



Cornell University  
ILR School

### **NYS PERB Contract Collection – Metadata Header**

This contract is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial educational use only.

Some variations from the original paper document may have occurred during the digitization process, and some appendices or tables may be absent. Subsequent changes, revisions, and corrections may apply to this document.

For more information about the PERB Contract Collection, see  
<http://digitalcommons.ilr.cornell.edu/perbcontracts/>

Or contact us:

Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853  
607-254-5370 [ilrref@cornell.edu](mailto:ilrref@cornell.edu)

#### **Contract Database Metadata Elements**

Title: **East Rockaway Union Free School District and East Rockaway Secretaries Association (2012)**

Employer Name: **East Rockaway Union Free School District**

Union: **East Rockaway Secretaries Association**

Local:

Effective Date: **07/01/2012**

Expiration Date: **06/30/2015**

PERB ID Number: **4945**

Unit Size: **20**

Number of Pages: **18**

For additional research information and assistance, please visit the Research page of the Catherwood website - <http://www.ilr.cornell.edu/library/research/>

For additional information on the ILR School - <http://www.ilr.cornell.edu/>

wc | 4945

**AGREEMENT**

**Between The**

**EAST ROCKAWAY SECRETARIES ASSOCIATION**

**and the**

**BOARD OF EDUCATION  
EAST ROCKAWAY UNION FREE SCHOOL DISTRICT**

**July 1, 2012 - June 30, 2015**

(20)

TABLE OF CONTENTS

<u>Page</u>	
	ARTICLE I - Recognition..... 1
	ARTICLE II - Duration..... 1
	ARTICLE III - Grievance Procedure..... 1
	ARTICLE IV - Compensation ..... 3
	ARTICLE V - Fringe Benefits ..... 4
	ARTICLE VI - Conditions of Employment..... 6
	ARTICLE VII - Leave Policies..... 8
	ARTICLE VIII - Miscellaneous Provisions..... 11
	ARTICLE IX - Taylor Law Notice..... 12

## ARTICLE I - Recognition

The Board recognizes the East Rockaway Secretaries Association as the exclusive bargaining agent for all full time and regular part time clerical employees listed in the salary schedule excluding the secretary to the Superintendent of Schools, the secretary to the Director of Finance and Operations, and any casual secretaries.

## ARTICLE II - Duration

This agreement shall be effective from July 1, 2012 to June 30, 2015. No later than the first full week of school in March of the year the contract terminates, unless postponed by mutual consent, the Board and the Association will enter into negotiations, for a successor agreement. At this initial meeting, the Association and the District will present their packages for any changes in the contract.

## ARTICLE III - Grievance Procedure

### Definition

A Grievance is a claim by any clerical employee or group of clerical employees in the negotiating unit, of any claimed violation, misinterpretation, misapplication or inequitable application of any provision and terms of this agreement.

### Procedures

The Board and the Association agree to facilitate any investigation which may be required to make available any and all material and relevant documents, communications, and records concerning the alleged grievance.

No interference, coercion, restraint, discrimination, or reprisal of any kind will be taken by the Board or by any member of the administration or of the Association against the aggrieved party, any party in interest, any representative, any member of the grievance committee or any other participant in the grievance procedure or any other person by reason of such grievance or participation therein.

### Time Limits

Written grievance will be entertained as described below, and such grievance will be deemed waived unless written grievance is forwarded at the first available stage within ten (10) school days after the employee knew or should have known of the act or condition on which the grievance is based.

### Extension of Time Between Stages

Upon written notice, the Association or the Board will be granted an extension of time between each stage of the grievance not to exceed an additional five school days.

### Stages of the Grievance Procedure

#### \* Stage 1 - Immediate Supervisor

Upon submission of a grievance to the employee's immediate supervisor, the immediate supervisor will hold an informal conference within five school days for the purpose of resolving the grievance. The immediate supervisor will render a written decision within five school days after the conference.

If the employee considers the decision to be unsatisfactory, the Association may appeal the decision to Stage 2.

#### \* Stage 2 - Superintendent of Schools

Upon receipt of a grievance, the Superintendent will hold a hearing within ten school days of receipt of said grievance. The Superintendent will render a written decision within ten school days after the hearing.

A grievance may be filed initially at Stage 2 when it concerns a matter not within the immediate school administrator's authority.

