
AGREEMENT

by and between the

**BOARD OF COOPERATIVE
EDUCATIONAL SERVICES**
(Sole Supervisory District of Westchester County)

and

**CSEA, Local 1000 AFSCME,
AFL-CIO**



BOCES Unit #8235-00
Westchester County Local 860

July 1, 2024 - June 30, 2027

**Members of
The Board of Cooperative Educational Services**

John V. Filiberti	<i>President</i>
Robert Johnson	<i>Vice-President</i>
Lynn Frazer-McBride	Sheryl Brady
Robert Johnson	Eileen Miller
Joan Weber	

BOCES Executive Team

Harold A. Coles, Psy. D.	<i>District Superintendent</i>
Brendan Lyons, Ed. D	<i>COO/Deputy District Superintendent</i>
Ellen McDonnell, Ed. D	<i>Executive Director of the Lower Hudson Regional Information Center</i>
Stephen J. Tibbetts	<i>Asst. Supt. Business & Admin. Services</i>
James A. Gratto	<i>Asst. Supt. For Educational Services</i>

**Civil Service Employees Association, Inc.
(CSEA) Officers**

MaryJo Moran	<i>President</i>
Nora Mannuccia	<i>Vice-President</i>
Cathy Fragosio	<i>Secretary</i>
Elizabeth Ruyack	<i>Treasurer</i>

NEGOTIATING TEAMS

BOCES Board

Stephanie Roebuck	<i>Chief Negotiator</i>
Stephen J. Tibbetts	<i>Asst. Supt. Business and Admin. Services</i>
Suzanne Doherty	<i>Director of Human Resources</i>

Civil Service Employees Association, Inc. (CSEA)

Maria Diaz	<i>Chief Negotiator, CSEA Labor Relations</i>
MaryJo Moran	<i>President</i>
Nora Mannuccia	<i>Vice-President</i>

Table of Contents

Preamble	1
ARTICLE I.....	1
Bargaining Unit.....	1
ARTICLE II	2
Dues Deductions.....	2
ARTICLE III	3
Rights of the Union and Management.....	3
ARTICLE IV	4
Wages	4
ARTICLE V	7
Longevity.....	7
ARTICLE VI	8
Special Rates of Pay	8
ARTICLE VII	11
Work Year/Hours of Work	11
ARTICLE VIII	11
Leaves of Absence	11
ARTICLE IX	16
Reductions in Force/Promotions/Discipline	16
ARTICLE X.....	17
Posting Notices.....	17
ARTICLE XI	18
Travel	18
ARTICLE XII	18
Insurances	18
ARTICLE XIII	20
Retirement	20
ARTICLE XIV	20
Grievance Procedure	20
ARTICLE XV	23
Uniforms	23
ARTICLE XVI	24
Tool Allowance	24
ARTICLE XVII	25
Job Descriptions	25
ARTICLE XVIII.....	26
Miscellaneous	26
ARTICLE XIX.....	26
Term.....	25
Appendix A	27

Sign Language Interpreter's Addendum	27
Appendix B	31
CSEA Title Salary Grades	31
Appendix C – CSEA SALARY SCHEDULES	32
July 1, 2024 -June 30, 2027.....	32-34

Preamble

This Agreement is made and entered into by and between the Board of Cooperative Educational Services, Sole Supervisory District of Westchester County (hereinafter called the "Board" or the "Employer") and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO (hereinafter called the "Union" or the "CSEA") pursuant to Article 14 of the Civil Service Law.

ARTICLE I **Bargaining Unit**

Section 1

The Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO has been certified by the New York State Public Employment Relations Board Union as the sole and exclusive bargaining representative with respect to collective negotiations, salaries, wages, and all other terms and conditions of employment for all full and regular part-time employees of the Employer holding the titles listed in Appendix B which constitutes the bargaining unit covered by this Agreement.

Section 2 NEW TITLES

No new titles will be added to the Unit without mutual agreement of the parties.

Section 3 DEFINITIONS

(A) Definition of Part-Time

1. Part-time is defined as any appointment where the scheduled workweek is less than 35 hours making the full-time equivalent (FTE) less than 1.0.
2. The unit includes only those employees regularly scheduled to work in a claimed title for 17 ½ or more hours per week (FTE 0.5), except that those unit members who receive an approved temporary reduction below FTE 0.5 will remain in the unit.
3. Generally, requests for a reduction in time, like requests for unpaid leave, are considered and granted only for a temporary period of time, not to exceed the balance of the current school year. In such cases the position is returned to full-time at the end of the part-time grant unless another request for part-time is then requested and granted.

Therefore, an employee who voluntarily requests and accepts a permanent part-time appointment shall waive any right to an appointment in that title with more hours. Such acceptance is not voluntary when made as of right to vertical bumping or retreat during layoff or displacement.

4. The Board retains the right to increase the hours of any position, up to the full-time equivalent of 35 hours per week.

(B) Definition of Service

1. The term "service" means any continuous period working for the Board on payroll with a salaried appointment at or above FTE 0.5.
2. The term "service date" means the first date of service.
3. Service will be adjusted for any unpaid leave or work below a 0.5 FTE.
4. It is understood that service calculated by the Board according to this definition and the terms of this agreement only impact the timing of rights to retiree benefits provided by the Board. Service under this agreement bears no relation and has no impact on service calculated by the Westchester County Department of Human Resources determining employee rights under the Civil Service Law. Service under this agreement bears no relation and has no impact on service calculated by the New York State & Local Employees' Retirement System determining employee rights for members under the Retirement and Social Security Law.

ARTICLE II

Dues Deductions

Section 1 The CSEA shall have exclusive rights to payroll deduction of membership dues and such other deductions as mutually agreed to by the CSEA and the Employer.

Section 2 The Employer shall make deductions for membership dues and submit them at the close of each payroll period to CSEA, Inc., Box 7125, Capital Station, Albany, New York 12224.

Section 3 - Agency Shop Fee Deductions The Southern Westchester BOCES agrees to deduct from the salaries of the unit members' dues for the CSEA as unit members individually and voluntarily authorizes Southern Westchester BOCES to do so. Dues deduction authorizations will be in writing on a form developed by the CSEA.

Current dues authorization cards will remain valid unless specifically withdrawn explicitly in writing by the individual. The Association will ensure that SW BOCES has dues deduction cards for each unit member.

All changes or new authorization for dues deductions shall be honored and become effective on the pay period following receipt by the District. Monies deducted in accordance with a new authorization shall be retroactive to September 1st of each school year, except for those unit members hired after September 1st.

The Director of Human Resources shall inform, in writing, the President of the CSEA of the hire, starting date, location and job assignment of all new bargaining unit employees within ten (10) days of their initial hire. It shall be the CSEA's responsibility to provide the dues authorization cards to the new unit member for consideration and signature.

ARTICLE III

Rights of the Union and Management

Section 1 Designated agents of the CSEA shall have the sole and exclusive right to have access to members of the bargaining unit during non-working hours to administer this Agreement.

Members of the Bargaining Unit may consult with shop stewards and the Unit President during the work day only on their lunch hour with regard to the adjustment, administration and maintenance of the Collective Bargaining Agreement. Consultation includes phone calls and email messages using the SWBOCES email system. Members may also consult only at those times during the work day when the Unit President is approved in advance for such activity by the District Superintendent or their designee as provided for pursuant to Article III, Section 3 of the Collective Bargaining Agreement between the parties.

Section 2 The CSEA unit has the right to post notices and communications on an Employer bulletin board maintained by the CSEA in each BOCES (owned or rented) building. It shall hold the BOCES harmless from any and all claims related to such postings.

Section 3 The President of the Union or their designee shall be permitted all necessary time free from their regular duties to aid in the adjustment, administration and maintenance of the collective bargaining agreement when such time is approved in advance by the District Superintendent or their designee. In addition, the President or their designee shall be granted up to three (3) days off to attend Union Conventions and/or workshops. Such time shall be without any loss of pay or compensation. The President shall provide the District Superintendent or their designee reasonable advanced written notice when these days will be used.

Section 4 The CSEA unit may apply to use BOCES facilities provided that such use will not conflict with previously scheduled events and does not result in any expense to the BOCES.

Section 5 The Union shall have the use of inter-building mail service for distribution of materials within reason. Large member-wide distributions will not be permitted.

Section 6

- (A) The Employer reserves all rights, powers and authority customarily exercised by management including but not limited to the right to plan, determine, direct and control the nature and extent of its operations; the number, size and location of its facilities; the number of shifts, hours or days of work; the right to abolish or change existing jobs, including the right to establish new jobs; the introduction of any new or improved methods or facilities; the direction and control of improved methods or facility; the direction and control of its working force; the determination of the number of employees it deems essential to fill the various jobs and assignments required; the making, or amending of work rules and regulations not inconsistent with this Agreement; the right to hire, promote, transfer, assign and retain employees and to appraise, train, suspend, charge or take disciplinary action against employees. All of the rights in this section are reserved to management except to the extent they are specifically limited by this Agreement. The Employer's failure to exercise any management right shall not be deemed a waiver of that right.
- (B) The Employer may subcontract unit work to individuals outside the bargaining unit only to the extent that it has done so in the past.

ARTICLE IV

Wages

Section 1

- (A) Salary grades for unit members covered by this Agreement for the term set forth herein are set forth in Appendix B attached hereto.
- (B) Annual salaries for unit members covered by this Agreement for the term set forth therein are set forth in Appendix C attached hereto. Wages for part-time unit members shall be prorated.
Effective July 1, 2024, a 2% increase, plus step movement. Anyone on top step that does not benefit from step movement will earn a 3% increase.

Effective July 1, 2025, a 1.75% increase, plus step movement. Anyone on top step that does not benefit from step movement will earn a 3% increase.

Effective July 1, 2026, a 1.75% increase, plus step movement. Anyone on top step that does not benefit from step movement will earn a 3% increase.

Effective July 1, 2024, the following grade movement will occur:

- i. Account Clerk will move from Grade C to Grade D.
- ii. Account Clerk Typist will move from Grade C to Grade D.
- iii. Office Assistant (Spanish Speaking) will move from Grade D to Grade E.
- iv. Office Asst. – Automated Systems will move from Grade D to Grade E.
- v. Office Asst. – Automated Systems (Spanish Speaking) will move from Grade D to Grade E.
- vi. Sports Desk Assistant will move from Grade D to Grade E.
- vii. Sports Desk Assistant (L-2) will move from Grade E to Grade F.
- viii. Staff Assistant – RIC will move from Grade D to Grade F.
- ix. Payroll Clerk will move from Grade F to Grade G.
- x. Sports Desk Assistant (L-3) will move from Grade F to Grade G.
- xi. Senior Account Clerk will move from Grade F to Grade H.
- xii. Senior Account Clerk – Typist will move from Grade F to Grade H.
- xiii. Senior Office Assistant will move from Grade G to Grade H.
- xiv. Senior Office Assistant – Automated Systems (Spanish Speaking) will move from Grade G to Grade H.
- xv. Senior Office Assistant – Automated Systems will move from Grade G to Grade H.
- xvi. Secretary to School Principal will move from Grade H to Grade I.
- xvii. Coordinator of Interscholastic Athletics will move from Grade H to Grade I.
- xviii. Parent Trainer will move from Grade H to Grade J.
- xix. Personnel Assistant will move from Grade I to Grade K.
- xx. Senior Payroll Clerk will move from Grade J to Grade K.

