

AGREEMENT

BETWEEN

POUGHKEEPSIE CITY SCHOOL DISTRICT

AND

**THE ASSOCIATION OF POUGHKEEPSIE PUBLIC SCHOOL
PARAPROFESSIONALS, LOCAL 3180-B - COUNCIL 66
AFSCME, AFL-CIO**

JULY 1, 2003 - JUNE 30, 2007

TABLE OF CONTENTS

ARTICLE I 1
 PARTIES 1

ARTICLE II. 1
 NEGOTIATING UNIT 1

ARTICLE III. 1
 LEAVE POLICY 1
 Section 1. Sick Leave 1
 Section 2. Retirement/Death Sick Leave Conversion 1
 Section 3. Bereavement 2
 Section 4. Personal Leave 3
 Section 5. 3
 Section 6. Workers' Compensation 3

ARTICLE IV. 4
 HOSPITALIZATION INSURANCE AND DENTAL PLAN 4
 Section 1. Health Insurance Benefits 4
 Section 2. Substitution of Health Insurance Plan 4
 Section 3. Health Insurance Buy-Out 5
 Section 4. Sick Leave Bank 5
 Section 5. Group Disability and Other Insurance 6
 Section 6. Vision Coverage 6

ARTICLE V. 7
 RETIREMENT 7
 Section 1. 7
 Section 2. Retirement Incentive 7

ARTICLE VI. 7
 SALARIES 7

ARTICLE VII 9
 GRIEVANCE PROCEDURE 9

ARTICLE VIII 11
 INDIVIDUAL AND ASSOCIATION RIGHTS 11
 Section 1. Job Status Form 11
 Section 2. Notice of Assignment, Workday and Extended Workday 11
 Section 3. Assignments with Teacher Presence 12

Section 4. Vacancies and New Positions 12

Section 5. Substitute Teaching 13

Section 6. Teaching Assistants 13

Section 7. Use of Own Vehicles 13

Section 8. Personnel File 13

Section 9. Evaluation 14

Section 10. In-Service Training 14

Section 11. Association Rights 14

Section 12. Use of Facilities 14

Section 13. Association President's Leave 15

Section 14. Dues Deduction 15

ARTICLE IX. 15

 SENIORITY - REDUCTION IN FORCE 15

ARTICLE X. 16

 PROFESSIONAL MEETINGS 16

ARTICLE XI. 16

 NO-STRIKE CLAUSE 16

ARTICLE XII 16

 LEGISLATIVE APPROVAL 16

ARTICLE XIII 16

 DURATION 16

SALARY SCHEDULES 18

ARTICLE I. PARTIES

This is a contract between the City of Poughkeepsie School District, 11 College Avenue, Poughkeepsie, New York, hereinafter referred to as the "District", and the Association of Poughkeepsie Public School Paraprofessionals, Local 3180-B, Council 66, AFSCME, AFL-CIO, c/o the President of the Unit, 11 College Avenue, Poughkeepsie, New York, 12603, hereinafter referred to as the "Association", over the terms and conditions of employment of the members of the negotiating unit represented by the Association.

ARTICLE II. NEGOTIATING UNIT

The Association has been certified as the exclusive representative for the purpose of collective negotiations and the settlement of grievances of a negotiating unit defined as: All regular full-time teacher aides, classroom aides, health aides, school community workers, family aides and teaching assistants, hereinafter referred to as employees.

ARTICLE III. LEAVE POLICY**Section 1. Sick Leave**

Employees shall be entitled to fourteen (14) sick leave days per year. All such leave shall be cumulative to a maximum of 140 days. Three of such days may be used for illnesses in the employee's immediate family. Immediate family shall be defined as mother, father, husband, wife, children, or in lieu thereof, some other individual designated by the employee who resides in the same household with the employee.

Section 2. Retirement/Death Sick Leave Conversion

In the event of termination of services of an employee in the unit, payment of accumulated unused sick leave shall be made under the following conditions:

- A. The employee must have had at least seven (7) years of regular employment by the Board; and
- B. There must be at least thirty (30) days of such accumulated leave; and
- C. With respect to retirement, the employee must give the Board at least three (3) months notice in advance of the intended date of retirement; and
- D. Payment shall be made at the rate of \$30.00 per day, up to a maximum of \$2,750.00 effective July 1, 1997.

