

Proposed Amendments

BOARD APPROVED

APR 18 2022

SCHOOL CITY OF EAST CHICAGO

To the

COLECTIVE BARGAINING AGREEMENT

BETWEEN THE

SCHOOL CITY OF EAST CHICAGO

AND

LOCAL 73

SERVICE EMPLOYEES INTERNATIONAL UNION

January 1, 2022 through December 31, 2026

April 14, 2022

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ARTICLE I

RECOGNITION AND UNION SECURITY

Section 1 - Recognition

Local 73 (formerly Local 1, Division 208) of the Service Employees International Union AFL-CIO is recognized as the sole bargaining agent for building service employees in the East Chicago Public School System.

Section 2 - Union Security

Since all employees coming within the job classifications of this agreement, whether members of the union or not, have equal representation by the union under this agreement, it is considered only fair that each such employee bear his/her share of the cost to the union of its administration of this agreement. All employees within the job classifications of this agreement, whether members of the union or not, on and after January 1, 1969, shall as a condition of continued employment pay to the union each month of their employment, thereafter if a union member, then the union's regular and usual periodic dues, initiation fees and any uniform assessments, uniformly required of all union members, all as certified in writing by the Secretary-Treasurer of the Union.

The employer agrees, upon being given thirty (30) days notice by the union, to discharge such of its employees coming within the job classifications of this agreement as shall be in default for more than thirty (30) days of payment of the monthly charges herein provided.

Section 3 - Dues Check-off

The School City will deduct from pay dues as designated by the Secretary-Treasurer of Local 73 on the basis of individually signed deduction authorization cards in form agreed to by the School City and Local 73. Deduction from an employee's pay shall commence with the paycheck for the payroll period in which his/her authorization card is received.

Failure of the employer (East Chicago School System) to make agreed upon deductions will not exempt the member from his/her responsibility of paying his/her dues within the month they are due. In case earnings for any period are insufficient to cover dues, payment for such dues shall be made by the employee directly to the union.

Section 4 - Union Stewards

It is agreed that the Union may establish a reasonable steward system. The Union shall notify the employer in writing of the names of the employees named as stewards. If an administrator schedules a meeting at which the Union Steward is requested to attend, the Union Steward will not lose any pay as a result of attending the meeting. The Union agrees that stewards shall perform their duties as expeditiously as possible.

ARTICLE II

EMPLOYMENT PROCEDURES AND DUTIES

Section-1 - Selection of Personnel

The Board of School Trustees shall approve new employees for probationary or permanent status upon the recommendation of the Manager of Custodial Services or his designee.

Section 2 - Physical Examinations

a. Prior to employment, he/she shall be subject to a physical examination. Subsequent exams and chest x-rays shall be in accordance with the state law.

b. Manager Responsibility

It shall be the responsibility of the Manager of Custodial Services or his designee to schedule physical examinations for new employees and to assist the medical department in scheduling succeeding examinations all at School City expense.

Section 3 - Probationary Employees

All persons employed in building service classifications shall first serve in a probationary category for a period of ninety (90) days. This period may be extended by mutual agreement of Representatives of the School City of East Chicago and Local 73. During the probationary period the employee shall be evaluated three (3) times once every thirty (30) days. This evaluation shall be made by the Manager of Custodial Services (reviewed and signed by the employee) and will remain in the Office of Custodial Services and Human Resources Offices to be made a part of the employee's permanent record. A probationary employee will be recommended for permanent employment, substitute status, or dismissal at the discretion of the Manager of Custodial Services or his designee. Probationary employee will be paid only for days worked. He/she will not qualify for any benefits extended to regular employees. When a probationary employee has been recommended by the Manager of Custodial Services or his designee to the Board of School Trustees for permanent employment, and the Board approves such recommendation, then the employee becomes eligible for all benefits provided the regular employee, subject to the following conditions:

1. Seniority, vacation days, personal business days, and sick days, accumulation will be determined on the basis of the first day worked as a Board-approved probationary building service employee.
2. Holiday pay, sick leave, personal business leave, and death in the family benefits will begin with the first day worked as a Board-approved permanent building service employee.
3. Enrollment in the life and group insurance program is voluntary and must be completed within thirty (30) days of the Board-approved date or the employee must prove insurability.
4. Enrollment in the Public Employees Retirement Fund must be completed prior to the last day of the pay period in which the employee becomes eligible.

Section 4 - Seniority

a. Seniority shall be defined as the employees continuous length of service since his/her last date of hire as a probationary employee by the Board of School Trustees, provided the employee has completed his/her probationary period. Seniority shall be broken by resignation, termination for good and just cause,

or failure to report to work from an approved leave of absence without reasonable cause, or failure to report to work from a layoff after written notification without reasonable cause.

Section 5 - Substitutes

Substitute and/or temporary employees may only be assigned to a position when the regular employee is absent and/or to a temporary position which said temporary position shall not exceed one hundred twenty (120) work days.

Section 6 - Substitute for Absent Employee

When a custodial employee is absent, a substitute employee will be provided beginning with the first day of absence, if available, and a substitute shall continue to be provided until the regular employee returns to work.

Section 7 - Classification, Responsibility, and Duties of Building Service Employees

a. Position I

Head custodian shall be responsible for the care and servicing of buildings as directed by the principal and the Manager of Custodial Services or his designee. He shall be in charge of building operations consisting of cleaning the buildings, heating, ventilation, and the general supervision of the maintenance of all equipment in the building and on the grounds.

He shall report any need for skilled service to the principal or, in case of urgent need, he shall call directly to the maintenance office and then report the call to the principal. He shall be responsible for such repairs as can be made within the building and grounds. He shall be directly responsible to the principal of the building or to such persons as the principal may designate. He shall arrange for someone of the building service staff to be at the building whenever service is required. He shall be responsible for directing and planning the work of all other building service employees in the building, making arrangements for successful operation, arranging workloads, and assisting employees to perform their duties satisfactorily. He shall be responsible for organizing and supervising, under the direction of his principal, the work of all other operating employees in his building. He shall be responsible for requisitioning needed supplies and for checking on the receipt of supplies needed to carry on his work in the building. He shall have the general responsibility of keeping the building and its equipment in good working condition and for maintaining the building at an acceptable standard all times. Head custodians shall be scheduled so as to provide for at least a thirty (30) minute overlap with their assistants' schedules. Head custodians shall be called together monthly to discuss matters of common interest.

The #1 custodian shall check in and out with the building principal or in his/her absence the head teacher, cleric, or principal's designee prior to the afternoon shift change.

b. Position II

The person in this position shall be in full charge of the building during the periods when the head custodian is absent. His duties shall be essentially the same as those of the head custodian with the exception that he shall be subject to the direction of the head custodian.

