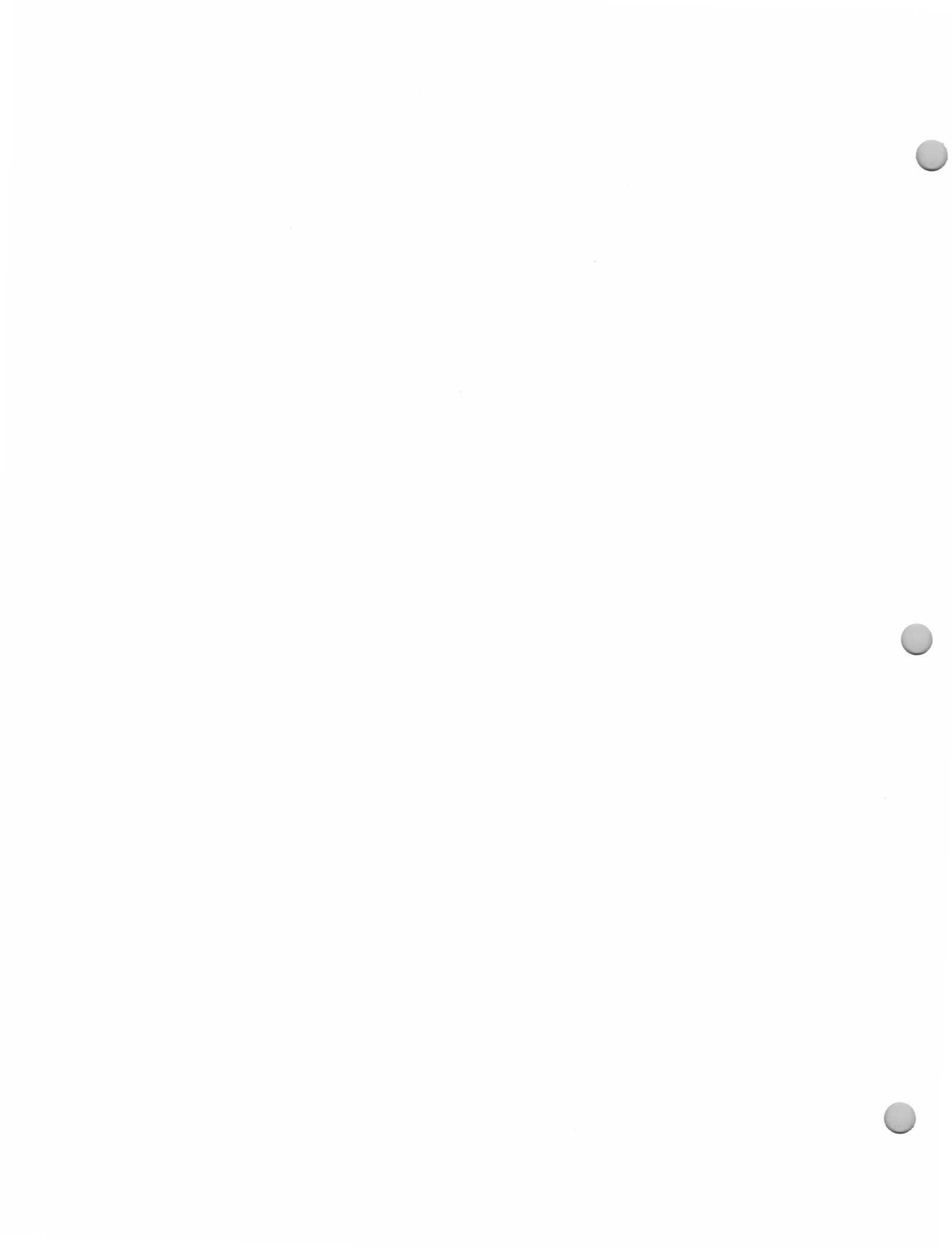


**AGREEMENT**  
**between the**  
**GREAT NECK BOARD OF EDUCATION**  
**and the**  
**GREAT NECK BUILDINGS AND GROUNDS**  
**SUPERVISORS ASSOCIATION**

**JULY 1, 2019 – JUNE 30, 2027**



# Great Neck Public Schools



*Where Discovery Leads to Greatness*



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## **Preamble**

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AGREEMENT entered into this 1<sup>st</sup> day of July, 2019, by and between GREAT NECK UNION FREE SCHOOL DISTRICT, TOWN OF NORTH HEMPSTEAD (the "Board" or "District") AND GREAT NECK BUILDINGS AND GROUNDS SUPERVISORS ASSOCIATION (the "Association").

## **RECOGNITION**

The Board recognizes the Association as the sole and exclusive unchallenged representative for the maximum period provided by the Civil Service Law, Article 14, Section 203(c), for supervisory buildings and grounds employees, including District Head Custodian, Head Custodian I, II and III, Maintenance Supervisor I, Maintenance Supervisor II, Assistant Supervisor of Transportation, Bus Dispatcher, Assistant Bus Dispatcher, Supervising Groundskeeper, Assistant Supervisor of Security, Assistant Supervising Groundskeeper, Assistant Head Custodian I, Information Technology Specialist I, Information Technology Specialist II, Information Technology Specialist III, Information Technology Assistant Manager; and the following exempt employees: Supervisor of School Facilities and Operations, Supervisor of Security, and Supervisor of Transportation.

IT IS AGREED THAT THE FOLLOWING PROVISIONS SHALL TAKE EFFECT AS OF JULY 1, 2019, AND CONTINUE THROUGH JUNE 30, 2027.

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## **Article 1: Salary**

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- A. Association members shall be compensated in accordance with the salary schedules for the 2019-2020 through 2026-2027 school years annexed hereto as Appendices "A" and "B". The aforementioned salary schedules reflect the following increases.
- Effective July 1, 2019, all unit members shall receive a 1.75% wage increase
  - Effective July 1, 2020, all unit members shall receive a 1.75% wage increase
  - Effective July 1, 2021, all unit members shall receive a 2.0% wage increase
  - Effective July 1, 2022, all unit members shall receive a 2.0% wage increase
  - Effective July 1, 2023, all unit members shall receive a 2.0% wage increase
  - Effective July 1, 2024, all unit members shall receive a 2.0% wage increase
  - Effective July 1, 2025, all unit members shall receive a 2.0% wage increase
  - Effective July 1, 2026, all unit members shall receive a 1.5% wage increase
- B. For the duration of this Agreement only, the above percentage increases shall be applied to service increments, night differential, and the community school stipends.
- C. Effective July 1, 2019, unit members who are not increment eligible as of the preceding June 30th shall receive a \$1,000 off schedule payment.
- D. All unit members shall receive their pay through direct deposit.

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## Article 2: Service Increment

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Service increments will be added upon completion of the number of years of service with Great Neck Public Schools as follows:

	19-20	20-21	21-22	22-23	23-24	24-25	25-26	26-27
14 years	\$1,131	\$1,151	\$1,174	\$1,197	\$1,221	\$1,245	\$1,270	\$1,289
19 years	\$1,238	\$1,260	\$1,285	\$1,311	\$1,337	\$1,364	\$1,391	\$1,412
24 years	\$1,378	\$1,402	\$1,430	\$1,459	\$1,488	\$1,518	\$1,548	\$1,571
29 years	\$1,487	\$1,513	\$1,543	\$1,574	\$1,605	\$1,637	\$1,670	\$1,695

The service increment shall be applied to eligible employees on July 1<sup>st</sup> immediately following completion of the required number of years of service.

A unit member shall advance to the next step on the salary schedule on July 1<sup>st</sup> of each year, unless they have been appointed between April 1<sup>st</sup> and June 30<sup>th</sup>, in which case they shall advance to the next step on the second July 1<sup>st</sup>, following the date of initial appointment.

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## Article 3: Night Differential

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Night differential where applicable will be as follows:

	19-20	20-21	21-22	22-23	23-24	24-25	25-26	26-27
Above basic salary for personnel working permanently on night shift.	\$1,251	\$1,273	\$1,298	\$1,324	\$1,350	\$1,377	\$1,405	\$1,426
Above basic salary for Assistant Head Custodian(s) who rotate 50% day shift and 50% night shift.	\$627	\$638	\$651	\$664	\$677	\$691	\$705	\$716

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## Article 4: Community School Stipend

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Head Custodians who are appointed by the District shall provide supervision for the overall operation of one of the assigned Community Schools as follows:

- Cumberland Community Education Center – Lakeville Head Custodian
- Village School – Saddle Rock Head Custodian
- Grace Ave. Social Center – North Middle School Head Custodian
- Clover Drive Center – North High School Head Custodian

The appointed Head Custodian shall have the following stipend added to their annual salary:

	19-20	20-21	21-22	22-23	23-24	24-25	25-26	26-27
Cumberland, Grace Ave, Clover Drive	\$7,131	\$7,256	\$7,401	\$7,549	\$7,700	\$7,854	\$8,011	\$8,131
Village School	\$4,762	\$4,845	\$4,942	\$5,041	\$5,142	\$5,245	\$5,350	\$5,430

The above stipends shall be prorated for less than a full year of service.

