

AGREEMENT
between the
BOARD OF EDUCATION
GREAT NECK UNION FREE SCHOOL
DISTRICT
COUNTY OF NASSAU, NEW YORK
and the
GREAT NECK OFFICE STAFF
ASSOCIATION

JULY 1, 2024 – JUNE 30, 2030

Great Neck Public Schools



Where Discovery Leads to Greatness

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Agreement

Agreement entered between the Board of Education of the Great Neck Union Free School District, Town of North Hempstead, Nassau County, New York and the Great Neck Public Schools Office Staff Association made this 1st day of July 2024.

Article 1: The Agreement

1. Definitions

As used herein, the following terms shall have these meanings:

“Board” means the Board of Education of the Great Neck Union Free School District, Town of North Hempstead, Nassau County, the employer herein.

“Employee” means a person employed on a regular basis in one of the job titles listed in Section 5(1) below except as follows: If a regular employee is absent for any reason for ninety (90) consecutive days, and the Board authorizes a replacement, the replacement will then be selected under Civil Service regulations, and when appointed, the replacement will then become a member of the office staff unit, subject to the provisions of this Agreement.

“Association” means the Great Neck Public Schools Office Staff Association.

2. Duration

This Agreement shall be binding and in full force effective from July 1, 2024 and extending through June 30, 2030, except as otherwise indicated and shall be automatically renewable for successive one-year periods unless either the Board or the Association notifies the other party, in writing, no later than February 1st of its desire to reopen negotiations on one or more matters covered by this agreement.

All proposals by the Association shall be submitted to the Superintendent no later than February 1st of any year in which a new contract is to be negotiated. The Board shall submit all its proposals to the Association no later than February 1st.

3. Priority of Agreement

- a. Where the provisions of the Agreement are in conflict with District policy or procedures, this agreement shall govern, except as provided by law.

- b. Nothing contained herein shall be construed to deny or restrict the rights any employee may have under the New York State Education or Civil Service laws or any other applicable laws and regulations.
4. Validity of Provisions
- a. If any provision of this Agreement is or becomes legally invalid or legally unenforceable, all other provisions of this Agreement shall nevertheless continue in full force and effect, and the parties will meet within a reasonable period upon request to negotiate substitute terms for such invalid or unenforceable provisions.
 - b. IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

Article 2: Association Status of Rights

1. Right of Organization

Employees shall have the right to join and participate in the activities of the Association.

2. Right of Representation

Employee's rights to representation shall be limited to representation by the Association to negotiate collectively with the District in the determination of salaries and terms and conditions of employment, and the administration of grievances.

3. Association Time

- a. Duly authorized officers of the Association shall be free within reason and with due regard to their assigned responsibilities to transact official Association business directly related to the implementation of this Agreement on school property during the school day.
- b. The Executive Board of the Association may hold an average of one meeting per month on school premises during the workday, but beginning no earlier than 3:00 p.m.

- c. Emergency meetings in addition to the above may be held if the Superintendent (or designee) grants prior approval.
- 4. Labor Management Meetings
 - a. Every two (2) months on written request by either the Office Staff Association or the Superintendent, the Office Staff Association shall have a labor management meeting.
 - b. Upon request and one (1) week's notice, a representative of the Office Staff Association at each school shall be entitled to a meeting with a principal, administrator, or the BRC once a month. The purpose of the meeting shall be clarified upon request and with one week's notice.
- 5. Records and Reports
 - a. When an employee on an annual salary basis is hired, promoted, or transferred into or between positions listed in the schedule, the District will notify the Association in writing, giving name, address, position, rate of pay and assignment.
 - b. The Association shall certify to the District in timely fashion the names of its authorized representatives (and their alternates, if designated) and the District shall recognize no others as authorized representatives.
- 6. Dues Deduction
 - a. In accordance with the terms of membership set forth on the membership enrollment form that has been individually signed and presented to the District, the District agrees to deduct an amount equal to the regular monthly dues uniformly applicable to members of the Association and remit that amount to the Association.
 - b. Withdrawal of payroll deduction will be made only within the prescribed time period and in accordance with the terms of membership set forth on the membership enrollment form that has been individually signed and presented to the District. The District will notify the Association within ten business days of the employee's withdrawal of payroll deduction.
 - c. Annually, the District will provide the Association a breakdown of member deductions quarterly.

- d. By July 1st of each year, the District will provide the Association with a list of all employees in the bargaining unit. Such material shall include the employee's name, job title, building assignment, email address, home address and phone number.
- e. Further, for all newly hired into the bargaining unit, the District will provide the Association with a list containing the information listed in (d) of this article within ten business days of the employee's effective start date.

Article 3: Employee Status and Rights

1. Transfers

- a. No vacancy or new position will be filled by hire, transfer, or promotion until such vacancy has been posted and present employees have had an opportunity to apply for such a position and to have their application considered, except where otherwise prohibited by Civil Service regulations.
- b. Except in emergency no employee will be transferred from one building in the District to another with less than ten working days' notice of such transfer, unless a shorter period is mutually agreed upon.
- c. An employee who is involuntarily transferred from one assignment to another within the school system shall be entitled, if requested, to a meeting with, and an explanation from, the Human Resources Administrator. Such meeting shall occur within ten days of the involuntary transfer. In addition, if the employee so chooses, they shall be entitled to a meeting with the Superintendent of Schools. Both meetings may be attended by a union representative if the employee so desires.
- d. No member of the bargaining unit may be asked to work at more than two stations at any one time during the school year, with one additional assignment during the summer months.

2. Temporary Assignments

No employee will be assigned to perform substantial duties of a higher rated job for more than three (3) consecutive weeks, inclusive of not more than one (1) holiday, without receiving the pay for such higher job at the employee's current salary step retroactive to the first day worked in such higher rated job.

To be eligible the administrator must certify to the Superintendent of Schools, or their designee, that the employee performed all of the duties the absent employee would have performed.

3. Conference Attendance

Employees will be encouraged to attend the yearly zone conference of the Long Island Association of Educational Secretaries.

The present standards for attendance at the conference of the State and National Associations of Educational Secretaries shall be maintained.

A four-member Conference Attendance Committee shall be established to recommend to the Superintendent (or designee) the members of the unit who should attend the Long Island, State and National Conferences, institutes, and other conferences of professional value. Three members of the committee shall be appointed by the President of the Association and one administrative member shall be appointed by the Superintendent (or designee).

For the duration of this contract the sum will be \$2,815 to be used by the Office Staff Association for authorized conference expenses.

4. Personnel Records and Files

a. Subject to reasonable District procedures any employee may examine their official personnel file. The employee shall be provided with a copy of any document containing negative criticism when filed. Within ten days of receipt the employee may insert a response to such negative criticism.

b. An employee's record may not be adversely affected by any matter not contained in such official personnel file.

c. No member of the bargaining unit shall be required to evaluate any other member of the bargaining unit. However, Administrators may seek input from unit members when preparing evaluations.

5. Defense and Indemnity and Layoff Procedures

The Board shall cooperate with and render assistance to employees who find themselves involved in civil and criminal legal difficulties in accordance with the provisions of Sections 3023 and 3028 of the Education Law of the State of New York.

- a. When a permanent full-time employee fulfills two positions in two schools in the same day, the employee is to be given the district-wide mileage allowance between the two buildings, except when both are in the South complex.
- b. Members of the bargaining unit will not be displaced by other employees.
- c. Any Office Staff employee whose position is to be eliminated will be notified by May 1st insofar as possible, or later if budget conditions mandate otherwise, of anticipated termination of employment at the end of the school year. Any reductions of staff in the case of full-time permanent employees will be governed by Civil Service regulations.
- d. Subject to Civil Service regulations, part-time employees who work 17¼ hours in budgeted positions, shall have seniority as part-time employees in their job classification and lay-offs shall be based upon such length of service in relation to other part-time employees in their job classification. Part-time employees hired after September 1, 2003, will not be covered by this paragraph.
- e. If during the life of this agreement, it appears that one or more members of the Association may have to be excessed, representatives of the two parties will meet to discuss retirement incentives.

6. Reclassification

Prior to requesting approval of the Civil Service Commission for a job reclassification within the Unit, the District will notify the President of OSA of its intention to reclassify and will, if the President so requests, meet to receive input. The parties understand that the consent of the Unit is not required for District action.

7. Leaves

Unit members may request a leave without pay for up to one year by submitting a written request to the Superintendent of Schools, or their designee, at least 30 days prior to the anticipated leave, provided, however, that such prior notice may be waived in extenuating circumstances. A unit member shall not accrue seniority credit during a leave without pay, but upon return from leave shall retain all seniority credit accrued prior to the commencement of such leave.

The maximum leave of absence, pursuant to this provision, for any member in this unit is two years.

