

**SOUTHERN CAYUGA CENTRAL SCHOOL DISTRICT
REORGANIZATION MEETING
MONDAY, JULY 14, 2008
PLANETARIUM CLASSROOM**

MINUTES

Call to Order: The meeting was called to order at 7:00 pm by temporary chairperson Superintendent Worth, who also led the pledge of allegiance.

Roll Call

Board members present: Leonard Jordan, Teresa Lipfert, Joe Lonsky, Steve Morse, Ted Rejman, Jim Wilcox, Dean Winspear
Administrators present: Mary K. Worth, Martha Stevermer, Luke Carnicelli, Patricia Reilley, Mary Lou Cronin
Others present: Nynette Adams, Tom Bianconi, Julie Burnham, Mary Burns, Rhonda Butzer, Michelle Dean, Phil Donovan, Susan Gloss, Rich Harrison, Bruce Hatfield, Cheryl Jackson, Robb Jetty, Randy Lawrence, Rick McKane, Bev Rejman, Ed Siemiatkowski, Alyssa Sunkin (*Citizen* reporter), Ann Teeter; many others who did not sign in (about 30 total)

Before the business meeting began, Board members discussed various topics. Ted Rejman asked which direction the Board wishes to go. Dean Winspear would like the Audit Committee questions resolved; please keep things the way they have been. He said Martha Stevermer has done a remarkable job; he apologized for getting carried away last time; it gets difficult when he doesn't get what he needs. He denied calling Martha Stevermer a liar.

Jim Wilcox wants to know what the Board wants to do.

Ted Rejman noted that things were in disarray for a while. Ed Siemiatkowski is now on the job; he reviews the warrants, then Julie Burnham looks at policies and lets the Board know if anything is wrong. We are paying people to do the auditing. Now that the audit function is in place, the Board does not need to look at the warrants. He would like it clarified what the Audit Committee is supposed to do. Teresa Lipfert had a copy of the SCCS Audit Committee policy.

At this time Rich Harrison, co-chair of the Audit Committee, spoke to the Board. He reviewed the history of the committee and what they were originally asked to do. He agreed they no longer need to look at credit card bills (the district has one credit card, with a low limit and limited use), or cell phone bills. The abuses of the past have stopped. He is pleased to report that the district has the cleanest set of books in the county. No negative signs allowed in ledger, thanks to Martha Stevermer. Dean Winspear has minutes of today's Audit Committee meeting. The cafeteria is supposed to be self-funding. There is now a surplus of \$85,000; \$25,000 was removed for health insurance; it should have been approved by the Board; he agrees with it but not the way it was done.

Mr. Harrison continued. Does the Board know that funds have been expended for the EXCEL project already although no EXCEL funds have yet been received? Dangerous territory. Claims auditor Ed Siemiatkowski reports to the Board, as does the Audit Committee and Internal Auditor Julie Burnham. Complete separation of duties is not maintained. Ed Siemiatkowski should not be doing any other work for the district. Rich Harrison said he has growing concerns about federal funds; he will be very surprised if the Board does not get a request for a Revenue Anticipation Note (RAN) before the summer is over because he is concerned about cash flow. He is willing to continue to serve on the Audit Committee if the Board wishes.

At 7:22 School Attorney Dennis Barrett then spoke to the Board. He distributed to all a copy of a booklet "The Audit Committee Role in Providing School Financial Accountability" and reviewed some of its contents; other Audit Committee policies are in our policy book. Two major responsibilities of the Audit Committee are to help with a review of the annual external audit and suggest concerns to the internal auditor to reduce risk exposure from human error. Mr. Barrett noted that when the BOE asked the Audit Committee to review financials, it went beyond the functions of advising the internal and external auditors; functions of the Audit Committee are advisory, not the actual process of auditing; the BOE has hired trained people who are good at it to report directly to the BOE.

Ted Rejman believes the current administration is trusted. The roles and responsibilities of the internal and claims auditors have evolved. Teresa Lipfert noted she does not need to see the warrants unless there is a concern. The claims auditor must look at every claim. Ted Rejman asked Rich Harrison if the Audit Committee needs to meet every month; he replied it is not necessary if not reviewing the financials. EXCEL expenses have been paid without ever receiving any of the funds. Business Administrator Martha Stevermer explained the process; it is the same with federal funds; a routine way of doing business. Dennis Barrett agreed this is a legal way of doing business until the aid comes in. The claims auditor does the legwork for the internal auditor; has no line authority.

