

AGREEMENT BETWEEN

THE BOARD OF EDUCATION OF THE SYOSSET CENTRAL SCHOOL DISTRICT

AND

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, SYOSSET

JULY 1, 2014 - JUNE 30, 2020

Board of Education, Syosset Central School District  
and the Civil Service Employee Association, Syosset

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## CONTRACT PROVISIONS

### 1. RECOGNITION

A. The Civil Service Employees Association, Inc. Local, AFSCME, AFL-CIO is hereby recognized by the Syosset Central School District as the exclusive collective bargaining representative for the clerical, custodial and maintenance employees, including regular full-time certified teaching assistants and teacher aides, with the exception of employees in the exempt classification of Civil Service, non-teaching supervisory personnel whose salaries are determined annually by the Board of Education, and except further that the District has the right to appoint out of cycle up to six confidential employees who will then no longer be part of the bargaining unit.

B. The Association shall have the right to unchallenged representation status for the maximum period of time permitted by Section 208 of the Civil Service Law.

### 2. ORGANIZATIONAL PROVISIONS

A. Not more than six days shall be shared by authorized union personnel for the purposes of official union business. Such days shall be requested in accordance with personal business day procedures.

B. The use of school mail boxes by the CSEA has been approved by the Superintendent of Schools. The CSEA understands that all mail, memos, papers, or bulletins are to be handed to the Superintendent of Schools or designee who will see that the material is placed in the employees' mail boxes. Mail boxes shall not be filled directly by the CSEA. All communications should have an identifying title, be signed by an officer of the CSEA, and be dated.

Only when the principal decides that the mail boxes are being used in a manner that is detrimental to the school district may the principal or department head deny the use of the mail boxes temporarily. She/he will immediately communicate with the Superintendent of Schools or his/her designee. The Superintendent or his/her designee will make a decision concerning the material and contact the organization's representative to apprise him/her of that decision.

C. Permission shall be granted for the use of District facilities for organization meetings upon written request for such use on the official form.

#### D. Employee Information

1. Within one month of the date on which this Agreement is ratified/approved by both parties, the District shall supply to the Association President, or designee, a list of all employees in the bargaining unit, showing the employee's full name, item number, job

title, work location, membership status, insurance deduction and first date of employment. Such information shall hereafter be provided on an annual basis.

2. The District shall also supply to the Association President or designee on a monthly basis the name, item number and work location and date of hire of all new employees. In addition, the District shall supply a listing of employees who terminate their employment, showing the item number and work location.

### 3. CHECKOFF

A. The District agrees to deduct dues for the CSEA from the salaries of its employees, as said employees individually and voluntarily authorize the District to deduct and to transmit such monies to the Civil Service Employees Association, Inc., Local 1000-AFSCME/AFLCIO, 143 Washington Ave., Albany, New York 12210. Employee Authorizations shall be in writing and in a manner consistent with 93-B of the General Municipal Law and Chapter 392 of the Laws of 1967.

B. Deductions shall be made equally during each payroll period.

C. The Association assumes full responsibility for the disposition of the funds deducted once they have been mailed to the Treasurer of the Civil Service Employees Association, Inc.

D. Upon request annually, the District shall provide the Association with a list of the employees who have voluntarily authorized the Board to deduct dues for the Association.

E. Employees shall have the right to have savings bond payroll deduction.

F. Agency Fee Deduction - The District shall deduct an agency shop fee from the salary or wages paid to each employee in the Civil Service Employees Association Unit who is not a member of the CSEA and/or has not authorized in writing such a deduction. The fee shall be in an amount equivalent to the dues levied by the Unit, and the District shall transmit said amount to the Civil Service Employees Association, 143 Washington Ave, Box T125, Albany, New York 12224. Every effort shall be made by the District to deduct union dues from the first paycheck received by a new employee. In no event, however, shall such dues deductions begin later than the third paycheck received after commencing employment.

The Association agrees to save and hold harmless the District from all loss, expenses, damages, costs and attorneys' fees that may accrue as a result of the aforesaid agency fee provisions, by reason of any action or suits brought against the District by an employee in the unit aggrieved by the implementation of said agency fee provisions.

#### 4. BENEFITS

##### A. Eligibility

In order to qualify for any benefits, an employee must work on a contract basis for half-time or more. The District's share of all benefits shall be pro-rated based on the percentage of time worked.

##### B. Health Insurance

1) Employees may elect to pay for their portion of the health insurance cost on a payroll deduction plan.

2) a) The employee's rate for contribution for health insurance shall be 17% of the premium cost and the District will pay 83% 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%. Employees hired on or after July 1, 2017 will pay 20% and the District will pay 80% of the premium cost. Effective July 1, 2019, all employees hired prior to July 1, 2017 will also pay 20% and the District will pay 80% of the premium cost. All employees retiring on or after July 1, 2007 shall contribute 10% of the premium cost during their retirement.

b) Details of the plans (New York State Health Insurance Program) may be secured from the Personnel Office. The Association shall not unreasonably withhold its consent to substitute comparable coverage which the District may propose to provide.

3) An employee who has participated in the District's group health insurance coverage for one year, who declines coverage shall be paid one-half of the contribution the District would have paid had the employee not declined. The payment shall be made annually as additional salary and be included in the employees' last paycheck for the school year. The employee shall be permitted to re-enroll in the group health insurance program as provided by law and regulations.

##### C. Life Insurance

Life Insurance shall be in the amount of \$12,000 for full-time 12-month employees, and \$10,000 for full-time employees working 10 months or 200 days or 198 days. Half-time employees shall receive half of the above amounts. Premiums shall be paid by the District.

Employees may purchase additional life insurance up to the amount of their annual salary rounded to the next thousand dollars. The cost of such additional increase shall be borne solely by the employee. Premiums shall be paid by the District.

#### D. Dental Insurance

Dental insurance has been approved by the District for all regularly employed members of the unit. The Association shall not unreasonably withhold its consent to substitute comparable coverage which the District may propose to provide.

If a member of the unit elects to participate in the dental insurance program the District shall pay two-thirds of the cost it actually pays for individual or dependent dental insurance premiums for members of the teaching unit. If a member of the unit elects to participate in the dental insurance program, the District shall pay 80% of the cost it actually pays for individual or dependent dental insurance premiums for member of the teaching unit.

As long as the dental plan permits, a unit member who is enrolled in the plan at the time of retirement, may elect to continue to participate in the plan. In that event the District shall continue to pay the same percentage of the cost it paid at the time of the unit member's retirement; and the unit member shall pay the remainder.

#### E. Sick Leave

1) Twelve month employees who have not completed five (5) years of employment by July 1 of any year shall receive twelve (12) days sick leave per year. Upon completion of the five (5) years, they will with the approval of the Superintendent and subject to review by the Board, be granted additional sick leave of 120 working days from the inception of illness, plus any unused sick days from their first five (5) years of service up to a maximum of 180 days. Such employees shall continue to add to each year's total days by the amount of days of unused leave up to a maximum of twelve (12) per year. (That is, if no days are taken, twelve (12) will be added; if six (6) are taken, six (6) will be added up to a maximum of 180 days.) This shall continue year by year until 180 days are accumulated as the limit. The conditions of the six year employees shall apply to the yearly limits of these employees. Absences with pay in excess of 30 days during a school year (excluding vacation time) shall not qualify as accruals for vacation credit.

2) On the basis of their standing as responsible individuals, employees 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 a 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. (names) visited (or in attendance)".

3) Sick Leave for Half-time Employees and for Those Employees Working Less Than 12 Months

Half-time employees and employees working less than 12 months shall accrue sick leave at the rate of one day per month employed, i.e., 12-month employees would receive 12 days, to an accumulated maximum of 180 after five years, 10-month, 198 day and 200 day employees would receive 10 days to an accumulated maximum of 150 after five years. "Days" in the preceding sentence shall mean the amount of time the employee normally works.

4) If an employee is absent an excessive number of times due to illness, the Superintendent may require the employee to undergo a medical examination by a physician appointed and compensated by the Board of Education to determine the employee's physical fitness for his/her particular work assignment.

5) Sick leave benefits are pro-rated for employees who separate from their employment mid-year.

6) The District and the CSEA will form a joint committee to review the procedures relative to allocation of sick leave after five (5) years of service.

F. Personal Days

Any employee may request the use of up to a maximum of five (5) personal business days per school year, without loss of salary, by reason of EMERGENCY personal business, i.e., business that could not have been postponed to a non-school day. Personal leave benefits are pro-rated for employees who separate from their employment mid-year. Examples of this type of excused absence would include automobile breakdown, serious illness in the immediate family, a closing in connection with the purchase of a home, mandated appearance in court, etc.

Approved absences for religious observance shall be charged to personal days.

Typical Approvable Reasons for Personal Days of Absence:

- 1) Serious illness in family
- 2) Death in family, or death of a friend
- 3) High school or college graduation in immediate family
- 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

7) Taking child to college for the first time

Typical Non-approvable Reasons for Personal Days 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 employees control.

G. Bereavement Leave

Any employee may request the use of up to a maximum of three (3) bereavement days for the death of a member of the immediate family which shall be defined as spouse, parent, grandparents, children, brother, sister, mother-in-law, father-in-law, brother-in-law and sister-in-law.

H. Vacation Entitlement

All full-time unit members shall be granted vacation time as follows (vacation leave benefits are pro-rated for employees who separate from their employment mid-year):

Twelve-month employees shall be granted the following:

After the completion of one to five years - two weeks

After the completion of six to ten years - three weeks

After the completion of eleven years - one day per year to a maximum of five additional days

10-month employees shall, after completion of 11 years, accrue vacation time at the rate of one day per year to a maximum of five days.

200-day clerical employees, teacher aides, and teaching assistants who complete 5 years of service in the District shall receive one day vacation. 200-day clerical employees, teacher aides, and teaching assistants who complete 8 years of service in the District shall receive a total of three days vacation. 200-day clerical employees,



teacher aides, and teaching assistants who complete 10 years of service in the District shall receive a total of four days vacation.

When an employee moves from a 10 month or 200-day position to a 12-month position, the vacation entitlement should be calculated as follows:

200-day work year equals 10.5 months; therefore, multiply the number of 200-day years by 10.5; divide that figure by 12 (representing 12 months equals 1 year).

The result is the number of years of 12-month service for vacation entitlement. Credit shall be given for the number of months worked before July 1.

For the purpose of all vacations, all employees shall have a July 1 anniversary date.

Absences with pay in excess of 30 days during a school year (excluding vacation time) shall not qualify as accruals for vacation credit. No absences without pay shall qualify as accruals for vacation credit.

If a legal holiday should occur during a vacation period such vacation shall be extended one day.

When an employee is requested by the District to change a scheduled vacation, the employee may elect to take that vacation at another time approved by the Superintendent or designee, during the current school year or the following school year.

Vacation shall be scheduled during the summer months for the most part. However, consideration shall be given by the administration to requests for vacations outside the summer months consistent with the needs of the District. Vacation requests for other than the standard period shall be submitted by April 1. The Superintendent or designee's response shall be by May 1.

Employees who do not submit their resignation at least two weeks prior to their anticipated resignation shall not be entitled to any accrued vacation pay, except when such resignation is due to extenuating circumstances beyond the employee's control and the approval of the Superintendent or designee.

Upon separation from employment, accrued vacation time shall be pro-rated and paid, provided the employee has completed not less than twelve (12) months of consecutive employment in the District immediately prior to separation.

Effective July 1, 2017, employees may carryover up to three (3) vacation days per year without prior authorization.

#### I. Workers' Compensation Leave

If an employee is injured and uses up his sick leave for a workers' compensation injury and then is absent for a separate illness and has no bank of sick leave left, the District agrees to apply a pro-rated share of sick leave from the percentage of salary that would have to be payable under the Workers' Compensation Law.

#### J. Call Back Pay

All employees called back to work after leaving their regular shift shall receive a minimum of two (2) hours work at overtime rates or pay in lieu thereof provided they do not work into their regularly scheduled shift.

#### K. Other Benefits

1) Effective July 1, 2017, the District will make available to unit members the existing Full Flex 125 Plan offered by the District. The District will assume only the costs for Plan administration, and members of the Association will be responsible to fund the Plan.

2) All permanent employees who are appointed from the Civil Service list are afforded the protection of Article V Section 75 of the Civil Service Law.

3) The District and the Association shall form a joint committee to consider and make recommendations on the style and type of safety shoes to be supplied employees pursuant to this agreement.

### 5. MAINTENANCE AND CUSTODIAL EMPLOYEES

#### A. Pay Differential

1) Custodial and Maintenance employees assigned to the second shift (starts after 11:00 AM, but before 3:00 PM) shall receive a differential of \$400.00 during the term of contract.

2) Custodial and Maintenance employees assigned to the third shift that starts at 3:00 PM or later shall receive a differential of \$850.00 during the term of contract.

3) Assistant Head Custodians (nights) who directly supervise twelve (12) or more cleaners or custodians will be paid an additional differential of two (\$200) hundred dollars.

4) All differentials are pro-rated for time assigned and actually working in the assignment.

## B. Uniforms and Equipment

1) The custodial staff in each school building and the maintenance department shall be assigned sets of foul weather gear.

2) Tee shirts may not be worn indoors during shifts when a non-athletic program open to parents or the public takes place.

3) Each member of the custodial/maintenance staff shall be provided with one pair of safety work shoes per year. All custodial and maintenance personnel shall be required to wear safety shoes while on duty.

4) All Maintenance Department, groundspersons and custodial staff members, except cleaner attendants, shall be provided with one winter jacket per employee, such jacket to be selected by the District.

5) Custodial employees shall be issued replacement uniforms each year. The issue will include two (2) shirts (long sleeves), two (2) shirts (short sleeves), two (2) trousers (winter), two (2) trousers (summer), three (3) tee shirts and one (1) belt.

6) All new custodial and maintenance employees shall be issued uniforms at the time of their employment. The issue will include three (3) shirts (long sleeves), three (3) shirts (short sleeves), three (3) trousers (winter), three (3) trousers (summer), three (3) tee shirts and one (1) belt.

7) Worn uniforms shall be replaced as they are returned when unusable because of normal wear and tear.

8) All employees shall wear the uniforms and equipment provided by the District when on duty.

9) A joint management and union committee will be formed to review the provision of uniforms.

## C. Snow Removal Duty

Maintainers, groundspersons, and other individuals designated by the District's Central Administration for District-designated snow removal duty, shall be paid double time for such duty which is not performed during their regular shift.

Custodial and maintenance employees who report to duty at their regular starting time on their regular workday on days that school is closed due to inclement weather, including, but not limited to snow, shall be compensated for an additional two hours at double time, in addition to their regular shift at straight time.

D. All employees shall, in addition to their regularly scheduled work year, be scheduled to work one additional day in the following month: Clerical employees and teaching assistants: in November (Superintendent's Conference Day); Maintenance and Custodial Employees: February.

## 6. CLERICAL EMPLOYEES AND TEACHING ASSISTANTS

A. Twelve (12) month employees are expected to work all days on which the Business Office, the Central Administration Offices and the Secondary School Offices are open.

B. Ten (10) month clerical salaries are based on 5/6 of the twelve (12) month salaries. The calendar will be determined annually and will be based on 5/6 of the twelve (12) month calendar. If an employee works in excess of 5/6 of the twelve (12) month calendar, she/he will be paid on a pro-rata basis of the annual salary. Vacation days accrued by ten (10) month employees have been included in the ten (10) month calendar. Accumulated rate of vacation time and holidays will be considered in determination of the ten (10) month calendar.

C. In addition to the above categories, there shall be established a uniform work year for 200 day employees and teaching assistants. The uniform work year shall have the following provisions:

1) A 200-day and 198 day teaching assistants' work year, with teaching assistants reporting for work two days after 200 day employees. Fringe benefits for the staff shall be based on the present ten (10) month calendar without the vacation accrual, except as noted under Section 4G - Vacation Entitlement.

2) The District will reserve the right to call any member of the staff for additional days. Payment would be on a per diem pro-rated basis of salary. Employees may volunteer to work more than 200 days and shall retain their status as 200-day employees notwithstanding such additional service.

3) Employees wishing to work less than 200 days could, with the permission of their supervisor, be excused for up to five (5) days. Deductions for excused absences would be based on reductions from salary of 1/200 for each day absent.

4) 200 day employees and teaching assistants shall receive pay for two holidays during the term of the contract. Payment shall be included in the last paycheck of the school year.

5) Teaching Assistants may leave work when teachers are dismissed on staff development days without loss of pay.

D. Any 200-day or 10-month position which becomes vacant may be converted by the District to a 12-month position.

E. Any 200-day or 10 month occupied position may, at the option of the District be converted to a 12-month position if the position's occupant voluntarily agrees to such conversion.

F. All employees shall, in addition to their regularly scheduled work year, be scheduled to work one additional day in the following month: Clerical employees and teaching assistants: in November (Superintendent's Conference Day); Maintenance and Custodial Employees: February.

