AGREEMENT

by and between the

BOARD OF EDUCATION

of the

SOUTH COUNTRY CENTRAL
SCHOOL DISTRICT

and

CSEA, LOCAL 1000, AFSCME, AFL-CIO

CSEA

SOUTH COUNTRY CENTRAL SCHOOL DISTRICT
SUFFOLK COUNTY EDUCATIONAL LOCAL 870

JULY 1, 2022 – JUNE 30, 2026

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ARTICLE I – RECOGNITION

SECTION 1

The Board of Education of the South Country Central School District (hereafter referred to as the Board) recognizes Local 1000, Civil Service Employees Association, Inc., American Federation of State, County and Municipal Employees, AFL-CIO, Suffolk Educational Local #870, South Country School Unit (hereafter referred to as the CSEA), as the sole and exclusive representative of all full-time and part-time non-instructional employees appearing on the enclosed salary schedules for the maximum time permitted under the law. Positions that are deemed confidential in nature and have been approved by PERB are exempt. A list of all employees in this category will be supplied to the President of the CSEA. In addition, the CSEA will be notified of any new employees being considered for confidential status. Effective July 1, 2009, the job classification of Painter Grounds I and Painter Grounds II shall be eliminated from CSEA and all such work shall become the responsibility of the District.

SECTION 2

The Board shall comply with applicable law with respect to payroll deductions for union dues; and shall remit any such lawfully authorized deductions to Local 1000, Civil Service Employees Association, Inc., American Federation of State, County and Municipal Employees, AFL-CIO, 143 Washington Avenue, Albany, New York 11220. It is specifically agreed that the Board assumes no obligation, financial or otherwise, arising out of the provisions of this Section, and the CSEA hereby agrees that it will indemnify and hold the District harmless from any claims, actions or proceedings by an employee arising from deductions made by the District hereunder. Once the funds are remitted to the CSEA, their disposition thereafter will be the sole and exclusive obligation and responsibility of the CSEA.

SECTION 3

The parties recognize that strikes and other forms of work stoppages by School District employees are contrary to law and the public policy. The CSEA and the Board subscribe to the principle that differences shall be resolved by peaceful and approved means without interruption of the school program. The CSEA, therefore, agrees that there shall be no strikes, work stoppages, or other concerted refusal to perform work by employees covered by this agreement, or any instigation thereof by the CSEA or its agents or its representatives.

SECTION 4

The Board agrees that Local 1000, Civil Service Employees Association, Inc., American Federation of State, County and Municipal Employees, AFL-CIO, Suffolk Educational Local #870, South Country School Unit, shall be the sole and exclusive representative for all the employees described in Section 1 of this Article for the purpose of collective

negotiations and processing of grievances for the duration of this contract, subject to provisions of the Taylor Law.

ARTICLE II – COMPENSATION

SECTION 1 – OVERTIME

All overtime work must be approved by the Office of Human Resources prior to the time worked. After such prior approval, employees who work overtime shall be compensated for all hours worked in excess of their normal work day at the rate of one and a half (1½) times the regular hourly rate.

The hourly rate for operation and maintenance personnel is determined by dividing the annual salary by 2080. In instances where emergencies warrant the service of any member of the custodial, maintenance or grounds staff during off duty hours, said member shall receive minimum compensation for three (3) hours to be paid at the overtime rate of one and a half (1½) times the regular hourly rate. Such compensation shall not be paid if the work period immediately precedes or follows the normal workday except when personnel are required for snow removal.

Effective July 1, 2023, the hourly rate for the Athletic Trainer (10-month) is determined by dividing the annual salary by 1414. Any hours worked by the Athletic Trainer (10 month) on Saturdays, Sundays, and federal or state holidays, and/or when school is closed will be paid at the regular overtime rate (i.e. 1 ½ times the regular hourly rate). Prior approval of the Athletic Director shall be required for any overtime.

Clerical employees may take credit for overtime work in compensation only. The clerical hourly rate is determined by dividing the annual salary by 1906. Prior approval from the appropriate administrator as well as the Office of Human Resources is required.

Overtime work will be distributed as equally as practicable, among qualified employees regularly working on the shift and job involved, but shall exclude overtime work performed by supervisors. When volunteers cannot be obtained for overtime work, assignments will be made in inverse order of seniority. Individuals refusing such assignments shall be deemed insubordinate. Assignments shall be made with a minimum of five (5) calendar days' notice.

All overtime shall first be offered to full-time employees, then to part-time employees. No school employee outside the bargaining unit shall be offered overtime before all full-time bargaining unit employees are asked.

SECTION 2 – SCHOOL NURSES, SCHOOL HEALTH AIDES, ATHLETIC TRAINERS (10-MONTH), COMMUNITY AIDES, AND TECHNICAL SUPPORT AIDES (10-MONTH)

School Nurses, School Health Aides, Athletic Trainers (10-month), Community Aides, and Technical Support Aides (10-month), shall work the regular school calendar and receive benefits provided to full-time ten (10) month employees.

SECTION 3 – UNIFORMS

It shall be the responsibility of the School District to purchase uniforms as needed to be sure that each custodial, maintenance, and grounds person has five (5) serviceable uniforms at all times; and each nurse shall be supplied with two (2) sets of scrubs each year. As each custodial, maintenance, and grounds uniform becomes unserviceable, it shall be reported to the Superintendent of Buildings and Grounds who will make arrangements for a replacement.

SECTION 4 – LONGEVITY PAY

All full-time twelve (12) month employees shall receive longevity pay after ten (10), fifteen (15), and twenty (20) years of service as indicated. All full-time ten (10) month employees shall receive the same longevity pay except that it shall be pro-rated for the time worked.

	10 Years	15 Years	20 Years
Effective July 1, 2023	$1,400	$2,600	$4,200

SECTION 5 – MERIT PAY

The Board of Education, upon recommendation of the Superintendent of Schools may award merit pay to Civil Service employees. Such merit pay will be over and above the regular negotiated salary schedule and other salary benefits. Further, it is agreed that any merit award is non-grievable and is not open to other legal action. CSEA shall be provided notice of said recommendation before it is placed on a Board agenda for approval.

A notice will be sent to all supervisory personnel in order that they may be made aware of the Merit Pay clause.

The Board of Education agrees to publicize the award of every merit increase.

SECTION 6 – NIGHT SHIFT DIFFERENTIAL

All night shift personnel shall receive 50 cents (50¢) an hour differential pay for hours worked during this shift.

SECTION 7 – GROUNDSKEEPER AND MAINTENANCE MECHANIC II DIFFERENTIAL

The Groundskeeper in charge and Maintenance Mechanic II in charge shall be paid a $2,250 differential.

SECTION 8 – SALARY RATE INCREASE

The following annual salary increases are to be applied to each *cell* within the respective salary schedules for the Unit positions; the hourly rates are to be increased by the same percentage during each of the four (4) years of the subject Agreement:

2022/23 – 2%
2023/24 – 3%
2024/25 – 2.5%
2025/26 – 2.5%

Extension of salary schedules to 13 steps effective July 1, 2023 as set forth on the enclosed salary schedules. The salary schedules are incorporated by reference and made a part of this Agreement. As applicable, any Unit member previously at the last step of the salary schedule shall move one (1) step on the salary schedule effective July 1, 2023 notwithstanding their years of service in the District. Any Unit member not moving on the salary schedule shall not receive a salary adjustment as the result of this provision.

