

AGREEMENT

BETWEEN

THE SYOSSET CENTRAL SCHOOL DISTRICT

COUNTY OF NASSAU, SYOSSET, NEW YORK

AND

THE SYOSSET ADMINISTRATIVE ASSISTANTS' ASSOCIATION

JULY 1, 2025 - JUNE 30, 2030

SYOSSET ADMINISTRATIVE ASSISTANTS' ASSOCIATION

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PREAMBLE

THE SYOSSET CENTRAL SCHOOL DISTRICT "the District" and the SYOSSET ADMINISTRATIVE ASSISTANTS' ASSOCIATION "the Association" acknowledge that there is a significant mutuality of interest in the desire to achieve the finest possible education for the children of Syosset which is consistent with the aspirations of the community. It is agreed that this desire is best advanced in an atmosphere of harmonious and cooperative relationship between the District and the Association. It is toward this end, with mutual respect for the rights, responsibilities and duties of each other that the District and the Association enter into this Agreement.

Pursuant to the provisions of the Public Employment Relations Board, the District adopts the following Agreement covering recognition of an administrative organization and the methods of negotiations between the District and the Association.

ARTICLE I AGREEMENT

AGREEMENT made and entered into by and between the DISTRICT and the ASSOCIATION for the period of July 1, 2025 through June 30, 2030.

ARTICLE II RECOGNITION

The DISTRICT hereby recognizes the ASSOCIATION as the exclusive negotiating agent for all the Administrative Assistants employed by the District.

ARTICLE III ADMINISTRATIVE ASSISTANTS

A. Rights of Individuals:

The legal rights inherent in the rulings and regulations of the Commissioner of Education affecting certified personnel are in no way abridged by the Agreement.

B. Application of Agreement:

The ASSOCIATION and the DISTRICT affirm that all agreements reached shall apply equally to all Administrative Assistants whether or not they are ASSOCIATION members.

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ARTICLE IV AREAS FOR DISCUSSION AND AGREEMENT

This recognition constitutes an agreement between the DISTRICT and the ASSOCIATION to reach mutual understandings regarding matters related to terms and conditions of employment. The DISTRICT and ASSOCIATION recognize that the District's BOARD OF EDUCATION ("the BOARD") is the legally constituted body responsible for the determination of policies covering all aspects of the District. The BOARD recognized that it must operate in accordance with all statutory provisions of the State, and such other rules and regulations as are promulgated by the Commissioner of Education in accordance with such statutes. The BOARD cannot reduce, negotiate, or delegate its legal responsibilities.

ARTICLE V PROCEDURES FOR NEGOTIATIONS

A. Negotiating Teams:

The DISTRICT'S designated representatives will meet with representatives designated by the ASSOCIATION for the purpose of discussion and reaching mutually satisfactory agreements regarding wages, benefits, and other terms and conditions of employment.

B. Opening Negotiations:

Upon request from either party for a meeting to open negotiations, a mutually acceptable meeting date shall be set, not more than ten (10) calendar days following such request. In any given school year such request shall be made on or before March 1st. All issues proposed for discussion shall be submitted in writing by the parties five (5) calendar days in advance of the first scheduled meeting. The parties shall submit in writing all additional issues upon which they wish to negotiate no later than five (5) calendar days before the second meeting. The second meeting and all necessary subsequent meetings shall be called at times and in a place mutually agreed upon by the parties, and with the minimum possible time between meetings.

C. Negotiation Procedures:

Designated representatives of the DISTRICT shall meet at such mutually agreed upon places and times with the representatives of the ASSOCIATION for the purpose of effecting a free exchange of facts, opinions, proposals and counter-proposals in an effort to reach mutual understanding and agreement. Both parties agree to conduct such negotiations in good faith and to deal openly and fairly with each other on all appropriate matters. Following the initial meetings as described in paragraph B above, such additional meetings shall be held as the parties may

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require in order to reach an understanding on the issue(s) or until an impasse is reached.

D. Exchange of Information:

The parties furnish each other, upon reasonable request, all available information pertinent to the issue(s) under consideration.

E. Consultants:

The parties may call upon consultants to assist in preparing for negotiations and to advise them or, negotiate for them during conference sessions. The expense of such consultants shall be borne by the requesting party.

F. Committee Reports:

The parties agree that during the period of negotiations and prior to reaching an agreement to be submitted to the DISTRICT and the ASSOCIATION, the proceedings of the negotiations shall not be released to the general public without prior approval of both parties.

G. Reaching Agreement:

When consensus is reached covering the areas under discussion, the proposed Agreement shall be reduced to writing as a memorandum of understanding and submitted to the ASSOCIATION and the DISTRICT for approval. Following approval by a majority of the ASSOCIATION membership and by a majority of the BOARD, acting upon recommendation(s) submitted at a regular BOARD meeting, the Agreement will be official.

H. Resolving Differences:

In case of disagreement about the meaning or application of this article or in the event an Agreement is not reached by negotiations after full consideration of proposals and counter-proposals, the parties agree to proceed according to the provisions of the Public Employees Fair Employment Act.

ARTICLE VI GRIEVANCE PROCEDURES

A "grievance" shall be defined as a claim by a member of the unit of a violation, misinterpretation or misapplication of the terms of the Agreement. It is recognized that most grievances will find equitable solutions at the lowest possible level without resorting to formal procedures. However, where an aggrieved party or parties desire(s)

to follow formal procedures, the following steps will be taken:

1. Administrative Assistants will attempt to resolve the matter informally with his/her principal.
2. If the grievance is not resolved informally, it shall be presented to the principal in writing (with a copy to the Association). A written decision shall be rendered to the Administrative Assistant (with a copy to the Association) within five (5) school days after receipt of the written grievance.
3. If the Administrative Assistant initiating the grievance and the Association are not satisfied with the decision, the Association may file a written appeal of the decision with the chief executive officer within twenty (20) school days after the Administrative Assistant has received such written decision. Copies of the principal's written decision shall be submitted with the appeal.
4. Within ten (10) school days after receipt of the appeal, the chief executive officer, or a duly authorized representative, shall hold a hearing with the aggrieved party's representatives from the ASSOCIATION and all other interested parties.

Within five (5) school days after the conclusion of the hearing, a written decision will be submitted to the president of the Association.
5. If the Association is not satisfied with the decision, the Association will file an appeal with the BOARD within ten (10) school days after the receipt of the appeal. The hearing shall be conducted in executive session.
6. The Board shall render a decision on the grievance within five (5) school days after the conclusion of the hearing.
7. No grievance shall be entertained under these provisions and such will be deemed waived unless the written grievance is filed within forty-five (45) calendar days after the individual knew or should have known the facts giving rise to the grievance.
8. Arbitration:
 - a. If the ASSOCIATION is not satisfied with this decision and the ASSOCIATION determines that the grievance is meritorious, it may

submit the grievance to arbitration by written notice to the DISTRICT within fifteen (15) school days of the decision at step 6.

