
AGREEMENT

By and between the
BOARD OF EDUCATION
of the
WHITE PLAINS CITY SCHOOL
DISTRICT



and

CSEA, Local 1000 AFSCME
AFL-CIO



White Plains City SD Unit #9236
Westchester County Local 860

July 1, 2018 - June 30, 2021

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This **Agreement** is between the *Board of Education of the City of White Plains, hereinafter called the "Employer"* and the *Civil Service Employees Association, Inc., Local 1000 AFSCME/AFL-CIO, Local 860 Westchester County, by the White Plains School Unit 9236, hereinafter called the "Union."*

ARTICLE I

APPLICABLE LAW

This *Agreement*, and all of the rights and obligations defined herein and hereunder, is reached between the parties under and pursuant to Article XIV of the Civil Service Law of the State of New York (*Public Employees' Fair Employment Act*) and nothing contained herein shall be construed to prevent the *Employer* or its officers from the discharge of their duties and responsibilities in accordance with the then effective provisions of the New York State Education Law.

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE II

RECOGNITION

Section 1 The *Employer* recognizes the *Union* as the sole and exclusive representative for all non-teaching, clerical, operation and maintenance, nurses and food and nutrition program employees, as well as, but not limited to, teacher aides and teaching assistants for all terms and conditions of employment and the processing of grievances for the maximum period allowed by law. This bargaining unit excludes positions determined by the Public Employment Relations Board and the *Union* to be managerial or confidential.

Section 2 The *Employer* shall deduct regular membership dues and insurance premiums from the wages of all employees who properly sign and authorize said deductions and shall remit the same in a combined amount to the Union Headquarters, 143 Washington Avenue, Albany, New York, on a regular basis.

Section 3 The *Union* agrees that during the term of this *Agreement* there shall be no strike or slowdown of work or any other stoppage or interference, total or partial, with any work caused, carried on or permitted by the *Union* or any of the employees it represents

Section 4 Pursuant to authorization contained in Civil Service Law 208, sub. 3(b), with respect to agency shop fee deduction and effective in the years of this *Agreement* (but subject to continued legislative authorization during such term), the *Employer* agrees to make deductions from the wage or salary of personnel covered by this *Agreement* who are not members of the *Union*, the amount equivalent to the dues levied by the *Union*, and transmit the sum so deducted to CSEA, Inc. The foregoing shall only be applicable so long as CSEA has established and maintains a procedure providing for the refund to any such person demanding the return of any part of an agency shop fee deduction which represents such person's pro rata share of a political or ideological nature only incidentally related to terms and conditions of employment.

The *Union* agrees to save and hold the *Employer* harmless from any and all losses, expenses, damages, costs and attorney fees that may accrue as a result of the provisions contained in the above paragraph, by reason of any action, suit, or proceeding before any administrative body or judicial or quasi-judicial body or before any arbitrator by any person covered by this *Agreement*, or in his or her behalf, involving or in any way relating to the implementation of the agency shop fee deduction provision herein above set forth.

ARTICLE III COMPENSATION

Section 1 Effective July 1, 2018, the salary schedule for employees hired after June 30, 2011 shall be expanded to include a Step 7, 8, 9, and 10, with each step having a value of 1.5%.

Current employees on the payroll as of June 30, 2018 will receive the following increases:

Effective July 1, 2018 - One and one-half percent (1.5%) increase for employees with step movement and a two percent (2%) increase for employees without step movement.

Effective July 1, 2019 - One and one-half percent (1.5%) increase for employees with step movement and a two percent (2%) increase for employees without step movement.

Effective July 1, 2020 - One and one-half percent (1.5%) increase for employees with step movement and a two percent (2%) increase for employees without step movement.

The District will provide paychecks in accordance with Education Law 3015. Effective when the District has an agreement to do so with all its employees, the District will issue paychecks on the 15th and the 30th of each month.

Section 2 The above increases contained in this Article shall be in addition to any increment, if due.

If an employee is hired after December 31st for a twelve-month position, or after January 31st for an eleven or ten-month position, step increments will not take place until July 1st of the following school year.

Section 3 *Longevity*

Effective July 1, 2011, longevity will be paid in one lump sum on the last payroll of the school year in June of each year after the employee completes fifteen (15), twenty (20), or twenty-five (25) years of service and beyond. In the first year of the contract, the payment will be paid by November 30, 2011 for any employee completing his or her years of service between December 2010 and June 2011.

For the period July 1, 1999, through June 20, 2002, the following amounts shall be paid after the employee completes fifteen (15), twenty (20), or twenty-five (25) years of service, and for each year of employment thereafter:

After 15 years of service	\$500
After 20 years of service	\$600
After 25 years of service	\$700

Effective July 1, 2002, the longevity schedule shall be as follows:

After 15 years of service	\$550
After 20 years of service	\$650
After 25 years of service	\$750

Effective July 1, 2016, the longevity schedule shall be as follows:

After 15 years of service	\$900
After 20 years of service	\$1,000
After 25 years of service	\$1,100

Effective July 1, 2018, the longevity schedule shall be as follows:

After 15 years of service	\$1,000
After 20 years of service	\$1,100
After 25 years of service	\$1,200

Longevity payments will be prorated for employees assigned to less than 12 months per year.

Section 4 *Night Work Supplement*

The monthly supplement for night work shall be as \$106.00 for 2nd shift starting after 2 p.m.

- a. Shift differentials shall be paid when the employee is on sick leave.
- b. The 2nd shift shall be staffed by volunteers in the first instance.
- c. In the event staff volunteers do not fill the required staffing level for the 2nd shift, then assignments shall be made in the inverse order of seniority, by job classification and by new employees.

Section 5 *Food and Nutrition Program Employees*

The salary schedules for food and nutrition program employees shall be as provided in Exhibit C.

Section 6 *Nurse Lunch Stipend*

Effective February 1, 2001, nurses who are assigned to remain on duty during the nurse's duty-free lunch period shall receive a stipend of \$15.00 for each such lunch that the nurse is assigned to remain on duty.

Section 7 *Teaching Assistant Substitute Stipend*

Teaching Assistants, who are assigned to cover for a teacher's absence, shall receive a stipend of \$40 for a full-day or \$20 for a half-day. Said stipend shall be applicable in the event a teaching assistant is assigned to cover a teacher's absence for a portion of the workday and another teacher's absence for another portion of the workday, provided the teaching assistant is subbing for teachers for a full workday. Teaching assistants who cover the entire day shall be assigned the teacher workday except that, where necessary, the lunch period may be reduced to one half-hour, for coverage purposes. Teaching assistants will not be required to substitute for the full day in an art, music, or physical education teacher's classroom.

Section 8 *Teaching Assistant Certification Stipend*

Effective September 1, 2004, the following stipends shall be paid to eligible teaching assistants. Payment shall be made solely to teaching assistants maintaining valid New York State certification as a teaching assistant, in addition to fulfilling the requirements set forth below.

- a. Level 1 - \$100.00: High School diploma or equivalent and 6 semester hours of collegiate study
- b. Level 2 - \$200.00: High school diploma or equivalent, 18 semester hours of collegiate study, 1 year of service as a Teaching Assistant in the district
- c. Level 3 - \$300.00: High school diploma or equivalent, 18 semester hours of collegiate study, matriculation in teach preparation program OR certification in New York State as a teacher, 1 year of service as a Teaching Assistant in the District

The foregoing monies shall not be added to base wages and shall be paid on or before June 30th of each fiscal year.

ARTICLE IV ***WORKDAY - WORKWEEK - OVERTIME***

Section 1 *Operation and Maintenance Employees*

- a. Normal workweek shall be eight (8) hours per day, Monday through Friday, 40 hours a week (excluding lunch hour). The work year for a twelve-month employee is 260 days for purposes of calculating per-diem rate of pay. The *Employer* will have the right to assign new hires after July 1, 1988 to Facilities and Operations positions to a Tuesday/Saturday straight-time workweek. Current employees may volunteer for such positions.
- b. Where a night crew consists of one man, standards will be developed to insure his safety, which would eliminate such tasks requiring ladder climbing, bulb changing, etc.

Section 2 *Clerical/Civil Service Employees, Security, and Nurses*

- a. A normal workweek shall be seven (7) hours per day, Monday through Friday, 35 hours per week (excluding lunch period).
- b. Summer hours for Education House clerical workers will be from 8:30 a.m. to 4:00 p.m., with one-half hour for lunch, except that those hours may differ as mutually agreed to between employee and *Employer*.
- c. For the purposes of calculating per-diem rates of pay, the following work year will be used:
 - 10-month position 220 days
 - 11-month position 240 days
 - 12-month position 260 days

Section 3 *Food and Nutrition Program Employees*

a. Work Year and Work Week

The guaranteed number of work days shall be a total of 172 days for all food and nutrition program employees, except High School A and B shall be guaranteed 168 work days.

Food and nutrition program employees who are regularly assigned 20 or more hours per week will receive two (2) paid days beyond assigned work days. Effective July 1, 1997, food and nutrition program employees with at least five (5) years of service in the District who work five hours or more per day shall receive two additional paid days per year beyond their assigned workdays (total 4 days).

b. Overtime

Effective February 13, 2001, food and nutrition program employees will be paid at the rate of time plus one-half for after school activities beginning at 3:00 p.m.

In the event of an emergency, Food and Nutrition Program employees may be called in to work. Provided said call-in is not contiguous to the employee's regular shift, said employee shall be guaranteed a minimum of two (2) hours of overtime pay at the time and one-half rate when they are called in to work during an emergency. In the event said emergency occurs during a Saturday or Sunday said rate shall be double-time rate, under the same conditions set forth above.

c. Training and Certification

Food and nutrition program employees may be required to attend ten hours yearly for professional training and regulatory updates, which may be held after school.

For employees hired on or after July 1, 2005, in the position of Cook, Senior Cook or Cook Manager, upon hire, if not already in possession of the ServSAFE Certification in Sanitation, the employee is to comply with the program's requirement and obtain Certification issued by the Westchester County Health Department for Applied Food Service Sanitation. The employee must register for the first available course following his/her employment with the District. Said course shall be taken during non-working hours. Upon successful completion of the course, the employee will be reimbursed for the cost of the course as well as required materials purchased for the course. The above-referenced process shall be applicable for re-certification as well (every five years). Said unit members shall not be paid for class-time attendance under any circumstances.

For Cooks, Senior Cooks or Cook Managers hired prior to July 1, 2005, the District shall reimburse the employee for the cost of the course as well as required materials purchased for the course. Said employees shall also be paid for class-time attendance at the employee's regular hourly rate of pay. The above-referenced process (for employees hired prior to July 1, 2005) shall be applicable for re-certification as well (every five years).

Section 4 *Teacher Aides, Teaching Assistants, Food & Nutrition Program Employees*

- a. Those Teacher Aides, Teaching Assistants, and Computer Aides, hired prior to July 1, 2009 will have a salary schedule built upon 187 days. (For retirement purposes, 200 days will be used.)
- b. Those Teacher Aides, Teaching Assistants and Computer Aides hired after July 1, 2009, will have a salary schedule built on 184 days. (For retirement purposes, 200 days will be used.)
- c. As ten-month employees, the work year will start with the first day of the teacher calendar. The number of days worked prior to September 1st will be deducted from the last week ending June 30th. For the 2018-2019 school year, for those members who have previous commitments and are unable to start in August, it will be the member's responsibility to arrange with their administrator to schedule a make-up day for any days missed.

- d. For purposes of reporting to ERS and TRS, a full-time work assignment for Teacher Aides, Teaching Assistants and Food and Nutrition program employees is six (6) hours/day. The standard work day for Teacher Aides, Teaching Assistants, and Computer Aides will be 6.50 hours, which is equivalent to full-time.

Section 5 *Overtime*

The following policy shall be observed:

- a. All work performed on Saturday before 6:00 p.m., except as indicated in Section 1 above, shall be paid at a rate of time and one-half the computed hourly rate.
- b. All work performed after 6:00 p.m. on Saturday and all work performed on Sunday and approved holidays shall be paid at double time the computed hourly rate. (See Article VI)
- c. All hours worked beyond 40 hours per week shall be computed at a rate of one and one-half times the computed hourly rates unless such hours fall within Section A and B.
- d. When school is closed due to a legal holiday, as identified in Article VI of this *Agreement*, that day(s) shall be considered as time worked in the computation of overtime.
- e. When required by a supervisor to do so, an employee shall not refuse to work overtime in the event of an emergency situation.

Section 6 *Call-in Guarantee*

- a. The *Employer* shall guarantee a minimum of one (1) hour overtime pay to custodial staff when they are called in after their regular shift to perform simple tasks such as turning off lights, locking doors, etc. Any time between the end of the shift and the beginning of the next shift is considered "after."
- b. The *Employer* shall guarantee a minimum of three (3) hours of overtime pay at applicable overtime rate to operation and maintenance employees when they are called in before or after their regular shifts to perform other simple tasks. (Snow removal, a break and/or leak in a water line, major repairs, emergencies, etc., would not be considered simple tasks). Four (4) hours prior to the start of a shift and if continuous with the regular shift, employees shall be paid only for time worked at overtime rate.

Section 7 *Building/Boiler Checks*

Employees assigned to building/boiler checks during weekends and/or holidays shall be guaranteed three (3) hours of work for the High School and two (2) hours of work at all other schools, as authorized and confirmed by time cards.

Section 8 *Overtime (Compensatory) Clerical/Nurses*

Overtime worked, and approved in advance by an administrator, will be paid in accordance with the timesheet payroll schedule for that fiscal year. If the administrator is agreeable, overtime can be taken in time, providing it is used within a reasonable amount of time and it is not available for carryover or subsequent payment.

Section 9 *Leaving Workplace during Workday*

When employees leave the school property during the workday for any reason, they must sign (or, where available, punch) in and out.

ARTICLE V

PERSONAL LEAVE, SICK LEAVE, BEREAVEMENT LEAVE, CHILD-CARE LEAVE, JURY DUTY LEAVE

Section 1 *Leave policies shall remain as currently in effect, including the following, except as contained herein:*

- a. There shall be given three (3) days with pay for personal business which cannot be taken care of outside school hours. If absence for urgent personal business is on a day immediately preceding or following a school holiday or vacation, application with the reason for the absence stated will be submitted in advance for the approval of the Human Resources office. If absence is taken on one of these days without approval, a day's pay will be deducted for each unexcused absence.

Unused personal days may be accumulated from year to year without limit to be added to sick leave. Employees may be absent from duty for urgent personal reasons without loss of pay. Authorization for such absences must be secured in advance from the Human Resources office, except in cases of a demonstrated emergency. The reasons for such absences must be for personal business which cannot be conducted on a day other than a working day.

Procedure:

The request should be submitted on the proper form to the Human Resources office through immediate supervisory channels in advance of the expected date of absence. Forms for this purpose may be secured from the Human Resources office or from any school office.

Part A - Personal leave request for any day other than on a day immediately preceding or following a school holiday or vacation.

Part B - Personal leave request for any day preceding or following a day immediately preceding or following a school holiday or vacation.

- b. For those hired prior to July 1, 1980, there shall be given sixteen (16) days of sick leave with pay each school year for twelve (12) month contractual employees.

For those hired after July 1, 1980, there shall be given each year thirteen (13) days of sick leave with pay for twelve-month employees, twelve (12) days of sick leave with pay for 11-month employees, and eleven (11) days of sick leave with pay for 10-month employees.