## 7. STANDARD WORKWEEK

The standard full-time work week for Civil Service personnel shall be:

- A. Thirty-five (35) hours for clerical personnel and teacher aides a (one hour for lunch). During July and August, except for last five (5) working days of August, the work week shall be Monday through Thursday, 8:00 a.m. through 3:00 p.m. (one half hour for lunch) and Friday, 8:00 a.m. through 12:00 p.m. or for certain clerical staff the summer hours shall be from 7:30 am through 2:30 pm from Monday through Thursday and from 7:30 am through 11:30 am on Friday.
- B. Thirty (30) hours for teaching assistants, exclusive of one (1) hour per day for lunch.
- C. Forty (40) hours for custodial and maintenance personnel (one-half hour for lunch).

A standard work week shall be completed in five (5) consecutive days. However, employees working Tuesday through Saturday shall have a calendar made so that they enjoy the same total number of holidays as employees in the same classification working Monday through Friday.

The District shall have the right to change the starting and/or ending times of any existing shift for not more than six head II and/or III custodians and/or assistant head custodians by up to one and one-half hours. For all custodial and maintenance personnel hired on or after July 1, 2001, the District shall have the right to change the starting and/or ending times of any existing shift by a maximum of two (2) hours upon one calendar's day notice to the employee. Upon hiring, all new employees will be notified of the District's right to change the starting and/or ending time of his/her shift.

### Breaks

Custodial and maintenance employees, due to the nature of their jobs, shall be entitled to a break not in excess of fifteen (15) minutes in the first four (4) hours of the working day, and fifteen (15) minutes in the second four (4) hours of the working day.

Clerical employees shall be entitled to a break not in excess of fifteen (15) minutes in the morning.

The time of the break shall be determined by the employee's immediate supervisor, under general guide lines distributed by the Central Administration. The work break shall be calculated from the time the employee stops work to the time the employee starts work.

#### Dinner Hour

Full-time employees who are required to work continuously past their normally scheduled quitting time for a period of four (4) hours or more shall not have their allowed half-hour dinner time deducted. Employees working less than four (4) hours shall not be entitled to a dinner break.

#### Overtime

A. Overtime shall be paid for all hours above forty (40) per week for custodial employees, and for all hours above thirty-five (35) per week for clerical employees except teaching assistants, who are not entitled to earn overtime. Excused absences shall count as hours worked for purposes of computing overtime.

B. Every effort shall be made to distribute overtime equally among the custodial staff in each building. Maintenance employees overtime shall be assigned on the basis of the skill required for the assignment.

C. Overtime must have the prior written approval of the Building Principal or immediate supervisor for clerical employees and the Director of Facilities and the Executive Director of Operations for custodial and maintenance employees, within their respective areas.

### 8. PART-TIME EMPLOYEES: DEFINITIONS AND BENEFITS

A. Employees working more than one-half (1/2) normal workweek:

- 1) Shall receive their benefits pro-rated to portion of time normally worked.
- 2) Overtime shall begin after forty (40) hours of work for custodial and maintenance employees and after thirty-five (35) hours for clerical employees.

B. Persons working half-time:

- 1) Definition: Employees in this category work one-half of the normal workweek.

2) Benefits:

- a) Vacation shall be at the rate of ten (10) days after the employee has worked a complete fiscal year. For the first year, vacation shall accrue one day per month to a maximum of ten (10) days. Partial months shall not count.
- b) Employees may receive retirement benefits.
- c) Employees may receive Social Security benefits.
- d) Employees shall be eligible for pro-rated increments.
- e) Overtime pay shall begin after forty (40) hours of work for custodial and maintenance employees and thirty-five (35) hours for clerical employees.
- f) Employees shall receive payment for all holidays that fall within their appropriately adopted work calendar.
- g) Custodial employees shall receive two (2) complete uniforms and replacements when necessary.

C. Per diem employees:

Per diem hourly employees are employees who are paid only for the time worked: temporary employees; less than half-time employees seasonal and casual.

9. GENERAL CONDITIONS

A. All openings for positions within the unit shall be adequately publicized in every District building and facility. Adequate opportunity shall be given interested personnel (minimum one week) to file.

B. No person shall work above title for more than thirty (30) consecutive calendar days unless properly compensated retroactive to the first day.

C. If an employee is requested to use his/her own car for school business she/he shall be compensated at the current District rate.

D. A committee consisting of three members selected by the CSEA shall be included in the preparation of the non-teaching calendar by being consulted prior to its adoption by the Board.

E. Layoffs and Recall Rights.

1. Competitive Class. Layoff and rehiring rights shall be governed by Civil Service Law Section 80, 81, 82, 85, and 86 and the Rules and Regulations of the Nassau County Department of Civil Service.
2. Employees in All Other Civil Service Classes. Subject to applicable provisions of law, and provided the employee to be retained and/or rehired has the ability to perform the work assigned to him/her, layoff and rehire rights shall be governed by the following rules. Seniority shall be computed from the date of employment. The District shall maintain a district wide seniority list. If layoffs become necessary, employees will be laid off by seniority, with temporary employees being laid off first, then provisional, then contingent permanent, then probationary employees, and then permanent employees. Before hiring any new employees, the available work must first be offered in reverse order of layoff, to employees previously laid off, by sending written notice to the employee by registered or certified mail, return receipt requested, directing him/her to return to work in the department at the appropriate date and time, not fewer than seven (7) days from the date of the notice. Failure of the employee to report to work on the date and time specified will constitute an abandonment of the employee's recall rights and shall release the District from any further obligation to recall the employee.

F. All new employees shall be placed on hourly basis until the completion of the first four payroll periods. Such hourly rate shall be pro-rated from the hourly salary from the appropriate group and step. During this initial period the employee shall be entitled to no sick or personal days or holiday pay. Upon the completion of the initial period, employees who continue on staff will be reimbursed for any holidays occurring during their initial period. It will be the responsibility of the school principal to inform the Payroll Department in writing of any lost time for each of the first four (4) payroll periods.

G. Upon appointment and written request, a non-teaching employee shall be entitled to examine his/her official employment and personnel file(s). The employee will have the right to file a written answer to any material placed in his/her folder within ten days after that date.

H. Coverage under Social Security will begin on the effective date of membership in the New York State Employees' Retirement System or New York State Teachers' Retirement System, as appropriate. Employees may not be covered under Social Security unless they are in the retirement system. Upon joining the retirement system, Social Security coverage is mandatory.



I. No new titles are to be created within the District without notification to the C.S.E.A. of such District intention.

#### 10. SAFETY CONDITIONS

A. It shall be the duty of all personnel to see that all working conditions are safe from unnecessary hazards. Such situations which cannot be corrected by the employee should be reported to the immediate supervisor. The immediate supervisor will in turn report this condition in writing to the Director of School Facilities and Operations, with a copy to be sent to the Director of Business Operations, and to the building principal.

B. No employee may be required to operate a District-owned vehicle which is unsafe and has not passed the state inspection, or is not currently eligible to pass the state inspection. Employees will have the responsibility to notify supervisors of any defects that should be corrected, in order that the vehicle would be eligible to pass state inspection.

#### 11. EMERGENCY SCHOOL CLOSING

There are several types of emergency closures, including:

A. Closure for Instruction: This closure relates to the closing of school for instruction. All members of the unit are to be in attendance on all school business days. Clerical employees may be excused by the Superintendent or Superintendent's designee. For the purposes of this provision, clerical employees include A.V. helpers, teacher aides and special education aides and teaching assistants. An employee who is required to report but fails to do so, may apply for a personal day, which will be granted at the District's discretion, upon a showing of cause.

B. State of Emergency: declared by the Nassau County Executive and/or the Governor of New York, which is accompanied by a recommendation that cars do not travel. Employees who are required to report for work, and who work a regular full day during said state of emergency shall receive an additional vacation day for that year. If the employee does not work a full day, but works at least a half day, the employee shall receive an additional half vacation day for that year.

C. In the event of an emergency school closing, all previously approved vacation and/or personal days covering the period of the closing will be reccredited to the employee.

#### 12. WAGES

A. 1. Effective July 1, 2014, new salary schedules will be created by increasing each step of the 2013-14 salary schedules by 0%. Effective July 1, 2015, new salary schedules will be created by increasing each step of the 2014-15 salary schedules by 0%. Effective July 1, 2016, new salary schedules will be created by increasing the

2015-16 salary schedules by 1.5% . Effective July 1, 2017, new salary schedules will be created by increasing each step of the 2016-17 salary schedules by 1.5%. Effective July 1, 2018, new salary schedules will be created by increasing each step of the 2017-18 salary schedules by 1.5%. Effective July 1, 2019, new salary schedules will be created by increasing each step of the 2018-19 salary schedule by 1.5%.

2. There shall be three separate salary schedules for the clerical division, namely 12 months, 10 months and 200 days.

3. “Ten month”, “one-hundred and ninety-eight day”, and “two hundred day” employees shall have the option to be paid over twenty-one or twenty-six payroll periods, pursuant to the procedures established in Section III, Article I (H) in the Syosset Teachers’ Association collective bargaining agreement.

4. Longevity payments that set forth in the salary schedules shall be increased by the salary percentage increase for that applicable year.

5. There shall be a salary schedule for employees hired on or after July 1, 2017 with the same starting and ending salaries set forth in the existing salary schedule but with a 50% reduction in incremental value thereby creating a 27 step salary schedule.

6. Retroactive salary payments pursuant to this Agreement will only apply to those employees on staff as of January 1, 2017.

7. All unit members who are currently receiving direct deposit and all new hires shall receive direct deposit for the duration of their employment.

8. In the event there is an unscheduled school closing on a pay day, the District will make every reasonable effort to ensure that pay checks are distributed on the next calendar day.

9. Effective July 1, 2017, move senior library clerk from column “T” to column “U” on the salary schedule.

10. Effective July 1, 2017, move pool operator from column “C” to column “D” on the salary schedule.

B. Credit for prior experience outside the District may be granted upon recommendation of the Superintendent or designee at the time of initial appointment.

C. Salary increments may be withheld on the recommendation of the Superintendent or his/her designee for insufficiently meritorious service.

#### D. Increments

1) Employees hired between July 1 and January 31 will receive anniversary increments effective July 1.

2) Employees hired between February 1 and June 30 will receive anniversary increments effective February 1.

3) Whenever an employee with a February 1 anniversary increment date remains at his/her maximum salary step for seventeen (17) months or more, his/her increment date shall change to July 1. The anniversary date for longevity purposes shall remain February 1.

#### E. Groupings

Groupings are subject to approval of the Nassau County Civil Service Commission. If an employee's grouping is changed, the District guarantees that she/he will receive the same rate of pay as in the previous grouping, and would also be eligible to go to the same maximum she/he would be in his/her former group.

#### F. Promotion

The policy on promotions shall be that no employee receive less than two hundred fifty (\$250.00) dollars upon a promotion regardless of step position. Salary adjustments upon promotion or demotion, shall be made in compliance with the rules of the Nassau County Civil Service Commission.

### 13. VEHICULAR VANDALISM PROTECTION

With the submission of paid insurance claims for vandalized automobiles or other vehicles belonging to unit members which had been vandalized while parked on school property, the school district agrees to pay the deductible amount up to a maximum of \$200 per claim. Unit members shall be required to report incidents of such vandalism on the day of occurrence to school and police authorities.

### 14. RETIREMENT BENEFITS

A. In order to qualify for benefits after retirement an employee must have been employed on a full-time basis in the District for a minimum of 10 years.

B. The District shall provide life insurance for members of the unit who resign for purposes of retirement after ten full years of full-time service in the District in the amount of one-half (1/2) of the face amount of life insurance provided the employee on the last day of service. Such insurance shall be provided by the District only up to age sixty-five.

C. In order to qualify for retirement benefits under this agreement, an employee shall submit his or her resignation for the purpose of vesting or retiring not less than sixty calendar days before the effective date of resignation. In extraordinary circumstances, the time limits required by this paragraph may be waived by the Superintendent in his/her sole and unreviewable discretion, which shall not be grievable under Article 17. The granting of a waiver shall not be considered precedent with respect to any other waiver applications.

D. Staff members who have reached a minimum age of fifty and who have completed ten years of actual service in the District would be eligible at the time of retirement\* or when vesting for retirement\* from the District, for terminal pay based on an agreed annual amount of unused sick leave; total payment not to exceed \$6,000 for any staff member (\$7,000 in the case of an employee who has completed 25 years of service in the District). The standard to be used in computing the unused sick leave for purposes of retirement will be as follows:

1) The average number of sick leave days used by the bargaining unit will be computed for each year.

2) Each person will have his/her record for the last 10 years compared with the average. An employee may accumulate up to the difference between those days not used for sickness and the average number of days of absence for sickness 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 is seven in a given year, an individual who has been absent for only three days would be entitled to "bank" four days. If the person in question had been absent 11 days that year, he/she would be charged with a debit of four days for that particular year.

3) Any staff members who would otherwise be eligible to receive unused sick leave pay, but who do not have an accumulation of days equivalent to \$1,000 in value under the formula shall receive a minimum of \$1,000 in any event. Such employee, who has completed 20 years of service in the District, shall be entitled to receive a minimum of \$2,500. Such an employee who has completed 25 years of service in the District shall be entitled to receive a minimum of \$3,500.

4) The District shall continue to pay the full cost of employees' retirement under the 1/60th Retirement Plan, retroactive to 1938 under S75-E of the Employees' Retirement and Social Security Law (Chapter 1005, Laws of 1966). The District shall pay the full cost of employees' retirement under section 75-I of the Employees Retirement System for employees under Tiers 1 or 2 of the system.

5) Staff members who have completed a minimum of ten years of actual service in the District and who actually retire pursuant to the procedures of the New York State Employees Retirement System, shall be paid a service recognition payment of \$1,500 upon their resignation for the purposes of retirement.

6) All monies due an employee upon separation from the District's service shall be paid by the first paycheck following separation.

\* By formal application and acceptance by New York State Employees' Retirement System.

#### 15. SEPARABILITY

In the event any provision of this Agreement is, or shall at any time be, contrary to law, all other provisions of this Agreement shall continue in effect.

#### 16. TAYLOR LAW NOTICE

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.

#### 17. GRIEVANCE PROCEDURES

##### A. Declaration of Policy

In order to maintain harmonious and cooperative relationships between Civil Service employees, administrators and members of the District which will enhance the educational program of the District, it is hereby declared to be the purpose of these procedures to provide a means for orderly settlement of differences, promptly and fairly, as they arise and to assure equitable and proper treatment of Civil Service employees pursuant to established rules, regulations and policies of the District. The provisions of these procedures shall be liberally construed for the accomplishment of this purpose.

##### B. Definitions

For the purpose of these procedures, the following definitions shall apply:

1) Civil Service employee shall mean a unit member whose position requires certification by the Nassau County Civil Service Commission or any group of such employees.

2) Administrator shall mean any District employee responsible for or exercising any degree of supervision or authority over a Civil Service employee.

3) Chief Administrator shall mean the Superintendent of Schools.

4) Immediate Supervisor shall mean the supervisor to whom the Civil Service employee is directly responsible.

- A) For transportation employees the immediate supervisor shall be the Supervisor of Transportation.
- B) For District office employees the immediate supervisor shall be the Deputy Superintendent, Assistant Superintendent for Business, Assistant Superintendent for Pupil Personnel Services, Assistant to the Superintendent for Curriculum, Research & Support, Executive Director of Operations and Coordinator of Human Resources.
- c) For custodial and maintenance employees the immediate supervisor shall be the Executive Director of Operations.
- d) For school office employees the immediate supervisor shall be the Building Principal.
- e) For the District Instructional Materials Center, the immediate supervisor shall be the Executive Director of Operations.

5) Representative shall mean an elected officer of the Association, a lawyer or C.S.E.A. field representative designated by the employee as his/her counselor to act in his or her behalf.

6) Grievance shall mean any claimed violation, misinterpretation or inequitable application of any existing laws, rules, regulations, policies, procedures, administrative orders, or work rules of the District which relates to or involves working conditions, health, safety, physical facilities or equipment furnished to employees or supervision of employees; provided however, that such term shall not include employee salary schedules, retirement benefits, disciplinary proceedings or any matter which is otherwise reviewable pursuant to law or any rule or regulation having the force and effect of law.

### C. Basic Principles

1) It is the intent of these procedures to provide for the orderly settlement of differences in a fair and equitable manner. The resolution of a grievance at the earliest possible state is encouraged.

2) A Civil Service employee shall have the right to present grievances in accordance with these procedures, free from coercion, interference, restraint, discrimination or reprisal.

3) A Civil Service employee shall have the right to be represented at any stage of the procedures by a person or persons of his/her own choice.

4) Each party to a grievance shall have access at reasonable times, to all written statements and records pertaining to such case.

5) All hearings shall be confidential.

6) It shall be the responsibility of the Superintendent of Schools to take such steps as may be necessary to give force and effect to these procedures. Each administrator shall have the responsibility to consider promptly each grievance presented to him/her and make a determination within the authority delegated to him/her within the time specified in these procedures.

7) At the formal stages of these procedures, the Superintendent of Schools or the Deputy Superintendent for Personnel and Administration, may designate a person to act in his/her behalf if such designation is necessary, in order to comply with the time restrictions established in the procedures.