- b. Within fifteen (15) school days after such written notice of submission to arbitration, the DISTRICT or its designee and the ASSOCIATION will agree upon a mutually acceptable arbitrator competent in the area of the grievance and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators will be made to the American Arbitration Association by either party. The parties will then be bound by the Voluntary Labor Tribunal rules and procedures of the American Arbitration Association.
- c. The selected arbitrator will hear the matter promptly and will issue his/her decision no later than fourteen (14) calendar days from the date of the close of the hearing, or, if oral hearings have been waived, then from the date final statements and proofs are submitted to him/her. The arbitrator's decision will be in writing and will set forth his/her findings of fact, reasoning and conclusions on the issue.
- d. The arbitrator shall confine his/her decision to the application and interpretation of this Agreement, and he/she shall be without power or authority to make any decision (1) which is contrary to, or inconsistent with the terms of this Agreement, (2) on any matter not included in this Agreement, or (3) which violates any provision of law or of any rule or regulation having the force and effect of law.
- e. If made in accordance with his/her authority and jurisdiction under this agreement, the decision of the arbitrator shall be final and binding upon all parties with respect to all matters submitted to him/her except for issues involving terms of this Agreement affecting educational policy, in which event the decision shall be advisory only.
- f. The costs for the services of the arbitrator, including expenses, if any, will be borne equally by the DISTRICT and the ASSOCIATION.

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ARTICLE VII SUBSTANTIVE PROVISIONS

A. Contract Year:

The work year for the Administrative Assistants shall be ten (10) months in duration and correspond to that of the teachers represented by the Syosset Teachers Association and is not to exceed the number of days determined by the official school calendar. In addition to his/her regularly scheduled work year, each unit member shall be responsible for working the three District business days immediately preceding the commencement of the student instructional year.

In addition to the required workdays stated above, a unit member may work up to ten (10) additional days upon the approval of their immediate supervisor. Any workdays beyond these ten (10) require the approval of the Superintendent. These additional days worked will be compensated at the rate of 1/200 of the employee's annual salary.

B. Salary and Fringe Benefits:

1. First Year (2025-2026):

Effective July 1, 2025, salary schedules in effect on June 30, 2025 shall be increased by 2%. Step increment for the 2025-2026 school year shall be granted to eligible unit members effective July 1, 2025.

Effective June 30, 2026, the 2025-2026 salary schedules shall be eliminated and unit members shall be placed on the salary schedule that was in effect for the 2024-2025 school year but at the step and column that they were on effective June 30, 2026 during the 2025-2026 school year. It is understood that all members, irrespective of the change in this schedule shall continue to advance one step on the salary schedule per year and shall maintain any column movement they earned during the 2025-2026 school year.

2. Second Year (2026-2027): Effective July 1, 2026 salary schedules in effect on June 30, 2026 (which are the same as the 2024-2025 schedules) shall be increased by two percent (2%). Step increment for the 2026-2027 school year shall be granted to eligible unit members effective July 1, 2026.

3. Third Year (2027-2028): Effective July 1, 2027 salary schedules in effect on June 30, 2027 shall be increased by two percent (2%). Step increment for the 2027-2028 school year shall be granted to eligible unit members effective July 1, 2027.

4. Fourth Year (2028-2029): Effective July 1, 2028 salary schedules in effect on June 30, 2028 shall be increased by two percent (2%). Step increment for the 2028-2029 school year shall be granted to eligible unit members effective July 1, 2028.

5. Fifth Year (2029-2030): Effective July 1, 2029 salary schedules in effect on June 30, 2029 shall be increased by two percent (2%). Step increment for the 2029-2030 school year shall be granted to eligible unit members effective July 1, 2029.

6. Advancement on the Salary Schedule:

In order to advance from the M.A.+60 column to the M.A.+75 column or from the doctorate to the doctorate+15 column, 9 of the required 15 credits may be from in-service and 6 shall be from university based courses.

Notwithstanding any past practice or contract provision to the contrary, unit members shall be limited to one column movement every two school years (*i.e.*, every other year).

Effective July 1, 2027, current probationary unit members and new members hired on or after July 1, 2027, shall not be eligible for any column movement on the salary schedules until the unit member's effective date of tenure.

7. Direct Deposit: The District will provide direct deposit for all unit members, beginning in the first year of the contract. This includes all transactions for which the receiving institutions are capable of receiving electronic transfers. The District agrees never to withdraw funds from these accounts.

8. Extended Benefits:

The parties agree that for the duration of this Agreement, the fringe benefits extended to members of the teaching staff under the terms of the Collective Bargaining Agreement between the Syosset Teachers' Association and the DISTRICT shall be extended to the employees hereunder, except where inapplicable or as hereinafter specifically set forth. Any employee benefits heretofore provided, but not provided for herein, shall be continued for the duration of this Agreement.

Each unit member will be granted an enhanced base adjustment ("EBA") to their respective salary in the amount of 2.5% of the unit member's then-current salary, which is to be paid in a lump sum subject to the appropriate

withholdings during the month of July. This payment will be paid annually, shall be subject to regular withholdings, and shall be reported as regular pay for TRS purposes. A unit member's EBA in the initial year of hire shall be pro-rated based on the unit member's start date. In the event that the Administrative Assistant separates from service for any reason prior to June 30th of any school year, the District shall deduct any unearned portion of the EBA in that year of separation from the Administrative Assistant's last check.

a. Welfare Fund:

Nothing herein shall prohibit the Welfare Fund from allowing other professional District employees to participate in said Fund if, by virtue of some other Agreement, the District is obligated to make a contribution on behalf of said employees. However, nothing in this Agreement will require the District to make a contribution for anyone other than a member of this bargaining unit.

Payment into the Fund shall be conditioned upon execution of an acceptable indemnification clause running from the Fund to the District.

b. Life Insurance:

The DISTRICT agrees to provide term life insurance for each member of the bargaining unit in the amount of \$100,000 while employed in the position of Administrative Assistant. Unit members may, at their own expense, purchase additional life insurance in \$25,000 increments, up to a total incremental face value of \$200,000.

In the event the Administrative Assistant is employed by the District at the time of retirement under the New York State Teachers' Retirement System, immediately prior to such retirement, the face value of the life insurance shall be reduced to \$17,500. The District will continue to maintain that policy in effect without change until age 65.

c. Health Insurance:

1. The employee's rate for contribution for health insurance shall be 20% of the cost, and the District will pay 80% of the cost. Effective July 1, 2028, the employee's rate of contribution for health insurance shall be 21% of the premium cost of individual

or family health care coverage, and the District shall pay the remaining 79% of the premium cost. Effective July 1, 2029, the employee's rate of contribution for health insurance shall be 22% of the premium cost of individual or family health care coverage, and the District shall pay the remaining 78% of the premium cost. Effective July 1, 2030, the employee's rate of contribution for health insurance shall be 23% of the premium cost of individual or family health care coverage, and the District shall pay the remaining 77% of the premium cost. If the District's composite annual Plan premium rate increase (January over the preceding December) is greater than 10%, then the employee will additionally contribute, solely for the balance of that calendar year, 50% of the increase in premium costs exceeding the 10%.