Employees hired on an hourly (for a minimum of four (4) hours per day) or daily basis for a consecutive period of two (2) months or more, shall thereafter be allowed one (1) day of sick leave credit for each month of service.

- c. An employee may use a maximum of two (2) days sick leave credit without loss of pay each school year for the observance of religious holidays.
- d. For those hired prior to July 1, 1980, a maximum of sixteen (16) days of the available sick leave credit per year may be used for absence due to serious family illness requiring bedside or household attention by the employee for his/her spouse, child, parent, father-in-law, mother-in-law or sibling.

For those hired after July 1, 1980, there shall be given thirteen (13) days of the available sick leave credit for twelve-month employees, twelve (12) days of the available sick leave credit for 11-month employees, and eleven (11) days of the available sick leave credit for 10-month employees, which may be used for absence due to serious family illness requiring bedside or household attention by the employee for his/her spouse, child, parent, father-in-law, mother-in-law or sibling.

- e. Food and Nutrition program hourly employees' annual sick leave shall be the number of hours worked daily times ten. For three-hour cafeteria recess/monitors, five (5) sick days shall be provided.
- f. There shall be given up to five (5) days bereavement leave for each death of an employee's spouse, child, parent, father-in-law, mother-in-law or sibling. A bereavement leave of one (1) day shall be given for each death of a significant other.
- g. *Health Leave at Half Pay* - Upon recommendation of the Superintendent, leaves for personal health reasons may be granted for a maximum period of one (1) year at half-pay to Civil Service employees who have completed at least seven (7) years of satisfactory service in the school system.

Section 2 *Extreme Weather Conditions*

Custodial and maintenance employees required to work on snow days shall be paid eight (8) hours for the first four (4) hours of work. Thereafter, employees shall receive overtime (time and one-half) for each hour worked. It is understood that custodial and maintenance employees may be required to remove snow. Custodial and maintenance staff who are assigned to plow or shovel snow before their normal assigned work time on snow days will be paid time plus one-half for such work on snow days.

Section 3 Sick leave allowance shall be prorated for all employees in their first year of service.

Section 4 For child care purposes, an employee may be granted a leave of absence without pay for a maximum period of two (2) years. Said leave of up to two (2) years shall be inclusive of any and all FMLA leave days an eligible employee may be entitled to each year (up to twelve (12) weeks each year).

Employees shall be required to submit all requests for child care leave to the Superintendent at least ninety (90) days prior to the commencement of the leave. Notwithstanding the foregoing, in the event of a medical emergency in connection with the birth of a child or unforeseen circumstances in connection with the adoption of a child which preclude complying with the ninety (90) day notice requirement, said notice period may be waived by the Superintendent. Such notice must set forth the period of the requested leave. Subject to the approval of the Superintendent of Schools, child care leaves shall commence at the employee's discretion.

An employee returning from such leave of absence shall be required to confirm the date of his/her return to the Superintendent in writing. Said confirmation must be submitted to the Superintendent at least sixty (60) days prior to the expiration of the employee's approved child care leave. In the event such confirmation is not received at least sixty (60) days in advance, the Human Resources office shall forward a letter of inquiry to the employee to ascertain his/her intentions with respect to returning to work, at least forty-five (45) days prior to the expiration of the employee's approved child care leave. Said letter shall be forwarded to the employee's last known address. Failure to respond to the letter at least thirty (30) days prior to the expiration of the employee's approved child care leave shall constitute a resignation on the part of the employee.

Section 5 All unit members who are not otherwise eligible for leave under the Family Medical Leave Act (FMLA) and who are regularly scheduled to work six (6) hours or more per day (thirty (30) hours or more per week) and ten (10) or more months per year shall be entitled to up to twelve (12) weeks of unpaid leave per year with continuation of health insurance benefits during the period of leave. Unit members shall be entitled to request such leave provided the reasons for said leave are in accordance with the FMLA.

Section 6 In determining the assignment of any additional working hours for teacher aides and teaching assistants where in each separate category, as the case may be, qualifications and ability are similar, district-wide seniority in each separate category in the building will be the major factor in such assignment. Any reduction in working hours in the foregoing categories will be based on inverse order of seniority, applying the above principle.

Section 7 *Sick Leave Bank*

Employees who have given a contribution of one (1) day to the Sick Leave Bank for the current school year will be eligible to apply for Sick Leave Bank Benefits.

Employee requirements for joining the Sick Leave Bank are the following:

- Contributions to the Sick Leave Bank shall not exceed one (1) day per year per employee.
- The employee must be a school district employee for a minimum of one (1) year, based on the anniversary date of hire and must work a minimum of 5 hours/day, 5 days/week (25 hrs/week).
- The employee must have a minimum of one (1) year accumulation of sick leave as of July 30th.
- Contributions will be taken during the first pay period in October, annually.

An employee who has been absent from work due to a medically certifiable long-term and prolonged illness or injury resulting in disability, and who has exhausted his/her own personal days, vacation days, compensatory time and sick leave accumulation, may be eligible to draw up to a maximum of one year of his/her scheduled "work year" number of days from a Sick Leave Bank established by CSEA employees under the following procedures:

- a. The Sick Leave Bank Committee will not allocate Sick Leave Bank Benefits for elective procedures or maternity (see Sick Bank Application for conditions to maternity benefits).
- b. An employee must request an application from the Sick Leave Bank Chairperson; that application together with a written report from his/her physician shall be submitted to the Sick Leave Bank Chairperson for review and decision by the Sick Leave Bank Committee.
- c. The application, together with the written report, must be approved by the school district medical personnel or School Nurse Coordinator.
- d. If the application, together with the written report is denied by the Sick Leave Bank Committee, an appeal may be submitted to the Unit's President and Board of Directors for their review and final decision.
- e. Periodic (monthly minimum) verification of continuation of illness or disability must be submitted to the Employer and Sick Leave Bank Chairperson from the employee's physician. This information will be reviewed and a decision will be reached as to the employee's eligibility for continuation of Sick Leave Bank Benefits.
- f. Payment of such sick leave will take into account any other benefits the employee is receiving such as Workers Compensation or Disability Insurance.

Records of voluntary contributions and use of the Sick Leave Bank days shall be made available by the *Employer* upon request by the *Union* President, at reasonable intervals, for inspection. A computer printout of the prior school year's Sick Leave Bank activity shall be submitted to the *Union* President by the last working day in September, annually.

Any days unused in any given year shall be permitted to remain in the Sick Leave Bank. Any contributions by employees in a subsequent year shall be limited to the difference in the number of days necessary to make a maximum total of 500 days effective June 30, 2005.

The *Union* may make a second request for contributions during the same school year if the balance of sick bank days drops below 275 days. Prior to making said request of its unit members, the Union shall first seek prior approval of the Superintendent of Schools to do so.

The Sick Leave Bank will be administered by the *Union* and the resolution of any disputes as to the allocation of Sick Leave Bank days to eligible employees shall be the sole responsibility of the *Union*. The *Employer* shall have no responsibility or obligation with respect to the administration of the Sick Leave Bank. Any and all decisions made by the Sick Leave Bank Committee shall be final and binding and shall not be subject to the grievance procedure.

Section 8 *Payment Upon Retirement*

All Unit members with twenty (20) or more years of service with the District will receive \$40.00 for each unused sick or personal day which was earned and not used for the six (6) year period immediately preceding retirement. For purposes of this benefit, six (6) years are calculated from the actual date of retirement at the established annual allocation of sick and personal days. This benefit requires a five (5) month advance notice of retirement. A ten percent (10%) penalty shall be imposed on this benefit for each month said notice is late. In the event of an emergency, the Superintendent shall consider an employee's request to waive the above referenced penalty.

ARTICLE VI

HOLIDAYS

The *Employer* shall provide for fifteen (15) paid holidays to be mutually agreed upon by both parties according to established practice. In addition, the Superintendent of Schools shall designate a 16th paid holiday during the December recess.

ARTICLE VII

VACATIONS

Section 1 Vacation policy for clerical and operation and maintenance employees shall be as follows:

a. *Twelve-Month Employees*

- Employees will accrue vacation at a rate of one (1) day per month up to 12 days and may use “earned” vacation days as soon as they are accrued.
- After seven years, employees will accrue vacation days at a rate of 1.5 days per month up to 18 days and may use “earned” vacation days as soon as they are accrued.
- After fifteen years, employees will accrue vacation days at a rate of 1.83 days per month up to 22 days and may use “earned” vacation days as soon as they are accrued.

b. *Eleven-Month Employees*

- Employees will accrue vacation at a rate of one (1) day per month up to 11 days and may use “earned” vacation days as soon as they are accrued.
- After seven years, employees will accrue vacation days at a rate of 1.45 days per month up to 16 days and may use “earned” vacation days as soon as they are accrued.
- After fifteen years, employees will accrue vacation days at a rate of 1.82 days per month up to 20 days and may use “earned” vacation days as soon as they are accrued.

c. *Ten-Month Employees*

The work year for ten-month employees (Clerical, Nurses, Security, Teacher Aides, Teaching Assistants, Computer Aides, etc.) will start with the first day of the teacher calendar. The number of days worked prior to September 1st will be deducted from the last week ending June 30th. For the 2018-2019 school year only, for those members who have previous commitments and are unable to start in August, it will be the member’s responsibility to arrange with their administrator a schedule to make-up any days missed.

Section 2 Vacation period shall be taken at times subject to prior approval of the principal or supervisor. Accumulated vacation days from the prior school year must have written requests to carry over such days with approval from Principal/Supervisor sent to the Personnel Department no later than December 15th.

Section 3 *Vacation Pay in the Event of Death, Separation from Service or Upon Retirement*

In the event of the death, voluntary separation, or upon retirement from the service of the *Employer* by any civil service employee having unused vacation time which was accrued at the time of death, separation, or upon retirement, cash payment of such unused vacation time shall be made to the legal representative of the deceased employee or to the employee separating or retiring from the service.

ARTICLE VIII

HEALTH INSURANCE, DENTAL/OPTICAL INSURANCE, RETIREMENT SYSTEM AND LIFE INSURANCE

Section 1 *Health Insurance Plan - Active Employees*

a. A health insurance plan, which is the same as that which is offered to other bargaining units, is offered to all *Union* members who are qualified for this benefit. Effective July 1, 2015, Southern Westchester Schools Consortium Health Plan (SWSCHP) will be the sole health care plan offered by the District to unit members and retirees who are eligible for health insurance.

b. All employees hired to a regular position prior to July 1, 2005 shall contribute the following towards the premium for health insurance coverage:

July 1, 2018	10.25% individual	10.25% 2-person & family
July 1, 2019	10.5% individual	10.5% 2-person & family
July 1, 2020	10.5% individual	10.5% 2-person & family

c. All employees eligible for health insurance coverage and who were hired on or after July 1, 2005, shall contribute the following towards the premium for health insurance coverage:

July 1, 2018	13.25% individual	13.25% 2-person & family
July 1, 2019	13.5% individual	13.5% 2-person & family
July 1, 2020	13.5% individual	13.5% 2-person & family

The aforesaid contributions shall be collected through an IRC Section 125 Plan.

- d. Employees hired to regular positions that are less than full time shall be eligible for Health Insurance Benefits as set forth below:
 - i. Regular assignment of 25 hours or more weekly-Same employer premium contribution as for full time employees, depending on date of hire.
 - ii. Regular assignment of 20 to 24 hours weekly-50% of the employer premium contribution provided to full time employees, depending on date of hire.
 - iii. Regular assignment of less than 20 hours weekly-Employee pays full cost of health insurance premiums (i.e. no employer contribution)

Section 2 *Health Insurance Plan–Retired Employees*

Employees retiring after October 9, 1986, for the purpose of calculating years of regular employment, as year of service will be prorated depending upon whether the employee was eligible for full or half employer contribution for each year such that, where the employee was entitled to half employer contribution, such year shall constitute a half years' service and each year that the employee was eligible for full contribution shall constitute a full year of service.

Employees retiring on or after July 1, 1989 must meet one of the following three eligibility requirements for the health insurance benefits:

1. Full employer contribution as defined above - 20 or more years of regular employment with the District.
2. 80% of full employer contribution as defined above - 15 or more years but less than 20 years of regular employment with the District.
3. 50% of full employer contribution as defined above - 10 or more years but less than 15 years of regular employment with the District.

Section 3 *Health Insurance Plan - Options*

A *Union* member covered under a health insurance plan other than that provided by the *Employer* may convert such coverage to salary under the following provisions:

1. At the *Union* member's option, the member may reduce medical insurance coverage for a full year by completing an appropriate form furnished by the *Employer*. Any *Union* member changing from family to individual coverage or waiving family or individual coverage shall receive as salary, the following percentages of premium savings, less the cost of retirement, social security, and other applicable fringes:

2014-2015 - 40% of premium savings

2015-2016 - 35% of premium savings

2016-2017 - 30% of premium savings

2017-2018 - 30% of premium savings

2. *Union* members electing to reduce their coverage must do so each year by March 1st, with the provisions of this section taking effect on July 1st. Payment of the member's share shall begin with the first half payment on the payroll nearest to December 15th, and a second half payment on the payroll nearest to June 15th. Reinstatement shall take place on July 1st and all benefits will be available on that date.
3. In the event that a *Union* member's status changes drastically so that this arrangement causes severe hardship on the member, that member may apply for reinstatement. Such circumstances are limited to death of a spouse, loss of a spouse's employment or loss of a spouse's insurance coverage.

Section 4 *Dental/Optical Insurance*

a. Employer Contribution

Unit members shall be eligible to participate in a dental/optical plan. Effective July 1, 2015, the employer agrees to pay up to \$1223 per eligible employee per year for dental/optical coverage and the employee is responsible for any difference in plan cost via payroll deduction.

b. Current Plan Coverage

There shall be no change in the current Optical Plan which is "Silver 12" or the current Dental Plan which is "Horizon" during the life of this *Agreement*.

- c. The parties herewith acknowledge that the District shall have no obligation to pay any additional monies to the CSEA Employee Benefit Fund beyond the negotiated contribution rate set forth in subparagraph a. above. The parties herewith further acknowledge that this benefit shall be subject to and in accordance with the *Agreement* between the CSEA Employee Benefit Fund and the White Plains City School District.

Section 5 *Retirement System*

a. *Classified Staff*

1. The *Employer* shall provide through the New York State Retirement System the New York State Improved Career Retirement Plan 75 (i), for Tier I and Tier II employees only.

Tier III members are defined as those who joined the Retirement System on or after July 1, 1976 but before September 1, 1983.

Tier IV members are defined as those who joined the Retirement System on or after September 1, 1983.

2. The *Employer* shall provide through the New York State Employees Retirement System the "Sick Leave Rider" permitting retirement service credit for up to 165 days of unused sick leave, except as modified by statute.
3. The *Employer* shall provide through the New York State Employees Retirement System the improved "Death Benefit Rider" 60 (b), which guarantees \$20,000, except as modified by statute, for an employee who dies after 90 days of service, for Tier I employees only. Tier II, III, and IV death benefits are subject to Employees Retirement System.

b. *Certified Staff*

The *Employer* shall provide the New York State Teachers Retirement System for teaching assistants.

Section 6 *Life Insurance*

Effective July 1, 1987, the *Employer* shall provide for each employee who is regularly assigned 25 or more hours per week, a group life insurance policy, at the *Employer's expense*, which totals \$20,000.

