AGREEMENT

BY AND BETWEEN THE

BOARD OF EDUCATION
OF THE
HASTINGS-ON-HUDSON
UNION FREE
SCHOOL DISTRICT

AND THE

CIVIL SERVICE
EMPLOYEES ASSOCIATION, INC.
Local 1000, AFSME, AFL-CIO

CSEA
HASTINGS ASSOCIATION OF OFFICE AND AUXILIARY
PERSONNEL UNIT
WESTCHESTER COUNTY LOCAL 860

JULY 1, 2025 - JUNE 30, 2028

TABLE OF CONTENTS

ARTICLE 1 THE AGREEMENT 1
1.1 Definitions 1
1.2 Appropriate Unit 1

ARTICLE 2 RECOGNITION 1

ARTICLE 3 EMPLOYEE ORGANIZATIONAL RIGHTS 1
3.1 Payroll Deductions 1
3.2 Remittance 2
3.3 Representative Rights 2
3.4 Bulletin Board 2
3.5 Meeting Space 2
3.6 Access to Employees 2
3.7 Board Meetings 3
3.8 Organizational Leave 3
3.9 Mentor Program 3

ARTICLE 4 WORK YEAR - WORK DAY 3
4.1 Work Year 3
4.2 Working Day/Timekeeping 4
4.3 School Delays 4

ARTICLE 5 OVERTIME 5
5.1 Overtime 5
5.2 Field Trips and Overnight Trips 5

ARTICLE 6 OUT OF TITLE PAY 5

ARTICLE 7 COMPENSATION 5
7.1 Compensation 5
7.2 Placement on Salary Schedule 6
7.3 Salary Payment Schedule 6
7.4 Longevity Payments 6
7.5 Broken Eyeglasses 7
7.6 Evaluation 7

ARTICLE 8 HEALTH INSURANCE 7
8.1 Health Insurance 7
8.2 Retirees 9
8.3 Life Insurance 10
8.4 Section 125 Plan 10

ARTICLE 9 EMPLOYEE BENEFIT FUND 10
9.1 Employee Benefit Fund 10
9.2 Vision Plan 10

ARTICLE 10 RETIREMENT 10

ARTICLE 11 HOLIDAYS 11

ARTICLE 12 VACATION WITH PAY (11 &12 MONTH EMPLOYEES) 11
12.1 Vacation Schedule 11
12.2 12 Month Employees 11
12.3 11 Month Employees 11

ARTICLE 13 SICK LEAVE 12
13.1 Sick Leave 12
13.2 Sick Leave Bank 13
13.3 Sickness in Family 14
13.4 Sick Incentive 14
13.5 Half or Full Day, Hourly Increments 14

ARTICLE 14 PERSONAL LEAVE 15

ARTICLE 15 BEREAVEMENT LEAVE 15

ARTICLE 16 SEVERANCE LEAVE PAY 16

ARTICLE 17 CIVIL SERVICE PROTECTION 16
17.1 Civil Service Protection 16
17.2 Layoff or Displacement 16

ARTICLE 18 VACANCIES 16
18.1 Vacancies 16
18.2 Employee Preference and Seniority 16

ARTICLE 19 WORKERS' COMPENSATION 17

ARTICLE 20 LEAVE OF ABSENCE 17
20.1 Requests 17
20.2 Extended Leave 18

ARTICLE 21 CHILD CARE LEAVE 18

ARTICLE 22 PERSONNEL FILE 18

ARTICLE 23 DEFINITION OF PART TIME 18
23.1 Definition 18
23.2 Part Time Employees 19

ARTICLE 24 JURY DUTY: MILEAGE REIMBURSEMENT 19
24.1 Jury Duty 19
24.2 Mileage Reimbursement..... 19

ARTICLE 25 GRIEVANCE PROCEDURE 19
25.1 Preamble 19
25.2 Definitions..... 20
25.3 Procedures 20

ARTICLE 26 IMPLEMENTATION CLAUSE 23

ARTICLE 27 TERM OF AGREEMENT 24

ARTICLE 28 LABOR MANAGEMENT COMMITTEE 24

ARTICLE 29 SERVICE PAY 24

ARTICLE 30 CONTINUING EDUCATION 24

ARTICLE 31 TEACHER ASSISTANTS.....25

ARTICLE 1
THE AGREEMENT

1.1 Definitions

Definitions as used herein, the following terms shall have these meanings:
"Employer" means the Hastings-on-Hudson Board of Education.
"Union" means the Civil Service Employees Association, Local 1000 AFSCME AFL-CIO for the Hastings Association of Office and Auxiliary Personnel.

1.2 Appropriate Unit

The Appropriate Employer-Employee negotiating unit to which this Agreement applies consists of all employees of the Board of Education listed on the attached salary schedule, except those employees designated as confidential by PERB.

ARTICLE 2
RECOGNITION

2.

The Board recognizes C.S.E.A. as the exclusive representative for collective negotiations with respect to salaries, hours and other terms and conditions of employment.

ARTICLE 3
EMPLOYEE ORGANIZATIONAL RIGHTS

3.1 Payroll Deductions

C.S.E.A. shall have exclusive payroll deductions of membership dues.

The Civil Service Employees Association, Inc., having been recognized or certified as the exclusive representative of employees within the bargaining unit represented by this Agreement shall have deductions made from the wage or salary of employees of said bargaining unit who are not members of the Civil Service Employees Association, Inc., the amount equivalent to the dues levied by the Civil Service Employees Association, Inc. The District shall make such deductions and transmit the amount so deducted, along

with a listing of such employees to: Civil Service Employees Association, Inc., 143 Washington Avenue, Albany, New York, 12210.C.S.E.A. hereby holds the School District harmless for any funds deducted and transmitted pursuant to this provision and to indemnify the School District from any liability resulting from such deductions. The C.S.E.A. hereby represents that it has instituted a lawful rebate procedure which complies with all statutory and constitutional mandates. If for any reason said rebate procedure is deemed unlawful by a Court of competent jurisdiction, the School District shall no longer have an obligation to deduct agency shop until such time as C.S.E.A.'s rebate procedure is deemed lawful by an appropriate authority.

3.2 Remittance

Dues will be deducted each payroll period and will be transmitted to the Union at its designated address.

3.3 Representative Rights

Employees shall have the right to be represented by the Union, to negotiate collectively with the Employer in the determination of their wages, hours, and terms and conditions of employment and the administration of grievance.

3.4 Bulletin Board

The Board will provide a reasonable amount of exclusive bulletin board space in each building for the purpose of posting bulletins, notices and material issued by the C.S.E.A.