Any unit member that will be impacted by a grade level move will be placed on the salary schedule in the following manner:

- i. If the title is moving one grade (e.g., from Grade D to Grade E), for the 2024-2025 school year, the unit member shall be placed on the same step in the new grade that the unit member was on in the 2023-2024 school year.

ii. If the title is moving two grades (e.g., from Grade I to Grade K), for the 2024-2025 school year, the unit member shall be placed on the salary schedule one step lower in the new grade than the unit member was on in the 2023-2024 school year.

- (C) For the purpose of determining longevity, salary adjustments and/or step movement if applicable, year one (1) of employment in the job title must begin prior to January 1 to be deemed one full year of service for 12-month employees. This date shall be February 1 for 10-month employees.

Section 2 The Board may hire an employee at any step within the salary grade on the guide for the salary level of the position being filled. Should the Board hire above step 5 of the salary schedule a written explanation shall be given to the Unit President.

Section 3 Board's right to create salary levels within title:

- (A) For each bargaining unit title, the Board shall have the exclusive right to establish internal salary levels based on objective criteria such as the need for additional skill, the need for additional responsibility, or the need for additional training, beyond the minimum requirements established by the Westchester County Department of Human Resources. Each successive salary level so established shall be associated with the next successive salary grade on the guide. Any title without a salary level designation is deemed salary Level I. The following titles currently have established salary level designation beyond a Level I:

1. Regional Certification Assistant
2. Sign Language Interpreter
3. Sports Desk Assistant
4. Systems Control Clerk - Office Management

- (B) Should the need for additional skill, responsibility, or training diminish, the Board may reduce the salary level of the position accordingly (without reducing the step). Any reduction in salary level due to diminished need shall not be considered discipline. No employee shall gain a right through tenure, seniority, or otherwise to any salary level above the minimum. Should the Board reduce such a salary level, it will notify the CSEA prior to doing so to obtain input from the Union. However, the Board's determination in this regard shall be final.

Section 4 Increment movement shall occur each July 1 during the contract period.

Section 5 (A) All members are strongly encouraged to have their paycheck delivered by direct deposit; or

(B) All member who do not have direct deposit will have their paycheck mailed to their last residence on record with the BOCES, via first class mail, on payday.

Section 6 Payroll compensation payments will occur on the business day of or before the 15th and the last business day of each month. If the payday falls on a weekend or a school holiday (holiday defined as the 12-month office closing calendar adopted by the Board each year), checks will be available, when possible, on the last working day immediately before the weekend or holiday. Under normal circumstances, checks shall be distributed so as to arrive in the hands of the employee during the school day or the payday. Checks will be mailed promptly to employees receiving their checks by U.S. mail. A payroll calendar shall be available on the BOCES website no later than the first workday in July.

ARTICLE V

Longevity

Section 1 Members of the bargaining unit shall receive an annual longevity payment as follows:

After 10 years of continuous service:	\$1,750.00
After 15 years of continuous service:	\$2,250.00
After 20 years of continuous service:	\$2,750.00
After 25 years of continuous service:	\$3,000.00

Section 2 This longevity does not become part of base salary and is non-cumulative. Longevity steps will become effective beginning with the July 1 following the year in which the employee reaches the required years of service. In order to receive longevity credit for any year, a unit member must be on payroll for at least half of the eligible workdays and paid holidays during that work year. Longevity payments will be made via separate payroll check in half increments on the last pay date in December and June. These amounts will be prorated for early separation of employment.

Section 3 An employee does not earn credit towards longevity for any time spent on an unpaid leave or if their FTE is below 0.5. Longevity for part-time unit members shall be pro-rated.

ARTICLE VI
Special Rates of Pay

Section 1 The Sign Language Interpreter's Addendum attached hereto as Appendix "A" is hereby made a part of this Agreement

Section 2 **Compensation for time worked beyond the regular workweek (overtime):**

- (A) For the purpose of determining hours worked in a week, a week begins at 12:01 a.m. Monday morning and ends at 12:00 midnight Sunday night.
- (B) Supervisors may require employees to work beyond the hours in their regularly scheduled workweek. Advanced notice shall be provided when possible.
- (C) Hours required and actually worked beyond the regular workweek shall be recorded by the employee in accordance with the procedures set forth for Non-exempt Classified Staff. The BOCES will provide training on time recording software.
- (D) Hours actually worked in a workweek up to and including 40 shall be compensated at the regular hourly rate of pay; hours actually worked in a workweek beyond 40 shall be compensated at 1 ½ times the hourly rate.

For Sundays and BOCES designated Holidays, the rate of pay will be two times the employee's daily rate of pay.

For Christmas and Easter, the rate of pay will be two and one-half times the employee's daily rate of pay.

- (E) With the prior approval of the Center Director, employees may be compensated for hours actually worked beyond the regular workweek with time off instead of pay ("compensatory time") as follows:
 - 1. Each hour actually worked beyond 40 in a workweek will be available as 1 ½ hours compensatory time.
 - 2. Between June 16th and December 15th hours of compensatory time worked may be accumulated up to 35 hours. Once the limit is reached, additional hours worked will be compensated with pay. Any unused balance of compensatory hours available on December 15th will be extinguished and compensated with pay instead of time off.

3. Between December 16th and June 15th hours of compensatory time worked may be accumulated up to 35 hours. Once the limit is reached, additional hours worked will be compensated with pay. Any unused balance of compensatory hours available on June 15th will be extinguished and compensated with pay instead of time off.
4. Use of any accumulated compensatory time off requires the prior approval of the Supervisor. Approval will be granted based on equity and the needs of the Board. Approval shall not be unreasonably denied.

(F) Approved paid time off constitutes time worked for the purpose of overtime.

(G) **Emergency closings:** In the event that BOCES is closed for an emergency such as inclement weather, the rate of pay for unit members called into work will be as follows:

1. For the first eight hours of work, the rate of pay will be straight time over and above the employee's daily rate of pay.
2. After the first eight hours, the rate of pay will be time and one half over and above the employee's daily rate of pay.

(H) Compensation for call backs, call ins, or any circumstance that requires an employee to return to work outside of their shift shall be compensated at a minimum of three (3) hours at the appropriate rate. If the employee has worked less than forty (40) hours of the week, the employee shall be paid their normal hourly rate (straight time); if the employee has worked more than forty (40) hours for the week, the rate will be time and one half their hourly rate; on Sundays and/or holidays, the employee shall be paid 2 times their hourly rate (double time).

This applies to all circumstances that require an employee to return to work at a time other than their normal working hours, including weekends and holidays. Prior approval shall be necessary to perform a building check.

Section 3 Any ten (10) month employee requested to work during the summer shall be paid at the hourly rate of the prior years' salary.

Section 4 **Unscheduled closings:**

(A) On any day when the schools/offices are closed the entire day by reason of weather or other emergencies, employees will be paid the regular salary they would have been paid if schools/offices were in session,

without deduction of vacation, sick or personal time. Regular salary includes base salary, longevity, and Board approved appointments for additional assignments. For example:

1. A person scheduled to use a vacation, personal, sick or sick bank day will not have that day deducted from their available balance.
 2. A person who has been working 1 hour per day extra for several weeks due to seasonal workload will not be paid for the extra hour.
 3. A person who works FTE 0.6, 3 days per week but not on the closing day will not be paid for the day.
 4. A person on unpaid leave will not be paid for the day.
- (B) There will be no adjustment to time used when the schools/offices are closed for less than the entire day, as with late opening or early dismissal.

Section 5 - Stipends

- (A) Stipends for additional assignments shall be assigned and withdrawn at the discretion of the Board based on need, qualifications and performance. No employee shall gain tenure, permanency, or any other right to an additional assignment. Appointments for additional assignments will not extend beyond the end of any school year. Prior to appointment, additional assignments will be noticed and posted in the same manner as other open positions. Special consideration may be given to an employee already performing an assignment.
- (B) A lead nurse position shall be established with a stipend of \$10,000.00 subject to provisions of Section 5 (A) above. The job responsibilities of this position shall be established by the Administration.
- (C) Effective September 1, 2018, CSEA members who serve on the Response Team shall receive an annual stipend of \$2,000.00. Response Team members who serve as certified trainers shall receive an annual stipend of \$2,500.00. Stipends shall be paid within 3 weeks following the last day of school.

Members who work the Extended School Year (ESY) and serve on the Response Team shall be paid an additional \$200.00 ESY stipend. The stipend shall be paid by August 31st of the applicable year that the member worked the ESY.

Payment of the Response Team stipend is dependent on completing a full school year of service from September 1st to June 30th and is separate and

apart from the ESY. If a new cohort is certified by February 1st of any given year, members shall receive one half of the aforementioned stipend. Stipends shall be paid within 3 weeks following the last day of school.

Participation on the Response Team shall be voluntary and members may opt-out at any time.

ARTICLE VII

Work Year/Hours of Work

Section 1 The work year of a 12-month position consists of each weekday (Mon. through Fri.) within the school year (July 1st through June 30th).

Section 2 The work year of a 10-month position will follow the teacher school calendar of the location they are assigned to between August 25th and June 30th. Any position not assigned to a school-based program will follow the SWBOCES school calendar. The employee's supervisor retains the right to adjust the employee's workdays as long as the total number of workdays does not exceed the school calendar they assigned to work.

Section 3 The Board retains the right to convert any 10-month position to an 12-month position. The employee shall acquire the rights and duties of the converted position.

Section 4 The workday of a full-time employee shall be seven (7) hours on duty exclusive of a duty free lunch. The start and end of the regular workday shall be as determined by the Employer at each location with the understanding that the hours of work are generally consecutive in nature. The workweek shall be as determined by the Employer with the understanding that the general workweek is five (5) days, Monday thru Friday.

Section 5 Time records reflecting actual time worked will be maintained and submitted by each employee on a form or format as determined by the Employer.

Section 6 Preferential consideration for summer positions will be given to current staff. Preferential consideration does not guarantee employment.

ARTICLE VIII

Leaves of Absence

Section 1 Personal Days

Four (4) days of non-cumulative personal leave will be granted each year to full-time employees. Part-time employees earn days on a prorated basis. Unused personal leave will accrue into sick leave at the end of each fiscal year. Employees

appointed after July 1 shall receive a prorated number of personal leave days. Personal leave must be utilized in either half-day or full day increments. Personal leave is intended for use to handle matters of a personal or family nature which can only be attended to during regular business hours.

Section 2 Bereavement Leave

A maximum of five (5) days will be provided for each death of an immediate family member, which shall be defined for the purpose of this provision as a spouse, life partner, child, step-child, parent, step-parent, sibling, step-sibling, grandparent, grandchild, mother-in-law and father-in-law. Bereavement leave must be utilized in either half day or full day increments. Generally, bereavement leave is to be taken immediately following or shortly thereafter the death of a family member. If extenuating circumstances exist regarding the timing of bereavement leave, advanced approval in writing must be approved by the employee's supervisor. This benefit applies only to active employees not on any leave of absence.

