaining unit members per year. The Union's demand for such list shall be submitted in writing to the Superintendent's Office.

Within thirty (30) days of the Union's request, the Union shall receive an updated list of each unit member's name, address, telephone number, step, date of hire, title, status (full-time/part-time) and leave accumulations. The Union shall be limited to one request per year.

L. Teaching assistants who cover for absent teachers shall be paid an additional \$35 per day. Such pay shall be prorated.

M. Evaluations

1. No material pertaining to the performance of an employee's job will be placed in the employees personnel file until the employee has had an opportunity to review such material. The employee will acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed, with the express understanding that such a signature in no way indicates agreement with the contents thereof. The employee will also have the right to submit

a written answer to such material, provided it is submitted within twenty (20) calendar days from receipt of the material it is responding to, and his/her answer shall be reviewed by the Superintendent and attached to the file copy.

2. Employees will have the right, upon request, to review the contents of their personnel files and make copies of any documents in it. An employee will be entitled to have a representative of the Association accompany him/her during such a review. Documents contained within an employee's personnel file shall not be available to public inspection, unless such information is available pursuant to federal, state, or local laws.

3. All employees shall be formally evaluated at least once per school year. Said evaluation shall coincide with an employee's job description and shall be in writing and reviewed with the employee. The evaluation shall be completed by the appropriate administrator and/or supervisor of the District. Nothing herein shall limit the Superintendent's discretion from completing an evaluation. A committee will be established to address revisions to the current evaluation system.

ARTICLE VIII. SERVICE (AGENCY) FEE AND UNION DUES

A. The Union shall notify the District in writing of its yearly Union dues and agency fee.

B. The District shall deduct annual dues or agency fees from all unit members between the months of September and June, each school year, in twenty (20) equal amounts from the paychecks issued twice each month and forward such amount to the Hyde Park Central School United Employees Association, NYSUT/AFT.

C. The Union assumes full responsibility for the disposition of such funds so deducted once they have been forwarded to it by the District.

ARTICLE IX. NO-STRIKE PLEDGE

The Union and the Board of Education recognize that strikes and other forms of work stoppages by public employees are contrary to law and to public policy. The Union and the Board of Education subscribe to the principle that difficulties shall be resolved by peaceful and appropriate means without interruption of the school program. The Union therefore agrees that there shall be no strikes, work stoppages, or other concerted refusal to perform work, by the employees covered by this Agreement, nor any instigation thereof.

ARTICLE X. CONFORMITY TO LAW - SAVING CLAUSE

- A. If any provision of this Agreement is or shall at any time be contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law and any substitute action shall be subject to appropriate consultation and negotiations with the Association.
- B. In the event that any provision of this Agreement is or shall at any time be contrary to law, all other provisions of this Agreement shall continue in effect.
- C. Section 204-a. Mandated Provision of Law.

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

ARTICLE XI. DURATION

This Agreement and all of its provisions shall be effective as of July 1, 2004 and shall continue in full force and effect through June 30, 2009.

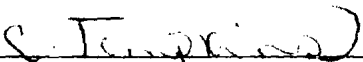
Negotiations for subsequent agreement will commence no later than February 10, 2009 upon written request of either party filed prior to that date.

The 2004-2009 Contract shall continue in full force and effect until a successor contract is agreed to.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the day and year first written above.



SUPERINTENDENT OF SCHOOLS



PRESIDENT, HYDE PARK CENTRAL
SCHOOL UNITED EMPLOYEES



DATE

SIDE LETTER OF AGREEMENT

**HYDE PARK CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION
and
THE HYDE PARK CENTRAL SCHOOL UNITED EMPLOYEES
ASSOCIATION, NYSUT/AFT**

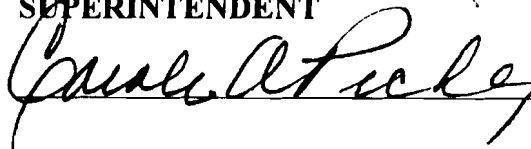
It is agreed by and between the parties as follows:

