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Contract Database Metadata Elements

Title: **South Orangetown Central School District and South Orangetown Custodial & Bus Drivers Unit, CSEA, Local 1000, AFSCME, AFL-CIO (2000)**

Employer Name: **South Orangetown Central School District**

Union: **South Orangetown Custodial & Bus Drivers Unit, CSEA, AFSCME, AFL-CIO**

Local: **1000**

Effective Date: **07/01/00**

Expiration Date: **06/30/04**

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BUS
6232

AGREEMENT MADE BY AND BETWEEN

South Orangetown Central School District

AND

**Civil Service Employees Association, Inc.
Local 1000 AFSCME AFLCIO For**

SOUTH ORANGETOWN CUSTODIAL AND BUS DRIVERS UNIT

July 1, 2000 – June 30, 2004

RECEIVED

JAN 24 2005

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

44

**ARTICLE 1
RECOGNITION**

A. **REPRESENTATIVE STATUS.** The South Orangetown Central School District, hereinafter referred to as the "District," has recognized the Civil Service Employees Association, Inc., Local 1000 AFSCME AFL/CIO for South Orangetown Custodial and Bus Drivers Unit, hereinafter referred to as the "Union," as the exclusive representative for collective negotiations with respect to salaries, wages, hours and all other terms and conditions of employment for the employees in the bargaining unit.

B. **UNIT.** The District agrees that the Union shall be the sole and exclusive representative for a unit consisting of the titles set forth in Appendix "A" (Custodian I, Custodian II, Custodian III, Custodial Worker, Maintenance Mechanic I, School Bus Dispatcher, School Bus Driver/Courier, School Bus Driver/Custodial Worker, Auto Mechanic I, Assistant Maintenance Mechanic, School Bus Attendant, School Bus Driver I and School Bus Driver II), but excluding personnel, administrative and supervisory substitute personnel, maintenance foreman, and head mechanic.

C. **NEW TITLES.** In the event titles are created by the District during the term of this agreement, the Union shall be informed in writing fifteen (15) working days after the establishment of such new titles.

**ARTICLE 2
WAGES AND BENEFITS**

A. **PAYROLL DEDUCTION OF DUES.** The Civil Service Employees Association, Inc. shall have exclusive rights to payroll deduction of dues and Union-sponsored insurance and benefit program premiums for employees covered by this agreement. Such dues and premiums shall be remitted to the Civil Service Employees Association, Inc., 143 Washington Avenue, Albany, New York 12210 on a payroll period basis.

B. STATUS OF UNION. If any other bargaining agent for any other negotiating unit in the District is granted agency fee rights, the Union shall be granted similar rights on the same basis.

**ARTICLE 3
ACCESS TO EMPLOYEES**

A. ACCESS TO EMPLOYEES. The Union, and its designated agents, shall have the sole and exclusive right to access to members of the bargaining unit during working hours to administer this agreement and to explain Civil Service Employees Association's sponsored benefits and programs. This time and place of such access shall be subject to prior notification and permission of the District.

**ARTICLE 4
INFORMATION**

A. LIST OF EMPLOYEES. On the effective date of this agreement, the District shall supply to the Union a list of all employees in the bargaining unit showing the employee's name, job title and first date of employment. Such information shall hereafter be provided to the Union on an annual basis. The District shall supply to the Union the name, job title and date of hire of all new employees.

B. SENIORITY. Seniority is defined as length of continuous credited employment in the District from the date of first hire, except for bus and van drivers who, after a break of service of three (3) months or more, start their seniority at the new hire date. It shall be application to matters as provided by in this agreement (except layoff and recall which is governed by Civil Service regulations). Where qualifications, training, performance, work record, and attendance as determined by the Superintendent of School are equal, seniority shall be the determining factor in filling vacancies.

**ARTICLE 5
UNION LEAVE**

A. ANNUAL ALLOWANCE. The President of the Union or the President's designee shall be entitled to four (4) days leave with pay per year for Union business. Such days may be used in days or multiples thereof.

**ARTICLE 6
SALARY**

A. SALARY SCHEDULE. The salaries for unit members for the 2000-2001, 2001-2002, 2002-2003, 2003-2004 school years are set forth on the salary schedule attached to this agreement as Appendix "A."