If the Association considers the decision to be unsatisfactory, the Association may file a Demand For Advisory Arbitration with the American Arbitration Association.

#### \* Stage 3 - Arbitration Association

- a) If the Association is not satisfied with the decision at Stage 2, the Association may within fifteen (15) school days of the decision at Stage 2, request advisory review by one of the following persons:
  1. Bonnie Siber Weinstock
  2. Rosemary Townley
  3. Roger Maher
- b) Within twenty (20) school days of his or her appointment, the Advisory Arbitrator shall conduct a hearing at which all parties concerned shall be present. All records relative to the grievance shall be made available to the Advisory Arbitrator.
- c) Within ten (10) school days following the close of the hearing, the Advisory Arbitrator shall render a report containing a statement of his or her findings, conclusions, and recommendations to the Board. Copies of such reports shall be made available to all parties concerned.

\* Stage 4 - Board of Education

The Board, after receiving the Advisory award, shall at no later than its next regular meeting, review the entire matter and render a final decision relative thereto, and the Association shall be notified in writing of the Board's decision.

The costs of the grievance, if any, will be shared equally by the Association and the Board of Education.

**ARTICLE IV - Compensation**

Sect. 1

The salary schedules shall be increased as follows:

Effective July 1, 2012: 2%

Effective July 1, 2013: 0%

Effective July 1, 2014: 1%.

Increments shall be paid to eligible unit members in each year of this agreement.

Sect. 2

Overtime at the rate of time and one half shall be paid for time required to be spent on school (not District) activities beyond 35 hours per week.

Sect. 3

In the schools where the District asks a unit member to make telephone calls to provide substitute teachers, the annual compensation for this duty shall be \$2,704.

The unit member will be supplied with a list of available substitute teachers. In the event that there are no volunteers, this duty may be assigned by the Superintendent or his/her designee, provided, however, that if such service is not performed for the entire school year, the compensation noted above shall be pro-rated.

Sect. 4

Each building principal's secretary shall receive an annual stipend of \$1,000.

Sect. 5

The annual stipend for the Treasurer of Student Activities Fund will be \$2,692.

Sect. 6

Effective with the 2013-2014 school year, ten month unit members may choose to be placed on either a 22 pay cycle or a 26 pay cycle, provided that written request for a change in pay cycle for the full duration of the next fiscal year is received by the District's business office no later than the preceding May 15<sup>th</sup>.

**ARTICLE V - Fringe Benefits**

**Sec. 1 - Health Insurance**

- A. Health insurance shall be available to all full time employees from the New York State employees group insurance plan (Empire Plan, Core Plan, Plus Enhancements); provided, however, the District shall have the right to select an alternative group health plan with benefits equal to the current group plan. The District will continue to share the premium cost of retirees who continue their insurance.

Members of the bargaining unit shall contribute toward the cost of their health insurance premium in accordance with the following schedule:

Effective July 1, 2012: 10%  
Effective July 1, 2013: 11%  
Effective July 1, 2014: 12%.

Unit members hired on or after July 1, 2006 who are eligible through a spouse or another source for Empire Plan health coverage (New York State Health Insurance Plan) shall not be eligible for health coverage (or the opt-out payments) under the East Rockaway health plan. In the event that the spouse or other source is subject to this same preclusion by the terms of their own collective bargaining agreement, then East Rockaway will permit coverage.

- B. **Group Health Insurance Option** - Unit members shall have the option to withdraw from participation in the New York State Health Insurance Plan. Unit members who exercise this option must notify the District in writing by June 15 and shall receive in the last paycheck in the following June a lump sum payment as follows:

June 2013: \$5,500;  
June 2014: \$5,500;  
June 2015: \$5,250.

Unit members who change from family coverage to individual coverage and who so notify the District in writing by June 15 shall receive in the last paycheck in the following June a lump sum payment as follows:

June 2013: \$2,750;  
June 2014: \$2,750;  
June 2015: \$2,375.

In no event shall an opt-out payment exceed 50% of the cost of the health insurance premium (family or individual, as applicable).

Unit members shall have the right to re-enter the health insurance plan provided the member gives the District at least a 45 calendar day written notice of re-entry into the insurance plan.

Sect. 2 - Dental Insurance

The contribution of the Board of Education will not exceed \$900 per unit member. Part time employees' entitlement will be pro-rated.

