

AGREEMENT
Between the
SUPERINTENDENT
of the
BETHLEHEM CENTRAL SCHOOL DISTRICT
and the
BETHLEHEM CENTRAL UNITED
EMPLOYEES ASSOCIATION

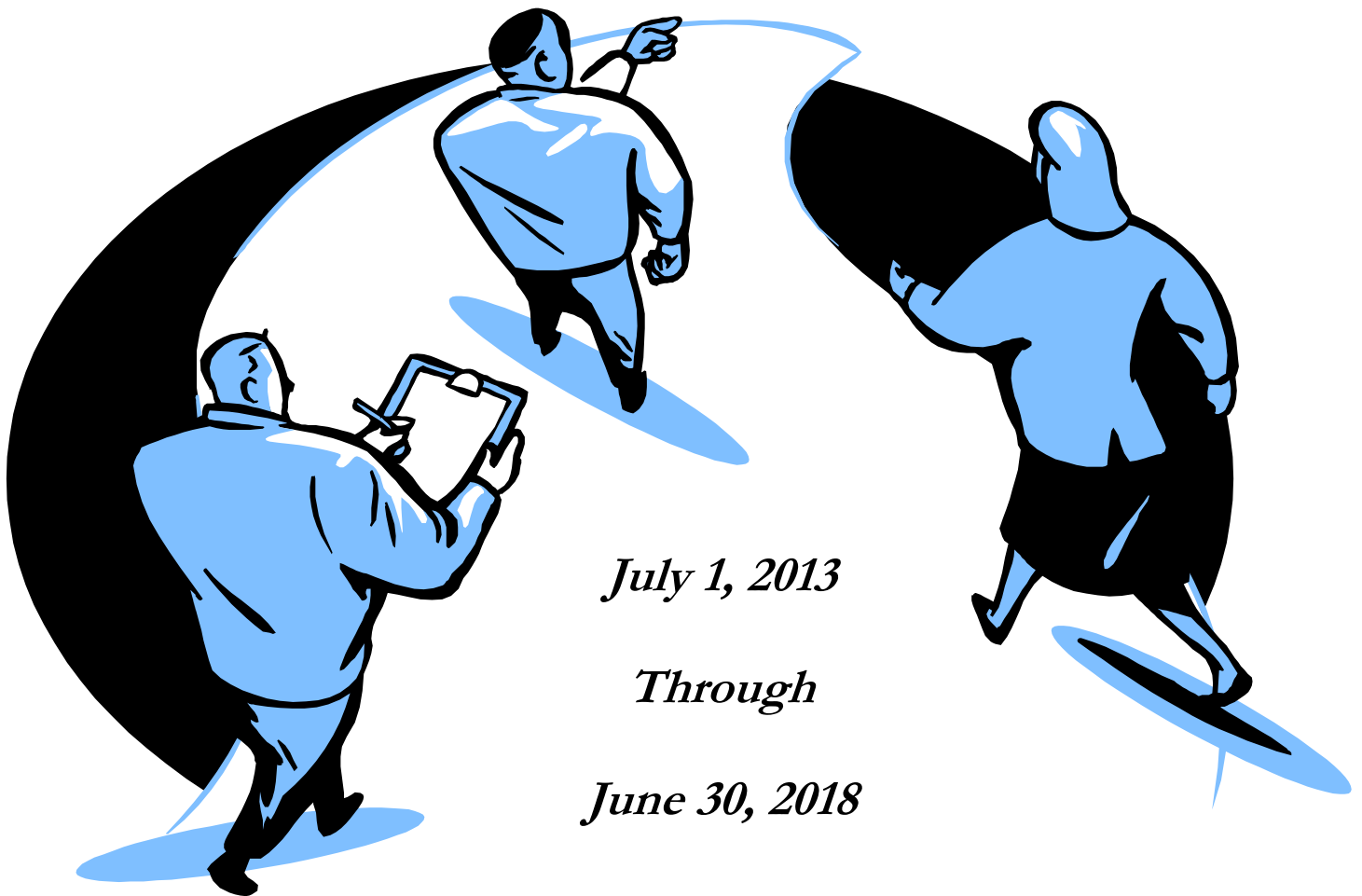


TABLE OF CONTENTS

	Page
PREAMBLE	
ARTICLE I	
RECOGNITION	1
ARTICLE II	
RESERVATION OF RIGHTS	1
ARTICLE III	
CONDITIONS REGARDING AGREEMENT	1
ARTICLE IV	
NEGOTIATIONS	2
ARTICLE V	
ASSOCIATION RIGHTS AND PRIVILEGES	2
ARTICLE VI	
DUES DEDUCTION	3
ARTICLE VII	
GENERAL CONDITIONS OF EMPLOYMENT	4
1. WORK SCHEDULES	4
2. SENIORITY	5
3. PROVISIONIAL APPOINTMENTS	6
4. PROBATIONARY APPOINTMENTS.....	6
5. VACANCIES, NEW JOBS, PROMOTIONS TEMPORARY ASSIGNMENTS	7
6. REDUCTION, BUMPING, RETREAT AND RECALL	7
7. RESIGNATIONS	9
8. USE OF PART-TIME HELP	9
9. PROTECTION.....	9
10. BOMB SCARES, DISASTERS AND EMERGENCIES	9
11. UNIFORMS	9
12. SCHOOL CALENDAR.....	10
13. MEDICAL EXAMINATIONS	10
14. VIDEO CAMERA.....	10
ARTICLE VIII	
LEAVES AND ABSENCES	10
1. PERSONAL ILLNESS AND FAMILY ILLNESS.....	10
2. BEREAVEMENT LEAVE.....	11
3. JURY DUTY AND COURT APPEARANCE	11
4. PERSONAL LEAVE.....	11
5. CHILDCARE LEAVE.....	12
6. OTHER LEAVES.....	12
7. RETURN FROM LEAVE OF ABSENCE.....	12
8. RESTORATION OF BENEFITS	12
9. USE OF PAID LEAVE	12
10. EMERGENCY DAYS	12
11. ABSENCE NOTIFICATION.....	13
12. ABSENT WITHOUT LEAVE.....	13
13. SICK LEAVE BANK.....	13
14. SUMMER LEAVE FOR 10-MONTH STAFF.....	14
ARTICLE IX	
HOLIDAYS AND VACATIONS	14
1. HOLIDAYS.....	14
2. VACATION	15
3. FLOATING HOLIDAYS FOR 10-MONTH CLERICAL STAFF.....	16

ARTICLE X	COMPENSATION AND RELATED ITEMS	16
	1. COMPENSATION.....	16
	2. ADDITIONAL PAY	16
	3. OVERTIME AND PREMIUM PAY	17
	4. SUMMER AND VACATION PERIOD EMPLOYMENT	18
	5. MILEAGE REIMBURSEMENT.....	18
	6. HEALTH INSURANCE AND RETIREMENT ELIGIBLE EMPLOYEES.....	18
	7. WORK CONNECTED DISABILITY ABSENCES.....	24
	8. RATES FOR NEW JOBS.....	25
	9. ADVANCEMENT ON THE SALARY SCALE	25
	10. PLACEMENT ON STEP WHEN UPGRADING	25
	11. CREDIT FOR WORK EXPERIENCE	25
	12. IN-SERVICE TRAINING AND TUITION ASSISTANCE.....	25
	13. CONTINUING EDUCATION.....	25
	14. AIDES TO STUDENTS WITH DISABILITIES.....	25
	15. LEAD FOOD SERVICE WORKERS	26
	16. LEAD CUSTODIANS.....	26
	17. STEP PLACEMENT FOR TRANSPORTATION.....	26
ARTICLE XI	RESOLUTION OF DIFFERENCES	26
	1. GRIEVANCE PROCEDURE.....	26
	2. RIGHT OF GRIEVANCE.....	27
	3. DEFINITION OF GRIEVANCE.....	27
	4. PROCEDURES	27
	5. FIVE-STEP GRIEVANCE PROCEDURE.....	28
	6. EXPENSES	29
	7. DISCIPLINE, SUSPENSION AND DISCHARGE.....	29
ARTICLE XII	TRANSPORTATION	30
ARTICLE XIII	GENERAL PROVISIONS	33
	1. CONTRACT STATEMENTS	33
	2. SAVINGS CLAUSE.....	34
ARTICLE XIV	CONTRACT SIGNATURES	34

APPENDICES

APPENDIX 1	GLOSSARY OF TERMS
APPENDIX 2	FORM FOR FILING GRIEVANCE
APPENDIX 3	HOLIDAY SCHEDULE
APPENDIX 4	LIST OF JOB TITLES
APPENDIX 5	SALARY SCHEDULES FOR EMPLOYEES HIRED BEFORE RATIFICATION OF THE AGREEMENT
APPENDIX 6	SALARY SCHEDULES FOR EMPLOYEES HIRED AFTER RATIFICATION OF THE AGREEMENT
APPENDIX 7	BCUEA DOMESTIC PARTNERSHIP AFFIDAVIT
APPENDIX 8	EMPLOYEES WHO HAVE WAIVED HEALTH INSURANCE COVERAGE AS OF OCTOBER 16, 2013

PREAMBLE

This Agreement, entered into in May 1, 2014 between the SUPERINTENDENT OF THE BETHLEHEM CENTRAL SCHOOL DISTRICT and THE BETHLEHEM CENTRAL UNITED EMPLOYEES ASSOCIATION shall serve to:

1. Provide for the declaration of mutually agreeable terms and conditions of employment.
2. Assure the orderly and most effective continuation of the business of the Bethlehem Central School District by providing a mutually-agreeable declaration of the rights and responsibilities existing between the employees represented by the Bethlehem Central United Employees Association and the Bethlehem Central School District, and mutually-agreeable procedures for the resolution of such differences as may arise between the employees represented by Bethlehem Central United Employees Association and Bethlehem Central School District during the term of this Agreement.
3. Both parties herein pledge to exercise their best efforts to effectuate this Agreement and that neither party shall engage in conduct, proceedings, or activities contrary to the terms, conditions and intent herein set forth.

ARTICLE I - RECOGNITION

The Board recognizes the Association as the exclusive bargaining agent for all regularly employed non-instructional personnel of the School District, except the School District Clerk; School District Treasurer; Director of Facilities and Operations; Director of Transportation; Assistant Supervisor of Transportation; Superintendent of Buildings and Grounds; Assistant Superintendent of Buildings and Grounds; Food Service Director; employees declared confidential or managerial by PERB; and substitute employees.

ARTICLE II - RESERVATION OF RIGHTS

Except as provided by the terms of this Agreement, the District, Board and Superintendent reserve and retain unto itself and themselves all rights, authorities; duties and responsibilities conferred and invested in it and them by the Constitution and Statutes of the State of New York, the rulings and regulations of the Commissioner of Education and agencies of the State and Federal Government.

ARTICLE III -CONDITIONS REGARDING AGREEMENT

1. 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 thereof, shall not become effective until the appropriate legislative body has given approval.
2. The provisions hereof shall be effective as of July 1, 2013, and remain in effect until June 30, 2018, and from year to year thereafter, unless either party hereto shall notify the other, in writing, on or before February 1, 2018 or February 1 of a subsequent year of their desire to amend or modify same.
3. Should either party timely notify the other of a desire to amend or modify this Agreement as hereinbefore provided, negotiations for a subsequent Agreement shall commence and proceed pursuant to Article IV hereof.

ARTICLE IV - NEGOTIATIONS

1. Designated representative(s) of the District shall meet at such mutually agreed upon places and times with the representatives of the Association for the purpose of effecting a free exchange of facts, opinions, proposals and counterproposals in an effort to reach mutual understanding and agreement. Both parties agree to conduct such negotiations in good faith and to deal openly and fairly with each other on all matters. Following the initial meetings as described above, such additional meetings shall be held as the parties may require to reach an understanding on the issue(s) or until an impasse is reached. Meetings preferably shall not exceed two (2) hours and shall be held at a time other than during the regular school day. While no final agreement shall be executed without ratification by the Association and the Board, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals and reach compromises in the course of negotiations.
2. Both parties shall furnish each other, in good faith, available information, except confidential information, which shall enhance the negotiating process.
3. The parties agree that during the period beginning with the first meeting after the preliminary exchange of proposals, and prior to reaching agreement or the declaration of an impasse, the specific details of the negotiations shall not be released to the general public, except with the approval of both parties. If one of the parties should violate this provision, the other party is free to make public details of the negotiations.
4. When tentative agreement is reached covering an area under discussion, the tentative agreement shall be reduced to writing, dated and initialed by a representative of each party to the negotiations. The final agreement shall be subject to ratification by the Board and the Association.
5. When agreement is not reached concerning a specific issue or area, all parties will commit their positions to writing. If agreement still cannot be reached following the exchange of these statements, the issues will be set aside for discussion at a later date.
6. By mutual consent, mediators provided by the Public Employees Relation Board may be used at any time during the negotiation procedure. However, unless waived by mutual agreement, if comprehensive agreement is not concluded by March 1, the parties shall, within two working days, request the Public Employees Relation Board to appoint a mediator or a fact-finder. Such mediation and fact-findings will be governed by the provisions of Article 14, Section 209 of the Civil Service Law.

ARTICLE V - ASSOCIATION RIGHTS AND PRIVILEGES

1. If labor difficulties occur which are not caused by the BCUEA, the represented employees shall report for work. The employer may assign the employee to jobs other than their regular one at their regular pay. If the employer decides to send the employees home, salary will be paid. The employer will endeavor to provide employment for the employees, but if the labor difficulties continue beyond ten (10) workdays, the employer may layoff employees without pay, or provide employment at a different job and different rate of pay.
2. The employer agrees to recognize the Association's grievance committee, which shall be comprised of no more than five (5) employees who shall be certified by the Association to the employer in writing. Such certification shall be no later than ten (10) working days after the execution date of this agreement.
3. The Association shall have the right to use school buildings at all reasonable hours for its Association business meetings. Application for the use of the buildings requested shall be made to the building principal and the School District Chief Business and Financial Officer as may be required. Applications shall be made at least two (2) days prior to the date for which use is requested. The Association will pay to the District any additional costs incurred by the District as the result of any such use.

4. The agenda for each official Board meeting shall be transmitted to the Association President as soon as it is available.
5. Minutes of the official Board meetings shall be transmitted to the Association President as soon as it is available.
6. The Association will provide a camera-ready copy of the finalized Agreement to the Board who will then provide 400 copies of the Agreement in booklet form to the Association.
7. The Association shall be allowed to use a reasonable amount of existing bulletin board space in each work area for posting notices. The Association shall have the right to make use of existing school delivery services to communicate with its members on Association business. The Association will provide its own envelopes properly addressed.
8. The Association shall be entitled to appoint representatives in each work area or department of the negotiating unit.
9. The President of the Association and the Superintendent of Schools may meet from time to time on matters deemed to be important to either party. By mutual consent the Board and the Association may agree to meet for further discussions.
10. The District agrees to provide up to ten (10) days release time to an employee(s) selected by the Association whose presence, in the opinion of the Association, is required at a grievance meeting, arbitration, or PERB hearing, or to attend lobby day or the delegate assembly but only if the same are scheduled during that employee's normal work hours. The employee(s) entitled to such release time will be selected by the Association provided that no more than ten (10) full days of release time will be provided for the entire unit per year of the contract.
11. In addition to the release time provided hereinabove, the District agrees to provide up to three (3) hours per week of release time for the Association President. The Parties agree that there shall be no substitute cost to the District and that such release time shall be non-cumulative and subject to a maximum of 60 hours per year. When possible, the Association will provide 24 hours notice to the District.

ARTICLE VI - DUES DEDUCTION

1. The Board agrees to deduct from the salary of the members of the Association as said employees, individually and voluntarily, authorize the District to deduct, and to transmit the moneys promptly to the Association upon receipt of a claim form and a listing of dues deductions. Employee authorization shall be in writing in the form set forth below. Forms will be provided by the Association.

DUES DEDUCTION AUTHORIZATION CARD - BETHLEHEM CENTRAL UNITED EMPLOYEES ASSOCIATION

(Prepare duplicate cards, one for the District and one for the Bethlehem Central United Employees Association)

I hereby request and authorize the Bethlehem Central School Board to deduct from my earnings and transmit to the Bethlehem Central United Employees Association an amount sufficient to provide for regular payment of the membership dues in equal payments over the remainder of the school year. I hereby waive all right and claim for said moneys so deducted and transmitted in accordance with this authorization, and relieve the School Board and all its officers from any liability therefore. This authorization shall remain in effect until it is withdrawn by written notice or by the termination of my employment in the School District.

NAME: _____

SCHOOL BUILDING: _____

SIGNATURE: _____

2. The dues deduction shall be computed by dividing the dues owed by the number of pay periods from which dues are to be deducted without rounding.
3. The Association will certify to the Board in writing the current rate of membership dues for each Association member. The Association will give the Board thirty (30) days' written notice, prior to the effective date of any change.
4. Deductions referred to above will be made in equal installments. The Board will not be required to honor for any month's deduction any authorizations that are delivered to it later than two (2) weeks prior to the distribution of the payroll from which the deductions are to be made.
5. No later than September 30th of each year, except the employees hired by the School District after that date, the Association will provide the Board with a list of those employees who have voluntarily authorized the Board to deduct dues. The list will show the amount of dues to be deducted from each payroll. This will be affixed to a claim form and transmitted to the business office for payment. The District will notify the Association of any changes in said listing.
6. During the term of this agreement, the District agrees it will not accord dues deductions or similar check off rights to any other organizations or associations purporting to represent those employees presently represented by the Association, unless another organization is lawfully recognized.
7. Any employee represented by the Association may individually and voluntarily authorize the District to make certain deductions other than dues deductions from their salary. Such other deductions include health insurance, repayment of employee loans to retirement systems, United Fund pledges, individual adjustments for withholding tax, tax sheltered annuities and credit union.
8. Except as otherwise provided, any organization authorized to receive moneys deducted from employees' salaries, must maintain records and submit invoices to the Chief Business and Financial Officer to have funds which have been withheld remitted to that organization.

ARTICLE VII - GENERAL CONDITIONS OF EMPLOYMENT

1. Work Schedules. Employees shall work at the schedules listed in Appendix 5 exclusive of the time scheduled for lunch.
 - a. Full-time, 10-month clerical employees shall work every day from September 1 through June 30, except Saturdays, Sundays and holidays designated by the holiday schedule. The work year for full-time 10-month clerical employees may be amended to work up to two weeks in the summer in exchange for not working a like period during the school year. Any such change must be mutually agreed upon between an administrator and the employee. Full time custodial and maintenance employees, except as otherwise expressly provided herein, shall work every day in the year except their vacations, Saturdays, Sundays and holidays designated by the holiday schedule.
 - b. All custodial overtime opportunities shall be offered on a voluntary rotating basis by building.

1. The District shall have the right to assign a Tuesday through Saturday custodial position and a Wednesday through Sunday custodial position.
2. The District shall have the right to assign a Tuesday through Saturday groundskeeper position.
3. The District shall have the right to assign a Tuesday through Saturday maintenance position.

The District will first solicit volunteers for the above assignments giving senior staff priority when appropriate. The positions will be assigned according to least senior where necessary. Any custodial, groundskeeper or maintenance employee who held a full-time position in one of these categories on June 30, 1998, will not be involuntarily assigned to one of the above positions.

- c. Full-time bus drivers shall work every day school is in session, plus working on a rotating basis with part-time drivers, at the applicable hourly rate when Bethlehem schools are closed, but non-public schools are in session.
- d. Cafeteria employees shall work every day school is in session.
- e. Any time worked beyond the daily hours stated in Appendix 5 will be eligible for additional compensation or compensatory time (if approved) based on the following: overtime rates at time and one half compensation will only apply to hours worked beyond 40 hours. Straight time rates will apply to hours worked beyond the daily hours stated in Appendix 5 and for hours worked up to 40 hours. All overtime must be authorized by an immediate supervisor. Employees assigned for a partial day will not be paid at an overtime rate until the weekly hours exceed 40 hours. Paid leave shall count toward the full time hours.
- f. The beginning and ending time of a work day shall be determined by the employee and their department supervisor and shall be one that is best suited to the needs of the area served. The department supervisor's decision shall be final.

The immediate supervisor shall be responsible to implement all changes in an employee's scheduled workday that have been authorized by the department supervisor.

- g. When employees' work schedules have been finalized, each employee shall file with the Chief Business and Financial Officer a time card showing the hours they are regularly scheduled to work. Deviations from this schedule shall be reported and appropriate deductions shall be made for time lost due to lateness, failure to attend scheduled meetings held during the work day, or unauthorized leave taken unless compensatory service is rendered. Where possible, the immediate supervisor will notify affected employees of deviations in work schedules at least five (5) days in advance of the contemplated change. The weekly pay period includes time worked from Saturday through Friday.
 - h. Accumulated compensatory time may be used at times agreeable to the employee and his immediate supervisor. Compensatory time not taken in the pay period earned shall be paid as overtime.
 - i. Accounting for time will be in multiples of no less than fifteen (15) minutes.
2. Seniority. A seniority list shall be maintained by the District and be provided to the Association upon request.

- a. Seniority shall remain in effect for each employee until:
 - i. The resignation of the employee or termination of services.
 - ii. The employee is discharged and the discharge is upheld, or the non-compliance with a recall to work following an employment release due to a reduction in the work force.

b. Seniority Accrual

- i. Except as may otherwise be provided by the Civil Service Law covering reduction of work force in the competitive class, seniority shall accrue as follows:

As of July 1, 1977, employees hired who work less than one-half of the regular work hours per week for a given job title, as defined in Article VII.1 and Appendix 4, shall accrue no seniority.

c. Seniority by Classification

Seniority shall commence from an employee's first date of regular employment with the District. Such seniority shall be based upon continuous service in a classification with no lapse in service exceeding one year.

School monitors shall accrue seniority within one of the following distinct sub-classifications:

- i. Transportation monitors (bus attendants)
- ii. Aides to students with disabilities, Teacher aides
- iii. Library monitors, Clerical monitors, Restricted Study Hall monitors and In-School Suspension monitors
- iv. Hall monitors

All non-paid leave time in excess of thirty days and all layoff time in excess of thirty days shall not be counted for seniority purposes.

3. Provisional Appointments.

Unit members may be provisionally appointed to Competitive Class bargaining unit positions in the Classified Service in accordance with New York State Civil Service Law.

4. Probationary Appointments

Each employee appointed to a permanent position in a competitive, non-competitive or labor class position under NYS Civil Service Law shall serve a six (6) month probationary period.

The District may extend the probationary period for up to an additional six (6) months, providing one (1) month notice of such extension to any such employee together with specific reasons for such extension and specific performance expectations.

Regular represented employees reassigned through the process of promotion to a higher class, to a newly-established position, or to a vacancy in another class, shall be subject to a ninety (90) working day probationary period on the new assignment. At the completion of the ninety (90) working day probationary period, the reassigned employee shall be appropriately appointed to the new classification if they have satisfactorily demonstrated to the District their ability to perform the duties of the new assignment, and they are qualified under the Civil Service Regulations. Should the employee fail to prove their ability to perform the duties of the new assignment, then the employee shall be returned to their former position without loss of rights.

5. Vacancies, New Jobs, Promotions and Temporary Assignments.

When a vacancy occurs in a particular classification, location or work shift, or an opportunity for promotion occurs, notice shall be delivered to the President of the Association. Notices shall also be posted by the District in each job location.

Represented employees desiring to be considered for the posted position shall file written request with the contact person listed on the vacancy posting within ten (10) work days of the posting date.

Merit and ability shall be the criterion for appointment to such position. Other factors being substantially equal, applicants from within the School District will be given first consideration and be given an interview upon request.

Represented employees deemed appropriate by the employer may be assigned to fill vacancies or be temporarily assigned to perform the duties of an employee on leave, or absent for another cause.

When a vacancy occurs, the vacated job may be temporarily filled by a member or members of the unit. However, in the event that a permanent assignment to the vacancy has not been made within ten (10) workdays, the unit member filling the vacancy shall receive the contractual compensation for that job title. At no time will they receive a rate less than their current rate, excluding school monitors (noon hour aides). After such temporary out-of-title job assignment is made, the District agrees to continue such temporary appointment, with the employee receiving the contractual compensation for that job title after the ten workdays, until the vacancy is filled. For these interim assignments, the District in its sole discretion shall determine when a vacancy exists and who shall be assigned to fill such vacancy at the appropriate rate of compensation. There will be at least two business days' notice to BCUEA before the vacancy is filled. Such decision shall be made by the Superintendent, the Chief Business and Financial Officer, the building principal and/or the Director of the Department.

In the event an incumbent represented employee is absent from his position for a period exceeding ninety (90) calendar days, the replacement employee may become a permanent employee in the position, if they qualify under Civil Service Regulations and if mutually agreed by the absent incumbent employee and the employer. In the event no agreement is reached at the end of the ninety (90) calendar days, the incumbent employee remains on permanent status, and the entire process may be repeated at the conclusion of the next ninety (90) calendar day period. If no agreement is reached at this point, the employer will resolve the matter.

The posting and bidding provisions of this contract will be used in the filling of vacancies, except that the employer shall have the right to fill non-competitive positions and competitive positions where no Civil Service list is available with persons not currently in the employ of the School District.

6. Reduction, Bumping, Retreat and Recall

a. Competitive

In the event of a reduction of work force, provisions of N.Y.S. Civil Service Law regarding bumping and retreat shall apply to the competitive class employees.

Employees shall be laid off in the inverse order of their seniority and be placed on a Civil Service preferred recall list, such list to remain in effect for four years, unless otherwise provided by the Civil Service Law. Once an employee is placed on a recall list, during the month of June each year, they shall notify the Chief Business and Financial Officer in writing of their intention to remain on said list. If the employee fails to so notify the Chief Business and Financial Officer, their name shall be deleted from the recall list and they shall be declared to have terminated their employment with the School District.

When an employee is required to move to another job title in a lower pay grade, in accordance with the procedures herein set forth, credit shall be given for the years of service in the grade from which they are being relocated and their former grades to ascertain their appropriate compensation on the compensation grade scale. In no case, however, shall the rate of pay be greater than that being paid in the displaced grade.

b. Non-Competitive

Non-competitive employees in job titles to which there is a direct line of promotion who are displaced, may displace employees in the same or next lower occupied title in the same line of promotion who have the least seniority, but only if the displacing employees have greater seniority. Where displacement involves more than one position in a title, the order of displacement will be in the inverse of the original displacement. That is, the most senior employee shall be the first to displace, etc. If an employee refuses to displace the junior employee, they must be laid off. When the next lower title has been occupied by means of displacement, regardless of when displacement into the title occurred, the position is considered occupied for further displacement purposes by another displaced employee with requisite seniority.

Where no lower occupied position in direct line of promotion is available, a non-competitive employee may retreat back to the last permanently held civil service title and displace the most junior employee, if the employee who is retreating has greater seniority. If an employee refuses to displace a junior employee, they must be laid off.

If no position by bumping or retreat is available, an employee may be assigned any available position, which the Chief Business and Financial Officer deems the employee able to perform.

When an employee is required to move to another job title in a lower pay grade, in accordance with the procedures herein set forth, credit shall be given for the years of service in the grade from which they are being relocated and their former grades, to ascertain their appropriate compensation on the compensation grade scale. In no case, however, shall the rate of pay be greater than that being paid in the displaced grade.

Non-Competitive employees shall be laid off in the inverse order of their seniority and placed on a preferred recall list, such list to remain in effect for four years. Employees will be recalled in order of their seniority to the position formerly held, or to another position for which they may be qualified if the position held at the time of layoff is not available. Once an employee is placed on the recall list, during the month of June each year, they shall notify the Chief Business and Financial Officer in writing of their intention to remain on said list and current mailing address. If the employee fails to so notify the Chief Business and Financial Officer, their name shall be deleted from the recall list and they shall be declared to have terminated their employment with the School District.

c. Recall

Employees who are affected by reduction, bumping, retreat or relocation, shall receive at least fourteen (14) calendar days' notice, or earlier notice when the District knows the employee will be affected, and such notice can be given.

Recall of listed employees laid off by a reduction of work force shall be in order of their seniority from the seniority recall list. Notice of recall shall be by certified mail, return receipt requested, to the last known address.

An employee shall be dropped from the recall list and declared to have terminated their employment with the School District, if they do not respond to the employer within five (5) days after receipt of notice of recall or five (5) days of proof of non-delivery.

Any employee who refuses to return to work to a position for which they are qualified and which position pays at least 80% of their salary at the time of layoff, shall be declared to have terminated their employment with the School District.

d. Return to Rank

Any employee who is reduced in rank and compensation by the procedures herein set forth shall be placed on a promotion preferred list. Employees on this list shall have absolute priority for return to the prior rank and compensation without regard to the posting and bidding provisions for job openings set forth elsewhere in this Agreement.

e. Relocation - Work Site and Shift

Any employee who is displaced from his regular work site and/or shift, in complying with the procedures herein set forth, shall have one opportunity to be relocated to their former work site and/or shift should a vacancy occur and the employee has requisite seniority. Any employee so displaced shall have one opportunity to be reinstated to the regular work site and/or shift from which they were displaced when a vacancy reoccurs. An employee shall have either, but not both of the above opportunities.

f. Notice of Position Availability for Ten Month Staff

Ten month employees who are not going to be offered a position for the following September will be so notified by June 30th.

7. Resignations

All non-instructional employees shall be required to give at least thirty (30) days written notice to the Superintendent of their intention to terminate their employment with the School District, unless waived by mutual agreement.

8. Use of Part-Time Help

Subject to the limitations above, the employer may utilize part-time help as substitute for regular full-time employees, who may be absent, or to perform required services of an unanticipated nature, or to augment the regular working staff during peak demand periods.

9. Protection

It is agreed that in the event a represented employee pursuing his employment with the School District is involved in an occurrence which results in property damage or personal injury, the employee involved will, unless disabled, give immediate notice to his supervisor and thereafter file a written narrative report with the School District Clerk within five (5) calendar days of the occurrence, and provide such other information as is thereafter deemed appropriate by the School District.

