

**AGREEMENT**

**BETWEEN**

**BOARD OF EDUCATION OF ELMHURST  
COMMUNITY UNIT SCHOOL DISTRICT NUMBER 205  
DUPAGE COUNTY, ILLINOIS**

**AND**

**LOCAL NO. 73, SERVICE EMPLOYEES'  
INTERNATIONAL UNION (SEIU) – CTW**

**July 1, 2022 through June 30, 2026**

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## **AGREEMENT**

This **AGREEMENT** is made and entered into by and between the **BOARD OF EDUCATION OF ELMHURST COMMUNITY UNIT SCHOOL DISTRICT 205, DUPAGE COUNTY**, (hereinafter referred to as the **BOARD**) and **LOCAL NO. 73, SERVICE EMPLOYEES' INTERNATIONAL UNION, CTW (Change to Win)** hereinafter referred to as the **UNION**.

### **Preamble**

The **BOARD** and **UNION** recognize that the ultimate aim of the public schools is to provide the best possible education for the youth of the District. The responsibility of the service employees is to assist in providing the best possible environment for that education. Attainment of these objectives becomes a joint responsibility of the **BOARD**, the Superintendent, and members of the maintenance and custodial staff as represented by the **UNION**.

This **AGREEMENT** is not intended to modify any of the discretionary authority vested in the **BOARD** by the statutes of the State of Illinois.

It is further understood that this **AGREEMENT** merely supplements those items mandated by the statutes. It is intended only to provide for such areas as salary, fringe benefits, and other conditions of employment as covered by this **AGREEMENT**.

The parties agree with each other as follows:

## **ARTICLE I**

### **Purpose**

The purpose of these rules and regulations is to define the duties and responsibilities of all Building Service Employees and the policies and regulations relative to the operation of the entire School District; also to promote a good working relationship, and a better understanding between the School **BOARD** and its employees - to establish, insofar as practicable, uniform hours of work, standards of pay, and other conditions of employment on a fair and equitable basis and to establish adequate machinery for the orderly settlement of any grievances which may arise between the executive and administrative branch of the **BOARD** and its employees.

## **ARTICLE II**

### **Recognition**

The BOARD recognizes the UNION as the exclusive bargaining agent for the building maintenance and custodial employees, excluding high school building supervisors, clerical and cafeteria employees, students, people in training programs, guards and/or security personnel, and any employees represented by other labor negotiating agreements recognized by the BOARD. This statement does not preclude any building maintenance or custodial employees from voluntary UNION membership for fraternal reasons.

## **ARTICLE III**

### **UNION Security and Check-Off**

**Section 3.1 UNION Security.** The BOARD agrees it will not discriminate against any employee because of his or her affiliation with the UNION and/or participation in any legitimate UNION activity. All UNION meetings must be conducted off school premises unless approved by the Assistant Superintendent.

**Section 3.2 Checkoff of UNION Dues and COPE Deductions.** Upon confirmation by the Union that an employee has authorized checkoff of dues or fees, the BOARD agrees to deduct these contributions on the regular payroll schedule and remit them to the UNION after each payroll. This authorization and direction shall be revocable in accordance with the terms set forth in the employee's checkoff authorization form. Once the employee requesting the revocation complies with the UNION's procedures for membership revocation, Local 73 will notify the District Business Office and the revocation shall then become effective sixty (60) days after submission to the District Business Office.

The Secretary-Treasurer of the UNION shall certify to the employer the amount of the UNION dues and initiation fees, which shall be uniform.

The BOARD shall not be liable to the UNION or any employee for the remittance or payment of any sum other than that constituting the actual deductions made from wages earned by employees in accordance with the authorization on file with the BOARD.

**Section 3.3 Access to Employee Information.** On the first pay period of each quarter, the District shall provide the Union a list of all current employees which shall include each employee's name, work location or building site assignment, address, phone number, hourly rate of pay and work email address unless the employee has requested that such information remain confidential. This information will be provided in electronic format.

**Section 3.4 Access to Employer Provided Email.** The Union shall have the right to send emails to the members of the bargaining unit, with their origin as Union communications being clearly identified, regarding meeting notices and any other Union business in order to foster good communications among members of the bargaining unit.

The District shall post a full and complete copy of this Agreement on the District website within ten (10) days of the approval of this Agreement by the Board of Education.

**Section 3.5 Indemnification.** The UNION agrees to protect and save harmless the BOARD from any and all claims, demands, suits and other forms of liability resulting from action taken or not taken by the BOARD in accordance with this section of the AGREEMENT.

**Section 3.6 Union Visitation.** Officials of the Union who are not District employees shall be permitted to visit the school premises during working hours to transact official UNION business provided they inform the building principal or the Superintendent's office in advance.

**Section 3.7 Release Time for the Chief Steward.** The Chief Steward, or designated Union Steward if the Chief Steward is unavailable, will be provided with release time totaling up to four (4) hours a month as needed. The Director of Facilities and the Chief Steward shall agree upon the best method to provide release time for the Chief Steward to accomplish Union duties.

#### **ARTICLE IV Non-Discrimination**

**Section 4.1 Sex, Race, Color, Creed or National Origin.** Neither the BOARD nor the UNION shall discriminate against any employee on the basis of sex, race, color, creed, age, national origin or as otherwise provided by law.

**Section 4.2 UNION Activity.** There shall be no discrimination against any employee for lawful UNION activity or for lawfully functioning as a steward, committee member or other official UNION post.

#### **ARTICLE V Management's Rights**

Except as specifically limited by the express provisions of this AGREEMENT, the BOARD retains exclusively to itself the traditional rights to manage the custodian and maintenance services and to direct its employees, including, but not limited to, the following: to direct, plan and control operations; to change existing methods, equipment and facilities, and/or to introduce new or improved ones; to terminate, in whole or in part, operations; to utilize suppliers and subcontractors; to determine what services shall be performed; to establish and change the hours of work; to select, hire and transfer employees; to assign discipline and discharge employees for just cause (probationary employees without just cause); to make and enforce reasonable rules not inconsistent with the provisions of this AGREEMENT; to lay-off and to relieve employees from duty because of lack of work or other legitimate reasons.

## **ARTICLE VI**

### **Seniority**

**Section 6.1 Seniority.** Seniority is the length of service from the date of hire with this unit, including past service in units displaced by the formation of this unit. Upon successful completion of a probationary period of one year, seniority shall revert to date of hire with this unit except that overtime eligibility begins at 90 calendar days after hire.

