AGREEMENT

by and between the

FLORAL PARK-BELLEROSE UNION FREE SCHOOL DISTRICT

and

CSEA, Local 1000 AFSCME, AFL-CIO

Floral Park-Bellerose UFSD Custodial Unit
Nassau County Municipal Educational Local 865

July 1, 2020 - June 30, 2024

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BOARD OF EDUCATION
FLORAL PARK-BELLEROSE UNION FREE SCHOOL DISTRICT

CUSTODIAL CONTRACT

AGREEMENT made this _____ day of January 2021 by and between the FLORAL PARK-BELLEROSE UNION FREE SCHOOL DISTRICT and the CIVIL SERVICE EMPLOYEES ASSOCIATION INC. LOCAL 1000 AFSCME AND AFL-CIO.

W H E R E I N:

IT IS MUTUALLY AGREED HEREBY AS FOLLOWS:

Article I. RECOGNITION AND NO-STRIKE PLEDGE

A. Recognition: The CSEA having been designated as representative by a majority of the regular, full-time and part-time custodial employees, is hereby recognized as the exclusive negotiating representative of those employees.

B. Representation Status: The CSEA agrees to comply with the provisions of Article 14 of the Civil Service Law as that law is now in effect or may be hereafter amended, including that provision of the law which precludes an employee organization from engaging in, causing, instigating, encouraging or condoning a strike.

Article II. CSEA REPRESENTATIVE COMMITTEE

A standing committee representing the employees will be permitted to meet with the school administration at agreed upon times and places. The committee will be composed of two employees.

Article III. WAGES

Effective retroactive to July 1, 2020, the salary of the employees will be in accordance with the attached salary schedules for the 2020-2021, 2021-2022, 2022-2023 and 2023-2024 school years school years.

The 2020-2021 salary schedule reflects a 2.5% increase (1% plus 1.5% increment where eligible, in accordance with CBA Article X(C) (Evaluations)). The 2021-2022 salary schedule reflects a 2.5% increase (1% plus 1.5% increment where eligible, in accordance with CBA Article X(C) (Evaluations)). The 2022-2023 salary schedule reflects a 2.5% increase (1% plus 1.5% increment where

eligible, in accordance with CBA Article X(C) (Evaluations)). The 2023-2024 salary schedule reflects a 2.5% increase (1% plus 1.5% increment where eligible, in accordance with CBA Article X(C) (Evaluations)).

Article IV. LONGEVITY

At the completion of 10 years of employment as a full-time employee in the District, employees are entitled to a one-time payment of $1,600.

At the completion of 20 years of employment as a full-time employee in the District, employees are entitled to a one-time payment of $1,600.

Longevity payments will be made in the first complete payroll period following the employee's completion of 10 or 20 years of employment as a full-time employee in the District, as applicable.

Article V. TERM

The term of this Agreement is for a four year period from July 1, 2020 to and including June 30, 2024.

Article VI. HOURS

Hours - Benefits: The working day of the employees will be as follows during the school year:

John Lewis Childs Elementary School
Day Shift - 7:00 AM - 3:30 PM (30 minute meal break)
Night Shift -- 3:00 PM - 11:30 PM (30 minute meal break)

Floral Park-Bellerose Elementary School
Day Shift - 7:00 AM- 3:30 PM (30 minute meal break)
Night Shift -- 3:15 PM - 11:45 PM (30 minute meal break)

Employees are not permitted to leave their assigned buildings during meal breaks.

Forty hours per week for day and night crew. (Effective July 1, 2020, $720 annually extra for evening schedule.) The summer schedule consisting of a 37-1/2 hour work week will be utilized during summer recess.

Compensatory time will be given to employees who work on snow emergencies when school is closed or delayed (on the basis of one

hour for each two hours worked). In this situation, employees are not eligible for (cash) overtime compensation.

Article VII. POLICY

Board Prerogative: The establishment of policy is the prerogative of the Board. However, the District agrees that no existing policy affecting employees' terms and conditions of employment will be changed and no new policy put into effect without prior discussion with the CSEA through the school administration.