The #2 custodian shall check in and out with the building principal or in his/her absence the head teacher, clerk, or principal's designee prior to the afternoon shift change.

c. Janitors, Laundry, Miscellaneous and Substitute Help

These persons shall be directly responsible to the head custodian for individual assignment or, in his absence, to the person assigned to replace him.

d. Utility and Part Time Help

Utility and part time help shall be subject to the direction of the Manager of Custodial Services or the person designated by him.

Section 8 - Equalization of Work and Job Descriptions

The principal and head custodian of each building shall work closely with the Manager of Custodial Services or his designee in an attempt to equalize the distribution of workloads.

There shall be a written job description for each employee classification.

Section 9 - Assignment of New Personnel

New employees shall be assigned to positions by the Manager of Custodial Services or his designee in consultation with the principal and head custodian. The employee will carry out his/her job under the direction of the head custodian of the building.

Section 10 - Evaluating Service of Employees

Building service employees shall be evaluated annually by the Manager of Custodial Services, or his/her designee

Evaluations shall be given to the employee and one to be filed in the Office of the Manager of Custodial Services and in the Human Resources Office. These evaluations shall be considered in upgrading, promoting and demoting employees. The School City shall eliminate its monthly evaluations of regular employees, except for unsatisfactory work performance at which time the employee and union will be notified.

a. Appeal of Evaluation

An employee who feels his/her evaluation is unjust may request a meeting with the Manager of Custodial Services to discuss his/her evaluation. If the employee is not satisfied with the determination of the Manager of Custodial Services the employee may request a meeting with the Director of Human Resources to discuss his/her evaluation. If the employee is still not satisfied with the evaluation, the employee may submit a written response to the evaluation. If the employee chooses to submit a written response, he/she shall do so within thirty (30) calendar days after signing the evaluation and his/her written response shall be attached to the evaluation. The content of an evaluation shall not be subject to the grievance procedure; however, in the event of a suspension or discharge, the content of the employee's evaluation and the employee's written response may be introduced into evidence by either party at any step of the grievance procedure.

Section 11 - Outside Employment

When an individual's outside employment interferes with his School City assignments, this could constitute grounds for termination.

ARTICLE III

HOURS OF WORK AND SCHEDULES

Section 1 - Work Day and Work Week

The regular work day shall be no less than seven (7) hours no more than eight (8) hours. The regular work week shall be Monday through Friday and shall be no less than thirty-five hours no more than forty hours.

Section 2 - Overtime

a. Call Back Overtime

Head Custodians shall be on call for emergencies which arise in their buildings or emergencies to the district as a whole. They will carry with them an electronic device issued by the school district for this purpose.

On call-back overtime a minimum of three (3) hours shall be allowed. To be classified as call-back service, there must be a break between the period for which the employee was called back and his regular shift, except that when an employee is called in the early morning to report for his/her regular shift, he/she shall be paid for a minimum of three (3) hours overtime. If call-back is for false alert alarm, a minimum of two (2) hours overtime shall be allowed.

b. Rate of Pay for Overtime

Overtime shall be paid at the rate of one and one-half times the regular rate of pay for services performed in addition to the employee's regular work day or in addition to the employee's regular work week. Paid leave shall be considered as time worked in determining eligibility for overtime.

c. Overtime Procedure

All overtime will be recommended by the Manager of Custodial Services or his designee. All approved overtime reports will be completed by the building principal and submitted to the Manager of Custodial Services or his designee at the end of the pay period in which the assigned overtime was performed.

Section 3 - Compensatory Time

The Manager of Custodial Services shall specify if work beyond the employee's regular work day or beyond the employee's regular work week is being offered as compensatory time or overtime. Compensatory time shall be on a voluntary basis only.

Section 4 - Work Schedules

a. Building with Two or More Employees

It shall be understood that in buildings where two or more employees are employed, regular shifts will be established which should be so arranged as to avoid the necessity of overtime whenever possible.

b. Continuous Schedules

Work schedules shall be so arranged that employees shall have consecutive work days each week, and no regularly employed worker shall be given partial day assignments. Split-shift schedules shall be avoided.

There shall be no staggering of time of any employees at any time for the purpose of eliminating overtime.

c. Lunch Periods

Working hours shall include a thirty (30) minute lunch period. Employees shall remain on school premises during their lunch period, unless released to leave by the Office of Custodial Services

d. Leaving the Building During Working Hours (NEW SECTION)

Custodians are to remain in the building during working hours unless released to leave by the Office of Custodial Services

ARTICLE IV

LEAVES

Section 1 - Absence and Sick Leave Allowance

a. Full Time Employees

Each year a full time employee of the East Chicago Schools shall be eligible to receive full pay for thirteen (13) days of absence due to illness. The rate of accumulation shall be one (1) day of an accumulative sick leave for every four (4) weeks on the payroll.

b. Accumulation

Each of the thirteen (13) days allowable annually, if not used, shall become a sick benefit credit and shall accumulate indefinitely as a reserve which may be drawn from as needed.

c. First Day of Absence of School Year

An employee (except one without prior service) absent on sick leave the first day of the fiscal year and continuously thereafter will be paid for the days absent to the extent of his sick day accumulation.

d. Family Illness Leave

Full pay may be received, but not to exceed five (5) of the thirteen (13) days allowable annually when absent due to illness in the immediate family (parent, brother, sister, child, spouse, grandparent grandchild, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law). Blood relations residing in the home as members of the household are also considered as members of the immediate family.

e. New Employees

An individual entering the service in the East Chicago Public Schools for the first time notwithstanding sickness, injury, etc., will not be paid for any days of the school year until performance of service has been started.

f. Absence in Excess of Five (5) Days

An employee must present a medical certificate if the absence is due to illness in excess of five (5) consecutive days. In the event of absence in excess of five (5) days, the Manager of Custodial Services or his designee shall verify the reason for the absence and the need for the continuance thereof. If abuse of leave is suspected, the employer may ask for a doctor's verification of the illness.

Misrepresentation will subject the employee to such action as shall be determined by the Board of School Trustees. Also, if absence due to illness is continuous with any other leave, the days claimed as illness must be supported by medical certification.

g. Calling Off

Absence of an evening employee to be allowed as sick leave must be reported to the Custodial Services Office at least three (3) hours before the employee is scheduled to report for work. Absence of a day employee shall be reported to the Head Custodian between 6:00 A.M. and 6:30 A.M. The Head Custodian shall report the absence to the Custodial Services Office to secure a substitute employee. When a Head Custodian needs to be absent he or she shall report the absence to the Custodial Services Office.

h. Prior Notice of Return to Duty Required

Employees who have been absent must notify the Custodial Services Office before 4:00 P.M. of the preceding day, that they will report for work on the following work day, otherwise a substitute may be assigned and the employee given the following day off without pay.

