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## **ARTICLE I**

### **Recognition**

#### **Section 1**

In accordance with the certification dated October 24, 2000, pertaining to individuals within this collective bargaining unit, the Public Employment Relations Board certified the Seneca Falls Support Staff Association (hereinafter either the "SFSSA" or the "Association"), as the exclusive representative.

#### **Section 2**

This agreement shall continue in full force and effect until June 30, 2019. The period of unchallenged representation status of the Association shall run until seven (7) months prior to the expiration date of this written agreement.

## **ARTICLE II**

### **Bargaining Unit**

1. It is agreed for the purposes of this agreement that the terms "employee" and "employees" shall mean and include all support staff people listed below exclusive of Head Custodian, Business Manager, Superintendent of Buildings and Grounds, Building Maintenance Supervisor, School Lunch Manager, Transportation Supervisor, and District Office Personnel. District Office Personnel to include Secretary to Superintendent, District Treasurer, and no more than three (3) other full-time equivalent positions.

Teacher Aide		Food Transporter/Food Service Helper	
Library Aide		Cashier/Food Service Helper	
Health Aide		Senior Food Service Helper	
School Monitor		Food Service Helper	
Senior Typist	<i>Competitive</i>	Head Automotive Mechanic	
Typist	<i>Competitive</i>	Automotive Mechanic/School Bus Driver	
Data Entry Machine Operator	<i>Competitive</i>	School Bus Driver	
Senior Custodian	<i>Competitive</i>	School Bus Monitor/Food Service Helper	
Custodian	<i>Competitive</i>	School Bus Monitor	
Cleaner		School Bus Driver/Messenger	
Sr. Building Maintenance Mechanic		School Bus Driver/Food Service Helper	
Building Maintenance Mechanic		School Bus Dispatcher	<i>Competitive</i>
Building Maintenance Mechanic/School Bus Driver		Laborer	
AV Technician			
Application Support Services	<i>Competitive</i>		

2. It is agreed that any new titles or changes in present titles of established positions will be added to bargaining unit. Salaries will be agreed upon between both parties.
3. Any employee, excluding per diem substitutes, whose job title falls within the bargaining unit, and is employed by the District for a period of ninety (90) continuous and uninterrupted work days, shall be a member of the Association and entitled to all the benefits and protections afforded under the Collective Bargaining Agreement. Workdays are defined as only those days in which an employee actually

renders services to the District. The District agrees that it will act in good faith and will not intentionally design breaks in service.

### **ARTICLE III** **Management Rights**

1. All new employees will be provided a list of job duties, employment expectations, and a copy of the contract. The School District retains the sole right to manage its business and services and to direct the working force, including the right to decide the number and location of its business and service operations, the business and service operations to be rendered, and the methods, processes and means used in operating its business and services, and the control of its building, real estate, materials, tools and all equipment which may be used in operating its business and service, or in supplying its business and service; to determine whether and to what extent the work required in operating its business and services will be performed by employees covered under this agreement; to maintain order and efficiency among non-teaching employees, including the sole right to hire, lay off, assign, transfer, promote discipline, discharge, suspend, to determine the scheduling of the departments and to determine the starting and quitting time and the number of hours to be worked; subject to such regulations concerning the exercise of these rights as are expressly provided for in this agreement or provided by law.
2. The Superintendent and Business Manager shall meet with the Seneca Falls Support Staff Association President monthly to review and discuss items of interest.

### **ARTICLE IV** **Association Security**

#### **Section 1**

The School District shall deduct regular membership dues bi-monthly from the wages of each employee and remit to the SFSSA, and, when authorized, any member benefits which are available through SFSSA.

#### **Section 2**

If an employee who is a member of the bargaining unit is charged with any violation, the facts and circumstances involved will be reviewed and discussed with the NYSUT Labor Relations Specialist (LRS) of the Association before any disciplinary action is taken pursuant to Section 75 of the Civil Service Law or under Article XVI of this Agreement.

#### **Section 3**

1. The Association shall be extended the privilege to post notices concerning union business on bulletin boards maintained on the premises and facilities (one bulletin board in each school building and in the bus garage) of the School District, provided they are first communicated with the Chief School Administrator. SFSSA may use existing bulletin boards.
2. Association meetings shall be scheduled as to not conflict with the work duties and responsibilities of the Association members. Any employee scheduled to work at the time of an Association meeting (except as provided below) shall not be allowed to leave his workstation to attend such meeting, except in the case of voting. The Association shall be allowed the use of school facilities without cost at reasonable times for meetings, except where District is on a contingent budget, the SFSSA is responsible for any and all expenditures and costs. An Association Officer shall file a "Request for Use of School Facilities" form with the appropriate building principal at least five (5) school days before

intended building use. Association activities may not interfere with regular school activities. The Association shall be responsible for leaving meeting rooms in good condition after use.

3. The unit members working on the night shift will be excused from duty (without loss of compensation) to attend up to two (2) Association meetings (no longer than one [1] hour duration each) per school year. The department head/supervisor shall be advised in advance of the meeting and approve the absences from duty. In no event will a meeting conflict with a student activity.
4. The Association shall be allowed reasonable use of copiers providing it provides operators and necessary paper and supplies.

#### **Section 4**

For the purpose of administering, adjusting or interpreting the terms and conditions of this agreement, the NYSUT Labor Relations Specialist shall have the right to visit employees on the job by arrangement with the Chief School Administrator. The NYSUT Labor Relations Specialist shall have the sole and exclusive right to represent bargaining unit members so long as SFSSA is the sole and exclusive bargaining agent.

#### **Section 5**

The Association Unit President (or designee) will be permitted to use up to five (5) days per school year to attend Association sponsored meetings.

#### **Section 6**

1. District agrees to provide SFSSA President on an annual basis, with names, addresses, job titles, building location, birth date, and start date of all employees covered by the Agreement.
2. In addition, the District shall provide the SFSSA President with the same information for all new employees within fifteen (15) business days from the first day of employment.

### **ARTICLE V** **Strikes**

The Association hereby affirms that it does not assert the right to strike against the School District, to cause, instigate, encourage, or condone any strike or to impose an obligation on its membership to do the same.

### **ARTICLE VI** **Work Rules**

#### **Section 1**

It is agreed that each employee who works four (4) or more hours per day shall be allowed one (1) twenty-minute work break each day. Custodians who work eight hours per day during the months of July and August will receive one (1) twenty-minute break in the morning and one (1) twenty-minute break in the afternoon. (It is understood that such breaks must not exceed twenty-minutes).

#### **Section 2**

Whenever it is necessary for an employee to be absent from his/her duties, it shall be his/her responsibility to notify his/her supervisor in advance, except in emergencies, so that the direction of the work force can be adjusted accordingly. Any employee who is absent from his/her assigned duties without sufficient notice to his/her supervisor shall forfeit salary for the term of the unauthorized absence.

### **Section 3**

Any employee who is absent from his/her assigned duties for a period in excess of three (3) working days without sufficient notice to his/her supervisor shall be deemed to have terminated his/her employment. This Section 3 will be waived for employees with good reason for absence. This reason shall be in writing and certified.

## **ARTICLE VII** **Hours of Work/Work Week**

### **Section 1**

Hours of work and the work week shall be determined by the immediate supervisor according to a prepared schedule which shall not include more than eight (8) hours in any day or forty (40) hours in any work week, except as required to maintain the normal operations and in the case of any emergency. Employees required to work a weekly schedule that is predetermined and involves other than a Monday through Friday work-week will be so assigned on a rotational basis among the employees involved.

### **Section 2**

The School District shall have the right to allocate overtime. Any overtime assigned by the School District shall be allocated to employees by rotating seniority within the department in the school building and after that within the department district-wide. The foregoing shall not apply under emergency conditions. Emergency conditions are situations where the District has less than twenty-four (24) hours notice of the need for an overtime assignment.

### **Section 3**

The School District agrees to pay time and one-half the employee's regular straight-time rate for all hours worked in excess of forty (40) hours per week. All Sunday work will be paid at one and one-half times the employee's hourly rate of pay.

### **Section 4**

"Call-In" Pay – Employees shall be paid a minimum of two (2) hours at time and one-half. Call-in occurring on a holiday shall be paid at double time. If an employee is called in to work either immediately before or immediately after a scheduled shift, he/she will be paid for the time actually worked at his/her regular rate. "Immediately before" shall mean if the employee is called in to work for a period of time which ends within fifteen (15) minutes prior to the start of a scheduled shift. "Immediately after" shall mean if the employee is called in to work for a period of time which begins within fifteen (15) minutes after the employee has ended a scheduled shift. Call-in pay shall not apply to extra-duty trips.

### **Section 5**

1. "Snow Days" – During full-day emergency closing due to weather, secretaries, cafeteria workers, custodians, and bus drivers will not be required to report for work. Bus mechanics and maintenance staff will report as soon as possible as has been done in the past and shall receive hour for hour compensatory time off for all hours worked on a snow day. As a result of snow day compensation time, only one (1) employee per job class shall be permitted to take compensation time on any one (1) day. Bus mechanics and Maintenance Staff should make an honest effort to get to work. If roads are closed by state, county or local officials, employees shall not be required to report to work and they shall

receive pay without a reduction in any leave accrual. In the event schools must be closed after the children have arrived, support staff employees shall remain on duty after the children are sent home.

2. Normally, secretaries will work approximately one (1) hour after the children are sent home. Bus drivers must stay at their posts until all children on their routes are delivered, custodians will stay until dismissed by the Head Custodian, mechanics will remain on duty until all buses have returned and cafeteria workers will remain until dismissed by the cafeteria supervisor.
3. In the event custodial and maintenance staff are released, at the sole discretion of management, they shall be paid for their scheduled hours, without the use of accruals.

## **Section 6**

Any employee assigned for five (5) consecutive working days or more, in the same assignment, to carry out the functions of position which make such position a higher paying job, shall be paid at a rate equal to the starting rate of the higher position or ten percent (10%) above his/her regular wage whichever is greater. This additional compensation shall be retroactive to the first day. The District agrees that it will act in good faith and will not intentionally design breaks in service.

## **ARTICLE VIII** **Retirement**

The School District agrees to provide plan 75(i) for all eligible Tier I employees (employed before 7/01/73). This also provides option 41J and 60B. Tier II employees (employed between 7/01/73 and 7/01/76) are provided 75I and 41J. All people employed on or after July 1, 1976, must join the C0-ESC if they are full-time and have the option of joining if less than full-time.

## **ARTICLE IX** **Health Insurance**

### **Section 1: Active Employees**

1. All unit members may receive health insurance coverage by filing an application available from the District Office. New employees may apply within thirty (30) days from the date of hire. Current employees may apply during the open enrollment period and/or at any time when a "qualifying event" makes them eligible.
2. The District shall offer the following Health Insurance plans to active employees:
  - Blue Point 2 – Select \$15 with three-tier Rx rider of \$5/\$20/\$35;
  - Blue Point 2 - Value \$20 with three-tier Rx rider \$10/\$25/\$40;
  - Healthy Blue 15 with three-tier Rx rider \$5/\$25/\$50;
  - Healthy Blue 30 with three-tier Rx rider \$5/\$35/\$70;
  - Health Blue High Deductible (\$1,300/\$2,600) with three-tier RX rider \$5/\$35/\$70
  - Any additional plans offered by the District and/or amendments to the above plans shall be through mutual agreement of both parties.
3. In order to qualify for Health Insurance Benefits, a member must be scheduled a minimum of four (4) hours per day. The District's premium contribution towards Health Insurance shall be pro-rated according to FTE status as listed below. The District will not reduce any unit member's hourly workload for the sole purpose of reducing his/her health insurance benefits. If a unit member works in

more than one (1) job category, the District's premium contribution shall be prorated accordingly. If a unit member's work assignment is involuntarily reduced during the school year, the District's premium contribution shall remain the same for that school year.

- Six (6) hours – Bus Drivers
- Six and one-half (6.5) hours – Aides, Monitors
- Seven (7) hours – Cafeteria Workers, Clericals
- Eight (8) hours – Cleaners, Custodians, Maintenance

Any employee, who, under the provisions of the Affordable Care Act is a full time employee, will be entitled to health insurance coverage as specified in this Article.