Section 3. Bereavement

Full-time employees shall be granted five (5) days leave without deduction of pay for absence due to the death of their father, mother, husband, wife, children, brother or sister or such other person designated by the employee on a form supplied by the Business Office.

Full-time employees shall be granted three (3) days leave without deduction of pay for absence due to death of their mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparent, grandchild, daughter-in-law, son-in-law, or such other relative who shall have been living under the same roof as the employee but not included in the paragraph above.

Full-time employees shall be allowed one (1) day's leave without reduction of pay for absence due to the death of their niece, nephew, aunt, uncle or first cousin, except that in the case where travel is required for a one-day distance beyond a 150 mile radius, two (2) days leave may be allowed without deduction of pay.

Individual adjustments may be made for members of the staff.

Section 4. Personal Leave

Each employee shall be allowed two (2) days per year without a deduction of pay for the purpose of conducting personal business. Leave for personal business shall not be granted unless a written request is made to the Superintendent of Schools through the Principal, and the time thereof shall be subject to approval by the Superintendent. Leave for personal business will not be granted for any business which can be conducted during time other than the times during which the employee is employed by the District. All written requests for leave for personal business must include the specific reason for personal purposes. At the end of each year, unused personal leave days may be rolled over into accumulated sick leave.

Section 5.

The Board of Education may grant a leave of absence to a bargaining unit member with or without pay. The application for such leave shall include child rearing leave and family related leaves. To be entitled to such leave, the employee must furnish the District with a written application setting forth the proposed dates of the planned leave, which shall, in no event, exceed one year, with a minimum of sixty (60) days prior notice to the commencement date of the leave. The sixty (60) day minimum may be waived at the sole discretion of the Superintendent of Schools and an extension of such leave may be granted for up to an additional year at the sole discretion of the Superintendent of Schools where application for the same is made in writing upon at least sixty (60) days notice.

Section 6. Workers' Compensation

In the event of an injury covered by Workers' Compensation, the District shall make normal salary payments to the unit member to the extent of the unit member's accumulated sick leave and the District shall receive the advance salary payment reimbursement from Workers' Compensation

Insurance. Upon receipt of such reimbursement, the District shall reinstate the unit member's sick leave on a pro-rated basis (i.e., ratio based upon the value of the workers' compensation per diem reimbursement to a day's pay).

ARTICLE IV. HOSPITALIZATION INSURANCE AND DENTAL PLAN

Section 1. Health Insurance Benefits

The Board shall pay the entire cost of the Dutchess Alternate PPO Plan effective July 1, 2004, on the individual and on the family plan, as selected by the employee or retiree, and each employee or retiree shall have the right to opt for HMO coverage whereupon the District's obligation to pay premium costs shall be up to the costs of individual or family coverage under the District's health insurance plan.

Notwithstanding the above, effective July 1, 1997, all employees who select family coverage shall be required to contribute $\frac{1}{2}$ of 1% of salary to defray the District's cost in providing family health insurance coverage.

Section 2. Substitution of Health Insurance Plan

The parties agree that the Board may change health insurance plans without further negotiations to the Dutchess Plan or an alternative plan providing comparable coverage to that offered by the State Health Insurance Plan or the Dutchess Plan. However, prior to implementing a change, the Association shall be notified so that it might give its input on the issue of comparability at least 60 days prior to the effective date of any change. In the event that the Association disagrees with the District's determination with respect to comparability, the parties agree to submit the matter to final and binding arbitration before an Arbitrator selected pursuant to the rules and procedures of the American Arbitration Association Labor Arbitration Panel.

Section 3. Health Insurance Buy-Out

Unit members who are otherwise health insured may opt-out of the District's health insurance program and receive a payment of \$1,000.00 per annum if six (6) or fewer unit members opt out and \$1,200.00 if more than six (6) unit members opt-out effective July 1, 2004. Payment is to be made in ten (10) monthly installments so long as the employee remains employed in the district.

A. Notice of opting-out and proof of alternative health insurance coverage must be provided to the School Business Official, in writing, by no later than June 1st for opting-out effective July 1st

B. Re-entry into the District's Health Insurance Program shall be allowed at any time, subject only to the waiting period, if any, of the District's Health Insurance Program rules and regulations. Upon re-entry the monthly payments shall cease.

