

**AGREEMENT BETWEEN**

**BOARD OF EDUCATION OF THE  
CONNETQUOT CENTRAL SCHOOL DISTRICT**

**AND**

**CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.,  
LOCAL 1000 AFSCME, AFL-CIO, BY THE  
CONNETQUOT CENTRAL SCHOOL DISTRICT  
OPERATIONAL UNIT OF LOCAL 870 CSEA**

**July 1, 2022 - June 30, 2026**

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**THIS AGREEMENT** entered into this \_\_\_ day of \_\_\_\_\_, 2024 by and between the BOARD OF EDUCATION, CONNETQUOT CENTRAL SCHOOL DISTRICT OF ISLIP, Suffolk County, New York (hereinafter referred to as the “Board”) and the Civil Service Employees Association, Inc., Local 1000 AFSCME, AFL-CIO, the recognized union, by the Connetquot Central School District Operational Unit of Local 870 CSEA (hereinafter referred to as the “Association”).

## **PREAMBLE**

The Board and the Association hereby agree that the welfare of the children of Connetquot is paramount in the operation of the schools and will be diligently promoted by both parties, and that the good morale of the school staff is necessary to the greatest welfare of the children. To promote these objectives, the parties do hereby agree to follow the practice as per the following pages.

## **ARTICLE I RECOGNITION**

**A.** The Board, pursuant to the provisions of Article XIV of the Civil Service Law, recognizes the Association as the sole and exclusive bargaining representative of all regular, permanent full-time and part-time employees as set forth in Section B of this article.

**B.** The bargaining unit shall include all regular, permanent full-time and part-time employees in the following categories: Food Service Staff, Buildings and Grounds Staff. The specific positions included with the foregoing categories are described in the attached Salary Schedules.

The unit shall exclude the Superintendent, Administrative Assistants, all Department Supervisors, and all other supervisory, managerial, or confidential employees.

Other specific positions may be included within the bargaining unit during the term of this Agreement if determined appropriate by the Board of Education and negotiated bilaterally with the CSEA.

Negotiations between the Board and the CSEA in connection with the inclusion of other specific positions subsequent to the execution of this Agreement, shall not be construed to constitute authority to negotiate or renegotiate any other term or condition of this Agreement.

**C.** The Association affirms that under no circumstances will it or any of its members authorize, sanction, condone or acquiesce in, nor will any member of the bargaining unit take part in any strike or work stoppage of any kind. A strike or work stoppage shall be deemed to include, but not be limited to, slowdowns, sit-ins, concerted mass sickness, or any curtailment of work or interference with the operations of the School District, particularly during school hours. The Administration, on behalf of the Board, shall have the right to discipline, including discharge, any employee who violates this provision.

**D.** The Association will be afforded all of the membership dues deduction privileges provided for by the Civil Service Law and current policy within the school District.

E. If employees wish to have payroll deductions made for payments to the Credit Union Plan, they shall notify the Administration, who shall cooperate on the methods of such deductions to the Credit Union Plan. Salary deductions shall be made for savings plans provided there shall be no more than three (3) institutions, with a minimum of ten (10) employees enrolled for one institution.

F. **MANAGEMENT RIGHTS:** The Board and Superintendent of Schools are charged by law to have in all respects, the superintendence, management, and control of the District, subject to the provisions of this Agreement. Except as expressly set forth herein, no provision of this Agreement is intended, nor shall it have the effect of abridging or violating the rights or obligations accorded to or imposed upon the Board or Superintendent of Schools by the Education Law of the State of New York or any other law or rule or regulation having the force or effect of law.

G. The Board and the Association agree that there will be no discrimination in the hiring of employees or in their training, assignment, promotion, transfer or discipline because of race, creed, color, religion, national origin or sex.

H. This Agreement shall not be deemed to impair any conditions of employment more beneficial to the employees than those provided herein, and any conditions of employment not covered by this Agreement, which are beneficial to employees, and which are now in effect as policy shall be continued during the period of this Agreement unless changed by mutual agreement.

## ARTICLE II CONDITIONS OF EMPLOYMENT

Appointment, unless specifically noted otherwise, will be effective at the beginning of the workday. Conversely, separations are effective at the close of the workday. Compensations and benefits are computed on this basis:

### 1. **Information Required at Time of Employment:**

When an applicant is employed by our District, a personnel folder is filed in the Personnel Office. The following information is placed in this folder:

- a. Salary Notice and Employment Status
- b. Withholding (W-4) Form
- c. Social Security Declaration
- d. Loyalty Oath
- e. Retirement (NY State Employees' Retirement System Number)
- f. Fingerprint Record
- g. Proof of Medical Examination
- h. Completed Application Forms

The District shall furnish the names and salary placement of newly employed personnel covered by this contract as they are approved, and the unit shall be notified of resignations and retirement dates of personnel covered by this Agreement as they are accepted.

### 2. **Placement on Salary Schedule:**

- a. Newly hired employees hired on or after January 1, shall maintain the same step on the Salary Schedule the following fiscal year. Upon the adoption of a new Salary

Schedule for the next fiscal year, employees hired on or after January 1, will remain on the same salary step on the new schedule at the new rate of pay. All continuously employed employees who move from one classification to another during the year, but who have been employed by the District for six months or more shall receive an increment regardless of the date of the appointment to a new classification. The Board may, upon recommendations of the administration, withhold automatic increments, or hold an employee on step or both, within the provision of the Laws of New York State.

- b. For salary purposes only, prior service credit will be granted on the following basis for acceptable experience as determined by the administration:

<u>EXPERIENCE</u>	<u>SALARY CREDIT</u>
Two Years	One Year
Four Years	Two Years
Six Years	Three Years

In special circumstances, after notice and consultation with the unit, new hires may be hired at a step above Step 3.

**3. Transfers Within the District:**

- a. An employee may be transferred by the Superintendent and/or his or her designee based upon the best interests of the District taking into account the employee's seniority, qualifications for the position, special or unique skills and the employee's desires. Prior to the transfer, the employee shall be given an opportunity to meet with the Superintendent or his designee to discuss the transfer. The employee may be represented by the Union at such conference.

Notwithstanding the foregoing, an employee may be involuntarily transferred at the sole discretion of the Administration when the transfer is occasioned by a reduction in force. The affected employee will be given notice of the transfer and an opportunity to discuss the same with the Administration, prior to the effective date of the transfer.

- b. Employees will work within their own job classifications. This is not intended to limit the right of the Administration to assign employees in emergency situations or to cover for sick employees or employees who are on vacation. Any employee ordered to work out of title for more than twenty (20) workdays will receive the retroactive higher salary from the first day he or she was working in such position.
- c. In cases of promotions, new positions, vacancies and transfers, the District shall post the opening on all official District bulletin boards for a minimum of five (5) working days. Unit members who apply for said promotion and position shall be interviewed prior to interviews with persons outside of the unit provided that if the vacancy is a competitive class position, the unit member shall be otherwise qualified for appointment. The criteria set forth in Paragraph 3a, above, shall be applied by the District in making promotions.