A \$10,000 life insurance benefit will be provided to employees who are assigned 20 or more hours per week, but less than 25 hours per week.

Subject to the terms and conditions of the insurance policy, there shall be an option to carry this coverage into retirement at employee's expense at the then current rate.

ARTICLE IX *OUT-OF-TITLE GUARANTEE*

When an employee is assigned to temporarily perform the duties of a higher classification at a higher rate of pay for more than six (6) days, the higher rate of pay shall be paid retroactive to the starting date of the higher level assignment. Said assignment must be in writing from the employee's immediate supervisor. If the employee performs those higher level duties for six (6) or less working days, then the employee's regular rate of pay (lower classification) shall prevail, including any night differential that the employee would have been entitled to for an employee who is not regularly assigned to a day shift. However, an employee will not be entitled to his/her night differential when receiving the higher rate of pay as set forth above. An employee may be assigned temporarily to perform duties of a higher classification for the purpose of replacing another employee who is off with pay, on leave of absence, sick leave, or vacation.

If a position is downgraded by Civil Service, with the exception of positions already held "save harmless," no guarantee is made that such downgraded title will retain the higher rate.

ARTICLE X

MISCELLANEOUS BENEFITS

Section 1 *Rest Period after Twelve Hours of Work*

Effective February 13, 2001, when an employee is required to work more than twelve (12) consecutive hours due to an emergency, (excluding lunch and break time,) the employee will be granted two hours paid rest time upon the completion of his/her assignment. Such rest time shall be paid at straight time. However, lunch and break time will be paid during weekend overtime when the employee is not permitted to leave the building.

Section 2 *Time Keeping*

All employees shall have time cards to ensure accuracy of all time worked. All employees who are assigned to work in locations which have electronic time keeping shall have their work time recorded by a time clock.

Section 3 *Severance Pay*

Full-time employees who have been employed by the White Plains Public Schools for at least three (3) years and whose employment by the *Employer* has been terminated as a result of elimination or abolition of position shall receive one month's salary at the rate then currently paid to him/her. Upon such payment, the employee will execute an agreement on a form provided by the *Employer* guaranteeing the repayment thereof should the employee, in accordance with the preferred eligible list requirements, resume employment in the District in a position similar to the one which said employee filled at the time of such elimination or abolition.

Section 4 *Damage to Personal Property*

The *Employer* agrees to provide reimbursement up to a maximum of \$2,000 per school year for the entire bargaining unit, for damages to personal property and clothing on employees occurring while employees are on duty and on school property. Such reimbursement for damages shall be provided only when damages are not caused by contributory negligence.

Section 5 *Uniforms*

Effective with the 2000-2001 school year, the District will pay a uniform allowance of \$5,000 per year. Actual uniforms to be purchased will be determined by a joint labor/management committee. Effective with the 2000-2001 school year, building and maintenance department employees shall be provided with five (5) White Plains School District uniform shirts annually. Such uniform shirts are to be worn at all times when a building and maintenance department employee is on duty.

Section 6 *Bilingual Duties*

The District will provide \$7.00 per hour premium for staff assigned to bilingual duties not part of their job description, i.e., employees specifically hired in Spanish speaking titles.

ARTICLE XI

EVALUATION PROCEDURE

Section 1 No written evaluation shall be submitted to central administration, or otherwise acted upon, without a prior meeting with the employee.

Section 2 If an employee so requests, following the above-mentioned meeting, he/she shall have the right to confer with his/her evaluator. Either party has the right to request a *Union* representative to be involved in such conference.

Section 3 No material except for pre-employment papers will be placed in an employee's personnel file unless he/she has had an opportunity to review the material prior to filing. The employee will have the right to submit a written rebuttal to such material within twenty (20) workdays of review and his/her rebuttal shall be attached to the file copy.

ARTICLE XII

DISCIPLINARY PROCEDURE

Section 1 *Intent*

It is the purpose of this Article to provide a prompt, equitable and efficient procedure for the imposition of discipline. Progressive discipline, including disciplinary counseling, is encouraged but not always possible.

Section 2 *Waiver of Rights under Sections 75 and 76 of the Civil Service Law and Sections 3031 and 3020A of the Education Law*

The following disciplinary procedure for incompetency and/or misconduct shall apply to employees as provided herein in lieu of the procedures specified in (a) Civil Service Law Sections 75 and 76 and (b) Education Law Sections 3031 and 3020A. The *Employer* and the *Union* fully understand and agree that the provisions of the Civil Service Law and Education Law herein stated shall not apply to disciplinary action instituted against Unit members and they fully understand and agree that those members of the *Union* who would be entitled to the rights set forth in the Civil Service Law and Education law have expressly waived their rights and that all further disciplinary actions shall be conducted under the procedures contained in this Article.

Section 3 *Eligibility*

This Article shall apply to all persons currently subject to Sections 75 and 76 of the Civil Service Law and Sections 3031 and 3020A of the Education Law, and in addition shall apply to any permanent non-competitive and labor class employees who have completed at least six (6) months of continuous service. The disciplinary procedure provided herein is not applicable to probationary or provisional employees.

Section 4 *Employee Rights*

- a. An employee shall be entitled to representation by the *Union* at each stage of the disciplinary procedure. *Union* representation may include a maximum of two (2) *Union* members and a *Union* staff representative.

- b. No employee shall be requested to submit to any formal (use "Weingarten" criteria) questioning which may lead to disciplinary charges or to sign any statement regarding his/her incompetency and/or misconduct until there has been consultation between the *Employer*, the employee and the *Union*. In the event an employee does sign a statement, a copy shall be supplied to all parties. In the event that the *Employer* violates this provision, then all evidence gathered as a result of such violation shall be excluded from any disciplinary proceedings.
- c. An employee shall not be disciplined for acts which occurred more than three (3) years prior to the date of the notice of discipline, except where the act(s) would constitute a crime. In any event this provision will not limit the *Employer* and the hearing officer from considering the entire employment record with respect to the appropriateness of the penalty to be imposed.

Section 5 *Procedure*

Disciplinary counseling will be utilized as an initial disciplinary stage in all proceedings, except as noted below:

- a. An employee may be suspended without pay if the *Employer* determines that there is probable cause to believe that the employee's continued presence on the job represents a potential danger to person(s) or property or would severely interfere with operations. Such determination shall be reviewable by the hearing officer, on a case-by-case basis, to determine whether the *Employer* had probable cause. In such cases, a notice of discipline shall be served not later than four (4) calendar days following any suspension without pay.
- b. Misconduct and/or incompetency will form the basis for the imposition of discipline pursuant to this Article.
- c. In the event that an employee continues to be insubordinate or incompetent following the disciplinary counseling stage, the employee will be served either personally or by certified mail (at his/her last known address) with a written notice of discipline describing the alleged acts forming the basis for the disciplinary action. In addition, the notice shall contain a proposed penalty which may be amended at any time thereafter. A copy of the notice of discipline will be presented either personally or by certified mail (at his/her last known address) to the president of the *Union*.

- d. The *Employer* may impose any of the following disciplinary penalties:

A reprimand, a fine not to exceed \$100 to be deducted from salary or wages, or a suspension without pay up to five (5) working days. The imposition of such disciplinary penalties will not subject the *Employer* to review or to the Grievance Procedure (Article XIV).

- e. In the event that the *Employer* seeks to impose a penalty of suspension without pay for more than five (5) days or dismissal, the employee has the right to a hearing before an impartial hearing officer.

1. In such cases, the Employer shall provide the employee with a notice of discipline which shall include the following:

- i. The right to a hearing before an impartial hearing officer.
- ii. The right to be represented at said hearing by a representative or attorney of his/her choice.
- iii. The employee must request such a hearing by submitting a written request to the Human Resources office within ten (10) calendar days after receipt of the notice of discipline if he/she disagrees with the proposed penalty set therein.

2. Within ten (10) calendar days of receipt of the notice of discipline, the employee must file a written request for a hearing with the Human Resources office. Failure to file such request within ten (10) calendar days of receipt of the notice of discipline will constitute acceptance of the proposed penalty by the employee and will settle the matter in its entirety.

- f. The *Employer* will provide copies of all notices of disciplinary charges to the president of the *Union*.

Section 6

Hearing

- a. A panel of three (3) hearing officers will be mutually selected by the *Employer* and the *Union*. Hearing officers shall serve on a rotating basis. The cost for hearing officers' services shall be fully borne by the *Employer*.
- b. The *Employer* shall notify the hearing officer who is next in rotation of the need for a hearing within ten (10) calendar days after receipt of the employee's written request for a hearing.

c. The hearing officer shall schedule a hearing within thirty (30) calendar days of receipt of the *Employer's* notification of need for a hearing.

d. Hearing Procedure

1. The burden of proof in such a disciplinary hearing shall fall upon the *Employer*.

2. The technical rules of evidence shall not be required in such a hearing.

3. The employee or his/her chosen representative shall have the right in such a hearing to call witnesses and to cross-examine witnesses called by the *Employer*. The *Employer* shall have the right to cross-examine witnesses called by the employee.

e. Either party wishing a transcript at a disciplinary hearing may provide for one at its own expense and in such case shall provide a copy to the hearing officer and to the other party without cost. The use of a transcript is to be discouraged and the request for such a transcript shall not extend the date that a final determination is to be made.

f. Hearing Officer's Authority

1. The decision of the hearing officer shall be rendered within thirty (30) calendar days of the close of the hearing.

2. The hearing officer shall not have jurisdiction or authority to add to, modify, detract from or alter in any way the provisions of this *Agreement* or any amendments or supplements thereto, or to add any new provisions to this *Agreement* or any amendment or supplement thereto. Rather, the hearing officer is limited to determining guilt or innocence and the appropriateness of the proposed penalty. Should the hearing officer determine that the proposed penalty is inappropriate, he/she may impose an alternative penalty.

3. The determination of a hearing officer shall be final and is not subject to the grievance procedure set forth herein (Article XVI). The determination of the hearing officer is to be considered an arbitrator's award and is reviewable in court under Article 75 of the Civil Practice Law and Rules.

Section 7 *Suspension without Pay*

- a. Pending the hearing and final determination in a disciplinary matter, the employee against whom the *Employer* seeks to impose discipline may be suspended without pay if the *Employer* determines that there is probable cause to believe that the employee's presence on the job represents a potential danger to person(s) or property or would severely interfere with operations.

Such determination shall be reviewable by the hearing officer to determine whether the *Employer* had probable cause.

- b. If in such case an employee has been suspended pending the outcome of a hearing and the hearing officer finds that such suspension was unwarranted or that the penalty is too severe, the employee shall be reinstated and compensated for all lost time less any suspension imposed by the hearing officer and less the amount of compensation which he/she may have received from other employment or in the form of any type of state or federal benefits during the period of suspension.

ARTICLE XIII

PROMOTIONS - TRANSFERS - LAYOFFS – RECLASSIFICATIONS

Section 1 *Promotional Opportunities*

Notices of all promotional examinations, job vacancies and/or opportunities are to be posted conspicuously in all offices and departments occupied by eligible employees. Appropriate bulletin board space shall be made available in each school. Qualified 10, 11 and 12-month employees may submit to the Human Resources office written requests for receipt of job vacancies in specified civil service classifications within the bargaining unit, which occur during the summer months. Upon receipt of written request and stamped, self-addressed envelope, by June 15th, the district will mail to such employee a copy of the job vacancy notice.

Section 2 Notice of all promotional opportunities and job vacancies shall be posted and eligible employees may apply for same and will be considered. Where qualifications and ability are similar for a particular position, preference will be accorded the senior employee, although this will not be the sole criterion in making such appointments.

Section 3 When an opening occurs in a location which is more desirable or convenient for an existing employee, even though this position is not a promotion, he/she shall be provided the opportunity to apply for such position and be considered along with new applicants.

Section 4 *Seniority for Layoff and Recall*

- a. Layoff and recall, where necessary, of competitive class Civil Service personnel shall be accomplished in conformity with seniority-by-title requirements of the Civil Service Regulations, or as herein specified.
- b. For purpose of layoff and recall of non-competitive and/or labor class employees, such layoff and recall shall be accomplished in a manner similar to that specified for competitive class under the Civil Service Regulations, as is herein specified.
- c. A permanently appointed competitive class Civil Service employee who is laid off may exercise the right to bump once to a lower, previously held title if his/her district seniority permits.
- d. The *Employer* will attempt to absorb laid off employees into available vacant positions, where they are qualified to fill those positions.

- e. Seniority categories for Teacher Aides and Teaching Assistants shall be established as follows:

General Aide

Security Aide

Teaching Assistant

1. Seniority is defined as total amount of time while regularly employed with the district, and will be a determining factor in preferential assignments for employees who have worked a minimum of six months in one or more of the above categories.
2. There are no bumping or preferential assignment rights outside of seniority categories in which employees have actually worked.
3. Seniority accumulation is not differentiated for staff assigned more or less hours in a particular seniority area.

Section 5 *Continuity of Employment*

Each member of the *Union* will be expected to return to work in the district after each vacation period unless such member has received a letter or statement in writing informing him/her that his/her services have been terminated.

Section 6 The *Employer* will notify all CSEA personnel of abolition of position by June 1st, or in any event will provide a minimum of 60 days advance notice.

Section 7 *Reclassification*

Reclassification is the function of the Personnel Officer of the City of White Plains. Either the District or any member of the bargaining unit may request the reclassification of his/her position. The District hereby agrees to notify in writing the President of the CSEA upon notification by the Personnel Officer of the City of White Plains of any reclassification of a position within the bargaining unit.

ARTICLE XIV

ABANDONMENT OF POSITION

When an employee is absent without leave and without notification in writing to the employer for a period of ten (10) consecutive work days, such absence shall be considered to constitute a resignation to become effective on the date the absence began.

Should an employee fail to return to work within ten (10) consecutive work days following the expiration or extension of a leave of absence, such absence shall constitute a resignation, (which for the purposes of determining eligibility for reinstatement shall be deemed to be effective the date which marked the beginning of such leave of absence) unless such employee shall have submitted within a ten (10) day period notification in writing or such employee can prove that he or she was subject to a disability that made it impossible to respond within this period.

Nothing herein shall be deemed to excuse the unauthorized absence of an employee, or failure to return to work upon the expiration of an authorized leave of absence, nor to waive any rights the District may have to take appropriate disciplinary action.

ARTICLE XV

RULES AND REGULATIONS

Section 1 All existing rules, regulations, practices and benefits of the *Employer* will be continued in full force and effect except as modified in this *Agreement* or subsequent modifications made to existing rules and regulations in accordance with Section 2 of this Article.

Section 2 Whenever possible, changes in personnel rules, working conditions or regulations will be discussed with the Union or its representatives before implementation. This section shall not apply to anything specifically agreed to in this *Agreement*.

Section 3 *Drug and Alcohol Testing*
The parties agree to institute random drug and alcohol testing for all unit members.

ARTICLE XVI

GRIEVANCE PROCEDURE

Section 1 The purpose of the grievance procedure is to secure at the lowest possible administrative-level, equitable solutions to problems which may arise from time to time related to interpretation or application of this *Agreement*. A grievance shall be defined as a claimed violation, misinterpretation or misapplication of an express provision of this *Agreement*. An aggrieved person is the employee making the claim. Board of Education policies, appended hereto, may not be grieved.