C. New hires may opt-out and receive this benefit on a pro-rated basis, where applicable, at the time of hire, provided that proof of other health insurance is furnished to the School Business Official.

Section 4. Sick Leave Bank

Unit members who elect to participate in the sick leave bank shall submit to the Board a waiver of no more than one (1) day of accumulated sick leave. The Union shall contribute no more days than the number of employees in the bargaining unit which number shall be matched by the Board. All employees of the unit shall be eligible to contribute sick leave days, but employees not electing to waive one day, shall not be eligible to receive time from the sick bank. It shall be an additional prerequisite that before any unit member is eligible to receive time from the sick bank, he/she must have completed one (1) full school year of service and have accumulated five (5) sick

leave days. The Bank shall be administered by a committee of three (3) representatives appointed by the Board and three (3) representatives appointed by the Union who shall act upon withdrawals.

Withdrawals from the sick bank shall be limited to unit members who have contributed to the bank and are involved in an extended disability resulting from illness or accident and who have exhausted their sick leave, vacation, and personal leave days. The decision of the above committee shall be final and binding upon the unit member, the Board and the Union with respect to the administration of the sick leave bank, however, no unit member may receive more than fifty (50) days from the sick leave bank. Prior to granting a request for use, the District shall have the right to require the unit member to submit to a medical examination at the District's expense and have the evidence of such examination considered by the sick leave bank committee.

The sick leave bank shall be renewable only once during the fiscal school year, provided all sick leave bank days have been exhausted.

Section 5. Group Disability and Other Insurance

Unit members may opt to purchase group disability and other insurance the Unit wishes, through payroll deduction at no cost to the District, provided such is permitted under IRS regulations.

Section 6. Vision Coverage

Effective July 1, 1994, the District shall pay the entire cost of individual coverage for unit members to be enrolled in the current vision plan or its substantial equivalent. Unit members shall be eligible to purchase family coverage so long as they notify the Business Office by May 15th.

ARTICLE V. RETIREMENT**Section 1.**

The District shall maintain its present retirement plan for employees.

Section 2. Retirement Incentive

During the 2003-04 through 2006-07 school years only, unit members who have at least reached the minimum age of eligibility to retire and receive benefits from the New York State Retirement System and who have served for ten years or more in the Poughkeepsie City School District shall be entitled to 50% of the final years salary up to \$10,000.00, provided that retirement is announced to be effective on June 30th of the year in which these conditions are met. Notice of retirement shall be submitted in writing on or before December 1st in the year of eligibility. The retirement referenced above shall be paid between June 30th and November 1st of the calendar year of the effective date of retirement. On June 30, 2007, this provision shall sunset, becoming null and void in all regards except for the purpose of enforcing the benefits conferred upon those who opted to retire during the years specified above.

ARTICLE VI. SALARIES

A. Effective July 1, 2003, the salary schedule shall be developed by increasing each step of the 2002-03 schedule by 3.5%. Effective July 1, 2004, the salary schedule shall be developed by increasing each step of the 2003-04 schedule by 3.5%. Effective July 1, 2005, the salary schedule shall be developed by increasing each step of the 2004-05 schedule by 3.5%. Effective July 1, 2006, the salary schedule shall be developed by increasing each step of the 2005-06 schedule by 3.5%. Effective July 1, 2005, any member having an associates degree or the equivalent shall be paid a

differential of \$500.00 added to their yearly salary. Effective July 1, 2005, any member having a bachelors degree or the equivalent shall be paid a differential of \$1,000.00 to be added to their yearly salary.

B. During each year of this Agreement, unit members who are eligible to advance a step on the schedule shall do so.

C. Longevity - Every year during the term of this Agreement, every employee having at least five (5) years of continuous service in positions within the bargaining unit shall receive, in addition to the salary provided in the annexed schedules, a longevity increase in the amount of \$500.00 effective July 1, 2004. Every employee having at least ten (10) years of continuous service in positions within the bargaining unit shall receive a longevity increase in the amount of \$600.00, every employee having at least thirteen (13) years of continuous service in positions in the bargaining unit shall receive a longevity increase of \$500.00, every employee having at least fifteen (15) years of continuous service in positions in the bargaining unit shall receive a longevity increase of \$500.00, every employee having at least eighteen (18) years of continuous service in positions in the bargaining unit shall receive a longevity increase of \$500.00, every employee having at least twenty (20) years of continuous service in positions in the bargaining unit shall receive a longevity increase of \$550.00, and every employee having at least twenty-five (25) years of continuous service in positions in the bargaining unit shall receive a longevity increase of \$900.00.