Rich Harrison agreed that an hour is about right for an Audit Committee meeting; they also have a recommendation for the external auditor; it is no longer necessary to look over the financials; two Board members are capable of training the rest of the BOE; it is essential that they are reviewed. Joe Lonsky suggested expanding the duties of the Audit Committee to find ways to save money. Dennis Barrett noted that this is not their function; maybe it could be done by a community committee for a special project, to gather information for the Board. The Audit Committee's charge comes from the state; not the other things; don't expand or subdivide. Teresa Lipfert asked for Board consensus about reviewing warrants; should Audit Committee be following our policy? Some answered. Superintendent Worth confirmed the Board agrees the Audit Committee no longer needs to look at monthly financials. Leonard Jordan asked how often; he thinks the Board and Audit Committee should review every three months.

Teresa Lipfert said the Board should trust Business Administrator Martha Stevermer and the auditors. Steve Morse agreed with a quarterly review; it is not their function to audit but to look and advise; he admitted that it was too easy for the Board to rely on the Audit Committee to review the finances; the BOE needs to work on understanding financial statements. Business Administrator Martha Stevermer reviewed the financial report cover sheet that she prepared. The Board will still get a monthly report; it will look different because of the change to Budget Sense software and the move to the Common Business Office (CBO). Superintendent Worth asked if the Board wants the Audit Committee to continue to include community members. Rich Harrison and Rhonda Butzer are still willing to serve. Bruce Hatfield has provided a letter of resignation. Dean Winspear had the names of Bud Beyea and Bruce Kopp who are interested.

At 8:40 pm, Ted Rejman brought up the issue of Board president. The Board needs to resolve issues; cannot continue to have disrespectful remarks. Each one represents different factions of the community. The Board's job is to be sure the district is financially sound, look at policy; the president must be available, work with superintendent, be respectful, lead meetings, set example. Board members need to work together, discuss issues, set tone for district, make changes respectfully.

Teresa Lipfert sent an email last month that no one has responded to. She asked if the Board can operate on a respectful basis. Joe Lonsky noted there will be no yelling from him. Teresa Lipfert expects not to be ignored; Jim Wilcox agreed he should not holler but sometimes gets excited. Steve Morse said all should do some soul searching.

At 8:55 pm, Bill Speck spoke to the Board; distributed a mission statement and his job description and reviewed them. He noted the healthy conversation tonight. Board members should demonstrate the conduct they want to see in others; it is vital to have good leadership; BOCES provides quality services that are affordable to districts; this is an urgent time, no time to waste; he is willing to make regular visits with the Board, either for general discussions or to answer specific questions.

At 9:10 pm, the reorganizational business meeting began.

Oath of Office to New Board Members

Newly elected Board member Joseph Lonsky was given the oath of office prior to the Reorganization meeting and has signed the Oath of Office pledge. Re-elected Board member Dean Winspear was administered the Oath of Office and signed the pledge.

Nomination for President of Board of Education

Motion made by Teresa Lipfert, seconded by Steve Morse, to nominate **Ted Rejman** as President of the Board of Education for the 2008/2009 school year.

Motion defeated: Yes - 3 No - 4 (JW, DW, LJ)

Motion made by Jim Wilcox, seconded by Dean Winspear, to nominate **Leonard Jordan** as President of the Board of Education for the 2008/2009 school year.

Motion carried: Yes - 4 No – 3 (TR, SM, TL)

Oath of Office to New Board President

Newly elected Board President Leonard Jordan signed the Oath of Office pledge.

Steve Morse noted that he would fully support Leonard Jordan even though he did not vote for him; the entire Board should support him. Ted Rejman repeated there should be no closed door sessions; support all decisions. Teresa Lipfert gave her support and asked that he listen to her questions with respect. Superintendent Worth is looking for help from everyone; let's help each other be successful; no surprises at the table.

Newly elected BOE President Leonard Jordan then took over as chairperson of the meeting.

Nomination for Vice President of Board of Education

Motion made by Jim Wilcox, seconded by Joe Lonsky, to nominate **Dean Winspear** as Vice President of the Board of Education for the 2008/2009 school year.

Motion carried: Yes - 6 No – 1 (TR)

(Ted Rejman will still support Dean)

Oath of Office to New Board Vice President

Newly elected Board Vice President Dean Winspear signed the Oath of Office pledge.