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**Article 5: Health & Dental Insurance**

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- A. Each unit member employed prior to July 1, 2009 shall be eligible for Group Health Insurance Benefits (Empire Plan or equal plan) and shall contribute 5% as of July 1, 2015; 6% as of July 1, 2022; 7% as of July 1, 2023; 8% as of July 1, 2024; 9% as of July 1, 2025, and 10% as of July 1, 2026 and thereafter.

Unit members hired on or after July 1, 2009 will contribute 15% as of July 1, 2014 and thereafter.

The District will provide health insurance coverage under the State Employees Health Plan to an active and retired unit member's domestic partner. To qualify for coverage, the domestic partner shall meet the provider's eligibility requirements; and the employee must be full time.

If a member and the member's spouse/domestic partner are both eligible for coverage with the district, the coverage will be limited as follows:

1. Member may have individual coverage.
  2. Member may have one family coverage: if member's spouse/domestic partner selects family coverage with District, member may only elect individual coverage.
- B. Effective January 1, 2023, the District shall provide enrollment to all benefit eligible unit members into the MetLife Dental HMO Plan at no cost to the employee. The District has the right to change dental plan carriers provided that the plan benefits are substantially similar.

If the District, at its discretion, chooses to offer a premium dental plan, the unit member shall pay the difference between the premiums of the no-cost dental plan and the premium dental plan.

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**Article 6: Assignment of Supervisor's Duties**

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- A. Members of the unit will normally work in their own classification except in emergencies.
- B. When a member of the Association is temporarily assigned the responsibilities of their supervisor, they shall be paid at the supervisor's salary rate, retroactive to the first day, provided, however, that the member assumes such responsibilities for a period of five (5) consecutive work days, which may include one (1) contractually scheduled holiday. School vacation periods (two or more days) are excluded from this provision.
- C. In the event that a head custodian is absent from an elementary school for any reason for three (3) months or more, their position shall be filled on a temporary basis by an Assistant Head Custodian.

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## **Article 7: Promotions**

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- A. In filling promotional vacancies, appropriate notices of the vacancies shall first be posted for five (5) school days. In filling such vacancies seniority shall be one of the factors considered.
- B. When an employee is appointed probationally to a position in a higher classification, their status as a tenured employee in their previous classification is protected as provided by Civil Service rules.
- C. When an employee new to the District as of November 15, 2016 and thereafter, is promoted to a position in a higher Civil Service classification, they will be placed on the lowest salary step of the new salary schedule that will provide a salary increase compared to their annual salary prior to the promotion. When an employee new to the unit as of November 15, 2016 and thereafter, is promoted to a position in a higher Civil Service classification, they will be placed on the new salary schedule on the same step they currently hold in their current bargaining unit. If this salary is lower than their previous salary, they will be placed on the lowest salary step of the new salary schedule that will provide a salary increase compared to their annual salary prior to the promotion. When an employee who is already a member of this unit (prior to November 15, 2016) is moved to another position within this unit, they will be placed at the same step that they currently hold for the previous position and will remain on the old salary schedule for the new position. This provision shall sunset and be of no further force and effect on June 30, 2023.
- D. Effective July 1, 2023, 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.

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## **Article 8: Night Shift**

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- A. When assigning unit members to the night shift, seniority shall be taken into consideration.
- B. Association personnel assigned to the night shift shall be permitted to eat their evening meal during their eight (8) hour shift. No more than half an hour shall be allowed for this purpose and personnel may not leave the building during this period without permission of the Assistant Superintendent for Business.

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## **Article 9: Breaks**

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- A. Employees on day shifts will be entitled to two (2) coffee breaks (one in the morning and one in the afternoon) of ten (10) minutes each. Employees on night shifts will receive one coffee break of fifteen (15) minutes.

- B. The allocated time of ten (10) and fifteen (15) minutes respectively shall commence when the employee ceases their appointed task and ends when the employee resumes the appointed task.
- C. If an employee is assigned to work more than ten (10) hours in any day, they will be given an additional break of thirty (30) minutes without loss of pay.

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**Article 10: Mileage Allowance**

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The District shall provide the Association with a document that lists the approved mileage between schools. If an Association member uses their own private vehicle during the course of employment, the Association member shall be reimbursed for approved automobile use at that year's IRS mileage rate.

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**Article 11: Emergency Call-In**

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When an employee is called in outside their regularly scheduled shift hours for emergency work, they shall be guaranteed at least three (3) hours of work, at the appropriate overtime rate, and shall not be required to stay for work for which they were not called in. Overtime programmed in advance is not to be construed as emergency overtime and the amount of compensation for such work shall be commensurate with the hours worked. This provision does not apply to exempt titles in this unit (i.e., Supervisor of Facilities & Operations, Supervisor of Security, and Supervisor of Transportation).

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**Article 12: Uniforms**

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- A. The District will pay a uniform cleaning allowance in accordance with the following table in separate lump sum checks as follows: one-half the annual amount in June and one-half the annual amount in December. Such amount will be prorated for any employee who was absent from work for more than one month during the six (6) month period.

Supervisors	Security Personnel
\$396	\$518

- B. Winter clothing will be available at various locations for use when employees are required to work out of doors in snow and cold weather.
- C. A committee of Buildings and Grounds Supervisors shall be consulted on future specifications for purchase of uniforms.

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**Article 13: Overtime Distribution**

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Where possible, overtime will be distributed equally among those qualified within a classification in each school building. This provision does not apply to exempt titles in the unit (i.e., Supervisor of Facilities & Operations, Supervisor of Security, and Supervisor of Transportation).

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## **Article 14: Seniority Lists**

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Updated seniority lists will be made available periodically to the Association president and to Head Custodians, and lists provided for each bulletin board in each school.

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## **Article 15: Paid Holidays**

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- A. A total of seventeen (17) paid holidays (including New Year's Eve) will be provided during the contract year period. If New Year's Eve falls on a Saturday, the holiday would be the preceding Friday. If New Year's Eve falls on a Sunday, the holiday would be the following Monday.
- B. A committee of Buildings and Grounds Supervisors shall consult with the Assistant Superintendent for Business on future holiday schedules.

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## **Article 16: Perfect Attendance**

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Unit members may receive up to two (2) separate payments for perfect attendance. One payment shall be equal to one (1) day's pay for six (6) months of perfect attendance from July 1<sup>st</sup> through December 31<sup>st</sup> and shall be paid at the conclusion of that period. The second payment shall be equal to one (1) day's pay for six (6) months of perfect attendance from January 1<sup>st</sup> through June 30<sup>th</sup> and shall be paid at the conclusion of that period. (Note: no sick or unauthorized personal days taken).

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## **Article 17: Vacation**

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- A. Vacation allowances for members of the unit shall be computed based on years of service completed as of June 30<sup>th</sup> of each year and credited on July 1<sup>st</sup>. Members hired during the course of the year will have these days prorated, and credited to the member on the next succeeding July 1<sup>st</sup>.
- B. Vacation allowance shall not be cumulative beyond a maximum of 35 days, and any vacation in excess of 35 days shall be forfeited each October 1<sup>st</sup>. For new unit members hired on or after July 1, 2012, vacation allowance shall not be cumulative beyond a maximum of 20 days, and any vacation in excess of 20 days for such new members shall be forfeited each October 1<sup>st</sup>.
- C. In the event a member's accumulation exceeds 35 days (or 20 days for new members as of July 1, 2012) because of a written direction from the Superintendent of Schools or their designee to not use part or all of the member's vacation allowance, such unused allowance may be added to the accumulation for the following school year. Any accumulation in excess of 35 days (or 20 days for new members as of July 1, 2012), however, must be used within the school year following the school year it was earned and in no event shall the vacation accumulation exceed 35 days (or 20 days for new members as of July 1, 2012) for more than one school year.

- D. By May 1<sup>st</sup> of each year, each unit member will be notified by the Assistant Superintendent for Business of their vacation entitlements.
1. An employee who has completed between one (1) full year (12 months) and up to four (4) years (48 months) of Great Neck service shall be entitled to two (2) weeks.
  2. An employee who has completed between four (4) full years (48 months) and up to ten (10) full years (120 months) of Great Neck service shall be entitled to three (3) weeks.
  3. An employee who has completed ten (10) or more full years of service (120 months or more) shall be entitled to four (4) weeks.
  4. An employee hired prior to July 1, 2022 who has completed twenty (20) full years of Great Neck service shall be entitled to five (5) weeks.
- E. Vacation may be taken subject to the prior approval of the Assistant Superintendent for Business. Vacation requests for the year must be made by May 15<sup>th</sup> for the following twelve (12) months. Reasonable requests for changes throughout the year will be considered.
- F. Upon retirement members will be paid for unused vacation. The maximum unused vacation an existing unit member (as of June 30, 2012) will be paid upon retirement will be 60 days. The maximum unused vacation a new unit member (hired on or after July 1, 2012) will be paid upon retirement will be 40 days.
- G. By mutual agreement of the Board and the employee, and in accordance with the vacation periods listed on the master schedule, vacation time may be taken at any time during the contract year, and may include scheduling of vacations "back to back" for two vacation years.