10. Bomb Scares, Disasters and Emergencies

It is agreed that in the event of a bomb threat, disaster or emergency, represented employees shall not be required to remain in any area evacuated, in the interest of safety, unless agreed between an affected represented employee and the appropriate supervisor.

In the event particular premises of the School District are evacuated, represented employees shall remain available for reassignment to such other work as is deemed appropriate by the employer for the duration of the emergency situation.

The emergency preparedness plan, available in each facility, delineates procedures to be followed in the event of a bomb scare, disaster or other emergency situation.

11. Uniforms

When uniforms are required by the School District, they will be provided at School District expense.

In such instance, uniforms and work clothes will be furnished and required to be worn by, all cafeteria, transportation and plant personnel on all days while on duty and schools are in session. Maintenance and laundry of the uniforms will be the responsibility of the employees. The plant maintenance mechanics will be furnished one pair of coveralls per year. Uniforms are not to be worn on days when employees do not render service.

Bus mechanics shall be entitled to up to \$150 reimbursement every two (2) years for OSHA compliant work shoes upon providing receipts to the Business Office.

12. School Calendar

The Superintendent will meet annually, prior to March 1, with a Committee, including two (2) members appointed by the Association, to study and review the existing school calendar and to make suggestions for the following year. Having received suggestions of the Committee, the Superintendent will confer with the Administrative staff, surrounding districts, BOCES and area private and parochial schools and will meet again with the Committee for further recommendations before preparing such recommendations to be submitted to the Board of Education for adoption.

13. Medical Examinations

Any unit member required to have a medical examination and/or chest x- ray as a requirement of their employment will have such examination performed by a school physician without charge. The dates and places of such examinations are to be made at the discretion of the School District, but if such examinations are held during working hours, employees will not suffer any loss of time. Should the examination be held outside the employee's workday, then he/she will be compensated one hour of regular pay. This last provision shall not apply to any applicants who are required to have a medical examination as part of the pre-employment process.

14. Video Camera

The parties agree that the District has the right to install video cameras in the schools, buses and District property to ensure a safe and secure environment for the school community. These cameras will be placed in areas where there is no expectation of privacy and may be used to follow up on complaints from staff, students or the community. Such cameras shall not be used for routine evaluation of employees. No information generated from such systems shall be used in any discipline unless the conduct concerns issues affecting the health, safety, or welfare of persons or the theft or destruction of District equipment or property.

ARTICLE VIII - LEAVES AND ABSENCES

Eligible Employees

Employees hired after July 1, 1977, who work less than one-half of the full-time weekly hours as defined in Appendix 5, or who are employed on a temporary basis for six months or less, shall accrue no leave rights hereunder.

1. Personal Illness and Family Illness

- a. Commencing July 1, 2014, regularly-employed personnel will be credited with one (1) and a quarter ($\frac{1}{4}$) days per month, except for regularly employed personnel upon their initial appointment date. In their initial year of employment, they will be credited with five (5) days of sick leave upon appointment, and the balance of days earned will be credited on a pro-rata basis at the start of their fifth month of employment.
- b. Sick leaves shall be taken in not less than one hour multiples.
- c. An accounting of sick leave and personal leave for the prior fiscal year will be given to all employees no later than October 1st of the following year.
- d. Regularly-employed personnel may use up to ten (10) days per year of their sick leave annual entitlement for occasions of illness in the immediate family. Immediate family shall be defined as husband, wife, son, daughter, mother, mother-in-law, father, father-in-law, or other members of the employee's household.

In the event an employee has used all ten (10) days of this leave, extensions may be granted at the discretion of the Board of Education, including, should the Board specifically require, a physician's statement at the expense of the employer and with authorization to be provided by the employee. Any such extensions or additional time shall be deducted from sick leave and shall be conditioned on satisfactory performance of the employee.

2. Bereavement Leave

Regularly employed unit members will be granted an annual paid leave of up to five (5) days to be used in the event of death in the immediate family. In the event an individual has used all five (5) days of his or her annual leave for death in the immediate family, the additional days will be granted for each additional death. Such days to be the first five (5) work days for which the unit member is regularly scheduled for work which occur in the first seven (7) calendar days following the death of the member of the immediate family. For example, the death occurs on a Friday and the unit member is scheduled to work the following Monday through Friday, then they can take the Monday through Friday as paid bereavement leave. If the death occurs on the Friday immediately before a recess period for which the unit member is not scheduled to work, then no paid bereavement leave is available. Such leave may be taken on non-consecutive days and beyond the first seven (7) calendar days following the death of the member of the immediate family, based on proof of arrangements. Such leave is not to be deducted from sick leave and is not to be cumulative. Immediate family is defined as husband, wife, mother, step-mother, mother-in-law, father, step-father, father-in-law, son, step-son, son-in-law, daughter, step-daughter, daughter-in-law, brother, brother-in-law, sister, sister-in-law, grandmother, grandfather, grandson, granddaughter, or other members of the employee's household.

3. Jury Duty and Court Appearance

- a. Regularly-employed personnel shall be granted time necessary to serve as required on Jury Duty with payment of their regular salary for such service not to include money received as payment for jury duty for up to 10 (ten) days per contract year. Any additional time off shall be with payment of their regular salary, less the amount of money received as payment for jury duty, except in the case of unit personnel who receive a salary less than the compensation provided by jury duty. In such cases, when compensation for jury duty is received, the employee shall reimburse the School District for salary received during the period of jury duty which shall be verified by the jury duty voucher.
- b. Regularly-employed personnel subpoenaed to appear before a court or any agency with the power of subpoena shall be granted leave with pay for the necessary time. The subpoena, or its copy, must be presented to the Chief Business and Financial Officer. If the employee is a party to the proceeding, they may have leave without pay, in the event they have no available personal leave time remaining.
- c. If jury duty or court appearance is cancelled, adjourned, postponed or not required for any reason for the full or partial day, the employee will telephone the department supervisor as soon as the employee knows of the change and arrange to report to work at the earliest time.
- d. Second shift employees will not be required to work their shift if they have served four (4) hours or more on jury duty and notify their supervisor.

4. Personal Leave

- a. Each employee at his/her own discretion, without submitting a reason to the employer, will be granted three (3) days of personal leave annually. Except in the case of emergency, the employee shall notify his/her supervisor five (5) days in advance of the leave date. Personal leave will not be used for the first day of the school year, or the day immediately preceding or following a holiday or holiday period, except in the case of an emergency, as determined by the Chief Business and

Financial Officer. Personal leave may be used on the last day of the school year, if students are not in attendance, and as may be allowed by their Building Principal (or departmental supervisor), subject to the overall staffing needs of their department. No personal leave may be used in combination with unpaid leave to extend a recess period. No more than two personal leave days may be used consecutively except as allowed by the Chief Business and Financial Officer. Personal leave days will not be cumulative, will not be deducted from the employee's sick leave, and will be granted without salary deduction. Personal leave shall be taken in not less than one hour multiples.

- b. One day of unused personal leave may be utilized, at the option of the employee, to participate in the sick leave bank in accordance with Section 13. Any unused personal leave not designated for the sick leave bank will be added to the employee's cumulative sick leave.

5. Childcare Leave

Childcare Leave shall be granted without pay for a period not to exceed one year from the commencement of leave.

6. Other Leaves

An employee shall be granted an extended leave of absence without loss of position for a period not to exceed six months for reasons of personal illness upon receipt of a written statement of a physician stating the need for same. In the discretion of the employer, additional leave may be granted for personal illness. The leave referred to in this paragraph shall be without pay.

7. Return From Leave of Absence

Any employee on approved leave of absence in excess of one month shall notify their immediate supervisor of the date they intend to return to service fifteen (15) days before the termination of the leave, unless such leave of absence is a period exceeding four (4) months, in which case the employee shall notify their supervisor of their intention to return to service thirty (30) days before the expiration of leave.

8. Restoration of Benefits

All benefits to which the employee was entitled at the time their approved leave of absence commenced, including unused cumulative sick leave, shall be restored to the employee at the time of their return to employment.

9. Use of Paid Leave

In the event any employee uses paid leave for any purpose other than as defined in this contract, they will be subject to discipline, which may include loss of leave pay and suspension for an equivalent period of time, but not less than one day.

The immediate supervisor or the School District Chief Business and Financial Officer or his assistant shall confer with an employee where a claimed violation of the above paragraph occurs or where the use of leave appears excessive or abused. A report of the conference shall be filed with the Chief Business and Financial Officer for the employee's personnel file. The employee has the right to respond in writing. After said conference whenever a regular employee is absent from work for reason of illness on the day immediately preceding or following a holiday or holiday period, or for three (3) consecutive days or for frequent illnesses, the employee may be required to furnish a doctor's statement certifying as to the illness, whether their own or in their family, and any expenses for said doctor's statement will be paid by the employer, and the employee will provide any necessary authorization.

10. Emergency Days

When schools are closed due to inclement weather, clerical, custodial and maintenance personnel, technology personnel, and garage mechanics are expected to report to work. Cafeteria employees, school monitors, and bus drivers are not expected to report to work. On full day closures, pre-approved personal

time, FMLA, or sick time requests will not be charged against an employee's leave accruals. Ten month clerical employees may use one additional day for the first full snow day closure without charge to leave credits. There shall be no carryover or accumulation of such day.

If schools are delayed, or closed early due to inclement weather, cafeteria employees, school monitors, and bus drivers are to check with their supervisors for clarification on when to report to work, or when to leave work. On partial day closures, pre-approved personal time, FMLA, and sick time requests will not be charged against an employee's leave accruals if the leave time falls within the period when school is closed.

If all district facilities are closed due to extremely hazardous emergency conditions, all employees may be directed not to come to work. If Operations and Maintenance staff are required to report to work in order to secure building and grounds, or for emergency clean-up work, all time worked on such a day will be paid at time and a half.

Full recognition exists that conditions severe enough to close schools will create hardships and danger for personnel coming to work. It is not the intention of the Board of Education or administration that the employees should jeopardize their personal safety. Efforts to report to work should be governed by good judgment and if the decision is made not to report to work, and such absence is not charged against any available personal or vacation leave day, there will be a loss of pay by the employee unless, at the discretion of the department supervisor, the time the employee was absent from work is made up during the current pay period or the pay period immediately following.

If the Board declares a non-used snow day to be a day off, members of the bargaining unit who were required to be at work in accordance with the first paragraph of this provision, shall be given this day off with pay.

11. Absence Notification

If a regular employee fails to report to work at the beginning of the work period and fails to notify the employer that they will be absent or late, and if a substitute has been engaged to do their work, the regular employee will not work that day and will lose the day's pay. If the employee presents an acceptable reason, the time lost may be charged against any available personal leave, or if absence qualifies for any other type of leave, such leave will be granted if substantiated.

12. Absent Without Leave

An employee absent from work without authorization pursuant to the provisions herein contained or notification by the employee to the District for ten (10) or more consecutive work days shall be deemed to have resigned from their position if they have not provided a satisfactory explanation for such absence on or before the eleventh (11th) work day following the commencement of such unauthorized absence. This procedure shall be in lieu of the disciplinary procedures prescribed under this contract or by Civil Service Law. Any action taken pursuant to the provisions herein contained shall require notice to the employee by the District. Such notice shall be in the form of a registered letter to the last known address of the employee on file with the business office. This provision shall not apply to any employee on an authorized, unpaid leave.

13. Sick Leave Bank

A sick leave bank is hereby established for employees who work half time or more and who are physically disabled for an extended period during the school year.

Such bank shall be made up of personal leave days provided under Article VIII, paragraph 5, that remain unused by employees at the close of each school year.

In order to participate in the bank, employees must have at least one personal leave day remaining at the end of such school year. The bank shall thereafter be replenished by sick leave days as it may be diminished through use, up to the prescribed maximum of 200 days. Effective July 1, 2005 a compulsory lottery list of

all participating members will be created in a random fashion as mutually determined by the Association and the District. As new members enter the program, their name will be added to the bottom of the list. On a routine basis (month of December) the number of hours needed to maintain the bank at the 1500 hours will be charged to members, at the rate of one day per member, on a rotating basis, using this list. Employees will be notified when their sick leave will be charged to replenish the bank. Part-time employees may join the plan with an equivalent contribution of not less than four (4) hours to the bank.

The granting of such extended leave benefit shall be subject to the following conditions:

- a. The employee's accumulated sick leave is exhausted.
- b. The employee satisfies a five (5) unpaid working day waiting period after exhaustion of the accumulated sick leave.
- c. The employee provides medical evidence acceptable to the District of the extended nature of the disability. The District may require an examination by another physician.
- d. Individual withdrawals shall be limited to the equivalent number of accumulated sick leave days in the employee's account at the beginning of the school year during which the onset of the disability occurs.

The District reserves the right to withhold such extended leave benefit when:

- a. The employee cannot continue to provide medical evidence acceptable to the District of the continuation of the disability when requested to do so by the District.
- b. The employee may qualify for disability retirement under either any public retirement system or social security.

14. Summer Leave for Ten Month Staff

Any 10-month employee, who is employed during the summer, can charge up to two (2) days of leave for any valid reason currently provided in the contract. Said charge shall be against any accrued sick leave.

ARTICLE IX - HOLIDAYS AND VACATIONS

Holidays and Vacations - Eligible Employees

Employees hired after July 1, 1977, who work less than one-half of the full time weekly hours as defined in Appendix 5 or who are employed on a temporary basis for six months or less, shall accrue no rights hereunder.

1. Holidays

- a. Regular 12-month unit members shall be granted thirteen (13) paid holidays which shall be mutually determined after the school calendar is developed. Regular 10-month unit members shall be granted the paid holidays on the schedule for the months they work. The holiday schedule shall be developed by the Association prior to June 1 and transmitted to the Chief Business and Financial Officer for approval.

- b. Any service required to be performed on any one of the holidays listed in Appendix 3 shall be compensated for at the rate of 2 times the hourly rate paid the employee, and shall be paid at said rate in addition to their regular holiday pay, except as provided under Article VII.1.

2. Vacation

All regularly employed 12-month personnel shall be granted vacation as follows:

- a. During the first year of employment, employees shall earn paid vacation time equal to one (1) day for each month worked prior to June 30th. After completion of six (6) months of service, an employee may elect to use up to three (3) days of vacation time in the year of hire. The balance of time earned will then be credited July 1st.
- b. For each year of employment thereafter, each employee shall receive twelve (12) days paid vacation for that year through the 7th year of employment.
- c. An additional annual entitlement of five (5) days of paid vacation shall be granted after the completion of seven (7) years of employment.
- d. An additional three (3) days of paid vacation shall be granted after the completion of fifteen (15) years of service.
- e. Vacation days are to be taken at times mutually agreeable to the employee and the immediate supervisor. Vacation days are not cumulative.
- f. Vacations should be taken during July and August following the year in which earned, or may be taken during a school recess period in the year following that in which the vacation was earned.
- g. Employees are encouraged to take vacations in blocks of time of one (1) week, unless the employee has accrued less than one (1) week of vacation time. Employees may take vacation in blocks of one hour in the discretion of and with the approval of the immediate supervisor. Exceptions may be made with the approval of the immediate supervisor. When exceptions are made, vacation time must be taken in full days.
- h. A day of vacation will not be charged when a day observed as a holiday falls within the vacation period.
- i. In the event that sickness, disability, or compensable accident occurs prior to and interferes with the scheduled vacation of an employee, the vacation will be rescheduled whenever practicable within the school year. If prolonged disability occurs prior to an employee's vacation and makes it impossible for the employee to take their vacation that year, they shall be allowed their normal vacation without curtailment of concurrent benefits.
- j. Whenever a unit member employee, employed not less than six (6) months voluntarily resigns, enters military service, is laid off because of lack of work, is discharged or is retired, they shall be entitled to their earned paid vacation at their regular rate.
- k. If any vacation is taken beyond that granted under this policy, pay deduction will be made at the rate of 1/260 of a year's salary for 12-month employees covered by this Agreement for each extra vacation day.

- l. Employees who have completed three (3) years of continuous service with the District may carry over up to five (5) days of unused vacation leave from one year to the next under the following conditions. The employee must notify the Chief Business and Financial Officer in writing no later than June 1st of the request to carry over unused vacation leave days and how many are requested. A maximum of five (5) days may be carried over from one year to the next. Any vacation days not used and not carried forward are lost.
- m. An employee who has been a ten-month employee working half time or more will be eligible to have such service credited in determining vacation if the employee is appointed to a half time or more 12-month position.

3. Floating Holidays for Ten-Month Clerical Staff

Ten-month clerical employees shall be entitled to two (2) paid holidays when school is not in session in addition to those scheduled during their ten-month period. These days shall be taken at times mutually agreeable to the employee and their immediate supervisor. These days are not cumulative.

ARTICLE X - COMPENSATION AND RELATED ITEMS

1. a. Compensation Rates for Existing Employees

The salary schedules in Appendix 5 shall be applicable only to employees hired prior to the date of ratification of this Agreement.

Effective July 1st of the school year, the salary schedules shall be increased and step movement shall be as follows:

2013-2014	Step + 1.25% increase on the 2012-2013 salary schedule
2014-2015	Step + 1.75% increase on the 2013-2014 salary schedule
2015-2016	Step + 1.75% increase on the 2014-2015 salary schedule
2016-2017	Step + 1.75% increase on the 2015-2016 salary schedule
2017-2018	Step + 2.0% increase on the 2016-2017 salary schedule

b. Compensation Rates for New Employees

The salary schedule in Appendix 6 shall be applicable to those employees hired on or after the date of ratification of this Agreement. Such employees will be entitled to a .25% increase on the schedule in the second, third, fourth and fifth year of the contract, but will move one step each year on a 15 step schedule. At Step 20 such employee will receive an additional \$500 added to base. The schedules will begin at the same starting rate for 2012-13 for current employees, except bus drivers whose schedule will start at \$17.50 per hour.

2. Additional Pay

a. Inconvenience Pay

- i. All unit personnel shall be entitled to the rate of \$100.00 per month if their normal workday schedule includes at least four hours between 6:00 pm and 6:00 am.
- ii. All full-time unit personnel shall be entitled to extra pay in any month in which they work over one-half the possible work days in that month.
- iii. All days absent from work on authorized paid leave shall be considered as days worked.
- iv. Eligible Unit personnel shall have inconvenience pay paid on a bi-weekly basis in accordance with the established pay calendar.

- v. Part-time regular unit employees shall be granted the above pro-rated in accordance with the number of hours worked, compared with the number of hours required of a full-time employee. To be eligible, a part-time employee must work at least one-half of their regular daily schedule between 6:00 p.m. and 6:00 a.m.

b. Proctoring/Chaperone Duty

In the event that instructional staff are unavailable to cover a proctoring or chaperone duty related to student supervision, unit members may be requested to provide this service. The rate of compensation for this service is \$27.50 per hour.

c. Call in Pay

An employee who is called in to work at the District's request at times other than the employee's regular work schedule, shall be paid a minimum of two (2) hours pay at the applicable rate of pay in accordance with Article VII.1 (f). Employees are paid a two (2) hour minimum as a form of inconvenience pay for the employee called-in to work during non-scheduled work hours. The responding employee may not work a full two hour period, if the response does not require two hours to resolve the issue. If the call-in event requires more than two hours to resolve the issue, the employee will be compensated for all hours actually worked, at the applicable pay rate. If there are a succession of responses that occur during overlapping times during the same off-duty time period, the employee will be compensated from the time of the first call-in, through two hours after the final call-in. Such compensation shall be paid in blocks of time, not on a per alarm basis. However, if the employee has returned home before a second event occurs, then the employee will be paid a minimum of two hours for that event. If there are a succession of responses that do not occur during overlapping times during the same off-duty time period, each call-in that is responded to will be paid the two hour minimum or more if additional time beyond two hours is worked to resolve the problem.

d. Additional Time Worked

During the school year, outside of summer and vacation periods:

If the part-time employee is performing extra work or is subbing in the same title in which they normally serve, the employee will be paid at the present step and grade for the current title in which the employee serves.

If the part-time employee is performing extra work or is subbing in another title, they will be paid at step 1 of the grade for that specific substitute title.

3. Overtime and Premium Pay

The regular workweek for regularly-employed personnel shall be as contained in the work schedule set forth in "general conditions of employment."

Overtime pay earned will be paid on a current basis. All full-time employees will be paid or granted compensatory time at the rate of time and one-half for time worked over 40 hours in any workweek. Compensatory time to be taken as per Article VII.1(h).

Overtime work shall be made available to members of the particular department on a rotating seniority basis. Only employees qualified to perform the overtime work at issue are eligible (e.g., operating machinery or vehicles). In the event no employee or an insufficient number of employees volunteer for overtime work, the District has the right to assign such work to the employee(s) first refusing the work so that the work is performed.

Any regular full-time unit member asked to perform additional limited duty other than their regular employment at a time other than during their regular working hours shall be paid at the rate of time and one-half for such services with said pay to accrue for the actual time worked, which shall be in increments of not less than fifteen (15) minutes, and shall be paid at the specified bargaining rate for the job performed.

4. Summer and Vacation Period Employment

Ten-month employees working during the summer and vacation periods of the school year will be compensated at the employees' 10-month rate of pay if the employment is in the same title as in their 10-month position. If not in the same employment title, the employee will be compensated at the step one pay of the applicable grade assigned to the title in which the employee is working, except for summer custodial work and for Bus Drivers working as School Monitors (Bus Attendants). Summer Custodial Workers will be paid at the Board-approved annual rate for Custodial Extra Help. Bus Drivers working as School Monitors will be paid at the School Monitor grade; however, the Bus Drivers will be paid at the step held for the regular 10-month Bus Driver position. It is expressly acknowledged that seniority will not be a consideration in filling summer positions. (Note reference to transportation practice in Article XII (9) in regard to rotating summer extra trips/assignments).

5. Mileage Reimbursement

In the event an employee is required to use their personal automobile for School District purposes, they shall be compensated at the maximum rate per mile allowable by the IRS.

6. Health Insurance and Retirement - Eligible Employees

A. Health Insurance

The parties agree to reopen negotiations, as necessary, to address conforming changes with the Affordable Care Act at any time on or after January 1, 2015.

Any employee represented by the Association who is engaged in regular employment with the School District shall be considered an eligible employee for the benefits of the programs as set forth below:

- i. Employees hired after July 1, 1977, who work less than one-half of the full-time weekly hours as defined in Appendix 5 or who are employed on a temporary basis for six months or less, shall not be eligible for health insurance coverage.
- ii. Employees hired after ratification of this Agreement who work on a regular basis between 20 hours and 26 hours per week in the first four years of the contract, and who work on a regular basis between 20 hours and 30 hours per week in the fifth year of the contract, will be eligible to participate in health insurance by contributing an additional percent of the premium cost beyond the contribution rate of full-time employees, as follows:

2013 – 2014	4%
2014 – 2015	4%
2015 – 2016	5%
2016 – 2017	5%
2017 – 2018	6%
Effective June 30, 2018	7%

- iii. Employees hired after ratification of the Agreement who work more than 26 hours per week on a regular basis will be eligible for coverage under the District plans by paying the same employee premium as employees hired prior to ratification of the Agreement. Provided,

however, that in 2017-2018 employees hired after ratification of the Agreement, who work more than 30 hours per week on a regular basis, will be eligible for coverage under the District plans by paying the same employee premium as employees hired prior to ratification.

- iv. Employees hired prior to ratification of the Agreement who work one half of the full-time weekly hours as defined in Appendix 5 shall be eligible for health insurance coverage for their entire District employment so long as the employee works one half of the full time weekly hours, not on a temporary basis, for more than six months.
1. Employees may participate in either Secure Blue Preferred, or the Capital District Physicians Health Plan.

The District shall pay the following premium contributions effective July 1, each year and office co-pays shall be:

	<u>Individual</u>	<u>Dependent/Family</u>	<u>Co-Pay</u>
2013 – 2014	88%	80%	\$20
2014 – 2015	87%	80%	\$20
2015 – 2016	87%	80%	\$25
2016 – 2017	86%	79%	\$25
2017 – 2018	86%	78%	\$25
June 15, 2018	86%	77%	\$25

Any out of network benefit plan made available through the District will include a \$250/500 annual deductible with an out-of-pocket limit of \$2,500.00 per individual and \$5,000.00 per family per year.

Prescription drug plans offered with any of the above insurance plans shall be based on a contribution by the employee of \$5.00 for generic drugs, \$15.00 for name-brand drugs on formulary, and \$30.00 for non-formulary name-brand drugs. The mail order drug program will be based on a contribution by the employee of \$10.00 for generic drugs, \$30.00 for name-brand drugs on formulary, and \$60.00 for non-formulary name-brand drugs. The Parties agree to a separate Drug Program under a pharmacy benefit management company.

The District also will make available to members of the Association, on a voluntary basis, an additional option for prescription health coverage through CanaRx under the terms stated below in subsections i. – iv.

- i. CanaRx Services Inc. (“CanaRx”) is a privately held Canadian company which provides certain brand name maintenance medications at a uniform reduced cost to American residents. The advantages of participation in the program offered by CanaRx is reduced cost to both the employer and employee.
- ii. The District wishes to offer CanaRx as a prescription resource available to members of the Association on a voluntary basis. Members would participate in CanaRx in accordance with the requirements of CanaRx in terms of enrollment and any forms to be completed. Information regarding participation in the program will be made available to members by the District. Any administrative costs associated with the program being made available shall be borne by the District.

- iii. The offering of CanaRx by the District shall in no way replace or alter the existing prescription benefit program provided pursuant to this section of the Agreement and is offered “in addition to” not “in lieu of” that existing program. Members of the Association may voluntarily choose to participate in CanaRx and shall continue to have the ability to use or return to the use of the prescription program offered under this section. Only members of the Association that participate in the District’s health insurance program may participate in this plan.
- iv. The parties agree that CanaRx will be offered as an alternative prescription program to members of the Association.

Effective July 1, 2008, or as soon thereafter as practicable, the parties agree to participate in the CDPHP EPO plan in place of the current CDPHP HMO plan. Should the cost of the insurance premium on this plan rise above the cost of the HMO at that point in time due to its experience rating, the Association may require the District to revert to the community rated HMO product offered through CDPHP at the next scheduled change date.

In the event that the Association requires the District to revert to the community rated HMO plan, the District will make members financially whole for any premium share or out of pocket expense that occurred beyond what would have been experienced under the CDPHP HMO plan currently in effect, from the date of the notice from the Association of its desire to switch plans to the effective date of the switch.

2. Health Insurance Buyout - Active Employees

- a. In lieu of participating in the health insurance and prescription drug coverage provided in this article, for which the employee would be otherwise eligible, an employee may elect to waive such coverage in favor of direct compensation. Election to participate in this option must be made in writing on a form provided by the District no later than June 15 for the subsequent school fiscal year and once selected is irrevocable for the duration of the fiscal year except for reasons of a qualifying event as defined by the Internal Revenue Code. Elections to participate must be submitted annually, on the form provided by the District. Where one spouse is employed by the District and receives the health insurance benefit, and the other spouse is a benefit eligible District employee as well, one of the spouses may elect to participate in the buyout at the individual buyout amount. Employees who opt off District coverage during the 2013-2014 year, following the ratification date, will be eligible for a buyout amount in January 2015.
- b. Compensation for Employees so electing shall be as follows:
 - i. The buyout is open for all employees who qualify to receive District health insurance and were receiving such coverage on the ratification date, or anyone hired after the ratification date, who is benefit eligible pursuant to Article X, Section 6 of the contract. Employees electing to waive such coverage will be compensated at the following rates:

Individual	\$1,000
Two Person	\$2,000
Family	\$3,000

The employee can only be reimbursed at the level of insurance to which they have been receiving coverage and/or are entitled to receive coverage. Employees must provide written documentation of health insurance coverage by a primary health insurance carrier in order to participate in the health insurance buyout option. In the event of a partial period of declination, there will be a pro-rata adjustment in the buyout amount.

- ii. All above amounts will be paid directly to eligible employees in the form of a separate check, on the second pay date in January of each school year, commencing in January 2015.
- iii. If an employee declined coverage for the 2013-14 year, and was hired prior to the ratification date, the employee may be eligible for a phased in buyout amount during the life of this Agreement, beginning with payment in the 2015-16 year, subject to the following conditions:

An employee is eligible for the phased in buyout amounts if he or she has declined district health insurance for the 2014-2015 (as per Appendix 8) (the “Pool”).

Such phased in buyout will be available only if a specified minimum number of employees have newly declined District health insurance subsequent to the ratification date.

Buyout amounts are dependent on the number of such employees who have declined coverage, and may go higher or lower depending on the cumulative number of such employees on June 15th each year, provided, however, that the maximum amount payable is no more than the phase-in percentage on the measurement date. For example, if on June 15, 2015 there are four (4) employees who newly decline coverage, the maximum amount payable would remain at 25%. If, however, ten (10) employees newly declined coverage on June 15, 2015, the maximum payable would be 75%.

Number of Decliners	Buyout Phase-in %	Individual Amount	Two Person Amount	Family Amount
3	25%	\$250	\$500	\$750
6	50%	\$500	\$1,000	\$1,500
9	75%	\$750	\$1,500	\$2,250
12	100%	\$1,000	\$2,000	\$3,000

After the payment amount is set on June 15, 2014, in each successive year, if there are at least three (3) new declinations added, then the payment amount will increase by one level, but in no event beyond 100%. If the cumulative declinations fall below the prior year’s total, the payment amount will remain at the same level as paid to the employee in the prior year.