Article 4: Hours and Working Conditions

1. Workweek & Work Year

a. Workweek for Full-Time 12-Month Unit Members

- i. The workweek for full-time 12-month members of the bargaining unit shall be a maximum of thirty-five (35) hours with a one-hour daily lunch break.
- ii. From July 1st to the first day teachers are required to report to work, and during winter and spring recess periods, the workday for full-time 12-month unit members shall be five hours and forty-five minutes, with one (1) fifteen (15) minute break taken during the first half of the shift to be scheduled with the unit member's supervisor and no daily lunch break. With prior approval from a supervisor, a 12-month unit member may begin their workday up to thirty minutes earlier than regularly scheduled. If a member is asked to work longer than five hours and forty-five minutes and accepts such assignment, they must be provided with a half-hour unpaid meal period, not to be combined with their break or taken at the end of the day. Work beyond five hours and forty-five minutes shall be paid at the unit member's overtime rate.

b. Work Year and Workweek for 10-Month Unit Members

- i. The work year for 10-month unit members shall be defined as September 1st through June 30th. The workweek for 10-month unit members shall be a maximum of thirty-five (35) hours with a one (1) hour daily lunch break.
- ii. During July and August, 10-month unit members may work up to a maximum of fifteen (15) days as mutually agreed upon between the unit member and their direct supervisor. In years when the first day of work for teachers occurs prior to September 1st, 10-month unit members will be required to work those days, and such days will be counted toward the fifteen (15) day maximum. The workday during the foregoing fifteen (15) days shall be the same as 12-month unit members from July 1st to the first day teachers are required to report to work as described in Article 4(1)(a)(ii) above.

- c. Breaks for Full-Time 10- and 12-Month Unit Members Excluding Summer and Recess Periods

Excluding summer (July 1st to the first day teachers are required to work for 12-month unit members and July and August for 10-month unit members) and the winter and spring recess periods, full-time unit members shall be allowed to take up to two (2) breaks of up to approximately ten (10) minutes each per day. These breaks shall not disrupt the operation of the building or department, and shall be taken as close to midway in the first half of the shift and as close to midway in the second half of the shift as possible. In no instance shall the breaks and/or meal period be combined or taken at the beginning or end of a workday. All breaks and meal periods are to be scheduled with the member's supervisor.

- d. Workday for Part-Time Unit Members

Any unit member who works less than six (6) hours shall receive one (1) fifteen (15) minute break. This break shall not disrupt the operation of the building or department, and shall be taken as close to midway in the first half of the shift. This break must be scheduled with the unit member's supervisor and shall not be taken at the beginning or end of a workday.

From July 1st through September 1st, and during the winter and spring recess periods, the workday for a part-time member (not hourly substitute), will be a half hour less than the regularly scheduled workday.

2. Overtime

- a. Time worked at the direction of a supervisor before or after the general starting or departure time for that day on a day when the office is open, on a Saturday, or on a day when the office is otherwise closed, shall constitute overtime and shall be compensated on the basis of time and one half above normal salary. Time worked on a Sunday or holiday shall be compensated at double time. Double time on a holiday is exclusive of holiday pay.
- b. Days "when the office is otherwise closed" shall include bonus days, days when the schools are closed due to inclement weather and at least five (5) consecutive workdays during the Christmas recess.

- c. Overtime worked shall be compensated in premium pay as above, or in time off equivalent to the applicable overtime premium when requested by the employee, provided the employee's work load permits and the supervisor approves.
- d. Compensatory time can only be accumulated to a maximum of two (2) weeks. Overtime worked in excess of the two (2) weeks compensatory time shall be paid at premium pay.

Article 5: Compensation

1. Position Grades

Position grades and corresponding titles shall be:

<u>POSITION GRADE</u>	<u>POSITION TITLE</u>
1	Typist Clerk
3	Account Clerk Assistant Buyer Public Information Aide Senior Clerk Senior Library Clerk Senior Typist Clerk Special Asst. to Comm. Relations Typist Clerk – Bilingual
4	Personnel Clerk Public Information Assistant Senior Stenographer
5	Buyer Senior Account Clerk
6	Principal Clerk Principal Typist Clerk
7	Information Specialist I Principal Account Clerk Senior Personnel Clerk Stenographic Secretary
8	Payroll Supervisor
9	Administrative Assistant Public Information Officer
10	Auditor

2. Salary Schedule – Ten and Twelve Month

- a. The salary schedules annexed hereto as Appendix “A” shall be effective on the dates indicated for the position grades and steps indicated in accordance with years of credited experience.

Effective July 1, 2024, implement the salary schedule annexed hereto as Appendix “A” plus step. Unit members on the half step schedule shall be placed on the next full step above their step as of June 30, 2024 (e.g., a unit member on step 2 or step 2A will go on step 3).

Effective July 1, 2025, the salary schedule in effect for the 2024-2025 school year shall be increased by 1.75% plus increment.

Effective July 1, 2026, the salary schedule in effect for the 2025-2026 school year shall be increased by 2.0% plus increment.

Effective July 1, 2027, the salary schedule in effect for the 2026-2027 school year shall be increased by 2.0% plus increment.

Effective July 1, 2028, the salary schedule in effect for the 2027-2028 school year shall be increased by 2.0% plus increment.

Effective July 1, 2029, the salary schedule in effect for the 2028-2029 school year shall be increased by 2.0% plus increment.

- b. Effective July 1, 2024, the 10-month clerical calendar shall be 10/12ths of the 12-month salary schedule.
- c. Effective July 1, 2024, the Grade 10 position of Auditor shall be \$10,000 above each Grade 9 cell on the salary schedule.

3. Annual Increments

July 1st of each fiscal year shall be the date on which the annual increment shall be applied. A person shall advance to the next step on the salary schedule on July 1st each year, unless the employee shall have been appointed between February 1st and June 30th, in which case the employee shall advance to the next step on the second July 1st following the date of initial appointment.

Increments beyond step 6 may be withheld by action of the Board of Education for reasonable cause.

4. Entering Employees

- a. The place on the schedule of entering employees shall be determined as follows. Years of experience is defined as relevant paid clerical experience:

<u>STEP</u>	<u>YEARS OF EXPERIENCE</u>
1	1, 2 or 3 years of experience
2	4, 5, 6 or 7 years of experience
3	8 or more years of experience

- b. An entering employee is defined as one who has never been employed in a position within the employee unit.
- c. The Board reserves the right to grant additional credit for outside experience in unusual circumstances.

5. Service Increments

Effective July 1, 2024, non-cumulative service increment payments shall be as follows:

Continuous Years of Service in the Unit	Effective 7/1/2024	Effective 7/1/2025	Effective 7/1/2026	Effective 7/1/2027	Effective 7/1/2028	Effective 7/1/2029
10	\$750	\$763	\$778	\$794	\$810	\$826
15	\$1,500	\$1,526	\$1,557	\$1,588	\$1,620	\$1,652
20	\$3,000	\$3,053	\$3,114	\$3,176	\$3,240	\$3,305
25	\$4,500	\$4,579	\$4,671	\$4,764	\$4,859	\$4,956
30	\$6,000	\$6,105	\$6,227	\$6,352	\$6,479	\$6,609

Service increment payments will commence on the subsequent July 1st (or September 1st for 10-month employees) after completion of the full years of continuous service in the Unit indicated above. Service increments for part-time employees shall be prorated.

6. Promotion

When an employee is promoted to a position in a higher Civil Service classification or promoted to another position within the unit, they will be placed one step above the lowest salary step on the salary schedule that provides a salary increase compared to their current annual salary prior to promotion. This salary increase shall be a minimum of \$4,000. If not, the member will receive one (1) additional step.

7. Educational Improvement Incentive

- a. The Board and the Association endorse the concept that a changing society and instructional program have implications for updating and improving office staff techniques. Accordingly, it is agreed that an office staff member shall take, at the expense of the school district, any inservice course adjudged by the Board, on the recommendation of the Superintendent of Schools (or designee), as being necessary.
- b. To encourage employees to equip themselves for increasing responsibility within the District and more effective service to the community, the District shall, in cooperation with Association representatives develop an inservice training program. Such program may include not only courses planned specifically for Great Neck Office Staff, but also courses offered to members of the teaching faculty to the extent space is available; courses offered in adult education programs, as well as college courses offered on campus or in Great Neck. Approval for the granting of educational improvement credit for such courses shall be in accordance with existing guidelines as revised effective January 1, 1988.
- c. A member of Office Staff who has reached permanent status (not provisional or probationary) is eligible to begin earning credits towards an Educational Improvement Incentive stipend. Following the completion of fifteen (15) credits of approved coursework, the member will earn a \$1,250 educational increment. This is an annual stipend and will be paid during the year through the District's usual semi-monthly payroll process. During a member's career, they will be eligible to earn up to a maximum of four (4) educational increment stipends (60 credits), with a total maximum annual stipend of \$5,000.

Members who have not previously completed sixty (60) credits prior to July 1, 2024, are eligible to continue earning credits towards the stipend as described above.

Commencement of a newly earned stipend shall take place on the February 1st or July 1st (September 1st for 10-month personnel and those completing coursework during the summer) following completion of the necessary fifteen (15) points of course work. Those stipends commencing mid-year will be prorated.

- d. If a unit member does not attend all class sessions, educational increment credit will not be granted.

e. Point value for approved courses:

College courses:	2 points per 2 credit course
	4 points per 3 credit course
	5 points per 4 credit course
Inservice courses:	1 point per 7 or 8 hour course
	2 points per 15 hours with a maximum of
	4 points per course

f. The Office Staff Association shall have membership in the Inservice Institute. For the life of this agreement the Board shall allocate \$2,840 for funding courses designed for Office Staff members. For each year of this contract the Board will allocate an additional \$4,147 for Office Staff inservice courses. This amount will be for courses authorized by a committee consisting of two (2) members appointed by the Office Staff Association and two (2) members appointed by the Superintendent.

g. One (1) institute member may be released for up to two (2) full days per year for institute work.

8. Retired Employees

Retirees of this bargaining unit who substitute for current employees shall be entitled to payment of at least \$1 over the current hourly rate.

9. Payday

Payday shall be the 15th and the last day of the month, or the weekday immediately proceeding the 15th or the last day of the month if either date is on a weekend or holiday.