Absence to be allowed as sick leave must be reported to the Custodial Services Office at least three (3) hours before the employee is scheduled to report for work

Section 2 - Leave on Account of Injury

If an employee incurs an injury during the course of employment, the employee must fill out an accident report as soon as possible after the employee becomes aware of an injury. If the injury incapacitates him/her for work, it shall be understood that during the first (5) working days of incapacity the employee shall receive full pay without any reduction or charges against his/her accumulated sick leave. If the Worker's Compensation Board rejects an employee's claim, the employee will be charged against his accumulated sick days. If the employee does not have sick days, the employee shall return all money paid to him/her.

After five working days the employee may elect to receive only worker's compensation or worker's compensation plus use part of his or her accumulated sick days to receive full pay for the time off.

The payment of sick leave shall be adjusted so that the total amount of compensation paid by the insurance corporation, plus the amount paid by the school corporation as sick leave, does not exceed the total compensation which would be paid if the employee were on the regular payroll. Such partial payments of sick leave as made shall also be prorated as against the sick leave charges so that no employee shall be charged for a day of sick leave and receive less than payment for one (1) day of employment.

Employees who receive full payment of wages under this provision shall assign to the school corporation any checks for weekly wage benefits received by the employee from the insurance company insuring the school corporation for Workmen's Compensation until the involved employee's accumulated sick leave is exhausted, at which time the employee may retain such checks.

Section 3 - Assault and Battery Cases

An employee who is a victim of an assault and battery while performing the duties of his/her employment shall have all of his/her medical bills and/or expenses, including dental and personal property damages, paid by the Board of School Trustees pending a police report. Further, any time lost at work because of

the assault and battery will not be deducted from the employee's sick days for up to one hundred eighty (180) working days.

Section 4 - Absence Due to Death in Immediate Family

An employee is entitled to five (5) working days immediately following the death of parent, brother, sister, child, or spouse and is entitled to five (5) calendar days commencing immediately after death of a grandparent, grandchild, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, step-parent, step-brother, step-sister, step-child, and also blood relative residing in home as member of household. This is without regard to the number of days which the individual is entitled for sickness or quarantine. These days are not cumulative.

Before the employee returns to work, an Employee Statement Relative to Funeral Leave card must be completed and a letter from the funeral director must be submitted to the Custodial Services Office and also to the building principal.

Section 5 - Absence for Personal Business

Two (2) days personal business leave shall be allowed each year. These days are not to be deducted from cumulative sick leave. An employee must present a written request for approval to the Manager of Custodial Services or his designee at least forty-eight (48) hours before the contemplated absence. Request for absence for personal business reasons will not be granted for less than a full work day, nor will request for personal reasons be granted for days before or after recess days and vacation periods. If personal business days are not used, they shall be added to the person's accumulated sick days on June 30th of each year.

Section 6 - Leave of Absence

a. Reasons for which Leave may be Granted

Leave of absence may be granted for conditions of ill health, military service, pregnancy, or other reasons approved by the Board of School Trustees. No employee, however, shall be granted leave of absence to seek employment elsewhere. Seniority shall be retained during the leave of absence. Employees must have worked one (1) year to be eligible for a leave of absence. Leave of absence may be granted for a minimum of six (6) months and a maximum of two (2) years. Letters of request must be submitted to the Manager of Custodial Services or his designee. Persons returning from leave shall give thirty (30) days notice prior to the desired date of return.

b. Return from Leave

For a leave of one-hundred and twenty days (120) or less, an employee on leave shall be entitled to return to service in the position from which he/she was granted a leave. For leaves longer than 120 days, the employee may not be returned to the position he/she left. Should the school corporation not return the employee to the position he/she left, the employee shall retain the pay and benefits of the position from which he/she left and have the opportunity to bid for a suitable position opening.

c. Maternity Leave

A custodian shall be permitted to work as long as she and her physician deem her physically able; provided she submits to the Superintendent three (3) months prior to the anticipated birth of the child a doctor's statement certifying satisfactory health and physical condition.

Any custodian who is pregnant is entitled to a Leave of Absence any time between commencement of her pregnancy and one (1) year following birth of the child. Except in a medical emergency, she shall notify the Superintendent of Schools thirty (30) days before the date on which she desires to start her leave. She shall notify the Superintendent of the expected length of the leave including either a physician's statement certifying her pregnancy or birth certificate of a newborn, whichever is applicable.

A custodian and her doctor shall decide the duration of her maternity leave. A custodian may request reinstatement prior to the expiration of her leave provided that she submits a doctor's statement certifying satisfactory health and physical condition thirty (30) days before anticipated return.

d. Health Condition

If a building service employee develops a health condition which makes it impossible for him/her to do an effective job for the School City, the individual may be granted a health leave of absence as per School City policies, to give the individual an opportunity to recover his/her health.

Section 7 - Military Service

Military service and auxiliary military service will be credited as employment experience for advancement on the salary schedule for all employees, provided that such military service was at least and not less than one (1) continuous year in duration. Furthermore, this substitution of military service for employment experience shall not exceed four (4) years. The above credit shall apply to all veterans who took the oath of allegiance, wore the uniform, served in combat or non-combat units, and were honorably discharged.

Section 8 - Jury Duty

When an individual is called for jury the School City will pay the difference between the salary received as a School City employee and the amount paid the individual for actual jury duty service.

Section 9 - Civic Responsibility Leave

The employer recognizes the civic responsibility of employees to local, state, and federal governments. Such civic responsibility includes active participation on government committees and boards.

If an employee is called to exercise his/her duties by serving on a governmental committee or board(s), he/she will be permitted, upon School Board approval, paid leave time to perform his/her duties. The employee will be paid his/her regular rate of pay and shall not lose any benefits as a result of the leave for civic responsibility.

An employee requesting such leave shall submit proof of the need for the leave forty-eight (48) hours in advance to the Superintendent of Schools or his designee, and to the employee's building principal. Absences for civic responsibility shall be considered excused absences, and shall not be deducted from the employee's sick time, personal business leave, vacation, or other paid leave, nor shall the absences be considered in the employee's attendance record.

Section 10 - Family and Medical Leave Act

Employees shall be eligible from leave under provisions of the Federal Family and Medical Leave Act. If an employee alleges that the employer has violated provisions of the Federal Family and Medical Leave Act, the employee may process a grievance through the grievance procedure contained in this agreement.

ARTICLE V
WAGES AND BENEFITS

Section 1 - Salary Schedule

Hourly Rates and Building Classifications. (See schedules on last page)

Section 2 - Yearly Increments

A service increment of \$24.00 for each year of service shall be paid each employee. The increment shall be divided into equal amounts and be considered as part of the employee's hourly rate.

Section 3 - Service Increments

At the beginning of any calendar year, increments of one hundred dollars (\$100.00) will be added to the salary schedule after twenty-five (25) and thirty (30) years of credited service.