- c. Each school year of the agreement, eligible employees may elect to buy out health insurance coverage in accordance with the schedules outlined above in accordance to the level of insurance they would otherwise be entitled to, based on the level of dependent coverage by the spouse. If there are no dependents, or if the individual’s spouse also works for the District, then the employee is eligible for the individual buyout amount.
- d. If an employee chooses to re-enroll in the District health insurance plan, such reenrollment must be completed in writing during the May open enrollment period, or upon a qualifying event. If an employee plans to re-enroll in the health insurance plan at the time of

retirement from the District, the employee will notify the District in writing at least 18 months prior to the re-enrollment of an intent to retire and re-enroll. Such notice of intent to re-enroll is not binding on the employee.

- e. This Section 2(b)(iii) shall sunset on June 30, 2018 and those employees on Appendix 8 shall be eligible for compensation pursuant to Section 2(b)(i) and (ii).
3. Employees retiring from the District under the NYS Retirement System and who have at least fifteen (15) years of continuous qualifying (benefit eligible) employment in the District shall be eligible to receive the Health Insurance Coverage applicable to retirees. Employees retiring from the District under the NYS Retirement System on or before June 30, 2008 will be eligible for this provision if they have at least ten (10) years of continuous qualifying (benefit eligible) employment in the district.

Such retirees are eligible for the District contribution for individual coverage that was in effect as of their retirement date, and a 50% District contribution rate for dependent coverage.

The District will offer one or more Medicare Advantage Plans (MAP) to those District employees, retirees, spouse or family who are Medicare eligible. Participation by such participant shall be totally voluntary. The MAP's are offered by the existing commercial carriers for the District: Blue Shield and CDPHP. Eligibility to enroll is subject to the MAP's program requirements, including residency requirements within the local service area for at least six months during the calendar year. Participants may revert to any of the non-MAP commercial plans offered by the District. In the event a participant voluntarily chooses to revert to one of the non-MAP commercial plans offered by the District, the ability to revert will be subject to the existing plan's entrance requirements.

4. The Medicare reimbursement will be frozen at the monthly rate in effect on July 1, 1987.
5. Dental Insurance - The District will contribute \$210 per eligible individual plan or \$450 per eligible family plan towards a dental program under which an employee is required to contribute an amount at least equal to the District contribution, with said amount to be deducted from the employee's pay check. The Association agrees to administer the plan. The District's liability is restricted to the dollar contribution. This provision shall only apply to employees who are employed by the District on a half-time or more basis.
6. The District shall provide and implement a full cafeteria plan under IRS code §125 with the district paying the administrative costs thereof. Such plan will permit employee contributions for employee health insurance premiums, unreimbursed medical and dental expenses, and allowable childcare expenses, etc., in before-tax dollars. Staff paid on a timesheet basis are not eligible to participate. In accordance with the IRS's option to enable plan participants to carry over up to \$500 of unused funds for qualifying medical expenses from one plan year to the next, the maximum \$500 carryover option will be incorporated within the plan, enabling an employee access to any unused funds from the prior plan year, commencing with the plan year ending December 31, 2013.
7. The District will make available a fund in the amount of \$26,200.00, annually, to be used by the Association for ancillary insurance. This payment will be made in full by October 1st of each year. Provided, however, no payment will be made by the District for the 2013-2014 through 2017-2018 school years. The District shall resume annual funding in the 2018-2019 school year.
8. Any BCUEA member who applies for the Domestic Partner Benefit shall be required to certify, under oath, the existence of the domestic partner relationship through the Affidavit contained in Appendix "7" to maintain this benefit. This benefit shall only apply to the BCUEA member, his/her partner and any child of the BCUEA member, not a child or dependent of the BCUEA's member's partner.

9. Less than 12-month employees shall have employee health insurance premium amounts for July, August and September deducted equally over one pay period in May and two (2) pay periods in June.

B. Retirement

1. All employees covered by this Agreement who are members of the New York State Retirement System shall be covered by the 1/50th “Non- contributory 25 Year Career Plan.” (Section 759, N.Y.S. Retirement and Social Security Law)
2. Tier I and Tier II employees covered by this Agreement who are members of the New York State Retirement System shall be covered by the “New Career Retirement Plan.” (Section 75-I, N.Y.S. Retirement and Social Security Law)

C. Retirement Incentive

The following retirement incentive program will be instituted:

1. Eligibility

Employees who retire under the rules of the New York State Employees Retirement System with fifteen (15) years of full-time service in the Bethlehem Central School District shall be eligible for the incentive. Employees who retire under the rules of the New York State Employees Retirement System with fifteen (15) years of part- time and/or full-time service in the Bethlehem Central School District shall be eligible for the incentive hereinafter provided for at a pro-rata percentage based on their total district-wide part-time service or combination thereof.

In addition, employees must give a written letter of retirement at least six (6) months in advance of retirement on or before January 1, for an end of the year retirement date of June 30.

2. Payment

One-half of the payment shall be made on the first pay date following July 1st of the retirement date. The remaining half of the payment shall be made on the first pay date following January 1st.

3. The retirement incentive shall be as follows:

Eligible employees as defined hereinabove shall receive the following flat dollar amount in addition to specified payment for unused accumulated sick leave as follows:

1st year of eligibility in NYS Employees Retirement System	\$4,000.00
2nd year of eligibility in NYS Employees Retirement System	\$4,000.00
3rd year of eligibility in NYS Employees Retirement System	\$4,000.00

4. In addition to the above incentive employees in Tiers 1 – 5 of the ERS shall have the first 165 days of unused accumulated sick leave to supplement retirement service credit subject to the provisions of the New York State Employees’ Retirement System, including those applicable to section 41(j). Employees in Tier 6 will be limited to 100 days, as per 41(j).

Thereafter, the cash value of unused accumulated sick leave days in excess of 165 days will be applied toward the cost of any contributory health insurance premium upon retirement at 25% of the employee’s per diem rate at that time. This provision shall only apply to full-time unit

members employed at least half-time or more. The Parties agree to prorate the above payment based upon full-time equivalency for part-time employees. Employees are not required to receive the incentive as per sections 1, 2 and 3 above, in order to participate in the option to apply excess credits towards the employee's share of health insurance premiums.

5. The parties agree that in the event the District elects to implement any New York State-provided early retirement incentive plan, this language shall be void for that particular school year.
6. For any purpose under this article, at the discretion of the Superintendent, a waiver may be granted on the basis of a written application regarding:
 - a. The effective date of retirement.
 - b. Notice of retirement.
 - c. Retraction of a previously-submitted notice of retirement.

Such decision by the Superintendent is final and binding, non-grievable, and not subject to any review.

7. Work Connected Disability Absences

- a. Absences due to work-connected disability will not be charged against the employee's sick leave accruals under the following conditions. Employees up to their fifth year of continuous service shall be provided with a single bank of sixty (60) work days from which they may charge absences due to work-related disability before their absence is charged against their sick leave accruals. Employees commencing their fifth year of continuous service with the District shall be provided with an additional bank of eighty (80) work days from which they may charge absences due to work related disability before their absence is charged against their sick leave accruals. In each case, the bank of days are non-renewable. Any unused days from the initial bank of sixty days shall roll over to the next period.
- b. Once an employee has exhausted the bank of days, their absences due to work related disability shall be charged against any sick leave accruals they may have. Employees may also utilize the sick bank if they are a member and satisfy any requirements for participation in the sick bank. Any reimbursement from Worker's Compensation payments shall first be used to reimburse the sick bank. If the employee does not have sick leave accruals and is not eligible for the sick bank, then their pay shall cease and they shall only be entitled to retain any Worker's Compensation payments received.
- c. During the period in which the employee is using the bank of days, any Worker's Compensation payments shall be provided directly to the District. During any period of time in which the employee is using their own accumulated sick leave, any Worker's Compensation payments shall be provided directly to the District with the employee's sick leave being reinstated on a pro-rated basis. For example, if an employee has used sixty work days of paid sick leave and the value of any payment received by the District from Worker's Compensation is equivalent to forty work days, then only forty sick leave days shall be reinstated to the employee.
- d. If a case is controverted by the carrier of the Worker's Compensation Insurance, the employee's absences shall be charged against his/her accumulated sick leave until the work connection is established. When established, the used sick leave will be returned to the employee's credit and absences shall be administered in accordance with the above procedure.

- e. The District may require physical examinations of the employee by physicians specializing in the field of the disability for the purpose of determining if the employee is capable of performing any work in the District.

8. Rates for New Jobs

Salary rates for any new position within one of the several general employment categories represented by the Association, shall be established by the employer, using the compensation and grade charts from this Agreement as a guide for determining the salary. Jobs created and filled for periods of six months or more shall be reviewed semi-annually by the District and Association to determine whether a recommendation is to be made to the Board of Education that the position be designated permanent, rather than temporary. Student employees are excluded.

9. Advancement on the Salary Scale

For unit employees to advance to the next step on the salary scale on July 1, the date of their official appointment must be no later than the prior January 1st for 12-month employees, or the prior February 1 for 10-month employees. Any person whose official appointment date is later than those specified may advance to the next step of the salary scale on July 1 of the following year.

10. Placement on Step When Upgrading

Employees shall be placed on a step on the salary schedule commensurate with their years of service with the District if they continue in the same civil service title or who advance through the direct titles of promotion as determined by the Department of Civil Service. When an employee is reemployed in a title not in a direct line of promotion as determined by the Department of Civil Service, the employee will be placed on a step commensurate with their years of related experience at the District's sole discretion.

11. Credit for Work Experience

New staff may not be appointed permanent employees at a rate below the first step or above the third step of the salary scale.

12. In-service Training and Tuition Assistance

The Association and the Employer will meet to explore and implement in-service training programs for the mutual benefit of the parties hereto. The employer will bear the cost of such in-service programs provided.

It is the intention and expectation of the Employer and the Association that the represented employees will attend and participate in the in-service training programs in their respective fields of work.

13. Continuing Education

The District shall provide employees with the opportunity to take continuing education classes approved by the Chief Business and Financial Officer and related to and enhancing job skills of employees and offered by the District at no cost to the employee.

14. Aides to Students with Disabilities

Aides to Students with Disabilities will be notified of his or her assignment no later than five (5) days prior to the start of the school year. Provided, however, that any time a change in student enrollment requires reassignment of Aides to Students with Disabilities, the assignment may change and will not be considered a contract violation.

Aides to Students with Disabilities hired on or after the ratification of this contract will be expected to have Full TCI training, certification and recertification to be qualified to be assigned to skills classes. For purposes of this Article, skills classes include only the following: elementary skills, social development, intensive skills, social communication and Linking Education and Economic Development (LEAD). All other assignments of Aides to Students with Disabilities falls outside of skills classes.

Effective 2014-2015 all Aides to Students with Disabilities assigned to a skills class with Full TCI training shall be entitled to receive a stipend of \$500 per annum. Such stipend will be paid bi-weekly over the academic year. Such stipend will be pro-rated if there is a change in assignment during the year.

Full TCI training requires Aides to Students with Disabilities to complete all training including refreshers, if offered, prior to the expiration of the certification.

Effective July 1, 2017, Aides to Students with Disabilities who have not completed Full TCI training will be deemed unqualified for the position of Aides to Students with Disabilities and will be subject to termination. Provided, however, that Aides to Students with Disabilities who have completed all TCI training, except the physical portions of the training due to physician's certification that such employee has medical restrictions that prevent completion of the physical portion of the TCI training, will not be subject to termination for failure to complete all TCI training.

No Aides to Students with Disabilities will be required to enter a swimming pool with the student to whom the Aides to Students with Disabilities are assigned.

15. Lead Food Service Workers

A Lead Food Service Worker assigned to one of the elementary schools where no cook is assigned will receive a stipend of \$250 each year payable on or after January 1st. Such payment will be pro-rated if a Lead Food Service Worker serves less than one full school year.

16. Lead Custodians

A Lead Custodian assigned to one of the elementary schools where no Head Custodian is assigned or an evening shift Custodian at the Middle School and at the High School where no Head Custodian is assigned, will receive a stipend of \$250 each year payable on the second payroll in January. Such payment will be pro-rated if a Custodian serves less than one year.

17. Step Placement for Transportation

Effective July 1, 2013, if a bus driver returns to regular status within one year or less of dropping to substitute status, the bus driver shall be restored to the same step he or she held prior to substitute status consistent with Article IX, Section 9, Advancement on the Salary Step. If a bus driver returns to regular status more than one year after dropping to substitute status, the bus driver shall be appointed to no higher than the third step of the salary schedule based on prior experience. Such bus driver who returns within one year to regular status shall have any sick leave accumulation restored to his or her credit.

ARTICLE XI - RESOLUTION OF DIFFERENCES

1. Grievance Procedure

The following is the grievance procedure established by the Board of Education and the Bethlehem Central United Employees Association of the Bethlehem Central School District:

It is the purpose of this procedure to secure, at the lowest possible administrative level, equitable solutions to grievances of employees through procedures by which the Board of Education and its non-instructional employees are afforded adequate opportunity to dispose of their differences without the necessity of time-consuming and costly proceedings before administrative agencies or in the courts.

Except for disciplinary action, due process under Article V 2, where a represented employee elects to resolve a grievable issue by judicial or administrative proceedings other than the grievance procedure herein provided, then grievance proceedings, other than initiation of same shall be suspended pending the conclusion or termination of such other action or proceeding. Where a binding judicial or administrative determination on a grievable issue is made in such judicial or administrative proceeding other than the

grievance procedure herein, the grievance procedure shall be deemed waived and concluded in accordance with the judicial or administrative determination made. Otherwise, nothing shall be deemed a waiver of the rights of grievance, should a represented employee elect to so proceed.

All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

It is agreed that if the School District receives a complaint that could negatively affect evaluation of job performance or the opportunity for advancement of an employee, the employee involved shall be advised of the complaint by the School District and be given an opportunity to confer with appropriate supervisory personnel about the complaint and make such response as the employee deems appropriate to protect their employee record.

2. Right of Grievance

A grievance proceeding may be initiated by a permanent employee or their representative. Every employee has the right to present their grievance personally or through their representative in accordance with the procedures established herein.

3. Definition of Grievance

Grievance shall mean a claimed violation, misinterpretation or inequitable application of the terms of this Agreement, or, upon completion of a six (6) month probationary period as provided herein, a claim by a represented employee that they have been reduced in rank, disciplined, discharged, or suffered a loss of compensation without just cause. In the event that such employee's probationary period has been extended as provided herein, the inclusion provided hereinabove shall be extended to coincide with the duration of the probationary period.

4. Procedures

- a. All grievances shall be in writing on the standard form, a copy of which is attached hereto, and shall include the name and position of the aggrieved party, a general statement of the nature of the grievance and the redress sought by the aggrieved party. A grievance shall be signed by the aggrieved party or on behalf of the aggrieved party by an Association representative acting under the authority of the Association.
- b. All decisions shall be in writing, dated, and signed at each Step of the grievance procedure. Each decision shall be transmitted to the employee, the Association and the Superintendent within three days of the date of decision.
- c. If, in the opinion of the Association, a grievance affects a group of employees and appears to be associated with Department-wide or System-wide policy, it may be submitted by the Association directly at Step 2.
- d. If a grievance is related to discharge or suspension, it shall commence at Step 1.
- e. The Board of Education and the Association agree to facilitate any investigation which may be required concerning an alleged grievance.
- f. An aggrieved party and any other party in interest shall have the right at all formal steps of the grievance procedure to present relevant information, including witnesses, and request relevant information from the other party reasonably necessary to facilitate review of the grievance.

- g. Nothing contained herein will be construed as limiting the right of any employee having a grievance to discuss the matter informally with a supervisor or any member of the administration and having the grievance informally settled without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement. In the event that a grievance is adjusted without formal determination, pursuant to this procedure, while such adjustment shall be binding upon the aggrieved party and shall, in all respects, be final, it shall not create a precedent or ruling binding on either of the parties to this Agreement in future proceedings.
- h. The Superintendent shall be responsible for accumulating and maintaining an Official Grievance Record, which consists of the written grievance, all exhibits, transcripts, communications, minutes and transcribed notes of testimony, written arguments and briefs and all written decisions. The Official Grievance Record shall be available for inspection by the aggrieved party, the Grievance Committee and the Board, but shall not be deemed a public record.
- i. Since it is important to good relationships that grievances be processed as rapidly as possible, every effort shall be made by all parties to expedite the process. The time limits specified for either party may be extended only by mutual agreement.
- j. If a decision at one step is not appealed to the next step of the procedure within the time specified, the grievance will be deemed to be discontinued and further appeal under this Agreement shall be barred.
- k. The parties agree to abide in good faith to the final determination under this procedure.
- l. A grievance shall be deemed waived unless it is submitted within thirty days (30) after the aggrieved party knew or should reasonably have known of the events or conditions on which it is based.

5. Five-Step Grievance Procedure

a. Step 1

An employee must first present their grievance to their department supervisor. Although the employee is free to informally discuss the grievance with their department supervisor consistent with Section 4(g) above, it is the filing of a written grievance with triggers the grievance process. The aggrieved or their Association representative shall set forth their grievance fully in writing, signed, and filed with the Department Supervisor. Once a grievance has been filed in writing with the department supervisor, the supervisor shall provide for a complete review and decision within five (5) business days. If the grievance is not satisfactorily determined, the employee or Association may appeal to Step 2 within five (5) business days.

b. Step 2

The aggrieved or their representative shall set forth their grievance fully in writing, signed and filed with the department supervisor and the Chief Business and Financial Officer, as shown on the schedule attached.

The Chief Business and Financial Officer shall investigate all matters relating to the grievance and conduct a hearing within seven (7) business days after receipt of the appeal. All parties shall cooperate with the investigation and work for a satisfactory solution. The decision shall be given in writing within fifteen (15) business days after the hearing. Signed copies of the decision shall be given to all parties.

c. Step 3

If the grievant feels the decision at the conclusion of Step 2 is not satisfactory, the grievant may submit the grievance to the Grievance Committee for its consideration for a Step 3 hearing. If the Grievance Committee decides that the employee has a grievance of merit, it shall, within fifteen (15) business days of receiving the decision at Step 2, appeal in writing to the Superintendent. Upon receipt of the appeal, the Superintendent shall conduct a hearing within seven (7) business days after receipt of the appeal. The decision shall be issued in writing within fifteen (15) business days after the hearing.

d. Step 4

If the grievant feels the decision at the conclusion of Step 3 is not satisfactory, the grievant may submit the grievance to the Grievance Committee for its consideration for a Step 4 hearing. If the Grievance Committee decides that the employee has a grievance of merit, it shall within 15 days of receiving the decision at Step 3, appeal in writing to the Board of Education. Upon receipt of such appeal, the Board shall conduct a hearing within thirty (30) days of the regular Board meeting following receipt of the appeal. The decision of the Board of Education shall be written and shall be communicated to the parties within fifteen (15) business days from the date of the hearing or the receipt of the transcript of the hearing, if one is taken, and copies of the decision will be filed with the other records of the proceeding.

e. Step 5

If the grievant feels that the decision at the conclusion of Step 4 is not satisfactory, the grievant may submit the grievance to the Grievance Committee of the Association for its consideration for arbitration. If the Grievance Committee decides that the employee has a grievance of merit, it shall, within fifteen (15) days after receiving the written decision from Step 4 file a written demand for arbitration with Superintendent of Schools. The parties agree to utilize a panel of arbitrators which shall include Dennis Campagna, Louis Patack and Jeffrey Selchick. The parties shall rotate the above mentioned arbitrators, unless they mutually agree to go out of order and choose another one of the arbitrators. The parties may mutually agree to amend this list at any time in writing and may agree to submit a particular grievance to any mutually acceptable arbitrator, even if said arbitrator does not appear on this list. The American Arbitration Association Voluntary Labor Arbitration Rules shall be followed in any arbitration, unless mutually agreed otherwise. The decision of the arbitrator shall be final and binding on all parties involved.

6. Expenses

The parties shall share equally the costs of arbitration and the costs of two copies of any hearing transcripts at Step 4, and three copies at Step 5.

7. Discipline, Suspension and Discharge

- a. The employer may discipline, reprimand, discharge or reduce an employee in rank or compensation, or deprive him of any advantage, subject to review as provided for under the grievance procedure provided herein. All rights arising under this provision shall apply upon completion of a probationary period as provided in Article VII, Section 4.
- b. The parties agree that such review procedure in arbitration hereunder shall be the sole and exclusive due process remedy available to employees for any disciplinary action taken by the District. Such limitation is a specific waiver of Sections 75 and 76 of the CSL only.
- c. Transfers between work sites and work assignments will not be presumed subject to the disciplinary procedure provided herein. If an employee claims that such transfer constitutes improper discipline, the burden of proof shall rest with the employee.

- d. The forms of disciplinary action shall be limited to oral reprimand, written reprimand, suspension, discharge or as further provided above. If an employee is reprimanded, it shall be done in a manner that is not intended to embarrass the employee.
- e. When an employee is suspended or discharged, written notice shall be forwarded to the employee. Permanent employees shall also receive written notice of the cause of suspension or discharge.
- f. If the employee is reinstated, compensation and other rights shall be determined by the body or tribunal making the determination directing reinstatement and if the determination is not complete with regard to such rights, the parties shall meet to determine the conditions of reinstatement.

ARTICLE XII - TRANSPORTATION

1. Bidding - Bidding for bus runs shall be in accordance with the following procedures and conditions.
 - a. The District has the right and discretion to establish what runs exist and how they are configured (e.g., what partial runs may be joined to form a single bus run);
 - b. There shall be two bidding opportunities per year.
 - i. The first bidding opportunity shall be at the beginning of the school year (i.e., before the first day of school). At this time, all bus runs are open to bid by all drivers based on seniority. Similarly, all bus attendant runs are open to bid by all bus attendants based on seniority. The School District will schedule a day for orientation, mandated safety refresher course, and route bidding each year. Should this day occur prior to Labor Day, it will be scheduled during the week prior to Labor Day and members of the Transportation Department shall be notified of that date no later than June 15th of that year. Each bargaining unit member who is required to attend and who is not otherwise already scheduled to work that day will be paid time and one-half for actual hours of attendance that day. In such instances, Labor Day will not be paid out as a holiday. Should the selected day fall after Labor Day, the affected unit members would experience normal compensation rates.
 - ii. The second bidding opportunity shall occur in January. At that time, only those runs which are vacant (i.e., unencumbered and filled by a substitute) plus any runs which have changed in length by 31 minutes or more per day, are available for bidding. Such runs shall be bid by seniority until all runs are filled. A bus driver or bus attendant can only bid on a run which would result in a monetary gain to that bus driver or bus attendant (i.e., no lateral moves).
 - c.
 - i. In the event a bus driver or bus attendant resigns, retires, or otherwise leaves employment after the initial bidding at the beginning of the year, the most senior driver will fill such run only if the run would result in a monetary gain (no lateral moves). After the bid of the vacancy by the senior driver, all other such assignments will be filled on a temporary basis by a driver or attendant determined by the Supervisor of Transportation until the January bidding when such assignment shall be bid by seniority.
 - ii. In the event a bus driver or bus attendant resigns, retires, or otherwise leaves employment after the January bidding but before March 31st, the most senior driver will fill such run only if the run would result in a monetary gain (no lateral moves). After the bid of the vacancy by the senior driver, all other such assignments will be filled on a temporary basis by a driver or attendant determined by the Supervisor of Transportation until the next bidding at the commencement of the next school year, when such bidding shall be by seniority.

- iii. In the event a bus driver or bus attendant resigns, retires, or otherwise leaves employment after March 31st, all other assignments will be filled on a temporary basis by a driver or attendant determined by the Supervisor of Transportation until the next bidding at the commencement of the next school year.
2. Drivers shall receive a minimum of two (2) hours pay at the appropriate rate for trips driven outside their regular daily runs, excluding late runs. If a driver reports for an assigned trip which is cancelled, the driver shall receive two hours pay at the applicable rate unless additional time is authorized by the Supervisor of Transportation. When trips originate prior to the end of the regular day, a full-time driver shall be compensated at his overtime rate for the actual hours in excess of his eight-hour daily schedule. When the trip involves a second full-time driver, the second full-time driver shall be paid at time and one-half (1-1/2) his rate from the end of his workday until the end of his overtime trip.
 - a. Late runs shall be programmed by the Supervisor of Transportation as required. Full-time drivers will be paid at the time of one and one-half rate for hours spent on the late runs in the excess of the eight hour normal day, Route time for late runs shall be averaged and pay computed accordingly.
 - b. On regular workdays of a week when school is recessed and Bethlehem student bussing is needed, it shall be on a voluntary basis and at the regular hourly rate. Such trips shall be assigned on a seniority basis, with each volunteer assigned at least one trip. If there are more trips than volunteers, such assignment shall be made again by seniority, until available trips are filled.
 - c. Bus drivers who are employed during the recess weeks shall receive overtime only in accord with Article VII.1.e. of the contract.
3. Part-time drivers shall have a minimum of two (2) hours for call-backs. This minimum does not apply if the part-time driver is merely continuing existing runs.
4. Transportation vehicles operated by the District's Transportation Department shall be operated by Transportation Department personnel.
5. The District will reimburse incumbent drivers for the actual cost of acquiring and maintaining their commercial driver's license. This provision shall apply to new employees after they have completed their first year of employment.
6. Drivers and bus monitors working during the summer and vacation periods of the school year shall be compensated based upon their regular contractual rate in accordance with Article X(4) - Summer and Vacation Period Employment.
7. Extra Trips
 - a. All extra trip assignments shall be posted at least one day in advance of the day of its performance where there is advance notice to the Supervisor of Transportation or designee. Any extra trip assignment not posted at least one day in advance of the day of its performance shall not deprive a driver of a turn if he cannot meet the schedule. A driver will lose the turn for any extra trip assignments posted a day in advance which is refused or when the driver is absent. Any extra trip accepted by a driver with less than 24-hour notice will be counted as a trip on the regular trip rotation list.

Any driver "booking off" or refusing to accept three (3) consecutive extra trip assignments offered in accordance with this article shall have his/her name removed from the extra trip rotation list and remain ineligible for the remainder of that school year in which the three (3) consecutive refusals occurred. Any exceptions to this rule will be jointly determined by the Supervisor of Transportation and a BCUEA representative.

- b. The Supervisor of Transportation shall determine and designate whether an extra run is one-way (i.e., it consists solely as a trip to or trip from a destination without the driver remaining) or roundtrip (i.e., the same driver takes the bus to and from the destination and waits for the students while at the destination).
- c. If the extra trip is one-way to a destination, a regular driver is not eligible for that assignment if it conflicts with the driver's regular run (e.g., afternoon student run).
- d. Regular drivers are eligible for assignment to one-way extra trips returning from a destination on a rotating seniority basis.
- e. Regular drivers are eligible for assignment to extra round trips on a rotating seniority basis even if part of the extra round trip conflicts with the driver's regular run as determined in Section 7(b).
- f. A pool of drivers consisting of 35 drivers (full-time then part-time by seniority) shall be established each year from which those extra trips which return after 4:00 p.m. (i.e., one-way return trips and weekend trips) are assigned on a rotating seniority basis. Such list shall be renewed each January 1st at the time of bidding.
- g. The Supervisor of Transportation will prepare and post separate seniority lists of bus drivers for the purpose of rotating extra trip assignments and assignments when Bethlehem schools are not in session and other schools are in session.
- h. Field trips and other extra trips during the regular school day will be rotated among part-time bus drivers (who are not on the list of drivers described in Section 7(f)) in accordance with Section 7(a) of this article.
- i. Athletic or other trips returning after four o'clock (4:00p.m.) during the regular school week, and during weekends and holidays, will normally be rotated among full-time and part-time bus drivers in accordance with Section 7(f) above of this Article. However, when, in the sole determination of the Transportation Supervisor, district drivers or buses are not available to handle an athletic or other trip on a round-trip basis, or to handle the entire group going on the trip, the Transportation Supervisor may arrange for contracted transportation services to and from the athletic or other trips on a round-trip basis.
- j. Except on the first workday of the school year, any additional time worked by a driver, which exceeds his/her regular work assignment will be additionally compensated.
- k. Notwithstanding any provision to the contrary, the District shall have the right to include on any rotation list for extra trip assignments all full-time and part-time drivers. Staff other than school bus driver (e.g., dispatcher, 19A Head Trainer) shall not be placed on any such extra trip assignment list.
- l. For purposes of this Article, "extra trip assignments" shall not be interpreted to apply to drivers' meetings, mid-day runs during examination weeks and early dismissals.
- m. For all field trips or extra trips, bus drivers will be paid at a minimum of \$20/hour, but shall not be paid more than \$27.00/hour. The District will only use charter buses in 2013-2014 where the trip distance is more than 100 miles one way or if special student needs require a charter bus (e.g., toileting). In 2014-2015 and thereafter, the District will only use a charter bus if the trip is over 75 miles one way or if special student needs require a charter bus. Provided, however, that the District agrees that the trip to Silver Bay and Chingachgook will continue to be made on a District bus.

8. Monthly safety meetings where the District provides a cancellation notice via bulletin board with more than 24 hours notice, the employees shall receive no extra compensation. When monthly safety meetings are cancelled with less than 24 hours notice, employees will be compensated one and one-half hours pay at the employee's regular hourly rate.
9. The regular, but less than 12-month employees, will be offered prior consideration for employment during the summer months with compensation in accordance with the nature of the summer employment. The parties agree to continue the practice of rotating summer extra trips/assignments based upon seniority from among those drivers who indicate an interest in summer extra trips/assignments on a sign-up sheet posted in June for a minimum of ten working days.
10. Automotive Mechanic Tool Allowance: \$300 per year subject to approval of supervisor and submission of receipts to the Business Office by June 1st. District to continue repair or replacement of tools not covered under warranty.
11. The parties agree to discuss the application of seniority rights as they pertain to reduction in force among bus drivers in the transportation department, including the order of lay-off, bumping, retreat, and recall, particularly with respect to aggregated seniority among all bus driver classifications and/or discrete seniority within individual bus driver classifications.
12. Bus attendants will start the same day as bus drivers in order to learn the route and review IEPs as necessary.