Article VIII. DUES DEDUCTION

A. Dues Deduction

As long as the CSEA is the exclusive representative of the employees, and as long as is permissible by law, the District will cause to be deducted from the bimonthly checks of the employee members of the CSEA who submit dues check off authorization in writing to the Board or its designated representative(s), dues of the CSEA in an amount to be determined by the CSEA in accordance with a written memorandum to be filed by the CSEA with the District. Any member may rescind and revoke his/her authorization by written notice to the CSEA and the Superintendent of Schools.

Effective December 7, 2020, provided that the District complies with the preceding paragraph, the Union agrees to indemnify and save and hold the District and any and all of the District's employees, representatives, officers and/or members of the Board of Education harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any action taken or not taken by the District or any of its employees, representatives, officers and/or members of the Board of Education for the purpose of complying with the dues deduction check-off provision of this Agreement and/or State or federal law. Any actions that may arise out of criminal and/or intentional tortious acts on the part of the District or its employees, representatives, officers and/or members of the Board of Education, that are not attributable to an act or omission by the Union or its agents, are excluded from the indemnification and hold harmless obligations in the preceding sentence.

B. Agency Fee

1. All employees who choose not to join the CSEA are required to pay an agency shop fee to the CSEA each pay period.

Upon notification to the District by the CSEA, the District will deduct those amounts each pay period from non-members paychecks and transmit them to the CSEA. Effective December 7, 2020, this paragraph will be deleted.

2. The CSEA will create a fully legal refund procedure for agency fee payers who object to illegal expenditures, and will otherwise deal with the funds and with agency fee payers in a lawful and proper manner. Failure to do so will eliminate the District's obligation to deduct agency fees. Effective December 7,2020, this paragraph will be deleted.

Article IX. TAYLOR LAW

SECTION 204-a OF THE TAYLOR LAW: PURSUANT TO THAT SECTION, IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION, BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

Article X. ADDITIONAL PROVISIONS

A. Miscellaneous Provisions

1. Bulletin Board Space: Space on one bulletin board will be reserved in each building for use by the CSEA for the purpose of posting informational material for the employees. This bulletin board will be located in the shop areas of each school.

2. Distribution of Contracts: The District agrees to reproduce sufficient copies of the final consummated agreement to be distributed to all employees. Effective December 7, 2020, the final consummated agreement will be electronically provided to employees.

3. Legal Counsel: The District will provide legal counsel to the employees as required by law.

4. Conflict with Statute and Law: In the event any provision hereof is in conflict with law or any statute now or hereafter in effect, the law or statute will prevail but the balance of this agreement will remain in full force and effect.

5. In the event that new unit titles are created, the administration will consult with the CSEA concerning the salaries or hourly rates to be paid for those positions.

6. Uniforms: All employees will be required to be in the accepted uniform. Full-time employees will receive from the District: five uniforms and one pair of shoes. Regular part-time employees will receive from the District: three uniforms or an allowance for shoes equal to two sets of uniforms. Summer uniforms (three tee shirts) will be provided to all staff at District expense. Employees will receive a uniform jacket every two years.

B. **Annual Increments**

1. No increment is automatic. Annual increments will be based upon satisfactory service and as recommended to the Board by the Superintendent of Schools and Director of Facilities.

2. The step number is merely a numerical assignment and does not necessarily bear a relation to years of experience.

3. Employees starting subsequent to July 1 will be considered for annual increments under the following schedule:

Employment starting between	Credit towards annual increment
July 1 - December 31	Full
January 1 - June 30	None

C. **Evaluations**

The evaluation plan will be as follows: (1) the evaluation of all employees; (2) employees with outstanding ratings will be considered for merit pay increases; and (3) employees with low ratings will be held on step.

The evaluation forms (Appendix "A") are to be utilized by the District administration to evaluate all employees. These forms are subject to change by the District administration.