B. LONGEVITY.

Full-time bus drivers shall receive longevity payments as follows:

After ten years	\$600
After fifteen years	\$600
After twenty years	\$600
After twenty-five years	<u>\$600</u>
	\$2,400

Part-time bus drivers shall receive longevity payments as follows:

After six years	\$300
After nine years	\$300
After fourteen years	<u>\$400</u>
	\$1,000

All longevity increments shall be paid in one lump sum at the end of the school year to which they are applicable except in the case of regularly scheduled full-time employees whose increments shall be paid as part of their annual salary. The longevity increment for bus drivers

and van drivers shall be proportionate on the basis that their average weekly employment is to full-time employment, which for the purpose of longevity computation shall be 4.5 hours per day.

C. EVALUATION

Evaluation is the responsibility of the supervisor/building administrator (where appropriate) only, and will be a continuous process throughout each working year. There will be at minimum a mid-year evaluation conference, and an end-of-year summary evaluation conference with the completion and review of the evaluation form by the immediate supervisor with the unit member. The unit member will sign the evaluation indicating that it has been reviewed, but such signature does not indicate agreement with the evaluation. The original copy of the evaluation will be given to the member and a copy placed in the personnel file. The evaluation process is subject to appeal pursuant to Article 21 of this agreement.

**ARTICLE 7
WORK YEAR**

- A. FULL-TIME EMPLOYEES.** The work year for all full-time employees shall be 2,080 hours. The hourly rate shall be computed by dividing the annual salary by 2,080 hours.
- B. SUMMER HOURS.** Full-time employees are responsible for working a 40-hour week; however, the flexible scheduling of those hours may be arranged in coordination with the appropriate administrator and in cooperation with the Superintendent of Buildings and Grounds and Transportation. These flex hours may be scheduled from the first Monday after the official closing of school, as per Board authorization, and end ten (10) days prior to the opening of school.

ARTICLE 8

NIGHT DIFFERENTIAL

A. **NIGHT DIFFERENTIAL.** A pay differential of \$.50 per hour shall be paid to all full-time custodians whose work day commences at 2:00 p.m. or later.

ARTICLE 9 OVERTIME

A. **COMPUTATION OF OVERTIME.** Overtime to be paid to all employees after forty (40) hours of work per week in accordance with the Title 29 – part 778 of the Code of Federal Regulations of the Fair Labor Standards Act of 1938, as amended. Double time will be paid for contractual holidays and for Sundays at the District's option by either payment of money or compensatory time off (at double the time worked) during the next work week. When an employee works on a Saturday as part of the employee's normal work schedule, the employee shall be paid at the regular rate or be given compensatory time off.

B. **DISTRIBUTION OF OVERTIME.** To promote a fair and equitable distribution of overtime, such work shall be assigned at each school location by classification and by rotation. Full-time employees shall have preference over part-time employees whenever overtime is required.

C. **SNOW DAYS.** All employees are required to work on snow days, and any employee who does not report for work on a snow day will be charged an accrual day. When employees are called in for snow removal and the employee works at removal of snow, that employee will receive time and a half prior to the start of the employee's day at the scheduled rate. Once the Superintendent or designee determines the emergency to be over, employees shall be sent home and receive a full day's pay. There will be no unreasonable denial of dismissal. Employees of

the night shift may be called in prior to the start of their regular shift and will be paid at time and a half until their regular shift starts.

D. CALL-IN. Any employee called in to work either before or after the regular work day shall be guaranteed a minimum of two hours pay at the applicable overtime rate.

**ARTICLE 10
VACATION**

A. VACATION. All full-time employees (Custodian I, Custodian II, Custodian III, Custodial Worker, Maintenance Mechanic I, School Bus Dispatcher, School Bus Driver/Courier, School Bus Driver/Custodial Worker, Auto Mechanic I, Assistant Maintenance Mechanic, School Bus Attendant, School Bus Driver I and School Bus Driver II) while employed on a full-time basis, shall be entitled to a one (1) week vacation after six (6) months of full-time employment and thereafter according to the schedule set below. If such employee has less than six month's employment, was employed on or before January 31, and is still in the employ of the District as of July 1, next following, the employee shall receive four (4) days of vacation; if the employee was employed by the end of February and is still employed as of July 1, next following, the employee shall be entitled to three (3) days of vacation; employed in March, two (2) days; in April, one (1) day.

