

COLLECTIVE BARGAINING AGREEMENT

by and between

HAUPPAUGE UNION FREE SCHOOL DISTRICT

and the

UNITED PUBLIC SERVICE EMPLOYEES UNION

July 1, 2021 - June 30, 2029

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PREAMBLE

AGREEMENT made this 21st day of September 2021, between the undersigned, HAUPPAUGE UNION FREE SCHOOL DISTRICT, Hauppauge, New York (hereinafter termed the "District") and the UNITED PUBLIC SERVICE EMPLOYEES UNION (hereinafter termed the "Union"), wherein it is mutually agreed as follows:

ARTICLE I RECOGNITION AND UNION STATUS

The District recognizes the Union as the exclusive bargaining agent for all permanent full and part-time employees as listed in Schedule A.

ARTICLE II PAYROLL DEDUCTIONS

Section A Dues Deductions

1. The District will deduct from pay Union membership dues, as designated by the Union, on the basis of individually signed voluntary deduction authorization cards in a form agreed to by the District and the Union on the first payday following the member's first 30 days of employment and forwarded to the Secretary- Treasurer of the Union within 10 days of the deductions.
2. Deductions from an employee's pay will be in accordance with the date stamped on the "Dues Deduction Card."
3. In case earnings for any period are insufficient to cover dues, payment for dues will be made by the employee directly to the Union.
4. The Union will indemnify and save the District harmless against any and all claims, demands, suits or other forms of liability that arise out of, or by reason of action taken or not taken by the District for the purpose of complying with any list, notice, or assignment furnished under any provision of same.

Section B U.S. Savings Bonds

The District, after formal request from any employee within the bargaining unit, will supply the necessary forms and make deductions in accordance with the employee's request concerning U.S. Savings Bonds or Credit Unions.

ARTICLE III EMPLOYMENT AND PROBATION

- Section A** The probationary period for all new employees will be 90 days computed from the first day of employment. If at the end of this period, an employee's work is considered to be satisfactory, he/she will be considered to be a permanent employee of the District and seniority will commence from the date the employee was

appointed by the Board of Education, provided that the District may, upon written request to the Union, extend an individual's probationary period for an additional 90 days.

Section B For employees hired on or before October 14, 2008, tenure will be granted after 36 months of uninterrupted service. For employees hired after October 14, 2008, tenure will be granted after five years of uninterrupted service. Tenure, as the term is used in this Agreement, will mean the following: A tenured employee who has been dismissed will have the right to request an arbitration hearing to determine whether the District had "just cause" for its dismissal determination. The hearing will be held and a determination rendered within 45 workdays of the employee's request for the hearing or the employee will be returned prospectively to the District's payroll, unless the employee requests and obtains an adjournment of the hearing.

The parties designate Tom Linden, Phil Maier, Esq. and Howard Edelman, Esq. as the arbitrators to hear and determine dismissal cases. The arbitrators will serve on a rotating basis, provided, however, that no arbitrator will be selected unless he/she indicates that they should be able to issue a decision within 60 days of the hearing request.

The parties agree that if the arbitrator determines that dismissal should not be upheld, he/she will have the authority to impose the penalty as he/she deems appropriate, up to a maximum of 60 calendar days' unpaid suspension. The arbitrator's decision will be final and binding upon all parties.

Section C When an employee is to be dismissed for just cause, the Union will be informed prior to the discharge so that appropriate discussions can be carried on in keeping with the rights of the employee and the District.

Section D Wherever the term "permanent part-time employees" is used in this Agreement, it will mean employees working 20 hours or more per week.

Section E Supervision

1. The District reserves its rights under the laws of the State of New York to exercise supervisory practices that will insure the efficient carrying out of responsibilities of the Department of Buildings & Grounds and Maintenance.
2. In the exercise of this supervision, all management personnel will be required to evaluate subordinates on a regular basis. Supervisors are empowered to recommend subordinates for disciplinary measures as will be deemed necessary and appropriate and in the best interests of the District.

ARTICLE IV WAGES

Section A Wages

Effective July 1, 2021, the salary schedule attached as Schedule A will be implemented, and employees hired as of that date will be placed on that schedule in accordance with the conversion table attached as Schedule B. Effective each July 1 thereafter, step movement will continue.

Section B Night Shift Differential

All employees hired on or before March 18, 1997 who are regularly scheduled to work on either the evening (2nd) or night (3rd) shift will receive a differential per July 1-June 30, which will be prorated by shifts compensated per July 1-June 30. The differential will be \$2,642. Effective each July 1 during the period July 1, 2022 through June 30, 2029, the rate will be increased by 2%.

2021- 2022	2022- 2023	2023- 2024	2024- 2025	2025- 2026	2026- 2027	2027- 2028	2028- 2029
\$2,642	\$2,695	\$2,749	\$2,804	\$2,860	\$2,917	\$2,975	\$3,035

Employees hired after March 18, 1997 will be paid night shift differential as follows:

DIFFERENTIAL

Years of Service	2021- 2022	2022- 2023	2023- 2024	2024- 2025	2025- 2026	2026- 2027	2027- 2028	2028- 2029
First Year	\$529	\$540	\$551	\$562	\$573	\$584	\$596	\$608
Second Year	\$1,056	\$1,077	\$1,099	\$1,121	\$1,143	\$1,166	\$1,189	\$1,213
Third Year	\$1,585	\$1,617	\$1,649	\$1,682	\$1,716	\$1,750	\$1,785	\$1,821
Fourth Year	\$2,113	\$2,155	\$2,198	\$2,242	\$2,287	\$2,333	\$2,380	\$2,428
Fifth Year	\$2,642	\$2,695	\$2,749	\$2,804	\$2,860	\$2,917	\$2,975	\$3,035

Section C Chaperone Pay

Effective July 1, 2021, Aides, Monitors and Bus Drivers who provide chaperone services will be paid at the rate set forth in the District/HTA collective bargaining agreement.

ARTICLE V CLASSIFICATIONS

- Section A** The job classifications will be as listed in Schedule A of this Agreement.
- Section B** No employee will have his/her job classification combined with another without the consent of the employee and the Union.
- Section C** Should the District contemplate any change in classifications, the action will become final after prior notice and discussions with the Union.
- Section D** In the event of a snow day, delayed opening, early dismissal or emergency closing, Aides and Monitors will be paid their regular daily compensation.

ARTICLE VI WORKWEEK

- Section A** The workweek for all full-time employees will be five days, Monday through Friday, eight hours per day, 40 hours per week, excluding one-half hour for lunch. Overtime will be calculated as follows: the sixth day -- time and one-half; the seventh day -- double time.
- Section B** During July and August, the regular workday for full-time employees will be reduced by one hour. On days when school is not in session outside of the July through August summer period, employees will work the summer schedule. If the Superintendent or his/her designee closes school due to snow emergency or closes school early due to snow emergency during any recess periods or on a day when school is closed other than the summer months, employees will work the normal workday hours.
- Section C**
1. The above-described employees will work in one of the following shifts:

Day Shift
Evening (2nd) shift
Night (3rd) shift
 2. No shift may be altered by more than a total of two hours.
- Section E** Employees on the payroll as of January 11, 1988 will not be laid off as a result of the evening (2nd) and night (3rd) shifts working an eight hour shift.
- Section F** **Variable Workweek**
1. The District may institute a workweek other than the standard Monday through Friday workweek.
 2. The District will post all variable workweek openings in accordance with Article X, Section C.