ARTICLE XIII -GENERAL PROVISIONS

1. Contract Statements

- a. This contract constitutes the full and complete Agreement between both parties, and it may be altered, changed, added to, deleted from, or modified only by the mutual consent of the parties by an instrument in writing signed by the duly authorized representatives of the respective parties.
- b. This contract supersedes any rules, regulations, or practices of the Board or Association which shall be contrary to or inconsistent with its terms. The provisions of this Agreement are incorporated into and are considered part of the established policies of the Board.
- c. The Board of Education agrees to include in the proposed budget submitted to the electorate all moneys necessary for the implementation of this Agreement.
- d. The Employer may issue and post rules affecting each of the several departments within the School District.
- e. Except in case of emergency, when the Employer intends to make a change, which substantially affects working conditions of represented employees, the Association will receive two days prior notice and be provided the opportunity to confer with the Employer regarding such changes. If an emergency occurs which mandates an immediate change, such change shall be effected with notification to the Association and a conference, if requested, to follow.

2. Savings Clause

The parties recognize that this Agreement has been entered into pursuant to the Public Employees' Fair Employment Law. If any provisions of this Agreement or any application of the Agreement shall be found contrary to law by a court of competent jurisdiction, then such provision or application shall not be deemed to be valid and subsisting, except to the extent permitted by law, but all other provisions of applications will continue in full force and effect.

ARTICLE XIV

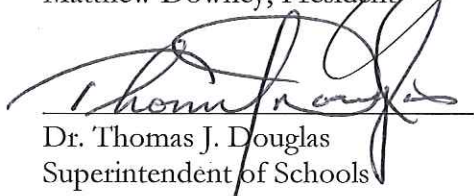
CONTRACT SIGNATURES:

ASSOCIATION:

By: 
Charlie Jones, President

BOARD OF EDUCATION:

By: 
Matthew Downey, President

By: 
Dr. Thomas J. Douglas
Superintendent of Schools

Date: 5-7-14

GLOSSARY OF TERMS

GENERAL TERMS

DISTRICT - Bethlehem Central School District of the Towns of Bethlehem and New Scotland.

BOARD - The Board of Education of the School District.

SUPERINTENDENT - The Chief Executive Officer of the District.

CHIEF BUSINESS AND FINANCIAL OFFICER - The official in charge of School District Business Operations.

EMPLOYER - Board of Education of the District.

EMPLOYEE - BCUEA Unit Personnel as defined by Article I.

ASSOCIATION - The Bethlehem Central United Employees Association (BCUEA).

SUPERVISOR - Any supervising officer or director.

DEPARTMENTS - Transportation, Food Service, Clerical, Custodial and Maintenance, and School Monitor Departments.

FIRST DAY OF THE SCHOOL YEAR - The first day that all students are scheduled to report to the school prior to summer vacation.

LAST DAY OF THE SCHOOL YEAR - The last day that students are scheduled to report to the school prior to summer vacation.

GRIEVANCE TERMS

GRIEVANCE COMMITTEE - BCUEA appointed committee for grievance.

AGGRIEVED PARTY - Person or group of persons filing a grievance.

PARTY OF INTEREST - Grievance committee, party filing a grievance, party named in a grievance, Board of Education, Superintendent and Supervisor.

EMPLOYEES REPRESENTATIVE - Grievance Committee, or persons selected to represent an employee.

HEARING OFFICER - Individual or Board with duty to render decisions.

INFORMAL PROCEEDINGS - First step of grievance procedure.

FORMAL PROCEEDINGS - Steps following Step I of grievance procedure.

DAYS - Working days for 12-month office employees.

BETHLEHEM CENTRAL SCHOOL DISTRICT
700 Delaware Avenue
Delmar, New York 12054

Name of Grievant: _____ Date of Filing: _____

Position: _____ School: _____

GRIEVANCE:

Location of: _____

Date: _____ Time: _____

Provision of Master Agreement or School Policy Allegedly Violated:

Statement of Grievance and Party Responsible:

SUPPORTING INFORMATION

Information and documents accompanying grievance are to be labeled Appendix A, B, C, etc., and listed below:

Appendices

A _____

B _____

C _____

ACTION REQUESTED:

Signature of Complainant _____

Grievance Representative _____

BETHLEHEM CENTRAL SCHOOL DISTRICT

NON-INSTRUCTIONAL EMPLOYEES HOLIDAY SCHEDULE

INDEPENDENCE DAY
LABOR DAY
COLUMBUS DAY
VETERAN'S DAY
THANKSGIVING RECESS (2 days)
CHRISTMAS (2 days)
NEW YEAR'S DAY
MARTIN LUTHER KING'S BIRTHDAY
PRESIDENTS' BIRTHDAY
GOOD FRIDAY
MEMORIAL DAY

PROPOSED TITLE UPDATES

<u>CUSTODIAL TITLES</u>	<u>GRADE</u>
Custodial Worker	7
Custodian	9
Head Custodian	11
<u>MAINTENANCE TITLES</u>	<u>GRADE</u>
Building Maintenance Helper	7
Building Maintenance Man	9
Building Maintenance Mechanic	11
Electrician	11
<u>CLERICAL TITLES</u>	<u>GRADE</u>
Keyboard Specialist	3
Copy Machine Operator	3
Account Clerk I P/T	5
Clerical Assistant	5
Senior Account Clerk	7
Senior Keyboard Specialist	7
Secretary I	9
Secretary I (SESS)	10
Secretary II	12
<u>SCHOOL MONITOR TITLES (1)</u>	<u>GRADE</u>
School Monitor (Aide to Students with Disabilities)	3-1
School Monitor (Clerical)	3-1
School Monitor (Library Aide)	3-1
School Monitor (ISS)	3-1
School Monitor (RSH)	3-1
School Monitor (Hall Monitor)	3-1
School Monitor (Noon Hour Aide)	3-1
School Monitor (Noon Hour Aide)	*A/1
School Monitor (Teacher Aide)	3-1
<u>TECHNOLOGY TITLES</u>	<u>GRADE</u>
Technology Procurement & Support Specialist	7/1
Computer Technician	7/1
Technology Support Specialist	7/1
Help Desk Technician	9/1
Technical/Database Support Specialist	11/1
Network and Systems Technician	11/1
<u>TRANSPORTATION TITLES</u>	<u>GRADE</u>
Bus Attendant	*A/1
Bus Attendant	3-1
School Bus Driver	6
School Bus Garage Dispatcher	6
Examiner/Driver Trainer	6
Automotive Mechanic I	11
<u>FOOD SERVICE TITLES (2)</u>	<u>GRADE</u>
Cook	B/1
Food Service Helper	C
Food Service Technician	F

* Effective May 4, 2005, Grade A and A/1 are eliminated. Grades A and A/1 will be maintained for incumbents in current position on or before May 4, 2005, but all prospective appointments to Bus Monitor (Attendant) and School Monitor (Noon Hour Aide) position will be at Grade 3-1.

(1) Civil Service Title is School Monitor. The Titles listed are for BCUEA differentiation purposes

(2) Civil Service Title is Food Service Helper. The Titles listed are for BCUEA differentiation purposes.

BCUEA Technology Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2013 through June 30, 2014

1.25%

	Tech. Procurement and Support Specialist Computer Technician Technology Support Specst. 12 month, 260 days 7.5 hours per day Grade 7/1	Tech. Procurement and Support Specialist Computer Technician Technology Support Specst. 12 month, 260 days HOURLY RATE Grade 7/1	Help Desk Technician 12 month, 260 days 7.5 hours per day Grade 9/1	Help Desk Technician 12 month, 260 days HOURLY RATE Grade 9/1	Network and Systems Technician Technical/Database Support 12 month, 260 days 8 hours per day Grade 11/1	Network and Systems Technician Technical/Database Support 12 month, 260 days HOURLY RATE Grade 11/1
1	35,000	17.95	39,269	20.14	47,424	22.80
2	36,556	18.75	41,015	21.03	49,340	23.72
3	38,112	19.54	42,761	21.93	51,257	24.64
4	39,669	20.34	44,507	22.82	53,173	25.56
5	41,225	21.14	46,253	23.72	55,090	26.49
6	42,781	21.94	47,998	24.61	57,007	27.41
7	44,337	22.74	49,744	25.51	58,923	28.33
8	44,337	22.74	49,744	25.51	58,923	28.33
9	44,337	22.74	49,744	25.51	58,923	28.33
10	44,337	22.74	49,744	25.51	58,923	28.33
11	45,893	23.54	51,490	26.41	60,840	29.25
12	45,893	23.54	51,490	26.41	60,840	29.25
13	45,893	23.54	51,490	26.41	60,840	29.25
14	45,893	23.54	51,490	26.41	60,840	29.25
15	45,893	23.54	51,490	26.41	60,840	29.25
16	47,449	24.33	53,236	27.30	62,757	30.17
17	47,449	24.33	53,236	27.30	62,757	30.17
18	47,449	24.33	53,236	27.30	62,757	30.17
19	47,449	24.33	53,236	27.30	62,757	30.17
20	49,006	25.13	54,982	28.20	64,673	31.09

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

BCUEA Transportation Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2013 through June 30, 2014

1.25%

	Bus Attendant (grandfathered) 10 month, 191 days 7.5 hours per day Grade A	Bus Attendant (grandfathered) 10 month, 191 days HOURLY RATE Grade A	Bus Attendant 10 month, 191 days 7.5 hours per day Grade 3/1	Bus Attendant 10 month, 191 days HOURLY RATE Grade 3/1	Bus Driver 10 month, 193 days 8 hours per day Grade 6	Head Trainer Dispatcher 12 month, 260 days 8 hours per day Grade 6	Bus Driver 10 month, 193 days Head Trainer Dispatcher 12 month, 260 days HOURLY RATE Grade 6	Automotive Mechanic 12 month, 260 days 8 hours per day Grade 11	Automotive Mechanic 12 month, 260 days HOURLY RATE Grade 11
1	28,361	19.80	21,835	15.24	34,454	46,414	22.31	45,609	21.93
2	29,085	20.30	22,833	15.94	36,009	48,509	23.32	47,526	22.85
3	29,810	20.81	23,831	16.64	37,564	50,604	24.33	49,443	23.77
4	30,534	21.32	24,830	17.33	39,118	52,698	25.34	51,359	24.69
5	31,259	21.82	25,828	18.03	40,673	54,793	26.34	53,276	25.61
6	31,983	22.33	26,826	18.73	42,228	56,888	27.35	55,193	26.53
7	32,708	22.83	27,825	19.42	43,783	58,983	28.36	57,109	27.46
8	32,708	22.83	27,825	19.42	43,783	58,983	28.36	57,109	27.46
9	32,708	22.83	27,825	19.42	43,783	58,983	28.36	57,109	27.46
10	32,708	22.83	27,825	19.42	43,783	58,983	28.36	57,109	27.46
11	33,432	23.34	28,823	20.12	45,338	61,078	29.36	59,026	28.38
12	33,432	23.34	28,823	20.12	45,338	61,078	29.36	59,026	28.38
13	33,432	23.34	28,823	20.12	45,338	61,078	29.36	59,026	28.38
14	33,432	23.34	28,823	20.12	45,338	61,078	29.36	59,026	28.38
15	33,432	23.34	28,823	20.12	45,338	61,078	29.36	59,026	28.38
16	34,157	23.84	29,822	20.82	46,893	63,172	30.37	60,942	29.30
17	34,157	23.84	29,822	20.82	46,893	63,172	30.37	60,942	29.30
18	34,157	23.84	29,822	20.82	46,893	63,172	30.37	60,942	29.30
19	34,157	23.84	29,822	20.82	46,893	63,172	30.37	60,942	29.30
20	34,881	24.35	30,820	21.51	48,448	65,267	31.38	62,859	30.22

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

**BCUEA Operation and Maintenance Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2013 through June 30, 2014**

1.25%

	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days 8 hours per day Grade 7	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days HOURLY RATE Grade 7	Custodian Bldg. Maintenance Person 12 month, 260 days 8 hours per day Grade 9	Custodian Bldg. Maintenance Person 12 month, 260 days HOURLY RATE Grade 9	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days 8 hours per day Grade 11	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days HOURLY RATE Grade 11
1	36,231	17.42	40,585	19.51	45,609	21.93
2	37,846	18.20	42,349	20.36	47,526	22.85
3	39,461	18.97	44,112	21.21	49,443	23.77
4	41,076	19.75	45,876	22.06	51,359	24.69
5	42,691	20.52	47,639	22.90	53,276	25.61
6	44,306	21.30	49,403	23.75	55,193	26.53
7	45,922	22.08	51,166	24.60	57,109	27.46
8	45,922	22.08	51,166	24.60	57,109	27.46
9	45,922	22.08	51,166	24.60	57,109	27.46
10	45,922	22.08	51,166	24.60	57,109	27.46
11	47,537	22.85	52,930	25.45	59,026	28.38
12	47,537	22.85	52,930	25.45	59,026	28.38
13	47,537	22.85	52,930	25.45	59,026	28.38
14	47,537	22.85	52,930	25.45	59,026	28.38
15	47,537	22.85	52,930	25.45	59,026	28.38
16	49,152	23.63	54,693	26.29	60,942	29.30
17	49,152	23.63	54,693	26.29	60,942	29.30
18	49,152	23.63	54,693	26.29	60,942	29.30
19	49,152	23.63	54,693	26.29	60,942	29.30
20	50,767	24.41	56,457	27.14	62,859	30.22

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

**BCUEA Clerical 12 Month Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2013 through June 30, 2014**

1.25%

	Copy Machine Operator 12 month, 260 days 7.5 hours per day Grade 3	Copy Machine Operator 12 month, 260 days HOURLY RATE Grade 3	Clerical Assistant 12 month, 260 Days 7.5 hours per day Grade 5	Clerical Assistant 12 month, 260 Days HOURLY RATE Grade 5	Senior Account Clerk (2) Senior Keyboard Specialist 12 month, 260 Days 7.5 hours per day Grade 7	Senior Account Clerk Senior Keyboard Specialist 12 month, 260 Days HOURLY RATE Grade 7	(1) Secretary I 12 month, 260 days 7.5 hours per day Grade 9	Secretary I 12 month, 260 days HOURLY RATE Grade 9	Secretary I (SESS) 12 month, 260 days 7.5 hours per day Grade 10	Secretary I (SESS) 12 month, 260 days HOURLY RATE Grade 10	Secretary II 12 month, 260 days 7.5 hours per day Grade 12	Secretary II 12 month, 260 days HOURLY RATE Grade 12
1	29,496	15.13	32,418	16.62	36,231	18.58	40,585	20.81	43,095	22.10	48,256	24.75
2	30,852	15.82	33,909	17.39	37,846	19.41	42,349	21.72	44,937	23.04	50,259	25.77
3	32,208	16.52	35,401	18.15	39,461	20.24	44,112	22.62	46,778	23.99	52,262	26.80
4	33,564	17.21	36,892	18.92	41,076	21.06	45,876	23.53	48,619	24.93	54,264	27.83
5	34,920	17.91	38,383	19.68	42,691	21.89	47,639	24.43	50,460	25.88	56,267	28.85
6	36,276	18.60	39,875	20.45	44,306	22.72	49,403	25.33	52,302	26.82	58,270	29.88
7	37,632	19.30	41,366	21.21	45,922	23.55	51,166	26.24	54,143	27.77	60,272	30.91
8	37,632	19.30	41,366	21.21	45,922	23.55	51,166	26.24	54,143	27.77	60,272	30.91
9	37,632	19.30	41,366	21.21	45,922	23.55	51,166	26.24	54,143	27.77	60,272	30.91
10	37,632	19.30	41,366	21.21	45,922	23.55	51,166	26.24	54,143	27.77	60,272	30.91
11	38,988	19.99	42,858	21.98	47,537	24.38	52,930	27.14	55,984	28.71	62,275	31.94
12	38,988	19.99	42,858	21.98	47,537	24.38	52,930	27.14	55,984	28.71	62,275	31.94
13	38,988	19.99	42,858	21.98	47,537	24.38	52,930	27.14	55,984	28.71	62,275	31.94
14	38,988	19.99	42,858	21.98	47,537	24.38	52,930	27.14	55,984	28.71	62,275	31.94
15	38,988	19.99	42,858	21.98	47,537	24.38	52,930	27.14	55,984	28.71	62,275	31.94
16	40,344	20.69	44,349	22.74	49,152	25.21	54,693	28.05	57,825	29.65	64,277	32.96
17	40,344	20.69	44,349	22.74	49,152	25.21	54,693	28.05	57,825	29.65	64,277	32.96
18	40,344	20.69	44,349	22.74	49,152	25.21	54,693	28.05	57,825	29.65	64,277	32.96
19	40,344	20.69	44,349	22.74	49,152	25.21	54,693	28.05	57,825	29.65	64,277	32.96
20	41,700	21.38	45,840	23.51	50,767	26.03	56,457	28.95	59,667	30.60	66,280	33.99

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

(1) Current incumbent at Slingerlands Elementary appointed as Secretary I, Grade 10, when she vacates position title is Secretary I, Grade 9

(2) Current incumbent at High School Main Office appointed as Grade 7, Senior Keyboard Specialist (Attendance Secretary), when she vacates position title changes to Grade 5, Clerical Assistant

BCUEA Clerical 10 Month Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2013 through June 30, 2014

1.25%

	Keyboard Speclst. 10 month, 215 days 7.5 hours per day Grade 3	(1) Keyboard Speclst. 10 month, 215 days HOURLY RATE Grade 3	Account Clerk I Clerical Assistant 10 month, 215 days 7.5 hours per day Grade 5	Account Clerk I Clerical Assistant 10 month, 215 days HOURLY RATE Grade 5	Senior Keyboard Specialist 10 month, 215 days 7.5 hours per day Grade 7	Senior Keyboard Specialist 10 month, 215 days HOURLY RATE Grade 7
1	24,391	15.13	26,807	16.62	29,960	18.58
2	25,513	15.82	28,040	17.39	31,296	19.41
3	26,634	16.52	29,274	18.15	32,631	20.24
4	27,755	17.21	30,507	18.92	33,967	21.06
5	28,876	17.91	31,740	19.68	35,303	21.89
6	29,997	18.60	32,973	20.45	36,638	22.72
7	31,119	19.30	34,207	21.21	37,974	23.55
8	31,119	19.30	34,207	21.21	37,974	23.55
9	31,119	19.30	34,207	21.21	37,974	23.55
10	31,119	19.30	34,207	21.21	37,974	23.55
11	32,240	19.99	35,440	21.98	39,309	24.38
12	32,240	19.99	35,440	21.98	39,309	24.38
13	32,240	19.99	35,440	21.98	39,309	24.38
14	32,240	19.99	35,440	21.98	39,309	24.38
15	32,240	19.99	35,440	21.98	39,309	24.38
16	33,361	20.69	36,673	22.74	40,645	25.21
17	33,361	20.69	36,673	22.74	40,645	25.21
18	33,361	20.69	36,673	22.74	40,645	25.21
19	33,361	20.69	36,673	22.74	40,645	25.21
20	34,482	21.38	37,906	23.51	41,980	26.03

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

(1) Current incumbent at High School Restricted Study Hall appointed as Grade 3, Keyboard Specialist (RSH), when she vacates position title reverts back to Grade 3-1, School Monitor (RSH)

**BCUEA School Monitor Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2013 through June 30, 2014**

1.25%

	School Monitor (Noon Hour Aide) (Grandfathered) 10 month, 191 days 7.5 hours per day Grade A/1	School Monitor (Noon Hour Aide) (Grandfathered) 10 month, 191 days HOURLY RATE Grade A/1	(1) School Monitor (Teacher Aide) 10 month, 215 days 7.5 hours per day Grade 3/1	School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 191 days 7.5 hours per day Grade 3/1	School Monitor (Noon Hour Aide) School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 215 days 10 month, 191 days HOURLY RATE Grade 3/1
1	28,341	19.78	24,578	21,835	15.24
2	29,081	20.30	25,702	22,833	15.94
3	29,822	20.82	26,826	23,831	16.64
4	30,563	21.34	27,950	24,830	17.33
5	31,303	21.85	29,074	25,828	18.03
6	32,044	22.37	30,197	26,826	18.73
7	32,785	22.89	31,321	27,825	19.42
8	32,785	22.89	31,321	27,825	19.42
9	32,785	22.89	31,321	27,825	19.42
10	32,785	22.89	31,321	27,825	19.42
11	33,525	23.40	32,445	28,823	20.12
12	33,525	23.40	32,445	28,823	20.12
13	33,525	23.40	32,445	28,823	20.12
14	33,525	23.40	32,445	28,823	20.12
15	33,525	23.40	32,445	28,823	20.12
16	34,266	23.92	33,569	29,822	20.82
17	34,266	23.92	33,569	29,822	20.82
18	34,266	23.92	33,569	29,822	20.82
19	34,266	23.92	33,569	29,822	20.82
20	35,007	24.44	34,693	30,820	21.51

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

(1) Current incumbent at Middle School appointed as a School Monitor (Teacher Aide), Salary Grade 3-1. Position will be re-classified as a Clerical Assistant, Salary Grade 5 when current incumbent is reachable on a Civil Service list or position is vacated.

BCUEA Food Service Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2013 through June 30, 2014

1.25%

	Cook 10 month, 191 days 7 hours per day Grade B/1	Cook 10 month, 191 days HOURLY RATE Grade B/1	Food Service Helper 10 month, 191 days 7 hours per day Grade C	Food Service Helper 10 month, 191 days HOURLY RATE Grade C	Food Service Technician 10 month, 191 days 7 hours per day Grade F	Food Service Technician 10 month, 191 days HOURLY RATE Grade F
1	17,305	12.94	15,595	11.66	24,253	18.14
2	18,052	13.50	16,311	12.20	25,271	18.90
3	18,799	14.06	17,027	12.74	26,289	19.66
4	19,546	14.62	17,743	13.27	27,306	20.42
5	20,293	15.18	18,460	13.81	28,324	21.18
6	21,039	15.74	19,176	14.34	29,342	21.95
7	21,786	16.29	19,892	14.88	30,360	22.71
8	21,786	16.29	19,892	14.88	30,360	22.71
9	21,786	16.29	19,892	14.88	30,360	22.71
10	21,786	16.29	19,892	14.88	30,360	22.71
11	22,533	16.85	20,608	15.41	31,378	23.47
12	22,533	16.85	20,608	15.41	31,378	23.47
13	22,533	16.85	20,608	15.41	31,378	23.47
14	22,533	16.85	20,608	15.41	31,378	23.47
15	22,533	16.85	20,608	15.41	31,378	23.47
16	23,280	17.41	21,325	15.95	32,396	24.23
17	23,280	17.41	21,325	15.95	32,396	24.23
18	23,280	17.41	21,325	15.95	32,396	24.23
19	23,280	17.41	21,325	15.95	32,396	24.23
20	24,027	17.97	22,041	16.49	33,413	24.99

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

BCUEA Technology Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2014 through June 30, 2015

1.75%

	Tech. Procurement and Support Specialist Computer Technician Technology Support Speclst. 12 month, 260 days 7.5 hours per day Grade 7/1	Tech. Procurement and Support Specialist Computer Technician Technology Support Speclst. 12 month, 260 days HOURLY RATE Grade 7/1	Help Desk Technician 12 month, 260 days 7.5 hours per day Grade 9/1	Help Desk Technician 12 month, 260 days HOURLY RATE Grade 9/1	Network and Systems Technician Technical/Database Support 12 month, 260 days 8 hours per day Grade 11/1	Network and Systems Technician Technical/Database Support 12 month, 260 days HOURLY RATE Grade 11/1
1	35,613	18.26	39,956	20.49	48,253	23.20
2	37,196	19.07	41,733	21.40	50,204	24.14
3	38,779	19.89	43,509	22.31	52,154	25.07
4	40,363	20.70	45,286	23.22	54,104	26.01
5	41,946	21.51	47,062	24.13	56,054	26.95
6	43,530	22.32	48,838	25.05	58,004	27.89
7	45,113	23.13	50,615	25.96	59,955	28.82
8	45,113	23.13	50,615	25.96	59,955	28.82
9	45,113	23.13	50,615	25.96	59,955	28.82
10	45,113	23.13	50,615	25.96	59,955	28.82
11	46,696	23.95	52,391	26.87	61,905	29.76
12	46,696	23.95	52,391	26.87	61,905	29.76
13	46,696	23.95	52,391	26.87	61,905	29.76
14	46,696	23.95	52,391	26.87	61,905	29.76
15	46,696	23.95	52,391	26.87	61,905	29.76
16	48,280	24.76	54,167	27.78	63,855	30.70
17	48,280	24.76	54,167	27.78	63,855	30.70
18	48,280	24.76	54,167	27.78	63,855	30.70
19	48,280	24.76	54,167	27.78	63,855	30.70
20	49,863	25.57	55,944	28.69	65,805	31.64

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

**BCUEA Transportation Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2014 through June 30, 2015**

1.75%

	Bus Attendant (grandfathered) 10 month, 191 days 7.5 hours per day Grade A	Bus Attendant (grandfathered) 10 month, 191 days HOURLY RATE Grade A	Bus Attendant 10 month, 191 days 7.5 hours per day Grade 3/1	Bus Attendant 10 month, 191 days HOURLY RATE Grade 3/1	Bus Driver 10 month, 193 days 8 hours per day Grade 6	Head Trainer Dispatcher 12 month, 260 days 8 hours per day Grade 6	Bus Driver 10 month, 193 days Head Trainer Dispatcher 12 month, 260 days HOURLY RATE Grade 6	Automotive Mechanic 12 month, 260 days 8 hours per day Grade 11	Automotive Mechanic 12 month, 260 days HOURLY RATE Grade 11
1	28,857	20.14	22,217	15.51	35,056	47,226	22.70	46,408	22.31
2	29,594	20.66	23,233	16.22	36,639	49,358	23.73	48,358	23.25
3	30,331	21.17	24,248	16.93	38,221	51,489	24.75	50,308	24.19
4	31,069	21.69	25,264	17.64	39,803	53,621	25.78	52,258	25.12
5	31,806	22.20	26,280	18.35	41,385	55,752	26.80	54,208	26.06
6	32,543	22.72	27,296	19.05	42,967	57,884	27.83	56,158	27.00
7	33,280	23.23	28,312	19.76	44,550	60,015	28.85	58,109	27.94
8	33,280	23.23	28,312	19.76	44,550	60,015	28.85	58,109	27.94
9	33,280	23.23	28,312	19.76	44,550	60,015	28.85	58,109	27.94
10	33,280	23.23	28,312	19.76	44,550	60,015	28.85	58,109	27.94
11	34,017	23.75	29,328	20.47	46,132	62,147	29.88	60,059	28.87
12	34,017	23.75	29,328	20.47	46,132	62,147	29.88	60,059	28.87
13	34,017	23.75	29,328	20.47	46,132	62,147	29.88	60,059	28.87
14	34,017	23.75	29,328	20.47	46,132	62,147	29.88	60,059	28.87
15	34,017	23.75	29,328	20.47	46,132	62,147	29.88	60,059	28.87
16	34,754	24.26	30,343	21.18	47,714	64,278	30.90	62,009	29.81
17	34,754	24.26	30,343	21.18	47,714	64,278	30.90	62,009	29.81
18	34,754	24.26	30,343	21.18	47,714	64,278	30.90	62,009	29.81
19	34,754	24.26	30,343	21.18	47,714	64,278	30.90	62,009	29.81
20	35,492	24.78	31,359	21.89	49,296	66,409	31.93	63,959	30.75

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

**BCUEA Operation and Maintenance Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2014 through June 30, 2015**

1.75%

	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days 8 hours per day Grade 7	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days HOURLY RATE Grade 7	Custodian Bldg. Maintenance Person 12 month, 260 days 8 hours per day Grade 9	Custodian Bldg. Maintenance Person 12 month, 260 days HOURLY RATE Grade 9	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days 8 hours per day Grade 11	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days HOURLY RATE Grade 11
1	36,865	17.72	41,295	19.85	46,408	22.31
2	38,509	18.51	43,090	20.72	48,358	23.25
3	40,152	19.30	44,884	21.58	50,308	24.19
4	41,795	20.09	46,678	22.44	52,258	25.12
5	43,439	20.88	48,473	23.30	54,208	26.06
6	45,082	21.67	50,267	24.17	56,158	27.00
7	46,725	22.46	52,061	25.03	58,109	27.94
8	46,725	22.46	52,061	25.03	58,109	27.94
9	46,725	22.46	52,061	25.03	58,109	27.94
10	46,725	22.46	52,061	25.03	58,109	27.94
11	48,369	23.25	53,856	25.89	60,059	28.87
12	48,369	23.25	53,856	25.89	60,059	28.87
13	48,369	23.25	53,856	25.89	60,059	28.87
14	48,369	23.25	53,856	25.89	60,059	28.87
15	48,369	23.25	53,856	25.89	60,059	28.87
16	50,012	24.04	55,650	26.75	62,009	29.81
17	50,012	24.04	55,650	26.75	62,009	29.81
18	50,012	24.04	55,650	26.75	62,009	29.81
19	50,012	24.04	55,650	26.75	62,009	29.81
20	51,655	24.83	57,445	27.62	63,959	30.75