Any employee employed after May 1 shall not be entitled to a vacation until the employee has completed one full year of employment. The following schedule of vacation shall apply to an employee after one (1) full year of employment in the District:

- 1 year to and including 5 years – 10 working days vacation
- 6 years – 12 working days vacation
- 7 years – 14 working days vacation
- 8 years – 16 working days vacation
- 9 years – 18 working days vacation

10 years – 20 working days vacation

11 years – 21 working days vacation

12 years – 22 working days vacation

13 years – 23 working days vacation

14 years – 24 working days vacation

15 years – 25 working days vacation

Maximum number of vacation days shall be 25 working days after 15 years of employment. Vacations may be taken at any time during the year with the approval of the building administrator in cooperation with the Superintendent of Buildings and Grounds.

If vacation has been denied by the District, the employee may carry over up to ten (10) days into the next school year. Any remaining vacation days will be paid at the employee's daily rate in effect during the year in which the days were earned.

ARTICLE 11 HOLIDAYS

A. **HOLIDAYS.** All full-time employees shall have sixteen (16) paid holidays which shall conform to the school calendar adopted by the Board of Education. A bus driver or van driver on the payroll of the District as of September 30 of any school year shall receive the equivalent of three (3) holidays, according to the employee's average daily rate in October, in the second pay period in January. Whenever a holiday falls on a Saturday or Sunday, the District shall have the right in its discretion to assign the employee to another day as a holiday, or to pay the employee double time, or grant two (2) days off in the following week.

ARTICLE 12 LEAVES

A. **SICK LEAVE.** Sick leave shall be granted to all full-time employees covered by this agreement at the rate of twelve (12) days per year cumulative to 225 days. The District shall

have the right to grant additional sick leave. in its sole discretion, whenever the accumulated days are exhausted. After five (5) years of continuous employment, the District shall pay to any employee upon retirement twenty dollars (\$20) per day for each day of accumulated but unused sick leave.

After ten (10) years of continuous employment, the District shall pay any employee upon retirement fifty dollars (\$50) per day for each day of accumulated but unused sick leave.

Hourly bus drivers shall receive 4 days of sick leave per year, non-cumulative. and at the end of the school year employees shall be paid for any unused days based on their hourly rate, as per Article 11.

A2. FAMILY AND MEDICAL LEAVE ACT. The District will comply with the regulations of the Family and Medical Leave Act.

B. PERSONAL LEAVE. Three (3) days of personal leave shall be granted to all full-time employees with prior approval of the Superintendent or designee for matters which cannot be handled other than during the school days, accumulative to fifteen (15) days. All accumulated days in excess of fifteen (15) days shall be transferred to the employee's sick leave accumulation. Application for personal leave must be forty-eight (48) hours in advance of the leave, except in the case of an emergency as determined by the Superintendent or designee. No personal leave days may be used on the day before or after a holiday or vacation except on approval by the Superintendent after an explanation is given. Under no circumstances are personal days to be used for vacation or recreation, except on approval.

Personal leave of one (1) day annually shall be granted to hourly bus drivers. This day shall be non-cumulative; and at the end of the school year, employees shall be paid for the unused day based on their hourly rate, as per Article 11.

C. BEREAVEMENT LEAVE. Bereavement leave shall be granted to all employees at the rate of four (4) work days per year for a death in the employee's family, viz., spouse, father, mother, sister, brother, sister-in-law, brother-in-law, father-in-law, mother-in-law, grandparents, or other personal permanently residing in the employee's household.

D. JURY DUTY LEAVE Any employee who is called for jury duty shall notify the School District immediately upon such notice and shall cooperate with the District in attempting to obtain an adjournment of such service to the months of July or August or a period when school is not in session. If the employee is nonetheless required to serve on jury duty, the employee shall participate in the "on-call" system and appear for work on those days when the employee is "on call." Any employee who cooperates with the District in rescheduling the jury service or participate in the on-call program, where possible, shall receive full salary during the period of such service, less an amount equal to the compensation paid to the employee, except for travel and meals. In lieu of a deduction, an employee may pay the amount received for jury duty, less compensation, for meals and travel, directly to the District and receive full salary.

