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Union: **United Public Service Employees Union**

Local: **424**

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COS/ 4697

**AGREEMENT**  
**BETWEEN**  
**CARLE PLACE UNION FREE SCHOOL DISTRICT**  
**AND**  
**LOCAL 424**  
**UNITED PUBLIC SERVICE EMPLOYEES UNION**

**JULY 1, 2004 - JUNE 30, 2008**

**RECEIVED**

DEC 04 2006

**NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD**

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**AGREEMENT** between the undersigned, CARLE PLACE UNION FREE SCHOOL DISTRICT (hereinafter termed the "District"), 168 Cherry Lane, Carle Place, New York 11514-1788 and the UNITED PUBLIC SERVICE EMPLOYEES UNION LOCAL 424, TCU, 35555 Veterans Memorial Highway, Lake Ronkonkoma, New York 11779-3020 (hereinafter termed the "Union"); wherein it is mutually agreed as follows:

**ARTICLE I - RECOGNITION AND UNION STATUS**

The District recognizes the Union as the exclusive bargaining agent for all permanent full-time/part-time employees in the following categories:

- A. Head Custodian
- B. Assistant Head Custodian
- C. Maintainer
- D. Custodian
- E. Supervising Groundskeeper
- F. Grounds Person/Bus Driver
- G. Messenger
- H. Full-Time Cleaners and any part-time Cleaner

The District can hire part-time help at a rate of pay that is equal to their full-time counterpart. The above part-time help would be used to complement the full-time staff in the trade areas. The part-time help would be made a part of the Local 424 unit.

**ARTICLE II - PAYROLL DEDUCTIONS**

- A. The District will deduct from wages, dues as designated by the Union for

membership in the Union on the basis of individually signed voluntary deduction authorization cards in a form agreed to by the District and the Union on the first payday of the month and forward to the Treasurer of the Union by the second payroll of the month.

- B. Deduction from an employee's wages shall be in accordance with the date stamped on the Dues Deduction Card. Authorization for deduction of dues from wages shall remain in effect as long as the building and grounds employee is employed by the District, and unless canceled in writing by the building and grounds employee notifying the Business Office and the Union of said discontinuance.
- C. In case earnings for any period are insufficient to cover dues, payment for such dues shall be made by the employee directly to the Union.
- D. Agency Fees
  - 1. The Board of Education does hereby agree that no later than fifteen (15) days after the effective date of this Agreement each employee will pay to the collective bargaining agent each month a service charge toward the administration of the Agreement and the representation of such employee; provided, however, that each employee will have available to him/her membership in the Union on the same terms and conditions that are available to every other member of the Union. The service charge shall be an amount equal to the collective bargaining agent's regular monthly dues for each month, thereafter in an amount equal to the regular and usual monthly dues.

The Board of Education shall deduct such fee in the same manner the membership dues are deducted.

2. The Union will comply with all statutory requirements regarding Agency Fee.
- E. The Union shall indemnify and save the School District harmless against any and all claims, demands, suits and other forms of liability that shall arise out of, or by reason of, action taken or not by the School District for the purpose of complying with any list, notice, or assignment furnished under any provision of such.

### **ARTICLE III - EMPLOYMENT AND PROBATION**

A probationary period for all new employees shall be twenty-six (26) weeks after certification by the Nassau County Civil Service Commission. If at the end of this period his/her work is considered to be satisfactory, he/she shall be considered to be a permanent employee of the School District from the first day of employment by the Board of Education.

### **ARTICLE IV - SENIORITY, PROMOTIONS AND TRANSFERS**

- A. Seniority - Seniority for all employees shall be computed from the first day of employment by the Board of Education. If layoffs become necessary, provisional and probationary employees shall be laid off before any permanent employee shall lose employment. If, after all part-time and probationary employees have been laid off, and other reductions in the work force are necessary, layoffs shall be in accordance with the principals of seniority, provided the retained employee can efficiently perform the required work. For the purpose of reductions in force, seniority shall be classification-wide provided no employee shall have less seniority in the

classification in which he/she was originally hired than his/her total District-wide seniority.