Section 3 Holidays

Employees shall observe the holiday calendar as approved annually by the Board.

Section 4 Vacation

- (A) Employees will earn .833 vacation days per months from their start date through June 30 which may be used during the first year of employment (up to 10 days total.)
- (B) Vacation will be granted on July 1 of each year as follows:
 - 10 days after first June 30th of full-time, continuous service in the BOCES. Vacation days will be earned at a rate of .833 days per month.
 - 12 days after second June 30th of full-time, continuous service in the BOCES. Vacation will be earned at a rate of 1.0 days per month.
 - 15 days after sixth June 30th of full-time, continuous service in the BOCES. Vacation days will be earned at a rate of 1.25 days per month.
 - 20 days after tenth June 30th of full-time continuous service in the BOCES. Vacation days will be earned at a rate of 1.667 days per month.
- (C) Vacation time must be utilized in either half day or full day increments. The parties agree that to transition to the vacation accrual formula described above that the following shall take place:
 - Despite the limitations set forth in Section 4, for the 2021-2022 school year, employees may carry-over any unused vacation days from the 2020-2021 school year.

- Despite the limitation set forth in Section 4, for the 2022-2023 school year, employees may carry-over up to twenty-five (25) unused vacation days from the 2021-2022 school year.
 - Despite the limitation set forth in Section 4, for the 2023-2024 school year, employees may carry-over up to twenty (20) unused vacation days from the 2022-2023 school year.
 - Despite the limitation set forth in Section 4, for the 2024-2025 school year, employees may carry-over up to fifteen (15) unused vacation days from the 2023-2024 school year.
 - Despite the limitations set forth in Section 4, for the 2025-2026 school year, employees may carry-over up to ten (10) unused vacation days from the 2024-2025 school year.
 - For the 2026-2027 school year and thereafter, employees may carry over up to five (5) unused vacation days from the year prior, as set forth below.
- (D) Vacation benefits for unit members begin to accrue on the first day of employment.
- (E) Vacation benefits for a classified employee may be carried forward to the next year if unusual circumstances exist. The amount of days allowed to be transferred may not exceed five days. Furthermore, this carryover must be used within four months of July 1st.
- (F) Upon separation, in the event that the Unit Member has unused earned vacation days, they will be paid to the employee at their daily rate in effect on their last day of employment.
- (G) Upon separation, in the event that the Unit Member has used more vacation days than earned, the Unit Member will be required to repay Southern Westchester BOCES for time taken that was not earned.
- (H) Vacation Accrual and Utilization
1. Vacation day usage requires the prior approval of the Supervisor. Approval will be granted based on equity and the needs of the Board. Approval shall not be unreasonably denied. Vacation must be taken in increments of half of an employee's regular workday.
- (I) Circumstances that modify earnings and use of vacation time.
1. All full days earned are 7-hour days. All full days used are 7-hour days.
 2. Part-time employees earn days on a pro-rated basis.

3. Employees earn no days during unpaid leave or time worked below FTE 0.5. When employees return from unpaid leave or time worked below FTE 0.5 to resume service at or above FTE 0.5 their service anniversary date is advanced to reflect the uncreditable time.
4. All full days reported as used will be 7-hour days as follows:
 - (a) When an FTE 0.6 employee working 5 days per week, 4.2 hours per day takes a day off, they are charged with using 0.6 day.
 - (b) When an FTE 0.6 employee working 3 days per week, 7 hours per day takes a day off, they are charged with using 1.0 day.
5. When a 10-month employee accepts a 12-month position, they will begin to earn days based on their total service as a 10-month employee. The employee will earn vacation time consistent with Section 4(A) from their 12-month position start date until the next June 30. Thereafter, their earning and use will be the same as other 12-month employees.

Section 5 Sick Leave

- (A) 1. Full-time (12-month) unit members shall receive twelve (12) paid sick days per year as of July 1st annually. Employees appointed after July 1 shall receive a prorated number of sick days their first year of employment. Part-time employees earn days on a prorated basis.
2. Full-time (10-month) unit members shall receive ten (10) paid sick days per year as of September 1st annually. Employees hired after September 1st shall receive a prorated number of sick days their first year of employment.
- (B) Sick leave may be accumulated up to a maximum of two hundred (200) days, with a one hundred sixty-five (165) to be credited to ERS upon retirement.
- (C) Sick Bank
 1. After completion of their 3rd June 30th of full-time employment, a sick bank is available to each unit member. This bank is intended to provide additional paid sick days for employees who have exhausted their accumulated leave days, and who are in need of additional sick days due to serious illness as defined under FMLA and ADA.

2. On their 4th July 1st and each July 1st thereafter year of employment, eligible employees shall have the opportunity to join the bank by contributing two (2) days of accumulated sick leave. Thereafter, if the sick bank balance drops below 250 days, eligible employees must contribute additional sick days from their earned sick time in order to maintain membership in the sick bank. Failure to contribute sick days will disqualify that member from further participation until the required number of days is contributed. The number of sick days each member is required to contribute shall be the minimum number necessary to maintain the balance of the sick bank at no less than 250 days, but in the event it is required, shall be no less than one (1) day of sick leave contribution per member.
 3. In order to access the sick bank, participants must submit a letter of request to the Director of Human Resources. The letter must include the number of days requested, the reason for the request and must be supported by documentation from a licensed physician outlining the nature of the illness, how it impacts the employee's ability to perform their duties and the projected length of absence.
 4. An eligible employee may withdraw no more than sixty (60) days from the bank in any one-year period (July 1 to June 30), subject to the availability of days in the bank. Only in the instance of catastrophic illness may an employee reapply, on a one-time basis, for an additional sixty (60) days in the same one-year period (July 1 to June 30). An eligible member may withdraw no more than two hundred and forty (240) days from the bank during their employment, subject to the availability of days in the bank. Sick days contributed to the sick bank are non-refundable regardless of whether the employee accesses the sick bank.
- (D) Any consecutive sick days taken beyond three (3) may require a doctor's certification to substantiate the absence. Such doctor's certification shall indicate the reason for the absence, including the extent and nature of the illness, that the individual is physically able to assume all the regular duties of their position, or if not able to return at that time, indicate when the individual will be able to resume regular duties.
- (E) Sick leave must be utilized in either half day or full day increments.

Section 6 Child Care Leave

Members of the bargaining unit may apply for unpaid childcare leave of up to one (1) year in duration with at least two (2) months notice to the Employer. Notice of willingness to return to duty must be forwarded to the Director of Human Resources or their designee in writing three (3) months prior to the end of leave.

Failure to provide such written notice shall, as a condition of the grant of leave without pay, constitute a resignation from employment.

Section 7 Workers' Compensation

When an employee is absent due to an illness or injury as defined by the Workers' Compensation Law, the employee will receive their full salary for the period of disablement with charge to accruals to the extent that the Workers' Compensation payment does not cover the full salary until such accruals are exhausted. Thereafter, the employee shall receive the workers' compensation benefits only. Should the Board receive direction to reimburse days due to a work-related illness/disability, such days shall be returned to the employee's accruals on a pro rata basis upon the employee's return to work.

Section 8 Jury Duty

Employees shall be granted leave without loss of pay for all time they are required to serve on jury duty. The employee shall provide advance notice to their supervisor by providing the notice or letter directing them to appear for jury duty, upon receipt of direction to appear for jury duty. Employees may keep any jury duty payments. Upon return to work the employee shall provide written proof of the days they were required to serve.

ARTICLE IX

Reductions in Force/Promotions/Discipline

Section 1 (A) The Employer will follow the applicable provisions of Civil Service Law with regards to the layoff of unit members in the competitive class.

(B) For members of the unit in the noncompetitive or labor class, layoff of such employees with five (5) or more years of service in the title shall be by seniority in title. No layoff of such an employee with five (5) or more years shall be made where members of the unit in the same title with less than five (5) years of service in the title were employed. Any member of this unit with five (5) years or more who is laid off shall be placed on a preferred list for recall to the same title within four (4) years of the effective date of layoff. If the employee is recalled to employment within four (4) years, all previous seniority and time accruals shall be restored.

Section 2 The Unit President shall be advised prior to any Board action related to employee layoff.

Section 3 Promotion/Demotion

- (A) An employee who is to be advanced in grade shall be placed on a step with a salary no less than their current salary plus one step.
- (B) An employee who is to be reduced in grade through demotion shall either maintain their current step or, if they occupied the reduced grade previously, be placed on the step they would have attained if they remained in the reduced grade, whichever is greater.

Section 4 In the event that a member of the bargaining unit receives an unsatisfactory evaluation, they shall meet with the Supervisor to review their performance. A plan for improvements shall be developed. The Supervisor and the member of the bargaining unit will meet quarterly to assess progress. If the member of the bargaining unit's performance continues to be unsatisfactory, they will remain at their then current salary until such time as the Supervisor and the Director of Human Resource agree that the employee's performance is satisfactory. A determination to retain a member of the bargaining unit at their then current salary may be appealed through the grievance procedure. However, any such grievance may not proceed beyond the Assistant Superintendent level. A member of the bargaining unit whose performance reflects a demonstrated record of improvement and a satisfactory rating on the evaluation shall proceed to the appropriate salary which would be applicable if no unsatisfactory evaluation had been issued. Nothing contained in this provision shall limit the BOCES' right to discipline an employee under any applicable procedure. The existing evaluation form shall be maintained and shall not be altered without the agreement of the parties.

ARTICLE X

Posting Notices

Section 1 Notices of vacancies, new positions and promotions will be distributed by email to the agreed upon designated employees, who shall then post such notices for at least ten (10) working days on employee bulletin boards located in all employee work sites. The notice shall set forth a description of the position, salary and qualifications which shall be pursuant to Westchester County Civil Service.

Section 2 Such notices shall be sent to the CSEA Unit President at the time of official posting.

Section 3 Out-of-Title Pay

Any employee working out of title in a higher paid title shall be compensated at the rate of pay for such higher paid title as if the employee has been promoted to that title beginning with the eleventh (11th) consecutive day of assignment.

ARTICLE XI

Travel

Any member who is required to travel on behalf of the Employer shall be reimbursed for out-of-pocket expenses as approved in advance by their Supervisor pursuant to applicable Board policy for expense reimbursements.

ARTICLE XII

Insurances

Section 1 Life Insurance

The Board shall provide a term life insurance policy in the sum of \$20,000.00, with double indemnity for accidental death for all employees in the bargaining unit.

Section 2 Dental Insurance

The Board shall provide, at no cost to the employee, a family dental plan to all members of the bargaining unit as approved by the Board.

Section 3 Medical Insurance

- (A) Medical coverage is available for members of the bargaining unit and their dependents as provided below through the NYSHIP Empire Plan or other Health Insurance plans chosen by the Board, at the selection of the employee.

When a non-NYSHIP Empire Plan is selected by the member, Southern Westchester BOCES will pay the premium cost up to an amount that it would pay for a member enrolled with coverage on the NYSHIP Empire Plan. Thereafter, a member will pay the premium difference if enrolled in an non-NYSHIP Empire Plan. The Board retains the right to change insurance carriers.