APPOINTMENTS, APPROVALS AND DESIGNATIONS FOR THE 2008/09 SCHOOL YEAR

-- Unless otherwise noted, the assignments/designations of employees to these responsibilities are part of their regular duties.

-- Please call with questions about any of these assignments/designations prior to the meeting.

(Separate resolutions for action on consideration of each grouping)

Group A

Motion made by Teresa Lipfert, seconded by Ted Rejman, to approve the following appointments. Questions were asked about the external auditor; a recommendation will be made by the Audit Committee. Motion made by Ted Rejman, seconded by Jim Wilcox, to table the appointment of the independent external auditor.

Amended motion carried: Yes – 7 No – 0

- Appointment of District Clerk; Nynette Adams @ \$4,275
- Appointment of Alternate District Clerk; Business Administrator Martha Stevermer
- Appointment of District Treasurer; Beverly Buisch
- Appointment of Deputy Treasurer; Business Administrator Martha Stevermer
- Appointment of Claims Auditor; Ed Siemiatkowski @ \$25 per hour
- Appointment of Internal Auditor; Julie Burnham @ \$6,000 per year

Group B

Motion made by Steve Morse, seconded by Jim Wilcox, to approve the following appointments.

Motion carried: Yes – 7 No – 0

- Appointment of School Attorney; Dennis Barrett @ \$185 per hour plus expenses
- Appointment of School Physician; Dr. Marshall Trabouet @ \$12,000

Group C

Motion made by Ted Rejman, seconded by Dean Winspear, to approve the following appointments.

Motion carried: Yes – 7 No – 0

- Appointment of Central Treasurer for Student Extra-Classroom Activities Fund;
Beverly Buisch
- Appointment of Chief Advisors to Student Co-Curricular Activities;
Luke Carnicelli HS Principal & Patricia Reilley, Middle School Principal
- Appointment of Purchasing Agent; Business Administrator Martha Stevermer
- Appointment of Payroll Certification Officer;
Business Administrator Martha Stevermer
- Appointment of Records Access Officer for Freedom of Information (FOIL) Requests;
Business Administrator Martha Stevermer
- Appointment of Records Management Officer;
Business Administrator Martha Stevermer
- Appointment of Representative to Board of Directors, Cayuga-Onondaga Health Care Plan;
Business Administrator Martha Stevermer
- Appointment Supervisors of Attendance:
Principals Luke Carnicelli, Patricia Reilley, Mary Lou Cronin
- Appoint Census Enumerator; Betsy Donald @ \$811

Group D

Motion made by Ted Rejman, seconded by Steve Morse, to approve the following appointments. Discussion followed. Amended motion made by Ted Rejman, seconded by Dean Winspear; cap on amount tax collector to be paid is \$5,500 for 2008/09.

Amended motion carried: Yes – 7 No – 0

- Appointment of District Tax Collector; Carol Piechuta @ \$12.44 per hour
- Appointment of Residency Designee; Business Administrator Martha Stevermer

Group E

Motion made by Ted Rejman, seconded by Dean Winspear, to approve the following appointments.

Motion carried: Yes – 7 No – 0

- Appointment of Petty Cash Custodians, \$75 each account
 - Mary Lou Cronin, Elementary
 - Patricia Reilley, Middle School
 - Luke Carnicelli, High School
 - Terry Underwood, Athletic Office
 - Nynette Adams, Superintendent Office
 - Carol Piechuta, Business Office/Tax Collector

Group F

Motion made by Teresa Lipfert, seconded by Steve Morse, to approve the following appointments.

Motion carried: Yes – 7 No – 0

- Appointment of Committee on Special Education – attached
- Appointment of Sub-Committee on Special Education – attached
- Appointment of Committee on Preschool Special Education – attached
- Appointment of Impartial Hearing Officers

The BOE president is authorized to appoint Hearing Officer(s) for special education hearing(s) in regard to pending request(s) for a hearing, from the approved listing of Hearing Officers on the NYSED website, subject to ratification by the Board at its next meeting.

Group G

Motion made by Ted Rejman, seconded by Steve Morse, to approve the following appointments.