SECTION 9 – CUSTODIAL WORKER B

Custodial Workers hired on or after July 1, 2009 shall be classified as "Custodial Worker B" and compensated at an annual rate of $38,000. Effective July 1, 2021, Unit members serving in the position of "Custodial Worker B" shall be compensated at an annual rate of $40,000. Effective July 1, 2023, Unit members serving in the position of "Custodial Worker B" shall be compensated at an annual rate of pay of $45,000. Said rates shall remain in effect for two (2) years at which time they will be reclassified as Custodial I and compensated at the existing salary.

SECTION 10 – EDUCATION DIFFERENTIAL

Upon ratification, Registered Nurses who have obtained a Bachelor of Science degree in Nursing ("BSN") from an accredited educational institution shall receive a stipend of $3,000 per school year.

Effective July 1, 2023, Athletic Trainers who have obtained a Master's Degree in a field directly related to the professional duties of the position from an accredited institution shall receive a stipend of $3,000 per year for each fifteen (15) additional academic credits earned from an accredited institution, up to a total of $6,000.

Effective July 1, 2024, the differentials set forth in this paragraph shall become effective six (6) weeks after submission of proof (i.e. the "effective date") that the applicable degree plus additional academic credits, as appropriate, from an accredited educational institution was/were conferred the Unit member. The Differential shall be prorated from the effective date through June 30 of the applicable school year.

ARTICLE III – WORK DAY AND WORK WEEK

SECTION 1 – WORK HOURS

All full-time and hourly employees covered by this Agreement shall work five (5) days per week as follows:

Clerical……..	7 hours, 20 minutes per day
Custodial, Maintenance, & Grounds…….	8 hours per day
Nurses……	7 hours per day (including one 40-minute lunch)
Community Aides…….	7 hours per day
School Health Aide……	7 hours per day (including one 40-minute lunch)
Technical Support Aide (10-month)……	7 hours per day
Technical Support Aide (12-month)……	7 hours, 20 minutes per day
Network Systems Administrator……..	7 hours, 20 minutes per day
Data Control Supervisor……	7 hours, 20 minutes per day
Office Application Specialist……	7 hours, 20 minutes per day
Athletic Trainer (10-month)……...	7 hours per day (including one 40-minute lunch)

School Nurses appointed after August 1, 2006 may be 10 or 12 month School Nurses. Ten (10) month School Nurses will work the school calendar from September through June with a 7-hour work day, which includes a forty minute lunch. Respectively, workday hours of School Nurses will be set by the building principal according to their building's needs/ Salary will be as per CSEA Contract.

The 10-month Athletic Trainers shall be required to begin their school year 10 business days prior to the August Superintendent's conference day each year; and shall end their school year 10 business days prior to the last day of the school year. The 10-month Athletic Trainer's hours shall be set by the Athletic Director according to District needs.

In addition to the hours of work referred to above, all unit members shall be required to attend up to eight (8) meetings annually of no more than one hour in length called by District supervisors. Said meetings shall occur contiguous to the end of the workday for day shift employees. Said meetings shall commence contiguous to the beginning of the workday for night shift employees. Payment for such attendance shall be at the regular hourly rate. Employees shall be provided with three months' notice of meetings they will be required to attend by job classification. Except for an emergency situation, there shall be three weeks' notice of cancellation. There shall be no compensation unless a meeting is actually conducted and the employee is in attendance.

SECTION 2 – UNION MEETINGS

All full-time ten (10) and twelve (12) month CSEA members shall have one (1) hour off to hold quarterly meetings. Permission shall be obtained from the Director of Human Resources to excuse the employees from the working assignment at the time this meeting is called. CSEA President of the Unit or his/her designee shall receive up to five (5) hours

per week of release time to transact union business pertaining to the administration of this agreement.

SECTION 3 – EMERGENCY SITUATIONS

In the event of snow or other emergencies, all personnel will be notified by radio or direct telephone calls if they are not required to report for work on those days. Unless so notified, employees who do not report to work will be charged with a vacation day.

SECTION 4 – SUMMER HOURS

The summer hours of work (during the months of July and August) for clerical personnel are 6¾ hours, including a forty (40) minute lunch period. Clerical employees hired on or after July 1, 2009, shall have no modified summer hour schedule. Effective July 1, 2016, summer hours shall be in effect for all full-time clerical personnel and the positions of Dispatcher and Driver Messenger. Individual schedules will be assigned prior to July 1st. All employees must be available to work full time two (2) full weeks prior to the opening of school. Summer hours will be in effect for full-time clerical personnel during Christmas week when school is not in session, during winter break when school is not in session, and during spring break when school is not in session. Effective upon ratification, hours worked in excess of the summer hours of work (i.e. 33 ¾ hours per week) will be compensated at the regular hourly rate until the regular (non-summer hours) work week hours have been met for that week, after which the overtime rate will be one and half (1 ½) times the regular hourly rate.

SECTION 5 – MIDDLE SCHOOL AND HIGH SCHOOL SHIFTS

At the Bellport Middle School and Bellport High School, the District will possess the prerogative of establishing three (3) shifts Monday through Saturday. Unit custodial members may be required to work Saturday as part of their five (5) day schedule, and Unit members may be required to work the third shift. The District will review the necessity for three (3) shifts in consultation with the President of the CSEA.

SECTION 6 – STAGGERED SCHEDULE

Unit members hired on or after July 1, 2009 may be scheduled on a staggered week basis (either Tuesday-Saturday or Sunday-Thursday) in accordance with the needs of the District as determined by the Superintendent of Schools.

ARTICLE IV – HOLIDAYS

Salaried, full-time ten (10) and twelve (12) month employees covered by this agreement shall be granted the following paid holidays when such holidays fall on a regularly scheduled work day (except as noted*), and holidays may not be granted when school is in session:

Independence Day *
Labor Day
Rosh Hashanah (2 days)

Yom Kippur
Columbus Day
Veterans Day
Thanksgiving Day
Friday following Thanksgiving
Day prior to Christmas Day
Christmas Day
Day prior to New Year's Day
New Year's Day
Martin Luther King, Jr. Day
Presidents' Day
Good Friday
Memorial Day
Presidential Election Day**
Juneteenth

* If a Saturday or Sunday, this day will be observed either the Friday before or the Monday after the holiday, at the District's discretion.

** When school is in session on Presidential Election Day, an additional holiday will be added when schools are not in session during the December, January holiday recess.

Any such holiday(s) that fall on a Saturday and/or Sunday will be granted on a day or days when school is not in session during the December/January "Holiday Recess." No other time or compensation will be negotiated for those employees for whom this provision does not apply.

ARTICLE V – VACATIONS AND SICK LEAVE

Benefits for part-timers are limited to twelve (12) month part-timers who work at least one half (1/2) the schedule of twelve (12) month full-time employees. Said benefits to be pro-rated.

