

AGREEMENT

by and between the

BOARD OF EDUCATION

of the

**MAMARONECK UNION FREE
SCHOOL DISTRICT**

and

CSEA INC., LOCAL 1000, AFSCME, AFL-CIO

**Mamaroneck UFSD Non-Teaching Unit
Westchester County Local 860**

July 1, 2023 – June 30, 2027

PREAMBLE

It is recognized that the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, the recognized Union, by the Larchmont/Mamaroneck Schools Non-Teaching Unit, Westchester Local 860 and the Board of Education of the Mamaroneck Union Free School District, Town of Mamaroneck, New York have a common responsibility to work together toward the attainment of the aims of the educational program of the District.

ARTICLE I - RECOGNITION

A. Agreement

The Board of Education of the Mamaroneck Union Free School District of the Town of Mamaroneck, New York recognizes the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, the recognized union, by the Larchmont/Mamaroneck Schools Non-Teaching unit, Westchester Local 860, as the employee organization representing custodial, operational and maintenance personnel employed by the School District excluding the Director of School Facilities, pursuant to Chapter 392 of the Laws of 1967 of the State of New York conferring upon said Association the rights accompanying recognition set forth in Section 208 of said statute, providing that unchallenged representation status under the ACT is hereby conferred subject to and in accordance with the Taylor Law.

B. Board Responsibility

Nothing contained herein shall be construed to prevent the Board or its officers from the discharge of their duties and responsibilities in accordance with Section 1709 of the New York State Education Law. Nothing in the Agreement is to be construed as in conflict with existing policies or procedures of the Board of Education of the Mamaroneck Union Free School District unless such policies or procedures have been specifically altered by the terms of this Agreement.

C. Meetings for Negotiation Purposes

Requests for the meetings from the Association shall be made in writing to the Superintendent of Schools. Requests from the Superintendent shall be made in writing to the President of the Association. A mutually convenient meeting date shall be set no later than fifteen (15) school days from the date of the request

and scheduled at a mutually convenient place, time and date. Reasons for meeting shall be stipulated in the request. Negotiations shall be conducted by persons designated as representatives of the Superintendent and representatives of the Association. Should the parties determine that a negotiation meeting be held during part of the school day, Association members directly engaged in the negotiation discussions shall be released without loss of pay from their normal duties. When mutually agreeable to the Superintendent and Association, official summary minutes shall be kept and clerical assistance provided. Costs for said clerical assistance shall be borne by the Board of Education.

D. Exchange of Information Relating to Negotiations

The Association and the Superintendent agree to furnish each other, upon request and in accordance with the Taylor law, such available information as may be reasonably necessary to permit them to intelligently and effectively discharge their obligations to negotiate collectively.

E. Strikes and other Illegal Activities

During the term of the Agreement, the Association shall not cause or sponsor and no employee shall cause or participate in any strike, work stoppage or other illegal activity directed against the Board or School District.

F. Dues Deduction/Agency Shop

1. The District agrees to deduct dues for membership in the local CSEA which is recognized by the Board as the exclusive bargaining unit. CSEA members shall waive all right and claim for said monies so deducted and transmitted in accordance with the authorization and relieve the Board and all of its Officers for any liability therefore.

2. Dues shall be deducted in eighteen (18) installments beginning with the first salary payment of October. The dues so deducted will be forwarded to the Treasurer of the CSEA no later than five (5) school days following the date of deduction from the CSEA member's paychecks.

3. The District agrees to deduct an agency fee in the amount of the full dues of the CSEA, as set forth in "a" above, for all

CSEA members who have not filed a payroll dues deduction form with the District or not having paid dues outright to the CSEA. The CSEA shall notify the District of any and all CSEA members subject to agency fee deduction within thirty (30) days of the beginning of the school year or within thirty (30) days of initial employment by the District for CSEA members hired during the school year.

4. The CSEA affirms that it has implemented an agency fee refund procedure which complies with applicable law.

5. The CSEA hereby agrees to indemnify the District and hold it harmless from all claims, damages, costs, fees or charges of any kind which may arise out of the honoring by the District of dues deduction authorization and the transmitting of such deducted dues to the CSEA.

ARTICLE II - DEFINITION OF TERMS

The terms used in this Agreement shall have the respective meanings set forth in the paragraphs below:

A. Association means the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, the recognized union by the Larchmont/Mamaroneck Schools Non-Teaching Unit, Westchester local 860.

B. School year means the time period defined by the Board of Education, in accordance with State Law.

C. School District or District means the Mamaroneck Union Free School District, Town of Mamaroneck, New York.

D. Board of Education or Board means the trustees, constituting a corporate entity, of the Mamaroneck Union Free School District of the Town of Mamaroneck.

E. Superintendent or Superintendent of Schools means the chief administrative officer of the District or his/her designee.

F. Employee eligibility for life, dental, disability, health, optical, insurance benefits and 41j shall be defined as those unit members regularly scheduled to work twenty (20) hours or more per week. Any additional hours assigned on a temporary basis due to

the absence of another unit member shall not be applicable in determining eligibility for part-time benefits.

G. Part-time employees' eligibility for sick leave, longevity, holidays, payment on snow days, and personal and bereavement leave. Part-time employees are defined as those employees who work an average of twenty-five (25) hours per week for thirty (30) weeks per year, averaged over the previous two (2) school years.

ARTICLE III - CONDITIONS

A. Work Week

1. The work week for all employees, except those custodians described in paragraph (b) below, shall be defined as a forty (40) hour, five (5) day-week, Monday through Friday.

2. There are up to eight (8) custodial positions which require a work week of four (4) full days, plus two (2) half days, Monday through Saturday. Assignment to these positions shall be by volunteers, but if there are insufficient volunteers, then the assignment to such shift by the Board of Education, shall be made to the lowest senior employee. Said assignment shall be for the full school year, and not subject to change, except by mutual agreement.

3. Summer hours for custodians and mechanics for July and August shall be eight (8) hours exclusive of a one-half (1/2) hour lunch period. The starting time for said employees shall be between the hours of 5:30 AM to 7:30 AM.

4. When school is not in session, all employees shall work the day shift which shall be eight (8) hours exclusive of a one (1) hour lunch period. Notwithstanding the foregoing, the parties herewith acknowledge that Maintenance Mechanics¹ and Groundsmen shall be granted a one-half (1/2) hour lunch period, exclusive of the eight (8) hour work day. The starting time for all of the above referenced employees shall be between the hours of 5:30 AM to 7:30 AM.

¹ With the exception of the one (1) maintenance mechanic assigned to the Hommocks Pool who will continue to receive a one (1) hour lunch break, exclusive of the work day.

B. Transfers and Assignments

1. District-wide seniority shall be used for the purposes of transfers and assignments, provided that the employee is qualified, as determined by the Board of Education, and provided further that the transferee or assignee is acceptable to the building principal. Such acceptance by the building principal shall not be unreasonably withheld.

2. Once a work shift is established, such shift cannot be changed unless thirty (30) day written notice is given to the employee involved unless said employee waives in writing the thirty (30) days written requirement. It is understood and agreed that the Board of Education can change the established work schedule as long as it complies with the aforesaid thirty (30) day notice. The thirty (30) day notice requirement shall be inapplicable in the event of an emergency. An emergency shall be defined as any unforeseen combination of circumstances requiring an urgent need for assistance or relief. Emergencies shall include, but shall not be limited to: acts of nature (fire, flood, earthquake, storm, snow, hurricane or other natural disaster), war, invasion, acts of foreign enemies, hostilities (whether war is declared or not), civil war, rebellion, revolution, insurrection, military or usurped power or confiscation, terrorist activities, nationalization, government sanction, blockage, embargo, labor dispute, strike, lockout or interruption or failure of electricity, telephone service or other utility.

It is further understood that the District has the right to change work locations so long as it does not involve a change in an employee's work shift. Otherwise it is subject to the thirty (30) day notice, in the absence of an emergency as defined in the above paragraph (2) (b).

3. Pool and T.V. Studio: Assignment of the Custodians at the Hommocks Middle School pool area and Mamaroneck High School, Palmer Avenue Building T.V. Studio, and Summer Sports Schedule when school is not in session shall initially be made on a voluntary basis. One (1) Custodian shall be assigned to each location when school is not in session. If more than one (1) Custodian volunteers for either assignment, selection will be made by the Director of Facilities based on seniority.

a. In the event no Custodian volunteers for duty at the Hommocks Middle School pool area when school is not in session, the least senior custodian within the building who possesses a Certified Pool

Operator license shall be assigned to the pool area by the Director of Facilities. Such assignment shall be mandatory.

b. In the event no Custodian volunteers for duty at the Mamaroneck High School, Palmer Avenue Building T.V. Studio when school is not in session, the least senior Custodian within the building shall be assigned to the T.V. Studio by the Director of Facilities. Such assignment shall be mandatory

c. In the event no Custodian volunteers for duty for the summer sports schedule, the least senior custodian(s) within the applicable building shall be assigned to work the summer sports schedule by the Director of Facilities. Such assignment shall be mandatory.

d. All Custodians assigned to or volunteering for night shift duty for the summer sports schedule during the period from July 1st through August 31st shall receive an additional one hundred dollars (\$100) per night for such work.

e. All Custodians assigned to or volunteering for night shift duty at the Hommocks Middle School pool area during the school year when school is not in session and during the period from July 1st through August 31st shall receive an additional one hundred (\$100.00) premium per night for such work.

f. All Custodians assigned to or volunteering for night shift duty at the Mamaroneck High School, Palmer Avenue Building T.V. Studio when school is not in session and during the period from July 1st through August 31st shall receive an additional fifty (\$50.00) premium per night for such work.

g. Custodians assigned to duty at the Hommocks Middle School pool area and Mamaroneck High School, Palmer Avenue Building T.V. Studio, and Summer Sports Schedule during the period from the last day school is in session to June 30th and the period from September 1st to the first day of school is in session are excluded from the terms of this provision and are subject to the terms as outlined in Article III(2)(a)-(b). The District shall provide a minimum of thirty (30) days' notice of said schedule to the CSEA Union President and Mamaroneck High School Head Custodian on an annual basis.

h. Overtime for Custodians assigned to or volunteering for duty at the Hommocks Middle School pool area and Mamaroneck High School, Palmer Avenue Building T.V. Studio when school is not in

session shall be paid in accordance with Article IV.2 of the collective bargaining agreement.