1. Effective July 1, 2024, all members of the bargaining unit shall contribute 13% of the individual or family premium of NYSHIP Empire Plan.
2. Effective July 1, 2025, all members of the bargaining unit shall contribute 14% of the individual or family premium of NYSHIP Empire Plan.

3. Effective July 1, 2026, all members of the bargaining unit shall contribute 15% of the individual or family premium of NYSHIP Empire Plan.

(B) At this time, medical coverage is provided for each classified retiree, and for the dependents of that retiree, under the following conditions:

1. the retiree must have completed ten (10) years of paid continuous full-time service with Southern Westchester BOCES immediately prior to retirement. Time spent on a recall list does not constitute a break in service;
2. the retiree is qualified for retirement as a member of the New York State Employees' Retirement System; and
3. the retiree, 65 years or older, must enroll in Part A and B of Medicare because Medicare becomes the primary payor.

(C) Bargaining unit members retiring after July 1, 2015, must retire with at least ten (10) years of service with Southern Westchester BOCES to be eligible for retiree health insurance. For bargaining unit members retiring June 30, 2015, the Board will pay premiums for medical coverage for retirees at the following rates:

- a. 50% for individual coverage and 50% for family coverage for unit members retiring with at least ten (10) years of service with Southern Westchester BOCES.
- b. 75% for individual coverage and 75% for family coverage for unit members retiring with at least fifteen (15) years of service with Southern Westchester BOCES.
- c. 90% for individual coverage and 90% for family coverage for unit members retiring with twenty (20) or more years of service with Southern Westchester BOCES.

For each year claimed for the purpose of determining length of service, the staff member must have worked at least equivalent to a 0.5 FTE or greater and must have been eligible for medical coverage.

The retiree must be qualified for retirement and retire from SWBOCES directly into a NYS Retirement System to receive this benefit.

(D) Eligibility Standards

1. An employee must have an appointment of FTE 0.5 or greater to be entitled to health, dental, Long Term Disability, or life insurance.
2. An employee on unpaid leave or FTE below 0.5 does not earn service credit towards Board contribution for health insurance in retirement. Employees returning from unpaid leave or time worked below FTE 0.5 to resume service at or above FTE 0.5 shall have their service date advanced to reflect the uncreditable time.

Section 4 Long-Term Disability Insurance

The Board shall provide, at no cost to the employee, Long-Term Disability coverage. A member is eligible for the benefit after a continuous 180 days of disability. The monthly benefit shall be 66 2/3rd % of the member's salary. This coverage will be effective the first of the month following the date of hire.

Section 5 Flexible Benefits Plan

The Board provides members of the bargaining unit with the option to participate in an IRS Section 125 flexible benefits plan.

ARTICLE XIII

Retirement

Section 1 Southern Westchester BOCES participates in Plan 75i for those classified employees who became members of the New York State Employee's Retirement System on or before July 27, 1976, (Tier I and Tier II members). Employees hired after July 27, 1976 belong to either Tiers III, IV, V, or VI of the Employees' Retirement System, depending upon their date of membership. Members of Tiers III, IV, V and VI are required to make annual contributions in accordance with the regulations of the New York State Employees' Retirement System.

Section 2 Southern Westchester BOCES participates in Retirement and Social Security Law Section 41j with regard to unused sick leave conversion at retirement.

ARTICLE XIV

Grievance Procedure

As a means for resolving employee differences promptly and fairly, the Grievance Procedure which follows will be utilized.

(A) DEFINITIONS

1. Grievance shall mean any claimed violation of this Agreement.
2. Grievant shall mean a member of the bargaining unit or group of members of the unit who claims a violation of this Agreement.
3. Day shall mean any day the Southern Westchester BOCES is in operation.

(B) BASIC PRINCIPLES

1. It is the intent of these procedures to provide for an orderly settlement of differences in a fair and equitable manner with reasonable promptness.
2. A grievant shall have the right to present their grievance in accordance with the procedures provided herein, free from interference, coercion, restraint, discrimination or reprisal.
3. A grievant shall have the right to be represented at any stage of the procedure solely by a representative of the CSEA.
4. Each party to a grievance shall have access at reasonable times to all written statements and records pertaining to the case.
5. All hearings shall be confidential and shall be scheduled after regular work hours unless agreed otherwise by the Employer and the CSEA.

(C) PROCEDURES

1. **Level I – Immediate Supervisor (Supervisor or Director)**
 - (a) The grievant shall present their grievance in writing, on the SWBOCES grievance form, to their immediate supervisor (the Supervisor, or in the absence thereof, the Director of the grievant's division), within ten (10) days after the occurrence of the event giving rise to the grievance.
 - (b) The Supervisor/Director or the grievant may request a meeting to discuss the grievance, but in any event, the Supervisor/Director shall present their decision in writing to the grievant within ten (10) working days after receipt of the grievance or the date the meeting is held, whichever is later.
2. **Level II – Assistant Superintendent for Business and Administrative Services**
 - (a) If the grievant is dissatisfied with the decision at Level I, then they may, within five (5) working days after receipt of such decision,

forward the grievance, along with supporting documentation and a brief statement of rationale for appeal to the Assistant Superintendent for Business for review and determination.

- (b) The Assistant Superintendent for Business, may, if they deem it appropriate, direct that a meeting will be held and notify all parties concerned of the time and place. The other concerned parties may also request a meeting. The parties will appear and present all information which appropriately supplements their position in the case. Such meeting shall be held at within ten (10) working days after receipt of the grievance.
- (c) If no meeting is held, the Assistant Superintendent for Business shall render their decision in writing to the grievant and the immediate supervisor, within ten (10) working days after receipt of the written statements pursuant to paragraph "b." If a meeting is held, the Assistant Superintendent Business shall render the written decision within ten (10) working days after the close of the meeting.
- (d) No grievance related to Article IV Section 2 may proceed beyond this level.

3. Level III – District Superintendent

If the grievant is not satisfied with the decision at Level II, they shall forward the grievance to the District Superintendent within five (5) working days of receipt of the decision at the prior level. Within ten (10) working days of receiving this appeal, the District Superintendent or their designee shall review the written submissions and render a written decision, which shall be forwarded to all concerned parties.

4. Level IV – BOCES Board

If the grievant is not satisfied with the decision at Level III they shall present an appeal in writing to the Clerk of the BOCES Board within five (5) working days of the decision at Level III. Upon receiving such appeal, the Board shall meet with all parties no later than the second scheduled Board meeting subsequent to receipt of the appeal. Within ten (10) days thereafter the Board shall issue its decision in writing to the grievant with a copy to the CSEA.

5. Level V – Arbitration

In the event that the grievance is not resolved at Level IV, the CSEA, no later than ten (10) working days after the decision of the Board is received, shall notify the Board of its intent to submit the issue to final

and binding arbitration. The notice of intent shall include a brief statement setting forth precisely the express provision to be interpreted by the arbitrator, a statement of the issues to be decided by the arbitrator and the relief sought. The CSEA shall demand arbitration and request a list of arbitrators through the American Arbitration Association. The parties will be bound by Voluntary Labor Arbitration Rules of the American Arbitration Association in the selection of an arbitrator. The arbitrator's fee will be shared equally by the CSEA and the BOCES.

A request shall be made for the arbitrator to issue their decision not later than thirty (30) calendar days from the date of the closing of the hearing. The decision shall be in writing and shall set forth the arbitrator's interpretation of the express provision of this Agreement submitted. The arbitrator shall limit their decision strictly to the interpretation of the express provisions of this Agreement submitted to them and they shall be without power or authority to modify, amend, add to or subtract from any of the provision of this Agreement or to issue any decision or award limiting or interfering with the exercise of the judgment and discretion of the Board and any of its representatives under law and this Agreement. The decision of the arbitrator, if made in accordance with their jurisdiction and authority under this Agreement, will be accepted as final by the parties to the dispute and both will abide by it.

6. Miscellaneous

- (a) If the grievant or CSEA fails to proceed within any of the stated time periods provided for in this procedure, then the CSEA and the grievant shall be committed to the position of the Employer.
- (b) If SWBOCES, at any level, fails to issue a determination in a timely manner the grievant or the CSEA, if appropriate, may move the grievance to the next level.
- (c) "Class Action" grievances, or any grievance for which the immediate supervisor has no authority to make a decision, shall be filed directly to Level II of the grievance procedure.
- (d) Any timeframes in the grievance procedure may be extended by mutual agreement of the parties, however, such agreement must be in writing. Email will be considered sufficient documentation for such purposes.

ARTICLE XV

Uniforms

Uniforms shall be provided to Head Mechanics. It shall be the responsibility of the Head Mechanics to maintain the uniforms.

ARTICLE XVI
TOOL ALLOWANCE

SECTION 1 – The Board shall provide all Head Mechanics with a tool allowance per fiscal year for the purpose of replacing and obtaining tools necessary for the performance of work assignments. In order to be eligible for each reimbursement, a head mechanic must be on payroll during the appropriate payroll period.

- (A) Head Mechanics must be employed fifty-two (52) weeks before being eligible for a first installment of tool replacement allowance.
- (B) Payment will be reimbursed upon submission of receipts to be submitted between July 1st and June 15th annually.

SECTION 2 – The tool allowance during the term of the Agreement:

2021-2022	\$1,250
2022-2023	\$1,500
2023-2024	\$1,500

ARTICLE XVII
Job Descriptions

All job descriptions shall be promulgated as per Westchester County Department of Human Resources. All job descriptions for employees of the bargaining unit shall be available in the Human Resources office.

ARTICLE XVIII

Miscellaneous

Section 1

For the purpose of information, and not to change the substantive terms of this Agreement, the following sections make specific reference with regard to part-timers:

- (A) Definition of Part-Time (see Article I, Section 3 [A])
- (B) Definition of Service (see Article I, Section 3 [B])
- (C) Wages (see Article IV, Section 1 [C])
- (D) Longevity (see Article V)
- (E) Unscheduled Closing (see Article VI, Section 4 [A][3])
- (F) Personal Leave (see Article VIII, Section 1)
- (G) Vacation (see Article VIII, Section 4 (H))
- (H) Sick Leave (see Article VIII, Section 5 (A))
- (I) Insurance Eligibility Standards (see Article XII, Section 3[D])

Section 2

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

Section 3

Negotiations for Successor Agreement shall commence no later than April 1st of the last year of this Agreement.

ARTICLE XIX

Term

This Agreement shall be effective commencing July 1, 2024, and shall continue until June 30, 2027.

**CIVIL SERVICE EMPLOYEES'
ASSOCIATION, INC. LOCAL 1000,
AFSCME, AFL-CIO**

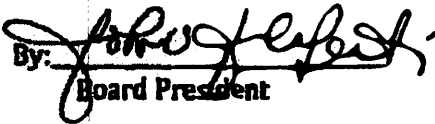
By: 
Unit President

By: 
Labor Relations Specialist

Dated: 1/21/25

**BOARD OF COOPERATIVE
EDUCATIONAL SERVICES,
SOLE SUPERVISORY
DISTRICT OF WESTCHESTER**

By: 
District Superintendent

By: 
Board President

Dated: 2/12/2025

Appendix A

Sign Language Interpreter's Addendum

Each Sign Language Interpreter/Tutor may be reviewed at least twice a year. Management will have the prerogative of recommending upward movement of individual staff members after each review. An individual will be eligible for an upgrade if warranted after 12 months of employment. Upgrades, though related, are in addition to regular salary adjustments which are performance based. Such regular adjustments will occur each July 1st.