3. The District will pay a 10% differential of the gross wages for all employees on a variable workweek. Security guards who work a full week and year will be eligible for the variable workweek differential provided they work a variable work schedule as defined herein.
4. Variable workweek assignments will be for a six-month period beginning November 1 and June 1. These assignments will be binding for the period involved.
5. Vacation pay will be at the rate in effect at the time of vacation. Employees will notify the District of their intended vacation dates prior to November 1 and June 1 assignments.

ARTICLE VII OVERTIME

- Section A** All overtime will be computed on a daily and weekly basis. However, there will be no pyramiding of overtime.
- Section B** All overtime work performed Monday through Saturday will be paid at the rate of time and one-half.
- Section C** All work performed on a Sunday will be paid at the rate of double time, except for any shift established pursuant to Article VI, Section B.
- Section D** All overtime will be rotated on a nondiscriminatory basis in the department, craft or building in which it occurs.
- Section E** All overtime will be paid in the next subsequent pay period where possible.
- Section F** Any employee called in to work overtime will be guaranteed a minimum of four hours work at the applicable premium rate.
- Section G** Overtime for Sunday will refer to employees on a Monday through Friday workweek.
- Section H** Any overtime worked by an employee regularly scheduled to work the evening (2nd) or night (3rd) shift will be calculated based on the employee's regular salary rate.

ARTICLE VIII EMERGENCY WORK

- Section A** Employees called to perform emergency work outside their regular workday will be paid at the overtime premium rate for the day or days involved. Snow removal work assigned after 5:00 p.m. on the immediately preceding day is emergency work.

Section B In the event that an employee is called in to perform emergency work, he/she will be guaranteed four hours of emergency pay. Notwithstanding the above, if the job requires less than four hours to complete, the employee must work a minimum of two hours to receive the four hours of emergency pay, unless the employee's supervisor, in his/her sole discretion, approves the dismissal of the employee before the expiration of two hours.

If an employee is called in for emergency work and is on school premises when another *bona fide* emergency occurs, the employee will be required to handle the second emergency provided he/she has the requisite ability, tools and equipment.

Section C Security personnel will work on all snow days. Buildings and Grounds personnel who work, and security and technical personnel who are scheduled to work and work, on a snow day when school is closed for the whole day will receive the following benefit in addition to their regular day's pay: snow days worked will be converted to sick days and reimbursed at the end of each year at the prevailing salary rate. In order to qualify for reimbursement, the employee must have an equivalent number of sick days in the bank or in that year's allotment. Effective July 1, 2021, and for purposes of this Section, a snow day on which student instruction is provided remotely will be deemed to be a snow day when school is closed for the whole day.

Section D Security personnel will work on all Superintendent Conference Days.

ARTICLE IX PAST BETTER CONDITIONS

Section A No provision of this Agreement shall be construed as to lower the weekly, daily or hourly wage rate of any employee.

Section B All past terms and conditions of employment in effect on June 30, 1972 that have been officially sanctioned and covered by Board policy for any or all employees will remain in force and effect.

Section C No part of this Agreement will be construed precluding the District from giving any further benefits to its employees.

ARTICLE X SENIORITY, PROMOTIONS, TRANSFERS AND LONGEVITY

Section A Seniority

1. Seniority for all employees will be computed from the date of appointment by the Board of Education.
2. If layoffs become necessary, part-time and probationary employees in that classification will be laid off before any permanent full-time employees will incur a reduction in straight time pay. If, after all part-time and probationary

employees have been laid off and other reductions in work force are necessary, the District will lay off in accordance with the principles of seniority, provided the retained employee can efficiently perform the required work. For the purpose of reduction in force, seniority will be classification-wide, provided no employee will have less seniority in the classification in which he/she was originally hired than his/her total District-wide seniority.

3. When recalls occur, employees will be recalled in the inverse order in which they were laid off by the District sending a written notice to the employee by registered or certified mail, return receipt requested, or telegram requesting him/her to return to work. An employee will not be deemed to have waived his/her right to return to work unless he/she does not report within one week.

Section B Transfers

1. a. Except for emergencies, a permanent employee may not be transferred to another shift, or from one building to another, or from one department to another until prior notice to the employee and discussion with the Union has taken place. \
- b. Transfers may be made for disciplinary purposes only as they benefit the best interests of the District.
2. When the staff of a department, building or shift is to be reduced, other than as part of general reduction in District staff, the following procedure is to be followed:
 - a. Volunteers will be sought.
 - b. If no volunteers are to be found, then the least senior employee will be transferred from the department, building or shift.

Section C Promotions

1. All job shift openings and promotions will be posted, and all employees in the bargaining unit will have the opportunity to bid on same. The District will offer openings and promotions to employees who have bid upon them on the basis of ability, seniority, qualifications to perform the job efficiently and past performance of job-related duties. No persons outside the District may be considered for openings and promotions unless, in the opinion of the District or its designee, no unit employee has the requisite ability, qualifications or past performance of job-related duties. In custodial, maintenance and grounds openings and promotions, applicants who presently hold a Civil Service custodial, maintenance or grounds title will be considered based on these factors; employees who hold District positions other than custodial, maintenance or grounds will be considered in the same manner as applicants outside of the District.

2. For the purposes of promotions, seniority will be computed on a classification-wide basis. Promotions must be offered initially to the employees in the classifications immediately below the one in which the opening occurs, and thereafter to employees of classifications in descending order.
3. Any employee promoted will be cross-slotted at his present pay grade level.
4. Any employee required in writing to perform the full responsibility of work in a higher paying classification will receive the appropriate pay thereof. Out-of-title work performance that is less than 60 consecutive workdays will not be considered as relevant performance in higher job title for purposes of consideration for promotion to the higher or similar job title.

The District agrees to continue its current practice of offering out-of-title work to the most senior person in the building; however, if the most senior person's out-of-title performance is unacceptable to the District, the District will have the right to remove him/her from the assignment at any time and to offer the assignment to the next most senior person, as necessary.

Section D Longevity

1. For 12-month employees who work 40 hours per week, the longevity payment will be:

	2021-2029
Completion of 9-10 years	\$880
Completion of 11-14 years	\$1,125
Completion of 15+ years	\$1,525

For all other unit members, after 14 years of service, the longevity payment will be \$750 in 2021-2029.