2. The Association stipulates that it will not unreasonably withhold consent for the DISTRICT to "substitute comparable coverage." The Association may reasonably withhold consent if the proposed coverage does not provide employees who retire with the protection currently provided by law to retirees under the current Empire Plan.
3. An Administrative Assistant who has participated in the Districts' group health insurance coverage for one year who declines any coverage, individual or family, shall be paid \$1,500 for the declination of the District's individual health insurance coverage, and \$3,000 for the declination of the District's family health insurance coverage. The payment shall be made annually as additional salary and be included in the Administrative Assistant's last paycheck for the school year.

d. Dental Insurance:

Dental coverage is available to unit members.

Current Employee Cost Per Month

Individual	\$2
Dependent	\$12

Effective July 1, 2007, the monthly premiums for family coverage will be increased by \$7.50 over those in effect for 2006-2007, to provide an additional maximum lifetime benefit of \$1,500, which

may be used for any dental product of the employee's choice. The additional cost for individual coverage will be \$3.50.

e. Flexible Spending Plan:

An Internal Revenue Code § 125 flexible spending plan including all pre-tax deferment plans permitted by § 125 will be implemented by the District, with the District's sole expense being limited to the cost of start-up and monthly Plan administration. It is understood that before the Plan is utilized by a particular employee, the employee shall first agree in writing to indemnify and save the District harmless against any and all claims and/or liabilities, including attorneys' fees, that may arise out of or by reason of action taken or not taken by the District for the purpose of complying with this Section.

f. Long-Term Disability:

Effective July 1, 2022, available to all certified personnel who are eligible for this coverage. The employee's cost per month is \$7.50. Coverage is 66 2/3% (sixty-six and two-thirds percent) of the employee's salary, subject to policy limits. Long-term disability benefits for eligible employees will commence one hundred fifty (150) working days from the inception of an illness and the exhaustion of sick leave in accordance with group policy provisions.

g. An Administrative Assistant may participate in the New York State Deferred Compensation (457) Plan at his/her own expense.

h. An Administrative Assistant may participate in the District's Tax Sheltered Annuity (403-b) Plan at his/her expense.

i. The District shall make available to unit members the following benefits at the unit member's election and sole cost and expense:

1. a vision plan
2. an accidental insurance plan
3. a hospital indemnity plan
4. a critical illness plan.

It is the unit member's responsibility to investigate the scope of the plan, the enrollment options and the process of enrollment. All costs

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and fees associated with enrollment in these plans is the responsibility of the member.

The District reserves the right to modify the aforementioned plans upon notice and agreement with the Association.

j. Payroll Deductions:

The District agrees to deduct from Administrative Assistants' salaries dues for the Council of Administrators and Supervisors (CAS) and the Association, upon filing with the District authorization forms signed by the individual administrative assistant; the forms are to be mutually agreed upon by the District and the Association.

The Association is required to file a written order on a mutually agreed upon form stating the amount of dues to be so deducted and paid on account of such employee; whenever the District shall deduct and pay over any such authorized amounts to the designated organization; the District shall not be liable to see to the proper application of such funds by such organization or its officers or agents.

The Association shall certify to the District in writing the current rate of membership dues and will give the District thirty days' written notice prior to the effective date of any change in dues. Deductions referred to are to be made in installments during the school year as specified by the Association in agreement with the District.

The Association shall indemnify and save and hold the District and any and all of its employees, representatives, officers and/or members of the Board of Education (collectively "employees") harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any action taken or not taken by the District or any of its employees for the purpose of complying with the dues deduction provisions of this Agreement and/or State law.

k. Absences - Personal Illness:

This section is adopted pursuant to the obligations of the District under the appropriate Education Law.

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Administrative Assistants will, with the approval of the Superintendent and subject to review by the Board, be granted sick leave up to 150 working days in the case of a tenured Administrative Assistant and 90 working days in case of any other Administrative Assistant from the inception of an illness. No deductions from salary will be made by absence due to personal illness unless specific disapproval by the Superintendent or by the Board is indicated to the employee and to the Payroll Department.

On basis of their standing as responsible individuals, Administrative Assistants normally will not be required to furnish a doctor's certificate for each absence for personal illness. If a doctor was consulted or was in attendance in connection with specific illness, this fact should be stated on the absence report. Absence for illness reports should therefore read as follows: either "Personal Illness, doctor not required." or "Personal Illness, Dr. (name) visited (or in attendance)"

If an Administrative Assistant is absent an excessive number of times due to illness, or appears to be abusing leave privileges, the Superintendent may require the Administrative Assistant to undergo a medical examination by a physician appointed and compensated by the Board to determine the Administrative Assistants' physical fitness for a particular work assignment. In addition, employees absent for five consecutive days, at the discretion of the Superintendent, may be required to provide medical documentation, including diagnosis, treatment plan, prognosis and a statement of verity. This applies to post-delivery absences in the case that an extension of sick leave is required after the standard 6-8 week period.

1. The Superintendent shall excuse from duty, up to a maximum of five (5) days per school year without loss of salary, unit members who are absent from duty by reasons of emergency business, i.e., business that could not have been postponed to a non-school day. In the event the five (5) days of absence have been used, provisions may be made at the discretion of the Superintendent, to allow one (1) additional day's leave for "serious illness" in the immediate family. In such cases, an appropriate reduction of one (1) additional day of leave for serious illness in the immediate family shall be made for the unit member during the following year. The action of the Superintendent in approving or disapproving a request for such temporary leave shall be in accordance with the rules and procedures promulgated

by the Superintendent. The foregoing shall not be deemed to allocate a certain number of "days off" which are the property of, to be used or not, at the discretion of a unit member. The Superintendent shall have the discretion to judge, in each individual case, whether or not a temporary leave of absence was for sufficiently compelling reason to warrant payment of salary when absent from duty. Therefore, in judging requests for temporary leaves of absence, pursuant to this subparagraph the Superintendent asks such questions as: "Is the matter really business or pleasure?" "Could it have been planned for outside working hours?" In the final analysis the request must be based on the absolute necessity of the unit member's absence, the emergency, and the seriousness of the family or business involved. If the need for such absence be known in advance, request for absence without the loss of salary should be made in advance. If, in an emergency situation, such a request cannot be made, the request for excused absence should be made within 24 hours of the return to duty, using the same procedure. Requests must be submitted to the Superintendent or his/her designee.

Subject to the final approval of the Superintendent, permission for absence with no loss of salary may be granted for the following reasons, based upon the definitions and interpretations listed below:

Typical Approvable Reasons for Temporary Leaves of Absence:

1. Serious illness in family.
2. Death in family, or death of a friend.
3. Graduation ceremony of a family member.
4. Mandated court appearance.
5. Title closing in connection with purchase of home or property.
6. Automobile accident or breakdown with no alternate transportation readily available, or other emergency situation.
7. Taking his/her child to college.
8. Attending the wedding of a family member or close personal friend.
9. Conference with child's teacher.
10. Picking up child from college.

Typical Non-approvable Reasons for Temporary Leaves of Absence:

1. Seeing a child in a play or other performance.

2. Accompanying husband or wife on a business trip or vacation.
3. Appointment with a lawyer, accountant, or physician which could be held on a weekend or after school hours.
4. Granting of days for marriage.
5. Delayed return flight or ship embarkation which was within the unit member's control.

In no case shall the unit member be required to explain in detail the reasons for temporary leave of absence. A unit member need only state general reasons as outlined under typical approvable reasons for temporary leaves of absence except that, one (1) personal business day per school year may be taken without the unit member stating a general reason provided that such personal business day is not taken on a day that is adjacent to a weekend, holiday or recess period unless otherwise approved by the administration.