Before hiring any new employees the available work must be offered to the employees on layoff by sending a written notice to the employee by registered mail, return receipt requested, directing him/her to return to work at a date and time not less than seven (7) days from the date of the mailing of such notice.

- B. Promotions - All job and shift openings and promotions shall be posted, and all employees shall have the opportunity to bid on same. The Board shall offer said openings and promotions to employees who have bid upon them on the basis of ability, seniority and qualifications of the District and Nassau County Civil Service Commission.

For the purpose of promotion, seniority shall be computed on a classification-wide basis.

Any employee directed in writing to assume the duties and responsibilities of a higher paying classification, shall receive the pay of the higher paying classification on the effective date he/she assumed the duties and responsibilities of the higher paying classification.

- C. Transfers - The District recognizes that frequent reassignment and/or transfer of custodial employees from one school to another is disruptive to the efficiency and the maintenance of the District and interferes with optimum employee performance. Transfers will not be made for disciplinary reasons.



The Union recognizes that some flexibility in regard to employee transfers must remain with the District and the District agrees to give ample notice, except in emergencies.

**ARTICLE V - WORK WEEK**

- A. The work year shall be defined as follows: July 1<sup>st</sup> through June 30<sup>th</sup>.
- B. The normal work week shall be as follows:

Monday through Friday

DAYS            7 A.M. - 4 P.M.            - 1 hour lunch

(includes Maintenance and Grounds)

NIGHTS        3 P.M. - 11:30 P.M.        - ½ hour dinner

4 P.M. - 12:30 A.M.        - ½ hour dinner

11 P.M. - 7:30 A.M.        - ½ hour dinner

HEAD CUSTODIAN

7 A.M. - 4 P.M.            - 1 hour lunch

Tuesday through Saturday

(Assistant Head Custodian at High School and one  
custodian or cleaner chosen by volunteering or seniority)

SHIFT ONE    Tuesday - Friday        3 P.M. - 11:30 P.M.

Saturday                    7 A.M. - 3:30 P.M.

½ hour lunch

SHIFT TWO Tuesday - Friday 3 P.M. - 11:30 P.M.

Saturday 9 A.M. - 5:30 P.M.

½ hour lunch

- C. With the exception of three (3) positions, summer workday shall be one week after school closes through one full week before school opens, and during periods in the school year when the students are not scheduled to be in attendance, the work day shall be 7 A.M. - 3 P.M. - ½ hour lunch. The Summer Workday for the three positions will be 3 P.M. - 11:00 P.M. - ½ hour dinner.

The Union agrees that the three (3) positions will be covered at all times, and that the provision of the summer workday schedule will be discontinued by the District if coverage for these positions is not provided. The three custodian/cleaner positions will be selected by the classification based upon volunteering, and if there are no volunteers, then by assignment in order of reverse seniority. (It is understood there will always be at least one supervisory person so assigned.)

- D. In the event that a situation shall arise that will require either party to ask for a change in the hours specified in this agreement, such change will be arrived at by negotiations between the Union and the District. Such change shall be temporary. If no agreement is reached within a reasonable amount of time, the District shall have the right to implement such change.
- E. Two coffee breaks of ten (10) minutes each day shall be staggered in order to keep the building manned at all times.

## ARTICLE VI - LEAVE PROVISIONS

A. Sick Leave - All employees covered under this Agreement shall be entitled to leave for personal illness. Medical proof of absence must be submitted when requested by the Superintendent of Schools or his/her designee. In all cases a written report on Form P-2, "Explanation of Absence Form" must be filed in the District office.

Credits for sick leave shall be earned at the rate of one day for each month of service and may accumulate to the maximum credit of 230 days, except during periods of leave without pay. After an employee's total accumulation has reached 230 days, further credit may be earned only to replace credits used.

An employee who retires shall receive compensation for twenty percent (20%) of all leave days accumulated after July 1, 1971. Compensation shall be paid at the rate of 1/240th of his/her final contract salary and shall be paid by the final payroll check prior to retiring.