SECTION 1 – VACATIONS

Effective May 8, 2024, vacation schedules shall be determined by the District at least thirty (30) days in advance for any vacation period that is three (3) days or more; and at least seven (7) days in advance for any vacation period that is less than three (3) days. Vacation schedules shall be granted on the basis of continuous service (i.e. uninterrupted), calculated as of July 1st, to salaried full-time twelve (12) month employees covered under this agreement as follows:

(a) For all employees hired on or after July 1, 2023, six (6) days to accrue over the first twelve (12) months of service (i.e. 1 day to accrue after every 2 months of initial employment).

(b) Ten (10) days after the completion of twelve (12) months of service but less than three (3) years of service.

(c) Twelve (12) days after the completion of three (3) years of service, but less than five (5) years of service.

(d) Fifteen (15) days after the completion of five (5) years of service, but less than ten (10) years of service.

(e) Twenty (20) days after the completion of ten (10) years of service.

(f) Vacation for salaried, full-time ten (10) month clerical help is as follows:

One (1) day of vacation for each month of employment per year.

(g) All vacations will be taken as indicated during the year and during the summer with the approval and at the convenience of the District. All employees must be available to work full time two (2) full weeks prior to the opening of school. Ten (10) vacation days credited in one accrual period may be carried over into a new accrual period up to a maximum of thirty (30) days. All accrued days must be used prior to retirement.

(h) All earned vacation for all Unit members shall be awarded by the District and become available for use on July 1st of each year. Current employees shall carry into the July 1st date all their accrued vacation time. New employees who commenced work prior to July 1, 2000, and have worked a minimum of two (2) full months shall be entitled to accrue one day of vacation credit for each month of service rendered up to a maximum of ten days credit for the first year of service up to July 1st. His/her second year of service will begin on the first July 1 date thereafter. The District will provide a statement of earned/accrued leave time in the initial paycheck received by the employee in September of each work year.

SECTION 2 – SICK LEAVE

Sick leave shall be granted on the basis of continuous service to salaried, full-time employees covered under this Agreement as follows:

Twelve (12) days of sick leave, with pay, for illness or injury will be allowed for each twelve (12) month employee during the year.

Upon the completion of five (5) years of continuous service, each such twelve (12) month employee will be allowed fifteen (15) sick days per year.

Ten (10) days of sick leave with pay for illness or injury will be allowed for the salaried, full-time ten (10) month employees. This sick leave is pro-rated on the basis of one (1) day of sick leave per month of employment during the year.

Effective July 1, 2023, upon the completion of five (5) years of continuous service, each such ten (10) month employee will be allowed twelve and one half (12.5) sick days per year, pro-rated on the basis of 1.25 days of sick leave per month of employment during the year.

A maximum of two hundred twenty-five (225) days of unused sick leave can be accumulated by each employee.

CSEA employees with an accumulation of fifty (50) days or more by July 1st may request redemption of up to 15 days at a rate of fifty dollars ($50) per day. Requests for this redemption must reach the Office of Human Resources prior to July 10th for payment on the August payroll.

ANYONE WHO ABUSES SICK LEAVE SHALL BE SUBJECT TO DISCIPLINARY ACTION.

SECTION 3 – PERSONAL LEAVE

Two (2) personal leave days may be granted each year, with pay, for the salaried full-time ten (10) and twelve (12) month employees. Unused personal leave will be added to sick time accrual at the end of the school year.

SECTION 4 – DISABILITY LEAVE

A salaried full-time employee may request a leave of absence as a result of a disability. This leave should be requested at the earliest possible opportunity and must be verified with a note from a physician. Additional verification of this disability may be requested by the Human Resources Office as the need arises. All accrued sick days must be applied towards this leave. Effective May 8, 2024, the District will provide disability insurance for full-time employees who have completed the Civil Service probationary period in the CSEA Unit of the South Country Central School District. There will be a waiting period of one hundred fifty (150) calendar days from the onset of the disability. Employees electing to participate will be assessed a co-pay of twenty percent (20%) of the individual premium cost. Before returning from a disability leave, the employee must present a physician's statement indicating good health and a return to all normal duties.

SECTION 5 – BEREAVEMENT LEAVE

Salaried, full-time ten (10) and twelve (12) month employees shall be allowed up to a total of five (5) work days immediately upon occurrence, with pay, for the death of a spouse, child, parent or parent-in-law, brother or sister, and up to two (2) work days immediately upon occurrence, with pay, for the death of any other member of his/her immediate family. The term "immediate family" means grandparent, grandparent-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandchild, legal guardian, and any other relative residing in the household of which the employee is a part. Bereavement leave for hourly transportation employees will be the same as for salaried, full-time ten (10) and twelve (12) month employees.

SECTION 6 – JURY DUTY AND SUBPOENAS

An employee shall be granted leave with pay as may be necessary in order to respond to a court subpoena in connection with matters directly related to their employment, or to perform jury duty (required, not voluntary). All monies received as a fee for serving as a juror must be paid over to the District, excluding transportation reimbursement.

ARTICLE VI – INSURANCE

SECTION 1 – HEALTH INSURANCE

For the individual employee enrolled in the Suffolk School Employee Health Plan and for the employee enrolled in such plan with dependent coverage, one hundred percent (100%) of the premium will be paid by the District for the life of this Agreement for salaried, full-time ten (10) and twelve (12) month employees who were hired prior to July 1, 1994. For all employees hired beginning July 1, 1994, there will be a contribution of twenty percent (20%) for health insurance up to a maximum of $1,000 per employee, which shall be deducted from the employee's gross pay. For all employees hired on or after July 1, 2009, there will be a contribution of twenty percent (20%) for health insurance up to a maximum of $1,500 per employee, which shall be deducted from the employee's gross pay. Any and all employees appointed by the Board of Education on or after July 1, 2021 shall contribute twenty percent (20%) of the applicable health insurance premium, with no maximum contributions per employee, which shall be deducted from the employee's gross pay. Participants in the other options offered will have premiums paid up to the dollar amount paid by the District for similar coverage under the Statewide Plan.

If an employee so elects, an employee who otherwise has health insurance protection shall have the right to decline health insurance and shall be entitled to receive on the last pay day of the school year thirty-five percent (35%) of the premium rate paid by the District for the plan in which the employee would otherwise be entitled to participate (individual/family). To be eligible for this benefit, such election must be made on or before June 1st for the succeeding school year in writing including, (1) the level of insurance to be declined (individual/family); and (2) proof of alternate individual/family health insurance coverage. Once an election is made, it shall continue unless revoked by written notice to the District's Business Office, and then only in accordance with the provisions of the New York State Master Contract. If such revocation occurs during the school year, there will be no payment to the employee for any part of the premium rate.

SECTION 2 – DENTAL INSURANCE

The District shall provide a dental plan for all full-time employees and dependents, and shall pay the full cost for such plan. As a change of carrier occurs, the District shall provide coverage which is equivalent to the existing coverage.

SECTION 3 – MALPRACTICE INSURANCE

School Nurses and Athletic Trainers shall be provided with malpractice insurance not to exceed seventy-five dollars ($75) per year per nurse/athletic trainer. Effective July 1, 2023, this figure shall be increased to $150 per year per nurse/athletic trainer.

