

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN

THE

**BOARD OF COOPERATIVE
EDUCATIONAL SERVICES
FIRST SUPERVISORY
DISTRICT OF SUFFOLK COUNTY**

EASTERN SUFFOLK BOCES

and the

**BOCES 1, Unit # 8768-01
SUFFOLK EDUCATIONAL LOCAL 870
OF THE
CIVIL SERVICE EMPLOYEES
ASSOCIATION, LOCAL 1000
AFSCME, AFL-CIO**

July 1, 2020 - June 30, 2025

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HUMAN RESOURCES
EASTERN SUFFOLK BOCES

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PREAMBLE

In order to effectuate the provisions of Chapter 392 of the Laws of 1967, Public Employees' Fair Employment Law, Article 14 of the Civil Service Law, and to encourage and abet effective and harmonious working relationships between the BOARD OF COOPERATIVE EDUCATIONAL SERVICES of the First Supervisory District of Suffolk County (hereinafter referred to as "ESBOCES") and the SUFFOLK EDUCATIONAL LOCAL 870 OF THE CIVIL SERVICE EMPLOYEES ASSOCIATION (hereinafter referred to as the "Union"), the following Contract will be entered into:

DURATION OF CONTRACT

This Agreement shall become effective on July 1, 2020, and shall continue in full force and effect until June 30, 2025.

IN WITNESS THEREOF, the parties have executed this document by their duly authorized representatives this 24th day of September, 2021.

ARTICLE 1

RECOGNITION CLAUSE

ESBOCES recognizes the Civil Service Employees Association, Suffolk Educational Local 870, as the sole and exclusive representative for collective negotiations with respect to salaries, wages, hours, and other terms and conditions of employment for all employees whose titles appear in Appendix B of the Contract. Part-time employees (those who work less than 50% of the time worked by regular full-time employees in that same job title) are excluded from the bargaining unit.

ARTICLE 2

CONDITIONS OF EMPLOYMENT

Section 1 **PRESENT CONDITIONS OF EMPLOYMENT:**

Any terms or conditions of employment currently in effect that are more beneficial to the employees will remain in effect for the duration of this Agreement unless changed by mutual agreement.

Section 2 **WORK LOAD:**

It is agreed that if ESBOCES wishes to expand the work load of a Unit Member it may do so, provided however, that if ESBOCES also wishes to provide such

employee with a greater salary than presently in effect, then the Union will be notified, and agreement will be made on such new salary.

Section 3 **SENIORITY:**

For the purposes of determining preference in vacation scheduling and benefit entitlements, seniority shall be defined as length of continuous service from the original date of permanent appointment. In cases of layoffs and recalls, the Suffolk County Civil Service Rules and Regulations shall apply.

Section 4 **PERSONNEL FILE REVIEW:**

Unit members shall retain the right to examine their personnel file upon providing reasonable notice.

Section 5 **ADULT EDUCATION PROGRAM:**

Unit members shall be eligible to enroll in ESBOCES Adult Education Program courses on a space available basis at one-half the normal tuition.

ARTICLE 3
GRIEVANCE PROCEDURE

Any disputes arising concerning the interpretation or application of the terms of the grievance contract or the rights claimed to exist thereunder shall be the subject of a grievance and shall be processed and resolved in accordance with the following:

A grievance must be filed within thirty (30) working days of its occurrence or within thirty (30) working days of the employee's knowledge of its occurrence.

Section 1 - **DIRECTOR AND ASSOCIATE SUPERINTENDENT:**

(A) An employee having a grievance will discuss it with the immediate supervisor or director, if there be one, either directly or through a representative, with the objective of resolving the matter informally. If the immediate supervisor is a member of the bargaining unit, the grievance shall be discussed with the next level of supervision.

(B) The immediate supervisor or director will discuss the matter with all parties concerned and inform the employee or employee's representative of the decision. If the matter is not resolved to the employee's satisfaction, the employee will file a written grievance to his or her supervisor.

(C) The immediate supervisor or the director will answer the initial grievance within ten (10) working days. In the event such grievance is not satisfactorily

adjusted, an appeal may be made in writing within ten (10) working days of the answer to the Associate Superintendent. The Associate Superintendent will be given all information related to the grievance and will render a decision within ten (10) additional working days.

Section 2 - CHIEF OPERATING OFFICER:

(A) If the employee is not satisfied with the written decision of the Associate Superintendent, the employee may, within ten (10) days, present the grievance to the Chief Operating Officer together with copies of the written decision.

(B) Within ten (10) working days of its presentation, the Chief Operating Officer shall hold a meeting with the employee or representative and other parties.

(C) The Chief Operating Officer will make a decision, in writing, to the employee within ten (10) working days after the conclusion of the meeting.

(D) In the event such discussion fails to resolve the grievance, the party, within a period of ten (10) working days, may submit a demand for arbitration to the Suffolk County Department of Labor Arbitration Service.

Section 3 ADVISORY ARBITRATION:

(A) The arbitrator shall have the power to summon, question and examine any employee and to require production of books, papers or other evidence as may be deemed necessary.

(B) The arbitrator shall meet with the parties as soon as possible after appointment as arbitrator.

(C) The arbitrator shall provide advice and suggestions on all matters of procedure in a mediatory manner.

(D) The advice and suggestions shall be transmitted to the Association, the Chief Operating Officer and to the Board. The Chief Operating Officer will render a decision upon receipt of the arbitrator's recommendations.

Section 4 BOARD OF COOPERATIVE EDUCATIONAL SERVICES:

(A) If the grievance is not resolved, the grievance shall be presented to the Board of Cooperative Educational Services within fifteen (15) working days after receiving the decision of the Chief Operating Officer. The Board will then hold a meeting.

(B) Within ten (10) working days after the meeting, the Board shall submit a decision on the grievance in writing.

ARTICLE 4
SALARY AND OTHER PAY

Section 1 **SALARY LEVELS/INCREASES:**

(A) Minimum and maximum salary schedules have been developed for each title within the bargaining unit and are indicated in Appendices B through F.

(B) "Ten month" employees will receive a prorated portion of the annual salary listed for their position in Appendices B -F.