C. Night Shift

1. It shall be the practice of the administration to adopt a night shift for custodial operations in a specific building or buildings where deemed necessary for effective staff performance. It is the intent of both parties to the Agreement that such scheduling shall remain flexible and subject to continuing review.

2. During the night shift the District shall make every effort to ensure that two (2) employees shall be on duty in a particular building at all times.

3. There shall be established, between the parties, a time schedule for a designated night supervisor to call into an elementary school where only one (1) employee is on duty.

D. Work Year Holidays

1. Full-time employees are entitled to fifteen (15) paid holidays in each year of the Agreement, and such holidays shall be incorporated in this Agreement. The holiday schedule shall be scheduled at a time when school is not in session as indicated on the school calendar adopted by the Board of Education.

Such schedule shall be selected by mutual agreement of the Superintendent of Schools, or his/her designee, and the President of the Association, and shall be designated as an amendment to this Agreement as holidays for CSEA employees. In the event such mutual agreement cannot be reached, then said schedule will be determined by the Superintendent of Schools.

In the event classes are in session on paid holidays, due to unforeseen circumstances, a mutually acceptable substitute day will be provided for each employee on a staggered basis. In the event such mutual agreement cannot be reached, the Superintendent shall have the sole discretion to designate a substitute holiday.

2. Holidays: Part-time Employees

Commencing with the third year of continuous employment, part-time employees will receive the following holidays with pay:

- Columbus Day
- Thanksgiving Day
- Christmas
- New Years Day
- Good Friday

Calculation of compensation for part-time employees for holidays shall be commensurate with the actual number of hours of their regular work schedules (excluding any extra trip time).

E. New Employees and Probationary Period

1. New employees - Where there is a permanent employee replaced as a result of a vacancy, placement of the new employee shall be by a provisional appointment as per Civil Service regulations and at appropriate salary level. The probationary period for all new employees shall be twelve (12) months.

2. Probationary period - After twelve (12) months of continuous service a non-competitive or labor-class employee not covered by Section 75 of the Civil Service Law shall not be removed or otherwise subjected to any disciplinary penalty provided in this section except for incompetency or misconduct including (without limitation) insubordination shown after a hearing upon stated charges pursuant to this section. Non-competitive and labor class employees hired on or after October 6, 2004 shall be eligible for coverage under this section after eighteen (18) months of continuous service with the District.

Non-competitive and labor class employees hired after February 9, 2009, shall be eligible for coverage under this section after twenty-four (24) months of continuous service with the District.

Procedure: A person against who removal or other disciplinary action is proposed shall have written notice thereof and of the reasons therefore, shall be furnished a copy of the charges preferred against him/her and shall be allowed at least eight (8) days for answering the same in writing. The hearing upon such charges shall be held by the officer or body having the power to

remove the person against whom such charges are preferred or by a deputy or other person designated by such officer or body in writing for that purpose. In case a deputy or other person is so designated, he/she shall for the purposes of such hearing, be vested with all the powers of such officer or body and shall make a record of such hearing which shall, with his/her recommendations, be referred to such officer or body for review and decision. The person or persons holding such hearing shall, upon the request of the person against whom charges are preferred, permit him/her to summon witnesses in his/her behalf. The burden of proving incompetency or misconduct shall be upon the person alleging the same. Compliance with technical rules of evidence shall not be required. The hearing and the decision shall be within thirty (30) days of the date the charges are preferred.

Suspension pending determination of charges: Pending the hearing and determination of charges of incompetency or misconduct, the officer or employee against whom such charges have been preferred may be suspended without pay for a period not exceeding thirty (30) days. If such officer or employee is found guilty of the charges, the penalty or punishment may consist of a reprimand, a fine not to exceed one hundred (\$100) dollars to be deducted from the salary or wages of such officer or employee, suspension without pay for a period not exceeding two (2) months, demotion in grade and title, or dismissal from the service; provided, however, that the time during which an officer or employee is suspended without pay may be considered as part of the penalty.

If he/she is acquitted, he/she shall be restored to his/her position with full pay for the period of suspension less the amount of compensation which he/she may have earned in any other employment or occupation and any unemployment insurance benefits he/she may have received during such period. If such officer or employee is found guilty, a copy of the charges, his/her written answer thereto, a transcript of the hearing, and the determination shall be filed in the office of the department or agency in which he/she has been employed. A copy of the transcript of the hearing shall, upon request of the officer or employee affected, be furnished to him/her without charge.

Notwithstanding any other provision of law, no removal or disciplinary proceeding shall be commenced more than three (3) years after the occurrence of the alleged incompetency or misconduct complained of and described in the charges; provided, however, that such limitation shall not apply where the incompetency or misconduct

complained of and described in the charges would, if proved in court of appropriate jurisdiction, constitute a crime.

F. Accidents

If any employee is injured at school, or while on duty in a school-sponsored activity, he/she should report the injury immediately to his/her supervisor who will send a report on the State Workers' Compensation form to the Superintendent of Schools or his/her designee. This report is forwarded to the State Workers' Compensation Board.

G. Workers' Compensation

When an employee is absent from his/her duties as a result of personal injury incurred in the course of his/her employment under circumstances entitling him/her to benefits under the Workers' Compensation Law of New York, the employee shall receive full compensation from the School District, less the amount paid under Workers' Compensation provision. Such employee's full pay provisions shall not be deemed part of, but shall be in addition to the sick leave provided for in the regular sick leave plan for a period up to 90 working days from the date of injury. Thereafter, the sick leave provision will be in effect in the usual manner.

Where the illness duration exceeds Workers' Compensation maximum and where the Board of Education receives reimbursement from its carrier after the employee's entitlement has terminated, such payment received by the Board shall be applied as a credit, pro rata, to reduce the employee's expenditure of sick leave.

Effective October 6, 2004 employees shall not be permitted to utilize any sick bank days for absences incurred due to a Worker's Compensation injury.

H. Vacation

Vacations shall be scheduled by employees in consultation with the Superintendent or his/her designee. Vacations shall be scheduled during the work years covered by this Agreement.

The vacation time allowance shall be as follows:

1. Any employee hired between July 1 through December 31 of any given year is given credit for one (1) full year of service effective July 1 next. (July 1 is the calculation date.)

2. Any employee hired between January 1 through June 30 of any given year must wait until the second July 1 to be given credit for one (1) full year of service.

3. Employment means continuous, regular, full-time employment; service as a substitute or as a temporary employee will not be counted.

4. Vacation time must be entirely used in the fiscal year that it is accrued. Unit members shall be permitted to take vacation when school is in session at the sole discretion of the Director of School Facilities and/or the Building Principal and under the conditions set forth below. The Director's and/or Building Principal's decision (s) concerning leave request shall not be arbitrary and capricious.

a. The request for vacation time must be in writing to the Director of School Facilities, not less than ten (10) calendar days prior to the first day of vacation.

b. The request must be approved by the principal and Director of School Facilities, after consultation with the head custodian.

c. If the District and the Association agree, an employee may have the option to work during a vacation period and be compensated by regular pay (plus vacation pay).

d. It is the responsibility of the head custodian to distribute a vacationing employee's workload among the remaining members of the custodial staff on a fair and equitable basis.

SCHEDULE

Length of Employment	Days
1 full year through 5 full years	10
Starting 6 th year through 10 full years	15
Starting 11 th year through 25 full years	20
Starting 26 th year	21
Starting 27 th year	22
Starting 28 th year	23
Starting 29 th year	24
Starting 30 th year	25

Example:

1. An employee hired in December of 1966 is given credit for one (1) full year of service on July 1, 1967, and on July 1, 1967 starts his or her second year of service. On July 1, 1976, that person has completed ten (10) full years of service and on July 1, 1976 starts his or her 11th year of service and is entitled to 20 vacation days.

2. An employee hired in May of 1966 is given credit for one (1) full year of service on July 1, 1967, and on July 1, 1967 starts his or her second year of service. On July 1, 1976, that person has completed ten (10) full years of service and on July 1, 1976 starts his or her 11th year of service and is entitled to 20 vacation days.

Effective July 1, 2019, the vacation day allotments above shall be increase by one (1) day at each length of employment step.

I. Transportation Employees

In the event the District determines, in its sole discretion, to cease subcontracting its transportation services work and reinstate said positions so as to be filled by District employees, the District herewith affirms that the CSEA shall serve as the bargaining representative for said titles.

J. Mileage Allowance

Those employees required to use their own vehicles for school business shall be reimbursed at the rate established by the Board of Education at the annual reorganization meeting.

K. Time Clocks

The District shall have the right to use an electronic and/or mechanical and/or digital device (including but not limited to time clocks) for the following purposes: 1. Payroll; 2. Recording the arrival and departure times of unit members; 3. Attendance; and 4. Discipline. In the event the District determines that the device(s) has failed to operate and/or function properly, handwritten, signed time sheets shall be used by unit members and no disciplinary action may be taken against the unit member, where such disciplinary action is based solely upon information obtained from the defective device.

L. Tuition Free and/or Reduced Tuition Enrollment of Staff Children

Full time (1.0) unit members hired prior to July 1, 2008 and residing outside the School District will have the opportunity to enroll their children in the Mamaroneck Union Free School District at a rate of \$500 per child per year, providing that there is space available, providing that the staff member will be responsible for transportation arrangements, and providing that the student(s) can be accommodated. Full time (1.0) unit members hired on or after July 1, 2008 shall pay the rate of \$5,000 per child per year, providing there is space available, providing that the staff member will be responsible for transportation arrangements, and providing that the student(s) can be accommodated.

Effective May 21, 2019, all unit members currently utilizing this benefit shall be permitted to continue to do so under the same terms and conditions set forth above. For unit members hired on or after May 21, 2019 and/or first utilizing this benefit on or after May 21, 2019, the tuition rate shall be 50% of the NYSED Estimated Non-Resident Tuition Report rates for the year, providing that there is space available, providing that the staff member will be responsible for transportation arrangements, and providing that the student(s) can be accommodated.

ARTICLE IV - PERSONNEL

A. Current Rules Apply

All existing rules, regulations, practices and benefits of the employer relating to those subjects which the Public Employment Relations Board has defined as 'mandatory subjects' of collective bargaining will continue in full force and effect. Any dispute relating to this section shall be referred to PERB.