1. On Superintendent conference days, teacher training days, or any other day, the District may assign monitors who work at either the high school or middle school to attend training related to crisis intervention and emergency response related training. Monitors who are required to attend such training shall be compensated at their hourly rate for attendance at such training.
2. Monitors who complete such training shall receive an annual stipend of \$4,000 if assigned to the high school and \$3,000 if assigned to the middle school. Training shall be provided annually, and to continue to be eligible for the stipend, the training must be completed each year. The district will determine specific training needs annually. For the remainder of the 2006-2007 year, these stipends will be prorated. Required training will be provided and must be completed prior to June 30, 2007.
3. Monitors who receive the annual stipend shall be expected to utilize the skills attained in the training in the performance of their job.
4. Both parties agree that additional posting are not required to fill these stipend assignments.
5. The above agreement will remain in effect until the parties agree to modify or terminate this agreement.

**HYDE PARK CENTRAL SCHOOL DISTRICT
SUPERINTENDENT**

Dated:

1/24/07



**THE HYDE PARK CENTRAL SCHOOL
UNITED EMPLOYEES ASSOCIATION,
NYSUT/AFT**

Dated:

1/24/07



SCHEDULE "A"

ACCOUNT CLERK I / TYPIST

	04-05	05-06	06-07	07-08	08-09
STEP 1	25,989	27,015	28,082	29,191	30,344
STEP 2	27,158	28,231	29,346	30,505	31,710
STEP 3	28,378	29,499	30,665	31,876	33,135
STEP 4	29,657	30,828	32,046	33,312	34,628
STEP 5	31,147	32,377	33,656	34,985	36,367
STEP 6	32,717	34,010	35,353	36,749	38,201
STEP 7	34,373	35,731	37,142	38,609	40,134
STEP 8	35,948	37,368	38,844	40,378	41,973

PRINCIPAL ACCOUNT CLERK (10 month)

	04-05	05-06	06-07	07-08	08-09
STEP 1					-
STEP 2					-
STEP 3					-
STEP 4					-
STEP 5					-
STEP 6					-
STEP 7					-
STEP 8	38,144	39,651	41,217	42,845	44,538

NOTE: The current schedule does not provide for a Principal Account Clerk schedule

CLERK - TYPIST / PART TIME HOURLY

	04-05	05-06	06-07	07-08	08-09
STEP 1	7.37	7.66	7.96	8.28	8.61
STEP 2	7.68	7.99	8.30	8.63	8.97
STEP 3	8.04	8.35	8.68	9.03	9.38
STEP 4	8.40	8.73	9.08	9.43	9.81
STEP 5	8.78	9.13	9.49	9.87	10.26
STEP 6	9.15	9.51	9.88	10.27	10.68
STEP 7	9.53	9.91	10.30	10.71	11.13
STEP 8	9.83	10.22	10.63	11.05	11.48

SCHEDULE "A"

SENIOR CLERK - PART TIME HOURLY

	04-05	05-06	06-07	07-08	08-09
STEP 1	9.00	9.36	9.73	10.11	10.51
STEP 2	9.42	9.79	10.18	10.58	11.00
STEP 3	9.83	10.22	10.63	11.05	11.48
STEP 4	10.28	10.69	11.11	11.55	12.00
STEP 5	10.65	11.08	11.51	11.97	12.44
STEP 6	11.02	11.45	11.91	12.38	12.87
STEP 7	11.41	11.86	12.33	12.82	13.33
STEP 8	11.72	12.18	12.66	13.16	13.68

DATA ENTRY OPERATOR I (12 month)

	04-05	05-06	06-07	07-08	08-09
STEP 1	21,414	22,260	23,139	24,053	25,003
STEP 2	22,379	23,263	24,182	25,137	26,130
STEP 3	23,387	24,310	25,271	26,269	27,307
STEP 4	24,437	25,402	26,405	27,448	28,532
STEP 5	25,682	26,696	27,751	28,847	29,986
STEP 6	26,990	28,056	29,164	30,316	31,513
STEP 7	28,366	29,486	30,651	31,862	33,120
STEP 8	29,678	30,850	32,069	33,335	34,652

DATA ENTRY OPERATOR II (12 month)