ARTICLE XI LEAVES

Section A Annual Leave Days

1. As of July 1 of each year and on each anniversary date thereafter, each full-time 12-month employee will be credited with 14 "Annual Leave" days, of which not more than two may be used for personal business that cannot be conducted outside working hours, and provided further that a request for leave will be made by formal written application under existing procedures. To the extent not used, annual leave credit will be cumulative from year to year during the term of employment. A maximum of 180 days may be carried over from one year to the next. Upon their separation from employment, employees may be paid for accumulated sick leave as follows:

Hire Date	<u>Maximum Sick Leave Accumulation for Payout Purposes</u>
Before July 1, 1979	130 days (plus additional days recorded as of 6/30/79 in excess of 130 up to 180)
On or after July 1, 1979 and before July 1, 1981	100 days (plus additional days recorded as of 6/30/80 in excess of 100 up to 130)
After July 1, 1981	100 days

The parties acknowledge that the District may request a doctor's note from any employee who is absent for three consecutive days. The parties agree that the District will have the right to request a doctor's note even if the absence is less than three consecutive days where the employee has demonstrated a pattern of unacceptable attendance; e.g., Monday/Friday absences, absences adjacent to holidays, vacation, personal or recess days, multiple single absences. The District will first discuss the attendance issue with the employee and the Union prior to implementing the requirement for a M.D. note after future absences. Nothing herein will delay or prohibit the District from taking disciplinary action against the employee, if appropriate, for attendance misconduct or abuse.

2. After an employee accumulates 14 days' sick leave, he/she may be reimbursed at the end of each year for up to a maximum of five sick leave days at the prevailing salary rate for that year on condition the employee has a minimum of 10 of the 14 days unused in any one academic year. Unused sick leave not reimbursed will be added to the accumulated sick leave. Any days reimbursed in a given year may not be added to any accumulation thereafter.
3. Part-time permanent employees as defined in Article III, Section D will be entitled to five "Annual Leave" days per year which will be cumulative to a maximum of 12 days and of which not more than one day may be used for personal business under the conditions specified in Article XI(A)(1).

Monitors who work at least 20 hours per week will be entitled to receive 5/6th of the annual leave days provided to 12-month full-time employees and of which not more than one day may be used for personal business under the conditions specified in Article XI(A)(1). These personnel will be permitted to accumulate no more than a total of 120 "Annual Leave" days to be used by the employee as set forth above (i.e., sick and/or personal leave). No more than 60 of these accumulated leave days will be used for retirement reimbursement purposes as set forth in Article XVIII.

Annual sick leave for monitors who work less than 20 hours will be six days, cumulative to 20 days for purposes of use only.

4. In the event of a school closing due to snow or an emergency, transportation employees may use an available annual leave day under Article XI(A) in order to be paid for that day. Transportation employees will be paid, without charge to their accruals, for the first two school closings due to snow.

Section B Bereavement Leave

Death in the Family

A leave of absence with pay, not to exceed five consecutive days, may be taken because of death in the immediate family. These days are not to be counted against sick leave time. An immediate member of the family is clarified as follows:

1. Wife, husband, children, stepchildren, parents, stepparents, parents-in-law, brothers or sisters, grandchildren, grandparents or any member of his/her family living within the household of the employee.
2. For other relatives (defined as aunt/uncle, niece/nephew, brother-in-law/sister-in-law, stepbrother/stepsister), an employee will be allowed one paid day. If more than one day is required, a leave of absence without pay must be taken.
3. All classifications mentioned above that emanate from common law marriage or domestic partnerships are not recognized.

Section C Jury Duty

Employees who are required to serve jury duty will receive the difference between jury service fees and their regular base pay. The mileage and meal allowances will be retained by the employees. Employees will request "on-call" service when the court provides for same. Employees will notify the court that jury service by them is a hardship on the District and the District will cooperate with the employee to so notify the court system.

Section D Leaves of Absence

Employees may, after formal request to the Superintendent of Schools and upon approval of the Board of Education, be granted a leave of absence for one year. However, during the leave of absence, the employee may, after formal request, be allowed to pay his/her hospital benefits.

Section E Infant Care Leave

Upon request, employees will be granted leaves of absence without pay, not to exceed one year, and will be reinstated in the same or comparable position upon their return.

Section F Work Breaks

The present practice with respect to work breaks will be continued.

Section G Emergency Leave Policy

If an employee has a bona fide reason for arriving late or leaving early from work, he/she will make a request to his/her immediate supervisor who will approve or deny the request in writing. If the request is approved, the employee will make up the hours taken within the same pay period ("Make-up Time"), subject to the following conditions:

- The employee must have worked a minimum of two hours on the day for which emergency leave is sought.
- No more than six hours leave may be requested in any period.
- All Make-Up Time will be paid at the employee's regular straight time rate. If Make-up Time is performed on either the sixth or seventh day in the pay period, the employee will waive any and all right to overtime for the Make-up Time worked including, but not limited to, the overtime provisions in Article VI(A) and Article VII(B) and(C). In addition, there will be no overtime paid for work in excess of eight hours in a day when the time worked over eight hours is Make-Up Time. Further, no shift differential or other premium pay will apply to Make-Up Time.
- If it is not possible due to the timing of the leave for the employee to work Make-up Time taken in the same pay period, the employee may still take the emergency leave, but will not be able to make up the time missed and will simply be paid for hours actually worked during the pay period. This will require administrator approval in addition to that of his/her immediate supervisor.

**ARTICLE XII
HOLIDAYS**

Section A All full-time 12-month employees will be guaranteed 15 paid holidays per year.

Section B All part-time permanent employees who regularly work 20 hours or more per week will be guaranteed 5/6th of the paid holidays available to 12-month full-time employees.

Section C All part-time permanent employees who regularly work between 15 and 20 hours per week will receive Christmas Day, New Year's Day, Thanksgiving Day and one additional holiday as paid holidays. The additional holiday will be selected annually after discussion with the Union.

Section D All employees required to work on a holiday will receive double time in addition to the regular holiday pay.

- Section E** The holidays will be posted on bulletin boards in a conspicuous place no later than June 1 of each year.
- Section F** Should a holiday fall on an employee's vacation, the employee will receive another day's vacation by mutual consent.
- Section G** Should an employee be assigned to work on a holiday, he/she will be paid for at least four hours regardless of whether he/she is required to work.
- Section H** The District will give prior notice to employees who are required to work on a holiday, where possible.
- Section I** In order for 10-month security personnel to be paid for July 4 and Labor Day, the employee must have a regular workweek of 20 or more hours and must work the week in which July 4 occurs and on the Tuesday following Labor Day. Payment for July 4 will be based upon the employee's summer workday, not the employee's regular workday during the school year. Payment for Labor Day will be based upon the employee's regular workday during the school year.

ARTICLE XIII PROPERTY DAMAGE

The District's aggregate annual obligation with regard to personal property that has been damaged, stolen or destroyed as a result of an assault or malicious action, provided the damage occurs during the course of employment and on District property and is not the result of employee negligence, will not exceed \$1,000 per year for the life of this Agreement. All claims will be reduced by all applicable personal insurance receipts. If the amount of claims in any one year exceeds \$1,000 in value, the District will prorate the claims according to merit. If the amount of claims in any one year is less than \$1,000, the excess money will be returned to the District. The District will establish a procedure for the verification of claims.