B. Overtime

Employees shall receive overtime pay of one and one-half times regular salary for all work required of them beyond forty (40) hours in any work week.

Saturday - Except as provided in Article III, paragraph 9, employees shall be paid one and one-half times their hourly rate of pay (regular pay X 1.5) for all work required of them provided that the employee has already worked forty (40) hours in the week beginning the preceding Monday. The forty (40) hours of work shall include paid holidays, sick leave and personal leave.

Sunday - Except as provided in Article III, paragraph 9, employees shall be paid twice their regular hourly rate of pay (regular pay X 2) for all work required of them.

Holidays - On all legal holidays, as defined in Article II of this Agreement, and except as provided in Article III, paragraph 9, employees shall be paid twice their regular hourly rate of pay (regular pay X 2) for all work required of them. This overtime pay is in addition to entitled holiday pay.

Arrangements for overtime or compensatory time must be made by the employee's immediate supervisor and a record, in written form, must be on file prior to the beginning of the overtime period. Holidays shall be considered as work time in computing overtime.

Overtime payment for service not as an extension of the scheduled day shall be in amounts no less than one and one-half hours for each occurrence.

Overtime payments must have been approved in writing by the Assistant Superintendent for Operations or his/her designee before the overtime work period is begun.

It is the intent of the parties that overtime will be distributed on a fair and equitable basis.

Emergencies - When called back into work in response to a security alarm or other emergency, an employee will be paid for a minimum of three (3) hours work for the first call on any day at his/her regular overtime rate and will be paid for all hours worked at the regular overtime rate for any additional calls(s) on that day. The

Association shall assure that there will be a pool of employees available to perform the above-referenced work at all times.

C. Snow Day - Emergency

1. Snow Days - Employees called into work before the start of their regular workday shall receive time and one-half for each hour worked up to the start of their regular shift.

If employees are required to work beyond the start of their regular shift, they shall receive additional straight time. Any compensatory time granted shall be at the discretion of the Superintendent of Schools or his/her designee.

2. The Director of School Facilities, or his/her designee, shall have the sole responsibility for calling buildings and grounds employees in to work on snow days. If the employee is not notified by phone, the employee shall not be expected to report for work earlier than the start of his/her regular shift.

3. Eligible part-time employees will receive payment for snow days in accordance with their established work schedule for the particular day.

D. Employee Absences

1. Personal Leave

Absence for a half day or a full day of any full-time employee for any reasons other than personal illness or illness or death in the immediate family must be approved in writing by the Superintendent. Forms are available for this purpose. The Superintendent is authorized by the Board of Education to excuse full-time employees hired prior to July 1, 1999, without deduction of pay, for a total amount of time not to exceed two (2) days in any one month or six (6) days in any school year for reason or personal business such as:

- a. Closing title to a home.
- b. Moving from one residence to another.
- c. Required appearance at a legal proceeding.

- d. Required appearance at any state, county or federal office.
- e. Visiting a college when first entering a son or daughter.
- f. Attending the college graduation of a son or daughter.
- g. Attending the wedding of a member of the immediate family.
- h. Marriage of the employee.
- i. Birth of a child to the employee.
- j. Observance of an established religious holiday as required by the obligations of one's faith (not to exceed three (3) days in any one school year; if more than three (3) days of religious observance in any school year are required by an employee, such absence will be permitted but with a loss of pay).
- k. Attending at a professional meeting.
- l. If emergency circumstances beyond an employee's control, such as impassable roads and unavailable transportation, deprive an employee of any means of reaching school, his/her absence may be excused and he/she is asked to notify the office of the Superintendent of Schools between 8:00 and 8:30 a.m. Such an absence shall be applied against allowable days set forth in paragraph (D)(1).
- m. Illness in the immediate family - "immediate family" shall be mother, father, sister, brother, son, daughter, spouse (of employee).
- n. One of the six days may be used for a valid reason as determined and approved by the Assistant Superintendent for Personnel.

Where the reason for any personal absence is such that a full day is not required, the employee will return to work at the conclusion of the business.

Each employee hired effective July 1, 1999 or later will receive personal days as follows:

- 1st year of service - 3 days
- 2nd year of service - 4 days

3rd year of service (and beyond) - 6 days

Commencing with the third year of continuous employment, part-time employees shall be granted two (2) days personal leave per year as described above, chargeable, if and when used, to accumulated sick leave.

2. Bereavement Leave

A full-time employee shall be allowed five (5) days of absence on the occasion of the death of his/her spouse or children, parents, parents-in-law, brothers or sisters. One (1) calendar day shall be provided on the occasion of death of his/her grandparent(s), aunts, uncles, brother-in-law, and/or sister-in-law.

Commencing with the third year of continuous employment, part-time employees shall be allowed three (3) days bereavement leave, on the occasion of the death of his/her spouse or children, parents, parents-in-law, brothers or sisters, chargeable, if and when used, to accumulated sick leave. One (1) calendar day shall be provided on the occasion of death of his/her grandparent(s), aunts, uncles, brother-in-law, and/or sister-in-law, chargeable, if and when used, to accumulated sick leave.

3. Absence for Jury Duty

It is the practice of the Board of Education not to seek excuses from jury duty for employees. An employee who accepts a call for jury duty should notify the appropriate school personnel. Jury duty is considered an excused absence. An employee will receive his/her regular salary while on jury duty. Any absence for jury duty shall not be deemed a part of sick leave provided for in the regular personal sick leave plan, or part of the total time allowed "for reasons of personal business".

Employees excused for jury duty must submit a record of their time spent on jury duty, and must appear at their assigned location on those days when their jury duty is less than four (4) hours. Any compensation received for jury service, except for reimbursable expenses, shall be returned to the District by the employee.

4. Absences Preceding or Following a Holiday

Board of Education policy precludes the granting of absence with pay immediately before or after a holiday period, except for

personal illness of the employee, or death in the immediate family. Employees utilizing a sick day before or after a holiday period must produce a doctor's note immediately upon return.

5. Unexcused Absence

Each day of unexcused absence on the part of any employee of the School District will result in a deduction of 1/260th of the employee's yearly salary. Notwithstanding the foregoing, the District shall maintain its ability to discipline employees with unexcused absences.

6. Family and Medical Leave Act (FMLA)

All FMLA leave shall be calculated in accordance with applicable law. Unit members may use up to 6 weeks of paid sick leave (natural birth) or 8 weeks of paid sick leave (caesarian delivery) for leaves of absence due to child birth. In the event a unit member has less than 6 or 8 weeks accumulated sick leave, the remaining leave time shall be on an unpaid basis. Any and all days used shall be counted towards the 12 weeks available to eligible unit members on an annual basis pursuant to FMLA.

E. Payroll

Payroll is made on the 15th and last day of each month. Full-time employees shall receive twenty-four (24) equal payments, less required deductions.

Part-time employees shall be paid semi-monthly.

All leave accruals shall be posted on the employee self-service Win Cap Web (or another similar program selected by the District). The Personnel Department will provide each unit member an accounting of unused personal days, vacation accruals and sick days on or before July 31st of each year.

Effective May 21, 2019, the District shall have the unilateral right to implement Direct Deposit for payroll purposes for all unit members.

F. Insurance

1. Health - The Board of Education shall provide at the rates established hereunder, a Health Plan to the Mamaroneck Public Schools Employee Health Plan (the "Plan") for the purpose of providing hospital, surgical and medical benefits and other related benefits, all of which are described in the Plan, to the Mamaroneck School District CSEA employees and retirees (individual/family coverage).

2. The District reserves the right to change health insurance carriers and/or providers and/or plans provided the level of benefits is substantially the same as the existing plan. The District shall provide 90 days' written notice of the above-referenced change(s) to the Association and shall promptly provide the Association with access to documentation which details the new plan. In the event the Association wishes to challenge whether the level of benefits for the new carrier/provider/plan is substantially similar to that of the existing carrier/provider/plan (and the parties herewith acknowledge that this shall serve as the sole basis for challenge) the Association may demand expedited arbitration to resolve the dispute within 60 days of said notice in accordance with the rules and regulations of the American Arbitration Association. The arbitrator shall render his/her determination prior to the effective date of the change in plans.

Part-time employees who are regularly scheduled to work twenty (20) or more hours per week shall be granted the above-stated coverage, commencing during their first year of employment. Any additional hours assigned on a temporary basis due to the absence of another unit member shall not be applicable in determining eligibility for part-time benefits.

Health Insurance Buyout - An employee who is covered by a spouse's health insurance plan may, upon furnishing the District proof of such coverage, opt out of the District's individual or family health plan each January 1st. The employee will receive the total sum of ten percent (10%) of the premium cost for individual coverage per year based upon the rate in effect on January 1st. The employee will receive fifty percent (50%) of the payment on or about June 30th and the remaining fifty percent (50%) of the payment on or about December 31st of the respective calendar year.

An eligible employee who is covered as a dependent or spouse on the District's health insurance plan shall not be eligible for the buyout.

An employee who has opted out of the health plan and thereafter re-enrolls within a calendar year, shall repay a pro rata share of the advanced amount.

Dual family plan coverage will not be extended in the case of more than one member of the same family being in the employ of the District. This restriction applies only to family members eligible for coverage on the other family member's family plan.

3. Contribution Rates:

Eligible unit members shall make the following contribution towards the cost of the premium for the plan:

School Year	Health Insurance Contribution Rate
2023-2024	15.25%
2024-2025	15.5%
2025-2026	15.75%
2026-2027	16%

Retirees shall continue to be eligible for basic Medicare reimbursement as per state and federal regulations. Retirees shall continue to contribute to the health insurance plan at the percentage in place at the time of their retirement from the District. All unit members hired on or after May 21, 2019, shall contribute 50% towards the cost of health insurance coverage in the event said unit member has between 10-19 years of service in the District at the time of retirement. Said unit members shall contribute 25% towards the cost of health insurance coverage in the event said unit member has 20-24 years of service in the District at the time of retirement. Unit members with 25+ years of service in the District at the time of retirement shall contribute at the current premium percentage rate at the time of retirement. Unit

members with less than 10 years of service at the time of retirement shall not be eligible for District provided health insurance in retirement. For all unit members hired on or after May 21, 2019, Medicare Part B reimbursement will apply to the employee only, not the employee's spouse.

