AGREEMENT

by and between the

BALDWIN UNION FREE SCHOOL DISTRICT

and

CSEA, Local 1000 AFSCME, AFL-CIO

Baldwin UFSD Operations & Maintenance Unit #7566-00
Nassau County Educational Local 865

July 1, 2020 - June 30, 2025

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ARTICLE I - RECOGNITION

Section 1

A. The Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, shall hereafter herein be referred to as the Association.

B. The Baldwin Union Free School District, Baldwin, New York shall hereafter herein be referred to as the District.

Section 2:

The District recognizes the Association as the sole and exclusive bargaining agent for all personnel during the period of implementation of this agreement in the Custodial, Cleaners, and Maintenance Departments. The term "covered" shall hereafter mean the Custodial, Cleaners, and Maintenance personnel.

Section 3:

No petition for an election for a new bargaining agent may be made until 120 days prior to the expiration of the contract currently in effect.

Section 4:

The Association agrees to the no strike clause as set forth in the Public Employee Relations Act.

ARTICLE II - DUES DEDUCTION

Section 1:

The Board of Education agrees to deduct from the salaries of its employees dues for the Association, as said Operations and Maintenance Unit employees individually and voluntarily authorize the Board to deduct and transmit the monies promptly to the

Association. Authorizations for payroll deductions shall be in writing in the form set forth below.

Section 2:

Such dues deductions shall be made in the following manner: Dues shall be deducted from twelve (12) paychecks following thirty days after the Association's submission of its membership list but no sooner than November 1st of each year of this contract. Custodial workers employed after April 1st will have dues deduction made commencing with the new school year.

Section 3:

Additional authorization may be submitted by new employees at least two weeks prior to any regularly scheduled pay date, and deductions made for the balance of the scheduled deduction period prorated over the remaining pay periods for that school year.

Section 4:

The Board of Education shall, following each pay period from which a dues deduction is made, transmit the amount so deducted to the Association. The first transmittal shall be accompanied by a listing of the members for whom deductions have been made and the amount deducted for each. In subsequent transmittals only exceptions shall be noted.

Section 5:

The Association agrees to save and hold harmless the Board from any and all losses, expenses, damages, costs and attorneys' fees that may accrue as a result of making dues deductions, by reason of any action, suit or proceeding before any administrative

body or judicial or quasi judicial body or before any arbitrator by any person covered by this Agreement or in his or her behalf involving or in any way relating to the dues deduction provision hereinabove set forth.

ARTICLE III - NEGOTIATIONS

Section 1:

The recognition of the Bargaining Agent for the aforementioned personnel shall remain in effect until such time as the contract is in force.

Section 2:

Procedure to be as followed:

A. If no challenge exists, the same bargaining agent shall be empowered to negotiate the next contract.

B. The District and the Association shall follow the provisions of the Taylor Law with regard to negotiations.

C. The approved negotiated contract shall not be subject to renegotiations during the life of said contract.

D. To the extent permitted by law and subject to such mandatory grace periods as may exist under such laws, each member of the bargaining unit, shall as a condition of employment pay agency shop fees to the Association. The Association will promptly notify the District, in writing, of the amount of such fees and any subsequent change in amount once the effective date or dates of such changes. The union shall create a fully legal refund procedure for agency fee payors and shall otherwise deal with the funds and with agency fee payors in a lawful and proper manner. In the event that the District incurs any liability for damages, any litigation expenses, or any other expenses

whatsoever, in connection with the agency shop fee deduction granted by this agreement, the union agrees to indemnify the District and to hold it harmless for such expenses.

ARTICLE IV - PROCEDURES

Section 1:

In the event an employee is required to pick up the work of an absentee employee, he shall be paid at the time and one-half rate for work performed in excess of 7.5 hours, providing the work week does not include any unauthorized leave. The Administration reserves the right to reassign duties of custodial employees during any work shift. The term Administration is defined to include building level administrators, central office administrators, head custodians, assistant head custodians and acting shift supervisors.

Section 2:

All personnel covered by this agreement are expected to report conditions which they believe are unsafe or hazardous to their immediate supervisor, who, in turn, will report to the district office, with a copy of the report sent to the Principal of the building concerned. The reported hazard or unsafe condition will be investigated by the school administration.

Section 3:

No covered employee may be ordered to drive any vehicle which is deemed unsafe by an authorized motor vehicle inspector, the driver, or an administrator. Whether equipment is defective shall be determined by applying standards required by State and Federal regulatory agencies for new and used vehicles.

ARTICLE V - WORKING CONDITIONS

Section 1. Workday, Week & Months

A. The regular length of the work day for full-time covered employees is 7.5 hours, exclusive of one break and lunch/dinner. The regular work week for covered employees shall be five (5) days. This schedule shall be maintained on a twelve (12) month basis, except for such employees who are hired on a ten (10) month basis.

B. Summer hours for full-time (12) month employees shall be as follows:

Regular work day - 7.5 hours per day

Lunch break - .5 hours per day

These hours will be in effect from July 1 - August 31

For example:

a) 7:00 AM - 3:00 PM (Includes half hour lunch)

b) 3:00 PM - 11:00 PM (Includes half hour lunch)

c) 11:00 PM - 7:00 AM (Includes half hour lunch which must be taken inside building.

This half hour lunch period will be compensated on straight time basis or straight time compensatory time as mutually agreed between the individual and Director of School Facilities and Operations.

From September 1 - June 30 employees will be allowed to work summer hours only when school is closed for students, staff, and administration.

C. A method for covered employees to record their starting time and ending time (regular shift and overtime) will be established in a manner directed by the District.

Section 2. Lunch Hour

The Head Custodian, Principal in each building, and/or the Director of School Facilities & Operations may arrange for a lunch period of forty-five (45) minutes per day for covered employees in their building, for the period September 1st thru June 30th. When an employee is permanently assigned to two (2) schools, that employee will be allowed an additional fifteen (15) minutes at the lunch or supper hour when it is necessary for that employee to travel between the two schools.

Section 3. Night Shifts

The hours of work for the evening and night shifts are from 3:00 PM to 11:30 PM and 11:30 PM to 7:30 AM. The Head Custodian, Assistant Head Custodian and the Director of School Facilities & Operations shall designate a forty-five (45) minute lunch period. Covered employees working from 11:30 PM to 7:30 AM may not leave the building during their lunch period or during their working hours excepting emergencies such as illness.

Section 4. Approved Overtime

All approved overtime (except emergency snow removal which is covered in Article V, Section 13) work beyond the regularly scheduled full-time shift shall be compensated for at the rate of time and one-half, except patrol assignments which shall be compensated at the job classification rate. Any hour of work or part thereof, shall be compensated for to the next one quarter (1/4) hours. Custodial overtime shall be distributed on a rotating seniority basis in each school, to qualified employees. If a custodial employee refuses his overtime assignment he shall lose his turn in the rotation. The hourly rate of approved overtime shall be equal to time and one-half of the hourly rate established for the employee. Approved overtime must be submitted no later than the end of the day

on the Monday following the pay period that the overtime occurred.

Section 5. Days Off Other Than Legal Holidays and Night Differential

Time and one-half rate, within Job Classification, shall be paid for time worked on Saturday, Sunday, and legal and/or agreed holidays. Religious days and holidays not mandated by the State or Federal Government as legal holidays shall be paid at the straight time rate. If Saturdays and Sundays are included in a regular assigned work week, no overtime shall be paid for these days. There shall be a pay differential of an additional 8% of base salary for all night shifts. Night shifts covered by this section shall be from 3:00 PM to 11.30 P.M. and from 11:30 PM to 7:30 AM. There shall be a pay differential of an additional 4% of base salary for night shifts during the first two years of employment from date of hire. Night shift pay differential will increase to 8% beginning with the third full year of employment from date of hire. With respect to any employee hired on or after July 1, 2006, the eight (8%) percent night differential will only be available after the employee has worked the two (2) previous years at the four (4%) percent night differential rate.

Section 6. Coffee Breaks:

One coffee break, not to exceed fifteen minutes, is to be designated by the Head Custodian, Building Principal, or the Director of School Facilities & Operations. These coffee breaks shall be staggered in order to keep the buildings covered at all times. One-person buildings shall be exempt from this requirement. The same requirement shall prevail for the evening and night shifts.