- 4. If permanent employee appointment is delayed by operation of the scheduling of a Board of Education meeting, then permanent appointment shall date from first day of work in District, in

employee's particular classification. The foregoing shall not be applicable to temporary or substitute service predating the employee's permanent appointment.

### **ARTICLE III WORKING HOURS**

A. **WORKDAY:** School or department shall follow the working hours as set forth herein. These hours are 8 hours for maintenance and custodial staff plus ½ hour for lunch. Each school or department may, with the approval of the Personnel Administrator, regulate the above hours to accomplish the maximum coverage for their facility.

B. **WORKWEEK:** is defined as the five consecutive days from Monday through Friday.

C. **SUMMER HOURS:** The number of hours from July 1<sup>st</sup> through August 31<sup>st</sup> and breaks when school is not in session, for all employees shall be reduced to 7.5 hours per day. It shall be at the sole discretion of the Personnel Administrator and the Director of Plant and Facilities to determine how the number of hours per week shall be pro-rated during the workweek.

### **ARTICLE IV WEATHER CONDITIONS**

A. **WEATHER CONDITIONS:** In the event that the Superintendent of Schools determines to close school because of adverse weather conditions, all bargaining unit members shall report to work. However, in the event an employee cannot reasonably report to work due to safety considerations, upon application and presentation of the reasons that the employee was unable to come to work, the District shall permit utilization of personal leave or, in the event the employee has no personal leave standing to his/her credit, utilization of vacation time. The foregoing shall be administered by the Superintendent of Schools and/or Assistant Superintendent for Business. All Unit members who report to work during their regular shift when school is closed by the Superintendent of Schools due to a weather emergency and work a full shift (eight (8) hours) shall receive eight (8) hours of compensatory time. Compensatory time shall be scheduled in the same manner as vacation time.

B. **WEATHER EMERGENCY COMMITTEE:** A committee shall be formed composed of three (3) representatives of the CSEA and two (2) representatives of administration. The purpose of this committee shall be to establish a plan for utilization of accrued leave time by part-time employees in the event of a serious weather emergency for an extended period of time. It is the intent of the parties that part-time employees in the event of a serious weather emergency shall be permitted to utilize available accrued time during periods of school closings resulting from serious extended weather emergencies. Additionally, the Committee shall discuss utilization of unearned accrued time in such situations by unit members who have exhausted accrued time at the time of the serious weather emergency and shall discuss a plan for repayment of utilization of accrued leave time.

C. Full time operational employees shall be entitled to take up to two compensatory days off from work if schools are not closed because of inclement weather or other emergencies prior to the

commencement of the spring recess in any of the school years during the term of the contract. Such days must be taken with advance notice to the supervisor and must be taken during days school is not in session for students and teachers.

## **ARTICLE V OVERTIME PAY**

- A.** All regularly employed full-time hourly and salaried employees who work beyond eight (8) hours in any one (1) day or forty (40) hours in any one (1) week, shall be paid at the rate of time and one-half for work beyond eight (8) hours in any such day or forty (40) hours in any such week; whichever overtime work is the greater, but not both. All overtime must be previously budgeted and authorized by the immediate supervisor.
- B.** It is agreed that all overtime work performed on Sunday shall be paid at the rate of double time.
- C.** In no event shall overtime be pyramided, and no employee shall receive both daily and weekly overtime for the same hours worked.
- D.** It is agreed that payments for overtime work shall be made on a biweekly basis on the same date that regular salary checks are received.
- E.** Except in emergencies, overtime work will be distributed as equally as possible among the various "Ferris wheel" groups which are now in existence and provided the employee is qualified to perform the work. If not qualified, such employee will be given the first overtime assigned which the employee is qualified to perform.

## **ARTICLE VI SALARY**

### **A. SALARY INCREASE:**

- Year 1 (2022-2023) – 2.5% plus increment (inclusive of retroactive payment)
- Year 2 (2023-2024) – 2.5% plus increment; members on top step (not inclusive of members moving to top step this year) shall receive 3.5% increase.
- Year 3 (2024-2025) – 2.5% plus increment
- Year 4 (2025-2026) – 2.5% plus increment

In addition to the salary paid pursuant to the appropriate salary schedule for persons employed within the title Mail Carrier, said employees shall receive the annual sum of \$1,000.

Salary schedules are attached to this contract.

- B.** Except as referred to in Article II, step increment movement shall be granted to all unit members, other than those on top step, and thereafter on each July 1 occurring during the term of this Contract.



C. On promotion to a higher classification, the employee shall proceed to the same salary or if there is no salary identical to that which he/she has been receiving, to the nearest higher salary plus one step. In no event shall the employee receive less than a \$200 increase. (The foregoing includes part-time employees moving to full-time positions.) If the employee is appointed to the promotional position and begins working in said position prior to December 31, he/she will be granted step increment on the next following July 1. In the event appointment and commencement of work following or on January 1, no step increment will be granted until July 1 of the year next following the date of appointment and commencement of work.

D. A shift differential of 51 cents per hour shall be paid to those employees whose regularly assigned shift normally commences at 2:30 p.m. and ends at 11:00 p.m. or commences at 6:00 p.m. and ends at 2:30 a.m.

A shift differential of 62 cents shall be paid to those employees whose regularly assigned shift normally commences at 10:30 p.m. and ends at 7:00 a.m.

E. **LONGEVITY:** Effective July 1, 2022, after ten (10) years of continuous service in the District, an employee will be granted the next following July 1 or the next following January 1 (whichever comes first) a longevity salary increase of \$2,500. After fifteen (15) years of continuous service in the District, an employee will be granted the next following July 1 or the next following January 1 (whichever comes first) an additional longevity salary increase of \$500 for a total longevity amount of \$3,000. After twenty (20) years of continuous service in the District, an employee will be granted the next following July 1 or the next following January 1 (whichever comes first) an additional longevity salary increase of \$500 for a total longevity of \$3,500.

F. Night charge custodians at the middle schools shall receive additional payment of \$529.

G. **SALARY COMMITTEE:** During the life of the contract, a committee shall be created to review the salary schedule and to make recommendations to the Superintendent and Board as to what the committee believes to be a more equitable salary schedule.

H. **ACKNOWLEDGEMENT OF SERVICES PAYMENT:** All full-time employees who worked regularly during the COVID Periods, shall receive a one time off step payment of \$1,000. For the purposes of this paragraph only, "worked regularly" shall mean: any individual who worked during the time period of March 2020-June 2020 and COVID Period shall mean the time period between March 1, 2020, through June 30, 2020.

Part-time employees who worked during the COVID Period shall receive a one-time off-step payment of \$500.

## ARTICLE VII EMERGENCY WORK

A. It is hereby agreed that the Association and its members shall extend full cooperation to properly remedy an emergency.