Any unit member who over the course of a July 1-June 30 school year utilizes four (4) or fewer sick days shall be eligible to receive payment for one (1) Temporary Leave of Absence day at the unit member's per diem rate. Payment will be made following the end of the respective school year. Payment for a Temporary Leave Day will be deducted from the unit member's allotment of five (5) Temporary Leave Days for that school year. There will be no payment if the unit member utilized all five (5) Temporary Leave Days in that school year.

- m. All unit members shall be entitled to three (3) days off with pay in the event of death of an immediate family member. "Immediate family member" for the purpose of this bereavement leave provision only shall be defined as spouse, child, parent, sibling, grandparent, grandchild, parent-in-law, brother-in-law, sister-in-law or other family member residing in the home.

In the event that death of an immediate family member requires the unit member to be absent for more than three (3) days, unit members may utilize a maximum of two (2) personal business days per year. If the unit member has no personal business days available, provisions may be made at the discretion of the Superintendent, to allow up to two (2) additional personal business days of leave. In such case, an appropriate reduction of up to two (2) days' leave shall be made upon reemployment of the unit member during the following year.

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ARTICLE VIII PROFESSIONAL DEVELOPMENT AND PROMOTION

A. Assignment or Transfer:

Administrative Assistants shall not be transferred to another building without prior consultation by the Superintendent with the Administrative Assistant.

B. Promotion:

Notice of vacancies in administrative positions will be made in writing to all Administrative Assistants indicating required qualifications, application procedures and dates for filing for the position.

C. Professional Study:

Administrative Assistants are encouraged to pursue programs of graduate or specialized study toward improved educational competence or advanced degrees.

D. Conferences:

Administrative Assistants shall have the opportunity to advance their professional development by attending such conferences as may be approved by the principal and superintendent.

E. Subject to the Superintendent's approval, the District shall pay the full cost of membership dues in professional, national, state and county professional educational associations and the cost of attendance at conferences of such associations.

ARTICLE IX RESEARCH AND DEVELOPMENT

The parties agree, for duration of this Agreement, the Administrative Assistants may be considered eligible for research and development grants based on application to the Superintendent of Schools. Such research and development grants shall be at the discretion and direction of the Superintendent and will have direct value for the educational program of the District. It is clearly understood that the BOARD may determine such fund, on a year-to-year basis

ARTICLE X TAYLOR LAW § 204-a

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

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ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE XI VEHICULAR VANDALISM PROTECTION

For automobiles belonging to Administrative Assistants which have been vandalized while parked on school property for school activities, the District agrees to pay the deductible amount on vehicle insurance maintained by the employee up to a maximum of \$200.00 per claim. Administrative Assistants shall be required to report incidents of such vandalism on the day of occurrence to school and police authorities. They shall also provide the school business office with both evidence of insurance coverage and repair receipt.

ARTICLE XII DISTRICT PROVIDED BENEFITS AFTER RETIREMENT OR VESTING

A. General Conditions:

The DISTRICT will provide benefits for Administrative Assistants who have been employed in the District in any professional capacity for a minimum of ten school years prior to retirement or vesting of retirements rights at a minimum age of 50. Employment must consist of actual services in the District (not unpaid leaves of absence) but need not be consecutive years. Those wishing to avail themselves of these benefits must advise the Superintendent in writing of their intention to retire or vest at least 90 calendar days prior to the proposed date.

B. Conditions Governing the Schedule of Benefits:

The Schedule of benefits will vary depending upon the eligibility of the Administrative Assistant to retire under the New York State Teacher's Retirement System.

1. Benefit Schedule 1 shall apply to Administrative Assistants who become first eligible* for normal retirement under the New York State Teacher's Retirement System during a particular school year and do so during or at the end of that year.
2. Benefit Schedule 2** shall apply to all Administrative Assistants retiring under the New York State Teacher's retirement System under conditions other than specified in B 1.

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C. Schedule of Benefits:

Schedule 1* (First Eligible)

a. Health Insurance:

For the life of any individual who retires, the District will pay 99% of the cost of any of the options of New York State Plan, and the individual will pay 1%

b. Dental Insurance:

Until the individual's 65th birthday the District will pay all costs for the individual or family plan.

c. Life Insurance:

Until the individual's 65th birthday the District will pay the premiums for \$17,500 of group life insurance. This is not in addition to the amount of coverage set forth in the Life Insurance provision herein at Article VII (B)(8)(b).

d. Payment into the Benefit Fund:

A maximum of \$13,500 under conditions specified in Section D following.

Schedule 2** (Post Eligible)

a. Health Insurance:

For the life of any individual bargaining unit member who retires, the District will pay 89% of the cost of any of the options of the New York State Plan, and the individual will pay 11%.

b. Dental Insurance:

The District will pay the same percentage that the teachers' contract specifies each year of the individual's retirement, and the Administrative Assistants will pay the balance.

* First Eligible - shall be at the end of the semester at the end of the school year in which the Administrative Assistant is first eligible for

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normal retirement benefits based on his/her enrollment in the New York Teachers' Retirement System.

** Post Eligible - shall be the year or years following the Administrative Assistant's first eligibility for normal retirement benefits based on his/her enrollment in the New York Teachers' Retirement System.

c. Life Insurance:

Until the individual's 65th birthday, the District will pay the premiums for \$17,500 of group life insurance. This is not in addition to the amount of coverage set forth in the Life Insurance provision herein at Article VII (B)(8)(b).

d. Payment into the Benefit Fund:

A maximum of \$8,500 under conditions specified in section D following.

D. Benefit Fund - Unused Sick Leave:

1. General Conditions:

The District shall establish a fund for each retiring or vesting Administrative Assistant according to the schedules in section C above. Such fund shall be utilized by the District to purchase benefits lost through retirement at the request of the retiree. The parties further agree that the District's responsibility shall be for the providing of the dollar amount indicated above, and not guaranteeing the coverage purchased with these funds.

2. Computation of Benefit Allocation:

The benefit paid into the fund will be based upon the Administrative Assistant's sick leave computed as follows:

- a. The average number of sick leave days used by the teaching staff will be computed for each year.
- b. Each person's total record as a professional employee of the District will be compared, year for year, with the average. An Administrative Assistant will accumulate the difference between those days not used for sickness and the average number of days absent for sickness

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compiled by the staff for any given year and concomitantly, may lose up to but no more than, the average number of days of absence compiled for any given year.

For example: If the average number of sick leave days for the staff is seven in a given year, an individual Administrative Assistant who has been absent for only three days would be entitled to "bank" four days. If the Administrative Assistant in question had been absent eleven days in that year, the record would be changed with a debit of four days for that particular year. Since the average number of days of absence for that year was seven, even if the Administrative Assistant had been absent more than fourteen days, the record would be charged with a debit of only seven days for that particular year.

3. Procedure:

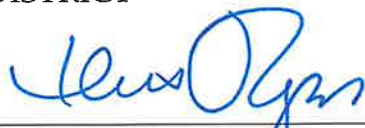
The retiree must submit to the business office a claim directly from the company for the insurance or other services provided, so that the District will forward checks directly to the companies involved. The employee will have the option to receive the District's annual contribution in cash instead of in the Fund, provided a prior written request to that effect is made to the Business Office by not later than April 1 in that school year.