4. Life Insurance - The Board shall provide each employee in the bargaining unit life insurance equal to the annual base salary of such employee.

Part-time employees who are regularly scheduled to work twenty (20) or more hours per week shall be granted the above-stated coverage, commencing during their first year of employment. Any additional hours assigned on a temporary basis due to the absence of another unit member shall not be applicable in determining eligibility for part-time benefits. Employees wishing to 'opt-out' of the life insurance policy provided to them shall do so in writing to the Assistant Superintendent for Business no later than December 1st of a school year.

5. Dental Insurance - Optical Insurance - The District shall provide dental and vision coverage to each eligible unit member through the CSEA Employee Benefit Fund. The District shall be required to contribute the following amounts, for each eligible employee, for each of the school years indicated, for said dental and vision coverage:

Equinox

School Year	Amount
2023-2024	\$1946.52
2024-2025	\$1965.96
2025-2026	\$1985.64

Gold 12

School Year	Amount
2023-2024	\$241.68
2024-2025	\$241.68
2025-2026	\$241.68

Part-time employees who are regularly scheduled to work twenty (20) or more hours per week shall be granted the above-stated coverage,

commencing during the first year of employment. Any additional hours assigned on a temporary basis due to the absence of another unit member shall not be applicable in determining eligibility for part-time benefits.

In the event the Mamaroneck Teachers' Association approves the parties' request to include the members of the Union in the MTA's Welfare Fund effective July 1, 2019, the Union herewith consents to such inclusion. In no event shall the foregoing result in any increased costs to the District.

6. Disability Insurance - The Board of Education shall provide the benefits of the New York State Disability Insurance Plan for each employee of the bargaining unit.

Part-time employees who are regularly scheduled to work twenty (20) or more hours per week shall be granted the above-stated coverage, commencing during their first year of employment. Any additional hours assigned on a temporary basis due to the absence of another unit member shall not be applicable in determining eligibility for part-time benefits.

7. Coverage Under Section 41j of the Retirement and Social Security Law - The Board of Education shall provide to each employee in the bargaining unit the coverage specified in Section 41j of the Retirement and Social Security Law. (Credit upon retirement of unused sick leave - maximum usage 165 sick days).

Part-time employees who are regularly scheduled to work twenty (20) or more hours per week shall be granted the above-stated coverage, commencing during their first year of employment. Any additional hours assigned on a temporary basis due to the absence of another unit member shall not be applicable in determining eligibility for part-time benefits.

G. Posting of Vacancies

Vacancies in the School District shall be distributed via email and posted on the District website. It is the policy of the Board to give its own employees first consideration for appointment to all such positions. Qualifications may include, but not be limited to, length of service in the District. The Board reserves the right to select all personnel on the basis of qualifications determined by the administration and approved by the Board of Education.

H. Sick Leave Policy

1. Full-time employees - The plan for absence without pay deduction because of personal illness or injury is set forth in the chart and rules which follow. A medical certificate signed by a registered physician may be required for any reported illness. For absence in excess of a week, periodic medical certificates may be required.

a. Each employee of the District is allowed ten (10) days sick leave per year without loss of salary. Unused sick leave days shall be accumulated from year to year up to a total of two hundred (200) days. Reference is made to actual working days only; employees hired during the middle of a school year shall receive pro rated sick leave, and any exception to or extension of modification of the plan is at the discretion of the Board. This sick leave plan is subject to review by the Board of Education in consultation with the Association.

b. The service year shall correspond with the employee's service years in the District, and he/she will be allowed ten (10) days of accumulated sick leave per year, the unused numbers of which shall accumulate to a total of 200 days. The table which follows is intended as a guide to indicate the operational features and optimum benefits of the sick leave plan.

<u>Service Year</u>	<u>Accumulative Days Allowed Per Year</u>	<u>Maximum Number of Days Accumulated</u>
1	10	10
2	10	20
3	10	30
4	10	40
5	10	50
6	10	60
7	10	70
8	10	80

9	10	90
10	10	100
11	10	110
12	10	120
13	15	135
14	15	150
15	15	165
16	15	180
17	15	185
18	15	190
19	15	195
20	15	200

c. A full-time employee who retires or resigns in good faith from the school system after fifteen (15) years of service will receive payment at the rate of \$50 per day for unused sick days accrued beyond 165 days.

d. Part-time employees shall be granted ten (10) sick leave days per year, commencing with the third year of service. Unused sick leave days shall be cumulated to a maximum total of one hundred (100) days. A part-time employee who retires or resigns in good faith from the system after fifteen years of service will receive payment at the rate of \$30 per day for unused sick days accrued beyond 85 days.

Calculation of compensation for part-time employees for sick days shall be commensurate with the actual number of hours of their regular work schedules (excluding any extra trip times).

e. AESOP: All unit member shall be required to track his/her leave time through the attendance system utilized by the

District. Currently, said attendance system utilized by the District is AESOP.

f. Sick Leave Bank

i. The parties acknowledge that a sick leave bank has been created using as its bank days the unused personal days of full and part-time employees from the 1987-88 school year. The parties further acknowledge that, effective July 1, 2004, 325 sick leave bank days remain in the sick leave bank for use by eligible employees.

ii. Each June 30th of each school year, all unused personal leave of part-time and full-time unit members shall be utilized to replenish the sick leave bank for the following school year up to a maximum cap of 500 days. Each July 1st the CSEA shall be provided with the total number of sick leave bank days that remain in the sick leave bank for use in the following school year.

iii. In cases of personal serious illness or injury, employees shall be permitted to appeal to a three (3) member Sick Leave Bank Committee selected by the union President) for up to thirty (30) paid days for full-time employees and up to ten (10) paid days for part-time employees. Such appeal shall be made when the employee's sick days, accrued vacation days, and other applicable accumulations have been exhausted.

iv. In addition to exhaustion of all leave accruals, an employee must be absent for a minimum of ten (10) consecutive work days, inclusive of accrued leave, if any, in order to be eligible for receipt of sick leave bank days.

In the event an employee has not accumulated leave upon the commencement of his/her illness, said employee must be absent for a minimum of ten (10) consecutive work days (unpaid) prior to being granted any sick leave bank days. In the event an employee, upon the commencement of his/her illness, does not have enough accumulated leave to cover the ten (10) consecutive day absence requirement set forth above, said employee shall be required to continue the leave to cover the ten (10) consecutive day absence requirement set forth above, said employee shall be required to continue the leave on an unpaid basis until the ten (10) day absence requirement is met, prior to being granted any sick leave bank days. In the event a unit member has ten (10) or more days of accumulated leave upon the commencement of his/her illness, said employee shall be required to utilize all of those days to meet the

ten (10) consecutive day absence requirement prior to being granted any sick leave bank days. Where both accumulated days and sick leave bank days are utilized in connection with this sick leave bank procedure, said absences must be attributable to the same injury and/or illness.

v. The CSEA and its members herewith agree to defend, indemnify and hold the District, the Board of Education, its members, officers, agents, employees and independent contractors harmless from and against any and all claims, suits and/or causes of action arising from or relating to any and all decisions rendered by the Sick Leave Bank Committee in connection with this provision or any matter related thereto.

vi. The CSEA and its members further agree that any and all decisions rendered by the Sick Leave Bank committee in connection with this provision shall be final and binding, shall not be subject to the Grievance Procedures set forth in Article VII and shall not be subject to review in any forum.

2. Attendance Incentive Program

Effective July 1, 2019, unit members shall be eligible for an attendance incentive bonus as set forth below at the conclusion of each qualifying school year. Unit members must work the full school year in order to be eligible for said payment. Those on an unpaid leave of absence for any period of time shall be ineligible for said payment. Payments shall be prorated based upon FTE. Said payment(s) shall be made on or before August 31st of the following year.

Number of Sick Days Used	Payment Amount
Perfect Attendance (0 days)	\$1,500.00
1-2 days	\$1,000.00

I. Attendance Review Policy

In the event that the District determines that a unit member has demonstrated misuse of sick leave, the following procedure shall be available for use by the District.

1. The unit member shall be notified in writing of the District's concern. Said written notification shall also establish a conference date for a discussion of the District's concerns. The conference shall be held by the Assistant Superintendent for Administration and personnel and/or his/her representative at said meeting. A writing summarizing the conference shall be prepared by the Assistant Superintendent for Administration and Personnel and/or his/her designee, provided to the employee and placed in the employee's personnel file. In the event that the procedure in paragraph (2) is not invoked within one (1) year of the delivery of the above summary to the employee, the same shall be removed from the employee's personnel file.

2. After issuance of said letter, if no improvement in the employee's attendance record is evident, as determined by the District, a second conference shall be held to review the lack of improvement. The employee may be represented by the Union at said meeting. Following said meeting the Assistant Superintendent and/or his/her designee shall issue a written determination which shall include a formal reprimand. In addition to the formal reprimand, the Assistant Superintendent and/or his/her designee may require said employee to substantiate further use of sick leave by supplying a physician's note for each absence for up to a maximum period of six (6) months, as determined by the Assistant Superintendent and/or his/her designee.

3. After issuance of said letter, if no improvement in the employee's attendance record is evident, as determined by the District, a third conference shall be held to review the lack of improvement. The employee may be represented by the Union at said meeting. Following said meeting the Assistant Superintendent for Administration and Personnel and/or his/her designee shall issue a written determination which shall include a formal reprimand and/or the imposition of a fine of up to \$100.00. (Said fine shall be prorated over at least two payroll periods)

4. Nothing hereinabove set forth shall be deemed a prerequisite to institution of disciplinary proceedings pursuant to applicable law which may be commenced by the District at any time in its sole discretion.

5. Notwithstanding any other provisions of this agreement, the decision to institute this procedure shall be reviewable by way of expedited arbitration pursuant to the rules for voluntary arbitration of the American Arbitration Association. However, the imposition of a sanction shall not be grievable.

J. Retirement

The Board shall provide Section 75i (effective July 1, 1986) and 41j of the New York State Employees Retirement and Social Security Law. A joint committee shall be formed to consider a retirement incentive plan for employees of the bargaining unit. The committee shall be convened at the request of either party.