D. **Merit Pay**

The District, at its sole discretion, will increase any salary up to the above stipulated salary schedules ($500 to $1,000 per annum) excluding overtime to any employee who performs services above the normal requirements of the position to be determined by the Superintendent of Schools. Effective December 7, 2020, this paragraph will be deleted.

Two thousand five hundred dollars will be set aside for merit pay increases for cleaners, custodians and maintenance persons. Effective December 7, 2020, this paragraph will be deleted.

One thousand dollars will be set aside for merit pay increases for assistant head custodians and head custodians. Effective December 7, 2020, this paragraph will be deleted.

Effective with the 2020-2021 school year, each school year the District may, in its sole, non-reviewable discretion, award a one-time, non-recurring, cash bonus (of $500 for Cleaners, Custodians and Maintainers; and $1,000 for Assistant Head Custodians and Head Custodians) to any employee who performs services above and beyond the normal requirements of the position, as determined by the Superintendent of Schools or designee, and subject to subsection "C" of this Article ("Evaluations").

E. **Promotions**

Promotions from one unit title to another will result in a lateral move on the salary schedule. "Lateral move" means that the employee will be placed on the same numbered step in the new column for his/her new position as he/she is on in his/her current position.

F. **Work Above Title**

In the event that a regular full-time employee works 30 or more consecutive working days above title, he/she will be paid retroactively on the basis of the normal rate for the higher title. The "normal rate" is based on the employee's current Step, but in the higher title (*e.g.*, if an employee is on Step 2 in his/her regular position, the "normal rate" will be based on Step 2 in the higher title).

G. **Unused Sick Leave**

The District has enrolled in the program provided for under Section 41(j) of the Retirement and Social Security Law of the State of New York to permit eligible employees to have unused sick leave to be applied to retirement income and the provisions of that section will be fully applicable to this program.

H. **Leave Allowances**

1. Sick Leave: Each employee will have 14 days per year for sick and/or personal days. Effective December 7, 2020, each employee will have 11 sick days and three personal days per year.

The unused portions of these allocations are accumulated, and will be applied to the accumulated sick time. Effective December 7, 2020, sick and personal leave days will be prorated at .92 and .25 days, respectively, per completed month of service for employees who are hired after July 1 or who separate from the District prior to June 30.

2. Workers' Compensation: Employees who are absent as a result of injuries on the job will receive their regular wages or salaries less the amount of Workers' Compensation benefits received (with no deduction from accumulated sick leave). Effective December 7, 2020, this paragraph will be deleted.

Effective December 7, 2020, employees who are absent as a result of an on-the-job injury will be required to use their sick leave in order to continue to receive their full salary until the Workers' Compensation Board ("WCB") issues an Award. Upon the District's receipt of the WCB Award, the District will replenish the employee's sick leave days used as a result of being on a workers' compensation leave of absence, to the extent that the amount awarded by the WCB is sufficient to cover the cost of those days. Any remaining portion of the amount awarded by the WCB after replenishing the employee's sick leave days as described in the preceding sentence will be paid to the employee.

3. Personal Leave: Any personal leave is to be granted in accordance with the below administrative regulations. Verbal reasons must be given to immediate superiors on any personal or business days that are needed seven days prior, where possible, to the actual day requested. Effective December 7, 2020, employees requesting personal leave will be required to complete and submit to the District a personal leave request form.

Personal leave may be utilized for the following reasons:

a. Legal Matters: House closings; income tax hearings; adoption proceedings; and court appearances.

b. Ceremonies: Graduation of professional staff member, spouse or child; day of wedding ceremony; Confirmation.

c. Education: Required educational examinations (effective December 7, 2020, required education examinations related to District-held or desired position); required visits by parents to colleges.

d. Religious Observances: Religious holiday observances of the professional staff member's particular faith not provided for in the regular school calendar.

e. Funerals: Attendance at funeral services of a person, other than in the immediate family (as defined in the Compassionate Leave provision of the Agreement), the nature of whose prior relationship to the professional staff member warrants such attendance.

f. Any other reason deemed valid by the Superintendent of Schools, acting at his/her discretion.