B. When an employee is called in to perform work in an emergency, i.e., the emergency work outside his or her normal working hours when he/she has not otherwise been asked to come in at a specific time, he/she shall be guaranteed payment for at least four (4) hours work. The Director of Plant and Facilities or the Assistant Superintendent for Business shall determine if there is an emergency.

### **ARTICLE VIII FRINGE BENEFITS FOR PART-TIME EMPLOYEES**

All benefits are to be pro-rated for regularly employed hourly employees (working more than 20 hours per week) against a twelve-month employee. The pro-ration will be on an hourly basis. This pro-ration applies specifically to sick days, vacation days, holidays and death in the family, but does not include health and dental benefits which cannot be pro-rated. The District acknowledges that certain food service employees hired prior to October 26, 1977, who currently work less than 20 hours per week are included under the foregoing pro-ration of benefits section. Further, notwithstanding the foregoing, part-time food service employees hired after October 26, 1977, shall be granted five (5) sick leave days per year beginning on July 1, 1999. In addition, food service workers shall receive holiday pay for Memorial Day and President's Day. Effective July 1, 2023, food service workers shall receive two (2) personal days.

### **ARTICLE IX PRO-RATION OF VACATION TIME**

A. Vacation is based upon full-time 12-month employees:

1. Two (2) weeks after one (1) year
2. Three (3) weeks after five (5) full years of continuous uninterrupted service
3. Four (4) weeks after ten (10) full years of continuous uninterrupted service

B. Subject to the staffing needs of the District, employees may take part of their annual vacation during the Christmas and Spring recesses, or any other day when school is not in session, or at other times, as approved by the employee's supervisor.

C. For all absences effective July 1, 1994 and thereafter, when absent on Workers Compensation, an employee shall continue to earn vacation credit to a maximum of one year's entitlement during his/her term of employment for the same injury or any reoccurrence thereof. The determination as to whether an injury is the same as a prior injury or a reoccurrence thereof shall be made by a physician appointed by the District from the staff at the State University Medical Center (Stony Brook Hospital) from the appropriate medical department thereof. A total maximum of three years' entitlement may be accumulated by an employee on Workers Compensation during his/her term of employment for all injuries sustained during the course of employment.

Notwithstanding the provisions of the preceding paragraph, an employee returning to work from a period on Workers Compensation shall be required to work at least 20 consecutive work days before he/she shall receive vacation credit toward the one-year entitlement as referred to in said paragraph.

D. A holiday falling within a vacation period shall not constitute a vacation day.

E. Full-time 12-month employees may not accumulate more than 30 vacation days measured as of June 30 of each year. All vacation days accumulated in excess of 30 as measured on June 30 of each year shall be forfeited. Subject to the provisions of this article, requests for vacation time by employees in order to reduce their entitlement as referred to herein, shall not be unreasonably denied. Ten-month buildings and grounds employees must use their vacation time during school recess periods. Full-time 10-month employees may not accumulate more than 30 vacation days measured as of June 30 of each year. All vacation days accumulated in excess of 30 measured on June 30 of each year shall be forfeited.

**ARTICLE X  
HOLIDAYS**

The days prescribed as holidays will be granted to all employees. When school is in session, alternate days are to be assigned as arranged between the Association and the Superintendent or his designee.

<b>HOLIDAYS</b>		
<b>Fourth of July</b>	<b>Election Day</b>	<b>Washington’s Birthday</b>
<b>Labor Day</b>	<b>Thanksgiving Day</b>	<b>Lincoln’s Birthday</b>
<b>Yom Kippur</b>	<b>Christmas Day</b>	<b>Memorial Day</b>
<b>Rosh Hashanah</b>	<b>Martin Luther King’s Birthday</b>	<b>New Year’s Day</b>
<b>Veteran’s Day</b>	<b>Juneteenth</b>	<b>Columbus Day</b>

The following are days off with pay:

<b>Friday after Thanksgiving</b>	<b>December 31<sup>st</sup></b>
<b>December 24<sup>th</sup></b>	<b>Good Friday</b>

The Board reserves the right to annually delete Election Day, Washington’s Birthday, and/or Lincoln’s Birthday as holidays and to designate three substitute holidays/days off with pay after consultation with the Union prior to June 30.

With the exception of Yom Kippur and Rosh Hashanah, when a holiday falls on a Saturday, the Friday before will be recognized. In case the holiday falls on a Sunday, Monday will be granted. Yom Kippur and Rosh Hashanah shall be granted as holidays only when these days fall on a regularly scheduled workday.

Employees on unpaid leave of absence on any day immediately preceding or succeeding a holiday shall not be paid for the holiday.

Effective retroactive to July 1, 1994, cafeteria workers who work less than 20 hours per week shall be granted two holidays with pay -- Thanksgiving Day and Christmas Day.

Effective July 1, 2015, cafeteria workers who work less than 20 hours per week shall be granted one (1) additional holiday with pay – New Year’s Day.

**ARTICLE XI  
INSURANCE**

A. The Board shall provide the benefits of the District's Dental Plan to the same extent as those administered as of June 30, 2002 with 100% of the premium for covered employees paid by the District. The parties agree that provided the Dental Plan benefits are maintained, the Board shall have the right to change administrators and/or insurance carriers upon prior notice to and consultation with the unit.

B. The Board of Education shall provide the New York State Empire Health Insurance Plan with Medical and Psychiatric Enhancements (or its successor plan) to all eligible employees. Participating employees shall contribute to the cost of said plan (individual or family coverage) as follows:

Effective 7/1/07 – 5% of the cost of premium

All employees hired effective January 1, 2005 and thereafter, shall be required to contribute 10% to the cost of premium.

In the event that the Board of Education subsequently elects to change insurance carriers, it shall do so only after prior notice to and consultation with the unit. The District's right to change carriers as per this paragraph shall be conditioned upon the maintenance of benefits to the same extent as they existed under the Empire Health Insurance Plan at the time of said change. Employee contribution to the cost of said new plan shall be as per the above.

Employees hired after ratification of the agreement shall contribute the following to the cost of premium:

23/24 - 12%

24/25 - 13%

25/26 - 15%

**C. HEALTH INSURANCE DECLINATION –**

- I. For all Employees hired after the date of ratification of the MOA, six months after the date of termination of coverage and semi-annually thereafter, the District shall pay to the said unit member \$5,000 had the Unit member participated in the District's Family Health Insurance Plan, and \$2,500 had the unit member participated in the District's Individual Health Insurance Plan.
- II. For current Employees who received the declination payment prior to the date of the ratification of the agreement, six months after the date of termination of coverage and semi-annually thereafter, the District shall pay to the said unit member \$14,800 had the unit member participated in the District's Family Health

Insurance Plan, and \$7,400 had the unit member participated in the District's Individual Health Insurance Plan.

- III. For Employees who worked for the District prior to ratification of the agreement and who newly seek the declination payment after the agreement has been ratified, six months after the date of termination of coverage and semi-annually thereafter, the District shall pay to the said unit member \$10,000 had the unit member participated in the District's Family Health Insurance Plan, and \$5,000 had the unit member participated in the District's Individual Insurance Plan.