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## **Article 18: Personal Leave**

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- A. Personal leave may be granted by the Board on request of the employee for reasons other than illness, which require the employee to be absent. Such requests must be in the Phipps building at least one week in advance of personal leave date except during an emergency for which permission of a Buildings and Grounds administrator will be necessary. Reasons for personal leave may include the following:
- Closing title to home
  - Moving day
  - Court appearance
  - Appearance at Internal Revenue Bureau
  - Entering offspring in college
  - Attending offspring's graduation
  - Marriage
  - Attending wedding of a family member

- Religious ceremony involving family
  - Illness or death of a close friend
  - Vehicular breakdown
  - Impassable roads
  - Failure of public transportation
  - Other such personal affairs that cannot be scheduled during non-working hours
- B. Personal leave may be requested for up to three (3) days in any school year. Personal leave days beyond three (3) days in any school year will be considered with deduction from employee's sick leave balance, provided that such balance exists. Except in emergencies, personal leave requests require prior approval from the Assistant Superintendent for Business or their designee and reason for leave provided. 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.
- C. Personal leave shall not be granted for the days immediately preceding and/or following the summer, Thanksgiving, Christmas, winter and spring vacation periods. Personal leave on these days will be granted only as unpaid leave.

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## **Article 19: Sick Leave**

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- A. Each member shall be allowed twelve (12) days leave of absence (sick leave) with full pay during each school year, provided such absence is due to illness of the employee or the employee's immediate family defined as husband, wife, child, mother, father, mother-in-law, father-in-law, brother, sister, grandparents, domestic partner, grandchildren, stepchildren, and stepparents.
- B. Sick leave shall be cumulative. If an employee is absent for one or more of the reasons specified beyond the number of days standing to their credit, they shall automatically be dropped from the payroll for the period of such absence. If it should become necessary in the case of an employee with at least three (3) years' duration in the system, additional sick leave may be granted at the discretion of the Board of Education and on the recommendation of the Superintendent for personal illness in an amount not to exceed one (1) year at one-half ( $\frac{1}{2}$ ) pay, and a second year at one-third ( $\frac{1}{3}$ ) pay, after which extension of sick leave shall be terminated.

One-half pay and one-third pay is not applicable to new unit members hired on or after July 1, 2009. (New unit members are defined as those persons newly hired to the school district and does not include individuals currently, prior to July 1, 2009, in the B&G and/or maintenance bargaining unit.)

- C. It is understood that this extended sick leave is for long term rather than sporadic illness and that during an employee's period of service with the school district it (one year at  $\frac{1}{2}$  pay and one year at  $\frac{1}{3}$  pay) represents the maximum amount available to any individual employee.

- D. The annual sick leave allowance shall be credited to the account of each employee on July 1<sup>st</sup> of every year except, effective July 1, 2022, new unit members will be credited sick leave at the rate of one (1) day for each full month during the first year of employment. All persons on sick leave shall call in each day and be available for a return call and/or visit by a buildings and grounds supervisor and/or administrator.
- E. Employees quarantined in their places of residence because of illness of some member of the household with a contagious disease, shall be granted leave of absence without salary deduction for the duration of the quarantine, or such other period as the medical inspector shall certify as requisite or prudent.
- F. If a member of the unit becomes incapacitated through injury sustained in carrying out the duties of their job, they shall be paid their full salary and fringe benefits for the period during which they are unable to work (up to a maximum of six (6) months from time of injury) without loss of accumulated sick leave, less any workers' compensation salary benefits for the time of absence.
- G. A doctor's certificate may be required following a sick leave absence of three (3) or more consecutive days.
- H. 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 periods, and scheduled and non-scheduled holidays.
- I. 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.
- J. At the time of regular retirement or retirement for disability an employee shall receive pay for accumulated sick leave at the rate of one day for each three days of accumulated sick leave up to a maximum of 92 days. Effective June 15, 2022, the days in the employee's final year of employment shall be prorated for payment purposes based upon time worked in that year.

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 30 days following retirement.

- K. If as a result of serious and/or recurring illness, an employee exhausts their sick leave, the employee may apply to the Director of Human Resources for additional leave to be granted from a bank of 22 days per year. A maximum of eight (8) days of leave per year may be approved for an individual applicant.

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## **Article 20: Bereavement Leave**

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On July 1<sup>st</sup> of each school year, a revolving fund of seventeen (17) days of bereavement leave shall be set up in the following manner:

- A. A member may, upon application to the Assistant Superintendent for Business, withdraw up to three (3) days per school year from the fund provided the 17 days maximum is not exceeded.
- B. Bereavement shall be used only for the purposes of death in the employee's immediate family as defined in Article 19(A).
- C. Bereavement days withdrawn from the fund do not have to be repaid by the individual using them.
- D. Bereavement days may be withdrawn from the fund for bereavement only.
- E. Days withdrawn from the fund during the previous school year shall be restored to the fund each July 1<sup>st</sup> so that at the beginning of each school year the fund will consist of seventeen (17) bereavement days.
- F. With the permission of the Assistant Superintendent for Business, an employee may take additional days for bereavement beyond the three (3) days, however, these additional days will be charged to the employee's sick leave.
- G. Effective June 15, 2022, bereavement days may only be taken within twenty (25) days of the immediate family member's death, provided the employee submits evidence of the date of death within two (2) weeks of the employee's return to work following such leave. This requirement may be waived at the discretion of the Superintendent of Schools, or their designee, based on compelling circumstances presented by the employee. Immediate family is defined in Article 19(A).

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## **Article 21: Transfers**

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No member of the unit will be transferred from one building to another within the District without prior notification. In addition, no member shall be transferred more than once within a calendar year except by mutual agreement or in case of need.

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## **Article 22: Association Rights**

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- A. A written contract shall be given to each member of the unit.
- B. The President of the Association shall be free to discuss matters directly related to the implementation of this agreement on school property during the day or night shifts.
- C. Members of the Association's negotiating team shall be entitled to meet with the Board's negotiating team on school time to the same extent as off-duty time. This applies equally to day shift and night shift personnel.

- D. No meeting for members of the Association's negotiating team for the purpose of planning for negotiations shall be held on school time unless specific approval has been granted by the Superintendent of Schools.
- E. Regular work time shall not be used by members of the Association for the preparation of studies, reports, bulletins, etc., in connection with negotiations.
- F. Permission may be granted the Association to hold meetings on school property by prior agreement with the Superintendent.
- G. Members of the unit shall be provided legal aid in cases of the member being assaulted while performing their duties for the District.

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### **Article 23: Life Insurance**

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Each member of the unit will receive life insurance coverage in the amount of \$100,000, the cost to be paid by the Board.

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### **Article 24: Optical Insurance**

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Each member of the unit will receive a scheduled optical insurance plan that provides for reimbursement for the employee and/or family member to a maximum of \$446 during the 12-month period of July 1<sup>st</sup> through June 30<sup>th</sup>, (with receipts submitted by June 30<sup>th</sup> of each school year) for one examination and replacement of one pair of glasses. It is understood that whenever possible the employee will use District health insurance for examination.

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### **Article 25: Summer Workday**

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When such a schedule will not interfere with the duties of the employee or the scheduled activities of the school, the summer workday (when school is not in session) may be scheduled to begin at 7:00 a.m. The arrangement of such a schedule in each individual building must be approved by the Assistant Superintendent for Business.

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### **Article 26: Dues Deduction**

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The Board agrees to deduct from the salaries of its employees, who individually and voluntarily authorize such deductions in writing, dues of the Association in an amount to be certified to the Board by the Association. Such deductions are to be made uniformly from each paycheck and shall be transmitted to the GNTA on a monthly basis.

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### **Article 27: Snow Day or Other Emergency School Closing**

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When schools are closed on a "snow" day and building personnel are called in to work, compensation shall be at the time-and-a-half rate (in addition to the regular salary these individuals would receive). The foregoing shall sunset and be of no further force and effect on June 15, 2022.

Effective June 16, 2022, when building personnel are called to work on a snow day or other emergency school closing day that is declared by the Superintendent of Schools and there is no in-person instruction on that day, the rate of pay shall be time and one-half, plus the regular day's pay for the emergency work performed to reopen school for in-person instruction. The foregoing shall not apply to the closure of school because of a health emergency, including, but not limited to, the COVID-19 pandemic. Furthermore, this provision shall not apply to all exempt titles in this unit.

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## **Article 28: Inservice Credits**

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- A. The Board and the Association endorse the concept that on-the-job performance should be constantly updated and improved. Accordingly, it is agreed that a supervisor shall take, at the expense of the District, any inservice course adjudged by the Board, on the recommendation of the Assistant Superintendent for Business, 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 the Association representatives continue to develop inservice training programs. Such programs may include not only courses planned specifically for Great Neck buildings and grounds personnel, but also courses and/or programs offered by the Great Neck school system or other educational agencies and adjudged by the Assistant Superintendent for Business as being of value to buildings and grounds personnel.
- C. An educational credit increase equal to one additional salary step shall be granted to a supervisor on January 1<sup>st</sup> or July 1<sup>st</sup>, following completion of fifteen (15) points of courses taken with the prior approval of the Assistant Superintendent, subsequent to June 30, 1975. Supervisors who have already completed one or more courses that qualify may apply to the Assistant Superintendent for Business for retroactive credit up to a maximum of twelve (12) points.
- D. Educational increments beyond the maximum step earned shall be compensated at \$1,973.
- E. Effective July 1, 2000, it is understood that an employee can only earn a maximum of three (3) educational increments. Employees who have earned more than three (3) educational increments prior to July 1, 2000, will continue to be compensated for all educational increments earned.