Motion carried: Yes – 7 No – 0

- Appointment of Title IX Compliance Officer;
Business Administrator Martha Stevermer for Personnel;
Cheryl Jackson for Students
- Appointment of Section 504 Compliance Officer; Cheryl Jackson
- Appointment of Title VI Civil Rights Compliance Officer; Attorney Matthew Fletcher
- Appointment of Homeless Coordinator; Patricia Reilley
- Appointment of School Lunch Program Officer; Business Administrator Martha Stevermer
- Appointment of Asbestos Compliance Officer; Business Administrator Martha Stevermer
- Appointment of ADA Compliance Officer; Business Administrator Martha Stevermer

Group H

Motion made by Ted Rejman, seconded by Dean Winspear, to approve the following appointments.

Motion carried: Yes – 7 No – 0

- Appointment of BOE Committees/BOE Committee Participation: Discussion took place and Board members volunteered for each of these committees.
- Cayuga Onondaga School Boards Association (COSBA) Executive Committee Representative (one BOE member); Leonard Jordan will serve on this committee.
- District Audit Committee (two BOE members plus community members); the Audit Committee will consist of Jim Wilcox, Dean Winspear, Richard Harrison, Rhonda Butzer, Bud Beyea, Bruce Kopp
- Long-Range Education Planning Committee (two BOE members); Teresa Lipfert and Ted Rejman will serve on this committee.
- Long-Range Facilities Planning Committee (two BOE members); Ted Rejman and Dean Winspear will serve on this committee.
- Policy Committee (two BOE members); Ted Rejman and Dean Winspear will serve on this committee (and Len Jordan when available).
- Wellness Core Committee or SubCommittees (two BOE members); Teresa Lipfert will serve on the core committee, and Dean Winspear will serve on the substance abuse sub-committee.
- Transportation Committee (two BOE members); Jim Wilcox and Dean Winspear will serve on this committee.

DESIGNATIONS FOR THE 2008/2009 SCHOOL YEAR

Group I

Motion made by Ted Rejman, seconded by Teresa Lipfert, to approve the following designations.

Motion carried: Yes – 7 No – 0

- Designation of Official Depositories of Funds
 - Cayuga Lake National (General Fund Checking/Savings/Capital Checking)
 - The Chase Manhattan Bank (Capital Fund/General Fund)
 - Tompkins Trust Co (Investments)
 - MBIA (Municipal Business Investment Association)

- Designation of Official Newspapers
 - The Auburn *Citizen* (legal notices & vacancies)
 - Scotsman Commercial Printers (Moravia *Shopper*) (publicity and BOE news)
- Designation of Official Check Signers/District Signatories
 - District Treasurer Beverly Buisch
 - BOE Vice President

Group J

Motion made by Ted Rejman, seconded by Dean Winspear, to approve the following designations.

Motion carried: Yes – 7 No – 0

- Designation of Board of Education Meeting Schedule; attached
- Designation of Annual Meeting Date; May 19, 2009

Group K

Motion made by Ted Rejman, seconded by Dean Winspear, to approve the following designations. The Sherwood Scholarship Committee has been dormant for a number of years; this is an attempt to revive it and distribute the money.

Motion carried: Yes – 7 No – 0

- Designation of Members to Sherwood Scholarship Committee
 - Luke Carnicelli
 - Sally Otis
 - BOE Vice President
 - Bruce Culver
- Designation of Members to Koon Scholarship Committee
 - Nynette Adams (secretary)
 - Eileen Fitzgerald
 - Ken Kogut
 - Superintendent
- Designation of Members to the District-Wide Health & Safety Committee
 - Michele Shaw
 - John Nedza
 - Mark Snyder
 - Martha Stevermer
 - Luke Carnicelli
 - Patricia Reilley
 - Mary Lou Cronin
 - Mary Kay Worth

APPROVALS FOR THE 2008/2009 SCHOOL YEAR

Motion made by Ted Rejman, seconded by Steve Morse, to approve the following. Jim Wilcox would like to discuss bus driver pay rates; would like to give more. It was noted that these rates are from a negotiated contract. Ted Rejman asked if anyone is interested in joining the NYS School Boards Association. Superintendent Worth noted that we received today an invitation to attend Board training sessions at member rates without paying member dues. It will be looked into.

Motion carried: Yes – 7 No – 0

- Approval of Substitute Pay Rates; attached
- Approval of Starting Pay Rates; attached
- Approval of Memberships
 - Cayuga-Onondaga School Boards Association
 - Rural School Boards Association
 - Central New York School Boards Association

APPROVALS FOR THE SUPERINTENDENT

Motion made by Ted Rejman, seconded by Steve Morse, to approve the following.