SECTION 4 – INSURANCE CARRIERS

The District has the right to change insurance carriers without the approval of the CSEA, provided coverage remains substantially the same; however, before making such a change, the District shall notify the CSEA.

SECTION 5 – LIFE INSURANCE

The Board shall supply a life insurance policy totaling fifteen thousand dollars ($15,000) for all employees covered under this Agreement.

SECTION 6 – OPTICAL COVERAGE

The employer will provide fully funded optical coverage to include benefits equivalent to that which is currently provided.

ARTICLE VII – PAYROLL DEDUCTIONS

The District shall provide and administer, upon written request, payroll deductions to the Suffolk County Teachers' Federal Credit Union or any other banking institution designated by the Unit member.

The District agrees to make provisions for payroll deductions for a tax sheltered annuity. The Board shall provide a clerical service to deduct from the employee's salary the amount authorized by the individual employee for transmission to the agent or agency selected in the manner and at the time authorized by the individual employee. The Board of Education shall not be responsible for the receipt of the funds deducted and forwarded as authorized by the employee.

ARTICLE VIII – SENIORITY

SECTION 1

Employees working above their title for twelve (12) consecutive days will be paid at the higher rate starting with the thirteenth (13^{th}) day, providing they have qualified under Civil Service for that rating. The higher rate does not apply when covering for an employee on vacation.

SECTION 2

All position vacancies covered by this contract will be posted throughout the school district, and all present employees of the District shall be given first consideration, with seniority in the District given due importance, for these appointments.

SECTION 3

In case of a reduction of the work force because of lack of work or other economic reasons, employees will be laid off in "inverse" seniority order wherein the judgment of the District qualifications are equal. Seniority is defined as length of continuous service since the first date of hire in the Unit.

SECTION 4

The District will provide the President of the CSEA with an updated seniority list on or about September 1st of each year.

ARTICLE IX – RETIREMENT

SECTION 1 – RETIREMENT PLAN

The "Retirement Plan" is to provide for coverage under §75-I of the New York State Retirement Plan.

SECTION 2 – RETIREMENT INCREMENT

An employee having completed at least five (5) consecutive years in the District prior to retirement and who is eligible for retirement under the New York State Retirement Plan, and who shall submit his/her resignation for retirement purposes by December 1st, to take effect at the end of the school year, shall be eligible for a payout at his/her current rate for a period of days equal to fifty percent (50%) of accumulated sick leave, not to exceed two hundred (200) sick days. An employee who submits such a request on or before December 1st may retract that request on or before February 1st of the next year, but not thereafter.

SECTION 3 – HEALTH BENEFITS

For any Unit member retiring from the District the School District agrees to pay the same percentage of the cost of the premium for health benefits for such retiree and his/her spouse as was paid on behalf of the Unit member on the date of retirement.

The health insurance program to be provided is to be the health insurance program in effect for active members of the CSEA Unit of the School District. The School District specifically recognizes that each retiree has relied upon the representation contained herein by the School District to undertake the cost of benefits for said retiree (and his or her dependents) pursuant to this Agreement for the lifetime of the retiree.

If the retiree deceases leaving a surviving spouse, said spouse may maintain full participation rights in the existing health plan at no cost to the District.

Upon a retiree's reaching the age of eligibility for Medicare, the health benefit provided for herein shall be provided as co-insurance to Medicare coverage.

SECTION 4 – UNUSED SICK LEAVE

The School District will provide for the entitlement of a Unit member to utilize the provisions of §41j of the New York State Retirement and Social Security Law in order that unused, unpaid sick leave may be computed as credited service in the retiree's benefit calculation (to the extent permitted by law).

SECTION 5 – 403(b) TAX SHELTERED ANNUITY PROGRAM

In order to maximize the tax sheltering benefit to the members of the CSEA and to maximize the cost savings to the South Country Central School District, the parties agree that any retirement and/or separation incentive and leave payments provided in connection with Article IX, Section 2, shall be paid in the following manner: The District shall make payment for any separation incentive and/or monetary benefit 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 no later than the second paycheck immediately following the member's effective date of separation from the District.

ARTICLE X – GRIEVANCES

SECTION 1

The term **grievance** shall mean any dispute arising concerning the interpretation or application of the terms of this contract or the rights claimed to exist thereunder.

SECTION 2

STEP 1 Such grievance by an employee or employees may be presented to their CSEA representative.

STEP 2 In the event such a dispute or grievance is not resolved within fifteen (15) working days from such presentation, it may then be presented to the department head. In order to be considered in this grievance procedure, a grievance must be presented to the department head in writing, within fifteen (15) days after the aggrieved employee knew or should have known of the action or condition giving rise to the grievance.

STEP 3 In the event such a dispute is not satisfactorily adjusted at Step 2, then, within fifteen (15) working days, the grievance shall be presented to the Superintendent or his/her designated representative for settlement within fifteen (15) working days.

STEP 4 In the event such a dispute is not satisfactorily adjusted at Step 3, then the grievance shall be presented within fifteen (15) working days to the Superintendent for scheduling with the Board of Education, in Executive Session, for settlement.

ARTICLE XI – WORKING CONDITIONS

SECTION 1

The School District shall notify all concerned employees at least seven (7) days in advance of changes in working methods or working conditions, except where such changes are required because of an emergency or a major disaster over which the District has little or no control.

SECTION 2

In instances where regular scheduling of the staff would result in only one person at work within any of the District's facilities, a reasonable effort will be made to provide telephone security checks for the welfare of that employee.

SECTION 3

Upon request and at reasonable intervals, an employee shall be permitted to examine his/her official employment personnel file. Employees shall be given copies of their performance evaluations by their immediate supervisors. There shall be only one (1) such file that shall contain all official personnel information commencing with the date of employment in this school district. No material derogatory to a Unit member's conduct, service, character or personality should be placed in his/her personnel file unless the Unit member has had an opportunity to review same. The Unit member shall affix his/her signature on the actual copy to be filed with the understanding that such signature merely signifies that he/she has read the material to be filed and does not necessarily indicate agreement with its contents. If the Unit member refuses to sign the copy, the Superintendent of Schools or his/her designated representative may insert the material in the Unit member's file.

ARTICLE XII – COLLECTIVE NEGOTIATIONS

SECTION 1

This Agreement is the only written agreement between the parties and supersedes all other agreements previously entered into for the period of time set forth below.

SECTION 2

The parties agree that each has exercised its right to bargain for any provisions it wished to be included in this contract; that, if either has made a proposal not included herein, such proposal has been withdrawn in consideration of the making of this contract; and that this contract constitutes a complete agreement as to all matters upon which the parties have or might have bargained. Accordingly, each expressly waives any right to seek to negotiate any further demand or proposal as long as this contract shall continue in effect. The parties further recognize and agree that as to every matter not specifically mentioned or provided for in this contract, and as to every matter a final decision as to

which is reserved to the Board of Education hereunder, the Board continues to retain whether exercised or not, the sole and unquestioned right to exercise in its discretion its duties, powers, responsibilities and right in the direction and management of the South Country Central School District, Town of Brookhaven.