ARTICLE 13 SEVERANCE PAY

A. COMPUTATION OF SEVERANCE PAY. All full-time employees, upon the completion of five (5) or more years of service with the District, shall receive a payment of fifteen (15) days pay for each year of service, not to exceed thirty (30) days pay upon separation of service from the District.

ARTICLE 14 RETIREMENT

A. MAINTENANCE OF PLAN. The District shall keep in effect the current retirement plan during the period covered by this agreement. All employees who earn a minimum of

\$1,500 per year or works over twenty (20) hours per week may make application, at the employee's option, to join the New York State Retirement System.

B. 41J APPLICATION OF UNUSED SICK LEAVE AS ADDITIONAL SERVICE CREDIT. Adoption of State plan whereby ERS will credit employees for up to 165 days which is equal to approximately 5 ½ months of additional service.

ARTICLE 15 INSURANCES

A. HEALTH INSURANCE.

The District shall provide health insurance for all full-time employees and their dependents, and such employees shall contribute to the cost of such coverage through a payroll deduction. Ninety-two and one half percent (92.5%) of the premium cost shall be paid by the District and seven and one half percent (7.5%) shall be paid by the participating member.

The dollar amount equivalent to 7.5% of the 2001-2002 rate shall prevail as the employee's contribution until such time as the District and the CSEA shall negotiate a successor agreement.

The District shall provide individual health coverage for bus drivers, at the bus driver's option, upon payment by the bus driver of 10% of the cost of the premium, through a payroll deduction.

B. DENTAL INSURANCE. The District shall pay the full premium toward the Equitable Group Insurance Plan for purposes of providing a family dental plan for all employees working a minimum of twenty (20) hours per week.

C. DISABILITY INSURANCE. The District shall provide disability insurance for all employees in the bargaining unit who work a minimum of thirty (30) hours per week.

D. OPTICAL PLAN. As soon as practical after the signing of this agreement, the District shall pay the full premium towards the CSEA Employee Benefit Fund (EBF) for purposes of providing a family vision plan for all employees in this bargaining unit.

E. CHANGE OF INSURANCE CARRIERS. The District shall have the right to change dental, disability, and health insurance carriers during the term of this agreement if such new carrier provides the same or substantially similar benefits to those presently in effect.

ARTICLE 16 JOB VACANCIES

A. JOB VACANCIES. All job vacancies shall be posted at the work location for a period of ten (10) working days to allow all interested employees to reply.

ARTICLE 17 OUT OF TITLE WORK

A. COMPUTATION OF PERIOD. Any employee who is assigned in writing to work in a higher paid position shall be paid in the corresponding step of the higher title commencing with the eleventh day of such assignment retroactive to the first day. This provision shall not apply to replacements for other employees during vacation periods, but such employees shall receive pay commensurate with the higher title after twenty-five (25) days of such work.

ARTICLE 18 UNIFORMS

The District shall provide uniforms for all custodial and maintenance personnel at District expense. The district shall assume the responsibility for the cost of cleaning. Custodial and maintenance personnel are expected to wear uniforms, except in mitigating circumstances. Custodial and maintenance personnel shall be reimbursed for the purchase of work shoes, one pair per year, upon presentation of a paid bill, up to \$150.

**ARTICLE 19
LAYOFFS**

A. **ORDER OF LAYOFFS.** Layoffs in the competitive class shall be in accordance with Civil Service regulations. Layoffs in the non-competitive and labor class shall be by inverse seniority within the non-competitive and labor class, pursuant to the Civil Service rules and regulations, including Sections 80, 80a, and 81.

**ARTICLE 20
BUS/VAN DRIVERS**

A. **WORK HOURS** All drivers shall be guaranteed two and one-half (2 ½) hours of work in the a.m. and two (2) hours of work in the p.m., when assigned. Noon assignments shall have a one and one-half (1 ½) hour guarantee.

B. **EXTRA BUS TRIPS.** Extra bus trips (i.e., field trips, athletic events), shall be frozen for the life of the agreement. All such trips shall be compensated at fifty dollars (\$50) for the first three (3) hours and ten dollars (\$10) per hour thereafter, except that any trip outside the tri-county area (i.e., Rockland, Westchester, and Orange County), shall be compensated at fifty dollars (\$50). If there is a District run after a return from extra trips, compensation for the District-wide run shall be eleven dollars and fifty cents (\$11.50).