10. Direct Deposit of Paychecks

All unit members shall receive their pay through direct deposit.

Article 6: Employee Benefits

1. Group Health Insurance

Unit members' contribution to the applicable total premium shall be 12%, which shall increase to 13% effective January 1, 2026, 14% effective January 1, 2028, and 15% effective January 1, 2030.

Unit members hired on or after July 1, 2012, must work a minimum of twenty-five (25) hours per week to be eligible for health insurance.

The parties understand that the District is subject to the rules and regulations of the New York State Civil Service Department in the administration of the New York State Health Insurance Plan.

The District will provide a health insurance buy-back for members of the unit under the following conditions:

- a. Employee selecting this option must notify the District in writing by no later than November 20th, for the calendar year beginning January 1st.
- b. Employee opting out of such coverage shall be paid the sum of \$1,000 for the applicable school year for individual coverage.
- c. Employees who opt out of coverage who are currently enrolled for dependent health insurance under the District's health insurance program or who are enrolled for dependent coverage for dental insurance under the GNTA Trust Fund or who are enrolled for dependent coverage for dental or health insurance under any other plan, will be paid \$2,000 for the applicable school year.
- d. In the case of an employee who has elected to participate in the District's Flexible Benefit Plan, opting out must be in accordance with prevailing rules and regulations of the Internal Revenue Service.
- e. Payment shall be made retroactively, semi-annually no later than December 31st and June 30th of each year for the period the employee has opted out of the plan.
- f. Employees who have withdrawn from the plan may elect to return to the plan in accordance with the regulations of the plan provider. The District shall not re-enroll an employee unless it has received an application from the employee. Absent such application the opt-out shall continue from year to year.

The District will provide health insurance coverage under the State Employees Health Plan to full time active and retired Office Staff member's domestic partner. To qualify for coverage, the domestic partner shall meet the provider's eligibility requirements. The District's contribution will be the same as it is for other members of this unit.

2. Disability Insurance and Benefit Trust Fund

The District pays the administrative and clerical costs for a disability insurance program available to staff members on an optional basis.

- a. The parties agree to continue to participate in the Great Neck Teachers Association Benefit Trust Fund.
- b. The Board shall contribute the following sums in twelve equal monthly installments beginning July 1st of each school year:

2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
\$216,192	\$219,975	\$224,375	\$228,863	\$233,440	\$238,108

3. Retirement Plan

Except as required by law, the school district pays both its own contribution and the staff members' contribution for their membership in the New York Employees' Retirement System.

4. Paid Vacation for 12-Month Employees

- a. Summer vacation policy for Great Neck Office Staff members employed subsequent to June 30, 1968 shall be as follows:

- Less than one year of Great Neck service – one vacation day per full month employed, but not to exceed ten vacation days during the first year of service.
- After completing one (1) full year of Great Neck service – two (2) weeks.
- After completing five (5) full years of Great Neck service – three (3) weeks.
- After completing ten (10) full years of Great Neck service – four (4) weeks.
- After completing twenty (20) full years of Great Neck service – five (5) weeks.

NOTE: Vacation allowance for members of the unit employed on or after July 1, 1997, shall be computed based on years of service in an Office Staff position completed as of July 1st of each year with additional days accrued for a portion of a year's service.

- b. Summer vacation policy for Great Neck Office Staff members whose employment in the unit begins on or after July 1, 2020 shall be as follows:
- Less than one (1) year of Great Neck service – one (1) vacation day per full month employed, but not to exceed ten (10) vacation days during the first year of service.
 - After completing one (1) full year of Great Neck service – two (2) weeks.
 - After completing five (5) full years of Great Neck service – three (3) weeks.
 - After completing ten (10) full years of Great Neck service – four (4) weeks.
- c. Vacation allowance for members of the unit shall be computed based on years of service completed as of July 1st of each year, with additional days accrued for a portion of a year's service.
- d. Office Staff members in the schools who are entitled to vacation time beyond the established summer vacation period, shall arrange for such additional vacation at other times when schools are closed with approval of the Principal and the Superintendent of Schools, or their designee.
- e. District Office personnel who are entitled to vacation beyond the established summer vacation period shall arrange such additional vacation time with the immediate supervisor and the Superintendent of Schools, or their designee.
- f. Unit personnel whose accumulated vacation time is of shorter duration than the established summer vacation period and who do not wish to request additional vacation time without pay should consult with the Superintendent of Schools, or their designee, and the building principal to determine their work station for that period of time when their school remains closed.
- g. The President of the Association shall be consulted before a determination is made as to when schools will be closed for summer vacation.
- h. Existing practice with respect to holidays and bonus days shall be continued during the life of this agreement.

- i. Members of the bargaining unit shall be provided with a calendar of holidays and school vacation days no later than June 1st of each school year.
- j. The President of the Association will advise the Superintendent of Schools, or their designee, of the Association's preferences with regard to the scheduled date for summer closings of elementary schools not later than February 15th of each year. On or about March 15th, the District shall advise the President of the dates schedule for summer closings of the elementary schools.
- k. An Office Staff member shall be informed of the rejection or approval of the member's proposed vacation request within ten days after it is received by the immediate supervisor. The member can appeal this determination to the Superintendent of Schools. Claimed violations of this subdivision are not subject to procedures in Article VII.

A unit member who submits a written request for a vacation day(s) between July 1st and June 20th and whose request is denied shall, in consultation with their supervisor, select another vacation day(s), and they shall make reasonable efforts to do so within two weeks following the initial denial. Such request shall not be unreasonably denied by the supervisor. Should the unit member not agree to a rescheduled vacation day and the unit member's vacation balance exceeds the amount allowable on the subsequent June 30th, such day(s) shall be forfeited.

- l. A maximum of fifteen (15) vacation days may be carried over, and thus, the maximum vacation allowance any unit member can have on each July 1st, when annual allotments are credited, is forty (40) days.

For unit members who have accumulated vacation balances in excess of fifteen (15) vacation days as of June 30, 2013, those balances will be reduced by having the unit member take their entire annual vacation allotment plus an additional five (5) days every year until the accumulated balance is reduced to fifteen (15) days. Members who fail to reduce their vacation balance will, each year as of June 30th, forfeit a number of vacation days equal to the member's annual allotment plus five (5) vacation days less vacation days actually taken.

Members whose accumulated vacation balance as of June 30, 2012, exceeds thirty (30) days will be paid for the amount of days in excess of thirty (30) at the rate of 1/260th.

- m. At the time of retirement into the New York State Local Retirement System ("NYSLRS"), a 12-month unit member will receive a payment of up to forty (40) unused vacation days at the unit member's per diem rate. A 12-month unit member with at least twenty-five (25) years of continuous Office Staff Association service is eligible to receive payment for up to fifty (50) unused vacation days at the time of retirement into NYSLRS.

The foregoing payments shall be made by an employer non-elective contribution to the unit member's 403(b) account to the extent permitted by law.

5. Paid Sick Leave

- a. Office Staff members are allowed thirteen (13) days of paid sick leave each year for personal illness or sickness in the immediate family (husband, wife, child, mother, and father) or other relative living in the home including domestic partner. Sick leave may also be used for death in the immediate family (husband, wife, child, mother, father, grandchild, mother-in-law, father-in-law, brother, sister, aunt, uncle, cousin, nephew, niece, and unit member's grandparent) or other close relative living in the home including domestic partner. Use of sick leave for other than personal illness shall be limited to a maximum of twenty (20) days per year. Sick leave beyond the twenty (20) days for other than personal illness shall be unpaid leave.

Probationary and provisional Office Staff members shall earn sick leave days at the rate of one day per month worked. Upon achieving permanent status, the Office Staff member shall be credited with the balance of the thirteen (13) days annual sick leave allotment.

- b. Sick leave is cumulative with no upper limit.
- c. If it should become necessary in the case of a member who has completed five (5) full years of service as an Office Staff member, additional sick leave may be granted at the discretion of the Board of Education and on the recommendation of the Superintendent for personal illness that is catastrophic in nature, in an amount not to exceed one (1) year at one-half pay and one (1) year at one-third pay, after which extension of sick leave shall be terminated. Such additional sick leave at one-half pay and one-third pay will be considered for absences of a minimum of three (3) months duration.

“Catastrophic” is defined as a severe illness or injury which would be considered to be life-threatening or likely to result in serious residual disability and which has totally incapacitated an employee’s ability to work (including, but not limited to: cancer, coma, heart attack, leukemia, major burns, stroke, trauma with residual paralysis, etc.). Generally speaking, such illness or injury must be both long term in nature and require a long-term recuperation period. Sufficient medical records, verified by a physician selected by the Board, to support such leave is required.

- d. Whenever an Office Staff member incurs an on-the-job injury necessitating absence from work, they shall receive the regular salary and fringe benefits to which they would have been entitled during such absence, for a maximum period of twelve (12) months from the date of injury without loss of accumulated sick leave, less any workers’ compensation salary benefits paid during the period of absence. This provision can only be used once during an Office Staff member’s career with the District provided, however, those Office Staff members whose injury occurred prior to July 1, 2006, shall not be so limited.
- e. A doctor’s certificate may be required by the District following a sick leave absence of three or more consecutive days.
- f. A doctor’s certificate may be required for a sick leave absence on the day(s) immediately preceding and/or following the summer, Thanksgiving, Christmas, winter and spring vacation period.
- g. If a doctor’s certificate is required, the cost of the examination or visit by the physician of choice of the employee shall be borne by the District.
- h. If as a result of serious and/or recurring illness, an employee exhausts their sick leave, the employee may apply to the Superintendent of Schools, or their designee, for additional leave to be granted from a bank of thirty-three (33) days per year. A maximum of eight (8) days’ leave per year may be approved for an individual applicant.
- i. The District may require verification at District expense by an independent medical facility of a sick leave absence beyond fifteen (15) days for a single cause of absence. In case of absence due to family illness, the district may require verification by examination of the family member or by review of the family member’s medical record by said independent medical facility at District expense.