ARTICLE XIII – LEGISLATIVE IMPLEMENTATION

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 XIV – EFFECTIVE DATES AND DURATION

This Agreement shall be effective as of July 1, 2022 through June 30, 2026 and in accordance with the Triborough Act.

IN WITNESS THEREOF, the parties hereto have caused these present to be executed by their duly authorized officers on this 22nd day of November, 2024.

LOCAL 1000, CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, SUFFOLK EDUCATIONAL LOCAL #870, SOUTH COUNTRY SCHOOL UNIT #8782

Mark Wilson
President, CSEA

Sergio Diaz
CSEA
Labor Relations Specialist

SOUTH COUNTRY CENTRAL SCHOOL DISTRICT, TOWN OF BROOKHAVEN, SUFFOLK COUNTY, NEW YORK

Chris Picini
President, Board of Education

Mr. Antonio Santana
Superintendent of Schools

GGDOCS-268119252-1408

OFFICE ASST 10				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	40,632	41,851	42,897	43,969
2	41,028	42,259	43,315	44,398
3	41,422	42,665	43,732	44,825
4	41,822	43,077	44,154	45,258
5	42,218	43,485	44,572	45,686
6	42,618	43,897	44,994	46,119
7	43,016	44,306	45,414	46,549
8	43,412	44,714	45,832	46,978
9	43,810	45,124	46,252	47,408
10	44,211	45,537	46,675	47,842
11	44,611	45,949	47,098	48,275
12	45,003	46,353	47,512	48,700
13	N/A	46,761	47,930	49,128

OFFICE ASST 12				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	48,754	50,217	51,472	52,759
2	49,232	50,709	51,977	53,276
3	49,708	51,199	52,479	53,791
4	50,185	51,691	52,983	54,308
5	50,661	52,181	53,486	54,823
6	51,141	52,675	53,992	55,342
7	51,618	53,167	54,496	55,858
8	52,099	53,662	55,004	56,379
9	52,573	54,150	55,504	56,892
10	53,052	54,644	56,010	57,410
11	53,529	55,135	56,513	57,926
12	54,007	55,627	57,018	58,443
13	N/A	56,123	57,526	58,964

SR. OFFICE ASST				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	51,278	52,816	54,136	55,489
2	51,834	53,389	54,724	56,092
3	52,391	53,963	55,312	56,695
4	52,947	54,535	55,898	57,295
5	53,505	55,110	56,488	57,900
6	54,060	55,682	57,074	58,501
7	54,619	56,258	57,664	59,106
8	55,174	56,829	58,250	59,706
9	55,730	57,402	58,837	60,308
10	56,286	57,975	59,424	60,910
11	56,844	58,549	60,013	61,513
12	57,402	59,124	60,602	62,117
13	N/A	59,705	61,198	62,728

OFFICE ASST B				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	63,159	65,054	66,680	68,347
2	N/A	65,705	67,348	69,032
3	N/A	66,362	68,021	69,722
4	N/A	67,025	68,701	70,419
5	N/A	67,695	69,387	71,122
6	N/A	68,372	70,081	71,833
7	N/A	69,056	70,782	72,552
8	N/A	69,747	71,491	73,278
9	N/A	70,444	72,205	74,010
10	N/A	71,149	72,928	74,751
11	N/A	71,860	73,657	75,498
12	N/A	72,579	74,393	76,253
13	N/A	73,304	75,137	77,015

STENOGRAPHER				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	50,416	51,928	53,226	54,557
2	50,892	52,419	53,729	55,072
3	51,367	52,908	54,231	55,587
4	51,849	53,404	54,739	56,107
5	52,325	53,895	55,242	56,623
6	52,803	54,387	55,747	57,141
7	53,280	54,878	56,250	57,656
8	53,756	55,369	56,753	58,172
9	54,235	55,862	57,259	58,690
10	54,711	56,352	57,761	59,205
11	55,192	56,848	58,269	59,726
12	55,667	57,337	58,770	60,239
13	56,145	57,829	59,275	60,757

SR STENOGRAPHER				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	52,939	54,527	55,890	57,287
2	53,470	55,074	56,451	57,862
3	54,002	55,622	57,013	58,438
4	54,533	56,169	57,573	59,012
5	56,340	58,030	59,481	60,968
6	56,885	58,592	60,057	61,558
7	57,428	59,151	60,630	62,146
8	57,979	59,718	61,211	62,741
9	58,525	60,281	61,788	63,333
10	59,972	61,771	63,315	64,898
11	60,529	62,345	63,904	65,502
12	61,089	62,922	64,495	66,107
13	61,643	63,492	65,079	66,706

ADMIN ASST				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	60,136	61,940	63,489	65,076
2	60,738	62,560	64,124	65,727
3	61,338	63,178	64,757	66,376
4	61,940	63,798	65,393	67,028
5	62,540	64,416	66,026	67,677
6	63,141	65,035	66,661	68,328
7	63,741	65,653	67,294	68,976
8	64,342	66,272	67,929	69,627
9	64,943	66,891	68,563	70,277
10	65,544	67,510	69,198	70,928
11	66,145	68,129	69,832	71,578
12	66,745	68,747	70,466	72,228
13	67,344	69,364	71,098	72,875

ACCOUNT CLERK

Step	2022-2023	2023-2024	2024-2025	2025-2026
1	49,766	51,259	52,540	53,854
2	50,243	51,750	53,044	54,370
3	50,720	52,242	53,548	54,887
4	51,196	52,732	54,050	55,401
5	51,675	53,225	54,556	55,920
6	52,158	53,723	55,066	56,443
7	52,631	54,210	55,565	56,954
8	53,108	54,701	56,069	57,471
9	53,587	55,195	56,575	57,989
10	54,062	55,684	57,076	58,503
11	54,541	56,177	57,581	59,021
12	55,020	56,671	58,088	59,540
13	N/A	57,169	58,598	60,063

SR ACCOUNT CLERK

Step	2022-2023	2023-2024	2024-2025	2025-2026
1	52,159	53,724	55,067	56,444
2	52,685	54,266	55,623	57,014
3	53,216	54,812	56,182	57,587
4	53,749	55,361	56,745	58,164
5	55,537	57,203	58,633	60,099
6	56,084	57,767	59,211	60,691
7	56,629	58,328	59,786	61,281
8	57,177	58,892	60,364	61,873
9	57,722	59,454	60,940	62,464
10	59,158	60,933	62,456	64,017
11	59,714	61,505	63,043	64,619
12	60,274	62,082	63,634	65,225
13	60,826	62,651	64,217	65,822

PRINCIPAL ACCOUNT CLERK

Step	2022-2023	2023-2024	2024-2025	2025-2026
1	71,062	73,194	75,024	76,900
2	71,772	73,925	75,773	77,667
3	72,491	74,666	76,533	78,446
4	73,215	75,411	77,296	79,228
5	73,947	76,165	78,069	80,021
6	74,687	76,928	78,851	80,822
7	75,434	77,697	79,639	81,630
8	76,188	78,474	80,436	82,447
9	76,951	79,260	81,242	83,273
10	77,719	80,051	82,052	84,103
11	78,496	80,851	82,872	84,944
12	79,280	81,658	83,699	85,791
13	80,073	82,475	84,537	86,650