4. Compassionate Leave: Up to five days of compassionate leave for each death in the immediate family (i.e., mother, father, brother, child, mother-in-law, father-in-law, and any other permanent member of the immediate household not otherwise specified herein).

I.- Vacation and Holidays

Vacation time with pay is scheduled as follows:

Length of service	Vacation with Pay
First five years	2 weeks (summer only)
After five years	3 weeks (2 - summer 1 - during school year)
After ten years	4 weeks (3 - summer 1- during school year)

Appointees starting employment subsequent to July 1 earn vacation time as follows:

Employment starting between	Vacation Time Credited
July 1 - December 31	2 weeks (summer only)
Jan. 1 - March 31	1 week (summer only)
April 1 - June 30	None

Appointees terminating employment prior to June 30 -

	2 weeks Normal Vacation	3 weeks Normal Vacation	4 weeks Normal Vacation
Termination before January 1	-0-	-0-	-0-
Termination after January 1 and before March 31	1 week	1 week	2 weeks
Termination after April 1 and before June 30	1 week	2 weeks	3 weeks

An employee who submits an irrevocable letter of retirement at least 60 days in advance of his/her retirement date from the District may cash out up to 20 vacation days.

Effective December 7, 2020, employees resigning from District employment may submit a request to use vacation time prior to their resignation to the Assistant Superintendent of Business using the District's vacation request form. Requests to use vacation leave in this situation will not be unreasonably denied.

In addition, each employee will be entitled to 16 paid holidays per year, plus two half-day holidays, as approved by the Superintendent of Schools. The District will consult with the CSEA in developing the calendar.

The paid holidays set forth above will include Independence Day; Labor Day; effective December 7, 2020, Columbus Day; effective December 7, 2020, Veterans Day; Thanksgiving; Christmas Day; New Year's Day; effective December 7, 2020, Martin Luther King, Jr. Day; effective December 7, 2020, President's Day; Memorial Day.

J. Overtime

As required by a building administrator and subject to prior approval of the Director of Facilities, members of the buildings and grounds custodial staff may be assigned overtime work for those hours worked prior and subsequent to the normal work day at a rate to be computed as follows:

1. The definition of overtime will mean any hours worked within a week after 40 actual hours have been worked.

2. All overtime will be paid at the rate of time and one-half. Effective December 7, 2020, overtime on Sundays and holidays will be paid at double time.

3. When overtime is scheduled, it will be for a minimum of three hours.

Overtime rates and conditions will apply only to school operations and do not include local community activities which, governed by policy and regulations of the Board, will be solely the responsibility of the administration. Effective December 7, 2020, this paragraph will be deleted.

K. **Unscheduled Emergency Work**

Regular full-time employees required to perform unscheduled emergency work noncontiguous to their regular shifts will be guaranteed for such work a minimum of three hours' work at 1.5 their base rate per hour. Regular full-time employees required to perform unscheduled emergency work that is contiguous to their regular shifts, (i.e., immediately before or immediately after their regular shifts) will be paid at the straight time rate for all hours worked up to 40 hours in a workweek, after which employees will receive overtime compensation at the rate of time and one-half. Snow events will be considered part of "unscheduled emergency work."

A "snow event" is defined as a day on which employees are required to report to work to perform snow removal when school is not regularly scheduled; and a "snow emergency" is defined as a day on which school is cancelled due to snow or a day when school is delayed due to snow.

L. **Retirement**

All NYS Employees Retirement System benefits will be made available to eligible employees, pursuant to Section 75 (i) of the Retirement and Social Security Law.

All full-time employees will be eligible to receive one day's pay for every four days of accumulated sick leave. The number of sick/personal leave days for which an employee may be compensated upon retirement will be capped at 225 days.

M. **Health Insurance**

Available to eligible regular full-time and regular part-time employees on the basis of the Statewide Health Insurance

Plan, or a comparable plan, for both individual and family coverage. Employees hired before December 7, 2020, will contribute 15% of the cost of the health insurance premium for individual and/or family coverage. Employees hired on or after December 7, 2020, will contribute 20% of the cost of the health insurance premium for individual and/or family coverage.