Sect. 3 - Payroll Deductions

The Board of Education will provide for payroll deductions as follows:

- A. Association Dues - Upon receipt of signed payroll deductions statements for eligible personnel, membership dues in the East Rockaway Secretaries Association will be deducted from their salaries and transmitted to the treasurer of the East Rockaway Teachers' Association.
- B. Tax Sheltered Annuities - In accordance with the present Board policy.
- C. New York State Employees Retirement System - Contributions as required by law.
- D. Nassau Educators Federal Credit Union - Savings and loan contributions.
- E. Agency Fee Deduction - Within thirty days after the mutual ratification of this agreement and in each subsequent year by October 1, or within sixty days after the commencement of employment, whichever is later, every member of the negotiating unit who is not a member of the East Rockaway Secretaries Association shall as a condition of continued employment pay to the Association an agency shop fee deduction ("agency fee"). The agency fee shall be paid in the same manner as the dues "check off." The agency fee shall continue in effect until (a) the unit member shall cease to be employed by the District; (b) the unit member shall become employed by the District in a position included in a different negotiating unit; or (c) the unit member becomes a member of the East Rockaway Secretaries Association.

When the Board is required to deduct and pay over an agency fee, no such deduction or payment shall be made by the District until and unless the East Rockaway Secretaries Association shall file with the District, a written order, in the manner and on a form to be mutually agreed upon by the Board and the East Rockaway Secretaries Association, stating the amount of the agency fee to be so deducted and paid on account of such unit member; whenever the District shall deduct and pay over any such authorized amounts to the East Rockaway Teachers' Association, the District shall not be liable to see to the proper application of such funds by the East Rockaway Secretaries Association or its officers or agents.

The East Rockaway Secretaries Association shall certify to the Board in writing the current rate of agency fee. The East Rockaway Secretaries Association will give the



Board thirty days written notice prior to the effective date of any changes in the agency fee.

The agency fee deductions referred to in this article shall be made in installments during the school year as shall be specified by the East Rockaway Secretaries Association in writing.

The Association agrees to save and hold harmless the District from all loss, expenses, damages, costs and attorneys' fees that may accrue as a result of the aforesaid agency fee provisions, by reason of any action or suits brought against the District by an employee in the unit aggrieved by the implementation of said agency fee provisions. Furthermore, the East Rockaway Secretaries Association will participate in all legal actions or proceedings brought which relate to the aforesaid agency fee provisions to the fullest extent possible. Representation of East Rockaway Secretaries Association by attorneys retained by New York State United Teachers and/or direct participation by East Rockaway Secretaries Association will be deemed as fulfilling the conditions of this paragraph.

#### Sect. 4 - §125 Plan

The District shall make the existing flexible plan (§125 plan) available to members of this bargaining unit.

### **ARTICLE VI - Conditions of Employment**

#### Sect. 1 - Work Year and Work Week

- A. Members of this unit shall be employed on a thirty-five hour per week - ten or twelve month basis unless an exception is made in the resolution of appointment.
- B. The work year shall be from September 1 to June 30, for ten month employees. The work year for twelve month employees shall be July 1 to June 30, inclusive of paid vacations.
- C. Unit members will be permitted to leave one-half hour earlier on Fridays and prior to a school holiday when school is closed for students.
- D. Unit members employed during the summer will be permitted to leave one-half hour earlier each day.
- E. Ten month employees working in the Junior/ Senior High School may be required to work a maximum of two weeks beyond their regular work year (September 1 - June 30) at their regular rate of pay. Ten month employees working in elementary schools may be required to work a maximum of five days immediately following June 30 and/or five days immediately preceding the first day of school for teachers at their regular rate of pay. In

addition, elementary principals' secretaries may be required to work an additional ten days during the summer beyond the above requirement, at their regular rate of pay, with such additional days to be scheduled by mutual agreement between the principal and the principal's secretary. Employees required to work beyond their regular work year shall be notified thirty days prior to the close of the regular work year.

- F. Unit members currently employed on a ten-month basis and reappointed by the Board of Education to a twelve-month appointment shall receive credit for all months worked prior to the effective date of a twelve-month appointment for purpose of vacation pay.