4. Unit members shall be entitled to the following premium arrangements:

- (a) For all full-time employees (see Section 3 above) with at least four (4) years of continuous employment with the District who have worked at least four (4) hours per day for each of those years, the District shall contribute a dollar amount equal to the scheduled premium of the Healthy Blue 30 Plan.
- (b) For all part-time employees (see Section 3 above) with at least four (4) years of continuous employment with the District who have worked at least four (4) hours per day for each of those years, the District's contribution shall be prorated based on his/her hourly status.  
For example, a six (6) hour per day Monitor would receive a District contribution equal to 92% (6 hours / 6.5 hours) of the scheduled premium of the Healthy Blue 30 Plan. Similarly, a seven (7) hour Clerical employee would receive a District contribution equal to 100% (7 hours / 7 hours) of the scheduled premium of the Healthy Blue 30 Plan.
- (c) The District's premium contribution towards unit members Health Insurance benefits shall be further pro-rated as shown below:

2015-2016	97.5% of Healthy Blue 30 Plan Premium
2016-2017	95% of Healthy Blue 30 Plan Premium
2017-2018	92.5% of Healthy Blue 30 Plan Premium
2018-2019	90% of Healthy Blue 30 Plan Premium

- (d) For all unit members, regardless of full-time or part-time status, who have less than four (4) years of continuous employment with the District and who have worked at least four (4) hours per day for each of those years, the District's contribution shall be further prorated based upon years of employment as outlined below.

<u>Year of Employment</u>	<u>District Contribution of Full Healthy Blue 30 Premium</u>
1	70%
2	80%
3	90%
4	100%

- (e) If a unit member chooses a plan whereby the premium exceeds the District's contribution for the Healthy Blue 30 Plan, the employee shall be responsible for the remaining premium.

5. Any unit member who works less than four (4) hours per day will be eligible for health insurance coverage, but he/she shall pay the full premium amount.
6. Any unit member who works four (4) hours or more per day shall be able to receive the Dental Plan agreed to by the District and the Seneca Falls Support Staff Association (single coverage) at no expense to the employee. If the employee chooses any other plan or level of coverage, he/she shall be responsible for the difference in premium.
7. Any unit member who, under the provisions of the Affordable Care Act ("ACA"), is a full time employee, will be entitled to health insurance coverage as specified in this paragraph. A unit member not otherwise entitled to health insurance coverage under this Article who is considered full-time employee under the ACA shall be entitled to participate in the Healthy Blue High Deductible Plan (\$1300/\$2600 deductible) with 3-tier RX rider of \$5/\$35/\$70. The unit member shall pay \$90 per month for the single plan premium, the district shall be responsible for the remaining share of the single premium. A unit member may purchase family coverage, but shall be required to pay 100% of the difference between the family premium and the District's share of the single premium.

## **Section 2: Health Reimbursement**

1. The District will implement "105 Health Reimbursement Accounts" for each unit member who has worked a complete school year, and will make a contribution of \$150 per unit member per year. Any unit member who misses more than 1.0 unpaid day(s) of work shall forfeit this HRA payment. The only exception to this standard shall be for those unit members who take an unpaid leave of absence due to the "wait period" prescribed by the Sick Leave Bank. Said unit members shall retain the full District contribution. In order to receive this HRA contribution, the unit member must either be currently enrolled in a District health insurance plan or provide proof that he/she received health insurance which is compliant with the ACA.
2. The \$150 HRA attendance-based District contribution shall be made on or before June 30th for any qualifying unit member who retires during that school year. This provision shall be effective for the school year and thereafter
3. The District will make an additional annual HRA contribution as outlined below for each unit member who was enrolled in a District health insurance plan in the previous year and is currently enrolled in a District health insurance plan for the current year. This annual contribution shall be made in two (2) equal installments of each school year on or About September 1<sup>st</sup> and December 1<sup>st</sup>. This payment shall not be subject to any leave / absence penalty. The contribution is not available to those enrolled in the Healthy Blue High Deductible Plan.

- Single.....\$315
- Two Person.....\$425
- Family No Spouse: .....\$575
- Family: .....\$715

## **Section 3: Health Savings Account**

The District will make an annual Health Savings Account (HSA) contribution equal to one hundred percent of the appropriate deductible amount (Single Plan \$1,300, 2 Person/Family No Spouse/Family \$2, 600) credited on the first day of the plan year. In order to qualify for this benefit and receive the HSA District



contribution, the unit member must have been enrolled in a District health insurance plan for a minimum of one year prior to enrolling in the Healthy Blue HD. The District's contribution shall be pro-rated by FTE status.

#### **Section: 4: Benefits Committee**

The joint Benefits Committee will continue its work and evaluate the following topics: a Health Insurance Buy-Out, Section 105 Plan Providers, and any other benefit related options available to both parties. The District and the Seneca Falls Support Staff Association agree to discuss and negotiate the impact of ACA "Cadillac Tax" when implemented by the Federal government.

#### **Section 5: Retired Employees**

1. As of July 1, 2006, the District shall offer the following plans to retired employees and their spouses:

a. Up to Medicare eligibility:

- Blue Point 2 – Select \$15 with three-tier Rx rider of \$5/\$20/\$35;
- Blue Point 2 - Value \$20 with three-tier Rx rider \$10/\$25/\$40;
- Healthy Blue 15 with three-tier Rx rider \$5/\$25/\$50;
- Healthy Blue 30 with three-tier Rx rider \$5/\$35/\$40;
- Healthy Blue High Deductible with three-tier Rx rider

b. At Medicare eligibility and beyond:

- Excellus Supplemental C Plan;
- Excellus Supplemental C Plan w/ \$5/\$20/\$35 prescription rider;
- Medicare Blue Choice Plan;
- Medicare Blue Choice Plan w/ \$5/\$20/\$35 prescription rider;
- Medicare Blue PPO (\$150V, \$5/\$20/\$35 RX)
- MVP Gold HMO-POS \$10/\$15w/ \$0/\$10/\$35/\$90/33%/\$0 Rx
- MVP Gold HMO-POS \$10/\$15w/ \$0/\$15/\$30/\$30/33%/\$0 Rx

c. Any additional plans offered by the District and/or amendments to the above plans shall be through mutual agreement of both parties.

2. Employees who retire on or after July 1, 2006 who have at least fifteen (15) years of service with the District and are eligible for social security benefits or NYS Employee Retirement System benefits shall be entitled to the following District contribution to their health insurance premium. This provision is only available to those who subscribe to Health Insurances at the time of retirement. Dependents cannot be added to coverage after initial retirement date.

- Retired Employee prior to July 1, 2013: Up to Medicare Eligibility, a dollar amount equal to 50% of the full premium of the Blue Point 2 Value \$20 Single Plan or 40% of the appropriate Blue Point 2 Value \$20 Family Plan. The District's contribution will be prorated as outlined in sections 4 and 5 based upon the employee's final year of service.
- Effective July 1, 2013, the District contribution will be based on the appropriate percentage (%) of the Healthy Blue 30 with three tier rider for all new retirees. (Those retirees prior to July 1, 2013 shall retain Blue Point 2 Value \$20 with three (10/25/40) tier rider as the base plan. At Medicare Eligibility and thereafter: a dollar amount of Excellus Supplemental C Plan with prescription rider.

- At Medicare eligibility, the District's contribution will be a dollar amount equal to 50% of Medicare Blue Choice Single Plan with \$5/\$20/\$35 prescription rider.
  - Retired Employee's Spouse: If the spouse is not covered by the employee's plan as outlined above, the District will make the following premium contribution: Up to Medicare eligibility, a dollar amount equal to 50% of the full premium of Healthy Blue \$30 Single Plan.
  - Retired Employee's Spouse: At Medicare eligibility and thereafter, a dollar amount equal to 50% of the full premium of a Medicare Blue Choice Plan with prescription rider. The District's contribution will be prorated as outlined in Sections 4 and 5 based upon the employee's final year of service.
    - "Spouse" is defined as the employee's husband or wife (according to New York State law) at the time of the employee's retirement from the District. The district will not provide coverage for subsequent spouses.
    - Upon the death of a retired employee who was receiving health insurance benefits pursuant to this agreement, the surviving spouse will be responsible for the entire premium.
    - If a unit member chooses a plan whereby the total premium exceeds the District's contribution for the respective district supported Base Plan, the employee shall be responsible for the remaining premium.
4. Employees who retire on or after July 1, 2006, who do not have at least fifteen (15) years of service with the District or are ineligible for social security benefits or NYS Employee Retirement System benefits shall be offered health insurance benefits, but the retired employee and his/her spouse shall be responsible for the full premium.
  5. In the event that Excellus/MVP discontinues plans during the length of the contract, the District and the Association agree to review and revise provisions as necessary.

#### **Section 6: Health Insurance Opt-Out**

1. The Health Insurance Benefit Opt-out shall be coordinated annually by the Joint Benefits Committee.
2. Effective July 1, 2010, and annually thereafter, eligible employees who elect not to enroll in any of the District's health insurance plans, not including dental, may "opt-out" of said plans. Eligible employees include **only** those unit members who qualify for district health insurance and are not already covered under a spouse's plan (subscriber) where the spouse works for the district (i.e. only one opt-out per family).
3. The Joint Benefits Committee shall notify eligible employees by April 1<sup>st</sup> of each school year about the opt-out requirements and dollar amount.
4. Any eligible and interested employee must give written notice of intent to the Business Office by April 20<sup>th</sup> that he/she intends to opt out of the district's health insurance plans for the following school year (July 1 – June 30) or part of the following school year (e.g. January 1 – June 30).
5. The Joint Benefits Committee will inform all employees who have returned a written notice of intent of the status of the opt-out by May 20<sup>th</sup> of the school year.

6. Prior to the expiration of the District's annual open-enrollment period, the employee who wishes to "opt-out" must provide proof of other health insurance coverage availability (e.g. subscriber card). In addition, the employee must also sign a health insurance waiver each year that he/she was offered health insurance but chose to participate in the opt-out.
7. Any "opt-out" employee who loses his/her alternative health insurance coverage during the school year (e.g., divorce or death of the individual who is the health insurance subscriber) who wishes to re-enter the District's plan, must make immediate written request to the Business Office. He/she will then be re-admitted according to the rules and regulations of the insurance carrier (e.g. Excellus). If the employee is re-admitted, his/her opt-out stipend will be pro-rated on a twelve (12) month basis.
8. The opt-out stipend shall be calculated annually by the Benefits Committee and re-calculated each year thereafter. The Joint Benefits Committee shall consider, but not be limited to, such variables as employee utilization of benefits, premium costs, and regional opt-out models and amounts when determining the opt-out stipend.
9. The opt-out stipend for individual employees shall be distributed ONLY if the total District cost for all opt-out stipends (including the necessary and reasonable administrative costs for this benefit) results in a net savings to the District.
10. The opt-out stipend shall be paid by the District semi-annually in September and December as a Health Reimbursement Account (HRA) contribution.

## **ARTICLE X**

### **Leaves of Absence**

#### **Section 1: Sick Leave**

One (1) day per month will be granted to new employees on an annual basis.

Ten [10] month	10 days
Eleven [11] month	11 days
Twelve [12] month	12 days

Twelve days will be granted to employees returning on July 1 of new year.

The overall employment accumulation of days will be as follows:

10 month employees –	185 days
11 month employees –	190 days
12 month employees –	195 days

2. Board approved bus monitors and bus drivers who are assigned regular runs during the summer recess period shall receive one (1) additional sick day per year. The foregoing does not apply to bus drivers who drive extra trips during the summer.
3. A doctor's statement may be required after three (3) consecutive days of sick leave, and will be required after five (5) days.

4. After reaching the cap of unused sick days, unit members can carry-over up to 5 unused sick days per year (to a max of 20 days) which may be used only when their personal sick days have been exhausted. These days may not be used towards the retirement incentive. Also, these days must be used before accessing the Association's sick bank.

## **Section 2: Unused Sick Days at Retirement**

All unit members with a minimum of fifteen (15) consecutive years of service with the District who resign for retirement purposes, and are eligible for NYSERS retirement benefits, shall be entitled to a District contribution to his/her Health Reimbursement Account (IRS Section 105) equal to forty percent (40%) of his/her daily rate of pay multiplied by his/her total number of accumulated, unused sick days. In order to be eligible for this benefit, unit members are required to provide notice to the District 90 days in advance of effective date of resignation.

## **Section 3: Cancer Screening Leave**

1. All bargaining unit members shall receive paid leave for breast and prostate cancer screenings of up to four (4) hours each on an annual basis (July 1 through June 30). There is no deduction from any other accrued leave for this purpose.
2. Any screening that occurs outside the employee's regular work day is not eligible for compensation.
3. In order to access this benefit, the employee is required to provide supporting documentation for the absence. This documentation may take the form of an appointment notice, a physician's note, a note from the testing facility or a personal note from the employee. If the required documentation is not submitted to the business office within ten (10) days of the absence, this time will be charge against the employee's sick leave.