K. Retirement Incentive

Effective July 1, 2009, all Association members with ten (10) or more years of service in the District, who retires into the New York State Employees' Retirement System shall be eligible for a one (1) month salary Retirement Recognition Plan, provided he/she submits his/her resignation no later than February 15th prior to the effective date of retirement. For any unit member retiring with an effective day on or after July 1, 2020, notice must be provided no later than January 15th prior to the effective date of retirement.

The retirement incentive above shall continue to be applicable to current unit members but shall be inapplicable to those unit members hired on or after May 1, 2019.

L. Evaluations

Unit members shall be evaluated annually. The parties herewith acknowledge that the District shall have the sole discretion to modify its evaluation policy provided said modification(s) are first discussed with the Association.

ARTICLE V - AGREEMENT PROCEDURE

A. Commitment to Service

The Association and its members will use their best endeavors to protect the interest of the Mamaroneck Union Free School District, Town of Mamaroneck, the citizens, to conserve its property and give service of the highest quality.

B. Separability

If the enactment of legislation, or a determination by a court of final jurisdiction (whether in a proceeding between the parties or one based on a similar state of fact renders any portion of this Agreement invalid or unenforceable, it shall not affect the validity of the rest of this Agreement, which shall remain in full force according to its terms in the same manner and with the same effect as if such invalid portion had not originally been included herein.

C. Section 2023 of the Education Law

In the event a school budget is rejected by the voters of the School District, all proposed salary increments and proposed increased benefits for the above named employees shall take effect as if the budget had been approved.

D. Implementation - as Mandated by Law

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

ARTICLE VI

A. Application of the Basic Salary Schedules

1. The salary schedule applies to all personnel.

2. An employee whose classification is changed shall be assigned a step on the salary scale equivalent to but never less than their position prior to reassignment, unless said employee's classification is changed due to a disciplinary demotion.

3. Employees returning to the school system may be granted experience credit for continuous service to the District. Said experience credit shall be granted at the sole discretion of the School District. Experience credit granted may not exceed a total of five (5) continuous years of service.

4. Salary Schedule and Compensation

a. Add 4 new steps (Steps 9 through 12) to the 2015-2016 salary schedule effective July 1, 2019. Said new salary schedule is annexed hereto as Exhibit A.

b. A new step salary schedule shall be created which shall be applicable to all unit members hired on or after May 1, 2019. Said new salary schedule is annexed hereto as Exhibit B.

c. The salary schedule(s) shall be revised as follows:

2023-2024	2.0%
2024-2025	1.75%
2025-2026	1.75%
2026-2027	2.0%

All unit members actively employed as of June 30, 2023 and still employed as of November 1, 2023, shall receive a one-time payment not added to base salary in the amount of \$1,000.00. Said payment shall be prorated for part-time employees and for those serving less than a full year. Said payment shall be made to all eligible unit members on or before December 31, 2023.

5. Longevity

a. A longevity increment as shown in the schedules will be awarded at the beginning of fifteen (15) years of regular full-time continuous service in the District. Said payment shall be paid in the applicable pay periods following the July 1st after the employee reaches his/her fifteen (15) years of regular full-time continuous service in the District.

b. A longevity increment as shown in the schedules will be awarded at the beginning of eighteen (18) years of regular full-time continuous service in the District. Said payment shall be paid in the applicable pay periods following the July 1st after the employee reaches his/her eighteen (18) years of regular full-time continuous service in the District.

c. A longevity increment as shown in the schedules will be awarded at the beginning of twenty (20) years of regular full-time continuous service in the District. Said payment shall be paid in the applicable pay periods following the July 1st after the employee reaches his/her twenty (20) years of regular full-time continuous service in the District.

d. A longevity increment as shown in the schedules will be awarded at the beginning of twenty five (25) years of regular full-time continuous service in the District. Said payment shall be paid in the applicable pay periods following the July 1st after the employee reaches his/her twenty-five (25) years of regular full-time continuous service in the District.

e. These longevity amounts are included in the salary schedules in Appendix A.

f. Longevity increments for eligible part-time employees with 15, 18, 20, or 25 years of continuous service in the District are included in the salary schedules in Appendix A.

g. Effective July 1, 2012 and thereafter as noted above, the longevity schedules for the Association members shall be increased by the aforementioned across the board increases.

h. Unit members hired on or after May 1, 2019 shall be ineligible for longevity increment(s).

6. There shall be a twelve (12%) percent differential for night work. Night work is to consist of any hour within the eight (8) hour work day after 6:00 p.m. to 6:00 a.m.

7. Effective February 9, 2009, any employee designated as a substitute head custodian will receive twelve dollars (\$12.00) per day additional salary throughout the period of employment as a substitute head custodian. Effective September 6, 2011, any employee designated as a substitute head custodian will receive twenty dollars (\$20.00) per day additional salary throughout the period of employment as a substitute head custodian.

8. A \$1,100 differential will be paid to the Night Supervisor Post Road Bldg., Night Supervisor Palmer Avenue Bldg. and to the Night supervisor at the Hommocks School. These appointments will be made on an annual basis and shall be approved at the sole discretion of the Superintendent of Schools and/or his/her

designee. Effective July 1, 2009, a \$2,200 differential will be paid to the Night Supervisor Post Road Bldg., Night Supervisor Palmer Avenue Bldg. and to the Night supervisor at the Hommocks School. These appointments will be made on an annual basis and shall be approved at the sole discretion of the Superintendent of Schools and/or his/her designee.

9. Master Mechanic's License

Provided the District requests that an individual be licensed to perform certain job responsibilities associated with said license, an annual stipend in the amount of \$3,000 shall be paid to one (1) unit member who holds a valid Master Mechanic's license. Said Stipend shall be prorated in the event said unit member works less than a full school year and/or holds a valid Master Mechanic's license for less than a full school year. In order to be eligible for payment said license shall be submitted to the Business Office on an annual basis.

10. MHS Head Custodian

Effective July 1, 2023, \$10,000 shall be added to the base salary of the current incumbent in the Mamaroneck High School Head Custodian position. In the event the District determines, in its sole discretion, to create two separate Mamaroneck High School Head Custodian positions at any time in the future, said \$10,000 increase shall be removed from the base salary of the Mamaroneck High School Head Custodian position.

ARTICLE VII

A. Grievance Procedures

1. Definitions

A "grievance" shall mean a claim by an employee or employees that, as to him/her or them, there has been a violation or discriminatory application of the provisions of this Agreement, relating to salary, hours, and working conditions of the employees, except that the term "grievance" shall not apply to any matter as to which (1) the method or review is prescribed by law, or rule or regulation having the force or effect of law or (2) the Board is without authority to act.

2. Purpose

The purpose of this procedure is to secure equitable solutions, at the lowest possible administrative level, to the disputes which may arise as to matters set forth in paragraph 1 "Definitions".

Nothing herein contained shall be constructed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the Administration, and having his/her grievance adjusted without the intervention of the Association provided the adjustment is not inconsistent with the terms of this Agreement. The Association shall have the opportunity to be present and to state its views at any level in the Grievance Procedure beyond level one.

B. Formal Procedure

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

1. Level One - An aggrieved person shall first present his/her grievance in writing to the Director of School Facilities or his/her designee or the Supervisor of Transportation or his/her designee with the objective of resolving the matter informally, at which time the aggrieved person:

- a. May discuss the grievance personally and alone;
- b. May be accompanied, at his/her request by the Association's representative;
- c. May request the Association's representative to act on his/her behalf;
- d. An aggrieved employee must file his/her grievance in writing within fifteen (15) work days of the alleged violation of the Collective Bargaining Agreement.

2. Level Two - If the aggrieved person is not satisfied with the disposition of his/her grievance at Level One, or if no decision has been rendered within ten (10) school days after presentation

of the grievance, he/she may file the grievance in writing with the Association within five (5) school days after the grievance decision has been rendered at Level One, or within fifteen (15) school days after the grievance was presented at Level One, whichever is sooner. Such grievance shall then be filed by the Association if it desires to process it further with the Superintendent's office within five (5) school days after receiving such written grievance.

The Superintendent, or his/her designee, will represent the Administration at Level Two of the grievance procedure. The Superintendent, or his/her designee, will meet with the aggrieved person, or an Association representative, in an effort to resolve the grievance; such meeting will take place within ten (10) school days after receipt of the written grievance by the Superintendent.

3. Level Three - If the aggrieved person is not satisfied with the disposition of his/her grievance at Level Two, the aggrieved person may within ten (10) days after the date of the Administration's decision request the Association to submit his/her grievance to arbitration. If the Association, in accordance with its constitution and by-laws determines that the grievance is valid, it may submit the grievance to arbitration, under the terms hereinafter set forth within ten (10) school days after receipt of such request by the aggrieved person.

The parties agree that the selection of the arbitrator shall follow the voluntary rules of the American Arbitration Association. The cost for the services of the arbitrator, including per diem expenses, if any, and the actual and necessary travel and subsistence expenses shall be borne equally by the board and the Association. The decision of the arbitrator shall be final and binding on all parties.

ARTICLE VIII

A. Mediation and Appeal

For the purpose of impasse procedure, the applicable provisions of the Taylor Law shall be utilized.

An impasse in negotiations shall occur if the parties concur that they are at an impasse, or if they have failed to reach agreement on topics of negotiation within sixty (60) days prior to the first Tuesday in May. In the event of an impasse, a written statement on the nature of the impasse as the parties view it shall be circulated as rapidly as practicable to the members of the board, then to the Executive Board of the Association.

Within one (1) week after such circulation, a final negotiating session shall be held to attempt to reconcile differences. If the impasse persists, either party may request assistance under the provisions of the Public Employment Relations Board.

B. Agreement Provisions

1. a. There shall be no reprisals of any kind taken against any employee by reason of his/her membership in the Association or participation in its activities. Any and all disputes under this provision will be adjudicated by PERB in accordance with the Taylor Law.

b. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications will continue in full force and effect.

c. On matters contained herein, this Agreement constitutes Board and Association policy for the terms of said commitments contained herein and give them full force and effect as their policies. The Board will amend its Administrative Regulations and take such other action as may be necessary in order to give full force and effect to the provisions of this Agreement.

d. With specific authorization and when mutually agreed by the Association and the Board, the officers of the Association may request and receive a reasonable amount of time, free from assigned duties, for the purpose of conducting Association affairs. The Association president or his/her designee shall receive up to eight (8) paid days for the purpose of attending union-sponsored training sessions, seminars, conventions, etc., during the year.