In addition, an educational increment previously earned at a rate higher than scheduled above shall not be reduced or increased.

- F. As a general rule, the point value for approved courses or programs shall be:
  - Inservice courses: 1 point per 10 hours of instruction.
  - College-sponsored courses: 2 points per credit hour.

- Courses leading to state certification: Employee will receive 15 points upon District's receipt of state certification in connection with the employee's job description.
- G. To obtain credit, a supervisor must satisfy the course requirements of the instructor, including attendance, and submit a course completion certificate signed by the instructor.
- H. Effective July 1, 2016, existing educational increments (as of June 30, 2016) will be frozen and the earning of educational increments would no longer be available to unit members.

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## **Article 29: Trainings & Workshops**

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- A. If members of the unit are required to attend training schools or workshops, they will be paid necessary expenses for attendance at these sessions, and hours of attendance will be subtracted from work hours.
- B. The supervisor will be given notice when an employee under their supervision has been directed by the administration to attend a training school or workshop, when the activity will take place on the employee's regularly scheduled work time.

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## **Article 30: Retirement Plan**

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Members shall be covered by the retirement plan (Section 75g) of the New York State Employees' Retirement System in accordance with State Law.

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## **Article 31: Grievance Procedure**

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- A. The Association and members of the unit shall have the right to process grievances that may arise.
- B. 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 their Association representative if requested by the employee, with their immediate supervisor. A grievance submitted to the supervisor in writing shall be answered by the supervisor in writing within seven (7) working days from the time the grievance was received by said supervisor. An employee's grievance shall be submitted within fifteen (15) days of the action or condition causing the grievance.

- C. Step 2 – In the event that the grievance was not satisfactorily adjusted 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 their 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 arguments or statements, shall answer in writing within ten (10) working days of receipt of the grievance, or ten (10) working days of the hearing if later.

- D. 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, and a single neutral arbitrator shall be appointed in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association. Notwithstanding the above, the parties reserve the right to select a neutral arbitrator by mutual agreement. A grievance involving Board policy or discretion may be submitted to arbitration only on the question of 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 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.

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.

Any grievance decision shall be retroactive to the date on which the grievance originally occurred.

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## **Article 32: Duration**

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This Agreement shall be binding and in full force effective July 1, 2019 and extending through June 30, 2027 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 120 days prior to the closing of the school year of its desire to reopen negotiations on one or more matters covered by this agreement. This Agreement may be altered, changed, added to or modified only through the voluntary mutual consent of the Board and the Association.

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**Article 33: Legislative Action Provision**

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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.

THIS AGREEMENT IS MADE AND ENTERED INTO by and between the Board and the Association.

**GREAT NECK UNION FREE  
SCHOOL DISTRICT**



Rebecca Sassouni  
*President, Board of Education*

12/13/23

Date

**GREAT NECK BUILDINGS  
AND GROUNDS  
SUPERVISORS ASSOCIATION**



Christopher Vecchio  
*President*

12/11/23

Date

## Appendix A: Salary Schedules (Hired Prior to November 15, 2016)

2019-2020					
	Asst Super of Grounds, Asst Bus Dispatcher, Asst Head Custodian	Head Custodian I	Bus Dispatcher, Supervisor of Grounds, Assistant Sup. Sec., Info Tech Specialist I	Head Custodian II, Info Tech Specialist II	Maintenance Supervisor I, Info Tech Specialist III
1	\$65,511	\$71,163	\$74,139	\$76,387	\$81,747
2	\$66,789	\$72,456	\$75,408	\$77,691	\$83,010
3	\$68,057	\$73,769	\$76,672	\$78,995	\$84,539
4	\$69,324	\$75,344	\$78,200	\$80,570	\$86,055
5	\$70,843	\$77,165	\$79,969	\$82,391	\$87,578
6	\$72,870	\$79,258	\$81,998	\$84,479	\$89,608
7	\$75,406	\$81,869	\$84,539	\$87,101	\$92,135
8	\$77,934	\$84,478	\$87,072	\$89,708	\$94,676
9	\$81,407	\$87,533	\$89,408	\$92,119	\$96,069
10	\$82,628	\$88,847	\$90,749	\$93,502	\$97,511

	Head Custodian III, Info Tech Asst Manager	Asst Super of Trans., Maintenance Super II	Supervisor of Facilities & Operations	Supervisor of Security	Supervisor of Transportation
1	\$84,225	\$95,196	\$122,136	\$133,518	\$138,214
2	\$85,526	\$97,113	\$124,577	\$135,521	\$140,317
3	\$87,101	\$99,034	\$127,067	\$137,552	\$142,453
4	\$88,663	\$100,956	\$129,611	\$139,616	\$144,623
5	\$90,232	\$102,871	\$132,203	\$141,711	\$146,827
6	\$92,323	\$104,793	\$134,846	\$143,837	\$149,062
7	\$94,926	\$106,883	\$137,543	\$145,995	\$151,333
8	\$97,544	\$109,147	\$139,607	\$148,186	\$153,636
9	\$98,978	\$113,162	\$141,003	\$150,407	\$155,977
10	\$100,463	\$114,860	\$143,118	\$152,663	\$158,316

All salaries are based on a forty (40) hour week – night shift or day shift.

## Appendix A: Salary Schedules (Hired Prior to November 15, 2016)

2020-2021					
	Asst Super of Grounds, Asst Bus Dispatcher, Asst Head Custodian	Head Custodian I	Bus Dispatcher, Supervisor of Grounds, Assistant Sup. Sec., Info Tech Specialist I	Head Custodian II, Info Tech Specialist II	Maintenance Supervisor I, Info Tech Specialist III
1	\$66,657	\$72,408	\$75,436	\$77,724	\$83,178
2	\$67,958	\$73,724	\$76,728	\$79,051	\$84,463
3	\$69,248	\$75,060	\$78,014	\$80,377	\$86,018
4	\$70,537	\$76,663	\$79,569	\$81,980	\$87,561
5	\$72,083	\$78,515	\$81,368	\$83,833	\$89,111
6	\$74,145	\$80,645	\$83,433	\$85,957	\$91,176
7	\$76,726	\$83,302	\$86,018	\$88,625	\$93,747
8	\$79,298	\$85,956	\$88,596	\$91,278	\$96,333
9	\$82,832	\$89,065	\$90,973	\$93,731	\$97,750
10	\$84,074	\$90,402	\$92,337	\$95,138	\$99,217

	Head Custodian III, Info Tech Asst Manager	Asst Super of Trans., Maintenance Super II	Supervisor of Facilities & Operations	Supervisor of Security	Supervisor of Transportation
1	\$85,699	\$96,862	\$124,273	\$135,855	\$140,633
2	\$87,023	\$98,812	\$126,757	\$137,893	\$142,773
3	\$88,625	\$100,767	\$129,291	\$139,959	\$144,946
4	\$90,215	\$102,723	\$131,879	\$142,059	\$147,154
5	\$91,811	\$104,671	\$134,517	\$144,191	\$149,396
6	\$93,939	\$106,627	\$137,206	\$146,354	\$151,671
7	\$96,587	\$108,753	\$139,950	\$148,550	\$153,981
8	\$99,251	\$111,057	\$142,050	\$150,779	\$156,325
9	\$100,710	\$115,142	\$143,471	\$153,039	\$158,707
10	\$102,221	\$116,870	\$145,623	\$155,335	\$161,087

All salaries are based on a forty (40) hour week – night shift or day shift.

## Appendix A: Salary Schedules (Hired Prior to November 15, 2016)

2021-2022					
	Asst Super of Grounds, Asst Bus Dispatcher, Asst Head Custodian	Head Custodian I	Bus Dispatcher, Supervisor of Grounds, Assistant Sup. Sec., Info Tech Specialist I	Head Custodian II, Info Tech Specialist II	Maintenance Supervisor I, Info Tech Specialist III
1	\$67,990	\$73,856	\$76,945	\$79,278	\$84,842
2	\$69,317	\$75,198	\$78,263	\$80,632	\$86,152
3	\$70,633	\$76,561	\$79,574	\$81,985	\$87,738
4	\$71,948	\$78,196	\$81,160	\$83,620	\$89,312
5	\$73,525	\$80,085	\$82,995	\$85,510	\$90,893
6	\$75,628	\$82,258	\$85,102	\$87,676	\$93,000
7	\$78,261	\$84,968	\$87,738	\$90,398	\$95,622
8	\$80,884	\$87,675	\$90,368	\$93,104	\$98,260
9	\$84,489	\$90,846	\$92,792	\$95,606	\$99,705
10	\$85,755	\$92,210	\$94,184	\$97,041	\$101,201

	Head Custodian III, Info Tech Asst Manager	Asst Super of Trans., Maintenance Super II	Supervisor of Facilities & Operations	Supervisor of Security	Supervisor of Transportation
1	\$87,413	\$98,799	\$126,758	\$138,572	\$143,446
2	\$88,763	\$100,788	\$129,292	\$140,651	\$145,628
3	\$90,398	\$102,782	\$131,877	\$142,758	\$147,845
4	\$92,019	\$104,777	\$134,517	\$144,900	\$150,097
5	\$93,647	\$106,764	\$137,207	\$147,075	\$152,384
6	\$95,818	\$108,760	\$139,950	\$149,281	\$154,704
7	\$98,519	\$110,928	\$142,749	\$151,521	\$157,061
8	\$101,236	\$113,278	\$144,891	\$153,795	\$159,452
9	\$102,724	\$117,445	\$146,340	\$156,100	\$161,881
10	\$104,265	\$119,207	\$148,535	\$158,442	\$164,309

All salaries are based on a forty (40) hour week – night shift or day shift.