ARTICLE XIV TRANSPORTATION (BUS DRIVERS)

- Section A** All transportation employees (bus drivers) employed 20 or more hours per week will be considered permanent 10-month employees and entitled to all benefits on a prorated five-sixths basis for all benefits such as holidays and annual leave days. However, bereavement leave will be the same as full-time employees and Health Benefits Plan as per Article XVI.
- Section B** Full-time bus drivers who work summer school will be paid for July 4 based on the number of work hours assigned during the preceding school year.
- Section C** In the event that a bus driver's pick of hours is reduced subsequent to the pick because of a decline in student enrollment, the District will endeavor, to the extent operationally practical, to offer other available, unassigned work to the driver with the reduced hours. In no event will this language be deemed to be a guarantee of work hours.

Section D Security Personnel - Section A above will be applicable to security personnel who work 20 hours or more per week.

ARTICLE XV SHOP STEWARDS

Section A The Union will forward a list of its shop stewards to the Superintendent of Schools, or his/her designee, and will advise him/her of any changes.

Section B The shop steward designated by the Union, in writing to the District, will be permitted, on prior request to his/her supervisor, which will not be unreasonably denied, to investigate and process grievances during working hours, and to provide new employees with Union forms.

ARTICLE XVI INSURANCE

Section A **United Public Service Employees Benefit-Empire Blue Cross Blue Shield EPO Plan through Local 74 of U.S.W.U.**

1. Effective January 1, 2021, the rate for employees who work 20 hours but less than 25 hours per week will be \$1,268.28 per month, and the rate for employees who work 25 hours or more per week will be \$2,150.98 per month.
2. Contribution rates to the Union benefit plan will increase by the NYSHIP percentage increase effective on each January 1. For purposes of applying the increase, the family NYSHIP percentage increase will be applied to the 25 or more hour contribution rate set forth in the Agreement, and the individual percentage increase will be applied to the 20 to less than 25 hour rate.
3. An employee hired before February 1, 2016 who notifies the District on or before December 1 of any year that he/she wishes to waive coverage will, if not already waiving coverage, be entitled to an annual waiver payment of \$3,000 for waiving family coverage and \$2,000 for waiving individual coverage. Payment of the waiver will be made on or before December 31 of the year of the waiver. An employee must waive for the entire year to be eligible for the waiver. If an employee loses coverage from another source or has a change of life event, he/she may opt into coverage at any time during the year.
4. During the period of an employee's waiver of health coverage, the employee will be entitled to coverage with the UPSEU Dental/Vision/Life Plan with the District contributing \$81 per month. Any employee contributions will be made via payroll deduction and forwarded to the UPSEU benefit plan.
5. Employees hired on or after February 1, 2016 are ineligible for the waiver of health coverage. An employee not participating in health coverage will be entitled to the dental, vision and life plan under the same provisions of those waiving coverage and receiving the waiver payment.

6. Employees hired before February 1, 2016 will contribute 5% toward the plan premiums. Effective July 1, 2027, the contribution will increase to 6%. Employees hired on or after February 1, 2016 will contribute 15% toward the plan premiums. Effective July 1, 2027, the contribution will increase to 16%.
7. The District will permit employees to participate in the District's existing Section 125 Flex Plan per the rules of the IRS for eligible medical/dependent childcare contributions.
8. COMPLIANCE WITH THE AFFORDABLE CARE ACT:

The Employer's obligation to the Union and Trust will consist of paying contributions/monies agreed upon in this Agreement. The Employer will not be liable for any claims brought against the Union or Trust for its administration of the Trust and the Union will hold the Employer harmless from any claims or expenses including the cost of litigation attributable to its participation in the Trust.

The Union will indemnify and hold the Employer harmless with respect to any and all liability, penalties and/or taxes that may be assessed against the District pursuant to the Patient Protection and Affordable Care Act, the Health Care and Education Reconciliation Act of 2010 and/or any other legislation, rule or regulation relating to the level of health insurance offered to bargaining unit employees through the Trust. The indemnification payment will be made within 30 days after the Employer incurs any liability, penalty or tax. The Union hereby certifies that the Fund, and the benefits provided by the Fund, is in compliance with the provisions of the Patient Protection and Affordable Care Act, the Health Care and Education Reconciliation Act of 2010 and/or any other legislation, rule or regulation relating to the health insurance offered to bargaining unit employees through the Fund. The Employer will have reasonable access to documents and information from the Fund in order to review potential compliance with, and avoidance of penalties arising from any legislation, rule or regulation relating to the health insurance.

By entering into this Agreement, the parties acknowledge that the Employer's offer of subsidized coverage through the Fund satisfies the Employer's obligation to offer coverage under the Patient Protection and Affordable Care Act, even if the employee elects not to participate.

If the Union and the Trust are no longer able to provide coverage pursuant to the Affordable Care Act or for any reason seeks to terminate coverage of employees, the Union will provide written notice of this fact to the District. Upon giving notice, the Union will have 45 days to provide alternative coverage as satisfies the provision of the Affordable Care Act. Should the Union obtain alternative coverage, the District's obligation to make contributions toward health insurance will be in all respects the same as exist under the current Agreement, regardless of the scope of the benefits provided by the coverage.

9. Retiree Healthcare

The District will contribute 60% percent toward the monthly contribution for the UPSEU Benefit Fund [Empire Blue Cross Blue Shield EPO Plan through Local 74 of U.S.W.U.] based on the hours worked while regularly employed [25 hours or more or 20-25 hours] for any employee who retires from the District, and is eligible at the time of retirement to collect his/her retirement benefit from the NYS Employees' Retirement System in accordance with the Rules and Regulations of the NYSERS.

The District contribution will cease when employee reaches age 65 or at the time of the employee's death, whichever occurs first.

Section B Disability Insurance

A disability insurance policy pursuant to the eligibility requirements of the plan will be provided for all permanent full-time employees and will allow for continuous 66 2/3% income if the individual remains disabled until age 65. Employees must have completed the probationary period to be eligible. A customary six-month grace period precedes the inception of the disability benefits. During the six-month period of ineligibility for disability insurance, any illness which continues beyond 30 calendar days from the end of accumulated sick leave will be compensated by the District for any portion of the remainder of the six-month period, at a rate equal to one-half (1/2) of the regular salary. A doctor's report will be required to support the claim.

All rights regarding disability insurance are not applicable to new personnel in the District unless they have actually been on the job during the school year. During the 30 days' grace period following the exhaustion of the employee's sick leave, and prior to the time that the insurance company picks up the disability insurance, the District has the right to have the disabled party examined by the school physician to determine the extent of the disability and to ascertain whether or not the disabled party should be entitled to the one-half pay clause that the District must bear until the insurance company assumes the responsibility. In addition, if an employee is found to be employed elsewhere this period of time would be 60 days.