All sick days taken shall be deducted from the current year's allowance.

A new employee shall have an established credit of one day for each month in the school year upon initial employment for use during the first year's service, before any deductions are made. In the event a new employee should terminate his/her service during the first year the amount of sick leave which shall be credited to him/her shall be computed at the rate of one day for each month of service actually rendered. Deductions for the above sick provisions, if used, shall be made in the final paycheck.

At its discretion, the District may accept an employee for "limited duty" at the request of his/her doctor.

In the event of absence, all personnel shall contact the Director of Facilities or the Head Custodian of his/her building at least one hour prior to normal reporting time. Failure to comply with the above will be considered an illegal absence resulting in a loss of pay.

Any twelve (12) month employee who does not use any sick days in the fiscal year will receive a \$500.00 bonus payment at the end of said year. Any twelve (12) month employee who uses three (3) sick days or less in the fiscal year will receive a bonus payment of \$300.00 at the end of said year.

- B. Personal Leave - A maximum of three (3) days may be granted for absences for serious illness and personal reason involving the immediate family. The term "immediate family" shall include father, mother, mother-in-law, father-in-law, wife, husband, child, grandchild, brother, brother-in-law, sister, sister-in-law, grandparent. Absence for personal reasons shall be defined as follows: marriage, graduation (self or others), religious observance, required court appearance, legal matters, family emergencies. These shall not be counted as part of the accumulated 230 days for personal illness. "Prior Approval of Absence Form" must be filed in triplicate with the Director of Facilities five (5) days in advance whenever possible. Any unused personal leave days may be added to an employee's sick leave accumulation.
- C. Maternity Leave - Upon request, employees will be granted leave of absence without

pay not to exceed one (1) year and shall be reinstated in the same or comparable position upon their return.

- D. Leave of Absence - After certification by the Nassau County Civil Service Commission, employees may be granted, after formal request, a leave of absence for one (1) year without pay. However, such employee on leave of absence may, after formal request, be allowed to pay his/her hospital benefits.
- E. Jury Duty - Employees covered by this Agreement who are required to serve on jury duty shall receive their regular pay. The mileage allowance shall be retained by the employee.
- F. Bereavement Leave - Absence because of death in the "Immediate Family" shall be granted with no loss of pay for up to five (5) days. Each bereavement shall be treated on an incident basis.

#### **ARTICLE VII - WAGES**

- A. See Attached Salary Schedule
- B. All employees working a night shift as defined by Article V shall receive an additional pay differential in an amount equal to 5% of their annual salary.

#### **ARTICLE VIII - OVERTIME**

- A. Overtime shall be computed on a daily basis. All overtime shall be paid after an eight (8) hour shift, regardless of the employee's scheduled shift length. However, when summer hours are in effect as defined by Article V, overtime shall be paid after a seven and one-half (7.5) hour shift.

- B. The District does not guarantee that there will be overtime. All overtime shall be rotated in the department or building in which it occurs.
- C. A separate overtime list shall be established for the maintenance and grounds crew.
- D. All employees working overtime shall receive time and one-half. All employees shall receive double time for overtime worked on Sundays and Holidays. All employees who work overtime on a Holiday shall also receive their regular Holiday day.
- E. Should an employee be called in for an emergency, he/she shall be guaranteed three (3) hours work, at the rate established in paragraph D of this Article.
- F. All overtime will be paid in the next subsequent pay period.
- G. Head Custodians will receive a stipend in the amount of \$1,165.00 annually for performing building checks in all three buildings on Sundays and Holidays on a rotational basis. The District reserves the right to eliminate the requirement for building checks and the accompanying stipend.

**ARTICLE IX - HEALTH INSURANCE**

- A. Contribution - The Board shall pay 100% of the cost of individual health insurance coverage. Employees will contribute 5% of the family portion. The family portion is the difference between the family premium and the individual premium.  
  
Effective July 1, 2005, the Board shall pay 95% of the cost of individual or family health insurance coverage and employees shall pay 5% of the cost. Effective July 1, 2006, the Board shall pay 90% of the cost of individual or family health insurance

coverage and employees shall pay 10% of the cost.