Section 7. Provisional Appointments - Civil Service

An employee not certified by the Nassau County Civil Service Commission to fill a job

opening of a higher Civil Service rating may be appointed by the Board on a provisional basis with the approval of the Civil Service Commission. The provisional appointment will carry the proper title and the compensation shall be commensurate to the proper salary step. If a person is assigned by the Administration to a job of higher title, for period of one week (shall become effective upon completion of the fifth day) he/she shall be paid at the higher rate of pay. The higher rate of pay shall not exceed 10% of the person's regular pay, before assignment. It shall not apply if an Assistant Head Custodian replaces a Head Custodian. This higher rate of pay shall be paid retroactively to the starting date of the new assignment.

Section 8. Prior Related Work Experience

All employees new to the District and appointed by the District may be granted credit for prior related work experience. The prior related work experience shall be reviewed and approved by the Superintendent of Schools.

Section 9. Benefits For Full-Time 10 Month Employees

Full-time ten (10) month employees shall be granted all employee benefits, except vacations, which are available to twelve (12) month employees. These shall include fringe benefits as well as salary and sick leave allowance and shall be provided on a pro-rata basis.

Section 10. Vacation Schedules

The employee's anniversary date shall be used when computing vacation leave. Vacation time may only be used the year after it is earned. Our present vacation schedule is computed on our fiscal year, July 1st to June 30th, and is as follows:

Employees	Length of Vacation
Part-time, 10 months	None
Full-time, 10 months	None
Full-time, 12 months	
after 6 mos to 1 year	1 week
after 1 year	2 weeks
after 5 years	3 weeks
after 10 years	4 weeks

Vacation requests for the months of July 1st through December 31st must be made by May 15th of the preceding school year. Vacation requests for other months must be made by December 1st. However, no vacation time is available the last 2 weeks of school and the week prior to the opening of school unless approved by the Superintendent or designee based upon extenuating circumstances.

The length of vacation periods shall remain the same; however, the method of computing them would be changed. Following are three (3) examples when the anniversary date is the basis for computation:

A. **First Year Employee Full-Time**: If a person was employed on March 1st he would have completed four (4) months of service. The vacation schedule grants five (5) days for six (6) months; therefore, the employee would be entitled to 5/6 of a day per month of employment. 5/6 x 4 months = 3.33 days. The employee would be granted three (3) days vacation. No credit would be given for less than one half of a day. New employees must work one full year before they can begin to use accumulated vacation

days.

B. **Fifth Year Employee:** If a full-time person was employed on September 1st he normally would have to wait until the following June 30th to receive his third week of vacation or five (5) years and ten (10 months) he would have completed four (4) years and ten (10) months of service. The vacation schedule grants three (3) weeks after five (5) years; therefore, the employee would be entitled to 5/12 of a day per month of employment during his fifth year. 5/12 x 10 months = 4.16 days; the employee would be granted four (4) additional days of vacation or a total of two (2) weeks and four (4) days. This would be the actual amount of vacation time earned by the preceding June 30th. No credit would be given for less than one-half day.

C. **Tenth Year Employee:** If a full-time person was employed on December 22nd, he normally would have to wait until the following June 30th to receive his fourth week of vacation or ten (10) years and six (6) months of service. The vacation schedule grants four (4) weeks after ten (10) years; therefore, the employee would be entitled to 5/12 of a day per month of employment during his tenth year. 5/12 x 6 months = 2.5 days. The employee would be granted three (3) additional days of vacation or a total of three (3) weeks and three (3) days. This would be the actual amount of vacation time earned by the preceding June 30th. An additional day would be granted for one half day or more. Covered employees may request, in writing, up to ten (10) days of their vacation during the school year. The vacation shall have been earned prior to the request. All requests shall be approved by the Superintendent of Schools and the Director of School Facilities & Operations. Covered employees must submit to the Director of School Facilities & Operations by May 15th their intended vacations for the coming school year. After

review with the Superintendent, the Director of School Facilities & Operations will return the approved schedule by June 15th. Effective July 1, 1997, new employees must work one full year from date of hire before they can begin to use accumulated vacation days.

D. **Vacation Carry Over**: Unit members may carry over from one year to the next five (5) unused vacation days. However, such carried over days must be used in the subsequent school year.

Section 11. Annual Vacation Compensation

Annual vacation compensation checks shall not be paid with the employee's last check prior to the start of an approved vacation until July 15th of the fiscal year. At this time, the accumulated vacation time shall be compensated at the new year's salary schedule. If an employee requests his vacation pay prior to July 15th, he shall be compensated at the prior year's established pay scale.

Schedule 12. Assignment of Assistant Head Custodian

All schools shall have an Assistant Head Custodian on the evening shifts and on the day shifts if deemed necessary by the administration and subject to the following: Only if more than four (4) custodians or cleaners are employed in a building in addition to the Head Custodian, on the day shift, and only if more than three (3) custodians or cleaners are employed in a building on the night shift.

Section 13. Inclement Weather - Members of the Custodial Staff

All members of the bargaining unit shall report for work to their assigned shifts when schools are closed due to inclement weather, snow, storm and power failures. Those members of the bargaining unit who report for work when schools are closed by the Superintendent of Schools, due to inclement weather, shall be paid for services at the

rate of time and one-half (1/2) of their respective salary levels. For those who do not report because of inability due to weather conditions, the District will charge these absent days against personal days and if none are remaining, then against sick leave. Snow removal before and after the regular assigned work shift shall be paid at the double time rate.

Section 14. Use of Personal Car for School Business

A. Covered employees shall not be required to use their personal car for school business.

B. Gasoline allowance will be paid to all employees authorized to use their personal car for school business. Compensation will be based on the New York State mileage allowance rate in effect at that time. Maintenance personnel, which includes carpenters, masons, plumbers, heating and air conditioning specialists, and electricians, who continuously use their personal car for school business will be compensated with a monthly stipend of $185 to be paid on a regular schedule. In order to be reimbursed for mileage, a covered employee must also present a valid New York State driver's license to the Director of Facilities & Operations.

Section 15. Duties Not Required To Be Performed by Custodial Staff

Covered employees shall not be required to perform the following duties.

A. Mounting educational displays on bulletin boards.

B. Monitoring corridors and toilets for student control.

C. Answering the Principal's telephone during lunch period.

D. Clerical duties.

E. Any duties that may be assigned to teachers or teacher-aides.

F. Covered employees shall not be required to deliver coffee, refreshments or serve for any activities; nor shall be required to wash dishes or cooking utensils.

G. Covered employees may cooperate with holiday decorations, if time is available. This would be a voluntary act on the part of the employee, but not a requirement.

H. Covered employee shall not be required to use their personal money for school business.

Section 16. Uniforms

The District will provide uniforms on a yearly basis. Each employee will be allowed to choose a quantity and type of uniform they will require for the year. Each employee will be allowed a maximum of a $220 in a uniform allotment. The Director of Facilities will work with a committee of union members in developing this procedure. District provided uniforms must be worn while working. Employees are responsible for cleaning their uniforms and T-shirts. The District will provide each covered employee with an annual shoe allowance of $150.00, which shall be paid out evenly over the year and included in salary.

Section 17. Management Rights

> "The Association acknowledges that the Board and the Superintendent together have the right of management and superintendence of the District. Further, it is recognized that the management of the District, the control of its properties and efficiency are responsibilities of the Board and the Superintendent. If the District changes a policy that effects terms and conditions of employment, it shall consult with the Association before the change is made."

ARTICLE VI - GRIEVANCE MACHINERY

Should any employee have a grievance or should any dispute arise between the CSEA and the employer as to the meaning, application, performance or operation of any provision of this agreement, such grievance or dispute shall be taken up for settlement as follows:

Grievances:

A procedure for the handling of employee grievances is hereby established as follows:

A. Any employee aggrieved with relation to his/her work may present his/her grievance orally within fifteen (15) calendar days after alleged breach of contract to the immediate administrative supervisor. A reply shall be given orally by the immediate administrative supervisor indicating what action, if any, will be taken with respect to the grievance, such reply being given within five (5) working days of the date of presentation of the grievance.