	04-05	05-06	06-07	07-08	08-09
STEP 1	22,217	23,095	24,007	24,955	25,941
STEP 2	23,217	24,134	25,088	26,079	27,109
STEP 3	24,262	25,220	26,216	27,252	28,328
STEP 4	25,353	26,355	27,396	28,478	29,603
STEP 5	26,691	27,746	28,841	29,981	31,165
STEP 6	28,094	29,203	30,357	31,556	32,802
STEP 7	29,576	30,744	31,958	33,221	34,533
STEP 8	30,994	32,218	33,491	34,813	36,189

SCHEDULE "A"

PURCHASING ASSISTANT

	04-05	05-06	06-07	07-08	08-09
STEP 1	26,526	27,574	28,663	29,795	30,972
STEP 2	27,720	28,815	29,954	31,137	32,367
STEP 3	28,969	30,113	31,303	32,539	33,824
STEP 4	30,270	31,466	32,709	34,001	35,344
STEP 5	31,798	33,054	34,360	35,717	37,128
STEP 6	33,398	34,717	36,089	37,514	38,996
STEP 7	35,087	36,473	37,914	39,412	40,968
STEP 8	36,695	38,145	39,652	41,218	42,846

RECEPTIONIST

	04-05	05-06	06-07	07-08	08-09
STEP 1	21,489	22,337	23,220	24,137	25,090
STEP 2	22,456	23,343	24,265	25,224	26,220
STEP 3	23,468	24,395	25,358	26,360	27,401
STEP 4	24,521	25,489	26,496	27,543	28,631
STEP 5	25,574	26,584	27,634	28,726	29,860
STEP 6	26,675	27,728	28,824	29,962	31,146
STEP 7	27,821	28,920	30,062	31,250	32,484
STEP 8	29,613	30,783	31,999	33,263	34,577

GRANT WRITER

	04-05	05-06	06-07	07-08	08-09
STEP 1	26,526	27,574	28,663	29,795	30,972
STEP 2	27,720	28,815	29,954	31,137	32,367
STEP 3	28,968	30,112	31,301	32,538	33,823
STEP 4	30,270	31,466	32,709	34,001	35,344
STEP 5	31,798	33,054	34,360	35,717	37,128
STEP 6	33,397	34,716	36,088	37,513	38,995
STEP 7	35,087	36,473	37,914	39,412	40,968
STEP 8	36,695	38,145	39,652	41,218	42,846

SCHEDULE "A"

SCHOOL MONITOR

	04-05	05-06	06-07	07-08	08-09
STEP 1	8.58	8.91	9.25	9.61	9.98
STEP 2	8.96	9.31	9.67	10.04	10.42
STEP 3	9.38	9.74	10.11	10.50	10.91
STEP 4	9.78	10.16	10.55	10.96	11.38
STEP 5	10.04	10.43	10.83	11.25	11.68
STEP 6	10.37	10.77	11.19	11.62	12.07
STEP 7	10.69	11.10	11.52	11.97	12.43
STEP 8	10.95	11.37	11.80	12.26	12.73

SCHOOL MONITOR / SSS (SECONDARY STUDENT SUPERVISOR)

	04-05	05-06	06-07	07-08	08-09
STEP 1	8.67	9.01	9.35	9.71	10.09
STEP 2	9.06	9.40	9.77	10.14	10.53
STEP 3	9.46	9.82	10.20	10.60	11.00
STEP 4	9.90	10.28	10.67	11.08	11.51
STEP 5	10.16	10.55	10.95	11.38	11.81
STEP 6	10.48	10.88	11.30	11.74	12.19
STEP 7	10.77	11.18	11.61	12.06	12.53
STEP 8	11.02	11.44	11.88	12.34	12.82

SCHOOL SECURITY MONITOR

	04-05	05-06	06-07	07-08	08-09
STEP 1	8.83	9.17	9.52	9.89	10.27
STEP 2	9.22	9.58	9.95	10.33	10.73
STEP 3	9.65	10.02	10.40	10.81	11.22
STEP 4	10.09	10.48	10.89	11.31	11.74
STEP 5	10.51	10.91	11.33	11.77	12.22
STEP 6	10.93	11.35	11.78	12.24	12.71
STEP 7	11.34	11.78	12.23	12.70	13.19
STEP 8	11.79	12.24	12.71	13.20	13.71

SCHEDULE "A"