PURCHASING AGENT

Step	2022-2023	2023-2024	2024-2025	2025-2026
1	83,751	86,264	88,421	90,632
2	84,229	86,756	88,925	91,148
3	84,705	87,246	89,427	91,663
4	85,185	87,741	89,935	92,183
5	85,664	88,234	90,440	92,701
6	86,140	88,724	90,942	93,216
7	86,616	89,214	91,444	93,730
8	87,094	89,707	91,950	94,249
9	87,572	90,199	92,454	94,765
10	88,050	90,692	92,959	95,283
11	88,527	91,183	93,463	95,800
12	89,004	91,674	93,966	96,315
13	N/A	92,168	94,472	96,834

TECHNICAL SUPPORT AIDE 10				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	32,033	32,994	33,819	34,664
2	32,625	33,604	34,444	35,305
3	33,212	34,208	35,063	35,940
4	33,806	34,820	35,691	36,583
5	34,394	35,426	36,312	37,220
6	34,987	36,037	36,938	37,861
7	35,575	36,642	37,558	38,497
8	36,165	37,250	38,181	39,136
9	36,759	37,862	38,809	39,779
10	37,346	38,466	39,428	40,414
11	37,934	39,072	40,049	41,050
12	38,527	39,683	40,675	41,692
13	N/A	40,304	41,312	42,345

TECHNICAL SUPPORT AIDE 12				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	47,660	49,090	50,317	51,575
2	48,252	49,700	50,943	52,217
3	48,949	50,417	51,677	52,969
4	49,435	50,918	52,191	53,496
5	50,026	51,527	52,815	54,135
6	50,615	52,133	53,436	54,772
7	51,203	52,739	54,057	55,408
8	51,797	53,351	54,685	56,052
9	52,386	53,958	55,307	56,690
10	52,976	54,565	55,929	57,327
11	53,568	55,175	56,554	57,968
12	54,158	55,783	57,178	58,607
13	N/A	56,398	57,808	59,253

OFFICE APPLICATIONS SPECIALIST				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	70,359	72,470	74,282	76,139
2	71,061	73,193	75,023	76,899
3	71,773	73,926	75,774	77,668
4	72,490	74,665	76,532	78,445
5	73,215	75,411	77,296	79,228
6	73,948	76,166	78,070	80,022
7	74,687	76,928	78,851	80,822
8	75,434	77,697	79,639	81,630
9	76,189	78,475	80,437	82,448
10	76,950	79,259	81,240	83,271
11	77,719	80,051	82,052	84,103
12	78,495	80,850	82,871	84,943
13	N/A	81,657	83,698	85,790

DATA CONTROL SPVR				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	89,659	92,349	94,658	97,024
2	90,555	93,272	95,604	97,994
3	91,452	94,196	96,551	98,965
4	92,347	95,117	97,495	99,932
5	93,243	96,040	98,441	100,902
6	94,140	96,964	99,388	101,873
7	95,037	97,888	100,335	102,843
8	95,934	98,812	101,282	103,814
9	96,830	99,735	102,228	104,784
10	97,728	100,660	103,177	105,756
11	98,625	101,584	104,124	106,727
12	99,521	102,507	105,070	107,697
13	N/A	103,438	106,024	108,675

NETWORK & SYSTEMS ADMIN				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	89,659	92,349	94,658	97,024
2	90,555	93,272	95,604	97,994
3	91,452	94,196	96,551	98,965
4	92,347	95,117	97,495	99,932
5	93,243	96,040	98,441	100,902
6	94,140	96,964	99,388	101,873
7	95,037	97,888	100,335	102,843
8	95,934	98,812	101,282	103,814
9	96,830	99,735	102,228	104,784
10	97,728	100,660	103,177	105,756
11	98,625	101,584	104,124	106,727
12	99,521	102,507	105,070	107,697
13	N/A	103,438	106,024	108,675

ASST MNGR DATA PROCESSING				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	133,494	137,499	140,936	144,459
2	N/A	138,874	142,346	145,905
3	N/A	140,263	143,770	147,364
4	N/A	141,665	145,207	148,837
5	N/A	143,082	146,659	150,325
6	N/A	144,513	148,126	151,829
7	N/A	145,958	149,607	153,347
8	N/A	147,418	151,103	154,881
9	N/A	148,892	152,614	156,429
10	N/A	150,381	154,141	157,995
11	N/A	151,884	155,681	159,573
12	N/A	153,403	157,238	161,169
13	N/A	154,937	158,810	162,780

LABORER				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	38,356	39,507	40,495	41,507
2	38,947	40,115	41,118	42,146
3	39,532	40,718	41,736	42,779
4	40,120	41,324	42,357	43,416
5	40,709	41,930	42,978	44,052
6	41,294	42,533	43,596	44,686
7	41,881	43,137	44,215	45,320
8	42,470	43,744	44,838	45,959
9	43,059	44,351	45,460	46,597
10	43,647	44,956	46,080	47,232
11	44,233	45,560	46,699	47,866
12	44,822	46,167	47,321	48,504
13	N/A	46,782	47,952	49,151

CUSTODIAL WORKER B				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	40,000	45,000	45,000	45,000
2	40,000	45,000	45,000	45,000
3	N/A	N/A	N/A	N/A
4	N/A	N/A	N/A	N/A
5	N/A	N/A	N/A	N/A
6	N/A	N/A	N/A	N/A
7	N/A	N/A	N/A	N/A
8	N/A	N/A	N/A	N/A
9	N/A	N/A	N/A	N/A
10	N/A	N/A	N/A	N/A
11	N/A	N/A	N/A	N/A
12	N/A	N/A	N/A	N/A
13	N/A	N/A	N/A	N/A

CUSTODIAL WORKER 1

Step	2022-2023	2023-2024	2024-2025	2025-2026
1	52,732	54,314	55,672	57,064
2	53,339	54,939	56,312	57,720
3	53,949	55,567	56,956	58,380
4	54,555	56,192	57,597	59,037
5	55,163	56,818	58,238	59,694
6	55,771	57,444	58,880	60,352
7	56,378	58,069	59,521	61,009
8	56,984	58,694	60,161	61,665
9	57,595	59,323	60,806	62,326
10	58,202	59,948	61,447	62,983
11	58,809	60,573	62,087	63,639
12	N/A	61,205	62,735	64,303
13	N/A	61,843	63,389	64,974

CUSTODIAL WORKER 2

Step	2022-2023	2023-2024	2024-2025	2025-2026
1	56,032	57,713	59,156	60,635
2	56,593	58,291	59,748	61,242
3	57,158	58,873	60,345	61,854
4	57,731	59,463	60,950	62,474
5	58,306	60,055	61,556	63,095
6	58,891	60,658	62,174	63,728
7	59,479	61,263	62,795	64,365
8	60,075	61,877	63,424	65,010
9	60,675	62,495	64,057	65,658
10	61,282	63,120	64,698	66,315
11	61,896	63,753	65,347	66,981
12	62,513	64,388	65,998	67,648
13	N/A	65,029	66,655	68,321