6. Unused Sick Leave at Retirement

A member of the bargaining unit who gives notice of intent to retire three (3) months in advance of retirement, shall receive, upon retirement, one (1) day's pay for each three (3) days of accumulated sick leave, up to a maximum of ninety (90) days; however, that in the unit member's final year, sick leave shall be prorated.

The District shall make any payment due hereunder as a non-elective employer contribution to a 403(b) program that confirms it can accept the contribution in accordance with applicable Internal Revenue Code rules and regulations. Such payment shall be made to the 403(b) program within thirty (30) days following retirement.

7. Paid Personal Leave

- a. Up to two (2) days leave in any school year may be granted without loss of pay on prior (except in emergencies) application to and approval by the Superintendent (or designee) for attendance to personal affairs such as:

- Closing title to home
- Moving day
- Court appearance
- Workers' Compensation hearing
- Appearance at Internal Revenue Service
- Entering child in college
- Attending child's graduation
- Marriage
- Attending wedding of family member
- Religious ceremony involving family
- Illness or death of close friend
- Vehicular breakdown
- Impassable roads
- Failure of public transportation
- Religious observance
- Other such personal affairs

- b. Personal leave days not used prior to June 30th of the school year will be added to the staff member's accumulated sick leave on July 1st.
- c. It is understood that personal leave shall not be granted for recreational purposes or for the purpose of extending a weekend or a vacation period.

- d. Personal leave immediately preceding and/or following the summer, Thanksgiving, Christmas, winter and spring vacation periods will be granted as paid leave for reasons set forth in Article 6(7)(a) (except for "other such personal affairs") upon twenty (20) calendar days prior written notice whenever possible to the Superintendent. Documentation may be requested by the Superintendent.

8. Bereavement Bank

A revolving fund of bereavement leave shall consist of twenty-five (25) days.

- a. A member may, upon application to the Board or to the Superintendent's designee withdraw up to two days per school year from the fund provided the maximum number of days as stated in paragraph "f" is not exceeded.
- b. Bereavement shall be used only for the purposes of death in the employee's immediate family as defined in Article 6(5)(a).
- c. A bereavement day withdrawn from the fund does not have to be repaid by the individual using it.
- d. A day withdrawn from the fund during the previous school year shall be restored to the fund each July 1st so that at the beginning of each school year the fund will consist of the number of bereavement days as outlined above.
- e. An employee may take additional days for bereavement beyond the two (2) maximum as stated in a. above, however, these additional days will be charged to the employee's sick leave in accordance with Article 6(5)(a).
- f. All unused days from the previous year shall be added to the fund for the following year, provided that in no event will the fund exceed thirty-eight (38) days.

9. Post-FMLA Unpaid Leave for an FMLA-Qualifying Reason

- a. Effective July 1, 2024, when an eligible employee is granted FMLA leave for an FMLA-qualifying reason, accrued sick leave used during such leave must run concurrently.
- b. Contiguous with and immediately following the conclusion of the employee's full allotment of unpaid FMLA leave for an FMLA-qualifying reason (hereinafter referred to as "Post-FMLA Leave"), the District shall provide six (6) weeks of unpaid leave for an FMLA-qualifying reason for those employees who do not qualify for sick leave and provide appropriate documentation, as determined by the Director of Human Resources, substantiating the need for the Post-FMLA Leave. During the Post-FMLA Leave, health insurance benefits will be provided to the employee under the same conditions that applied before the leave commenced. Spouses who are eligible for this provision shall only be entitled to one (1) 6-week Post-FMLA Leave split at their choosing.
- c. This unpaid leave is unrelated to the FMLA leave and is not to be construed as an extension or enhancement of FMLA leave. Unit members who do not qualify for FMLA leave similarly do not qualify for Post-FMLA Leave.
- d. Employees must make written application for Post-FMLA Leave at least thirty (30) calendar days before the leave is to commence in order for the benefit to be provided, unless there are extenuating circumstances which preclude timely notice.

Article 7: Grievance Procedures

1. Rules and Regulations

Rules and regulations, which govern the personal standards of conduct of employee within the school premises, shall be uniform district-wide.

2. Grievance Defined

"Grievance" shall mean any claimed violation, misinterpretation, or inequitable application of provisions of this contract.

3. Grievance Procedure

Step 1:

All written grievances shall include the name and position of the aggrieved party, the identity of the specific article and section, policy or procedure which is alleged to have been violated, the time when and the place where the alleged events or conditions constituting the grievance existed, the identity of the party responsible for causing the said events or conditions, if known to the aggrieved party, and a general statement of the nature of the grievance and the redress sought by the aggrieved party.

Any grievance under this Agreement between an employee or employees and the Board shall be settled in the first instance by the employee involved, and his Association representative if requested by the employee, with his immediate supervisor. A grievance submitted to the supervisor in writing shall be answered by the supervisor in writing within seven working days from the time the grievance was received by said supervisor.

A grievance must be filed within thirty (30) working days of the occurrence giving rise to the grievance or within thirty (30) working days of the time the grievant had knowledge or should have had knowledge of the occurrence.

Step 2:

In the event that the grievance was not satisfactorily adjudicated under Step 1, the employee, or the Association through its Grievance Committee at the employee's request, may within ten (10) working days from the date of the written answer take up such grievance with the Superintendent or delegate, who shall not have been the person taking the action complained of.

Association-Board or Board-Association grievances under this Agreement may be entered in writing under Step 2.

The Superintendent or the Association, as the case may be, after informal hearing where requested, at which the employee and their representative may appear and present oral or written statements or arguments, shall answer in writing within ten working days of receipt of the grievance, or ten working days of the hearing, if later.

Step 3:

A grievance which is not satisfactorily adjusted as a result of said hearing may within ten (10) working days of the written answer be submitted to the American Arbitration Association.

A grievance involving Board policy or discretion may be submitted to such Arbitrator only on the question whether such District policy was disregarded or was applied in a discriminatory or arbitrary or capricious manner so as to constitute an abuse of discretion.

Matters before an Arbitrator shall be determined in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association, and the costs of arbitration, if any (exclusive of attorneys' fees) shall be shared equally by the parties.

Step 4:

Decisions of the Arbitrator on any grievance arising under this agreement concerning its application or interpretation shall be binding upon all parties.

The Arbitrator may not add to or detract from the provisions of this Agreement.

Article 8: Access to Information

The President of the Association shall be notified by the Superintendent (or designee) of any approved State or Federal grant program which might impact upon members of the bargaining unit.

The President of the Association shall be provided copies of agendas of School Board meetings and any other information normally provided to other bargaining units at the time such information is normally distributed.

Article 9: Loss or Damage to Personal Property

Each July 1st, the Board of Education shall establish a fund of \$400 to reimburse Office Staff members in an amount of at least \$20 and not to exceed \$80 per occurrence for damage, destruction or theft of personal property of a kind normally worn to or brought into the school building when the office staff member has not been negligent and to the extent that such loss is not covered by workers' compensation or other insurance.

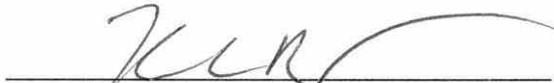
The Office Staff member shall supply to the District evidence of the value of the item destroyed, damaged or stolen and such other evidence as the District might need to process the claim for reimbursement.

Article 10: Association Responsibility

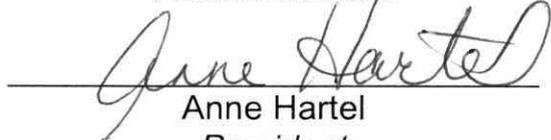
Just as the Board and its representatives are responsible for carrying out the provisions of this agreement for which they have administrative jurisdiction, so the Association is responsible for assuring its own effective functioning and that of its representatives in carrying out the agreement, particularly those provisions in which the Association has a specific role to perform.