- B. Opting-Out Plan - An eligible unit member may opt to decline coverage. If a member elects to discontinue the health coverage for a year, the unit member shall receive a bonus payment after one year of withdrawal. The amount of bonus shall be equal to  $\frac{1}{2}$  of the savings realized by the District on the anniversary date of the withdrawal. A unit member shall have the option to reinstate coverage, however, the bonus shall be paid only if the unit member withdraws from such coverage for a full year.
- C. Waiting Period - New employees to the District, effective July 1, 1991, will have a maximum sixty (60) day waiting period before their insurance coverage begins.

## **ARTICLE X - RETIREMENT**

The District agrees to cover all employees covered by this Agreement under the 1/60th non-contributory plan, retroactive to 1938.

## **ARTICLE XI - HOLIDAYS**

Full-time employees shall receive sixteen (16) holidays per year to be taken on holidays when school is not in session. These holidays shall be developed by the Unit (in coordination with the Secretarial Association.) The agreed upon holidays are subject to the approval of the Superintendent or his/her designee.

## **ARTICLE XII - SNOW DAYS/SCHOOL CLOSED**

All custodians and maintenance personnel who are assigned by the Director of Facilities to work are to receive time and one-half for the hours worked in addition to the regular day's pay. All others will receive the regular day's pay.

When schools are closed on unused make-up snow days, unit members will be required to work. However, the day or days may be used as floating personal day(s) with the advanced approval of the Director of Facilities. The floating personal day(s) must be used by August 31<sup>st</sup>.

## **ARTICLE XIII - UNIFORMS**

- A. The District shall provide an annual amount of \$190.00 per member per year in the form of an account for the purpose of providing uniforms, jackets or safety shoes. In addition, the Director of Facilities shall have the discretion to expend necessary funds beyond the amount set forth for newly-hired members or for employees whose job responsibilities require additional equipment.



- B. No employee will be permitted to wear this uniform except in the performance of school duties.

#### **ARTICLE XIV - VACATIONS**

- A. The following vacation plan shall be in effect for all full-time twelve (12) month employees:
1. six (6) months through one (1) year of employment - one (1) week
  2. two (2) years through three (3) years of employment - two (2) weeks
  3. four (4) years through eleven (11) years of employment - three (3) weeks
  4. twelfth (12) year plus of employment - four (4) weeks
- B. Vacations will be computed based on the July 1 - June 30 school year. Vacations may be taken at any time by mutual consent and in accordance with seniority, provided it does not interfere with the operation and cleaning schedule of the District.
- C. Any employee who voluntarily terminates his employment and gives the District two (2) weeks notice shall receive prorated vacation pay for unused vacation.
- D. Vacation schedules will be posted no later than May 15<sup>th</sup> of each year.

#### **ARTICLE XV - GRIEVANCE PROCEDURES**

Step 1: Any grievance under this Agreement between the employee or employees and the District shall be submitted in writing to the employee's immediate supervisor or shop steward and shall be answered in writing within five (5) working days of its submission.

Step 2: In the event the grievance has not been satisfactorily resolved at Step 1, the Union or the District may, within five (5) working days from the date of receipt of the written answer, take up such grievance with the School Business Administrator or the representative from Local 424, who shall answer said grievance within five (5) days after its presentation.

Step 3: In the event the grievance has not been satisfactorily resolved at Step 2, a Union representative and School Board representative will file the grievance with a mutually agreed upon arbitrator who will arbitrate the grievance in advisory nature only. Costs of arbitration will be shared equally.

#### **ARTICLE XVI - COMPENSATION/ON-THE-JOB INJURIES**

Employees covered under this Agreement shall receive the difference between Workers' Compensation benefits and their full salary up to 90 working days so that they will not suffer loss of income with respect to absence resulting from on-the-job injuries. No days shall be deducted from the custodial employee's accumulated sick leave for such injury until the said period of 90 working days has expired.