3.5 Meeting Space

Where there is appropriate available meeting space in buildings owned by the Board it shall be offered to C.S.E.A. for specific meetings, provided that request for the use of such space is made in advance in accordance with Board policy.

3.6 Access to Employees

C.S.E.A. representatives shall have access to individual employees and facilities subject to the approval of the Building Supervisor to explain C.S.E.A. membership, services and programs, and to administer the terms of this Agreement. Such access shall not interfere in any way with an employee's work obligations.

3.7 Board Meetings

The C.S.E.A. Unit President shall be furnished with the date, time, place and agenda of all Board Meetings. This will be available in the Board of Education Office or sent through inter-office mail.

3.8 Organizational Leave

C.S.E.A. delegates shall be granted organizational leave with pay to attend C.S.E.A. conventions, seminars and conferences. Personal Leave days may be used for this purpose.

3.9 Mentor Program

Mentor program for all newly hired or newly assigned Unit members. The compensation will be $500 per half year (16 hours). Mentoring sessions will be outside of the working hours, but may be done on Superintendent Conference Days, half days and/or lunch time.

ARTICLE 4
WORK YEAR - WORK DAY

4.1 Work Year

All 10-month members covered under this Agreement will work in conformance with the school teacher calendar, work will end on the last day for the teachers.
All 11- and 12-month members to end on June 30th. Three vacation days will be added to the bank. These days may be carried over.

For calculation of daily or bi-weekly payroll purposes, the work year shall be defined as follows:

10 months shall equal 200 days
11 months shall equal 220 days
12 months shall equal 240 days

The Districts current practices with respect to payment of salary for work during the recess periods shall be continued.

The work year will not begin prior to teachers for ten (10) month employees.

Summer work shall first be offered to members of the bargaining unit.

4.2 Working Day

The full working day for 11- and 12-month office staff shall be seven (7) hours from September 1 through last day in June for the teachers. The summer working day for office staff will be six (6) hours from July 1 through August 31.

It is agreed that all full-time employees working 5 hours or more are entitled to a regularly scheduled lunch period. Lunch time will be scheduled according to assignment and number of working hours (i.e. 30 or 60 minutes). Furthermore, the District will ensure that teacher aides and teacher assistants at all schools receive a 40-minute lunch break, with 10 minutes of this time covered by the District. These measures are intended to improve accountability, maintain workplace efficiency, and support employee well-being.

Employee Timekeeping

For both security purposes and to ensure that employees are beginning and ending their workdays in accordance with contractual obligations, all Association members will be required to sign in upon arrival at their building each day. This sign-in process will take place either at the main office or through new ID badge check-ins at designated entry points. Additionally, to accurately track extra earnings, a new electronic time clock system will be implemented for logging any extra hours worked. In locations where a time clock is not available, employees must send an email to the Business Official at the time the extra work is performed, specifying the hours worked. The District acknowledges reasonable variances in work schedules of up to 20 minutes over a five-day work week, including lunch.

4.3 School Delays

In the event there is a delay in the opening of school for students, as a result of the weather or other unforeseen event, all employees of the bargaining unit will be able to start on the delayed schedule.

On delayed opening days, Unit Members that are requested to come in at their regularly scheduled time, will be compensated one-for-one.

ARTICLE 5
OVERTIME

5.1 Overtime

Any employee who is assigned to work in excess of forty hours shall be paid at the rate of time and one-half of all hours worked or may, at the discretion of the employee, accrue compensatory time off at the same rate. Such accrued compensatory time may not exceed 240 hours. Employees who are assigned to work beyond their normal work week but do not exceed forty hours will be compensated at straight time for all such hours. Employees will have the option of refusing to work overtime.

5.2 Field Trips and Overnight Trips

Field Trips:
When a nurse is required to go on a field trip, s/he will receive regular compensation for the first seven (7) hours of work. Any time over the 7 hours, s/he will receive overtime payment (time and one-half).

Overnight Trips:
When a nurse is required to go on an overnight trip lasting two days/one night or more, s/he will receive 7 hours of regular pay for each day, teachers chaperone stipend for each day, and a compensatory day (7 hours) for each trip.

ARTICLE 6
OUT OF TITLE PAY

6.

When an employee is directed to perform substantial duties of a higher classification for a period of ten consecutive workdays, said employee shall, commencing with the eleventh (11) consecutive work day, be paid at least the lowest rate currently paid in such classification, or at least one increment step in the higher classification above the employee's current rate, whichever is higher.

ARTICLE 7
COMPENSATION

7.1 Compensation

Effective July 1, 2025, each step of the salary schedule in effect shall reflect a 3.00% increase. All bargaining members on top step will receive a one-

time $500 non-recurring payment. Any employee due an increment shall advance accordingly. An increase of $1,200 per step to Column 1A.

Effective July 1, 2026, each step of the salary schedule in effect shall reflect a 3.00% increase. Any employee due an increment shall advance accordingly. An increase of $400 per step to Column 1A.

Effective July 1, 2027, each step of the salary schedule shall reflect a 3.00% increase. An increase of $400 per step to Column 1A.

7.2 Placement on Salary Schedule

Based upon experience, new employees may be hired up to step four (4) on the salary schedule. A new employee may be hired on step five (5) or above if his/her qualifications, training and experience, in the reasonable opinion of the district, justify such placement on the salary schedule.

Promotions: Whenever a person is promoted from one classification to a higher classification, that person shall be moved to a corresponding salary on the salary guide for the higher classification. On promotion, the minimum amount of salary increase shall be $200 or the nearest step thereafter.

7.3 Salary Payment Schedule

Ten-month employees are paid 1/22nd of their annual salary every other week from September through June. A ten-month employee will have the option to elect a 26 pay schedule.

7.4 Longevity Payments

Effective July 1, 2025, a longevity increment shall be granted as follows:

After nine years of service	$ 1,819
After fourteen years of service	$ 1,948
After nineteen years of service	$ 2,075
After twenty-four years of service	$ 2,327

Effective July 1, 2026, a longevity increment shall be granted as follows:

After nine years of service	$ 1,874
After fourteen years of service	$ 2,006
After nineteen years of service	$ 2,137
After twenty-four years of service	$ 2,397

Effective July 1, 2027, a longevity increment shall be granted as follows:

After nine years of service	$ 1,930
After fourteen years of service	$ 2,066
After nineteen years of service	$ 2,201
After twenty-four years of service	$ 2,469

7.5 Broken Eyeglasses

It is agreed that the Board will reimburse employees up to $100 per pair of glasses broken by students.

7.6 Evaluation

Members of the bargaining unit will be evaluated at least annually and will be given an annual performance appraisal.