**Section 6.2 Promotion, Job Bidding and Posting.** It is the policy to promote from within the present staff, to give each employee the opportunity to use his ability and interest in his work to better his position. Candidates who have applied and are considered by management to be qualified to apply for a position will be interviewed. Nothing in this article restricts the District's ability to hire the most qualified candidate for any open position.

Employees may submit a written request for promotion to a higher pay classification at any time and it will be kept on file through June 30th. All promotion requests may be renewed on or after July 1st of each year. When a position opens, management will consider these promotion requests along with those received during the posting period. Standing promotion requests will be given equal weight with other requests when filling an open position.

In considering candidates for promotion, if the factors of skill, ability, and other qualifications are relatively equal, seniority will prevail. The principal criterion will be to obtain the employee for the job who is best qualified.

When permanent vacancies occur or new positions are created, the job shall be electronically posted on the District website for at least seven (7) working days. The posting for job vacancies which have not been filled through the transfer provision (Article VI Section 3) will remain posted on the District website until filled. Postings are not required to be location specific and the Board reserves the right to make lateral transfers within a given classification.

When considering bargaining unit applicants for promotion, the employee will be provided an e-mail communication containing the reason(s) as to why he/she was not given an interview. Job applicants may request an explanation from management explaining why they were not awarded the position.

The successful bidder shall serve a qualifying period of ninety (90) calendar days. Management shall have the right to extend the qualifying period one time for forty-five (45) calendar days. If unable to qualify within that time, he or she shall be returned to his or her former job. The employee shall receive the new rate of pay during the qualifying period.



**Section 6.3 Transfer Requests.** Employees may submit a written request for transfer to an equal or lesser pay classification to the personnel office at any time and it will be kept on file through June 30<sup>th</sup>. All transfer requests may be renewed on or after July 1st each year. When a position opens and before posting, management will consider transfer requests for that position and may accept or reject transfer requests without interviewing and at the discretion of management.

**Section 6.4 Probationary Period.** Each new employee is considered to be on probation for a period of one year after starting employment. (See Section 1.) A probationary employee can be discharged without just cause and without recourse to the grievance procedure. The probationary period shall include an evaluation by the employee's supervisor during the first 90 days and again within the first 180 days.

The salary of a probationary employee shall be as set forth in Article XVI, Section 2 at the classification and step assigned by the BOARD upon employment.

**Section 6.5 Termination of Seniority.** An employee, after completing his probationary period, shall lose his seniority and employment rights if he or she:

- (a) Quits voluntarily.
- (b)..... Is discharged for just cause.
- (c)..... Is absent from work three (3) working days without notifying the designated supervisor.
- (d)..... Fails to report to work within five (5) working days after the BOARD mails a registered notice to report to work after a layoff. A copy of said notice shall be forwarded to the UNION at the same time it is mailed to the employee.
- (e) ..... Is laid off for a period equal to one-half (1/2) of seniority.
- (f) ..... Engages in gainful employment during a leave of absence.
- (g)..... Retires or is absent from work due to disability in excess of eighteen (18) months.

**Section 6.6 Disciplinary or Performance Probation.** An employee who has completed the initial probationary period may be placed on performance probation by the Assistant Superintendent for disciplinary reasons and/or poor performance from 30 calendar days up to 90 calendar days. Management reserves the right to extend the performance probationary period an additional 60 calendar days one time with notification to the employee. The employee shall be notified in writing of the length of the performance probationary period including a summary of the reasons for the action. Repetition, even to a minor degree, of the disciplinary and/or performance problems during the performance probationary period, may result in severe disciplinary action, including dismissal either during or at the close of the performance probationary period. During the performance probationary period, the employee may be closely and intensively evaluated and monitored.

An employee placed on performance\_probation may also have any negotiated increase in salary, which would otherwise go into effect during the probationary period, withheld. At such time as the employee satisfactorily completes the probationary period, the increase shall be allowed, but without retroactively covering the probationary period.

The decision to place an employee on probation or limit a salary increase shall be reviewed at Step 6 of the Grievance Procedure only with respect to whether or not the procedural requirements of this section have been satisfied. An employee on probation or written warning will not be eligible to bid on a job or be eligible for overtime while on probation or written warning.

**Section 6.7 Progressive Discipline.** No employee who has successfully completed the probationary period may be dismissed or otherwise disciplined except for just cause.

### **Informal/Formal Disciplinary Conference**

#### **Informal Meeting**

An employee shall be expected, if requested, to meet informally with his/her supervisor for purposes of informing the employee of an alleged failure to comply with regulations, discharge duties acceptably, or to discuss general work performance concerns. Informal meetings will be held in a timely manner. Every effort will be made by the supervisor to address concerns with the employee in a private manner.

#### **Formal Meeting**

An employee shall have the right to two school days written notice of a formal conference with a supervisor in which a discussion shall be held for failure to comply with regulations, to discharge duties acceptably, or to discuss general work performance concerns that could result in disciplinary action being taken. The employee shall have the right to be accompanied by the UNION President or his / her designee, or by non-UNION counsel of the employee's choice at the formal conference. The notice of a formal conference shall include the subject to be discussed.

Progressive Discipline practices will generally include the following tier of disciplinary actions:

1. A verbal warning – no written documentation to the employee file.
2. A written warning/reprimand to the employee file.
3. Suspension with or without pay, in accordance with BOARD Policy.
4. Demotion
5. Dismissal

The BOARD reserves the right to determine the appropriateness of the progressive action based on the seriousness of the given offense.

**Section 6.8 Layoff and Recall.** When there is to be a reduction/dismissal of the Service Employees' UNION, the decision shall be made by the BOARD in accordance with the provisions of Section 10-23.5 of the School Code and in accordance with the law. Specific local procedures are as follows. Employees will be laid off in the following order:

A. New probationary employees; and

B. In the event of further reductions in force, employees will be laid off from the affected classification in accordance with their District seniority, as defined in Article VI, Section 1, provided that the senior employee retained possesses the present skills and abilities to perform the job affected in an efficient workable manner and the ability to perform the remaining work available without further training. When two or more employees have relatively equal experience, skill, ability and qualifications to do the work without further training, the employee(s) with the least seniority will be laid off first.

C..... Employees laid off under Subpart B shall have the right to bump employees in other lower-paid classifications who have less unit-wide seniority, provided such bumping employees possess the present skills and abilities to perform the available work in an efficient, workmanlike manner without further training.

Employees who are laid off shall be placed on a recall list for a period of one (1) calendar year from the beginning of the following school term. If there is a recall, employees who are still on the recall list shall be recalled, in the inverse order of their layoff, provided they are presently qualified to perform the work in the job classification to which they are recalled without further training.