#### **ARTICLE XVII - GENERAL CLAUSES**

- A. Union Activities - Employees shall not engage in Union activities during their normal working hours.
- B. Proper Attire - All custodians, groundskeepers, cleaners and maintainers will report to work clean shaven and as neat as possible. The building attendant will report to work in a presentable manner.

- C. Tardiness - All employees who report to work late may be docked accordingly by the quarter hour.
  
- D. No Strike Clause - During the term of this agreement there shall be no stoppage of work, lockout or strike. In the event of a violation of this provision by any party to the Agreement, the matter shall immediately be submitted to the dispute agency and/or arbitrator for such action as he deems necessary. To the extent possible, the dispute agency and/or arbitrator shall take action within twenty-four (24) hours. Nothing herein shall be construed to limit the power or right of the parties to apply for injunctive relief pursuant to the provision of the Public Employees Fair Employment Law.
  
- E. Maintenance/Replacement of Tools - The District agrees to maintain, supply and replace all special tools and equipment to employees necessary in performing their duties.
  
- F. Personal Vehicles - No employee of the District shall be required to used his/her own personal vehicle in the performance of his/her duty.
  
- G. Sanitary Arrangements - The District agrees to supply soap, paper towels and washing facilities for all its employees and further agrees to provide a secure area, where possible, for storage of employees' personal clothing. Employees will furnish their own locks and be responsible for same.
  
- H. First Aid - The District agrees to have a complete first aid kit in each school building.

- I. No Discrimination - Both parties agree that there shall be no discrimination against any present or future employee by reason of sex, race, creed, color, national origin or Union or non-Union membership.
  
- J. Union Meetings - The District may, upon formal application, provide space within the schools for Union meetings at a time that will cause no disruption to District operations.
  
- K. Bulletin Boards - The District shall provide bulletin board space in each school.
  
- L. Military Service - Both parties agree that all statutes are valid regulations relative to the reinstatement and employment of veterans and shall be observed within the same force and effect as if written into this Agreement.
  
- M. Visitation
  - 1. The Union, upon notification to the District, through its representatives, shall have the right to visit the working areas of the schools in the District where employees covered by the Agreement are assigned during normal working hours of such employees. However, there shall be no interruption of service.
  - 2. The Union shall, prior to visiting the District, notify the Assistant Superintendent for Business and advise him/her of the building he/she will be visiting.
  - 3. Normal visiting procedures in school buildings will be observed.
  
- N. Shop Stewards - The Union shall forward a list of its Shop Steward(s) to the

Assistant Superintendent for Business and shall advise him/her of any changes.

- O. Unit Work - No contractor or subcontractor shall be brought into the District to perform unit work if same would result in a reduction of straight-time work by the current employees unless it is determined that such work can be performed more efficiently or at lower cost through such contractors.
- P. Asbestos - The District will adhere to all asbestos and right-to-know regulations and all provisions of State Labor Law.
- Q. Six-Hour Driving Course - The District may require unit members to attend a six-hour driving course at the discretion of the Director of Facilities during work hours and at District expense.

**ARTICLE XVIII - MANAGEMENT RIGHTS/ZIPPER CLAUSE**

The District will normally follow a system of progressive disciplinary action when it is necessary to discipline an employee.

Progressive disciplinary action will include verbal warning, written warning, suspension and/or discharge. A copy of all written disciplinary action will be given to the employee and the Union. There are infractions of the rules not appropriate for progressive discipline and may be cause for immediate dismissal. The Union has the right to dispute any discharge for cause through the grievance procedure. All Civil Service regulations will be followed.

Subject to the provisions of this agreement and applicable law, the District retains full responsibility and the sole right of management of the District, its business affairs and property including, but without limitation, the right to supervise and direct the working forces; to plan,

control, increase, decrease, transfer or discontinue operations; to establish work and school schedules; to hire, and promote employees; to increase or decrease the working force; and to suspend, discipline and discharge employees.