The District will include employees who work 25-30 hours regularly in the Disability Insurance in accordance with the above provisions and the rules and regulations of the insurance policy.

Section C Physical Examination

1. All employees will be examined by the school physician at the District's expense, or by their own physician at the employee's expense, and will present a certificate of the examination before the first day of employment.
2. X-rays or Tine Test and physical examinations will be required on the following basis:

- a. Bus drivers - each year.
- b. Custodial employees - every two years.

If the employee feels he/she cannot conform to the above regulations, he/she must submit a note from his family physician to the supervising school physician.

ARTICLE XVII WORKERS' COMPENSATION DIFFERENTIAL PAYMENTS

Section A Employees injured on the job will receive pay on the following basis:

1. The first seven consecutive calendar days of disability will be paid to full-time employees regardless of years of service.
2.
 - a. In addition, employees who have worked one year or more are entitled to full pay on the basis of one week for each full year of employment up to 10 years. After 10 years, employees are entitled to one and one-half (1 & 1/2) weeks' pay per year of employment.
 - b. All compensation checks must be returned to the District during this period.
 - c. This additional time must likewise be taken consecutively and must be directly following the first seven days' absence to be applicable.
3.
 - a. After the above benefits are exhausted, the employee will use accumulated sick leave for the balance of the disability and the employee, by virtue of endorsing to the District all compensation checks received, will repurchase all sick leave used during the disability.
 - b. If any sick leave time used is to be reinstated, it will be prorated according to the amount paid to the District through Workers' Compensation claim checks.
4. Workers' Compensation benefit will be exclusively as follows:
 - a. Workers' Compensation days will be frozen at the levels in effect as of June 30, 1995, except that employees with more than 10 years of continuous service will receive a final increase of seven and one-half days, and employees with 10 or fewer years of continuous service will receive a final increase of five days. There will be no "buy-back" of Workers' Compensation days and no reimbursement for "waiting period" days. Sick leave "buy-back" will be in accordance with the current formula. After all Workers' Compensation days are exhausted, employees will receive statutory workers' compensation benefits only.
 - b. There will be no reimbursement for "waiting period" days.

- c. Sick leave buyback will be in accordance with the formula as set forth in paragraph 3 above.

The workers' compensation benefit as outlined in paragraph 4 will apply only to employees hired prior to March 18, 1997.

All employees hired after March 18, 1997 will not be entitled to any contractual workers' compensation benefit. They will only receive statutory benefits.

ARTICLE XVIII RETIREMENT PROGRAM

Section A The District participates in the 1/60 Retirement Plan 75-i for all employees. This plan provides simplified and better benefits, both before and after retirement.

- Section B**
1. Any employee hired prior to July 1, 1981 will be entitled to any sick leave accumulation recorded as of June 30, 1981 in excess of 100 days to a maximum of 130 days. Any employees hired after July 1, 1981 will be entitled to a maximum of 100 days accumulation for retirement reimbursement. Employees will be entitled to accumulate annual leave days to the extent permitted in this paragraph and as provided in Article XI(A)(1).
 2. Upon retirement, disability or death, eligible employees will receive payment of accumulated unused sick time not to exceed 130 days. Any employee hired prior to July 1, 1979 will be entitled to any sick leave accumulation recorded as of June 30, 1979 in excess of 130 days. Any employee who has not accumulated 130 days as of July 1, 1979 will be entitled to a maximum of 130 days accumulation for retirement reimbursement.
 3. Retiring personnel must notify the Personnel Office a minimum of six months prior to retirement if they wish to have payments for unused sick days divided equally into the remaining paychecks. If less than six months' notice is given, then the terminal pay will be a lump sum at the retirement date and not added to last year's salary.
 4. Payment for accumulated sick days will be based on the employee's wage rate in effect at the time of retirement.

ARTICLE XIX VACATIONS

Section A 1. All full-time 12-month employees will be entitled to vacations on the following schedule:

Less than one year	One day per month up to 10 days
After one year	two weeks
After five years.....	four weeks

Section B Vacations will be computed from the first day of employment. Vacations may be taken when school is not in session or at other times provided that there is mutual consent, which ought not be unreasonably withheld.

Section C Any employee who voluntarily terminates his/her employment will receive prorated vacation pay for his/her unused vacation, provided he/she gives two weeks' notice of leaving to the District.

Section D Vacation schedules will be posted no later than May 1 of each year.

Section E Ten-month full-time security guards who work in the summer will receive two vacation days for July and two vacation days for August. If not used in July or August, the guards may utilize the vacation days whenever school is not in session. Use of the summer vacation days will be subject to the approval of the guard's supervisor.

Section F Effective July 1, 2021, employees may carryover up to five vacations days into the following school year, which must be used by December 31 or forfeited.

ARTICLE XX GENERAL CLAUSES

Section A Special Tools

The District agrees to continue its policy with respect to supplying all special tools and equipment to employees necessary in performing their duties.

Section B Personal Vehicles

No employee of the District will be required to use his own personal vehicle in the performance of his/her duties.

Section C Sanitary Arrangements

The District agrees to supply washroom facilities for all its employees and further agrees to provide a secure area, where possible, for storage of employees' personal clothes.

Section D No Discrimination

There will be no discrimination against any present or future employee by reason of sex, race, age, creed, color, national origin or Union membership.

Section E Union Meetings

The District will, upon formal application, provide space within the schools for union meetings at times which will cause no disruption to District operations.

Section F Bulletin Boards

The District will provide bulletin boards in each school and in the transportation and grounds departments for the dissemination of information relating to District employees.

Section G Military Service

All statutes, and valid regulations relative to the reinstatement and employment of veterans will be observed with the same force and effect as if written into this Agreement.

Section H Arrangements

There will be no private arrangements between any employee and the District.

Section I Uniforms

Operations and maintenance staff will receive six items of clothing (pants or shirts) after three months of service. These items may be replaced as needed. Every other year, staff will receive either one jacket or one sweatshirt. A study committee of two Union members and two District administrators will meet to discuss the type or types of pants to be provided. In addition, maintenance men and painters will receive coveralls and overalls as needed. Foul weather gear will be available at each facility.

Security personnel will receive three complete uniforms consisting of three polo shirts and three cargo pants. These items may be replaced as needed. Every other year, these employees will receive either a safety jacket or safety sweatshirt. Foul weather gear will be available at each facility.

Section J Annual Clothing/Maintenance Allowance

An annual clothing/maintenance allowance of \$75 per year for the full-time staff (working 25 hours or more a week) and \$50 per year for the part-time staff (working less than 25 hours a week) will be paid on June 30 of each year.

Section K Meetings

The District may require employees to attend after work, in-service meetings up to a maximum of one hour per month during regular workweek.

**ARTICLE XXI
VISITATION**

Section A The Union, through its representative, will have the right to visit the working areas of the schools in the District where employees are assigned during employees' normal working hours. However, there will be no interruption of service.