Employees who are eligible for recall shall be given fourteen (14) calendar days' notice of recall. The employee must notify the Superintendent, in writing, of his intention to return within seven (7) days after the mailing of the notice of recall. The District shall be deemed to have fulfilled its obligations by mailing the recall notice by certified mail, return receipt requested, to the mailing address provided by the employee, it being the obligation and responsibility of the employee to provide the Superintendent with his or her latest mailing address.

## **ARTICLE VII**

### **Hours of Work and Overtime**

**Section 7.1a Normal Work Week.** The normal workweek shall consist of five (5) days of eight (8) hours each, Monday through Friday. Eight (8) hour shifts shall include a one (1) thirty (30) paid lunch period. The District shall seek volunteers from current employees who agree to be assigned to a workweek of five (5) consecutive days of eight (8) hours each which includes four (4) weekdays and Saturday or four (4) weekdays and Sunday. Notwithstanding the foregoing, if less than 7 utility or custodial employees agree to take these shifts, then Management may assign up to 7 utility or custodial employees to these shifts, such assignment to be based upon inverse seniority. Through attrition this number may increase to 10. Should any additional paid non-work days be granted during any school year which are not covered by the provision of Article X, Section 1, such work days shall be compensated at the regular rate of pay.

**Section 7.1b Restriction on Stipends:** As hourly employees, employees covered by this agreement will not be eligible for extra-curricular and special assignment stipends set forth in the Negotiated Agreement with the ETC.

**Section 7.2 Custodial Shift Times.** All shift starting times shall be as uniform as possible, depending on the requirements of the school program. Two weeks' notice shall be given to all employees affected by changes prior to the change taking effect.

Day Shift	- Starting Time	6:00 AM to 10:00 AM
Second Shift	- Starting Time	2:00 PM to 5:00 PM
Third Shift	- Starting Time	10:00 PM to 12:00 AM (Midnight)

One employee on the day shift may be assigned on a regular basis to start prior to 6:00 AM. For special occasions, such as elections or severe weather conditions, employees may be required to start work prior to 6:00 AM.

### **Section 7.3 Maintenance Shift Time.**

For employees hired before January 1, 2019, the shift times are as follows:

Day Shift (Non Grounds) - 6:30 AM to 2:30 PM    7:00 AM - 3:00 PM during Summer\*

Grounds - 7:00AM - 3:00 PM

- The shift time for one maintenance/grounds employee at York High School may be 9:00 AM to 5:00 PM at the discretion of the Director of Facilities.

Second Shift - Starting time    2:30 PM – 10:30 PM (up to 4 employees)\*

\*Summer Hours start the first Monday after the last student attendance day and ending the Friday prior to the first week of student attendance.

Administration shall offer second shift the option to work first shift during Summer, Winter, and Spring breaks. Participation in changing shifts would be voluntary and confirmed in writing.

For maintenance employees hired after January 1, 2019, the first shift starting time will be between 6:00 AM to 10:00 AM as determined by the Director of Facilities. The second shift starting time will be between 2:30 PM to 10:30 PM (up to four (4) employees)\* as determined by the Director of Facilities. The starting and ending time of each shift for the fiscal year will be communicated to employees by the Director of Facilities by June 1.

Requests for a particular shift must be submitted to the Director of Facilities by April 1. All such requests will be considered but shift assignment remains within the discretion of the Director of Facilities based on the operational needs of the District.

**Section 7.4 Overtime.** Overtime work will be paid at one and one-half (1 1/2) times the regular rate, for all work after forty (40) hours work in the week. Only hours actually worked, holiday time off, snow days and vacation time off will count in calculating overtime. Work Sundays will be paid at double time for those employees whose normal work week does not include Sunday. Employees whose normal work week includes Sunday would be paid at double time for any time worked on Saturdays. If the district implements an e-learning/flexible learning day, overtime will be provided only if district office staff are directed to stay home. If staff is required to report to their respective work location, overtime will not be provided.

Any actual work on a holiday will be paid at one and one-half (1 1/2) times the regular rate. All overtime work, holiday work and work qualifying for double time pay must be approved in advance by a designated manager or the Director of Facilities.

Management reserves the right to require unit employees to work unscheduled overtime in emergency situations. Where possible such unscheduled overtime shall be assigned by utilizing the normal procedures for the assignment of overtime. However, this paragraph shall not be construed to require management to utilize the emergency call back procedures set forth in Section 7.5 below where there are employees on the premises who can be assigned the emergency overtime.

**Section 7.5 Overtime Scheduling.** Overtime shall be assigned in the following manner: Whenever possible, non-emergency overtime will be scheduled according to established overtime rotations at each building. Overtime that requires specific skill sets, experience or talent, as determined by management, will be assigned accordingly. The rotation for maintenance overtime will be administered by the Director of Facilities. Any disputes over the application of these rotations will be appealed to the Director of Facilities who will be the sole arbitrator in these matters.

Schedulable overtime for custodians will be presented to the list administrator at each building as soon as it becomes available. The overtime will be offered to the next employee on the list. Failure to accept available overtime will result in the employee's spot being skipped. The overtime will then be offered to the next in line. The skipped employee will not be offered new overtime until the next rotation.

When not enough volunteers are available from a building to meet the overtime needs, management will offer the overtime to employees from other rotations, with an effort to provide opportunities to those rotations with less overtime worked first. In the event that there are not adequate volunteers available district wide, overtime will become mandatory and will be assigned to the least senior qualified person to have not been forced to work mandatory overtime during the current fiscal year. If all employees have worked mandatory overtime during the current fiscal year, the rotation will begin again from the bottom of the seniority list.

The exception to the above practices is snow removal overtime. It is considered part of the job description of a lead custodian to work overtime in order to remove snow from the sidewalks of their assigned school. Exceptions to this will only be made in extreme circumstances and completely at the discretion of the Director of Facilities. It is also a vital traditional task for maintenance employees to operate plow trucks on overtime. This overtime will be assigned on a plow route basis. Employees will be given first choice to retain their plow routes. After this the available plow routes will be made available to the other employees starting with the most senior and working down the seniority list. If not enough employees volunteer for these plow routes, the routes will be assigned beginning with the least senior and continuing up the seniority list as needed. When performance or ability to complete a plow route comes into question, the Director of Facilities reserves the right to make adjustments to these assignments.

**Section 7.6 Emergency Call Back.** If an employee, after leaving the premises, is called back for an emergency to work outside his or her normal work schedule, pay shall be received for time actually worked, but in no instance shall the pay be for less than two and one-half (2.5) hours. Scheduled work time outside of the normal work schedule, either before or after a work day or traveling to the building on a non-working day is not to be construed as an emergency call back. The employee will be informed by the supervisor that the callback qualifies as an emergency under this section. Emergency callbacks must be approved by the designated supervisor or the Director of Facilities.