HEAD CUSTODIAN

Step	2022-2023	2023-2024	2024-2025	2025-2026
1	60,318	62,128	63,681	65,273
2	60,928	62,756	64,325	65,933
3	61,534	63,380	64,965	66,589
4	62,140	64,004	65,604	67,244
5	62,749	64,631	66,247	67,903
6	63,357	65,258	66,889	68,561
7	63,962	65,881	67,528	69,216
8	64,571	66,508	68,171	69,875
9	65,179	67,134	68,812	70,532
10	65,791	67,765	69,459	71,195
11	66,483	68,477	70,189	71,944
12	67,005	69,015	70,740	72,509
13	N/A	69,557	71,296	73,078

CHIEF CUSTODIAN

Step	2022-2023	2023-2024	2024-2025	2025-2026
1	62,684	64,565	66,179	67,833
2	63,293	65,192	66,822	68,493
3	63,900	65,817	67,462	69,149
4	64,508	66,443	68,104	69,807
5	65,118	67,072	68,749	70,468
6	65,722	67,694	69,386	71,121
7	66,333	68,323	70,031	71,782
8	66,941	68,949	70,673	72,440
9	67,548	69,574	71,313	73,096
10	68,151	70,196	71,951	73,750
11	68,764	70,827	72,598	74,413
12	69,370	71,451	73,237	75,068
13	N/A	72,080	73,882	75,729

CUSTODIAL SUPERVISOR				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	68,051	70,093	71,845	73,641
2	68,641	70,700	72,468	74,280
3	69,228	71,305	73,088	74,915
4	69,816	71,910	73,708	75,551
5	70,403	72,515	74,328	76,186
6	70,991	73,121	74,949	76,823
7	71,579	73,726	75,569	77,458
8	72,167	74,332	76,190	78,095
9	72,755	74,938	76,811	78,731
10	73,342	75,542	77,431	79,367
11	73,929	76,147	78,051	80,002
12	74,515	76,750	78,669	80,636
13	N/A	77,358	79,292	81,274

FACILITIES DISPATCHER				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	39,594	40,782	41,802	42,847
2	40,180	41,385	42,420	43,481
3	40,769	41,992	43,042	44,118
4	41,357	42,598	43,663	44,755
5	41,945	43,203	44,283	45,390
6	42,534	43,810	44,905	46,028
7	43,121	44,415	45,525	46,663
8	43,708	45,019	46,144	47,298
9	44,296	45,625	46,766	47,935
10	44,884	46,231	47,387	48,572
11	45,473	46,837	48,008	49,208
12	46,058	47,440	48,626	49,842
13	N/A	48,051	49,252	50,483

DRIVER/MESSENGER				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	50,730	52,252	53,558	54,897
2	51,319	52,859	54,180	55,535
3	51,905	53,462	54,799	56,169
4	52,492	54,067	55,419	56,804
5	53,081	54,673	56,040	57,441
6	53,667	55,277	56,659	58,075
7	54,256	55,884	57,281	58,713
8	54,844	56,489	57,901	59,349
9	55,432	57,095	58,522	59,985
10	56,020	57,701	59,144	60,623
11	56,606	58,304	59,762	61,256
12	57,194	58,910	60,383	61,893
13	N/A	59,522	61,010	62,535

COURIER				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	58,435	60,188	61,693	63,235
2	N/A	60,790	62,310	63,868
3	N/A	61,398	62,933	64,506
4	N/A	62,012	63,562	65,151
5	N/A	62,362	63,921	65,519
6	N/A	63,258	64,839	66,460
7	N/A	63,891	65,488	67,125
8	N/A	64,530	66,143	67,797
9	N/A	65,175	66,804	68,474
10	N/A	65,827	67,473	69,160
11	N/A	66,485	68,147	69,851
12	N/A	67,150	68,829	70,550
13	N/A	67,821	69,517	71,255

GROUNDS 1

Step	2022-2023	2023-2024	2024-2025	2025-2026
1	54,663	56,303	57,711	59,154
2	55,171	56,826	58,247	59,703
3	55,778	57,451	58,887	60,359
4	56,386	58,078	59,530	61,018
5	56,993	58,703	60,171	61,675
6	57,602	59,330	60,813	62,333
7	58,210	59,956	61,455	62,991
8	58,817	60,582	62,097	63,649
9	59,425	61,208	62,738	64,306
10	60,032	61,833	63,379	64,963
11	60,640	62,459	64,020	65,621
12	61,248	63,085	64,662	66,279
13	N/A	63,717	65,310	66,943

GROUNDS 2

Step	2022-2023	2023-2024	2024-2025	2025-2026
1	55,925	57,603	59,043	60,519
2	56,547	58,243	59,699	61,191
3	57,170	58,885	60,357	61,866
4	57,793	59,527	61,015	62,540
5	58,415	60,167	61,671	63,213
6	60,174	61,979	63,528	65,116
7	60,781	62,604	64,169	65,773
8	61,389	63,231	64,812	66,432
9	62,084	63,947	65,546	67,185
10	62,606	64,484	66,096	67,748
11	63,211	65,107	66,735	68,403
12	63,820	65,735	67,378	69,062
13	N/A	66,369	68,028	69,729

MAINTENANCE MECHANIC 1

Step	2022-2023	2023-2024	2024-2025-	2025-2026
1	55,172	56,827	58,248	59,704
2	55,777	57,450	58,886	60,358
3	56,388	58,080	59,532	61,020
4	56,994	58,704	60,172	61,676
5	57,602	59,330	60,813	62,333
6	58,211	59,957	61,456	62,992
7	58,818	60,583	62,098	63,650
8	59,425	61,208	62,738	64,306
9	60,030	61,831	63,377	64,961
10	60,642	62,461	64,023	65,624
11	61,248	63,085	64,662	66,279
12	61,857	63,713	65,306	66,939
13	N/A	64,347	65,956	67,605

MAINTENANCE MECHANIC 2

Step	2022-2023	2023-2024	2024-2025	2025-2026
1	57,428	59,151	60,630	62,146
2	58,039	59,780	61,275	62,807
3	58,647	60,406	61,916	63,464
4	59,254	61,032	62,558	64,122
5	59,863	61,659	63,200	64,780
6	60,470	62,284	63,841	65,437
7	61,077	62,909	64,482	66,094
8	61,688	63,539	65,127	66,755
9	62,294	64,163	65,767	67,411
10	62,900	64,787	66,407	68,067
11	63,506	65,411	67,046	68,722
12	64,117	66,041	67,692	69,384
13	N/A	66,677	68,344	70,053

MAINTENANCE MECHANIC 3

Step	2022-2023	2023-2024	2024-2025	2025-2026
1	59,694	61,485	63,022	64,598
2	60,299	62,108	63,661	65,253
3	60,905	62,732	64,300	65,908
4	61,516	63,361	64,945	66,569
5	62,123	63,987	65,587	67,227
6	62,732	64,614	66,229	67,885
7	63,340	65,240	66,871	68,543
8	63,945	65,863	67,510	69,198
9	64,554	66,491	68,153	69,857
10	65,167	67,122	68,800	70,520
11	65,770	67,743	69,437	71,173
12	66,377	68,368	70,077	71,829
13	N/A	68,999	70,724	72,492