(C) Each unit member on the ESBOCES payroll as of July 1, 2020, July 1, 2021, July 1, 2022, July 1, 2023, and, July 1, 2024, respectively, shall be entitled to the following base salary increases:

Effective July 1, 2020 – 2.00% + 1,000

Effective July 1, 2021 – 2.00% + 1,000

Effective July 1, 2022 – 2.00% + 1,000

Effective July 1, 2023 – 2.25% + 1,500

Effective July 1, 2024 – 2.25% + 1,500

Section 2 **ANNIVERSARY DATE: All employees' anniversary date is the annual occurrence of the employee's date of hire.**

Section 3 **OVERTIME/DIFFERENTIALS:**

(A) The work day is calculated as eight (8) hours inclusive of one (1) hour unpaid lunch break and two (2) paid fifteen minute breaks, resulting in seven (7) hours worked per day and thirty-five (35) hours worked per week.

(B) Time and one-half to be paid to part-time employees after first eight (8) working hours on a work day. Double time to be paid to full-time employees for Sundays and holidays when such days are outside of the employees' regular work week. Time and one-half shall be paid after an employee has worked thirty-five (35) hours in a week.

(C) Overtime will be granted in compensatory time or in cash. Although an employee may elect the time option, it is management's prerogative to deny the time and advise the employee that the overtime request must be in cash. If an employee elects and is granted compensatory time, it must be taken within the immediate or subsequent pay period unless additional time to take compensatory time is approved at the supervisor's discretion.

Section 4 **WORK DAY/EMPLOYMENT PERIOD:**

(A) For employees hired after July 1, 1994, management has the right to set an

employee's week, workday or shift assignment, as long as the shift is not more than five days per week and eight hours per day. Working such alternative shifts will not entitle the employee to shift differential. Shift change prerogatives of management, as set forth in Article 12 shall remain standing.

Section 5 **PAYDAY ON HOLIDAY:**

When a holiday falls on a payday, all checks will be dated as of the last working day prior to the holiday.

Section 6 **LONGEVITY:**

(A) Employees shall be entitled to longevity increments after 10, 15, 20, 25 and 30 years.

(B) Effective July 1, 2020, noncumulative longevity increments will be as follows:

10 years	\$ 2,250
15 years	\$ 3,350
20 years	\$ 4,750
25 years	\$ 6,900
30 years	\$ 6,950

(C) Longevity is paid yearly on July 1st. Example: An employee hired October 15, 2005 reaches 10 years with ESBOCES on October 15, 2015 and would receive the longevity payment on July 1, 2016.

Section 7 **UNUSED VACATION TIME PAY:**

Employees ceasing employment with the ESBOCES shall receive a lump sum payment for unused vacation time except if the employee is terminated for causes related to disciplinary matters.

Section 8 **PROMOTIONS WITHIN UNIT:**

For promotions within the bargaining unit, the salary increase will be the difference between the minimum salaries for the two titles, but not more than 15% of the employee's base pay, unless a greater percentage increase would be needed to bring the employee to the minimum starting salary, in which case, the minimum shall be paid.

Section 9 **PROMOTIONS BETWEEN UNITS:**

For employees promoted into the bargaining unit from another unit in ESBOCES, the following guidelines shall apply. The difference between the starting salaries

would be reviewed. An employee would be given this difference, but this difference could not be greater than an increase of 15% of their base, unless a greater percentage increase would be needed to bring the employee to the minimum starting salary for the position.

Section 10 **APPOINTMENT FROM LIST/PROVISIONAL APPOINTMENTS:**

In the event that an employee shall be appointed from the eligible list or be provisionally appointed by ESBOCES as a promotion to a new grade, the employee shall receive an annual salary increase according to Appendices B-F of this Agreement.

Section 11 **ALL EMPLOYEES SHALL BE PAID BY DIRECT ELECTRONIC DEPOSIT.**

ARTICLE 5
HOLIDAYS

Section 1 **NUMBER OF HOLIDAYS:**

Fifteen and one-half (15 1/2) days will be set aside as holidays. The Chief Operating Officer will determine the schedule with advice from administrative and CSEA representatives.

ARTICLE 6
SUMMER SCHEDULE

Section 1 **SUMMER CALENDAR:**

The summer schedule will be from July 1 through August 31.

Section 2 **SUMMER WORK HOURS:**

The summer day and week shall consist of a total of seven and one-quarter hours (7.25) per day and thirty-six and one-quarter hours (36.25) per week. Employees will be entitled daily to one (1) fifteen (15) minute break and a forty-five (45) minute lunch period.

Section 3 **HOLIDAY WEEK WORK HOURS:**

During the Christmas, mid-winter and Easter/Passover recess periods, employees shall work the summer hours stated above.

ARTICLE 7
INSURANCE

Section 1 **NEW YORK STATE EMPLOYEES' RETIREMENT SYSTEM:**

(A) Employees are enrolled in the New York State Employees' Retirement System. Benefits of 75% of the New York State Employees' Retirement System will be effective for Tier 1 and Tier 2 members.

Section 2 **GROUP HEALTH INSURANCE:**

(A) Eligibility

(1) Employees working 0.8 FTE or above shall be entitled to receive health insurance through NYSHIP or East End Health Plan provided they do not receive comparable coverage from another source. Comparability shall be decided by the ninety percent (90%) rule governing benefits and member costs.

(2) Employees who lose coverage from the other source shall be entitled to inclusion in NYSHIP or East End Health Plan effective the first day of the following month in accordance with and to the extent permitted by the terms of the Plans. (There shall be no exclusion for pre-existing conditions.)

(3) An employee who gains alternative coverage during employment (i.e., through marriage or other circumstances) shall not be eligible for NYSHIP or East End Health Plan coverage, provided such coverage meets the ninety (90%) percent comparability rule.

(4) The intent of Article 7, Section 2 (A) is to provide unit members with health insurance coverage but not to encourage dual coverage.

(5) A review committee comprised of two (2) unit members and two (2) management appointees will be created solely for the purpose of reviewing comparability on a case-by-case basis.

(B) In the event that during the term of this Agreement, any healthcare option or coverage offered by ESBOCES under this Agreement becomes insufficient or deficient pursuant to any federal, state or local healthcare legislation or any other regulation then in effect requiring a modification of the options or coverage, ESBOCES shall have the option to do any of the following: (1) correct any insufficiency or deficiency without impacting the contribution levels of employees; (2) cease offering non-complying coverage options; (3) pay any legislated or regulated penalties in lieu of adopting compliant coverage, and/or (4) reopen negotiations with regard to this Article of this Agreement.

(C) During the term of this contract, members shall contribute the following towards individual and family health insurance:

Effective July 1, 2020 – 20.0%
Effective July 1, 2021 – 20.0%
Effective July 1, 2022 – 20.0%
Effective July 1, 2023 – 20.5%
Effective July 1, 2024 – 21.0%

(D) Health Insurance into Retirement

(1) In order to be eligible for this benefit, retirement from the NYSERS must immediately follow active service to ESBOCES. Retirees will receive an individual contract for this coverage when the individual retires.