Section 4 - Shift Differential Pay

All custodians assigned to the Midnight Shift shall receive a shift differential payment of twenty five cents per hour

Section 5 - Salary of New Position

Any non-rated employee assigned to a rated employment classification shall receive the salary of the rated classification at the time of assignment. Rated employees who are assigned temporarily to a rated position of higher classification shall receive the wage of the higher classification starting with the first (1st) day in the position of higher classification as long as they are fulfilling the duties of the position. In order for an employee to receive the salary of the higher classification the employee must submit to the Manager of Custodial Services an accounts payable voucher within five (5) working days of the assignment to the position of higher classification.

Section 6 - Payment of Wages

Payment of Wages are to be based upon twenty-six (26) equal pay periods. The School City agrees that it will not lay off employees in the future solely to achieve a reduction from two hundred and sixty-one (261) days to two hundred and sixty (260) days in a calendar year, however, the School City reserves the fundamental right to lay off employees. This section is designed to eliminate the problems that Local 73 has had where there have been more than two hundred and sixty (260) working days in a year.

All hourly wages shall be paid for all hours worked.

Section 7 - No Work Days

Employees shall receive the following paid holidays:

New Year's Eve	Labor Day
New Year's Day	Veteran's Day
President's Day	Thanksgiving Holiday (office Calendar - 2 Days)
Easter Recess - 2 Days (office calendar)	Christmas Eve

Memorial Day

Christmas Day

July 4th

Martin Luther King's Birthday

If any of the foregoing holidays falls on a Saturday or Sunday, at the option of the employer, the holiday will either (1) be observed on the Friday prior to the holiday or on the Monday following the holiday, or (2) the holiday may be deferred and observed as a personal holiday day to be used during the calendar year in which it occurs unless the deferred day occurs during the Christmas Recess, in which case it will be deferred to the next calendar year and used during that year. Personal holiday request should follow the same procedure of a 48 hour notification as a personal business day does. In addition, the 48 hour notification must be in writing and acknowledged by the Principal and forwarded to the Manager of Custodial Services or his designee for approval.

An employee required to work on any of the above listed holidays or on the day the holiday is observed, shall receive regular pay for the holiday plus time and one-half of his/her regular rate for all hours worked on the holiday with a minimum guarantee of three hours paid at the rate of time and one-half.

Section 8 - Vacation

a. One or More Years

Employees who shall have worked one or more years on or before July 1* of any given year shall be allowed a vacation with full pay for two (2) weeks annually except that in his/her first year of employment he/she shall have one (1) day's pay for each month served prior to July 1st with a maximum of ten (10) days. July 1st hire's satisfy requirements advance to the next vacation bracket.

b. After Seven (7) Years of Continuous Service

Those employees with more than seven (7) years of continuous service credit on or before July 1st of any year shall receive three (3) weeks paid vacation.

c. After Fifteen (15) Years of Continuous Service

Employees who on or before July 1st of any given year and who shall have been in continuous employment of the School City for more than fifteen (15) years, and who continue in service, shall receive four (4) weeks of paid vacation.

d. After Twenty (20) Years of Continuous Service

Employees who on or before July 1st of any given year and who shall have been in continuous employment of the School City for more than twenty (20) years, and who continue in service, shall receive five (5) week of paid vacation.

e. Vacation Schedules

The vacation year shall be July 1 to June 30.

The following procedure shall be used in scheduling vacations. Vacations may be taken at any time during the vacation year. No vacations for any custodian will exceed 2 week maximum at one time. During summer and winter cleaning weeks shall not be taken consecutively. Summer and winter cleaning schedule shall be determined by the School Calendar. Each year during the month of June the administrator in charge of custodians shall circulate a vacation calendar for the next vacation year among the custodial employees. Employees within each building in the order of their seniority shall mark on the

calendar the days they wish to take as vacation during the next vacation year. An employee may later change his or her scheduled vacation time by submitting a letter of change for approval to the Manager of Custodial Services provided it does not conflict with the maximum number of employees that may take vacation at the same time in that building

The maximum number of employees taking vacation in the same week in a building shall be as follows:

3 custodial employees at a time at the High School

2 custodial employees at a time at each Junior High

1 custodial employee at a time at each Elementary School

Rated custodians will not be permitted to take a vacation two (2) weeks before the first day of a school year or one (1) week before the last day of a school year.

RATED CUSTODIANS in each building shall schedule their vacations and personal business days so they will not overlap as this causes interruptions in the everyday operation of their respective buildings.

Section 9 - Retirement

Employees must give six (6) months notice prior to the effective date of intended retirement unless approved by the superintendent.

Employees retiring with ten (10) years but less than fifteen (15) years of continuous service, and who are at least 65 years of age, shall receive a sum equal to three hundred dollars (\$300.00) per year of credited service starting with the first year of continuous service.

Employees retiring with fifteen (15) years of continuous service shall receive a sum equal to three hundred dollars (\$300.00) per year of credited service starting with the first year of continuous service.

This sum of money shall be added to the retiring employee's salary during his/her last year of employment. This benefit shall not be paid to an employee who is discharged for just cause.

Credited service shall include time spent on paid sick leave, paid personal leave, worker's compensation and on an approved leave of absence. Credited service shall not include time on long term disability.

Section 10- Long Term Disability

a. Amount of Monthly Income

Sixty percent (60%) of your basic monthly earnings; maximum payment is one thousand dollars (\$1,000.00) a month. Any disability benefits payable under Social Security, Workmen's Compensation, and state or federal retirement plan will be taken into account in determining your 60% benefit. There is a guaranteed fifty dollar (\$50.00) minimum benefit regardless of the amount of other income. Deduction for Social Security payments is now limited only to the primary benefit; dependent Social Security payments will not be deducted.

b. Benefit Waiting Period

Payments will begin after you have been disabled for ninety (90) days.

c. Duration of Payment

Payments will be made at age sixty-five (65) for both sickness and accident Payments will be made during the first twenty-four (24) months while you are unable to perform the duties of your own occupation. After twenty-four (24) months, payment will continue while you are unable to engage in any occupation for which qualified based on education, training, or experience, according to the following table:

Age at Disability Benefit Duration

less than 60	to age 65
60	60 months
61	48 months
62	42 months
63	36 months
64	30 months
65	24 months
66	21 months
67	18 months
68	15 months
69 and over	12 months

d. Taxability of Benefits

The tax exempt status of this benefit is determined by Internal Revenue Service regulations in effect at the time of the disability.

Section 11 - Health Insurance

An improved health insurance program, per booklet distributed and on file in the office of the Manager of Custodial Services, shall be maintained during the life of this contract subject to the following provision.

Employee contributes \$ 100.00 per month for a single plan, \$200.00 for family plus one and \$250.00 per month for a family plan. All claims are to be paid within 90 days of proper filing.