All longevities shall be increased by 3.5%, effective July 1, 2005; and by an additional 3.5%, effective July 1, 2006

The aforesaid longevity increases are cumulative. An employee having at least ten (10) years of continuous service in positions in the bargaining unit shall receive both the 5 year and the 10 year

increase. An employee having at least thirteen years of continuous service within positions in the bargaining unit shall receive the 5 year, the 10 year and the 13 year increase. An employee having at least fifteen (15) years of continuous service in positions in the bargaining unit shall receive the 5 year, the 10 year, the 13 year and the 15 year increase. An employee having at least eighteen (18) years of continuous service in the bargaining unit shall receive the 5 year, the 10 year, the 13 year, the 15 year and the 18 year increase. An employee having at least twenty (20) years of continuous service in the bargaining unit shall receive the 5 year, the 10 year, the 13 year, the 15 year, the 18 year and the 20 year increase. An employee having at least twenty-five (25) years of continuous service in positions in the bargaining unit shall receive the 5 year, the 10 year, the 13 year, the 15 year, the 18 year, the 20 year and the 25 year increase. For the purposes of this Agreement, unit members presently eligible for longevity shall be entitled to longevity increases reflecting a cumulative amount corresponding to their present years of continuous service in positions in the bargaining unit.

ARTICLE VII. GRIEVANCE PROCEDURE

- A. The purpose of this grievance procedure is to give employees access to administrative review of grievances as defined below.
- B. A grievance shall be defined as a violation of one of the provisions of this contract.
- C. Failure to bring a grievance at the first stage within the time limits described or failure to process a grievance to succeeding stages within the time limits described shall constitute a waiver of the grievance, and the grievance shall abate. The grievance procedure shall be sole remedy for any grievance arising thereunder.
- D. All grievances shall be in writing and shall contain the following:

1. Name and position of grievant.
2. The date the grievance arose.
3. The contract provision, rule or policy claimed to be violated.
4. The name of the person causing the grievance.
5. The facts giving rise to the grievance.
6. The redress claimed.
7. The signature of the grievant.

E. All grievances shall be in writing and shall be brought to the first stage of the procedure within fourteen (14) days after the occurrence giving rise to the grievance.

F. Stage One: Immediate Supervisor. All grievances shall be filed with the grievant's immediate supervisor, and at the supervisor's discretion, a hearing may be held with the grievant. The supervisor shall render a decision in writing within ten (10) days after receipt of the grievance, or within ten (10) days after any hearing, whichever is greater.

G. Stage Two: Superintendent. If the grievant is not satisfied with the supervisor's decision, he or she may appeal to the next stage of the grievance procedure by filing an appeal in writing within ten (10) days in conformity with the provisions of Section "D" and, in addition, stating the reasons for the appeal. At the discretion of the Superintendent of Schools, a discussion may be held with the grievant concerning the grievance. The Superintendent shall issue a decision in writing on the grievance within ten (10) days after the grievance is filed at this stage of the procedure, or within ten (10) days after any hearing, whichever is greater.

H. Stage Three: Board of Education. If the grievant is not satisfied with the Superintendent's decision, he/she may appeal to the Board of Education by filing a grievance with

the District Clerk within ten (10) days after receipt of the Superintendent's decision. However, no appeal may be filed at this stage of the proceeding or any subsequent stage of the proceeding except by or with the consent of the recognized employee representative. This appeal shall be in the form described for appeals to the Superintendent's stage. The Board of Education, or a committee thereof, shall hold a hearing on the grievance, and within ten (10) days after the filing of the appeal, or within ten (10) days after any hearing, whichever is greater, the Board of Education shall issue its decision on the grievance. The decision of the Board shall be final and binding.

ARTICLE VIII. INDIVIDUAL AND ASSOCIATION RIGHTS

Section 1. Job Status Form

By no later than October 30th of each school year, the District shall make available to each employee, a form sheet showing the salary, seniority and accrued time of said employee.

Section 2. Notice of Assignment, Workday, Extended Workday and Work Year

All regular employed unit members will be required to work a minimum of 182 days in each work year, effective July 1, 2003. At the beginning of each school year, each unit employee shall receive a written job description specifying that person's assignment; provided, however, that employees undertaking new assignments may be given their job specifications no later than the second week following such assignment.