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

**BCUEA Clerical 12 Month Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2014 through June 30, 2015**

1.75%

	Copy Machine Operator 12 month, 260 days 7.5 hours per day Grade 3	Copy Machine Operator 12 month, 260 days HOURLY RATE Grade 3	Clerical Assistant 12 month, 260 days 7.5 hours per day Grade 5	Clerical Assistant 12 month, 260 days HOURLY RATE Grade 5	Senior Account Clerk (2) Senior Keyboard Specialist 12 month, 260 Days 7.5 hours per day Grade 7	Senior Account Clerk Senior Keyboard Specialist 12 month, 260 Days HOURLY RATE Grade 7	(1) Secretary I 12 month, 260 days 7.5 hours per day Grade 9	Secretary I 12 month, 260 days HOURLY RATE Grade 9	Secretary I (SESS) 12 month, 260 days 7.5 hours per day Grade 10	Secretary I (SESS) 12 month, 260 days HOURLY RATE Grade 10	Secretary II 12 month, 260 days 7.5 hours per day Grade 12	Secretary II 12 month, 260 days HOURLY RATE Grade 12
1	30,013	15.39	32,985	16.92	36,865	18.91	41,295	21.18	43,850	22.49	49,101	25.18
2	31,392	16.10	34,503	17.69	38,509	19.75	43,090	22.10	45,723	23.45	51,139	26.22
3	32,772	16.81	36,020	18.47	40,152	20.59	44,884	23.02	47,597	24.41	53,176	27.27
4	34,151	17.51	37,538	19.25	41,795	21.43	46,678	23.94	49,470	25.37	55,214	28.31
5	35,531	18.22	39,055	20.03	43,439	22.28	48,473	24.86	51,344	26.33	57,252	29.36
6	36,911	18.93	40,573	20.81	45,082	23.12	50,267	25.78	53,217	27.29	59,289	30.40
7	38,290	19.64	42,090	21.58	46,725	23.96	52,061	26.70	55,090	28.25	61,327	31.45
8	38,290	19.64	42,090	21.58	46,725	23.96	52,061	26.70	55,090	28.25	61,327	31.45
9	38,290	19.64	42,090	21.58	46,725	23.96	52,061	26.70	55,090	28.25	61,327	31.45
10	38,290	19.64	42,090	21.58	46,725	23.96	52,061	26.70	55,090	28.25	61,327	31.45
11	39,670	20.34	43,608	22.36	48,369	24.80	53,856	27.62	56,964	29.21	63,365	32.49
12	39,670	20.34	43,608	22.36	48,369	24.80	53,856	27.62	56,964	29.21	63,365	32.49
13	39,670	20.34	43,608	22.36	48,369	24.80	53,856	27.62	56,964	29.21	63,365	32.49
14	39,670	20.34	43,608	22.36	48,369	24.80	53,856	27.62	56,964	29.21	63,365	32.49
15	39,670	20.34	43,608	22.36	48,369	24.80	53,856	27.62	56,964	29.21	63,365	32.49
16	41,050	21.05	45,125	23.14	50,012	25.65	55,650	28.54	58,837	30.17	65,402	33.54
17	41,050	21.05	45,125	23.14	50,012	25.65	55,650	28.54	58,837	30.17	65,402	33.54
18	41,050	21.05	45,125	23.14	50,012	25.65	55,650	28.54	58,837	30.17	65,402	33.54
19	41,050	21.05	45,125	23.14	50,012	25.65	55,650	28.54	58,837	30.17	65,402	33.54
20	42,429	21.76	46,642	23.92	51,655	26.49	57,445	29.46	60,711	31.13	67,440	34.58

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

(1) Current incumbent at Slingerlands Elementary appointed as Secretary I, Grade 10, when she vacates position title is Secretary I, Grade 9

(2) Current incumbent at High School Main Office appointed as Grade 7, Senior Keyboard Specialist (Attendance Secretary), when she vacates position title changes to Grade 5, Clerical Assistant

**BCUEA Clerical 10 Month Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2014 through June 30, 2015**

1.75%

	Keyboard Speclst. 10 month, 215 days 7.5 hours per day Grade 3	(1) Keyboard Speclst. 10 month, 215 days HOURLY RATE Grade 3	(1) Keyboard Speclst. 10 month, 215 days HOURLY RATE Grade 3	Account Clerk I Clerical Assistant 10 month, 215 days 7.5 hours per day Grade 5	Account Clerk I Clerical Assistant 10 month, 215 days HOURLY RATE Grade 5	Senior Keyboard Specialist 10 month, 215 days 7.5 hours per day Grade 7	Senior Keyboard Specialist 10 month, 215 days HOURLY RATE Grade 7
1	24,818	15.39	15.13	27,276	16.92	30,485	18.91
2	25,959	16.10	15.82	28,531	17.69	31,844	19.75
3	27,100	16.81	16.52	29,786	18.47	33,203	20.59
4	28,241	17.51	17.21	31,041	19.25	34,561	21.43
5	29,382	18.22	17.91	32,296	20.03	35,920	22.28
6	30,522	18.93	18.60	33,550	20.81	37,279	23.12
7	31,663	19.64	19.30	34,805	21.58	38,638	23.96
8	31,663	19.64	19.30	34,805	21.58	38,638	23.96
9	31,663	19.64	19.30	34,805	21.58	38,638	23.96
10	31,663	19.64	19.30	34,805	21.58	38,638	23.96
11	32,804	20.34	19.99	36,060	22.36	39,997	24.80
12	32,804	20.34	19.99	36,060	22.36	39,997	24.80
13	32,804	20.34	19.99	36,060	22.36	39,997	24.80
14	32,804	20.34	19.99	36,060	22.36	39,997	24.80
15	32,804	20.34	19.99	36,060	22.36	39,997	24.80
16	33,945	21.05	20.69	37,315	23.14	41,356	25.65
17	33,945	21.05	20.69	37,315	23.14	41,356	25.65
18	33,945	21.05	20.69	37,315	23.14	41,356	25.65
19	33,945	21.05	20.69	37,315	23.14	41,356	25.65
20	35,086	21.76	21.38	38,570	23.92	42,715	26.49

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

(1) Current incumbent at High School Restricted Study Hall appointed as Grade 3, Keyboard Specialist (RSH), when she vacates position title reverts back to Grade 3-1, School Monitor (RSH)

**BCUEA School Monitor Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2014 through June 30, 2015**

1.75%

	School Monitor (Noon Hour Aide) (Grandfathered) 10 month, 191 days 7.5 hours per day Grade A/1	School Monitor (Noon Hour Aide) (Grandfathered) 10 month, 191 days HOURLY RATE Grade A/1	(1) School Monitor (Teacher Aide) 10 month, 215 days 7.5 hours per day Grade 3/1	School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 191 days 7.5 hours per day Grade 3/1	School Monitor (Noon Hour Aide) School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 215 days 10 month, 191 days HOURLY RATE Grade 3/1
1	28,837	20.13	25,008	22,217	15.51
2	29,590	20.66	26,152	23,233	16.22
3	30,344	21.18	27,295	24,248	16.93
4	31,098	21.71	28,439	25,264	17.64
5	31,851	22.23	29,582	26,280	18.35
6	32,605	22.76	30,726	27,296	19.05
7	33,358	23.29	31,869	28,312	19.76
8	33,358	23.29	31,869	28,312	19.76
9	33,358	23.29	31,869	28,312	19.76
10	33,358	23.29	31,869	28,312	19.76
11	34,112	23.81	33,013	29,328	20.47
12	34,112	23.81	33,013	29,328	20.47
13	34,112	23.81	33,013	29,328	20.47
14	34,112	23.81	33,013	29,328	20.47
15	34,112	23.81	33,013	29,328	20.47
16	34,866	24.34	34,156	30,343	21.18
17	34,866	24.34	34,156	30,343	21.18
18	34,866	24.34	34,156	30,343	21.18
19	34,866	24.34	34,156	30,343	21.18
20	35,619	24.87	35,300	31,359	21.89

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

(1) Current incumbent at Middle School appointed as a School Monitor (Teacher Aide), Salary Grade 3-1. Position will be re-classified as a Clerical Assistant, Salary Grade 5 when current incumbent is reachable on a Civil Service list or position is vacated.

BCUEA Food Service Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2014 through June 30, 2015

1.75%

	Cook 10 month, 191 days 7 hours per day Grade B/1	Cook 10 month, 191 days HOURLY RATE Grade B/1	Food Service Helper 10 month, 191 days 7 hours per day Grade C	Food Service Helper 10 month, 191 days HOURLY RATE Grade C	Food Service Technician 10 month, 191 days 7 hours per day Grade F	Food Service Technician 10 month, 191 days HOURLY RATE Grade F
1	17,608	13.17	15,868	11.87	24,677	18.46
2	18,368	13.74	16,596	12.41	25,713	19.23
3	19,128	14.31	17,325	12.96	26,749	20.01
4	19,888	14.87	18,054	13.50	27,784	20.78
5	20,648	15.44	18,783	14.05	28,820	21.56
6	21,408	16.01	19,511	14.59	29,856	22.33
7	22,168	16.58	20,240	15.14	30,891	23.10
8	22,168	16.58	20,240	15.14	30,891	23.10
9	22,168	16.58	20,240	15.14	30,891	23.10
10	22,168	16.58	20,240	15.14	30,891	23.10
11	22,927	17.15	20,969	15.68	31,927	23.88
12	22,927	17.15	20,969	15.68	31,927	23.88
13	22,927	17.15	20,969	15.68	31,927	23.88
14	22,927	17.15	20,969	15.68	31,927	23.88
15	22,927	17.15	20,969	15.68	31,927	23.88
16	23,687	17.72	21,698	16.23	32,962	24.65
17	23,687	17.72	21,698	16.23	32,962	24.65
18	23,687	17.72	21,698	16.23	32,962	24.65
19	23,687	17.72	21,698	16.23	32,962	24.65
20	24,447	18.29	22,426	16.77	33,998	25.43

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

BCUEA Technology Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2015 through June 30, 2016

1.75%

	Tech. Procurement and Support Specialist Computer Technician Technology Support Speclst. 12 month, 260 days 7.5 hours per day Grade 7/1	Tech. Procurement and Support Specialist Computer Technician Technology Support Speclst. 12 month, 260 days HOURLY RATE Grade 7/1	Help Desk Technician 12 month, 260 days 7.5 hours per day Grade 9/1	Help Desk Technician 12 month, 260 days HOURLY RATE Grade 9/1	Network and Systems Technician Technical/Database Support 12 month, 260 days 8 hours per day Grade 11/1	Network and Systems Technician Technical/Database Support 12 month, 260 days HOURLY RATE Grade 11/1
1	36,236	18.58	40,656	20.85	49,098	23.60
2	37,847	19.41	42,463	21.78	51,082	24.56
3	39,458	20.23	44,271	22.70	53,066	25.51
4	41,069	21.06	46,078	23.63	55,051	26.47
5	42,680	21.89	47,886	24.56	57,035	27.42
6	44,291	22.71	49,693	25.48	59,019	28.37
7	45,902	23.54	51,501	26.41	61,004	29.33
8	45,902	23.54	51,501	26.41	61,004	29.33
9	45,902	23.54	51,501	26.41	61,004	29.33
10	45,902	23.54	51,501	26.41	61,004	29.33
11	47,514	24.37	53,308	27.34	62,988	30.28
12	47,514	24.37	53,308	27.34	62,988	30.28
13	47,514	24.37	53,308	27.34	62,988	30.28
14	47,514	24.37	53,308	27.34	62,988	30.28
15	47,514	24.37	53,308	27.34	62,988	30.28
16	49,125	25.19	55,115	28.26	64,972	31.24
17	49,125	25.19	55,115	28.26	64,972	31.24
18	49,125	25.19	55,115	28.26	64,972	31.24
19	49,125	25.19	55,115	28.26	64,972	31.24
20	50,736	26.02	56,923	29.19	66,957	32.19

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

BCUEA Transportation Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2015 through June 30, 2016

1.75%

	Bus Attendant (grandfathered) 10 month, 191 days 7.5 hours per day Grade A	Bus Attendant (grandfathered) 10 month, 191 days HOURLY RATE Grade A	Bus Attendant 10 month, 191 days 7.5 hours per day Grade 3/1	Bus Attendant 10 month, 191 days HOURLY RATE Grade 3/1	Bus Driver 10 month, 193 days 8 hours per day Grade 6	Head Trainer Dispatcher 12 month, 260 days 8 hours per day Grade 6	Bus Driver 10 month, 193 days Head Trainer Dispatcher 12 month, 260 days HOURLY RATE Grade 6	Automotive Mechanic 12 month, 260 days 8 hours per day Grade 11	Automotive Mechanic 12 month, 260 days HOURLY RATE Grade 11
1	29,362	20.50	22,605	15.78	35,670	48,053	23.10	47,220	22.70
2	30,112	21.02	23,639	16.50	37,280	50,222	24.14	49,204	23.66
3	30,862	21.54	24,673	17.22	38,890	52,390	25.19	51,188	24.61
4	31,612	22.07	25,706	17.95	40,500	54,559	26.23	53,173	25.56
5	32,362	22.59	26,740	18.67	42,110	56,728	27.27	55,157	26.52
6	33,112	23.12	27,774	19.39	43,719	58,897	28.32	57,141	27.47
7	33,862	23.64	28,807	20.11	45,329	61,065	29.36	59,126	28.43
8	33,862	23.64	28,807	20.11	45,329	61,065	29.36	59,126	28.43
9	33,862	23.64	28,807	20.11	45,329	61,065	29.36	59,126	28.43
10	33,862	23.64	28,807	20.11	45,329	61,065	29.36	59,126	28.43
11	34,613	24.16	29,841	20.83	46,939	63,234	30.40	61,110	29.38
12	34,613	24.16	29,841	20.83	46,939	63,234	30.40	61,110	29.38
13	34,613	24.16	29,841	20.83	46,939	63,234	30.40	61,110	29.38
14	34,613	24.16	29,841	20.83	46,939	63,234	30.40	61,110	29.38
15	34,613	24.16	29,841	20.83	46,939	63,234	30.40	61,110	29.38
16	35,363	24.69	30,875	21.55	48,549	65,403	31.44	63,094	30.33
17	35,363	24.69	30,875	21.55	48,549	65,403	31.44	63,094	30.33
18	35,363	24.69	30,875	21.55	48,549	65,403	31.44	63,094	30.33
19	35,363	24.69	30,875	21.55	48,549	65,403	31.44	63,094	30.33
20	36,113	25.21	31,908	22.27	50,159	67,572	32.49	65,078	31.29

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

**BCUEA Operation and Maintenance Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2015 through June 30, 2016**

1.75%

	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days 8 hours per day Grade 7	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days HOURLY RATE Grade 7	Custodian Bldg. Maintenance Person 12 month, 260 days 8 hours per day Grade 9	Custodian Bldg. Maintenance Person 12 month, 260 days HOURLY RATE Grade 9	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days 8 hours per day Grade 11	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days HOURLY RATE Grade 11
1	37,510	18.03	42,018	20.20	47,220	22.70
2	39,182	18.84	43,844	21.08	49,204	23.66
3	40,855	19.64	45,670	21.96	51,188	24.61
4	42,527	20.45	47,495	22.83	53,173	25.56
5	44,199	21.25	49,321	23.71	55,157	26.52
6	45,871	22.05	51,147	24.59	57,141	27.47
7	47,543	22.86	52,973	25.47	59,126	28.43
8	47,543	22.86	52,973	25.47	59,126	28.43
9	47,543	22.86	52,973	25.47	59,126	28.43
10	47,543	22.86	52,973	25.47	59,126	28.43
11	49,215	23.66	54,798	26.35	61,110	29.38
12	49,215	23.66	54,798	26.35	61,110	29.38
13	49,215	23.66	54,798	26.35	61,110	29.38
14	49,215	23.66	54,798	26.35	61,110	29.38
15	49,215	23.66	54,798	26.35	61,110	29.38
16	50,887	24.46	56,624	27.22	63,094	30.33
17	50,887	24.46	56,624	27.22	63,094	30.33
18	50,887	24.46	56,624	27.22	63,094	30.33
19	50,887	24.46	56,624	27.22	63,094	30.33
20	52,559	25.27	58,450	28.10	65,078	31.29

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

**BCUEA Clerical 12 Month Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2015 through June 30, 2016**

1.75%

	Copy Machine Operator 12 month, 260 days 7.5 hours per day Grade 3	Copy Machine Operator 12 month, 260 days HOURLY RATE Grade 3	Clerical Assistant 12 month, 260 days 7.5 hours per day Grade 5	Clerical Assistant 12 month, 260 days HOURLY RATE Grade 5	Senior Account Clerk (2) Senior Keyboard Specialist 12 month, 260 Days 7.5 hours per day Grade 7	Senior Account Clerk Senior Keyboard Specialist 12 month, 260 Days HOURLY RATE Grade 7	(1) Secretary I 12 month, 260 days 7.5 hours per day Grade 9	Secretary I 12 month, 260 days HOURLY RATE Grade 9	Secretary I (SESS) 12 month, 260 days 7.5 hours per day Grade 10	Secretary I (SESS) 12 month, 260 days HOURLY RATE Grade 10	Secretary II 12 month, 260 days 7.5 hours per day Grade 12	Secretary II 12 month, 260 days HOURLY RATE Grade 12
1	30,538	15.66	33,562	17.21	37,510	19.24	42,018	21.55	44,617	22.88	49,960	25.62
2	31,942	16.38	35,106	18.00	39,182	20.09	43,844	22.48	46,523	23.86	52,033	26.68
3	33,345	17.10	36,651	18.80	40,855	20.95	45,670	23.42	48,430	24.84	54,107	27.75
4	34,749	17.82	38,195	19.59	42,527	21.81	47,495	24.36	50,336	25.81	56,180	28.81
5	36,153	18.54	39,739	20.38	44,199	22.67	49,321	25.29	52,242	26.79	58,253	29.87
6	37,557	19.26	41,283	21.17	45,871	23.52	51,147	26.23	54,148	27.77	60,327	30.94
7	38,960	19.98	42,827	21.96	47,543	24.38	52,973	27.17	56,055	28.75	62,400	32.00
8	38,960	19.98	42,827	21.96	47,543	24.38	52,973	27.17	56,055	28.75	62,400	32.00
9	38,960	19.98	42,827	21.96	47,543	24.38	52,973	27.17	56,055	28.75	62,400	32.00
10	38,960	19.98	42,827	21.96	47,543	24.38	52,973	27.17	56,055	28.75	62,400	32.00
11	40,364	20.70	44,371	22.75	49,215	25.24	54,798	28.10	57,961	29.72	64,474	33.06
12	40,364	20.70	44,371	22.75	49,215	25.24	54,798	28.10	57,961	29.72	64,474	33.06
13	40,364	20.70	44,371	22.75	49,215	25.24	54,798	28.10	57,961	29.72	64,474	33.06
14	40,364	20.70	44,371	22.75	49,215	25.24	54,798	28.10	57,961	29.72	64,474	33.06
15	40,364	20.70	44,371	22.75	49,215	25.24	54,798	28.10	57,961	29.72	64,474	33.06
16	41,768	21.42	45,915	23.55	50,887	26.10	56,624	29.04	59,867	30.70	66,547	34.13
17	41,768	21.42	45,915	23.55	50,887	26.10	56,624	29.04	59,867	30.70	66,547	34.13
18	41,768	21.42	45,915	23.55	50,887	26.10	56,624	29.04	59,867	30.70	66,547	34.13
19	41,768	21.42	45,915	23.55	50,887	26.10	56,624	29.04	59,867	30.70	66,547	34.13
20	43,172	22.14	47,459	24.34	52,559	26.95	58,450	29.97	61,773	31.68	68,620	35.19

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

(1) Current incumbent at Slingerlands Elementary appointed as Secretary I, Grade 10, when she vacates position title is Secretary I, Grade 9

(2) Current incumbent at High School Main Office appointed as Grade 7, Senior Keyboard Specialist (Attendance Secretary), when she vacates position title changes to Grade 5, Clerical Assistant

BCUEA Clerical 10 Month Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2015 through June 30, 2016

1.75%

	Keyboard Speclst. 10 month, 215 days 7.5 hours per day Grade 3	(1) Keyboard Speclst. 10 month, 215 days HOURLY RATE Grade 3	Account Clerk I Clerical Assistant 10 month, 215 days 7.5 hours per day Grade 5	Account Clerk I Clerical Assistant 10 month, 215 days HOURLY RATE Grade 5	Senior Keyboard Specialist 10 month, 215 days 7.5 hours per day Grade 7	Senior Keyboard Specialist 10 month, 215 days HOURLY RATE Grade 7
1	25,252	15.66	27,754	17.21	31,018	19.24
2	26,413	16.38	29,030	18.00	32,401	20.09
3	27,574	17.10	30,307	18.80	33,784	20.95
4	28,735	17.82	31,584	19.59	35,166	21.81
5	29,896	18.54	32,861	20.38	36,549	22.67
6	31,056	19.26	34,138	21.17	37,932	23.52
7	32,217	19.98	35,414	21.96	39,314	24.38
8	32,217	19.98	35,414	21.96	39,314	24.38
9	32,217	19.98	35,414	21.96	39,314	24.38
10	32,217	19.98	35,414	21.96	39,314	24.38
11	33,378	20.70	36,691	22.75	40,697	25.24
12	33,378	20.70	36,691	22.75	40,697	25.24
13	33,378	20.70	36,691	22.75	40,697	25.24
14	33,378	20.70	36,691	22.75	40,697	25.24
15	33,378	20.70	36,691	22.75	40,697	25.24
16	34,539	21.42	37,968	23.55	42,080	26.10
17	34,539	21.42	37,968	23.55	42,080	26.10
18	34,539	21.42	37,968	23.55	42,080	26.10
19	34,539	21.42	37,968	23.55	42,080	26.10
20	35,700	22.14	39,245	24.34	43,462	26.95

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

(1) Current incumbent at High School Restricted Study Hall appointed as Grade 3, Keyboard Specialist (RSH), when she vacates position title reverts back to Grade 3-1, School Monitor (RSH)

**BCUEA School Monitor Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2015 through June 30, 2016**

1.75%

	School Monitor (Noon Hour Aide) (Grandfathered) 10 month, 191 days 7.5 hours per day Grade A/1	School Monitor (Noon Hour Aide) (Grandfathered) 10 month, 191 days HOURLY RATE Grade A/1	(1) School Monitor (Teacher Aide) 10 month, 215 days 7.5 hours per day Grade 3/1	School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 191 days 7.5 hours per day Grade 3/1	School Monitor (Noon Hour Aide) School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 215 days 10 month, 191 days HOURLY RATE Grade 3/1
1	29,341	20.48	25,446	22,605	15.78
2	30,108	21.02	26,609	23,639	16.50
3	30,875	21.55	27,773	24,673	17.22
4	31,642	22.09	28,936	25,706	17.95
5	32,409	22.62	30,100	26,740	18.67
6	33,175	23.16	31,264	27,774	19.39
7	33,942	23.69	32,427	28,807	20.11
8	33,942	23.69	32,427	28,807	20.11
9	33,942	23.69	32,427	28,807	20.11
10	33,942	23.69	32,427	28,807	20.11
11	34,709	24.23	33,591	29,841	20.83
12	34,709	24.23	33,591	29,841	20.83
13	34,709	24.23	33,591	29,841	20.83
14	34,709	24.23	33,591	29,841	20.83
15	34,709	24.23	33,591	29,841	20.83
16	35,476	24.76	34,754	30,875	21.55
17	35,476	24.76	34,754	30,875	21.55
18	35,476	24.76	34,754	30,875	21.55
19	35,476	24.76	34,754	30,875	21.55
20	36,242	25.30	35,918	31,908	22.27

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

(1) Current incumbent at Middle School appointed as a School Monitor (Teacher Aide), Salary Grade 3-1. Position will be re-classified as a Clerical Assistant, Salary Grade 5 when current incumbent is reachable on a Civil Service list or position is vacated.

BCUEA Food Service Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2015 through June 30, 2016

1.75%

	Cook 10 month, 191 days 7 hours per day Grade B/1	Cook 10 month, 191 days HOURLY RATE Grade B/1	Food Service Helper 10 month, 191 days 7 hours per day Grade C	Food Service Helper 10 month, 191 days HOURLY RATE Grade C	Food Service Technician 10 month, 191 days 7 hours per day Grade F	Food Service Technician 10 month, 191 days HOURLY RATE Grade F
1	17,916	13.40	16,145	12.08	25,109	18.78
2	18,689	13.98	16,887	12.63	26,163	19.57
3	19,463	14.56	17,628	13.18	27,217	20.36
4	20,236	15.14	18,370	13.74	28,271	21.14
5	21,009	15.71	19,111	14.29	29,324	21.93
6	21,782	16.29	19,853	14.85	30,378	22.72
7	22,555	16.87	20,594	15.40	31,432	23.51
8	22,555	16.87	20,594	15.40	31,432	23.51
9	22,555	16.87	20,594	15.40	31,432	23.51
10	22,555	16.87	20,594	15.40	31,432	23.51
11	23,329	17.45	21,336	15.96	32,486	24.30
12	23,329	17.45	21,336	15.96	32,486	24.30
13	23,329	17.45	21,336	15.96	32,486	24.30
14	23,329	17.45	21,336	15.96	32,486	24.30
15	23,329	17.45	21,336	15.96	32,486	24.30
16	24,102	18.03	22,077	16.51	33,539	25.09
17	24,102	18.03	22,077	16.51	33,539	25.09
18	24,102	18.03	22,077	16.51	33,539	25.09
19	24,102	18.03	22,077	16.51	33,539	25.09
20	24,875	18.61	22,819	17.07	34,593	25.87

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

BCUEA Technology Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2016 through June 30, 2017

1.75%

	Tech. Procurement and Support Specialist Computer Technician Technology Support Speclst. 12 month, 260 days 7.5 hours per day Grade 7/1	Tech. Procurement and Support Specialist Computer Technician Technology Support Speclst. 12 month, 260 days HOURLY RATE Grade 7/1	Help Desk Technician 12 month, 260 days 7.5 hours per day Grade 9/1	Help Desk Technician 12 month, 260 days HOURLY RATE Grade 9/1	Network and Systems Technician Technical/Database Support 12 month, 260 days 8 hours per day Grade 11/1	Network and Systems Technician Technical/Database Support 12 month, 260 days HOURLY RATE Grade 11/1
1	36,870	18.91	41,367	21.21	49,957	24.02
2	38,509	19.75	43,206	22.16	51,976	24.99
3	40,149	20.59	45,045	23.10	53,995	25.96
4	41,788	21.43	46,884	24.04	56,014	26.93
5	43,427	22.27	48,724	24.99	58,033	27.90
6	45,066	23.11	50,563	25.93	60,052	28.87
7	46,706	23.95	52,402	26.87	62,071	29.84
8	46,706	23.95	52,402	26.87	62,071	29.84
9	46,706	23.95	52,402	26.87	62,071	29.84
10	46,706	23.95	52,402	26.87	62,071	29.84
11	48,345	24.79	54,241	27.82	64,090	30.81
12	48,345	24.79	54,241	27.82	64,090	30.81
13	48,345	24.79	54,241	27.82	64,090	30.81
14	48,345	24.79	54,241	27.82	64,090	30.81
15	48,345	24.79	54,241	27.82	64,090	30.81
16	49,984	25.63	56,080	28.76	66,109	31.78
17	49,984	25.63	56,080	28.76	66,109	31.78
18	49,984	25.63	56,080	28.76	66,109	31.78
19	49,984	25.63	56,080	28.76	66,109	31.78
20	51,624	26.47	57,919	29.70	68,128	32.75

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

BCUEA Transportation Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2016 through June 30, 2017

1.75%

	Bus Attendant (grandfathered) 10 month, 191 days 7.5 hours per day Grade A	Bus Attendant (grandfathered) 10 month, 191 days HOURLY RATE Grade A	Bus Attendant 10 month, 191 days 7.5 hours per day Grade 3/1	Bus Attendant 10 month, 191 days HOURLY RATE Grade 3/1	Bus Driver 10 month, 193 days 8 hours per day Grade 6	Head Trainer Dispatcher 12 month, 260 days 8 hours per day Grade 6	Bus Driver 10 month, 193 days Head Trainer Dispatcher 12 month, 260 days HOURLY RATE Grade 6	Automotive Mechanic 12 month, 260 days 8 hours per day Grade 11	Automotive Mechanic 12 month, 260 days HOURLY RATE Grade 11
1	29,876	20.86	23,001	16.06	36,294	48,894	23.51	48,046	23.10
2	30,639	21.39	24,053	16.79	37,932	51,100	24.57	50,065	24.07
3	31,402	21.92	25,105	17.52	39,570	53,307	25.63	52,084	25.04
4	32,166	22.45	26,156	18.26	41,208	55,514	26.69	54,103	26.01
5	32,929	22.99	27,208	18.99	42,846	57,721	27.75	56,122	26.98
6	33,692	23.52	28,260	19.73	44,484	59,927	28.81	58,141	27.95
7	34,455	24.05	29,311	20.46	46,123	62,134	29.87	60,160	28.92
8	34,455	24.05	29,311	20.46	46,123	62,134	29.87	60,160	28.92
9	34,455	24.05	29,311	20.46	46,123	62,134	29.87	60,160	28.92
10	34,455	24.05	29,311	20.46	46,123	62,134	29.87	60,160	28.92
11	35,218	24.59	30,363	21.20	47,761	64,341	30.93	62,179	29.89
12	35,218	24.59	30,363	21.20	47,761	64,341	30.93	62,179	29.89
13	35,218	24.59	30,363	21.20	47,761	64,341	30.93	62,179	29.89
14	35,218	24.59	30,363	21.20	47,761	64,341	30.93	62,179	29.89
15	35,218	24.59	30,363	21.20	47,761	64,341	30.93	62,179	29.89
16	35,981	25.12	31,415	21.93	49,399	66,547	31.99	64,198	30.86
17	35,981	25.12	31,415	21.93	49,399	66,547	31.99	64,198	30.86
18	35,981	25.12	31,415	21.93	49,399	66,547	31.99	64,198	30.86
19	35,981	25.12	31,415	21.93	49,399	66,547	31.99	64,198	30.86
20	36,745	25.65	32,467	22.66	51,037	68,754	33.05	66,217	31.84