Section 2 A grievance shall be deemed to have been waived unless presented within fifteen (15) work days after the event on which the grievance is based or is known, or should reasonably have been known, by the aggrieved person. Failure to appeal the grievance to the next higher step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

Section 3 *Stages*

- a. *Informal Conference* - An employee believing himself/herself to be aggrieved shall arrange for a conference with his/her immediate supervisor with a view to settling the grievance informally.
- b. *Immediate Supervisor* - If the grievance is not resolved informally within ten (10) work days, the aggrieved person shall reduce his/her complaint to writing and submit it to his/her immediate supervisor or principal. The statement shall include the facts related to the event or condition giving rise to grievance, the pertinent provisions of the *Agreement* and the redress sought. Within ten (10) workdays after the presentation of the written grievance, the immediate supervisor or principal shall meet with the aggrieved person in an effort to resolve the grievance. His/her decision shall be rendered within five (5) workdays after such meeting.

If a decision is not rendered by the immediate supervisor or principal within the prescribed time limits, the grievance progresses automatically to the next succeeding stage.

- c. *Superintendent of Schools* - If the aggrieved person is dissatisfied with the disposition of his/her grievance at the immediate supervisor stage, he/she may file the grievance in writing with the Superintendent of Schools, or his/her designee, within five (5) workdays after the decision in sub-section B or within fifteen (15) days after the written grievance was first presented, whichever is sooner.

Within five (5) workdays after receipt of the written grievance by the Superintendent, he/she or his/her designee shall meet with the aggrieved person in an effort to resolve it.

The Superintendent or his/her designee shall render a decision on the grievance within ten (10) workdays after he/she first meets with the aggrieved person.

- d. *Board of Education* - If the aggrieved person is dissatisfied with the disposition of his/her grievance at the Superintendent stage, or if no decision has been rendered, he/she may file the grievance in writing with the President of the Union, or his/her designee, with a copy to the Superintendent of Schools, within five (5) workdays after the decision by the Superintendent or fifteen (15) workdays after he/she has first met with the Superintendent, whichever is sooner.

Within five (5) days after receiving the written grievance, the *Union* may refer it to the Board of Education with a copy to the Superintendent, if it determines that the grievance is meritorious. Within fifteen (15) workdays after receiving the written grievance, the Board of Education will meet with the aggrieved person for the purpose of resolving it. The Board of Education shall render its decision on the grievance within fifteen (15) workdays after its first meeting with the aggrieved person.

- e. *Advisory Arbitration*

1. If the aggrieved person is not satisfied with the disposition of his/her grievance at Stage D, or if no decision has been rendered within fifteen (15) workdays after he/she has first met with the Board, he/she may, within five (5) workdays after a decision by the Board or fifteen (15) workdays after he/she has met with the Board, whichever is sooner, file the grievance in writing with the President of the Union or his/her designee, with a copy to the Superintendent of Schools, requesting the *Union* to submit his/her grievance to arbitration. If the *Union* determines that the grievance is meritorious, it may submit the grievance to arbitration within fifteen (15) workdays after receipt of a request by the aggrieved person by notifying the Board and the Superintendent to that effect.
2. Within ten (10) workdays after such written notice of submission to arbitration, the Board and the *Union* may agree on a mutually

acceptable arbitrator. If they are unable to agree on an arbitrator within such time, then either party may request the American Arbitration Association to designate a panel of arbitrators experienced in public employment relations with a reference to schools from which, in accordance with the rules then obtained of the American Arbitration Association, an arbitrator will be selected or designated.

3. The arbitrator so selected will hold closed hearings promptly in the City of White Plains and will issue a written award not later than thirty (30) days from the date of the close of the hearings, or if oral hearings have been waived, then from the date the final statements and proofs are submitted. The arbitrator will be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this *Agreement*; nor shall he/she have power to add to, subtract from, change or modify any provision of this *Agreement*. He/she shall be authorized only to interpret the existing provisions of this *Agreement* and to apply them to the specific facts of the grievance. The decision of the arbitrator will be advisory to the parties.
4. The costs for the services of the arbitrator will be borne equally by the *Employer* and the *Union*, except in such cases where the employee chooses private counsel. In such cases, the costs for the services of the arbitrator will be borne by the employee only.

Section 4 *Representation and Other*

- a. An aggrieved person shall be present and may be represented at all stages of the grievance procedure by a person of his/her own choosing. If the aggrieved person chooses a representative other than the *Union* or *Union* representative(s), the *Union* shall have the right to be present at all meetings and receive a copy of all decisions.
- b. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each stage should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual consent.
- c. The filing or pendency of any grievance under the provisions of this article shall in no way operate to impede, delay or interfere with the right of the

Board to take the action complained of, subject to the final decision on the grievance.

Section 5 Nothing herein contained shall be construed as depriving an employee of his/her rights under Section 683 of the General Municipal Law.

ARTICLE XVII

EMPLOYER-UNION RELATIONSHIP

Section 1 The *Union* shall be the sole judge of its own rules and regulations with respect to *Union* and organizational administration.

Section 2 The President of the Westchester Local of the CSEA, or his/her designee, or the designated Labor Relations Specialist shall have the right to visit the facilities of the *Employer* for conducting official business of the *Union*.

Section 3 Employees designated or elected for the purpose of adjusting grievances shall have a reasonable amount of free time from their regular duties when a hearing or meeting on any level of the grievance procedure is held during working hours. The representative designated by the aggrieved person shall not be required to make up the time lost during such conference, nor shall he/she lose any salary for the aforementioned time.

Section 4 Designated representatives of the Union shall be allowed a maximum of the equivalent of twenty (20) working days with pay during any given school year to attend CSEA workshops and seminars. Designated representatives requesting excused time shall adhere to established district practices regarding requests for approval of conference attendance.

Section 5 There shall be no discrimination, interference, restraint or coercion by the *Employer* or any of its officers or agents against any employee because of any lawful activity on behalf of the *Union* or because of membership in the *Union*; and the *Union*, its officers and its agents shall not coerce employees into membership in the *Union* in an unlawful manner.

ARTICLE XVIII

DUTIES AND OBLIGATIONS

- Section 1** Adhering to the principle that duties and obligations come with rights and privileges the *Union* agrees to do its utmost to see that its members perform their respective duties in the School District loyally, efficiently and continuously, under the terms of this *Agreement*. The *Union* and its members will endeavor to protect the interests of the School District and the community, to conserve its property, to protect the pupils and to give service of the highest quality.
- Section 2** The *Employer* agrees to furnish each new employee and all present employees a copy of this *Agreement*.

ARTICLE XIX

SEPARABILITY

If any legislation or Court decision renders any portion of this *Agreement* invalid or unenforceable, the invalid or unenforceable provisions shall be severed from the *Agreement*, and remaining provisions shall continue in full force.

ARTICLE XX

LIAISON COMMITTEE

A Liaison Committee will be established to promote communication between all bargaining unit employees and the administration. The Committee, comprised of representatives of the various groups of bargaining unit employees, will meet on a quarterly basis with the Superintendent of Schools or his/her designee to review and discuss current District practices and the administration of this *Agreement*.

ARTICLE XXI

PRESIDENT'S TIME OFF

The President of the CSEA will be given twelve and one-half (12.5) hours per week for *Union* business.

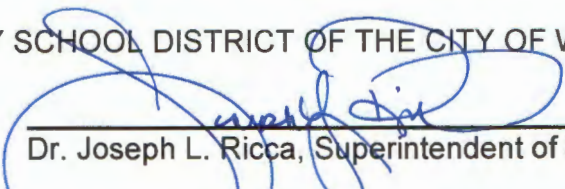
ARTICLE XXII

TERM OF AGREEMENT

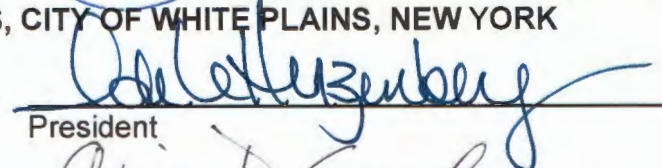
This *Agreement* will remain in force for a period of three years from July 1, 2018, through June 30, 2021.

IN WITNESS WHEREOF, the parties hereto have caused this *AGREEMENT* to be duly executed by their duly authorized officers.

CITY SCHOOL DISTRICT OF THE CITY OF WHITE PLAINS, NEW YORK

BY:  _____ May 1, 2019
Dr. Joseph L. Ricca, Superintendent of Schools Date

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. LOCAL 1000, AFSCME/AFL-CIO, LOCAL 860, WESTCHESTER COUNTY, BY THE WHITE PLAINS SCHOOL UNIT 9236, CITY OF WHITE PLAINS, NEW YORK

BY:  _____ May 1, 2019
President Date

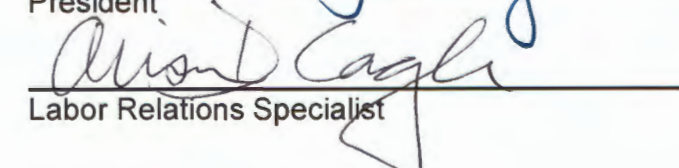
BY:  _____ May 1, 2019
Labor Relations Specialist Date

Exhibit A - CIVIL SERVICE SALARY LEVELS

LEVEL I

None

LEVEL II

Clerk Typist(part-time)
Clerk
Office Assistant I
Office Assistant I- Spanish Speaking

LEVEL III

Receptionist
Switchboard Operator

LEVEL IV

Custodial Worker
Security Assistant

LEVEL V

Account-Clerk
Supervising Teacher Aide

LEVEL VI

Computer Instructional Assistant
Grounds Worker
Office Assistant II
Office Assistant II-Spanish Speaking
Swimming Pool Attendant
Family Information Center Assistant
Information Assistant /Translator
Senior Clerk

LEVEL VII

Duplication Specialist
Requisition Control Clerk
Physical Education Assistant

LEVEL VIII

None

LEVEL IX

Transportation Clerk
Information Processing Specialist
Food Service Assistant
Youth Service Aide

LEVEL X

Employee Benefits Clerk
Bookroom Clerk

LEVEL XI

Custodian
Secretary
Director of Security

LEVEL XII

Student Activities Specialist
Principal Clerk
Athletic Trainer

LEVEL XIII

Senior Account Clerk
Senior School Office Manager
Secretary to the Director of Special Education
School Office Manager

LEVEL XIV

Skilled Laborer

LEVEL XV

Secretary - Highlands M.S. Principal
Payroll Clerk (Ed House)

LEVEL XVI

None

LEVEL XVII

Senior Custodian
Lead Grounds Worker
Maintenance Mechanic
Senior Information Processing Specialist
Senior Payroll Clerk

LEVEL XVIII

HVAC/Electrical/Plumber Maintenance
Mechanic

LEVEL XIX

Head Custodian - MS

LEVEL XX

Administrative Assistant
Coordinator Hispanic Outreach Program
Coordinator Parent Information Center
Media Technician
School Technology Specialist
Head Custodian-HS

LEVEL XXI

Television Production Specialist
School Technology Coordinator
Accountant

LEVEL XXIA

Registered Professional Nurse

Exhibit B – Board of Education Policies (Extract)

CONDITIONS OF EMPLOYMENT

1. Credit for at least one year of related school experience in White Plains or elsewhere Step 2 of the Salary Schedule.
2. Credit for two years or more of related school experience in White Plains or elsewhere Step 3 of the Salary Schedule.
3. Credit for three years or more of related school experience in White Plains or elsewhere Step 4 of the Salary Schedule (effective July 1, 1994), and subject to formal Board action.
4. Experience credit for other than school work to be approved individually by special action of the Board upon recommendation.

TRANSFERS

Staff members may be transferred or their assignments may be changed by the Assistant Superintendent whenever he/she considers such action necessary or desirable.

- a. An Operations and Maintenance employee who wishes to request a transfer from one school to another should direct his/her letter of request to the Human Resources Office via his current principal and the Director of School Facilities and Operations.
- b. All other Civil Service employees who wish to request a transfer from one school to another should direct their letters to the Human Resources Office via their principal, department head or supervisor.

RETIREMENT SYSTEM

It is mandatory that all regularly appointed, full-time personnel join the New York State Employees' Retirement System. Laborers, food and nutrition program employees and hourly employees may join the New York State Employees' Retirement System. Social Security coverage is mandatory for all employees.

ATTENDANCE AT WORKSHOPS AND MEETINGS

When a staff member is assigned by the Superintendent of Schools to attend a workshop for the specific purpose of gaining certain specialized knowledge necessary for the performance of his/her duties, the expenses to a maximum of one week may be paid when funds are available.

JURY DUTY

An employee called to jury duty will receive full pay for time served; however, the jury fee must be refunded to the School District. Any travel expense check may be retained by the employee. Employees dismissed from jury service for the day in time to report to work are encouraged to do so, and may retain all or a proportionate part of their jury fee as well as their salary.

COURT CASES

Whenever an employee is required to appear in court as a witness for a case connected with the schools, there shall be no deduction in salary; but in cases not connected with the schools, there shall be a deduction unless an application for absence due to urgent personal business has had prior approval.

ABSENCE DUE TO ACCIDENT IN LINE OF DUTY

Any Civil Service employee appointed by the Board of Education may receive his/her scheduled salary when an accident is covered by Worker's Compensation Insurance. Any compensation payments will be endorsed and turned over to the Board of Education while the employee is being paid salary. No deduction will be made from sick leave credit during such absence. If the accident causes absence beyond thirty (30) working days, the employee may request from the Superintendent of Schools an extension of the period of absence during which the employee may be paid without loss of sick leave credit. If the Superintendent approves, he will make his recommendation to the Board of Education, whose authorization must be secured for payment of salary without deduction from sick leave for absence beyond thirty days for any one such accident.

ABSENCE AFTER EXHAUSTING SICK LEAVE

An employee who is absent from duty for more than two months after his/her sick leave allowance has been exhausted will be considered as absent without leave unless he/she applies for and is granted a leave of absence by the Board of Education.