Section 12 - Dental Insurance

The School City will provide improved dental insurance coverage, per booklet distributed and on file in the Manager of Custodial Services, for each employee and his/her dependents on the same basis as other units have it. This means that if there is any increase in premium over the original cost of the program when it was installed for other units, such increase shall be paid by the employee.

Section 13 - Retiree Insurance

There shall be a basic hospitalization and major medical plan provided (not including dental or vision) by the School City of East Chicago for certain retirees as follows;

- a) Employees must be at least age 60 and have at least 15 years of service to be eligible;

- b) The qualified retiree and qualified spouse/dependents will be required to make such contributions (premiums) for retiree health insurance as are required by the plan.

Section 14 - Insurance While on Leave or LTD

Insurance coverage shall be continued for employees on official leave of absence (does not include dental or vision) at the employee's expense. Employees on LTD shall have the premium paid by the LTD program.

ARTICLE VI

VACANCIES

Section 1 - Posting and Filling of Positions

All unit positions which become vacant through a resignation, termination, retirement, new position, transfer, or that hereafter may be added, shall be advertised within seven (7) work days after the vacancy occurs. The vacancy shall be posted for a period of fourteen (14) calendar days. Copies of the vacancy notice shall be sent to the Head Custodian in each building, and posted in the room where custodial employees sign in for works so that all unit employees have the opportunity to see and read them. The posting shall include the job duties, qualifications, classification, the location, wage rate, the number of hours per day, and the deadline for filing applications.

All members of the bargaining unit shall be given an opportunity to bid on a posted position by filing a formal letter of application with the Manager of Custodial Services or his designee during the fourteen (14) calendar day posting period.

When all factors are equal, first preference shall be given to the custodian who is bidding up to a head custodial position, before any lateral transfers are approved

Permanent vacancies in basic custodial positions shall be posted and filled in accordance with seniority. Only two postings shall be required; one for the permanent vacancy and another for the position left vacant by the successful applicant. The resulting vacancy shall be filled by management.

Employees within the bargaining units shall be given consideration and respect to promotional and transfer opportunities for positions not excluded from the unit.

"SENIORITY" as used herein shall include the following factors:

- a) length of continuous service with the employer,
- b) ability to perform the work, and
- c) physical fitness.

It is understood and agreed that where factors "b" and "c" are relatively equal, length of continuous service shall govern.

If objection is raised to the management's evaluation, and where personnel records or other factors have not established a differential in abilities of two employees, a reasonable trial on the job period of 20 work days shall be allowed the employee with the longest continuous service record as hereinafter provided. An evaluation will be completed at the 10 day working point and again, finally after working day 20. Within

the first twenty (20) work days the employee may elect to return to the position previously held by the employee or the Manager of Custodial Services may return the employee to the position previously held by the employee.

All vacancies shall be filled within thirty (30) working days after the vacancy occurs.

Section 2 - Employee Records

A record of each regular building service employee in the school system shall be kept in the office of the Manager of Custodial Services or his designee. Such record shall contain information as required on the application form, together with the record of service of each employee and all evaluations and documents pertaining to job performance as made by the Manager of Custodial Services or his designee. Such records shall be available for the basis of judging employees for promotion.

ARTICLE VII GRIEVANCE PROCEDURE

Section 1 - Grievance Definition

A grievance shall be an alleged violation of this agreement.

Section 2 - No Retaliation

There shall be no retaliation against any member for filing a grievance.

Section 3 - Back Pay

In any claim for back pay the Employer shall not be required to pay back wages for more than fifteen (15) working days prior to the date the employee first knew or had reason to know of the act or condition upon which the alleged grievance is based.

Section 4 - Procedure

Step 1

In the event an employee believes there is a basis for a grievance, the employee shall present the alleged grievance to the head custodian within ten (10) working days of the date the employee first knew or had reason to know of the act or condition upon which the alleged grievance is submitted to the Head Custodian, he/she shall render a decision. Failure of the Head Custodian to render a decision within the time limits shall entitle the grievant to file the grievance at Step 2 without a decision. The first step shall be informal.

Step 2

If the grievance is not resolved informally, the grievant shall contact the Union representative who shall then submit the grievance in writing to the Manager of Custodial Services. The parties shall meet as soon as possible to resolve the grievance. Within ten (10) working days after the grievance is submitted to the Manager of Custodial Services or his designee, he shall conduct a hearing and render a decision in writing on the grievance.

Failure of the Manager of Custodial Services or his designee to conduct a hearing and to render a decision within the time limits shall result in the grievance being automatically moved to the next step of the grievance procedure.

Step 3

A grievant may proceed to Step 3 if not satisfied with the decision of the Manager of Custodial Services within ten (10) working days of receiving the decision. In Step 3, the Superintendent of Schools or his designee, shall conduct a hearing and render a decision within ten (10) working days of the filing of the grievance at Step 3.

The failure of the Superintendent of Schools or his designee to conduct a hearing and to render a decision within the time limits shall result in the grievance being automatically moved to the next step of the grievance procedure.

Step 4

If the grievant is not satisfied with the answer in Step 3, the grievant may proceed to Step 4 by submitting such grievance within ten (10) working days of receiving the answer at Step 3 to the Board of School Trustees. The Board of School Trustees shall conduct a hearing on the grievance within fifteen (15) working days of the date of the filing of the grievance at Step 4. Within ten (10) working days after hearing the grievance, the Board of School Trustees shall render its decision in writing on the grievance.

(a) If the union is not satisfied with the answer in Step 4 or if the Board of School Trustees fails to render a timely decision at Step 4, the union may proceed to Step 5 by notifying the Superintendent of Schools that it wishes to submit the grievance to binding arbitration.

Step 5

(b) Both parties may agree to the appointment of an impartial third party mutually agreeable to both as an arbitrator within ten (10) working days of the timely filing of such grievance, or if the parties are not able to agree on an arbitrator, they shall request a list of arbitrators from the American Arbitration Association and shall determine an arbitrator in accordance with their rules for striking names. The cost of the arbitrator's fee and expenses shall be shared equally by both parties.

Either party may request, no less than twenty (20) days prior to the arbitration hearing, a conference which shall be scheduled by agreement of the parties not less than ten (10) days prior to the arbitration hearing, the purpose of which shall be:

1. to stipulate to as many facts as possible
2. to identify which facts and/or issues, remain unresolved
3. to exchange lists of witnesses, the nature of their testimony, and exhibits.
4. to resolve the grievance if possible, at this conference.

Neither party shall be permitted to assert in the arbitration hearing any grounds or to introduce into evidence, any testimony or exhibits, not previously disclosed to the other party.

- (c)
1. The decision of the arbitrator shall be binding on both parties.
 2. The arbitrator shall have no power to substitute his judgment for that of this School Employer as to the reasonableness of any policy, or rule, taken by the School Employer not in violation of this Agreement.
 3. The arbitrator shall have no power to make any decision or recommendation inconsistent with the law or terms and conditions of this Agreement.
 4. The arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement.