8) The function of these procedures is to assure equitable and proper treatment under the existing laws, rules, regulations and policies which relate to or affect the Civil Service employee in the performance of his/her assignment. They are not designed to be used for changing such rules or establishing new ones.

#### D. Procedures

1) Informal Stage - The aggrieved Civil Service employee shall orally present his/her grievance to his/her immediate supervisor within ten (10) calendar days after the employee knew or should have known of the act or condition on which the grievance is based. No grievance will be entertained and such grievance will be deemed waived unless the grievance is submitted within that time. The immediate supervisor shall orally and informally discuss the grievance with the aggrieved Civil Service employee. The immediate supervisor shall render his/her determination to the aggrieved Civil Service employee within five (5) work days after the grievance has been presented to him/her. If such grievance is not satisfactorily resolved at this stage, the aggrieved Civil Service employee may proceed to the formal stage.

#### 2) Formal Stage

- a) Within five (5) days after a determination has been made at the preceding informal stage, the aggrieved Civil Service employee may take a written request to the Superintendent of Schools or his/her designee for review and re-determination. No written grievance will be entertained and such grievance will be deemed waived unless the written grievance is submitted within ten (10) calendar days

after the employee knew or should have known of the act or condition on which the grievance is based. If the Superintendent of Schools designates a person to act in his/her behalf, he/she shall also delegate full authority to render a determination in his/her behalf.

- b) The Superintendent of Schools or his/her designee shall immediately notify the aggrieved Civil Service employee, immediate supervisor and any other administrator previously rendering a determination in the case to submit written statements to him/her within five (5) work days setting forth the specific nature of the grievance, the facts relating thereto, and the determination(s) previously rendered.
- c) If an informal hearing is requested in the written statements of either party pursuant to Paragraph (b) above, the Superintendent of Schools or his/her designee shall notify all parties concerned in the case of the time and place when such hearing will be held, where such parties may appear and present oral and written statements supplementing their position. Hearings at this stage shall be conducted, wherever feasible, during school hours. Such hearings shall be held within five (5) work days of receipt of the written statements pursuant to Paragraph (b).
- d) The Superintendent of Schools or his/her designee shall render his/her determination within ten (10) work days after the written statements pursuant to Paragraph (b) above have been presented to him/her.
- e) If the grievance is not satisfactorily resolved at this stage, the aggrieved Civil Service employee may proceed to request consideration by the Board of Education.

### 3) Board Stage

The aggrieved Civil Service employee may within five (5) work days of the final determination by the Superintendent of Schools, make a written request to the Board of Education for review and determination. All written statements and records of the case shall be submitted to the President of the Board of Education by the Superintendent of Schools. The Board of Education may hold a hearing to obtain further information regarding the case. The Board of Education shall render a final decision, where practicable, within ten (10) work days after receiving the request for review.



E. Amendments

These procedures may be amended at any time by the Board of Education after such proposed amendments have been published for the information and reaction by the Civil Service employees. At any time during the school year the Civil Service employees may submit proposed amendments to the Superintendent of Schools.

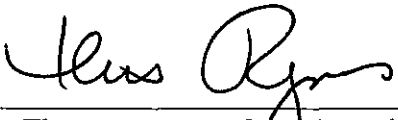
18. This agreement is the entire agreement between the parties with respect to the terms and conditions of employment of the District's employees represented by the Association. It may not be modified, amended or changed in any way except upon the written agreement of the parties.

C.S.E.A. - SYOSSET PUBLIC SCHOOL UNIT

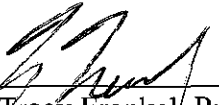
By:   
President

By:   
Labor Relations Specialist

SYOSSET CENTRAL SCHOOL DISTRICT

By:   
Dr. Thomas Rogers, Superintendent

BOARD OF EDUCATION OF THE SYOSSET  
CENTRAL SCHOOL DISTRICT

By:   
Tracy Frankel, President

# **CSEA 200-Day Salary Schedule**

**2014-2015**

	A/V Helper Clerk-Typist S	Census Taker Lab Asst/Aide Stenographer T	IT Aide I Illust Aide Sr Typ Clerk Account Clerk Sr Lib Clerk U	Sr Steno V	Prin Typ Clerk Pers Clerk Steno Sec'y W	Teacher Aide Y
1	\$26,121	\$28,728	\$30,982	\$35,197	\$36,392	\$27,455
2	\$27,733	\$30,344	\$32,591	\$36,372	\$38,003	\$29,075
3	\$29,459	\$32,078	\$34,316	\$37,626	\$39,732	\$30,804
4	\$31,331	\$33,942	\$36,178	\$38,987	\$41,606	\$32,676
5	\$33,199	\$35,806	\$38,043	\$40,850	\$43,471	\$34,535
6	\$35,059	\$37,684	\$39,916	\$42,719	\$45,333	\$36,409
7	\$36,742	\$39,538	\$41,784	\$44,587	\$47,196	\$38,272
8	\$38,607	\$41,410	\$43,650	\$46,268	\$49,063	\$40,137
9	\$40,667	\$43,460	\$45,706	\$48,323	\$51,122	\$42,193
10	\$43,287	\$46,079	\$48,323	\$50,932	\$53,738	\$44,812
11	\$45,888	\$48,690	\$50,932	\$53,545	\$56,351	\$47,420
12	\$48,510	\$51,312	\$53,545	\$56,170	\$58,969	\$50,036
13	\$51,122	\$53,915	\$56,170	\$58,775	\$61,573	\$52,655
14	\$53,358	\$56,159	\$58,398	\$61,013	\$63,819	\$54,893

Those employees on step 14 of the 2013-2014 salary schedule as of July 1, 2013 will receive an additional \$1,873 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

# **CSEA 200-Day Salary Schedule**

**2015-2016**

	A/V Helper Clerk-Typist S	Census Taker Lab Asst/Aide Stenographer T	IT Aide I Illust Aide Sr Typ Clerk Account Clerk Sr Lib Clerk U	Sr Steno V	Prin Typ Clerk Pers Clerk Steno Sec'y W	Teacher Aide Y
1	\$26,121	\$28,728	\$30,982	\$35,197	\$36,392	\$27,455
2	\$27,733	\$30,344	\$32,591	\$36,372	\$38,003	\$29,075
3	\$29,459	\$32,078	\$34,316	\$37,626	\$39,732	\$30,804
4	\$31,331	\$33,942	\$36,178	\$38,987	\$41,606	\$32,676
5	\$33,199	\$35,806	\$38,043	\$40,850	\$43,471	\$34,535
6	\$35,059	\$37,684	\$39,916	\$42,719	\$45,333	\$36,409
7	\$36,742	\$39,538	\$41,784	\$44,587	\$47,196	\$38,272
8	\$38,607	\$41,410	\$43,650	\$46,268	\$49,063	\$40,137
9	\$40,667	\$43,460	\$45,706	\$48,323	\$51,122	\$42,193
10	\$43,287	\$46,079	\$48,323	\$50,932	\$53,738	\$44,812
11	\$45,888	\$48,690	\$50,932	\$53,545	\$56,351	\$47,420
12	\$48,510	\$51,312	\$53,545	\$56,170	\$58,969	\$50,036
13	\$51,122	\$53,915	\$56,170	\$58,775	\$61,573	\$52,655
14	\$53,358	\$56,159	\$58,398	\$61,013	\$63,819	\$54,893

Those employees on step 14 of the 2014-2015 salary schedule as of July 1, 2014 will receive an additional \$1,873 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

# CSEA 200-Day Salary Schedule

2016-2017

	A/V Helper Clerk-Typist S	Census Taker Lab Asst/Aide Stenographer T	IT Aide I Illust Aide Sr Typ Clerk Account Clerk Sr Lib Clerk U	Sr Steno V	Prin Typ Clerk Pers Clerk Steno Sec'y W	Teacher Aide Y
1	26,513	29,159	31,447	35,725	36,938	27,867
2	28,149	30,799	33,080	36,918	38,573	29,511
3	29,901	32,559	34,831	38,190	40,328	31,266
4	31,801	34,451	36,721	39,572	42,230	33,166
5	33,697	36,343	38,614	41,463	44,123	35,053
6	35,585	38,249	40,515	43,360	46,013	36,955
7	37,293	40,131	42,411	45,256	47,904	38,846
8	39,186	42,031	44,305	46,962	49,799	40,739
9	41,277	44,112	46,392	49,048	51,889	42,826
10	43,936	46,770	49,048	51,696	54,544	45,484
11	46,576	49,420	51,696	54,348	57,196	48,131
12	49,238	52,082	54,348	57,013	59,854	50,787
13	51,889	54,724	57,013	59,657	62,497	53,445
14	54,158	57,001	59,274	61,928	64,776	55,716

Those employees on step 14 of the 2015-2016 salary schedule as of July 1, 2015 will receive an additional \$1,901 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

# **CSEA 200-Day Salary Schedule**

**2017-2018**  
**Hired prior to July 1, 2017**

	A/V Helper Clerk-Typist S	Census Taker Lab Asst/Aide Stenographer T	IT Aide I Illust Aide Sr Typ Clerk Account Clerk Sr Lib Clerk U	Sr Steno V	Prin Typ Clerk Pers Clerk Steno Sec'y W	Teacher Aide Y
1	\$26,911.00	\$29,596.00	\$31,919.00	\$36,261.00	\$37,492.00	\$28,285.00
2	\$28,571.00	\$31,261.00	\$33,576.00	\$37,472.00	\$39,152.00	\$29,954.00
3	\$30,350.00	\$33,047.00	\$35,353.00	\$38,763.00	\$40,933.00	\$31,735.00
4	\$32,278.00	\$34,968.00	\$37,272.00	\$40,166.00	\$42,863.00	\$33,663.00
5	\$34,202.00	\$36,888.00	\$39,193.00	\$42,085.00	\$44,785.00	\$35,579.00
6	\$36,119.00	\$38,823.00	\$41,123.00	\$44,010.00	\$46,703.00	\$37,509.00
7	\$37,852.00	\$40,733.00	\$43,047.00	\$45,935.00	\$48,623.00	\$39,429.00
8	\$39,774.00	\$42,661.00	\$44,970.00	\$47,666.00	\$50,546.00	\$41,350.00
9	\$41,896.00	\$44,774.00	\$47,088.00	\$49,784.00	\$52,667.00	\$43,468.00
10	\$44,595.00	\$47,472.00	\$49,784.00	\$52,471.00	\$55,362.00	\$46,166.00
11	\$47,275.00	\$50,161.00	\$52,471.00	\$55,163.00	\$58,054.00	\$48,853.00
12	\$49,977.00	\$52,863.00	\$55,163.00	\$57,868.00	\$60,752.00	\$51,549.00
13	\$52,667.00	\$55,545.00	\$57,868.00	\$60,552.00	\$63,434.00	\$54,247.00
14	\$54,970.00	\$57,856.00	\$60,163.00	\$62,857.00	\$65,748.00	\$56,552.00

Those employees on step 14 of the 2016-2017 salary schedule as of July 1, 2016 will receive an additional \$1,930 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

## CSEA 200-Day Salary Schedule

**2018-2019**

**Hired prior to July 1, 2017**

	AV Helper Clerk-Typist S	Census Taker Lab Asst/Aide Stenographer T	IT Aide I Illust Aide Sr Typ Clerk Account Clerk Sr Lib Clerk U	Sr Steno V	Prin Typ Clerk Pers Clerk Steno Sec'y W	Teacher Aide Y
1	\$27,315.00	\$30,040.00	\$32,398.00	\$36,805.00	\$38,054.00	\$28,709.00
2	\$29,000.00	\$31,730.00	\$34,080.00	\$38,034.00	\$39,739.00	\$30,403.00
3	\$30,805.00	\$33,543.00	\$35,883.00	\$39,344.00	\$41,547.00	\$32,211.00
4	\$32,762.00	\$35,493.00	\$37,831.00	\$40,768.00	\$43,506.00	\$34,168.00
5	\$34,715.00	\$37,441.00	\$39,781.00	\$42,716.00	\$45,457.00	\$36,113.00
6	\$36,661.00	\$39,405.00	\$41,740.00	\$44,670.00	\$47,404.00	\$38,072.00
7	\$38,420.00	\$41,344.00	\$43,693.00	\$46,624.00	\$49,352.00	\$40,020.00
8	\$40,371.00	\$43,301.00	\$45,645.00	\$48,381.00	\$51,304.00	\$41,970.00
9	\$42,524.00	\$45,446.00	\$47,794.00	\$50,531.00	\$53,457.00	\$44,120.00
10	\$45,264.00	\$48,184.00	\$50,531.00	\$53,258.00	\$56,192.00	\$46,858.00
11	\$47,984.00	\$50,913.00	\$53,258.00	\$55,990.00	\$58,925.00	\$49,586.00
12	\$50,727.00	\$53,656.00	\$55,990.00	\$58,736.00	\$61,663.00	\$52,322.00
13	\$53,457.00	\$56,378.00	\$58,736.00	\$61,460.00	\$64,386.00	\$55,061.00
14	\$55,795.00	\$58,724.00	\$61,065.00	\$63,800.00	\$66,734.00	\$57,400.00

Those employees on step 14 of the 2017-2018 salary schedule as of July 1, 2017 will receive an additional \$1,959 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

# **CSEA 200-Day Salary Schedule**

**2019-2020**

**Hired prior to July 1, 2017**

	AV Helper Clerk-Typist S	Census Taker Lab Asst/Aide Stenographer T	IT Aide I Illust Aide Sr Typ Clerk Account Clerk Sr Lib Clerk U	Sr Steno V	Prin Typ Clerk Pers Clerk Steno Sec'y W	Teacher Aide Y
1	\$27,725.00	\$30,491.00	\$32,884.00	\$37,357.00	\$38,625.00	\$29,140.00
2	\$29,435.00	\$32,206.00	\$34,591.00	\$38,605.00	\$40,335.00	\$30,859.00
3	\$31,267.00	\$34,046.00	\$36,421.00	\$39,934.00	\$42,170.00	\$32,694.00
4	\$33,253.00	\$36,025.00	\$38,398.00	\$41,380.00	\$44,159.00	\$34,681.00
5	\$35,236.00	\$38,003.00	\$40,378.00	\$43,357.00	\$46,139.00	\$36,655.00
6	\$37,211.00	\$39,996.00	\$42,366.00	\$45,340.00	\$48,115.00	\$38,643.00
7	\$38,996.00	\$41,964.00	\$44,348.00	\$47,323.00	\$50,092.00	\$40,620.00
8	\$40,977.00	\$43,951.00	\$46,330.00	\$49,107.00	\$52,074.00	\$42,600.00
9	\$43,162.00	\$46,128.00	\$48,511.00	\$51,289.00	\$54,259.00	\$44,782.00
10	\$45,943.00	\$48,907.00	\$51,289.00	\$54,057.00	\$57,035.00	\$47,561.00
11	\$48,704.00	\$51,677.00	\$54,057.00	\$56,830.00	\$59,809.00	\$50,330.00
12	\$51,488.00	\$54,461.00	\$56,830.00	\$59,617.00	\$62,588.00	\$53,107.00
13	\$54,259.00	\$57,224.00	\$59,617.00	\$62,382.00	\$65,352.00	\$55,887.00
14	\$56,632.00	\$59,605.00	\$61,981.00	\$64,757.00	\$67,735.00	\$58,261.00

Those employees on step 14 of the 2018-2019 salary schedule as of July 1, 2018 will receive an additional \$1,988 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

# CSEA 200-Day Salary Schedule

**2017-2018**  
**Hired on or after July 1, 2017**

	A/V Helper Clerk-Typist S	Census Taker Lab Asst/Aide Stenographer T	IT Aide I Illust Aide Sr Typ Clerk Account Clerk Sr Lib Clerk U	Sr Steno V	Prin Typ Clerk Pers Clerk Steno Sec'y W	Teacher Aide Y
1	\$26,911.00	\$29,596.00	\$31,919.00	\$36,261.00	\$37,492.00	\$28,285.00
2	\$27,741.00	\$30,429.00	\$32,748.00	\$36,867.00	\$38,322.00	\$29,120.00
3	\$28,571.00	\$31,261.00	\$33,576.00	\$37,472.00	\$39,152.00	\$29,954.00
4	\$29,461.00	\$32,154.00	\$34,465.00	\$38,118.00	\$40,043.00	\$30,845.00
5	\$30,350.00	\$33,047.00	\$35,353.00	\$38,763.00	\$40,933.00	\$31,735.00
6	\$31,314.00	\$34,008.00	\$36,313.00	\$39,465.00	\$41,898.00	\$32,699.00
7	\$32,278.00	\$34,968.00	\$37,272.00	\$40,166.00	\$42,863.00	\$33,663.00
8	\$33,240.00	\$35,928.00	\$38,233.00	\$41,126.00	\$43,824.00	\$34,621.00
9	\$34,202.00	\$36,888.00	\$39,193.00	\$42,085.00	\$44,785.00	\$35,579.00
10	\$35,161.00	\$37,856.00	\$40,158.00	\$43,048.00	\$45,744.00	\$36,544.00
11	\$36,119.00	\$38,823.00	\$41,123.00	\$44,010.00	\$46,703.00	\$37,509.00
12	\$36,986.00	\$39,778.00	\$42,085.00	\$44,973.00	\$47,663.00	\$38,469.00
13	\$37,852.00	\$40,733.00	\$43,047.00	\$45,935.00	\$48,623.00	\$39,429.00
14	\$38,813.00	\$41,697.00	\$44,009.00	\$46,801.00	\$49,585.00	\$40,390.00
15	\$39,774.00	\$42,661.00	\$44,970.00	\$47,666.00	\$50,546.00	\$41,350.00
16	\$40,835.00	\$43,718.00	\$46,029.00	\$48,725.00	\$51,607.00	\$42,409.00
17	\$41,896.00	\$44,774.00	\$47,088.00	\$49,784.00	\$52,667.00	\$43,468.00
18	\$43,246.00	\$46,123.00	\$48,436.00	\$51,128.00	\$54,015.00	\$44,817.00
19	\$44,595.00	\$47,472.00	\$49,784.00	\$52,471.00	\$55,362.00	\$46,166.00
20	\$45,935.00	\$48,817.00	\$51,128.00	\$53,817.00	\$56,708.00	\$47,510.00
21	\$47,275.00	\$50,161.00	\$52,471.00	\$55,163.00	\$58,054.00	\$48,853.00
22	\$48,626.00	\$51,512.00	\$53,817.00	\$56,516.00	\$59,403.00	\$50,201.00
23	\$49,977.00	\$52,863.00	\$55,163.00	\$57,868.00	\$60,752.00	\$51,549.00
24	\$51,322.00	\$54,204.00	\$56,516.00	\$59,210.00	\$62,093.00	\$52,898.00
25	\$52,667.00	\$55,545.00	\$57,868.00	\$60,552.00	\$63,434.00	\$54,247.00
26	\$53,819.00	\$56,701.00	\$59,016.00	\$61,705.00	\$64,591.00	\$55,400.00
27	\$54,970.00	\$57,856.00	\$60,163.00	\$62,857.00	\$65,748.00	\$56,552.00

Those employees on step 27 of the 2016-2017 salary schedule as of July 1, 2016 will receive an additional \$1,930 added to their step 27 salary. The additional amount over step 27 does not constitute a 28th step, nor an increment beyond the 27th step. Salaries are recognized to include this additional amount.