B. If the employee is dissatisfied with the action taken by the immediate administrative supervisor with respect to his/her grievance, such employee shall submit his/her grievance in writing to the Director of School Facilities & Operations within ten (10) calendar days of the date that the first step, oral reply, was given. The Director of School Facilities & Operations shall thereupon submit his reply in writing within ten (10) calendar days of the date of submission of the written grievance to him.

C. If the employee is still dissatisfied with the action taken by the Director of School Facilities & Operations with respect to his/her grievance, such employee shall submit his/her grievance in writing to the Superintendent of Schools within ten (10) calendar days of the date that the second step, written reply, was given. The employee shall

have the right to appear before the Superintendent, if he/she so requests, and to be represented by the CSEA, if he/she so requests.

After considering the employee's grievance and contentions made in support thereof, and affording the employee an opportunity to submit his/her views both orally and in writing, the Superintendent of Schools shall take such action as he deems proper and just and advise the employee, the immediate administrative supervisor and the Director of School Facilities & Operations in writing, within ten (10) calendar days of his/her decision.

D. If an employee is still not satisfied with the decision, the aggrieved employee may, within ten (10) calendar days of the first determination of the Superintendent of Schools, make a written request for Advisory Arbitration. The Arbitrator shall be mutually agreed to by the parties and the cost shall be borne equally by the District and the Association. The decision of the Arbitrator shall be advisory upon the Board of Education, who shall render a final decision within twenty-one (21) days after receiving the advisory opinion and shall notify all parties of the decision.

E. Grievances related to alleged action of administrators who hold positions above building level, or stems from application of district-wide policies, may be submitted directly to the Director of School Facilities & Operations, as in paragraph A above.

NOTE: All correspondence, verbal and written, between the District and the Association shall go through the unit president. Employee's complaints and grievances shall be processed through the unit president to the Administration and not directly to CSEA representative.

ARTICLE VII - PROMOTIONS

Section 1.

All openings for promotional positions and for positions paying higher salary differentials shall be adequately publicized in every school on custodial bulletin boards and all qualified covered personnel shall be given adequate opportunity to make applications for such positions. Promotions shall be based on qualifications and seniority and shall be subject to Civil Service regulations.

Section 2.

Salary shall be compensated on a vertical move or upward in the same step.

Section 3.

All covered employees' Civil Service lists, for promotion or title upgrade, shall be made available for inspection by an authorized representative of the CSEA. The CSEA representative shall acknowledge in writing that he has examined the list.

ARTICLE VIII - PROTECTION OF COVERED EMPLOYEES

Section 1.

All District employees who are appointed from a Civil Service list shall be afforded the protection of Article V, Section 75, of the Civil Service Law after successful completion of a six (6) month probationary period in accordance with Civil Service Law.

Section 2.

All employees in the non-competitive class shall, after six (6) months of satisfactory service from the date of Civil Service approval, be afforded such protection as is specifically provided for in Article V, Section 75 of the Civil Service Law.

A. When an employee of this bargaining unit has been appointed from a Civil Service

list, his seniority shall be computed according to Civil Service Law. All employees in the non-competitive and labor class shall, after six (6) months of satisfactory service from the date of Civil Service approval, be granted seniority from date of employment.

B. If layoffs become necessary, provisional and probationary employees within a classification shall be laid off before permanent employees. After all provisional and probationary employees within a classification have been laid off, should other reductions in the work force become necessary, the employer shall then institute layoffs in accordance with the principle of seniority within the classification. Civil Service Law shall prevail in all cases.

C. Before any new employees are hired, excessed staff with recall rights (under Civil Service Law) will be offered available positions for which they qualify under Civil Service Law, by sending a written notice to the employee, via registered or certified mail, with a return receipt requested, directing him/her to return to work at a date and time not less than seven (7) calendar days from the date of the mailing of such notice.

Section 3. Assistance in Assault or Civil Cases

A. Covered employees shall be required to report to the building Principal all cases of assault suffered by covered employees and/or civil actions filed against them in connection with their employment. The building Principal shall forward the report to the Superintendent of Schools. The Superintendent of Schools shall acknowledge receipt of such report within three (3) working days.

B. The counsel, supplied by the District, shall inform the employee immediately of his/her rights under the law and shall provide such information as he/she deems necessary. The incident shall be school work related and must occur in the school

building or on District owned property.

C. In compliance with the conditions set forth in Paragraph B of this Section, the District appointed counsel shall assist the employee as follows:

1. Obtaining from police and/or from the building Principal relevant information concerning the incident.
2. Accompanying the employee in court appearances.
3. Acting in other appropriate ways as liaison between the employee, the police and the courts.

Section 4. Legal Counsel

The District agrees to provide legal counsel, subject to condition set forth in Section 3, Paragraph B, to defend any employee in any action arising out of a student assault on an employee. No physical disciplinary action shall be taken against a student by an employee. Any assault action between employees shall be excluded from Article VIII, all its Sections and Paragraphs.

Section 5. Compensation For Lost Time and Personal Effects

In compliance with conditions set forth in Section 3, Paragraph B, and in Section 4, if an assault on an employee results in loss of time, the employee shall be paid in full, and the lost time shall not be deducted from the employee's accumulated sick leave.

A pool of $1,000 shall be made available by the District to compensate members of the bargaining unit if clothes or other personal effects (excluding vehicles) are damaged by virtue of a student assault while the employee is engaged in assigned duties of employment. If claims exceed $1,000, adjustment will be proportional on a retroactive basis.

ARTICLE IX - ON THE JOB INJURIES

Covered employees who are disabled to the extent that they are unable to work shall receive the difference between Workers' Compensation benefits and their full salary in order that covered employees will not suffer loss of income for a period not exceeding the number of accumulated sick days. The limited number of days lost, due to injuries on the job and covered by Workers' Compensation insurance, shall not be deducted from accumulated sick leave to a maximum of twenty (20) days. After twenty (20) days, one (1) sick leave day shall be deducted for one (1) day lost due to injuries on the job and covered by Workers' Compensation. When the equivalent of the accumulated sick days has been used by the employee, injured on the job and covered by Workers' Compensation, he/she shall be placed on sick leave. The duration of sick leave shall be governed by the sections of the contract applicable to sick leave. First year employees injured on the job and covered by Workers' Compensation shall receive sick leave benefits according to the sections of the contract applicable to sick leave for second year employees (related to extended sick leave provisions). The maximum total leave granted an employee injured on the job and covered by Workers' Compensation shall not exceed twenty-six (26) weeks or one hundred thirty (130) days.

In addition to the conditions indicated, it will be necessary to follow the following procedures in order to be eligible for any sick day restoration due to on the job injuries covered by Workers' Compensation:

A. Injuries on the job must be reported immediately to the supervisor (Principal, if possible) or a note should be left, if no supervisor is present.

B. An Accident Report form must be filled out within forty-eight (48) hours of the injury

unless this is impossible.

C. Emergency Room or hospital treatment must be obtained and this must be charged to Wright Risk Management, not Blue Cross/Blue Shield or any other insurance.

D. Any recurrent injury must be reported, refiled, and emergency room treatment or new physician's statement certifying the recurrent injury must be obtained.

E. The District reserves the right to have the patient examined periodically by the District's own physician to determine the legitimacy of the claim.

ARTICLE X - HEALTH, DENTAL AND LIFE INSURANCE

Section 1.

For the entire term of this agreement the District will make available health, hospital and dental insurance similar to that presently provided and in accordance with the terms set forth below. When two employee spouses have health insurance from the District, they will be eligible only for two individual plans or a single family plan (if dependent children are covered). The District will provide unit members with the CSEA single optical plan at no cost to the members. With respect to family coverage, unit members electing such coverage shall be required to contribute 25% toward the overall premium. This coverage shall be implemented subsequent to the execution of this agreement, at a time that is reasonably feasible.

Section 2.

A. the District shall pay 75% of the health insurance premiums for full-time employees and 50% of the health insurance premiums for part-time employees. The approval of these provisions is based on the New York State Government Employees Health Insurance Program only. The HIP Plan shall be available to the employees, but any

added expense over and above the cost of the New York State Government Employees Health Insurance Program shall be paid for by the employee.