ARTICLE VIII

DISCIPLINE AND EMPLOYER RIGHTS

Section 1 - Discipline and Employee's Rights in Discipline Cases

No employee who has been employed for a period in excess of ninety (90) calendar days shall be disciplined without just cause.

Any administrator, who summons an employee to a conference which could reasonably be expected to result in disciplinary action, shall inform the employee in advance that the employee has the right to have a Union representative of his or her choice attend the conference. If the employee requests a Union Representative and the request is denied, statements made by the employee in the conference may not be used in any subsequent consideration of disciplinary action against the employee.

If during a conference with an administrator an employee becomes apprehensive that the conference might lead to disciplinary action, the employee may request that the conference be rescheduled when a Union Representative may be present. If the request to reschedule the conference is denied, statements made by the employee in the conference may not be used in any subsequent consideration of disciplinary action against the employee.

Section 2 - Notice of Intention

If for any reason whatsoever the employer feels it necessary to demote, transfer, suspend, or terminate an employee covered by this agreement, the employer agrees to notify the president or business representative of Local 73 five (5) working days in advance of such action. This five (5) working day provision does not apply if the violation is of such nature that warrants immediate action. In this case, notification shall be as soon as possible.

Section 3 - Personnel File

An employee shall be informed and have the right to respond in writing if anything of a derogatory nature is placed in his/her personnel file. The employee shall be provided with a copy of the material. The employee will initial and date the material to indicate that he/she has seen the material. Such signing of the material shall not be construed to indicate agreement as to the contents of the material. If the employee chooses to respond in writing, he/she shall do so within twenty (20) working days, and his/her

written response will be attached to the material and placed in his/her personnel file. The employer shall acknowledge receipt and placement of the written response in the employee's file. The contents shall not be subject to the grievance procedure; however, in the event of a suspension or discharge, the content of the materials and the written response may be introduced into evidence and argued on its merits by either party at any step of the grievance procedure.

Arrangements will be made to permit an employee to review his/her personnel file within ten (10) working days of the submission of a written request to the Director of Human Resources.

Section 4 - Non-Discrimination Clause

It is agreed "There shall be no discrimination against employees because of union affiliation or union activities or because of, or based upon race, color, religion, sex, or national origin."

ARTICLE IX

LAYOFF

Section 1 - Layoff Clause

Seniority will control when it is necessary to effect a reduction in the work force, or after such a reduction, it is necessary to increase the work force. If more than one employee has the same seniority date a lottery attended by the employees involved and a representative from the Union and employer will be conducted to determine the order of layoff and recall.

An employee on layoff status will lose the right of recall if the employee refuses, without reasonable cause, a written offer of a permanent position. Such written offer of a permanent position shall be sent by registered letter return receipt to the last known address of the employee. The employee shall have seven calendar days after the receipt of the letter to respond. Reasonable cause for refusing a permanent position shall include sickness of a member of the employee's immediate family, or any other reason for which leave is permitted under the provisions of the agreement.

An employee recalled from layoff status shall retain all seniority, and other benefits that the employee had at the time the employee was placed on layoff status. Seniority shall continue during the period the employee is on layoff status.

All vacancies that occur during the period of time while an employee is on layoff status shall be posted and filled as provided for elsewhere in this agreement. During the posting process, employees on layoff status shall be called back in the order of their seniority to fill vacant non-rated positions on a temporary basis. After the posting process is completed the resulting vacancy shall be filled on a permanent basis by the most senior employee on layoff status.

If a rated position is temporarily vacant due to an employee being on LTD, the position shall be first offered, on a temporary basis, to employees in the building in the order of their seniority. If a current employee fills the position the employee shall be paid the regular rate for the LTD position. The resulting vacancy shall then be temporarily filled by recalling the most senior employee on layoff status.

If a non-rated position is temporarily vacant due to an employee being on LTD, the position shall be filled temporarily by recalling the most senior employee on layoff status.

An employee recalled from layoff status to fill a vacancy due to LTD shall be paid the rate of the LTD position.

If a permanent position comes open during the time recalled employees are in vacant LTD positions, the employees based on seniority shall first have the opportunity to fill the permanent positions. Another employee on layoff status would then be recalled based on seniority to fill the vacant LTD position.

An employee on layoff status may decline to fill a temporarily vacant LTD position without losing the right to recall.

When substitute employees are needed, employees on layoff status shall be given the opportunity to work as a substitute employee shall receive the non-rated rate of pay when working as a substitute employee.

If an employee is laid off within twelve months of the date of the ratification of this agreement he/she shall have the right of recall for twelve months from the date of the layoff.

ARTICLE X

MISCELLANEOUS PROVISIONS

Section 1 - Goggles

Goggles will be provided by the school system at appropriate locations throughout the school system, however, employees, when required, shall wear same.

Section 2 - Identification Cards

The School City, as soon as possible, shall provide all custodial employees with identification cards which shall be of the type that the employee wears and then can detach and place in wallet or purse for identification purposes. Employees shall be required to wear same while at work.

Section 3 - Training

A mandatory training program may be instituted by the employer. Any such training shall be during working hours or on paid time.

Section 4 - Monthly Meetings

The parties shall have a monthly meeting on the first Thursday of each month for the purpose of discussing and resolving mutual concerns.

Section 5 - Access to Telephone

Employees shall have a telephone available to them during their entire work shift for emergency calls only.

Section 6 - Job Description Review

Within 60 days following the ratification of this agreement, a committee of four (4) Union members and the Manager of Custodial Services or his designee shall meet to review all job descriptions. The employer shall take under advisement all recommendations made by the Union committee.

ARTICLE XI
SAVINGS CLAUSE

Section 1 - Legal Savings Clause

Should any Article, Section, or Clause of this agreement be declared illegal by a court of competent jurisdiction, said Article, Section, or Clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining Articles, Sections, and Clauses shall remain in full force and effect for the duration of the agreement, if not affected by the deleted Article, Section, or Clause.

Should any Article, Section, or Clause similar to one contained in this agreement be declared illegal by a court of competent jurisdiction, the Parties will meet to negotiate on changes necessary to make the Article, Section, or Clause legal.