**Section 7.7 Time Clock.** All employees will observe assigned working hours and will punch time clocks in buildings where time clocks are maintained at the direction of the BOARD.

**Section 7.8 Rest Periods.** For every four (4) hours of work, a fifteen (15) minute rest period shall be allowed. After 10 hours of work and after 14 hours of work, a fifteen (15) minute rest period shall be allowed.

**Section 7.9 Time Off.** No time off shall be given in lieu of overtime payment.

**Section 7.10 Snow Days.** All custodians are to report on snow days unless their supervisor indicates their services are not needed that day. Those custodians working a snow day will be paid another day's pay over and above their regular day's pay and will be guaranteed at least four (4) hours minimum salary for such days. Those custodians whose services their supervisor indicates are not needed on a snow day will be paid their regular rate for that day.

**Section 7.12 Substitute Custodians.** A pool of temporary substitute custodians will be maintained by the District. The role of the substitute is to fill in when a Bargaining Unit member is off. A substitute may be utilized when a bargaining unit employee is absent from work. Substitutes will primarily fill in on the night shift with a minimum of 4-hour blocks. They will not be used for set ups or other traditional overtime events. That option will be offered to Bargaining Unit Members first. However, if enough Bargaining Unit members do not volunteer for the overtime, then a substitute custodian may be utilized. Identification badges of substitutes will clearly indicate that they are a substitute.

## **ARTICLE VIII**

### **Disability Benefits**

**Section 8.1 Definition.** Terms used in this Article shall be as defined in the Illinois Municipal Retirement Fund Act, 40 ILCS Section 5/7-101 and subsequent sections.

**Section 8.2 Injury On The Job.** The District will comply with the Workmen's Compensation and its regulations, including any subsequent amendments, and will maintain policies and procedures consistent with the same. However, an employee shall receive full pay at their regular salary for work absence arising from injury incurred while in the course of employment without deduction from accumulated sick leave, for the first three (3) working days of each absence.

During this three (3) day period, any Workmen's Compensation paid to the employee shall be deducted from any District salary payment to the employee for the same period.

Following three (3) working days, the injured employee shall receive compensation directly from Workmen's Compensation payments in addition to disability payments under I.M.R.F., if eligible.

The injured employee will not be permitted to use any portion of a sick day to supplement payments made by Worker's compensation.

An employee must secure a letter from his physician after three (3) days stating that he is unable to perform his normal duties. Depending on the nature and/or length of disability, further written statements may be requested, including a physician's statement regarding his ability to return to normal work activities.

When an employee is absent and unable to work due to an injury on the job, the BOARD will, for a period not to exceed three (3) months from the date of the injury or the exhaustion of FMLA leave, whichever is last to occur, continue to contribute toward the cost of the employee's group health insurance to the same extent and in the same manner as if the employee was at work.

## **ARTICLE IX**

### **Leaves**

**Section 9.1 Sick Leave.** Sick leave shall be interpreted to mean personal illness, quarantine at home or serious illness or death in the immediate family. Immediate family shall be defined in accordance with the School Code which presently includes parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians, and members of the immediate household.

The Board shall grant full-time employees, as described herein, sick leave provisions of twelve (12) days at full pay in each school year. The sick leave days shall accumulate at the rate of twelve (12) days per school year less those days used each year. One (1) additional day of sick leave will be granted to employees who do not utilize any sick time for an entire quarter. Two (2) additional sick days will be granted to employees who do not utilize any sick time for all four (4) quarters.

Should an employee who uses sick leave be absent for three or more consecutive days, a medical clearance to return to work may be required. A medical examination may be required by the BOARD whenever there is a question of an employee's ability to continue performance of duties, or when there is an established pattern of absences.

**Section 9.2 Bereavement Leave.** If a death occurs in the immediate family of any employee, said employee is entitled up to three (3) days of absence where necessary to attend the funeral. If unusual circumstances exist, a longer period of time may be granted by the Assistant Superintendent and shall be deducted from sick leave or vacation time, whichever the employee elects. Members of the immediate family include parents, spouse, children, brother, sister, corresponding in-laws, grandparents, guardians or any relative living in the immediate household of the employee. Proof of death may be required.

**Section 9.3 Jury Duty.** An employee called for jury duty shall be granted leave to fulfill such services. Jury duty pay, exclusive of expenses, shall be deducted from the regular earnings of the employee during such service.

**Section 9.4 Personal Leave.** Two (2) days per year with pay may be allowed for personal leave for business that cannot be conducted outside of the employee's regular work day. Personal leave, in all cases except unforeseen emergencies, requires at least two (2) days advance notice to the Director of Facilities. Improper use, as determined by the Director of Facilities may result in the loss of salary for the day or days in question. Any unused personal leave days at the end of the contract year shall be credited to the employee's sick leave accumulation.

In addition to personal leave, employees shall be granted one (1) religious leave day for observance of a bonafide religious holiday of the employee's faith if that holiday occurs on a scheduled workday. Advance notice must be approved by the Director of Facilities before taking such leave. Any unused religious leave shall not roll over from year to year and shall be lost if not used by June 30 of each year.

**Section 9.5 Family and Medical Leave Act of 1993.** Any eligible employee who does not have sufficient paid leave time available to allow such employee at least 12 workweeks of leave in any 12-month period for absences caused by a serious health condition and absences required by the need to care for a spouse son, daughter, or parent who suffers from a serious health condition, shall be granted sufficient unpaid leave days so as to assure such employee a minimum of 12 workweeks of leave in any 12-month period for absences caused by a serious health condition or required by the need to care for a spouse, son, daughter, or parent who suffers from a serious health condition. For the purpose of leave under this section, eligible employees are defined as those who have been employed by the District for at



least 12 months and who have worked for at least 1250 hours during the 12-month period preceding the need for such leave. A roll-back method will be utilized when an employee requests a leave which applies to the Family Medical Leave Act. This method requires that the employer goes back one year from the start date of the leave to determine how much time remains under FMLA.

A. An employee who is unable to work due to a disability caused or contributed to by pregnancy, childbirth or related medical conditions may utilize available sick leave and/or personal days for such absences. Said employee would leave and return to work when a doctor's order states. Since the employee is only off for the days the doctor declares as sick days, this leave is paid, if the employee has sufficient sick days and/or personal leave days available.