Motion carried: Yes – 7 No – 0

- Approval for the Superintendent to Certify NYS Teachers' Retirement Reports
- Approval for the Superintendent to Apply for Grants in Aid
- Approval for the Superintendent to Approve Conference Requests & Leaves in accordance with Board of Education Policy
- Approval for the Superintendent to Sign Requests to Participate in Group Bidding with Cooperating School Districts and BOCES
- Approval for the Superintendent to Authorize Budget Transfers within Legal Limits
- Approval for the Superintendent to Execute BOCES and Cooperative Service Contracts
- Approval for the Superintendent to Employ Temporary, Part-Time, per Diem or Substitute Personnel
- Approval for the Superintendent to Temporarily Fill Vacant Positions Pending Consideration and Appointment by the Board of Education
- Approval for the Superintendent to Require Employees to be Examined by a Physician as Designated, in Accordance with Section 913 of NYS Education Law
- Approval for the Superintendent to Receive Court Notification Regarding a Student's Sentence/Adjudication in Certain Criminal Cases and Juvenile Delinquency Proceedings

APPROVALS FOR THE BUSINESS ADMINISTRATOR

Motion made by Ted Rejman, seconded by Steve Morse, to approve the following.

Motion carried: Yes – 7 No – 0

- Approval for the Business Administrator to Grant the Use of Buildings and Grounds Pursuant to Board of Education Policy and Bylaws
- Approval for the Business Administrator to Certify NYS Employees' Retirement Reports
- Approval for the Business Administrator to Borrow Maximum Allowable Amounts by Law on Tax Anticipation Notes and Revenue Anticipation Notes
- Approval for the Business Administrator to Grant District Participation in the Cooperative Bidding Process with the Cayuga-Onondaga and Onondaga-Cortland-Madison BOCES

APPROVALS FOR ACTIONS ON BEHALF OF THE DISTRICT

Motion made by Ted Rejman, seconded by Steve Morse, to approve the following.

Motion carried: Yes – 7 No – 0

- Approval for the District Treasurer to Invest Revenue Funds with the Approval of the Superintendent
 - Approval for the Clerk of the Board of Education, Superintendent and/or Board of Education President to Sign Legal Documents and Contracts on Behalf of the Board
 - Approval for the Business Administrator and Clerk of the Board to Open all Bids
 - Approval of Mileage Rate at IRS rate (\$.585 per mile)
 - Approval of the Establishment of the Cost of Copying Documents for the Public at \$.25 per Page
 - Approval of the Indemnification of Employees, Board of Education and Authorized Volunteers Acting within the Scope of Their Employment or Duties for the Benefits and Protections Pursuant to those Provided by NYS Education Law
15. Motion made by Ted Rejman, seconded by Steve Morse, to Readopt all Policies, Regulations, Code of Ethics and Board of Education Ground Rules in Effect During the Previous Year.

Motion carried: Yes – 7 No – 0

ADJOURNMENT

The reorganization meeting adjourned at 9:56 pm.

Respectfully submitted,
Nynette Adams, District Clerk

**Attachment to BOE Reorganization Minutes
July 14, 2008**

TO: Mary Kay Worth, Superintendent

From: Cheryl Jackson, CSE, CPSE Chairperson

Date: July 3, 2008

It is my recommendation that the following members of the Committee on Special Education, Subcommittee on Special Education and Committee on Preschool Special Education be appointed by the Board of Education for the 2008/2009 school year:

COMMITTEE ON SPECIAL EDUCATION

CSE Chairperson/District Representative: Cheryl Jackson
District Representative Alternates: Mary Lou Cronin, Luke Carnicelli and Patricia Reilley
School Psychologist: TBD
School Social Worker: Michelle Sloan-Smith
Child's Regular Education Teacher: Specific to each child (teacher or potential teacher)
Child's Special Education Teacher: Specific to each child (teacher or potential teacher)
Child's Parents/Guardians
Student: When appropriate
Parent Members: Scott Heinekamp, Diane Koester, Dee Nance, Chris Osterhoudt, Larry Radcliff, Laurie Rocker
Other Members: School District Physician – as requested
School Counselor – as requested
BOCES Rep -- as requested

SUB-COMMITTEE ON SPECIAL EDUCATION (Reviews)

CSE Chairperson/District Representative: Cheryl Jackson
District Representative Alternates: Mary Lou Cronin, Luke Carnicelli, Patricia Reilley
Child's Regular Education Teacher: Specific to each child
Child's Special Education Teacher: Specific to each child
Child's Parents/Guardians
Student when appropriate