#### Sect. 2 - Summer School Session

- A. Unit members employed in a summer school session will be paid an hourly rate of pay based upon the unit member's annual rate of pay.
- B. At the discretion of the Superintendent, up to two days of compensatory time may be worked to make up for sick days used during the summer school session.
- C. If the school budget provides for a summer school session, currently employed ten month employees may apply and shall be given preference for employment in the summer school session. In the absence of sufficient volunteers, the District reserves the right to hire such temporary summer help as necessary.
- D. Except in an emergency, unit members will not be asked to perform nursing duties.

#### Sect. 3 - Holidays

- A. Holidays will be granted in accordance with the School District calendar.

#### Sect. 4 - Health Examinations

- A. A health examination shall be required of all newly-appointed employees as a condition of employment. This examination shall be conducted by one of the school physicians, at no cost to the employee. Upon the completion of a health examination, the examining physician shall send his report on the forms provided to the Superintendent of Schools. Thereafter, a health examination may be requested by the Superintendent of any employee should conditions warrant the same. This examination shall be at no cost to the employee provided the examination is given by a doctor selected by the Board, otherwise it will be paid by the employee.

#### Sect. 5 - Emergency School Closing

- A. In the event there is an emergency school closing prior to the beginning of the regular school hours, clerical employees will not be required to work that day.

- B. In the event there is an emergency school closing after the start of the school day, the Principal may assign one clerical employee to remain until all business matters be performed.

Sect. 6 - Vacancies and Promotions

- A. The Board will post in each building all vacancies and promotional positions prior to an appointment to these positions.
- B. If a unit member is assigned a promotional job title and has satisfactorily performed the duties of this position, it is understood that the Superintendent will notify Civil Service that the unit member be given the right to take the Civil Service test on a promotional basis in accordance with Civil Service regulations.

Sect. 7 - Workers' Compensation

- A. Unit members who are unable to perform their duties as a result of personal injury occurring in the course of their employment for which they are eligible to receive Workers' Compensation payments, will be paid their full salary for a period equivalent to the number of accumulated sick days, but the weekly cash benefits paid by Workers' Compensation, made for disability due to said injury, shall be turned over to the District. No part of such absence will be charged to the annual or accumulated sick leave.
- B. A job incurred accident shall not be charged against sick leave.

Sect. 8 - Retirement

- A. All employees eligible for participation in the N.Y. State Employees Retirement System will be forwarded an application in accordance with Retirement System regulations.
- B. Clerical employees are entitled to benefits under Section 75 c.
- C. Unit members who have a minimum of fifteen years of District service and who are eligible to retire pursuant to the New York State Employees' Retirement System, and who submit an irrevocable letter of intent to retire not later than three months prior to the effective date of retirement, shall receive payment in the amount of \$50 per day for each day of unused sick leave, to a maximum of \$6,000.00.

**ARTICLE VII - Leave Policies**

The following leave entitlements apply to all full-time unit members:

Sect. 1 - Vacation for Twelve-Month Employees

Vacations shall be taken in accordance with the following criteria, and as approved by the

Superintendent of Schools.

After one (1) year of service ..... 2 weeks

After five (5) years of service ..... 3 weeks

After ten (10) years of service..... 4 weeks

Sect. 2 - Sick Leave

Twelve-month clerical employees shall be allowed a maximum of fourteen days per year for sick leave without loss of pay. Ten-month clerical employees shall be allowed a maximum of twelve days per year for sick leave without loss of pay. Sick leave shall be interpreted to mean absence due to personal illness, illness of spouse or domestic partner or parents or dependent children. Sick leave days not used shall accumulate to two hundred days, the maximum amount available for any given year, and may be used for absence for personal illness, and for illness in the immediate family, spouse, domestic partner, parents, or dependent children. Upon approval of the Superintendent, sick leave may be used for illness of adult children.

Sect. 3 - Personal Leave

Each clerical employee shall be entitled to two days per year for absence necessitated by personal business, not for recreation, vacation, marriage, honeymoon, etc. Unused personal leave shall be added to accumulated sick leave. Whenever possible, the clerical employee shall give his/her immediate supervisor at least three work days' prior notice for use of personal leave.

Unit members requesting to use personal leave immediately prior to or immediately following a holiday must obtain the prior approval of the Superintendent of Schools.