School City of East Chicago

Service Employees International Union - Local 73

Salary Schedule Effective January 1, 2010 through January 31, 2011

I. Building	<u>Number 1</u>	<u>Number 2</u>
Junior High Schools		
Block	20.41	18.22
West Side	20.41	18.22
II. Elementary Schools and Administration Building*		
Franklin	19.26	17.10
Carrie Gosch	19.26	17.10
Washington	19.26	17.10
Lincoln	19.26	17.10
Field	19.26	17.10
Harrison	19.26	17.10
McKinley	19.26	17.10
III. High School		
Central	20.65	18.47
Janitor	14.56	
Laundry	15.18	

*** Administration Building Classification effective 1/1/2011**

Proposed Amendments
to the
AGREEMENT
between the
BOARD OF SCHOOL TRUSTEES
of the
SCHOOL CITY OF EAST CHICAGO
and the
SERVICE EMPLOYEES INTERNATIONAL UNION
Local 73
on behalf of the Custodial Employees
2012-2015

1. Article V, Section 7 - No Work Days: (at the end of the Section)

In the event students are scheduled to be in attendance on a holiday, that day will not be a paid holiday, and a requested and approved alternate day and a half (twelve hours) off will be scheduled,

2. Article I, Section 5 - Rated and Non-Rated Custodian Definition

Custodians who are rated 1, 2, or 3 will be considered Rated Custodians. An employee who is a general custodian will be defined as a Non-Rated Custodian.

3. Article II, Section 12 - Temporary Step-Up

A. If a # 1 or # 2 rated custodian is needed temporarily within a building, the position will be filled on a temporary basis by seniority, using the custodians within the affected building. If no custodian within the building is willing to step up as an acting #1 or # 2 custodian, custodians will be selected from a voluntary sign up list on a rotating basis starting with the most senior employee.

B. When a # 2 rated custodian is placed in a higher position due to an absence of two days or more, the first day the custodian is in that position, the custodian will be paid at the higher rate also.

ARTICLE XII

DURATION AND TERMINATION

This Agreement shall be in full force and effect from January 1, 2015 through December 31, 2018. On or before November 1, 2012, the parties shall meet to negotiate wages and insurance. On or before November 1, 2013, the parties shall meet to negotiate wages and insurance. On or before November 1, 2014, the parties shall meet to negotiate wages and insurance. On or before November 1, 2015, the parties shall meet to negotiate a successor Agreement. This Agreement, made and entered into on this the day of _____, 2012, is attested to by the parties whose signatures appear below:

Local 73
Service Employees International Union

Board of School Trustees
of the School City of East Chicago

President

MEMORANDUM OF UNDERSTANDING

One - Time Stipend

The Board of School Trustees of the School City of East Chicago and Local 73 of the Service Employees International Union, hereby agree that each Custodial employee employed by the School City of East Chicago on January 1, 2012, who is still employed by the School City of East Chicago on August 1, 2012, shall receive a one-time stipend equal to three percent (3%) of his/her 2011-2012 school year base salary. The one-time stipend shall be paid to the employee on the second pay date

School City of East Chicago
Service Employees International Union - Local 73
Salary Schedule Effective January 1, 2019 (+2%)

1 <u>Building</u>	<u>Number 1</u>	<u>Number 2</u>
Junior High Schools		
Block	21.661 ✓	19.341 ✓
West Side	21.661	19.341

II. Elementary Schools and Administration Building

Administration	20.444 ✓	18.155 ✓
Gosch	20.444	18.155
Harrison	20.444	18.155
Lincoln	20.444	18.155
McKinley	20.444	18.155
Washington	20.444	18.155

IV. High School

Central	21.911 ✓	19.612 ✓
Janitor	15.450 ✓	



School City of East Chicago
 Service Employees International Union - Local 73
 Salary Schedule Effective January 1, 2020 (+1%)

Brandon Dale
TA 6/24/20
6/24/20

1 Building	<u>Number 1</u>	<u>Number 2</u>
Block	21.878	19.534
West Side	21.878	19.534

II. Elementary Schools and Administration Building

Administration	20.648	18.337
Gosch	20.648	18.337
Harrison	20.648	18.337
Lincoln	20.648	18.337
McKinley	20.648	18.337
Washington	20.648	18.337

IV. High School

Central	22.130	19.808
Janitor	15.605	

<u>4%</u>		<u>17-18 Cost</u>	<u>18-19 Cost</u>	<u>18-19 Cost</u>	<u>18-19 Cost</u>	<u>18-19 Cost</u>
<u>PLAN A</u>	<u>Employee</u>		<u>Employee</u>	<u>Employer</u>	<u>Total Monthly Cost</u>	<u>Annual Cost</u>
SINGLE	\$213	\$218.00	\$547.00	\$765.00	\$9,180.00	
FAMILY	\$387	\$395.00	\$1,666.00	\$2,061.00	\$24,732.00	

<u>5%</u>		<u>Employee</u>	<u>Employer</u>	<u>Total Monthly Cost</u>	<u>Annual Cost</u>
<u>PLAN B</u>	<u>Employee</u>				
SINGLE	\$62	\$64.00	\$511.00	\$575.00	\$6,900.00
FAMILY	\$135	\$139.00	\$1,414.00	\$1,553.00	\$18,636.00

<u>5%</u>		<u>Employee</u>	<u>Employer</u>	<u>Total Monthly Cost</u>	<u>Annual Cost</u>
<u>PLAN C</u>	<u>Employee</u>				
SINGLE	\$57	\$59.00	\$429.00	\$488.00	\$5,856.00
FAMILY	\$124	\$128.00	\$1,193.00	\$1,321.00	\$15,852.00

The Effective date for this agreement shall be January 1, 2021.

This Agreement shall be in full force and effect from January 1, 2020, through December 31, 2021.

On or before November 1st of each year during the life of this contract, the parties will meet to negotiate wages and wage related fringe benefits.

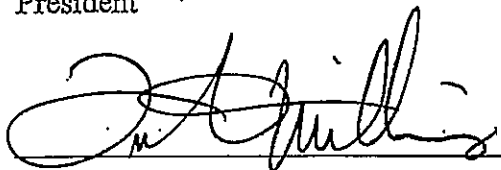
This agreement has been approved by:

Local 73

Service Employees International Union



President

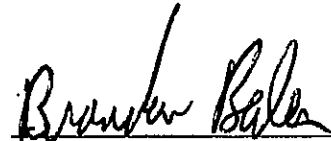


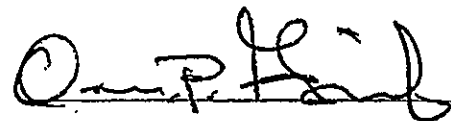
Secretary

Representative

Board of School Trustees

of the School City of East Chicago





Representative

Date: _____

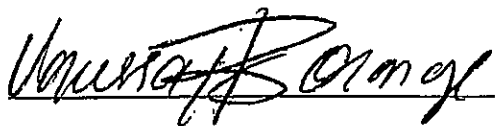
Two and one half percent Increase to the Salary Schedule (see attached)

Five Hundred Dollar (\$500.00) stipend to employees employed at the time the Board approves the contract.

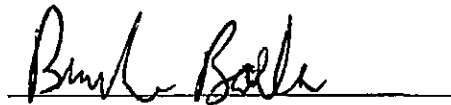
MEMORANDUM OF UNDERSTANDING

Retro-Active Pay

The parties agree that employees who are employed on _____, 2021, the day the Board approved the contract; shall receive retro-active pay up to January 1, 2021, or the day they were hired, whichever is later, reflecting the increase to the salary schedule.