ARTICLE XIII IMPLEMENTATION AND AMENDMENT

The Agreement shall become effective upon its approval by a majority of the ASSOCIATION members and a majority of the BOARD members. It may be amended only by mutual consent of both parties with written evidence of said consent being presented by each party to the other. Both parties agree to abide by the full requirements of Article 14 of the State Civil Service law. The term of this AGREEMENT shall be in effect from July 1, 2025 through June 30, 2030.

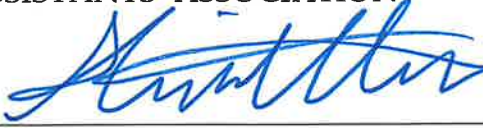
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SYOSSET CENTRAL SCHOOL
DISTRICT

By: 

Dr. Thomas L. Rogers,
Superintendent of Schools

SYOSSET ADMINISTRATIVE
ASSISTANTS' ASSOCIATION

By: 

President

By: 

Lisa A. Coscia
Board of Education, President

Syosset Central School District

2025-26 Salary Schedule

Administrative Assistants NEW

Salary Step	MA	MA+10	MA+20	MA+30	MA+40	MA+50	MA+60	MA+75	D	D+15
1	\$93,750.00	\$96,403.00	\$99,055.00	\$101,723.00	\$104,348.00	\$106,973.00	\$109,751.00	\$111,880.00	\$113,998.00	\$116,123.00
2	\$97,195.00	\$99,819.00	\$102,473.00	\$105,201.00	\$107,798.00	\$110,462.00	\$113,204.00	\$115,129.00	\$117,064.00	\$118,999.00
3	\$100,791.00	\$103,431.00	\$106,085.00	\$108,803.00	\$111,414.00	\$114,086.00	\$116,820.00	\$119,003.00	\$121,177.00	\$123,355.00
4	\$104,630.00	\$107,230.00	\$109,910.00	\$113,103.00	\$116,312.00	\$117,918.00	\$120,644.00	\$122,819.00	\$124,991.00	\$127,160.00
5	\$108,603.00	\$111,215.00	\$113,894.00	\$116,610.00	\$119,218.00	\$121,877.00	\$124,641.00	\$126,805.00	\$128,973.00	\$131,142.00
6	\$112,723.00	\$115,320.00	\$117,999.00	\$120,736.00	\$122,375.00	\$125,976.00	\$128,765.00	\$130,922.00	\$133,085.00	\$135,248.00
7	\$116,983.00	\$119,574.00	\$122,251.00	\$123,947.00	\$127,568.00	\$130,220.00	\$133,014.00	\$135,183.00	\$137,353.00	\$139,518.00
8	\$121,365.00	\$123,968.00	\$126,633.00	\$129,373.00	\$131,947.00	\$134,597.00	\$137,416.00	\$139,577.00	\$141,745.00	\$143,912.00
9	\$125,899.00	\$128,490.00	\$131,167.00	\$133,909.00	\$136,225.00	\$139,148.00	\$141,946.00	\$144,114.00	\$146,281.00	\$148,449.00
10	\$130,529.00	\$133,123.00	\$135,800.00	\$138,536.00	\$141,102.00	\$143,782.00	\$146,579.00	\$148,748.00	\$150,913.00	\$153,071.00
11	\$135,325.00	\$137,930.00	\$140,608.00	\$143,345.00	\$145,938.00	\$148,612.00	\$151,394.00	\$153,565.00	\$155,735.00	\$157,905.00
12	\$140,197.00	\$142,780.00	\$145,468.00	\$148,217.00	\$150,816.00	\$153,483.00	\$156,285.00	\$158,443.00	\$160,596.00	\$162,750.00
13	\$145,377.00	\$147,879.00	\$150,614.00	\$153,339.00	\$155,889.00	\$158,574.00	\$161,385.00	\$163,560.00	\$165,729.00	\$167,906.00
14	\$150,573.00	\$153,139.00	\$155,922.00	\$158,612.00	\$161,138.00	\$163,825.00	\$166,671.00	\$168,850.00	\$171,030.00	\$173,210.00
15	\$156,499.00	\$159,088.00	\$161,811.00	\$164,543.00	\$167,093.00	\$169,759.00	\$172,619.00	\$174,829.00	\$177,043.00	\$179,253.00
16	\$157,684.00	\$160,285.00	\$162,975.00	\$165,776.00	\$168,348.00	\$171,010.00	\$173,861.00	\$176,105.00	\$178,347.00	\$180,583.00
17	\$157,684.00	\$160,285.00	\$162,975.00	\$165,776.00	\$168,348.00	\$171,010.00	\$173,861.00	\$176,105.00	\$178,347.00	\$180,583.00
18	\$157,684.00	\$160,285.00	\$162,975.00	\$165,776.00	\$168,348.00	\$171,010.00	\$173,861.00	\$176,105.00	\$178,347.00	\$180,583.00
19	\$157,684.00	\$160,285.00	\$162,975.00	\$165,776.00	\$168,348.00	\$171,010.00	\$173,861.00	\$176,105.00	\$178,347.00	\$180,583.00
20	\$157,684.00	\$160,285.00	\$162,975.00	\$165,776.00	\$168,348.00	\$171,010.00	\$173,861.00	\$176,105.00	\$178,347.00	\$180,583.00
21	\$161,904.00	\$164,501.00	\$167,182.00	\$169,986.00	\$172,561.00	\$175,220.00	\$178,078.00	\$180,314.00	\$182,552.00	\$184,779.00
22	\$161,904.00	\$164,501.00	\$167,182.00	\$169,986.00	\$172,561.00	\$175,220.00	\$178,078.00	\$180,314.00	\$182,552.00	\$184,779.00
23	\$161,904.00	\$164,501.00	\$167,182.00	\$169,986.00	\$172,561.00	\$175,220.00	\$178,078.00	\$180,314.00	\$182,552.00	\$184,779.00
24	\$161,904.00	\$164,501.00	\$167,182.00	\$169,986.00	\$172,561.00	\$175,220.00	\$178,078.00	\$180,314.00	\$182,552.00	\$184,779.00
25	\$161,904.00	\$164,501.00	\$167,182.00	\$169,986.00	\$172,561.00	\$175,220.00	\$178,078.00	\$180,314.00	\$182,552.00	\$184,779.00
26	\$165,551.00	\$168,164.00	\$170,844.00	\$173,650.00	\$176,215.00	\$178,878.00	\$181,742.00	\$183,969.00	\$186,210.00	\$188,447.00