Sect. 4 - Absence For Death in Immediate Family

Each clerical employee shall be entitled to a maximum of five days for a death in the immediate family. "Immediate family" shall be understood to mean: husband, wife, domestic partner, son, daughter, mother, father, grandparent, grandchild, mother-in-law, father-in-law, sister, brother, son-in-law, daughter-in-law, or any dependent living within the immediate household. Employees shall be entitled to a maximum of two days' absence in the event of the death of a brother-in-law or sister-in-law. Those days utilized in accordance with the provisions of this section shall be exclusive of sick leave and non-cumulative.

Sect. 5 - Absence to Attend Funeral of Close Relative

Each clerical employee shall be entitled to one day to attend the funeral of a close relative. "Close relatives" are to include either the employee's or spouse's: aunt, uncle, niece or nephew. This day shall be exclusive of sick leave and non-cumulative.

#### Sect. 6 - Court Attendance

Up to ten days of court attendance as an appellant, respondent or witness shall be charged to the employee's annual sick leave allowance. If such court attendance shall exceed ten days, the Superintendent may make a recommendation to the Board of Education for special consideration. On proof of the necessity of appearance as a witness pursuant to subpoena or other order of a court or body, an employee shall be granted a leave of absence with pay with no charge to leave credits. This shall not apply to any absence caused by such appearance as a party.

#### Sect. 7 - Extended Illness

In the event of an extended illness during which a unit member has used up all of her accumulated sick leave, she shall receive a special sick leave compensation based on the difference between her daily salary rate and the district's daily salary rate for substitute clerical employees of five days for each year of completed service to the District. Credit for years of service shall be granted only once for each year of service.

#### Sect. 8 - Absence-by-Request

Absence by request means absence beyond the leave policy which has been approved in advance by the Superintendent as justifiable because of urgently extenuating circumstances. Absence by request shall not exceed a maximum of five days in a given school year. Deductions for absence by request shall be made at the employee's daily rate.

#### Sect. 9 - Leave of Absence Without Pay

- A. Unit members will be permitted to take a leave of absence without pay for maternity leave for a maximum of two years leave. Unit members must notify the Superintendent of Schools in writing of a request for said leave at least thirty calendar days prior to the effective day of the leave.
- B. Other leaves of absence without pay may be requested through the Superintendent and shall require the approval of the Board of Education.

#### Sect. 10 - Jury Duty

Each unit member who serves as a juror during the school year shall continue to receive the school district salary. Jury duty pay, in turn, shall be given to the school district. However, unit members should give consideration to postponing their jury duty to such times when school is not in session. In such cases, jury duty pay shall be kept by the unit member.

The following shall apply to part-time unit members (i.e., unit members who work less than full-time):

Sect. 11 - Part-Time Employees

- A. Part-time unit members are entitled to vacation (Sect. 1), sick leave (Sect. 2) and absence for death in the immediate family (Sect. 4) on a pro-rated basis.<sup>1</sup>
- B. Additionally, part-time unit members are entitled to one-half of the entitlement of personal leave (Sect. 3) and absence to attend the funeral of a close family member (Sect. 5). Therefore, all part-time unit members are entitled to one personal day and ½ day of absence to attend the funeral of a close family member.

**ARTICLE VIII - Miscellaneous Provisions**

Sect. 1 - Secretarial Conference Registration Fee

The Board agrees to pay the registration fee for two unit members to attend the annual SCOPE conference.

Sect. 2 - Coffee Break

Unit members will be permitted one twenty-minute break per day in either the morning or the afternoon.

Sect. 3 - Retirement Incentive

The parties agree to form a committee to explore retirement incentives.

Sect. 4 - Duplication of Agreement

The Board of Education will print copies of the Agreement at no cost to the employees and will duplicate copies of all new agreements within sixty calendar days after the ratifications of the Agreement by both parties.

Sect. 5 - Educational Incentive

Unit members shall receive a payment of \$725.00 upon the completion of three credits of job-related in-service or college courses or adult education courses. Such courses shall be subject to the prior approval of the Superintendent.

---

<sup>1</sup> All pro-rated amounts will be rounded up to a whole number of days where the entitlement results in one half of a day or more, e.g., a 12 month employee who works .9 is entitled to 13 sick days (.9 x 14 sick days = 12.6 days, which shall be rounded to 13 days).

Sect. 6 - Preference for Summer Work

Ten month unit members shall be given preference for summer work, excluding summer school, provided, however, that such employees shall not be paid at their regular hourly rate, but shall instead be paid at a rate set by the Board of Education each year.