FOR THE BOARD



FOR THE UNION

Date

School City of East Chicago
 Service Employees International Union - Local 73
 Salary Schedule Effective January 1, 2021 (+2.5%)

1 <u>Building</u>	<u>Number 1</u>	<u>Number 2</u>
Block	22.425 ✓	20.022 ✓
West Side	22.425 ✓	20.022 ✓

II. Elementary Schools and Administration Building

Administration	21.164 ✓	18.795 ✓
Gosch	21.164	18.795
Harrison	21.164	18.795
Lincoln	21.164	18.795
McKinley	21.164	18.795
Washington	21.164 ✓	18.795 ✓

IV. High School

Central	22.683 ✓	20.303 ✓
Janitor	15.995 ✓	

<u>6%</u>	<u>19-20</u>	<u>20-21</u>	<u>20-21</u>	<u>20-21</u>	<u>Increase</u>
<u>PLAN A</u>	<u>Employee</u>	<u>Employee</u>	<u>Employer</u>	<u>Total Monthly Cost</u>	<u>Annual Cost</u>
SINGLE	\$218	\$231.00	\$608.00	\$839.00	\$10,068.00
FAMILY	\$395	\$419.00	\$1,840.00	\$2,259.00	\$27,108.00

<u>6%</u>	<u>Employee</u>	<u>Employee</u>	<u>Employer</u>	<u>Total Monthly Cost</u>	<u>Annual Cost</u>
<u>PLAN B</u>					
SINGLE	\$64	\$68.00	\$568.00	\$636.00	\$7,632.00
FAMILY	\$139	\$147.00	\$1,567.00	\$1,714.00	\$20,568.00

<u>6%</u>	<u>Employee</u>	<u>Employee</u>	<u>Employer</u>	<u>Total Monthly Cost</u>	<u>Annual Cost</u>
<u>PLAN C</u>					
SINGLE	\$59	\$63.00	\$475.00	\$538.00	\$6,456.00
FAMILY	\$128	\$136.00	\$1,320.00	\$1,456.00	\$17,472.00

Article IV, Section 4 – Absence Due to Death in Immediate Family

An employee is entitled to ~~five (5) working days~~ seven (7) calendar days immediately following the death ...Current Contract Language

In the event of delayed internment, an employee may request that their bereavement days be delayed. Such request shall be made to the Superintendent of Schools.

Article V, Section 7 – Paid Holidays

Current Contract Language

In order to be paid for the holiday, the employee shall work their full shift the day before and the day after the holiday.

The only exceptions are:

- a. **The employee is ill and has submitted a doctor's statement,**
- b. **The holiday falls during the employee's approved vacation period, or**
- c. **The employee is on a bereavement leave**

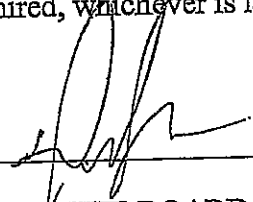
Three percent Increase to the Salary Schedule

New insurance rates

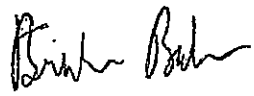
MEMORANDUM OF UNDERSTANDING

Retro-Active Pay

The parties agree that employees who are employed on April 18, 2022, the day the Board approved the contract; shall receive retro-active pay up to January 1, 2022, or the day they were hired, whichever is later, reflecting the increase to the salary schedule.



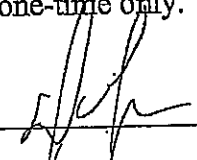
FOR THE BOARD

FOR THE UNION



4/28/22
Date

MEMORANDUM OF UNDERSTANDING

Effective April 18, 2022, through June 30, 2022, at the sole discretion of the Superintendent or the Superintendent's Designee, if an employee is directed by the administration to quarantine for a period of days (to be determined by local control) due to a positive test for COVID 19 from a verified provider, ie., health department or an ISDH authorized representative because the employee has experienced symptoms of COVID 19, the Superintendent shall authorize the employee to get paid for a period of up to five (5) days (number to be determined by local control) without the use of paid personal illness leave. This paid leave for the employee will be granted one-time only.



FOR THE BOARD

FOR THE UNION


4/28/22
Date

The Effective date for this agreement shall be January 1, 2022.

This Agreement shall be in full force and effect from January 1, 2022, through December 31, 2026.

On or before November 1st of each year during the life of this contract, the parties will meet to negotiate wages, wage related fringe benefits, and four sections of the agreement. Additional sections of the contract may be negotiated with mutual consent of the parties.

This agreement has been approved by:

Local 73

Service Employees International Union

President

Secretary

Representative

Bonnie Baber

Board of School Trustees

of the School City of East Chicago

Wm. Safford

President

J. A. Mullis

Secretary

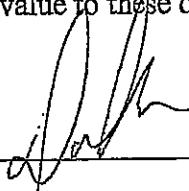
[Signature]

Representative

Date: _____

MEMORANDUM OF UNDERSTANDING

Effective April 18, 2022 – December 31, 2022, employees shall be allowed to donate sick days to fellow members of their union bargaining unit if said employee has exhausted all sick, personal, and vacation leave time. Employees may only receive as many days as needed, for a maximum of five (5) donated days per fiscal year. A request for such donation should be made through their Union. Completed forms will be submitted to the Director of Human Resources for review. A doctor's certificate must confirm the illness and be submitted with the donation form. There is no value to these days and cannot be bought or sold.



FOR THE BOARD

4/28/02

Date

FOR THE UNION



School City of East Chicago
Service Employees International Union - Local 73
Salary Schedule Effective January 1, 2022 (+3%)

<u>1 Building</u>	<u>Number 1</u>	<u>Number 2</u>
Block	23.097	20.622
West Side	23.097	20.622

II. Elementary Schools and Administration Building

Administration	21.798	19.358
Gosch	21.798	19.358
Harrison	21.798	19.358
Lincoln	21.798	19.358
McKinley	21.798	19.358
Washington	21.798	19.358

IV. High School

Central	23.363	20.912
Janitor	16.474	

4/29/22 NLP

4/29/2022

School City of East Chicago
Service Employees International Union - Local 73
Salary Schedule Effective January 1, 2023 (+3%)

1 <u>Building</u>	<u>Number 1</u>	<u>Number 2</u>
Block	23.790	21.241
West Side	23.790	21.241

II. Elementary Schools and Administration Building

Administration	22.452	19.939
Gosch	22.452	19.939
Harrison	22.452	19.939
Lincoln	22.452	19.939
McKinley	22.452	19.939
Washington	22.452	19.939

IV. High School

Central	24.064	21.539
<u>Janitor</u>	16.968	