An upgrade exists to provide a career path and recognition of skill development and increased value to the organization. Upgrades will be considered when an individual demonstrates increased interpreter and/or tutoring skills as determined by the screening process and/or evaluation as well as certification from the National Register of Interpreters for the Deaf; attendance at relative training programs; increased education; attainment of advanced degrees and experience in interpreting and tutoring (See attached Pay Range Skill, Knowledge Ability Criteria).

The following criteria and guidelines shall govern the upgrade of Sign Language Interpreters/Tutors:

1. Upgrades may occur after 12 months of employment.
2. Upgrades shall occur no more frequently than every 12 months.
3. An employee who has received, within the last two years, an overall rating of less than "Consistently Meets Standards" on the annual performance review will not be eligible for an upgrade.
4. Upgrades could be recommended following the mid-year assessment conference and/or end of year evaluation. Upgrades will take effect at the beginning of the next school year.
5. Salary increases for upgrades will be in accordance with the current CSEA contract.
6. Recognition of training and/or additional education courses will only be given to job-related subjects.
7. Employees must receive prior approval of management prior to enrolling in a training program or education courses if it is to be applied to the upgrade plan.
8. Proof of attainment of different educational levels must be on file in the Office of the Division Director and subsequently on file in the Office of Human Resources before an upgrade can be considered.
9. Request for an upgrade review must be made by the employee no later than April 15th for anticipated upgrades to be effective in September of the following school year.

APPENDIX A

PAY RANGE SKILL, KNOWLEDGE/ABILITY CRITERIA

LEVEL I

- A.**
 - *Pass BOCES Screening/Interview**
 - *No certification from National Registry of Interpreters for the Deaf**
 - *Beginning Interpreter and/or tutoring skills as determined by the screening /interview and resume; or evaluation**
 - *Has not attended any interpreter training courses/lectures, workshops, or education, special education courses/lectures/workshops**
 - *Has minimal training**
 - *High School diploma for A.A. Degree**
 - *One year of interpreting and/or tutoring experience**

- B.**
 - *Pass BOCES Screening/Interview**
 - *No certification from RID**
 - *Beginning interpreter and/or tutoring skills as determined by the screening /interview and resume; or evaluation**
 - *Has not attended any interpreter training, education, special education courses/lectures/workshops, or has minimal training**
 - *High School diploma or A.A. Degree**
 - *Up to two years interpreting and/or tutoring experience**

- C.**
 - *Pass BOCES Screening/Interview**
 - *No certification from RID**
 - *Advanced beginning interpreting and/or tutoring skills as determined by the screening/interview & resume; or evaluation**
 - *Has not attended any interpreter training courses/lectures/workshops, or education, special education courses/lectures/workshops**
 - *Has minimal training**
 - *High School Diploma or B.A./B.S. Degree**
 - *Up to three years interpreting and/or tutoring experience**

APPENDIX A

PAY RANGE SKILL, KNOWLEDGE/ABILITY CRITERIA

LEVEL II

- A.
 - *Pass BOCES Screening/Interview
 - *No certification from RID
 - *Intermediate skills as determined by the screening/interview and resume; or evaluation
 - *Has taken several interpreter training courses/lectures, workshops, or education; special education courses/lectures/workshops
 - *High School Diploma
 - *Has at least three years interpreting and/or tutoring experience

- B.
 - *Pass BOCES Screening/Interview
 - *No certification from RID
 - *Advanced intermediate interpreting and/or tutoring skills as determined by the screening/interview & resume; or evaluation
 - *Has taken several interpreter training courses/lectures, workshops, or education, special education courses/lectures/workshops
 - *High School Diploma or a A.A. Degree
 - *Has at least four years interpreting and/or tutoring experience

- C.
 - *Pass BOCES Screening/Interview
 - *No certification from RID
 - *Advanced intermediate interpreting and/or tutoring skills as determined by the screening/interview & resume; or evaluation
 - *Has completed a degreed interpreter training program (1 year NY Society for the Deaf), or has taken several interpreter training courses, etc.; has completed certified teacher training workshops (i.e. weekend studies) or has taken several education, special education training courses/lectures/workshops
 - *B.A./BS., M.A./M.S. Degree
 - *Has at least four years interpreting and/or tutoring experience

APPENDIX A

PAY RANGE SKILL, KNOWLEDGE/ABILITY CRITERIA

LEVEL III

- A.
 - *Pass BOCES Screening/Interview
 - *Possess one or two RID Certificates, either Interpreting Certificate or Transliterating Certificate, or both
 - *Advance interpreting skills as determined by the screening/interview & resume & evaluation
 - *Has taken numerous interpreter training courses/lectures/workshops or education, special education training courses/lectures/workshops
 - *High School Diploma
 - *Has been interpreting and/or tutoring for at least five years

- B.
 - *Pass BOCES Screening/Interview
 - *Possess one RID Certificate, either Interpreting Certificate or Transliterating Certificate
 - *Advance interpreting skills as determined by the screening/interview & resume & evaluation
 - *Has completed a degreed interpreter training program, or has taken numerous interpreter training courses/lectures/workshops; has completed certified teacher training workshops (i.e. weekend studies) or has taken several education, special education training courses/lectures/workshops
 - *Has A.A. or B.A./B.S. Degree
 - *Has been interpreting and/or tutoring for at least five years

- C.
 - *Pass BOCES Screening/Interview
 - *Possess both RID Certificates (Interpreting and Transliterating, also called Comprehensive Skills Certificate)
 - *Advanced interpreting skills as determined by the screening/interview & resume; or evaluation
 - *Has completed a degreed interpreter training program, or has taken numerous interpreter training courses/lectures/workshops; has completed certified teacher training workshops (i.e. weekend studies) or has taken several education, special education training courses/lectures/workshops
 - *Has M.A./M.S. Degree
 - *Has been interpreting and/or tutoring for at least five years

APPENDIX B
CSEA TITLE SALARY GRADES

GRADE A	GRADE B	GRADE C
AUDIO VISUAL ASSISTANT	CLERK	RECEPTIONIST (SPANISH-SPEAKING)
SCHOOL MONITOR	CLERK (SPANISH-SPEAKING)	RECEPTIONIST
	FOOD SERVICE COURIER	
	FOOD SERVICE HELPER	
GRADE D	GRADE E	GRADE F
ACCOUNT CLERK	COMMUNITY AIDE	SECURITY AIDE
ACCOUNT CLERK TYPIST	COMMUNITY AIDE (SP. SPEAKING)	SIGN LANGUAGE INTERPRETER 1C
ASSISTANT COOK	OFFICE ASST. (SPANISH SPEAKING)	SPORTS DESK ASSISTANT (L-2)
SIGN LANGUAGE INTERPRETER 1A	OFFICE ASST. AUTOMATED SYSTEMS	STAFF ASSISTANT-RIC
SR. CLERK	OFFICE ASST. - AUTO. SYS. (SPANISH SPEAKING)	
TRANSLATOR	SIGN LANGUAGE INTERPRETER 1B	
	SPORTS DESK ASSISTANT	
GRADE G	GRADE H	GRADE I
COMMUNITY WORKER	PERSONNEL CLERK	ADULT AND CONTINUING ED. COUNSELOR
JOB DEVELOPMENT SPECIALIST	PRACTICAL NURSE	COORDINATOR OF INTERSCHOLASTIC ATHLETICS
PAYROLL CLERK	SIGN LANGUAGE INTERPRETER 2B	DATABASE ASSISTANT
PURCHASING ASSISTANT	SR. ACCOUNT CLERK	JUNIOR ACCOUNTANT
SIGN LANGUAGE INTERPRETER 2A	SR. ACCOUNT CLERK-TYPIST	PUBLIC RELATIONS ASSISTANT
SPORTS DESK ASSISTANT (L-3)	SR. OFFICE ASSISTANT	REGIONAL TRANSITION SPECIALIST
	SR. OFFICE ASST. - AUTO SYSTEMS	SECRETARY TO SCHOOL PRINCIPAL
	SR. OFFICE ASST. - AUTO SYSTEMS SP-SP	SIGN LANGUAGE INTERPRETER 2C
	TECHNICAL PURCHASING ASSISTANT	SR. JOB DEVELOPMENT SPECIALIST
		STUDENT TRANSITION SPECIALIST
GRADE J	GRADE K	GRADE L
COOK MANAGER	ASST SUPERVISOR TRANSPORTATION	ACCOUNTANT
JUNIOR ADMINISTRATIVE ASSISTANT	AUTO MECHANIC FOREMAN	ADMINISTRATIVE ASSISTANT
PARENT TRAINER	INTERSCHOLASTIC ATHLETIC ASST.	PURCHASING AGENT
RESEARCH ASSISTANT	PERSONNEL ASSISTANT	REGIONAL CERTIFICATION ASST. (L-2)
SIGN LANGUAGE INTERPRETER 3A	REGIONAL CERTIFICATION ASSISTANT	SCHOOL LUNCH MANAGER
	SIGN LANGUAGE INTERPRETER 3B	SIGN LANGUAGE INTERPRETER 3C
	SR. PAYROLL CLERK	
GRADE M	GRADE N	GRADE O
	HEAD CUSTODIAN WORKER	ASSISTANT DIRECTOR OF SCHOOL FACILITIES O&M
	REGIONAL CERTIFICATION OFFICER	
	REGISTERED PROFESSIONAL NURSE	