ARTICLE IX - POLICIES AND REGULATIONS

A. 1. At the start of each school year, a complete copy of all Board policies and administrative procedures as accepted to date shall be placed on file in each principal's office of each school. Other copies shall be given to the Board members and be available at the Superintendent's office. Any employee is free to consult an available copy of the policies.

2. Custodians are directly responsible to the building principal who maintain final authority. It is acknowledged by the unit that the Director of School Facilities has supervisory authority over all custodians, including the participation in hiring and/or termination of employment.

B. All employees shall, at the start of each school year, be furnished with a complete copy of administrative rules and regulations pertaining to their particular school. These policies, rules and regulations shall be furnished in loose-leaf notebook form so that changes, additions and deletions may be conveniently inserted.

ARTICLE X - DURATION

The Association and the Superintendent agree to meet periodically during the term of this Agreement to discuss matters of mutual concern, and the Board or its representatives will bring to the attention of the Association at such meetings any contemplated changes which are of mutual concern and interest.

This Agreement will be effective as of July 1, 2023 and will continue and remain in force and effect until June 30, 2027, or until said negotiations for a successor Agreement are completed.

ARTICLE XI - PUBLICATION AND DISTRIBUTION

Copies of this Agreement shall be distributed by the Board of Education to all members of the Administrative staff and by the Association to all persons named in the recognition resolution included in this Agreement. Copies of this Agreement may also be made available to state and national organizations with which the Association or the Board or the Administration may be affiliated.

Copies may be distributed to School District officials on request. The cost of publication and distribution will be paid by the Board and the Association.

ARTICLE XII - CONCLUSION

In a field of collective negotiation which represents relatively new and unresolved problems, the parties will hopefully define the proper areas of interest on the part of the employees in their rates of pay and conditions of work while providing simultaneously

a mechanism for the Association to convey to the Board their views based on their knowledge and experience on matters of concern. It is anticipated that this Agreement provides terms and conditions for the joint relationship which will redound not only to the benefit of the Board and the Association, but more particularly to the student. At the same time, it makes clear that the Board has complete authority over the policies and administration of the school system which it exercises under the provisions of law and in the fulfilling of its responsibilities under this Agreement.

With such a definition of the respective rights and obligations of the parties, we are confident that the Agreement will thus provide the basis for making more effective and efficient the excellent school system of Mamaroneck.

Dated: As of May 9, 2023, Mamaroneck, New York

CSEA Union President

Superintendent of Schools

CSEA Labor Relations Specialist

ADDENDUM

The Association agrees to maintain its eligibility to represent all employees by continuing to admit employees to membership without discrimination on the basis of race, age, creed, color, national origin, sex or marital status and represent equally, all employees, without regard to membership or participation, or association with, activities of any employee organization.

The Board also agrees to continue its policy of not discriminating against any employee on the basis of race, age, creed, color, national origin, or sex. Employees have the right to join or not to join any organization for their vocational or economic improvement. Any membership in any organization shall not be required as a condition of employment.

It is understood that this provision shall not be subject to the grievance procedure as set forth in this Agreement.

**CUSTODIAL SALARIES
2023-24**

Employees hired before May 1, 2019	Cleaner	Custodian/ Groundsman/ Driver	Painter	Elem Head Cust/Hd Grndsmn	AV Tech. Mechanic	Head Mechanic	Bus Driver/ Mechanic	Middle School Head Custodian	High School Head Custodian Two-People	High School Head Custodian One-Person
STEP	A	C & G	J	K	M	O	S	T	U	V
A	\$39,527	\$46,320	\$55,999	\$54,361	\$56,970	\$63,477	\$51,159	\$63,591	\$58,110	\$68,110
B	\$41,725	\$48,893	\$59,112	\$57,380	\$60,134	\$67,006	\$54,001	\$66,820	\$61,341	\$71,341
1	\$43,919	\$51,468	\$62,223	\$60,398	\$63,299	\$70,530	\$56,845	\$70,047	\$64,567	\$74,567
2	\$46,247	\$53,865	\$64,730	\$62,867	\$65,811	\$73,074	\$59,285	\$72,560	\$67,080	\$77,080
3	\$48,572	\$56,265	\$67,244	\$65,342	\$68,322	\$75,611	\$61,737	\$75,071	\$69,592	\$79,592
4	\$50,898	\$58,661	\$69,750	\$67,815	\$70,829	\$78,150	\$64,196	\$77,575	\$72,041	\$82,041
5	\$53,221	\$61,057	\$72,259	\$70,292	\$73,339	\$80,694	\$66,643	\$80,091	\$74,612	\$84,612
6	\$55,544	\$63,460	\$74,764	\$72,772	\$75,845	\$83,228	\$69,093	\$82,606	\$77,126	\$87,126
7	\$57,870	\$65,855	\$77,277	\$75,241	\$78,357	\$85,773	\$71,540	\$85,120	\$79,641	\$89,641
8	\$60,194	\$68,253	\$79,781	\$77,718	\$80,862	\$88,315	\$74,001	\$87,634	\$82,154	\$92,154
9	\$61,097	\$69,277	\$80,978	\$78,884	\$82,074	\$89,640	\$75,111	\$88,949	\$83,386	\$93,386
10	\$62,014	\$70,317	\$82,193	\$80,067	\$83,305	\$90,984	\$76,238	\$90,283	\$84,637	\$94,637
11	\$62,944	\$71,371	\$83,426	\$81,267	\$84,555	\$92,349	\$77,381	\$91,638	\$85,906	\$95,906
12	\$63,888	\$72,441	\$84,677	\$82,487	\$85,824	\$93,734	\$78,542	\$93,012	\$87,195	\$97,195

Employees hired after April 30, 2019	Cleaner	Custodian/ Groundsman/ Driver	Painter	Elem Head Cust/Hd Grndsmn/ Bus Dispatch	Mechanic	Head Mechanic		Middle School Head Custodian	High School Head Custodian Two-People	High School Head Custodian One-Person
STEP	A2	C2	J2	K2	M2	O2		T2	U2	V2
1	\$44,692	\$50,676	\$59,235	\$57,703	\$60,037	\$65,571		\$65,066	\$60,997	\$70,997
2	\$45,362	\$51,437	\$60,124	\$58,568	\$60,938	\$66,555		\$66,042	\$61,912	\$71,912
3	\$46,043	\$52,208	\$61,026	\$59,448	\$61,852	\$67,553		\$67,032	\$62,840	\$72,840
4	\$46,734	\$52,991	\$61,942	\$60,339	\$62,780	\$68,566		\$68,038	\$63,783	\$73,783
5	\$47,435	\$53,786	\$62,870	\$61,244	\$63,721	\$69,595		\$69,058	\$64,739	\$74,739
6	\$48,146	\$54,592	\$63,813	\$62,163	\$64,677	\$70,639		\$70,094	\$65,710	\$75,710
7	\$48,868	\$55,412	\$64,770	\$63,095	\$65,647	\$71,698		\$71,146	\$66,697	\$76,697
8	\$49,602	\$56,243	\$65,742	\$64,042	\$66,633	\$72,774		\$72,213	\$67,697	\$77,697
9	\$50,346	\$57,086	\$66,728	\$65,003	\$67,631	\$73,865		\$73,296	\$68,712	\$78,712
10	\$51,101	\$57,942	\$67,729	\$65,978	\$68,646	\$74,973		\$74,396	\$69,744	\$79,744
11	\$51,867	\$58,811	\$68,745	\$66,967	\$69,676	\$76,098		\$75,512	\$70,789	\$80,789
12	\$52,645	\$59,693	\$69,776	\$67,972	\$70,721	\$77,240		\$76,644	\$71,851	\$81,851
13	\$53,435	\$60,589	\$70,823	\$69,195	\$71,781	\$78,398		\$77,794	\$72,929	\$82,929
14	\$54,236	\$61,498	\$71,886	\$70,226	\$72,859	\$79,574		\$78,961	\$74,022	\$84,022
15	\$55,050	\$62,421	\$72,964	\$71,077	\$73,951	\$80,768		\$80,145	\$75,133	\$85,133
16	\$55,876	\$63,357	\$74,058	\$72,143	\$75,061	\$81,979		\$81,347	\$76,260	\$86,260
17	\$56,714	\$64,307	\$75,169	\$73,225	\$76,187	\$83,209		\$82,568	\$77,404	\$87,404
18	\$57,565	\$65,272	\$76,296	\$74,323	\$77,329	\$84,457		\$83,806	\$78,566	\$88,566
19	\$58,429	\$66,251	\$77,440	\$75,438	\$78,489	\$85,724		\$85,063	\$79,744	\$89,744
20	\$59,305	\$67,245	\$78,602	\$76,569	\$79,666	\$87,009		\$86,339	\$80,940	\$90,940
21	\$60,194	\$68,253	\$79,781	\$77,718	\$80,862	\$88,315		\$87,634	\$82,154	\$92,154
22	\$61,097	\$69,277	\$80,978	\$78,884	\$82,074	\$89,640		\$88,949	\$83,386	\$93,386
23	\$62,014	\$70,317	\$82,193	\$80,067	\$83,305	\$90,984		\$90,283	\$84,637	\$94,637
24	\$62,944	\$71,371	\$83,426	\$81,267	\$84,555	\$92,349		\$91,638	\$85,906	\$95,906
25	\$63,888	\$72,441	\$84,677	\$82,487	\$85,824	\$93,734		\$93,012	\$87,195	\$97,195

Years	Longevity
15	\$740
16	\$740
17	\$740
18	\$1,617
19	\$1,617
20	\$2,795
21	\$2,795
22	\$2,795
23	\$2,795
24	\$2,795
25	\$3,836
26	\$3,836
27	\$3,836
28	\$3,836
29	\$3,836
30	\$3,836
31	\$3,836
32	\$3,836
33	\$3,836
34	\$3,836
35	\$3,836
36	\$3,836
37	\$3,836
38	\$3,836
39	\$3,836
40	\$3,836