ARTICLE 8
HEALTH INSURANCE

8.1 Health Insurance

Members of the bargaining unit shall receive individual or family hospitalization. The Board of Education shall pay the premium, minus the employee's annual premium contribution, for such insurance and any employee who opts for a different health insurance plan, i.e., HMO, shall absorb any additional costs.

Notwithstanding anything to the contrary set forth in this Article, effective July 1, 1997, members of the bargaining unit opting for health insurance coverage under the terms of this Agreement shall be obligated to pay a portion of the premium through payroll deduction. Employee's annual premium contribution shall be as set forth below: Health Insurance Annual Premium Contribution

Members hired prior to July 1, 2009:
July 1, 2025 – 8.5% of premium
July 1, 2026 – 9.0% and remain at 9.0% for the duration of the contract

Members hired after July 1, 2009:
July 1, 2025 – 12.5% of premium
July 1, 2026 – 13.0% and remain at 13.0% for the duration of the contract

The above employee contribution to health insurance will be based on the actual premium up to a maximum increase in annual premium of 12%.

For members hired after July 1, 2015 into a full time position the health insurance contribution will be 15% and remain at 15% for the duration of the contract. For any member hired after July 1, 2015, to be eligible for health insurance will work at least 30 hours per week.

The District reserves the right to change health insurance carriers so long as the benefits being offered by the new insurance carrier or self-insured benefits are comparable to the overall benefits schedule being provided by the District for eligible employees, dependents, and retirees at the time of conversion. However, it is understood and agreed that moderate changes in co-pays and deductibles shall not be considered a change in the overall benefit structure.

The Board of Education reserves the right to change health insurance carriers. However, the Board of Education agrees to give the Hastings Association of Office and Auxiliary Personnel Unit one hundred twenty (120) calendar days' notice prior to a conversion. At the time of such notice, the Board of Education shall also provide details of the plan to which it proposes to change. Within sixty (60) calendar days of such notice, the CSEA shall provide the Board with a statement as to its position on whether the new plan is equal to or better than the overall benefit schedule of the current plan. If the CSEA objects to any portion of the plan it must indicate where the new plan is out of compliance. The parties will work together to resolve areas of alleged non-compliance within thirty (30) calendar days of CSEA submission. Within ninety (90) calendar days of the Board's original notice, the CSEA may immediately demand expedited arbitration by submitting such a demand to American Arbitration Association.

If the CSEA does not demand arbitration within the ninety (90) day period, the Board may convert to the proposed plan. An arbitration date will be set by the arbitrator within thirty (30) days of submission of such demand and an award shall be rendered by the arbitrator within ten (10) days of the final date of hearing with a decision to follow thereafter. If the arbitrator determines that the proposed plan is not equal to or better than the overall benefit schedule in effect at the time of the proposed conversion, the Board shall be ordered by the arbitrator to remain in the existing plan. If the challenged portion of the proposed plan is equal to or better than the plan in effect at the time of the proposed conversion, the Board may convert to the new plan.

Members of the bargaining unit who are covered under another health insurance plan through either a spouse or relative may opt to waive coverage under the District's insurance policy for a full year by completing the appropriate form

furnished by the District. In order to be eligible for this option, a member of the bargaining unit must certify that he or she has health insurance through another source other than the District. The District will pay these employees an amount equal to 50% of the net savings on premiums that would be expended on their behalf, taking into account any retirement or social security that must be paid, should such be necessary. The District will pay any employee hired after July 1, 2003 who is covered under another health insurance plan an amount equal to 50% of the individual health premiums that would be expended on their behalf taking into account any retirement or social security that must be paid, should such be necessary.

An employee may reduce coverage (i.e., family to individual) and receive 50% of the net savings. Employees electing to waive or reduce coverage must do so by May 1st with the provisions of this paragraph taking effect on July 1st. Payment to the employee shall be made in two halves, with the first payment being made during the first payroll period in February and the second payment made during the first payroll period in June. Reinstatement of full coverage may be made by notifying the District in writing no later than July 1st of the succeeding year. Reinstatement will take place on January 1. In the event of an emergency causing the loss of insurance through another source, the previously stated notification deadlines may be waived to the extent there is no conflict with the requirements of the District's insurance carrier. If reinstatement occurs during such an emergency, as permitted by the District's carrier, the employee will repay, pro rata, any amount already forwarded to him or her.

8.2 Retirees

For members hired prior to July 1, 2009, the Board will pay eighty-five (85%) percent of the cost of the premiums for retirees who have completed ten (10) years of service with the District and their dependents.

For members hired after July 1, 2009 the Board will pay the health insurance for employees who retire into the NYSRS based on the following:

Years in District	15 Years	20 Years	25 Years
Family/Two Person	70%	75%	80%
Single	75%	80%	85%

For employees hired after July 1, 2015 into a full-time position, the Board will pay for health insurance for employees who retire into NYSRS based on the following:

Years in District	10 Years	15 Years	20 Years	25 Years
Family/Two Person	40%	50%	75%	80%
Single	50%	60%	80%	85%

8.3 Life Insurance

All unit member employees shall be provided with life insurance in the amount of $50,000.00.

8.4 Section 125 Plan

The employees of the unit shall be entitled to participate in an IRS Section 125 Plan to cover health insurance premium contributions, uncovered medical expenses and dependent care expenses.

ARTICLE 9
EMPLOYEE BENEFIT FUND

9.1 Benefit Fund

The Board of Education shall contribute toward the Hastings Association of Office and Auxiliary Personnel Benefit Fund to purchase benefits such as dental plan, optical plan, etc.

The contributions will be in the following dollar amounts, per employee/ per year: July 1, 2025 – June 30, 2028 $1,250

9.2 Vision Plan

All unit members shall be provided with the CSEA Family Employee Benefit Fund Platinum Vision Plan.

ARTICLE 10
RETIREMENT

10. Retirement

Eligible members of the bargaining unit shall belong to New York State Employees Retirement System. Tier I and II members shall be covered under Retirement and Social Security Law Section 75i. Tier III and Tier IV members shall receive the benefits of the CO-ESC plan. It is further agreed that the Board of Education shall provide coverage under Retirement and

Social Security Law Section 41j and 60b of the New York State Employees Retirement System. Members of the bargaining unit shall be provided pamphlets from the State of New York to the extent that they are available, which outline the various benefits of membership in the Retirement System.

ARTICLE 11
HOLIDAYS

11.

Holidays shall be according to school calendar. July 4th shall be a holiday for all eleven (11) and twelve (12) month employees. If July 4th falls on a weekend, then an alternate day off shall be provided.