## CSEA 200-Day Salary Schedule

**2018-2019**  
**Hired on or after July 1, 2017**

	A/V Helper Clerk-Typist S	Census Taker Lab Asst/Aide Stenographer T	IT Aide I Illust Aide Sr Typ Clerk Account Clerk Sr Lib Clerk U	Sr Steno V	Prin Typ Clerk Pers Clerk Steno Sec'y W	Teacher Aide Y
1	\$27,315.00	\$30,040.00	\$32,398.00	\$36,805.00	\$38,054.00	\$28,709.00
2	\$28,157.00	\$30,885.00	\$33,239.00	\$37,420.00	\$38,897.00	\$29,557.00
3	\$29,000.00	\$31,730.00	\$34,080.00	\$38,034.00	\$39,739.00	\$30,403.00
4	\$29,903.00	\$32,636.00	\$34,982.00	\$38,690.00	\$40,644.00	\$31,308.00
5	\$30,805.00	\$33,543.00	\$35,883.00	\$39,344.00	\$41,547.00	\$32,211.00
6	\$31,784.00	\$34,518.00	\$36,858.00	\$40,057.00	\$42,526.00	\$33,189.00
7	\$32,762.00	\$35,493.00	\$37,831.00	\$40,768.00	\$43,506.00	\$34,168.00
8	\$33,739.00	\$36,467.00	\$38,806.00	\$41,743.00	\$44,481.00	\$35,140.00
9	\$34,715.00	\$37,441.00	\$39,781.00	\$42,716.00	\$45,457.00	\$36,113.00
10	\$35,688.00	\$38,424.00	\$40,760.00	\$43,694.00	\$46,430.00	\$37,092.00
11	\$36,661.00	\$39,405.00	\$41,740.00	\$44,670.00	\$47,404.00	\$38,072.00
12	\$37,541.00	\$40,375.00	\$42,716.00	\$45,648.00	\$48,378.00	\$39,046.00
13	\$38,420.00	\$41,344.00	\$43,693.00	\$46,624.00	\$49,352.00	\$40,020.00
14	\$39,395.00	\$42,322.00	\$44,669.00	\$47,503.00	\$50,329.00	\$40,996.00
15	\$40,371.00	\$43,301.00	\$45,645.00	\$48,381.00	\$51,304.00	\$41,970.00
16	\$41,448.00	\$44,374.00	\$46,719.00	\$49,456.00	\$52,381.00	\$43,045.00
17	\$42,524.00	\$45,446.00	\$47,794.00	\$50,531.00	\$53,457.00	\$44,120.00
18	\$43,895.00	\$46,815.00	\$49,163.00	\$51,895.00	\$54,825.00	\$45,489.00
19	\$45,264.00	\$48,184.00	\$50,531.00	\$53,258.00	\$56,192.00	\$46,858.00
20	\$46,624.00	\$49,549.00	\$51,895.00	\$54,624.00	\$57,559.00	\$48,223.00
21	\$47,984.00	\$50,913.00	\$53,258.00	\$55,990.00	\$58,925.00	\$49,586.00
22	\$49,355.00	\$52,285.00	\$54,624.00	\$57,364.00	\$60,294.00	\$50,954.00
23	\$50,727.00	\$53,656.00	\$55,990.00	\$58,736.00	\$61,663.00	\$52,322.00
24	\$52,092.00	\$55,017.00	\$57,364.00	\$60,098.00	\$63,024.00	\$53,691.00
25	\$53,457.00	\$56,378.00	\$58,736.00	\$61,460.00	\$64,386.00	\$55,061.00
26	\$54,626.00	\$57,552.00	\$59,901.00	\$62,631.00	\$65,560.00	\$56,231.00
27	\$55,795.00	\$58,724.00	\$61,065.00	\$63,800.00	\$66,734.00	\$57,400.00

Those employees on step 27 of the 2017-2018 salary schedule as of July 1, 2017 will receive an additional \$1,959 added to their step 27 salary. The additional amount over step 27 does not constitute a 28th step, nor an increment beyond the 27th step. Salaries are recognized to include this additional amount.

# CSEA 200-Day Salary Schedule

**2019-2020**  
**Hired on or after July 1, 2017**

	IT Aide I Bus Disp Illust Aide Sr Typ Clerk Account Clerk Sr Lib Clerk U	Census Taker Lab Asst/Aide Stenographer T	AV Helper Clerk-Typist S	Sr Steno V	Prin Typ Clerk Pers Clerk Steno Sec'y W	Teacher Aide Y
1	\$32,884.00	\$30,491.00	\$27,725.00	\$37,357.00	\$38,625.00	\$29,140.00
2	\$33,738.00	\$31,348.00	\$28,579.00	\$37,981.00	\$39,480.00	\$30,000.00
3	\$34,591.00	\$32,206.00	\$29,435.00	\$38,605.00	\$40,335.00	\$30,859.00
4	\$35,507.00	\$33,126.00	\$30,352.00	\$39,270.00	\$41,254.00	\$31,778.00
5	\$36,421.00	\$34,046.00	\$31,267.00	\$39,934.00	\$42,170.00	\$32,694.00
6	\$37,411.00	\$35,036.00	\$32,261.00	\$40,658.00	\$43,164.00	\$33,687.00
7	\$38,398.00	\$36,025.00	\$33,253.00	\$41,380.00	\$44,159.00	\$34,681.00
8	\$39,388.00	\$37,014.00	\$34,245.00	\$42,369.00	\$45,148.00	\$35,667.00
9	\$40,378.00	\$38,003.00	\$35,236.00	\$43,357.00	\$46,139.00	\$36,655.00
10	\$41,371.00	\$39,000.00	\$36,223.00	\$44,349.00	\$47,126.00	\$37,648.00
11	\$42,366.00	\$39,996.00	\$37,211.00	\$45,340.00	\$48,115.00	\$38,643.00
12	\$43,357.00	\$40,981.00	\$38,104.00	\$46,333.00	\$49,104.00	\$39,632.00
13	\$44,348.00	\$41,964.00	\$38,996.00	\$47,323.00	\$50,092.00	\$40,620.00
14	\$45,339.00	\$42,957.00	\$39,986.00	\$48,216.00	\$51,084.00	\$41,611.00
15	\$46,330.00	\$43,951.00	\$40,977.00	\$49,107.00	\$52,074.00	\$42,600.00
16	\$47,420.00	\$45,040.00	\$42,070.00	\$50,198.00	\$53,167.00	\$43,691.00
17	\$48,511.00	\$46,128.00	\$43,162.00	\$51,289.00	\$54,259.00	\$44,782.00
18	\$49,900.00	\$47,517.00	\$44,553.00	\$52,673.00	\$55,647.00	\$46,171.00
19	\$51,289.00	\$48,907.00	\$45,943.00	\$54,057.00	\$57,035.00	\$47,561.00
20	\$52,673.00	\$50,292.00	\$47,323.00	\$55,443.00	\$58,422.00	\$48,946.00
21	\$54,057.00	\$51,677.00	\$48,704.00	\$56,830.00	\$59,809.00	\$50,330.00
22	\$55,443.00	\$53,069.00	\$50,095.00	\$58,224.00	\$61,198.00	\$51,718.00
23	\$56,830.00	\$54,461.00	\$51,488.00	\$59,617.00	\$62,588.00	\$53,107.00
24	\$58,224.00	\$55,842.00	\$52,873.00	\$60,999.00	\$63,969.00	\$54,496.00
25	\$59,617.00	\$57,224.00	\$54,259.00	\$62,382.00	\$65,352.00	\$55,887.00
26	\$60,800.00	\$58,415.00	\$55,445.00	\$63,570.00	\$66,543.00	\$57,074.00
27	\$61,981.00	\$59,605.00	\$56,632.00	\$64,757.00	\$67,735.00	\$58,261.00

Those employees on step 27 of the 2018-2019 salary schedule as of July 1, 2018 will receive an additional \$1,988 added to their step 27 salary. The additional amount over step 27 does not constitute a 28th step, nor an increment beyond the 28th step. Salaries are recognized to include this additional amount.

## CSEA Twelve Month Salary Schedule

**2014-2015**

			IT Aide I					
			Bus Disp					
	Clerk	Census Taker	Illust Aide		Prin Typist Clerk			
	AV Helper	Lab Asst/Aide	Sr Typ Clerk		Pers Clerk	IT Aide II	Buyer	Sr Dup Mach Op
	Teacher Aide	Stenographer	Account Clerk		Steno Sec'y	Sr Pers Clrk	Purch Agent	Prin Pers Clerk
							Princ Acct Clerk	
	Clerk-Typist	Dup Mach Aide	Sr Lib Clerk	Sr Steno	Dup Mach Op	Sr Acct Clerk		Sec'y to Supt
Step	K	L	M	N	O	P	X	Q
1	\$30,939	\$34,080	\$36,766	\$40,129	\$43,262	\$45,057	\$47,723	\$48,641
2	\$32,877	\$36,015	\$38,699	\$42,066	\$45,201	\$46,992	\$49,658	\$50,576
3	\$34,955	\$38,090	\$40,781	\$44,138	\$47,280	\$49,063	\$51,729	\$52,650
4	\$37,191	\$40,330	\$43,022	\$46,378	\$49,514	\$51,314	\$53,981	\$54,893
5	\$39,436	\$42,570	\$45,267	\$48,617	\$51,757	\$53,545	\$56,208	\$57,137
6	\$41,680	\$44,811	\$47,501	\$50,858	\$53,999	\$55,788	\$58,452	\$59,376
7	\$43,693	\$47,052	\$49,738	\$53,106	\$56,233	\$58,032	\$60,700	\$61,619
8	\$45,929	\$49,295	\$51,982	\$55,343	\$58,481	\$60,273	\$62,930	\$63,854
9	\$48,394	\$51,757	\$54,444	\$57,582	\$60,943	\$62,734	\$65,397	\$66,320
10	\$51,530	\$54,893	\$57,582	\$60,715	\$64,083	\$65,870	\$68,534	\$69,457
11	\$54,672	\$58,032	\$60,644	\$63,854	\$67,214	\$69,006	\$71,673	\$72,594
12	\$57,802	\$61,170	\$63,854	\$66,990	\$70,355	\$72,149	\$74,809	\$75,731
13	\$60,943	\$64,305	\$66,990	\$70,127	\$73,496	\$75,280	\$77,944	\$78,866
14	\$63,636	\$66,990	\$69,684	\$72,821	\$76,178	\$77,966	\$80,633	\$81,560

Those employees on step 14 of the 2013-2014 salary schedule as of July 1, 2013 will receive an additional \$2,243 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

## CSEA Twelve Month Salary Schedule

**2015-2016**

	Clerk A/V Helper Teacher Aide Clerk-Typist K	Census Taker Lab Asst/Aide Stenographer Dup Mach Aide L	IT Aide I Bus Disp Illust Aide Sr Typ Clerk Account Clerk Sr Lib Clerk M	Sr Steno N	Prin Typ Clerk Pers Clerk Steno Sec'y Dup Mach Op O	IT Aide II Sr Pers Clerk Sr Acct Clerk P	Buyer Purch Agent Prin Acct Clerk X	Sr Dup Mach Op Prin Pers Clerk Sec't to Supt Q
1	\$30,939	\$34,080	\$36,766	\$40,129	\$43,262	\$45,057	\$47,723	\$48,641
2	\$32,877	\$36,015	\$38,699	\$42,066	\$45,201	\$46,992	\$49,658	\$50,576
3	\$34,955	\$38,090	\$40,781	\$44,138	\$47,280	\$49,063	\$51,729	\$52,650
4	\$37,191	\$40,330	\$43,022	\$46,378	\$49,514	\$51,314	\$53,981	\$54,893
5	\$39,436	\$42,570	\$45,267	\$48,617	\$51,757	\$53,545	\$56,208	\$57,137
6	\$41,680	\$44,811	\$47,501	\$50,858	\$53,999	\$55,788	\$58,452	\$59,376
7	\$43,693	\$47,052	\$49,738	\$53,106	\$56,233	\$58,032	\$60,700	\$61,619
8	\$45,929	\$49,295	\$51,982	\$55,343	\$58,481	\$60,273	\$62,930	\$63,854
9	\$48,394	\$51,757	\$54,444	\$57,582	\$60,943	\$62,734	\$65,397	\$66,320
10	\$51,530	\$54,893	\$57,582	\$60,715	\$64,083	\$65,870	\$68,534	\$69,457
11	\$54,672	\$58,032	\$60,644	\$63,854	\$67,214	\$69,006	\$71,673	\$72,594
12	\$57,802	\$61,170	\$63,854	\$66,990	\$70,355	\$72,149	\$74,809	\$75,731
13	\$60,943	\$64,305	\$66,990	\$70,127	\$73,496	\$75,280	\$77,944	\$78,866
14	\$63,636	\$66,990	\$69,684	\$72,821	\$76,178	\$77,966	\$80,633	\$81,560

Those employees on step 14 of the 2014-2015 salary schedule as of July 1, 2014 will receive an additional \$2,243 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

## CSEA Twelve Month Salary Schedule

**2016-2017**

	Clerk A/V Helper Teacher Aide Clerk-Typist K	Census Taker Lab Asst/Aide Stenographer Dup Mach Aide L	IT Aide I Bus Disp Illust Aide Sr Typ Clerk Account Clerk Sr Lib Clerk M	Sr Steno N	Prin Typ Clerk Pers Clerk Steno Sec'y Dup Mach Op O	IT Aide II Sr Pers Clerk Sr Acct Clerk P	Buyer Purch Agent Prin Acct Clerk X	Sr Dup Mach Op Prin Pers Clerk Sect't to Supt Q
1	\$31,403	\$34,591	\$37,317	\$40,731	\$43,911	\$45,733	\$48,439	\$49,370
2	\$33,370	\$36,555	\$39,279	\$42,697	\$45,879	\$47,697	\$50,403	\$51,335
3	\$35,479	\$38,662	\$41,392	\$44,800	\$47,990	\$49,799	\$52,505	\$53,440
4	\$37,749	\$40,935	\$43,667	\$47,074	\$50,257	\$52,084	\$54,791	\$55,716
5	\$40,028	\$43,209	\$45,946	\$49,346	\$52,534	\$54,348	\$57,051	\$57,994
6	\$42,305	\$45,483	\$48,213	\$51,621	\$54,809	\$56,624	\$59,329	\$60,267
7	\$44,349	\$47,757	\$50,484	\$53,903	\$57,077	\$58,902	\$61,611	\$62,544
8	\$46,618	\$50,034	\$52,762	\$56,173	\$59,358	\$61,177	\$63,874	\$64,812
9	\$49,119	\$52,534	\$55,260	\$58,445	\$61,858	\$63,675	\$66,378	\$67,315
10	\$52,303	\$55,716	\$58,445	\$61,625	\$65,044	\$66,858	\$69,562	\$70,499
11	\$55,492	\$58,902	\$61,554	\$64,812	\$68,222	\$70,041	\$72,748	\$73,683
12	\$58,669	\$62,088	\$64,812	\$67,995	\$71,410	\$73,232	\$75,931	\$76,867
13	\$61,858	\$65,270	\$67,995	\$71,179	\$74,598	\$76,409	\$79,113	\$80,049
14	\$64,590	\$67,995	\$70,729	\$73,913	\$77,321	\$79,135	\$81,843	\$82,783