B. An employee who is an "eligible employee" as defined in the Family and Medical Leave Act of 1993, is entitled to elect to take up to 12 work weeks of parental leave because of the birth of a child or because of the placement of a child with the employee for adoption.

1. An employee shall provide at least 30 days advance notice of intention to take this leave option. If the date of birth or placement requires the leave to begin in less than 30 days, the employee shall provide notice as is practical.
2. This parental leave must be taken within the 12-month period beginning on the date of birth or placement for adoption.
3. This parental leave shall not be taken intermittently without the written consent of the Superintendent.
4. The employee uses and is paid for sick days only during those days the doctor declares the employee disabled. All other days used are without pay.
5. This leave is for a maximum of 12 weeks.
6. No benefits shall accrue during this leave. However, an employee shall not lose any benefits accrued prior to the date on which the leave began.
7. The District shall maintain the employee's coverage under any applicable group health plan for the duration of the leave at the level and under the conditions of coverage that would have been provided if the employee had continued to work during the period of the leave.
8. Pursuant to the provisions of the Family and Medical Leave Act of 1993, the District reserves the right to recover any insurance premiums paid for maintaining health coverage during the leave period should the employee fail to return to work at the end of the leave period.

## **ARTICLE X**

### **Holidays**

**Section 10.1 Holidays.** At a minimum, the following days will be observed as paid holidays, however employees shall be paid for a total of 13 holidays per year. If an employee's normal day off falls on a paid holiday, an alternate day will be granted as that employee's paid holiday.

Independence Day

Labor Day

Day after Thanksgiving

Thanksgiving Day

Christmas Eve Day

Christmas Day

New Year's Eve Day

New Year's Day

Memorial Day

Four (4) Additional Holidays scheduled annually, or as floating holidays

If any mandatory school holiday is granted by the Federal or State government or any other paid non-attendance day is scheduled on the official school calendar by the Board of Education, such days shall also be included as paid holidays.

**Section 10.2 Holiday Pay.** Holiday pay shall be computed by multiplying an employee's regular hourly rate by the number of hours normally scheduled per workday. For example, an employee normally scheduled to work eight (8) hours a day, will be paid eight (8) hours at the regular rate as holiday pay.

**Section 10.3 Eligibility Requirements.** To be eligible for holiday pay under this Article, an employee must have worked all scheduled hours on the scheduled workday immediately prior to the holiday and the scheduled workday immediately following the holiday, unless the employee(s) is excused due to vacation, pre-approved (more than 48 hours' notice) personal days, bereavement, jury duty, and approved union activity from working either of these two (2) workdays.

## **ARTICLE XI**

### **Vacations**

**Section 11.1 Vacation Schedule.** Each employee shall be granted vacation with pay as follows:

Length of Service as of July 1	Vacation
Under (1) year**	One week **

One (1) year to four (4) years                      Two weeks

Over four (4) years to ten 10 years                      Three weeks

Over ten (10) years                      Four weeks

**\*\*Upon employment, employees will receive up to five vacation days. A prorated amount will be determined by Administration based on the number of contract days remaining in the school year and the employee's start date.**

Vacations scheduled after July 1 are earned during the twelve (12) months immediately preceding that date and must be taken in the 12-month period immediately following that date.

**Section 11.2 Vacation Pay.** For each week of vacation time, an employee shall receive vacation pay in an amount equal to the number of hours of the normal scheduled workweek times the regular hourly wage rate.

## **ARTICLE XII**

### **Insurance Coverage**

**Section 12.1. Group Health Insurance.** The BOARD will contribute the following percentages of the monthly premium for hospitalization, surgical and major medical insurance under the plan selected by the District:

	BA HMO	HMO Illinois	HSA	PPO1
EMPLOYEE only	90%	85%	88%	78%
EMPLOYEE plus spouse	73%	72%	71%	61%
EMPLOYEE plus child(ren)	73%	72%	71%	61%
Family	73%	72%	71%	61%

The four tier insurance system described above (employee only, employee plus spouse, employee plus child(ren), and Family) will be implemented on January 1, 2018.

In the event that the annual premium increase exceeds eight percent (8%), the Employee and the Board will equally (50/50) share in the cost of the premium amounts that exceeds the eight percent (8%) limit.

All employees hired after July 1, 2017, may select only from the HMO Illinois, Blue Advantage HMO, or HSA plan (no longer access to PPO1).

In addition to the Board contributing toward the monthly premium for hospitalization, surgical and major medical insurance under the Plan(s) selected by the District, employees who choose the Health Savings Account (HSA) PPO plan shall receive an annual HSA contribution from the Board on January 20th of each year in which the employee is enrolled in the HSA plan in the following amounts:

For employees employed prior to and who have elected the HSA plan prior to June 30, 2018:

EMPLOYEE only	\$1,250
EMPLOYEE plus spouse	\$1,800
EMPLOYEE plus child(ren)	\$2,250
Family	\$2,400

For employees employed prior to and who have elected the HSA plan after July 1, 2018:

EMPLOYEE only	\$1,000
EMPLOYEE plus spouse	\$2,000
EMPLOYEE plus child(ren)	\$2,000
Family	\$2,000

In order to receive the Board contribution to an employee's Health Savings Account for a calendar year starting January 1, the Employee in the HSA/PPO program must participate in a District wellness screening (or provide evidence of a doctor's equivalency) between July 1 and December 15 of the preceding calendar year.

Beginning in the 2019-20 school year, employees participating in a District insurance plan are required to complete a District wellness screening (or provide evidence of a doctor's equivalency) between July 1 and December 15 of the preceding calendar year. Employees participating in a District insurance plan who do not complete a District wellness screening (or provide evidence of a doctor's equivalency) will be charged a \$300 additional premium penalty.

**Section 12.2 Life Insurance.** The BOARD will provide Group Term Life Insurance for each full-time employee in the amount of \$21,000 insurance for accidental death and dismemberment, except that on the plan anniversary nearest an employee's 70TH birthday, said insurance will be reduced by fifty (50) percent.

The Board will provide Group Term Life and Accidental Death and Dismemberment Insurance for each full-time employee in the amount of \$21,000. If a member becomes eligible for such a benefit while insured under the plan, benefits will be paid according to the terms, provisions and reduction schedule as outlined in the policy at the time of the benefit.

**Section 12.3 Dental Insurance.** Dental insurance shall be provided to the custodial and maintenance employees for so long as and under the same terms and conditions it is provided to District employees covered by other collective bargaining agreements.

### **ARTICLE XIII**

#### **Grievance Procedure**

**Section 13.1 Definition.** A grievance shall be defined as any dispute or difference of opinion raised by the UNION or an employee against the BOARD as to the meaning, interpretation or application of the express provisions of this AGREEMENT.