EXHIBIT C - Teacher Aides - Teaching Assistants - Community Aides Salary Schedule

2018-19			
Step 1-6 101.50%			
W/O Step 102.00%			
Post-2009			
Step	AIDE	ASSIST	COM AIDE
1	23,683.97	29,608.00	29,608.00
2	24,424.47	31,841.65	31,841.65
3	25,116.42	34,184.55	34,184.55
4	25,978.32	36,454.62	36,454.62
5	26,888.77	38,761.10	38,761.10
6	27,629.27	41,079.73	41,079.73
W/O Step	27,765.38	41,282.09	41,282.09
Pre-2009			
Step	AIDE	ASSIST	COM AIDE
1	24,070.12	30,090.74	30,090.74
2	24,822.70	32,360.80	32,360.80
3	25,525.93	34,741.91	34,741.91
4	26,401.88	37,048.99	37,048.99
5	27,327.17	39,393.08	39,393.08
6	28,079.75	41,749.51	41,749.51
W/O Step	28,218.08	41,955.17	41,955.17
2019-20			
Step 1-6 101.50%			
W/O Step 102.00%			
Post 2009			
Step	AIDE	ASSIST	COM AIDE
1	24,039.23	30,052.12	30,052.12
2	24,790.84	32,319.27	32,319.27
3	25,493.16	34,697.32	34,697.32
4	26,367.99	37,001.44	37,001.44
5	27,292.10	39,342.52	39,342.52
6	28,043.71	41,695.93	41,695.93
W/O Step	28,320.69	42,107.73	42,107.73
Pre 2009			
Step	AIDE	ASSIST	COM AIDE
1	24,431.17	30,542.10	30,542.10
2	25,195.04	32,846.22	32,846.22
3	25,908.81	35,263.04	35,263.04
4	26,797.90	37,604.72	37,604.72
5	27,737.08	39,983.97	39,983.97
6	28,500.95	42,375.75	42,375.75
W/O Step	28,782.44	42,794.27	42,794.27
2020-21			
Step 1-6 101.50%			
W/O Step 102.00%			
Post 2009			
Step	AIDE	ASSIST	COM AIDE
1	24,399.82	30,502.90	30,502.90
2	25,162.70	32,804.06	32,804.06
3	25,875.56	35,217.78	35,217.78
4	26,763.51	37,556.46	37,556.46
5	27,701.48	39,932.66	39,932.66
6	28,464.37	42,321.36	42,321.36
W/O Step	28,887.10	42,949.89	42,949.89
Pre 2009			
Step	AIDE	ASSIST	COM AIDE
1	24,797.64	31,000.23	31,000.23
2	25,572.96	33,338.91	33,338.91
3	26,297.45	35,791.98	35,791.98
4	27,199.87	38,168.79	38,168.79
5	28,153.14	40,583.73	40,583.73
6	28,928.46	43,011.39	43,011.39
W/O Step	29,358.09	43,650.16	43,650.16

Food Service Salary Schedule

2018-19						
Step 1-6/8	101.50%					
W/O Step	102.00%					
Step	FSH-BEF	COOK+.50	FSH-AFT/ Monitors	COOK	COOKMGR	SRCKMGR
1	14.69	-	14.69	18.27	21.16	24.50
2	15.60	-	15.60	18.80	21.65	25.71
3	16.55	-	16.55	19.32	22.19	26.75
4	17.41	-	17.41	19.77	22.69	27.69
5	18.28	-	18.28	20.29	23.19	29.00
6	19.22	-	19.22	20.79	23.61	29.88
7	20.04	-	-	-	-	-
8	20.94	21.30	-	-	-	-

2019-20						
Step 1-6/8	101.50%					
W/O Step	102.00%					
Step	FSH-BEF	COOK+.50	FSH-AFT/ Monitors	COOK	COOKMGR	SRCKMGR
1	14.91	-	14.91	18.54	21.48	24.87
2	15.83	-	15.83	19.08	21.97	26.10
3	16.80	-	16.80	19.61	22.52	27.15
4	17.67	-	17.67	20.07	23.03	28.10
5	18.55	-	18.55	20.59	23.54	29.43
6	19.51	-	19.51	21.10	23.96	30.33
7	20.34	-	-	-	-	-
8	21.25	21.30	-	-	-	-
W/O Step	21.46	22.16	19.71	21.31	24.20	30.63

2020-21						
Step 1-6/8	101.50%					
W/O Step	102.00%					
Step	FSH-BEF	COOK+.50	FSH-AFT/ Monitors	COOK	COOKMGR	SRCKMGR
1	15.13	-	15.13	18.82	21.80	25.24
2	16.07	-	16.07	19.37	22.30	26.49
3	17.06	-	17.06	19.90	22.86	27.55
4	17.93	-	17.93	20.37	23.37	28.53
5	18.83	-	18.83	20.90	23.89	29.88
6	19.81	-	19.81	21.42	24.32	30.78
7	20.64	-	-	-	-	-
8	21.57	21.30	-	-	-	-
W/O Step	21.89	22.60	20.10	21.73	24.68	31.24

Pre-2011 Ten Month Salary Schedule

2018-19											
Step 1-8 101.50%											
W/O Step 102.00%											
Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
1	32,307.45	33,864.46	34,080.66	35,191.07	37,179.45	37,399.71	37,846.31	38,067.58	38,730.37	41,605.87	41,833.23
2	34,253.21	35,888.37	36,117.76	37,306.33	39,407.38	39,643.87	40,105.70	40,346.25	41,058.78	44,100.74	44,334.19
3	36,186.78	37,920.40	38,170.09	39,407.38	41,640.38	41,890.07	42,389.45	42,634.06	43,370.95	46,592.56	46,846.31
4	37,984.35	39,953.45	40,219.38	41,521.62	43,873.38	44,141.34	44,657.97	44,910.71	45,692.26	49,095.55	49,358.44
5	40,067.13	41,981.42	42,256.48	43,631.81	46,106.38	46,373.32	46,924.47	47,199.53	48,022.70	51,589.41	51,871.58
6	42,003.75	44,018.52	44,306.78	45,747.07	48,336.33	48,611.40	49,203.14	49,480.24	50,346.03	54,082.25	54,369.49
7	43,938.34	46,049.54	46,162.20	47,858.27	50,561.21	50,868.76	51,463.55	51,767.03	52,669.37	56,579.15	56,887.71
8	45,884.09	48,083.60	48,401.29	49,972.51	52,793.20	53,116.98	53,729.03	54,061.95	54,995.75	59,081.12	59,392.73
W/O Step	46,110.12	48,320.46	48,639.72	50,218.68	53,053.26	53,378.64	53,993.70	54,328.26	55,266.66	59,372.16	59,685.30
Step	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXIA
1	42,048.41	42,275.77	42,713.23	45,146.19	45,593.80	47,589.29	50,902.25	51,348.85	53,559.52	58,485.32	58,643.66
2	44,576.77	44,812.25	45,272.05	47,858.27	48,326.18	50,430.28	53,953.34	54,427.35	56,770.98	61,991.13	62,152.51
3	47,091.94	47,345.69	47,832.89	50,561.21	51,056.53	53,294.61	57,007.48	57,502.80	59,984.47	65,512.16	65,690.80
4	49,611.17	49,871.01	50,400.84	53,269.23	53,795.00	56,149.80	60,064.66	60,582.31	63,197.96	69,009.85	69,194.58
5	52,139.54	52,417.65	52,961.69	55,977.25	56,527.38	59,005.00	63,116.76	63,661.82	66,405.36	72,520.74	72,715.62
6	54,663.84	54,948.04	55,522.53	58,692.38	59,272.96	61,855.11	66,173.94	66,749.45	69,588.40	76,028.58	76,234.62
7	57,183.07	57,483.51	58,345.25	61,409.53	62,007.36	64,705.24	69,225.03	69,832.00	72,836.40	79,798.29	80,008.39
8	59,705.35	60,016.95	60,658.43	64,115.52	64,737.72	67,571.60	72,278.15	72,905.42	76,051.92	83,047.30	83,268.57
W/O Step	59,999.46	60,312.60	60,957.24	64,431.36	65,056.62	67,904.46	72,634.20	73,264.56	76,426.56	83,456.40	83,678.76

2019-2020											
Step 1-8 101.50%											
W/O Step 102.00%											
Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
1	32,792.06	34,372.43	34,591.86	35,718.93	37,737.14	37,960.70	38,414.00	38,638.59	39,311.33	42,229.95	42,460.72
2	34,767.00	36,426.70	36,659.53	37,865.92	39,998.49	40,238.53	40,707.28	40,951.44	41,674.66	44,762.25	44,999.20
3	36,729.58	38,489.21	38,742.64	39,998.49	42,264.98	42,518.42	43,025.29	43,273.57	44,021.51	47,291.45	47,549.00
4	38,554.11	40,552.75	40,822.67	42,144.44	44,531.48	44,803.46	45,327.84	45,584.37	46,377.64	49,831.98	50,098.81
5	40,668.13	42,611.14	42,890.33	44,286.28	46,797.97	47,068.92	47,628.33	47,907.52	48,743.04	52,363.25	52,649.65
6	42,633.80	44,678.80	44,971.38	46,433.27	49,061.37	49,340.57	49,941.19	50,222.44	51,101.22	54,893.48	55,185.03
7	44,597.41	46,740.28	46,854.63	48,576.14	51,319.63	51,631.79	52,235.50	52,543.54	53,459.41	57,427.83	57,741.02
8	46,572.35	48,804.85	49,127.31	50,722.10	53,585.09	53,913.73	54,534.96	54,872.87	55,820.68	59,967.34	60,283.62
W/O Step	47,032.32	49,286.87	49,612.51	51,223.05	54,114.33	54,446.21	55,073.57	55,414.83	56,371.99	60,559.60	60,879.01
Step	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXIA
1	42,679.13	42,909.90	43,353.93	45,823.38	46,277.71	48,303.13	51,665.78	52,119.08	54,362.91	59,362.59	59,523.31
2	45,245.42	45,484.43	45,951.13	48,576.14	49,051.07	51,186.73	54,762.64	55,243.76	57,622.54	62,920.99	63,084.80
3	47,798.32	48,055.88	48,550.38	51,319.63	51,822.38	54,094.02	57,862.59	58,365.34	60,884.24	66,494.84	66,676.16
4	50,355.34	50,619.08	51,156.85	54,068.27	54,601.93	56,992.05	60,965.62	61,491.04	64,145.93	70,045.00	70,232.50
5	52,921.63	53,203.91	53,756.11	56,816.91	57,375.29	59,890.07	64,063.51	64,616.74	67,401.44	73,608.55	73,806.35
6	55,483.80	55,772.26	56,355.37	59,572.76	60,162.05	62,782.94	67,166.55	67,750.69	70,632.23	77,169.00	77,378.14
7	58,040.82	58,345.76	59,220.42	62,330.67	62,937.48	65,675.81	70,263.41	70,879.48	73,928.95	80,995.26	81,208.52
8	60,600.93	60,917.20	61,568.31	65,077.25	65,708.78	68,585.17	73,362.32	73,999.00	77,192.70	84,293.01	84,517.60
W/O Step	61,199.45	61,518.85	62,176.38	65,719.99	66,357.75	69,262.55	74,086.88	74,729.85	77,955.09	85,125.53	85,352.34

2020-21											
Step 1-8 101.50%											
W/O Step 102.00%											
Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
1	33,283.94	34,888.01	35,110.74	36,254.71	38,303.20	38,530.11	38,990.21	39,218.17	39,901.00	42,863.40	43,097.63
2	35,288.51	36,973.10	37,209.42	38,433.91	40,598.46	40,842.11	41,317.89	41,565.72	42,299.78	45,433.68	45,674.19
3	37,280.53	39,066.54	39,323.78	40,598.46	42,898.96	43,156.19	43,670.67	43,922.67	44,681.84	48,000.82	48,262.24
4	39,132.42	41,161.04	41,435.01	42,776.61	45,199.45	45,475.51	46,007.76	46,268.13	47,073.30	50,579.46	50,850.29
5	41,278.15	43,250.30	43,533.68	44,950.58	47,499.94	47,774.95	48,342.76	48,626.14	49,474.18	53,148.69	53,439.39
6	43,273.31	45,348.98	45,645.95	47,129.77	49,797.30	50,080.67	50,690.30	50,975.78	51,867.74	55,716.88	56,012.81
7	45,266.37	47,441.38	47,557.45	49,304.78	52,089.42	52,406.26	53,019.03	53,331.69	54,261.30	58,289.25	58,607.14
8	47,270.94	49,536.92	49,864.22	51,482.93	54,388.87	54,722.44	55,352.98	55,695.97	56,657.99	60,866.85	61,187.87
W/O Step	47,972.97	50,272.61	50,604.76	52,247.51	55,196.61	55,535.14	56,175.05	56,523.12	57,499.43	61,770.80	62,096.59
Step	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXIA
1	43,319.32	43,553.55	44,004.24	46,510.73	46,971.87	49,027.68	52,440.77	52,900.87	55,178.36	60,253.03	60,416.16
2	45,924.10	46,166.70	46,640.39	49,304.78	49,786.84	51,954.53	55,584.08	56,072.41	58,486.88	63,864.81	64,031.07
3	48,515.29	48,776.71	49,278.64	52,089.42	52,599.71	54,905.43	58,730.53	59,240.82	61,797.50	67,492.27	67,676.30
4	51,110.67	51,378.36	51,924.21	54,879.29	55,420.95	57,846.93	61,880.11	62,413.41	65,108.12	71,095.67	71,285.99
5	53,715.45	54,001.97	54,562.45	57,669.16	58,235.92	60,788.42	65,024.46	65,585.99	68,412.46	74,712.67	74,913.44
6	56,316.05	56,608.84	57,200.70	60,466.35	61,064.48	63,724.69	68,174.05	68,766.95	71,691.71	78,326.54	78,538.81
7	58,911.43	59,220.95	60,108.73	63,265.63	63,881.54	66,660.95	71,317.36	71,942.67	75,037.88	82,210.19	82,426.64
8	61,509.94	61,830.96	62,491.83	66,053.41	66,694.41	69,613.95	74,462.76	75,108.99	78,350.59	85,557.40	85,785.36
W/O Step	62,423.44	62,749.23	63,419.91	67,034.39	67,684.91	70,647.80	75,568.62	76,224.45	79,514.19	86,828.04	87,059.38

Post-2011 Ten Month Salary Schedule

2018-19											
Step 1-6		101.50%									
Steps 7-10		101.50%									
Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
1	31,987.73	33,527.48	33,742.66	34,843.94	36,812.02	37,029.23	37,470.76	37,690.00	38,346.70	41,192.76	41,419.11
2	32,867.73	34,450.12	34,672.40	35,800.07	37,822.96	38,047.28	38,502.00	38,726.31	39,401.29	42,325.50	42,557.94
3	33,773.11	35,398.13	35,623.46	36,784.62	38,864.35	39,092.73	39,560.64	39,791.05	40,484.29	43,491.74	43,727.22
4	34,701.84	36,371.51	36,603.95	37,797.59	39,932.13	40,169.64	40,648.72	40,884.20	41,598.76	44,687.41	44,931.01
5	35,656.95	37,370.27	37,611.84	38,835.93	41,029.35	41,274.98	41,767.25	42,007.81	42,741.65	45,914.54	46,165.25
6	36,636.43	38,399.48	38,646.13	39,904.73	42,159.04	42,409.75	42,915.22	43,164.91	43,919.05	47,177.20	47,435.01
7	37,185.97	38,975.47	39,225.82	40,503.30	42,791.43	43,045.89	43,558.94	43,812.38	44,577.84	47,884.86	48,146.54
8	37,743.76	39,560.10	39,814.20	41,110.85	43,433.30	43,691.58	44,212.33	44,469.56	45,246.50	48,603.13	48,868.73
9	38,309.92	40,153.51	40,411.42	41,727.51	44,084.80	44,346.95	44,875.51	45,136.61	45,925.20	49,332.18	49,601.76
10	38,884.57	40,755.81	41,017.59	42,353.42	44,746.07	45,012.16	45,548.64	45,813.66	46,614.08	50,072.16	50,345.79
Step	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII
1	41,630.23	41,857.59	42,289.98	44,699.59	45,142.13	47,118.33	50,398.81	50,841.35	53,028.68	57,907.78	59,323.71
2	42,777.18	43,006.57	43,454.18	45,929.77	46,383.47	48,413.47	51,784.29	52,240.02	54,486.22	59,500.32	60,955.83
3	43,952.55	44,191.07	44,649.85	47,191.41	47,659.33	49,745.15	53,208.33	53,676.25	55,983.34	61,137.51	62,631.59
4	45,161.41	45,405.01	45,878.00	48,488.58	48,970.71	51,112.36	54,671.96	55,152.06	57,524.11	62,817.34	64,353.03
5	46,402.76	46,655.49	47,138.63	49,822.29	50,316.60	52,519.15	56,174.16	56,670.50	59,106.50	64,544.86	66,123.19
6	47,680.64	47,937.44	48,435.80	51,191.53	51,702.07	53,962.48	57,720.01	58,227.51	60,731.51	66,320.10	67,942.07
7	48,995.85	49,256.50	49,762.34	52,519.40	53,034.77	55,300.49	59,164.59	59,677.43	62,287.12	68,174.63	69,825.62
8	49,343.76	49,608.34	50,127.14	52,899.77	53,422.79	55,693.49	59,564.59	60,083.24	62,695.63	68,603.13	69,995.62
9	49,858.61	50,127.14	50,648.27	53,529.87	54,063.74	56,427.39	60,356.56	60,887.24	63,505.63	69,349.49	71,045.55
10	50,606.49	50,879.05	51,407.99	54,332.82	54,874.69	57,273.80	61,261.91	61,800.55	64,458.21	70,389.74	72,111.24