ARTICLE 12
VACATION WITH PAY (11 &12 MONTH EMPLOYEES)

12.1 Vacation Schedule

The amount of vacation which may be utilized by an employee shall be determined as of July 1 following an employee's anniversary date. Vacation days will be prorated for employees who have not served one full year, effective July 1, following the employee's date of hire. The determination regarding vacation is to be made by the Superintendent or designee on advice of the building principal where applicable.

The maximum vacation days allowed in an individual's bank will be 100 days. For all new hires effective July 1, 2022, the amount will be 44 maximum vacation days.

12.2 Twelve Month Employees

Vacation schedule shall be two weeks' vacation after one (1) year of service; three weeks' vacation after seven (7) years of service. The third week of vacation may be taken at a time other than during the summer months, providing the interests of the District are not penalized thereby.

Vacation schedule for those hired after July 1, 2015 shall be one week of vacation after one (1) year of service; two weeks' vacation after two (2) years of service.

12.3 Eleven Month Employees

Vacation schedule shall be one week vacation after one (1) year of service and an additional day each year to the maximum of seven (7) vacation days.

ARTICLE 13
SICK LEAVE

13.1 Sick Leave

Sick leave shall be cumulative to 180 days for all full-time employees. Full time is defined as any person under contract working 5 or more hours per day. Full time employees shall be entitled to 1 1/4 sick days leave per month. June 30 annually shall be the date of determining eligibility.

For those hired into a full-time position after July 1, 2015, employees shall be entitled to one (1) sick day leave per month. The sick leave shall be cumulative to 180 days for full time employees. Full time is defined as any person under contract working 6 or more hours per day.

Medical Documentation for Extended Illness

After four (4) or more consecutive workdays of illness, employees must provide a doctor's note certifying the reason for the illness. The note must specify from a medical doctor that based upon illness you were unable to work. Any note that simply states that the employee is under a doctor's care will not be accepted. Upon the employee's return the employee shall present a certificate on which the doctor certifies that the employee is physically able to assume all regular duties of his/her position and the reason for the absence. If not able to return after five (5) days, the employee shall send in to his/her supervisor a certificate giving some indication when the employee may be able to resume regular duties and the nature of the disability causing the absence. If the employee is not able to return within two weeks of the initial absence, subsequent certificates will be required after each two weeks of absence and a verification of ability to return from a licensed physician must be provided by the employee upon return to work indicating that the employee is physically able to assume all regular duties of the position. Failure to provide any required certificate will disqualify the employee from eligibility for further sick leave. The District reserves the right to have the employee examined by a District physician upon his/her return at District expense. Full time employees working the Summer School Program may use two paid sick days during the course of the six-week summer program. Any additional days off will be without pay.

Excessive Unverified Sick Leave

If an employee exceeds nine (9) sick days in any given school year without providing proper medical documentation that explains the need of such absences from work, a letter of counsel may be placed in the employee's personnel file.

12 month employees will have a maximum sick day bank of 200 days.
11 month employees will have a maximum sick day bank of 190 days.
10 month employees will have a maximum sick day bank of 180 days

13.2 Sick Leave Bank

A Sick Leave Bank (SLB) shall provide income protection to members of the bargaining unit (hereinafter "member") with one (1) year of service or more in the District in the event of long-term catastrophic illness or injury.

Contributions

The District will contribute one (1) sick day per employee annually for the SLB which may be used by an employee upon certified illness and upon exhaustion of all credits. All sick days contributed to the SLB shall be carried over from year to year.

Withdrawals

a. Application for withdrawals may be made by a member only after his/her accumulated leave has been exhausted. Further, there shall be a twenty (20) school day waiting period before benefits may be available which shall be compensated retroactively upon approval. This period will be reduced by one day for each two full years of service in the District.

b. Should a member be unable to do so, a member's family member or an agent may prepare and file a Withdrawal Request on behalf of the member.

c. Each Withdrawal Request must be accompanied by a statement signed by a physician confirming the nature of the illness or injury and the anticipated duration of the resulting incapacity to attend to the member's duties.

d. Should the SLB committee so request, either before or after approval of withdrawal requests, the member shall be required to undergo a medical review by a physician of the District's choice at District expense. Failure to comply with such request shall result in disapproval or cancellation of the withdrawal Request.

e. The SLB Committee may not grant a withdrawal of more than forty (40) days for any one (1) illness or injury.

f. The SLB Committee shall have the right to disapprove Sick Leave Withdrawal Request for any appropriate reasons.

g. The SLB Committee made up of two appointees chosen by the Union and two appointees chosen by the Superintendent shall administrate the SLB.

Benefit Coverage

a. The District shall continue to pay the health insurance premiums during the period of approved absence.

b. There shall be no leave accrual during the period of approved absence.

13.3 Sickness in Family

Three (3) school days may be allowed in each year for emergency illness in the immediate family: Mother, Father, Legal Guardian, Brother, Sister, Husband, Wife, Child, Legal Ward, Mother-in-Law, Father-in-Law, Stepmother, Stepfather.

13.4 Sick Incentive

The sick leave incentive program covering personal and family illness provides a payment to members who meet one of the following three attendance requirements:

- No days taken during a fiscal year (July 1-June 30), $700
- One day taken during a fiscal year (July 1-June 30), $600
- Two days taken during a fiscal year (July 1-June 30), $400

13.5 Full, Half Day, Hourly Increments

Sick, Family Illness, and Vacation may only be taken in half or full day increments. Personal days may be taken in hourly increments.

ARTICLE 14
PERSONAL LEAVE

14.

Five days of personal leave may be granted, not to be cumulative. These days may be used for official religious observances, house closings, legal court appearances, off-spring's graduation from high school and higher institutions of learning, taking a child to and from college, non-traditional religious observances, family weddings, family events, events at a child's school and other cogent reasons as determined by the Superintendent of Schools in a fair and consistent manner. Members are entitled to two (2) of these days of absence without the necessity of providing an explanation, except that no-reason days may not be taken on the last scheduled day before or the first scheduled working day after a holiday or vacation period or to extend a holiday or vacation. Except in emergencies, all personal days must be requested in writing at least two (2) days in advance of the anticipated absence. Personal days may be taken in hourly increments.

Two of these days may be personal without reason. Employees may take personal leave without reason following the last day of school up to June 30th of each year. Permission must be obtained in advance and will not be withheld without just cause. Personal days must be obtained in advance unless there are unusual extenuating circumstances. Personal leave day is defined as days or day for business which cannot be conducted outside the normal work day.

All personal without reason days which are not used will be accumulated as sick leave at the end of each fiscal year.