**D. RETIREMENT:**

1. All full-time and part-time employees who are in the competitive and non-competitive class must be members of the New York State Employees Retirement System. Personnel classified as labor and exempt may join the system, but it is not mandatory. Anyone who becomes a member of the Retirement System must also become a member of the Federal Social Security System.
2. The 75i retirement Plan is available to all eligible employees and retroactive to 1991, in accordance with the applicable Laws of New York State.

Effective July 1, 1994, the 41j Retirement Plan shall be available to all eligible employees in accordance with the appropriate Laws of New York State.

3. Effective January 1, 2023 and thereafter, a full-time employee with fifteen 15 years of service with the District at the time of retirement shall be entitled to individual health insurance premium into retirement with a contribution to the cost of individual coverage in retirement to the same extent as that made by the employee as of the last date of employment. Part-time employees shall be entitled to this benefit only after having served in the District for a number of years equivalent to fifteen (15) full years of service (FTE's). For the purpose of this paragraph, an FTE is defined as 40 hours per week. Retirements from the New York State Employees' Retirement System occasioned by disability shall be exempt from the 15 years' service requirement set forth above provided the disability is the result of an on-the-job injury.

E. Notwithstanding the provisions of Paragraph C hereof, employees in the employ of the District prior to January 1, 2005, with 20 years of service to the District, who elect to retire from the District and the New York State Employees' Retirement System on or before the first year of eligibility to retire without penalty, shall be entitled to 100% District contribution to the cost of individual health insurance premium in retirement pursuant to the provisions of the District's Health Insurance Plan. All employees eligible to retire as aforesaid on or before June 30, 2006, shall be deemed first eligible as of that date for the purpose of this benefit.

**F. EXTENDED DEATH BENEFIT PLAN:** The Board shall continue inclusion of additional benefit number 3 under the New York State Employees Retirement System (Section 60b & 360b) subject to State approval. (This is the additional death benefit providing minimum death benefit of three times the annual rate of pay to a maximum of \$20,000.)

G. In the event that improvements and/or changes in insurance benefits shall be agreed upon by the Board and any other negotiating unit of this District during the term of this Agreement, the

members of this Unit shall have the option of purchasing such improvements collectively and not individually at their own cost and expense, subject to the terms and conditions of the insurance policy and amendments thereto, approval of the carrier, and at the rates specified by the carrier. At the option of the Board, the purchase shall be made through periodic payroll deductions or through one deduction, or if the Association agrees through revisions of the Salary Schedule. Any payroll deduction will be made on the basis of each and every employee in the bargaining unit being charged the same deduction.

H. Retired employees may elect to continue, at his/her expense, the payment of premiums for health insurance provided by this Agreement for spousal coverage until the date of death of the employee and spouse. In the event, however, that an employee retires at a time while the District is a participant in Empire Plan coverage, the District shall contribute to the cost of health insurance premium for family coverage to the minimum degree required by law.

I. The Board agrees to provide present benefits under the New York State Disability Benefits Law, or equivalent coverage, on a joint contributory basis, with the cost to an individual employee being the rate of employee contribution established by law under the benefit structure chosen by the District.

## ARTICLE XII ABSENCES

A. **CRITICAL ILLNESS OR DEATH IN THE IMMEDIATE FAMILY:** Critical illness means illness which the attending physician considers sufficiently serious to require the employee's presence at the bedside. Immediate family means husband and wife, children, stepchildren and any other members of the same home; father and mother, brother and sister, grand-mother and grandfather, father-in-law, mother-in-law and grandchild.

Not more than five (5) working days absence with pay will be allowed for each death in the immediate family per year. No more than five (5) working days absence with pay per year will be allowed for critical illness with the approval of the Superintendent of Schools.

B. **PERSONAL REASONS DAYS:** Three (3) personal reasons days will be granted at the discretion of the local supervisor, subject to review by the Personnel Administrator and the Superintendent of Schools. Personal reasons days would generally fall into one of the following categories: 1. House closing; 2. Other business which cannot be conducted outside a normal school day. The employee is not required to state the reason why a personal reasons day is requested. However, the Administration can limit the number of employees who can be absent on one day. No personal reasons day may be taken to extend a holiday except for extraordinary unavoidable reasons. Unused personal reasons days will be paid for on the last pay period in June. (Not to exceed three (3) days per year.)

**ARTICLE XIII  
CHILD CARE/ADOPTION LEAVE**

- A. A pregnant employee holding a position by permanent appointment shall be granted a leave of absence without pay for a period of up to one calendar year. A male employee holding a position by permanent appointment shall be granted a leave of absence without pay for a period of up to one calendar year for child care purposes, incident to the birth of the employee's child.
- B. As soon as she is reasonably sure of pregnancy, the employee shall report in writing to the Personnel Administrator the existence of such pregnancy.
- C. The employee may continue to perform her duties for the period of time during which she is fully capable of performing the full duties of her position. A statement may be required from her physician.
- D. Upon return from a maternity leave, the employee must present a letter from her physician to the effect that she is physically capable of resuming the full duties of her position.
- E. The employee will be considered as having resigned if he/she does not give at least sixty (60) days written notice of intention to return and if he/she is not back on the job at the end of the leave.
- F. Pregnant employees may use accumulated sick leave for disability arising from pregnancy.

**ARTICLE XIV  
SICK LEAVE**

- A. Sick leave for personal illness is granted at the rate of one (1) day per month for each month of employment with accumulation limited to 235 days at the rate of twelve (12) days per year for full-time twelve-month employees, i.e., 4 hours per day worker receives 4 hours of pay for each day of absence within approved limit of employee's accumulated sick leave. A ten-month employee may receive up to ten (10) sick days per year. Up to five (5) days per year of the leave entitlements referred to above may be utilized for illness in the immediate family.
- B. An employee who has accumulated at least 50 sick days prior to the date of application hereunder, shall be entitled to participate in the sick leave buy-out plan. Calculated from November 30 to the next following November 29 as a base period for purposes of determining the employee's absence record for the preceding year, employees shall be paid at the rate of their per diem salary for a portion of their unused sick leave according to the following schedule:

ABSENCES	MAXIMUM NUMBER OF DAYS OF SICK LEAVE THAT MAY BE "BOUGHT OUT"
2	5
3	3
4	2
5	1
6	0

An employee who has accumulated at least 100 sick days shall be entitled to participate in the buy-out plan on the same terms and conditions referred to above according to the following schedule:

<b>ABSENCES</b>	<b>MAXIMUM NUMBER OF DAYS OF SICK LEAVE THAT MAY BE "BOUGHT OUT"</b>
<b>1</b>	<b>10</b>
<b>2</b>	<b>6</b>
<b>3</b>	<b>4</b>
<b>4</b>	<b>2</b>
<b>5</b>	<b>0</b>

Employees shall only be permitted to participate in one of the above buy-back schedules annually. Once a day has been bought out, it shall be deducted from the employee's sick leave accumulation. The District will pay the employee under this plan prior to the Christmas holiday. Application for this benefit must be made on or before December 5.