## **Section 4: Vacations**

1. Twelve (12) month employees shall receive the following vacation days:

<b><u>Years of Service</u></b>	<b><u>Vacation</u></b>
1 through 5 years	- Ten (10) days
6 through 10 years	- Add one (1) day per year (11-15 days)
11 through 20 years	- Add one (1) day per each two (2) years of service
20 through 25 years	- Twenty (20) days
After 26 years	- Twenty-one (21) days
After 31 + years	- Twenty-two (22) days

2. Earned vacation for one (1) year, not to exceed ten (10) days, may be carried over to the next succeeding year only. Accrued vacation time shall be paid to the employee or his/her beneficiary at the time of termination, retirement, or death. Vacation paid pursuant to above will be computed as follows: The portion of unused vacation carried over from previous year plus pro-rated vacation earned in current year less vacation days not eligible to be taken prior to end of school fiscal year.
3. Unit members who formerly worked ten (10) or eleven (11) months per year who become regularly employed for twelve (12) months per year shall be given credit for their prior years of service for vacation accrual purposes. (To illustrate, suppose a ten (10) or eleven (11) month employee had completed twelve (12) years of service and then became employed on a twelve (12) month basis. Such employee would be entitled to sixteen (16) vacation days.) This provision is effective July 1, 1994.

- An employee shall receive his/her vacation time credit on the date of July 1<sup>st</sup> of the calendar year immediately preceding the anniversary hiring date of said employee.
- New employees shall receive a pro-rated vacation leave credit, but will not be able to take said leave until completing one (1) full year of service (i.e. anniversary of his/her date of hire).
- Employees who have completed a probationary period and who cease to be employed by the District for any reason shall receive vacation allowance pro-rated on the full month's service.

### **Section 5: Holiday Schedule**

The School District agrees to pay the following annual holiday schedule:

<b><u>Ten (10) Month Employees</u></b>	<b><u>Eleven (11) Month Employees</u></b>	<b><u>Twelve (12) Month Employees</u></b>
New Year's Day	New Year's Day	New Year's Day
February Birthday	February Birthday	February Birthday
Memorial Day	Memorial Day	Memorial Day
Labor Day (Clerical only)	July 4 <sup>th</sup>	July 4 <sup>th</sup>
Columbus Day	Labor Day	Labor Day
Veteran's Day	Columbus Day	Columbus Day
Thanksgiving Day	Veteran's Day	Veteran's Day
Day after Thanksgiving	Thanksgiving Day	Thanksgiving Day
Christmas Day	Day after Thanksgiving	Day after Thanksgiving
Martin Luther King Day	Christmas Day	Christmas Eve
	Martin Luther King Day	Christmas Day
		Martin Luther King Day
		Good Friday

### **Section 6: Jury Duty**

If an employee is called for jury duty, the Board will pay the difference between the jury pay and employee's regular day's pay, if jury pay is less than the regular day's pay.

### **Section 7: Personal Business Leave**

1. Two (2) days of Personal Business Leave per year may be granted to each employee. "Personal Business" means an activity that requires an employee's presence during the workday and is such that it cannot be attended to at a time other than during work hours. Application for leave must be submitted at least five (5) workdays in advance to the employee's immediate supervisor. If "Personal Leave Days" are not used in the current year, they may be accumulated with sick leave days. It is understood that personal leave days are in fact personal and reasons for use of personal leave need not be disclosed. Only in extreme emergencies shall an employee be denied the use of personal leave.
2. The supervisor or superintendent may grant or deny personal business leave requests to multiple employees, if, in his/her discretion, the operating and educational needs of the District will not be impaired.

### **Section 8: Bereavement Leave**

1. Up to three (3) days of leave per incident for death of immediate family members as follows:

Spouse/Significant other

Parents

Children (and spouses)  
Brother  
Sister

Grandparents  
Grandchildren  
Mother-in-Law  
Father-in-Law

2. One (1) day funeral leave may be used for any other relative not listed above, which can include:

Aunt  
Uncle  
Son-in Law  
Brother-in Law  
Any other person residing in the employee's household.

Niece  
Nephew  
Daughter-in-Law  
Sister-in-Law

#### **Section 9: Family Sick Leave**

1. For serious illness within the immediate family a total of five (5) days per year shall be granted for any combination of the following:

Spouse/Significant Other  
Children *[natural, adopted and foster]*

Mother  
Father

2. The District retains the right to substantiate proof of illness where there is a reasonable suspicion of abuse.

#### **Section 10: Over-Time**

Any leave time paid will be considered time worked for computing over-time.

#### **Section 11: Sick Leave Bank**

The purpose of the Sick Leave Bank is to provide Income Protection in the case of prolonged illness or disability. The "Sick Leave Bank" (SLB) will be established, effective July 1, 2007. The SLB will provide members with full compensation, dating from the first day of illness or disability. The SLB will be administered by the Seneca Falls Support Staff Association with consultation from the Seneca Falls Central School District.

1. The SLB will be created initially as follows:

- a. All current unit members will be enrolled automatically in the SLB unless he/she indicates otherwise in writing to both the SFSSA president and District superintendent by October 1, 2007.
- b. The District will make a one time contribution to the SLB of ten (10) days.
- c. A SLB committee will be formed by the Association president. The composition will include the president (or appointee) and the SFSSA Executive Committee and one (1) building representative to be appointed by the President.
- d. A member will not be able to withdraw days from the SLB until his/her own accumulated - including sick, personal, and vacation leave - is depleted. The first fifteen (15) days of illness, injury or disability will not be covered by the SLB and must be covered by that member's own

accumulated leave - including sick, personal, and vacation leave – or take an absence without pay. The required absence without pay, prior to the use of the SLB days, will not negatively affect the District annual HRA contribution of \$100.

**2. The SLB will be maintained as follows:**

- a. All new hires will be enrolled automatically in the Sick Leave Bank upon the second (2<sup>nd</sup>) anniversary of his/her date of hire. Until that time, he/she shall not have access to or be required to join the SLB.
- b. All unit members will be enrolled or re-enrolled in the SLB at the end of the school year (June 30<sup>th</sup>) unless they indicate otherwise in writing to the SFSSA president and District superintendent by June 15<sup>th</sup>, effective for the next school year. As a result, that unit member will receive no sick leave bank income protection. Any unit member who leaves the bank cannot withdraw the days that he or she has donated.
- c. The SLB shall annually collect one (1) personal sick leave day per year from each participating member.
- d. The SLB Committee will audit the SLB by May 30<sup>th</sup> each year to determine the status of accumulated sick days available to members. If the SLB days available fall below twenty (20), unit members will be notified and will contribute one (1) additional sick leave day to replenish the SLB.
- e. If the total number of SLB days available drop below twenty (20) during the school year, the SFSSA president and District superintendent will inform the SLB Committee and one (1) additional sick leave day will be contributed by each member.
- f. Members who request use of the SLB must submit his/her request to the SLB Committee as soon as possible, but at least ten (1) work days prior to the date he/she will need the days. If this protocol is not followed, salary payments will be delayed.
- g. If a unit member does not have a personal sick leave day to join or continue his/her membership in the SLB, he/she may use a Personal Day, Vacation Day or a Salary Deduction (equivalent to the dollar value of a sick day) to join or retain his/her SLB membership. However, if a unit member does not wish to retain his/her SLB membership due to lack of days, he/she may end his/her membership by notifying the SFSSA President in writing within five (5) days of the re-canvass date. Said unit member's SLB membership will then cease immediately. The SLB Committee shall administer this function and inform the District of the unit member's decision.
- h. The SLB Committee will evaluate this process annually and provide reports/recommendations to the Association President and District Superintendent.

**3. The SLB Committee will administer the SLB as follows:**

- a. The SLB Committee shall include the SFSSA Executive Committee and one (1) building representative to be appointed by the President.
- b. SLB days can only be granted to current contributing members.

- c. SLB days can only be granted for purposes of long term illness, long term injury, or disability.
- d. A member will not be able to withdraw days from the bank until his/her own accumulated leave-including sick, personal, and vacation leave- is depleted. The first fifteen (15) days of illness, injury or disability will not be covered by the SLB and must be covered by that member's own accumulated leave-including sick, personal, and vacation leave- or he/she must take an absence without pay.
- e. Members who are receiving the alternative forms of compensation, exclusive of private insurance, will not be eligible for use of the SLB.
- f. The SLB Committee will require doctor's evidence of illness or injury or disability necessitating use of the SLB. The Committee has the authority to review a member's request and ask for additional documentation, especially for requests beyond twenty (20) days. The SLB Committee may require a physician's note (i.e. excuse authorizing inability to work) every twenty (20) days of a member's absence.
- g. The maximum number of SLB days available to a SLB member during the school year (July 1 – June 30) is twenty (20) Any days beyond the twenty (20) will be wholly dependent on the canvas process.
- h. If a SLB member meets the SLB criteria outlined above (Section 11) and has used the twenty (20) SLB days granted under 3.g., he/she may request that the SLB Committee hold a voluntary canvass of SLB members. During this process, SLB members may donate up to 2 (two) personal sick leave days for the use of the requesting member. The chairperson and/or president will provide the list of canvass contributors to the District (business office) in a timely manner. Any contributed days that are not used shall be returned to the contributing member on a reverse order basis.
- i. After accessing the Sick Leave Bank and returning to work, the unused SLB days will be returned to the sick bank. Additional requests will begin a new SLB process.
- j. The decisions of the SLB Committee cannot be grieved.

## **ARTICLE XI**

### **Leaves of Absence without Pay**

#### **Section 1: Long Term Requests**

An employee shall be granted a Leave of Absence without Pay for a period not to exceed two (2) years for any reason deemed appropriate by the School Board and based upon the recommendation of the Superintendent of Schools, except in the case of military service. The decision of the school board and superintendent is not grievable. At the time of requesting the Leave of Absence without Pay, the employee shall specify the dates and the reason for which he/she desires the leave and shall forward it through the appropriate supervisory ranks.

#### **Section 2: Short Term Requests**

Short-term leave requests are subject to review by superintendent. At the time of requesting the Leave of Absence without Pay, the employee shall specify the dates and the reason for which he/she desires the leave and shall forward it through the appropriate supervisory ranks. If said requests are approved, personal and vacation leave time must be used first. The decision of the superintendent is not grievable.



**ARTICLE XII**  
**Health and Safety**

The School District shall continue to make reasonable provisions for the health and safety of its employees during the hours of their employment. The School District agrees to provide protective devices and other equipment necessary to protect the employees from sickness and injury. Each employee has the responsibility to report immediately any hazardous conditions to his/her immediate supervisor.

**ARTICLE XIII**  
**Hiring, Promotion, Recall, and Seniority**

**Section 1: Seniority**

Seniority for unit members will first be determined by hire date and then by alphabetical order. Where training, work record and attendance are equal, employees with seniority must be considered for promotion to the higher rated jobs, when such openings occur (but management will make the final decision). It is agreed that the higher rated jobs shall be filled, when applicable, in accordance with the State of New York Civil Service Law and the rules and regulations of the Seneca County Civil Service Commission. Seniority in the job class shall be defined as the length of continuous service since the last date of hire.

**Section 2: Vacancies**

The District shall offer bargaining unit members an interview when they apply for a vacancy within the bargaining unit. If the unit member is denied the new position, he/she shall have the opportunity to discuss the reasons for the denial with the Superintendent. Where ability is equal, those employees with the greatest seniority shall be given preference for transfer, providing such lateral movement will not interfere with the employment needs of the district.

**Section 3: Postings**

When an opening does occur, the School District shall post and advertise the bargaining unit position in conspicuous places throughout the facilities with dates and a time limit of ten (10) calendar days so that each person may have an opportunity to compete for the position. The posting shall contain the following: job title, rate of pay, location of position, shift, and minimum qualifications. Employees who are interested in a posted position shall submit written application to the supervisor within ten (10) calendar days after the notice is posted. The School District agrees that all promotions shall be made from current employees who qualify. The Association President or his/her designee shall receive a copy of the job opening when it is posted and shall also receive notification of who was awarded the position.

**Section 4: Staff Reductions**

In the case of reduction of the work force, job abolishment, layoff, or austerity, the employee with the least seniority in the job class shall be the first laid off. The following process will be used for recall:

- a. The most senior individual within the job classification and salary range shall be offered the right to return to the same classification after bargaining unit members are given the opportunity to bid on a vacancy or opening, which would result in a promotion, as defined in Section 7. During the school year, only one (1) "bump" will occur.
- b. Individuals will be notified by registered mail and shall reply within five (5) working days after the receipt of the registered letter.