Section B Normal visiting procedure in school buildings will be observed.

ARTICLE XXII DEFINITION OF A GRIEVANCE

A "grievance" is any dispute between the parties concerning the meaning or application of the terms or conditions of this Agreement.

GRIEVANCE PROCEDURE

Step I

- A. Any grievance may be submitted in writing or verbally to the employee's immediate supervisor within 10 working days of the time he knew or should have known of the facts giving rise to the grievance and will be answered in writing within five working days of its submission.
- B. Employees will be encouraged to discuss their job-related problems with their supervisors in order to cultivate a meaningful avenue for the solution of difficulties. The Union will instruct its members to formalize a grievance in writing at Step I when necessary.

Step II

If the grievance was not satisfactorily adjusted at Step I, the grievant may, within five working days from the date of receipt of the written answer, submit the grievance in writing to the Superintendent of Schools or his/her designee, who will answer the grievance within five days after its presentation.

Step III

If the grievance was not satisfactorily adjusted at Step II, the grievant may, within 10 working days, submit a copy of his/her written grievance to the Board of Education. The grievant will then present his/her case to the Board of Education. The Board of Education will make a determination in regard to the grievance and transmit its written decision to the grievant within two calendar weeks. In the course of deciding the grievance, the Board of Education may hold meetings, conferences or hearings as it deems necessary.

Step IV

- A. If the grievance is not satisfactorily adjusted at Step III, the Union may within 10 working days file a demand for arbitration. The arbitrator will be selected by mutual agreement within 15 days. If no agreement can be reached, the arbitrator will be selected from the AAA Labor Panel.
- B. The arbitrator will examine all admissible testimony and evidence and will render to the Board of Education his/her findings in writing. His/her written report will include

findings of fact, reasoning and conclusions on the interpretation of the contract. He/she may also make recommendations to the Board of Education to provide a remedy for the grievance. The arbitrator's report is advisory and in no way binding upon either party.

- C. The arbitrator will submit his/her report to the Board of Education within 15 days of the date of the Step IV hearing.
- D. The costs of the arbitrator will be shared equally by the Board of Education and the Union.

Step V- Review (Board of Education)

The Board of Education will review the arbitrator's report in a special meeting held in executive session within 15 school days after the date of receiving the arbitration report. The aggrieved party or parties, along with the representative, if any, and the immediate supervisor and his/her representative, if any, will be present at this review. The Board of Education, acting as a legislative body of the District, will make the final decision and communicate this decision to the party or parties of the grievance and the immediate supervisor within 15 school days of the conclusion of the review.

ARTICLE XXIII TERM OF AGREEMENT

The term of this Agreement will be eight years commencing July 1, 2021 through June 30, 2029. The parties agree to meet on or about January 15, 2029, to commence negotiations for the terms and conditions of the contract to be effective the following July 1.

ARTICLE XXIV AMENDMENT OF LAW

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

ARTICLE XXV SUB-CONTRACTING

The District agrees that prior to contracting or sub-contracting out bargaining unit work, the District will inform the Union of its intent and will comply with guidelines designated by New York State Public Employment Relations Board.

**ARTICLE XXVI
FORCE OF CONTRACT**

The parties agree that to abide by PERB decisions concerning the continuation of this Agreement.

**ARTICLE XXVII
CONTRACT TRANSFER**

This Agreement will be binding upon the Union and the District, their successors, executors, administrators, assignees, receivers in bankruptcy, receivers in equity, trustees or other equivalent designee whether voluntarily or pursuant to a court decree.

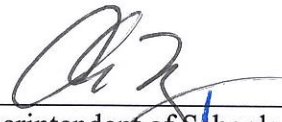
**ARTICLE XXVIII
MISCELLANEOUS PROVISIONS**

New hires begin on Step 1 of the schedule. New hires hired before January 1st move to Step 2 on the following July 1st. New hires hired after January 1st move to Step 2 on July 1 following the first anniversary of their date of employment. New hires thereafter will receive their step increments on July 1st each year as per the above salary schedule steps. Promotions will be to the same step on the new schedule.

The starting salary for Senior Custodial Aide [Custodial Aide] will be \$2,000 less than the Custodial Worker I salary.


HAUPPAUGE UNION FREE SCHOOL
DISTRICT

BY:



Superintendent of Schools


BY:



President, Board of Education

UNITED PUBLIC SERVICE EMPLOYEES
UNION

BY:



President

BY:



Chief Steward

SCHEDULE A

2021-2029 Salaries

CUSTODIAN		
[CUSTODIAL WORKER I]	Step	Salary
	1	\$50,556
	2	\$51,314
	3	\$52,084
	4	\$52,865
	5	\$53,658
	6	\$54,597
	7	\$55,689
	8	\$56,803
	9	\$57,939
	10	\$59,098
	11	\$60,280
	12	\$61,485
	13	\$62,715
	14	\$63,969
	15	\$65,249
	16	\$66,554
	17	\$67,885
	18	\$69,243
	19	\$70,627
	20	\$72,040
	21	\$73,481

SCHEDULE A

2021-2029 Salaries

GROUPS/DRIVER MESSENGER		
GROUPS/MAINT. HELPER	Step	Salary
[GROUNDSKEEPER I]	1	\$ 51,723
[DRIVER MESSENGER]	2	\$ 52,499
	3	\$ 53,286
	4	\$ 54,086
	5	\$ 54,897
	6	\$ 55,858
	7	\$ 56,975
	8	\$ 58,114
	9	\$ 59,277
	10	\$ 60,462
	11	\$ 61,671
	12	\$ 62,905
	13	\$ 64,163
	14	\$ 65,446
	15	\$ 66,755
	16	\$ 68,090
	17	\$ 69,452
	18	\$ 70,841
	19	\$ 72,258
	20	\$ 73,703
	21	\$ 75,177

SCHEDULE A

2021-2029 Salaries

WAREHOUSE WORKER		
[WAREHOUSE WORKER III]	Step	Salary
[DRIVER MESSENGER/MAINTENANCE HELPER]	1	\$ 56,340
	2	\$ 57,185
	3	\$ 58,043
	4	\$ 58,914
	5	\$ 59,797
	6	\$ 60,844
	7	\$ 62,061
	8	\$ 63,302
	9	\$ 64,568
	10	\$ 65,859
	11	\$ 67,176
	12	\$ 68,520
	13	\$ 69,890
	14	\$ 71,288
	15	\$ 72,714
	16	\$ 74,168
	17	\$ 75,651
	18	\$ 77,164
	19	\$ 78,708
	20	\$ 80,282
	21	\$ 81,888