## Appendix A: Salary Schedules (Hired Prior to November 15, 2016)

2022-2023					
	Asst Super of Grounds, Asst Bus Dispatcher, Asst Head Custodian	Head Custodian I	Bus Dispatcher, Supervisor of Grounds, Assistant Sup. Sec., Info Tech Specialist I	Head Custodian II, Info Tech Specialist II	Maintenance Supervisor I, Info Tech Specialist III
1	\$69,350	\$75,333	\$78,484	\$80,864	\$86,539
2	\$70,703	\$76,702	\$79,828	\$82,245	\$87,875
3	\$72,046	\$78,092	\$81,165	\$83,625	\$89,493
4	\$73,387	\$79,760	\$82,783	\$85,292	\$91,098
5	\$74,996	\$81,687	\$84,655	\$87,220	\$92,711
6	\$77,141	\$83,903	\$86,804	\$89,430	\$94,860
7	\$79,826	\$86,667	\$89,493	\$92,206	\$97,534
8	\$82,502	\$89,429	\$92,175	\$94,966	\$100,225
9	\$86,179	\$92,663	\$94,648	\$97,518	\$101,699
10	\$87,470	\$94,054	\$96,068	\$98,982	\$103,225

	Head Custodian III, Info Tech Asst Manager	Asst Super of Trans., Maintenance Super II	Supervisor of Facilities & Operations	Supervisor of Security	Supervisor of Transportation
1	\$89,161	\$100,775	\$129,293	\$141,343	\$146,315
2	\$90,538	\$102,804	\$131,878	\$143,464	\$148,541
3	\$92,206	\$104,838	\$134,515	\$145,613	\$150,802
4	\$93,859	\$106,873	\$137,207	\$147,798	\$153,099
5	\$95,520	\$108,899	\$139,951	\$150,017	\$155,432
6	\$97,734	\$110,935	\$142,749	\$152,267	\$157,798
7	\$100,489	\$113,147	\$145,604	\$154,551	\$160,202
8	\$103,261	\$115,544	\$147,789	\$156,871	\$162,641
9	\$104,778	\$119,794	\$149,267	\$159,222	\$165,119
10	\$106,350	\$121,591	\$151,506	\$161,611	\$167,595

All salaries are based on a forty (40) hour week – night shift or day shift.

## Appendix A: Salary Schedules (Hired Prior to November 15, 2016)

2023-2024					
	Asst Super of Grounds, Asst Bus Dispatcher, Asst Head Custodian	Head Custodian I	Bus Dispatcher, Supervisor of Grounds, Assistant Sup. Sec., Info Tech Specialist I	Head Custodian II, Info Tech Specialist II	Maintenance Supervisor I, Info Tech Specialist III
1	\$70,737	\$76,840	\$80,054	\$82,481	\$88,270
2	\$72,117	\$78,236	\$81,425	\$83,890	\$89,633
3	\$73,487	\$79,654	\$82,788	\$85,298	\$91,283
4	\$74,855	\$81,355	\$84,439	\$86,998	\$92,920
5	\$76,496	\$83,321	\$86,348	\$88,964	\$94,565
6	\$78,684	\$85,581	\$88,540	\$91,219	\$96,757
7	\$81,423	\$88,400	\$91,283	\$94,050	\$99,485
8	\$84,152	\$91,218	\$94,019	\$96,865	\$102,230
9	\$87,903	\$94,516	\$96,541	\$99,468	\$103,733
10	\$89,219	\$95,935	\$97,989	\$100,962	\$105,290

	Head Custodian III, Info Tech Asst Manager	Asst Super of Trans., Maintenance Super II	Supervisor of Facilities & Operations	Supervisor of Security	Supervisor of Transportation
1	\$90,944	\$102,791	\$131,879	\$144,170	\$149,241
2	\$92,349	\$104,860	\$134,516	\$146,333	\$151,512
3	\$94,050	\$106,935	\$137,205	\$148,525	\$153,818
4	\$95,736	\$109,010	\$139,951	\$150,754	\$156,161
5	\$97,430	\$111,077	\$142,750	\$153,017	\$158,541
6	\$99,689	\$113,154	\$145,604	\$155,312	\$160,954
7	\$102,499	\$115,410	\$148,516	\$157,642	\$163,406
8	\$105,326	\$117,855	\$150,745	\$160,008	\$165,894
9	\$106,874	\$122,190	\$152,252	\$162,406	\$168,421
10	\$108,477	\$124,023	\$154,536	\$164,843	\$170,947

All salaries are based on a forty (40) hour week – night shift or day shift.

## Appendix A: Salary Schedules (Hired Prior to November 15, 2016)

2024-2025					
	Asst Super of Grounds, Asst Bus Dispatcher, Asst Head Custodian	Head Custodian I	Bus Dispatcher, Supervisor of Grounds, Assistant Sup. Sec., Info Tech Specialist I	Head Custodian II, Info Tech Specialist II	Maintenance Supervisor I, Info Tech Specialist III
1	\$72,152	\$78,377	\$81,655	\$84,131	\$90,035
2	\$73,559	\$79,801	\$83,054	\$85,568	\$91,426
3	\$74,957	\$81,247	\$84,444	\$87,004	\$93,109
4	\$76,352	\$82,982	\$86,128	\$88,738	\$94,778
5	\$78,026	\$84,987	\$88,075	\$90,743	\$96,456
6	\$80,258	\$87,293	\$90,311	\$93,043	\$98,692
7	\$83,051	\$90,168	\$93,109	\$95,931	\$101,475
8	\$85,835	\$93,042	\$95,899	\$98,802	\$104,275
9	\$89,661	\$96,406	\$98,472	\$101,457	\$105,808
10	\$91,003	\$97,854	\$99,949	\$102,981	\$107,396

	Head Custodian III, Info Tech Asst Manager	Asst Super of Trans., Maintenance Super II	Supervisor of Facilities & Operations	Supervisor of Security	Supervisor of Transportation
1	\$92,763	\$104,847	\$134,517	\$147,053	\$152,226
2	\$94,196	\$106,957	\$137,206	\$149,260	\$154,542
3	\$95,931	\$109,074	\$139,949	\$151,496	\$156,894
4	\$97,651	\$111,190	\$142,750	\$153,769	\$159,284
5	\$99,379	\$113,299	\$145,605	\$156,077	\$161,712
6	\$101,683	\$115,417	\$148,516	\$158,418	\$164,173
7	\$104,549	\$117,718	\$151,486	\$160,795	\$166,674
8	\$107,433	\$120,212	\$153,760	\$163,208	\$169,212
9	\$109,011	\$124,634	\$155,297	\$165,654	\$171,789
10	\$110,647	\$126,503	\$157,627	\$168,140	\$174,366

All salaries are based on a forty (40) hour week – night shift or day shift.

## Appendix A: Salary Schedules (Hired Prior to November 15, 2016)

2025-2026					
	Asst Super of Grounds, Asst Bus Dispatcher, Asst Head Custodian	Head Custodian I	Bus Dispatcher, Supervisor of Grounds, Assistant Sup. Sec., Info Tech Specialist I	Head Custodian II, Info Tech Specialist II	Maintenance Supervisor I, Info Tech Specialist III
1	\$73,595	\$79,945	\$83,288	\$85,814	\$91,836
2	\$75,030	\$81,397	\$84,715	\$87,279	\$93,255
3	\$76,456	\$82,872	\$86,133	\$88,744	\$94,971
4	\$77,879	\$84,642	\$87,851	\$90,513	\$96,674
5	\$79,587	\$86,687	\$89,837	\$92,558	\$98,385
6	\$81,863	\$89,039	\$92,117	\$94,904	\$100,666
7	\$84,712	\$91,971	\$94,971	\$97,850	\$103,505
8	\$87,552	\$94,903	\$97,817	\$100,778	\$106,361
9	\$91,454	\$98,334	\$100,441	\$103,486	\$107,924
10	\$92,823	\$99,811	\$101,948	\$105,041	\$109,544

	Head Custodian III, Info Tech Asst Manager	Asst Super of Trans., Maintenance Super II	Supervisor of Facilities & Operations	Supervisor of Security	Supervisor of Transportation
1	\$94,618	\$106,944	\$137,207	\$149,994	\$155,271
2	\$96,080	\$109,096	\$139,950	\$152,245	\$157,633
3	\$97,850	\$111,255	\$142,748	\$154,526	\$160,032
4	\$99,604	\$113,414	\$145,605	\$156,844	\$162,470
5	\$101,367	\$115,585	\$148,517	\$159,199	\$164,946
6	\$103,717	\$117,725	\$151,486	\$161,586	\$167,456
7	\$106,640	\$120,072	\$154,516	\$164,011	\$170,007
8	\$109,582	\$122,616	\$156,835	\$166,472	\$172,596
9	\$111,191	\$127,127	\$158,403	\$168,967	\$175,225
10	\$112,860	\$129,033	\$160,780	\$171,503	\$177,853

All salaries are based on a forty (40) hour week – night shift or day shift.