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

**BCUEA Operation and Maintenance Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2016 through June 30, 2017**

1.75%

	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days 8 hours per day Grade 7	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days HOURLY RATE Grade 7	Custodian Bldg. Maintenance Person 12 month, 260 days 8 hours per day Grade 9	Custodian Bldg. Maintenance Person 12 month, 260 days HOURLY RATE Grade 9	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days 8 hours per day Grade 11	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days HOURLY RATE Grade 11
1	38,167	18.35	42,753	20.55	48,046	23.10
2	39,868	19.17	44,611	21.45	50,065	24.07
3	41,569	19.99	46,469	22.34	52,084	25.04
4	43,271	20.80	48,326	23.23	54,103	26.01
5	44,972	21.62	50,184	24.13	56,122	26.98
6	46,674	22.44	52,042	25.02	58,141	27.95
7	48,375	23.26	53,900	25.91	60,160	28.92
8	48,375	23.26	53,900	25.91	60,160	28.92
9	48,375	23.26	53,900	25.91	60,160	28.92
10	48,375	23.26	53,900	25.91	60,160	28.92
11	50,076	24.08	55,757	26.81	62,179	29.89
12	50,076	24.08	55,757	26.81	62,179	29.89
13	50,076	24.08	55,757	26.81	62,179	29.89
14	50,076	24.08	55,757	26.81	62,179	29.89
15	50,076	24.08	55,757	26.81	62,179	29.89
16	51,778	24.89	57,615	27.70	64,198	30.86
17	51,778	24.89	57,615	27.70	64,198	30.86
18	51,778	24.89	57,615	27.70	64,198	30.86
19	51,778	24.89	57,615	27.70	64,198	30.86
20	53,479	25.71	59,473	28.59	66,217	31.84

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

**BCUEA Clerical 12 Month Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2016 through June 30, 2017**

1.75%

	Copy Machine Operator 12 month, 260 days 7.5 hours per day	Copy Machine Operator 12 month, 260 days HOURLY RATE	Clerical Assistant 12 month, 260 days 7.5 hours per day	Clerical Assistant 12 month, 260 days HOURLY RATE	Senior Account Clerk (2) Senior Keyboard Specialist 12 month, 260 Days 7.5 hours per day	Senior Account Clerk Senior Keyboard Specialist 12 month, 260 Days HOURLY RATE	(1) Secretary I 12 month, 260 days 7.5 hours per day	Secretary I 12 month, 260 days HOURLY RATE	Secretary I (SESS) 12 month, 260 days 7.5 hours per day	Secretary I (SESS) 12 month, 260 days HOURLY RATE	Secretary II 12 month, 260 days 7.5 hours per day	Secretary II 12 month, 260 days HOURLY RATE
	Grade 3	Grade 3	Grade 5	Grade 5	Grade 7	Grade 7	Grade 9	Grade 9	Grade 10	Grade 10	Grade 12	Grade 12
1	31,072	15.93	34,150	17.51	38,167	19.57	42,753	21.92	45,398	23.28	50,834	26.07
2	32,501	16.67	35,721	18.32	39,868	20.45	44,611	22.88	47,337	24.28	52,944	27.15
3	33,929	17.40	37,292	19.12	41,569	21.32	46,469	23.83	49,277	25.27	55,054	28.23
4	35,357	18.13	38,863	19.93	43,271	22.19	48,326	24.78	51,217	26.26	57,163	29.31
5	36,786	18.86	40,434	20.74	44,972	23.06	50,184	25.74	53,156	27.26	59,273	30.40
6	38,214	19.60	42,005	21.54	46,674	23.94	52,042	26.69	55,096	28.25	61,383	31.48
7	39,642	20.33	43,576	22.35	48,375	24.81	53,900	27.64	57,035	29.25	63,492	32.56
8	39,642	20.33	43,576	22.35	48,375	24.81	53,900	27.64	57,035	29.25	63,492	32.56
9	39,642	20.33	43,576	22.35	48,375	24.81	53,900	27.64	57,035	29.25	63,492	32.56
10	39,642	20.33	43,576	22.35	48,375	24.81	53,900	27.64	57,035	29.25	63,492	32.56
11	41,071	21.06	45,147	23.15	50,076	25.68	55,757	28.59	58,975	30.24	65,602	33.64
12	41,071	21.06	45,147	23.15	50,076	25.68	55,757	28.59	58,975	30.24	65,602	33.64
13	41,071	21.06	45,147	23.15	50,076	25.68	55,757	28.59	58,975	30.24	65,602	33.64
14	41,071	21.06	45,147	23.15	50,076	25.68	55,757	28.59	58,975	30.24	65,602	33.64
15	41,071	21.06	45,147	23.15	50,076	25.68	55,757	28.59	58,975	30.24	65,602	33.64
16	42,499	21.79	46,718	23.96	51,778	26.55	57,615	29.55	60,915	31.24	67,711	34.72
17	42,499	21.79	46,718	23.96	51,778	26.55	57,615	29.55	60,915	31.24	67,711	34.72
18	42,499	21.79	46,718	23.96	51,778	26.55	57,615	29.55	60,915	31.24	67,711	34.72
19	42,499	21.79	46,718	23.96	51,778	26.55	57,615	29.55	60,915	31.24	67,711	34.72
20	43,927	22.53	48,289	24.76	53,479	27.43	59,473	30.50	62,854	32.23	69,821	35.81

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

(1) Current incumbent at Slingerlands Elementary appointed as Secretary I, Grade 10, when she vacates position title is Secretary I, Grade 9

(2) Current incumbent at High School Main Office appointed as Grade 7, Senior Keyboard Specialist (Attendance Secretary), when she vacates position title changes to Grade 5, Clerical Assistant

BCUEA Clerical 10 Month Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2016 through June 30, 2017

1.75%

	Keyboard Speclst. 10 month, 215 days 7.5 hours per day Grade 3	(1) Keyboard Speclst. 10 month, 215 days HOURLY RATE Grade 3	Account Clerk I Clerical Assistant 10 month, 215 days 7.5 hours per day Grade 5	Account Clerk I Clerical Assistant 10 month, 215 days HOURLY RATE Grade 5	Senior Keyboard Specialist 10 month, 215 days 7.5 hours per day Grade 7	Senior Keyboard Specialist 10 month, 215 days HOURLY RATE Grade 7
1	25,694	15.93	28,239	17.51	31,561	19.57
2	26,875	16.67	29,538	18.32	32,968	20.45
3	28,057	17.40	30,838	19.12	34,375	21.32
4	29,238	18.13	32,137	19.93	35,782	22.19
5	30,419	18.86	33,436	20.74	37,189	23.06
6	31,600	19.60	34,735	21.54	38,595	23.94
7	32,781	20.33	36,034	22.35	40,002	24.81
8	32,781	20.33	36,034	22.35	40,002	24.81
9	32,781	20.33	36,034	22.35	40,002	24.81
10	32,781	20.33	36,034	22.35	40,002	24.81
11	33,962	21.06	37,333	23.15	41,409	25.68
12	33,962	21.06	37,333	23.15	41,409	25.68
13	33,962	21.06	37,333	23.15	41,409	25.68
14	33,962	21.06	37,333	23.15	41,409	25.68
15	33,962	21.06	37,333	23.15	41,409	25.68
16	35,143	21.79	38,632	23.96	42,816	26.55
17	35,143	21.79	38,632	23.96	42,816	26.55
18	35,143	21.79	38,632	23.96	42,816	26.55
19	35,143	21.79	38,632	23.96	42,816	26.55
20	36,324	22.53	39,931	24.76	44,223	27.43

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

(1) Current incumbent at High School Restricted Study Hall appointed as Grade 3, Keyboard Specialist (RSH), when she vacates position title reverts back to Grade 3-1, School Monitor (RSH)

**BCUEA School Monitor Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2016 through June 30, 2017**

1.75%

	School Monitor (Noon Hour Aide) (Grandfathered) 10 month, 191 days 7.5 hours per day Grade A/1	School Monitor (Noon Hour Aide) (Grandfathered) 10 month, 191 days HOURLY RATE Grade A/1	(1) School Monitor (Teacher Aide) 10 month, 215 days 7.5 hours per day Grade 3/1	School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 191 days 7.5 hours per day Grade 3/1	School Monitor (Noon Hour Aide) School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 215 days 10 month, 191 days HOURLY RATE Grade 3/1
1	29,855	20.84	25,891	23,001	16.06
2	30,635	21.39	27,075	24,053	16.79
3	31,415	21.93	28,259	25,105	17.52
4	32,196	22.48	29,443	26,156	18.26
5	32,976	23.02	30,627	27,208	18.99
6	33,756	23.56	31,811	28,260	19.73
7	34,536	24.11	32,994	29,311	20.46
8	34,536	24.11	32,994	29,311	20.46
9	34,536	24.11	32,994	29,311	20.46
10	34,536	24.11	32,994	29,311	20.46
11	35,316	24.65	34,178	30,363	21.20
12	35,316	24.65	34,178	30,363	21.20
13	35,316	24.65	34,178	30,363	21.20
14	35,316	24.65	34,178	30,363	21.20
15	35,316	24.65	34,178	30,363	21.20
16	36,097	25.20	35,362	31,415	21.93
17	36,097	25.20	35,362	31,415	21.93
18	36,097	25.20	35,362	31,415	21.93
19	36,097	25.20	35,362	31,415	21.93
20	36,877	25.74	36,546	32,467	22.66

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

(1) Current incumbent at Middle School appointed as a School Monitor (Teacher Aide), Salary Grade 3-1. Position will be re-classified as a Clerical Assistant, Salary Grade 5 when current incumbent is reachable on a Civil Service list or position is vacated.

BCUEA Food Service Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2016 through June 30, 2017

1.75%

	Cook 10 month, 191 days 7 hours per day Grade B/1	Cook 10 month, 191 days HOURLY RATE Grade B/1	Food Service Helper 10 month, 191 days 7 hours per day Grade C	Food Service Helper 10 month, 191 days HOURLY RATE Grade C	Food Service Technician 10 month, 191 days 7 hours per day Grade F	Food Service Technician 10 month, 191 days HOURLY RATE Grade F
1	18,230	13.63	16,428	12.29	25,549	19.11
2	19,016	14.22	17,182	12.85	26,621	19.91
3	19,803	14.81	17,937	13.42	27,693	20.71
4	20,590	15.40	18,691	13.98	28,765	21.51
5	21,377	15.99	19,446	14.54	29,837	22.32
6	22,163	16.58	20,200	15.11	30,910	23.12
7	22,950	17.17	20,955	15.67	31,982	23.92
8	22,950	17.17	20,955	15.67	31,982	23.92
9	22,950	17.17	20,955	15.67	31,982	23.92
10	22,950	17.17	20,955	15.67	31,982	23.92
11	23,737	17.75	21,709	16.24	33,054	24.72
12	23,737	17.75	21,709	16.24	33,054	24.72
13	23,737	17.75	21,709	16.24	33,054	24.72
14	23,737	17.75	21,709	16.24	33,054	24.72
15	23,737	17.75	21,709	16.24	33,054	24.72
16	24,524	18.34	22,464	16.80	34,126	25.52
17	24,524	18.34	22,464	16.80	34,126	25.52
18	24,524	18.34	22,464	16.80	34,126	25.52
19	24,524	18.34	22,464	16.80	34,126	25.52
20	25,310	18.93	23,218	17.37	35,198	26.33

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

BCUEA Technology Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2017 through June 30, 2018

2.00%

	Tech. Procurement and Support Specialist Computer Technician Technology Support Speclst. 12 month, 260 days 7.5 hours per day Grade 7/1	Tech. Procurement and Support Specialist Computer Technician Technology Support Speclst. 12 month, 260 days HOURLY RATE Grade 7/1	Help Desk Technician 12 month, 260 days 7.5 hours per day Grade 9/1	Help Desk Technician 12 month, 260 days HOURLY RATE Grade 9/1	Network and Systems Technician Technical/Database Support 12 month, 260 days 8 hours per day Grade 11/1	Network and Systems Technician Technical/Database Support 12 month, 260 days HOURLY RATE Grade 11/1
1	37,607	19.29	42,195	21.64	50,956	24.50
2	39,279	20.14	44,070	22.60	53,016	25.49
3	40,952	21.00	45,946	23.56	55,075	26.48
4	42,624	21.86	47,822	24.52	57,134	27.47
5	44,296	22.72	49,698	25.49	59,194	28.46
6	45,968	23.57	51,574	26.45	61,253	29.45
7	47,640	24.43	53,450	27.41	63,313	30.44
8	47,640	24.43	53,450	27.41	63,313	30.44
9	47,640	24.43	53,450	27.41	63,313	30.44
10	47,640	24.43	53,450	27.41	63,313	30.44
11	49,312	25.29	55,326	28.37	65,372	31.43
12	49,312	25.29	55,326	28.37	65,372	31.43
13	49,312	25.29	55,326	28.37	65,372	31.43
14	49,312	25.29	55,326	28.37	65,372	31.43
15	49,312	25.29	55,326	28.37	65,372	31.43
16	50,984	26.15	57,202	29.33	67,432	32.42
17	50,984	26.15	57,202	29.33	67,432	32.42
18	50,984	26.15	57,202	29.33	67,432	32.42
19	50,984	26.15	57,202	29.33	67,432	32.42
20	52,656	27.00	59,077	30.30	69,491	33.41

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

BCUEA Transportation Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2017 through June 30, 2018

2.00%

	Bus Attendant (grandfathered) 10 month, 191 days 7.5 hours per day Grade A	Bus Attendant (grandfathered) 10 month, 191 days HOURLY RATE Grade A	Bus Attendant 10 month, 191 days 7.5 hours per day Grade 3/1	Bus Attendant 10 month, 191 days HOURLY RATE Grade 3/1	Bus Driver 10 month, 193 days 8 hours per day Grade 6	Head Trainer Dispatcher 12 month, 260 days 8 hours per day Grade 6	Head Trainer Dispatcher 12 month, 260 days HOURLY RATE Grade 6	Automotive Mechanic 12 month, 260 days 8 hours per day Grade 11	Automotive Mechanic 12 month, 260 days HOURLY RATE Grade 11
1	30,473	21.27	23,461	16.38	37,020	49,872	23.98	49,007	23.56
2	31,252	21.82	24,534	17.13	38,691	52,122	25.06	51,066	24.55
3	32,030	22.36	25,607	17.88	40,362	54,373	26.14	53,126	25.54
4	32,809	22.90	26,679	18.62	42,033	56,624	27.22	55,185	26.53
5	33,587	23.45	27,752	19.37	43,703	58,875	28.31	57,245	27.52
6	34,366	23.99	28,825	20.12	45,374	61,126	29.39	59,304	28.51
7	35,144	24.53	29,898	20.87	47,045	63,377	30.47	61,363	29.50
8	35,144	24.53	29,898	20.87	47,045	63,377	30.47	61,363	29.50
9	35,144	24.53	29,898	20.87	47,045	63,377	30.47	61,363	29.50
10	35,144	24.53	29,898	20.87	47,045	63,377	30.47	61,363	29.50
11	35,923	25.08	30,970	21.62	48,716	65,628	31.55	63,423	30.49
12	35,923	25.08	30,970	21.62	48,716	65,628	31.55	63,423	30.49
13	35,923	25.08	30,970	21.62	48,716	65,628	31.55	63,423	30.49
14	35,923	25.08	30,970	21.62	48,716	65,628	31.55	63,423	30.49
15	35,923	25.08	30,970	21.62	48,716	65,628	31.55	63,423	30.49
16	36,701	25.62	32,043	22.37	50,387	67,878	32.63	65,482	31.48
17	36,701	25.62	32,043	22.37	50,387	67,878	32.63	65,482	31.48
18	36,701	25.62	32,043	22.37	50,387	67,878	32.63	65,482	31.48
19	36,701	25.62	32,043	22.37	50,387	67,878	32.63	65,482	31.48
20	37,480	26.16	33,116	23.12	52,057	70,129	33.72	67,542	32.47

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

**BCUEA Operation and Maintenance Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2017 through June 30, 2018**

2.00%

	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days 8 hours per day Grade 7	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days HOURLY RATE Grade 7	Custodian Bldg. Maintenance Person 12 month, 260 days 8 hours per day Grade 9	Custodian Bldg. Maintenance Person 12 month, 260 days HOURLY RATE Grade 9	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days 8 hours per day Grade 11	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days HOURLY RATE Grade 11
1	38,930	18.72	43,608	20.97	49,007	23.56
2	40,665	19.55	45,503	21.88	51,066	24.55
3	42,401	20.39	47,398	22.79	53,126	25.54
4	44,136	21.22	49,293	23.70	55,185	26.53
5	45,872	22.05	51,188	24.61	57,245	27.52
6	47,607	22.89	53,083	25.52	59,304	28.51
7	49,342	23.72	54,978	26.43	61,363	29.50
8	49,342	23.72	54,978	26.43	61,363	29.50
9	49,342	23.72	54,978	26.43	61,363	29.50
10	49,342	23.72	54,978	26.43	61,363	29.50
11	51,078	24.56	56,872	27.34	63,423	30.49
12	51,078	24.56	56,872	27.34	63,423	30.49
13	51,078	24.56	56,872	27.34	63,423	30.49
14	51,078	24.56	56,872	27.34	63,423	30.49
15	51,078	24.56	56,872	27.34	63,423	30.49
16	52,813	25.39	58,767	28.25	65,482	31.48
17	52,813	25.39	58,767	28.25	65,482	31.48
18	52,813	25.39	58,767	28.25	65,482	31.48
19	52,813	25.39	58,767	28.25	65,482	31.48
20	54,548	26.23	60,662	29.16	67,542	32.47

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

**BCUEA Clerical 12 Month Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2017 through June 30, 2018**

2.00%

	Copy Machine Operator 12 month, 260 days 7.5 hours per day Grade 3	Copy Machine Operator 12 month, 260 days HOURLY RATE Grade 3	Clerical Assistant 12 month, 260 days 7.5 hours per day Grade 5	Clerical Assistant 12 month, 260 days HOURLY RATE Grade 5	(2) Senior Keyboard Specialist 12 month, 260 Days 7.5 hours per day Grade 7	Senior Account Clerk Senior Keyboard Specialist 12 month, 260 Days HOURLY RATE Grade 7	Senior Account Clerk Senior Keyboard Specialist 12 month, 260 days HOURLY RATE Grade 9	(1) Secretary I 12 month, 260 days 7.5 hours per day Grade 9	Secretary I 12 month, 260 days HOURLY RATE Grade 9	Secretary I (SESS) 12 month, 260 days 7.5 hours per day Grade 10	Secretary I (SESS) 12 month, 260 days HOURLY RATE Grade 10	Secretary II 12 month, 260 days 7.5 hours per day Grade 12	Secretary II 12 month, 260 days HOURLY RATE Grade 12
1	31,694	16.25	34,833	17.86	38,930	19.96	43,608	22.36	46,306	23.75	51,851	26.59	
2	33,151	17.00	36,435	18.68	40,665	20.85	45,503	23.34	48,284	24.76	54,003	27.69	
3	34,608	17.75	38,038	19.51	42,401	21.74	47,398	24.31	50,263	25.78	56,155	28.80	
4	36,064	18.49	39,640	20.33	44,136	22.63	49,293	25.28	52,241	26.79	58,307	29.90	
5	37,521	19.24	41,243	21.15	45,872	23.52	51,188	26.25	54,219	27.80	60,458	31.00	
6	38,978	19.99	42,845	21.97	47,607	24.41	53,083	27.22	56,198	28.82	62,610	32.11	
7	40,435	20.74	44,448	22.79	49,342	25.30	54,978	28.19	58,176	29.83	64,762	33.21	
8	40,435	20.74	44,448	22.79	49,342	25.30	54,978	28.19	58,176	29.83	64,762	33.21	
9	40,435	20.74	44,448	22.79	49,342	25.30	54,978	28.19	58,176	29.83	64,762	33.21	
10	40,435	20.74	44,448	22.79	49,342	25.30	54,978	28.19	58,176	29.83	64,762	33.21	
11	41,892	21.48	46,050	23.62	51,078	26.19	56,872	29.17	60,155	30.85	66,914	34.31	
12	41,892	21.48	46,050	23.62	51,078	26.19	56,872	29.17	60,155	30.85	66,914	34.31	
13	41,892	21.48	46,050	23.62	51,078	26.19	56,872	29.17	60,155	30.85	66,914	34.31	
14	41,892	21.48	46,050	23.62	51,078	26.19	56,872	29.17	60,155	30.85	66,914	34.31	
15	41,892	21.48	46,050	23.62	51,078	26.19	56,872	29.17	60,155	30.85	66,914	34.31	
16	43,349	22.23	47,653	24.44	52,813	27.08	58,767	30.14	62,133	31.86	69,066	35.42	
17	43,349	22.23	47,653	24.44	52,813	27.08	58,767	30.14	62,133	31.86	69,066	35.42	
18	43,349	22.23	47,653	24.44	52,813	27.08	58,767	30.14	62,133	31.86	69,066	35.42	
19	43,349	22.23	47,653	24.44	52,813	27.08	58,767	30.14	62,133	31.86	69,066	35.42	
20	44,806	22.98	49,255	25.26	54,548	27.97	60,662	31.11	64,111	32.88	71,217	36.52	

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

(1) Current incumbent at Slingerlands Elementary appointed as Secretary I, Grade 10, when she vacates position title is Secretary I, Grade 9

(2) Current incumbent at High School Main Office appointed as Grade 7, Senior Keyboard Specialist (Attendance Secretary), when she vacates position title changes to Grade 5, Clerical Assistant

BCUEA Clerical 10 Month Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2017 through June 30, 2018

2.00%

	Keyboard Speclst. 10 month, 215 days 7.5 hours per day Grade 3	(1) Keyboard Speclst. 10 month, 215 days HOURLY RATE Grade 3	Account Clerk I Clerical Assistant 10 month, 215 days 7.5 hours per day Grade 5	Account Clerk I Clerical Assistant 10 month, 215 days HOURLY RATE Grade 5	Senior Keyboard Specialist 10 month, 215 days 7.5 hours per day Grade 7	Senior Keyboard Specialist 10 month, 215 days HOURLY RATE Grade 7
1	26,208	16.25	28,804	17.86	32,192	19.96
2	27,413	17.00	30,129	18.68	33,627	20.85
3	28,618	17.75	31,454	19.51	35,062	21.74
4	29,822	18.49	32,779	20.33	36,497	22.63
5	31,027	19.24	34,105	21.15	37,932	23.52
6	32,232	19.99	35,430	21.97	39,367	24.41
7	33,437	20.74	36,755	22.79	40,802	25.30
8	33,437	20.74	36,755	22.79	40,802	25.30
9	33,437	20.74	36,755	22.79	40,802	25.30
10	33,437	20.74	36,755	22.79	40,802	25.30
11	34,641	21.48	38,080	23.62	42,237	26.19
12	34,641	21.48	38,080	23.62	42,237	26.19
13	34,641	21.48	38,080	23.62	42,237	26.19
14	34,641	21.48	38,080	23.62	42,237	26.19
15	34,641	21.48	38,080	23.62	42,237	26.19
16	35,846	22.23	39,405	24.44	43,672	27.08
17	35,846	22.23	39,405	24.44	43,672	27.08
18	35,846	22.23	39,405	24.44	43,672	27.08
19	35,846	22.23	39,405	24.44	43,672	27.08
20	37,051	22.98	40,730	25.26	45,107	27.97

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

(1) Current incumbent at High School Restricted Study Hall appointed as Grade 3, Keyboard Specialist (RSH), when she vacates position title reverts back to Grade 3-1, School Monitor (RSH)

**BCUEA School Monitor Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2017 through June 30, 2018**

2.00%

	School Monitor (Noon Hour Aide) (Grandfathered) 10 month, 191 days 7.5 hours per day Grade A/1	School Monitor (Noon Hour Aide) (Grandfathered) 10 month, 191 days HOURLY RATE Grade A/1	(1) School Monitor (Teacher Aide) 10 month, 215 days 7.5 hours per day Grade 3/1	School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 191 days 7.5 hours per day Grade 3/1	School Monitor (Noon Hour Aide) School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 215 days 10 month, 191 days HOURLY RATE Grade 3/1
1	30,452	21.26	26,409	23,461	16.38
2	31,248	21.81	27,617	24,534	17.13
3	32,044	22.37	28,824	25,607	17.88
4	32,839	22.92	30,032	26,679	18.62
5	33,635	23.48	31,239	27,752	19.37
6	34,431	24.04	32,447	28,825	20.12
7	35,227	24.59	33,654	29,898	20.87
8	35,227	24.59	33,654	29,898	20.87
9	35,227	24.59	33,654	29,898	20.87
10	35,227	24.59	33,654	29,898	20.87
11	36,023	25.15	34,862	30,970	21.62
12	36,023	25.15	34,862	30,970	21.62
13	36,023	25.15	34,862	30,970	21.62
14	36,023	25.15	34,862	30,970	21.62
15	36,023	25.15	34,862	30,970	21.62
16	36,818	25.70	36,069	32,043	22.37
17	36,818	25.70	36,069	32,043	22.37
18	36,818	25.70	36,069	32,043	22.37
19	36,818	25.70	36,069	32,043	22.37
20	37,614	26.26	37,277	33,116	23.12

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

(1) Current incumbent at Middle School appointed as a School Monitor (Teacher Aide), Salary Grade 3-1. Position will be re-classified as a Clerical Assistant, Salary Grade 5 when current incumbent is reachable on a Civil Service list or position is vacated.

BCUEA Food Service Titles
For Employees Hired Prior to January 23, 2014
Contract Period: July 1, 2017 through June 30, 2018

2.00%

	Cook 10 month, 191 days 7 hours per day Grade B/1	Cook 10 month, 191 days HOURLY RATE Grade B/1	Food Service Helper 10 month, 191 days 7 hours per day Grade C	Food Service Helper 10 month, 191 days HOURLY RATE Grade C	Food Service Technician 10 month, 191 days 7 hours per day Grade F	Food Service Technician 10 month, 191 days HOURLY RATE Grade F
1	18,594	13.91	16,756	12.53	26,060	19.49
2	19,397	14.51	17,526	13.11	27,153	20.31
3	20,199	15.11	18,295	13.68	28,247	21.13
4	21,002	15.71	19,065	14.26	29,341	21.95
5	21,804	16.31	19,835	14.84	30,434	22.76
6	22,607	16.91	20,604	15.41	31,528	23.58
7	23,409	17.51	21,374	15.99	32,622	24.40
8	23,409	17.51	21,374	15.99	32,622	24.40
9	23,409	17.51	21,374	15.99	32,622	24.40
10	23,409	17.51	21,374	15.99	32,622	24.40
11	24,212	18.11	22,143	16.56	33,715	25.22
12	24,212	18.11	22,143	16.56	33,715	25.22
13	24,212	18.11	22,143	16.56	33,715	25.22
14	24,212	18.11	22,143	16.56	33,715	25.22
15	24,212	18.11	22,143	16.56	33,715	25.22
16	25,014	18.71	22,913	17.14	34,809	26.03
17	25,014	18.71	22,913	17.14	34,809	26.03
18	25,014	18.71	22,913	17.14	34,809	26.03
19	25,014	18.71	22,913	17.14	34,809	26.03
20	25,817	19.31	23,683	17.71	35,902	26.85

NOTE: Steps 7-10, 11-15, and 16-19 are "holding steps" without a salary increase.