CSEA																							
Salary Schedule																							
July 1, 2024 - June 30, 2025																							
12 Month Employees																							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
A	\$33,520	\$34,190	\$34,874	\$35,571	\$36,282	\$37,008	\$37,748	\$38,503	\$39,273	\$40,058	\$40,859	\$41,676	\$42,510	\$43,360	\$44,227	\$45,112	\$46,014	\$46,934	\$47,873	\$48,830	\$49,807	\$50,803	\$51,819
B	\$36,511	\$37,241	\$37,986	\$38,748	\$39,521	\$40,311	\$41,117	\$41,939	\$42,778	\$43,634	\$44,507	\$45,397	\$46,305	\$47,231	\$48,178	\$49,140	\$50,123	\$51,125	\$52,148	\$53,191	\$54,255	\$55,340	\$56,447
C	\$39,502	\$40,292	\$41,098	\$41,920	\$42,759	\$43,613	\$44,485	\$45,375	\$46,283	\$47,209	\$48,153	\$49,118	\$50,098	\$51,090	\$52,122	\$53,184	\$54,277	\$55,312	\$56,418	\$57,548	\$58,697	\$59,871	\$61,068
D	\$42,493	\$43,343	\$44,210	\$45,094	\$45,995	\$46,916	\$47,854	\$48,811	\$49,787	\$50,783	\$51,799	\$52,835	\$53,882	\$54,970	\$56,089	\$57,190	\$58,334	\$59,501	\$60,691	\$61,905	\$63,143	\$64,406	\$65,694
E	\$45,483	\$46,383	\$47,321	\$48,287	\$49,272	\$50,217	\$51,221	\$52,245	\$53,290	\$54,356	\$55,443	\$56,552	\$57,683	\$58,837	\$60,014	\$61,214	\$62,438	\$63,687	\$64,961	\$66,260	\$67,585	\$68,937	\$70,316
F	\$48,479	\$49,449	\$50,438	\$51,447	\$52,476	\$53,526	\$54,597	\$55,689	\$56,803	\$57,939	\$59,098	\$60,280	\$61,486	\$62,718	\$63,970	\$65,249	\$66,554	\$67,885	\$69,243	\$70,628	\$72,041	\$73,482	\$74,952
G	\$51,465	\$52,484	\$53,544	\$54,615	\$55,707	\$56,821	\$57,957	\$59,118	\$60,298	\$61,504	\$62,734	\$63,989	\$65,269	\$66,574	\$67,905	\$69,263	\$70,648	\$72,061	\$73,502	\$74,972	\$76,471	\$78,000	\$79,560
H	\$54,459	\$55,549	\$56,659	\$57,792	\$58,948	\$60,127	\$61,330	\$62,557	\$63,808	\$65,084	\$66,388	\$67,714	\$69,068	\$70,449	\$71,858	\$73,295	\$74,761	\$76,258	\$77,781	\$79,337	\$80,924	\$82,542	\$84,193
I	\$57,447	\$58,598	\$59,769	\$60,963	\$62,182	\$63,426	\$64,695	\$65,989	\$67,309	\$68,655	\$70,038	\$71,459	\$72,908	\$74,315	\$75,801	\$77,317	\$78,863	\$80,440	\$82,049	\$83,690	\$85,364	\$87,071	\$88,812
J	\$60,440	\$61,649	\$62,882	\$64,140	\$65,423	\$66,731	\$68,066	\$69,427	\$70,818	\$72,232	\$73,677	\$75,151	\$76,654	\$78,187	\$79,751	\$81,348	\$82,973	\$84,632	\$86,325	\$88,049	\$89,813	\$91,609	\$93,441
K	\$63,431	\$64,700	\$65,994	\$67,314	\$68,660	\$70,033	\$71,434	\$72,863	\$74,320	\$75,806	\$77,322	\$78,868	\$80,445	\$82,054	\$83,695	\$85,369	\$87,078	\$88,818	\$90,594	\$92,406	\$94,254	\$96,139	\$98,062
L	\$66,420	\$67,748	\$69,103	\$70,485	\$71,895	\$73,333	\$74,800	\$76,298	\$77,822	\$79,378	\$80,968	\$82,585	\$84,237	\$85,922	\$87,640	\$89,393	\$91,181	\$93,005	\$94,855	\$96,732	\$98,637	\$100,571	\$102,534
M	\$72,231	\$73,876	\$75,150	\$76,853	\$78,186	\$79,750	\$81,345	\$82,972	\$84,631	\$86,324	\$88,050	\$89,811	\$91,607	\$93,439	\$95,308	\$97,214	\$99,158	\$101,141	\$103,164	\$105,227	\$107,332	\$109,479	\$111,668
N	\$79,508	\$81,089	\$82,721	\$84,375	\$86,063	\$87,784	\$89,540	\$91,331	\$93,158	\$95,021	\$96,921	\$98,859	\$100,836	\$102,853	\$104,910	\$107,008	\$109,148	\$111,331	\$113,558	\$115,829	\$118,148	\$120,509	\$122,919
O	\$94,788	\$96,684	\$98,618	\$100,590	\$102,602	\$104,654	\$106,747	\$108,882	\$111,060	\$113,281	\$115,547	\$117,858	\$120,215	\$122,619	\$125,071	\$127,572	\$130,123	\$132,725	\$135,380	\$138,089	\$140,850	\$143,667	\$146,540
10 Month Employees																							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
A	\$27,934	\$28,493	\$29,063	\$29,644	\$30,237	\$30,842	\$31,459	\$32,088	\$32,730	\$33,385	\$34,053	\$34,734	\$35,429	\$36,138	\$36,861	\$37,598	\$38,350	\$39,117	\$39,899	\$40,697	\$41,511	\$42,341	\$43,188
B	\$30,425	\$31,034	\$31,655	\$32,288	\$32,934	\$33,593	\$34,265	\$34,950	\$35,649	\$36,362	\$37,089	\$37,831	\$38,588	\$39,360	\$40,147	\$40,950	\$41,769	\$42,604	\$43,456	\$44,325	\$45,212	\$46,118	\$47,038
C	\$32,919	\$33,577	\$34,249	\$34,934	\$35,633	\$36,346	\$37,073	\$37,814	\$38,570	\$39,341	\$40,128	\$40,931	\$41,750	\$42,585	\$43,437	\$44,308	\$45,182	\$46,068	\$47,018	\$47,958	\$48,917	\$49,895	\$50,893
D	\$35,410	\$36,118	\$36,840	\$37,577	\$38,329	\$39,098	\$39,878	\$40,676	\$41,490	\$42,320	\$43,168	\$44,039	\$44,910	\$45,808	\$46,724	\$47,659	\$48,611	\$49,583	\$50,575	\$51,587	\$52,619	\$53,671	\$54,744
E	\$37,903	\$38,661	\$39,434	\$40,223	\$41,027	\$41,848	\$42,685	\$43,539	\$44,410	\$45,298	\$46,204	\$47,128	\$48,071	\$49,032	\$50,013	\$51,013	\$52,033	\$53,074	\$54,135	\$55,218	\$56,322	\$57,448	\$58,597
F	\$40,399	\$41,207	\$42,031	\$42,872	\$43,729	\$44,604	\$45,498	\$46,408	\$47,334	\$48,281	\$49,247	\$50,232	\$51,237	\$52,262	\$53,307	\$54,373	\$55,460	\$56,568	\$57,700	\$58,854	\$60,031	\$61,232	\$62,457
G	\$42,887	\$43,745	\$44,620	\$45,512	\$46,422	\$47,350	\$48,297	\$49,263	\$50,248	\$51,253	\$52,278	\$53,324	\$54,390	\$55,478	\$56,588	\$57,720	\$58,874	\$60,051	\$61,252	\$62,477	\$63,727	\$65,002	\$66,302
H	\$45,380	\$46,288	\$47,214	\$48,168	\$49,121	\$50,103	\$51,105	\$52,127	\$53,170	\$54,233	\$55,318	\$56,424	\$57,552	\$58,703	\$59,877	\$61,075	\$62,297	\$63,543	\$64,814	\$66,110	\$67,432	\$68,781	\$70,157
I	\$47,872	\$48,828	\$49,806	\$50,802	\$51,818	\$52,854	\$53,911	\$54,989	\$56,088	\$57,211	\$58,355	\$59,522	\$60,712	\$61,928	\$63,165	\$64,428	\$65,717	\$67,031	\$68,372	\$69,739	\$71,134	\$72,557	\$74,008
J	\$50,368	\$51,373	\$52,400	\$53,448	\$54,517	\$55,607	\$56,719	\$57,853	\$59,010	\$60,190	\$61,394	\$62,622	\$63,874	\$65,151	\$66,454	\$67,783	\$69,139	\$70,522	\$71,932	\$73,371	\$74,838	\$76,335	\$77,862
K	\$52,857	\$53,914	\$54,992	\$56,092	\$57,214	\$58,358	\$59,525	\$60,716	\$61,930	\$63,169	\$64,432	\$65,721	\$67,035	\$68,378	\$69,744	\$71,139	\$72,562	\$74,013	\$75,493	\$77,003	\$78,543	\$80,114	\$81,718
L	\$55,351	\$56,450	\$57,567	\$58,709	\$59,814	\$61,112	\$62,334	\$63,581	\$64,853	\$66,150	\$67,473	\$68,822	\$70,198	\$71,602	\$73,034	\$74,495	\$75,985	\$77,505	\$79,055	\$80,636	\$82,249	\$83,894	\$85,572
M	\$61,397	\$62,635	\$63,878	\$65,158	\$66,459	\$67,788	\$69,144	\$70,527	\$71,938	\$73,377	\$74,845	\$76,342	\$77,869	\$79,428	\$81,015	\$82,635	\$84,288	\$85,974	\$87,693	\$89,447	\$91,236	\$93,061	\$94,922
N	\$67,582	\$68,934	\$70,313	\$71,719	\$73,153	\$74,618	\$76,108	\$77,630	\$79,183	\$80,767	\$82,382	\$84,030	\$85,711	\$87,425	\$89,174	\$90,957	\$92,776	\$94,632	\$96,525	\$98,458	\$100,425	\$102,434	\$104,483
O	\$78,990	\$80,570	\$82,181	\$83,825	\$85,502	\$87,212	\$88,958	\$90,735	\$92,550	\$94,401	\$96,289	\$98,215	\$100,179	\$102,183	\$104,227	\$106,312	\$108,438	\$110,607	\$112,819	\$115,075	\$117,377	\$119,725	\$122,120