RSF

Syosset Central School District

2026-27 Salary Schedule

Administrative Assistants NEW

Salary Step	MA	MA+10	MA+20	MA+30	MA+40	MA+50	MA+60	MA+75	D	D+15
1	\$93,750.00	\$96,403.00	\$99,055.00	\$101,723.00	\$104,348.00	\$106,973.00	\$109,751.00	\$111,880.00	\$113,998.00	\$116,123.00
2	\$97,195.00	\$99,819.00	\$102,473.00	\$105,201.00	\$107,798.00	\$110,462.00	\$113,204.00	\$115,129.00	\$117,064.00	\$118,999.00
3	\$100,791.00	\$103,431.00	\$106,085.00	\$108,803.00	\$111,414.00	\$114,086.00	\$116,820.00	\$119,003.00	\$121,177.00	\$123,355.00
4	\$104,630.00	\$107,230.00	\$109,910.00	\$113,103.00	\$116,312.00	\$117,918.00	\$120,644.00	\$122,819.00	\$124,991.00	\$127,160.00
5	\$108,603.00	\$111,215.00	\$113,894.00	\$116,610.00	\$119,218.00	\$121,877.00	\$124,641.00	\$126,805.00	\$128,973.00	\$131,142.00
6	\$112,723.00	\$115,320.00	\$117,999.00	\$120,736.00	\$122,375.00	\$125,976.00	\$128,765.00	\$130,922.00	\$133,085.00	\$135,248.00
7	\$116,983.00	\$119,574.00	\$122,251.00	\$123,947.00	\$127,568.00	\$130,220.00	\$133,014.00	\$135,183.00	\$137,353.00	\$139,518.00
8	\$121,365.00	\$123,968.00	\$126,633.00	\$129,373.00	\$131,947.00	\$134,597.00	\$137,416.00	\$139,577.00	\$141,745.00	\$143,912.00
9	\$125,899.00	\$128,490.00	\$131,167.00	\$133,909.00	\$136,225.00	\$139,148.00	\$141,946.00	\$144,114.00	\$146,281.00	\$148,449.00
10	\$130,529.00	\$133,123.00	\$135,800.00	\$138,536.00	\$141,102.00	\$143,782.00	\$146,579.00	\$148,748.00	\$150,913.00	\$153,071.00
11	\$135,325.00	\$137,930.00	\$140,608.00	\$143,345.00	\$145,938.00	\$148,612.00	\$151,394.00	\$153,565.00	\$155,735.00	\$157,905.00
12	\$140,197.00	\$142,780.00	\$145,468.00	\$148,217.00	\$150,816.00	\$153,483.00	\$156,285.00	\$158,443.00	\$160,596.00	\$162,750.00
13	\$145,377.00	\$147,879.00	\$150,614.00	\$153,339.00	\$155,889.00	\$158,574.00	\$161,385.00	\$163,560.00	\$165,729.00	\$167,906.00
14	\$150,573.00	\$153,139.00	\$155,922.00	\$158,612.00	\$161,138.00	\$163,825.00	\$166,671.00	\$168,850.00	\$171,030.00	\$173,210.00
15	\$156,499.00	\$159,088.00	\$161,811.00	\$164,543.00	\$167,093.00	\$169,759.00	\$172,619.00	\$174,829.00	\$177,043.00	\$179,253.00
16	\$157,684.00	\$160,285.00	\$162,975.00	\$165,776.00	\$168,348.00	\$171,010.00	\$173,861.00	\$176,105.00	\$178,347.00	\$180,583.00
17	\$157,684.00	\$160,285.00	\$162,975.00	\$165,776.00	\$168,348.00	\$171,010.00	\$173,861.00	\$176,105.00	\$178,347.00	\$180,583.00
18	\$157,684.00	\$160,285.00	\$162,975.00	\$165,776.00	\$168,348.00	\$171,010.00	\$173,861.00	\$176,105.00	\$178,347.00	\$180,583.00
19	\$157,684.00	\$160,285.00	\$162,975.00	\$165,776.00	\$168,348.00	\$171,010.00	\$173,861.00	\$176,105.00	\$178,347.00	\$180,583.00
20	\$157,684.00	\$160,285.00	\$162,975.00	\$165,776.00	\$168,348.00	\$171,010.00	\$173,861.00	\$176,105.00	\$178,347.00	\$180,583.00
21	\$161,904.00	\$164,501.00	\$167,182.00	\$169,986.00	\$172,561.00	\$175,220.00	\$178,078.00	\$180,314.00	\$182,552.00	\$184,779.00
22	\$161,904.00	\$164,501.00	\$167,182.00	\$169,986.00	\$172,561.00	\$175,220.00	\$178,078.00	\$180,314.00	\$182,552.00	\$184,779.00
23	\$161,904.00	\$164,501.00	\$167,182.00	\$169,986.00	\$172,561.00	\$175,220.00	\$178,078.00	\$180,314.00	\$182,552.00	\$184,779.00
24	\$161,904.00	\$164,501.00	\$167,182.00	\$169,986.00	\$172,561.00	\$175,220.00	\$178,078.00	\$180,314.00	\$182,552.00	\$184,779.00
25	\$161,904.00	\$164,501.00	\$167,182.00	\$169,986.00	\$172,561.00	\$175,220.00	\$178,078.00	\$180,314.00	\$182,552.00	\$184,779.00
26	\$165,551.00	\$168,184.00	\$170,844.00	\$173,650.00	\$176,215.00	\$178,878.00	\$181,742.00	\$183,969.00	\$186,210.00	\$188,447.00

RSP

RSF

Syosset Central School District
2027-28 Salary Schedule
Administrative Assistants NEW