B. The District shall compensate those employees who are eligible to receive health insurance benefits and decline such coverage. The applicable amounts shall be $750 for individual coverage and $1,250 for family coverage, which shall be paid on or about July 1st of each year in one lump sum. However, for those employees who have available health insurance coverage through another employer, the District shall pay one-half the amounts reflected above. In addition, this opt-out benefit is not available for those employees who have a spouse working for the District, and the spouse has available health insurance coverage.

Section 3.

The School District will contribute to a dental pool for the purchase of a dental plan which will include family coverage without a waiting period.

The District contribution for eligible employees will be as follows:

A. full-time twelve (12) month employees - $400 per year

B. full-time ten (10) month employees - $333 per year

C. part-time ten (10) month employees - $207 per year

Any additional amount of premium above the dental pool must be paid by the covered employee. Any unused funds in the dental pool at the end of a school year will revert back to the District.

Section 4.

After one year of service in the District, covered employees will be provided with the following life insurance coverage:

$25,000 Full-Time 12 month employees

$9,000 Full-Time 10 month employees

$2,400 Part-Time employees

ARTICLE XI - VETERANS CREDIT

Covered personnel who have served in the Armed Forces of the United States shall be entitled to veteran's credits provided by law. One (1) salary step shall be granted for one (1) year of military service. Two (2) salary steps shall be granted for two (2) or more years of military service.

ARTICLE XII - RETIREMENT INCENTIVE

During the term of this contract a retirement incentive will be provided to those covered employees who have reached a minimum age of 55 provided that they are eligible for a service retirement and, in fact, do retire, pursuant to the provisions of the New York State Employee's Retirement System. The conditions for the retirement incentive are as follows:

A. Eligibility for service retirement shall first occur in the school year when an employee reaches age 55 or 62 depending on appropriate retirement tier membership.

B. To be eligible for the incentive, an employee must inform the District in writing of his or her intention to retire four (4) months prior to the retirement date and then actually retire on that date.

C. In order to be eligible for the incentive an employee must have a minimum of 50 days in his/her accrued sick leave bank. This requirement will be waived if the employee has had a documented major illness or major injury which can be supported by medical documentation that has reduced the sick leave bank to less than the 50 day requirement.

D. The retirement incentive formula for eligible employees is as follows:

Accrued Days	Payment Per Day
49 days and under	$ 0
50 through 85	$47
86 through 120	$52
121 through 150	$57
151 through 190	$62
191 through 220	$67

E. The retirement incentive maximum shall be $14, 740.

F. The incentive will be provided in the form of an employer non-elective IRS §403(b) contribution within thirty (30) calendar days of the employee's last working day or at a time, or times, mutually agreed upon by the Superintendent or his agent and the employee.

ARTICLE XIII - LEAVE ALLOWANCE

Section 1. Accumulated Sick Leave

A. All full-time employees shall be entitled to one (1) sick leave day per month worked, cumulative to 220 sick leave days for the purpose of sick leave. Sick leave allowance shall accumulate at the rate of one (1) day per month for a total of ten (10) days per year for ten (10) month employees and twelve (12) days per year for twelve (12) month employees. Part-time employees' sick leave shall be computed on a pro rata basis. If an employee leaves the District's employ and has used sick days in excess of the number of days he/she has accumulated, these days shall be deducted from his/her last pay check. New covered employees shall be granted one (1) sick leave day per month

to a maximum of ten (10) days sick leave or twelve (12) days sick leave (depending upon the number of months worked), with pay, during their first year of employment. They shall be eligible for all other benefits after a thirty (30) day probation period, unless limited by articles and sections incorporated in this contract.

B. The District and the Association shall create a sick bank. The sick bank shall be credited with all days earned by unit members after they have earned the maximum accumulation (220 days). Any unit members seeking to utilize sick days in the sick bank shall make written application, which shall be considered by the District and a Committee that is formed by the Association. In order for the application to be approved, both the Association and the District must be in agreement to authorize use of days in the sick bank. The District shall annually prepare an accounting of the number of sick days in the bank, which shall include the source of the available days to the Committee.

Section 2. Approved Absences Due to Sickness-Deduct From Cumulative

A. No sick leave, with pay, shall be granted to probationary or temporary employees during the first thirty (30) days of employment.

B. District appointed full-time employees, as qualified above, absent for more than four (4) consecutive working days because of personal illness shall submit a doctor's certificate explaining the nature of the illness. The Superintendent, or his/her designee at his/her discretion, may require a certificate from a licensed physician for as little as one day's absence.

C. If an employee comes to work, starts to work, and becomes ill on the job and leaves work, the following deductions will be made to the sick bank:

Work Time	Deduction To Sick Leave
2 hours	3/4 Day Deduction
4 Hours	1/2 Day Deduction
6 Hours	1/4 Day Deduction

Employees who become ill and leave after working 6 hours on more than one occasion will have deduction to sick bank for each 2 hours of missed work.

D. Employees who fall ill while on vacation may use their accumulated sick leave for the remainder of the illness and have their vacation time adjusted, provided proper notification is given and a doctor's certificate is presented. When the employee recovers from his/her illness he/she shall return to work. His/her unused vacation days shall be available at a later date during the designated school year.

Section 3. Personal Illness - Extended Nature

There are two types of additional sick leave:

A. Additional Sick Leave for Personal Illness or Disability - consisting of up to thirty (30) days in any school year, may be applied for after all regular sick leave is used. This leave may be made available in order to provide a minimum of thirty (30) working days sick leave for an employee.

B. Additional Sick Leave for Serious Personal Illness or Disability - may be applied for after all regular sick leave credit is exhausted. The total additional sick leave consists of an extension of thirty (30) working days as stated in Paragraph A-1, which may be renewed for two (2) further periods of thirty (30) working days each, to a maximum of ninety (90) working days per year, upon proper application. The maximum number of days of cumulative sick leave and additional sick leave credits which may be

available during a school year is 220 working days.

Section 4. Death in the Immediate Family

Leave for absence due to death in the immediate family may be granted when requested by the employee and approved by the Superintendent or his agent. Such leaves may not be for more than three (3) days in each case of death in the immediate family. If extenuating circumstances occur, the Superintendent of Schools may grant additional days at his discretion and upon good cause shown. Members of the immediate family shall include:

Father	Father-in law	Son-in-law	Spouse	Brother
Mother	Mother-in-law	Daughter-in-law	Sister-in-law	Sister
Child	Brother-in-law	Grandchild	Stepchild and/or Ward	

Also the following, if a resident in the home of the employee:

Grandparent	Aunt	Uncle	Niece	Nephew

Such leaves may be for not more than one (1) day to attend the funeral of any member of the family other than the immediate family. All leaves for death in the family are for the specific purpose indicated and are not cumulative. Proof of death may be required.

Section 5. Serious Illness in the Immediate Family

A maximum of five (5) days per year for serious illness in the immediate family may be granted when requested by the employee and approved by the Superintendent of Schools or his agent. Serious illness in the immediate family days are not cumulative. Family illness days beyond two (2) days per year will be deducted from sick day allowance.

Section 6. Approved Absences

No approved absences, other than sick leave and personal leave are cumulative.

A. Absences by reason of appearances as a plaintiff, defendant or witness in a legal action not involving the District will be approved. Employees may use available personal business days without loss of salary. Approved absences with pay shall be limited to the number of personal days available.

B. The employee shall be compensated when he is required to appear as a witness for the District during working hours.

C. District required medical examinations for non-teaching employees shall be held on school time.

D. Selective Service Examinations shall be charged as personal day.

E. Jury Duty

Notice of jury duty shall be submitted to the Administration. Employees shall be compensated at their regular rate of pay for time lost from their assigned working hours. Compensation received for jury duty shall be turned over to the District. Jury fees received for serving on their own time may be retained by the employees. Night personnel shall be excused from work when serving on jury duty.

F. Holidays

1. Covered employees, will have eighteen (18) paid holidays during the school year. The selection of the proposed holidays shall be submitted by the Association to the Superintendent of Schools for approval prior to June 1st each year, or shortly after the school calendar is adopted.

2. Covered employees required to work on holidays that fall on Saturday or

Sunday, shall be compensated at the rate of time and one-half (1/2). Religious days not classified as legal holidays shall not be included in this category.