2019-20											
Step 1-6		101.50%									
Steps 7-10		101.50%									
Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
1	32,467.54	34,030.39	34,248.80	35,366.59	37,364.20	37,584.67	38,032.82	38,255.34	38,921.90	41,810.65	42,040.39
2	33,360.75	34,966.87	35,192.49	36,337.07	38,390.30	38,617.98	39,079.52	39,307.20	39,992.30	42,960.38	43,196.30
3	34,279.71	35,929.10	36,157.81	37,336.38	39,447.32	39,679.12	40,154.05	40,387.91	41,091.55	44,144.11	44,383.12
4	35,222.36	36,917.08	37,153.00	38,364.55	40,531.11	40,772.18	41,258.45	41,497.46	42,222.74	45,357.72	45,604.97
5	36,191.80	37,930.82	38,176.02	39,418.47	41,644.79	41,894.10	42,393.76	42,637.92	43,382.77	46,603.26	46,857.72
6	37,185.97	38,975.47	39,225.82	40,503.30	42,791.43	43,045.89	43,558.94	43,812.38	44,577.84	47,884.86	48,146.54
7	37,743.76	39,560.10	39,814.20	41,110.85	43,433.30	43,691.58	44,212.33	44,469.56	45,246.50	48,603.13	48,868.73
8	38,309.92	40,153.51	40,411.42	41,727.51	44,084.80	44,346.95	44,875.51	45,136.61	45,925.20	49,332.18	49,601.76
9	38,884.57	40,755.81	41,017.59	42,353.42	44,746.07	45,012.16	45,548.64	45,813.66	46,614.08	50,072.16	50,345.79
10	39,467.83	41,367.15	41,632.85	42,988.72	45,417.26	45,687.34	46,231.87	46,500.86	47,313.29	50,823.24	51,100.98
Step	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII
1	42,254.68	42,485.45	42,924.32	45,370.08	45,819.26	47,825.10	51,154.79	51,603.97	53,824.11	58,776.40	60,213.56
2	43,418.83	43,651.66	44,105.99	46,618.71	47,079.22	49,139.67	52,561.05	53,023.62	55,303.51	60,392.82	61,870.16
3	44,611.83	44,853.94	45,319.60	47,899.28	48,374.21	50,491.33	54,006.45	54,481.39	56,823.09	62,054.57	63,571.06
4	45,838.83	46,086.09	46,566.17	49,215.91	49,705.27	51,879.04	55,492.04	55,979.34	58,386.97	63,759.60	65,318.33
5	47,098.80	47,355.32	47,845.71	50,569.62	51,071.34	53,306.93	57,016.77	57,520.55	59,993.09	65,513.04	67,115.04
6	48,395.85	48,656.50	49,162.34	51,959.40	52,477.60	54,771.91	58,585.81	59,100.92	61,642.48	67,314.90	68,961.20
7	49,121.79	49,386.34	49,899.77	52,738.79	53,264.77	55,593.49	59,464.59	59,987.43	62,567.12	68,324.63	69,995.62
8	49,858.61	50,127.14	50,648.27	53,529.87	54,063.74	56,427.39	60,356.56	60,887.24	63,505.63	69,349.49	71,045.55
9	50,606.49	50,879.05	51,407.99	54,332.82	54,874.69	57,273.80	61,261.91	61,800.55	64,458.21	70,389.74	72,111.24
10	51,365.59	51,642.23	52,179.11	55,147.81	55,697.81	58,132.91	62,180.84	62,727.56	65,425.08	71,445.58	73,192.91

2020-21											
Step 1-6		101.50%									
Steps 7-10		101.50%									
Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
1	32,954.55	34,540.85	34,762.53	35,897.09	37,924.66	38,148.44	38,603.31	38,829.18	39,505.73	42,437.81	42,671.00
2	33,861.16	35,491.37	35,720.37	36,882.12	38,966.16	39,197.25	39,665.72	39,896.81	40,592.19	43,604.79	43,844.25
3	34,793.90	36,468.03	36,700.17	37,896.43	40,039.02	40,274.30	40,756.36	40,993.73	41,707.93	44,806.27	45,048.87
4	35,750.70	37,470.84	37,710.30	38,940.02	41,139.08	41,383.77	41,877.33	42,119.92	42,856.08	46,038.08	46,289.04
5	36,734.68	38,499.79	38,748.66	40,009.75	42,269.46	42,522.51	43,029.67	43,277.49	44,033.52	47,302.31	47,560.59
6	37,743.76	39,560.10	39,814.20	41,110.85	43,433.30	43,691.58	44,212.33	44,469.56	45,246.50	48,603.13	48,868.73
7	38,309.92	40,153.51	40,411.42	41,727.51	44,084.80	44,346.95	44,875.51	45,136.61	45,925.20	49,332.18	49,601.76
8	38,884.57	40,755.81	41,017.59	42,353.42	44,746.07	45,012.16	45,548.64	45,813.66	46,614.08	50,072.16	50,345.79
9	39,467.83	41,367.15	41,632.85	42,988.72	45,417.26	45,687.34	46,231.87	46,500.86	47,313.29	50,823.24	51,100.98
10	40,059.85	41,987.65	42,257.35	43,633.55	46,098.52	46,372.65	46,925.35	47,198.37	48,022.99	51,585.59	51,867.49
Step	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII
1	42,888.50	43,122.73	43,568.19	46,050.63	46,506.55	48,542.48	51,922.11	52,378.03	54,631.47	59,658.04	61,116.76
2	44,070.12	44,306.44	44,767.58	47,317.99	47,785.41	49,876.77	53,349.47	53,818.97	56,133.06	61,298.71	62,798.21
3	45,281.01	45,526.75	45,999.39	48,617.77	49,099.83	51,248.70	54,816.55	55,298.61	57,675.44	62,985.39	64,524.63
4	46,526.41	46,777.38	47,264.66	49,954.15	50,450.84	52,657.23	56,324.42	56,819.03	59,262.78	64,715.99	66,298.10
5	47,805.28	48,065.65	48,563.40	51,328.17	51,837.41	54,106.54	57,872.02	58,383.36	60,892.99	66,495.73	68,121.76
6	49,121.79	49,386.34	49,899.77	52,738.79	53,264.77	55,593.49	59,464.59	59,987.43	62,567.12	68,324.63	69,995.62
7	49,858.61	50,127.14	50,648.27	53,529.87	54,063.74	56,427.39	60,356.56	60,887.24	63,505.63	69,349.49	71,045.55
8	50,606.49	50,879.05	51,407.99	54,332.82	54,874.69	57,273.80	61,261.91	61,800.55	64,458.21	70,389.74	72,111.24
9	51,365.59	51,642.23	52,179.11	55,147.81	55,697.81	58,132.91	62,180.84	62,727.56	65,425.08	71,445.58	73,192.91
10	52,136.07	52,416.87	52,961.80	55,975.03	56,533.28	59,004.90	63,113.55	63,668.47	66,406.46	72,517.27	74,290.80

Pre-2011 Eleven Month Salary Schedule

2018-19											
Step 1-8 101.50%											
W/O Step 102.00%											
Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
1	35,602.14	37,312.42	37,549.93	38,775.03	40,964.39	41,207.99	41,703.31	41,943.86	42,674.66	45,841.46	46,092.17
2	37,743.79	39,542.37	39,794.09	41,106.49	43,423.73	43,680.53	44,194.12	44,452.94	45,239.57	48,592.11	48,850.94
3	39,871.23	41,781.46	42,060.59	43,423.73	45,880.03	46,157.13	46,704.21	46,976.23	47,789.25	51,337.69	51,616.81
4	41,852.51	44,021.57	44,316.93	45,750.11	48,342.42	48,636.77	49,206.19	49,483.28	50,347.05	54,097.47	54,386.75
5	44,148.44	46,257.61	46,563.13	48,078.52	50,802.78	51,098.15	51,703.09	52,006.57	52,911.95	56,842.03	57,153.64
6	46,282.99	48,498.73	48,817.44	50,406.93	53,259.08	53,562.57	54,211.15	54,519.71	55,469.75	59,592.68	59,909.36
7	48,414.49	50,742.90	50,864.70	52,732.30	55,713.35	56,048.30	56,707.04	57,037.93	58,030.60	62,343.33	62,684.37
8	50,555.12	52,978.94	53,325.06	55,060.71	58,172.70	58,525.92	59,202.92	59,565.28	60,598.55	65,099.06	65,443.14
W/O Step	51,566.22	54,038.52	54,391.56	56,161.92	59,336.15	59,696.43	60,386.98	60,756.58	61,810.52	66,401.04	66,752.00
Step	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	
1	46,329.68	46,581.40	47,063.52	49,746.17	50,237.43	52,436.93	56,088.90	56,581.18	59,011.09	64,444.38	
2	49,118.90	49,374.68	49,887.25	52,732.30	53,244.87	55,570.24	59,450.58	59,972.29	62,549.38	68,300.37	
3	51,885.79	52,171.00	52,703.88	55,713.35	56,253.33	58,721.81	62,816.32	63,356.30	66,096.80	72,185.79	
4	54,666.89	54,951.09	55,533.70	58,695.42	59,273.97	61,870.34	66,186.12	66,752.49	69,637.12	76,036.70	
5	57,451.03	57,759.59	58,355.40	61,678.51	62,287.51	65,014.81	69,544.76	70,145.64	73,168.31	79,904.86	
6	60,231.11	60,544.75	61,179.13	64,672.76	65,309.16	68,155.22	72,914.56	73,543.86	76,678.18	83,773.03	
7	63,008.16	63,339.05	64,286.04	67,660.92	68,324.73	71,294.62	76,273.19	76,941.06	80,258.08	87,923.36	
8	65,786.21	66,130.30	66,836.74	70,645.02	71,330.14	74,452.28	79,639.95	80,331.16	83,798.40	91,507.33	
W/O Step	67,101.93	67,452.90	68,173.47	72,057.92	72,756.74	75,941.33	81,232.74	81,937.78	85,474.37	93,337.47	

2019-20											
Step 1-8 101.50%											
W/O Step 102.00%											
Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
1	36,136.17	37,872.10	38,113.17	39,356.66	41,578.85	41,826.10	42,328.85	42,573.02	43,314.78	46,529.08	46,783.55
2	38,309.95	40,135.51	40,391.00	41,723.08	44,075.09	44,335.73	44,857.03	45,119.73	45,918.16	49,320.99	49,583.70
3	40,469.30	42,408.18	42,691.49	44,075.09	46,568.23	46,849.48	47,404.77	47,680.87	48,506.08	52,107.75	52,391.06
4	42,480.30	44,681.89	44,981.68	46,436.36	49,067.56	49,366.32	49,944.28	50,225.53	51,102.25	54,908.93	55,202.55
5	44,810.67	46,951.47	47,261.57	48,799.70	51,564.82	51,864.62	52,478.63	52,786.67	53,705.63	57,694.66	58,010.94
6	46,977.23	49,226.21	49,549.70	51,163.03	54,057.97	54,366.00	55,024.32	55,337.51	56,301.80	60,486.57	60,808.00
7	49,140.70	51,504.04	51,627.67	53,523.28	56,549.05	56,889.02	57,557.64	57,893.49	58,901.05	63,278.48	63,624.64
8	51,313.45	53,773.62	54,124.93	55,886.62	59,045.29	59,403.80	60,090.96	60,458.75	61,507.52	66,075.54	66,424.79
W/O Step	52,597.55	55,119.29	55,479.39	57,285.16	60,522.87	60,890.36	61,594.72	61,971.71	63,046.73	67,729.06	68,087.04
Step	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	
1	47,024.62	47,280.12	47,769.47	50,492.36	50,990.99	53,223.48	56,930.23	57,429.89	59,896.25	65,411.05	
2	49,855.68	50,115.30	50,635.56	53,523.28	54,043.54	56,403.79	60,342.34	60,871.87	63,487.62	69,324.87	
3	52,664.07	52,953.57	53,494.43	56,549.05	57,097.13	59,602.64	63,758.56	64,306.64	67,088.25	73,268.57	
4	55,486.89	55,775.35	56,366.70	59,575.85	60,163.08	62,798.40	67,178.91	67,753.78	70,681.68	77,177.25	
5	58,312.80	58,625.98	59,230.73	62,603.68	63,221.82	65,990.03	70,587.93	71,197.82	74,265.83	81,103.43	
6	61,134.58	61,452.92	62,096.81	65,642.85	66,288.80	69,177.55	74,008.27	74,647.01	77,828.35	85,029.62	
7	63,953.28	64,289.13	65,250.33	68,675.83	69,349.60	72,364.03	77,417.29	78,095.18	81,461.95	89,242.21	
8	66,773.00	67,122.25	67,839.29	71,704.69	72,400.09	75,569.06	80,834.54	81,536.13	85,055.38	92,879.93	
W/O Step	68,443.97	68,801.96	69,536.94	73,499.07	74,211.88	77,460.15	82,857.40	83,576.54	87,183.86	95,204.22	