(2) For employees hired on or before June 30, 2004, the full cost of individual or family, whichever is applicable, shall be paid by the ESBOCES. All other eligible employees shall be required to contribute the same contribution level in retirement as the unit member paid on his/her last day in active service.

(a) Employees hired on or after July 1, 1997 will be required to render 10 years of service for individual coverage and 20 years of service to be eligible for family health insurance into retirement.

(b) Effective June 30, 2020, all employee regardless of hire date are required to render 20 years of service to ESBOCES for individual coverage and 20 years of service to ESBOCES to be eligible for family health insurance into retirement.

(3) The health care insurance offered in retirement shall be the same insurance plan offered to active employees.

(E) ESBOCES has the unilateral right to change health insurance carriers provided there is no diminution of benefits. The Union shall be consulted and agree with the comparability of any new insurance plan.

Section 3

HEALTH INSURANCE WAIVER:

(A) An option to waive health insurance coverage shall be offered to all unit members who are eligible for coverage.

(B) Any eligible member electing to waive health insurance coverage shall complete an appropriate form and shall be compensated at the following rate:

	Family	Individual
July 1, 2020	\$4,500	\$2,500
July 1, 2021	\$4,000	\$2,500
July 1, 2022	\$3,500	\$2,500
July 1, 2023	\$3,000	\$2,500
July 1, 2024	\$2,500	\$2,500

The payment for the above option shall be incorporated into the annual salary. The election option will be presented on an annual basis in the month of November, with the effective date of the change to be the beginning of the calendar year following the election.

(C) If not prohibited by law, effective January 1st immediately following the ratification of this Agreement, the waiver/buyout program shall be available only to unit members who are eligible for coverage and have employer-sponsored coverage other than through the New York State Health Insurance Plan (NYSHIP). The buyout period shall run from January 1st through December 31st of each year. The option to elect the buyout shall be presented on an annual basis in the month of November.

(D) An employee who elects the buyout will not be allowed to enroll in NYSHIP for the entire buyout period, unless the employee experiences a qualifying event as defined by Section 125 of the Internal Revenue Code. To the extent that an employee who has elected the buyout experiences a qualifying event and wishes to enroll in NYSHIP before the end of the buyout period, the employee must provide ESBOCES with documentation, the adequacy of which shall be in the sole discretion of ESBOCES, demonstrating that a qualifying event has occurred.

(E) An employee who has submitted a *Retirement Notification* (Form 8004F.15) and who receives the health insurance waiver (cash compensation in lieu of health insurance) may change this option prior to retirement on a date that is mutually agreed upon with ESBOCES and that is consistent with the requirements of the health insurance plan then being provided.

Section 4 **GROUP LIFE INSURANCE:**

(A) By joining the Civil Service Employees Association, employees may participate in a group life insurance plan with a payroll deduction for this purpose. This is a contributory plan offered by the union with a contractual entitlement expressly subject to the terms of the insurance plan separate from the policy described in Subsection B below.

(B) ESBOCES shall pay 100% of a one hundred thousand dollar (\$100,000) term life insurance policy for active employees. The employee has the option to continue life insurance into retirement at his/her own expense.

(C) Employees may purchase \$15,000 of additional insurance at their own cost.

Section 5 **TAX-SHELTERED ANNUITY:**

Employees may participate in a tax-sheltered annuity plan through a payroll deduction.

Section 6 **DENTAL PLAN:**

ESBOCES shall pay 100% of a full-time employee's individual premium cost. ESBOCES will also pay 50% of the cost for dependents and the employee will pay 50%.

Section 7 **CREDIT UNION:**

Employees may participate in the program of the Suffolk County Teachers' Federal Credit Union through payroll deduction.

Section 8 **DISABILITY INSURANCE:**

A long-term disability insurance policy will be provided and paid for by ESBOCES for all fulltime members, which will pay up to 66 ²/₃ % of the current salary to a maximum of \$7,000 per month (inclusive of any other benefits) until the employee qualifies for retirement. (Some exceptions may present themselves for certain types of illness such as psychological disorders as determined by the policy.) There shall be a waiting period of 90 days, or at the exhaustion of the accumulated sick/vacation/personal time, whichever is greater.

Section 9 **OPTICAL PLAN:**

An optical plan offered by the CSEA Employee Benefit Fund will be made available to all fulltime unit members. ESBOCES shall contribute \$200 to the Optical Plan per enrolled member. Eligible employees shall pay the remaining cost for the optical plan. ESBOCES shall have the sole discretion to choose which available CSEA optical plan it offers to employees.

Section 10 **FLEXIBLE BENEFIT ACCOUNT:**

A Flexible Benefit plan for health, dependent care and/or insurance premiums will be established for each member of the bargaining unit in accordance with the language incorporated in the Internal Revenue Service Regulations. The Flexible Benefit account will be administered by an agency contracted by ESBOCES. The cost of the administration will be borne by ESBOCES.

ARTICLE 8

JURY DUTY

Employees are given leave with pay for jury duty. The fees received by the employee, except expense reimbursements, must be paid to ESBOCES

ARTICLE 9

LEAVE ALLOWANCE

Section 1 **SICK/PERSONAL/TERMINAL LEAVE:**

(A) All 12 month employees will be provided with one and one-quarter (1.25) days of sick/family sick leave per month. This sick/family sick leave is cumulative to two hundred (200) days. Five (5) personal leave days (three [3] with reason and two [2] without reason) will be granted each year on July 1. Utilization of each of these days must receive prior approval of the employee's supervisor. Unused personal days will be added to accumulated sick/family sick leave on July 1. For the purposes of this article, "family" means "minor child."

(B) In case of any absence of more than two (2) consecutive working days, or three (3) non-consecutive working days within a week, it is the right of the supervisor and/or Chief Operating Officer or a representative to require a physician's note. Failure to produce this physician's note may mean the loss of one (1) day's pay for each day beyond the two (2) consecutive working days or three (3) non-consecutive working days within a week.

(C) It is the right of the supervisor and/or Chief Operating Officer or a representative to require a physician's note for absences the working day prior to, or the working day following, a long weekend or vacation period. Failure to produce this note when required may result in the loss of one day's pay for each day indicated above.

(D) ESBOCES will deduct (1/2) day sick leave for each day of absence due to a Workers' Compensation claim. Upon exhaustion of accumulated leave days, the employee may apply for a leave of absence and all salary payments will cease.