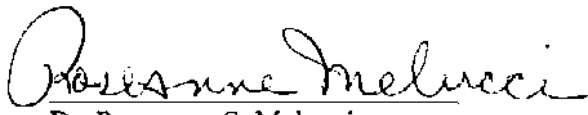
ARTICLE IX - Taylor Law Notice

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.

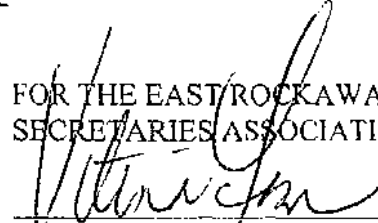
IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives on the date noted below.


DATED: October 15, 2012  
East Rockaway, New York

FOR THE EAST ROCKAWAY  
UNION FREE SCHOOL DISTRICT:

  
Dr. Roseanne C. Melucci  
Superintendent

FOR THE EAST ROCKAWAY  
SECRETARIES ASSOCIATION:

  
Tina Fazi, Co-President

  
Linda Jarmel, Co-President

EAST ROCKAWAY UFSD  
CLERICAL SALARIES  
FY 2012-2013 - 2.00%

Salary Step	ACCT CL 12 MO	PRAC CL 12 MO	PTOVS \$10mo	SACIAS/S12	STEN 12 MOS	SIN SEC 10 MOS	SRI C 10 MO	SE T C 12 MO	TYP CL 10 MO
A	34,360	36,577	30,550	36,570	28,648	31,245	20,616	32,536	27,898
B	36,190	40,608	32,167	38,800	30,156	32,630	31,173	37,405	29,156
C	38,150	42,758	33,872	40,706	31,857	34,765	32,584	38,064	30,678
D	40,130	44,909	35,578	42,813	33,757	36,621	34,317	41,045	32,633
E	42,069	48,602	37,024	44,369	35,638	38,099	35,081	43,366	34,138
F	43,548	49,166	38,234	45,923	36,914	39,576	37,465	44,859	35,412
G	44,998	49,731	39,393	47,478	37,600	41,040	38,867	46,221	36,719
H	46,448	51,296	40,563	49,032	38,879	42,563	40,019	47,784	38,019
I	47,897	52,858	41,767	50,751	40,160	43,850	41,202	49,347	39,322
J	49,348	54,424	42,951	52,353	41,440	45,188	42,380	50,924	40,632
K	50,797	55,988	44,137	54,021	42,569	46,542	43,564	52,471	41,937
L	52,246	57,552	45,329	55,713	43,869	47,891	45,439	54,035	42,844
M	53,698	59,215	46,489	57,020	44,808	49,238	46,729	55,599	43,951
N	55,143	60,878	48,468	58,972	45,354	50,624	48,021	57,024	45,034
O	56,061	61,797	50,173	59,869	46,719	51,380	48,705	58,529	45,824
P	57,030	62,765	50,861	60,860	47,524	52,196	49,504	59,511	46,893
Q	58,044	63,760	51,826	61,874	48,372	53,041	50,438	60,525	47,477
TYP-CL 12 MO									
A	33,207								
B	34,985								
C	37,174								
D	39,984								
E	40,928								
F	42,493								
G	44,067								
H	45,624								
I	47,188								
J	48,757								
K	50,084								
L	51,768								
M	52,799								
N	54,069								
O	54,986								
P	55,267								
Q	55,871								
Longevity	Step 18	1,250							
	Step 25	1,290							
	Step 30	1,250							