Unit members shall work the teachers' workday in the building where assigned. Work beyond the normal time of the workday shall be governed by the following provisions, unless addressed at Article X (Professional Meetings).

A. Permanent - involving at least one (1) hour of work each day or on a regularly scheduled basis, each week, throughout the school year, (i.e., M, F or T, W, F). In the event that

fewer than all positions are required for permanent assignment, on a building seniority basis, the voluntary/involuntary/hardship process described in paragraph "B", below, shall apply.

B. Occasional - involving at least one (1) hour of additional work before or after the regular hours of the workday of unit members on an as-needed basis; provided, however, that such assignments shall be based upon a volunteers first, followed by involuntary assignment upon the inverse order of seniority. The parties shall determine hardship exemptions to making involuntary assignments.

C. New hirees (on or after November 16, 1987) shall not be entitled to hardship consideration.

D. The rate of pay for service under paragraphs "A" and "B", above, shall be at 1-1/4 straight time pay based upon the individuals hourly rate, with such services to date being so compensated for, offset by pay or compensatory time already given.

Section 3. Assignments with Teacher Presence

Unit employees, other than teaching assistants, shall not be given classroom assignments where students are to be supervised without direct teacher presence.

The District will make every reasonable effort to assure that teacher aides are not directly charged with student instructional supervision on days when the teacher is present.

Section 4. Vacancies and New Positions

Notice of vacancies and new positions in the unit shall be made known to the Association President and posted prior to being filled. The posting shall include a general description of the job. Consideration shall be given to members of the bargaining unit. Qualification shall be determined finally by the Superintendent of Schools.

Section 5. Substitute Teaching

- a. High School and Middle School aides and assistants who cover for absent teachers shall be paid \$7.00 per period.
- b. Elementary school teaching assistants shall be paid \$7.00 per hour.
- c. Teaching Assistants who cover during homeroom shall not receive compensation for such activities.

In order to be paid for such work, the employee must be assigned by his/her supervisor and shall be required to submit a voucher to the District that shall be signed by the Building Principal. The unit member may expect to be the first choice for substituting in his/her classroom and receive preference for substituting, except with respect to substitute teachers, when teachers are absent in his/her area of speciality in his/her building.

Section 6. Teaching Assistants

Upon recommendation of the Supervising Administrator(s) with the approval of the Superintendent, all paraprofessional employees meeting the requirements of law for the position of Teaching Assistants shall be so designated.

Section 7. Use of Own Vehicles

No paraprofessional shall be directed, nor shall a paraprofessional be expected to utilize his or her vehicle for school district purposes.

Section 8. Personnel File

Each unit member shall be notified if any derogatory or adversely critical evaluative materials are to be placed in the employee's personnel file. Such materials must be shown and a copy furnished

to the paraprofessional before being placed in the file and the employee may place a rebuttal statement in the file answering the criticism as set forth in the material submitted to the file.

Section 9. Evaluation

Unit members shall be informed of the District's evaluation procedure by no later than October 1, 1981. If a teacher's negative report may lead to the discipline or discharge of a unit member, such unit member shall have the right to an independent evaluation by an Administrator.

Section 10. In-Service Training

Aides and assistants may be allowed to attend District-sponsored in-service workshops related to unit work on an equitable basis. Such attendance shall not unreasonably be withheld. For each one (1) hour or more of District-sponsored in-service course work, the paraprofessional shall receive the sum of \$11.00 per hour in 2004-05 and \$12.00 per hour effective July 1, 2005, following submission of their certificate to the Personnel Office, on or before October 1st and February 1st of the school year when their certificate was issued. Payment shall be promptly made thereafter.

Section 11. Association Rights

The PPSPA shall have reasonable access to such information contained in the public records of the Poughkeepsie City School District, as is necessary to conduct its business such as payroll, salary, etc., both present and for preceding years, lists of all unit employees employed by the School District including all federally funded positions and Civil Service employees, provisional as well as permanent.

Section 12. Use of Facilities

The District will provide bulletin board privileges, inter-school mailing facilities and meeting

spaces for the PPSPA upon request by the Union President provided that the same shall not interfere with the educational process of the School District and shall not involve an extra expense for the Board.