- c. Individuals will be afforded the opportunity only once to return to the District, and he/she shall retain his/her right to recall and seniority for a period of not to exceed two (2) calendar years.
- d. If the most senior individual does not accept the job, then the same process shall apply to the next most senior individual, etc.

#### **Section 5: Competitive & Non-Competitive**

Competitive and non-competitive positions will be defined by Seneca County Civil Service.

#### **Section 6: Promotions**

For purposes of this Contract, a promotion shall mean when a unit member seeks a position with a higher hourly rate of pay.

### **ARTICLE XIV** **Probationary Employees**

#### **Section 1**

Each new employee shall be considered on probation for a period equal to the maximum length set by Seneca County Civil Service. He/she shall not be entitled to a permanent appointment within the above time limits until the appropriate supervisory official evaluates his/her performance and recommends to the Superintendent of Schools that his/her performance is satisfactory, and approved by the Superintendent.

#### **Section 2**

It is agreed that any probationary employee can be discharged at the sole discretion of the School District, and he shall not have the right to seek relief pursuant to the grievance and arbitration procedure of this agreement.

### **ARTICLE XV** **Grievance Procedure**

#### **Section 1: Definitions**

- 1. A grievance is any alleged violation of this agreement.
- 2. An employee is any individual within the collective bargaining unit covered by this agreement.
- 3. An aggrieved party or grievant is an employee, or group of employees, the Association.

#### **Section 2: Submission of Grievances**

- 1. Before submission of a written grievance, the aggrieved party with the option of having a Union Representative present must attempt to resolve it informally with his/her Building Principal or immediate supervisor.
- 2. Each grievance shall be submitted in writing on a form provided by the SFSSA Grievance Committee. The form shall identify the grievant or grievants, the provision of this agreement involved in the grievance, the time and place, and, if known, the identity of the person responsible for causing such events or conditions and a general statement of the grievance and redress sought by the aggrieved.

3. A grievance shall be considered waived unless the aggrieved party files his/her grievance with his/her immediate supervisor within ten (10) working days after its known occurrence.
4. An employee or group of employees within the same department may submit a collective grievance, which affects each individually or wholly, to their immediate supervisor.
5. The Association or employee may submit a grievance directly to the Superintendent, except where it would be limited to affect one (1) department or building within the Unit. In such an instance, the grievance shall be submitted to the building principal, except where the employee is not assigned to a specific building.
6. The School District will send a copy of its answer at each step of the grievance to the President of the Association.

### **Section 3: Grievance Procedure**

1. The Building Principal or immediate supervisor shall respond in writing within ten (10) working days to each written grievance filed.

If the aggrieved party and/or his/her designated representative is not satisfied with the Building principal's or immediate supervisor's answers, or if no answer is received within ten (10) working days after submission of the grievance, the grievant may appeal to the Superintendent within ten (10) working days.

2. The Superintendent, or his/her designated representative, shall upon appeal confer with the aggrieved party or his/her designated representative. The superintendent shall render to the above-mentioned parties a written disposition of the grievance within ten (10) working days after receipt of the appeal.
3. Within ten (10) working days after receiving a decision from the superintendent, the association shall deliver a response to the superintendent, a detailed statement of its position with respect to the grievance.
4. In the event the association is not satisfied with the decision of the superintendent, it shall, within thirty (30) days after receiving the decision, refer the grievance to arbitration. The superintendent and the association shall mutually agree on an arbitrator.

### **Section 4: Arbitration**

1. The Arbitrator so selected shall conduct the proceedings in accordance with the New York Arbitration Law, Article 75, Civil Practice Law and Rules.
2. The Arbitrator's Award shall also set forth his/her findings of fact, reasons and conclusions of law on only that issue submitted for determination.
3. The Arbitrator shall have no power to alter, modify, add to, or subtract from the provisions of this agreement.
4. The Arbitrator shall not usurp the functions of the Board of Education or the proper exercise of its judgment and discretion under the law and this agreement.
5. The Arbitrator's Award, if within the scope of his/her authority as set forth above, shall be binding upon the parties.

6. The costs for the services of the Arbitrator will be borne equally by both parties.

## **ARTICLE XVI** **Job Security**

### **Section 1: Section 75 of Civil Service Law**

The School District agrees that employees, other than probationary employees, shall receive the full protection of Section 75 of the Civil Service Law, as it relates to discharge, suspension, reprimand, fine or demotion.

### **Section 2: Disciplinary Action**

Any employee not eligible for protection under Section 1 of this Article, other than probationary employees, shall have the right to challenge any disciplinary action in accordance with the grievance and arbitration provisions in this agreement.

### **Section 3: Personnel File**

No material related to an employee's conduct, performance, character, or personality which is derogatory in nature shall be placed in an employee's personnel file without notification to the employee. The employee shall be given the opportunity to read such material and shall acknowledge that he/she has read same by affixing his/her signature on the material to be filed, with the understanding that such signature merely acknowledges that the employee has read such material and does not indicate agreement with its contents. The employee's response is due within five working days.

## **ARTICLE XVII** **Salaries**

### **Section 1: Base Salary**

The aggregate increase in salary shall remain at 3.0% for the 2015-2016 school year. This shall be reflected in the salary schedules and profiles.

The aggregate increase in salary shall be 2.75% for the 2016-2017 school year. This shall be reflected in the salary schedules and profiles.

The aggregate increase in salary shall be 2.5% for the 2017-2018 school year. This shall be reflected in the salary schedules and profiles.

The aggregate increase in salary shall be 2.0% for the 2018-2019 school year. This shall be reflected in the salary schedules and profiles.

The base salary for unit members shall be determined by their placement and subsequent advancement on the respective salary schedule (see attachments). The salary for any unit member, who is not on a schedule, including off-step salaries, shall be determined by the salary profile. The salary profile shall be kept by both the District and Association.

### **Section 2: New Appointments & Transfers**

The District shall make every effort not to hire a new employee at a step which is greater than a bargaining unit member's step who has the same skill, ability, experience, education, and training. However, the District may assign new hires, transfers, and promoted employees to a salary step no greater than Step 5 of

said employee's job class. If the District feels the need to hire a new employee at a rate greater than Step 5, consultation with the SFSSA leadership will occur. The District's decision in these instances is not grievable.

### **Section 3: Paychecks**

1. Each employee will be given the option to have his/her total annual salary divided into regular equal paychecks based on a 20 or 24 pay period schedule. The accumulated balance would then be paid to the employee in his last paycheck in June, if he has chosen to have pay accumulated in school accounts. Payroll deduction bank savings deposits remain as an agreement between the employee and the bank. The District will pay each employee according to the previous year's arrangement unless the employee informs the District prior to June 1<sup>st</sup>.
2. All paychecks will be issued bi-monthly no later than the 15<sup>th</sup> of each month and on the last work day of each month.
3. Unless otherwise exempted by the District, all unit members will be required to use direct deposit for salary payment. All unit members will be held harmless from any and all bank fees that he/she may incur from a direct deposit error or system problem.
4. The District shall deduct and remit payments to the VOTE/COPE and the NYSUT Benefit Trust upon submission of a signed authorization to the payroll office for anyone within the Association. Such signed authorization may be discontinued at the end of its term upon written notice by the unit member to the District. The District shall remit to the VOTE/COPE and the NYSUT Benefit Trust the payments deducted and shall furnish the Plan and the Association with a list of all unit members from whose salaries such deductions have been made. The Association and its individual unit members agree to indemnify and hold the District and its agents completely harmless from any and all claims this may result from the implementation of this clause.

### **Section 4: Overtime**

1. The parties agree that employees, with the exception of Bus Drivers, who have a regular workweek of exactly thirty-five (35) hours, shall be entitled to receive overtime compensation (time and one-half) for all hours worked in excess of thirty-five (35). No other employees are entitled to this benefit.
2. The calculation of hours worked shall include, in accordance with established past practice, the use of paid leave time.

### **Section 5: Longevity I**

1. A longevity increment will be added to the employee's base salary providing he/she has rendered continuous active service in the District for the number of years indicated below. The increment will be added to the base salary in the subsequent fiscal year after the required number of years is satisfied.
2. As of July 1, 2007, the longevity increment will be:
  - 2% of base salary after 10 years, and through 14 years
  - 4% of base salary after 15 years, and through 19 years
  - 7% of base salary after 20 years, and through 24 years
  - 10% of base salary after 25 years, and thereafter

3. Leaves of absence in excess of thirty (30) days will not be counted towards continuous active service. In addition, employees reinstated within one (1) year after last employed in District will retain their continuous service status; however, the time during their absence will not count towards continuous service.

#### **Section 6: Longevity II**

All unit members hired prior to July 1, 2007 and who is on payroll as of November 15<sup>th</sup> of that year shall receive a holiday bonus as long as he/she is on the District's payroll (e.g. working, paid leave) as of November 15<sup>th</sup> during the year in which the bonus is granted. The bonus shall be paid with the first paycheck issued in December and will be based upon the employee's years of service to the District. The Holiday Bonus for Cafeteria Workers will not be paid from Cafeteria Funds/Budget. The bonus shall be payable annually as follows:

2 – 4 years of service	\$ 75
5 – 9 years of service	\$ 125
10 – 14 years of service	\$ 175
15 – 19 years of service	\$ 225
20 + years of service	\$ 275

### **ARTICLE XVIII**

#### **Public Employees' Fair Employment Law**

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

### **ARTICLE XIX**

#### **General Considerations**

##### **Section 1**

In the event that any article or section of this agreement shall be determined by a court of competent jurisdiction to be null, void or unenforceable, such decision shall not affect any of the other provisions of this agreement which shall continue in full force and effect.

##### **Section 2**

Neither party of this agreement shall make nor attempt to make any alterations, modifications, changes, or variations of any of the items expressly and specifically covered herein.

##### **Section 3**

A copy of the final signed agreement shall be furnished to all support staff personnel. This cost is to be shared equally by the School District and the Association.

**Article XX**  
**Clothing Allowance**

The District shall provide the following annual clothing allowance(s):

1. Custodial/ Maintenance/ Transporter:  
\$260.00 a year through 2018-2019
2. Bus Drivers / Bus Monitors:  
\$220.00 a year through 2018-2019
3. Cafeteria Kitchen Staff / Health Aides / AV Technician / Bus Mechanics:  
\$155.00 a year through 2018-2019
4. The allowance for Bus Mechanics is to be used only for steel toed footwear and outerwear.
5. This allowance must be used at a place of business mutually agreed to by the District and Association.
6. Any new employee will be entitled to his/her respective allowance on the first day of September after he/she has been permanently appointed.
7. Any unit member holding two (2) or more positions with the district is entitled to only one (1) allowance (the greater of the two).
8. Unspent allowances cannot be carried from one year to the next.
9. If a unit member must return an item, a store credit will be issued. No cash returns will be permitted.
10. All purchases must be made by May 31<sup>st</sup>.

**Article XXI**  
**Free Tuition**

A non-resident (non-resident of the Seneca Falls Central School District) unit member may send his/her school age children to the Seneca Falls Central School District free of tuition charges. Transportation shall be the responsibility of the unit member.

**Article XXII**  
**Mileage Allowance**

The Internal Revenue Service rate for mileage allowance shall be granted for use of personal vehicles when used for school business.

**Article XXIII**  
**Cafeteria Employees**

1. When extra duty is necessary within the cafeteria area, the work shall be performed by regular cafeteria workers. The extra work shall be assigned by seniority on a rotational basis within the building unit.

**Article XXIV**  
**Clerical Employees**

1. Holiday Schedule: See Page 12.
2. The Clerical salaries are based upon a seven a (7) hour work day.
  - a. Ten (10) month employees: The total number days will be determined annually (September-June).

- b. Eleven (11) month employees: The total number days will be determined annually and will include 25 cumulative days to be worked before the beginning of the instructional year (July & August), as agreed upon by the employee and his/her supervisor. In the event that an agreement cannot be reached, the District retains the right to make an assignment.
  - c. Twelve (12) month employees: The total number days will be determined annually.
- 3. Clerical employees required to attend any courses in connection with their work shall receive normal hourly wage or overtime (if over thirty-five (35) hours that week) for time spent outside normal work hours.
  - 4. Clerical employees will not have to perform nursing duties.
  - 5. Any Clerical employee desiring to take a course to further enhance their professionalism and proficiency in their related field of work will, upon completion of each six (6) credit hours, receive an increment of \$65 in addition to their present contract salary. The courses shall be taken after the date this agreement becomes effective and must have prior approval of the Superintendent of Schools. Courses must be taken from an accredited college or university and acceptable for inclusion in a bachelor's or associates degree program.