Salary Step	MA	MA+10	MA+20	MA+30	MA+40	MA+50	MA+60	MA+75	D	D+15
1	\$95,625.00	\$98,331.00	\$101,036.00	\$103,757.00	\$106,435.00	\$109,112.00	\$111,946.00	\$114,118.00	\$116,278.00	\$118,445.00
2	\$99,139.00	\$101,815.00	\$104,522.00	\$107,305.00	\$109,954.00	\$112,671.00	\$115,468.00	\$117,432.00	\$119,405.00	\$121,379.00
3	\$102,807.00	\$105,500.00	\$108,207.00	\$110,979.00	\$113,642.00	\$116,368.00	\$119,156.00	\$121,383.00	\$123,601.00	\$125,822.00
4	\$106,723.00	\$109,375.00	\$112,108.00	\$115,365.00	\$118,638.00	\$120,276.00	\$123,057.00	\$125,275.00	\$127,491.00	\$129,703.00
5	\$110,775.00	\$113,439.00	\$116,172.00	\$118,942.00	\$121,602.00	\$124,315.00	\$127,134.00	\$129,341.00	\$131,552.00	\$133,765.00
6	\$114,977.00	\$117,626.00	\$120,359.00	\$123,151.00	\$124,823.00	\$128,496.00	\$131,340.00	\$133,540.00	\$135,747.00	\$137,953.00
7	\$119,323.00	\$121,965.00	\$124,696.00	\$126,426.00	\$130,119.00	\$132,824.00	\$135,674.00	\$137,887.00	\$140,100.00	\$142,308.00
8	\$123,792.00	\$126,447.00	\$129,166.00	\$131,960.00	\$134,586.00	\$137,289.00	\$140,164.00	\$142,369.00	\$144,580.00	\$146,790.00
9	\$128,417.00	\$131,060.00	\$133,790.00	\$136,587.00	\$138,950.00	\$141,931.00	\$144,785.00	\$146,996.00	\$149,207.00	\$151,418.00
10	\$133,140.00	\$135,785.00	\$138,516.00	\$141,307.00	\$143,924.00	\$146,658.00	\$149,511.00	\$151,723.00	\$153,931.00	\$156,132.00
11	\$138,032.00	\$140,689.00	\$143,420.00	\$146,212.00	\$148,857.00	\$151,584.00	\$154,422.00	\$156,636.00	\$158,850.00	\$161,063.00
12	\$143,001.00	\$145,636.00	\$148,377.00	\$151,181.00	\$153,832.00	\$156,553.00	\$159,411.00	\$161,612.00	\$163,808.00	\$166,005.00
13	\$148,285.00	\$150,837.00	\$153,626.00	\$156,406.00	\$159,007.00	\$161,745.00	\$164,613.00	\$166,831.00	\$169,044.00	\$171,264.00
14	\$153,584.00	\$156,202.00	\$159,040.00	\$161,784.00	\$164,361.00	\$167,102.00	\$170,004.00	\$172,227.00	\$174,451.00	\$176,674.00
15	\$159,629.00	\$162,270.00	\$165,047.00	\$167,834.00	\$170,435.00	\$173,154.00	\$176,071.00	\$178,326.00	\$180,584.00	\$182,838.00
16	\$160,838.00	\$163,491.00	\$166,235.00	\$169,092.00	\$171,715.00	\$174,430.00	\$177,338.00	\$179,627.00	\$181,914.00	\$184,195.00
17	\$160,838.00	\$163,491.00	\$166,235.00	\$169,092.00	\$171,715.00	\$174,430.00	\$177,338.00	\$179,627.00	\$181,914.00	\$184,195.00
18	\$160,838.00	\$163,491.00	\$166,235.00	\$169,092.00	\$171,715.00	\$174,430.00	\$177,338.00	\$179,627.00	\$181,914.00	\$184,195.00
19	\$160,838.00	\$163,491.00	\$166,235.00	\$169,092.00	\$171,715.00	\$174,430.00	\$177,338.00	\$179,627.00	\$181,914.00	\$184,195.00
20	\$160,838.00	\$163,491.00	\$166,235.00	\$169,092.00	\$171,715.00	\$174,430.00	\$177,338.00	\$179,627.00	\$181,914.00	\$184,195.00
21	\$165,142.00	\$167,791.00	\$170,526.00	\$173,386.00	\$176,012.00	\$178,724.00	\$181,640.00	\$183,920.00	\$186,203.00	\$188,475.00
22	\$165,142.00	\$167,791.00	\$170,526.00	\$173,386.00	\$176,012.00	\$178,724.00	\$181,640.00	\$183,920.00	\$186,203.00	\$188,475.00
23	\$165,142.00	\$167,791.00	\$170,526.00	\$173,386.00	\$176,012.00	\$178,724.00	\$181,640.00	\$183,920.00	\$186,203.00	\$188,475.00
24	\$165,142.00	\$167,791.00	\$170,526.00	\$173,386.00	\$176,012.00	\$178,724.00	\$181,640.00	\$183,920.00	\$186,203.00	\$188,475.00
25	\$165,142.00	\$167,791.00	\$170,526.00	\$173,386.00	\$176,012.00	\$178,724.00	\$181,640.00	\$183,920.00	\$186,203.00	\$188,475.00
26	\$168,862.00	\$171,527.00	\$174,261.00	\$177,123.00	\$179,739.00	\$182,456.00	\$185,377.00	\$187,648.00	\$189,934.00	\$192,216.00

Syosset Central School District

2028-29 Salary Schedule

Administrative Assistants NEW

Salary Step	MA	MA+10	MA+20	MA+30	MA+40	MA+50	MA+60	MA+75	D	D+15
1	\$97,538.00	\$100,298.00	\$103,057.00	\$105,832.00	\$108,564.00	\$111,294.00	\$114,185.00	\$116,400.00	\$118,604.00	\$120,814.00
2	\$101,122.00	\$103,851.00	\$106,612.00	\$109,451.00	\$112,153.00	\$114,924.00	\$117,777.00	\$119,781.00	\$121,793.00	\$123,807.00
3	\$104,863.00	\$107,610.00	\$110,371.00	\$113,199.00	\$115,915.00	\$118,695.00	\$121,539.00	\$123,811.00	\$126,073.00	\$128,338.00
4	\$108,857.00	\$111,563.00	\$114,350.00	\$117,672.00	\$121,011.00	\$122,682.00	\$125,518.00	\$127,781.00	\$130,041.00	\$132,297.00
5	\$112,991.00	\$115,708.00	\$118,495.00	\$121,321.00	\$124,034.00	\$126,801.00	\$129,677.00	\$131,928.00	\$134,183.00	\$136,440.00
6	\$117,277.00	\$119,979.00	\$122,766.00	\$125,614.00	\$127,319.00	\$131,066.00	\$133,967.00	\$136,211.00	\$138,462.00	\$140,712.00
7	\$121,709.00	\$124,404.00	\$127,190.00	\$128,955.00	\$132,721.00	\$135,480.00	\$138,387.00	\$140,645.00	\$142,902.00	\$145,154.00
8	\$126,268.00	\$128,976.00	\$131,749.00	\$134,599.00	\$137,278.00	\$140,035.00	\$142,987.00	\$145,216.00	\$147,472.00	\$149,726.00
9	\$130,985.00	\$133,681.00	\$136,466.00	\$139,319.00	\$141,729.00	\$144,770.00	\$147,681.00	\$149,936.00	\$152,191.00	\$154,446.00
10	\$135,803.00	\$138,501.00	\$141,286.00	\$144,133.00	\$146,802.00	\$149,591.00	\$152,501.00	\$154,757.00	\$157,010.00	\$159,255.00
11	\$140,793.00	\$143,503.00	\$146,288.00	\$149,136.00	\$151,834.00	\$154,616.00	\$157,510.00	\$159,769.00	\$162,027.00	\$164,284.00
12	\$145,861.00	\$148,549.00	\$151,345.00	\$154,205.00	\$156,909.00	\$159,684.00	\$162,599.00	\$164,844.00	\$167,084.00	\$169,325.00
13	\$151,251.00	\$153,854.00	\$156,699.00	\$159,534.00	\$162,187.00	\$164,980.00	\$167,905.00	\$170,168.00	\$172,425.00	\$174,689.00
14	\$156,656.00	\$159,326.00	\$162,221.00	\$165,020.00	\$167,648.00	\$170,444.00	\$173,404.00	\$175,672.00	\$177,940.00	\$180,207.00
15	\$162,822.00	\$165,515.00	\$168,348.00	\$171,191.00	\$173,844.00	\$176,617.00	\$179,592.00	\$181,893.00	\$184,196.00	\$186,495.00
16	\$164,055.00	\$166,761.00	\$169,560.00	\$172,474.00	\$175,149.00	\$177,919.00	\$180,885.00	\$183,220.00	\$185,552.00	\$187,879.00
17	\$164,055.00	\$166,761.00	\$169,560.00	\$172,474.00	\$175,149.00	\$177,919.00	\$180,885.00	\$183,220.00	\$185,552.00	\$187,879.00
18	\$164,055.00	\$166,761.00	\$169,560.00	\$172,474.00	\$175,149.00	\$177,919.00	\$180,885.00	\$183,220.00	\$185,552.00	\$187,879.00
19	\$164,055.00	\$166,761.00	\$169,560.00	\$172,474.00	\$175,149.00	\$177,919.00	\$180,885.00	\$183,220.00	\$185,552.00	\$187,879.00
20	\$164,055.00	\$166,761.00	\$169,560.00	\$172,474.00	\$175,149.00	\$177,919.00	\$180,885.00	\$183,220.00	\$185,552.00	\$187,879.00
21	\$168,445.00	\$171,147.00	\$173,937.00	\$176,854.00	\$179,532.00	\$182,298.00	\$185,273.00	\$187,598.00	\$189,927.00	\$192,245.00
22	\$168,445.00	\$171,147.00	\$173,937.00	\$176,854.00	\$179,532.00	\$182,298.00	\$185,273.00	\$187,598.00	\$189,927.00	\$192,245.00
23	\$168,445.00	\$171,147.00	\$173,937.00	\$176,854.00	\$179,532.00	\$182,298.00	\$185,273.00	\$187,598.00	\$189,927.00	\$192,245.00
24	\$168,445.00	\$171,147.00	\$173,937.00	\$176,854.00	\$179,532.00	\$182,298.00	\$185,273.00	\$187,598.00	\$189,927.00	\$192,245.00
25	\$168,445.00	\$171,147.00	\$173,937.00	\$176,854.00	\$179,532.00	\$182,298.00	\$185,273.00	\$187,598.00	\$189,927.00	\$192,245.00
26	\$172,239.00	\$174,958.00	\$177,746.00	\$180,665.00	\$183,334.00	\$186,105.00	\$189,085.00	\$191,401.00	\$193,733.00	\$196,060.00