Any employee who has a spouse who also has family health insurance plan coverage with any private or public employer may at the employee's option choose to drop coverage under the New York State Health Plan. If the employee decides to select this option, the employee will be permitted to receive a $2,500 cash benefit in lieu of the health insurance benefit. This option will be exercised on a yearly basis.

The employee will give the Superintendent of Schools at least 30 calendar days' written notice of his/her intent to select this option and provide the name and address of the insurance carrier.

The employee will have the right to terminate the optional fringe benefit package plan and to reapply for coverage under the New York State Health Insurance Plan by submitting a written request to the Superintendent of Schools that the employee desires coverage under the Plan in accordance with the regulations of the Plan. Before selecting this optional fringe benefit plan, the employee is advised to first consult with the administrators of the Plan to determine if any adverse conditions may result from an employee dropping and/or re-entering the Plan. Effective December 7, 2020, this paragraph will be deleted.

If two persons are currently receiving (or are eligible to receive) family health insurance benefits through the District, only one will be permitted to receive family level coverage.

N. **Grievance Procedure**

Grievance Procedure: The grievance procedure will be in accordance with current Board Policy and the annexed APPENDIX "B." Effective December 7, 2020, the preceding sentence will be deleted.

Effective December 7, 2020, the grievance procedure will be as per the annexed APPENDIX "B."

O. **Social Security**

Available to all eligible employees. Effective December 7, 2020, this section will be deleted.

P. **Disability Insurance**

Available to eligible regular full-time employees on a contributory basis.

Q. **Dental Insurance**

The CSEA/EBF Horizon Dental Plan will be available to eligible regular full-time employees.

R. **Regular Part-time Custodians**

The 2020-2021, 2021-2022, 2022-2023 and 2023-2024 salary schedules reflect a 2.5% increase (1% plus 1.5% increment where eligible, in accordance with CBA Article X(C) (Evaluations)).

S. **Optical Plan**

An optical plan will be available to regular full-time employees with the District paying 100% of the individual plan and 75% of the family plan.

T. **Camera Surveillance Footage**

Effective December 7, 2020, the District may use camera surveillance footage as corroborative evidence in potential and actual disciplinary situations. The camera surveillance footage will not be used to initiate discipline, meaning that the District will not monitor the footage on a daily basis in an effort to "catch" an employee engaging in misconduct.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals on this ___ day of January 2021.

FLORAL PARK-BELLEROSE
UNION FREE SCHOOL DISTRICT
By Dr. Kathleen Sullivan
Superintendent

FLORAL PARK-BELLEROSE CIVIL SERVICE
EMPLOYEES ASSOCIATION INC.

By Raymond Somali
Unit President

By Timothy Bu
Labor Relations Specialist
CSEA Local 1000 AFSCME AFL-CIO

APPENDIX A

FLORAL PARK-BELLEROSE UNION FREE SCHOOL DISTRICT

Custodial Staff Performance Evaluation

Areas of Review	Below Average	Performs Job Well	Out-standing
Completes assignments effectively and efficiently (i.e., work performance meets standards for job)	1	2	3
Demonstrates good attendance (free from excessive absences and punctual)	1	2	3
Demonstrates good work habits (knows work and organizes it; completes work in allotted time; shows interest in work; accepts job responsibilities)	1	2	3
Demonstrates good working relationships with fellow workers and teachers (i.e., works harmoniously with others)	1	2	3
Demonstrates care and concern for children	1	2	3
Demonstrates good personal appearance (i.e., clean uniforms and neat appearance)	1	2	3
Demonstrates dependability (continues to work in absence of supervision; complies with both written and oral instructions)	1	2	3
Demonstrates a willingness to cooperate with staff, PTA, and parents	1	2	3

Comments: 1-13 held on step; 14-21 normal increase; 22-24 merit increase

Date _____ Principal _____

Date _____ Head Custodian _____

Date _____ Director of Facilities _____

FLORAL PARK-BELLEROSE SCHOOL DISTRICT
Evaluation of Assistant Head Custodian/Head Custodian