C. A physician's note shall be required in connection with all absences in excess of three (3) consecutive days.

D. Effective July 1, 1994 and thereafter, when absent on Workers Compensation an employee shall continue to earn sick leave credit to a maximum of one year's entitlement during his/her term of employment for the same injury or any reoccurrence thereof. The determination as to whether an injury is the same as a prior injury or a reoccurrence thereof, shall be made by a physician appointed by the District from the staff at the State University Center (Stony Brook Hospital) from the appropriate medical department thereof. A total maximum of three (3) year's entitlement may be accumulated by an employee on Workers Compensation during his/her term of employment for all injuries sustained during the course of employment.

Notwithstanding the provisions of the preceding paragraph, an employee returning to work from a period on Workers Compensation shall be required to work at least 20 consecutive work days before he/she shall receive sick leave credit toward the one-year entitlement as referred to in said paragraph.

## **ARTICLE XV UNIFORMS**

A. After six (6) months of service each employee in the following classification shall receive five (5) serviceable uniforms: All classifications on the custodial staff and all classifications on the food service staff, as specified in Schedule A and Schedule B. Uniforms shall be replaced upon approval of the immediate supervisor when used uniforms are turned in.

B. The District will supply two sets of rain gear for use by custodial and/or maintenance staff per District building.



C. The parties shall create a committee consisting of two (2) members of the Association and two (2) members of the Administration to discuss uniforms. The District, subject to said discussions, shall provide winter jackets and rain gear following said committee discussions.

**ARTICLE XVI  
ATTENDANCE AT WORKSHOPS**

**A. GENERAL GUIDELINES:**

1. It is the intention of the Board to provide encouragement to the individual members of the staff, to attain a professional background, and this program is designed to provide encouragement through additional remuneration.

2. Members of the staff shall be granted one additional salary step increment for every ten (10) credits achieved to a maximum of six (6) steps.

3. For those having attained the maximum step on the salary schedule, the differential shall be equal to the last schedule step received.

4. The annual salary shall be listed on the individual annual salary agreement plus the credit differential.

5. A member may, if he/she wishes, and in lieu of credit toward a salary differential, have the tuition for the approved course paid for; providing said payment is not to exceed one interim step based upon the member's standing in his/her job qualification.

6. Any courses prior attended that meet all current criteria of this document will be retroactive as per policy agreement signed July 29, 1969, between CSEA and the Board. Proof of completion of these courses must be submitted within 1 year to receive retroactive compensation.

**B. PROCEDURE TO BE USED TO ACHIEVE EDUCATIONAL CREDIT DIFFERENTIALS:**

1. Prior to enrolling for any course, an application form must be filed with the Personnel Office.

2. The Personnel Office shall submit all applications to the Superintendent who shall approve or disapprove of the contemplated course. His decision shall be final and shall be forwarded in writing to the applicant.

3. The staff member must submit satisfactory proof of the completion of the course to the Personnel Office in order to receive credit.

4. Advancement on the Salary Schedule will be granted effective September 1 or February 1 or July 1, or the payroll date closest to whichever date first occurs after proof of completion is submitted, retroactive to the date of completion of the course.

**C. CRITERIA FOR GRANTING CREDIT DIFFERENTIALS:**

1. Credit shall be given for those courses which received the prior approval of the Superintendent. The CSEA has the right to review any applications that are not approved by the Superintendent on the basis of job relationship.

2. Courses must be related to the applicant's individual job categories.

3. Credit shall be given for those courses participated in above and beyond the workday. No credit shall be given for courses taken during the workday.

4. Courses will be accepted from the following sources, as they apply to individual job categories:

- |                           |                                |
|---------------------------|--------------------------------|
| a. Municipalities         | g. Private Industry            |
| b. Colleges               | h. Inservice (within District) |
| c. Universities           | i. Professional Associations   |
| d. Business Schools       | j. Adult Education             |
| e. Technical Institutes   | k. Other                       |
| f. Other School Districts |                                |

5. Credit shall be awarded as follows:

- a. For college or university courses, credit shall be given as determined by that institution.
- b. Non-college or non-university courses, credit shall be given at the rate of one (1) credit for every ten (10) hours of classroom study. No pro-rate credit shall be awarded for incomplete courses.

**ARTICLE XVII  
SENIORITY**

**A.** Seniority will be given according to date of hire.

**B.** If, in the opinion of the Administration, all other factors are equal, seniority will be the determining factor in layoffs, rehiring, transfers, new positions or openings. Whether the Administration was arbitrary or capricious in applying the provisions of this Section B is subject to the grievance procedure.

**ARTICLE XVIII  
ASSAULTS**

**A.** If a unit member is assaulted in connection with his/her employment, he/she shall give the building principal written notice of that fact as soon as possible. The Board shall comply with a request from such unit member for nonconfidential information in their possession relating to the incident of the persons involved.

**B.** A unit member assaulted in the course of his/her employment in the full discharge of his/her duties shall receive his/her full salary even though disabled from performing his/her duties as a result of the assault for the period of such absence. The Board shall pay the difference between

any amounts received from employer insurance carriers and the full sum of his/her salary and no part of such absence will be charged to his/her annual sick leave. The Board's obligation in this matter shall continue for a maximum period of one calendar year from the date of the assault. The Board may require the unit member to be examined by a physician selected by the Board.

## ARTICLE XIX EMPLOYEE ATTENDANCE REVIEW

Should the employee's building administrator or supervisor be concerned with an employee's attendance record, the following steps shall be taken:

1. The direct supervisor will meet with the staff member and informally discuss the nature of the concern with the employee.

2. After a reasonable period of time, to be determined by the supervisor, if the absentee problem has continued, a formal letter will be sent to the employee stating the nature of the concern. In addition, the supervisor shall arrange a meeting among the affected employee, the supervisor and the Superintendent or his designee. The employee may bring a Union representative to this meeting.

3. The meeting will be held at a mutually convenient time and will be intended to produce a satisfactory resolution of the problem. Following the said meeting, the Superintendent or his designee who conducted the meeting shall issue a letter to the employee stating the administration's concern with the employee's attendance. Further, subject to the discretion of the administration, the employee may be required to:

a. Substantiate future use of sick days by a physician's note for up to the balance of the then current school year and the next following school year and/or be required to substantiate all requests for personal leave by submission of a written letter setting forth the reason(s) underlying the personal leave request for up to the balance of the then current school year and the next following school year.

b. Pay a fine of up to \$120 (one hundred twenty dollars) or be suspended for up to three (3) days without pay.

4. Nothing herein shall prohibit the District from taking action in accordance with law including but not limited to the provisions of Section 913 and Article 75 of the Civil Service Law.

5. The decision to impose the penalties under #3, above, shall be reviewable by way of Article XXVI of the contract between the parties.

## ARTICLE XX GRIEVANCE PROCEDURES

**A. PURPOSE:** To provide a method for the settlement of certain differences between employees and their employers on an individual basis or on a group basis when the grievance affects more than one grievant similarly situated and the relief sought can be applied to all the grievants in one answer or in like manner.