(E) An employee who experiences serious illness of a family member or other extraordinary and/or unusual events, may make application to the Assistant Superintendent of Human Resources for the conversion of accumulated sick leave to personal days to be used during the aforementioned circumstance with the approval of the Chief Operating Officer. Prior to making application, the employee must have exhausted his/her current supply of personal days.

(F) Any employee eligible for terminal leave must exercise this option within five (5) years from the date the employee became eligible to retire without penalty from the Employees Retirement System. Payment for terminal leave shall be considered the employer contribution and payment shall be made to a non-elective 403(b).

(G) Employees hired between July 1, 1979 and June 30, 1997 are entitled to the first 100 accumulated leave days at $1/2 \times 1/260^{\text{th}}$ of annual salary, plus second hundred days at $1/260^{\text{th}}$ of annual salary during the year of retirement.

(H) Terminal leave is not available to employees hired on or after July 1, 1997.

Section 2 EMERGENCY LEAVE - BEREAVEMENT:

(A) Up to five (5) consecutive days in the event of death of an employee's spouse, legal partner, child, parent, mother-in-law, father-in-law, brother, sister, or grandchild, and any relative who lives in the employee's domicile.

(B) Up to three (3) consecutive days in the event of death of close relatives shall be granted if needed. Close relatives are defined as a grandparent, aunt, uncle, niece, nephew, sister-in-law, or brother-in-law.

(C) There may be some occasions where there is a delay of wake/funeral, or other form of services (e.g., reasons due to a religious nature, inquiry of death, holding of body, travel of family members) when an employee requests delayed bereavement leave or non-consecutive days. In these instances, the employee shall, upon ESBOCES request, provide ESBOCES with documentation to support said delay or reason for non-consecutive days. Delayed bereavement leave shall be defined as bereavement leave commencing more than one week after the death of a family member and shall be approved at ESBOCES discretion. Non-consecutive days of bereavement leave shall be approved at ESBOCES discretion.

(D) The parties agree that bereavement leave is time to bereave the death of a relative and does not represent accrued days for future use.

Section 3 EXCESSED POSITIONS:

In a situation where a staff member is excessed due to the abolition of a position and no other position is available, a maximum of 45 days of sick leave that the staff member has accumulated may be used for eligible paid leave. Upon completion of the 45-day maximum, the staff member's compensation will be eliminated. In instances where the staff member has accumulated less than 45 sick days, the total number of accumulated days will be used in lieu of the 45-day maximum. In case of employment of the person, all payments will cease. Excessed staff members who obtain other employment shall notify the ESBOCES immediately.

Section 4

SICK LEAVE BANK:

The Sick Leave Bank shall be established by each voluntarily participating full-time member donating one day from accumulated sick leave. The use of the Bank shall, at all times, be restricted to the number of days actually accumulated and remaining available in the Bank at the time an application is made by an eligible member to draw upon the Bank. In the event that the Bank is reduced by use thereof to less than 40 days, then at the commencement of the school year immediately following this event, or sooner if determined necessary by the Standing Committee, a deduction of one sick day from the accumulated sick leave of each participating member, who wishes to remain in the Bank, shall be made and donated to the Bank.

(A) Level of Benefits

There will be two levels of benefits for Sick Leave Bank Participants:

LEVEL A: Should the Standing Committee determine that the nature of the illness or injury is critical/catastrophic, the following guidelines apply:

- (1) Member must use up all accumulated sick/personal leave before accessing the Bank. The member has the option of using accumulated vacation days.
- (2) If a bargaining unit employee does not join at the initial opportunity, there will be a one year waiting period to access the Bank. Members do not have to be ill beyond 20 days to access the Bank.
- (3) The committee will reserve the right to determine if the member must pay back sick leave borrowed based on individual circumstances.
- (4) Sick Bank Leave will terminate once eligible for disability benefits.

LEVEL B: In all other instances, the following guidelines will apply:

- (1) Member must use up all accumulated sick leave before accessing the Bank.
- (2) There will be pay back of time borrowed at the rate of 30% of accrued sick leave each school year, until the time is fully paid. An employee borrowing sick leave from the sick bank shall pay back such time at the rate of one (1) day per month from each immediate month following the employee's return to work until the employee has fulfilled the payback requirement of 30% of the employee's annual accrual. (i.e., An employee borrowing thirty (30) days and required to pay back 4.5 days per annum (30% of 15 accrued days) shall pay back such days during the first 4.5 months of return. One (1) day per month of accrual.)
- (3) Sick Bank Leave will terminate once eligible for disability benefits.

(B) Membership

(1) Any unit member may join the Sick Bank by contributing one sick day. Unit members may join the Bank within the first two calendar months of becoming members of the unit. If, however, a unit member chooses to join the Bank after that time, there will be a one year waiting period before the member is eligible to use the Bank. If during the waiting period the Bank needs additional days from members, those waiting members will not have to contribute.

(2) Once a person becomes a member of the Sick Leave Bank, and contributes one day to the Bank, the day becomes part of the Sick Leave Bank and the member no longer has claim to the day, other than as outlined herein.

(3) If necessary to deduct a sick day from the accumulated sick leave of each participating member during the school year, and if the member does not have any accumulated sick leave, the Chief Operating Officer will give approval to convert a personal day to a sick day so that the member may continue to participate. The member will be notified of this action. If the member does not have any personal days left, a sick day will be deducted from the member's account at the beginning of the following school year. This will be a one-time procedure to make it possible for the member to remain in the Sick Leave Bank. Should the situation occur a second time and sick or personal days are not available, the member will be dropped from the Sick Leave Bank until sick days are available, and reapplication to join the Sick Leave Bank is made. The member will be notified of this action.

(C) Administration of the Sick Leave Bank

Request for use of days from the Sick Leave Bank must be made through the Chief Operating Officer or his/her designee. A Standing Committee to advise the Chief Operating Officer on the operation of the Sick Leave Bank shall consist of two unit members and two administrators. The Union will provide the names of two members of its bargaining unit to serve on the committee, and the Chief Operating Officer shall appoint the two administrators.

(D) Use of the Sick Leave Bank

(1) Any participating member may submit a request to borrow days from the Sick Leave Bank because of a prolonged illness or injury and lack of available sick leave days. Prolonged illness or injury is defined, for the purpose of these guidelines, as that period of time covering any single sickness or injury extending beyond 20 working days.