Areas of Review	Below Average	Average	Out-standing
Plans and schedules all daily work and maintenance activities effectively	1	2	3
Provides for effective maintenance in the school building	1	2	3
Plans for the efficiency of labor (all staff are properly engaged)	1	2	3
Provides effective training for new employees (i.e., How to buff the floor)	1	2	3
Keeps accurate employee records	1	2	3
Evaluates his employees on a regular basis (in writing)	1	2	3
Makes daily supervisory inspections	1	2	3
Follows up on all building requests (via the building principal)	1	2	3
Provides effective leadership and maintains high morale among staff	1	2	3
Provides for:			
the proper cleaning and maintenance of the grounds	1	2	3
the proper cleaning and maintenance of the building exterior	1	2	3
the proper cleaning and maintenance of the building interior	1	2	3

Comments: 1-23 held on step; 24-32 normal increase; 33-36 merit increase

Date_____ Building Principal _____

Date_____ Director of Facilities _____

APPENDIX B

GRIEVANCE PROCEDURE

In order to maintain a harmonious and cooperative relationship between the District and the CSEA, the following procedure will be utilized by the CSEA for the settlement of certain differences or misunderstandings.

The CSEA may present grievances free from coercion, interference, restraint, discrimination or reprisal.

"Grievance" will mean any claimed violation of the collective bargaining agreement. The term "Grievance" will not include any matter involving an employee's rate of compensation, retirement benefits, disciplinary proceedings, any matter which is otherwise review able pursuant to law, or any regulation having the force and effect of law.

"Supervisor" will mean any person, regardless of title, who is assigned to exercise any level of supervisory responsibility over employees.

Every employee will have the right to present his or her grievances as well as the right to be represented at all stages thereof. It will be a fundamental responsibility of supervisors at all levels to give prompt consideration to, and to take appropriate action upon, grievances presented to them by employees under their supervision.

The employees will form a three member committee to be known as "Custodians Grievance Committee". The method of selection and the term of office will be at the bargaining unit. The purpose of this committee is to assist and advise any employee who may have a grievance, and to advise the employee if the grievance merits further procedures. If a member of this committee has a grievance himself, a replacement, pro tem, would have to be decided upon by the bargaining unit. Effective December 7, 2020, this paragraph will be deleted.

The procedural status will be as follows:

First Procedural Stage

The presentation of the grievance of the "Custodians Grievance Committee". If the grievance is not resolved, the aggrieved employee and the grievance committee will present the grievance problem to the Director of Facilities. Effective

December 7, 2020, the preceding two sentences will be deleted. In addition, effective December 7, 2020, the aggrieved employee will present the grievance problem to the Director of Facilities.

Second Procedural Stage

If the grievance is not resolved at the first stage, the aggrieved employee and Director of Facilities will each submit to the Superintendent of Schools or his/her designee a written statement setting forth the specific nature of the grievance and the facts relating thereto. The Superintendent of Schools or his/her designee will hold an informal hearing at which the employee or the employees grievance committee, or both, (effective December 7, 2020, "or the employees grievance committee, or both," will be deleted) may appear and present the oral and written statements. The determination of the second stage of such grievance proceedings will be made by the Superintendent of Schools or his/her designee. If such grievance is not satisfactorily resolved at the second stage, the grievance may proceed to the third stage.

Third Procedural Stage

The third procedural stage will be an appeal to a "Public Employee Grievance Committee" consisting of three impartial citizens of the District appointed by the President of the Board to service as a committee at his/her pleasure. Hearings will be conducted by a member of the Board appointed by the President of the Board. The appeal to the "Public Employee Grievance Committee" will be a written request by the aggrieved employee, or representatives for a hearing at which time the Superintendent of Schools or his/her designee, Building Principal and the Director of Facilities will also be present. The "Public Employee Grievance Committee" will render a report of its findings and recommendations thereon to the Board and the Board will thereupon make the final decision and make its report. The report of the Board will contain a statement of the Board's findings of fact, conclusions and advisory recommendations. The Board will send a copy of its report to each employee involved, to his/her representative, if any, to the Superintendent of Schools or his/her designee, to the Building Principal and to the "Public Employee Grievance Committee".