ARTICLE 15
BEREAVEMENT LEAVE

15.

a. Up to five days shall be allowed, each year, for each death in the immediate family. The immediate family shall include: mother, father, brother, sister, husband, wife, child, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandparents, aunts and uncles.

ARTICLE 16
SEVERANCE LEAVE PAY

16.

Because of reorganization, consolidation or for any other reason other than disciplinary, an employee released from the District shall be granted severance pay in the amount of one (1) week's salary for each year of employment in the District up to a maximum of five (5) weeks.

ARTICLE 17
CIVIL SERVICE PROTECTION

17.1 Civil Service Protection

Civil Service protection shall be granted to those employees working in non-competitive classifications where no protection is available after forty months of actual employment excluding summer months.

17.2 Layoff or Displacement

Where, because of economy, consolidation or abolition of functions, curtailment of activities or otherwise, all non-competitive class employees of the District will be afforded the same Seniority Rights as competitive class employees provided said employees in the opinion of the employer meet the qualifications for the available position.

ARTICLE 18
VACANCIES

18.1 Vacancies

Notice of all vacancies shall be posted for a period of ten (10) working days during the summer recess and five (5) working days during all other times to allow all interested candidates to apply prior to notifying outside agencies and eligible employees may apply for same. During the period from the last day of school to September 1 of each year, all employees shall be notified by mail to their address of record as to any vacancies that have occurred.

18.2 Employee Preference and Seniority

In the absence of an eligible list for a "competitive" position to be filled by

promotion or by hiring, and in all instances where the position to be filled is in the "labor" or in the "non-competitive" class, the appointing authority shall first consider the qualifications and performance of applicants who are currently employed by the District before considering applicants from outside the District service. Seniority will be a consideration in any non-competitive promotions, and will be a consideration within the law for competitive titles.

ARTICLE 19
WORKERS' COMPENSATION

19.

Employees who are deemed to be disabled as the result of a work-related incident by the Workers' Compensation Board incur no loss of sick leave, and shall maintain his/her regular rate of pay pursuant to the following formula: One month for each year of service with a minimum of six months. Thereafter, sick leave will be credited on a pro-rata basis.

ARTICLE 20
LEAVE OF ABSENCE

20.1 Requests

Any employee who is temporarily, physically or mentally unable to perform his duties or who desires to engage in a course of study intended to increase his usefulness to the service, or who, for any reason considered good by the District desires to secure a leave of absence from his regular duties may be granted a leave of absence with Board approval, without pay for a period not to exceed one (1) year. Such leave of absence without pay shall be reported to the District in the form prescribed by him.

Where a leave of absence without pay has been granted for a period which aggregates one (1) year, a further leave of absence without pay shall not be granted unless the employee returns to his position and serves continuously therein for a period of three (3) months immediately preceding the subsequent leave of absence without pay. Notice of such subsequent leave of absence without pay shall be approved by the District.

An employee's failure to return at the end of a leave of absence shall be deemed a resignation in accordance with Westchester County Personnel's rules and regulations. The Board of Education shall have sole discretion as to the approval of leaves applied for pursuant to this Article.

20.2 Extended Leave

In an exceptional case, the Board of Education may for a good cause shown, waive the provisions of this rule to permit an extension of the leave of absence without pay for an additional period not to exceed in the aggregate two (2) years from the date of commencement thereof.

ARTICLE 21
CHILD CARE LEAVE

21.

An employee who is disabled during pregnancy is eligible to use the sick leave protection set forth in 13.1 as well as other leave time including personal leave, holiday leave and vacation for the period of disability. Upon written application, a child care leave shall be granted to employees hereunder for the birth or adoption of the child. Application must be made in two months of the birth or adoption of the child. Such a child care leave shall be without pay or benefits and shall not exceed one school year. Such leave may be extended at the discretion of the Board, for an additional year.

ARTICLE 22
PERSONNEL FILE

22.

Employees' personnel file shall be made available to them for inspection at reasonable times and intervals. Employees will have a right to append an answer to any material placed in their file and such answer will be inserted into the personnel file.

ARTICLE 23
DEFINITION OF PART TIME

23.1 Definition

Prior to July 1, 2015, part-time is defined as any employee working on a regular basis less than 5 hours per day or less than 25 hours per week. All employees working 5 hours per day or more shall receive full benefits.

Effective for new staff hired July 1, 2015, part time is defined as any

employee working less than thirty (30) hours per week.

23.2 Part Time Employees

Part-time employees will receive no fringe benefits other than mandated by law, and shall be paid the established hourly rate of pay for their classification.

ARTICLE 24
JURY DUTY: MILEAGE REIMBURSEMENT

24.1 Jury Duty

An employee called for Jury Duty should notify the appropriate school personnel in the same manner as a normal absence. Jury Duty is considered an excused absence when Jury Duty falls during an employee's normal working hours. Jury Duty is not a sick leave or personal day deduction. Employees excused for Jury Duty must submit a record of their time of Jury Duty and must appear at their assigned location if excused for all or part of a day from Jury Duty. Employees shall reimburse the District any payment while on Jury Duty excluding meals and/or transportation.

24.2 Mileage Reimbursement

When an employee is directed to use his own vehicle to conduct school business, he/she shall be reimbursed at the rate established by the Internal Revenue Service.

ARTICLE 25
GRIEVANCE PROCEDURE

25.1 Preamble

In order to maintain a harmonious relationship among CSEA employees and the Board, which will enhance the educational program of the school system, it is hereby declared to be the purpose of these procedures to provide a means for orderly settlement of differences, promptly and fairly as they arise and to assure equitable and proper treatment of parties pursuant to this Agreement.

25.2 Definitions

1. A "grievance" shall mean any alleged violation of a specific provision of this Agreement or any dispute with respect to its meaning or application.
2. An "aggrieved person" is the person or persons alleging the violation.
3. The term "employee" may include an individual or a group of CSEA employees who is alleging the violation or who is similarly affected by the grievance.

4. The "parties at interest" are the persons alleging the violation and any persons who might be required to take action or against whom action might be taken in order to resolve the alleged violation or who might be required to be present at any grievance hearing.
5. The term "days" shall mean days on which "employees" are required to be in school.
6. The "Grievance Committee" shall consist of duly designated members of the Association.

25.3 Procedures

General

A. The resolution of a grievance at the earliest possible stage is encouraged. Nothing herein contained will be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the administration following the normal chain of command, and having the grievance adjusted without the intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement, and that the Association has been given the opportunity to be present at such adjustment to state its views.

B. It is important that grievances shall be processed as rapidly as possible. The number of days indicated at each level should be considered as maximum number and shall not be increased unless the time limit is extended by mutual agreement of both parties and the Grievance Committee of the Association to a maximum of five (5) more days at any level.