3. On the eves of the following holidays: Thanksgiving, Christmas and New Year's, shifts shall be arranged so that no covered employee will be required to work after 8:00 P.M. Work shifts shall be 7.5 hours in duration. Senior High School employees and patrol shall be exempt from this clause. Senior High School employees required to work from 8:00 P.M. to Midnight shall be paid on a straight time overtime basis.

G. <u>Personal Leave</u>

A maximum absence of three (3) working days per year, without loss of salary, shall be allowed for personal reasons. Two (2) personal days may be submitted with five (5) working days advance notice stating that "I certify that a justifiable personal reason exists for this request". The third day must follow existing procedure. All requests shall be submitted in writing in advance. Covered employees shall state the reason for requesting the third personal day. If the reason for the third day is too personal to discuss, he or she shall so state the reason to the Deputy Superintendent for Administration and the day will be granted. No personal leave shall be granted for days immediately preceding or immediately following a holiday or a vacation period. Under no circumstances are personal days to be used for recreation, vacation, or other employment. If extenuating circumstances occur, the Superintendent of Schools may grant additional days at his/her discretion. Personal days not used during the year will be accumulated and added to the cumulative sick leave days of the employee. The following is a list of examples of approved reasons for personal day requests.

Legal Matters:	Meeting with attorney (reason)
	Required appearance in court
Family Matters:	Appointment concerning children (teachers, medical, etc.)
	Appointments concerning elderly parents
	Celebrations, religious events (wedding, confirmations, bar mitzvah, graduations)
Emergency Matters:	Problem at home (fire, flood repair)
	Problem with transportation to/from work (auto accident)
	Appointment for personal medical exam/test

Section 7. Leave of Absence

A. Child Care - Upon request, covered employees shall, after six (6) months of satisfactory service, be granted leaves of absences without pay, not to exceed one year, and shall be reinstated in the same or a comparable position upon his/her return.

B. Leave for Personal Health and Family Hardship - Members of the bargaining unit, after six (6) months of satisfactory service, may request a leave without pay, not to exceed one year, for rest, restoration of health, or the alleviation of hardship involving themselves or their immediate families.

C. Benefits will not accrue to employees on leaves of absence. Employee may pay entire Health Insurance premium while on leave.

ARTICLE XIV - SALARY SCHEDULES

Section 1. Salary Schedule and Steps

Effective July 25, 2017 there shall be two (2) salary schedules. Covered employees hired prior to July 25, 2017 shall be paid according to Salary Schedule A contained

herein.

A. All Operation and Maintenance workers hired on or after July 25, 2017 shall be placed on Salary Schedule B contained herein. However, those unit members who were hired prior to July 25, 2017 who are subsequently promoted, shall remain on Schedule A.

5 Year Agreement: July 1, 2020 - June 30, 2025

- Year 1 (2020-2021): Regular step increment shall be provided and the salary schedule shall be frozen from the prior school year.
- Year 2 (2021-2022): Regular step increment shall be provided and the salary schedule shall be increased by 1.5%.
- Year 3 (2022-2023): Regular step increment shall be provided and the salary schedule shall be increased by 1.5%.
- Year 4 (2023-2024): Regular step increment shall be provided and the salary schedule shall be increased by 1.5%.
- Year 5 (2024-2025): Regular step increment shall be provided and the salary schedule shall be increase by 1.75%.
- Unit members who were hired prior to 7/1/1985 shall receive the percentage increases ((0%, 1.5%, 1,5%, 1.5%, 1.75%) provided to the schedules as set forth above.
- For unit members hired on or after July 25, 2017, the salary schedule attached hereto as Exhibit "B" shall be in effect, and shall be increased by the percentage increases (0%, 1.5%, 1.5%, 1.5%, 1.75%) provided to the schedules as set forth above.

All compensation shall be paid by direct deposit.

Additional compensation for Head Custodians shall be as follows:
Building with more than 500 students: $300
Building with more than 1,000 students: $400
Building with more than 1,500 students: $500

Section 2. Longevity Compensation

After the completion of ten (10) continuous years of employment in the Baldwin Union Free School District, covered employees shall be eligible for longevity compensation as follows:

A. Employees who have completed ten (10) years of full-time service as a twelve (12) month covered employee shall receive $725.

B. An additional $750 shall be paid full-time employees upon the completion of thirteen (13) years of service, or a total of $1,475.

C. An additional $750 shall be paid full-time employees upon the completion of seventeen (17) years of service, or a total of $2,225.

D. An additional $775 shall be paid full-time employees upon the completion of twenty-five (25) years of service, or a total of $3,000.

The adding of longevity compensation to base pay for the purpose of computing a percentage increment shall not be permitted. When computing the hourly rate, and time and one-half rate for overtime, the longevity pay shall be added to the base pay for this purpose. Longevity compensation shall be limited to full-time, twelve (12) month employees. Full-time, ten (10) month employees shall be compensated on a pro rata basis: part-time, ten (10) month employees shall be omitted. Longevity compensation will be annualized to July 1st. Any employee who is eligible for a longevity payment would receive a pro-rata amount to annualize their salary for the appropriate July 1st adjustment.

Section 3. Payment for Building Checks

Building checks shall be made by the District's patrol on weekends and holidays at an agreed upon rate above the normal hourly rate except for holidays which will be time and one-half. In cases of emergency, the person on patrol has the authority to call the Head Custodian to his/her building or any covered employee the District authorizes. The Head Custodian or other authorized employee shall be paid a minimum of two (2) hours at the rate of time and one-half (1/2) for time that he/she is called to his/her building to handle the emergency.

Section 4. Pay Periods

All wages, except for probationary employees, are on annual basis and shall be paid bi-weekly. There shall be twenty-six (26) or twenty-seven (27) pay periods. Checks shall be delivered by District messenger to all schools where employees work before the end of their shift on the due date. Wherever possible, all overtime will be paid in the next pay period. Wherever possible, all overtime earned on or before the payroll date will be paid on the following bi-weekly payroll date. This procedure will be followed providing the overtime sheets are received on bi-weekly payroll dates.

Any overpayment of salary may be deducted from an employee's final paycheck(s) upon separation from employment with the District.

ARTICLE XV - PERSONNEL FILES

Section 1.

Upon request by the covered employee he/she shall be permitted to examine his/her official personnel file, which shall occur within a week of the request.

Section 2.

The District agrees to reproduce a reasonable number of copies of the material in the employee's personnel file upon request, and at a cost of twenty-five ($.25) cents per page.

Section 3.

There shall be only one (1) official covered employee personnel file in which employment records are filed, which shall be maintained in the Human Resources Office, except current payroll records.

Section 4.

No material derogatory to a covered employee's conduct, service, character or personality shall be placed in the file unless the employee has had an opportunity to read the material. The employee shall acknowledge that he/she has read such material by affixing his/her signature on the actual copy to be filed within twenty-four (24) hours of receipt with the understanding that such signature merely signifies that he/she read the material to be filed and does not necessarily indicate agreement with its content. Failure to acknowledge receipt by affixing signature on actual copy of material within twenty-four (24) hours of receipt will constitute insubordination.

Section 5.

The employee shall have the right to answer any material filed and his/her answer shall be attached to the file copy.

ARTICLE XVI - TRANSFER AND REASSIGNMENTS

The District and the Administration reserves the right to make transfers and reassignments which they consider is in the best interest of the District. If a covered

employee feels that his transfer was arbitrary or without merit, he may request the Grievance Committee to institute proceedings.

Lists of vacancies covered by this bargaining unit and/or new covered positions created in the District shall be made available to all covered employees. In filling such positions, preference shall be given to employees with seniority over newly appointed employees and shall be based on seniority in the District and qualifications.

ARTICLE XVII - EVALUATIONS

Evaluations

A. An unsatisfactory evaluation of an employee for attendance as outlined in the guidelines below will result in a one year freeze in salary

GUIDELINES FOR EXCESSIVE ABSENTEEISM

1. Large number of incidents of absence
2. Large number of Monday/Friday and/or before/after holiday absences
3. Large number of absences which have not been verified by a physician's note
4. Large number of early departures
5. Other unusual patterns

B. An unsatisfactory evaluation in the area of poor performance (4 out of 11 categories which excludes attendance) for two successive years will result in a one year freeze in salary.