**Article XXV**  
**Custodial and Maintenance Employees**

- 1. Holiday work for custodians shall be paid at double time.
- 2. All Senior Custodians and Custodians who are in charge of their buildings will be paid at their hourly rate for weekend and holiday checking of their buildings and grounds.
- 3. Emergency Closing: When Building Mechanics are required to report to work for an emergency (e.g. snow removal), two (2) hours or more before their normal reporting time, they shall receive a breakfast reimbursement of \$5.00 (no receipt required).
- 4. Building Checks: When a Custodian is not on duty, the senior Custodians, if available, will be assigned on a rotational basis to perform a building check on their respective building. If a senior Custodian is not available, the assignment will first be offered to the Senior Custodian from the other buildings. If they are not available, the assignment will then be offered to the Custodians on a seniority basis. The pay for building checks will not be less than two (2) hours.
- 5. Assignment of Extra Duty:

An effort will be made to contact Custodians/Sr. Custodians for assignment of extra duty up to forty-eight (48) hours prior to the assignment.

Should a Custodian/Sr. Custodian not be at work due to illness or vacation, they cannot be assigned extra duty on that day.

Once extra duty has been assigned, a listing will be forwarded to the Sr. Custodian in each building.

When Custodians/Sr. Custodians are required to work extra duty of two (2) hours or less, which immediately follows their regular shift, the extra duty assignment will not count on the rotation list.

Building checks required to be performed by Sr. Custodians will not count on the rotation list. All other extra duty that requires the assignment of a Sr. Custodian will count on the rotation list.



All of the foregoing does not apply under emergency conditions.

Extra duty cleaning of the bus garage does not have to be posted. However, any interested custodian who applies for the extra duty assignment must be assigned on a rotating basis.

6. Maintenance and Custodial employees who work on a holiday shall be paid at two (2) times their regular rate.
7. Any employee that is required to obtain and hold a CDL license to perform his/her respective employment duties for the District, will be compensated for fifty percent (50%) of the cost of obtaining and maintaining a CDL license.

#### **Article XXVI** **Transportation Employees**

1. The extra duty rate for Bus Drivers will be changed to be equal to the hourly rate at Step 10 of the Bus Driver Salary Step Schedule.
2. When regular Bus Drivers are substituting, they shall be paid their regular rate for the substitute run.
3. Bus Drivers shall be paid call-in pay for two (2) hours work on the cancellation of bus runs. When a bus run is canceled, Bus Drivers have an option on next available, similar run (same list – on duty/off duty).
4. All bus runs scheduled for extra curricular activities shall be driven by Bus Drivers.
5. All routes for bus drivers and bus monitors/attendants will be up for bid at the annual summer transportation department meeting. The annual summer transportation department meeting will be conducted by the transportation supervisor and held during regular business hours on the last Monday of August, unless there is a change in the School Calendar (eg : early start to school year). Such change will discussed and communicated to Seneca Falls Support Staff Association leadership.

The annual summer transportation department meeting will include the opportunity for drivers to discuss and bid on all routes.

The bidding process will be based entirely on seniority. That is, the seniority of an employee will determine his/her opportunity and ability to bid on any available open routes commensurate with the work hours of said routes.

- a. Prior to the annual summer transportation department meeting, the transportation supervisor shall:
  - i. The date and time of the Summer Transportation Department meeting will be posted after the school calendar is approved.
  - ii. Post all routes to be bid at the summer meeting, including but not limited to, hours and estimated number of students. This posting must occur in advance of the meeting.
  - iii. Post a copy of the relevant, updated seniority list(s). This posting must occur in advance of the meeting.
  - iv. Permit eligible employees (i.e. those able to bid) the opportunity to “test-drive” (in district runs only) in a district supplied vehicle one (1) route of those to be bid. Said opportunities shall be coordinated by the employee and the supervisor and shall take place on the same day as the annual summer meeting.

- v. Each employee who participates in the “test-drive” and summer meeting shall be paid his/her hourly rate for up to seven (7) hours for the day. The employee shall only be paid for those hours actually in attendance, which need not be consecutive.
    - vi. The transportation supervisor shall be able to include additional topics of discussion, training, and information at the summer meeting.
    - vii. Once all available routes have been assigned, the employees assigned to that route shall be guaranteed the daily work schedule for that route (as of the summer meeting) for the remainder of the school year. If the time allotted to a route drops below said schedule, the employee shall be held harmless but must be available to work as needed. If the time allotted to a route increases, the employee shall be compensated accordingly.
    - viii. If the length of a route changes during the school year, it shall not be rebid until the next summer transportation department meeting.
  - b. If a new route is established OR a route is eliminated OR a route is vacated (e.g. resignation, retirement, death) after the summer meeting but before February 1st, it will be posted and assigned as follows:
    - i. The District shall post the opening within ten (10) working days of the need to fill the position. The posting must occur for at least ten (10) working days. The transportation supervisor may assign the open route temporarily to a substitute driver until the next regularly scheduled Board of Education meeting where the BOE will make an appointment. Every effort should be made to fill the open route as soon as possible with a current employee. The open route shall be assigned to the most senior driver or monitor who applies for that route.
    - ii. Any routes vacated by an employee selecting the open route shall then have his/her route filled by a long term substitute employee until the next summer annual meeting.
    - iii. This process shall not prevent a more senior employee from choosing a lesser assignment (i.e. fewer hours) as long as this is his/her choice.
  - c. If a new route is established OR a route is eliminated OR a route is vacated (e.g. resignation, retirement, death) after February 1st, it will be assigned to a long term substitute employee and bid at the next summer annual meeting.
7. The Board will pay the driver’s regular days pay if the individual is requested to appear in court pursuant to a complaint lodged against a citizen for an alleged traffic violation regarding the safe operation of a district school bus.
  8. Bus Drivers required to attend any session relating to their job will be paid their normal hourly wage or overtime (if over forty [40] hours that week) for time spent outside normal working hours.
  9. Out-of-County, Extra-Curricular and Special Education (out of district placement students) trips will not be split at all, unless the bus or the driver is needed for another run.
    - If the trip is between 9 and 10 hours long, the driver must take the time between the ninth and tenth hour as an unpaid meal break.
    - If the trip is between 10 and 14 hours long, the driver must take one (1) full hour of unpaid break.
    - If the trip is between 14 and 15 hours long, the driver must take the time between the fourteenth and fifteenth hour as an additional unpaid break.

- In order to claim a meal allowance, the extra-curricular trip must include all of the following time worked out of the county. The reimbursement rate for non-receipt meals is:
  - Breakfast - \$5.00, from 8-9 a.m.
  - Lunch - \$10.00, from 12-1 p.m.
  - Supper - \$15.00, from 5-6 p.m.
- 10. The head Auto Mechanic and the Mechanic-Bus Driver shall work a forty (40) hour week. All time over forty (40) hours shall be paid at time and one-half.
- 11. The Head Auto Mechanic and the Mechanic Bus Driver who have completed one (1) full year of work shall be provided a uniform which will be continued by the District.
- 12. Safe Driving Awards – All regular drivers shall be eligible for a safe driving award. The maximum award amount for any driver who meets the criteria will be \$20.00 per contract hour. Any driver assigned a summer run shall receive credit for one (1) additional contract hour when determining his/her total Safety Driving Award. The criteria for the award shall be set up by a committee of two (2) SFSSA representatives from the Transportation unit and two (2) representatives from the District. Each group is to select their own representatives.
- 13. Extra-Duty Driving When School is in Session
  - a. Week day trips that leave and return between drivers' runs are offered to drivers on a rotating seniority order.
  - b. Weekday trips that either leave or return when there are no drivers available are assigned to substitute drivers as evenly and fairly as possible.
  - c. Weekday trips that leave after 4:30 p.m. are assigned in a rotating seniority order. Should a driver accept a trip that is subsequently canceled, that driver is given option on the next available unassigned trip.
  - d. Weekend trips are assigned in a rotating seniority order to drivers first; should there be no drivers available, substitute drivers shall be assigned.
  - e. In-district shuttles are not subject to offerings on a rotating seniority basis.
  - f. For purposes of extra-duty driving, drivers are considered all eligible drivers covered under this contract.
- 14. Extra-Duty Driving When School is not in Session
  - a. Bus driving jobs are assigned on a seniority basis.
  - b. Extra duty trips are assigned in a rotating seniority order.
- 15. Extra trips which are previously known by district administrators to be eight (8) hours or more in duration shall be offered to regular full time bus drivers. The offers will be made in rotating seniority order.
- 16. Each Bus Driver, Head Auto Mechanic, Building Maintenance Mechanic/Driver, and Driver Mechanic shall be reimbursed for the cost of their CDL endorsement.
- 17. When a Bus Monitor is needed and there are none available, regular Bus Drivers shall be offered the work by seniority before any substitutes are used. Compensation shall be the monitor extra duty rate of pay.

18. The District may assign, without regard to bidding or seniority, a special education student's one-on-one Bus Monitor, as long as required by the student's' IEP, to assist that student during summer transportation provided by the District.
19. When students are released for an early dismissal resulting in additional runs for a driver above and beyond his/her normal workday assignment of runs, said driver shall receive two (2) hours of additional compensation above and beyond his/her normal daily compensation. Example: When the elementary students are released early during the first and last weeks of the school year (i.e., the students have half days), a driver would be compensated for three (3) runs instead of two (2) runs, (i.e. the driver would be compensated for his/her morning run, midday run, and afternoon run).
20. Any permanent, non-instructional employee, other than either a Seneca Falls Central School District provisional or permanent Bus Driver, employed by the District, but are certified Bus Drivers, will be offered the opportunity for extra-duty bus runs upon the exhaustion of the regular Bus Driver seniority list, but prior to the offering of said opportunity to District Bus Driver substitutes.
21. If the District has the need and requests for additional 19A examiners, the District will cover the cost of certification, re-certification, and training. The District will also apply "workshop/conference" day if training occurs during work time. District will communicate need on an annual basis.

#### **ARTICLE XXVII** **Professional Development**

1. Bargaining unit members may apply to the Superintendent for approval to attend courses, workshops, and conferences which are job related or which will enhance an employee's professional development. If approved, the District will pay for all fees associated with the course, workshop or conference. Applications shall be submitted at least thirty (30) days in advance of the course, workshop or conference. Approval is at the discretion of the Superintendent. The Superintendent's decision shall not be subject to the grievance and arbitration procedures in this agreement.
2. The Superintendent may also direct bargaining unit members to attend job-related courses, workshops and conferences. The District will pay for all fees associated with the course, workshop or conference and the employee will receive his/her normal wage for time in attendance.

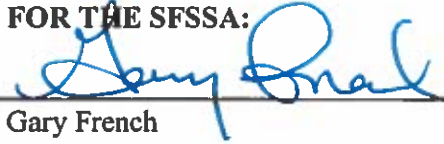
#### **ARTICLE XXVIII** **Students with Disabilities**

Aides and Bus Monitors shall be given information about a student they work with in reference to a student's disability and propensities for physical outbursts. This provision shall not be subject to the grievance and arbitration procedures in this agreement.

## SIGNATURES

This Agreement is between the Seneca Falls Central School District and the Seneca Falls Support Staff Association.