To give every employee the right to present grievances to his/her employer in accordance with the Laws of the State of New York.

“Grievance” shall mean any claimed violation of this Agreement.

**B. METHOD:** The Board shall delegate to each administrative department head the right to settle any oral grievance presented.

No grievance may be processed pursuant to this article unless a formal written grievance is filed with the employee’s immediate supervisor within thirty (30) days of the alleged grievance.

### **STEP ONE**

Within sixty (60) days of the alleged grievance, any grievance not settled by this procedure shall be presented in writing to the Superintendent by the employee after discussion of the problem with his/her immediate supervisor. The Superintendent must notify the parties involved of his decision within ten (10) days.

### **STEP TWO**

Within five (5) days thereafter, any grievance not settled by the Superintendent within the intent of the law and the policy of the District, may be referred to the Board. The Board must issue a decision within fifteen (15) days of receipt of the grievance or after any hearing, whichever is later. If a hearing is held, it shall not be unreasonably delayed.

### **STEP THREE**

Within ten (10) school days the aggrieved, with the consent of the Association, may appeal the decision of the Board by submitting a written notice to the Board of his/her request for arbitration through the American Arbitration Association or PERB. The arbitration may not add to, subtract from, or modify in any way, manner or means the terms of the written contract. Only grievances as defined in this Article may be appealed to the American Arbitration Association or PERB. The cost of the arbitration shall be shared equally by the Board and the Association. The decision of the arbitrator shall not be final or binding on either party but shall be advisory only. Effective January 1, 2005 and thereafter, except as to grievances alleging a violation of Article I, Paragraph I of the contract, the decision of the arbitrator shall be binding, subject to appeal pursuant to Article 75 of the CPLR.

### **C. DEFINITIONS:**

1. Individual basis means any individual representing himself. No group (except as provided in Section A) or organization shall be recognized under these grievance procedures.

2. Administrative Department Head shall mean any person, regardless of title, who is assigned to exercise any level of supervisory responsibility over District employees.

3. Any such hearing may be conducted by any one or more members of the Board, provided, however, that if less than the full Board presides at such a hearing, the member or

members thereof conducting such hearing shall render a report thereon to the full Board and the full Board shall thereupon make its decision and write a report.

**ARTICLE XXI  
PHYSICAL EXAMS FOR FOOD SERVICE EMPLOYEES**

The District shall schedule annual medical exams for Food Service Workers on a continuous basis. It is the intent of the parties that such medical exams be expedited to avoid inconvenience to employees.

**ARTICLE XXII  
NEGOTIATIONS CLAUSE**

The parties agree that all negotiable items have been discussed during the negotiations leading to this Agreement. The parties, therefore, agree that except by mutual consent, negotiations will not be reopened on any item whether contained herein or not.

**ARTICLE XXIII  
TAYLOR LAW NOTICE SECTION 204-A**

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

**ARTICLE XXIV  
DURATION OF CONTRACT**

The duration of this Agreement shall be for a period of six years effective July 1, 2022, except where otherwise noted, up to and including June 30, 2026.

**ARTICLE XXV  
CONTRARY TO LAW**

If any provision of this contract or any application of this contract shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue until midnight June 30, 2026.

**ARTICLE XXVI  
EMPLOYEE FILES**

No derogatory information will be placed in an employee's personal file by his/her supervisor without the employee's knowledge. The foregoing has no application to pre-employment information or other information from outside sources supplied on a confidential basis. The employee must sign the material to indicate he/she has read it, but his/her signature does not necessarily indicate his/her agreement.

**ARTICLE XXVII  
BOARD HEARING**

In the event the District has determined to discipline an employee for incompetency or misconduct, the employee concerned shall be given written notice thereof and may request, within five (5) days of receipt of such notice, a hearing subject to the following conditions:

- A. During the first twenty-six (26) weeks of employment, an employee shall not be eligible for a notice and hearing under this Article.
- B. The hearing officer shall be appointed by the Board and his findings and/or recommendations to the Board shall be advisory only.
- C. The Board's decision on the findings and/or recommendations of the hearing officer shall be final and binding.
- D. An employee electing a hearing pursuant to this article shall be deemed to have waived his/her right, if any, to a hearing pursuant to Section 75 of the Civil Service Law.

**ARTICLE XXVIII  
WORKERS COMPENSATION**

When personnel have deducted time from the accumulated sick leave due to on-the-job "temporary disability" and have been paid by the District for such time taken, all reimbursement received from Workers Compensation for such disability must be returned to the District. In such instances, sick leave credit will be made on a proportionate basis. As an alternative, the employee has the option to use the total number of sick days determined by the sick days accrued before the injury plus the number of sick days creditable on the basis of reimbursement from Workers Compensation, (e.g., if an employee has twenty (20) days sick leave and is injured on the job, he/she may elect to be paid for 20 sick days plus the number of sick days he/she would have been credited upon the settlement of his/her case).

**ARTICLE XXIX  
SUBCONTRACTING**

The District agrees to meet and discuss with the Association any subcontracting of unit work prior to any decision on such subcontracting.

**ARTICLE XXX  
LABOR MANAGEMENT COMMITTEE**

A Labor Management Committee shall be established composed of the CSEA President and Vice President or one designee for each, and the Assistant Superintendent for Business and Personnel Administrator or one designee for each. In addition, one Association representative and one District representative may be present when their expertise is needed. The Committee may meet monthly, or on call by mutual consent. Among the subjects to be studied are:

1. safety
2. uniforms
3. evening grievance hearings
4. vacation scheduling
5. replacement of tools

**ARTICLE XXXI  
RELEASE TIME**

The Unit President shall be entitled to one hour and 30 minutes per day of release time to be utilized for CSEA operations unit business. Effective July 1, 2015, the Unit President shall be entitled to eight (8) hours per month of release time to be utilized for CSEA operations unit business in lieu of the foregoing.

**ARTICLE XXXII  
RETIREMENT COMPENSATION**

Unit members may be eligible for an increase of ten (10%) percent in their final year's salary under the following conditions:

1. Employee must have had 10 years' experience in the Connetquot School District.
2. Notice of the date of retirement must be given in writing six months in advance.
3. The employee must be a member of the New York State Employees' Retirement System.

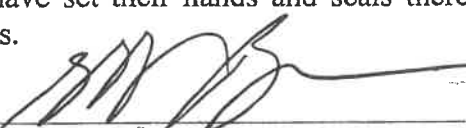
**ARTICLE XXXIII  
FLEXIBLE BENEFITS PLAN**

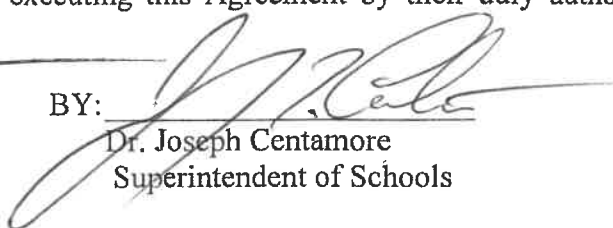
The District shall implement a Flexible Benefits Plan. The District shall open a window after ratification of the December 1, 2004 memorandum of agreement by the Board in order to allow members of the Unit to participate in said Plan for calendar year 2005.