Section 13. Association President's Leave

Each school year, the Association President or designee shall be entitled to up to ten (10) one-half days off, with pay, for the purpose of conducting or participating in PPSPA business.

Section 14. Dues Deduction

The Board shall, subject to the provisions of the Taylor Law, deduct dues for the PPSPA from the salaries of its members who shall so authorize in writing. Equal installments of annual dues shall be deducted from each bi-weekly paycheck.

ARTICLE IX. SENIORITY - REDUCTION IN FORCE

A. Seniority - The Employer and the Union shall jointly establish a seniority list by job title. Seniority shall be the most important factor in filling vacant jobs in the School District and in transfers within existing jobs. If it becomes necessary to reduce the work force, the last person on the seniority list for each job title shall be laid-off first and when the force is again increased, the laid-off person shall be returned to work in reverse order in which lay-offs occurred. Such recall rights shall exist for one year following any lay-offs for all non-competitive class employees.

B. For the purposes of this provision, there shall be two job titles: (a) teacher aides and (b) teacher assistants.

C. Employees laid-off from positions set forth in (b) above, shall be entitled to displace a less senior person in a job title (a) position. However, no employee in job title (a) position may displace a person of less seniority in a job title (b) position.

D. Upon the abolition of a position, an employee exercising displacement rights shall not be reduced in salary or wage when assuming the duties of the displaced employee.

ARTICLE X. PROFESSIONAL MEETINGS

Paraprofessionals shall participate in one faculty meeting per month and one open house per year without additional compensation. Services required beyond the above stated, including open house and parent conferences conducted in the evening, shall be compensated at the rate of straight time or time and one-half, where applicable.

ARTICLE XI. NO-STRIKE CLAUSE

In consideration of its recognition, the Association affirms that it does not assert the right to strike against the District, nor will it assist nor participate in any such strike by the employees or impose any obligation upon the employees to conduct, assist, or participate in a strike.

ARTICLE XII. LEGISLATIVE APPROVAL

It is agreed by and between the parties that any provision in this Agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefor, shall not become effective until the Board of Education has given approval.

ARTICLE XIII. DURATION

The duration of this Agreement shall be from July 1, 2003 through June 30, 2007. All terms shall be given effect retroactively to July 1, 2003, unless otherwise indicated. The above Agreement constitutes all of the agreements reached by the representatives of the Superintendent of Schools and the Paraprofessional Association at the negotiations leading to this Agreement and all negotiable items have been discussed and the negotiations shall not be reopened during the term of this Agreement. The signatures appearing below indicate agreement to this contract by the Paraprofessional Association, and ratification by a majority of the Board of Education, as reflected in the minutes of the Board of Education. If the Association wishes to negotiate a successor

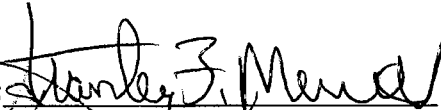
agreement, it shall notify the District in writing on or before March 1, 2007. Negotiations shall


commence as soon as practicable thereafter.

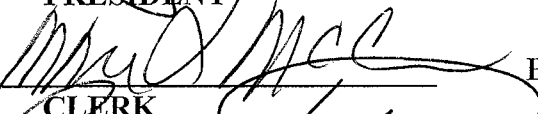
DATED:

**BOARD OF EDUCATION OF THE
CITY SCHOOL DISTRICT OF THE
CITY OF POUGHKEEPSIE**

**THE ASSOCIATION OF POUGHKEEPSIE
PUBLIC SCHOOLS
PARAPROFESSIONALS, LOCAL 3180-D,
COUNCIL 66, AFL-CIO, AFSCME**

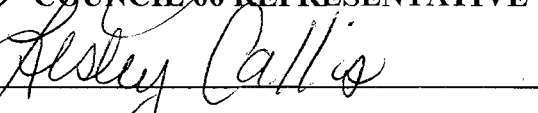
BY: 
PRESIDENT

BY: 
PRESIDENT

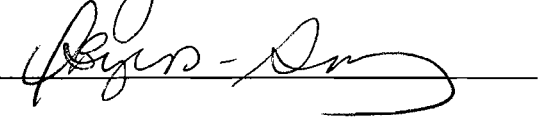
BY: 
CLERK

BY: 
COUNCIL 66 REPRESENTATIVE

BY: 
SUPERINTENDENT OF SCHOOLS

BY: 