## Appendix A: Salary Schedules (Hired Prior to November 15, 2016)

2026-2027					
	Asst Super of Grounds, Asst Bus Dispatcher, Asst Head Custodian	Head Custodian I	Bus Dispatcher, Supervisor of Grounds, Assistant Sup. Sec., Info Tech Specialist I	Head Custodian II, Info Tech Specialist II	Maintenance Supervisor I, Info Tech Specialist III
1	\$74,699	\$81,144	\$84,537	\$87,101	\$93,214
2	\$76,155	\$82,618	\$85,986	\$88,588	\$94,654
3	\$77,603	\$84,115	\$87,425	\$90,075	\$96,396
4	\$79,047	\$85,912	\$89,169	\$91,871	\$98,124
5	\$80,781	\$87,987	\$91,185	\$93,946	\$99,861
6	\$83,091	\$90,375	\$93,499	\$96,328	\$102,176
7	\$85,983	\$93,351	\$96,396	\$99,318	\$105,058
8	\$88,865	\$96,327	\$99,284	\$102,290	\$107,956
9	\$92,826	\$99,809	\$101,948	\$105,038	\$109,543
10	\$94,215	\$101,308	\$103,477	\$106,617	\$111,187

	Head Custodian III, Info Tech Asst Manager	Asst Super of Trans., Maintenance Super II	Supervisor of Facilities & Operations	Supervisor of Security	Supervisor of Transportation
1	\$96,037	\$108,548	\$139,265	\$152,244	\$157,600
2	\$97,521	\$110,732	\$142,049	\$154,529	\$159,997
3	\$99,318	\$112,924	\$144,889	\$156,844	\$162,432
4	\$101,098	\$115,115	\$147,789	\$159,197	\$164,907
5	\$102,888	\$117,298	\$150,745	\$161,587	\$167,420
6	\$105,273	\$119,491	\$153,758	\$164,010	\$169,968
7	\$108,240	\$121,873	\$156,834	\$166,471	\$172,557
8	\$111,226	\$124,455	\$159,188	\$168,969	\$175,185
9	\$112,859	\$129,034	\$160,779	\$171,502	\$177,853
10	\$114,553	\$130,968	\$163,192	\$174,076	\$180,521

All salaries are based on a forty (40) hour week – night shift or day shift.

## Appendix B: Salary Schedules (Hired on or after November 15, 2016)

2019-2020					
	Asst Super of Grounds, Asst Bus Dispatcher, Asst Head Custodian	Head Custodian I	Bus Dispatcher, Supervisor of Grounds, Assistant Sup. Sec., Info Tech Specialist I	Head Custodian II, Info Tech Specialist II	Maintenance Supervisor I, Info Tech Specialist III
1	\$63,585	\$69,070	\$71,960	\$74,140	\$79,343
2	\$64,771	\$70,296	\$73,111	\$75,327	\$80,435
3	\$65,958	\$71,522	\$74,262	\$76,513	\$81,528
4	\$67,145	\$72,748	\$75,414	\$77,699	\$82,621
5	\$68,331	\$73,973	\$76,566	\$78,887	\$83,715
6	\$69,518	\$75,199	\$77,717	\$80,073	\$84,808
7	\$70,705	\$76,425	\$78,868	\$81,260	\$85,900
8	\$71,891	\$77,652	\$80,020	\$82,446	\$86,993
9	\$73,078	\$78,878	\$81,171	\$83,632	\$88,086
10	\$74,265	\$80,104	\$82,323	\$84,819	\$89,179
11	\$75,452	\$81,330	\$83,474	\$86,005	\$90,272
12	\$76,638	\$82,555	\$84,625	\$87,193	\$91,365
13	\$77,825	\$83,781	\$85,777	\$88,379	\$92,458
14	\$79,012	\$85,007	\$86,928	\$89,565	\$93,551
15	\$80,198	\$86,233	\$88,080	\$90,752	\$94,644

	Head Custodian III, Info Tech Asst Manager	Asst Super of Trans., Maintenance Super II, District Head Cust.	Supervisor of Facilities & Operations	Supervisor of Security	Supervisor of Transportation
1	\$81,748	\$92,397	\$118,544	\$129,592	\$134,149
2	\$82,873	\$93,761	\$119,999	\$130,919	\$135,543
3	\$84,000	\$95,123	\$121,453	\$132,247	\$136,936
4	\$85,125	\$96,486	\$122,908	\$133,573	\$138,330
5	\$86,250	\$97,850	\$124,363	\$134,900	\$139,724
6	\$87,377	\$99,213	\$125,817	\$136,228	\$141,118
7	\$88,502	\$100,576	\$127,272	\$137,555	\$142,511
8	\$89,629	\$101,939	\$128,727	\$138,883	\$143,905
9	\$90,754	\$103,303	\$130,181	\$140,209	\$145,299
10	\$91,879	\$104,665	\$131,636	\$141,536	\$146,692
11	\$93,006	\$106,029	\$133,090	\$142,864	\$148,086
12	\$94,131	\$107,392	\$134,545	\$144,191	\$149,480
13	\$95,256	\$108,755	\$136,000	\$145,518	\$150,874
14	\$96,383	\$110,118	\$137,454	\$146,846	\$152,267
15	\$97,508	\$111,481	\$138,909	\$148,172	\$153,661

All salaries are based on a forty (40) hour week – night shift or day shift.

## Appendix B: Salary Schedules (Hired on or after November 15, 2016)

2020-2021					
	Asst Super of Grounds, Asst Bus Dispatcher, Asst Head Custodian	Head Custodian I	Bus Dispatcher, Supervisor of Grounds, Assistant Sup. Sec., Info Tech Specialist I	Head Custodian II, Info Tech Specialist II	Maintenance Supervisor I, Info Tech Specialist III
1	\$64,698	\$70,279	\$73,219	\$75,437	\$80,732
2	\$65,904	\$71,526	\$74,390	\$76,645	\$81,843
3	\$67,112	\$72,774	\$75,562	\$77,852	\$82,955
4	\$68,320	\$74,021	\$76,734	\$79,059	\$84,067
5	\$69,527	\$75,268	\$77,906	\$80,268	\$85,180
6	\$70,735	\$76,515	\$79,077	\$81,474	\$86,292
7	\$71,942	\$77,762	\$80,248	\$82,682	\$87,403
8	\$73,149	\$79,011	\$81,420	\$83,889	\$88,515
9	\$74,357	\$80,258	\$82,591	\$85,096	\$89,628
10	\$75,565	\$81,506	\$83,764	\$86,303	\$90,740
11	\$76,772	\$82,753	\$84,935	\$87,510	\$91,852
12	\$77,979	\$84,000	\$86,106	\$88,719	\$92,964
13	\$79,187	\$85,247	\$87,278	\$89,926	\$94,076
14	\$80,395	\$86,495	\$88,449	\$91,132	\$95,188
15	\$81,601	\$87,742	\$89,621	\$92,340	\$96,300

	Head Custodian III, Info Tech Asst Manager	Asst Super of Trans., Maintenance Super II, District Head Cust.	Supervisor of Facilities & Operations	Supervisor of Security	Supervisor of Transportation
1	\$83,179	\$94,014	\$120,619	\$131,860	\$136,497
2	\$84,323	\$95,402	\$122,099	\$133,210	\$137,915
3	\$85,470	\$96,788	\$123,578	\$134,561	\$139,332
4	\$86,615	\$98,175	\$125,059	\$135,911	\$140,751
5	\$87,759	\$99,562	\$126,539	\$137,261	\$142,169
6	\$88,906	\$100,949	\$128,019	\$138,612	\$143,588
7	\$90,051	\$102,336	\$129,499	\$139,962	\$145,005
8	\$91,198	\$103,723	\$130,980	\$141,313	\$146,423
9	\$92,342	\$105,111	\$132,459	\$142,663	\$147,842
10	\$93,487	\$106,497	\$133,940	\$144,013	\$149,259
11	\$94,634	\$107,885	\$135,419	\$145,364	\$150,678
12	\$95,778	\$109,271	\$136,900	\$146,714	\$152,096
13	\$96,923	\$110,658	\$138,380	\$148,065	\$153,514
14	\$98,070	\$112,045	\$139,859	\$149,416	\$154,932
15	\$99,214	\$113,432	\$141,340	\$150,765	\$156,350

All salaries are based on a forty (40) hour week – night shift or day shift.