**GREAT NECK UNION FREE
SCHOOL DISTRICT**

Grant Toch
President, Board of Education



Kenneth R. Bossert, Ed.D.
Superintendent of Schools

**GREAT NECK OFFICE STAFF
ASSOCIATION**

Anne Hartel
President

Appendix A: Salary Schedules

12-MONTH – July 1, 2024 through June 30, 2025

Salary Step	Grade 1 Typist Clerk	Grade 3 Acct. Clerk, Asst. Buyer, Sr. Typ Clerk, Pub Info Aide, Sr. Clerk, Sr. Libr Clerk, Typ Clerk BIL	Grade 4 Public Info Asst., Pers Clerk, Sr. Steno	Grade 5 Buyer, Sr. Acct. Clerk	Grade 6 Prin Clerk, Princ Typ Clerk	Grade 7 Info Spec I, Pr. Acct. Clk, Sr. Pers Clerk, Steno Secr	Grade 8 Payroll Supervisor	Grade 9 Admin Asst., Pub Info Officer	Grade 10 Auditor
1	\$ 44,640	\$ 52,700	\$ 55,697	\$ 58,906	\$ 62,305	\$ 67,042	\$ 78,123	\$ 89,203	\$ 99,203
2	\$ 46,523	\$ 54,584	\$ 57,574	\$ 60,776	\$ 64,174	\$ 68,930	\$ 80,006	\$ 91,083	\$ 101,083
3	\$ 48,395	\$ 56,438	\$ 59,449	\$ 62,658	\$ 66,050	\$ 70,802	\$ 81,882	\$ 92,962	\$ 102,962
4	\$ 50,272	\$ 58,333	\$ 61,329	\$ 64,537	\$ 67,931	\$ 72,680	\$ 83,758	\$ 94,836	\$ 104,836
5	\$ 52,149	\$ 60,199	\$ 63,202	\$ 66,407	\$ 69,807	\$ 74,548	\$ 85,626	\$ 96,705	\$ 106,705
6	\$ 54,025	\$ 62,076	\$ 65,080	\$ 68,275	\$ 71,665	\$ 76,423	\$ 87,503	\$ 98,583	\$ 108,583
7	\$ 55,892	\$ 63,953	\$ 66,953	\$ 70,169	\$ 73,543	\$ 78,308	\$ 89,385	\$ 100,463	\$ 110,463
8	\$ 57,776	\$ 65,828	\$ 68,823	\$ 72,045	\$ 75,430	\$ 80,174	\$ 91,254	\$ 102,333	\$ 112,333
9	\$ 59,982	\$ 67,706	\$ 70,711	\$ 73,918	\$ 77,300	\$ 82,059	\$ 93,138	\$ 104,218	\$ 114,218
10	\$ 61,810	\$ 69,897	\$ 72,914	\$ 76,144	\$ 79,550	\$ 84,318	\$ 95,451	\$ 106,584	\$ 116,584
11	\$ 62,429	\$ 70,596	\$ 73,643	\$ 76,906	\$ 80,345	\$ 85,161	\$ 96,406	\$ 107,650	\$ 117,650
12	\$ 62,897	\$ 71,125	\$ 74,195	\$ 77,483	\$ 80,948	\$ 85,800	\$ 97,129	\$ 108,458	\$ 118,458
13	\$ 63,369	\$ 71,658	\$ 74,752	\$ 78,064	\$ 81,555	\$ 86,444	\$ 97,857	\$ 109,271	\$ 119,271
14	\$ 63,844	\$ 72,195	\$ 75,313	\$ 78,650	\$ 82,167	\$ 87,092	\$ 98,591	\$ 110,090	\$ 120,090
15	\$ 64,802	\$ 73,278	\$ 76,442	\$ 79,829	\$ 83,399	\$ 88,398	\$ 100,070	\$ 111,741	\$ 121,741
16	\$ 65,288	\$ 73,827	\$ 77,015	\$ 80,427	\$ 84,024	\$ 89,061	\$ 100,820	\$ 112,579	\$ 122,579
17	\$ 65,778	\$ 74,381	\$ 77,593	\$ 81,030	\$ 84,655	\$ 89,729	\$ 101,576	\$ 113,424	\$ 123,424
18	\$ 66,271	\$ 74,938	\$ 78,175	\$ 81,638	\$ 85,289	\$ 90,402	\$ 102,338	\$ 114,274	\$ 124,274
19	\$ 66,768	\$ 75,500	\$ 78,761	\$ 82,250	\$ 85,929	\$ 91,079	\$ 103,105	\$ 115,132	\$ 125,132
20	\$ 67,603	\$ 76,444	\$ 79,746	\$ 83,278	\$ 87,003	\$ 92,218	\$ 104,394	\$ 116,571	\$ 126,571

APPENDIX "A"
SALARY SCHEDULES
10-MONTH – July 1, 2024 through June 30, 2025

Salary Step	Grade 1	Grade 3	Grade 4	Grade 5
	Typist Clerk	Acct. Clerk, Asst Buyer, Sr. Typ Clerk, Pub Info Aide, Sr. Clerk, Sr. Libr Clerk, Typ Clerk BiL	Public Info Asst., Pers Clerk, Sr. Steno	Buyer, Sr. Acct. Clerk
1	\$ 37,200	\$ 43,917	\$ 46,414	\$ 49,088
2	\$ 38,769	\$ 45,487	\$ 47,978	\$ 50,647
3	\$ 40,329	\$ 47,032	\$ 49,541	\$ 52,215
4	\$ 41,893	\$ 48,611	\$ 51,108	\$ 53,781
5	\$ 43,458	\$ 50,166	\$ 52,668	\$ 55,339
6	\$ 45,021	\$ 51,730	\$ 54,233	\$ 56,896
7	\$ 46,577	\$ 53,294	\$ 55,794	\$ 58,474
8	\$ 48,147	\$ 54,857	\$ 57,353	\$ 60,038
9	\$ 49,985	\$ 56,422	\$ 58,926	\$ 61,598
10	\$ 51,508	\$ 58,248	\$ 60,762	\$ 63,453
11	\$ 52,024	\$ 58,830	\$ 61,369	\$ 64,088
12	\$ 52,414	\$ 59,271	\$ 61,829	\$ 64,569
13	\$ 52,808	\$ 59,715	\$ 62,293	\$ 65,053
14	\$ 53,203	\$ 60,163	\$ 62,761	\$ 65,542
15	\$ 54,002	\$ 61,065	\$ 63,702	\$ 66,524
16	\$ 54,407	\$ 61,523	\$ 64,179	\$ 67,023
17	\$ 54,815	\$ 61,984	\$ 64,661	\$ 67,525
18	\$ 55,226	\$ 62,448	\$ 65,146	\$ 68,032
19	\$ 55,640	\$ 62,917	\$ 65,634	\$ 68,542
20	\$ 56,336	\$ 63,703	\$ 66,455	\$ 69,398

APPENDIX "A"
SALARY SCHEDULES
12-MONTH – July 1, 2025 through June 30, 2026

	Grade 1	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10
Salary Step	Typist Clerk	Acct. Clerk, Asst. Buyer, Sr. Typ Clerk, Pub Info Aide, Sr. Clerk, Sr. Libr Clerk, Typ Clerk BIL	Public Info Asst., Pers Clerk, Sr. Steno	Buyer, Sr. Acct. Clerk	Prin Clerk, Princ Typ Clerk	Info Spec I, Pr. Acct. Clk, Sr. Pers Clerk, Steno Secr	Payroll Supervisor	Admin Asst., Pub Info Officer	Auditor
1	\$ 45,421	\$ 53,622	\$ 56,672	\$ 59,937	\$ 63,395	\$ 68,215	\$ 79,490	\$ 90,764	\$ 100,939
2	\$ 47,337	\$ 55,539	\$ 58,582	\$ 61,840	\$ 65,297	\$ 70,136	\$ 81,406	\$ 92,677	\$ 102,852
3	\$ 49,242	\$ 57,426	\$ 60,489	\$ 63,755	\$ 67,206	\$ 72,041	\$ 83,315	\$ 94,589	\$ 104,764
4	\$ 51,152	\$ 59,354	\$ 62,402	\$ 65,666	\$ 69,120	\$ 73,952	\$ 85,224	\$ 96,496	\$ 106,671
5	\$ 53,062	\$ 61,252	\$ 64,308	\$ 67,569	\$ 71,029	\$ 75,853	\$ 87,124	\$ 98,397	\$ 108,572
6	\$ 54,970	\$ 63,162	\$ 66,219	\$ 69,470	\$ 72,919	\$ 77,760	\$ 89,034	\$ 100,308	\$ 110,483
7	\$ 56,870	\$ 65,072	\$ 68,125	\$ 71,397	\$ 74,830	\$ 79,678	\$ 90,949	\$ 102,221	\$ 112,396
8	\$ 58,787	\$ 66,980	\$ 70,027	\$ 73,306	\$ 76,750	\$ 81,577	\$ 92,851	\$ 104,124	\$ 114,299
9	\$ 61,032	\$ 68,891	\$ 71,948	\$ 75,212	\$ 78,653	\$ 83,495	\$ 94,768	\$ 106,042	\$ 116,217
10	\$ 62,892	\$ 71,120	\$ 74,190	\$ 77,477	\$ 80,942	\$ 85,794	\$ 97,121	\$ 108,449	\$ 118,624
11	\$ 63,522	\$ 71,831	\$ 74,932	\$ 78,252	\$ 81,751	\$ 86,651	\$ 98,093	\$ 109,534	\$ 119,709
12	\$ 63,998	\$ 72,370	\$ 75,493	\$ 78,839	\$ 82,365	\$ 87,302	\$ 98,829	\$ 110,356	\$ 120,531
13	\$ 64,478	\$ 72,912	\$ 76,060	\$ 79,430	\$ 82,982	\$ 87,957	\$ 99,569	\$ 111,183	\$ 121,358
14	\$ 64,961	\$ 73,458	\$ 76,631	\$ 80,026	\$ 83,605	\$ 88,616	\$ 100,316	\$ 112,017	\$ 122,192
15	\$ 65,936	\$ 74,560	\$ 77,780	\$ 81,226	\$ 84,858	\$ 89,945	\$ 101,821	\$ 113,696	\$ 123,871
16	\$ 66,431	\$ 75,119	\$ 78,363	\$ 81,834	\$ 85,494	\$ 90,620	\$ 102,584	\$ 114,549	\$ 124,724
17	\$ 66,929	\$ 75,683	\$ 78,951	\$ 82,448	\$ 86,136	\$ 91,299	\$ 103,354	\$ 115,409	\$ 125,584
18	\$ 67,431	\$ 76,249	\$ 79,543	\$ 83,067	\$ 86,782	\$ 91,984	\$ 104,129	\$ 116,274	\$ 126,449
19	\$ 67,936	\$ 76,821	\$ 80,139	\$ 83,689	\$ 87,433	\$ 92,673	\$ 104,909	\$ 117,147	\$ 127,322
20	\$ 68,786	\$ 77,782	\$ 81,142	\$ 84,735	\$ 88,526	\$ 93,832	\$ 106,221	\$ 118,611	\$ 128,786