Level I

A. An employee having a grievance must file it in writing with the Supervisor, either directly or through a representative, and must also notify

the Grievance Committee of the Association that he has filed a grievance. These actions must take place within fifteen (15) working days after the cause or knowledge of the grievance first occurred. The objective at this level is to resolve the matter within five (5) days after the date of conference about the act or condition which was the basis of the grievance. The Supervisor will confer with all the parties in interest.

B. If the aggrieved person submits the grievance through a representative, the aggrieved person must be present during the discussion of the grievance.

C. Within five (5) days of the presentation of the grievance, the Supervisor shall render a written decision. One copy of the decision shall be given to the aggrieved person, to the President of the Association or his/her designee, to the Superintendent or his/her designee and to the Supervisor.

Level II

A. If the aggrieved person is not satisfied with the disposition of his grievance at Level I, or if no decision has been rendered within five (5) days after the conference, and, after having conferred with the Grievance Committee, he may within another ten (10) days file an appeal for a hearing with the Superintendent of Schools for a review of the grievance. The request shall be written and shall set forth specifically the act or condition and the grounds on which the grievance is based. A copy shall be given to both the Association and the Supervisor who rendered the decision at Level I.

B. The Superintendent or his/her designee shall meet and confer with the aggrieved person, the Association representative, and all other parties in interest within ten (10) days after a receipt of such appeal and the Superintendent or his/hers designee shall render a written decision within ten (10) days after such meeting and conference. Two days' notice of the meeting and conference shall be given to the aggrieved person and all other parties in interest. The meetings and conferences shall not take place during normal working hours. His decision and the basis for this decision shall be written, and a copy given to the President of the Association, the aggrieved person, the Board, the Supervisor, and all other parties in interest.

Level III

A. If the aggrieved person is not satisfied with the disposition of his

grievance at Level II, or if no decision has been rendered within ten (10) days after the meeting with the Superintendent or his/her designee, he may file the grievance in writing with the Board or its designee, within five (5) days after a decision by the Superintendent or fifteen (15) days after he first met with the Superintendent, whichever is sooner.

B. Within ten (10) days after receiving the written grievance the Board or its duly constituted committee will meet with the aggrieved person and all other parties in interest for the purpose of resolving the grievance. The decision of the Board and the basis for its decision shall be written and delivered to the aggrieved person within ten (10) days of his first meeting with the Board. A copy of the decision shall be sent to the President of the Association or his designee, the Superintendent and the Supervisor.

Level IV

A. If the aggrieved person is not satisfied with the decision in his case at Level III, or if no decision has been rendered within ten (10) days of his first meeting with the Board, he may within five (5) days of the decision or fifteen (15) days of his first meeting with the Board, request in writing that the Grievance Committee of the Association submit his grievance to arbitration. Provided, however, that it relates to a grievance as defined in this Article. If the Committee believes that the grievance has merit, and that submitting it for arbitration is in the best interest of the District, it may, by written notice to the Superintendent, submit the grievance to arbitration within five (5) days of receiving the request from the aggrieved person; or, within five (5) days of the decision by the Board at Level III, and without a request by the aggrieved person, the Grievance Committee may at its option by written notice to Board, submit the grievance to arbitration if it feels it is in the best interest of the District. Said notice shall include a brief statement setting forth precisely the issue to be decided by the arbitrator and the specific provision of the Agreement or rule involved as well as the specific complaint.

B. Within ten (10) days after written notice of submission to arbitration, the Board, or its duly constituted committee and the Association's Grievance Committee will set in motion the procedures of the American Arbitration Association to select an arbitrator.

C. The Arbitrator shall confer with representatives of the Board and the Grievance Committee and hold hearings promptly and shall issue his report not later than ten (10) days from the date of the closing of the hearing or, if an oral hearing has been waived, then from the date that the final

statements and proofs are submitted to him. The arbitrator's report shall be in writing and submitted to the Board and the Association and shall set forth his findings of fact, conclusions, and recommendations on the issues involved.

D. The power of the arbitrator stems from this Agreement and his function is to pass upon alleged violations of this Agreement and any disputes with respect to its meaning of application. He shall have no power to add to, subtract from, or modify any of the terms of this Agreement, nor shall he have any power to make any decisions that require the commission of any act prohibited by law or that is violative of any of this Agreement.

E. The decision of the arbitrator shall be submitted to the Board and the Association, and, subject to law, shall be final and binding on all parties to the proceeding during the duration of this Agreement. The Board shall send a copy of the decision to each employee involved.

F. In any proceeding seeking to require or stay arbitration, or to say, enforce, modify, or set aside a decision or award of the arbitrator, none of the terms or provisions of this Agreement shall deprive a court of competent jurisdiction of its power to determine questions or arbitrability, or the jurisdiction of an arbitrator or the validity of the decision or award of the arbitrator.

G. The Board and the Association agree that, whenever feasible, they will apply the decisions of the arbitrator to all substantially similar situations. The Association agrees that it will not bring or will not represent any employee in a grievance which is substantially similar to a grievance previously submitted to arbitration.

H. Should any costs arise for the services of an arbitrator, they shall be borne equally by the Board and the Association.

ARTICLE 26
IMPLEMENTATION CLAUSE

26.

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 thereof shall not become effective until the appropriate legislative body has given approval.

ARTICLE 27
TERM OF AGREEMENT

27.

This Agreement shall remain in effect from July 1, 2025 through June 30, 2028.

ARTICLE 28
LABOR MANAGEMENT COMMITTEE

28.

A Labor Management Committee shall be formed consisting of the Superintendent of Schools and/or his/her designees, and no more than two (2) selected members of the CSEA bargaining unit.

Said committee shall meet at mutually agreed upon times. No decision of this committee, if or when implemented, shall act as a precedent in any future situation and shall not, in any circumstances, bind the District, the Board of Education or the CSEA to take a particular action in any future situation.

ARTICLE 29
SERVICE PAY

29.

After 20 years of service to the Hastings School District, an employee who gives the District at least 3 months of advance notice to retire into the New York State Retirement System shall receive a lump sum payment equal to $450 per year for each full year of service.

ARTICLE 30
CONTINUING EDUCATION

30.

The Board will fund up to a maximum of $8,000, per year for use of the entire unit for continuing education classes taken at approved schools, which are relative to their job functions. The funds will be reimbursed to the employee after successful completion of course work. Each employee is limited to two classes per year. These classes are to be taken outside of the workday.

ARTICLE 31
TEACHER ASSISTANTS

31.

Teacher Assistants will be paid a one-time non-recurring bonus upon successful completion of the Teacher Assistant certification, in the amount of $300.