SCHEDULE A

2021-2029 Salaries

ASS'T HEAD CUSTODIAN MS		
LEAD CUSTODIAN - ELEM.	Step	Salary
CUST. WKER.II	1	\$ 56,451
[CUSTODIAL WORKER II]	2	\$ 57,298
	3	\$ 58,157
	4	\$ 59,030
	5	\$ 59,915
	6	\$ 61,023
	7	\$ 62,244
	8	\$ 63,489
	9	\$ 64,759
	10	\$ 66,054
	11	\$ 67,375
	12	\$ 68,722
	13	\$ 70,097
	14	\$ 71,499
	15	\$ 72,929
	16	\$ 74,387
	17	\$ 75,875
	18	\$ 77,393
	19	\$ 78,940
	20	\$ 80,519
	21	\$ 82,130

SCHEDULE A

2021-2029 Salaries

HEAD CUSTODIAN ELEM.		
LEAD GROUNDS	Step	Salary
MECHANIC	1	\$ 59,393
MAINTENANCE MAN II	2	\$ 60,284
PAINTER	3	\$ 61,188
STORE KEEPER	4	\$ 62,106
[HEAD CUSTODIAN]	5	\$ 63,038
[GROUNDSKEEPER II]	6	\$ 64,141
[MAINTENANCE MECHANIC II]	7	\$ 65,424
[STOREKEEPER]	8	\$ 66,732
	9	\$ 68,067
	10	\$ 69,428
	11	\$ 70,817
	12	\$ 72,233
	13	\$ 73,678
	14	\$ 75,151
	15	\$ 76,654
	16	\$ 78,187
	17	\$ 79,751
	18	\$ 81,346
	19	\$ 82,973
	20	\$ 84,632
	21	\$ 86,325

SCHEDULE A

2021-2029 Salaries

HEAD CUSTODIAN - MS		
HEAD CUSTODIAN - HS	Step	Salary
[HEAD CUSTODIAN]	1	\$ 62,343
	2	\$ 63,278
	3	\$ 64,227
	4	\$ 65,191
	5	\$ 66,169
	6	\$ 67,327
	7	\$ 68,673
	8	\$ 70,047
	9	\$ 71,447
	10	\$ 72,876
	11	\$ 74,334
	12	\$ 75,821
	13	\$ 77,337
	14	\$ 78,884
	15	\$ 80,461
	16	\$ 82,071
	17	\$ 83,712
	18	\$ 85,386
	19	\$ 87,094
	20	\$ 88,836
	21	\$ 90,613

SCHEDULE A

2021-2029 Salaries

LEAD MAINTENANCE		
HEAD GROUNDS	Step	Salary
	1	\$ 64,918
	2	\$ 65,892
	3	\$ 66,880
	4	\$ 67,883
	5	\$ 68,902
	6	\$ 70,107
	7	\$ 71,510
	8	\$ 72,940
	9	\$ 74,399
	10	\$ 75,886
	11	\$ 77,404
	12	\$ 78,952
	13	\$ 80,531
	14	\$ 82,142
	15	\$ 83,785
	16	\$ 85,461
	17	\$ 87,170
	18	\$ 88,913
	19	\$ 90,691
	20	\$ 92,505
	21	\$ 94,355

SCHEDULE A

2021-2029 Salaries

CHIEF CUSTODIAN - HS		
HEAD MAINTENANCE	Step	Salary
[CHIEF CUSTODIAN]	1	\$ 68,234
[SCHOOL MAINTENANCE CREW LEADER]	2	\$ 69,258
	3	\$ 70,296
	4	\$ 71,351
	5	\$ 72,421
	6	\$ 73,688
	7	\$ 75,162
	8	\$ 76,665
	9	\$ 78,199
	10	\$ 79,763
	11	\$ 81,358
	12	\$ 82,985
	13	\$ 84,645
	14	\$ 86,338
	15	\$ 88,065
	16	\$ 89,826
	17	\$ 91,622
	18	\$ 93,455
	19	\$ 95,324
	20	\$ 97,230
	21	\$ 99,175

SCHEDULE A

2021-2029 Salaries

HEAD BUS DRIVER		
[HEAD SCHOOL BUS DRIVER]	Step	Salary
	1	\$ 52,729
	2	\$ 53,520
	3	\$ 54,323
	4	\$ 55,138
	5	\$ 55,965
	6	\$ 56,944
	7	\$ 58,083
	8	\$ 59,245
	9	\$ 60,429
	10	\$ 61,638
	11	\$ 62,871
	12	\$ 64,128
	13	\$ 65,411
	14	\$ 66,719
	15	\$ 68,053
	16	\$ 69,414
	17	\$ 70,803
	18	\$ 72,219
	19	\$ 73,663
	20	\$ 75,136
	21	\$ 76,639

SCHEDULE A

2021-2029 Salaries

ASS'T PRINT SHOP SUPERVISOR		
[ASSISTANT PRINT SHOP SUPERVISOR]	Step	Salary
	1	\$ 72,591
	2	\$ 73,680
	3	\$ 74,785
	4	\$ 75,907
	5	\$ 77,045
	6	\$ 78,394
	7	\$ 79,962
	8	\$ 81,561
	9	\$ 83,192
	10	\$ 84,856
	11	\$ 86,553
	12	\$ 88,284
	13	\$ 90,050
	14	\$ 91,851
	15	\$ 93,688
	16	\$ 95,562
	17	\$ 97,473
	18	\$ 99,422
	19	\$ 101,411
	20	\$ 103,439
	21	\$ 105,508

SCHEDULE A

2021-2029 Salaries

MAINTENANCE MAN III		
[MAINTENANCE MECHANIC III]	Step	Salary
[AUTOMOTIVE MECHANIC III]	1	\$ 62,184
[LOCKSMITH]	2	\$ 63,117
	3	\$ 64,064
	4	\$ 65,024
	5	\$ 66,000
	6	\$ 67,155
	7	\$ 68,498
	8	\$ 69,868
	9	\$ 71,265
	10	\$ 72,691
	11	\$ 74,144
	12	\$ 75,627
	13	\$ 77,140
	14	\$ 78,683
	15	\$ 80,256
	16	\$ 81,861
	17	\$ 83,499
	18	\$ 85,169
	19	\$ 86,872
	20	\$ 88,609
	21	\$ 90,382

SCHEDULE A

2021-2029 Salaries

LEAD SECURITY (FT/12 MONTH ONLY)		
[GUARD]	Step	Salary
	1	\$ 46,584
	2	\$ 47,283
	3	\$ 47,992
	4	\$ 48,712
	5	\$ 49,443
	6	\$ 50,308
	7	\$ 51,314
	8	\$ 52,340
	9	\$ 53,387
	10	\$ 54,455
	11	\$ 55,544
	12	\$ 56,655
	13	\$ 57,788
	14	\$ 58,944
	15	\$ 60,122
	16	\$ 61,325
	17	\$ 62,551
	18	\$ 63,802
	19	\$ 65,079
	20	\$ 66,380
	21	\$ 67,708