APPENDIX "A"
SALARY SCHEDULES
10-MONTH – July 1, 2025 through June 30, 2026

Salary Step	Grade 1	Grade 3	Grade 4	Grade 5
	Typist Clerk	Acct. Clerk, Asst Buyer, Sr. Typ Clerk, Pub Info Aide, Sr. Clerk, Sr. Libr Clerk, Typ Clerk BiL	Public Info Asst., Pers Clerk, Sr. Steno	Buyer, Sr. Acct. Clerk
1	\$ 37,851	\$ 44,685	\$ 47,227	\$ 49,948
2	\$ 39,448	\$ 46,283	\$ 48,818	\$ 51,533
3	\$ 41,035	\$ 47,855	\$ 50,408	\$ 53,129
4	\$ 42,627	\$ 49,462	\$ 52,002	\$ 54,722
5	\$ 44,218	\$ 51,043	\$ 53,590	\$ 56,308
6	\$ 45,808	\$ 52,635	\$ 55,183	\$ 57,892
7	\$ 47,392	\$ 54,227	\$ 56,771	\$ 59,498
8	\$ 48,989	\$ 55,817	\$ 58,356	\$ 61,088
9	\$ 50,860	\$ 57,409	\$ 59,957	\$ 62,677
10	\$ 52,410	\$ 59,267	\$ 61,825	\$ 64,564
11	\$ 52,935	\$ 59,859	\$ 62,443	\$ 65,210
12	\$ 53,332	\$ 60,308	\$ 62,911	\$ 65,699
13	\$ 53,732	\$ 60,760	\$ 63,383	\$ 66,192
14	\$ 54,134	\$ 61,215	\$ 63,859	\$ 66,688
15	\$ 54,947	\$ 62,133	\$ 64,817	\$ 67,688
16	\$ 55,359	\$ 62,599	\$ 65,303	\$ 68,195
17	\$ 55,774	\$ 63,069	\$ 65,793	\$ 68,707
18	\$ 56,193	\$ 63,541	\$ 66,286	\$ 69,223
19	\$ 56,613	\$ 64,018	\$ 66,783	\$ 69,741
20	\$ 57,322	\$ 64,818	\$ 67,618	\$ 70,613

APPENDIX "A"
SALARY SCHEDULES
12-MONTH – July 1, 2026 through June 30, 2027

	Grade 1	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10
Salary Step	Typist Clerk	Acct. Clerk, Asst. Buyer, Sr. Typ Clerk, Pub Info Aide, Sr. Clerk, Sr. Libr Clerk, Typ Clerk BIL	Public Info Asst., Pers Clerk, Sr. Steno	Buyer, Sr. Acct. Clerk	Prin Clerk, Princ Typ Clerk	Info Spec I, Pr. Acct. Clk, Sr. Pers Clerk, Steno Secr	Payroll Supervisor	Admin Asst., Pub Info Officer	Auditor
1	\$ 46,329	\$ 54,694	\$ 57,805	\$ 61,136	\$ 64,663	\$ 69,579	\$ 81,080	\$ 92,579	\$ 102,958
2	\$ 48,284	\$ 56,650	\$ 59,754	\$ 63,077	\$ 66,603	\$ 71,539	\$ 83,034	\$ 94,531	\$ 104,909
3	\$ 50,227	\$ 58,575	\$ 61,699	\$ 65,030	\$ 68,550	\$ 73,482	\$ 84,981	\$ 96,481	\$ 106,859
4	\$ 52,175	\$ 60,541	\$ 63,650	\$ 66,979	\$ 70,502	\$ 75,431	\$ 86,928	\$ 98,426	\$ 108,804
5	\$ 54,123	\$ 62,477	\$ 65,594	\$ 68,920	\$ 72,450	\$ 77,370	\$ 88,866	\$ 100,365	\$ 110,743
6	\$ 56,069	\$ 64,425	\$ 67,543	\$ 70,859	\$ 74,377	\$ 79,315	\$ 90,815	\$ 102,314	\$ 112,693
7	\$ 58,007	\$ 66,373	\$ 69,488	\$ 72,825	\$ 76,327	\$ 81,272	\$ 92,768	\$ 104,265	\$ 114,644
8	\$ 59,963	\$ 68,320	\$ 71,428	\$ 74,772	\$ 78,285	\$ 83,209	\$ 94,708	\$ 106,206	\$ 116,585
9	\$ 62,253	\$ 70,269	\$ 73,387	\$ 76,716	\$ 80,226	\$ 85,165	\$ 96,663	\$ 108,163	\$ 118,541
10	\$ 64,150	\$ 72,542	\$ 75,674	\$ 79,027	\$ 82,561	\$ 87,510	\$ 99,063	\$ 110,618	\$ 120,996
11	\$ 64,792	\$ 73,268	\$ 76,431	\$ 79,817	\$ 83,386	\$ 88,384	\$ 100,055	\$ 111,725	\$ 122,103
12	\$ 65,278	\$ 73,817	\$ 77,003	\$ 80,416	\$ 84,012	\$ 89,048	\$ 100,806	\$ 112,563	\$ 122,942
13	\$ 65,768	\$ 74,370	\$ 77,581	\$ 81,019	\$ 84,642	\$ 89,716	\$ 101,560	\$ 113,407	\$ 123,785
14	\$ 66,260	\$ 74,927	\$ 78,164	\$ 81,627	\$ 85,277	\$ 90,388	\$ 102,322	\$ 114,257	\$ 124,636
15	\$ 67,255	\$ 76,051	\$ 79,336	\$ 82,851	\$ 86,555	\$ 91,744	\$ 103,857	\$ 115,970	\$ 126,348
16	\$ 67,760	\$ 76,621	\$ 79,930	\$ 83,471	\$ 87,204	\$ 92,432	\$ 104,636	\$ 116,840	\$ 127,218
17	\$ 68,268	\$ 77,197	\$ 80,530	\$ 84,097	\$ 87,859	\$ 93,125	\$ 105,421	\$ 117,717	\$ 128,096
18	\$ 68,780	\$ 77,774	\$ 81,134	\$ 84,728	\$ 88,518	\$ 93,824	\$ 106,212	\$ 118,599	\$ 128,978
19	\$ 69,295	\$ 78,357	\$ 81,742	\$ 85,363	\$ 89,182	\$ 94,526	\$ 107,007	\$ 119,490	\$ 129,868
20	\$ 70,162	\$ 79,338	\$ 82,765	\$ 86,430	\$ 90,297	\$ 95,709	\$ 108,345	\$ 120,983	\$ 131,362

APPENDIX "A"
SALARY SCHEDULES
10-MONTH – July 1, 2026 through June 30, 2027

Salary Step	Grade 1	Grade 3	Grade 4	Grade 5
	Typist Clerk	Acct. Clerk, Asst Buyer, Sr. Typ Clerk, Pub Info Aide, Sr. Clerk, Sr. Libr Clerk, Typ Clerk BiL	Public Info Asst., Pers Clerk, Sr. Steno	Buyer, Sr. Acct. Clerk
1	\$ 38,608	\$ 45,578	\$ 48,171	\$ 50,947
2	\$ 40,237	\$ 47,208	\$ 49,795	\$ 52,564
3	\$ 41,856	\$ 48,813	\$ 51,416	\$ 54,192
4	\$ 43,479	\$ 50,451	\$ 53,042	\$ 55,816
5	\$ 45,103	\$ 52,064	\$ 54,662	\$ 57,433
6	\$ 46,724	\$ 53,688	\$ 56,286	\$ 59,049
7	\$ 48,339	\$ 55,311	\$ 57,907	\$ 60,688
8	\$ 49,969	\$ 56,933	\$ 59,523	\$ 62,310
9	\$ 51,878	\$ 58,558	\$ 61,156	\$ 63,930
10	\$ 53,458	\$ 60,452	\$ 63,062	\$ 65,856
11	\$ 53,993	\$ 61,057	\$ 63,693	\$ 66,514
12	\$ 54,398	\$ 61,514	\$ 64,169	\$ 67,013
13	\$ 54,807	\$ 61,975	\$ 64,651	\$ 67,516
14	\$ 55,217	\$ 62,439	\$ 65,137	\$ 68,023
15	\$ 56,046	\$ 63,376	\$ 66,113	\$ 69,043
16	\$ 56,467	\$ 63,851	\$ 66,608	\$ 69,559
17	\$ 56,890	\$ 64,331	\$ 67,108	\$ 70,081
18	\$ 57,317	\$ 64,812	\$ 67,612	\$ 70,607
19	\$ 57,746	\$ 65,298	\$ 68,118	\$ 71,136
20	\$ 58,468	\$ 66,115	\$ 68,971	\$ 72,025