3/8/05

BY: 

| STEP | NO HIGH SCHOOL DIPLOMA 2003-2004 | HIGH SCHOOL DIPLOMA 2003-2004 | TEACHING ASSISTANT 2003-2004 | ASSOCIATE DEGREE 2003-2004 | BACHELORS DEGREE 2003-2004 |
|------|-------------------------------------|----------------------------------|---------------------------------|-------------------------------|-------------------------------|
| 1 | 15,779 | 15,935 | 16,091 | 16,247 | 16,514 |
| 2 | 16,094 | 16,254 | 16,413 | 16,572 | 16,845 |
| 3 | 16,416 | 16,579 | 16,741 | 16,905 | 17,182 |
| 4 | 16,744 | 16,911 | 17,076 | 17,242 | 17,526 |
| 5 | 17,080 | 17,248 | 17,418 | 17,588 | 17,875 |
| 6 | 17,421 | 17,594 | 17,766 | 17,939 | 18,234 |
| 7 | 17,769 | 17,946 | 18,122 | 18,298 | 18,598 |
| 8 | 18,125 | 18,304 | 18,484 | 18,664 | 18,971 |
| 9 | 18,487 | 18,670 | 18,854 | 19,037 | 19,349 |
| 10 | 18,857 | 19,044 | 19,230 | 19,418 | 19,736 |
| 11 | 19,234 | 19,425 | 19,615 | 19,806 | 20,131 |
| 12 | 19,618 | 19,813 | 20,008 | 20,202 | 20,533 |
| 13 | 20,011 | 20,209 | 20,408 | 20,606 | 20,944 |
| 14 | 20,411 | 20,614 | 20,816 | 21,019 | 21,363 |
| 15 | 20,819 | 21,026 | 21,232 | 21,439 | 21,791 |

Longevity

| | cumulative | |
|----|------------|------|
| 5 | 50 | 50 |
| 10 | 600 | 650 |
| 13 | 500 | 1150 |
| 15 | 500 | 1650 |
| 18 | 500 | 2150 |
| 20 | 550 | 2700 |
| 25 | 900 | 3600 |

| STEP | NO HIGH SCHOOL DIPLOMA 2004-2005 | HIGH SCHOOL DIPLOMA 2004-2005 | TEACHING ASSISTANT 2004-2005 | ASSOCIATE DEGREE 2004-2005 | BACHELORS DEGREE 2004-2005 |
|------|-------------------------------------|----------------------------------|---------------------------------|-------------------------------|-------------------------------|
| 1 | 16,331 | 16,493 | 16,654 | 16,816 | 17,092 |
| 2 | 16,658 | 16,823 | 16,987 | 17,152 | 17,434 |
| 3 | 16,991 | 17,159 | 17,327 | 17,496 | 17,783 |
| 4 | 17,330 | 17,503 | 17,674 | 17,846 | 18,139 |
| 5 | 17,677 | 17,852 | 18,028 | 18,203 | 18,501 |
| 6 | 18,031 | 18,210 | 18,388 | 18,566 | 18,872 |
| 7 | 18,391 | 18,574 | 18,756 | 18,938 | 19,249 |
| 8 | 18,759 | 18,945 | 19,131 | 19,317 | 19,634 |
| 9 | 19,134 | 19,324 | 19,513 | 19,703 | 20,027 |
| 10 | 19,517 | 19,711 | 19,903 | 20,097 | 20,427 |
| 11 | 19,908 | 20,105 | 20,302 | 20,499 | 20,835 |
| 12 | 20,305 | 20,506 | 20,708 | 20,909 | 21,252 |
| 13 | 20,711 | 20,917 | 21,122 | 21,327 | 21,677 |
| 14 | 21,126 | 21,336 | 21,544 | 21,754 | 22,111 |
| 15 | 21,548 | 21,762 | 21,975 | 22,189 | 22,554 |