**ARTICLE XIX - LABOR/MANAGEMENT MEETING**

A Labor/Management Joint Committee, with equal representation from the Union and from the District shall meet as feasible at the request of the Unit representatives with the Superintendent or designee. The committee shall meet to discuss items of joint interest, including, but not limited to employee work load, safety, work performance and general conditions. After investigating these topics, the Joint Committee may advise the Board of Education of its findings. The agenda for Labor/Management meetings shall be submitted one week in advance of the meeting.

**ARTICLE XX - WELFARE FUND**

A. The Board agrees to provide payment for all employees participating therein the following sum to the Union Welfare Fund:

04-05 – \$81.25

05-06 – \$81.25

06-07 – \$84.25

07-08 – \$87.25

B. These payments shall be forwarded to the U.P.S.E.U. Welfare Fund no later than the tenth (10<sup>th</sup>) day of the month following the month of credit for the payment. U.P.S.E.U. Welfare Fund will provide Dental, Optical, Life Insurance and Disability Insurance Benefits for the above detailed payments as determined by the Union.

- C. Effective January, 2005, the Board agrees to provide payment of \$125 annually for the life of the contract for each unit member participating in the Union's Long Term Disability Fund.

**ARTICLE XXI - TERM OF AGREEMENT**

The term of this Agreement shall be four (4) years commencing July 1, 2004 through June 30, 2008. The parties agree to meet on or about February 3, 2008 to commence negotiations for the terms and conditions of the Contract to be effective July 1, 2008.

**ARTICLE XXII - TAYLOR 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 THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

**ARTICLE XXIII - MISCELLANEOUS**

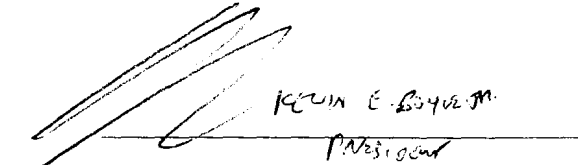
- A. Any by-law and rule and regulation not affected by the articles negotiated in this Contract shall be considered to be acceptable and shall be approved for the duration of the Contract.
- B. If any provision of this Agreement, or any application thereof, shall be contrary to law then such provision or application shall not be deemed valid and binding except to the extent permitted by law but all other provisions or applications shall continue in full force and effect.

THIS AGREEMENT is made and entered into this 26 day of May, 2005 by and between the CARLE PLACE UNION FREE SCHOOL DISTRICT and LOCAL 424/UNITED PUBLIC SERVICE EMPLOYEES UNION.

IN WITNESS WHEREOF, the parties hereto have caused these present to be signed and sealed.



FOR THE DISTRICT



KEVIN E. BOYER  
President

FOR LOCAL 424 UPSEU



## APPENDIX B

### LONGEVITY

#### LONGEVITY

After	10 years	\$750
After	15 years	an additional \$1,250 (Total \$2,000)
After	20 years	an additional \$1,750 (Total \$3,750)

Longevity will be added as of July 1 of each year and any part of a year will be considered as service for this payment only. 12-month employees will be given credit for Longevity.

SALARY SCHEDULE 2004-05

STEP	COURIER CLEANER	CUSTODIAN GRDSMAN	ASST HD CUST MAINTAINER	CL HD CUST HD GDSMAN	RM HD CUST	MS/HS HD CUST
1	31,000	36,000	38,500	41,000	43,500	46,000
2	32,000	37,000	39,500	42,000	44,500	47,000
3	33,000	38,000	40,500	43,000	45,500	48,000
4	34,000	39,000	41,500	44,000	46,500	49,000
5	35,000	40,000	42,500	45,000	47,500	50,000
6	36,000	41,000	43,500	46,000	48,500	51,000
7	37,000	42,000	44,500	47,000	49,500	52,000
8	38,000	43,000	45,500	48,000	50,500	53,000
9	39,000	44,000	46,500	49,000	51,500	54,000
10	40,000	45,000	47,500	50,000	52,500	55,000
11	41,000	46,000	48,500	51,000	53,500	56,000
12	42,000	47,000	49,500	52,000	54,500	57,000
13	43,000	48,000	50,500	53,000	55,500	58,000
14	44,000	49,000	51,500	54,000	56,500	59,000
15	45,000	50,000	52,500	55,000	57,500	60,000
16	46,000	51,000	53,500	56,000	58,500	61,000