APPENDIX "A"
SALARY SCHEDULES
12-MONTH – July 1, 2027 through June 30, 2028

	Grade 1	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10
Salary Step	Typist Clerk	Acct. Clerk, Asst. Buyer, Sr. Typ Clerk, Pub Info Aide, Sr. Clerk, Sr. Libr Clerk, Typ Clerk BIL	Public Info Asst., Pers Clerk, Sr. Steno	Buyer, Sr. Acct. Clerk	Prin Clerk, Princ Typ Clerk	Info Spec I, Pr. Acct. Clk, Sr. Pers Clerk, Steno Secr	Payroll Supervisor	Admin Asst., Pub Info Officer	Auditor
1	\$ 47,256	\$ 55,788	\$ 58,961	\$ 62,359	\$ 65,956	\$ 70,971	\$ 82,702	\$ 94,431	\$ 105,017
2	\$ 49,250	\$ 57,783	\$ 60,949	\$ 64,339	\$ 67,935	\$ 72,970	\$ 84,695	\$ 96,422	\$ 107,007
3	\$ 51,232	\$ 59,747	\$ 62,933	\$ 66,331	\$ 69,921	\$ 74,952	\$ 86,681	\$ 98,411	\$ 108,996
4	\$ 53,219	\$ 61,752	\$ 64,923	\$ 68,319	\$ 71,912	\$ 76,940	\$ 88,667	\$ 100,395	\$ 110,980
5	\$ 55,205	\$ 63,727	\$ 66,906	\$ 70,298	\$ 73,899	\$ 78,917	\$ 90,643	\$ 102,372	\$ 112,958
6	\$ 57,190	\$ 65,714	\$ 68,894	\$ 72,276	\$ 75,865	\$ 80,901	\$ 92,631	\$ 104,360	\$ 114,947
7	\$ 59,167	\$ 67,700	\$ 70,878	\$ 74,282	\$ 77,854	\$ 82,897	\$ 94,623	\$ 106,350	\$ 116,937
8	\$ 61,162	\$ 69,686	\$ 72,857	\$ 76,267	\$ 79,851	\$ 84,873	\$ 96,602	\$ 108,330	\$ 118,917
9	\$ 63,498	\$ 71,674	\$ 74,855	\$ 78,250	\$ 81,831	\$ 86,868	\$ 98,596	\$ 110,326	\$ 120,912
10	\$ 65,433	\$ 73,993	\$ 77,187	\$ 80,608	\$ 84,212	\$ 89,260	\$ 101,044	\$ 112,830	\$ 123,416
11	\$ 66,088	\$ 74,733	\$ 77,960	\$ 81,413	\$ 85,054	\$ 90,152	\$ 102,056	\$ 113,960	\$ 124,545
12	\$ 66,584	\$ 75,293	\$ 78,543	\$ 82,024	\$ 85,692	\$ 90,829	\$ 102,822	\$ 114,814	\$ 125,401
13	\$ 67,083	\$ 75,857	\$ 79,133	\$ 82,639	\$ 86,335	\$ 91,510	\$ 103,591	\$ 115,675	\$ 126,261
14	\$ 67,585	\$ 76,426	\$ 79,727	\$ 83,260	\$ 86,983	\$ 92,196	\$ 104,368	\$ 116,542	\$ 127,129
15	\$ 68,600	\$ 77,572	\$ 80,923	\$ 84,508	\$ 88,286	\$ 93,579	\$ 105,934	\$ 118,289	\$ 128,875
16	\$ 69,115	\$ 78,153	\$ 81,529	\$ 85,140	\$ 88,948	\$ 94,281	\$ 106,729	\$ 119,177	\$ 129,762
17	\$ 69,633	\$ 78,741	\$ 82,141	\$ 85,779	\$ 89,616	\$ 94,988	\$ 107,529	\$ 120,071	\$ 130,658
18	\$ 70,156	\$ 79,329	\$ 82,757	\$ 86,423	\$ 90,288	\$ 95,700	\$ 108,336	\$ 120,971	\$ 131,558
19	\$ 70,681	\$ 79,924	\$ 83,377	\$ 87,070	\$ 90,966	\$ 96,417	\$ 109,147	\$ 121,880	\$ 132,465
20	\$ 71,565	\$ 80,925	\$ 84,420	\$ 88,159	\$ 92,103	\$ 97,623	\$ 110,512	\$ 123,403	\$ 133,989

APPENDIX "A"
SALARY SCHEDULES
10-MONTH – July 1, 2027 through June 30, 2028

Salary Step	Grade 1	Grade 3	Grade 4	Grade 5
	Typist Clerk	Acct. Clerk, Asst Buyer, Sr. Typ Clerk, Pub Info Aide, Sr. Clerk, Sr. Libr Clerk, Typ Clerk BiL	Public Info Asst., Pers Clerk, Sr. Steno	Buyer, Sr. Acct. Clerk
1	\$ 39,380	\$ 46,490	\$ 49,134	\$ 51,966
2	\$ 41,042	\$ 48,153	\$ 50,791	\$ 53,616
3	\$ 42,693	\$ 49,789	\$ 52,444	\$ 55,276
4	\$ 44,349	\$ 51,460	\$ 54,103	\$ 56,933
5	\$ 46,004	\$ 53,106	\$ 55,755	\$ 58,582
6	\$ 47,658	\$ 54,762	\$ 57,412	\$ 60,230
7	\$ 49,306	\$ 56,417	\$ 59,065	\$ 61,902
8	\$ 50,968	\$ 58,072	\$ 60,714	\$ 63,556
9	\$ 52,915	\$ 59,728	\$ 62,379	\$ 65,208
10	\$ 54,528	\$ 61,661	\$ 64,323	\$ 67,173
11	\$ 55,073	\$ 62,278	\$ 64,967	\$ 67,844
12	\$ 55,487	\$ 62,744	\$ 65,453	\$ 68,353
13	\$ 55,903	\$ 63,214	\$ 65,944	\$ 68,866
14	\$ 56,321	\$ 63,688	\$ 66,439	\$ 69,383
15	\$ 57,167	\$ 64,643	\$ 67,436	\$ 70,423
16	\$ 57,596	\$ 65,128	\$ 67,941	\$ 70,950
17	\$ 58,028	\$ 65,618	\$ 68,451	\$ 71,483
18	\$ 58,463	\$ 66,108	\$ 68,964	\$ 72,019
19	\$ 58,901	\$ 66,603	\$ 69,481	\$ 72,558
20	\$ 59,638	\$ 67,438	\$ 70,350	\$ 73,466

APPENDIX "A"
SALARY SCHEDULES
12-MONTH – July 1, 2028 through June 30, 2029

Salary Step	Grade 1	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10
	Typist Clerk	Acct. Clerk, Asst. Buyer, Sr. Typ Clerk, Pub Info Aide, Sr. Clerk, Sr. Libr Clerk, Typ Clerk BIL	Public Info Asst., Pers Clerk, Sr. Steno	Buyer, Sr. Acct. Clerk	Prin Clerk, Princ Typ Clerk	Info Spec I, Pr. Acct. Clk, Sr. Pers Clerk, Steno Secur	Payroll Supervisor	Admin Asst., Pub Info Officer	Auditor
1	\$ 48,201	\$ 56,904	\$ 60,140	\$ 63,606	\$ 67,275	\$ 72,390	\$ 84,356	\$ 96,320	\$ 107,117
2	\$ 50,235	\$ 58,939	\$ 62,168	\$ 65,626	\$ 69,294	\$ 74,429	\$ 86,389	\$ 98,350	\$ 109,147
3	\$ 52,257	\$ 60,942	\$ 64,192	\$ 67,658	\$ 71,319	\$ 76,451	\$ 88,415	\$ 100,379	\$ 111,176
4	\$ 54,283	\$ 62,987	\$ 66,221	\$ 69,685	\$ 73,350	\$ 78,479	\$ 90,440	\$ 102,403	\$ 113,200
5	\$ 56,309	\$ 65,002	\$ 68,244	\$ 71,704	\$ 75,377	\$ 80,495	\$ 92,456	\$ 104,419	\$ 115,217
6	\$ 58,334	\$ 67,028	\$ 70,272	\$ 73,722	\$ 77,382	\$ 82,519	\$ 94,484	\$ 106,447	\$ 117,246
7	\$ 60,350	\$ 69,054	\$ 72,296	\$ 75,768	\$ 79,411	\$ 84,555	\$ 96,515	\$ 108,477	\$ 119,276
8	\$ 62,385	\$ 71,080	\$ 74,314	\$ 77,792	\$ 81,448	\$ 86,570	\$ 98,534	\$ 110,497	\$ 121,295
9	\$ 64,768	\$ 73,107	\$ 76,352	\$ 79,815	\$ 83,468	\$ 88,605	\$ 100,568	\$ 112,533	\$ 123,330
10	\$ 66,742	\$ 75,473	\$ 78,731	\$ 82,220	\$ 85,896	\$ 91,045	\$ 103,065	\$ 115,087	\$ 125,884
11	\$ 67,410	\$ 76,228	\$ 79,519	\$ 83,041	\$ 86,755	\$ 91,955	\$ 104,097	\$ 116,239	\$ 127,036
12	\$ 67,916	\$ 76,799	\$ 80,114	\$ 83,664	\$ 87,406	\$ 92,646	\$ 104,878	\$ 117,110	\$ 127,909
13	\$ 68,425	\$ 77,374	\$ 80,716	\$ 84,292	\$ 88,062	\$ 93,340	\$ 105,663	\$ 117,989	\$ 128,786
14	\$ 68,937	\$ 77,955	\$ 81,322	\$ 84,925	\$ 88,723	\$ 94,040	\$ 106,455	\$ 118,873	\$ 129,672
15	\$ 69,972	\$ 79,123	\$ 82,541	\$ 86,198	\$ 90,052	\$ 95,451	\$ 108,053	\$ 120,655	\$ 131,453
16	\$ 70,497	\$ 79,716	\$ 83,160	\$ 86,843	\$ 90,727	\$ 96,167	\$ 108,864	\$ 121,561	\$ 132,357
17	\$ 71,026	\$ 80,316	\$ 83,784	\$ 87,495	\$ 91,408	\$ 96,888	\$ 109,680	\$ 122,472	\$ 133,271
18	\$ 71,559	\$ 80,916	\$ 84,412	\$ 88,151	\$ 92,094	\$ 97,614	\$ 110,503	\$ 123,390	\$ 134,189
19	\$ 72,095	\$ 81,522	\$ 85,045	\$ 88,811	\$ 92,785	\$ 98,345	\$ 111,330	\$ 124,318	\$ 135,114
20	\$ 72,996	\$ 82,544	\$ 86,108	\$ 89,922	\$ 93,945	\$ 99,575	\$ 112,722	\$ 125,871	\$ 136,669