**FOR THE SFSSA:**



Gary French  
President  
Seneca Falls Support Staff Association

Dated: 6-8-15

**FOR THE DISTRICT:**



Robert McKeveny  
Superintendent of Schools  
Seneca Falls Central School District

Dated: 6-5-15

# **APPENDIX:**

**SALARY SCHEDULE  
2015-16 THROUGH 2018-19**

**SFSSA Salary Schedule****2015-16 through 2018-19**

<b>Cleaner</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
		<b>3.00%</b>	<b>2.75%</b>	<b>2.50%</b>	<b>2.00%</b>
<b>1</b>	<b>\$9.50</b>	<b>\$9.62</b>	<b>\$9.72</b>	<b>\$9.80</b>	<b>\$9.86</b>
<b>2</b>	<b>\$9.59</b>	<b>\$9.79</b>	<b>\$9.88</b>	<b>\$9.96</b>	<b>\$10.00</b>
<b>3</b>	<b>\$9.68</b>	<b>\$9.88</b>	<b>\$10.06</b>	<b>\$10.13</b>	<b>\$10.16</b>
<b>4</b>	<b>\$9.81</b>	<b>\$9.97</b>	<b>\$10.15</b>	<b>\$10.31</b>	<b>\$10.33</b>
<b>5</b>	<b>\$9.93</b>	<b>\$10.10</b>	<b>\$10.24</b>	<b>\$10.40</b>	<b>\$10.52</b>
<b>6</b>	<b>\$10.09</b>	<b>\$10.23</b>	<b>\$10.38</b>	<b>\$10.50</b>	<b>\$10.61</b>
<b>7</b>	<b>\$10.24</b>	<b>\$10.39</b>	<b>\$10.51</b>	<b>\$10.64</b>	<b>\$10.71</b>
<b>8</b>	<b>\$10.35</b>	<b>\$10.55</b>	<b>\$10.68</b>	<b>\$10.77</b>	<b>\$10.85</b>
<b>9</b>	<b>\$10.53</b>	<b>\$10.66</b>	<b>\$10.84</b>	<b>\$10.95</b>	<b>\$10.99</b>
<b>10</b>	<b>\$10.99</b>	<b>\$10.85</b>	<b>\$10.95</b>	<b>\$11.11</b>	<b>\$11.17</b>
<b>11</b>	<b>\$11.44</b>	<b>\$11.32</b>	<b>\$11.15</b>	<b>\$11.22</b>	<b>\$11.33</b>
<b>12</b>	<b>\$11.90</b>	<b>\$11.78</b>	<b>\$11.63</b>	<b>\$11.43</b>	<b>\$11.44</b>
<b>13</b>	<b>\$12.36</b>	<b>\$12.26</b>	<b>\$12.10</b>	<b>\$11.92</b>	<b>\$11.66</b>
<b>14</b>	<b>\$12.82</b>	<b>\$12.73</b>	<b>\$12.60</b>	<b>\$12.40</b>	<b>\$12.16</b>
<b>15</b>	<b>\$13.28</b>	<b>\$13.20</b>	<b>\$13.08</b>	<b>\$12.92</b>	<b>\$12.65</b>

<b>Custodian</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>1</b>	<b>\$9.55</b>	<b>\$9.67</b>	<b>\$9.77</b>	<b>\$9.85</b>	<b>\$9.91</b>
<b>2</b>	<b>\$9.64</b>	<b>\$9.84</b>	<b>\$9.94</b>	<b>\$10.01</b>	<b>\$10.05</b>
<b>3</b>	<b>\$9.73</b>	<b>\$9.93</b>	<b>\$10.11</b>	<b>\$10.19</b>	<b>\$10.21</b>
<b>4</b>	<b>\$9.91</b>	<b>\$10.02</b>	<b>\$10.20</b>	<b>\$10.36</b>	<b>\$10.39</b>
<b>5</b>	<b>\$10.10</b>	<b>\$10.21</b>	<b>\$10.30</b>	<b>\$10.46</b>	<b>\$10.57</b>
<b>6</b>	<b>\$10.31</b>	<b>\$10.40</b>	<b>\$10.49</b>	<b>\$10.56</b>	<b>\$10.67</b>
<b>7</b>	<b>\$10.51</b>	<b>\$10.62</b>	<b>\$10.69</b>	<b>\$10.75</b>	<b>\$10.77</b>
<b>8</b>	<b>\$10.63</b>	<b>\$10.83</b>	<b>\$10.91</b>	<b>\$10.96</b>	<b>\$10.97</b>
<b>9</b>	<b>\$10.84</b>	<b>\$10.95</b>	<b>\$11.13</b>	<b>\$11.18</b>	<b>\$11.18</b>
<b>10</b>	<b>\$11.32</b>	<b>\$11.17</b>	<b>\$11.25</b>	<b>\$11.41</b>	<b>\$11.40</b>
<b>11</b>	<b>\$11.81</b>	<b>\$11.66</b>	<b>\$11.48</b>	<b>\$11.53</b>	<b>\$11.64</b>
<b>12</b>	<b>\$12.29</b>	<b>\$12.16</b>	<b>\$11.98</b>	<b>\$11.77</b>	<b>\$11.76</b>
<b>13</b>	<b>\$12.77</b>	<b>\$12.66</b>	<b>\$12.49</b>	<b>\$12.28</b>	<b>\$12.01</b>
<b>14</b>	<b>\$13.25</b>	<b>\$13.15</b>	<b>\$13.01</b>	<b>\$12.80</b>	<b>\$12.53</b>
<b>15</b>	<b>\$13.73</b>	<b>\$13.65</b>	<b>\$13.51</b>	<b>\$13.34</b>	<b>\$13.06</b>

**SFSSA Salary Schedule****2015-16 through 2018-19**

<b>Senior</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>Custodian</b>					
<b>1</b>	<b>\$12.70</b>	<b>\$12.86</b>	<b>\$13.00</b>	<b>\$13.12</b>	<b>\$13.22</b>
<b>2</b>	<b>\$12.85</b>	<b>\$13.08</b>	<b>\$13.21</b>	<b>\$13.33</b>	<b>\$13.38</b>
<b>3</b>	<b>\$13.01</b>	<b>\$13.24</b>	<b>\$13.44</b>	<b>\$13.54</b>	<b>\$13.60</b>
<b>4</b>	<b>\$13.28</b>	<b>\$13.40</b>	<b>\$13.60</b>	<b>\$13.78</b>	<b>\$13.81</b>
<b>5</b>	<b>\$13.54</b>	<b>\$13.68</b>	<b>\$13.77</b>	<b>\$13.94</b>	<b>\$14.06</b>
<b>6</b>	<b>\$13.83</b>	<b>\$13.95</b>	<b>\$14.06</b>	<b>\$14.11</b>	<b>\$14.22</b>
<b>7</b>	<b>\$14.12</b>	<b>\$14.24</b>	<b>\$14.33</b>	<b>\$14.41</b>	<b>\$14.39</b>
<b>8</b>	<b>\$14.40</b>	<b>\$14.54</b>	<b>\$14.63</b>	<b>\$14.69</b>	<b>\$14.70</b>
<b>9</b>	<b>\$14.69</b>	<b>\$14.83</b>	<b>\$14.94</b>	<b>\$15.00</b>	<b>\$14.98</b>
<b>10</b>	<b>\$15.06</b>	<b>\$15.13</b>	<b>\$15.24</b>	<b>\$15.31</b>	<b>\$15.30</b>
<b>11</b>	<b>\$15.42</b>	<b>\$15.51</b>	<b>\$15.55</b>	<b>\$15.62</b>	<b>\$15.62</b>
<b>12</b>	<b>\$15.78</b>	<b>\$15.88</b>	<b>\$15.94</b>	<b>\$15.94</b>	<b>\$15.93</b>
<b>13</b>	<b>\$16.14</b>	<b>\$16.25</b>	<b>\$16.32</b>	<b>\$16.34</b>	<b>\$16.26</b>
<b>14</b>	<b>\$16.50</b>	<b>\$16.62</b>	<b>\$16.70</b>	<b>\$16.73</b>	<b>\$16.67</b>
<b>15</b>	<b>\$16.86</b>	<b>\$17.00</b>	<b>\$17.08</b>	<b>\$17.12</b>	<b>\$17.06</b>

<b>Food Service</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>Worker</b>					
<b>1</b>	<b>\$8.84</b>	<b>\$9.00</b>	<b>\$9.02</b>	<b>\$9.08</b>	<b>\$9.12</b>
<b>2</b>	<b>\$8.91</b>	<b>\$9.11</b>	<b>\$9.25</b>	<b>\$9.25</b>	<b>\$9.26</b>
<b>3</b>	<b>\$8.97</b>	<b>\$9.18</b>	<b>\$9.36</b>	<b>\$9.48</b>	<b>\$9.44</b>
<b>4</b>	<b>\$9.06</b>	<b>\$9.24</b>	<b>\$9.43</b>	<b>\$9.59</b>	<b>\$9.67</b>
<b>5</b>	<b>\$9.16</b>	<b>\$9.33</b>	<b>\$9.49</b>	<b>\$9.67</b>	<b>\$9.78</b>
<b>6</b>	<b>\$9.38</b>	<b>\$9.43</b>	<b>\$9.59</b>	<b>\$9.73</b>	<b>\$9.86</b>
<b>7</b>	<b>\$9.60</b>	<b>\$9.66</b>	<b>\$9.69</b>	<b>\$9.83</b>	<b>\$9.92</b>
<b>8</b>	<b>\$9.82</b>	<b>\$9.89</b>	<b>\$9.93</b>	<b>\$9.93</b>	<b>\$10.03</b>
<b>9</b>	<b>\$10.24</b>	<b>\$10.11</b>	<b>\$10.16</b>	<b>\$10.18</b>	<b>\$10.13</b>
<b>10</b>	<b>\$10.66</b>	<b>\$10.55</b>	<b>\$10.39</b>	<b>\$10.41</b>	<b>\$10.38</b>
<b>11</b>	<b>\$11.08</b>	<b>\$10.98</b>	<b>\$10.84</b>	<b>\$10.65</b>	<b>\$10.62</b>
<b>12</b>	<b>\$11.50</b>	<b>\$11.41</b>	<b>\$11.28</b>	<b>\$11.11</b>	<b>\$10.86</b>
<b>13</b>	<b>\$11.91</b>	<b>\$11.85</b>	<b>\$11.72</b>	<b>\$11.56</b>	<b>\$11.33</b>
<b>14</b>	<b>\$12.37</b>	<b>\$12.27</b>	<b>\$12.18</b>	<b>\$12.01</b>	<b>\$11.79</b>
<b>15</b>	<b>\$12.79</b>	<b>\$12.74</b>	<b>\$12.61</b>	<b>\$12.48</b>	<b>\$12.25</b>



**SFSSA Salary Schedule****2015-16 through 2018-19**

<b>School Lunch</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>Cashier</b>					
<b>1</b>	<b>\$9.24</b>	<b>\$9.35</b>	<b>\$9.44</b>	<b>\$9.51</b>	<b>\$9.56</b>
<b>2</b>	<b>\$9.31</b>	<b>\$9.52</b>	<b>\$9.61</b>	<b>\$9.68</b>	<b>\$9.70</b>
<b>3</b>	<b>\$9.55</b>	<b>\$9.59</b>	<b>\$9.78</b>	<b>\$9.85</b>	<b>\$9.87</b>
<b>4</b>	<b>\$9.78</b>	<b>\$9.84</b>	<b>\$9.85</b>	<b>\$10.02</b>	<b>\$10.05</b>
<b>5</b>	<b>\$10.07</b>	<b>\$10.07</b>	<b>\$10.11</b>	<b>\$10.10</b>	<b>\$10.22</b>
<b>6</b>	<b>\$10.28</b>	<b>\$10.37</b>	<b>\$10.35</b>	<b>\$10.36</b>	<b>\$10.30</b>
<b>7</b>	<b>\$10.53</b>	<b>\$10.59</b>	<b>\$10.66</b>	<b>\$10.61</b>	<b>\$10.57</b>
<b>8</b>	<b>\$10.82</b>	<b>\$10.85</b>	<b>\$10.88</b>	<b>\$10.93</b>	<b>\$10.82</b>
<b>9</b>	<b>\$11.23</b>	<b>\$11.14</b>	<b>\$11.15</b>	<b>\$11.15</b>	<b>\$11.15</b>
<b>10</b>	<b>\$11.65</b>	<b>\$11.57</b>	<b>\$11.45</b>	<b>\$11.43</b>	<b>\$11.37</b>
<b>11</b>	<b>\$12.06</b>	<b>\$12.00</b>	<b>\$11.89</b>	<b>\$11.74</b>	<b>\$11.66</b>
<b>12</b>	<b>\$12.48</b>	<b>\$12.42</b>	<b>\$12.33</b>	<b>\$12.19</b>	<b>\$11.97</b>
<b>13</b>	<b>\$12.88</b>	<b>\$12.85</b>	<b>\$12.76</b>	<b>\$12.64</b>	<b>\$12.43</b>
<b>14</b>	<b>\$13.30</b>	<b>\$13.27</b>	<b>\$13.20</b>	<b>\$13.08</b>	<b>\$12.89</b>
<b>15</b>	<b>\$13.71</b>	<b>\$13.70</b>	<b>\$13.63</b>	<b>\$13.53</b>	<b>\$13.34</b>