**ARTICLE XXXIV  
SIGN IN/SIGN OUT**

Unit members shall sign in upon arrival and departure. The District shall have the prerogative to select the sign-in/sign-out mechanism (including, but not limited to, biometric scan and/or card that will be used as an identification card), to implement the sign-in/sign-out mechanism in its discretion, and to administer the sign-in/sign out program.


IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed and have set their hands and seals thereto executing this Agreement by their duly authorized agents.

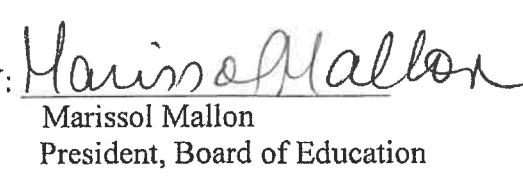
BY:   
Gregory B. Von Brook  
CSEA, Operational Unit

BY:   
Dr. Joseph Centamore  
Superintendent of Schools

Dated: 4/22/24

Dated: 4/22/24

BY:   
Sergio Jay Diaz  
Labor Relations Specialist

BY:   
Marissol Mallon  
President, Board of Education

Dated: 4-22-2024

Dated: 4/22/24



OPERATIONAL UNIT  
2022-23 Salary Schedule

Step	CUST SRP	CHF CUST	HD CUST	C W 1	ASST CW	MAIL CLK	MNT FRM
1	\$59,893.00	\$57,045.00	\$54,600.00	\$49,027.00	\$42,765.00	\$49,027.00	\$59,893.00
2	\$62,198.00	\$59,131.00	\$56,702.00	\$50,904.00	\$44,406.00	\$50,904.00	\$62,198.00
3	\$64,585.00	\$61,511.00	\$58,880.00	\$52,868.00	\$46,117.00	\$52,868.00	\$64,585.00
4	\$67,371.00	\$64,167.00	\$61,416.00	\$55,135.00	\$48,099.00	\$55,135.00	\$67,371.00
5	\$69,018.00	\$65,734.00	\$62,988.00	\$56,708.00	\$49,668.00	\$56,708.00	\$69,018.00
6	\$70,737.00	\$67,371.00	\$64,626.00	\$58,348.00	\$51,307.00	\$58,348.00	\$70,737.00
7	\$73,260.00	\$69,771.00	\$66,301.00	\$59,920.00	\$52,823.00	\$59,920.00	\$73,260.00
8	\$75,794.00	\$72,186.00	\$67,979.00	\$61,486.00	\$54,331.00	\$61,486.00	\$75,794.00
9	\$78,325.00	\$74,595.00	\$69,659.00	\$63,049.00	\$55,845.00	\$63,049.00	\$78,325.00
10	\$80,846.00	\$76,999.00	\$71,339.00	\$64,626.00	\$57,347.00	\$64,626.00	\$80,846.00
11	\$83,395.00	\$79,423.00	\$73,025.00	\$66,188.00	\$58,857.00	\$66,188.00	\$83,395.00
12	\$85,920.00	\$81,825.00	\$74,706.00	\$67,761.00	\$60,365.00	\$67,761.00	\$85,920.00
13	\$89,811.00	\$85,532.00	\$77,566.00	\$70,544.00	\$62,813.00	\$70,544.00	\$89,811.00

Step	GRNDS/						
	CH GRDS	Warehouse II	MAINTII	MAINTIII	COOK MGR	FSW	DR MESS
1	\$57,034.00	\$51,801.00	\$55,470.00	\$57,907.00	\$34,963.00	\$16.39	\$19.61
2	\$59,221.00	\$53,792.00	\$57,603.00	\$60,137.00	\$36,313.00	\$17.06	\$20.36
3	\$61,502.00	\$55,863.00	\$59,814.00	\$62,450.00	\$37,706.00	\$17.77	\$21.09
4	\$64,150.00	\$58,264.00	\$62,395.00	\$65,136.00	\$39,333.00	\$18.44	\$22.03
5	\$65,720.00	\$59,834.00	\$63,956.00	\$66,702.00	\$40,898.00	\$18.98	\$22.59
6	\$67,366.00	\$61,486.00	\$65,607.00	\$68,339.00	\$42,539.00	\$19.61	\$23.10
7	\$68,997.00	\$63,095.00	\$67,168.00	\$69,905.00	\$44,360.00	\$19.90	\$23.80
8	\$70,643.00	\$64,701.00	\$68,814.00	\$71,563.00	\$46,161.00	\$20.31	\$24.45
9	\$72,283.00	\$66,301.00	\$70,544.00	\$73,277.00	\$47,807.00	\$20.61	\$25.26
10	\$73,933.00	\$67,906.00	\$72,273.00	\$75,009.00	\$49,953.00	\$20.87	\$25.92
11	\$75,573.00	\$69,512.00	\$74,005.00	\$76,742.00	\$52,060.00	\$21.43	\$26.52
12	\$77,216.00	\$71,118.00	\$75,719.00	\$78,459.00	\$54,271.00	\$21.74	\$27.38
13	\$80,239.00	\$74,037.00	\$78,622.00	\$81,406.00	\$57,500.00	\$22.38	\$28.49

OPERATIONAL UNIT  
2023-24 Salary Schedule

Step	CUST SRP	CHF CUST	HD CUST	C W 1	ASST CW	MAIL CLK	MNT FRM
1	\$61,390.00	\$58,471.00	\$55,965.00	\$50,253.00	\$43,834.00	\$50,253.00	\$61,390.00
2	\$63,753.00	\$60,609.00	\$58,120.00	\$52,177.00	\$45,516.00	\$52,177.00	\$63,753.00
3	\$66,200.00	\$63,049.00	\$60,352.00	\$54,190.00	\$47,270.00	\$54,190.00	\$66,200.00
4	\$69,055.00	\$65,771.00	\$62,951.00	\$56,513.00	\$49,301.00	\$56,513.00	\$69,055.00
5	\$70,743.00	\$67,377.00	\$64,563.00	\$58,126.00	\$50,910.00	\$58,126.00	\$70,743.00
6	\$72,505.00	\$69,055.00	\$66,242.00	\$59,807.00	\$52,590.00	\$59,807.00	\$72,505.00
7	\$75,092.00	\$71,515.00	\$67,959.00	\$61,418.00	\$54,144.00	\$61,418.00	\$75,092.00
8	\$77,689.00	\$73,991.00	\$69,678.00	\$63,023.00	\$55,689.00	\$63,023.00	\$77,689.00
9	\$80,283.00	\$76,460.00	\$71,400.00	\$64,625.00	\$57,241.00	\$64,625.00	\$80,283.00
10	\$82,867.00	\$78,924.00	\$73,122.00	\$66,242.00	\$58,781.00	\$66,242.00	\$82,867.00
11	\$85,480.00	\$81,409.00	\$74,851.00	\$67,843.00	\$60,328.00	\$67,843.00	\$85,480.00
12	\$88,068.00	\$83,871.00	\$76,574.00	\$69,455.00	\$61,874.00	\$69,455.00	\$88,068.00
13	\$92,056.28	\$87,670.30	\$79,505.15	\$72,307.60	\$64,383.33	\$72,307.60	\$92,056.28
13A	\$92,954.00	\$88,526.00	\$80,281.00	\$73,013.00	\$65,011.00	\$73,013.00	\$92,954.00