APPENDIX "A"
SALARY SCHEDULES
10-MONTH – July 1, 2028 through June 30, 2029

Salary Step	Grade 1	Grade 3	Grade 4	Grade 5
	Typist Clerk	Acct. Clerk, Asst Buyer, Sr. Typ Clerk, Pub Info Aide, Sr. Clerk, Sr. Libr Clerk, Typ Clerk BiL	Public Info Asst., Pers Clerk, Sr. Steno	Buyer, Sr. Acct. Clerk
1	\$ 40,168	\$ 47,420	\$ 50,117	\$ 53,005
2	\$ 41,863	\$ 49,116	\$ 51,807	\$ 54,688
3	\$ 43,548	\$ 50,785	\$ 53,493	\$ 56,382
4	\$ 45,236	\$ 52,489	\$ 55,184	\$ 58,071
5	\$ 46,924	\$ 54,168	\$ 56,870	\$ 59,753
6	\$ 48,612	\$ 55,857	\$ 58,560	\$ 61,435
7	\$ 50,292	\$ 57,545	\$ 60,247	\$ 63,140
8	\$ 51,988	\$ 59,233	\$ 61,928	\$ 64,827
9	\$ 53,973	\$ 60,923	\$ 63,627	\$ 66,513
10	\$ 55,618	\$ 62,894	\$ 65,609	\$ 68,517
11	\$ 56,175	\$ 63,523	\$ 66,266	\$ 69,201
12	\$ 56,597	\$ 63,999	\$ 66,762	\$ 69,720
13	\$ 57,021	\$ 64,478	\$ 67,263	\$ 70,243
14	\$ 57,448	\$ 64,963	\$ 67,768	\$ 70,771
15	\$ 58,310	\$ 65,936	\$ 68,784	\$ 71,832
16	\$ 58,748	\$ 66,430	\$ 69,300	\$ 72,369
17	\$ 59,188	\$ 66,930	\$ 69,820	\$ 72,913
18	\$ 59,633	\$ 67,430	\$ 70,343	\$ 73,459
19	\$ 60,079	\$ 67,935	\$ 70,871	\$ 74,009
20	\$ 60,830	\$ 68,787	\$ 71,757	\$ 74,935

APPENDIX "A"
SALARY SCHEDULES
12-MONTH – July 1, 2029 through June 30, 2030

	Grade 1	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10
Salary Step	Typist Clerk	Acct. Clerk, Asst. Buyer, Sr. Typ Clerk, Pub Info Aide, Sr. Clerk, Sr. Libr Clerk, Typ Clerk BIL	Public Info Asst., Pers Clerk, Sr. Steno	Buyer, Sr. Acct. Clerk	Prin Clerk, Princ Typ Clerk	Info Spec I, Pr. Acct. Clk, Sr. Pers Clerk, Steno Secr	Payroll Supervisor	Admin Asst., Pub Info Officer	Auditor
1	\$ 49,165	\$ 58,042	\$ 61,343	\$ 64,878	\$ 68,621	\$ 73,838	\$ 86,043	\$ 98,246	\$ 109,259
2	\$ 51,240	\$ 60,118	\$ 63,411	\$ 66,939	\$ 70,680	\$ 75,918	\$ 88,117	\$ 100,317	\$ 111,330
3	\$ 53,302	\$ 62,161	\$ 65,476	\$ 69,011	\$ 72,745	\$ 77,980	\$ 90,183	\$ 102,387	\$ 113,400
4	\$ 55,369	\$ 64,247	\$ 67,545	\$ 71,079	\$ 74,817	\$ 80,049	\$ 92,249	\$ 104,451	\$ 115,464
5	\$ 57,435	\$ 66,302	\$ 69,609	\$ 73,138	\$ 76,885	\$ 82,105	\$ 94,305	\$ 106,507	\$ 117,521
6	\$ 59,501	\$ 68,369	\$ 71,677	\$ 75,196	\$ 78,930	\$ 84,169	\$ 96,374	\$ 108,576	\$ 119,591
7	\$ 61,557	\$ 70,435	\$ 73,742	\$ 77,283	\$ 80,999	\$ 86,246	\$ 98,445	\$ 110,647	\$ 121,662
8	\$ 63,633	\$ 72,502	\$ 75,800	\$ 79,348	\$ 83,077	\$ 88,301	\$ 100,505	\$ 112,707	\$ 123,721
9	\$ 66,063	\$ 74,569	\$ 77,879	\$ 81,411	\$ 85,137	\$ 90,377	\$ 102,579	\$ 114,784	\$ 125,797
10	\$ 68,077	\$ 76,982	\$ 80,306	\$ 83,864	\$ 87,614	\$ 92,866	\$ 105,126	\$ 117,389	\$ 128,402
11	\$ 68,758	\$ 77,753	\$ 81,109	\$ 84,702	\$ 88,490	\$ 93,794	\$ 106,179	\$ 118,564	\$ 129,577
12	\$ 69,274	\$ 78,335	\$ 81,716	\$ 85,337	\$ 89,154	\$ 94,499	\$ 106,976	\$ 119,452	\$ 130,467
13	\$ 69,794	\$ 78,921	\$ 82,330	\$ 85,978	\$ 89,823	\$ 95,207	\$ 107,776	\$ 120,349	\$ 131,362
14	\$ 70,316	\$ 79,514	\$ 82,948	\$ 86,624	\$ 90,497	\$ 95,921	\$ 108,584	\$ 121,250	\$ 132,265
15	\$ 71,371	\$ 80,705	\$ 84,192	\$ 87,922	\$ 91,853	\$ 97,360	\$ 110,214	\$ 123,068	\$ 134,082
16	\$ 71,907	\$ 81,310	\$ 84,823	\$ 88,580	\$ 92,542	\$ 98,090	\$ 111,041	\$ 123,992	\$ 135,004
17	\$ 72,447	\$ 81,922	\$ 85,460	\$ 89,245	\$ 93,236	\$ 98,826	\$ 111,874	\$ 124,921	\$ 135,936
18	\$ 72,990	\$ 82,534	\$ 86,100	\$ 89,914	\$ 93,936	\$ 99,566	\$ 112,713	\$ 125,858	\$ 136,873
19	\$ 73,537	\$ 83,152	\$ 86,746	\$ 90,587	\$ 94,641	\$ 100,312	\$ 113,557	\$ 126,804	\$ 137,816
20	\$ 74,456	\$ 84,195	\$ 87,830	\$ 91,720	\$ 95,824	\$ 101,567	\$ 114,976	\$ 128,388	\$ 139,402

APPENDIX "A"
SALARY SCHEDULES
10-MONTH – July 1, 2029 through June 30, 2030

	Grade 1	Grade 3	Grade 4	Grade 5
Salary Step	Typist Clerk	Acct. Clerk, Asst Buyer, Sr. Typ Clerk, Pub Info Aide, Sr. Clerk, Sr. Libr Clerk, Typ Clerk BiL	Public Info Asst., Pers Clerk, Sr. Steno	Buyer, Sr. Acct. Clerk
1	\$ 40,971	\$ 48,368	\$ 51,119	\$ 54,065
2	\$ 42,700	\$ 50,098	\$ 52,843	\$ 55,783
3	\$ 44,418	\$ 51,801	\$ 54,563	\$ 57,509
4	\$ 46,141	\$ 53,539	\$ 56,288	\$ 59,233
5	\$ 47,863	\$ 55,252	\$ 58,008	\$ 60,948
6	\$ 49,584	\$ 56,974	\$ 59,731	\$ 62,663
7	\$ 51,298	\$ 58,696	\$ 61,452	\$ 64,403
8	\$ 53,028	\$ 60,418	\$ 63,167	\$ 66,123
9	\$ 55,053	\$ 62,141	\$ 64,899	\$ 67,843
10	\$ 56,731	\$ 64,152	\$ 66,922	\$ 69,887
11	\$ 57,298	\$ 64,794	\$ 67,591	\$ 70,585
12	\$ 57,728	\$ 65,279	\$ 68,097	\$ 71,114
13	\$ 58,162	\$ 65,768	\$ 68,608	\$ 71,648
14	\$ 58,597	\$ 66,262	\$ 69,123	\$ 72,187
15	\$ 59,476	\$ 67,254	\$ 70,160	\$ 73,268
16	\$ 59,923	\$ 67,758	\$ 70,686	\$ 73,817
17	\$ 60,373	\$ 68,268	\$ 71,217	\$ 74,371
18	\$ 60,825	\$ 68,778	\$ 71,750	\$ 74,928
19	\$ 61,281	\$ 69,293	\$ 72,288	\$ 75,489
20	\$ 62,047	\$ 70,163	\$ 73,192	\$ 76,433

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