CSEA																							
Salary Schedule																							
July 1, 2025 - June 30, 2026																							
12 Month Employees																							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
A	\$34,107	\$34,788	\$35,484	\$36,193	\$36,917	\$37,656	\$38,409	\$39,177	\$39,960	\$40,759	\$41,574	\$42,405	\$43,254	\$44,119	\$45,001	\$45,901	\$46,819	\$47,755	\$48,711	\$49,685	\$50,679	\$51,692	\$52,726
B	\$37,150	\$37,893	\$38,651	\$39,424	\$40,213	\$41,018	\$41,837	\$42,673	\$43,527	\$44,398	\$45,286	\$46,191	\$47,115	\$48,058	\$49,019	\$50,000	\$51,000	\$52,020	\$53,061	\$54,122	\$55,204	\$56,308	\$57,435
C	\$40,193	\$40,997	\$41,817	\$42,654	\$43,508	\$44,378	\$45,263	\$46,169	\$47,093	\$48,035	\$48,996	\$49,976	\$50,975	\$51,994	\$53,034	\$54,094	\$55,176	\$56,280	\$57,405	\$58,553	\$59,724	\$60,919	\$62,137
D	\$43,237	\$44,102	\$44,984	\$45,883	\$46,801	\$47,737	\$48,691	\$49,665	\$50,658	\$51,672	\$52,705	\$53,760	\$54,835	\$55,932	\$57,050	\$58,191	\$59,355	\$60,542	\$61,763	\$63,008	\$64,248	\$65,533	\$66,844
E	\$46,279	\$47,205	\$48,149	\$49,112	\$50,094	\$51,095	\$52,117	\$53,169	\$54,239	\$55,327	\$56,419	\$57,542	\$58,692	\$59,867	\$61,064	\$62,285	\$63,531	\$64,802	\$66,098	\$67,420	\$68,768	\$70,143	\$71,547
F	\$49,327	\$50,314	\$51,321	\$52,347	\$53,394	\$54,463	\$55,552	\$56,664	\$57,797	\$58,953	\$60,132	\$61,335	\$62,562	\$63,814	\$65,089	\$66,391	\$67,719	\$69,073	\$70,455	\$71,864	\$73,302	\$74,768	\$76,264
G	\$52,368	\$53,413	\$54,481	\$55,571	\$56,682	\$57,815	\$58,971	\$60,151	\$61,353	\$62,580	\$63,832	\$65,109	\$66,411	\$67,739	\$69,093	\$70,475	\$71,884	\$73,322	\$74,788	\$76,284	\$77,809	\$79,365	\$80,952
H	\$55,412	\$56,520	\$57,651	\$58,803	\$59,980	\$61,179	\$62,403	\$63,652	\$64,925	\$66,223	\$67,548	\$68,899	\$70,277	\$71,682	\$73,118	\$74,579	\$76,069	\$77,590	\$79,142	\$80,725	\$82,340	\$83,986	\$85,666
I	\$58,452	\$59,621	\$60,814	\$62,030	\$63,270	\$64,538	\$65,827	\$67,144	\$68,487	\$69,856	\$71,253	\$72,679	\$74,133	\$75,618	\$77,128	\$78,670	\$80,243	\$81,848	\$83,485	\$85,155	\$86,858	\$88,596	\$90,368
J	\$61,498	\$62,728	\$63,982	\$65,262	\$66,568	\$67,899	\$69,257	\$70,642	\$72,055	\$73,496	\$74,966	\$76,469	\$77,995	\$79,555	\$81,147	\$82,770	\$84,425	\$86,113	\$87,838	\$89,593	\$91,385	\$93,212	\$95,076
K	\$64,541	\$65,832	\$67,149	\$68,492	\$69,862	\$71,259	\$72,684	\$74,138	\$75,621	\$77,133	\$78,675	\$80,248	\$81,853	\$83,490	\$85,160	\$86,863	\$88,600	\$90,372	\$92,179	\$94,023	\$95,903	\$97,821	\$99,778
L	\$67,582	\$68,934	\$70,312	\$71,718	\$73,153	\$74,618	\$76,109	\$77,631	\$79,184	\$80,767	\$82,383	\$84,030	\$85,711	\$87,428	\$89,174	\$90,957	\$92,777	\$94,633	\$96,525	\$98,455	\$100,424	\$102,433	\$104,481
M	\$70,623	\$72,055	\$73,518	\$75,009	\$76,528	\$78,074	\$79,649	\$81,254	\$82,889	\$84,554	\$86,259	\$87,994	\$89,769	\$91,584	\$93,439	\$95,335	\$97,272	\$99,250	\$101,269	\$103,329	\$105,430	\$107,572	\$109,755
N	\$73,664	\$75,155	\$76,678	\$78,231	\$79,814	\$81,427	\$83,070	\$84,743	\$86,446	\$88,179	\$89,942	\$91,745	\$93,588	\$95,471	\$97,394	\$99,357	\$101,360	\$103,403	\$105,486	\$107,609	\$109,772	\$111,975	\$114,218
O	\$76,705	\$78,246	\$79,819	\$81,422	\$83,055	\$84,718	\$86,411	\$88,144	\$89,917	\$91,730	\$93,583	\$95,476	\$97,409	\$99,382	\$101,395	\$103,448	\$105,541	\$107,674	\$109,847	\$112,060	\$114,313	\$116,606	\$118,939
10 Month Employees																							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
A	\$29,423	\$29,992	\$30,572	\$31,163	\$31,766	\$32,382	\$32,910	\$33,450	\$33,999	\$34,649	\$35,342	\$36,049	\$36,770	\$37,508	\$38,256	\$39,021	\$39,802	\$40,597	\$41,409	\$42,237	\$43,082	\$43,944	
B	\$30,897	\$31,577	\$32,269	\$32,953	\$33,610	\$34,281	\$34,965	\$35,562	\$36,273	\$36,998	\$37,738	\$38,493	\$39,263	\$40,049	\$40,850	\$41,667	\$42,500	\$43,350	\$44,216	\$45,101	\$45,993	\$46,923	\$47,861
C	\$33,495	\$34,165	\$34,848	\$35,545	\$36,257	\$36,981	\$37,722	\$38,478	\$39,245	\$40,029	\$40,830	\$41,647	\$42,481	\$43,330	\$44,197	\$45,081	\$45,983	\$46,903	\$47,841	\$48,797	\$49,773	\$50,768	\$51,784
D	\$36,030	\$36,705	\$37,485	\$38,235	\$39,000	\$39,780	\$40,576	\$41,389	\$42,218	\$43,061	\$43,921	\$44,800	\$45,698	\$46,610	\$47,542	\$48,492	\$49,462	\$50,451	\$51,460	\$52,490	\$53,540	\$54,610	\$55,702
E	\$38,568	\$39,338	\$40,124	\$40,927	\$41,745	\$42,580	\$43,432	\$44,301	\$45,187	\$46,091	\$47,013	\$47,953	\$48,912	\$49,890	\$50,888	\$51,906	\$52,944	\$54,003	\$55,082	\$56,184	\$57,308	\$58,453	\$59,622
F	\$41,108	\$41,928	\$42,767	\$43,622	\$44,494	\$45,385	\$46,292	\$47,218	\$48,162	\$49,126	\$50,109	\$51,111	\$52,134	\$53,177	\$54,240	\$55,325	\$56,431	\$57,559	\$58,710	\$59,884	\$61,082	\$62,304	\$63,550
G	\$43,658	\$44,511	\$45,401	\$46,308	\$47,234	\$48,179	\$49,142	\$50,125	\$51,127	\$52,150	\$53,193	\$54,257	\$55,342	\$56,449	\$57,578	\$58,730	\$59,925	\$62,144	\$63,367	\$64,635	\$65,948	\$67,297	\$68,681
H	\$46,174	\$47,098	\$48,040	\$49,001	\$49,981	\$50,979	\$51,999	\$53,039	\$54,100	\$55,182	\$56,296	\$57,411	\$58,559	\$59,730	\$60,925	\$62,144	\$63,387	\$64,655	\$65,948	\$67,267	\$68,612	\$69,995	\$71,385
I	\$48,710	\$49,684	\$50,676	\$51,691	\$52,725	\$53,779	\$54,854	\$55,951	\$57,071	\$58,212	\$59,376	\$60,564	\$61,774	\$63,010	\$64,270	\$65,555	\$66,867	\$68,208	\$69,589	\$70,999	\$72,438	\$73,927	\$75,330
J	\$51,247	\$52,272	\$53,317	\$54,383	\$55,471	\$56,580	\$57,712	\$58,865	\$60,043	\$61,243	\$62,468	\$63,718	\$64,992	\$66,291	\$67,617	\$68,969	\$70,349	\$71,756	\$73,191	\$74,655	\$76,148	\$77,671	\$79,225
K	\$53,782	\$54,857	\$55,954	\$57,074	\$58,215	\$59,379	\$60,567	\$61,779	\$63,014	\$64,274	\$65,560	\$66,871	\$68,206	\$69,572	\$70,965	\$72,384	\$73,827	\$75,300	\$76,811	\$78,351	\$79,918	\$81,516	\$83,148
L	\$56,320	\$57,445	\$58,595	\$59,767	\$60,962	\$62,181	\$63,425	\$64,694	\$65,988	\$67,307	\$68,654	\$70,026	\$71,428	\$72,855	\$74,312	\$75,799	\$77,315	\$78,861	\$80,436	\$82,047	\$83,683	\$85,366	\$87,070
M	\$58,871	\$60,121	\$61,496	\$62,896	\$64,322	\$65,774	\$67,254	\$68,761	\$70,295	\$71,856	\$73,445	\$75,062	\$76,707	\$78,381	\$80,084	\$81,816	\$83,577	\$85,368	\$87,189	\$89,040	\$90,921	\$92,833	\$94,786
N	\$61,422	\$62,797	\$64,202	\$65,637	\$67,102	\$68,597	\$70,122	\$71,677	\$73,262	\$74,887	\$76,542	\$78,227	\$79,942	\$81,687	\$83,462	\$85,267	\$87,102	\$88,967	\$90,862	\$92,787	\$94,742	\$96,727	\$98,742
O	\$63,973	\$65,398	\$66,853	\$68,338	\$69,853	\$71,398	\$72,973	\$74,578	\$76,213	\$77,878	\$79,573	\$81,308	\$83,083	\$84,898	\$86,753	\$88,648	\$90,583	\$92,558	\$94,573	\$96,628	\$98,723	\$100,858	\$103,023