Those employees on step 14 of the 2015-2016 salary schedule as of July 1, 2015 will receive an additional \$2,277 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

# CSEA Twelve Month Salary Schedule

**2017-2018**  
**Hired prior to July 1, 2017**

	Clerk A/V Helper Teacher Aide Clerk-Typist K	Census Taker Lab Asst/Aide Stenographer Dup Mach Aide L	IT Aide I Bus Disp Illust Aide Sr Typ Clerk Account Clerk Sr Lib Clerk M	Sr Steno N	Prin Typ Clerk Pers Clerk Steno Sec'y Dup Mach Op O	IT Aide II Sr Pers Clerk Sr Acct Clerk P	Buyer Purch Agent Prin Acct Clerk X	Sr Dup Mach Op Prin Pers Clerk Sec't to Supt Q
1	\$31,874.00	\$35,110.00	\$37,877.00	\$41,342.00	\$44,570.00	\$46,419.00	\$49,166.00	\$50,112.00
2	\$33,871.00	\$37,103.00	\$39,868.00	\$43,337.00	\$46,567.00	\$48,412.00	\$51,159.00	\$52,105.00
3	\$36,011.00	\$39,241.00	\$42,014.00	\$45,472.00	\$48,709.00	\$50,546.00	\$53,293.00	\$54,242.00
4	\$38,315.00	\$41,549.00	\$44,322.00	\$47,780.00	\$51,011.00	\$52,865.00	\$55,613.00	\$56,552.00
5	\$40,628.00	\$43,857.00	\$46,635.00	\$50,086.00	\$53,321.00	\$55,163.00	\$57,907.00	\$58,864.00
6	\$42,940.00	\$46,165.00	\$48,937.00	\$52,395.00	\$55,631.00	\$57,474.00	\$60,219.00	\$61,171.00
7	\$45,013.00	\$48,474.00	\$51,241.00	\$54,712.00	\$57,932.00	\$59,786.00	\$62,535.00	\$63,481.00
8	\$47,317.00	\$50,785.00	\$53,553.00	\$57,016.00	\$60,248.00	\$62,095.00	\$64,832.00	\$65,784.00
9	\$49,857.00	\$53,321.00	\$56,090.00	\$59,323.00	\$62,785.00	\$64,630.00	\$67,374.00	\$68,325.00
10	\$53,088.00	\$56,552.00	\$59,323.00	\$62,550.00	\$66,020.00	\$67,861.00	\$70,605.00	\$71,556.00
11	\$56,324.00	\$59,786.00	\$62,477.00	\$65,784.00	\$69,245.00	\$71,092.00	\$73,839.00	\$74,788.00
12	\$59,549.00	\$63,019.00	\$65,784.00	\$69,015.00	\$72,481.00	\$74,329.00	\$77,070.00	\$78,020.00
13	\$62,785.00	\$66,249.00	\$69,015.00	\$72,247.00	\$75,717.00	\$77,555.00	\$80,300.00	\$81,250.00
14	\$65,560.00	\$69,015.00	\$71,790.00	\$75,022.00	\$78,481.00	\$80,322.00	\$83,070.00	\$84,025.00

Those employees on step 14 of the 2016-2017 salary schedule as of July 1, 2016 will receive an additional \$2,311 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

# CSEA Twelve Month Salary Schedule

2018-2019

Hired prior to July 1, 2017

	Clerk A/V Helper Teacher Aide Clerk-Typist K	Census Taker Lab Asst/Aide Stenographer Dup Mach Aide L	IT Aide I Bus Disp Illust Aide Sr Typ Clerk Account Clerk Sr Lib Clerk M	Sr Steno N	Prin Typ Clerk Pers Clerk Steno Sec'y Dup Mach Op O	IT Aide II Sr Pers Clerk Sr Acct Clerk P	Buyer Purch Agent Prin Acct Clerk X	Sr Dup Mach Op Prin Perso Clerk Sec't to Supt Q
1	\$32,352.00	\$35,637.00	\$38,445.00	\$41,962.00	\$45,239.00	\$47,115.00	\$49,903.00	\$50,864.00
2	\$34,379.00	\$37,660.00	\$40,466.00	\$43,987.00	\$47,266.00	\$49,138.00	\$51,926.00	\$52,887.00
3	\$36,551.00	\$39,830.00	\$42,644.00	\$46,154.00	\$49,440.00	\$51,304.00	\$54,092.00	\$55,056.00
4	\$38,890.00	\$42,172.00	\$44,987.00	\$48,497.00	\$51,776.00	\$53,658.00	\$56,447.00	\$57,400.00
5	\$41,237.00	\$44,515.00	\$47,335.00	\$50,837.00	\$54,121.00	\$55,990.00	\$58,776.00	\$59,747.00
6	\$43,584.00	\$46,857.00	\$49,671.00	\$53,181.00	\$56,465.00	\$58,336.00	\$61,122.00	\$62,089.00
7	\$45,688.00	\$49,201.00	\$52,010.00	\$55,533.00	\$58,801.00	\$60,683.00	\$63,473.00	\$64,433.00
8	\$48,027.00	\$51,547.00	\$54,356.00	\$57,871.00	\$61,152.00	\$63,026.00	\$65,804.00	\$66,771.00
9	\$50,605.00	\$54,121.00	\$56,931.00	\$60,213.00	\$63,727.00	\$65,599.00	\$68,385.00	\$69,350.00
10	\$53,884.00	\$57,400.00	\$60,213.00	\$63,488.00	\$67,010.00	\$68,879.00	\$71,664.00	\$72,629.00
11	\$57,169.00	\$60,683.00	\$63,414.00	\$66,771.00	\$70,284.00	\$72,158.00	\$74,947.00	\$75,910.00
12	\$60,442.00	\$63,964.00	\$66,771.00	\$70,050.00	\$73,568.00	\$75,444.00	\$78,226.00	\$79,190.00
13	\$63,727.00	\$67,243.00	\$70,050.00	\$73,331.00	\$76,853.00	\$78,718.00	\$81,505.00	\$82,469.00
14	\$66,543.00	\$70,050.00	\$72,867.00	\$76,147.00	\$79,658.00	\$81,527.00	\$84,316.00	\$85,285.00

Those employees on step 14 of the 2017-2018 salary schedule as of July 1, 2017 will receive an additional \$2,346 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

## CSEA Twelve Month Salary Schedule

**2019-2020**  
**Hired prior to July 1, 2017**

	Clerk A/V Helper Teacher Aide Clerk-Typist K	Census Taker Lab Asst/Aide Stenographer Dup Mach Aide L	IT Aide I Bus Disp Illust Aide Sr Typ Clerk Account Clerk Sr Lib Clerk M	Sr Steno N	Prin Typ Clerk Pers Clerk Steno Sec'y Dup Mach Op O	IT Aide II Sr Pers Clerk Sr Acct Clerk P	Buyer Purch Agent Prin Acct Clerk X	Sr Dup Mach Op Prin Perso Clerk Sec't to Supt Q
1	\$32,837.00	\$36,172.00	\$39,022.00	\$42,591.00	\$45,918.00	\$47,822.00	\$50,652.00	\$51,627.00
2	\$34,895.00	\$38,225.00	\$41,073.00	\$44,647.00	\$47,975.00	\$49,875.00	\$52,705.00	\$53,680.00
3	\$37,099.00	\$40,427.00	\$43,284.00	\$46,846.00	\$50,182.00	\$52,074.00	\$54,903.00	\$55,882.00
4	\$39,473.00	\$42,805.00	\$45,662.00	\$49,224.00	\$52,553.00	\$54,463.00	\$57,294.00	\$58,261.00
5	\$41,856.00	\$45,183.00	\$48,045.00	\$51,600.00	\$54,933.00	\$56,830.00	\$59,658.00	\$60,643.00
6	\$44,238.00	\$47,560.00	\$50,416.00	\$53,979.00	\$57,312.00	\$59,211.00	\$62,039.00	\$63,020.00
7	\$46,373.00	\$49,939.00	\$52,790.00	\$56,366.00	\$59,683.00	\$61,593.00	\$64,425.00	\$65,399.00
8	\$48,747.00	\$52,320.00	\$55,171.00	\$58,739.00	\$62,069.00	\$63,971.00	\$66,791.00	\$67,773.00
9	\$51,364.00	\$54,933.00	\$57,785.00	\$61,116.00	\$64,683.00	\$66,583.00	\$69,411.00	\$70,390.00
10	\$54,692.00	\$58,261.00	\$61,116.00	\$64,440.00	\$68,015.00	\$69,912.00	\$72,739.00	\$73,718.00
11	\$58,027.00	\$61,593.00	\$64,365.00	\$67,773.00	\$71,338.00	\$73,240.00	\$76,071.00	\$77,049.00
12	\$61,349.00	\$64,923.00	\$67,773.00	\$71,101.00	\$74,672.00	\$76,576.00	\$79,399.00	\$80,378.00
13	\$64,683.00	\$68,252.00	\$71,101.00	\$74,431.00	\$78,006.00	\$79,899.00	\$82,728.00	\$83,706.00
14	\$67,541.00	\$71,101.00	\$73,960.00	\$77,289.00	\$80,853.00	\$82,750.00	\$85,581.00	\$86,564.00

Those employees on step 14 of the 2018-2019 salary schedule as of July 1, 2018 will receive an additional \$2,381 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.



# CSEA Twelve Month Salary Schedule

**2017-2018**  
**Hired on or after July 1, 2017**

	A/V Helper Teacher Aide Clerk-Typist K	Census Taker Lab Asst/Aide Stenographer L	IT Aide I Bus Disp Illust Aide Sr Typ Clerk Account Clerk Sr Lib Clerk M	Sr Steno N	Prin Typ Clerk Pers Clerk Steno Sec'y Dup Mach Op O	IT Aide II Sr Pers Clerk Sr Acct Clerk P	Buyer Purch Agent Prin Acct Clerk X	Sr Dup Mach Op Prin Pers Clerk Q
1	\$31,874.00	\$35,110.00	\$37,877.00	\$41,342.00	\$44,570.00	\$46,419.00	\$49,166.00	\$50,112.00
2	\$32,873.00	\$36,107.00	\$38,873.00	\$42,340.00	\$45,569.00	\$47,416.00	\$50,163.00	\$51,109.00
3	\$33,871.00	\$37,103.00	\$39,868.00	\$43,337.00	\$46,567.00	\$48,412.00	\$51,159.00	\$52,105.00
4	\$34,941.00	\$38,172.00	\$40,941.00	\$44,405.00	\$47,638.00	\$49,479.00	\$52,226.00	\$53,174.00
5	\$36,011.00	\$39,241.00	\$42,014.00	\$45,472.00	\$48,709.00	\$50,546.00	\$53,293.00	\$54,242.00
6	\$37,163.00	\$40,395.00	\$43,168.00	\$46,626.00	\$49,860.00	\$51,706.00	\$54,453.00	\$55,397.00
7	\$38,315.00	\$41,549.00	\$44,322.00	\$47,780.00	\$51,011.00	\$52,865.00	\$55,613.00	\$56,552.00
8	\$39,472.00	\$42,703.00	\$45,479.00	\$48,933.00	\$52,166.00	\$54,014.00	\$56,760.00	\$57,708.00
9	\$40,628.00	\$43,857.00	\$46,635.00	\$50,086.00	\$53,321.00	\$55,163.00	\$57,907.00	\$58,864.00
10	\$41,784.00	\$45,011.00	\$47,786.00	\$51,241.00	\$54,476.00	\$56,319.00	\$59,063.00	\$60,018.00
11	\$42,940.00	\$46,165.00	\$48,937.00	\$52,395.00	\$55,631.00	\$57,474.00	\$60,219.00	\$61,171.00
12	\$43,977.00	\$47,320.00	\$50,089.00	\$53,554.00	\$56,782.00	\$58,630.00	\$61,377.00	\$62,326.00
13	\$45,013.00	\$48,474.00	\$51,241.00	\$54,712.00	\$57,932.00	\$59,786.00	\$62,535.00	\$63,481.00
14	\$46,165.00	\$49,630.00	\$52,397.00	\$55,864.00	\$59,090.00	\$60,941.00	\$63,684.00	\$64,633.00
15	\$47,317.00	\$50,785.00	\$53,553.00	\$57,016.00	\$60,248.00	\$62,095.00	\$64,832.00	\$65,784.00
16	\$48,587.00	\$52,053.00	\$54,822.00	\$58,170.00	\$61,517.00	\$63,363.00	\$66,103.00	\$67,055.00
17	\$49,857.00	\$53,321.00	\$56,090.00	\$59,323.00	\$62,785.00	\$64,630.00	\$67,374.00	\$68,325.00
18	\$51,473.00	\$54,937.00	\$57,707.00	\$60,937.00	\$64,403.00	\$66,246.00	\$68,990.00	\$69,941.00
19	\$53,088.00	\$56,552.00	\$59,323.00	\$62,550.00	\$66,020.00	\$67,861.00	\$70,605.00	\$71,556.00
20	\$54,706.00	\$58,169.00	\$60,900.00	\$64,167.00	\$67,633.00	\$69,477.00	\$72,222.00	\$73,172.00
21	\$56,324.00	\$59,786.00	\$62,477.00	\$65,784.00	\$69,245.00	\$71,092.00	\$73,839.00	\$74,788.00
22	\$57,937.00	\$61,403.00	\$64,131.00	\$67,400.00	\$70,863.00	\$72,711.00	\$75,455.00	\$76,404.00
23	\$59,549.00	\$63,019.00	\$65,784.00	\$69,015.00	\$72,481.00	\$74,329.00	\$77,070.00	\$78,020.00
24	\$61,167.00	\$64,634.00	\$67,400.00	\$70,631.00	\$74,099.00	\$75,942.00	\$78,685.00	\$79,635.00
25	\$62,785.00	\$66,249.00	\$69,015.00	\$72,247.00	\$75,717.00	\$77,555.00	\$80,300.00	\$81,250.00
26	\$64,173.00	\$67,632.00	\$70,403.00	\$73,635.00	\$77,099.00	\$78,939.00	\$81,685.00	\$82,638.00
27	\$65,560.00	\$69,015.00	\$71,790.00	\$75,022.00	\$78,481.00	\$80,322.00	\$83,070.00	\$84,025.00

Those employees on step 27 of the 2016-2017 salary schedule as of July 1, 2016 will receive an additional \$2,311 added to their step 27 salary. The additional amount over step 27 does not constitute a 28th step, nor an increment beyond the 27th step. Salaries are recognized to include this additional amount.