(2) No use of the Sick Leave Bank will be allowed after an individual is eligible for disability benefits under the disability policy provided by ESBOCES. After use of existing sick leave, a member may be granted additional sick leave to offset the calendar day waiting period for the existing disability policy to take effect. All persons using the Sick Leave Bank must first use whatever accrued sick days they may have. Approved sick leave from the Bank will not begin coverage until the individual's accumulated sick leave is exhausted or the twenty-first working day, whichever occurs later.

(3) An approved request for sick bank time is terminated when the authorized time is used or when the person returns to full-time employment, whichever should occur first. An additional request for sick bank time will be considered an initial request, that is, a new request, and must comply with the existing provisions of these guidelines. Full-time employment is considered as being on the job in an equivalent capacity as when the sick leave commenced.

(4) All requests for sick leave from the Sick Leave Bank must be submitted in writing and must include a written statement from the attending physician indicating the diagnosis, the date of the onset of the condition, estimated time the condition will last and the starting date of the absence. The Chief Operating Officer may require that the individual, granted the sick leave, obtain additional medical statements from the attending physician at thirty day intervals to maintain eligibility for use of the Sick Leave Bank. Failure to comply with this request may result in termination of any approved sick leave from the Sick Leave Bank. The information provided by the applicant will remain confidential at all times.

(E) Termination of the Sick Leave Bank

If at any time the Sick Leave Bank is terminated, any sick days in the Bank will be distributed evenly to all current members of the Bank, after meeting any prior commitments for approved sick leave requests.

ARTICLE 10
VACATION TIME

Section 1 **VACATION LENGTH:**

Vacation time is encouraged to be taken five (5) or ten (10) working days at a time.

Section 2 **VACATION:**

Vacation time will be provided according to the following schedule and applied on the employee's anniversary date with the exception of the additional day in the 20th year which is applied on the July 1 following employee's anniversary date:

1st of the month
following
anniversary

	<u>Days Per Month</u>	<u>Total</u>
1 st year	1	12
2 nd year	1 1/4	15
3 rd year	1 1/4	15
4 th year	1 1/2	18
5 th year	1 1/2	18
6 th year	1 1/2	18
7 th year	1 3/4	21
10 th year	2	24
20 th year	2 (plus one additional day awarded on July 1 following anniversary date)	25

Section 3 **MAXIMUM ACCRUALS:**

The maximum number of vacation days that can be accrued shall be 35. If administration refused to schedule an employee's request for vacation time so that it can be reduced to 35 days, the employee shall receive payment for such excess time.

ARTICLE 11
VACANCIES AND PROMOTIONS

Section 1 **NOTIFICATION OF VACANCIES:**

Notification of vacancies and promotional positions shall be posted via e-mail. All employees shall receive consideration for positions, if qualified, provided they apply for same.

Section 2 **UPGRADING OF POSITIONS:**

If the Board feels a position warrants upgrading, and Civil Service approves the classification, the new position shall be advertised. Any employee who is qualified and has passed the appropriate exam may apply. Appointment shall be made at the Board's discretion in accordance with Civil Service Rules and Regulations. Once the Board acts, the successful applicant shall automatically receive the upgraded title and appropriate salary increase.

ARTICLE 12
JOB DESCRIPTION

Section 1 **NEW POSITIONS:**

When new positions are created or the duties of existing positions are revised by the Board, the Board shall prepare a job description for such new or revised positions. Each job description shall indicate what work is done on the job, and, in general, what equipment is to be used. Each employee shall, upon request, be furnished with a copy of his/her job description. Should a dispute arise as to whether or not the job description properly describes the job, the employee may request a desk audit.

ARTICLE 13
LEAVE WITH PAY

Officers of the Board of Cooperative Educational Services Unit # 8768-01 may be given leave with pay to attend CSEA Conferences, if necessary. Such leave may be extended to no more than two (2) officers at one time, not to exceed a period of four (4) days per year.

ARTICLE 14
TUITION REIMBURSEMENT

Section 1 **REIMBURSEMENT OF TUITION COSTS:**

ESBOCES shall reimburse unit members 100% tuition cost for all management pre-approved relevant course work completed with a minimum grade of "B." Reimbursement shall be paid upon ESBOCES receipt of an official transcript and receipt of payment for the coursework. All courses required for matriculation in an area approved by the Division Director shall be eligible for tuition reimbursement.

Section 2 **VOLUNTARY RESIGNATIONS:**

An employee who voluntarily resigns within five years of receiving a tuition reimbursement will repay ESBOCES as follows:

Less than two years:	100%
Two - three years:	75%
Three - four years:	50%
Four - five years:	25%
After five years:	No reimbursement required

The calculations will be based on course completion dates.

Reimbursement will be withheld from final compensation. If sufficient funds are not available, any monies due shall be paid by the employee to ESBOCES.

Section 3 **EDUCATIONAL ASSISTANCE PRIOR TO 1990:**

Unit members who have been awarded a stipend for Educational Assistance prior to July 1, 1990 will have this additional money save harmless.

Section 4 **TRAINING REIMBURSEMENT TO ESBOCES:**

Any ESBOCES-provided training costing ESBOCES tuition in excess of \$5,000 per three year period of time will be reimbursed to ESBOCES on a sliding scale if the employee resigns or is terminated within three years. The reimbursement period shall be calculated beginning the date the training was completed. The reimbursement rate is as follows:

Within one year	100%
One to two years	75%
Two to three years	50%

Reimbursement will be withheld from final compensation. If sufficient funds are not available, any monies due shall be paid by the employee to ESBOCES.

ARTICLE 15

CHILD REARING LEAVE

Section 1 **LENGTH OF LEAVE:**

An employee will be granted, upon written request, a child rearing leave of up to two (2) years.

Section 2 **REQUESTS FOR LEAVE:**

Requests for child bearing/rearing/adoption leave shall be made at least sixty (60) calendar days before the commencement of the leave. An employee on leave shall notify the Chief Operating Officer, in writing, at least two (2) months prior to the end of the leave regarding the intentions of returning to a position with ESBOCES. Failure to so notify the Chief Operating Officer shall constitute abandonment of position.

Section 3 **LETTER OF RESIGNATION:**

If it is the intent of the employee to not return upon the completion of the leave, then the employee will submit a letter of resignation. The resignation date will be effective on the date the leave ends.

Section 4 **LEAVE WITHOUT PAY:**

All child rearing leaves shall be without pay.

Section 5 **NYS AND FEDERAL LAW:**

The preceding child rearing leave provisions shall be consistent with New York State and Federal Law.