HASTINGS-ON-HUDSON UNION FREE SCHOOL DISTRICT

By: _____
President, Board of Education

By: _____
Superintendent of Schools

CIVIL SERVICE EMPLOYEES ASSOCIATION,
LOCAL 1000 AFSCME, AFL-CIO FOR THE HASTINGS ASSOCIATION OF OFFICE AND AUXILIARY PERSONNEL

By: _____
CSEA Labor Relations Specialist

2025-2026
HASTINGS-ON-HUDSON UFSD
CSEA Clerical & Auxiliary Unit

	IA			I			IB			IC			II			III			IIIA			IV			V			VI	
	Teacher Aide Hired after 7/1/12			Teacher Aide, Hired before 6/30/12			Teacher Assistant			Clerk			Office Assistant			Office Asst. (Aut. Sys.), Sr. Office Assistant Jr. Acct., Audio Visual Tech			Acct.Clk.,			Sr. Pur. Clk, , Sr. Office Asst. (Aut. Sys.),			Accountant, Secy. to Prin. Secy. to Admin., Personnel Assistant,			RN	RN
	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos
1	29,813	32,544	35,274	34,127	37,539	40,955	35,313	38,725	42,139	37,774	41,491	45,075	40,235	44,259	48,008	46,223	50,845	55,466	48,060	52,866	57,301	49,897	54,886	59,138	50,643	55,709	60,025	62,239	68,462
2	31,995	34,942	37,890	36,847	40,537	44,219	38,035	41,720	45,404	40,708	44,718	48,767	43,379	47,716	52,130	49,558	54,513	59,472	51,394	56,532	61,308	53,229	58,550	63,142	54,030	59,430	64,091	66,360	72,996
3	34,178	37,344	40,510	39,579	43,539	47,493	40,765	44,724	48,682	43,887	48,218	52,450	47,010	51,711	56,218	52,878	58,167	63,450	54,715	60,185	65,289	56,551	62,203	67,124	57,398	63,137	68,132	70,472	77,519
4	35,588	38,894	42,203	41,342	45,476	49,608	42,528	46,660	50,793	45,653	50,160	54,385	48,780	53,658	57,978	54,349	59,783	65,217	56,185	61,803	67,053	58,020	63,822	68,891	58,892	64,780	69,922	72,237	79,461
5	36,675	40,092	43,510	42,703	46,975	51,246	43,890	48,161	52,431	47,020	51,662	56,007	50,149	55,164	59,582	55,689	61,258	66,823	57,526	63,279	68,661	59,359	65,298	70,499	60,250	66,278	71,554	73,604	80,963
6	37,969	41,514	45,059	44,320	48,749	53,181	45,504	49,936	54,368	48,644	53,450	57,940	51,783	56,961	61,514	57,335	63,069	68,804	59,171	65,089	70,640	61,008	67,108	72,476	61,923	68,115	73,562	75,383	82,922
7	38,673	42,290	45,905	45,201	49,721	54,240	46,386	50,906	55,426	49,603	54,503	59,085	52,819	58,100	62,741	58,480	64,333	70,175	60,318	66,350	72,013	62,152	68,368	73,850	63,084	69,393	74,958	76,826	84,507
8	40,044	43,801	47,555	46,915	51,607	56,302	48,101	52,794	57,486	51,404	56,486	61,243	54,706	60,179	64,997	60,499	66,551	72,600	62,361	68,598	74,460	64,224	70,645	76,319	65,188	71,702	77,466	79,187	87,107
9	40,824	44,649	48,480	47,856	52,639	57,427	49,040	53,826	58,611	52,421	57,604	62,455	55,800	61,383	66,296	61,711	67,882	74,051	63,611	69,969	75,949	65,510	72,056	77,847	66,491	73,137	79,013	80,707	88,778
10	42,121	46,074	50,028	49,421	54,363	59,306	50,622	55,564	60,506	54,124	59,477	64,488	57,627	63,392	68,468	63,731	70,105	76,474	65,693	72,261	78,436	67,653	74,416	80,395	68,667	75,533	81,600	83,243	91,566

Longevity	
9 yrs.	1819
14 yrs.	1948
19 yrs.	2075
24 yrs.	2327

Stipend	
Computer Lab	2181
Science Lab	2181
Data Team (4)	3601
Head Nurse (2)	4147
Data Team Coordinat	7535
Registrar	3601
Notary	300
Toileting	1500
Morning Playground	2300
Dismissal Playgrounc	2300

Website Coordinator 1 District and 1 per school building @ hourly rate not to exceed 10 hours.

2026-2027
HASTINGS-ON-HUDSON UFSD
CSEA Clerical & Auxiliary Unit

	IA			I			IB			IC			II			III			IIIA			IV			V			VI	
	Teacher Aide Hired after 7/1/12			Hired before 6/30/12			Teacher Assistant			Clerk			Office Assistant			Office Asst. (Aut. Sys.), Sr. Office Assistant Jr. Acct., Audio Visual Tech			Acct.Clk.,			Sr. Pur. Clk, , Sr. Office Asst. (Aut. Sys.),			Accountant, Secy. to Prin. Secy. to Admin., Personnel Assistant,			RN	RN
	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos
1	31,119	33,932	36,744	35,151	38,665	42,184	36,372	39,887	43,403	38,907	42,736	46,427	41,442	45,587	49,448	47,610	52,370	57,130	49,502	54,452	59,020	51,394	56,533	60,912	52,162	57,380	61,826	64,106	70,516
2	33,367	36,402	39,439	37,952	41,753	45,546	39,176	42,972	46,766	41,929	46,060	50,230	44,680	49,147	53,694	51,045	56,148	61,256	52,936	58,228	63,147	54,826	60,307	65,036	55,651	61,213	66,014	68,351	75,186
3	35,615	38,876	42,137	40,766	44,845	48,918	41,988	46,066	50,142	45,204	49,665	54,024	48,420	53,262	57,905	54,464	59,912	65,354	56,356	61,991	67,248	58,248	64,069	69,138	59,120	65,031	70,176	72,586	79,845
4	37,068	40,473	43,881	42,582	46,840	51,096	43,804	48,060	52,317	47,023	51,665	56,017	50,243	55,268	59,717	55,979	61,576	67,174	57,871	63,657	69,065	59,761	65,737	70,958	60,659	66,723	72,020	74,404	81,845
5	38,187	41,707	45,227	43,984	48,384	52,783	45,207	49,606	54,004	48,431	53,212	57,687	51,653	56,819	61,369	57,360	63,096	68,828	59,252	65,177	70,721	61,140	67,257	72,614	62,058	68,266	73,701	75,812	83,392
6	39,520	43,171	46,823	45,650	50,211	54,776	46,869	51,434	55,999	50,103	55,054	59,678	53,336	58,670	63,359	59,055	64,961	70,868	60,946	67,042	72,759	62,838	69,121	74,650	63,781	70,158	75,769	77,644	85,410
7	40,245	43,971	47,694	46,557	51,213	55,867	47,778	52,433	57,089	51,091	56,138	60,858	54,404	59,843	64,623	60,234	66,263	72,280	62,128	68,341	74,173	64,017	70,419	76,066	64,977	71,475	77,207	79,131	87,042
8	41,657	45,527	49,394	48,322	53,155	57,991	49,544	54,378	59,211	52,946	58,181	63,080	56,347	61,984	66,947	62,314	68,548	74,778	64,232	70,656	76,694	66,151	72,764	78,609	67,144	73,853	79,790	81,563	89,720
9	42,461	46,400	50,346	49,292	54,218	59,150	50,511	55,441	60,369	53,994	59,332	64,329	57,474	63,224	68,285	63,562	69,918	76,273	65,519	72,068	78,227	67,475	74,218	80,182	68,486	75,331	81,383	83,128	91,441
10	43,797	47,868	51,941	50,904	55,994	61,085	52,141	57,231	62,321	55,748	61,261	66,423	59,356	65,294	70,522	65,643	72,208	78,768	67,664	74,429	80,789	69,683	76,648	82,807	70,727	77,799	84,048	85,740	94,313