<b>Senior</b>					
<b>Food Service</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>Worker</b>					
<b>1</b>	<b>\$10.27</b>	<b>\$10.40</b>	<b>\$10.51</b>	<b>\$10.60</b>	<b>\$10.67</b>
<b>2</b>	<b>\$10.37</b>	<b>\$10.58</b>	<b>\$10.69</b>	<b>\$10.77</b>	<b>\$10.81</b>
<b>3</b>	<b>\$10.48</b>	<b>\$10.68</b>	<b>\$10.87</b>	<b>\$10.96</b>	<b>\$10.99</b>
<b>4</b>	<b>\$10.77</b>	<b>\$10.79</b>	<b>\$10.97</b>	<b>\$11.14</b>	<b>\$11.18</b>
<b>5</b>	<b>\$11.06</b>	<b>\$11.09</b>	<b>\$11.09</b>	<b>\$11.24</b>	<b>\$11.36</b>
<b>6</b>	<b>\$11.43</b>	<b>\$11.39</b>	<b>\$11.39</b>	<b>\$11.37</b>	<b>\$11.46</b>
<b>7</b>	<b>\$11.82</b>	<b>\$11.77</b>	<b>\$11.70</b>	<b>\$11.67</b>	<b>\$11.60</b>
<b>8</b>	<b>\$12.21</b>	<b>\$12.17</b>	<b>\$12.09</b>	<b>\$11.99</b>	<b>\$11.90</b>
<b>9</b>	<b>\$12.61</b>	<b>\$12.58</b>	<b>\$12.50</b>	<b>\$12.39</b>	<b>\$12.23</b>
<b>10</b>	<b>\$13.02</b>	<b>\$12.99</b>	<b>\$12.93</b>	<b>\$12.81</b>	<b>\$12.64</b>
<b>11</b>	<b>\$13.43</b>	<b>\$13.41</b>	<b>\$13.35</b>	<b>\$13.25</b>	<b>\$13.07</b>
<b>12</b>	<b>\$13.86</b>	<b>\$13.83</b>	<b>\$13.78</b>	<b>\$13.68</b>	<b>\$13.52</b>
<b>13</b>	<b>\$14.28</b>	<b>\$14.28</b>	<b>\$14.21</b>	<b>\$14.12</b>	<b>\$13.95</b>
<b>14</b>	<b>\$14.73</b>	<b>\$14.71</b>	<b>\$14.67</b>	<b>\$14.57</b>	<b>\$14.40</b>
<b>15</b>	<b>\$15.18</b>	<b>\$15.17</b>	<b>\$15.11</b>	<b>\$15.04</b>	<b>\$14.86</b>

**SFSSA Salary Schedule****2015-16 through 2018-19**

<b>Food</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>Transporter</b>					
<b>1</b>	<b>\$10.69</b>	<b>\$10.83</b>	<b>\$10.95</b>	<b>\$11.05</b>	<b>\$11.13</b>
<b>2</b>	<b>\$10.87</b>	<b>\$11.01</b>	<b>\$11.13</b>	<b>\$11.22</b>	<b>\$11.27</b>
<b>3</b>	<b>\$11.06</b>	<b>\$11.20</b>	<b>\$11.31</b>	<b>\$11.41</b>	<b>\$11.44</b>
<b>4</b>	<b>\$11.43</b>	<b>\$11.39</b>	<b>\$11.51</b>	<b>\$11.59</b>	<b>\$11.64</b>
<b>5</b>	<b>\$11.82</b>	<b>\$11.77</b>	<b>\$11.70</b>	<b>\$11.80</b>	<b>\$11.82</b>
<b>6</b>	<b>\$12.21</b>	<b>\$12.17</b>	<b>\$12.09</b>	<b>\$11.99</b>	<b>\$12.04</b>
<b>7</b>	<b>\$12.61</b>	<b>\$12.58</b>	<b>\$12.50</b>	<b>\$12.39</b>	<b>\$12.23</b>
<b>8</b>	<b>\$13.03</b>	<b>\$12.99</b>	<b>\$12.93</b>	<b>\$12.81</b>	<b>\$12.64</b>
<b>9</b>	<b>\$13.43</b>	<b>\$13.42</b>	<b>\$13.35</b>	<b>\$13.25</b>	<b>\$13.07</b>
<b>10</b>	<b>\$13.86</b>	<b>\$13.83</b>	<b>\$13.79</b>	<b>\$13.68</b>	<b>\$13.52</b>
<b>11</b>	<b>\$14.28</b>	<b>\$14.28</b>	<b>\$14.21</b>	<b>\$14.13</b>	<b>\$13.95</b>
<b>12</b>	<b>\$14.73</b>	<b>\$14.71</b>	<b>\$14.67</b>	<b>\$14.57</b>	<b>\$14.41</b>
<b>13</b>	<b>\$15.18</b>	<b>\$15.17</b>	<b>\$15.11</b>	<b>\$15.04</b>	<b>\$14.86</b>
<b>14</b>	<b>\$15.64</b>	<b>\$15.64</b>	<b>\$15.59</b>	<b>\$15.49</b>	<b>\$15.34</b>
<b>15</b>	<b>\$16.11</b>	<b>\$16.11</b>	<b>\$16.07</b>	<b>\$15.98</b>	<b>\$15.80</b>

<b>Health</b>					
<b>Aide</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>1</b>	<b>\$12.80</b>	<b>\$12.96</b>	<b>\$13.10</b>	<b>\$13.22</b>	<b>\$13.32</b>
<b>2</b>	<b>\$12.95</b>	<b>\$13.18</b>	<b>\$13.32</b>	<b>\$13.43</b>	<b>\$13.48</b>
<b>3</b>	<b>\$13.11</b>	<b>\$13.34</b>	<b>\$13.54</b>	<b>\$13.65</b>	<b>\$13.70</b>
<b>4</b>	<b>\$13.38</b>	<b>\$13.50</b>	<b>\$13.71</b>	<b>\$13.88</b>	<b>\$13.92</b>
<b>5</b>	<b>\$13.68</b>	<b>\$13.78</b>	<b>\$13.87</b>	<b>\$14.05</b>	<b>\$14.16</b>
<b>6</b>	<b>\$14.01</b>	<b>\$14.09</b>	<b>\$14.16</b>	<b>\$14.22</b>	<b>\$14.33</b>
<b>7</b>	<b>\$14.34</b>	<b>\$14.43</b>	<b>\$14.48</b>	<b>\$14.51</b>	<b>\$14.50</b>
<b>8</b>	<b>\$14.73</b>	<b>\$14.77</b>	<b>\$14.83</b>	<b>\$14.84</b>	<b>\$14.80</b>
<b>9</b>	<b>\$15.13</b>	<b>\$15.17</b>	<b>\$15.18</b>	<b>\$15.20</b>	<b>\$15.14</b>
<b>10</b>	<b>\$15.58</b>	<b>\$15.58</b>	<b>\$15.59</b>	<b>\$15.56</b>	<b>\$15.50</b>
<b>11</b>	<b>\$16.02</b>	<b>\$16.05</b>	<b>\$16.01</b>	<b>\$15.98</b>	<b>\$15.87</b>
<b>12</b>	<b>\$16.47</b>	<b>\$16.50</b>	<b>\$16.49</b>	<b>\$16.41</b>	<b>\$16.30</b>
<b>13</b>	<b>\$16.68</b>	<b>\$16.96</b>	<b>\$16.95</b>	<b>\$16.90</b>	<b>\$16.74</b>
<b>14</b>	<b>\$17.13</b>	<b>\$17.18</b>	<b>\$17.43</b>	<b>\$17.37</b>	<b>\$17.24</b>
<b>15</b>	<b>\$17.58</b>	<b>\$17.64</b>	<b>\$17.65</b>	<b>\$17.87</b>	<b>\$17.72</b>

**SFSSA Salary Schedule****2015-16 through 2018-19**

<b>Mechanic</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>1</b>	<b>\$14.00</b>	<b>\$14.18</b>	<b>\$14.34</b>	<b>\$14.48</b>	<b>\$14.60</b>
<b>2</b>	<b>\$14.18</b>	<b>\$14.42</b>	<b>\$14.57</b>	<b>\$14.70</b>	<b>\$14.77</b>
<b>3</b>	<b>\$14.36</b>	<b>\$14.61</b>	<b>\$14.82</b>	<b>\$14.93</b>	<b>\$14.99</b>
<b>4</b>	<b>\$14.55</b>	<b>\$14.79</b>	<b>\$15.01</b>	<b>\$15.19</b>	<b>\$15.23</b>
<b>5</b>	<b>\$14.71</b>	<b>\$14.99</b>	<b>\$15.20</b>	<b>\$15.39</b>	<b>\$15.49</b>
<b>6</b>	<b>\$15.05</b>	<b>\$15.15</b>	<b>\$15.40</b>	<b>\$15.58</b>	<b>\$15.70</b>
<b>7</b>	<b>\$15.37</b>	<b>\$15.50</b>	<b>\$15.57</b>	<b>\$15.79</b>	<b>\$15.89</b>
<b>8</b>	<b>\$15.69</b>	<b>\$15.83</b>	<b>\$15.93</b>	<b>\$15.96</b>	<b>\$16.11</b>
<b>9</b>	<b>\$16.05</b>	<b>\$16.16</b>	<b>\$16.27</b>	<b>\$16.33</b>	<b>\$16.28</b>
<b>10</b>	<b>\$16.72</b>	<b>\$16.53</b>	<b>\$16.60</b>	<b>\$16.68</b>	<b>\$16.66</b>
<b>11</b>	<b>\$17.39</b>	<b>\$17.22</b>	<b>\$16.98</b>	<b>\$17.02</b>	<b>\$17.01</b>
<b>12</b>	<b>\$18.13</b>	<b>\$17.91</b>	<b>\$17.69</b>	<b>\$17.40</b>	<b>\$17.36</b>
<b>13</b>	<b>\$18.84</b>	<b>\$18.67</b>	<b>\$18.40</b>	<b>\$18.13</b>	<b>\$17.75</b>
<b>14</b>	<b>\$19.57</b>	<b>\$19.41</b>	<b>\$19.18</b>	<b>\$18.86</b>	<b>\$18.49</b>
<b>15</b>	<b>\$20.33</b>	<b>\$20.16</b>	<b>\$19.94</b>	<b>\$19.66</b>	<b>\$19.24</b>

<b>Monitor</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>1</b>	<b>\$8.84</b>	<b>\$9.00</b>	<b>\$9.02</b>	<b>\$9.08</b>	<b>\$9.12</b>
<b>2</b>	<b>\$8.90</b>	<b>\$9.11</b>	<b>\$9.25</b>	<b>\$9.25</b>	<b>\$9.26</b>
<b>3</b>	<b>\$9.12</b>	<b>\$9.17</b>	<b>\$9.36</b>	<b>\$9.48</b>	<b>\$9.44</b>
<b>4</b>	<b>\$9.32</b>	<b>\$9.39</b>	<b>\$9.42</b>	<b>\$9.59</b>	<b>\$9.67</b>
<b>5</b>	<b>\$9.58</b>	<b>\$9.60</b>	<b>\$9.65</b>	<b>\$9.66</b>	<b>\$9.78</b>
<b>6</b>	<b>\$9.84</b>	<b>\$9.87</b>	<b>\$9.86</b>	<b>\$9.89</b>	<b>\$9.85</b>
<b>7</b>	<b>\$10.10</b>	<b>\$10.14</b>	<b>\$10.14</b>	<b>\$10.11</b>	<b>\$10.09</b>
<b>8</b>	<b>\$10.35</b>	<b>\$10.40</b>	<b>\$10.42</b>	<b>\$10.39</b>	<b>\$10.31</b>
<b>9</b>	<b>\$10.61</b>	<b>\$10.66</b>	<b>\$10.69</b>	<b>\$10.68</b>	<b>\$10.60</b>
<b>10</b>	<b>\$10.87</b>	<b>\$10.93</b>	<b>\$10.95</b>	<b>\$10.96</b>	<b>\$10.89</b>
<b>11</b>	<b>\$11.13</b>	<b>\$11.20</b>	<b>\$11.23</b>	<b>\$11.22</b>	<b>\$11.18</b>
<b>12</b>	<b>\$11.38</b>	<b>\$11.46</b>	<b>\$11.51</b>	<b>\$11.51</b>	<b>\$11.44</b>
<b>13</b>	<b>\$11.64</b>	<b>\$11.72</b>	<b>\$11.78</b>	<b>\$11.80</b>	<b>\$11.74</b>
<b>14</b>	<b>\$11.89</b>	<b>\$11.99</b>	<b>\$12.04</b>	<b>\$12.07</b>	<b>\$12.04</b>
<b>15</b>	<b>\$12.16</b>	<b>\$12.25</b>	<b>\$12.32</b>	<b>\$12.34</b>	<b>\$12.31</b>