## CSEA Twelve Month Salary Schedule

**2018-2019**

**Hired on or after July 1, 2017**

	AAV Helper Teacher Aide Clerk-Typist K	Census Taker Lab Asst/Aide Stenographer L	IT Aide I Bus Disp Illust Aide Sr Typ Clerk Account Clerk Sr Lib Clerk M	Sr Steno N	Prin Typ Clerk Pers Clerk Steno Sec'y Dup Mach Op O	IT Aide II Sr Pers Clerk Sr Acct Clerk P	Buyer Purch Agent Prin Acct Clerk X	Sr Dup Mach Op Prin Pers Clerk Q
1	\$32,352.00	\$35,637.00	\$38,445.00	\$41,962.00	\$45,239.00	\$47,115.00	\$49,903.00	\$50,864.00
2	\$33,366.00	\$36,649.00	\$39,456.00	\$42,975.00	\$46,253.00	\$48,127.00	\$50,915.00	\$51,876.00
3	\$34,379.00	\$37,660.00	\$40,466.00	\$43,987.00	\$47,266.00	\$49,138.00	\$51,926.00	\$52,887.00
4	\$35,465.00	\$38,745.00	\$41,555.00	\$45,071.00	\$48,353.00	\$50,221.00	\$53,009.00	\$53,972.00
5	\$36,551.00	\$39,830.00	\$42,644.00	\$46,154.00	\$49,440.00	\$51,304.00	\$54,092.00	\$55,056.00
6	\$37,720.00	\$41,001.00	\$43,816.00	\$47,325.00	\$50,608.00	\$52,482.00	\$55,270.00	\$56,228.00
7	\$38,890.00	\$42,172.00	\$44,987.00	\$48,497.00	\$51,776.00	\$53,658.00	\$56,447.00	\$57,400.00
8	\$40,064.00	\$43,344.00	\$46,161.00	\$49,667.00	\$52,948.00	\$54,824.00	\$57,611.00	\$58,574.00
9	\$41,237.00	\$44,515.00	\$47,335.00	\$50,837.00	\$54,121.00	\$55,990.00	\$58,776.00	\$59,747.00
10	\$42,411.00	\$45,686.00	\$48,503.00	\$52,010.00	\$55,293.00	\$57,164.00	\$59,949.00	\$60,918.00
11	\$43,584.00	\$46,857.00	\$49,671.00	\$53,181.00	\$56,465.00	\$58,336.00	\$61,122.00	\$62,089.00
12	\$44,637.00	\$48,030.00	\$50,840.00	\$54,357.00	\$57,634.00	\$59,509.00	\$62,298.00	\$63,261.00
13	\$45,688.00	\$49,201.00	\$52,010.00	\$55,533.00	\$58,801.00	\$60,683.00	\$63,473.00	\$64,433.00
14	\$46,857.00	\$50,374.00	\$53,183.00	\$56,702.00	\$59,976.00	\$61,855.00	\$64,639.00	\$65,602.00
15	\$48,027.00	\$51,547.00	\$54,356.00	\$57,871.00	\$61,152.00	\$63,026.00	\$65,804.00	\$66,771.00
16	\$49,316.00	\$52,834.00	\$55,644.00	\$59,043.00	\$62,440.00	\$64,313.00	\$67,095.00	\$68,061.00
17	\$50,605.00	\$54,121.00	\$56,931.00	\$60,213.00	\$63,727.00	\$65,599.00	\$68,385.00	\$69,350.00
18	\$52,245.00	\$55,761.00	\$58,573.00	\$61,851.00	\$65,369.00	\$67,240.00	\$70,025.00	\$70,990.00
19	\$53,884.00	\$57,400.00	\$60,213.00	\$63,488.00	\$67,010.00	\$68,879.00	\$71,664.00	\$72,629.00
20	\$55,527.00	\$59,042.00	\$61,814.00	\$65,130.00	\$68,647.00	\$70,519.00	\$73,305.00	\$74,270.00
21	\$57,169.00	\$60,683.00	\$63,414.00	\$66,771.00	\$70,284.00	\$72,158.00	\$74,947.00	\$75,910.00
22	\$58,806.00	\$62,324.00	\$65,093.00	\$68,411.00	\$71,926.00	\$73,802.00	\$76,587.00	\$77,550.00
23	\$60,442.00	\$63,964.00	\$66,771.00	\$70,050.00	\$73,568.00	\$75,444.00	\$78,226.00	\$79,190.00
24	\$62,085.00	\$65,604.00	\$68,411.00	\$71,690.00	\$75,210.00	\$77,081.00	\$79,865.00	\$80,830.00
25	\$63,727.00	\$67,243.00	\$70,050.00	\$73,331.00	\$76,853.00	\$78,718.00	\$81,505.00	\$82,469.00
26	\$65,136.00	\$68,646.00	\$71,459.00	\$74,740.00	\$78,255.00	\$80,123.00	\$82,910.00	\$83,878.00
27	\$66,543.00	\$70,050.00	\$72,867.00	\$76,147.00	\$79,658.00	\$81,527.00	\$84,316.00	\$85,285.00

Those employees on step 27 of the 2017-2018 salary schedule as of July 1, 2017 will receive an additional \$2,346 added to their step 27 salary. The additional amount over step 27 does not constitute a 28th step, nor an increment beyond the 27th step. Salaries are recognized to include this additional amount.

# CSEA Twelve Month Salary Schedule

**2019-2020**  
**Hired on or after July 1, 2017**

	AV Helper Teacher Aide Clerk-Typist K	Census Taker Lab Asst/Aide Stenographer L	IT Aide I Bus Disp Illust Aide Sr Typ Clerk Account Clerk Sr Lib Clerk M	Sr Steno N	Prin Typ Clerk Pers Clerk Steno Sec'y Dup Mach Op O	IT Aide II Sr Pers Clerk Sr Acct Clerk P	Buyer Purch Agent Prin Acct Clerk X	Sr Dup Mach Op Prin Pers Clerk Q
1	\$32,837.00	\$36,172.00	\$39,022.00	\$42,591.00	\$45,918.00	\$47,822.00	\$50,652.00	\$51,627.00
2	\$33,866.00	\$37,199.00	\$40,048.00	\$43,620.00	\$46,947.00	\$48,849.00	\$51,679.00	\$52,654.00
3	\$34,895.00	\$38,225.00	\$41,073.00	\$44,647.00	\$47,975.00	\$49,875.00	\$52,705.00	\$53,680.00
4	\$35,997.00	\$39,326.00	\$42,178.00	\$45,747.00	\$49,078.00	\$50,974.00	\$53,804.00	\$54,782.00
5	\$37,099.00	\$40,427.00	\$43,284.00	\$46,846.00	\$50,182.00	\$52,074.00	\$54,903.00	\$55,882.00
6	\$38,286.00	\$41,616.00	\$44,473.00	\$48,035.00	\$51,367.00	\$53,269.00	\$56,099.00	\$57,071.00
7	\$39,473.00	\$42,805.00	\$45,662.00	\$49,224.00	\$52,553.00	\$54,463.00	\$57,294.00	\$58,261.00
8	\$40,665.00	\$43,994.00	\$46,853.00	\$50,412.00	\$53,742.00	\$55,646.00	\$58,475.00	\$59,453.00
9	\$41,856.00	\$45,183.00	\$48,045.00	\$51,600.00	\$54,933.00	\$56,830.00	\$59,658.00	\$60,643.00
10	\$43,047.00	\$46,371.00	\$49,231.00	\$52,790.00	\$56,122.00	\$58,021.00	\$60,848.00	\$61,832.00
11	\$44,238.00	\$47,560.00	\$50,416.00	\$53,979.00	\$57,312.00	\$59,211.00	\$62,039.00	\$63,020.00
12	\$45,307.00	\$48,750.00	\$51,603.00	\$55,172.00	\$58,499.00	\$60,402.00	\$63,232.00	\$64,210.00
13	\$46,373.00	\$49,939.00	\$52,790.00	\$56,366.00	\$59,683.00	\$61,593.00	\$64,425.00	\$65,399.00
14	\$47,560.00	\$51,130.00	\$53,981.00	\$57,553.00	\$60,876.00	\$62,783.00	\$65,609.00	\$66,586.00
15	\$48,747.00	\$52,320.00	\$55,171.00	\$58,739.00	\$62,069.00	\$63,971.00	\$66,791.00	\$67,773.00
16	\$50,056.00	\$53,627.00	\$56,479.00	\$59,929.00	\$63,377.00	\$65,278.00	\$68,101.00	\$69,082.00
17	\$51,364.00	\$54,933.00	\$57,785.00	\$61,116.00	\$64,683.00	\$66,583.00	\$69,411.00	\$70,390.00
18	\$53,029.00	\$56,597.00	\$59,452.00	\$62,779.00	\$66,350.00	\$68,249.00	\$71,075.00	\$72,055.00
19	\$54,692.00	\$58,261.00	\$61,116.00	\$64,440.00	\$68,015.00	\$69,912.00	\$72,739.00	\$73,718.00
20	\$56,360.00	\$59,928.00	\$62,741.00	\$66,107.00	\$69,677.00	\$71,577.00	\$74,405.00	\$75,384.00
21	\$58,027.00	\$61,593.00	\$64,365.00	\$67,773.00	\$71,338.00	\$73,240.00	\$76,071.00	\$77,049.00
22	\$59,688.00	\$63,259.00	\$66,069.00	\$69,437.00	\$73,005.00	\$74,909.00	\$77,736.00	\$78,713.00
23	\$61,349.00	\$64,923.00	\$67,773.00	\$71,101.00	\$74,672.00	\$76,576.00	\$79,399.00	\$80,378.00
24	\$63,016.00	\$66,588.00	\$69,437.00	\$72,765.00	\$76,338.00	\$78,237.00	\$81,063.00	\$82,042.00
25	\$64,683.00	\$68,252.00	\$71,101.00	\$74,431.00	\$78,006.00	\$79,899.00	\$82,728.00	\$83,706.00
26	\$66,113.00	\$69,676.00	\$72,531.00	\$75,861.00	\$79,429.00	\$81,325.00	\$84,154.00	\$85,136.00
27	\$67,541.00	\$71,101.00	\$73,960.00	\$77,289.00	\$80,853.00	\$82,750.00	\$85,581.00	\$86,564.00

Those employees on step 27 of the 2018-2019 salary schedule as of July 1, 2018 will receive an additional \$2,381 added to their step 27 salary. The additional amount over step 27 does not constitute a 28th step, nor an increment beyond the 27th step. Salaries are recognized to include this additional amount.

## CSEA Custodial Maintenance Salary Schedule

**2014-2015**

							Comp Svc & Supp Tech Comp Lab Tech Auto Mechanic Sr.			
	Cleaner Att (10 month) A	Security Aide B	Cleaner C	Pool Operator Grounds Sec Guard D	Custodian Mntnc Helper Motor Eq Op Messenger E	Asst Hd Cust Maintainer F	Maintainer AV Tech G	Head Cust I H	Head Cust II I	Head Cust III J
1	\$27,313	\$29,853	\$41,208	\$42,858	\$44,434	\$50,705	\$54,292	\$53,398	\$60,344	\$64,601
2	\$29,245	\$31,789	\$43,148	\$45,192	\$46,766	\$53,031	\$56,616	\$55,725	\$62,666	\$66,927
3	\$31,326	\$34,017	\$45,222	\$47,680	\$49,250	\$55,528	\$59,112	\$58,214	\$65,450	\$69,410
4	\$33,566	\$36,255	\$47,464	\$50,372	\$51,941	\$58,214	\$61,801	\$60,881	\$68,141	\$72,100
5	\$35,811	\$38,501	\$49,700	\$53,060	\$54,633	\$60,905	\$64,484	\$63,593	\$70,832	\$74,794
6	\$38,501	\$40,738	\$51,941	\$55,749	\$57,320	\$63,593	\$67,174	\$66,280	\$73,512	\$77,480
7	\$40,738	\$42,976	\$54,633	\$58,894	\$60,450	\$66,732	\$70,312	\$69,410	\$76,652	\$80,618
8	\$42,976	\$45,222	\$56,870	\$62,026	\$63,358	\$69,868	\$73,450	\$72,554	\$79,792	\$83,755
9	\$45,222	\$47,464	\$59,554	\$65,158	\$66,732	\$73,002	\$76,589	\$75,687	\$82,927	\$86,891
10	\$47,464	\$50,147	\$61,801	\$67,849	\$69,410	\$75,687	\$79,282	\$78,383	\$85,623	\$89,591
11	\$49,331	\$51,150	\$64,484	\$70,536	\$72,100	\$78,383	\$81,967	\$81,067	\$88,307	\$92,271
12	\$50,319	\$52,173	\$66,732	\$73,226	\$74,794	\$81,067	\$84,652	\$83,755	\$90,993	\$94,955
13	\$51,197	\$52,835	\$68,520	\$75,023	\$77,480	\$83,755	\$87,344	\$86,449	\$93,679	\$97,655
14	\$52,221	\$53,892	\$69,892	\$76,523	\$79,282	\$85,547	\$89,133	\$88,233	\$95,473	\$99,444

Those employees on step 14 of the 2013-2014 salary schedule as of July 1, 2013 will receive an additional \$2,243 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

## CSEA Custodial Maintenance Salary Schedule

**2015-2016**

							Comp Svc & Supp Tech Comp Lab Tech Auto Mechanic Sr.			
	Cleaner Att (10 month) A	Security Aide B	Cleaner C	Pool Operator Grounds Sec Guard D	Custodian Mntnc Helper Motor Eq Op Messenger E	Asst Hd Cust Maintainer F	Maintainer A/V Tech G	Head Cust I H	Head Cust II I	Head Cust III J
1	\$27,313	\$29,853	\$41,208	\$42,858	\$44,434	\$50,705	\$54,292	\$53,398	\$60,344	\$64,601
2	\$29,245	\$31,789	\$43,148	\$45,192	\$46,766	\$53,031	\$56,616	\$55,725	\$62,666	\$66,927
3	\$31,326	\$34,017	\$45,222	\$47,680	\$49,250	\$55,528	\$59,112	\$58,214	\$65,450	\$69,410
4	\$33,566	\$36,255	\$47,464	\$50,372	\$51,941	\$58,214	\$61,801	\$60,881	\$68,141	\$72,100
5	\$35,811	\$38,501	\$49,700	\$53,060	\$54,633	\$60,905	\$64,484	\$63,593	\$70,832	\$74,794
6	\$38,501	\$40,738	\$51,941	\$55,749	\$57,320	\$63,593	\$67,174	\$66,280	\$73,512	\$77,480
7	\$40,738	\$42,976	\$54,633	\$58,894	\$60,450	\$66,732	\$70,312	\$69,410	\$76,652	\$80,618
8	\$42,976	\$45,222	\$56,870	\$62,026	\$63,358	\$69,868	\$73,450	\$72,554	\$79,792	\$83,755
9	\$45,222	\$47,464	\$59,554	\$65,158	\$66,732	\$73,002	\$76,589	\$75,687	\$82,927	\$86,891
10	\$47,464	\$50,147	\$61,801	\$67,849	\$69,410	\$75,687	\$79,282	\$78,383	\$85,623	\$89,591
11	\$49,331	\$51,150	\$64,484	\$70,536	\$72,100	\$78,383	\$81,967	\$81,067	\$88,307	\$92,271
12	\$50,319	\$52,173	\$66,732	\$73,226	\$74,794	\$81,067	\$84,652	\$83,755	\$90,993	\$94,955
13	\$51,197	\$52,835	\$68,520	\$75,023	\$77,480	\$83,755	\$87,344	\$86,449	\$93,679	\$97,655
14	\$52,221	\$53,892	\$69,892	\$76,523	\$79,282	\$85,547	\$89,133	\$88,233	\$95,473	\$99,444

Those employees on step 14 of the 2014-2015 salary schedule as of July 1, 2014 will receive an additional \$2,243 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

## CSEA Custodial Maintenance Salary Schedule

**2016-2017**

	Cleaner Att (10 month) A	Security Aide B	Cleaner C	Pool Operator Grounds Sec Guard D	Custodian Mntnc Helper Motor Eq Op Messenger E	Asst Hd Cust Maintainer F	Comp Svc & Supp Tech Comp Lab Tech Auto Mechanic Sr. Maintainer A/V Tech G	Head Cust I H	Head Cust II I	Head Cust III J
1	27,723	30,301	41,826	43,501	45,101	51,466	55,106	54,199	61,249	65,570
2	29,684	32,266	43,795	45,870	47,467	53,826	57,465	56,561	63,606	67,931
3	31,796	34,527	45,900	48,395	49,989	56,361	59,999	59,087	66,432	70,451
4	34,069	36,799	48,176	51,128	52,720	59,087	62,728	61,794	69,163	73,182
5	36,348	39,079	50,446	53,856	55,452	61,819	65,451	64,547	71,894	75,916
6	39,079	41,349	52,720	56,585	58,180	64,547	68,182	67,274	74,615	78,642
7	41,349	43,621	55,452	59,777	61,357	67,733	71,367	70,451	77,802	81,827
8	43,621	45,900	57,723	62,956	64,308	70,916	74,552	73,642	80,989	85,011
9	45,900	48,176	60,447	66,135	67,733	74,097	77,738	76,822	84,171	88,194
10	48,176	50,899	62,728	68,867	70,451	76,822	80,471	79,559	86,907	90,935
11	50,071	51,917	65,451	71,594	73,182	79,559	83,197	82,283	89,632	93,655
12	51,074	52,956	67,733	74,324	75,916	82,283	85,922	85,011	92,358	96,379
13	51,965	53,628	69,548	76,148	78,642	85,011	88,654	87,746	95,084	99,120
14	53,004	54,700	70,940	77,671	80,471	86,830	90,470	89,556	96,905	100,936

Those employees on step 14 of the 2015-2016 salary schedule as of July 1, 2015 will receive an additional \$2,277 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