SCHEDULE A

2021-2029 Salaries

SECURITY (FT/12 MONTH ONLY)		
[GUARD]	Step	Salary
	1	\$ 37,991
	2	\$ 38,561
	3	\$ 39,139
	4	\$ 39,726
	5	\$ 40,322
	6	\$ 41,028
	7	\$ 41,848
	8	\$ 42,685
	9	\$ 43,539
	10	\$ 44,410
	11	\$ 45,298
	12	\$ 46,204
	13	\$ 47,128
	14	\$ 48,071
	15	\$ 49,032
	16	\$ 50,013
	17	\$ 51,013
	18	\$ 52,033
	19	\$ 53,074
	20	\$ 54,135
	21	\$ 55,218

SCHEDULE A

2021-2029 Salaries

LEAD CUSTODIAN - MS		
CUST. WKER.III	Step	Salary
[CUSTODIAL WORKER III]	1	\$ 61,303
	2	\$ 62,223
	3	\$ 63,156
	4	\$ 64,103
	5	\$ 65,065
	6	\$ 66,203
	7	\$ 67,527
	8	\$ 68,878
	9	\$ 70,256
	10	\$ 71,661
	11	\$ 73,094
	12	\$ 74,556
	13	\$ 76,047
	14	\$ 77,568
	15	\$ 79,119
	16	\$ 80,702
	17	\$ 82,316
	18	\$ 83,962
	19	\$ 85,641
	20	\$ 87,354
	21	\$ 89,101

SCHEDULE A

2021-2029 Salaries

LEAD CUSTODIAN - ELEM.		
CUST. WKER.III	Step	Salary
[CUSTODIAL WORKER III]	1	\$ 58,373
	2	\$ 59,249
	3	\$ 60,137
	4	\$ 61,039
	5	\$ 61,955
	6	\$ 63,039
	7	\$ 64,300
	8	\$ 65,586
	9	\$ 66,898
	10	\$ 68,236
	11	\$ 69,600
	12	\$ 70,992
	13	\$ 72,412
	14	\$ 73,860
	15	\$ 75,338
	16	\$ 76,844
	17	\$ 78,381
	18	\$ 79,949
	19	\$ 81,548
	20	\$ 83,179
	21	\$ 84,842

SCHEDULE A

2021-2029 Salaries

BUS DRIVERS		
	Step	Salary
	1	\$ 22.92
	2	\$ 23.26
	3	\$ 23.61
	4	\$ 23.97
	5	\$ 24.33
	6	\$ 24.75
	7	\$ 25.25
	8	\$ 25.75
	9	\$ 26.27
	10	\$ 26.79
	11	\$ 27.33
	12	\$ 27.87
	13	\$ 28.43
	14	\$ 29.00
	15	\$ 29.58
	16	\$ 30.17
	17	\$ 30.78
	18	\$ 31.39
	19	\$ 32.02
	20	\$ 32.66
	21	\$ 33.31

SCHEDULE A

2021-2029 Salaries

HALL / HEALTH / LIBRARY		
	Step	Salary
	1	\$ 15.98
	2	\$ 16.22
	3	\$ 16.46
	4	\$ 16.71
	5	\$ 16.96
	6	\$ 17.30
	7	\$ 17.65
	8	\$ 18.00
	9	\$ 18.36
	10	\$ 18.73
	11	\$ 19.10
	12	\$ 19.48
	13	\$ 19.87
	14	\$ 20.27
	15	\$ 20.67
	16	\$ 21.09
	17	\$ 21.51
	18	\$ 21.94
	19	\$ 22.38
	20	\$ 22.83
	21	\$ 23.28

SCHEDULE A

2021-2029 Salaries

CAFÉ MONITORS		
	Step	Salary
	1	\$ 15.11
	2	\$ 15.34
	3	\$ 15.57
	4	\$ 15.80
	5	\$ 16.04
	6	\$ 16.36
	7	\$ 16.69
	8	\$ 17.02
	9	\$ 17.36
	10	\$ 17.71
	11	\$ 18.06
	12	\$ 18.42
	13	\$ 18.79
	14	\$ 19.17
	15	\$ 19.55
	16	\$ 19.94
	17	\$ 20.34
	18	\$ 20.75
	19	\$ 21.16
	20	\$ 21.58
	21	\$ 22.02

SCHEDULE A

2021-2029 Salaries

SECURITY P/T		
	Step	Hourly Rate
	1	\$ 18.26
	2	\$ 18.53
	3	\$ 18.81
	4	\$ 19.09
	5	\$ 19.38
	6	\$ 19.77
	7	\$ 20.18
	8	\$ 20.59
	9	\$ 21.00
	10	\$ 21.42
	11	\$ 21.85
	12	\$ 22.28
	13	\$ 22.73
	14	\$ 23.18
	15	\$ 23.65
	16	\$ 24.12
	17	\$ 24.60
	18	\$ 25.10
	19	\$ 25.60
	20	\$ 26.11
	21	\$ 26.63

SCHEDULE A

2021-2029 Salaries

COMPUTER TECHNICIAN		
[MICROCOMPUTER REPAIR TECHNICIAN]	2019-2021	
	Step	Salary
	1	\$ 71,640
	2	\$ 71,640
	3	\$ 74,431
	4	\$ 74,431
	5	\$ 77,222
	6	\$ 80,013

SENIOR COMPUTER TECHNICIAN		
[SENIOR MICROCOMPUTER REPAIR TECHNICIAN]	2019-2021	
	Step	Salary
	1	\$ 80,298
	2	\$ 80,298
	3	\$ 83,090
	4	\$ 83,090
	5	\$ 85,884
	6	\$ 88,672

SCHEDULE B

Employee ID	2021-22 Step	Employee ID	2021-22 Step	Employee ID	2021-22 Step	Employee ID	2021-22 Step
4935	6	667	13	4826	5	4707	5
4900	6	639	13	566	11	2240	12
4542	6	1443	12	4358	9	4760	8
5010	6	686	12	4890	5	4517	5
4885	6	936	12	3441	11	4179	10
4806	6	1074	12	1572	11	4527	8
4754	8	1168	12	2892	11	541	12
4618	8	1001	12	4409	9	4386	10
4129	8	1221	13	273	12	3665	12
4213	8	935	13	3854	12	4378	10
654	8	3585	12	493	12	2305	12
3956	11	3986	12	4523	8	309	12
586	13	822	12	1034	12	4996	5
3863	13	4202	10	501	12	508	12
1272	13	4818	6	4770	5	316	12
3714	13	5024	6	170	12	3640	12
743	13	688	12	4167	12	2137	12
990	13	724	12	2327	12	4944	5
997	13	663	12	3566	12	2532	5
3044	13	914	12	3096	10	3339	12
3959	13	4245	12	3099	10	4913	5
665	13	783	11	4656	7	4602	8
4006	13	4651	8	4865	5	1000	12
1054	13	3258	12	1585	12	1745	12
1180	13	852	12	1689	12	2097	12
821	13	1114	11	1017	12	2122	12
609	13	1248	13	167	12	4261	11
3098	13	558	11	4054	12	2164	11
719	13	1686	10	4459	9	4219	11
2169	13	4673	5	3926	5	571	11
4454	9	560	11	4906	5	1750	11
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4997	5						
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