## Appendix B: Salary Schedules (Hired on or after November 15, 2016)

2021-2022					
	Asst Super of Grounds, Asst Bus Dispatcher, Asst Head Custodian	Head Custodian I	Bus Dispatcher, Supervisor of Grounds, Assistant Sup. Sec., Info Tech Specialist I	Head Custodian II, Info Tech Specialist II	Maintenance Supervisor I, Info Tech Specialist III
1	\$65,992	\$71,685	\$74,683	\$76,946	\$82,347
2	\$67,222	\$72,957	\$75,878	\$78,178	\$83,480
3	\$68,454	\$74,229	\$77,073	\$79,409	\$84,614
4	\$69,686	\$75,501	\$78,269	\$80,640	\$85,748
5	\$70,918	\$76,773	\$79,464	\$81,873	\$86,884
6	\$72,150	\$78,045	\$80,659	\$83,103	\$88,018
7	\$73,381	\$79,317	\$81,853	\$84,336	\$89,151
8	\$74,612	\$80,591	\$83,048	\$85,567	\$90,285
9	\$75,844	\$81,863	\$84,243	\$86,798	\$91,421
10	\$77,076	\$83,136	\$85,439	\$88,029	\$92,555
11	\$78,307	\$84,408	\$86,634	\$89,260	\$93,689
12	\$79,539	\$85,680	\$87,828	\$90,493	\$94,823
13	\$80,771	\$86,952	\$89,024	\$91,725	\$95,958
14	\$82,003	\$88,225	\$90,218	\$92,955	\$97,092
15	\$83,233	\$89,497	\$91,413	\$94,187	\$98,226

	Head Custodian III, Info Tech Asst Manager	Asst Super of Trans., Maintenance Super II, District Head Cust.	Supervisor of Facilities & Operations	Supervisor of Security	Supervisor of Transportation
1	\$84,843	\$95,894	\$123,031	\$134,497	\$139,227
2	\$86,009	\$97,310	\$124,541	\$135,874	\$140,673
3	\$87,179	\$98,724	\$126,050	\$137,252	\$142,119
4	\$88,347	\$100,139	\$127,560	\$138,629	\$143,566
5	\$89,514	\$101,553	\$129,070	\$140,006	\$145,012
6	\$90,684	\$102,968	\$130,579	\$141,384	\$146,460
7	\$91,852	\$104,383	\$132,089	\$142,761	\$147,905
8	\$93,022	\$105,797	\$133,600	\$144,139	\$149,351
9	\$94,189	\$107,213	\$135,108	\$145,516	\$150,799
10	\$95,357	\$108,627	\$136,619	\$146,893	\$152,244
11	\$96,527	\$110,043	\$138,127	\$148,271	\$153,692
12	\$97,694	\$111,456	\$139,638	\$149,648	\$155,138
13	\$98,861	\$112,871	\$141,148	\$151,026	\$156,584
14	\$100,031	\$114,286	\$142,656	\$152,404	\$158,031
15	\$101,198	\$115,701	\$144,167	\$153,780	\$159,477

All salaries are based on a forty (40) hour week – night shift or day shift.

## Appendix B: Salary Schedules (Hired on or after November 15, 2016)

2022-2023					
	Asst Super of Grounds, Asst Bus Dispatcher, Asst Head Custodian	Head Custodian I	Bus Dispatcher, Supervisor of Grounds, Assistant Sup. Sec., Info Tech Specialist I	Head Custodian II, Info Tech Specialist II	Maintenance Supervisor I, Info Tech Specialist III
1	\$67,312	\$73,119	\$76,177	\$78,485	\$83,994
2	\$68,566	\$74,416	\$77,396	\$79,742	\$85,150
3	\$69,823	\$75,714	\$78,614	\$80,997	\$86,306
4	\$71,080	\$77,011	\$79,834	\$82,253	\$87,463
5	\$72,336	\$78,308	\$81,053	\$83,510	\$88,622
6	\$73,593	\$79,606	\$82,272	\$84,765	\$89,778
7	\$74,849	\$80,903	\$83,490	\$86,023	\$90,934
8	\$76,104	\$82,203	\$84,709	\$87,278	\$92,091
9	\$77,361	\$83,500	\$85,928	\$88,534	\$93,249
10	\$78,618	\$84,799	\$87,148	\$89,790	\$94,406
11	\$79,873	\$86,096	\$88,367	\$91,045	\$95,563
12	\$81,130	\$87,394	\$89,585	\$92,303	\$96,719
13	\$82,386	\$88,691	\$90,804	\$93,560	\$97,877
14	\$83,643	\$89,990	\$92,022	\$94,814	\$99,034
15	\$84,898	\$91,287	\$93,241	\$96,071	\$100,191

	Head Custodian III, Info Tech Asst Manager	Asst Super of Trans., Maintenance Super II, District Head Cust.	Supervisor of Facilities & Operations	Supervisor of Security	Supervisor of Transportation
1	\$86,540	\$97,812	\$125,492	\$137,187	\$142,012
2	\$87,729	\$99,256	\$127,032	\$138,591	\$143,486
3	\$88,923	\$100,698	\$128,571	\$139,997	\$144,961
4	\$90,114	\$102,142	\$130,111	\$141,402	\$146,437
5	\$91,304	\$103,584	\$131,651	\$142,806	\$147,912
6	\$92,498	\$105,027	\$133,191	\$144,212	\$149,389
7	\$93,689	\$106,471	\$134,731	\$145,616	\$150,863
8	\$94,882	\$107,913	\$136,272	\$147,022	\$152,338
9	\$96,073	\$109,357	\$137,810	\$148,426	\$153,815
10	\$97,264	\$110,800	\$139,351	\$149,831	\$155,289
11	\$98,458	\$112,244	\$140,890	\$151,236	\$156,766
12	\$99,648	\$113,685	\$142,431	\$152,641	\$158,241
13	\$100,838	\$115,128	\$143,971	\$154,047	\$159,716
14	\$102,032	\$116,572	\$145,509	\$155,452	\$161,192
15	\$103,222	\$118,015	\$147,050	\$156,856	\$162,667

All salaries are based on a forty (40) hour week – night shift or day shift.

## Appendix B: Salary Schedules (Hired on or after November 15, 2016)

2023-2024					
	Asst Super of Grounds, Asst Bus Dispatcher, Asst Head Custodian	Head Custodian I	Bus Dispatcher, Supervisor of Grounds, Assistant Sup. Sec., Info Tech Specialist I	Head Custodian II, Info Tech Specialist II	Maintenance Supervisor I, Info Tech Specialist III
1	\$68,658	\$74,581	\$77,701	\$80,055	\$85,674
2	\$69,937	\$75,904	\$78,944	\$81,337	\$86,853
3	\$71,219	\$77,228	\$80,186	\$82,617	\$88,032
4	\$72,502	\$78,551	\$81,431	\$83,898	\$89,212
5	\$73,783	\$79,874	\$82,674	\$85,180	\$90,394
6	\$75,065	\$81,198	\$83,917	\$86,460	\$91,574
7	\$76,346	\$82,521	\$85,160	\$87,743	\$92,753
8	\$77,626	\$83,847	\$86,403	\$89,024	\$93,933
9	\$78,908	\$85,170	\$87,647	\$90,305	\$95,114
10	\$80,190	\$86,495	\$88,891	\$91,586	\$96,294
11	\$81,470	\$87,818	\$90,134	\$92,866	\$97,474
12	\$82,753	\$89,142	\$91,377	\$94,149	\$98,653
13	\$84,034	\$90,465	\$92,620	\$95,431	\$99,835
14	\$85,316	\$91,790	\$93,862	\$96,710	\$101,015
15	\$86,596	\$93,113	\$95,106	\$97,992	\$102,195

	Head Custodian III, Info Tech Asst Manager	Asst Super of Trans., Maintenance Super II, District Head Cust.	Supervisor of Facilities & Operations	Supervisor of Security	Supervisor of Transportation
1	\$88,271	\$99,768	\$128,002	\$139,931	\$144,852
2	\$89,484	\$101,241	\$129,573	\$141,363	\$146,356
3	\$90,701	\$102,712	\$131,142	\$142,797	\$147,860
4	\$91,916	\$104,185	\$132,713	\$144,230	\$149,366
5	\$93,130	\$105,656	\$134,284	\$145,662	\$150,870
6	\$94,348	\$107,128	\$135,855	\$147,096	\$152,377
7	\$95,563	\$108,600	\$137,426	\$148,528	\$153,880
8	\$96,780	\$110,071	\$138,997	\$149,962	\$155,385
9	\$97,994	\$111,544	\$140,566	\$151,395	\$156,891
10	\$99,209	\$113,016	\$142,138	\$152,828	\$158,395
11	\$100,427	\$114,489	\$143,708	\$154,261	\$159,901
12	\$101,641	\$115,959	\$145,280	\$155,694	\$161,406
13	\$102,855	\$117,431	\$146,850	\$157,128	\$162,910
14	\$104,073	\$118,903	\$148,419	\$158,561	\$164,416
15	\$105,286	\$120,375	\$149,991	\$159,993	\$165,920

All salaries are based on a forty (40) hour week – night shift or day shift.