ARTICLE 16

NON-DISCRIMINATION

Eastern Suffolk BOCES does not discriminate against any employee on the basis of sex, gender, race, color, religion or creed, age, weight, national origin, marital status, disability, sexual orientation, gender identity or expression, transgender status, military or veteran status, domestic violence victim status, genetic predisposition or carrier status, union status, or any other classification protected by Federal, State, or local law. In order to comply with the State, Federal and local laws, it is understood that any general reference in the contract applies equally to male and female employees.

ARTICLE 17

USE OF PERSONAL AUTO

Section 1 **MILEAGE REIMBURSEMENT:**

Unit members will be compensated for the use of their personal vehicles on Board business at the per mile rate currently allowed by the IRS. If a unit member suffers a monetary loss as a result of automobile damage while on official business which

can be documented, ESBOCES shall reimburse the employee for the amount of uninsured loss up to \$500. Claims must be accompanied by a police report documenting the incident.

Section 2

TRAVEL EXPENSES:

- (A) Employees will be reimbursed for work-related travel as follows:
- (1) An employee assigned to work in more than one regular location will not receive a mileage reimbursement for commuting to the first assignment of the day or home from the last assignment of the day. A “regular location” is defined as an assignment for one (1) year or more.
 - (2) An employee assigned to a temporary work location will be reimbursed for his/her daily round trip mileage less his/her daily deduct. The daily deduct for the month is the round trip mileage from the employee’s home to the employee’s closest work assignment for the month. A “work assignment” is defined as an assignment where the employee functions in his/her job capacity. A “temporary work location” is defined as an assignment for less than one (1) year in duration.
 - (3) Employees using their own vehicles to travel to another facility for business related purposes shall be reimbursed for mileage costs at the current Board established mileage rate.
- (B) ESBOCES employees shall not be reimbursed for travel expenses to the following annual conferences, conventions and workshops:
- Superintendent’s Conference Day
 - First Day of School Meeting
 - Last Day of School Meeting

ARTICLE 18
SUB CONTRACTING

Section 1 **SUBCONTRACTING PERMITTED:**

ESBOCES shall be permitted to subcontract work or use consultants to do work performed by members of the bargaining unit, within the parameters stipulated below, provided however, no members employed as of July 1, 2000 shall be excessed as a result of actions in this regard during the period of the work. After 12 months, the Union has the right to request that the position be filled by a unit member.

Section 2 **WRITTEN NOTICE:**

In such circumstances of using outside contractors or consultants, ESBOCES shall provide written notice to the CSEA and the Board of Suffolk Educational Local ESBOCES Unit # 8768-01 Technical, of its intent to outsource or consult and the duration of time such outsourcing shall be in effect; provided that the anticipated duration of outsourcing is for more than six (6) months or consulting for 12 months or more.

Section 3 **EXCLUSIVITY:**

Any use of an outside contractor or consultant pursuant to this provision shall not be cited by ESBOCES as evidence that it diminishes the exclusivity of the CSEA work.

Section 4 **TRAINING:**

ESBOCES shall provide training to unit members requesting it in areas where outsource contracting or consulting would be provided.

Section 5 **RE-EVALUATION:**

Any use of a contractor or consultant shall be re-evaluated in the forum of a Labor-Management meeting every six months.

Section 6 **SCHOOL DISTRICT NETWORKING:**

Management and CSEA members will collaborate to develop a plan to create in-house talent/skills to support school district networking.

ARTICLE 19
LEGISLATIVE ACTION

It is agreed by and between the parties that any provisions of this Agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefor, shall not become effective until the appropriate legislative body has given approval.

ARTICLE 20
TELECOMMUTING

ESBOCES shall allow unit members to work authorized overtime outside of their normal work location when it is necessary to provide support services outside of normal ESBOCES hours or any time as designated by their direct supervisor.


ARTICLE 21
MISCELLANEOUS

Retroactive wage payments as a result of execution of this Agreement shall be paid only to employees who are active or retired members of the Unit at the time of execution of this Agreement. Retroactive wage payments as a result of execution of this Agreement shall apply only to base salary not to specific regular or overtime hours worked.

CSEA Suffolk Educational Local
BOCES Unit # 8768-01



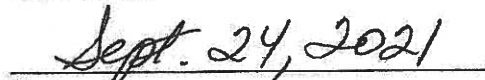
President



Vice President




CSEA LRS



Date

Board of Cooperative Educational Services
First Supervisory District
Suffolk County



Chief Operating Officer

Appendix A

403(b) Non-Elective Contribution

- (1) No Cash Option. No employee may receive cash in lieu of or as an alternative to any of the Employer's Non-elective Contribution(s) described herein.
- (2) Contribution Limitations. In any applicable year, the maximum Employer Contribution shall not cause an employee's 403(b) account to exceed the applicable contribution limit under Section 415(c)(1) of the Code, as adjusted for cost-of-living increases. For Employer Non-elective Contributions made post-employment to former employees' 403(b) account, the Contribution Limit shall be based on the employee's compensation, as determined under Section 403(b)(3) of the Code and in any event, no Employer Non-elective Contribution shall be made on behalf of such former employee after the fifth taxable year following the taxable year in which that employee terminated employment.
- (3) In the event that the calculation of the Employer Non-elective Contribution referenced in any of the preceding paragraphs exceed the applicable Contribution Limits, the excess amount shall be handled by the Employer as follows:
 - (A) For all members in the New York State and Local Employees' Retirement System ("ERS") with a membership date before June 17, 1971, the Employer shall first make an Employer Non-elective Contribution up to the Contribution Limit of the Internal Revenue Code and then pay any excess amount as compensation directly to the Employee in the calendar year of retirement. In no instance shall the Employee have any rights to, including the ability to receive, any excess amount as compensation unless and until the Contribution Limit of the Internal Revenue Code are fully met through payment of the Employer's Non-Elective Contribution; and
 - (B) For all members in the ERS with a membership date in the ERS on or after June 17, 1971, the Employer shall first make an Employer Non-elective Contribution up to the Contribution Limit of the Internal Revenue Code in the calendar year of retirement.
- (4) The final average salary of all other members of the ERS (*i.e.* all ERS members with a membership date on or after June 17, 1971) may not include any form of Termination Pay; therefore, the Employer's post-retirement payment into the employee's 403(b) account of that portion of the Employer Non-elective Contribution, which is in excess of the maximum Contribution Limits of IRC § 415, is more advantageous for those members."
- (5) To the extent that the Employer Non-elective Contribution exceeds the Contribution Limit in the year of retirement, such excess shall be reallocated to the Employee the following calendar year as an Employer Non-elective Contribution.
- (6) In the event that the Non-elective Contribution made in the calendar year following retirement exceeds the Contribution Limit, the Employer agrees to pay any excess amount as compensation directly to the Employee. In no instance shall the Employee have any

rights to, including the ability to receive any excess amount as compensation unless and until the Contribution Limit of the Internal Revenue Code are fully met through payment of the Employer's Non-Elective Contribution. Such contribution and excess compensation scheduled for the year following retirement are to be made no later than the 31st of January.