C. Upon request, a covered employee will be afforded an opportunity to meet with the Director of School Facilities and Operations prior to an unsatisfactory evaluation signed by the Director.

ARTICLE XVIII - ASSOCIATION BUSINESS

Section 1.

Upon written request, the Association may be granted available District facilities for their meetings.

Section 2.

One bulletin board, located in the Custodial Office, shall be reserved in each school for the Custodial staff and exclusive use of the Association for the purpose of posting material with proper and legitimate Association business.

Section 3.

The Association shall have free and unhindered use of the school's Custodial mail boxes for the distribution of their material. All Association mail must be so marked.

Section 4.

One officer of the Association may attend one (1) organizational conference for a total of two (2) days each school year without loss of salary.

Section 5.

Covered employees who are designated or elected for the purpose of adjusting grievances, negotiating this contract, or any other organizational business shall be done on their own time. They shall not be compensated for the performance of these duties.

Section 6.

The District agrees to allow the Association to have an opportunity to provide input to the District concerning staffing levels of the operations and maintenance employees of the District.

ARTICLE XIX - MUTUALITY OF OBLIGATIONS

Section 1.

In the event that any provision of this agreement is, or shall be at any time, contrary to law, all other provisions of this agreement shall continue in effect.

Section 2.

All bargaining sessions connected with these negotiations shall be engaged in only during working hours, 8:00 AM to 5:00 PM, as well as for the orderly processing of a grievance procedure. Hours for negotiations may be changed if mutually agreed upon by the District, the Administration and the Association.

Section 3.

Present administrative procedure regarding the presence of unauthorized personnel on the school grounds shall be maintained.

ARTICLE XX - DURATION OF CONTRACT

The provisions of the contract shall become effective as of July 1, 2020, and shall remain in full force and effect up to and including June 30, 2025.

If there is a conflict with the District Bylaws, the CSEA contract shall prevail.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals this

22 day of November, 2021

Dr. Shari L. Camhi
Superintendent of Schools
Baldwin Union Free School District

Dr. Michelle Gallo
Assistant Superintendent for
Human Resources

Christopher Venator, Attorney

Benjamin Elias
President
CSEA Operations & Maintenance Unit

Liam Russett
CSEA Labor Relations Specialist

Year 1
SY 2020-2021
Salaries
Schedule = 7/25/17+

Schedule for Members Hired ON or AFTER 7/25/17

	A	B	C	D	E	F	G	H	I	J	K
	Cleaner P/T 10 Month	Cleaner F/T 10 Month	Cleaner F/T 12 Month	Custodian Groundskeeper	Asst Head Custodian (Elementary)	Head Grounds Head Custodian I Maintainer Asst Head Custodian (Secondary)	Senior Maintainer	Maintenance Supervisor	Head Custodian II	Head Custodian III	Auto Mechanic
1	$17,968	$35,940	$43,118	$44,860	$46,166	$48,759	$59,247		$55,722		$45,960
2	$18,541	$37,088	$44,498	$46,426	$47,922	$50,604	$60,806		$57,381		$47,546
3	$19,114	$38,236	$45,877	$47,992	$49,678	$52,448	$62,367	$66,451	$59,041		$49,131
4	$19,689	$39,385	$47,257	$49,559	$51,434	$54,293	$63,927	$68,163	$60,700	$64,488	$50,718
5	$20,263	$40,533	$48,637	$51,126	$53,189	$56,137	$65,487	$69,877	$62,359	$66,411	
6	$20,837	$41,682	$50,016	$52,693	$54,945	$57,982	$67,048	$71,590	$64,017	$68,333	
7	$21,412	$42,830	$51,396	$54,259	$56,700	$59,827	$68,608	$73,303	$65,676	$70,255	
8	$21,986	$43,979	$52,776	$55,826	$58,456	$61,672	$70,169	$75,016	$67,335	$72,177	
9	$22,560	$45,127	$54,156	$57,392	$60,212	$63,517	$71,728	$76,729	$68,995	$74,099	
10	$23,135	$46,276	$55,537	$58,958	$61,967	$65,362	$73,288	$78,442	$70,654	$76,021	
11	$23,708	$47,423	$56,915	$60,524	$63,723	$67,206	$74,849	$80,156	$72,312	$77,944	
12	$24,283	$48,572	$58,296	$62,093	$65,477	$69,050	$76,409	$81,868	$73,970	$79,866	
13	$24,857	$49,721	$59,675	$63,659	$67,233	$70,895	$77,968	$83,581	$75,630	$81,788	

Schedule for Members Hired 7/1/85 Through 7/24/17

Schedule = < 7/25/17

	A	B	C	D	E	F	G	H	I	J	K
	Cleaner P/T 10 Month	Cleaner F/T 10 Month	Cleaner F/T 12 Month	Custodian Groundskeeper	Asst Head Custodian (Elementary)	Head Grounds Head Custodian I Maintainer Asst Head Custodian (Secondary)	Senior Maintainer	Maintenance Supervisor	Head Custodian II	Head Custodian III	Auto Mechanic
1	$17,968	$35,940	$43,118	$44,860	$46,166	$48,759	$59,247		$55,722		$45,960
2	$19,131	$38,275	$45,923	$47,776	$49,168	$51,928	$63,097		$59,346		$46,930
3	$19,900	$39,811	$47,776	$49,598	$51,007	$53,804	$64,956	$66,451	$61,245		$48,337
4	$20,665	$41,334	$49,598	$51,452	$52,865	$55,668	$66,031	$70,771	$63,121	$64,488	$50,719
5	$21,515	$43,062	$51,661	$54,211	$55,646	$57,523	$70,094	$75,139	$64,966	$68,681	
6	$23,188	$46,388	$55,668	$56,991	$58,433	$59,352	$74,030	$79,360	$66,836	$71,012	
7	$24,856	$49,715	$59,670	$58,830	$60,277	$61,249	$77,966	$83,581	$69,038	$73,339	
8	$24,856	$49,715	$59,670	$61,248	$62,717	$64,031	$77,966	$83,581	$70,547	$75,664	
9	$24,856	$49,715	$59,670	$63,663	$64,974	$67,456	$77,966	$83,581	$73,090	$78,728	
10	$24,856	$49,715	$59,670	$63,663	$67,232	$70,900	$77,966	$83,581	$75,634	$81,792	
11	$24,856	$49,715	$59,670	$63,663	$67,232	$70,900	$77,966	$83,581	$75,634	$81,792	
12	$24,856	$49,715	$59,670	$63,663	$67,232	$70,900	$77,966	$83,581	$75,634	$81,792	
13	$24,856	$49,715	$59,670	$63,663	$67,232	$70,900	$77,966	$83,581	$75,634	$81,792	

Year 2
SY 2021-2022
Salaries
Schedule = 7/25/17+

Schedule for Members Hired ON or AFTER 7/25/17

	A	B	C	D	E	F	G	H	I	J	K
	Cleaner P/T 10 Month	Cleaner F/T 10 Month	Cleaner F/T 12 Month	Custodian Groundskeeper	Asst Head Custodian (Elementary)	Head Grounds Head Custodian I Maintainer Asst Head Custodian (Secondary)	Senior Maintainer	Maintenance Supervisor	Head Custodian II	Head Custodian III	Auto Mechanic
1	$18,238	$36,479	$43,765	$45,533	$46,858	$49,490	$60,136		$56,558		$46,649
2	$18,819	$37,644	$45,165	$47,122	$48,641	$51,363	$61,718		$58,242		$48,259
3	$19,401	$38,810	$46,565	$48,712	$50,423	$53,235	$63,303	$67,448	$59,927		$49,868
4	$19,984	$39,976	$47,966	$50,302	$52,206	$55,107	$64,886	$69,185	$61,611	$65,455	
5	$20,567	$41,141	$49,367	$51,893	$53,987	$56,979	$66,469	$70,925	$63,294	$67,407	
6	$21,150	$42,307	$50,766	$53,483	$55,769	$58,852	$68,054	$72,664	$64,977	$69,358	
7	$21,733	$43,472	$52,167	$55,073	$57,551	$60,724	$69,637	$74,403	$66,661	$71,309	
8	$22,316	$44,639	$53,568	$56,663	$59,333	$62,597	$71,222	$76,141	$68,345	$73,260	
9	$22,898	$45,804	$54,968	$58,253	$61,115	$64,470	$72,804	$77,880	$70,030	$75,210	
10	$23,482	$46,970	$56,370	$59,842	$62,897	$66,342	$74,387	$79,619	$71,714	$77,161	
11	$24,064	$48,134	$57,769	$61,432	$64,679	$68,214	$75,972	$81,358	$73,397	$79,113	
12	$24,647	$49,301	$59,170	$63,024	$66,459	$70,086	$77,555	$83,096	$75,080	$81,064	
13	$25,230	$50,467	$60,570	$64,614	$68,241	$71,958	$79,138	$84,835	$76,764	$83,015	