**Section 13.2 Procedure.** To insure prompt settlement of any grievance, all grievances, in order to be timely, must be handled in strict accordance with the following procedures, which shall be the sole and exclusive means of resolving such disputes:

**Step 1: To a building or maintenance manager.** Foreman and/or Principal. The employee must raise the grievance within seven (7) calendar days, excluding holidays five (5) working days after the occurrence of the event giving rise to the grievance. The reply will be given within seven (7) calendar days, excluding holidays five (5) working days.

**Step 2: To Director of Facilities.** Elementary, High School or Maintenance: If the verbal answer is not satisfactory, the employee may within seven (7) calendar days, excluding holidays five (5) working days following receipt of the Step 1 answer, file with the Director of Facilities a written grievance. A meeting of the Grievant, the Chief Steward and/or steward UNION Grievance Committee (members of the UNION's Negotiations team), and the Director of Facilities will be held at a mutually agreeable time, but no later than seven (7) calendar days, excluding holidays five (5) working days after the written grievance

is received. The UNION Grievance attendee(s) Committee attending a grievance meeting shall consist of no more than three (3) members.

**Step 3: To the Assistant Superintendent of Human Resources.** If no settlement is reached in the Step 2 meeting, the employee may, within seven (7) calendar days, excluding holidays five (5) working days following said meeting, file a written appeal to the Assistant Superintendent of Human Resources who shall give an answer to said appeal within seven (7) calendar days, excluding holidays five (5) working days of the appeal or hold a hearing within seven (7) calendar days, excluding holidays five (5) working days. If a hearing is held at this step, the Grievant may be accompanied by two (2) of the following: The UNION Chief Steward, Steward Chairman, the UNION Secretary, and/or a representative of Local 73. Administrative representatives shall be limited to three (3) participants.

**Step 4: To the Superintendent.** If the Step 3 answer is not satisfactory, the employee may, within seven (7) calendar days, excluding holidays five (5) working days following receipt of the Step 3 answer, file a written appeal to the Superintendent of Schools who shall give an answer to said appeal within seven (7) calendar days, excluding holidays five (5) working days of the appeal or hold a hearing with eleven (11) calendar days excluding holidays. seven (7) working days. If a hearing is held at this step, the Grievant may be accompanied by two (2) of the following: The UNION Chief Steward, Steward Chairman, the UNION Secretary, and/or a representative of Local 73. Administrative representatives shall be limited to three (3) participants.

**Step 5: To the Board of Education.** If the Step 4 answer is not satisfactory, the UNION may, within seven (7) calendar days, excluding holidays five (5) working days following the receipt of the Step 4 answer, file a written appeal of the grievance to the BOARD of Education. The BOARD shall hear the matter within forty-five (45) calendar days, excluding holidays thirty (30) working days following the written appeal from the UNION. The final decision of the BOARD shall be given within fourteen (14) calendar days, excluding holidays ten (10) working days following the hearing.

**Step 6: To Arbitration.** In the event the grievant and the UNION are not satisfied with the disposition of the grievance at Step 5, the grievance may be submitted by the UNION to their pre-arbitration committee with notification to the Assistant Superintendent of Human Resources within seven (7) calendar days excluding holidays ten (10) days after receipt of the BOARD'S answer at Step 5 by requesting an arbitrator from the American Arbitration Association. The UNION shall notify the Assistant Superintendent of Human Resources BOARD of Education within forty-five (45) calendar days excluding holidays ten (10) days from submission to the pre-arbitration committee if the union will proceed to binding arbitration by requesting an arbitrator from the Federal Mediation and Conciliation Service American Arbitration Association. The selection of the arbitrator shall follow the voluntary labor arbitrator selection procedures set forth by the Federal Mediation and Conciliation Service American Arbitration Association. The arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the provisions of the AGREEMENT. The arbitrator shall consider only the specific issues raised in the written grievance and the replies thereto. The arbitrator's decision shall be based solely upon interpretation of the meaning or application of the specific terms of this AGREEMENT in light of the facts presented, and he/she shall have no authority to decide or make recommendations on other matters.

The fee and expenses of the arbitrator shall be borne by the party whose position is not sustained by the arbitrator. In cases of split decision, the parties agree to split costs equally. In the event of a cancellation or postponement of a scheduled arbitration, the canceling or postponing party shall bear the entire fee, unless the parties expressly agree otherwise. In the event of a settlement, the parties shall share any fees equally. Prior to scheduling a court reporter, the parties shall discuss whether or not there is a need for a transcript of the hearing. The cost of a transcript and court reporter shall be shared if both parties order copies of the transcript. In the event only one party orders a copy, that party shall bear the entire cost of the transcript and court reporter. In the event that neither party requests a transcript but if the arbitrator requests a copy of the transcript, the cost of the arbitrator's transcript shall be shared equally if mutually agreed to by the parties. All other costs shall be borne by the party incurring the cost unless otherwise mutually agreed.

**Section 13.3 Additional Requirements.** Each grievance must state the specific provisions of the AGREEMENT alleged to have been violated, the facts upon which the Grievant relies to establish the alleged violation and the relief sought. Grievances may not be modified after submission at Step 2 without the mutual agreement of the parties. The time limits and procedures for grievance processing must be strictly followed. Unless otherwise specifically stated, all days referred to in this grievance procedure are work days. Failure of the Grievant or the UNION to meet any time limit shall bar further processing of the grievance. Failure of the BOARD or the Administration to act in a timely manner shall permit the Grievant to proceed to the next step. Any grievance not appealed after denial by the BOARD or the Administration shall bar later filing of the same or substantially same grievance. The Grievant may be represented by a UNION representative at any step in the grievance procedure; provided, however, unavailability of a UNION representative shall not be cause to extend any time limit. Whenever possible, grievance and disciplinary meetings will be scheduled during the normal work hours of the grievant or employee who may be disciplined.

## **ARTICLE XIV**

### **No Strike/No Lockout Provision**

**Section 14.1 No Strike.** During the term of this AGREEMENT neither the UNION nor the employees will instigate, promote, sponsor, engage in or condone any strike, slowdown, information picketing, concerted stoppage of work or any other intentional interruption of work concerning this unit of employees of District 205. In the event that any employee or group of employees shall participate or engage in any of the activities herein prohibited, the UNION agrees, immediately upon being notified by the BOARD, to direct such employee or group of employees to cease such activity and resume work at once. During the term of this Agreement, the Board shall not lockout any bargaining unit members.