2020-21											
Step 1-8 101.50%											
W/O Step 102.00%											
Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
1	36,678.21	38,440.18	38,684.87	39,947.01	42,202.53	42,453.50	42,963.79	43,211.61	43,964.50	47,227.02	47,485.30
2	38,884.60	40,737.54	40,996.87	42,348.93	44,736.21	45,000.77	45,529.88	45,796.53	46,606.93	50,060.81	50,327.45
3	41,076.34	43,044.30	43,331.87	44,736.21	47,266.75	47,552.22	48,115.84	48,396.09	49,233.67	52,889.37	53,176.93
4	43,117.50	45,352.12	45,656.41	47,132.91	49,803.57	50,106.82	50,693.44	50,978.91	51,868.78	55,732.57	56,030.58
5	45,482.83	47,655.75	47,970.50	49,531.69	52,338.29	52,642.59	53,265.81	53,578.47	54,511.21	58,560.08	58,881.10
6	47,681.89	49,964.60	50,292.95	51,930.48	54,868.84	55,181.49	55,849.68	56,167.57	57,146.32	61,393.87	61,720.12
7	49,877.81	52,276.60	52,402.08	54,326.13	57,397.29	57,742.36	58,421.01	58,761.90	59,784.57	64,227.66	64,579.01
8	52,083.15	54,580.23	54,936.80	56,724.91	59,930.96	60,294.86	60,992.33	61,365.64	62,430.14	67,066.67	67,421.16
W/O Step	53,649.50	56,221.67	56,588.97	58,430.86	61,733.33	62,108.17	62,826.61	63,211.15	64,307.66	69,083.64	69,448.78
Step	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	
1	47,729.99	47,989.32	48,486.01	51,249.74	51,755.85	54,021.84	57,784.19	58,291.34	60,794.70	66,392.21	
2	50,603.51	50,867.02	51,395.09	54,326.13	54,854.20	57,249.85	61,247.47	61,784.95	64,439.93	70,364.74	
3	53,454.03	53,747.87	54,296.85	57,397.29	57,953.59	60,496.68	64,714.94	65,271.24	68,094.58	74,367.60	
4	56,319.19	56,611.98	57,212.20	60,469.49	61,065.53	63,740.37	68,186.60	68,770.08	71,741.90	78,334.90	
5	59,187.49	59,505.37	60,119.19	63,542.74	64,170.14	66,979.88	71,646.75	72,265.79	75,379.82	82,319.98	
6	62,051.60	62,374.72	63,028.26	66,627.49	67,283.13	70,215.21	75,118.40	75,766.72	78,995.77	86,305.06	
7	64,912.58	65,253.47	66,229.09	69,705.97	70,389.84	73,449.49	78,578.55	79,266.60	82,683.88	90,580.84	
8	67,774.60	68,129.08	68,856.88	72,780.26	73,486.09	76,702.60	82,047.06	82,759.17	86,331.21	94,273.13	
W/O Step	69,812.85	70,178.00	70,927.68	74,969.06	75,696.12	79,009.36	84,514.55	85,248.07	88,927.53	97,108.31	

Post-2011 Eleven Month Salary Schedule

2018-19											
Step 1-6	101.50%										
Steps 7-10	101.50%										
Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
1	35,247.91	36,941.94	37,179.45	38,389.33	40,560.42	40,800.97	41,288.17	41,529.74	42,253.44	45,387.76	45,635.42
2	36,218.25	37,958.97	38,201.56	39,445.95	41,673.87	41,922.55	42,423.96	42,670.60	43,414.60	46,635.19	46,888.94
3	37,212.95	39,001.38	39,252.08	40,529.97	42,820.82	43,075.59	43,592.22	43,844.96	44,608.24	47,916.12	48,180.02
4	38,237.08	40,075.25	40,332.04	41,645.45	43,999.24	44,261.11	44,788.91	45,049.76	45,835.37	49,233.59	49,503.58
5	39,289.64	41,176.52	41,441.44	42,791.39	45,209.12	45,478.09	46,021.12	46,288.06	47,096.00	50,588.62	50,864.70
6	40,368.58	42,309.26	42,581.28	43,967.77	46,452.49	46,727.56	47,285.81	47,561.89	48,390.13	51,980.18	52,263.37
7	40,974.11	42,943.90	43,220.00	44,627.29	47,149.28	47,428.47	47,995.09	48,275.31	49,115.98	52,759.88	53,047.32
8	41,588.72	43,588.06	43,868.30	45,296.70	47,856.52	48,139.90	48,715.02	48,999.44	49,852.72	53,551.28	53,843.03
9	42,212.55	44,241.88	44,526.32	45,976.15	48,574.36	48,861.99	49,445.74	49,734.43	50,600.51	54,354.55	54,650.67
10	42,845.74	44,905.51	45,194.22	46,665.79	49,302.98	49,594.92	50,187.43	50,480.45	51,359.51	55,169.87	55,470.43
Step	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	
1	45,869.88	46,119.57	46,598.65	49,255.92	49,739.06	51,919.28	55,531.67	56,021.91	58,427.46	63,805.95	
2	47,133.56	47,388.32	47,879.58	50,609.93	51,106.27	53,348.40	57,059.24	57,561.67	60,034.21	65,561.90	
3	48,428.70	48,689.55	49,197.05	52,000.48	52,513.06	54,814.06	58,629.45	59,146.08	61,685.61	67,364.54	
4	49,761.39	50,029.35	50,549.03	53,430.62	53,956.39	56,321.34	60,242.28	60,668.58	63,380.66	69,216.91	
5	51,129.61	51,406.71	51,939.58	54,900.34	55,439.30	57,870.23	61,897.75	62,336.23	65,125.45	71,119.02	
6	52,534.37	52,819.59	53,366.67	56,409.64	56,963.83	59,460.73	63,599.90	64,051.58	66,915.91	73,075.94	
7	53,322.39	53,611.88	54,167.17	57,255.78	57,818.29	60,352.64	64,553.90	65,012.35	67,919.64	74,172.08	
8	54,122.22	54,416.06	54,979.68	58,114.62	58,685.56	61,257.93	65,522.21	65,987.53	68,938.44	75,284.66	
9	54,934.05	55,232.30	55,804.37	58,986.34	59,565.85	62,176.80	66,505.04	66,977.35	69,972.51	76,413.93	
10	55,758.07	56,060.78	56,641.44	59,871.14	60,459.33	63,109.45	67,502.62	67,982.01	71,022.10	77,560.14	

2019-20											
Step 1-6	101.50%										
Steps 7-10	101.50%										
Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
1	35,776.62	37,496.07	37,737.14	38,965.17	41,168.82	41,412.98	41,907.49	42,152.69	42,887.24	46,068.57	46,319.95
2	36,761.52	38,528.35	38,774.58	40,037.63	42,298.98	42,551.38	43,060.31	43,310.66	44,065.81	47,334.72	47,592.27
3	37,771.14	39,586.40	39,840.86	41,137.91	43,463.13	43,721.72	44,246.10	44,502.63	45,277.36	48,634.86	48,902.72
4	38,810.64	40,676.37	40,937.02	42,270.13	44,659.22	44,925.02	45,460.74	45,725.51	46,522.90	49,972.09	50,246.13
5	39,878.98	41,794.17	42,063.06	43,433.26	45,887.25	46,160.26	46,711.43	46,982.38	47,802.44	51,347.44	51,627.67
6	40,974.11	42,943.90	43,220.00	44,627.29	47,149.28	47,428.47	47,995.09	48,275.31	49,115.98	52,759.88	53,047.32
7	41,588.72	43,588.06	43,868.30	45,296.70	47,856.52	48,139.90	48,715.02	48,999.44	49,852.72	53,551.28	53,843.03
8	42,212.55	44,241.88	44,526.32	45,976.15	48,574.36	48,861.99	49,445.74	49,734.43	50,600.51	54,354.55	54,650.67
9	42,845.74	44,905.51	45,194.22	46,665.79	49,302.98	49,594.92	50,187.43	50,480.45	51,359.51	55,169.87	55,470.43
10	43,488.43	45,579.09	45,872.13	47,365.78	50,042.52	50,338.85	50,940.24	51,237.66	52,129.91	55,997.42	56,302.49
Step	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	
1	46,557.93	46,811.36	47,297.63	49,994.76	50,485.15	52,698.07	56,364.64	56,862.24	59,303.87	64,763.03	
2	47,840.56	48,099.14	48,597.77	51,369.08	51,872.86	54,148.63	57,915.13	58,425.09	60,934.72	66,545.32	
3	49,155.13	49,419.89	49,935.01	52,780.49	53,300.75	55,636.27	59,508.89	60,033.27	62,610.89	68,375.00	
4	50,507.81	50,779.79	51,307.27	54,232.07	54,765.73	57,166.16	61,145.91	61,578.61	64,331.37	70,255.16	
5	51,896.55	52,177.81	52,718.67	55,723.84	56,270.89	58,738.28	62,826.21	63,271.27	66,102.33	72,185.81	
6	53,322.39	53,611.88	54,167.17	57,255.78	57,818.29	60,352.64	64,553.90	65,012.35	67,919.64	74,172.08	
7	54,122.22	54,416.06	54,979.68	58,114.62	58,685.56	61,257.93	65,522.21	65,987.53	68,938.44	75,284.66	
8	54,934.05	55,232.30	55,804.37	58,986.34	59,565.85	62,176.80	66,505.04	66,977.35	69,972.51	76,413.93	
9	55,758.07	56,060.78	56,641.44	59,871.14	60,459.33	63,109.45	67,502.62	67,982.01	71,022.10	77,560.14	
10	56,594.44	56,901.69	57,491.06	60,769.20	61,366.22	64,056.09	68,515.15	69,001.74	72,087.43	78,723.54	

2020-21											
Step 1-6	101.50%										
Steps 7-10	101.50%										
Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
1	36,313.27	38,058.51	38,303.20	39,549.65	41,786.35	42,034.18	42,536.10	42,784.98	43,530.55	46,759.60	47,014.75
2	37,312.94	39,106.28	39,356.20	40,638.20	42,933.46	43,189.65	43,706.22	43,960.32	44,726.80	48,044.74	48,306.16
3	38,337.71	40,180.19	40,438.47	41,754.98	44,115.08	44,377.54	44,909.79	45,170.17	45,956.52	49,364.38	49,636.26
4	39,392.80	41,286.52	41,551.08	42,904.18	45,329.11	45,598.90	46,142.65	46,411.39	47,220.74	50,721.68	50,999.83
5	40,477.16	42,421.08	42,694.00	44,084.75	46,575.56	46,852.67	47,412.10	47,687.12	48,519.48	52,117.66	52,402.08
6	41,588.72	43,588.06	43,868.30	45,296.70	47,856.52	48,139.90	48,715.02	48,999.44	49,852.72	53,551.28	53,843.03
7	42,212.55	44,241.88	44,526.32	45,976.15	48,574.36	48,861.99	49,445.74	49,734.43	50,600.51	54,354.55	54,650.67
8	42,845.74	44,905.51	45,194.22	46,665.79	49,302.98	49,594.92	50,187.43	50,480.45	51,359.51	55,169.87	55,470.43
9	43,488.43	45,579.09	45,872.13	47,365.78	50,042.52	50,338.85	50,940.24	51,237.66	52,129.91	55,997.42	56,302.49
10	44,140.75	46,262.78	46,560.21	48,076.26	50,793.16	51,093.93	51,704.34	52,006.22	52,911.86	56,837.38	57,147.02
Step	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	
1	47,256.30	47,513.53	48,007.09	50,744.68	51,242.42	53,488.54	57,210.11	57,715.17	60,193.43	65,734.48	
2	48,558.17	48,820.63	49,326.74	52,139.62	52,650.95	54,960.86	58,783.86	59,301.47	61,848.74	67,543.50	
3	49,892.45	50,161.19	50,684.03	53,572.19	54,100.26	56,470.81	60,401.52	60,933.77	63,550.06	69,400.63	
4	51,265.43	51,541.49	52,076.87	55,045.56	55,587.22	58,023.65	62,063.10	62,502.29	65,296.34	71,308.99	
5	52,675.00	52,960.47	53,509.45	56,559.70	57,114.95	59,619.35	63,768.60	64,220.34	67,093.86	73,268.59	
6	54,122.22	54,416.06	54,979.68	58,114.62	58,685.56	61,257.93	65,522.21	65,987.53	68,938.44	75,284.66	
7	54,934.05	55,232.30	55,804.37	58,986.34	59,565.85	62,176.80	66,505.04	66,977.35	69,972.51	76,413.93	
8	55,758.07	56,060.78	56,641.44	59,871.14	60,459.33	63,109.45	67,502.62	67,982.01	71,022.10	77,560.14	
9	56,594.44	56,901.69	57,491.06	60,769.20	61,366.22	64,056.09	68,515.15	69,001.74	72,087.43	78,723.54	
10	57,443.35	57,755.22	58,353.43	61,680.74	62,286.72	65,016.93	69,542.88	70,036.76	73,168.75	79,904.39	

Pre-2011 Twelve Month Salary Schedule

2018-19											
Step 1-8	101.50%										
W/O Step	102.00%										
Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
1	38,887.70	40,760.37	41,022.24	42,359.00	44,750.34	45,020.33	45,559.29	45,821.16	46,619.97	50,079.09	50,353.14
2	41,231.33	43,195.36	43,473.47	44,905.63	47,435.01	47,716.17	48,278.48	48,562.68	49,421.37	53,083.49	53,365.66
3	43,554.67	45,644.55	45,948.04	47,435.01	50,119.69	50,423.17	51,022.02	51,318.40	52,207.54	56,081.80	56,390.36
4	45,720.68	48,090.70	48,411.44	49,980.63	52,810.45	53,133.22	53,752.37	54,060.93	55,000.82	59,097.36	59,411.00
5	48,227.73	50,532.79	50,867.74	52,522.19	55,498.17	55,821.96	56,483.74	56,813.61	57,805.27	62,095.67	62,437.73
6	50,559.18	52,981.99	53,331.15	55,065.78	58,180.82	58,513.74	59,224.24	59,559.19	60,599.56	65,100.07	65,445.17
7	52,888.61	55,434.23	55,568.21	57,604.30	60,863.46	61,227.85	61,951.54	62,312.88	63,395.89	68,104.47	68,474.95
8	55,231.23	57,878.35	58,257.96	60,150.93	63,546.11	63,937.90	64,674.79	65,076.73	66,200.33	71,118.01	71,493.56
W/O Step	56,335.85	59,035.91	59,423.11	61,353.95	64,817.03	65,216.65	65,968.28	66,378.26	67,524.34	72,540.37	72,923.43
Step	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	
1	50,612.98	50,888.04	51,415.84	54,346.15	54,883.08	57,285.59	61,275.55	61,810.46	64,469.76	70,401.42	
2	53,657.98	53,942.18	54,496.37	57,604.30	58,171.68	60,707.15	64,945.79	65,513.18	68,331.83	74,612.65	
3	56,681.66	56,992.25	57,577.91	60,863.46	61,453.18	64,151.05	68,621.11	69,214.88	72,005.07	78,857.38	
4	59,720.57	60,028.11	60,665.54	64,122.63	64,753.96	67,585.81	72,301.50	72,921.66	76,072.22	83,066.59	
5	62,762.53	63,095.45	63,748.09	67,381.79	68,044.59	71,024.63	75,972.75	76,631.49	79,934.30	87,292.03	
6	65,797.38	66,142.48	66,832.68	70,651.11	71,347.40	74,455.33	79,652.13	80,344.36	83,765.92	91,517.48	
7	68,834.26	69,192.55	70,226.84	73,916.36	74,638.03	77,886.03	83,322.37	84,056.21	87,673.67	96,048.44	
8	71,868.09	72,242.63	73,018.09	77,171.47	77,926.63	81,336.01	87,003.77	87,757.92	91,542.85	99,966.34	
W/O Step	73,305.45	73,687.48	74,478.45	78,714.89	79,485.16	82,962.73	88,743.85	89,513.07	93,373.71	101,965.66	