SCHOOL SECRETARY I - PART TIME HOURLY

	04-05	05-06	06-07	07-08	08-09
STEP 1	7.37	7.66	7.96	8.28	8.61
STEP 2	7.68	7.99	8.30	8.63	8.97
STEP 3	8.04	8.35	8.68	9.03	9.38
STEP 4	8.40	8.73	9.08	9.43	9.81
STEP 5	8.78	9.13	9.49	9.87	10.26
STEP 6	9.15	9.51	9.88	10.27	10.68
STEP 7	9.53	9.91	10.30	10.71	11.13
STEP 8	9.83	10.22	10.63	11.05	11.48

SCHOOL SECRETARY I (10 month)

	04-05	05-06	06-07	07-08	08-09
STEP 1	17,353	18,039	18,751	19,492	20,262
STEP 2	18,134	18,850	19,595	20,369	21,174
STEP 3	18,951	19,700	20,478	21,287	22,128
STEP 4	19,804	20,586	21,399	22,244	23,123
STEP 5	20,688	21,505	22,355	23,238	24,156
STEP 6	21,612	22,466	23,353	24,276	25,235
STEP 7	22,580	23,472	24,399	25,363	26,365
STEP 8	24,047	24,997	25,984	27,010	28,077

SCHOOL SECRETARY I (12 month)

	04-05	05-06	06-07	07-08	08-09
STEP 1	20,824	21,647	22,502	23,391	24,315
STEP 2	21,762	22,622	23,515	24,444	25,409
STEP 3	22,741	23,639	24,573	25,544	26,553
STEP 4	23,765	24,704	25,680	26,694	27,748
STEP 5	25,002	25,990	27,016	28,083	29,193
STEP 6	26,242	27,279	28,356	29,476	30,641
STEP 7	27,580	28,669	29,802	30,979	32,203
STEP 8	28,857	29,996	31,181	32,413	33,693

SCHEDULE "A"

SCHOOL SECRETARY I - STENO (12 month)

	04-05	05-06	06-07	07-08	08-09
STEP 1	22,217	23,095	24,007	24,955	25,941
STEP 2	23,217	24,134	25,088	26,079	27,109
STEP 3	24,262	25,220	26,216	27,252	28,328
STEP 4	25,353	26,355	27,396	28,478	29,603
STEP 5	26,691	27,746	28,841	29,981	31,165
STEP 6	28,094	29,203	30,357	31,556	32,802
STEP 7	29,576	30,744	31,958	33,221	34,533
STEP 8	30,994	32,218	33,491	34,813	36,189

SCHOOL SECRETARY II (10 month)

	04-05	05-06	06-07	07-08	08-09
STEP 1	18,827	19,571	20,344	21,148	21,983
STEP 2	19,675	20,452	21,260	22,099	22,972
STEP 3	20,560	21,372	22,217	23,094	24,006
STEP 4	21,485	22,334	23,216	24,133	25,087
STEP 5	22,524	23,414	24,338	25,300	26,299
STEP 6	23,074	23,985	24,933	25,917	26,941
STEP 7	24,760	25,738	26,755	27,811	28,910
STEP 8	25,846	26,867	27,928	29,031	30,178

SCHOOL SECRETARY II (12 month)

	04-05	05-06	06-07	07-08	08-09
STEP 1	22,594	23,486	24,414	25,378	26,380
STEP 2	23,609	24,542	25,511	26,519	27,566
STEP 3	24,674	25,648	26,661	27,714	28,809
STEP 4	25,782	26,800	27,859	28,959	30,103
STEP 5	27,028	28,096	29,205	30,359	31,558
STEP 6	27,685	28,779	29,915	31,097	32,325
STEP 7	29,711	30,885	32,105	33,373	34,691
STEP 8	31,016	32,241	33,514	34,838	36,214

SCHEDULE "A"

SCHOOL SECRETARY III

	04-05	05-06	06-07	07-08	08-09
STEP 1	23,778	24,717	25,693	26,708	27,763
STEP 2	24,847	25,829	26,849	27,909	29,012
STEP 3	25,965	26,990	28,056	29,165	30,317
STEP 4	27,134	28,206	29,320	30,478	31,682
STEP 5	28,377	29,498	30,663	31,875	33,134
STEP 6	29,687	30,860	32,079	33,346	34,663
STEP 7	31,063	32,290	33,566	34,892	36,270
STEP 8	32,361	33,639	34,968	36,349	37,785