COMMITTEE ON PRESCHOOL SPECIAL EDUCATION

CSE Chairperson/District Representative: Cheryl Jackson
Parent Members: Scott Heinekamp, Diane Koester, Dee Nance, Chris Osterhoudt, Larry Radcliff, Laurie Rocker
County Representative: Designee of County
Teacher Representative: Special Education Teacher or Service Provider
Child's Parents/Guardians
Evaluation Team Representative: for new referrals only, representative from evaluating agency
Early Intervention Team Representative: When appropriate

Attachment to BOE Reorganization Minutes
July 14, 2008

Southern Cayuga CSD
Board of Education Meetings 2008-2009
Mondays (*except as noted*)
7:00 pm, Planetarium Classroom

July 14, 2008
(*Reorganization & Regular Meeting*)
August 4, 2008
August 18, 2008
September 8, 2008
September 22, 2008
October 14, 2008 (Tuesday)
October 27, 2008
November 10, 2008
November 24, 2008
December 8, 2008
December 22, 2008
January 12, 2009
January 26, 2009
February 9, 2009
February 23, 2009
March 9, 2009
March 23, 2009
April 6, 2009
April 22, 2009 (Wednesday)
(*regular meeting & BOCES vote*)
May 11, 2009 (budget hearing)
May 19, 2009 (*Budget Vote*)
May 26, 2009 (Tuesday)
June 8, 2009
(*BOE work session/goal setting*)
June 22, 2009

SUB RATES AND STARTING SALARY RATES SCHOOL YEAR 2008-09

3.7% increase over prior year
**SUBSTITUTE / PART-TIME
RATES**

following CSEA contract

STARTING RATES

POSITION	Actual	Actual	Actual	PROPOSED	Actual	Actual	Actual	PROPOSED
	2005/06	2006/07	2007/08	2008/09	2005/06	2006/07	2007/08	2008/09
Senior Auto Mechanic					\$16.50	\$17.00	\$17.50	\$18.03
Auto Mechanic	\$13.00	\$13.38	\$13.86	\$14.37	\$16.13	\$16.61	\$17.11	\$17.63
Bus Driver	\$15.50	\$15.95	\$16.52	\$17.13	\$12.13	\$12.49	\$12.87	\$13.25
Cashier	\$9.79	\$10.07	\$10.44	\$10.83	\$10.40	\$10.71	\$11.03	\$11.36
Cleaner	\$8.29	\$8.53	\$8.84	\$9.19	\$9.32	\$9.60	\$9.89	\$10.18
Senior Custodian					\$11.75	\$12.10	\$12.47	\$12.84
Custodian	\$9.32	\$9.59	\$9.94	\$10.31	\$11.26	\$11.60	\$11.95	\$12.30
Food Service Helper	\$7.98	\$8.21	\$8.51	\$8.82	\$8.25	\$8.50	\$8.75	\$9.01
Groundskeeper/School Bus Driver	\$11.23	\$11.56	\$11.97	\$12.41	\$12.00	\$12.36	\$12.73	\$13.11
Groundskeeper				\$11.97				
Lifeguard					\$10.00	\$10.00	\$10.00	\$10.00
School Receptionist	\$9.05	\$9.31	\$9.65	\$10.01	\$8.75	\$9.01	\$9.28	\$9.56
Student Helper/ Seasonal Laborer Recreation Aide	\$6.25	\$6.75	\$7.15	\$7.15	\$6.75	\$7.15	\$7.15	\$7.15
Computer Lab Aide	\$8.10	\$8.33	\$8.63	\$8.95	\$9.00	\$9.27	\$9.55	\$9.83
Teacher Aide/ School Monitor	\$7.98	\$8.21	\$8.51	\$8.82	\$8.25	\$8.50	\$8.75	\$9.01
Bus Attendant	\$9.85	\$10.14	\$10.50	\$10.89			\$8.75	\$9.01
Senior Typist	\$9.79	\$10.07	\$10.44	\$10.83	\$11.00	\$11.33	\$11.67	\$12.02
Typist	\$8.30	\$8.54	\$8.85	\$9.18	\$10.50	\$10.82	\$11.14	\$11.47
Reg Prof Nurse	\$12.36	\$12.72	\$13.18	\$13.67	\$13.50	\$13.91	\$14.32	\$14.75