# CSEA Custodial Maintenance Salary Schedule

**2017-2018**  
**Hired prior to July 1, 2017**

	Cleaner Att (10 month) A	Security Aide B	Cleaner C	Pool Operator Grounds Sec Guard D	Custodian Mntnc Helper Motor Eq Op Messenger E	Asst Hd Cust Maintainer F	Comp Svc & Supp Tech Comp Lab Tech Auto Mechanic Sr. Maintainer A/V Tech G	Head Cust I H	Head Cust II I	Head Cust III J
1	\$28,139.00	\$30,756.00	\$42,453.00	\$44,154.00	\$45,778.00	\$52,238.00	\$55,933.00	\$55,012.00	\$62,168.00	\$66,554.00
2	\$30,129.00	\$32,750.00	\$44,452.00	\$46,558.00	\$48,179.00	\$54,633.00	\$58,327.00	\$57,409.00	\$64,560.00	\$68,950.00
3	\$32,273.00	\$35,045.00	\$46,589.00	\$49,121.00	\$50,739.00	\$57,206.00	\$60,899.00	\$59,973.00	\$67,428.00	\$71,508.00
4	\$34,580.00	\$37,351.00	\$48,899.00	\$51,895.00	\$53,511.00	\$59,973.00	\$63,669.00	\$62,721.00	\$70,200.00	\$74,280.00
5	\$36,893.00	\$39,665.00	\$51,203.00	\$54,664.00	\$56,284.00	\$62,746.00	\$66,433.00	\$65,515.00	\$72,972.00	\$77,055.00
6	\$39,665.00	\$41,969.00	\$53,511.00	\$57,434.00	\$59,053.00	\$65,515.00	\$69,205.00	\$68,283.00	\$75,734.00	\$79,822.00
7	\$41,969.00	\$44,275.00	\$56,284.00	\$60,674.00	\$62,277.00	\$68,749.00	\$72,438.00	\$71,508.00	\$78,969.00	\$83,054.00
8	\$44,275.00	\$46,589.00	\$58,589.00	\$63,900.00	\$65,273.00	\$71,980.00	\$75,670.00	\$74,747.00	\$82,204.00	\$86,286.00
9	\$46,589.00	\$48,899.00	\$61,354.00	\$67,127.00	\$68,749.00	\$75,208.00	\$78,904.00	\$77,974.00	\$85,434.00	\$89,517.00
10	\$48,899.00	\$51,662.00	\$63,669.00	\$69,900.00	\$71,508.00	\$77,974.00	\$81,678.00	\$80,752.00	\$88,211.00	\$92,299.00
11	\$50,822.00	\$52,696.00	\$66,433.00	\$72,668.00	\$74,280.00	\$80,752.00	\$84,445.00	\$83,517.00	\$90,976.00	\$95,060.00
12	\$51,840.00	\$53,750.00	\$68,749.00	\$75,439.00	\$77,055.00	\$83,517.00	\$87,211.00	\$86,286.00	\$93,743.00	\$97,825.00
13	\$52,744.00	\$54,432.00	\$70,591.00	\$77,290.00	\$79,822.00	\$86,286.00	\$89,984.00	\$89,062.00	\$96,510.00	\$100,607.00
14	\$53,799.00	\$55,521.00	\$72,004.00	\$78,836.00	\$81,678.00	\$88,132.00	\$91,827.00	\$90,899.00	\$98,359.00	\$102,450.00

Those employees on step 14 of the 2016-2017 salary schedule as of July 1, 2016 will receive an additional \$2,311 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

## CSEA Custodial Maintenance Salary Schedule

**2018-2019**  
**Hired prior to July 1, 2017**

	Cleaner Att (10 month) A	Security Aide B	Cleaner C	Pool Operator Grounds Sec Guard D	Custodian Mntnc Helper Motor Eq Op Messenger E	Asst Hd Cust Maintainer F	Comp Svc & Supp Tech Comp Lab Tech Auto Mechanic Sr. Maintainer A/V Tech G	Head Cust I H	Head Cust II I	Head Cust III J
1	\$28,561.00	\$31,217.00	\$43,090.00	\$44,816.00	\$46,465.00	\$53,022.00	\$56,772.00	\$55,837.00	\$63,101.00	\$67,552.00
2	\$30,581.00	\$33,241.00	\$45,119.00	\$47,256.00	\$48,902.00	\$55,452.00	\$59,202.00	\$58,270.00	\$65,528.00	\$69,984.00
3	\$32,757.00	\$35,571.00	\$47,288.00	\$49,858.00	\$51,500.00	\$58,064.00	\$61,812.00	\$60,873.00	\$68,439.00	\$72,581.00
4	\$35,099.00	\$37,911.00	\$49,632.00	\$52,673.00	\$54,314.00	\$60,873.00	\$64,624.00	\$63,662.00	\$71,253.00	\$75,394.00
5	\$37,446.00	\$40,260.00	\$51,971.00	\$55,484.00	\$57,128.00	\$63,687.00	\$67,429.00	\$66,498.00	\$74,067.00	\$78,211.00
6	\$40,260.00	\$42,599.00	\$54,314.00	\$58,296.00	\$59,939.00	\$66,498.00	\$70,243.00	\$69,307.00	\$76,870.00	\$81,019.00
7	\$42,599.00	\$44,939.00	\$57,128.00	\$61,584.00	\$63,211.00	\$69,780.00	\$73,525.00	\$72,581.00	\$80,154.00	\$84,300.00
8	\$44,939.00	\$47,288.00	\$59,468.00	\$64,859.00	\$66,252.00	\$73,060.00	\$76,805.00	\$75,868.00	\$83,437.00	\$87,580.00
9	\$47,288.00	\$49,632.00	\$62,274.00	\$68,134.00	\$69,780.00	\$76,336.00	\$80,088.00	\$79,144.00	\$86,716.00	\$90,860.00
10	\$49,632.00	\$52,437.00	\$64,624.00	\$70,949.00	\$72,581.00	\$79,144.00	\$82,903.00	\$81,963.00	\$89,534.00	\$93,683.00
11	\$51,584.00	\$53,486.00	\$67,429.00	\$73,758.00	\$75,394.00	\$81,963.00	\$85,712.00	\$84,770.00	\$92,341.00	\$96,486.00
12	\$52,618.00	\$54,556.00	\$69,780.00	\$76,571.00	\$78,211.00	\$84,770.00	\$88,519.00	\$87,580.00	\$95,149.00	\$99,292.00
13	\$53,535.00	\$55,248.00	\$71,650.00	\$78,449.00	\$81,019.00	\$87,580.00	\$91,334.00	\$90,398.00	\$97,958.00	\$102,116.00
14	\$54,606.00	\$56,354.00	\$73,084.00	\$80,019.00	\$82,903.00	\$89,454.00	\$93,204.00	\$92,262.00	\$99,834.00	\$103,987.00

Those employees on step 14 of the 2017-2018 salary schedule as of July 1, 2017 will receive an additional \$2,346 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.



## CSEA Custodial Maintenance Salary Schedule

**2019-2020**  
**Hired prior to July 1, 2017**

	Cleaner Att (10 month) A	Security Aide B	Cleaner C	Pool Operator Grounds Sec Guard D	Custodian Mntnc Helper Motor Eq Op Messenger E	Asst Hd Cust Maintainer F	Comp Svc & Supp Tech Comp Lab Tech Auto Mechanic Sr. Maintainer A/V Tech G	Head Cust I H	Head Cust II I	Head Cust III J
1	\$28,989.00	\$31,685.00	\$43,736.00	\$45,488.00	\$47,162.00	\$53,817.00	\$57,624.00	\$56,675.00	\$64,048.00	\$68,565.00
2	\$31,040.00	\$33,740.00	\$45,796.00	\$47,965.00	\$49,636.00	\$56,284.00	\$60,090.00	\$59,144.00	\$66,511.00	\$71,034.00
3	\$33,248.00	\$36,105.00	\$47,997.00	\$50,606.00	\$52,273.00	\$58,935.00	\$62,739.00	\$61,786.00	\$69,466.00	\$73,670.00
4	\$35,625.00	\$38,480.00	\$50,376.00	\$53,463.00	\$55,129.00	\$61,786.00	\$65,593.00	\$64,617.00	\$72,322.00	\$76,525.00
5	\$38,008.00	\$40,864.00	\$52,751.00	\$56,316.00	\$57,985.00	\$64,642.00	\$68,440.00	\$67,495.00	\$75,178.00	\$79,384.00
6	\$40,864.00	\$43,238.00	\$55,129.00	\$59,170.00	\$60,838.00	\$67,495.00	\$71,297.00	\$70,347.00	\$78,023.00	\$82,234.00
7	\$43,238.00	\$45,613.00	\$57,985.00	\$62,508.00	\$64,159.00	\$70,827.00	\$74,628.00	\$73,670.00	\$81,356.00	\$85,565.00
8	\$45,613.00	\$47,997.00	\$60,360.00	\$65,832.00	\$67,246.00	\$74,156.00	\$77,957.00	\$77,006.00	\$84,689.00	\$88,894.00
9	\$47,997.00	\$50,376.00	\$63,208.00	\$69,156.00	\$70,827.00	\$77,481.00	\$81,289.00	\$80,331.00	\$88,017.00	\$92,223.00
10	\$50,376.00	\$53,224.00	\$65,593.00	\$72,013.00	\$73,670.00	\$80,331.00	\$84,147.00	\$83,192.00	\$90,877.00	\$95,088.00
11	\$52,358.00	\$54,288.00	\$68,440.00	\$74,864.00	\$76,525.00	\$83,192.00	\$86,998.00	\$86,042.00	\$93,726.00	\$97,933.00
12	\$53,407.00	\$55,374.00	\$70,827.00	\$77,720.00	\$79,384.00	\$86,042.00	\$89,847.00	\$88,894.00	\$96,576.00	\$100,781.00
13	\$54,338.00	\$56,077.00	\$72,725.00	\$79,626.00	\$82,234.00	\$88,894.00	\$92,704.00	\$91,754.00	\$99,427.00	\$103,648.00
14	\$55,425.00	\$57,199.00	\$74,180.00	\$81,219.00	\$84,147.00	\$90,796.00	\$94,602.00	\$93,646.00	\$101,332.00	\$105,547.00

Those employees on step 14 of the 2018-2019 salary schedule as of July 1, 2018 will receive an additional \$2,381 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

# CSEA Custodial Maintenance Salary Schedule

**2017-2018**  
**Hired on or after July 1, 2017**

	Cleaner Att (10 month) A	Security Aide B	Cleaner C	Pool Operator Grounds Sec Guard D	Custodian Mntnc Helper Motor Eq Op Messenger E	Asst Hd Cust Maintainer F	Comp Svc & Supp Tech Comp Lab Tech Auto Mechanic Sr. Maintainer A/V Tech G	Head Cust I H	Head Cust II I	Head Cust III J
1	\$28,139.00	\$30,756.00	\$42,453.00	\$44,154.00	\$45,778.00	\$52,238.00	\$55,933.00	\$55,012.00	\$62,168.00	\$66,554.00
2	\$29,134.00	\$31,753.00	\$43,453.00	\$45,356.00	\$46,979.00	\$53,436.00	\$57,130.00	\$56,211.00	\$63,364.00	\$67,752.00
3	\$30,129.00	\$32,750.00	\$44,452.00	\$46,558.00	\$48,179.00	\$54,633.00	\$58,327.00	\$57,409.00	\$64,560.00	\$68,950.00
4	\$31,201.00	\$33,898.00	\$45,521.00	\$47,840.00	\$49,459.00	\$55,920.00	\$59,613.00	\$58,691.00	\$65,994.00	\$70,229.00
5	\$32,273.00	\$35,045.00	\$46,589.00	\$49,121.00	\$50,739.00	\$57,206.00	\$60,899.00	\$59,973.00	\$67,428.00	\$71,508.00
6	\$33,427.00	\$36,198.00	\$47,744.00	\$50,508.00	\$52,125.00	\$58,590.00	\$62,284.00	\$61,347.00	\$68,814.00	\$72,894.00
7	\$34,580.00	\$37,351.00	\$48,899.00	\$51,895.00	\$53,511.00	\$59,973.00	\$63,669.00	\$62,721.00	\$70,200.00	\$74,280.00
8	\$35,737.00	\$38,508.00	\$50,051.00	\$53,280.00	\$54,898.00	\$61,360.00	\$65,051.00	\$64,118.00	\$71,586.00	\$75,668.00
9	\$36,893.00	\$39,665.00	\$51,203.00	\$54,664.00	\$56,284.00	\$62,746.00	\$66,433.00	\$65,515.00	\$72,972.00	\$77,055.00
10	\$38,279.00	\$40,817.00	\$52,357.00	\$56,049.00	\$57,669.00	\$64,131.00	\$67,819.00	\$66,899.00	\$74,353.00	\$78,439.00
11	\$39,665.00	\$41,969.00	\$53,511.00	\$57,434.00	\$59,053.00	\$65,515.00	\$69,205.00	\$68,283.00	\$75,734.00	\$79,822.00
12	\$40,817.00	\$43,122.00	\$54,898.00	\$59,054.00	\$60,665.00	\$67,132.00	\$70,822.00	\$69,896.00	\$77,352.00	\$81,438.00
13	\$41,969.00	\$44,275.00	\$56,284.00	\$60,674.00	\$62,277.00	\$68,749.00	\$72,438.00	\$71,508.00	\$78,969.00	\$83,054.00
14	\$43,122.00	\$45,432.00	\$57,437.00	\$62,287.00	\$63,775.00	\$70,365.00	\$74,054.00	\$73,128.00	\$80,587.00	\$84,670.00
15	\$44,275.00	\$46,589.00	\$58,589.00	\$63,900.00	\$65,273.00	\$71,980.00	\$75,670.00	\$74,747.00	\$82,204.00	\$86,286.00
16	\$45,432.00	\$47,744.00	\$59,972.00	\$65,514.00	\$67,011.00	\$73,594.00	\$77,287.00	\$76,361.00	\$83,819.00	\$87,902.00
17	\$46,589.00	\$48,899.00	\$61,354.00	\$67,127.00	\$68,749.00	\$75,208.00	\$78,904.00	\$77,974.00	\$85,434.00	\$89,517.00
18	\$47,744.00	\$50,281.00	\$62,512.00	\$68,514.00	\$70,129.00	\$76,591.00	\$80,291.00	\$79,363.00	\$86,823.00	\$90,908.00
19	\$48,899.00	\$51,662.00	\$63,669.00	\$69,900.00	\$71,508.00	\$77,974.00	\$81,678.00	\$80,752.00	\$88,211.00	\$92,299.00
20	\$49,861.00	\$52,179.00	\$65,051.00	\$71,284.00	\$72,894.00	\$79,363.00	\$83,062.00	\$82,135.00	\$89,594.00	\$93,680.00
21	\$50,822.00	\$52,696.00	\$66,433.00	\$72,668.00	\$74,280.00	\$80,752.00	\$84,445.00	\$83,517.00	\$90,976.00	\$95,060.00
22	\$51,331.00	\$53,223.00	\$67,591.00	\$74,054.00	\$75,668.00	\$82,135.00	\$85,828.00	\$84,902.00	\$92,360.00	\$96,443.00
23	\$51,840.00	\$53,750.00	\$68,749.00	\$75,439.00	\$77,055.00	\$83,517.00	\$87,211.00	\$86,286.00	\$93,743.00	\$97,825.00
24	\$52,292.00	\$54,091.00	\$69,670.00	\$76,365.00	\$78,439.00	\$84,902.00	\$88,598.00	\$87,674.00	\$95,127.00	\$99,216.00
25	\$52,744.00	\$54,432.00	\$70,591.00	\$77,290.00	\$79,822.00	\$86,286.00	\$89,984.00	\$89,062.00	\$96,510.00	\$100,607.00
26	\$53,272.00	\$54,977.00	\$71,298.00	\$78,063.00	\$80,750.00	\$87,209.00	\$90,906.00	\$89,981.00	\$97,435.00	\$101,529.00
27	\$53,799.00	\$55,521.00	\$72,004.00	\$78,836.00	\$81,678.00	\$88,132.00	\$91,827.00	\$90,899.00	\$98,359.00	\$102,450.00

Those employees on step 27 of the 2016-2017 salary schedule as of July 1, 2016 will receive an additional \$2,311 added to their step 27 salary. The additional amount over step 27 does not constitute a 28th step, nor an increment beyond the 27th step. Salaries are recognized to include this additional amount.