**CUSTODIAL SALARIES
2024-25**

Employees hired before May 1, 2019	Cleaner	Custodian/ Groundsman/ Driver	Painter	Elem Head Cust/Hd Grndsmn	AV Tech. Mechanic	Head Mechanic	Bus Driver/ Mechanic	Middle School Head Custodian	High School Head Cust Two-People	High School Head Cust One-Person
STEP	A	C & G	J	K	M	O	S	T	U	V
A	\$40,219	\$47,131	\$56,979	\$55,312	\$57,967	\$64,587	\$52,054	\$64,704	\$59,127	\$69,302
B	\$42,455	\$49,748	\$60,147	\$58,384	\$61,186	\$68,178	\$54,946	\$67,990	\$62,414	\$72,589
1	\$44,688	\$52,369	\$63,312	\$61,455	\$64,407	\$71,764	\$57,839	\$71,273	\$65,697	\$75,872
2	\$47,056	\$54,808	\$65,863	\$63,967	\$66,963	\$74,353	\$60,323	\$73,830	\$68,254	\$78,429
3	\$49,422	\$57,250	\$68,420	\$66,486	\$69,517	\$76,934	\$62,817	\$76,385	\$70,809	\$80,984
4	\$51,789	\$59,688	\$70,970	\$69,001	\$72,068	\$79,518	\$65,319	\$78,933	\$73,301	\$83,476
5	\$54,152	\$62,126	\$73,523	\$71,522	\$74,622	\$82,106	\$67,809	\$81,493	\$75,918	\$86,093
6	\$56,516	\$64,571	\$76,072	\$74,045	\$77,172	\$84,684	\$70,302	\$84,051	\$78,476	\$88,651
7	\$58,882	\$67,008	\$78,630	\$76,558	\$79,729	\$87,274	\$72,792	\$86,610	\$81,034	\$91,209
8	\$61,248	\$69,448	\$81,178	\$79,078	\$82,277	\$89,860	\$75,296	\$89,168	\$83,592	\$93,767
9	\$62,166	\$70,490	\$82,395	\$80,264	\$83,511	\$91,208	\$76,425	\$90,506	\$84,845	\$95,020
10	\$63,099	\$71,547	\$83,631	\$81,468	\$84,763	\$92,576	\$77,572	\$91,863	\$86,118	\$96,293
11	\$64,046	\$72,620	\$84,886	\$82,690	\$86,035	\$93,965	\$78,735	\$93,241	\$87,410	\$97,585
12	\$65,006	\$73,709	\$86,159	\$83,931	\$87,326	\$95,374	\$79,917	\$94,639	\$88,721	\$98,896

Employees hired after April 30, 2019	Cleaner	Custodian/ Groundsman/ Driver	Painter	Elem Head Cust/Hd Grndsmn /Bus Disp	Mechanic	Head Mechanic		Middle School Head Custodian	High School Head Cust Two-People	High School Head Cust One-Person
STEP	A2	C2	J2	K2	M2	O2		T2	U2	V2
1	\$45,474	\$51,562	\$60,272	\$58,713	\$61,088	\$66,718		\$66,204	\$62,064	\$72,239
2	\$46,156	\$52,337	\$61,176	\$59,593	\$62,004	\$67,720		\$67,198	\$62,995	\$73,170
3	\$46,849	\$53,121	\$62,094	\$60,488	\$62,934	\$68,735		\$68,205	\$63,940	\$74,115
4	\$47,552	\$53,918	\$63,026	\$61,395	\$63,879	\$69,766		\$69,229	\$64,899	\$75,074
5	\$48,265	\$54,727	\$63,970	\$62,316	\$64,837	\$70,813		\$70,267	\$65,872	\$76,047
6	\$48,989	\$55,548	\$64,930	\$63,251	\$65,809	\$71,875		\$71,321	\$66,860	\$77,035
7	\$49,723	\$56,381	\$65,903	\$64,199	\$66,796	\$72,953		\$72,391	\$67,864	\$78,039
8	\$50,470	\$57,227	\$66,893	\$65,162	\$67,799	\$74,047		\$73,477	\$68,882	\$79,057
9	\$51,227	\$58,085	\$67,896	\$66,140	\$68,815	\$75,158		\$74,579	\$69,915	\$80,090
10	\$51,995	\$58,956	\$68,914	\$67,132	\$69,847	\$76,285		\$75,698	\$70,964	\$81,139
11	\$52,775	\$59,840	\$69,948	\$68,139	\$70,896	\$77,430		\$76,833	\$72,028	\$82,203
12	\$53,567	\$60,738	\$70,997	\$69,161	\$71,958	\$78,591		\$77,985	\$73,108	\$83,283
13	\$54,370	\$61,649	\$72,062	\$70,406	\$73,038	\$79,770		\$79,156	\$74,205	\$84,380
14	\$55,186	\$62,574	\$73,144	\$71,252	\$74,134	\$80,967		\$80,343	\$75,318	\$85,493
15	\$56,014	\$63,513	\$74,241	\$72,321	\$75,245	\$82,181		\$81,548	\$76,448	\$86,623
16	\$56,853	\$64,466	\$75,354	\$73,405	\$76,374	\$83,414		\$82,771	\$77,595	\$87,770
17	\$57,707	\$65,432	\$76,484	\$74,506	\$77,520	\$84,665		\$84,013	\$78,758	\$88,933
18	\$58,572	\$66,414	\$77,631	\$75,624	\$78,683	\$85,935		\$85,273	\$79,940	\$90,115
19	\$59,451	\$67,410	\$78,796	\$76,758	\$79,863	\$87,224		\$86,552	\$81,139	\$91,314
20	\$60,343	\$68,421	\$79,978	\$77,909	\$81,060	\$88,532		\$87,850	\$82,357	\$92,532
21	\$61,248	\$69,448	\$81,178	\$79,078	\$82,277	\$89,860		\$89,168	\$83,592	\$93,767
22	\$62,166	\$70,490	\$82,395	\$80,264	\$83,511	\$91,208		\$90,506	\$84,845	\$95,020
23	\$63,099	\$71,547	\$83,631	\$81,468	\$84,763	\$92,576		\$91,863	\$86,118	\$96,293
24	\$64,046	\$72,620	\$84,886	\$82,690	\$86,035	\$93,965		\$93,241	\$87,410	\$97,585
25	\$65,006	\$73,709	\$86,159	\$83,931	\$87,326	\$95,374		\$94,639	\$88,721	\$98,896

Years	Longevity
15	\$752
16	\$752
17	\$752
18	\$1,645
19	\$1,645
20	\$2,844
21	\$2,844
22	\$2,844
23	\$2,844
24	\$2,844
25	\$3,903
26	\$3,903
27	\$3,903
28	\$3,903
29	\$3,903
30	\$3,903
31	\$3,903
32	\$3,903
33	\$3,903
34	\$3,903
35	\$3,903
36	\$3,903
37	\$3,903
38	\$3,903
39	\$3,903
40	\$3,903

**CUSTODIAL SALARIES
2025-26**

Employees hired before May 1, 2019	Cleaner	Custodian/ Groundsman/ Driver	Painter	Elem Head Cust/Hd Grndsmn	AV Tech. Mechanic	Head Mechanic	Bus Driver/ Mech	Middle School Head Cust	High School Head Cust Two- People	High School Head Cust One- Person
STEP	A	C & G	J	K	M	O	S	T	U	V
A	\$40,923	\$47,956	\$57,976	\$56,280	\$58,981	\$65,718	\$52,965	\$65,836	\$60,162	\$70,515
B	\$43,198	\$50,619	\$61,199	\$59,406	\$62,257	\$69,372	\$55,907	\$69,179	\$63,506	\$73,860
1	\$45,470	\$53,285	\$64,420	\$62,531	\$65,534	\$73,020	\$58,852	\$72,521	\$66,847	\$77,200
2	\$47,880	\$55,767	\$67,016	\$65,086	\$68,135	\$75,654	\$61,379	\$75,122	\$69,449	\$79,802
3	\$50,287	\$58,252	\$69,618	\$67,649	\$70,734	\$78,280	\$63,916	\$77,721	\$72,049	\$82,402
4	\$52,695	\$60,732	\$72,212	\$70,209	\$73,329	\$80,910	\$66,462	\$80,314	\$74,584	\$84,937
5	\$55,100	\$63,213	\$74,810	\$72,774	\$75,928	\$83,543	\$68,996	\$82,919	\$77,246	\$87,599
6	\$57,505	\$65,701	\$77,404	\$75,341	\$78,523	\$86,166	\$71,532	\$85,522	\$79,849	\$90,202
7	\$59,913	\$68,180	\$80,006	\$77,898	\$81,124	\$88,801	\$74,066	\$88,125	\$82,452	\$92,805
8	\$62,320	\$70,663	\$82,598	\$80,462	\$83,716	\$91,433	\$76,614	\$90,728	\$85,054	\$95,407
9	\$63,254	\$71,723	\$83,837	\$81,669	\$84,972	\$92,804	\$77,763	\$92,090	\$86,330	\$96,683
10	\$64,203	\$72,799	\$85,095	\$82,894	\$86,247	\$94,196	\$78,930	\$93,471	\$87,625	\$97,978
11	\$65,167	\$73,891	\$86,371	\$84,137	\$87,540	\$95,609	\$80,113	\$94,873	\$88,939	\$99,293
12	\$66,143	\$74,999	\$87,667	\$85,400	\$88,854	\$97,043	\$81,315	\$96,296	\$90,273	\$100,626