Longevity	
9 yrs.	1874
14 yrs.	2006
19 yrs.	2137
24 yrs.	2397

Stipend	
Computer Lab	2246
Science Lab	2246
Data Team (4)	3709
Head Nurse (2)	4271
Data Team Coordinator	7761
Registrar	3709
Notary	300
Toileting	1500
Morning Playground	2369
Dismissal Playground	2369

Website Coordinator 1 District and 1 per school building @ hourly rate not to exceed 10 hours.

2027-2028
HASTINGS-ON-HUDSON UFSD
CSEA Clerical & Auxiliary Unit

	IA			I			IB			IC			II			III			IIIA			IV			V			VI	
	Teacher Aide Hired after 7/1/12			Teacher Aide, Hired before 6/30/12			Teacher Assistant			Clerk			Office Assistant			Office Asst. (Aut. Sys.), Sr. Office Assistant Jr. Acct., Audio Visual Tech			Acct.Clk.,			Sr. Pur. Clk, , Sr. Office Asst. (Aut. Sys.),			Accountant, Secy. to Prin. Secy. to Admin., Personnel Assistant,			RN	RN
	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos	12 Mos	10 Mos	11 Mos
1	32,465	35,362	38,258	36,206	39,825	43,450	37,463	41,084	44,705	40,074	44,018	47,820	42,685	46,955	50,931	49,038	53,941	58,844	50,987	56,086	60,791	52,936	58,229	62,739	53,727	59,101	63,681	66,029	72,631
2	34,780	37,906	41,034	39,091	43,006	46,912	40,351	44,261	48,169	43,187	47,442	51,737	46,020	50,621	55,305	52,576	57,832	63,094	54,524	59,975	65,041	56,471	62,116	66,987	57,321	63,049	67,994	70,402	77,442
3	37,095	40,454	43,813	41,989	46,190	50,386	43,248	47,448	51,646	46,560	51,155	55,645	49,873	54,860	59,642	56,098	61,709	67,315	58,047	63,851	69,265	59,995	65,991	71,212	60,894	66,982	72,281	74,764	82,240
4	38,592	42,099	45,609	43,859	48,245	52,629	45,118	49,502	53,887	48,434	53,215	57,698	51,750	56,926	61,509	57,658	63,423	69,189	59,607	65,567	71,137	61,554	67,709	73,087	62,479	68,725	74,181	76,636	84,300
5	39,745	43,370	46,996	45,304	49,836	54,366	46,563	51,094	55,624	49,884	54,808	59,418	53,203	58,524	63,210	59,081	64,989	70,893	61,030	67,132	72,843	62,974	69,275	74,792	63,920	70,314	75,912	78,086	85,894
6	41,118	44,878	48,640	47,020	51,717	56,419	48,275	52,977	57,679	51,606	56,706	61,468	54,936	60,430	65,260	60,827	66,910	72,994	62,774	69,053	74,942	64,723	71,195	76,890	65,694	72,263	78,042	79,973	87,972
7	41,864	45,702	49,537	47,954	52,749	57,543	49,211	54,006	58,802	52,624	57,822	62,684	56,036	61,638	66,562	62,041	68,251	74,448	63,992	70,391	76,398	65,938	72,532	78,348	66,926	73,619	79,523	81,505	89,653
8	43,319	47,305	51,288	49,772	54,750	59,731	51,030	56,009	60,987	54,534	59,926	64,972	58,037	63,844	68,955	64,183	70,604	77,021	66,159	72,776	78,995	68,136	74,947	80,967	69,158	76,069	82,184	84,010	92,412
9	44,147	48,204	52,268	50,771	55,845	60,925	52,026	57,104	62,180	55,614	61,112	66,259	59,198	65,121	70,334	65,469	72,016	78,561	67,485	74,230	80,574	69,499	76,445	82,587	70,541	77,591	83,824	85,622	94,184
10	45,523	49,716	53,911	52,431	57,674	62,918	53,705	58,948	64,191	57,420	63,099	68,416	61,137	67,253	72,638	67,612	74,374	81,131	69,694	76,662	83,213	71,773	78,947	85,291	72,849	80,133	86,569	88,312	97,142

Longevity	
9 yrs.	1930
14 yrs.	2066
19 yrs.	2201
24 yrs.	2469

Stipend	
Computer Lab	2313
Science Lab	2313
Data Team (4)	3820
Head Nurse (2)	4399
Data Team Coordinato	7994
Registrar	3820
Notary	300
Toileting	1500
Morning Playground	2440
Dismissal Playground	2440

Website Coordinator 1 District and 1 per school building @ hourly rate not to exceed 10 hours.

SALARY SCHEDULE
TEACHER AIDE INSTRUCTIONAL
(10 months)

	2025-2026	2026-2027	2027-2028
1	40,235	41,442	42,685
2	43,379	44,680	46,020
3	47,010	48,420	49,873
4	48,780	50,243	51,750
5	50,149	51,653	53,203
6	51,783	53,336	54,936
7	52,819	54,404	56,036
8	54,706	56,347	58,037
9	55,800	57,474	59,198
10	57,057	58,769	60,532
11	58,769	60,532	62,348