**BCUEA School Monitor Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2013 through June 30, 2014**

	School Monitor (Teacher Aide) 10 month, 215 days 7.5 hours per day Grade 3/1	School Monitor (Noon Hour Aide) School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 191 days 7.5 hours per day Grade 3/1	School Monitor (Noon Hour Aide) School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 191 & 215 days HOURLY RATE Grade 3/1
1	24,275	21,565	15.05
2	24,814	22,044	15.39
3	25,372	22,540	15.73
4	25,943	23,047	16.09
5	26,527	23,566	16.45
6	27,124	24,096	16.82
7	27,734	24,638	17.20
8	28,358	25,193	17.59
9	28,996	25,760	17.98
10	29,649	26,339	18.39
11	30,316	26,932	18.80
12	30,998	27,538	19.22
13	31,695	28,157	19.66
14	32,409	28,791	20.10
15	33,138	29,439	20.55

**BCUEA Technology Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2013 through June 30, 2014**

	Tech. Procuremnt & Support Specist.	Tech. Procuremnt & Support Specist.			Network and Systems Technician	Network and Systems Technician
	Computer Technician Technology Support Specist. 12 month, 260 days 7.5 hours per day Grade 7/1	Computer Technician Technology Support Specist. 12 month, 260 days HOURLY RATE Grade 7/1	Help Desk Technician 12 month, 260 days 7.5 hours per day Grade 9/1	Help Desk Technician 12 month, 260 days HOURLY RATE Grade 9/1	Technical/Database Support 12 month, 260 days 8 hours per day Grade 11/1	Technical/Database Support 12 month, 260 days 8 hours per day Grade 11/1
1	34,568	17.73	38,784	19.89	46,838	22.52
2	35,351	18.13	39,658	20.34	47,896	23.03
3	36,147	18.54	40,550	20.80	48,973	23.54
4	36,960	18.95	41,463	21.26	50,075	24.07
5	37,792	19.38	42,396	21.74	51,202	24.62
6	38,642	19.82	43,350	22.23	52,354	25.17
7	39,511	20.26	44,325	22.73	53,532	25.74
8	40,400	20.72	45,322	23.24	54,736	26.32
9	41,309	21.18	46,342	23.77	55,968	26.91
10	42,239	21.66	47,385	24.30	57,227	27.51
11	43,189	22.15	48,451	24.85	58,515	28.13
12	44,161	22.65	49,541	25.41	59,831	28.77
13	45,155	23.16	50,656	25.98	61,177	29.41
14	46,171	23.68	51,796	26.56	62,554	30.07
15	47,210	24.21	52,961	27.16	63,961	30.75

**BCUEA Transportation Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2013 through June 30, 2014**

	Bus Attendant 10 month, 191 days 7.5 hours per day Grade 3/1	Bus Attendant 10 month, 191 days HOURLY RATE Grade 3/1	Bus Driver 10 month, 193 days 8 hours per day Grade 6	Bus Driver 10 month, 193 days HOURLY RATE Grade 6	Dispatcher 12 month, 260 days 8 hours per day Grade 6	Dispatcher 12 month, 260 days HOURLY RATE Grade 6	Automotive Mechanic 12 month, 260 days 8 hours per day Grade 11	Automotive Mechanic 12 month, 260 days HOURLY RATE Grade 11
1	21,565	15.05	27,020	17.50	45,841	22.04	45,046	21.66
2	22,044	15.39	27,628	17.89	46,875	22.54	46,066	22.15
3	22,540	15.73	28,250	18.30	47,929	23.04	47,103	22.65
4	23,047	16.09	28,885	18.71	49,008	23.56	48,163	23.16
5	23,566	16.45	29,535	19.13	50,110	24.09	49,246	23.68
6	24,096	16.82	30,200	19.56	51,238	24.63	50,355	24.21
7	24,638	17.20	30,879	20.00	52,391	25.19	51,487	24.75
8	25,193	17.59	31,574	20.45	53,570	25.75	52,646	25.31
9	25,760	17.98	32,284	20.91	54,775	26.33	53,830	25.88
10	26,339	18.39	33,011	21.38	56,007	26.93	55,042	26.46
11	26,932	18.80	33,753	21.86	57,267	27.53	56,280	27.06
12	27,538	19.22	34,513	22.35	58,556	28.15	57,546	27.67
13	28,157	19.66	35,289	22.86	59,874	28.79	58,841	28.29
14	28,791	20.10	36,083	23.37	61,221	29.43	60,165	28.93
15	29,439	20.55	36,895	23.90	62,598	30.10	61,519	29.58

**BCUEA Operation and Maintenance Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2013 through June 30, 2014**

	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days 8 hours per day Grade 7	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days HOURLY RATE Grade 7	Custodian Bldg. Maintenance Person 12 month, 260 days 8 hours per day Grade 9	Custodian Bldg. Maintenance Person 12 month, 260 days HOURLY RATE Grade 9	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days 8 hours per day Grade 11	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days HOURLY RATE Grade 11
1	35,784	17.20	40,084	19.27	45,046	21.66
2	36,581	17.59	40,983	19.70	46,066	22.15
3	37,404	17.98	41,906	20.15	47,103	22.65
4	38,246	18.39	42,848	20.60	48,163	23.16
5	39,106	18.80	43,813	21.06	49,246	23.68
6	39,986	19.22	44,798	21.54	50,355	24.21
7	40,886	19.66	45,806	22.02	51,487	24.75
8	41,806	20.10	46,837	22.52	52,646	25.31
9	42,746	20.55	47,891	23.02	53,830	25.88
10	43,708	21.01	48,968	23.54	55,042	26.46
11	44,692	21.49	50,070	24.07	56,280	27.06
12	45,697	21.97	51,197	24.61	57,546	27.67
13	46,725	22.46	52,349	25.17	58,841	28.29
14	47,777	22.97	53,526	25.73	60,165	28.93
15	48,852	23.49	54,731	26.31	61,519	29.58

**BCUEA 12-Month Clerical Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2013 through June 30, 2014**

	Copy Machine Operator	Copy Machine Operator	Clerical Assistant	Clerical Assistant	Senior Account Clerk	Senior Account Clerk	Senior Keyboard Specialist 12 month, 260 Days	Senior Keyboard Specialist 12 month, 260 Days	Secretary I 12 month, 260 days	Secretary I 12 month, 260 days	Secretary I (SESS) 12 month, 260 days	Secretary I (SESS) 12 month, 260 days	Secretary II 12 month, 260 days	Secretary II 12 month, 260 days
	7.5 hours per day Grade 3	HOURLY RATE Grade 3	7.5 hours per day Grade 5	HOURLY RATE Grade 5	7.5 hours per day Grade 7	HOURLY RATE Grade 7	7.5 hours per day Grade 9	HOURLY RATE Grade 9	7.5 hours per day Grade 9	HOURLY RATE Grade 9	7.5 hours per day Grade 10	HOURLY RATE Grade 10	7.5 hours per day Grade 12	HOURLY RATE Grade 12
1	29,132	14.94	32,018	16.42	35,784	18.35	40,084	20.56			42,563	21.83	47,661	24.44
2	29,788	15.28	32,739	16.79	36,588	18.76	40,994	21.02			43,526	22.32	48,730	24.99
3	30,459	15.62	33,476	17.17	37,411	19.19	41,916	21.50			44,506	22.82	49,827	25.55
4	31,144	15.97	34,229	17.55	38,253	19.62	42,860	21.98			45,507	23.34	50,948	26.13
5	31,845	16.33	34,999	17.95	39,113	20.06	43,824	22.47			46,531	23.86	52,094	26.71
6	32,561	16.70	35,787	18.35	39,993	20.51	44,810	22.98			47,578	24.40	53,266	27.32
7	33,294	17.07	36,592	18.77	40,893	20.97	45,818	23.50			48,648	24.95	54,465	27.93
8	34,043	17.46	37,415	19.19	41,813	21.44	46,849	24.03			49,743	25.51	55,690	28.56
9	34,809	17.85	38,257	19.62	42,754	21.93	47,903	24.57			50,862	26.08	56,943	29.20
10	35,592	18.25	39,118	20.06	43,716	22.42	48,981	25.12			52,007	26.67	58,224	29.86
11	36,393	18.66	39,998	20.51	44,700	22.92	50,083	25.68			53,177	27.27	59,535	30.53
12	37,212	19.08	40,898	20.97	45,705	23.44	51,210	26.26			54,373	27.88	60,874	31.22
13	38,049	19.51	41,818	21.45	46,734	23.97	52,362	26.85			55,597	28.51	62,244	31.92
14	38,905	19.95	42,759	21.93	47,785	24.51	53,540	27.46			56,848	29.15	63,644	32.64
15	39,781	20.40	43,721	22.42	48,860	25.06	54,745	28.07			58,127	29.81	65,076	33.37

BCUEA 10-Month Clerical Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2013 through June 30, 2014

	Keyboard Speclst. 10 month, 215 days 7.5 hours per day Grade 3	Keyboard Speclst. 10 month, 215 days HOURLY RATE Grade 3	Account Clerk I Clerical Assistant 10 month, 215 days 7.5 hours per day Grade 5	Account Clerk I Clerical Assistant 10 month, 215 days HOURLY RATE Grade 5	Senior Keyboard Specialist 10 month, 215 days 7.5 hours per day Grade 7	Senior Keyboard Specialist 10 month, 215 days HOURLY RATE Grade 7
1	24,090	14.94	26,476	16.42	29,591	18.35
2	24,633	15.28	27,073	16.79	30,255	18.76
3	25,187	15.62	27,682	17.17	30,936	19.19
4	25,754	15.97	28,305	17.55	31,632	19.62
5	26,333	16.33	28,942	17.95	32,344	20.06
6	26,926	16.70	29,593	18.35	33,071	20.51
7	27,532	17.07	30,259	18.77	33,815	20.97
8	28,151	17.46	30,940	19.19	34,576	21.44
9	28,784	17.85	31,636	19.62	35,354	21.93
10	29,432	18.25	32,348	20.06	36,150	22.42
11	30,094	18.66	33,075	20.51	36,963	22.92
12	30,771	19.08	33,820	20.97	37,795	23.44
13	31,464	19.51	34,581	21.45	38,645	23.97
14	32,172	19.95	35,359	21.93	39,515	24.51
15	32,896	20.40	36,154	22.42	40,404	25.06

BCUEA Food Service Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2013 through June 30, 2014

	Cook 10 month, 191 days 7 hours per day Grade B/1	Cook 10 month, 191 days HOURLY RATE Grade B/1	Food Service Helper 10 month, 191 days 7 hours per day Grade C	Food Service Helper 10 month, 191 days HOURLY RATE Grade C	Food Service Technician 10 month, 191 days 7 hours per day Grade F	Food Service Technician 10 month, 191 days HOURLY RATE Grade F
1	17,091	12.78	15,402	11.52	23,954	17.92
2	17,471	13.07	15,749	11.78	24,498	18.32
3	17,864	13.36	16,103	12.04	25,049	18.74
4	18,266	13.66	16,465	12.32	25,613	19.16
5	18,677	13.97	16,836	12.59	26,189	19.59
6	19,098	14.28	17,215	12.88	26,778	20.03
7	19,527	14.61	17,602	13.17	27,381	20.48
8	19,967	14.93	17,998	13.46	27,997	20.94
9	20,416	15.27	18,403	13.76	28,627	21.41
10	20,875	15.61	18,817	14.07	29,271	21.89
11	21,345	15.96	19,241	14.39	29,930	22.39
12	21,825	16.32	19,673	14.71	30,603	22.89
13	22,316	16.69	20,116	15.05	31,292	23.40
14	22,818	17.07	20,569	15.38	31,996	23.93
15	23,332	17.45	21,032	15.73	32,716	24.47

**BCUEA School Monitor Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2014 through June 30, 2015**

	School Monitor (Teacher Aide) 10 month, 215 days 7.5 hours per day Grade 3/1	School Monitor (Noon Hour Aide) School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 191 days 7.5 hours per day Grade 3/1	School Monitor (Noon Hour Aide) School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 191 & 215 days HOURLY RATE Grade 3/1
1	24,329	21,613	15.09
2	24,876	22,099	15.43
3	25,436	22,597	15.77
4	26,008	23,105	16.13
5	26,593	23,625	16.49
6	27,192	24,156	16.86
7	27,804	24,700	17.24
8	28,429	25,256	17.63
9	29,069	25,824	18.03
10	29,723	26,405	18.43
11	30,392	26,999	18.85
12	31,075	27,607	19.27
13	31,775	28,228	19.71
14	32,490	28,863	20.15
15	33,221	29,512	20.60

**BCUEA Technology Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2014 through June 30, 2015**

	Tech. Procuremnt & Support Speclst.	Tech. Procuremnt & Support Speclst.			Network and Systems Technician	Network and Systems Technician
	Computer Technician Technology Support Speclst. 12 month, 260 days 7.5 hours per day Grade 7/1	Computer Technician Technology Support Speclst. 12 month, 260 days HOURLY RATE Grade 7/1	Help Desk Technician 12 month, 260 days 7.5 hours per day Grade 9/1	Help Desk Technician 12 month, 260 days HOURLY RATE Grade 9/1	Technical/Database Support 12 month, 260 days 8 hours per day Grade 11/1	Technical/Database Support 12 month, 260 days 8 hours per day Grade 11/1
1	34,660	17.77	38,882	19.94	46,959	22.58
2	35,440	18.17	39,757	20.39	48,015	23.08
3	36,237	18.58	40,652	20.85	49,096	23.60
4	37,053	19.00	41,567	21.32	50,200	24.13
5	37,886	19.43	42,502	21.80	51,330	24.68
6	38,739	19.87	43,458	22.29	52,485	25.23
7	39,610	20.31	44,436	22.79	53,666	25.80
8	40,501	20.77	45,436	23.30	54,873	26.38
9	41,413	21.24	46,458	23.82	56,108	26.97
10	42,345	21.72	47,503	24.36	57,370	27.58
11	43,297	22.20	48,572	24.91	58,661	28.20
12	44,271	22.70	49,665	25.47	59,981	28.84
13	45,268	23.21	50,782	26.04	61,330	29.49
14	46,286	23.74	51,925	26.63	62,710	30.15
15	47,328	24.27	53,093	27.23	64,121	30.83

**BCUEA Transportation Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2014 through June 30, 2015**

	Bus Attendant 10 month, 191 days 7.5 hours per day Grade 3/1	Bus Attendant 10 month, 191 days HOURLY RATE Grade 3/1	Bus Driver 10 month, 193 days 8 hours per day Grade 6	Bus Driver 10 month, 193 days HOURLY RATE Grade 6	Dispatcher 12 month, 260 days 8 hours per day Grade 6	Dispatcher 12 month, 260 days HOURLY RATE Grade 6	Automotive Mechanic 12 month, 260 days 8 hours per day Grade 11	Automotive Mechanic 12 month, 260 days HOURLY RATE Grade 11
1	21,613	15.09	27,088	17.54	45,958	22.10	45,165	21.71
2	22,099	15.43	27,697	17.94	46,992	22.59	46,182	22.20
3	22,597	15.77	28,320	18.34	48,049	23.10	47,221	22.70
4	23,105	16.13	28,957	18.75	49,130	23.62	48,283	23.21
5	23,625	16.49	29,609	19.18	50,236	24.15	49,370	23.74
6	24,156	16.86	30,275	19.61	51,366	24.70	50,480	24.27
7	24,700	17.24	30,956	20.05	52,522	25.25	51,616	24.82
8	25,256	17.63	31,653	20.50	53,703	25.82	52,778	25.37
9	25,824	18.03	32,365	20.96	54,912	26.40	53,965	25.94
10	26,405	18.43	33,093	21.43	56,147	26.99	55,179	26.53
11	26,999	18.85	33,838	21.92	57,411	27.60	56,421	27.13
12	27,607	19.27	34,599	22.41	58,702	28.22	57,690	27.74
13	28,228	19.71	35,378	22.91	60,023	28.86	58,988	28.36
14	28,863	20.15	36,174	23.43	61,374	29.51	60,316	29.00
15	29,512	20.60	36,988	23.96	62,755	30.17	61,673	29.65

**BCUEA Operation and Maintenance Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2014 through June 30, 2015**

	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days 8 hours per day Grade 7	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days HOURLY RATE Grade 7	Custodian Bldg. Maintenance Person 12 month, 260 days 8 hours per day Grade 9	Custodian Bldg. Maintenance Person 12 month, 260 days HOURLY RATE Grade 9	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days 8 hours per day Grade 11	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days HOURLY RATE Grade 11
1	35,865	17.24	40,182	19.32	45,165	21.71
2	36,672	17.63	41,086	19.75	46,182	22.20
3	37,498	18.03	42,010	20.20	47,221	22.70
4	38,341	18.43	42,956	20.65	48,283	23.21
5	39,204	18.85	43,922	21.12	49,370	23.74
6	40,086	19.27	44,910	21.59	50,480	24.27
7	40,988	19.71	45,921	22.08	51,616	24.82
8	41,910	20.15	46,954	22.57	52,778	25.37
9	42,853	20.60	48,010	23.08	53,965	25.94
10	43,817	21.07	49,091	23.60	55,179	26.53
11	44,803	21.54	50,195	24.13	56,421	27.13
12	45,811	22.02	51,325	24.68	57,690	27.74
13	46,842	22.52	52,479	25.23	58,988	28.36
14	47,896	23.03	53,660	25.80	60,316	29.00
15	48,974	23.55	54,868	26.38	61,673	29.65

**BCUEA 12-Month Clerical Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2014 through June 30, 2015**

	Copy Machine Operator	Copy Machine Operator		Clerical Assistant	Senior Keyboard Specialist	Senior Keyboard Specialist	Secretary I	Secretary I	Secretary I (SESS)	Secretary I (SESS)	Secretary II	Secretary II
	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 Days	12 month, 260 Days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days
	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE
	Grade 3	Grade 3	Grade 5	Grade 5	Grade 7	Grade 7	Grade 9	Grade 9	Grade 10	Grade 10	Grade 12	Grade 12
1	29,206	14.98	32,099	16.46	35,872	18.40	40,192	20.61	42,675	21.88	47,777	24.50
2	29,863	15.31	32,821	16.83	36,679	18.81	41,097	21.08	43,635	22.38	48,852	25.05
3	30,535	15.66	33,560	17.21	37,504	19.23	42,021	21.55	44,617	22.88	49,951	25.62
4	31,222	16.01	34,315	17.60	38,348	19.67	42,967	22.03	45,621	23.40	51,075	26.19
5	31,924	16.37	35,087	17.99	39,211	20.11	43,933	22.53	46,647	23.92	52,224	26.78
6	32,643	16.74	35,876	18.40	40,093	20.56	44,922	23.04	47,697	24.46	53,399	27.38
7	33,377	17.12	36,684	18.81	40,995	21.02	45,933	23.56	48,770	25.01	54,601	28.00
8	34,128	17.50	37,509	19.24	41,918	21.50	46,966	24.09	49,867	25.57	55,829	28.63
9	34,896	17.90	38,353	19.67	42,861	21.98	48,023	24.63	50,989	26.15	57,086	29.27
10	35,681	18.30	39,216	20.11	43,825	22.47	49,103	25.18	52,137	26.74	58,370	29.93
11	36,484	18.71	40,098	20.56	44,811	22.98	50,208	25.75	53,310	27.34	59,683	30.61
12	37,305	19.13	41,000	21.03	45,820	23.50	51,338	26.33	54,509	27.95	61,026	31.30
13	38,144	19.56	41,923	21.50	46,851	24.03	52,493	26.92	55,736	28.58	62,399	32.00
14	39,003	20.00	42,866	21.98	47,905	24.57	53,674	27.53	56,990	29.23	63,803	32.72
15	39,880	20.45	43,831	22.48	48,983	25.12	54,882	28.14	58,272	29.88	65,239	33.46

BCUEA 10-Month Clerical Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2014 through June 30, 2015

	Keyboard Speclst. 10 month, 215 days 7.5 hours per day Grade 3	Keyboard Speclst. 10 month, 215 days HOURLY RATE Grade 3	Account Clerk I Clerical Assistant 10 month, 215 days 7.5 hours per day Grade 5	Account Clerk I Clerical Assistant 10 month, 215 days HOURLY RATE Grade 5	Senior Keyboard Specialist 10 month, 215 days 7.5 hours per day Grade 7	Senior Keyboard Specialist 10 month, 215 days HOURLY RATE Grade 7
1	24,151	14.98	26,543	16.46	29,663	18.40
2	24,694	15.31	27,141	16.83	30,331	18.81
3	25,250	15.66	27,751	17.21	31,013	19.23
4	25,818	16.01	28,376	17.60	31,711	19.67
5	26,399	16.37	29,014	17.99	32,425	20.11
6	26,993	16.74	29,667	18.40	33,154	20.56
7	27,600	17.12	30,335	18.81	33,900	21.02
8	28,221	17.50	31,017	19.24	34,663	21.50
9	28,856	17.90	31,715	19.67	35,443	21.98
10	29,506	18.30	32,429	20.11	36,240	22.47
11	30,169	18.71	33,158	20.56	37,056	22.98
12	30,848	19.13	33,904	21.03	37,889	23.50
13	31,542	19.56	34,667	21.50	38,742	24.03
14	32,252	20.00	35,447	21.98	39,614	24.57
15	32,978	20.45	36,245	22.48	40,505	25.12

BCUEA Food Service Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2014 through June 30, 2015

	Cook 10 month, 191 days 7 hours per day Grade B/1	Cook 10 month, 191 days HOURLY RATE Grade B/1	Food Service Helper 10 month, 191 days 7 hours per day Grade C	Food Service Helper 10 month, 191 days HOURLY RATE Grade C	Food Service Technician 10 month, 191 days 7 hours per day Grade F	Food Service Technician 10 month, 191 days HOURLY RATE Grade F
1	17,130	12.81	15,441	11.55	24,019	17.96
2	17,515	13.10	15,788	11.81	24,559	18.37
3	17,909	13.39	16,143	12.07	25,112	18.78
4	18,312	13.70	16,507	12.35	25,677	19.20
5	18,724	14.00	16,878	12.62	26,255	19.64
6	19,145	14.32	17,258	12.91	26,845	20.08
7	19,576	14.64	17,646	13.20	27,449	20.53
8	20,017	14.97	18,043	13.50	28,067	20.99
9	20,467	15.31	18,449	13.80	28,699	21.46
10	20,927	15.65	18,864	14.11	29,344	21.95
11	21,398	16.00	19,289	14.43	30,005	22.44
12	21,880	16.36	19,723	14.75	30,680	22.95
13	22,372	16.73	20,166	15.08	31,370	23.46
14	22,875	17.11	20,620	15.42	32,076	23.99
15	23,390	17.49	21,084	15.77	32,797	24.53

**BCUEA School Monitor Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2015 through June 30, 2016**

	School Monitor (Teacher Aide) 10 month, 215 days 7.5 hours per day Grade 3/1	School Monitor (Noon Hour Aide) School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 191 days 7.5 hours per day Grade 3/1	School Monitor (Noon Hour Aide) School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 191 & 215 days HOURLY RATE Grade 3/1
1	24,390	21,667	15.13
2	24,938	22,155	15.47
3	25,499	22,653	15.81
4	26,073	23,163	16.17
5	26,660	23,684	16.53
6	27,260	24,217	16.91
7	27,873	24,762	17.29
8	28,500	25,319	17.67
9	29,141	25,888	18.07
10	29,797	26,471	18.48
11	30,468	27,067	18.89
12	31,153	27,676	19.32
13	31,854	28,298	19.75
14	32,571	28,935	20.20
15	33,304	29,586	20.65

**BCUEA Technology Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2015 through June 30, 2016**

	Tech. Procuremnt & Support Speclst.	Tech. Procuremnt & Support Speclst.			Network and Systems Technician	Network and Systems Technician
	Computer Technician Technology Support Speclst. 12 month, 260 days 7.5 hours per day Grade 7/1	Computer Technician Technology Support Speclst. 12 month, 260 days HOURLY RATE Grade 7/1	Help Desk Technician 12 month, 260 days 7.5 hours per day Grade 9/1	Help Desk Technician 12 month, 260 days HOURLY RATE Grade 9/1	Technical/Database Support 12 month, 260 days 8 hours per day Grade 11/1	Technical/Database Support 12 month, 260 days 8 hours per day Grade 11/1
1	34,747	17.82	38,980	19.99	47,076	22.63
2	35,528	18.22	39,857	20.44	48,135	23.14
3	36,328	18.63	40,753	20.90	49,218	23.66
4	37,145	19.05	41,670	21.37	50,326	24.20
5	37,981	19.48	42,608	21.85	51,458	24.74
6	38,835	19.92	43,567	22.34	52,616	25.30
7	39,709	20.36	44,547	22.84	53,800	25.87
8	40,603	20.82	45,549	23.36	55,010	26.45
9	41,516	21.29	46,574	23.88	56,248	27.04
10	42,450	21.77	47,622	24.42	57,514	27.65
11	43,406	22.26	48,694	24.97	58,808	28.27
12	44,382	22.76	49,789	25.53	60,131	28.91
13	45,381	23.27	50,909	26.11	61,484	29.56
14	46,402	23.80	52,055	26.69	62,867	30.22
15	47,446	24.33	53,226	27.30	64,282	30.90

**BCUEA Transportation Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2015 through June 30, 2016**

	Bus Attendant 10 month, 191 days 7.5 hours per day Grade 3/1	Bus Attendant 10 month, 191 days HOURLY RATE Grade 3/1	Bus Driver 10 month, 193 days 8 hours per day Grade 6	Bus Driver 10 month, 193 days HOURLY RATE Grade 6	Head Trainer Dispatcher 12 month, 260 days 8 hours per day Grade 6	Head Trainer Dispatcher 12 month, 260 days HOURLY RATE Grade 6	Automotive Mechanic 12 month, 260 days 8 hours per day Grade 11	Automotive Mechanic 12 month, 260 days HOURLY RATE Grade 11
1	21,667	15.13	27,155	17.59	46,073	22.15	45,278	21.77
2	22,155	15.47	27,766	17.98	47,109	22.65	46,297	22.26
3	22,653	15.81	28,391	18.39	48,169	23.16	47,339	22.76
4	23,163	16.17	29,030	18.80	49,253	23.68	48,404	23.27
5	23,684	16.53	29,683	19.22	50,361	24.21	49,493	23.79
6	24,217	16.91	30,351	19.66	51,494	24.76	50,607	24.33
7	24,762	17.29	31,034	20.10	52,653	25.31	51,745	24.88
8	25,319	17.67	31,732	20.55	53,838	25.88	52,910	25.44
9	25,888	18.07	32,446	21.01	55,049	26.47	54,100	26.01
10	26,471	18.48	33,176	21.49	56,288	27.06	55,317	26.59
11	27,067	18.89	33,922	21.97	57,554	27.67	56,562	27.19
12	27,676	19.32	34,686	22.46	58,849	28.29	57,835	27.81
13	28,298	19.75	35,466	22.97	60,173	28.93	59,136	28.43
14	28,935	20.20	36,264	23.49	61,527	29.58	60,466	29.07
15	29,586	20.65	37,080	24.02	62,912	30.25	61,827	29.72

**BCUEA Operation and Maintenance Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2015 through June 30, 2016**

	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days 8 hours per day Grade 7	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days HOURLY RATE Grade 7	Custodian Bldg. Maintenance Person 12 month, 260 days 8 hours per day Grade 9	Custodian Bldg. Maintenance Person 12 month, 260 days HOURLY RATE Grade 9	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days 8 hours per day Grade 11	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days HOURLY RATE Grade 11
1	35,955	17.29	40,282	19.37	45,278	21.77
2	36,764	17.68	41,189	19.80	46,297	22.26
3	37,591	18.07	42,115	20.25	47,339	22.76
4	38,437	18.48	43,063	20.70	48,404	23.27
5	39,302	18.90	44,032	21.17	49,493	23.79
6	40,186	19.32	45,023	21.65	50,607	24.33
7	41,090	19.76	46,036	22.13	51,745	24.88
8	42,015	20.20	47,071	22.63	52,910	25.44
9	42,960	20.65	48,130	23.14	54,100	26.01
10	43,927	21.12	49,213	23.66	55,317	26.59
11	44,915	21.59	50,321	24.19	56,562	27.19
12	45,926	22.08	51,453	24.74	57,835	27.81
13	46,959	22.58	52,611	25.29	59,136	28.43
14	48,016	23.08	53,794	25.86	60,466	29.07
15	49,096	23.60	55,005	26.44	61,827	29.72

**BCUEA 12-Month Clerical Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2015 through June 30, 2016**

	Copy Machine Operator	Copy Machine Operator	Clerical Assistant	Clerical Assistant	Senior Keyboard Specialist	Senior Keyboard Specialist	Secretary I	Secretary I	Secretary I (SESS)	Secretary I (SESS)	Secretary II	Secretary II
	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 Days	12 month, 260 Days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days
	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE
	Grade 3	Grade 3	Grade 5	Grade 5	Grade 7	Grade 7	Grade 9	Grade 9	Grade 10	Grade 10	Grade 12	Grade 12
1	29,279	15.01	32,179	16.50	35,962	18.44	40,293	20.66	42,782	21.94	47,897	24.56
2	29,938	15.35	32,903	16.87	36,771	18.86	41,199	21.13	43,744	22.43	48,974	25.12
3	30,611	15.70	33,644	17.25	37,598	19.28	42,126	21.60	44,728	22.94	50,076	25.68
4	31,300	16.05	34,401	17.64	38,444	19.71	43,074	22.09	45,735	23.45	51,203	26.26
5	32,004	16.41	35,175	18.04	39,309	20.16	44,043	22.59	46,764	23.98	52,355	26.85
6	32,724	16.78	35,966	18.44	40,194	20.61	45,034	23.09	47,816	24.52	53,533	27.45
7	33,461	17.16	36,775	18.86	41,098	21.08	46,048	23.61	48,892	25.07	54,737	28.07
8	34,213	17.55	37,603	19.28	42,023	21.55	47,084	24.15	49,992	25.64	55,969	28.70
9	34,983	17.94	38,449	19.72	42,968	22.03	48,143	24.69	51,117	26.21	57,228	29.35
10	35,770	18.34	39,314	20.16	43,935	22.53	49,226	25.24	52,267	26.80	58,516	30.01
11	36,575	18.76	40,198	20.61	44,923	23.04	50,334	25.81	53,443	27.41	59,833	30.68
12	37,398	19.18	41,103	21.08	45,934	23.56	51,466	26.39	54,645	28.02	61,179	31.37
13	38,240	19.61	42,028	21.55	46,968	24.09	52,624	26.99	55,875	28.65	62,555	32.08
14	39,100	20.05	42,973	22.04	48,024	24.63	53,808	27.59	57,132	29.30	63,963	32.80
15	39,980	20.50	43,940	22.53	49,105	25.18	55,019	28.21	58,418	29.96	65,402	33.54

BCUEA 10-Month Clerical Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2015 through June 30, 2016

	Keyboard Speclst. 10 month, 215 days 7.5 hours per day Grade 3	Keyboard Speclst. 10 month, 215 days HOURLY RATE Grade 3	Account Clerk I Clerical Assistant 10 month, 215 days 7.5 hours per day Grade 5	Account Clerk I Clerical Assistant 10 month, 215 days HOURLY RATE Grade 5	Senior Keyboard Specialist 10 month, 215 days 7.5 hours per day Grade 7	Senior Keyboard Specialist 10 month, 215 days HOURLY RATE Grade 7
1	24,211	15.01	26,610	16.50	29,738	18.44
2	24,756	15.35	27,209	16.87	30,407	18.86
3	25,313	15.70	27,821	17.25	31,091	19.28
4	25,883	16.05	28,447	17.64	31,790	19.71
5	26,465	16.41	29,087	18.04	32,506	20.16
6	27,060	16.78	29,741	18.44	33,237	20.61
7	27,669	17.16	30,410	18.86	33,985	21.08
8	28,292	17.55	31,095	19.28	34,749	21.55
9	28,928	17.94	31,794	19.72	35,531	22.03
10	29,579	18.34	32,510	20.16	36,331	22.53
11	30,245	18.76	33,241	20.61	37,148	23.04
12	30,925	19.18	33,989	21.08	37,984	23.56
13	31,621	19.61	34,754	21.55	38,839	24.09
14	32,333	20.05	35,536	22.04	39,713	24.63
15	33,060	20.50	36,335	22.53	40,606	25.18

BCUEA Food Service Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2015 through June 30, 2016