C. **CALL-IN.** All drivers shall be granted two (2) hours for "call-in" and report in to the garage for emergency purposes at their contract rate.

D. **OPERATION OF VANS AND STATION WAGONS.** Class II drivers shall not operate vans and station wagons when a Class IV driver is available and on the premises. If a van driver obtains a Class II driver's license and drives a 66 passenger bus, then the van driver shall be paid at the corresponding step of the Class II driver for such work.

E. **RUN SELECTION.** In the "picking of runs," the senior driver shall be given preference pursuant to qualification and experience. Full-time drivers shall be assigned by the District with part-time drivers selecting from the remaining runs based on seniority. In the event a new run is

established subsequent to the start of the school year but prior to November 1 of said school year, such run(s) shall be open to pick by seniority.

F. LAYOVER. If a driver has a layover of thirty (30) minutes or less, the driver does not have to punch out and must be available to work.

G. LEAVE WITHOUT PAY. In the sole discretion of the District, drivers may be granted up to ten (1) days per school as leave without pay.

H. VEHICLE AND TRAFFIC LAWS. All drivers shall qualify under Article 19A of the Vehicle and Traffic Law, and Section 156.3 of the Regulations of the Commissioner of Education and must be accepted by the District's insurance carrier. A copy of the Vehicle and Traffic Law and Regulations of the Commissioner of Education shall be made available and remain in the driver's lounge for reference.

I. IN-SERVICE TRAINING. All drivers shall be required to attend two (2) in-service training sessions and two (2) refresher course sessions, and drivers shall be paid their regular scheduled hourly rates for such attendance. All drivers must obtain the twenty (20) hour New York State certificate or such other certificate as may be required by the State of New York or the State Education Department and shall receive fifty dollars (\$50) pay upon receipt.

J. REPORTING-IN TIME. Inclement weather drivers are required to report twenty (2) minutes before run time to ready their bus, otherwise drivers will report fifteen (15) minutes before run time.

K. CLOCK-OUT TIME. Clock-out time shall not exceed ten (1) minutes after the last drop off. Athletic or field trips shall be recorded on a card provided with ring in and run out times recorded or on a trip sheet, at the District's option.

L. FIELD TRIPS AND ATHLETIC EVENTS. A seniority schedule shall be posted for all field trips and athletic events. The selection of a field trip or athletic event shall not interfere

with the regularly scheduled runs of the driver. The picking of the driver for extra runs shall be rotated on a seniority basis among all drivers who wish to be placed on the extra run list, but the driver at the top of the list must take the forthcoming trip before the driver goes to the bottom of the list, unless the driver was absent due to illness or something of that nature. Full-time employees shall not be utilized except in emergency situations as determined by the District.

M. CANCELLATION ON FIRST DAY OF SNOW. Drivers shall be paid 2 ½ hours pay for snow cancellations per storm as per present practice.

N. OTHER RUNS. Employees will receive at least one and one half (1.5) hour's pay when reporting in at other times to take runs other than when normally assigned.

ARTICLE 21 GRIEVANCE PROCEDURES

A. DEFINITION OF A GRIEVANCE. A grievance shall be limited to a claim of misinterpretation or misapplication of this agreement.

B. DEFINITION OF A GRIEVANT. A grievant shall be an employee or group of employees in the bargaining unit.

C. COMPUTATION OF TIME. For purposes of this Article, "days" shall mean "work days."

D. STEP I. A grievant must bring a grievance within fifteen (15) days of the act or omission which gave rise to the grievance by submitting the grievance, in writing on forms to be supplied by the Union, to the Building Principal, to the Director of School Facilities and Support Services, or to any other applicable supervisor not a member of the unit, as the case may be. The grievance shall state the name of the grievant(s), the provision(s) of the contract claimed to be violated, the date on which the violation occurred, a short summary of the facts giving rise of the grievance, and the redress desired. The grievance shall be signed. The supervisor with whom the grievance was filed shall respond in writing within ten (10) days from its receipt.

E. STEP 2. If the grievant is dissatisfied with the supervisor's response, the grievant must, within five (5) days from the receipt of the response, submit an appeal to the Superintendent of Schools. Within ten (10) days from receipt of the appeal, the Superintendent or designee shall hold a meeting with the grievant and the grievant's representatives. The Superintendent shall respond in writing to the grievance within ten (1) days after the hearing.