Step	CH GRDS	GRNDS/					
		Warehouse II	MAINTII	MAINTIII	COOK MGR	FSW	DR MESS
1	\$58,460.00	\$53,096.00	\$56,857.00	\$59,355.00	\$35,837.00	\$16.80	\$20.10
2	\$60,702.00	\$55,137.00	\$59,043.00	\$61,640.00	\$37,221.00	\$17.49	\$20.87
3	\$63,040.00	\$57,260.00	\$61,309.00	\$64,011.00	\$38,649.00	\$18.21	\$21.62
4	\$65,754.00	\$59,721.00	\$63,955.00	\$66,764.00	\$40,316.00	\$18.90	\$22.58
5	\$67,363.00	\$61,330.00	\$65,555.00	\$68,370.00	\$41,920.00	\$19.46	\$23.16
6	\$69,050.00	\$63,023.00	\$67,247.00	\$70,047.00	\$43,602.00	\$20.10	\$23.67
7	\$70,722.00	\$64,672.00	\$68,847.00	\$71,653.00	\$45,469.00	\$20.39	\$24.39
8	\$72,409.00	\$66,319.00	\$70,534.00	\$73,352.00	\$47,315.00	\$20.82	\$25.06
9	\$74,090.00	\$67,959.00	\$72,308.00	\$75,109.00	\$49,002.00	\$21.12	\$25.90
10	\$75,781.00	\$69,604.00	\$74,080.00	\$76,884.00	\$51,202.00	\$21.39	\$26.56
11	\$77,462.00	\$71,250.00	\$75,855.00	\$78,661.00	\$53,362.00	\$21.97	\$27.18
12	\$79,146.00	\$72,896.00	\$77,612.00	\$80,420.00	\$55,628.00	\$22.29	\$28.07
13	\$82,244.98	\$75,887.93	\$80,587.55	\$83,441.15	\$58,937.50	\$22.94	\$29.21
13A	\$83,047.00	\$76,628.00	\$81,374.00	\$84,255.00	\$59,513.00	\$23.17	\$29.49



OPERATIONAL UNIT  
2025-26 Salary Schedule

Step	CUST SRP	CHF CUST	HD CUST	C W 1	ASST CW	MAIL CLK	MNT FRM
1	\$64,498.00	\$61,431.00	\$58,798.00	\$52,797.00	\$46,053.00	\$52,797.00	\$64,498.00
2	\$66,981.00	\$63,677.00	\$61,062.00	\$54,818.00	\$47,820.00	\$54,818.00	\$66,981.00
3	\$69,551.00	\$66,241.00	\$63,408.00	\$56,934.00	\$49,663.00	\$56,934.00	\$69,551.00
4	\$72,551.00	\$69,100.00	\$66,138.00	\$59,374.00	\$51,797.00	\$59,374.00	\$72,551.00
5	\$74,325.00	\$70,788.00	\$67,831.00	\$61,068.00	\$53,488.00	\$61,068.00	\$74,325.00
6	\$76,176.00	\$72,551.00	\$69,595.00	\$62,835.00	\$55,253.00	\$62,835.00	\$76,176.00
7	\$78,893.00	\$75,136.00	\$71,399.00	\$64,527.00	\$56,885.00	\$64,527.00	\$78,893.00
8	\$81,622.00	\$77,737.00	\$73,206.00	\$66,214.00	\$58,508.00	\$66,214.00	\$81,622.00
9	\$84,347.00	\$80,331.00	\$75,015.00	\$67,897.00	\$60,139.00	\$67,897.00	\$84,347.00
10	\$87,062.00	\$82,919.00	\$76,824.00	\$69,595.00	\$61,757.00	\$69,595.00	\$87,062.00
11	\$89,807.00	\$85,530.00	\$78,640.00	\$71,277.00	\$63,382.00	\$71,277.00	\$89,807.00
12	\$92,527.00	\$88,117.00	\$80,450.00	\$72,971.00	\$65,007.00	\$72,971.00	\$92,527.00
13	\$96,716.62	\$92,108.61	\$83,530.10	\$75,968.17	\$67,642.73	\$75,968.17	\$96,716.62
13A	\$97,660.00	\$93,007.00	\$84,345.00	\$76,709.00	\$68,302.00	\$76,709.00	\$97,660.00

Step	CH GRDS	GRNDS/					
		Warehouse II	MAINTII	MAINTIII	COOK MGR	FSW	DR MESS
1	\$61,420.00	\$55,784.00	\$59,735.00	\$62,360.00	\$37,651.00	\$17.65	\$21.12
2	\$63,776.00	\$57,928.00	\$62,032.00	\$64,761.00	\$39,106.00	\$18.38	\$21.93
3	\$66,231.00	\$60,159.00	\$64,413.00	\$67,251.00	\$40,605.00	\$19.13	\$22.71
4	\$69,083.00	\$62,744.00	\$67,193.00	\$70,144.00	\$42,357.00	\$19.86	\$23.72
5	\$70,773.00	\$64,435.00	\$68,874.00	\$71,831.00	\$44,042.00	\$20.44	\$24.33
6	\$72,545.00	\$66,214.00	\$70,651.00	\$73,593.00	\$45,809.00	\$21.12	\$24.87
7	\$74,302.00	\$67,946.00	\$72,332.00	\$75,280.00	\$47,771.00	\$21.43	\$25.63
8	\$76,074.00	\$69,676.00	\$74,104.00	\$77,066.00	\$49,710.00	\$21.88	\$26.33
9	\$77,841.00	\$71,399.00	\$75,969.00	\$78,912.00	\$51,483.00	\$22.19	\$27.21
10	\$79,618.00	\$73,128.00	\$77,830.00	\$80,776.00	\$53,794.00	\$22.47	\$27.91
11	\$81,384.00	\$74,857.00	\$79,695.00	\$82,644.00	\$56,063.00	\$23.08	\$28.56
12	\$83,153.00	\$76,586.00	\$81,541.00	\$84,492.00	\$58,444.00	\$23.42	\$29.49
13	\$86,408.63	\$79,729.75	\$84,667.29	\$87,665.36	\$61,921.21	\$24.10	\$30.68
13A	\$87,251.00	\$80,508.00	\$85,493.00	\$88,520.00	\$62,526.00	\$24.34	\$30.98