**Section 14.2 Right to Discharge or Discipline.** The BOARD shall have the right to discharge or otherwise discipline any employee who engages in any of the activities prohibited by this Article.

## **ARTICLE XV**

### **General**

**Section 15.1 School Code.** It is understood and agreed that all provisions herein are subject to the provisions and requirements of the School Code, the Statutes pertaining to State employees and other Statutes of the State of Illinois. It is further agreed that any provision held or bound to conflict with the law or regulations relating thereto, shall not be binding on either party.

**Section 15.2 Health Requirement.** As a condition of employment, a new employee must have a physical examination providing evidence of physical capability to satisfactorily perform duties of the position. The physical examination is paid for by the employee.

**Section 15.3 Sick Calls.** All employees must call in to the designated supervisor or maintenance office when they are sick and cannot work. This report must be made at least one hour before the starting time. Failure to make this report may result in disciplinary lay-off. Repeated failure to report may be grounds for further discipline, including discharge.

**Section 15.4 Uniforms.** Employees will be furnished three uniform sets per year per employee consisting of one (1) shirt and one (1) pair of trousers/shorts each set. Uniforms are to be worn only while on duty. Specifications for the uniform shall be determined by the BOARD.

From May 15 to the last day of student attendance and from the first day of student attendance to September 15, as well as in additional times approved by the Director of Building and Grounds, standard uniform shorts may be worn with a collared District shirt and shoes meeting District guidelines.

From the last day of student attendance to the first day of student attendance the following school year, District t-shirts and shorts may be worn. Shorts not provided by the district must be neat, without holes, and hemmed. Shoes must meet District guidelines.

Laundering of uniforms will be the responsibility of the employee. Employees shall report to work in clean, neat appearing uniforms.

In the event of an employee's voluntary resignation during the first twelve (12) months of employment, the cost of the three uniform sets shall be deducted from the final paycheck.

Employees will also be furnished one pair of safety rated steel toe work boots annually with a shoe allowance not to exceed \$200.00. Specifications for the shoes and manner in which they are acquired shall be determined by the Administration.

**Section 15.5 Severance Pay.** Any employee who is age 55 or older and who has worked in the District for at least 15 years shall, upon separating from employment with the District in good standing, receive the sum of ten (\$10.00) dollars for each unused accumulated sick leave. Days being used for IMRF service credit cannot be used in this severance pay calculation.



**Section 15.6 District Operations Team.** In the interest of fostering a positive relationship, and in an effort to be proactive and collaborative in nature and function, the parties agree to establish a District Operations Team (DOT). The team shall consist of SEIU Bargaining Unit Members and District Administration. Legal counsel, the SEIU representative and any other deemed appropriate shall serve as a resource person when the topic for discussion warrants it. The DOT shall discuss matters of mutual concern, and may make recommendations to the Board of Education.

No later than October 1, 2009, a joint SEIU/Admin task force will be formed with the purpose of determining the exact representation from all constituent parties, additional sub committees and the frequency of meetings.

The DOT will provide an open forum for building and maintenance and District issues and will promote communications in a proactive manner, discuss rationale and implementation processes for district initiatives.

It is the intention of this section to empower the DOT to increase the quality of decision making, increase staff participation in decisions, foster a climate of mutual respect, and empower the Bargaining Unit around decisions affecting their work environment.

The District Operations Team will have the responsibility of formulating a safety program which should include safety training for proper lifting techniques, CPR and first aid training, developing a methodology for building safety audits, devising a feedback form for maintenance and custodial personnel to report safety hazards within the buildings and grounds, and making plans for periodic incentive activities for accident free days. The District will provide all maintenance and custodial staff with appropriate personal protection equipment, and the staff shall be expected to wear such equipment during appropriate tasks.

#### **Section 15.7 Early Retirement Program.**

Eligible employees can elect one of the programs set forth below.

**A. Early Retirement Program:** After reaching age 55, a custodian may apply to participate in the District's Early Retirement Program. To be eligible, a custodian must have completed at least ten (10) years of full time employment in District 205 immediately preceding his/her retirement; must be at least fifty-five (55) years of age at retirement and must notify the Superintendent of his/her intention to resign as a custodian to participate in the Early Retirement Program six months prior to retirement. The BOARD reserves the right to reject any applicant. The applicant will be notified of their acceptance or rejection for the program within 3 months of receipt of the letter of application.

Early retirees approved for this program shall be required to sign a contract with District 205 and will be required to work for 25 days of 8 hours each. Participants in the early retirement program are intended to augment the work force as it exists from time to time. Assignments will be determined by the Superintendent or the Superintendent's designate and, when possible, predetermined cooperatively with

the retiree. Participation in the District's Early Retirement Program shall be for a maximum of five (5) consecutive years. Annual compensation during retirement shall be payment of the employee only insurance premium under the District's insurance plan. If an individual participates in the early retirement program for 1 or more years and then does not continue participating in succeeding years they are eligible to participate in the District insurance program at their cost as required by law. Any custodian accepted into the retirement program will receive a one-time stipend of \$500.

The number of custodians who will be recommended annually by the Superintendent to the BOARD for this program will be dependent upon the District's need for services and the type of service which can be provided by the applicants. An annual evaluation of each person's performance will be made by the Superintendent or the Superintendent's designate, and a person's continuance in the program will be based in part upon this person's evaluation. Individuals not continuing in the program will be notified 2 months before the end of the current year.

Notwithstanding any of the foregoing provisions, the BOARD reserves the right to terminate the Early Retirement Program at any time for persons who are participating in the retirement program except that the individuals participating will be able to complete the program for the current year. The District reserves the right to establish a maximum number of persons eligible in any given year.

#### **Section 15.8 Tuition Reimbursement.**

The District shall reimburse tuition and fees for academic courses, workshops, seminars, institutes and/or similar meetings attended for the purpose of improving skills related to the employee's job. The following requirements apply:

- a. To be eligible, the employee must have completed one (1) year of service to the District.
- b. Reimbursement shall be limited to \$750 (seven hundred fifty dollars) per SEIU employee per school year and a total of \$10,000 (ten thousand dollars) for the entire SEIU bargaining unit per school year.
- c. Approval from the Assistant Superintendent of Human Resources or the Assistant Superintendent of Finance and Operations or their designee must be obtained before the employee enrolls in the course or activity.
- d. Request for reimbursement shall be submitted by the employee to the Assistant Superintendent of Human Resources or the Assistant Superintendent of Finance and Operations or designee within sixty (60) days of the completion of the course or activity and shall include receipts. An exception to the sixty-day time period may be made if there is a delay in the employee's receipt of a grade report from the academic institution.
- e. In the case of academic courses, a copy of the grade report reflecting a grade "B" or better shall also be submitted.
- f. An employee approved to attend a workshop, seminar, institute or similar meeting outside the District during the regular workday shall be compensated for such attendance at his/her regular rate of pay in addition to the reimbursement of expenses provided in this article.