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Syosset Central School District

2029-30 Salary Schedule

Administrative Assistants NEW

Salary Step	MA	MA+10	MA+20	MA+30	MA+40	MA+50	MA+60	MA+75	D	D+15
1	\$99,489.00	\$102,304.00	\$105,118.00	\$107,949.00	\$110,735.00	\$113,520.00	\$116,469.00	\$118,728.00	\$120,976.00	\$123,230.00
2	\$103,144.00	\$105,928.00	\$108,744.00	\$111,640.00	\$114,396.00	\$117,222.00	\$120,133.00	\$122,177.00	\$124,229.00	\$126,283.00
3	\$106,960.00	\$109,762.00	\$112,578.00	\$115,463.00	\$118,233.00	\$121,069.00	\$123,970.00	\$126,287.00	\$128,594.00	\$130,905.00
4	\$111,034.00	\$113,794.00	\$116,637.00	\$120,025.00	\$123,431.00	\$125,136.00	\$128,028.00	\$130,337.00	\$132,642.00	\$134,943.00
5	\$115,251.00	\$118,022.00	\$120,865.00	\$123,747.00	\$126,515.00	\$129,337.00	\$132,271.00	\$134,567.00	\$136,867.00	\$139,169.00
6	\$119,623.00	\$122,379.00	\$125,221.00	\$128,126.00	\$129,865.00	\$133,687.00	\$136,646.00	\$138,935.00	\$141,231.00	\$143,526.00
7	\$124,143.00	\$126,892.00	\$129,734.00	\$131,534.00	\$135,375.00	\$138,190.00	\$141,155.00	\$143,458.00	\$145,760.00	\$148,057.00
8	\$128,793.00	\$131,556.00	\$134,384.00	\$137,291.00	\$140,024.00	\$142,836.00	\$145,826.00	\$148,120.00	\$150,421.00	\$152,721.00
9	\$133,605.00	\$136,355.00	\$139,195.00	\$142,105.00	\$144,564.00	\$147,665.00	\$150,635.00	\$152,935.00	\$155,235.00	\$157,535.00
10	\$138,519.00	\$141,271.00	\$144,112.00	\$147,016.00	\$149,738.00	\$152,583.00	\$155,551.00	\$157,852.00	\$160,150.00	\$162,440.00
11	\$143,609.00	\$146,373.00	\$149,214.00	\$152,119.00	\$154,871.00	\$157,708.00	\$160,660.00	\$162,964.00	\$165,268.00	\$167,570.00
12	\$148,778.00	\$151,520.00	\$154,372.00	\$157,289.00	\$160,047.00	\$162,878.00	\$165,851.00	\$168,141.00	\$170,426.00	\$172,712.00
13	\$154,276.00	\$156,931.00	\$159,833.00	\$162,725.00	\$165,431.00	\$168,280.00	\$171,263.00	\$173,571.00	\$175,874.00	\$178,183.00
14	\$159,789.00	\$162,513.00	\$165,465.00	\$168,320.00	\$171,001.00	\$173,853.00	\$176,872.00	\$179,185.00	\$181,499.00	\$183,811.00
15	\$166,078.00	\$168,825.00	\$171,715.00	\$174,615.00	\$177,321.00	\$180,149.00	\$183,184.00	\$185,531.00	\$187,880.00	\$190,225.00
16	\$167,336.00	\$170,096.00	\$172,951.00	\$175,923.00	\$178,652.00	\$181,477.00	\$184,503.00	\$186,884.00	\$189,263.00	\$191,637.00
17	\$167,336.00	\$170,096.00	\$172,951.00	\$175,923.00	\$178,652.00	\$181,477.00	\$184,503.00	\$186,884.00	\$189,263.00	\$191,637.00
18	\$167,336.00	\$170,096.00	\$172,951.00	\$175,923.00	\$178,652.00	\$181,477.00	\$184,503.00	\$186,884.00	\$189,263.00	\$191,637.00
19	\$167,336.00	\$170,096.00	\$172,951.00	\$175,923.00	\$178,652.00	\$181,477.00	\$184,503.00	\$186,884.00	\$189,263.00	\$191,637.00
20	\$167,336.00	\$170,096.00	\$172,951.00	\$175,923.00	\$178,652.00	\$181,477.00	\$184,503.00	\$186,884.00	\$189,263.00	\$191,637.00
21	\$171,814.00	\$174,570.00	\$177,416.00	\$180,391.00	\$183,123.00	\$185,944.00	\$188,978.00	\$191,350.00	\$193,726.00	\$196,090.00
22	\$171,814.00	\$174,570.00	\$177,416.00	\$180,391.00	\$183,123.00	\$185,944.00	\$188,978.00	\$191,350.00	\$193,726.00	\$196,090.00
23	\$171,814.00	\$174,570.00	\$177,416.00	\$180,391.00	\$183,123.00	\$185,944.00	\$188,978.00	\$191,350.00	\$193,726.00	\$196,090.00
24	\$171,814.00	\$174,570.00	\$177,416.00	\$180,391.00	\$183,123.00	\$185,944.00	\$188,978.00	\$191,350.00	\$193,726.00	\$196,090.00
25	\$171,814.00	\$174,570.00	\$177,416.00	\$180,391.00	\$183,123.00	\$185,944.00	\$188,978.00	\$191,350.00	\$193,726.00	\$196,090.00
26	\$175,684.00	\$178,457.00	\$181,301.00	\$184,278.00	\$187,001.00	\$189,827.00	\$192,867.00	\$195,229.00	\$197,608.00	\$199,981.00

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