F. STEP 3. If the Union is dissatisfied with the Superintendent's response, then it shall, within ten (10) days from receipt of the response, file a demand for arbitration with the District and with the American Arbitration Association.

G. STEP 4. An arbitrator shall be appointed to hear the grievance under the Labor Arbitration Rules of the American Arbitration Association. The arbitrator shall have no power to alter the terms of this agreement. The fees and expenses of the arbitrator shall be shared equally by the District and the Union. The decision of the arbitrator shall be final and binding.

H. WAIVER OF GRIEVANCE. Failure of the grievant or grievants to file the grievance, in writing, within fifteen (15) days of the act or omission which gave rise to the grievance, or the failure of the grievant or grievants or the Union to appeal from one stage of the grievance procedure to the next shall constitute an abandonment of the grievance and the grievance shall abate. The time provisions shall be strictly construed. The failure of the District to respond to a grievance within the time limitations stated in this agreement shall entitle the grievant or grievants to proceed to the next stage of the procedure.

I. WAIVER OF TIME LIMITATIONS. The time limitations herein may be waived notwithstanding the foregoing by an agreement in writing executed by the grievant and the grievant's representative, and the District.

**ARTICLE 22
MISCELLANEOUS**

A. **CONTRACT LIMITATION.** The District shall retain the sole right to manage its affairs in any manner it deems appropriate, and nothing in this agreement shall be construed to interfere with that right except as specifically set forth in this agreement.

B. **SUBCONTRACTING.** The District shall have the right to contract out all or any part of the services now performed by any members of the bargaining unit covered by this agreement. The District shall give the Union sixty (60) days notice of intent to abolish positions. The abolition of positions will not be implemented until the parties negotiate the impact of those changes.

C. **LEGISLATIVE ACTION.** It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds, therefore, shall not become effective until the appropriate legislative body has given approval.

D. **SECTION 75 RIGHTS.** All non-competitive and labor class employees shall be afforded rights pursuant to Section 75 of the Civil Service Law as it relates to suspension or removal after one (1) year of service.

**ARTICLE 23
TERMS OF AGREEMENTS**

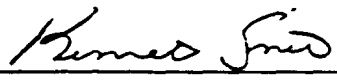
A. This agreement shall be in effect from July 1, 2000, through June 30, 2004, or until a successor agreement is negotiated.


B. The District will give the Association, and the Association will give the District, at least (60) days notice of any desire or intention to negotiate a renewal of this agreement, without modifications or additions thereto. any of the provisions hereto.

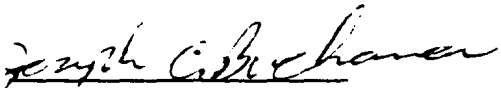
C. This agreement may be changed only by an instrument, in writing, signed by each of the parties hereto after appropriate action by the governing agencies, and there shall be no waiver by either party hereto of any of the provisions hereof, except by a like written instrument.

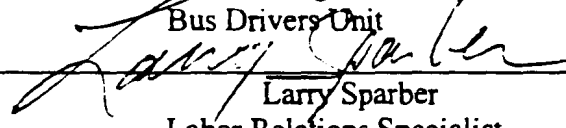
D. The signatures appearing below indicate that this agreement has been ratified by the governing bodies of the District and the Union.

Dated:

By 
Kenneth Smith
Interim Superintendent of Schools
South Orangetown Central School District


Lillian Stuercke
District Clerk

By 
Joe Buchanan, President
Unit President - CSEA
South Orangetown Custodial and
Bus Drivers Unit