# CSEA Custodial Maintenance Salary Schedule

**2018-2019**  
**Hired on or after July 1, 2017**

	Cleaner Att (10 month) A	Security Aide B	Cleaner C	Pool Operator Grounds Sec Guard D	Custodian Mntnc Helper Motor Eq Op Messenger E	Asst Hd Cust Maintainer F	Comp Svc & Supp Tech Comp Lab Tech Auto Mechanic Sr. Maintainer A/V Tech G	Head Cust I H	Head Cust II I	Head Cust III J
1	\$28,561.00	\$31,217.00	\$43,090.00	\$44,816.00	\$46,465.00	\$53,022.00	\$56,772.00	\$55,837.00	\$63,101.00	\$67,552.00
2	\$29,571.00	\$32,229.00	\$44,105.00	\$46,036.00	\$47,684.00	\$54,238.00	\$57,987.00	\$57,054.00	\$64,314.00	\$68,768.00
3	\$30,581.00	\$33,241.00	\$45,119.00	\$47,256.00	\$48,902.00	\$55,452.00	\$59,202.00	\$58,270.00	\$65,528.00	\$69,984.00
4	\$31,669.00	\$34,406.00	\$46,204.00	\$48,558.00	\$50,201.00	\$56,759.00	\$60,507.00	\$59,571.00	\$66,984.00	\$71,282.00
5	\$32,757.00	\$35,571.00	\$47,288.00	\$49,858.00	\$51,500.00	\$58,064.00	\$61,812.00	\$60,873.00	\$68,439.00	\$72,581.00
6	\$33,928.00	\$36,741.00	\$48,460.00	\$51,266.00	\$52,907.00	\$59,469.00	\$63,218.00	\$62,267.00	\$69,846.00	\$73,987.00
7	\$35,099.00	\$37,911.00	\$49,632.00	\$52,673.00	\$54,314.00	\$60,873.00	\$64,624.00	\$63,662.00	\$71,253.00	\$75,394.00
8	\$36,273.00	\$39,086.00	\$50,802.00	\$54,079.00	\$55,721.00	\$62,280.00	\$66,027.00	\$65,080.00	\$72,660.00	\$76,803.00
9	\$37,446.00	\$40,260.00	\$51,971.00	\$55,484.00	\$57,128.00	\$63,687.00	\$67,429.00	\$66,498.00	\$74,067.00	\$78,211.00
10	\$38,853.00	\$41,429.00	\$53,142.00	\$56,890.00	\$58,534.00	\$65,093.00	\$68,836.00	\$67,902.00	\$75,468.00	\$79,616.00
11	\$40,260.00	\$42,599.00	\$54,314.00	\$58,296.00	\$59,939.00	\$66,498.00	\$70,243.00	\$69,307.00	\$76,870.00	\$81,019.00
12	\$41,429.00	\$43,769.00	\$55,721.00	\$59,940.00	\$61,575.00	\$68,139.00	\$71,884.00	\$70,944.00	\$78,512.00	\$82,660.00
13	\$42,599.00	\$44,939.00	\$57,128.00	\$61,584.00	\$63,211.00	\$69,780.00	\$73,525.00	\$72,581.00	\$80,154.00	\$84,300.00
14	\$43,769.00	\$46,113.00	\$58,299.00	\$63,221.00	\$64,732.00	\$71,420.00	\$75,165.00	\$74,225.00	\$81,796.00	\$85,940.00
15	\$44,939.00	\$47,288.00	\$59,468.00	\$64,859.00	\$66,252.00	\$73,060.00	\$76,805.00	\$75,868.00	\$83,437.00	\$87,580.00
16	\$46,113.00	\$48,460.00	\$60,872.00	\$66,497.00	\$68,016.00	\$74,698.00	\$78,446.00	\$77,506.00	\$85,076.00	\$89,221.00
17	\$47,288.00	\$49,632.00	\$62,274.00	\$68,134.00	\$69,780.00	\$76,336.00	\$80,088.00	\$79,144.00	\$86,716.00	\$90,860.00
18	\$48,460.00	\$51,035.00	\$63,450.00	\$69,542.00	\$71,181.00	\$77,740.00	\$81,495.00	\$80,553.00	\$88,125.00	\$92,272.00
19	\$49,632.00	\$52,437.00	\$64,624.00	\$70,949.00	\$72,581.00	\$79,144.00	\$82,903.00	\$81,963.00	\$89,534.00	\$93,683.00
20	\$50,609.00	\$52,962.00	\$66,027.00	\$72,353.00	\$73,987.00	\$80,553.00	\$84,308.00	\$83,367.00	\$90,938.00	\$95,085.00
21	\$51,584.00	\$53,486.00	\$67,429.00	\$73,758.00	\$75,394.00	\$81,963.00	\$85,712.00	\$84,770.00	\$92,341.00	\$96,486.00
22	\$52,101.00	\$54,021.00	\$68,605.00	\$75,165.00	\$76,803.00	\$83,367.00	\$87,115.00	\$86,176.00	\$93,745.00	\$97,890.00
23	\$52,618.00	\$54,556.00	\$69,780.00	\$76,571.00	\$78,211.00	\$84,770.00	\$88,519.00	\$87,580.00	\$95,149.00	\$99,292.00
24	\$53,076.00	\$54,902.00	\$70,715.00	\$77,510.00	\$79,616.00	\$86,176.00	\$89,927.00	\$88,989.00	\$96,554.00	\$100,704.00
25	\$53,535.00	\$55,248.00	\$71,650.00	\$78,449.00	\$81,019.00	\$87,580.00	\$91,334.00	\$90,398.00	\$97,958.00	\$102,116.00
26	\$54,071.00	\$55,802.00	\$72,367.00	\$79,234.00	\$81,961.00	\$88,517.00	\$92,270.00	\$91,331.00	\$98,897.00	\$103,052.00
27	\$54,606.00	\$56,354.00	\$73,084.00	\$80,019.00	\$82,903.00	\$89,454.00	\$93,204.00	\$92,262.00	\$99,834.00	\$103,987.00

Those employees on step 27 of the 2017-2018 salary schedule as of July 1, 2017 will receive an additional \$2,346 added to their step 27 salary. The additional amount over step 27 does not constitute a 28th step, nor an increment beyond the 27th step. Salaries are recognized to include this additional amount.

# CSEA Custodial Maintenance Salary Schedule

**2019-2020**  
**Hired on or after July 1, 2017**

	Cleaner Att (10 month) A	Security Aide B	Cleaner C	Pool Operator Grounds Sec Guard D	Custodian Mntnc Helper Motor Eq Op Messenger E	Asst Hd Cust Maintainer F	Comp Svc & Supp Tech Comp Lab Tech Auto Mechanic Sr. Maintainer A/V Tech G	Head Cust I H	Head Cust II I	Head Cust III J
1	\$28,989.00	\$31,685.00	\$43,736.00	\$45,488.00	\$47,162.00	\$53,817.00	\$57,624.00	\$56,675.00	\$64,048.00	\$68,565.00
2	\$30,015.00	\$32,712.00	\$44,767.00	\$46,727.00	\$48,399.00	\$55,052.00	\$58,857.00	\$57,910.00	\$65,279.00	\$69,800.00
3	\$31,040.00	\$33,740.00	\$45,796.00	\$47,965.00	\$49,636.00	\$56,284.00	\$60,090.00	\$59,144.00	\$66,511.00	\$71,034.00
4	\$32,144.00	\$34,922.00	\$46,897.00	\$49,286.00	\$50,954.00	\$57,610.00	\$61,415.00	\$60,465.00	\$67,989.00	\$72,351.00
5	\$33,248.00	\$36,105.00	\$47,997.00	\$50,606.00	\$52,273.00	\$58,935.00	\$62,739.00	\$61,786.00	\$69,466.00	\$73,670.00
6	\$34,437.00	\$37,292.00	\$49,187.00	\$52,035.00	\$53,701.00	\$60,361.00	\$64,166.00	\$63,201.00	\$70,894.00	\$75,097.00
7	\$35,625.00	\$38,480.00	\$50,376.00	\$53,463.00	\$55,129.00	\$61,786.00	\$65,593.00	\$64,617.00	\$72,322.00	\$76,525.00
8	\$36,817.00	\$39,672.00	\$51,564.00	\$54,890.00	\$56,557.00	\$63,214.00	\$67,017.00	\$66,056.00	\$73,750.00	\$77,955.00
9	\$38,008.00	\$40,864.00	\$52,751.00	\$56,316.00	\$57,985.00	\$64,642.00	\$68,440.00	\$67,495.00	\$75,178.00	\$79,384.00
10	\$39,436.00	\$42,050.00	\$53,939.00	\$57,743.00	\$59,412.00	\$66,069.00	\$69,869.00	\$68,921.00	\$76,600.00	\$80,810.00
11	\$40,864.00	\$43,238.00	\$55,129.00	\$59,170.00	\$60,838.00	\$67,495.00	\$71,297.00	\$70,347.00	\$78,023.00	\$82,234.00
12	\$42,050.00	\$44,426.00	\$56,557.00	\$60,839.00	\$62,499.00	\$69,161.00	\$72,962.00	\$72,008.00	\$79,690.00	\$83,900.00
13	\$43,238.00	\$45,613.00	\$57,985.00	\$62,508.00	\$64,159.00	\$70,827.00	\$74,628.00	\$73,670.00	\$81,356.00	\$85,565.00
14	\$44,426.00	\$46,805.00	\$59,173.00	\$64,169.00	\$65,703.00	\$72,491.00	\$76,292.00	\$75,338.00	\$83,023.00	\$87,229.00
15	\$45,613.00	\$47,997.00	\$60,360.00	\$65,832.00	\$67,246.00	\$74,156.00	\$77,957.00	\$77,006.00	\$84,689.00	\$88,894.00
16	\$46,805.00	\$49,187.00	\$61,785.00	\$67,494.00	\$69,036.00	\$75,818.00	\$79,623.00	\$78,669.00	\$86,352.00	\$90,559.00
17	\$47,997.00	\$50,376.00	\$63,208.00	\$69,156.00	\$70,827.00	\$77,481.00	\$81,289.00	\$80,331.00	\$88,017.00	\$92,223.00
18	\$49,187.00	\$51,801.00	\$64,402.00	\$70,585.00	\$72,249.00	\$78,906.00	\$82,717.00	\$81,761.00	\$89,447.00	\$93,656.00
19	\$50,376.00	\$53,224.00	\$65,593.00	\$72,013.00	\$73,670.00	\$80,331.00	\$84,147.00	\$83,192.00	\$90,877.00	\$95,088.00
20	\$51,368.00	\$53,756.00	\$67,017.00	\$73,438.00	\$75,097.00	\$81,761.00	\$85,573.00	\$84,618.00	\$92,302.00	\$96,511.00
21	\$52,358.00	\$54,288.00	\$68,440.00	\$74,864.00	\$76,525.00	\$83,192.00	\$86,998.00	\$86,042.00	\$93,726.00	\$97,933.00
22	\$52,883.00	\$54,831.00	\$69,634.00	\$76,292.00	\$77,955.00	\$84,618.00	\$88,422.00	\$87,469.00	\$95,151.00	\$99,358.00
23	\$53,407.00	\$55,374.00	\$70,827.00	\$77,720.00	\$79,384.00	\$86,042.00	\$89,847.00	\$88,894.00	\$96,576.00	\$100,781.00
24	\$53,872.00	\$55,726.00	\$71,776.00	\$78,673.00	\$80,810.00	\$87,469.00	\$91,276.00	\$90,324.00	\$98,002.00	\$102,215.00
25	\$54,338.00	\$56,077.00	\$72,725.00	\$79,626.00	\$82,234.00	\$88,894.00	\$92,704.00	\$91,754.00	\$99,427.00	\$103,648.00
26	\$54,882.00	\$56,639.00	\$73,453.00	\$80,423.00	\$83,190.00	\$89,845.00	\$93,654.00	\$92,701.00	\$100,380.00	\$104,598.00
27	\$55,425.00	\$57,199.00	\$74,180.00	\$81,219.00	\$84,147.00	\$90,796.00	\$94,602.00	\$93,646.00	\$101,332.00	\$105,547.00

Those employees on step 27 of the 2018-2019 salary schedule as of July 1, 2018 will receive an additional \$2,381 added to their step 27 salary. The additional amount over step 27 does not constitute a 28th step, nor an increment beyond the 27th step. Salaries are recognized to include this additional amount.

## **CSEA Teaching Assistant Salary Schedule**

**2014-2015**

	Teaching Asst.
Step	Z
1	\$23,532
2	\$24,922
3	\$26,400
4	\$28,002
5	\$29,601
6	\$31,206
7	\$32,803
8	\$34,399
9	\$36,171
10	\$38,412
11	\$40,648
12	\$42,892
13	\$45,097
14	\$47,052

Those employees on step 14 of the 2013-2014 salary schedule as of July 1, 2013 will receive an additional \$1,873 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

## **CSEA Teaching Assistant Salary Schedule**

**2015-2016**

	Teaching Asst.
Step	Z
1	\$23,532
2	\$24,922
3	\$26,400
4	\$28,002
5	\$29,601
6	\$31,206
7	\$32,803
8	\$34,399
9	\$36,171
10	\$38,412
11	\$40,648
12	\$42,892
13	\$45,097
14	\$47,052

Those employees on step 14 of the 2014-2015 salary schedule as of July 1, 2014 will receive an additional \$1,873 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

## **CSEA Teaching Assistant Salary Schedule**

**2016-2017**

	Teaching Asst.
Step	Z
1	\$23,885
2	\$25,296
3	\$26,796
4	\$28,422
5	\$30,045
6	\$31,674
7	\$33,295
8	\$34,915
9	\$36,714
10	\$38,988
11	\$41,258
12	\$43,535
13	\$45,773
14	\$47,758

Those employees on step 14 of the 2015-2016 salary schedule as of July 1, 2015 will receive an additional \$1,901 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

## **CSEA Teaching Assistant Salary Schedule**

**2017-2018**  
**Hired prior to July 1, 2017**

	Teaching Assistant Z
1	\$24,243.00
2	\$25,675.00
3	\$27,198.00
4	\$28,848.00
5	\$30,496.00
6	\$32,149.00
7	\$33,794.00
8	\$35,439.00
9	\$37,265.00
10	\$39,573.00
11	\$41,877.00
12	\$44,188.00
13	\$46,460.00
14	\$48,474.00

Those employees on step 14 of the 2016-2017 salary schedule as of July 1, 2016 will receive an additional \$1,930 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.



### ***CSEA Teaching Assistant Salary Schedule***

***2018-2019  
Hired prior to July 1, 2017***

	Teaching Assistant Z
1	\$24,607.00
2	\$26,060.00
3	\$27,606.00
4	\$29,281.00
5	\$30,953.00
6	\$32,631.00
7	\$34,301.00
8	\$35,971.00
9	\$37,824.00
10	\$40,167.00
11	\$42,505.00
12	\$44,851.00
13	\$47,157.00
14	\$49,201.00

Those employees on step 14 of the 2017-2018 salary schedule as of July 1, 2017 will receive an additional \$1,959 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

## **CSEA Teaching Assistant Salary Schedule**

**2019-2020**

***Hired prior to July 1, 2017***

	Teaching Assistant Z
1	\$24,976.00
2	\$26,451.00
3	\$28,020.00
4	\$29,720.00
5	\$31,417.00
6	\$33,120.00
7	\$34,816.00
8	\$36,511.00
9	\$38,391.00
10	\$40,770.00
11	\$43,143.00
12	\$45,524.00
13	\$47,864.00
14	\$49,939.00

Those employees on step 14 of the 2018-2019 salary schedule as of July 1, 2018 will receive an additional \$1,988 added to their step 14 salary. The additional amount over step 14 does not constitute a 15th step, nor an increment beyond the 14th step. Salaries are recognized to include this additional amount.

## **CSEA Teaching Assistant Salary Schedule**

**2017-2018**

**Hired on or after July 1, 2017**

	Teaching Assistant
	Z
1	\$24,243.00
2	\$24,959.00
3	\$25,675.00
4	\$26,437.00
5	\$27,198.00
6	\$28,023.00
7	\$28,848.00
8	\$29,672.00
9	\$30,496.00
10	\$31,323.00
11	\$32,149.00
12	\$32,972.00
13	\$33,794.00
14	\$34,617.00
15	\$35,439.00
16	\$36,352.00
17	\$37,265.00
18	\$38,419.00
19	\$39,573.00
20	\$40,725.00
21	\$41,877.00
22	\$43,033.00
23	\$44,188.00
24	\$45,324.00
25	\$46,460.00
26	\$47,467.00
27	\$48,474.00

Those employees on step 27 of the 2016-2017 salary schedule as of July 1, 2016 will receive an additional \$1,930 added to their step 27 salary. The additional amount over step 27 does not constitute a 28th step, nor an increment beyond the 27th step. Salaries are recognized to include this additional amount.

## **CSEA Teaching Assistant Salary Schedule**

**2018-2019**

***Hired on or after July 1, 2017***

	Teaching Assistant
	Z
1	\$24,607.00
2	\$25,333.00
3	\$26,060.00
4	\$26,834.00
5	\$27,606.00
6	\$28,443.00
7	\$29,281.00
8	\$30,117.00
9	\$30,953.00
10	\$31,793.00
11	\$32,631.00
12	\$33,467.00
13	\$34,301.00
14	\$35,136.00
15	\$35,971.00
16	\$36,897.00
17	\$37,824.00
18	\$38,995.00
19	\$40,167.00
20	\$41,336.00
21	\$42,505.00
22	\$43,678.00
23	\$44,851.00
24	\$46,004.00
25	\$47,157.00
26	\$48,179.00
27	\$49,201.00

Those employees on step 27 of the 2017-2018 salary schedule as of July 1, 2017 will receive an additional \$1,959 added to their step 27 salary. The additional amount over step 27 does not constitute a 28th step, nor an increment beyond the 27th step. Salaries are recognized to include this additional amount.

## **CSEA Teaching Assistant Salary Schedule**

**2019-2020**

***Hired on or after July 1, 2017***

	Teaching Assistant
	Z
1	\$24,976.00
2	\$25,713.00
3	\$26,451.00
4	\$27,237.00
5	\$28,020.00
6	\$28,870.00
7	\$29,720.00
8	\$30,569.00
9	\$31,417.00
10	\$32,270.00
11	\$33,120.00
12	\$33,969.00
13	\$34,816.00
14	\$35,663.00
15	\$36,511.00
16	\$37,450.00
17	\$38,391.00
18	\$39,580.00
19	\$40,770.00
20	\$41,956.00
21	\$43,143.00
22	\$44,333.00
23	\$45,524.00
24	\$46,694.00
25	\$47,864.00
26	\$48,902.00
27	\$49,939.00

Those employees on step 27 of the 2018-2019 salary schedule as of July 1, 2018 will receive an additional \$1,988 added to their step 27 salary. The additional amount over step 27 does not constitute a 28th step, nor an increment beyond the 27th step. Salaries are recognized to include this additional amount.