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SALARY SCHEDULE 2005-06

STEP	COURIER CLEANER	CUSTODIAN GRDSMAN	ASST HD CUST MAINTAINER	CL HD CUST GDSMAN	RM HD CUST	MS/HS HD CUST
1	31,930	37,080	39,655	42,230	44,805	47,380
2	32,960	38,110	40,685	43,260	45,835	48,410
3	33,990	39,140	41,715	44,290	46,865	49,440
4	35,020	40,170	42,745	45,320	47,895	50,470
5	36,050	41,200	43,775	46,350	48,925	51,500
6	37,080	42,230	44,805	47,380	49,955	52,530
7	38,110	43,260	45,835	48,410	50,985	53,560
8	39,140	44,290	46,865	49,440	52,015	54,590
9	40,170	45,320	47,895	50,470	53,045	55,620
10	41,200	46,350	48,925	51,500	54,075	56,650
11	42,230	47,380	49,955	52,530	55,105	57,680
12	43,260	48,410	50,985	53,560	56,135	58,710
13	44,290	49,440	52,015	54,590	57,165	59,740
14	45,320	50,470	53,045	55,620	58,195	60,770
15	46,350	51,500	54,075	56,650	59,225	61,800
16	47,380	52,530	55,105	57,680	60,255	62,830

SALARY SCHEDULE 2006-07

STEP	COURIER CLEANER	CUSTODIAN GRDSMAN	ASST HD CUST MAINTAINER	CL HD CUST HD GDSMAN	RM HD CUST	MS/HS HD CUST
1	32,888	38,192	40,845	43,497	46,149	48,801
2	33,949	39,253	41,906	44,558	47,210	49,862
3	35,010	40,314	42,966	45,619	48,271	50,923
4	36,071	41,375	44,027	46,680	49,332	51,984
5	37,132	42,436	45,088	47,741	50,393	53,045
6	38,192	43,497	46,149	48,801	51,454	54,106
7	39,253	44,558	47,210	49,862	52,515	55,167
8	40,314	45,619	48,271	50,923	53,575	56,228
9	41,375	46,680	49,332	51,984	54,636	57,289
10	42,436	47,741	50,393	53,045	55,697	58,350
11	43,497	48,801	51,454	54,106	56,758	59,410
12	44,558	49,862	52,515	55,167	57,819	60,471
13	45,619	50,923	53,575	56,228	58,880	61,532
14	46,680	51,984	54,636	57,289	59,941	62,593
15	47,741	53,045	55,697	58,350	61,002	63,654
16	48,801	54,106	56,758	59,410	62,063	64,715

SALARY SCHEDULE 2007-08

STEP	COURIER CLEANER	CUSTODIAN GRDSMAN	ASST HD CUST MAINTAINER	CL HD CUST HD GDSMAN	RM HD CUST	MS/HS HD CUST
1	33,875	39,338	42,070	44,802	47,534	50,265
2	34,967	40,431	43,163	45,895	48,626	51,358
3	36,060	41,524	44,255	46,987	49,719	52,451
4	37,153	42,616	45,348	48,080	50,812	53,544
5	38,245	43,709	46,441	49,173	51,905	54,636
6	39,338	44,802	47,534	50,265	52,997	55,729
7	40,431	45,895	48,626	51,358	54,090	56,822
8	41,524	46,987	49,719	52,451	55,183	57,915
9	42,616	48,080	50,812	53,544	56,275	59,007
10	43,709	49,173	51,905	54,636	57,368	60,100
11	44,802	50,265	52,997	55,729	58,461	61,193
12	45,895	51,358	54,090	56,822	59,554	62,285
13	46,987	52,451	55,183	57,915	60,646	63,378
14	48,080	53,544	56,275	59,007	61,739	64,471
15	49,173	54,636	57,368	60,100	62,832	65,564
16	50,265	55,729	58,461	61,193	63,925	66,656