(7) 403(b) Accounts. Employer contributions shall be deposited into the 403(b) account selected by the Employee. If the Employee does not designate a 403(b) account to receive Employer's contributions then the Employer shall deposit contributions, in the name of the employee, into any approved vendor under the Employer's written plan.

(8) Tier I Adjustments. For Tier I members with membership dates prior to June 17, 1971, Employer Non-elective Contribution hereunder will be reported as non-regular compensation to the ERS.

(9) Both the Employer and Employee are responsible for providing accurate information to the 403(b) Provider. This information includes both Elective and Employer Non Elective Contributions and the amount of the participant's Includible Compensation.

(10) All payments due under Article IX the CBA as amended herein shall be made as an Employer Non-elective Contribution to the 403(b) account of each covered employee in accordance with the terms and conditions of this Agreement.

(11) Death Benefit Language. Should a retired member die prior to actual completion of contributions to the 403(b) account by the Employer, the Employer shall nevertheless be required to make such Employer Non-elective Contributions attributable to the Retirement Leave in Article IX of the CBA. Such contributions shall be made to the deceased member's 403(b) account, subject to the limitations of Code Section 415(c) as prescribed by Treasury Regulation Section 1.403(b)-4(d)(1) and (2), Example 3. If any portion of the Employer Non-elective Contribution cannot be contributed to the deceased member's 403(b) account due to the limitations of Code Section 415(c), such amount of the 403(b) contribution shall be forfeited and shall not be contributed to the 403(b) plan. However, in such event, a separate death benefit shall be paid to the estate of the deceased member as soon as practicable in an amount equal to the amount of such forfeited 403(b) contribution.

(12) Hold Harmless. The 403(b) Provider shall provide the Employer with a hold harmless agreement, which shall be attached and incorporated herein by reference.

(13) No Guarantee. The Employer makes no representation that the Employer Non-elective Contribution referred to herein will have any effect upon any employee's final average salary or ultimate retirement pension.

Appendix B

CSEA # 8768-01

MINIMUM AND MAXIMUM SALARY LEVELS

7/1/19-6/30/20

Title	Minimum Salary	Maximum Salary
Computer Operator I	\$37,942	\$91,550
Audio Visual Technician	\$39,401	\$93,204
Computer Operator II	\$40,860	\$94,860
Telecommunications Technician	\$45,238	\$99,827
Computer Operator III	\$45,238	\$99,827
Microcomputer Repair Technician	\$46,696	\$101,484
Technical Coordinator I	\$46,696	\$101,484
Audio Visual Specialist	\$48,157	\$103,140
Technical Coordinator II	\$51,075	\$106,452
Telecommunications Specialist	\$51,075	\$106,452
Computer Operator IV	\$51,075	\$106,452
Senior Microcomputer Repair Technician	\$52,536	\$108,108
Technical Support Representative	\$53,886	\$109,067
Senior Office Applications Specialist	\$54,609	\$110,390
Computer Programmer	\$56,948	\$111,963
Network Communications Specialist	\$58,373	\$114,728
Data Control Specialist	\$59,830	\$116,384
Principal Office Applications Specialist	\$59,830	\$116,384
Network & Systems Technician	\$61,076	\$116,646
Senior Computer Programmer	\$62,642	\$118,425
Website Manager	\$63,761	\$121,445
Network & Systems Specialist I	\$63,925	\$119,878
Data Control Specialist II	\$65,670	\$123,008
Data Base Coordinator	\$67,644	\$125,794
Network & Systems Specialist II	\$69,617	\$126,341
Media Development Coordinator	\$74,898	\$132,326
Network & Systems Administrator	\$76,737	\$134,417
Network & Systems Coordinator	\$82,433	\$140,879

Appendix C

CSEA # 8768-01
MINIMUM AND MAXIMUM SALARY LEVELS
7/1/20-6/30/21

Title	Minimum Salary	Maximum Salary
Computer Operator I	\$39,261	\$94,381
Audio Visual Technician	\$40,742	\$96,068
Computer Operator II	\$42,223	\$97,757
School Communications Technician	\$42,365	\$97,900
Telecommunications Technician	\$46,667	\$102,824
Computer Operator III	\$46,667	\$102,824
Microcomputer Repair Technician	\$48,146	\$104,514
Technical Coordinator I	\$48,146	\$104,514
Audio Visual Specialist	\$49,629	\$106,203
Technical Coordinator II	\$52,591	\$109,581
Telecommunications Specialist	\$52,591	\$109,581
Computer Operator IV	\$52,591	\$109,581
Senior Microcomputer Repair Technician	\$54,074	\$111,270
Technical Support Representative	\$55,444	\$112,248
Senior Office Applications Specialist	\$56,178	\$113,598
Computer Programmer	\$58,552	\$115,202
Network Communications Specialist	\$59,999	\$118,023
Data Control Specialist	\$61,477	\$119,712
Principal Office Applications Specialist	\$61,477	\$119,712
Network & Systems Technician	\$62,742	\$119,979
Senior Computer Programmer	\$64,332	\$121,794
Website Manager	\$65,467	\$124,874
Network & Systems Specialist I	\$65,634	\$123,276
Data Control Specialist II	\$67,405	\$126,468
Data Base Coordinator	\$69,409	\$129,310
Network & Systems Specialist II	\$71,411	\$129,868
Media Development Coordinator	\$76,771	\$135,973
Network & Systems Administrator	\$78,638	\$138,105
Network & Systems Coordinator	\$84,419	\$144,697