EAST ROCKAWAY UFSD  
CLERICAL SALARIES  
FY 2013-2014 - 0.00%

Salary Step	ACCT CL 12 MO	PR AC CL 12 MO	PTC(S)110mo	SR AC(S)5-912	STEN 10 MOS	STN SECT 10 MOS	SR FC 10 MO	SR FC 12 MO	TYP-CL 10 MO
A	34,380	38,577	30,558	36,879	28,949	31,245	29,618	35,516	27,898
B	36,150	40,609	32,167	38,860	30,156	32,891	31,173	37,405	29,156
C1	38,169	42,768	33,872	40,791	31,957	34,754	32,834	39,979	30,979
C2	40,180	44,903	35,578	42,813	33,737	36,671	34,817	41,643	32,303
C3	42,088	46,663	37,274	44,369	35,038	38,099	36,051	43,058	34,158
C4	43,546	48,168	38,276	45,923	36,519	39,576	37,460	44,650	35,412
D5	44,998	49,721	39,333	47,478	37,600	41,040	38,837	46,221	36,716
D6	46,448	51,296	40,500	49,032	38,879	42,533	40,019	47,764	38,019
D7	47,897	52,856	41,737	50,751	40,163	43,850	41,202	49,247	39,324
D8	49,348	54,424	42,951	52,339	41,447	45,139	42,380	50,905	40,632
D9	50,797	55,988	44,187	54,021	42,569	46,542	43,564	52,471	41,757
E1	52,246	57,582	45,398	55,713	43,682	47,851	44,839	54,105	42,841
E2	53,696	59,215	46,593	57,020	44,826	49,236	46,128	55,599	43,951
E3	55,143	60,878	47,868	58,872	46,054	50,621	47,421	57,324	45,050
E4	56,081	61,797	50,173	59,859	46,719	51,990	48,705	58,310	46,024
F5	57,039	62,786	50,981	60,863	47,325	52,796	49,594	59,211	46,832
F6	58,044	63,760	51,826	61,875	48,372	53,041	50,439	60,225	47,477
Salary Step									
A	93,297								
B	94,985								
C1	97,174								
C2	99,364								
C3	40,929								
C4	42,483								
D5	44,057								
D6	45,624								
D7	47,188								
D8	48,757								
D9	50,083								
E1	51,733								
E2	52,735								
E3	54,009								
E4	54,085								
E5	55,057								
E6	56,871								
Competency									
Step 16	1,250	Step 25	1,250	Step 30	1,250				

EAST ROCKAWAY UFSD  
CLERICAL SALARIES  
FY 2014-2015 - 1.00%

Salary Step	ADCL 12 MO	1.01	1.02	PR AD ELTZ MO	P/TC/S/ST10MO	SIAC/CS/5112	STEN 10 MO	STN/SEC10 MOS	SR Y C 10 MO	SR T C 12 MO	TY C L 10 MO
A1	34,724	33,963	30,834	37,037	28,935	31,557	35,691	37,779	31,485	35,691	27,905
B1	36,552	41,016	32,439	35,986	30,458	33,219	35,986	38,334	32,370	36,334	31,268
C1	38,541	43,185	34,211	41,113	32,277	35,102	38,334	41,455	34,950	41,455	33,151
D1	40,531	45,356	35,934	43,241	34,095	36,987	40,531	43,527	36,442	43,527	34,449
E1	42,520	47,066	37,394	44,813	35,386	38,480	42,520	45,105	37,935	45,105	35,766
F1	43,982	48,548	38,590	46,362	36,802	39,972	43,982	46,683	39,226	46,683	37,045
G1	45,448	50,328	39,787	47,953	37,976	41,450	45,448	48,262	40,419	48,262	38,389
H1	46,912	51,709	40,986	49,522	38,258	42,824	46,912	49,840	41,614	49,840	39,715
I1	48,376	53,387	42,185	51,258	40,562	44,239	48,376	51,418	42,804	51,418	41,038
J1	49,841	54,968	43,381	52,882	41,854	45,650	49,841	52,996	44,000	52,996	42,154
K1	51,305	56,548	44,578	54,591	42,905	47,067	51,305	54,575	45,185	54,575	43,272
L1	52,768	58,128	45,771	56,270	44,136	48,373	52,768	56,125	46,369	56,125	44,391
M1	54,233	59,707	46,964	57,930	45,374	49,723	54,233	57,601	47,561	57,601	45,510
N1	55,698	61,287	48,158	59,582	46,614	51,103	55,698	59,073	48,750	59,073	46,628
O1	57,162	62,867	49,351	61,234	47,854	52,483	57,162	60,545	50,000	60,545	47,747
P1	58,627	64,447	50,544	62,883	49,095	53,871	58,627	62,017	51,185	62,017	48,865
Longevity Step 18	1,250										
Longevity Step 19	1,250										
Longevity Step 20	1,250										
Longevity Step 21	1,250										
Longevity Step 22	1,250										
Longevity Step 23	1,250										
Longevity Step 24	1,250										
Longevity Step 25	1,250										
Longevity Step 26	1,250										
Longevity Step 27	1,250										
Longevity Step 28	1,250										
Longevity Step 29	1,250										
Longevity Step 30	1,250										