2019-20											
Step 1-8	101.50%										
W/O Step	102.00%										
Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
1	39,471.01	41,371.78	41,637.57	42,994.38	45,421.59	45,695.63	46,242.68	46,508.48	47,319.26	50,830.27	51,108.43
2	41,849.80	43,843.29	44,125.57	45,579.21	48,146.54	48,431.91	49,002.65	49,291.12	50,162.69	53,879.74	54,166.14
3	44,207.98	46,329.22	46,637.26	48,146.54	50,871.48	51,179.52	51,787.35	52,088.18	52,990.65	56,923.02	57,236.21
4	46,406.49	48,812.06	49,137.61	50,730.34	53,602.61	53,930.22	54,558.66	54,871.84	55,825.83	59,983.82	60,302.16
5	48,951.14	51,290.78	51,630.76	53,310.02	56,330.64	56,659.28	57,330.99	57,665.81	58,672.34	63,027.11	63,374.29
6	51,317.57	53,776.71	54,131.11	55,891.77	59,053.53	59,391.44	60,112.60	60,452.57	61,508.55	66,076.57	66,426.85
7	53,681.93	56,265.74	56,401.73	58,468.36	61,776.41	62,146.26	62,880.81	63,247.57	64,346.82	69,126.04	69,502.07
8	56,059.69	58,746.52	59,131.82	61,053.19	64,499.30	64,896.96	65,644.91	66,052.88	67,193.33	72,184.78	72,565.96
W/O Step	57,462.57	60,216.63	60,611.58	62,581.03	66,113.37	66,520.99	67,287.65	67,705.82	68,874.82	73,991.17	74,381.89
Step	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	
1	51,372.17	51,651.36	52,187.08	55,161.34	55,706.33	58,144.87	62,194.68	62,737.61	65,436.80	71,457.44	
2	54,462.84	54,751.31	55,313.81	58,468.36	59,044.26	61,617.76	65,919.98	66,495.87	69,356.81	75,731.84	
3	57,531.88	57,847.13	58,441.57	61,776.41	62,374.97	65,113.31	69,650.42	70,253.10	73,288.15	80,040.24	
4	60,616.38	60,928.54	61,575.52	65,084.46	65,725.26	68,599.59	73,386.02	74,015.48	77,213.30	84,312.58	
5	63,703.96	64,041.88	64,704.31	68,392.52	69,065.25	72,089.99	77,112.34	77,780.96	81,133.31	88,601.41	
6	66,784.34	67,134.61	67,835.17	71,710.87	72,417.61	75,572.15	80,846.91	81,549.52	85,022.41	92,890.24	
7	69,866.77	70,230.44	71,280.24	75,025.11	75,757.60	79,054.32	84,572.20	85,317.05	88,988.78	97,489.16	
8	72,946.11	73,326.26	74,113.36	78,329.04	79,095.52	82,556.05	88,308.83	89,074.28	92,915.99	101,465.83	
W/O Step	74,771.56	75,161.23	75,968.02	80,289.19	81,074.86	84,621.98	90,518.72	91,303.33	95,241.18	104,004.97	

2020-21											
Step 1-8	101.50%										
W/O Step	102.00%										
Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
1	40,063.08	41,992.35	42,262.14	43,639.30	46,102.91	46,381.06	46,936.32	47,206.10	48,029.05	51,592.73	51,875.06
2	42,477.55	44,500.93	44,787.45	46,262.90	48,868.73	49,158.39	49,737.69	50,030.48	50,915.13	54,687.93	54,978.63
3	44,871.10	47,024.16	47,336.81	48,868.73	51,634.55	51,947.21	52,564.16	52,869.50	53,785.51	57,776.87	58,094.75
4	47,102.58	49,544.24	49,874.68	51,491.29	54,406.65	54,739.17	55,377.04	55,694.92	56,663.22	60,883.58	61,206.69
5	49,685.41	52,060.14	52,405.22	54,109.67	57,175.60	57,509.17	58,190.96	58,530.80	59,552.43	63,972.51	64,324.91
6	52,087.33	54,583.37	54,943.08	56,730.14	59,939.33	60,282.31	61,014.29	61,359.36	62,431.18	67,067.72	67,423.25
7	54,487.16	57,109.72	57,247.75	59,345.38	62,703.06	63,078.46	63,824.03	64,196.29	65,312.03	70,162.93	70,544.60
8	56,900.59	59,627.72	60,018.80	61,968.99	65,466.79	65,870.42	66,629.58	67,043.67	68,201.23	73,267.55	73,654.45
W/O Step	58,611.82	61,420.96	61,823.81	63,832.65	67,435.63	67,851.41	68,633.40	69,059.94	70,252.32	75,471.00	75,869.53
Step	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	
1	52,142.75	52,426.13	52,969.88	55,988.76	56,541.92	59,017.04	63,127.60	63,678.68	66,418.35	72,529.30	
2	55,279.79	55,572.58	56,143.52	59,345.38	59,929.92	62,542.02	66,908.78	67,493.31	70,397.16	76,867.82	
3	58,394.86	58,714.84	59,318.20	62,703.06	63,310.60	66,090.01	70,695.18	71,306.90	74,387.47	81,240.84	
4	61,525.62	61,842.46	62,499.15	66,060.73	66,711.14	69,628.59	74,486.81	75,125.72	78,371.50	85,577.27	
5	64,659.52	65,002.50	65,674.88	69,418.40	70,101.23	73,171.34	78,269.03	78,947.67	82,350.31	89,930.43	
6	67,786.10	68,141.63	68,852.69	72,786.53	73,503.87	76,705.74	82,059.61	82,772.76	86,297.74	94,283.59	
7	70,914.77	71,283.89	72,349.44	76,150.48	76,893.96	80,240.13	85,840.78	86,596.81	90,323.61	98,951.50	
8	74,040.30	74,426.16	75,225.06	79,503.97	80,281.96	83,794.39	89,633.46	90,410.40	94,309.73	102,987.82	
W/O Step	76,266.99	76,664.45	77,487.38	81,894.98	82,696.36	86,314.42	92,329.10	93,129.40	97,146.00	106,085.07	

Post-2011 Twelve Month Salary Schedule

2018-19											
Step 1-6		101.50%									
Steps 7,8,9,10 Neg.		101.50%									
Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
1	38,502.00	40,358.43	40,616.24	41,938.79	44,308.81	44,574.74	45,106.60	45,367.46	46,159.16	48,849.00	49,854.77
2	39,560.64	41,465.80	41,732.74	43,090.81	45,525.80	45,799.85	46,346.93	46,613.88	47,428.92	50,194.00	51,226.04
3	40,648.72	42,608.69	42,879.69	44,277.35	46,779.32	47,057.43	47,620.76	47,896.84	48,733.20	51,575.00	52,633.84
4	41,767.25	43,780.00	44,060.14	45,495.35	48,065.33	48,352.57	48,931.12	49,214.31	50,074.01	52,992.00	54,081.23
5	42,915.22	44,983.79	45,271.03	46,746.84	49,387.87	49,681.21	50,277.01	50,566.29	51,449.34	54,449.00	55,569.22
6	44,096.68	46,221.07	46,515.42	48,030.82	50,744.93	51,050.44	51,659.44	51,958.87	52,864.25	55,946.00	57,098.83
7	44,758.13	46,914.39	47,213.15	48,751.28	51,506.10	51,816.20	52,434.33	52,738.25	53,657.21	57,636.97	57,955.31
8	45,429.50	47,618.10	47,921.35	49,482.55	52,278.69	52,593.44	53,220.85	53,529.32	54,462.07	58,501.52	58,824.64
9	46,110.94	48,332.37	48,640.17	50,224.78	53,062.87	53,382.34	54,019.16	54,332.26	55,279.00	59,379.05	59,707.01
10	46,802.60	49,057.36	49,369.77	50,978.16	53,858.81	54,183.08	54,829.45	55,147.25	56,108.18	60,269.73	60,602.61
Step	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	
1	50,109.54	50,383.59	50,905.30	53,807.18	54,340.06	56,718.20	60,666.55	61,198.41	63,830.31	69,704.11	
2	51,488.92	51,770.08	52,307.01	55,288.07	55,834.14	58,277.24	62,335.21	62,880.27	65,587.27	71,621.45	
3	52,904.85	53,192.09	53,744.25	56,808.54	57,369.83	59,880.94	64,050.56	64,609.83	67,388.90	73,591.56	
4	54,359.34	54,655.72	55,223.11	58,369.61	58,946.13	61,525.24	65,810.57	66,386.08	69,243.30	75,614.46	
5	55,853.42	56,159.95	56,739.52	59,975.34	60,567.08	63,217.25	67,621.33	68,212.06	71,149.47	77,693.18	
6	57,389.12	57,702.75	58,300.59	61,624.71	62,231.68	64,956.96	69,480.81	70,088.80	73,104.36	79,830.77	
7	58,249.95	58,568.29	59,175.09	62,549.08	63,165.16	65,931.31	70,523.02	71,140.13	74,200.93	81,028.23	
8	59,123.70	59,446.82	60,062.72	63,487.32	64,112.63	66,920.28	71,580.87	72,207.23	75,313.94	82,243.65	
9	60,010.56	60,338.52	60,963.66	64,439.63	65,074.32	67,924.08	72,654.58	73,290.34	76,443.65	83,477.30	
10	60,910.71	61,243.60	61,878.12	65,406.22	66,050.44	68,942.94	73,744.40	74,389.69	77,590.30	84,729.46	
2019-20											
Step 1-6		101.50%									
Steps 7,8,9,10		101.50%									
Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
1	39,079.52	40,963.81	41,225.48	42,567.87	44,973.44	45,243.36	45,783.20	46,047.97	46,851.54	49,581.74	50,602.59
2	40,154.05	42,087.78	42,358.73	43,737.17	46,208.68	46,486.84	47,042.13	47,313.08	48,140.35	50,946.91	51,994.43
3	41,258.45	43,247.82	43,522.89	44,941.51	47,481.01	47,763.29	48,335.07	48,615.29	49,464.19	52,348.63	53,423.35
4	42,393.76	44,436.69	44,721.04	46,177.78	48,786.30	49,077.86	49,665.09	49,952.52	50,825.12	53,786.88	54,892.45
5	43,558.94	45,658.54	45,950.10	47,448.04	50,128.69	50,426.42	51,031.17	51,324.78	52,221.08	55,265.74	56,402.76
6	44,758.13	46,914.39	47,213.15	48,751.28	51,506.10	51,816.20	52,434.33	52,738.25	53,657.21	56,785.19	57,955.31
7	45,429.50	47,618.10	47,921.35	49,482.55	52,278.69	52,593.44	53,220.85	53,529.32	54,462.07	58,501.52	58,824.64
8	46,110.94	48,332.37	48,640.17	50,224.78	53,062.87	53,382.34	54,019.16	54,332.26	55,279.00	59,379.05	59,707.01
9	46,802.60	49,057.36	49,369.77	50,978.16	53,858.81	54,183.08	54,829.45	55,147.25	56,108.18	60,269.73	60,602.61
10	47,504.64	49,793.22	50,110.32	51,742.83	54,666.70	54,995.82	55,651.89	55,974.45	56,949.81	61,173.78	61,511.65
Step	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	
1	50,861.18	51,139.34	51,668.87	54,614.29	55,155.16	57,568.97	61,576.55	62,116.39	64,787.76	70,749.67	
2	52,261.25	52,546.63	53,091.62	56,117.39	56,671.65	59,151.40	63,270.24	63,823.47	66,571.08	72,695.77	
3	53,698.42	53,989.97	54,550.41	57,660.66	58,230.38	60,779.15	65,011.32	65,578.97	68,399.73	74,695.43	
4	55,174.73	55,475.56	56,051.45	59,245.15	59,830.32	62,448.12	66,797.73	67,381.87	70,281.95	76,748.67	
5	56,691.22	57,002.35	57,590.61	60,874.97	61,475.59	64,165.50	68,635.65	69,235.24	72,216.71	78,858.57	
6	58,249.95	58,568.29	59,175.09	62,549.08	63,165.16	65,931.31	70,523.02	71,140.13	74,200.93	81,028.23	
7	59,123.70	59,446.82	60,062.72	63,487.32	64,112.63	66,920.28	71,580.87	72,207.23	75,313.94	82,243.65	
8	60,010.56	60,338.52	60,963.66	64,439.63	65,074.32	67,924.08	72,654.58	73,290.34	76,443.65	83,477.30	
9	60,910.71	61,243.60	61,878.12	65,406.22	66,050.44	68,942.94	73,744.40	74,389.69	77,590.30	84,729.46	
10	61,824.38	62,162.25	62,806.29	66,387.31	67,041.19	69,977.09	74,850.57	75,505.54	78,754.16	86,000.41	
2020-21											
Step 1-6		101.50%									
Steps 7,8,9,10 Neg.		101.50%									
Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
1	39,665.72	41,578.26	41,843.87	43,206.38	45,648.04	45,922.01	46,469.95	46,738.69	47,554.32	50,325.46	51,361.63
2	40,756.36	42,719.10	42,994.11	44,393.23	46,901.81	47,184.15	47,747.77	48,022.78	48,862.46	51,711.11	52,774.34
3	41,877.33	43,896.53	44,175.73	45,615.63	48,193.22	48,479.74	49,060.09	49,344.52	50,206.16	53,133.85	54,224.70
4	43,029.67	45,103.25	45,391.85	46,870.44	49,518.10	49,814.03	50,410.06	50,701.81	51,587.50	54,593.68	55,715.84
5	44,212.33	46,343.42	46,639.35	48,159.76	50,880.62	51,182.82	51,796.63	52,094.65	53,004.39	56,094.72	57,248.80
6	45,429.50	47,618.10	47,921.35	49,482.55	52,278.69	52,593.44	53,220.85	53,529.32	54,462.07	57,636.97	58,824.64
7	46,110.94	48,332.37	48,640.17	50,224.78	53,062.87	53,382.34	54,019.16	54,332.26	55,279.00	59,379.05	59,707.01
8	46,802.60	49,057.36	49,369.77	50,978.16	53,858.81	54,183.08	54,829.45	55,147.25	56,108.18	60,269.73	60,602.61
9	47,504.64	49,793.22	50,110.32	51,742.83	54,666.70	54,995.82	55,651.89	55,974.45	56,949.81	61,173.78	61,511.65
10	48,217.21	50,540.12	50,861.97	52,518.97	55,486.70	55,820.76	56,486.67	56,814.07	57,804.05	62,091.38	62,434.33
Step	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	
1	51,624.10	51,906.43	52,443.91	55,433.50	55,982.48	58,432.51	62,500.20	63,048.13	65,759.58	71,810.92	
2	53,045.17	53,334.83	53,887.99	56,959.15	57,521.72	60,038.67	64,219.29	64,780.82	67,569.65	73,786.20	
3	54,503.89	54,799.82	55,368.67	58,525.57	59,103.83	61,690.84	65,986.49	66,562.66	69,425.72	75,815.86	
4	56,002.35	56,307.69	56,892.22	60,133.83	60,727.77	63,384.84	67,799.69	68,392.59	71,336.18	77,899.90	
5	57,541.59	57,857.38	58,454.47	61,788.09	62,397.72	65,127.99	69,665.18	70,273.77	73,299.96	80,041.45	
6	59,123.70	59,446.82	60,062.72	63,487.32	64,112.63	66,920.28	71,580.87	72,207.23	75,313.94	82,243.65	
7	60,010.56	60,338.52	60,963.66	64,439.63	65,074.32	67,924.08	72,654.58	73,290.34	76,443.65	83,477.30	
8	60,910.71	61,243.60	61,878.12	65,406.22	66,050.44	68,942.94	73,744.40	74,389.69	77,590.30	84,729.46	
9	61,824.38	62,162.25	62,806.29	66,387.31	67,041.19	69,977.09	74,850.57	75,505.54	78,754.16	86,000.41	
10	62,751.74	63,094.68	63,748.38	67,383.12	68,046.81	71,026.74	75,973.32	76,638.12	79,935.47	87,290.41	