SCHOOL SECRETARY III - STENO

	04-05	05-06	06-07	07-08	08-09
STEP 1	25,633	26,646	27,698	28,792	29,929
STEP 2	26,786	27,844	28,944	30,087	31,275
STEP 3	27,992	29,097	30,247	31,441	32,683
STEP 4	29,252	30,407	31,608	32,857	34,154
STEP 5	30,671	31,883	33,142	34,452	35,812
STEP 6	32,169	33,440	34,761	36,134	37,561
STEP 7	33,752	35,085	36,471	37,911	39,409
STEP 8	35,248	36,641	38,088	39,593	41,156

STUDENT RECORDS ASSISTANT

	04-05	05-06	06-07	07-08	08-09
STEP 1	24,746	25,724	26,740	27,796	28,894
STEP 2	25,861	26,882	27,944	29,048	30,195
STEP 3	27,024	28,091	29,201	30,354	31,553
STEP 4	28,241	29,357	30,516	31,722	32,975
STEP 5	29,659	30,831	32,048	33,314	34,630
STEP 6	31,158	32,389	33,668	34,998	36,380
STEP 7	32,741	34,034	35,379	36,776	38,229
STEP 8	34,241	35,594	37,000	38,461	39,980

SCHEDULE "A"

TEACHER AIDE OR LIBRARY AIDE

	04-05	05-06	06-07	07-08	08-09
STEP 1	8.81	9.15	9.50	9.86	10.24
STEP 2	9.21	9.57	9.93	10.32	10.71
STEP 3	9.63	10.00	10.38	10.78	11.20
STEP 4	10.04	10.43	10.83	11.25	11.68
STEP 5	10.49	10.89	11.31	11.75	12.20
STEP 6	10.90	11.32	11.76	12.21	12.68
STEP 7	11.40	11.84	12.30	12.77	13.26
STEP 8	11.91	12.37	12.85	13.34	13.85
STEP 9	12.41	12.89	13.38	13.90	14.43
STEP 10	12.89	13.38	13.90	14.43	14.99
STEP 11	13.46	13.98	14.52	15.07	15.65
STEP 12	13.99	14.53	15.09	15.67	16.27

TEACHING ASSISTANT

	04-05	05-06	06-07	07-08	08-09
STEP 1	11,840	12,340	12,940	13,640	14,340
STEP 2	12,334	12,834	13,434	14,134	14,834
STEP 3	12,979	13,579	14,279	15,079	15,879
STEP 4	13,536	14,136	14,836	15,636	16,436
STEP 5	14,068	14,668	15,368	16,168	16,968
STEP 6	14,700	15,400	16,200	17,100	18,000
STEP 7	15,371	16,171	17,071	18,071	19,071
STEP 8	15,953	16,753	17,653	18,653	19,653
STEP 9	16,549	17,349	18,249	19,249	20,249
STEP 10	17,357	18,357	19,457	20,657	21,857
STEP 11	18,066	19,066	20,166	21,366	22,566
STEP 12	19,013	20,313	21,713	23,213	24,713

BEHAVIORAL INTERVENTION TEACHING ASSISTANT

	04-05	05-06	06-07	07-08	08-09
STEP 1	17,175	17,853	18,558	19,291	20,053
STEP 2	17,924	18,632	19,368	20,133	20,928
STEP 3	18,741	19,481	20,251	21,051	21,882
STEP 4	19,584	20,358	21,162	21,998	22,867
STEP 5	20,374	21,179	22,016	22,885	23,789
STEP 6	21,178	22,014	22,884	23,788	24,727
STEP 7	22,087	22,960	23,867	24,809	25,789
STEP 8	22,917	23,822	24,763	25,741	26,758
STEP 9	23,825	24,766	25,745	26,762	27,819
STEP 10	24,747	25,725	26,741	27,797	28,895
STEP 11	25,827	26,848	27,908	29,010	30,156
STEP 12	26,762	27,819	28,918	30,060	31,248