Longevity

cumulative

| | | |
|----|-----|------|
| 5 | 500 | 500 |
| 10 | 600 | 1100 |
| 13 | 500 | 1600 |
| 15 | 500 | 2100 |
| 18 | 500 | 2600 |
| 20 | 550 | 3150 |
| 25 | 900 | 4050 |

| STEP | NO HIGH SCHOOL DIPLOMA 2005-2006 | HIGH SCHOOL DIPLOMA 2005-2006 | TEACHING ASSISTANT 2005-2006 | ASSOCIATE DEGREE 2005-2006 | BACHELORS DEGREE 2005-2006 |
|------|-------------------------------------|----------------------------------|---------------------------------|-------------------------------|-------------------------------|
| 1 | 16,902 | 17,070 | 17,237 | 17,405 | 17,691 |
| 2 | 17,241 | 17,411 | 17,582 | 17,753 | 18,044 |
| 3 | 17,585 | 17,759 | 17,934 | 18,109 | 18,406 |
| 4 | 17,937 | 18,115 | 18,293 | 18,470 | 18,774 |
| 5 | 18,296 | 18,477 | 18,659 | 18,840 | 19,149 |
| 6 | 18,662 | 18,847 | 19,031 | 19,216 | 19,532 |
| 7 | 19,034 | 19,224 | 19,413 | 19,601 | 19,923 |
| 8 | 19,416 | 19,608 | 19,801 | 19,994 | 20,322 |
| 9 | 19,804 | 20,000 | 20,196 | 20,393 | 20,727 |
| 10 | 20,200 | 20,400 | 20,600 | 20,801 | 21,142 |
| 11 | 20,604 | 20,808 | 21,012 | 21,216 | 21,565 |
| 12 | 21,016 | 21,224 | 21,433 | 21,641 | 21,996 |
| 13 | 21,436 | 21,649 | 21,862 | 22,073 | 22,436 |
| 14 | 21,865 | 22,082 | 22,299 | 22,516 | 22,885 |
| 15 | 22,302 | 22,524 | 22,744 | 22,966 | 23,343 |

Longevity

| | | cumulative |
|----|-----|------------|
| 5 | 518 | 518 |
| 10 | 621 | 1,139 |
| 13 | 518 | 1,656 |
| 15 | 518 | 2,174 |
| 18 | 518 | 2,691 |
| 20 | 569 | 3,260 |
| 25 | 932 | 4,192 |

Degree Differentials

| | |
|----|------|
| AD | 500 |
| BA | 1000 |

| STEP | NO.HIGH SCHOOL DIPLOMA 2006-2007 | HIGH SCHOOL DIPLOMA 2006-2007 | TEACHING ASSISTANT 2006-2007 | ASSOCIATE DEGREE 2006-2007 | BACHELORS DEGREE 2006-2007 |
|------|-------------------------------------|----------------------------------|---------------------------------|-------------------------------|-------------------------------|
| 1 | 17,494 | 17,667 | 17,841 | 18,014 | 18,310 |
| 2 | 17,844 | 18,021 | 18,197 | 18,374 | 18,676 |
| 3 | 18,201 | 18,381 | 18,561 | 18,742 | 19,050 |
| 4 | 18,565 | 18,749 | 18,933 | 19,117 | 19,431 |
| 5 | 18,936 | 19,123 | 19,312 | 19,500 | 19,819 |
| 6 | 19,315 | 19,507 | 19,697 | 19,889 | 20,216 |
| 7 | 19,701 | 19,897 | 20,092 | 20,287 | 20,620 |
| 8 | 20,095 | 20,294 | 20,494 | 20,693 | 21,033 |
| 9 | 20,497 | 20,700 | 20,903 | 21,106 | 21,453 |
| 10 | 20,907 | 21,114 | 21,321 | 21,529 | 21,882 |
| 11 | 21,326 | 21,537 | 21,748 | 21,959 | 22,319 |
| 12 | 21,751 | 21,967 | 22,183 | 22,399 | 22,766 |
| 13 | 22,186 | 22,407 | 22,627 | 22,846 | 23,221 |
| 14 | 22,630 | 22,855 | 23,079 | 23,304 | 23,686 |
| 15 | 23,082 | 23,312 | 23,540 | 23,770 | 24,160 |

Longevity

cumulative

| | | |
|----|-----|-------|
| 5 | 536 | 536 |
| 10 | 643 | 1,178 |
| 13 | 536 | 1,714 |
| 15 | 536 | 2,250 |
| 18 | 536 | 2,785 |
| 20 | 589 | 3,374 |
| 25 | 964 | 4,338 |

Degree Differentials

| | |
|----|------|
| AD | 500 |
| BA | 1000 |