In order to insure prompt consideration and determination of employee grievances, one week (seven days) will be the maximum time allowable for each procedural stage established in this resolution (effective December 7, 2020, "established in this resolution" will be deleted).

Floral Park-Bellersose School District
Custodial Salary Schedule
2020-21

Step	Cleaner/ Groundskeeper	Custodian	Maintainer	Assistant Head Cust.	Head Custodian
1	$39,265	$40,785	$40,984	$44,767	$46,029
2	$39,854	$41,397	$41,598	$45,439	$46,719
3	$40,451	$42,018	$42,222	$46,120	$47,420
4	$41,058	$42,648	$42,856	$46,812	$48,131
5	$41,674	$43,288	$43,499	$47,514	$48,853
6	$42,299	$43,937	$44,151	$48,227	$49,586
7	$42,934	$44,597	$44,813	$48,951	$50,330
8	$43,578	$45,265	$45,486	$49,685	$51,084
9	$44,231	$45,944	$46,168	$50,430	$51,851
10	$44,895	$46,634	$46,860	$51,186	$52,629
11	$45,568	$47,333	$47,563	$51,954	$53,418
12	$46,252	$48,043	$48,277	$52,734	$54,219
13	$46,945	$48,764	$49,001	$53,525	$55,033
14	$47,650	$49,495	$49,736	$54,327	$55,858
15	$48,364	$50,238	$50,482	$55,142	$56,696
16	$49,090	$50,991	$51,239	$55,970	$57,546
17	$49,826	$51,756	$52,008	$56,809	$58,410
18	$50,574	$52,532	$52,788	$57,661	$59,286
19	$51,332	$53,320	$53,580	$58,526	$60,175
20	$52,102	$54,120	$54,383	$59,404	$61,078
21	$52,884	$54,932	$55,199	$60,295	$61,994
22	$53,677	$55,756	$56,027	$61,199	$62,924
23	$54,482	$56,592	$56,867	$62,117	$63,867
24	$55,299	$57,441	$57,721	$63,049	$64,825
25	$56,129	$58,303	$58,586	$63,995	$65,798

Floral Park-Bellersose School District
Custodial Salary Schedule
2021-22

Step	Cleaner/ Groundskeeper	Custodian	Maintainer	Assistant Head Cust.	Head Custodian
1	$39,657	$41,193	$41,394	$45,215	$46,489
2	$40,252	$41,811	$42,014	$45,893	$47,186
3	$40,856	$42,438	$42,645	$46,582	$47,894
4	$41,469	$43,075	$43,284	$47,280	$48,612
5	$42,091	$43,721	$43,934	$47,990	$49,342
6	$42,722	$44,377	$44,593	$48,709	$50,082
7	$43,363	$45,043	$45,261	$49,440	$50,833
8	$44,013	$45,718	$45,940	$50,182	$51,595
9	$44,674	$46,404	$46,630	$50,934	$52,369
10	$45,344	$47,100	$47,329	$51,698	$53,155
11	$46,024	$47,806	$48,039	$52,474	$53,952
12	$46,714	$48,524	$48,759	$53,261	$54,761
13	$47,415	$49,251	$49,491	$54,060	$55,583
14	$48,126	$49,990	$50,233	$54,871	$56,417
15	$48,848	$50,740	$50,987	$55,694	$57,263
16	$49,581	$51,501	$51,752	$56,529	$58,122
17	$50,324	$52,274	$52,528	$57,377	$58,994
18	$51,079	$53,058	$53,316	$58,238	$59,879
19	$51,845	$53,854	$54,115	$59,111	$60,777
20	$52,623	$54,661	$54,927	$59,998	$61,688
21	$53,412	$55,481	$55,751	$60,898	$62,614
22	$54,214	$56,314	$56,587	$61,811	$63,553
23	$55,027	$57,158	$57,436	$62,739	$64,506
24	$55,852	$58,016	$58,298	$63,680	$65,474
25	$56,690	$58,886	$59,172	$64,635	$66,456