Larry Sparber
Labor Relations Specialist
CSEA

CUSTODIAL SALARY SCHEDULES

APPENDIX A

CUSTODIAN I		00-01	01-02	02-03	03-04
STEP					
1		28493	29633	30818	32051
2		30143	31349	32603	33907
3		30820	32053	33335	34669
4		32053	33335	34668	36055
5		33148	34474	35853	37287
6		34247	35617	37042	38523
7		35434	36851	38325	39858
8		36666	38133	39658	41245
CUSTODIAL II					
STEP		00-01	01-02	02-03	03-04
1		34194	35562	36984	38464
2		35560	36982	38461	40000
3		36983	38463	40001	41601
4		38368	39902	41498	43158
5		39777	41368	43023	44744
6		41142	42788	44500	46280
7		42566	44269	46040	47881
8		44044	45806	47638	49544
STEP	CUSTODIAL III	00-01	01-02	02-03	03-04
1		37966	39485	41064	42707
2		39485	41064	42707	44415
3		41490	43149	44875	46670
4		42704	44413	46189	48037
5		44166	45932	47770	49680
6		45684	47511	49412	51388
7		47263	49153	51119	53164
8		48904	50860	52895	55010
STEP	CUSTODIAL WORKER	00-01	01-02	02-03	03-04
1		24819	25811	26844	27918
2		25811	26843	27917	29034
3		26842	27916	29033	30194
4		27916	29032	30194	31401
5		28682	29829	31023	32264
6		29674	30861	32096	33380
7		30706	31934	33212	34540
8		31738	33007	34327	35701

BUS DRIVER SALARY SCHEDULES

APPENDIX A

		99-00	00-01	01-02	02-03	03-04	
		1	1.03	1.03	1.03	1.03	
VAN							
STEP	1	11.58	11.58	11.93	12.29	12.65	13.03
	2	12.27	12.27	12.64	13.02	13.41	13.81
	3	13.00	13.00	13.39	13.79	14.21	14.63
	4	13.80	13.80	14.21	14.64	15.08	15.53
	5	14.68	14.68	15.12	15.57	16.04	16.52
	6	15.63	15.63	16.10	16.58	17.08	17.59
	7	16.56	16.56	17.06	17.57	18.10	18.64
	8	16.87	16.87	17.38	17.90	18.43	18.99
	9	17.09	17.09	17.60	18.13	18.67	19.23
66 PASSENGER							
STEP	1	13.23	13.23	13.63	14.04	14.46	14.89
	2	14.04	14.04	14.46	14.90	15.34	15.80
	3	14.87	14.87	15.32	15.78	16.25	16.74
	4	15.75	15.75	16.22	16.71	17.21	17.73
	5	17.47	17.47	17.99	18.53	19.09	19.66
	6	18.27	18.27	18.82	19.38	19.96	20.56
	7	19.37	19.37	19.95	20.55	21.17	21.80
SCH. BUS ATTENDANTS							
STEP	1	9.76	9.76	10.05	10.35	10.67	10.98
	2	10.38	10.38	10.69	11.01	11.34	11.68
	3	11.58	11.58	11.93	12.29	12.65	13.03
	4	12.27	12.27	12.64	13.02	13.41	13.81
	5	13.00	13.00	13.39	13.79	14.21	14.63
	6	13.80	13.80	14.21	14.64	15.08	15.53
	7	14.76	14.76	15.20	15.66	16.13	16.61
	8	15.06	15.06	15.51	15.98	16.46	16.95
Longevity Full Time drivers				Longevity Part Time			
After 10 years 600		After 6 years 300					
After 15 years 600		After 9 years 300					
After 20 years 600		After 14 years 400					
After 25 years 600							

**MAINTENANCE MECHANIC, ASSISTANT DISPATCHER, SCHOOL BUS DRIVER /CUSTODIAL
WORKER SALARY SCHEDULES**

APPENDIX A

Step	00-01	01-02	02-03	03-04
MAINTENANCE MECHANIC				
1	37194	38682	40229	41838
2	38683	40230	41840	43513
3	40230	41839	43513	45253
4	41840	43514	45254	47064
5	43659	45405	47222	49110
6	46000	47840	49754	51744
7	46695	48563	50505	52526
8	49915	51912	53988	56148
ASSISTANT DISPATCHER				
1	34183	35208	36265	37353
2	35551	36618	37716	38848
3	37067	38179	39324	40504
4	38452	39606	40794	42018
5	39991	41191	42426	43699
6	41527	42773	44056	45378
7	43062	44354	45684	47055
8	44598	45936	47314	48733
SCH. BUS DRIVER FULL TIME/ SCH. BUS DRIVER &C CUST.WKR.				
1	29721	30613	31531	32477
2	32162	33127	34121	35144
3	33449	34452	35486	36551
4	34787	35831	36906	38013
5	36519	37615	38743	39905
6	38590	39748	40940	42168
7	39745	40937	42165	43430
8	40945	42173	43439	44742