Schedule for Members Hired 7/1/85 Through 7/24/17

Schedule = < 7/25/17

	A	B	C	D	E	F	G	H	I	J	K
	Cleaner P/T 10 Month	Cleaner F/T 10 Month	Cleaner F/T 12 Month	Custodian Groundskeeper	Asst Head Custodian (Elementary)	Head Grounds Head Custodian I Maintainer Asst Head Custodian (Secondary)	Senior Maintainer	Maintenance Supervisor	Head Custodian II	Head Custodian III	Auto Mechanic
1	$18,238	$36,479	$43,765	$45,533	$46,858	$49,490	$60,136		$56,558		$46,649
2	$19,418	$38,849	$46,612	$48,493	$49,906	$52,707	$64,043		$60,236		$47,634
3	$20,199	$40,408	$48,493	$50,342	$51,772	$54,611	$65,930	$67,448	$62,164		$49,062
4	$20,975	$41,954	$50,342	$52,224	$53,658	$56,503	$67,021	$71,833	$64,068	$65,455	$51,480
5	$21,838	$43,708	$52,436	$55,024	$56,481	$58,386	$71,145	$76,266	$65,940	$69,711	
6	$23,536	$47,084	$56,503	$57,846	$59,309	$60,242	$75,140	$80,550	$67,839	$72,077	
7	$25,229	$50,461	$60,565	$59,712	$61,181	$62,168	$79,135	$84,835	$70,074	$74,439	
8	$25,229	$50,461	$60,565	$62,167	$63,658	$64,991	$79,135	$84,835	$71,605	$76,799	
9	$25,229	$50,461	$60,565	$64,618	$65,949	$68,468	$79,135	$84,835	$74,186	$79,909	
10	$25,229	$50,461	$60,565	$64,618	$68,240	$71,964	$79,135	$84,835	$76,769	$83,019	
11	$25,229	$50,461	$60,565	$64,618	$68,240	$71,964	$79,135	$84,835	$76,769	$83,019	
12	$25,229	$50,461	$60,565	$64,618	$68,240	$71,964	$79,135	$84,835	$76,769	$83,019	
13	$25,229	$50,461	$60,565	$64,618	$68,240	$71,964	$79,135	$84,835	$76,769	$83,019	

Year 3
SY 2022-2023
Salaries
Schedule = 7/25/17+

Schedule for Members Hired ON or AFTER 7/25/17

	A	B	C	D	E	F	G	H	I	J	K
	Cleaner P/T 10 Month	Cleaner F/T 10 Month	Cleaner F/T 12 Month	Custodian Groundskeeper	Asst Head Custodian (Elementary)	Head Grounds Head Custodian I Maintainer Asst Head Custodian (Secondary)	Senior Maintainer	Maintenance Supervisor	Head Custodian II	Head Custodian III	Auto Mechanic
1	$18,512	$37,026	$44,421	$46,216	$47,561	$50,232	$61,038		$57,406		$47,349
2	$19,101	$38,209	$45,842	$47,829	$49,371	$52,133	$62,644		$59,116		$48,983
3	$19,692	$39,392	$47,263	$49,443	$51,179	$54,034	$64,253	$68,460	$60,826		$50,616
4	$20,284	$40,576	$48,685	$51,057	$52,989	$55,934	$65,859	$70,223	$62,535	$66,437	
5	$20,876	$41,758	$50,108	$52,671	$54,797	$57,834	$67,466	$71,989	$64,243	$68,418	
6	$21,467	$42,942	$51,527	$54,285	$56,606	$59,735	$69,075	$73,754	$65,952	$70,398	
7	$22,059	$44,124	$52,950	$55,899	$58,414	$61,635	$70,682	$75,519	$67,661	$72,379	
8	$22,651	$45,309	$54,372	$57,513	$60,223	$63,536	$72,290	$77,283	$69,370	$74,359	
9	$23,241	$46,491	$55,793	$59,127	$62,032	$65,437	$73,896	$79,048	$71,080	$76,338	
10	$23,834	$47,675	$57,216	$60,740	$63,840	$67,337	$75,503	$80,813	$72,790	$78,318	
11	$24,425	$48,856	$58,636	$62,353	$65,649	$69,237	$77,112	$82,578	$74,498	$80,300	
12	$25,017	$50,041	$60,058	$63,969	$67,456	$71,137	$78,718	$84,342	$76,206	$82,280	
13	$25,608	$51,224	$61,479	$65,583	$69,265	$73,037	$80,325	$86,108	$77,915	$84,260	

Schedule for Members Hired 7/1/85 Through 7/24/17

Schedule = < 7/25/17

	A	B	C	D	E	F	G	H	I	J	K
	Cleaner P/T 10 Month	Cleaner F/T 10 Month	Cleaner F/T 12 Month	Custodian Groundskeeper	Asst Head Custodian (Elementary)	Head Grounds Head Custodian I Maintainer Asst Head Custodian (Secondary)	Senior Maintainer	Maintenance Supervisor	Head Custodian II	Head Custodian III	Auto Mechanic
1	$18,512	$37,026	$44,421	$46,216	$47,561	$50,232	$61,038		$57,406		$47,349
2	$19,709	$39,432	$47,311	$49,220	$50,655	$53,498	$65,004		$61,140		$48,349
3	$20,502	$41,014	$49,220	$51,097	$52,549	$55,430	$66,919	$68,460	$63,096		$49,798
4	$21,290	$42,583	$51,097	$53,007	$54,463	$57,351	$68,026	$72,910	$65,029	$66,437	$52,252
5	$22,166	$44,364	$53,223	$55,849	$57,328	$59,262	$72,212	$77,410	$66,929	$70,757	
6	$23,889	$47,790	$57,351	$58,714	$60,199	$61,146	$76,267	$81,758	$68,857	$73,158	
7	$25,607	$51,218	$61,473	$60,608	$62,099	$63,101	$80,322	$86,108	$71,125	$75,556	
8	$25,607	$51,218	$61,473	$63,100	$64,613	$65,966	$80,322	$86,108	$72,679	$77,951	
9	$25,607	$51,218	$61,473	$65,587	$66,938	$69,495	$80,322	$86,108	$75,299	$81,108	
10	$25,607	$51,218	$61,473	$65,587	$69,264	$73,043	$80,322	$86,108	$77,921	$84,264	
11	$25,607	$51,218	$61,473	$65,587	$69,264	$73,043	$80,322	$86,108	$77,921	$84,264	
12	$25,607	$51,218	$61,473	$65,587	$69,264	$73,043	$80,322	$86,108	$77,921	$84,264	
13	$25,607	$51,218	$61,473	$65,587	$69,264	$73,043	$80,322	$86,108	$77,921	$84,264	