## Appendix B: Salary Schedules (Hired on or after November 15, 2016)

2024-2025					
	Asst Super of Grounds, Asst Bus Dispatcher, Asst Head Custodian	Head Custodian I	Bus Dispatcher, Supervisor of Grounds, Assistant Sup. Sec., Info Tech Specialist I	Head Custodian II, Info Tech Specialist II	Maintenance Supervisor I, Info Tech Specialist III
1	\$70,031	\$76,073	\$79,255	\$81,656	\$87,387
2	\$71,336	\$77,422	\$80,523	\$82,964	\$88,590
3	\$72,643	\$78,773	\$81,790	\$84,269	\$89,793
4	\$73,952	\$80,122	\$83,060	\$85,576	\$90,996
5	\$75,259	\$81,471	\$84,327	\$86,884	\$92,202
6	\$76,566	\$82,822	\$85,595	\$88,189	\$93,405
7	\$77,873	\$84,171	\$86,863	\$89,498	\$94,608
8	\$79,179	\$85,524	\$88,131	\$90,804	\$95,812
9	\$80,486	\$86,873	\$89,400	\$92,111	\$97,016
10	\$81,794	\$88,225	\$90,669	\$93,418	\$98,220
11	\$83,099	\$89,574	\$91,937	\$94,723	\$99,423
12	\$84,408	\$90,925	\$93,205	\$96,032	\$100,626
13	\$85,715	\$92,274	\$94,472	\$97,340	\$101,832
14	\$87,022	\$93,626	\$95,739	\$98,644	\$103,035
15	\$88,328	\$94,975	\$97,008	\$99,952	\$104,239

	Head Custodian III, Info Tech Asst Manager	Asst Super of Trans., Maintenance Super II, District Head Cust.	Supervisor of Facilities & Operations	Supervisor of Security	Supervisor of Transportation
1	\$90,036	\$101,763	\$130,562	\$142,730	\$147,749
2	\$91,274	\$103,266	\$132,164	\$144,190	\$149,283
3	\$92,515	\$104,766	\$133,765	\$145,653	\$150,817
4	\$93,754	\$106,269	\$135,367	\$147,115	\$152,353
5	\$94,993	\$107,769	\$136,970	\$148,575	\$153,887
6	\$96,235	\$109,271	\$138,572	\$150,038	\$155,425
7	\$97,474	\$110,772	\$140,175	\$151,499	\$156,958
8	\$98,716	\$112,272	\$141,777	\$152,961	\$158,493
9	\$99,954	\$113,775	\$143,377	\$154,423	\$160,029
10	\$101,193	\$115,276	\$144,981	\$155,885	\$161,563
11	\$102,436	\$116,779	\$146,582	\$157,346	\$163,099
12	\$103,674	\$118,278	\$148,186	\$158,808	\$164,634
13	\$104,912	\$119,780	\$149,787	\$160,271	\$166,168
14	\$106,154	\$121,281	\$151,387	\$161,732	\$167,704
15	\$107,392	\$122,783	\$152,991	\$163,193	\$169,238

All salaries are based on a forty (40) hour week – night shift or day shift.

## Appendix B: Salary Schedules (Hired on or after November 15, 2016)

2025-2026					
	Asst Super of Grounds, Asst Bus Dispatcher, Asst Head Custodian	Head Custodian I	Bus Dispatcher, Supervisor of Grounds, Assistant Sup. Sec., Info Tech Specialist I	Head Custodian II, Info Tech Specialist II	Maintenance Supervisor I, Info Tech Specialist III
1	\$71,432	\$77,594	\$80,840	\$83,289	\$89,135
2	\$72,763	\$78,970	\$82,133	\$84,623	\$90,362
3	\$74,096	\$80,348	\$83,426	\$85,954	\$91,589
4	\$75,431	\$81,724	\$84,721	\$87,288	\$92,816
5	\$76,764	\$83,100	\$86,014	\$88,622	\$94,046
6	\$78,097	\$84,478	\$87,307	\$89,953	\$95,273
7	\$79,430	\$85,854	\$88,600	\$91,288	\$96,500
8	\$80,763	\$87,234	\$89,894	\$92,620	\$97,728
9	\$82,096	\$88,610	\$91,188	\$93,953	\$98,956
10	\$83,430	\$89,990	\$92,482	\$95,286	\$100,184
11	\$84,761	\$91,365	\$93,776	\$96,617	\$101,411
12	\$86,096	\$92,744	\$95,069	\$97,953	\$102,639
13	\$87,429	\$94,119	\$96,361	\$99,287	\$103,869
14	\$88,762	\$95,499	\$97,654	\$100,617	\$105,096
15	\$90,095	\$96,875	\$98,948	\$101,951	\$106,324

	Head Custodian III, Info Tech Asst Manager	Asst Super of Trans., Maintenance Super II, District Head Cust.	Supervisor of Facilities & Operations	Supervisor of Security	Supervisor of Transportation
1	\$91,837	\$103,798	\$133,173	\$145,585	\$150,704
2	\$93,099	\$105,331	\$134,807	\$147,074	\$152,269
3	\$94,365	\$106,861	\$136,440	\$148,566	\$153,833
4	\$95,629	\$108,394	\$138,074	\$150,057	\$155,400
5	\$96,893	\$109,924	\$139,709	\$151,547	\$156,965
6	\$98,160	\$111,456	\$141,343	\$153,039	\$158,534
7	\$99,423	\$112,987	\$142,979	\$154,529	\$160,097
8	\$100,690	\$114,517	\$144,613	\$156,020	\$161,663
9	\$101,953	\$116,051	\$146,245	\$157,511	\$163,230
10	\$103,217	\$117,582	\$147,881	\$159,003	\$164,794
11	\$104,485	\$119,115	\$149,514	\$160,493	\$166,361
12	\$105,747	\$120,644	\$151,150	\$161,984	\$167,927
13	\$107,010	\$122,176	\$152,783	\$163,476	\$169,491
14	\$108,277	\$123,707	\$154,415	\$164,967	\$171,058
15	\$109,540	\$125,239	\$156,051	\$166,457	\$172,623

All salaries are based on a forty (40) hour week – night shift or day shift.

## Appendix B: Salary Schedules (Hired on or after November 15, 2016)

2026-2027					
	Asst Super of Grounds, Asst Bus Dispatcher, Asst Head Custodian	Head Custodian I	Bus Dispatcher, Supervisor of Grounds, Assistant Sup. Sec., Info Tech Specialist I	Head Custodian II, Info Tech Specialist II	Maintenance Supervisor I, Info Tech Specialist III
1	\$72,503	\$78,758	\$82,053	\$84,538	\$90,472
2	\$73,854	\$80,155	\$83,365	\$85,892	\$91,717
3	\$75,207	\$81,553	\$84,677	\$87,243	\$92,963
4	\$76,562	\$82,950	\$85,992	\$88,597	\$94,208
5	\$77,915	\$84,347	\$87,304	\$89,951	\$95,457
6	\$79,268	\$85,745	\$88,617	\$91,302	\$96,702
7	\$80,621	\$87,142	\$89,929	\$92,657	\$97,948
8	\$81,974	\$88,543	\$91,242	\$94,009	\$99,194
9	\$83,327	\$89,939	\$92,556	\$95,362	\$100,440
10	\$84,681	\$91,340	\$93,869	\$96,715	\$101,687
11	\$86,032	\$92,735	\$95,183	\$98,066	\$102,932
12	\$87,387	\$94,135	\$96,495	\$99,422	\$104,179
13	\$88,740	\$95,531	\$97,806	\$100,776	\$105,427
14	\$90,093	\$96,931	\$99,119	\$102,126	\$106,672
15	\$91,446	\$98,328	\$100,432	\$103,480	\$107,919

	Head Custodian III, Info Tech Asst Manager	Asst Super of Trans., Maintenance Super II, District Head Cust.	Supervisor of Facilities & Operations	Supervisor of Security	Supervisor of Transportation
1	\$93,215	\$105,355	\$135,171	\$147,769	\$152,965
2	\$94,495	\$106,911	\$136,829	\$149,280	\$154,553
3	\$95,780	\$108,464	\$138,487	\$150,794	\$156,140
4	\$97,063	\$110,020	\$140,145	\$152,308	\$157,731
5	\$98,346	\$111,573	\$141,805	\$153,820	\$159,319
6	\$99,632	\$113,128	\$143,463	\$155,335	\$160,912
7	\$100,914	\$114,682	\$145,124	\$156,847	\$162,498
8	\$102,200	\$116,235	\$146,782	\$158,360	\$164,088
9	\$103,482	\$117,792	\$148,439	\$159,874	\$165,678
10	\$104,765	\$119,346	\$150,099	\$161,388	\$167,266
11	\$106,052	\$120,902	\$151,757	\$162,900	\$168,856
12	\$107,333	\$122,454	\$153,417	\$164,414	\$170,446
13	\$108,615	\$124,009	\$155,075	\$165,928	\$172,033
14	\$109,901	\$125,563	\$156,731	\$167,442	\$173,624
15	\$111,183	\$127,118	\$158,392	\$168,954	\$175,212

All salaries are based on a forty (40) hour week – night shift or day shift.