MAINTENANCE MECHANIC 4

Step	2022-2023	2023-2024	2024-2025	2025-2026
1	65,381	67,342	69,026	70,752
2	65,991	67,971	69,670	71,412
3	66,595	68,593	70,308	72,066
4	67,206	69,222	70,953	72,727
5	67,814	69,848	71,594	73,384
6	68,419	70,472	72,234	74,040
7	69,029	71,100	72,878	74,700
8	69,638	71,727	73,520	75,358
9	70,243	72,350	74,159	76,013
10	70,851	72,977	74,801	76,671
11	71,460	73,604	75,444	77,330
12	72,067	74,229	76,085	77,987
13	N/A	74,859	76,730	78,648

MAINTENANCE CREW LEADER

Step	2022-2023	2023-2024	2024-2025	2025-2026
1	68,051	70,093	71,845	73,641
2	68,641	70,700	72,468	74,280
3	69,228	71,305	73,088	74,915
4	69,816	71,910	73,708	75,551
5	70,403	72,515	74,328	76,186
6	70,991	73,121	74,949	76,823
7	71,579	73,726	75,569	77,458
8	72,167	74,332	76,190	78,095
9	72,755	74,938	76,811	78,731
10	73,342	75,542	77,431	79,367
11	73,929	76,147	78,051	80,002
12	74,515	76,750	78,669	80,636
13	N/A	77,358	79,292	81,274

COMMUNITY AIDE

Step	2022-2023	2023-2024	2024-2025	2025-2026
1	31,523	32,469	33,281	34,113
2	32,132	33,096	33,923	34,771
3	32,739	33,721	34,564	35,428
4	33,347	34,347	35,206	36,086
5	33,954	34,973	35,847	36,743
6	34,564	35,601	36,491	37,403
7	35,171	36,226	37,132	38,060
8	35,782	36,855	37,776	38,720
9	36,386	37,478	38,415	39,375
10	36,993	38,103	39,056	40,032
11	37,606	38,734	39,702	40,695
12	38,211	39,357	40,341	41,350
13	N/A	39,990	40,990	42,015

HEALTH AIDE 10				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	35,057	36,109	37,012	37,937
2	35,547	36,613	37,528	38,466
3	36,038	37,119	38,047	38,998
4	36,527	37,623	38,564	39,528
5	37,017	38,128	39,081	40,058
6	37,504	38,629	39,595	40,585
7	37,996	39,136	40,114	41,117
8	38,485	39,640	40,631	41,647
9	38,975	40,144	41,148	42,177
10	39,466	40,650	41,666	42,708
11	39,953	41,152	42,181	43,236
12	40,442	41,655	42,696	43,763
13	N/A	42,164	43,218	44,298

HEALTH AID 12				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	42,069	43,331	44,414	45,524
2	42,654	43,934	45,032	46,158
3	43,244	44,541	45,655	46,796
4	43,832	45,147	46,276	47,433
5	44,419	45,752	46,896	48,068
6	45,005	46,355	47,514	48,702
7	45,591	46,959	48,133	49,336
8	46,182	47,567	48,756	49,975
9	46,771	48,174	49,378	50,612
10	47,358	48,779	49,998	51,248
11	47,947	49,385	50,620	51,886
12	48,536	49,992	51,242	52,523
13	N/A	50,606	51,871	53,168

NURSE 10				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	50,405	51,917	53,215	54,545
2	51,014	52,544	53,858	55,204
3	51,620	53,169	54,498	55,860
4	52,232	53,799	55,144	56,523
5	52,837	54,422	55,783	57,178
6	53,446	55,049	56,425	57,836
7	54,052	55,674	57,066	58,493
8	54,662	56,302	57,710	59,153
9	55,273	56,931	58,354	59,813
10	55,876	57,552	58,991	60,466
11	56,487	58,182	59,637	61,128
12	57,093	58,806	60,276	61,783
13	N/A	59,437	60,923	62,446

NURSE 12				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	60,488	62,303	63,861	65,458
2	61,217	63,054	64,630	66,246
3	61,946	63,804	65,399	67,034
4	62,676	64,556	66,170	67,824
5	63,406	65,308	66,941	68,615
6	64,136	66,060	67,712	69,405
7	64,867	66,813	68,483	70,195
8	65,596	67,564	69,253	70,984
9	66,321	68,311	70,019	71,769
10	67,053	69,065	70,792	72,562
11	67,780	69,813	71,558	73,347
12	68,497	70,552	72,316	74,124
13	N/A	71,299	73,081	74,908

NURSE SPVR				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	55,678	57,348	58,782	60,252
2	56,267	57,955	59,404	60,889
3	56,857	58,563	60,027	61,528
4	57,442	59,165	60,644	62,160
5	58,032	59,773	61,267	62,799
6	58,620	60,379	61,888	63,435
7	59,206	60,982	62,507	64,070
8	59,793	61,587	63,127	64,705
9	60,380	62,191	63,746	65,340
10	60,968	62,797	64,367	65,976
11	61,556	63,403	64,988	66,613
12	62,142	64,006	65,606	67,246
13	N/A	64,615	66,230	67,886

HEAD NURSE 10				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	N/A	61,917	63,465	65,052
2	N/A	62,665	64,232	65,838
3	N/A	63,409	64,994	66,619
4	N/A	64,161	65,765	67,409
5	N/A	64,904	66,527	68,190
6	N/A	65,652	67,293	68,975
7	N/A	66,396	68,056	69,757
8	N/A	67,145	68,824	70,545
9	N/A	67,896	69,593	71,333
10	N/A	68,636	70,352	72,111
11	N/A	69,387	71,122	72,900
12	N/A	70,132	71,885	73,682
13	N/A	70,886	72,658	74,474

ATHLETIC TRAINER 11				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	50,432	51,945	53,244	54,575
2	50,936	52,464	53,776	55,120
3	51,441	52,984	54,309	55,667
4	51,947	53,505	54,843	56,214
5	52,450	54,024	55,375	56,759
6	52,953	54,542	55,906	57,304
7	53,460	55,064	56,441	57,852
8	53,963	55,582	56,972	58,396
9	54,468	56,102	57,505	58,943
10	54,972	56,621	58,037	59,488
11	55,476	57,140	58,569	60,033
12	55,980	57,659	59,100	60,578
13	N/A	58,183	59,638	61,129

ATHLETIC TRAINER 10				
Step	2022-2023	2023-2024	2024-2025	2025-2026
1	N/A	67,850	69,546	71,285
2	N/A	68,529	70,242	71,998
3	N/A	69,214	70,944	72,718
4	N/A	69,906	71,654	73,445
5	N/A	70,605	72,370	74,179
6	N/A	71,311	73,094	74,921
7	N/A	72,024	73,825	75,671
8	N/A	72,744	74,563	76,427
9	N/A	73,472	75,309	77,192
10	N/A	74,207	76,062	77,964
11	N/A	74,949	76,823	78,744
12	N/A	75,698	77,590	79,530
13	N/A	76,455	78,366	80,325