Employees hired after April 30, 2019	Cleaner	Custodian/ Groundsman/ Driver	Painter	Elem Head Cust/Hd Grndsmn/ Bus Dispatch	Mechanic	Head Mechanic		Middle School Head Cust	High School Head Cust Two-People	High School Head Cust One-Person
STEP	A2	C2	J2	K2	M2	O2		T2	U2	V2
1	\$46,270	\$52,465	\$61,327	\$59,741	\$62,157	\$67,886		\$67,363	\$63,151	\$73,504
2	\$46,964	\$53,253	\$62,247	\$60,636	\$63,089	\$68,905		\$68,374	\$64,098	\$74,451
3	\$47,668	\$54,051	\$63,180	\$61,547	\$64,036	\$69,938		\$69,399	\$65,059	\$75,412
4	\$48,384	\$54,862	\$64,128	\$62,469	\$64,997	\$70,987		\$70,440	\$66,035	\$76,388
5	\$49,110	\$55,685	\$65,089	\$63,406	\$65,971	\$72,052		\$71,496	\$67,025	\$77,378
6	\$49,846	\$56,520	\$66,066	\$64,358	\$66,961	\$73,133		\$72,569	\$68,030	\$78,383
7	\$50,594	\$57,368	\$67,057	\$65,323	\$67,965	\$74,229		\$73,658	\$69,052	\$79,405
8	\$51,353	\$58,229	\$68,063	\$66,303	\$68,985	\$75,343		\$74,763	\$70,088	\$80,441
9	\$52,124	\$59,102	\$69,084	\$67,298	\$70,019	\$76,473		\$75,884	\$71,138	\$81,491
10	\$52,905	\$59,988	\$70,120	\$68,307	\$71,070	\$77,620		\$77,022	\$72,206	\$82,559
11	\$53,698	\$60,888	\$71,172	\$69,331	\$72,136	\$78,785		\$78,178	\$73,288	\$83,641
12	\$54,504	\$61,801	\$72,240	\$70,372	\$73,218	\$79,967		\$79,350	\$74,388	\$84,741
13	\$55,321	\$62,728	\$73,323	\$71,638	\$74,316	\$81,166		\$80,541	\$75,504	\$85,857
14	\$56,151	\$63,669	\$74,424	\$72,498	\$75,431	\$82,384		\$81,749	\$76,636	\$86,989
15	\$56,994	\$64,625	\$75,540	\$73,586	\$76,562	\$83,619		\$82,975	\$77,786	\$88,139
16	\$57,848	\$65,594	\$76,673	\$74,690	\$77,711	\$84,874		\$84,219	\$78,953	\$89,306
17	\$58,716	\$66,577	\$77,823	\$75,810	\$78,877	\$86,146		\$85,483	\$80,137	\$90,490
18	\$59,597	\$67,576	\$78,990	\$76,947	\$80,059	\$87,439		\$86,765	\$81,339	\$91,692
19	\$60,492	\$68,590	\$80,175	\$78,102	\$81,260	\$88,750		\$88,066	\$82,559	\$92,912
20	\$61,399	\$69,619	\$81,377	\$79,273	\$82,479	\$90,081		\$89,387	\$83,798	\$94,151
21	\$62,320	\$70,663	\$82,598	\$80,462	\$83,716	\$91,433		\$90,728	\$85,054	\$95,407
22	\$63,254	\$71,723	\$83,837	\$81,669	\$84,972	\$92,804		\$92,090	\$86,330	\$96,683
23	\$64,203	\$72,799	\$85,095	\$82,894	\$86,247	\$94,196		\$93,471	\$87,625	\$97,978
24	\$65,167	\$73,891	\$86,371	\$84,137	\$87,540	\$95,609		\$94,873	\$88,939	\$99,293
25	\$66,143	\$74,999	\$87,667	\$85,400	\$88,854	\$97,043		\$96,296	\$90,273	\$100,626

Years	Longevity
15	\$766
16	\$766
17	\$766
18	\$1,674
19	\$1,674
20	\$2,893
21	\$2,893
22	\$2,893
23	\$2,893
24	\$2,893
25	\$3,972
26	\$3,972
27	\$3,972
28	\$3,972
29	\$3,972
30	\$3,972
31	\$3,972
32	\$3,972
33	\$3,972
34	\$3,972
35	\$3,972
36	\$3,972
37	\$3,972
38	\$3,972
39	\$3,972
40	\$3,972

**CUSTODIAL SALARIES
2026-27**

Employees hired before May 1, 2019	Cleaner	Custodian/ Groundsman/ Driver	Painter	Elem Head Cust/Hd Grndsmn	AV Tech. Mechanic	Head Mechanic	Bus Driver/ Mechanic	Middle School Head Cust	High School Head Cust Two- People	High School Head Cust One- Person
STEP	A	C & G	J	K	M	O	S	T	U	V
A	\$41,741	\$48,915	\$59,136	\$57,406	\$60,161	\$67,032	\$54,025	\$67,153	\$61,365	\$71,925
B	\$44,062	\$51,631	\$62,423	\$60,594	\$63,502	\$70,759	\$57,026	\$70,563	\$64,777	\$75,337
1	\$46,379	\$54,351	\$65,708	\$63,781	\$66,845	\$74,480	\$60,029	\$73,971	\$68,184	\$78,744
2	\$48,837	\$56,882	\$68,356	\$66,388	\$69,498	\$77,167	\$62,606	\$76,624	\$70,838	\$81,398
3	\$51,293	\$59,417	\$71,010	\$69,002	\$72,148	\$79,846	\$65,195	\$79,276	\$73,490	\$84,050
4	\$53,749	\$61,947	\$73,656	\$71,613	\$74,796	\$82,528	\$67,791	\$81,920	\$76,076	\$86,636
5	\$56,202	\$64,477	\$76,306	\$74,230	\$77,447	\$85,214	\$70,376	\$84,578	\$78,791	\$89,351
6	\$58,655	\$67,015	\$78,952	\$76,848	\$80,093	\$87,890	\$72,963	\$87,233	\$81,446	\$92,006
7	\$61,111	\$69,544	\$81,606	\$79,456	\$82,746	\$90,577	\$75,547	\$89,888	\$84,101	\$94,662
8	\$63,566	\$72,076	\$84,250	\$82,071	\$85,391	\$93,261	\$78,146	\$92,543	\$86,755	\$97,316
9	\$64,519	\$73,158	\$85,514	\$83,302	\$86,671	\$94,661	\$79,318	\$93,931	\$88,057	\$98,617
10	\$65,488	\$74,255	\$86,796	\$84,552	\$87,972	\$96,080	\$80,508	\$95,340	\$89,377	\$99,937
11	\$66,470	\$75,369	\$88,099	\$85,819	\$89,291	\$97,521	\$81,716	\$96,771	\$90,718	\$101,278
12	\$67,466	\$76,499	\$89,420	\$87,108	\$90,631	\$98,984	\$82,941	\$98,222	\$92,079	\$102,639

Employees hired after April 30, 2019	Cleaner	Custodian/ Groundsman/ Driver	Painter	Elem Head Cust/Hd Grndsmn/ Bus Dispatch	Mechanic	Head Mechanic		Middle School Head Cust	High School Head Cust Two-People	High School Head Cust One-Person
STEP	A2	C2	J2	K2	M2	O2		T2	U2	V2
1	\$47,196	\$53,514	\$62,553	\$60,936	\$63,400	\$69,243		\$68,710	\$64,414	\$74,974
2	\$47,903	\$54,318	\$63,492	\$61,849	\$64,351	\$70,283		\$69,741	\$65,380	\$75,940
3	\$48,622	\$55,132	\$64,444	\$62,777	\$65,316	\$71,336		\$70,787	\$66,360	\$76,920
4	\$49,352	\$55,959	\$65,411	\$63,719	\$66,296	\$72,407		\$71,849	\$67,355	\$77,915
5	\$50,092	\$56,798	\$66,391	\$64,674	\$67,291	\$73,493		\$72,926	\$68,366	\$78,926
6	\$50,843	\$57,650	\$67,388	\$65,645	\$68,300	\$74,596		\$74,021	\$69,391	\$79,951
7	\$51,605	\$58,515	\$68,398	\$66,629	\$69,324	\$75,714		\$75,131	\$70,433	\$80,993
8	\$52,380	\$59,393	\$69,424	\$67,629	\$70,365	\$76,850		\$76,258	\$71,489	\$82,049
9	\$53,166	\$60,284	\$70,466	\$68,644	\$71,419	\$78,003		\$77,402	\$72,561	\$83,121
10	\$53,963	\$61,188	\$71,523	\$69,673	\$72,491	\$79,172		\$78,563	\$73,650	\$84,210
11	\$54,772	\$62,105	\$72,596	\$70,718	\$73,579	\$80,361		\$79,741	\$74,754	\$85,314
12	\$55,594	\$63,037	\$73,684	\$71,779	\$74,682	\$81,566		\$80,937	\$75,875	\$86,435
13	\$56,428	\$63,983	\$74,790	\$73,071	\$75,802	\$82,789		\$82,152	\$77,014	\$87,574
14	\$57,274	\$64,942	\$75,912	\$73,948	\$76,940	\$84,031		\$83,384	\$78,169	\$88,729
15	\$58,134	\$65,917	\$77,051	\$75,058	\$78,093	\$85,292		\$84,635	\$79,342	\$89,902
16	\$59,005	\$66,906	\$78,206	\$76,183	\$79,265	\$86,571		\$85,903	\$80,532	\$91,092
17	\$59,891	\$67,909	\$79,379	\$77,326	\$80,454	\$87,869		\$87,193	\$81,739	\$92,299
18	\$60,789	\$68,928	\$80,570	\$78,486	\$81,661	\$89,188		\$88,500	\$82,966	\$93,526
19	\$61,701	\$69,962	\$81,778	\$79,664	\$82,885	\$90,525		\$89,827	\$84,210	\$94,770
20	\$62,627	\$71,011	\$83,005	\$80,858	\$84,128	\$91,883		\$91,175	\$85,474	\$96,034
21	\$63,566	\$72,076	\$84,250	\$82,071	\$85,391	\$93,261		\$92,543	\$86,755	\$97,316
22	\$64,519	\$73,158	\$85,514	\$83,302	\$86,671	\$94,661		\$93,931	\$88,057	\$98,617
23	\$65,488	\$74,255	\$86,796	\$84,552	\$87,972	\$96,080		\$95,340	\$89,377	\$99,937
24	\$66,470	\$75,369	\$88,099	\$85,819	\$89,291	\$97,521		\$96,771	\$90,718	\$101,278
25	\$67,466	\$76,499	\$89,420	\$87,108	\$90,631	\$98,984		\$98,222	\$92,079	\$102,639

Years	Longevity
15	\$781
16	\$781
17	\$781
18	\$1,707
19	\$1,707
20	\$2,951
21	\$2,951
22	\$2,951
23	\$2,951
24	\$2,951
25	\$4,051
26	\$4,051
27	\$4,051
28	\$4,051
29	\$4,051
30	\$4,051
31	\$4,051
32	\$4,051
33	\$4,051
34	\$4,051
35	\$4,051
36	\$4,051
37	\$4,051
38	\$4,051
39	\$4,051
40	\$4,051