Floral Park-Bellersose School District
Custodial Salary Schedule
2022-23

Step	Cleaner/ Groundskeeper	Custodian	Maintainer	Assistant Head Cust.	Head Custodian
1	$40,054	$41,605	$41,807	$45,667	$46,954
2	$40,655	$42,229	$42,435	$46,352	$47,658
3	$41,264	$42,863	$43,071	$47,047	$48,373
4	$41,883	$43,506	$43,717	$47,753	$49,098
5	$42,512	$44,158	$44,373	$48,469	$49,835
6	$43,149	$44,821	$45,039	$49,196	$50,582
7	$43,797	$45,493	$45,714	$49,934	$51,341
8	$44,453	$46,175	$46,400	$50,683	$52,111
9	$45,120	$46,868	$47,096	$51,444	$52,893
10	$45,797	$47,571	$47,802	$52,215	$53,686
11	$46,484	$48,285	$48,519	$52,999	$54,492
12	$47,181	$49,009	$49,247	$53,794	$55,309
13	$47,889	$49,744	$49,986	$54,600	$56,139
14	$48,607	$50,490	$50,736	$55,419	$56,981
15	$49,336	$51,247	$51,497	$56,251	$57,835
16	$50,076	$52,016	$52,269	$57,095	$58,703
17	$50,828	$52,796	$53,053	$57,951	$59,584
18	$51,590	$53,588	$53,849	$58,820	$60,477
19	$52,364	$54,392	$54,657	$59,702	$61,384
20	$53,149	$55,208	$55,476	$60,598	$62,305
21	$53,947	$56,036	$56,309	$61,507	$63,240
22	$54,756	$56,877	$57,153	$62,430	$64,188
23	$55,577	$57,730	$58,011	$63,366	$65,151
24	$56,411	$58,596	$58,881	$64,317	$66,128
25	$57,257	$59,475	$59,764	$65,281	$67,120

Floral Park-Bellersose School District
Custodial Salary Schedule
2023-24

Step	Cleaner/ Groundskeeper	Custodian	Maintainer	Assistant Head Cust.	Head Custodian
1	$40,454	$42,021	$42,226	$46,124	$47,423
2	$41,061	$42,652	$42,859	$46,816	$48,135
3	$41,677	$43,291	$43,502	$47,518	$48,857
4	$42,302	$43,941	$44,154	$48,231	$49,589
5	$42,937	$44,600	$44,817	$48,954	$50,333
6	$43,581	$45,269	$45,489	$49,688	$51,088
7	$44,234	$45,948	$46,171	$50,434	$51,855
8	$44,898	$46,637	$46,864	$51,190	$52,632
9	$45,571	$47,337	$47,567	$51,958	$53,422
10	$46,255	$48,047	$48,280	$52,737	$54,223
11	$46,949	$48,767	$49,004	$53,529	$55,037
12	$47,653	$49,499	$49,740	$54,331	$55,862
13	$48,368	$50,241	$50,486	$55,146	$56,700
14	$49,093	$50,995	$51,243	$55,974	$57,551
15	$49,830	$51,760	$52,012	$56,813	$58,414
16	$50,577	$52,536	$52,792	$57,665	$59,290
17	$51,336	$53,324	$53,584	$58,530	$60,179
18	$52,106	$54,124	$54,387	$59,408	$61,082
19	$52,888	$54,936	$55,203	$60,300	$61,998
20	$53,681	$55,760	$56,031	$61,204	$62,928
21	$54,486	$56,597	$56,872	$62,122	$63,872
22	$55,303	$57,445	$57,725	$63,054	$64,830
23	$56,133	$58,307	$58,591	$64,000	$65,803
24	$56,975	$59,182	$59,469	$64,960	$66,790
25	$57,830	$60,070	$60,362	$65,934	$67,792

Local 1000, AFSCME, AFL-CIO
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Mary E. Sullivan, President