	Cook 10 month, 191 days 7 hours per day Grade B/1	Cook 10 month, 191 days HOURLY RATE Grade B/1	Food Service Helper 10 month, 191 days 7 hours per day Grade C	Food Service Helper 10 month, 191 days HOURLY RATE Grade C	Food Service Technician 10 month, 191 days 7 hours per day Grade F	Food Service Technician 10 month, 191 days HOURLY RATE Grade F
1	17,172	12.84	15,479	11.58	24,079	18.01
2	17,559	13.13	15,828	11.84	24,621	18.41
3	17,954	13.43	16,184	12.10	25,175	18.83
4	18,358	13.73	16,548	12.38	25,741	19.25
5	18,771	14.04	16,920	12.66	26,320	19.69
6	19,193	14.36	17,301	12.94	26,913	20.13
7	19,625	14.68	17,690	13.23	27,518	20.58
8	20,067	15.01	18,088	13.53	28,137	21.05
9	20,518	15.35	18,495	13.83	28,770	21.52
10	20,980	15.69	18,911	14.14	29,418	22.00
11	21,452	16.04	19,337	14.46	30,080	22.50
12	21,934	16.41	19,772	14.79	30,756	23.00
13	22,428	16.77	20,217	15.12	31,448	23.52
14	22,933	17.15	20,672	15.46	32,156	24.05
15	23,449	17.54	21,137	15.81	32,879	24.59

**BCUEA School Monitor Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2016 through June 30, 2017**

	School Monitor (Teacher Aide) 10 month, 215 days 7.5 hours per day Grade 3/1	School Monitor (Noon Hour Aide) School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 191 days 7.5 hours per day Grade 3/1	School Monitor (Noon Hour Aide) School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 191 & 215 days HOURLY RATE Grade 3/1
1	24,451	21,721	15.16
2	25,001	22,210	15.50
3	25,563	22,710	15.85
4	26,138	23,221	16.21
5	26,727	23,743	16.57
6	27,328	24,277	16.95
7	27,943	24,824	17.33
8	28,571	25,382	17.72
9	29,214	25,953	18.12
10	29,872	26,537	18.53
11	30,544	27,134	18.94
12	31,231	27,745	19.37
13	31,934	28,369	19.80
14	32,652	29,007	20.25
15	33,387	29,660	20.71

**BCUEA Technology Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2016 through June 30, 2017**

	Tech. Procuremnt & Support Speclst.	Tech. Procuremnt & Support Speclst.			Network and Systems Technician	Network and Systems Technician
	Computer Technician Technology Support Speclst. 12 month, 260 days 7.5 hours per day Grade 7/1	Computer Technician Technology Support Speclst. 12 month, 260 days HOURLY RATE Grade 7/1	Help Desk Technician 12 month, 260 days 7.5 hours per day Grade 9/1	Help Desk Technician 12 month, 260 days HOURLY RATE Grade 9/1	Technical/Database Support 12 month, 260 days 8 hours per day Grade 11/1	Technical/Database Support 12 month, 260 days 8 hours per day Grade 11/1
1	34,833	17.86	39,077	20.04	47,194	22.69
2	35,617	18.27	39,956	20.49	48,256	23.20
3	36,419	18.68	40,855	20.95	49,341	23.72
4	37,238	19.10	41,775	21.42	50,452	24.26
5	38,076	19.53	42,715	21.90	51,587	24.80
6	38,933	19.97	43,676	22.40	52,747	25.36
7	39,809	20.41	44,658	22.90	53,934	25.93
8	40,704	20.87	45,663	23.42	55,148	26.51
9	41,620	21.34	46,691	23.94	56,389	27.11
10	42,557	21.82	47,741	24.48	57,657	27.72
11	43,514	22.31	48,815	25.03	58,955	28.34
12	44,493	22.82	49,914	25.60	60,281	28.98
13	45,494	23.33	51,037	26.17	61,637	29.63
14	46,518	23.86	52,185	26.76	63,024	30.30
15	47,564	24.39	53,359	27.36	64,442	30.98

**BCUEA Transportation Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2016 through June 30, 2017**

	Bus Attendant 10 month, 191 days 7.5 hours per day Grade 3/1	Bus Attendant 10 month, 191 days HOURLY RATE Grade 3/1	Bus Driver 10 month, 193 days 8 hours per day Grade 6	Bus Driver 10 month, 193 days HOURLY RATE Grade 6	Dispatcher 12 month, 260 days 8 hours per day Grade 6	Dispatcher 12 month, 260 days HOURLY RATE Grade 6	Automotive Mechanic 12 month, 260 days 8 hours per day Grade 11	Automotive Mechanic 12 month, 260 days HOURLY RATE Grade 11
1	21,721	15.16	27,223	17.63	46,188	22.21	45,392	21.82
2	22,210	15.50	27,836	18.03	47,227	22.71	46,413	22.31
3	22,710	15.85	28,462	18.43	48,290	23.22	47,457	22.82
4	23,221	16.21	29,102	18.85	49,376	23.74	48,525	23.33
5	23,743	16.57	29,757	19.27	50,487	24.27	49,617	23.85
6	24,277	16.95	30,427	19.71	51,623	24.82	50,733	24.39
7	24,824	17.33	31,111	20.15	52,785	25.38	51,875	24.94
8	25,382	17.72	31,811	20.60	53,972	25.95	53,042	25.50
9	25,953	18.12	32,527	21.07	55,187	26.53	54,235	26.07
10	26,537	18.53	33,259	21.54	56,428	27.13	55,456	26.66
11	27,134	18.94	34,007	22.03	57,698	27.74	56,703	27.26
12	27,745	19.37	34,772	22.52	58,996	28.36	57,979	27.87
13	28,369	19.80	35,555	23.03	60,324	29.00	59,284	28.50
14	29,007	20.25	36,355	23.55	61,681	29.65	60,618	29.14
15	29,660	20.71	37,173	24.08	63,069	30.32	61,981	29.80

**BCUEA Operation and Maintenance Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2016 through June 30, 2017**

	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days 8 hours per day Grade 7	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days HOURLY RATE Grade 7	Custodian Bldg. Maintenance Person 12 month, 260 days 8 hours per day Grade 9	Custodian Bldg. Maintenance Person 12 month, 260 days HOURLY RATE Grade 9	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days 8 hours per day Grade 11	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days HOURLY RATE Grade 11
1	36,045	17.33	40,383	19.41	45,392	21.82
2	36,856	17.72	41,292	19.85	46,413	22.31
3	37,685	18.12	42,221	20.30	47,457	22.82
4	38,533	18.53	43,171	20.76	48,525	23.33
5	39,400	18.94	44,142	21.22	49,617	23.85
6	40,287	19.37	45,135	21.70	50,733	24.39
7	41,193	19.80	46,151	22.19	51,875	24.94
8	42,120	20.25	47,189	22.69	53,042	25.50
9	43,068	20.71	48,251	23.20	54,235	26.07
10	44,037	21.17	49,336	23.72	55,456	26.66
11	45,028	21.65	50,447	24.25	56,703	27.26
12	46,041	22.13	51,582	24.80	57,979	27.87
13	47,077	22.63	52,742	25.36	59,284	28.50
14	48,136	23.14	53,929	25.93	60,618	29.14
15	49,219	23.66	55,142	26.51	61,981	29.80

**BCUEA 12-Month Clerical Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2016 through June 30, 2017**

	Copy Machine Operator	Copy Machine Operator	Clerical Assistant	Clerical Assistant	Senior Account Clerk	Senior Account Clerk	Senior Keyboard Specialist	Senior Keyboard Specialist	Secretary I	Secretary I	Secretary I (SESS)	Secretary I (SESS)	Secretary II	Secretary II
	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 Days	12 month, 260 Days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days
	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE
	Grade 3	Grade 3	Grade 5	Grade 5	Grade 7	Grade 7	Grade 9	Grade 9	Grade 10	Grade 10	Grade 10	Grade 10	Grade 12	Grade 12
1	29,352	15.05	32,260	16.54	36,052	18.49	40,393	20.71	42,889	21.99	48,016	24.62		
2	30,012	15.39	32,986	16.92	36,863	18.90	41,302	21.18	43,854	22.49	49,097	25.18		
3	30,688	15.74	33,728	17.30	37,692	19.33	42,232	21.66	44,840	23.00	50,201	25.74		
4	31,378	16.09	34,487	17.69	38,540	19.76	43,182	22.14	45,849	23.51	51,331	26.32		
5	32,084	16.45	35,263	18.08	39,407	20.21	44,153	22.64	46,881	24.04	52,486	26.92		
6	32,806	16.82	36,056	18.49	40,294	20.66	45,147	23.15	47,936	24.58	53,667	27.52		
7	33,544	17.20	36,867	18.91	41,201	21.13	46,163	23.67	49,014	25.14	54,874	28.14		
8	34,299	17.59	37,697	19.33	42,128	21.60	47,201	24.21	50,117	25.70	56,109	28.77		
9	35,071	17.98	38,545	19.77	43,076	22.09	48,263	24.75	51,245	26.28	57,371	29.42		
10	35,860	18.39	39,412	20.21	44,045	22.59	49,349	25.31	52,398	26.87	58,662	30.08		
11	36,667	18.80	40,299	20.67	45,036	23.10	50,460	25.88	53,577	27.48	59,982	30.76		
12	37,492	19.23	41,206	21.13	46,049	23.61	51,595	26.46	54,782	28.09	61,332	31.45		
13	38,335	19.66	42,133	21.61	47,085	24.15	52,756	27.05	56,015	28.73	62,712	32.16		
14	39,198	20.10	43,081	22.09	48,145	24.69	53,943	27.66	57,275	29.37	64,123	32.88		
15	40,080	20.55	44,050	22.59	49,228	25.25	55,157	28.29	58,564	30.03	65,566	33.62		

**BCUEA 10-Month Clerical Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2016 through June 30, 2017**

	Keyboard Speclst. 10 month, 215 days 7.5 hours per day Grade 3	Keyboard Speclst. 10 month, 215 days HOURLY RATE Grade 3	Account Clerk I Clerical Assistant 10 month, 215 days 7.5 hours per day Grade 5	Account Clerk I Clerical Assistant 10 month, 215 days HOURLY RATE Grade 5	Senior Keyboard Specialist 10 month, 215 days 7.5 hours per day Grade 7	Senior Keyboard Specialist 10 month, 215 days HOURLY RATE Grade 7
1	24,272	15.05	26,676	16.54	29,812	18.49
2	24,818	15.39	27,277	16.92	30,483	18.90
3	25,376	15.74	27,890	17.30	31,168	19.33
4	25,947	16.09	28,518	17.69	31,870	19.76
5	26,531	16.45	29,159	18.08	32,587	20.21
6	27,128	16.82	29,816	18.49	33,320	20.66
7	27,739	17.20	30,486	18.91	34,070	21.13
8	28,363	17.59	31,172	19.33	34,836	21.60
9	29,001	17.98	31,874	19.77	35,620	22.09
10	29,653	18.39	32,591	20.21	36,422	22.59
11	30,321	18.80	33,324	20.67	37,241	23.10
12	31,003	19.23	34,074	21.13	38,079	23.61
13	31,700	19.66	34,841	21.61	38,936	24.15
14	32,414	20.10	35,625	22.09	39,812	24.69
15	33,143	20.55	36,426	22.59	40,708	25.25

BCUEA Food Service Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2016 through June 30, 2017

	Cook 10 month, 191 days 7 hours per day Grade B/1	Cook 10 month, 191 days HOURLY RATE Grade B/1	Food Service Helper 10 month, 191 days 7 hours per day Grade C	Food Service Helper 10 month, 191 days HOURLY RATE Grade C	Food Service Technician 10 month, 191 days 7 hours per day Grade F	Food Service Technician 10 month, 191 days HOURLY RATE Grade F
1	17,215	12.88	15,518	11.61	24,139	18.05
2	17,603	13.17	15,867	11.87	24,682	18.46
3	17,999	13.46	16,224	12.13	25,238	18.88
4	18,404	13.76	16,589	12.41	25,806	19.30
5	18,818	14.07	16,963	12.69	26,386	19.74
6	19,241	14.39	17,344	12.97	26,980	20.18
7	19,674	14.72	17,734	13.26	27,587	20.63
8	20,117	15.05	18,133	13.56	28,208	21.10
9	20,569	15.38	18,541	13.87	28,842	21.57
10	21,032	15.73	18,959	14.18	29,491	22.06
11	21,505	16.08	19,385	14.50	30,155	22.55
12	21,989	16.45	19,821	14.83	30,833	23.06
13	22,484	16.82	20,267	15.16	31,527	23.58
14	22,990	17.20	20,723	15.50	32,236	24.11
15	23,507	17.58	21,190	15.85	32,962	24.65

**BCUEA School Monitor Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2017 through June 30, 2018**

	School Monitor (Teacher Aide) 10 month, 215 days 7.5 hours per day Grade 3/1	School Monitor (Noon Hour Aide) School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 191 days 7.5 hours per day Grade 3/1	School Monitor (Noon Hour Aide) School Monitor (Hall Monitor) School Monitor (ISS) School Monitor (RSH) School Monitor (Aide to Students) School Monitor (Teacher Aide) School Monitor (Library Aide) School Monitor (Clerical) 10 month, 191 & 215 days HOURLY RATE Grade 3/1
1	24,512	21,776	15.20
2	25,063	22,265	15.54
3	25,627	22,766	15.89
4	26,204	23,279	16.25
5	26,793	23,802	16.62
6	27,396	24,338	16.99
7	28,013	24,886	17.37
8	28,643	25,446	17.76
9	29,287	26,018	18.16
10	29,946	26,603	18.57
11	30,620	27,202	18.99
12	31,309	27,814	19.42
13	32,014	28,440	19.85
14	32,734	29,080	20.30
15	33,470	29,734	20.76

**BCUEA Technology Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2017 through June 30, 2018**

	Tech. Procuremnt & Support Speclst.	Tech. Procuremnt & Support Speclst.			Network and Systems Technician	Network and Systems Technician
	Computer Technician Technology Support Speclst. 12 month, 260 days 7.5 hours per day Grade 7/1	Computer Technician Technology Support Speclst. 12 month, 260 days HOURLY RATE Grade 7/1	Help Desk Technician 12 month, 260 days 7.5 hours per day Grade 9/1	Help Desk Technician 12 month, 260 days HOURLY RATE Grade 9/1	Technical/Database Support 12 month, 260 days 8 hours per day Grade 11/1	Technical/Database Support 12 month, 260 days 8 hours per day Grade 11/1
1	34,921	17.91	39,175	20.09	47,312	22.75
2	35,706	18.31	40,056	20.54	48,376	23.26
3	36,510	18.72	40,958	21.00	49,465	23.78
4	37,331	19.14	41,879	21.48	50,578	24.32
5	38,171	19.57	42,821	21.96	51,716	24.86
6	39,030	20.02	43,785	22.45	52,879	25.42
7	39,908	20.47	44,770	22.96	54,069	25.99
8	40,806	20.93	45,777	23.48	55,286	26.58
9	41,724	21.40	46,807	24.00	56,530	27.18
10	42,663	21.88	47,860	24.54	57,801	27.79
11	43,623	22.37	48,937	25.10	59,102	28.41
12	44,604	22.87	50,038	25.66	60,432	29.05
13	45,608	23.39	51,164	26.24	61,792	29.71
14	46,634	23.91	52,315	26.83	63,182	30.38
15	47,683	24.45	53,493	27.43	64,603	31.06

**BCUEA Transportation Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2017 through June 30, 2018**

	Bus Attendant 10 month, 191 days 7.5 hours per day Grade 3/1	Bus Attendant 10 month, 191 days HOURLY RATE Grade 3/1	Bus Driver 10 month, 193 days 8 hours per day Grade 6	Bus Driver 10 month, 193 days HOURLY RATE Grade 6	Dispatcher 12 month, 260 days 8 hours per day Grade 6	Dispatcher 12 month, 260 days HOURLY RATE Grade 6	Automotive Mechanic 12 month, 260 days 8 hours per day Grade 11	Automotive Mechanic 12 month, 260 days HOURLY RATE Grade 11
1	21,776	15.20	27,291	17.68	46,303	22.26	45,505	21.88
2	22,265	15.54	27,905	18.07	47,345	22.76	46,529	22.37
3	22,766	15.89	28,533	18.48	48,410	23.27	47,576	22.87
4	23,279	16.25	29,175	18.90	49,500	23.80	48,646	23.39
5	23,802	16.62	29,832	19.32	50,613	24.33	49,741	23.91
6	24,338	16.99	30,503	19.76	51,752	24.88	50,860	24.45
7	24,886	17.37	31,189	20.20	52,917	25.44	52,004	25.00
8	25,446	17.76	31,891	20.65	54,107	26.01	53,174	25.56
9	26,018	18.16	32,608	21.12	55,325	26.60	54,371	26.14
10	26,603	18.57	33,342	21.59	56,569	27.20	55,594	26.73
11	27,202	18.99	34,092	22.08	57,842	27.81	56,845	27.33
12	27,814	19.42	34,859	22.58	59,144	28.43	58,124	27.94
13	28,440	19.85	35,644	23.09	60,474	29.07	59,432	28.57
14	29,080	20.30	36,446	23.60	61,835	29.73	60,769	29.22
15	29,734	20.76	37,266	24.14	63,226	30.40	62,136	29.87

**BCUEA Operation and Maintenance Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2017 through June 30, 2018**

	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days 8 hours per day Grade 7	Custodial Worker Bldg. Maintenance Helper 12 month, 260 days HOURLY RATE Grade 7	Custodian Bldg. Maintenance Person 12 month, 260 days 8 hours per day Grade 9	Custodian Bldg. Maintenance Person 12 month, 260 days HOURLY RATE Grade 9	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days 8 hours per day Grade 11	Head Custodian Bldg. Maintenance Mechanic Electrician 12 month, 260 days HOURLY RATE Grade 11
1	36,135	17.37	40,484	19.46	45,505	21.88
2	36,948	17.76	41,395	19.90	46,529	22.37
3	37,779	18.16	42,326	20.35	47,576	22.87
4	38,630	18.57	43,279	20.81	48,646	23.39
5	39,499	18.99	44,252	21.28	49,741	23.91
6	40,387	19.42	45,248	21.75	50,860	24.45
7	41,296	19.85	46,266	22.24	52,004	25.00
8	42,225	20.30	47,307	22.74	53,174	25.56
9	43,175	20.76	48,371	23.26	54,371	26.14
10	44,147	21.22	49,460	23.78	55,594	26.73
11	45,140	21.70	50,573	24.31	56,845	27.33
12	46,156	22.19	51,711	24.86	58,124	27.94
13	47,194	22.69	52,874	25.42	59,432	28.57
14	48,256	23.20	54,064	25.99	60,769	29.22
15	49,342	23.72	55,280	26.58	62,136	29.87

**BCUEA 12-Month Clerical Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2017 through June 30, 2018**

	Copy Machine Operator	Copy Machine Operator	Clerical Assistant	Clerical Assistant	Senior Account Clerk	Senior Account Clerk	Senior Keyboard Specialist	Senior Keyboard Specialist	Secretary I	Secretary I	Secretary I (SESS)	Secretary I (SESS)	Secretary II	Secretary II
	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 Days	12 month, 260 Days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days	12 month, 260 days
	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE	7.5 hours per day	HOURLY RATE
	Grade 3	Grade 3	Grade 5	Grade 5	Grade 7	Grade 7	Grade 9	Grade 9	Grade 10	Grade 10	Grade 10	Grade 10	Grade 12	Grade 12
1	29,425	15.09	32,340	16.58	36,142	18.53	40,494	20.77	42,996	22.05	48,136	24.69		
2	30,087	15.43	33,068	16.96	36,955	18.95	41,406	21.23	43,963	22.55	49,219	25.24		
3	30,764	15.78	33,812	17.34	37,786	19.38	42,337	21.71	44,952	23.05	50,327	25.81		
4	31,457	16.13	34,573	17.73	38,637	19.81	43,290	22.20	45,964	23.57	51,459	26.39		
5	32,164	16.49	35,351	18.13	39,506	20.26	44,264	22.70	46,998	24.10	52,617	26.98		
6	32,888	16.87	36,146	18.54	40,395	20.72	45,260	23.21	48,055	24.64	53,801	27.59		
7	33,628	17.25	36,959	18.95	41,304	21.18	46,278	23.73	49,137	25.20	55,011	28.21		
8	34,385	17.63	37,791	19.38	42,233	21.66	47,319	24.27	50,242	25.77	56,249	28.85		
9	35,158	18.03	38,641	19.82	43,183	22.15	48,384	24.81	51,373	26.34	57,515	29.49		
10	35,949	18.44	39,511	20.26	44,155	22.64	49,473	25.37	52,529	26.94	58,809	30.16		
11	36,758	18.85	40,400	20.72	45,148	23.15	50,586	25.94	53,710	27.54	60,132	30.84		
12	37,585	19.27	41,309	21.18	46,164	23.67	51,724	26.53	54,919	28.16	61,485	31.53		
13	38,431	19.71	42,238	21.66	47,203	24.21	52,888	27.12	56,155	28.80	62,869	32.24		
14	39,296	20.15	43,189	22.15	48,265	24.75	54,078	27.73	57,418	29.45	64,283	32.97		
15	40,180	20.61	44,160	22.65	49,351	25.31	55,294	28.36	58,710	30.11	65,729	33.71		

**BCUEA 10-Month Clerical Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2017 through June 30, 2018**

	Keyboard Speclst. 10 month, 215 days 7.5 hours per day Grade 3	Keyboard Speclst. 10 month, 215 days HOURLY RATE Grade 3	Account Clerk I Clerical Assistant 10 month, 215 days 7.5 hours per day Grade 5	Account Clerk I Clerical Assistant 10 month, 215 days HOURLY RATE Grade 5	Senior Keyboard Specialist 10 month, 215 days 7.5 hours per day Grade 7	Senior Keyboard Specialist 10 month, 215 days HOURLY RATE Grade 7
1	24,333	15.09	26,743	16.58	29,886	18.53
2	24,880	15.43	27,345	16.96	30,559	18.95
3	25,440	15.78	27,960	17.34	31,246	19.38
4	26,012	16.13	28,589	17.73	31,949	19.81
5	26,598	16.49	29,232	18.13	32,668	20.26
6	27,196	16.87	29,890	18.54	33,403	20.72
7	27,808	17.25	30,563	18.95	34,155	21.18
8	28,434	17.63	31,250	19.38	34,923	21.66
9	29,073	18.03	31,953	19.82	35,709	22.15
10	29,727	18.44	32,672	20.26	36,513	22.64
11	30,396	18.85	33,407	20.72	37,334	23.15
12	31,080	19.27	34,159	21.18	38,174	23.67
13	31,780	19.71	34,928	21.66	39,033	24.21
14	32,495	20.15	35,714	22.15	39,911	24.75
15	33,226	20.61	36,517	22.65	40,809	25.31

**BCUEA Food Service Titles
For Employees Hired After January 23, 2014
Contract Period: July 1, 2017 through June 30, 2018**

	Cook 10 month, 191 days 7 hours per day Grade B/1	Cook 10 month, 191 days HOURLY RATE Grade B/1	Food Service Helper 10 month, 191 days 7 hours per day Grade C	Food Service Helper 10 month, 191 days HOURLY RATE Grade C	Food Service Technician 10 month, 191 days 7 hours per day Grade F	Food Service Technician 10 month, 191 days HOURLY RATE Grade F
1	17,258	12.91	15,557	11.64	24,200	18.10
2	17,647	13.20	15,907	11.90	24,744	18.51
3	18,044	13.50	16,265	12.17	25,301	18.92
4	18,450	13.80	16,631	12.44	25,870	19.35
5	18,865	14.11	17,005	12.72	26,452	19.78
6	19,289	14.43	17,388	13.00	27,047	20.23
7	19,723	14.75	17,779	13.30	27,656	20.68
8	20,167	15.08	18,179	13.60	28,278	21.15
9	20,621	15.42	18,588	13.90	28,914	21.63
10	21,085	15.77	19,006	14.22	29,565	22.11
11	21,559	16.13	19,434	14.54	30,230	22.61
12	22,044	16.49	19,871	14.86	30,910	23.12
13	22,540	16.86	20,318	15.20	31,606	23.64
14	23,047	17.24	20,775	15.54	32,317	24.17
15	23,566	17.63	21,243	15.89	33,044	24.72

BCUEA Domestic Partnership Affidavit

I. Declaration

Name of BCUEA Unit Member Employee: _____

Name of Domestic Partner: _____

II. Criteria

The undersigned employee and domestic partner, being of sound mind, having been duly sworn (or making affirmation) under law, hereby state the following:

1. The undersigned employee and domestic partner have an exclusive mutual commitment to share responsibility for each other's welfare and financial obligations and that this commitment is of at least two years' duration prior to the date of this affidavit and is expected to continue indefinitely.
2. That the undersigned employee and domestic partner share a single permanent residence (attach one copy of evidence such as a driver's license and deed or lease).
3. Neither of us is married to another person.
4. We are least eighteen (18) years old and mentally competent to consent to this contract.
5. We are not related by blood to a degree of closeness, which would prohibit legal marriage in the state in which we legally reside.
6. That the undersigned employee and domestic partner are financially interdependent as demonstrated by at least three (3) of the following (check all that apply).

_____ A contractual commitment for such financial responsibility;

_____ Joint ownership of significant assets such as bank accounts, investment accounts, motor vehicles;

_____ Designation of power of attorney for durable property and/or health care;

_____ Designation of Domestic Partner as sole beneficiary for life insurance or retirement benefits;

_____ Common ownership of real estate or common leasehold interest in property;

_____ Execution of Will naming each other as executor and/or beneficiary.

7. The information in this affidavit has been provided to the School District benefits department solely for the purpose of determining benefit eligibility.

8. That the undersigned employee and domestic partner (check one):

_____ have filed a domestic partner declaration with the City/County/Borough of _____

_____ do not reside in a jurisdiction which provides for the registration of domestic partnership declarations.

9. That neither the undersigned member nor domestic partner would be able to affirm questions 1 through 9 above with respect to any person except the other.

III. Acknowledgments

By signing this Statement, I declare and acknowledge my understanding and agreement that:

1. Qualified domestic partners are subject to the same plan guidelines which govern all other participants in the benefit programs. The plan documents and the insurance contracts govern all questions of coverage.
2. The School District reserves the right to request proof that a domestic partner meets the joint residency and financial interdependence eligibility criteria and agree to provide that School District with supporting documents if requested to do so.
3. The Internal Revenue Service currently treats as imputed income the value of the medical and/or dental coverage provided to domestic partners minus any contribution paid by the employee for this coverage (unless the domestic partner meets the Internal Revenue Code definition of dependent).
4. By registering my domestic partnership with the School District, my domestic partner may be eligible as a dependent for purposes of the Family and Medical Leave Act of 1993.
5. All rights and privileges given to married couples by contract will be granted to us as domestic partners, except as to the domestic partner's dependents.
6. If there is any change of circumstances attested to in this affidavit or dissolution of the partnership, the School District benefit department will be notified within thirty (30) days. A written Statement of Termination of domestic partnership shall be filed with a copy sent to the other domestic partner.

**BCUEA EMPLOYEES WHO HAVE WAIVED HEALTH INSURANCE COVERAGE
AS OF DECEMBER 31, 2013**

Eligible only for the phased in health insurance buyout benefit, 2014-15 & beyond

	LAST NAME	FIRST NAME
1	ALEXANDER	NANCY
2	ANTHONY	KAREN
3	AUGAR	JENNIE
4	BAILEY	JANET
5	BALLARD	KAREN
6	BECKER	ELIZABETH
7	BELLAMY	DOREEN
8	BISZICK	TERRI
9	BLANCHARD	WILLIAM J.
10	BLANK	SUSAN
11	BOHL	RHONDA
12	BONITZ	SANDRA
13	BUCHARDT	TERRI
14	BUIST	DONALD
15	BUSCH	TRACEY
16	CALABRESE	MIA
17	COMTOIS	JESSICA
18	COOTWARE	MARJORIE
19	COVEY	JUDITH
20	COX	TRACY
21	DAVIS	MARY
22	DITTON	LEONARD
23	DIVAKARA MURTHY	MYTHILI
24	DOUNANE	AYOUB
25	DUFFY	MARION
26	DUGAS	MARY
27	FARRELL	PATRICIA
28	FOX	SUSAN
29	GONZALEZ	ROSE
30	GRIECO	DEBRA
31	GUIRY	PATRICIA
32	HALUSKA	JACQUELINE
33	HASSELBACH	CATHY
34	KAPLAN	TERESA
35	KAULFUSS	JASON
36	KRUG	ROBERT
37	LONDON	ISAAC
38	MACFAWN SR.	ROBERT
39	MADDOCK	SUSAN
40	MAEDER	DOUGLAS

**BCUEA EMPLOYEES WHO HAVE WAIVED HEALTH INSURANCE COVERAGE
AS OF DECEMBER 31, 2013**

Eligible only for the phased in health insurance buyout benefit, 2014-15 & beyond

	LAST NAME	FIRST NAME
41	MARTIN	GERALDINE
42	MCCARTY	ANGELA
43	MCCAUSLIN	STEVEN
44	MCGUIRE	JOYCE
45	MCMULLEN	HEATHER
46	MCNALLY	SUSAN
47	MITCHELL	BERTRUM
48	MOSIER	KEVIN
49	MOYLAN	PAUL
50	NICKFORD	LAURIE
51	OLTHOFF	SUSAN
52	OSTERHOUT	JOHN
53	OUELLETTE	ANN MARIE
54	POHL	SHARON
55	RENAK	KIMBERLY
56	RIOS	SUSAN
57	ROSEN	MARGO
58	ROSETTI	EILEEN
59	SALISBURY	ANNA
60	SAMSEL	ROBERT
61	SCHAEFER	ROBERT
62	STAHLMAN	CHARLES
63	SULLIVAN	JEANNE
64	VALENTINI	LADD
65	VANVALKENBURGH	JAMES
66	VASTO-BROCK	LISA
67	WALSH	JEAN
68	WATSON	KIMBERLY
69	WEINGARDEN	SUZANNE
70	WHITTEN	WILLIAM
71	YOUNG	CAROL