CSEA																							
Salary Schedule																							
JAN 1, 2026 - June 30, 2027																							
12 Month Employees																							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
A	\$34,704	\$ 35,397	\$ 36,105	\$ 36,828	\$ 37,563	\$ 38,319	\$ 39,091	\$ 39,863	\$ 40,659	\$ 41,472	\$ 42,302	\$ 43,147	\$ 44,011	\$ 44,891	\$ 45,789	\$ 46,704	\$ 47,638	\$ 48,591	\$ 49,563	\$ 50,554	\$ 51,568	\$ 52,597	\$ 53,649
B	\$37,900	\$ 38,556	\$ 39,327	\$ 40,114	\$ 40,917	\$ 41,734	\$ 42,569	\$ 43,420	\$ 44,289	\$ 45,175	\$ 46,079	\$ 46,999	\$ 47,940	\$ 48,899	\$ 49,877	\$ 50,875	\$ 51,893	\$ 52,930	\$ 53,980	\$ 55,049	\$ 56,130	\$ 57,233	\$ 58,340
C	\$40,898	\$ 41,714	\$ 42,549	\$ 43,400	\$ 44,267	\$ 45,153	\$ 46,059	\$ 46,977	\$ 47,917	\$ 48,878	\$ 49,853	\$ 50,851	\$ 51,867	\$ 52,904	\$ 53,962	\$ 55,041	\$ 56,142	\$ 57,265	\$ 58,410	\$ 59,578	\$ 60,769	\$ 61,985	\$ 63,224
D	\$43,994	\$ 44,874	\$ 45,771	\$ 46,688	\$ 47,620	\$ 48,572	\$ 49,543	\$ 50,534	\$ 51,545	\$ 52,576	\$ 53,627	\$ 54,701	\$ 55,795	\$ 56,911	\$ 58,048	\$ 59,209	\$ 60,394	\$ 61,601	\$ 62,834	\$ 64,090	\$ 65,372	\$ 66,680	\$ 68,014
E	\$47,089	\$ 48,031	\$ 48,992	\$ 49,971	\$ 50,971	\$ 51,990	\$ 53,029	\$ 54,089	\$ 55,172	\$ 56,275	\$ 57,400	\$ 58,549	\$ 59,719	\$ 60,915	\$ 62,133	\$ 63,375	\$ 64,643	\$ 65,938	\$ 67,255	\$ 68,600	\$ 69,971	\$ 71,371	\$ 72,799
F	\$50,180	\$ 51,184	\$ 52,219	\$ 53,283	\$ 54,368	\$ 55,478	\$ 56,524	\$ 57,606	\$ 58,728	\$ 59,885	\$ 61,084	\$ 62,408	\$ 63,657	\$ 64,931	\$ 66,228	\$ 67,553	\$ 68,904	\$ 70,282	\$ 71,689	\$ 73,122	\$ 74,585	\$ 76,078	\$ 77,599
G	\$53,282	\$ 54,348	\$ 55,434	\$ 56,543	\$ 57,674	\$ 58,827	\$ 60,003	\$ 61,204	\$ 62,427	\$ 63,675	\$ 64,949	\$ 66,248	\$ 67,573	\$ 68,924	\$ 70,302	\$ 71,708	\$ 73,142	\$ 74,605	\$ 76,097	\$ 77,619	\$ 79,171	\$ 80,754	\$ 82,369
H	\$56,382	\$ 57,509	\$ 58,660	\$ 59,832	\$ 61,030	\$ 62,250	\$ 63,495	\$ 64,768	\$ 66,061	\$ 67,392	\$ 68,730	\$ 70,105	\$ 71,507	\$ 72,938	\$ 74,395	\$ 75,883	\$ 77,400	\$ 78,948	\$ 80,527	\$ 82,138	\$ 83,781	\$ 85,456	\$ 87,165
I	\$59,475	\$ 60,684	\$ 61,918	\$ 63,176	\$ 64,457	\$ 65,765	\$ 67,101	\$ 68,466	\$ 69,859	\$ 71,279	\$ 72,726	\$ 74,200	\$ 75,701	\$ 77,228	\$ 78,781	\$ 80,360	\$ 81,965	\$ 83,598	\$ 85,259	\$ 86,948	\$ 88,665	\$ 90,410	\$ 92,185
J	\$62,574	\$ 63,828	\$ 65,102	\$ 66,404	\$ 67,733	\$ 69,091	\$ 70,469	\$ 71,878	\$ 73,316	\$ 74,782	\$ 76,278	\$ 77,804	\$ 79,360	\$ 80,947	\$ 82,567	\$ 84,210	\$ 85,880	\$ 87,578	\$ 89,305	\$ 91,061	\$ 92,846	\$ 94,661	\$ 96,506
K	\$65,670	\$ 66,984	\$ 68,324	\$ 69,691	\$ 71,089	\$ 72,508	\$ 73,958	\$ 75,439	\$ 76,944	\$ 78,483	\$ 80,053	\$ 81,652	\$ 83,285	\$ 84,951	\$ 86,648	\$ 88,378	\$ 90,151	\$ 91,954	\$ 93,789	\$ 95,656	\$ 97,551	\$ 99,476	\$ 101,431
L	\$68,765	\$ 70,140	\$ 71,542	\$ 72,973	\$ 74,433	\$ 75,922	\$ 77,441	\$ 78,990	\$ 80,570	\$ 82,180	\$ 83,825	\$ 85,501	\$ 87,211	\$ 88,956	\$ 90,735	\$ 92,549	\$ 94,401	\$ 96,289	\$ 98,214	\$ 100,178	\$ 102,181	\$ 104,226	\$ 106,309
M	\$71,861	\$ 73,277	\$ 74,720	\$ 76,193	\$ 77,695	\$ 79,228	\$ 80,791	\$ 82,385	\$ 83,999	\$ 85,644	\$ 87,320	\$ 89,028	\$ 90,768	\$ 92,541	\$ 94,348	\$ 96,189	\$ 98,065	\$ 99,978	\$ 101,929	\$ 103,918	\$ 105,946	\$ 108,014	\$ 110,121
N	\$74,957	\$ 76,407	\$ 77,890	\$ 79,407	\$ 80,958	\$ 82,544	\$ 84,166	\$ 85,824	\$ 87,518	\$ 89,249	\$ 91,017	\$ 92,822	\$ 94,664	\$ 96,544	\$ 98,461	\$ 100,416	\$ 102,409	\$ 104,441	\$ 106,513	\$ 108,626	\$ 110,780	\$ 112,975	\$ 115,211
O	\$78,053	\$ 79,543	\$ 81,067	\$ 82,625	\$ 84,218	\$ 85,846	\$ 87,510	\$ 89,210	\$ 90,946	\$ 92,719	\$ 94,529	\$ 96,376	\$ 98,161	\$ 100,004	\$ 101,884	\$ 103,801	\$ 105,755	\$ 107,747	\$ 109,778	\$ 111,849	\$ 113,960	\$ 116,112	\$ 118,305
10 Month Employees																							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
A	\$28,920	\$ 29,499	\$ 30,090	\$ 30,691	\$ 31,304	\$ 31,931	\$ 32,570	\$ 33,221	\$ 33,886	\$ 34,563	\$ 35,255	\$ 35,960	\$ 36,680	\$ 37,413	\$ 38,162	\$ 38,925	\$ 39,704	\$ 40,499	\$ 41,307	\$ 42,134	\$ 42,978	\$ 43,838	\$ 44,713
B	\$31,199	\$ 31,730	\$ 32,273	\$ 32,828	\$ 33,396	\$ 33,977	\$ 34,570	\$ 35,175	\$ 35,794	\$ 36,426	\$ 37,071	\$ 37,729	\$ 38,400	\$ 39,084	\$ 39,781	\$ 40,491	\$ 41,214	\$ 41,950	\$ 42,699	\$ 43,461	\$ 44,236	\$ 45,024	\$ 45,826
C	\$33,481	\$ 34,063	\$ 34,658	\$ 35,265	\$ 35,884	\$ 36,515	\$ 37,159	\$ 37,816	\$ 38,486	\$ 39,169	\$ 39,865	\$ 40,574	\$ 41,295	\$ 42,028	\$ 42,773	\$ 43,530	\$ 44,299	\$ 45,080	\$ 45,873	\$ 46,678	\$ 47,495	\$ 48,324	\$ 49,166
D	\$35,761	\$ 36,393	\$ 37,038	\$ 37,695	\$ 38,364	\$ 39,046	\$ 39,741	\$ 40,449	\$ 41,169	\$ 41,899	\$ 42,640	\$ 43,393	\$ 44,158	\$ 44,935	\$ 45,724	\$ 46,525	\$ 47,338	\$ 48,163	\$ 48,999	\$ 49,847	\$ 50,707	\$ 51,579	\$ 52,464
E	\$38,041	\$ 38,723	\$ 39,418	\$ 40,125	\$ 40,844	\$ 41,575	\$ 42,319	\$ 43,075	\$ 43,843	\$ 44,622	\$ 45,412	\$ 46,213	\$ 47,025	\$ 47,848	\$ 48,682	\$ 49,527	\$ 50,383	\$ 51,250	\$ 52,128	\$ 53,017	\$ 53,917	\$ 54,828	\$ 55,751
F	\$40,321	\$ 41,053	\$ 41,798	\$ 42,555	\$ 43,324	\$ 44,105	\$ 44,898	\$ 45,703	\$ 46,520	\$ 47,348	\$ 48,187	\$ 49,037	\$ 49,898	\$ 50,770	\$ 51,653	\$ 52,547	\$ 53,451	\$ 54,365	\$ 55,289	\$ 56,223	\$ 57,167	\$ 58,121	\$ 59,085
G	\$42,601	\$ 43,383	\$ 44,178	\$ 44,985	\$ 45,804	\$ 46,635	\$ 47,478	\$ 48,332	\$ 49,197	\$ 50,073	\$ 50,960	\$ 51,858	\$ 52,767	\$ 53,686	\$ 54,615	\$ 55,554	\$ 56,503	\$ 57,462	\$ 58,431	\$ 59,410	\$ 60,399	\$ 61,398	\$ 62,407
H	\$44,881	\$ 45,703	\$ 46,538	\$ 47,385	\$ 48,244	\$ 49,115	\$ 49,998	\$ 50,892	\$ 51,797	\$ 52,712	\$ 53,637	\$ 54,572	\$ 55,517	\$ 56,472	\$ 57,437	\$ 58,412	\$ 59,397	\$ 60,391	\$ 61,395	\$ 62,409	\$ 63,433	\$ 64,467	\$ 65,511
I	\$47,161	\$ 48,033	\$ 48,918	\$ 49,815	\$ 50,724	\$ 51,645	\$ 52,578	\$ 53,522	\$ 54,477	\$ 55,442	\$ 56,417	\$ 57,402	\$ 58,397	\$ 59,401	\$ 60,415	\$ 61,438	\$ 62,470	\$ 63,511	\$ 64,561	\$ 65,620	\$ 66,688	\$ 67,766	\$ 68,854
J	\$49,441	\$ 50,363	\$ 51,298	\$ 52,245	\$ 53,204	\$ 54,174	\$ 55,155	\$ 56,146	\$ 57,147	\$ 58,158	\$ 59,179	\$ 60,209	\$ 61,249	\$ 62,298	\$ 63,356	\$ 64,423	\$ 65,499	\$ 66,584	\$ 67,678	\$ 68,781	\$ 69,893	\$ 71,014	\$ 72,145
K	\$51,721	\$ 52,693	\$ 53,678	\$ 54,675	\$ 55,684	\$ 56,704	\$ 57,734	\$ 58,774	\$ 59,824	\$ 60,884	\$ 61,953	\$ 63,031	\$ 64,118	\$ 65,214	\$ 66,319	\$ 67,434	\$ 68,558	\$ 69,691	\$ 70,833	\$ 71,984	\$ 73,144	\$ 74,313	\$ 75,491
L	\$54,001	\$ 55,023	\$ 56,058	\$ 57,105	\$ 58,164	\$ 59,234	\$ 60,314	\$ 61,404	\$ 62,504	\$ 63,613	\$ 64,731	\$ 65,858	\$ 66,994	\$ 68,139	\$ 69,293	\$ 70,456	\$ 71,628	\$ 72,809	\$ 73,999	\$ 75,198	\$ 76,406	\$ 77,623	\$ 78,849
M	\$56,281	\$ 57,353	\$ 58,438	\$ 59,535	\$ 60,644	\$ 61,764	\$ 62,894	\$ 64,034	\$ 65,183	\$ 66,341	\$ 67,508	\$ 68,684	\$ 69,869	\$ 71,063	\$ 72,266	\$ 73,478	\$ 74,699	\$ 75,929	\$ 77,168	\$ 78,416	\$ 79,673	\$ 80,939	\$ 82,214
N	\$58,561	\$ 59,683	\$ 60,818	\$ 61,965	\$ 63,124	\$ 64,294	\$ 65,474	\$ 66,663	\$ 67,861	\$ 69,068	\$ 70,284	\$ 71,509	\$ 72,743	\$ 73,986	\$ 75,238	\$ 76,499	\$ 77,769	\$ 79,048	\$ 80,336	\$ 81,633	\$ 82,939	\$ 84,254	\$ 85,578
O	\$60,841	\$ 62,013	\$ 63,198	\$ 64,395	\$ 65,604	\$ 66,824	\$ 68,054	\$ 69,293	\$ 70,541	\$ 71,798	\$ 73,064	\$ 74,339	\$ 75,623	\$ 76,916	\$ 78,218	\$ 79,529	\$ 80,849	\$ 82,178	\$ 83,516	\$ 84,863	\$ 86,219	\$ 87,584	\$ 88,958



Local 1000, AFSCME, AFL-CIO
143 Washington Ave., Albany, NY 12210

Mary E. Sullivan, President