**Section 15.9 District Vehicle GPS.** The District may install GPS units in all maintenance vehicles. If this is applied, it shall be done at the same time as all other District vehicles.

## **ARTICLE XVI**

### **Wage Scale**

**Section 16.1 New Hire Salary Placement. Wage Appendix.** Salary Schedule Placement of New Hires. The District Management will place new employees on the appropriate starting classification hourly rate according to the new Wage Appendix. New hires shall be eligible for holiday pay as of the first day of work.

Job classification movement will be considered at the established change factors. Hourly rates will be increased or decreased depending on the change in classification. For example, an employee in Classification IV who transfers to a Classification III would receive a 5 percent increase on their current hourly rate. The District retains the right to place existing employees with a classification change it deems appropriate. The District's determination and administration of this provision is not subject to the grievance and arbitration process.

**Section 16.4 Wage Appendix. New Hire Hourly Placement.** The starting hourly rate for all newly hired employees shall start at no less than the Minimum hourly rate of pay in the Wage Appendix depending upon classification.

Hourly rates will be increased or decreased depending on the change in classification. For example, an employee in Classification IV who transfers to a Classification III would receive a 5 percent increase on their current hourly rate. The District retains the right to place existing employees with a classification change it deems appropriate. The District's determination and administration of this provision is not subject to the grievance and arbitration process.

#### **Section 16.45 Shift Premium.**

Second Shift Premium	1% effective 7/1/2010
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Third Shift Premium:	3%
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Standard Work Shift:	Eight (8) hours
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**Section 16.50 Sub-Contracting.** The District BOARD and the Union UNION recognize that staffing has a bearing on the quality of the custodial/maintenance program. The parties agree that staffing should be maintained at a level commensurate with the quality of the work the Board BOARD deems necessary. The District Board BOARD agrees that during the term of this Agreement it will not subcontract custodial or maintenance work traditionally performed by this bargaining unit to an outside agency or janitorial

contracting firm, where such subcontracting would result in the layoff or permanent reduction of hours of any employee in the bargaining unit.

**Section 16.55 Incentive Pay for Training and Certification.** In the event that any bargaining unit member successfully completes additional training or certification, which has been preapproved by the Director of Facilities, a one-time payment of \$300 will be afforded to the employee for each successfully completed training or certification.

**16.60 Stipend for Highly Qualified Employees Classification I Maintenance Custodians.**

Any Classification Maintenance Custodian who has attained certification status as a journeyman carpenter, electrician, plumber, pipefitter, HVAC Certification or ASE Master Technician, will receive an annual stipend in the amount of \$4,000.

Any employee who currently holds Certification in an area deemed as providing a benefit to the District, (e.g. ASE Certification, Stationary Engineer, Building Operator Certification Level I & II), may request approval from the Director of Facilities for a relative stipend as set forth below.

Any employee with pre-approval from the Director of Facilities, will receive an annual stipend in the amount of \$1,000. A preapproved second Certification will result in an additional annual stipend of \$500. A preapproved third Certification will result in an additional \$500 stipend for a maximum of three stipends totaling \$2,000 annually.

The aforementioned annual stipends will be paid to qualifying employees in installments throughout the fiscal year.

Any qualifying employee who receives any of the aforementioned certificates or licenses during a fiscal year will receive a prorated amount during the first year.

**Section 16.65 Salary Wage Increases.**

For the 2022-2023 school year, hourly wages will be increased by 5% or \$1.25, whichever is higher, in classifications 1-8 and \$1.71 in classification 9.

For the 2023-2024 school year, hourly wages will be increased by \$1.00 for all classifications.

For the 2024-2025 school year, hourly wages will be increased by \$1.00 for all classifications.


For the 2025-2026 school year, hourly wages will be increased by \$1.00 for all classifications.

# WAGE APPENDIX

22-23					23-24			
Classification	Start/Minimum	Classification Change Factor	Maximum		Classification	Start/Minimum	Classification Change Factor	Maximum
I	\$26.65	9.00%	\$33.20		I	\$27.15	9.00%	\$34.20
II	\$24.56	5.00%	\$33.19		II	\$25.06	5.00%	\$34.19
III	\$23.51	5.00%	\$32.40		III	\$24.01	5.00%	\$33.40
IV	\$22.47	0.00%	\$30.68		IV	\$22.97	0.00%	\$31.68
V	\$22.47	16.00%	\$31.14		V	\$22.97	16.00%	\$32.14
VII	\$19.32	12.50%	\$23.15		VII	\$19.82	12.50%	\$24.15
VIII	\$17.23	14.00%	\$28.91		VIII	\$17.73	14.00%	\$29.91
IX	\$16.25		\$27.91		IX	\$16.75		\$28.91
24-25					25-26			
Classification	Start/Minimum	Classification Change Factor	Maximum		Classification	Start/Minimum	Classification Change Factor	Maximum
I	\$27.65	9.00%	\$35.20		I	\$28.15	9.00%	\$36.20
II	\$25.56	5.00%	\$35.19		II	\$26.06	5.00%	\$36.19
III	\$24.51	5.00%	\$34.40		III	\$25.01	5.00%	\$35.40
IV	\$23.47	0.00%	\$32.68		IV	\$23.97	0.00%	\$33.68
V	\$23.47	16.00%	\$33.14		V	\$23.97	16.00%	\$34.14
VII	\$20.32	12.50%	\$25.15		VII	\$20.82	12.50%	\$26.15
VIII	\$18.23	14.00%	\$30.91		VIII	\$18.73	14.00%	\$31.91
IX	\$17.25		\$29.91		IX	\$17.75		\$30.91

IN WITNESS WHEREOF, the parties hereto, acting by their respective duly authorized representatives, have executed and delivered this **AGREEMENT** on July 12, 2022.


**BOARD OF EDUCATION  
ELMHURST COMMUNITY UNIT  
DISTRICT 205 DUPAGE COUNTY**

By   
Kara Calorio  
President, BOARD of Education

By   
Courtenae Trautmann  
Secretary, BOARD of Education

By:  Dr. Keisha Campbell, Superintendent of Schools

**LOCAL NO. 73, SERVICE  
EMPLOYEES' INTERNATIONAL  
UNION - CTW.**

By   
Union Trustee

Other Local 73 Bargaining Committee