Year 4
SY 2023-2024
Salaries
Schedule = 7/25/17+

Schedule for Members Hired ON or AFTER 7/25/17

	A	B	C	D	E	F	G	H	I	J	K
	Cleaner P/T 10 Month	Cleaner F/T 10 Month	Cleaner F/T 12 Month	Custodian Groundskeeper	Asst Head Custodian (Elementary)	Head Grounds Head Custodian I Maintainer Asst Head Custodian (Secondary)	Senior Maintainer	Maintenance Supervisor	Head Custodian II	Head Custodian III	Auto Mechanic
1	$18,790	$37,581	$45,087	$46,909	$48,274	$50,985	$61,954		$58,267		$48,059
2	$19,388	$38,782	$46,530	$48,546	$50,112	$52,915	$63,584		$60,003		$49,718
3	$19,987	$39,983	$47,972	$50,185	$51,947	$54,845	$65,217	$69,487	$61,738		$51,375
4	$20,588	$41,185	$49,415	$51,823	$53,784	$56,773	$66,847	$71,276	$63,473	$67,434	
5	$21,189	$42,384	$50,860	$53,461	$55,619	$58,702	$68,478	$73,069	$65,207	$69,444	
6	$21,789	$43,586	$52,300	$55,099	$57,455	$60,631	$70,111	$74,860	$66,941	$71,454	
7	$22,390	$44,786	$53,744	$56,737	$59,290	$62,560	$71,742	$76,652	$68,676	$73,465	
8	$22,991	$45,989	$55,188	$58,376	$61,126	$64,489	$73,374	$78,442	$70,411	$75,474	
9	$23,590	$47,188	$56,630	$60,014	$62,962	$66,419	$75,004	$80,234	$72,146	$77,483	
10	$24,192	$48,390	$58,074	$61,651	$64,798	$68,347	$76,636	$82,025	$73,882	$79,493	
11	$24,791	$49,589	$59,516	$63,288	$66,634	$70,276	$78,269	$83,817	$75,615	$81,505	
12	$25,392	$50,792	$60,959	$64,929	$68,468	$72,204	$79,899	$85,607	$77,349	$83,514	
13	$25,992	$51,992	$62,401	$66,567	$70,304	$74,133	$81,530	$87,400	$79,084	$85,524	

Schedule for Members Hired 7/1/85 Through 7/24/17

Schedule = < 7/25/17

	A	B	C	D	E	F	G	H	I	J	K
	Cleaner P/T 10 Month	Cleaner F/T 10 Month	Cleaner F/T 12 Month	Custodian Groundskeeper	Asst Head Custodian (Elementary)	Head Grounds Head Custodian I Maintainer Asst Head Custodian (Secondary)	Senior Maintainer	Maintenance Supervisor	Head Custodian II	Head Custodian III	Auto Mechanic
1	$18,790	$37,581	$45,087	$46,909	$48,274	$50,985	$61,954		$58,267		$48,059
2	$20,005	$40,023	$48,021	$49,958	$51,415	$54,300	$65,979		$62,057		$49,074
3	$20,810	$41,629	$49,958	$51,863	$53,337	$56,261	$67,923	$69,487	$64,042		$50,545
4	$21,609	$43,222	$51,863	$53,802	$55,280	$58,211	$69,046	$74,004	$66,004	$67,434	$53,036
5	$22,498	$45,029	$54,021	$56,687	$58,188	$60,151	$73,295	$78,571	$67,933	$71,818	
6	$24,247	$48,507	$58,211	$59,595	$61,102	$62,063	$77,411	$82,984	$69,890	$74,255	
7	$25,991	$51,986	$62,395	$61,517	$63,030	$64,048	$81,527	$87,400	$72,192	$76,689	
8	$25,991	$51,986	$62,395	$64,047	$65,582	$66,955	$81,527	$87,400	$73,769	$79,120	
9	$25,991	$51,986	$62,395	$66,571	$67,942	$70,537	$81,527	$87,400	$76,428	$82,325	
10	$25,991	$51,986	$62,395	$66,571	$70,303	$74,139	$81,527	$87,400	$79,090	$85,528	
11	$25,991	$51,986	$62,395	$66,571	$70,303	$74,139	$81,527	$87,400	$79,090	$85,528	
12	$25,991	$51,986	$62,395	$66,571	$70,303	$74,139	$81,527	$87,400	$79,090	$85,528	
13	$25,991	$51,986	$62,395	$66,571	$70,303	$74,139	$81,527	$87,400	$79,090	$85,528	

Year 5
SY 2024-2025
Salaries
Schedule = 7/25/17+

Schedule for Members Hired ON or AFTER 7/25/17

	A	B	C	D	E	F	G	H	I	J	K
	Cleaner P/T 10 Month	Cleaner F/T 10 Month	Cleaner F/T 12 Month	Custodian Groundskeeper	Asst Head Custodian (Elementary)	Head Grounds Head Custodian I Maintainer Asst Head Custodian (Secondary)	Senior Maintainer	Maintenance Supervisor	Head Custodian II	Head Custodian III	Auto Mechanic
1	$19,119	$38,239	$45,876	$47,730	$49,119	$51,877	$63,038		$59,287		$48,900
2	$19,727	$39,461	$47,344	$49,396	$50,989	$53,841	$64,697		$61,053		$50,588
3	$20,337	$40,683	$48,812	$51,063	$52,856	$55,805	$66,358	$70,703	$62,818		$52,274
4	$20,948	$41,906	$50,280	$52,730	$54,725	$57,767	$68,017	$72,523	$64,584	$68,614	
5	$21,560	$43,126	$51,750	$54,397	$56,592	$59,729	$69,676	$74,348	$66,348	$70,659	
6	$22,170	$44,349	$53,215	$56,063	$58,460	$61,692	$71,338	$76,170	$68,112	$72,704	
7	$22,782	$45,570	$54,685	$57,730	$60,328	$63,655	$72,997	$77,993	$69,878	$74,751	
8	$23,393	$46,794	$56,154	$59,398	$62,196	$65,618	$74,658	$79,815	$71,643	$76,795	
9	$24,003	$48,014	$57,621	$61,064	$64,064	$67,581	$76,317	$81,638	$73,409	$78,839	
10	$24,615	$49,237	$59,090	$62,730	$65,932	$69,543	$77,977	$83,460	$75,175	$80,884	
11	$25,225	$50,457	$60,558	$64,396	$67,800	$71,506	$79,639	$85,284	$76,938	$82,931	
12	$25,836	$51,681	$62,026	$66,065	$69,666	$73,468	$81,297	$87,105	$78,703	$84,975	
13	$26,447	$52,902	$63,493	$67,732	$71,534	$75,430	$82,957	$88,930	$80,468	$87,021	

Schedule for Members Hired 7/1/85 Through 7/24/17

Schedule = < 7/25/17

	A	B	C	D	E	F	G	H	I	J	K
	Cleaner P/T 10 Month	Cleaner F/T 10 Month	Cleaner F/T 12 Month	Custodian Groundskeeper	Asst Head Custodian (Elementary)	Head Grounds Head Custodian I Maintainer Asst Head Custodian (Secondary)	Senior Maintainer	Maintenance Supervisor	Head Custodian II	Head Custodian III	Auto Mechanic
1	$19,119	$38,239	$45,876	$47,730	$49,119	$51,877	$63,038		$59.287		$48,900
2	$20,355	$40,723	$48,861	$50,832	$52,315	$55,250	$67,134		$63.143		$49,933
3	$21,174	$42,358	$50,832	$52,771	$54,270	$57,246	$69,112	$70,703	$65.163		$51,430
4	$21,987	$43,978	$52,771	$54,744	$56,247	$59,230	$70,254	$75,299	$67.159	$68,614	$53,964
5	$22,892	$45,817	$54,966	$57,679	$59,206	$61,204	$74,578	$79,946	$69,122	$73,075	
6	$24,671	$49,356	$59,230	$60,638	$62,171	$63,149	$78,766	$84,436	$71,113	$75,554	
7	$26,446	$52,896	$63,487	$62,594	$64,133	$65,169	$82,954	$88,930	$73,455	$78,031	
8	$26,446	$52,896	$63,487	$65,168	$66,730	$68,127	$82,954	$88,930	$75,060	$80,505	
9	$26,446	$52,896	$63,487	$67,736	$69,131	$71,771	$82,954	$88,930	$77,765	$83,766	
10	$26,446	$52,896	$63,487	$67,736	$71,533	$75,436	$82,954	$88,930	$80,474	$87,025	
11	$26,446	$52,896	$63,487	$67,736	$71,533	$75,436	$82,954	$88,930	$80.474	$87,025	
12	$26,446	$52,896	$63,487	$67,736	$71.533	$75,436	$82,954	$88,930	$80,474	$87,025	
13	$26,446	$52,896	$63,487	$67,736	$71,533	$75,436	$82,954	$88,930	$80,474	$87,025	

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Mary E. Sullivan, President

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