Appendix D

CSEA # 8768-01

MINIMUM AND MAXIMUM SALARY LEVELS

7/1/21-6/30/22

Title	Minimum Salary	Maximum Salary
Computer Operator I	\$40,600	\$97,269
Audio Visual Technician	\$42,103	\$98,989
Computer Operator II	\$43,606	\$100,712
School Communications Technician	\$43,750	\$100,858
Telecommunications Technician	\$48,117	\$105,880
Computer Operator III	\$48,117	\$105,880
Microcomputer Repair Technician	\$49,618	\$107,604
Technical Coordinator I	\$49,618	\$107,604
Audio Visual Specialist	\$51,123	\$109,327
Technical Coordinator II	\$54,130	\$112,773
Telecommunications Specialist	\$54,130	\$112,773
Computer Operator IV	\$54,130	\$112,773
Senior Microcomputer Repair Technician	\$55,635	\$114,495
Technical Support Representative	\$57,026	\$115,493
Senior Office Applications Specialist	\$57,771	\$116,870
Computer Programmer	\$60,180	\$118,506
Network Communications Specialist	\$61,649	\$121,383
Data Control Specialist	\$63,149	\$123,106
Principal Office Applications Specialist	\$63,149	\$123,106
Network & Systems Technician	\$64,433	\$123,379
Senior Computer Programmer	\$66,047	\$125,230
Website Manager	\$67,199	\$128,371
Network & Systems Specialist I	\$67,369	\$126,742
Data Control Specialist II	\$69,166	\$129,997
Data Base Coordinator	\$71,200	\$132,896
Network & Systems Specialist II	\$73,232	\$133,465
Media Development Coordinator	\$78,673	\$139,692
Network & Systems Administrator	\$80,568	\$141,867
Network & Systems Coordinator	\$86,435	\$148,591

Appendix E

CSEA # 8768-01

MINIMUM AND MAXIMUM SALARY LEVELS

7/1/22-6/30/23

Title	Minimum Salary	Maximum Salary
Computer Operator I	\$41,959	\$100,214
Audio Visual Technician	\$43,485	\$101,969
Computer Operator II	\$45,010	\$103,726
School Communications Technician	\$45,156	\$103,875
Telecommunications Technician	\$49,589	\$108,998
Computer Operator III	\$49,589	\$108,998
Microcomputer Repair Technician	\$51,112	\$110,756
Technical Coordinator I	\$51,112	\$110,756
Audio Visual Specialist	\$52,640	\$112,514
Technical Coordinator II	\$55,692	\$116,028
Telecommunications Specialist	\$55,692	\$116,028
Computer Operator IV	\$55,692	\$116,028
Senior Microcomputer Repair Technician	\$57,220	\$117,785
Technical Support Representative	\$58,631	\$118,803
Senior Office Applications Specialist	\$59,388	\$120,207
Computer Programmer	\$61,833	\$121,876
Network Communications Specialist	\$63,324	\$124,811
Data Control Specialist	\$64,846	\$126,568
Principal Office Applications Specialist	\$64,846	\$126,568
Network & Systems Technician	\$66,149	\$126,847
Senior Computer Programmer	\$67,788	\$128,735
Website Manager	\$68,957	\$131,938
Network & Systems Specialist I	\$69,130	\$130,277
Data Control Specialist II	\$70,953	\$133,597
Data Base Coordinator	\$73,018	\$136,554
Network & Systems Specialist II	\$75,080	\$137,134
Media Development Coordinator	\$80,603	\$143,486
Network & Systems Administrator	\$82,527	\$145,704
Network & Systems Coordinator	\$88,482	\$152,563

Appendix F

CSEA # 8768-01

MINIMUM AND MAXIMUM SALARY LEVELS

7/1/23-6/30/24

Title	Minimum Salary	Maximum Salary
Computer Operator I	\$43,792	\$103,969
Audio Visual Technician	\$45,344	\$105,763
Computer Operator II	\$46,895	\$107,560
School Communications Technician	\$47,043	\$107,712
Telecommunications Technician	\$51,551	\$112,950
Computer Operator III	\$51,551	\$112,950
Microcomputer Repair Technician	\$53,100	\$114,748
Technical Coordinator I	\$53,100	\$114,748
Audio Visual Specialist	\$54,653	\$116,546
Technical Coordinator II	\$57,757	\$120,139
Telecommunications Specialist	\$57,757	\$120,139
Computer Operator IV	\$57,757	\$120,139
Senior Microcomputer Repair Technician	\$59,311	\$121,935
Technical Support Representative	\$60,745	\$122,976
Senior Office Applications Specialist	\$61,515	\$124,412
Computer Programmer	\$64,001	\$126,118
Network Communications Specialist	\$65,518	\$129,119
Data Control Specialist	\$67,065	\$130,916
Principal Office Applications Specialist	\$67,065	\$130,916
Network & Systems Technician	\$68,390	\$131,201
Senior Computer Programmer	\$70,057	\$133,132
Website Manager	\$71,246	\$136,407
Network & Systems Specialist I	\$71,422	\$134,708
Data Control Specialist II	\$73,275	\$138,103
Data Base Coordinator	\$75,375	\$141,126
Network & Systems Specialist II	\$77,472	\$141,720
Media Development Coordinator	\$83,088	\$148,214
Network & Systems Administrator	\$85,045	\$150,482
Network & Systems Coordinator	\$91,100	\$157,496

Appendix G

CSEA # 8768-01

MINIMUM AND MAXIMUM SALARY LEVELS

7/1/24-6/30/25

Title	Minimum Salary	Maximum Salary
Computer Operator I	\$45,656	\$107,808
Audio Visual Technician	\$47,234	\$109,643
Computer Operator II	\$48,811	\$111,480
School Communications Technician	\$48,962	\$111,636
Telecommunications Technician	\$53,546	\$116,991
Computer Operator III	\$53,546	\$116,991
Microcomputer Repair Technician	\$55,121	\$118,830
Technical Coordinator I	\$55,121	\$118,830
Audio Visual Specialist	\$56,700	\$120,668
Technical Coordinator II	\$59,857	\$124,342
Telecommunications Specialist	\$59,857	\$124,342
Computer Operator IV	\$59,857	\$124,342
Senior Microcomputer Repair Technician	\$61,437	\$126,179
Technical Support Representative	\$62,895	\$127,243
Senior Office Applications Specialist	\$63,678	\$128,711
Computer Programmer	\$66,206	\$130,456
Network Communications Specialist	\$67,749	\$133,524
Data Control Specialist	\$69,322	\$135,362
Principal Office Applications Specialist	\$69,322	\$135,362
Network & Systems Technician	\$70,669	\$135,653
Senior Computer Programmer	\$72,364	\$137,627
Website Manager	\$73,573	\$140,976
Network & Systems Specialist I	\$73,752	\$139,239
Data Control Specialist II	\$75,637	\$142,710
Data Base Coordinator	\$77,772	\$145,801
Network & Systems Specialist II	\$79,904	\$146,409
Media Development Coordinator	\$85,615	\$153,049
Network & Systems Administrator	\$87,605	\$155,368
Network & Systems Coordinator	\$93,762	\$162,540