**SFSSA Salary Schedule****2015-16 through 2018-19**

<b>Teacher</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>Aide</b>					
<b>1</b>	<b>\$9.24</b>	<b>\$9.35</b>	<b>\$9.44</b>	<b>\$9.51</b>	<b>\$9.56</b>
<b>2</b>	<b>\$9.31</b>	<b>\$9.52</b>	<b>\$9.61</b>	<b>\$9.68</b>	<b>\$9.70</b>
<b>3</b>	<b>\$9.37</b>	<b>\$9.59</b>	<b>\$9.78</b>	<b>\$9.85</b>	<b>\$9.87</b>
<b>4</b>	<b>\$9.42</b>	<b>\$9.65</b>	<b>\$9.85</b>	<b>\$10.02</b>	<b>\$10.05</b>
<b>5</b>	<b>\$9.59</b>	<b>\$9.70</b>	<b>\$9.92</b>	<b>\$10.10</b>	<b>\$10.22</b>
<b>6</b>	<b>\$9.92</b>	<b>\$9.88</b>	<b>\$9.97</b>	<b>\$10.17</b>	<b>\$10.30</b>
<b>7</b>	<b>\$10.29</b>	<b>\$10.22</b>	<b>\$10.15</b>	<b>\$10.22</b>	<b>\$10.37</b>
<b>8</b>	<b>\$10.66</b>	<b>\$10.60</b>	<b>\$10.50</b>	<b>\$10.40</b>	<b>\$10.42</b>
<b>9</b>	<b>\$11.02</b>	<b>\$10.98</b>	<b>\$10.89</b>	<b>\$10.76</b>	<b>\$10.61</b>
<b>10</b>	<b>\$11.41</b>	<b>\$11.35</b>	<b>\$11.28</b>	<b>\$11.16</b>	<b>\$10.98</b>
<b>11</b>	<b>\$11.81</b>	<b>\$11.75</b>	<b>\$11.66</b>	<b>\$11.56</b>	<b>\$11.38</b>
<b>12</b>	<b>\$12.23</b>	<b>\$12.16</b>	<b>\$12.07</b>	<b>\$11.95</b>	<b>\$11.79</b>
<b>13</b>	<b>\$12.64</b>	<b>\$12.60</b>	<b>\$12.49</b>	<b>\$12.37</b>	<b>\$12.19</b>
<b>14</b>	<b>\$13.06</b>	<b>\$13.02</b>	<b>\$12.95</b>	<b>\$12.80</b>	<b>\$12.62</b>
<b>15</b>	<b>\$13.50</b>	<b>\$13.45</b>	<b>\$13.38</b>	<b>\$13.27</b>	<b>\$13.06</b>

<b>Typist</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>1</b>	<b>\$9.50</b>	<b>\$9.62</b>	<b>\$9.72</b>	<b>\$9.80</b>	<b>\$9.86</b>
<b>2</b>	<b>\$9.59</b>	<b>\$9.79</b>	<b>\$9.88</b>	<b>\$9.96</b>	<b>\$10.00</b>
<b>3</b>	<b>\$9.68</b>	<b>\$9.88</b>	<b>\$10.06</b>	<b>\$10.13</b>	<b>\$10.16</b>
<b>4</b>	<b>\$9.90</b>	<b>\$9.97</b>	<b>\$10.15</b>	<b>\$10.31</b>	<b>\$10.33</b>
<b>5</b>	<b>\$10.18</b>	<b>\$10.20</b>	<b>\$10.24</b>	<b>\$10.40</b>	<b>\$10.52</b>
<b>6</b>	<b>\$10.29</b>	<b>\$10.49</b>	<b>\$10.48</b>	<b>\$10.50</b>	<b>\$10.61</b>
<b>7</b>	<b>\$10.61</b>	<b>\$10.60</b>	<b>\$10.78</b>	<b>\$10.74</b>	<b>\$10.71</b>
<b>8</b>	<b>\$10.94</b>	<b>\$10.93</b>	<b>\$10.89</b>	<b>\$11.05</b>	<b>\$10.95</b>
<b>9</b>	<b>\$11.25</b>	<b>\$11.27</b>	<b>\$11.23</b>	<b>\$11.16</b>	<b>\$11.27</b>
<b>10</b>	<b>\$11.77</b>	<b>\$11.59</b>	<b>\$11.58</b>	<b>\$11.51</b>	<b>\$11.38</b>
<b>11</b>	<b>\$12.34</b>	<b>\$12.12</b>	<b>\$11.91</b>	<b>\$11.87</b>	<b>\$11.74</b>
<b>12</b>	<b>\$12.92</b>	<b>\$12.71</b>	<b>\$12.45</b>	<b>\$12.21</b>	<b>\$12.11</b>
<b>13</b>	<b>\$13.53</b>	<b>\$13.31</b>	<b>\$13.06</b>	<b>\$12.76</b>	<b>\$12.45</b>
<b>14</b>	<b>\$14.14</b>	<b>\$13.94</b>	<b>\$13.68</b>	<b>\$13.39</b>	<b>\$13.02</b>
<b>15</b>	<b>\$14.76</b>	<b>\$14.56</b>	<b>\$14.32</b>	<b>\$14.02</b>	<b>\$13.66</b>

**SFSSA Salary Schedule****2015-16 through 2018-19**

<b>Senior</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>Typist</b>					
<b>1</b>	<b>\$10.80</b>	<b>\$10.94</b>	<b>\$11.06</b>	<b>\$11.16</b>	<b>\$11.24</b>
<b>2</b>	<b>\$10.91</b>	<b>\$11.12</b>	<b>\$11.24</b>	<b>\$11.34</b>	<b>\$11.38</b>
<b>3</b>	<b>\$11.03</b>	<b>\$11.24</b>	<b>\$11.43</b>	<b>\$11.52</b>	<b>\$11.57</b>
<b>4</b>	<b>\$11.27</b>	<b>\$11.36</b>	<b>\$11.55</b>	<b>\$11.72</b>	<b>\$11.75</b>
<b>5</b>	<b>\$11.44</b>	<b>\$11.61</b>	<b>\$11.67</b>	<b>\$11.84</b>	<b>\$11.95</b>
<b>6</b>	<b>\$11.74</b>	<b>\$11.78</b>	<b>\$11.93</b>	<b>\$11.96</b>	<b>\$12.08</b>
<b>7</b>	<b>\$12.34</b>	<b>\$12.09</b>	<b>\$12.10</b>	<b>\$12.23</b>	<b>\$12.20</b>
<b>8</b>	<b>\$12.59</b>	<b>\$12.71</b>	<b>\$12.42</b>	<b>\$12.40</b>	<b>\$12.47</b>
<b>9</b>	<b>\$12.95</b>	<b>\$12.97</b>	<b>\$13.06</b>	<b>\$12.73</b>	<b>\$12.65</b>
<b>10</b>	<b>\$13.37</b>	<b>\$13.34</b>	<b>\$13.33</b>	<b>\$13.39</b>	<b>\$12.98</b>
<b>11</b>	<b>\$14.15</b>	<b>\$13.77</b>	<b>\$13.71</b>	<b>\$13.66</b>	<b>\$13.66</b>
<b>12</b>	<b>\$14.57</b>	<b>\$14.57</b>	<b>\$14.15</b>	<b>\$14.05</b>	<b>\$13.93</b>
<b>13</b>	<b>\$14.98</b>	<b>\$15.01</b>	<b>\$14.97</b>	<b>\$14.50</b>	<b>\$14.33</b>
<b>14</b>	<b>\$15.45</b>	<b>\$15.43</b>	<b>\$15.42</b>	<b>\$15.34</b>	<b>\$14.79</b>
<b>15</b>	<b>\$15.92</b>	<b>\$15.91</b>	<b>\$15.85</b>	<b>\$15.81</b>	<b>\$15.65</b>

<b>Bus Driver</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>1</b>	<b>\$13.70</b>	<b>\$13.87</b>	<b>\$14.02</b>	<b>\$14.15</b>	<b>\$14.26</b>
<b>2</b>	<b>\$13.87</b>	<b>\$14.11</b>	<b>\$14.25</b>	<b>\$14.37</b>	<b>\$14.43</b>
<b>3</b>	<b>\$14.05</b>	<b>\$14.29</b>	<b>\$14.50</b>	<b>\$14.61</b>	<b>\$14.66</b>
<b>4</b>	<b>\$14.43</b>	<b>\$14.47</b>	<b>\$14.68</b>	<b>\$14.86</b>	<b>\$14.90</b>
<b>5</b>	<b>\$14.80</b>	<b>\$14.86</b>	<b>\$14.87</b>	<b>\$15.05</b>	<b>\$15.16</b>
<b>6</b>	<b>\$15.21</b>	<b>\$15.24</b>	<b>\$15.27</b>	<b>\$15.24</b>	<b>\$15.35</b>
<b>7</b>	<b>\$15.51</b>	<b>\$15.67</b>	<b>\$15.66</b>	<b>\$15.65</b>	<b>\$15.54</b>
<b>8</b>	<b>\$15.81</b>	<b>\$15.98</b>	<b>\$16.10</b>	<b>\$16.05</b>	<b>\$15.96</b>
<b>9</b>	<b>\$16.13</b>	<b>\$16.28</b>	<b>\$16.42</b>	<b>\$16.50</b>	<b>\$16.37</b>
<b>10</b>	<b>\$16.44</b>	<b>\$16.61</b>	<b>\$16.73</b>	<b>\$16.83</b>	<b>\$16.83</b>
<b>11</b>	<b>\$16.76</b>	<b>\$16.93</b>	<b>\$17.07</b>	<b>\$17.15</b>	<b>\$17.17</b>
<b>12</b>	<b>\$17.10</b>	<b>\$17.26</b>	<b>\$17.40</b>	<b>\$17.50</b>	<b>\$17.49</b>
<b>13</b>	<b>\$17.43</b>	<b>\$17.61</b>	<b>\$17.73</b>	<b>\$17.84</b>	<b>\$17.85</b>
<b>14</b>	<b>\$17.76</b>	<b>\$17.95</b>	<b>\$18.09</b>	<b>\$18.17</b>	<b>\$18.20</b>
<b>15</b>	<b>\$18.12</b>	<b>\$18.29</b>	<b>\$18.44</b>	<b>\$18.54</b>	<b>\$18.53</b>

**SFSSA Salary Schedule****2015-16 through 2018-19**

<b>Bus Driver</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>Maint. Mech</b>					
<b>1</b>	<b>\$15.40</b>	<b>\$15.60</b>	<b>\$15.78</b>	<b>\$15.94</b>	<b>\$16.08</b>
<b>2</b>	<b>\$15.61</b>	<b>\$15.86</b>	<b>\$16.03</b>	<b>\$16.17</b>	<b>\$16.26</b>
<b>3</b>	<b>\$15.81</b>	<b>\$16.08</b>	<b>\$16.30</b>	<b>\$16.43</b>	<b>\$16.49</b>
<b>4</b>	<b>\$16.18</b>	<b>\$16.28</b>	<b>\$16.52</b>	<b>\$16.71</b>	<b>\$16.76</b>
<b>5</b>	<b>\$16.66</b>	<b>\$16.67</b>	<b>\$16.73</b>	<b>\$16.93</b>	<b>\$17.04</b>
<b>6</b>	<b>\$17.14</b>	<b>\$17.16</b>	<b>\$17.13</b>	<b>\$17.15</b>	<b>\$17.27</b>
<b>7</b>	<b>\$17.62</b>	<b>\$17.65</b>	<b>\$17.63</b>	<b>\$17.56</b>	<b>\$17.49</b>
<b>8</b>	<b>\$18.11</b>	<b>\$18.15</b>	<b>\$18.14</b>	<b>\$18.07</b>	<b>\$17.91</b>
<b>9</b>	<b>\$18.58</b>	<b>\$18.65</b>	<b>\$18.65</b>	<b>\$18.59</b>	<b>\$18.43</b>
<b>10</b>	<b>\$19.06</b>	<b>\$19.14</b>	<b>\$19.16</b>	<b>\$19.12</b>	<b>\$18.96</b>
<b>11</b>	<b>\$19.54</b>	<b>\$19.63</b>	<b>\$19.67</b>	<b>\$19.64</b>	<b>\$19.50</b>
<b>12</b>	<b>\$20.01</b>	<b>\$20.13</b>	<b>\$20.17</b>	<b>\$20.16</b>	<b>\$20.03</b>
<b>13</b>	<b>\$20.49</b>	<b>\$20.61</b>	<b>\$20.68</b>	<b>\$20.67</b>	<b>\$20.56</b>
<b>14</b>	<b>\$20.97</b>	<b>\$21.10</b>	<b>\$21.18</b>	<b>\$21.20</b>	<b>\$21.08</b>
<b>15</b>	<b>\$21.45</b>	<b>\$21.60</b>	<b>\$21.68</b>	<b>\$21.71</b>	<b>\$21.62</b>