

AGREEMENT

between

BOARD OF EDUCATION

SCHOOL BOARD NO. 63

and

EAST MAINE CUSTODIAL

MAINTENANCE ASSOCIATION

July 1, 2008 - June 30, 2013

Preamble

Members of the East Maine Custodial/Maintenance Association, the Board of Education, and the District Administration commit to building a positive and effective working relationship.

We acknowledge and celebrate our differences because they enrich our possibilities. We stand united in some deeper purposes and shared beliefs. We believe that a strong and effective school district depends on our ability to work well together, and we further believe that a strong and effective system of communication is critical for the preservation and improvement of public education in Illinois.

To build our working relationship and create a climate of trust, we pledge to do the following:

- Respect one another
- Be proactive vs. reactive
- Actively listen to one another
- Communicate with candor and honesty
- Seek information before reaching conclusions
- Focus on the future and not the past
- Embrace the challenges of the future
- See problems as opportunities to work together
- Recognize each other's needs and interests
- Seek consensus whenever possible
- Celebrate our accomplishments
- Recognize the dignity and contributions of each other
- Encourage and support risk taking
- Build shared vision
- Presume positive intent

Specifically, the East Maine Custodial/Maintenance Association and the District Administration will do the following:

- Meet regularly to exchange thoughts and ideas and share information
- Work together to develop and refine the process and procedures of the district
- Expect both administrators and members on committees to routinely share summaries from meetings with their respective staff
- Continually acknowledge the District's mission to educate students to succeed responsibly in a changing world

AGREEMENT

Between the Board of Education of School District No. 63, Cook County, Illinois, and the East Maine Custodial Maintenance Association, IEA.

ARTICLE 1 RECOGNITION

- 1.1 The Board of Education of School District No. 63, Cook County, Illinois, hereinafter referred to as "Board", recognizes the East Maine Custodial Maintenance Association, IEA, hereinafter referred to as "Association", as the exclusive bargaining agent for all full-time employees who serve regularly as custodians and maintenance personnel more than fifty per cent (50%) of the time and who are employed more than ninety (90) consecutive days a year.
- 1.2 As used herein, "employee" shall mean all those persons within the bargaining unit described in the preceding paragraph.
- 1.3 The Board agrees not to negotiate with any other employees' organization, individual employee, or group of employees with regard to negotiable items as defined in Section 11.1 of Article 11 unless otherwise provided for in this Agreement, or unless mutually agreed to by the parties during the term of this Agreement.

ARTICLE 2 EMPLOYEE AND ASSOCIATION RIGHTS

- 2.1 Right to Representation – When an employee is required to appear before the Board concerning any matter which could adversely affect his/her employment or his/her salary, the employee shall be entitled to have a representative of the Association present if he/she shall so request and he/she shall be advised in writing of the reason for such requirement. The right to a representative shall also prevail when the employee is required to appear before the Administration for a conference in which the employee is to be disciplined.
- 2.2 Personnel File – Each employee shall have the right, during normal business hours, upon request, to review the contents of his/her personnel file, except for recommendations and/or reports from references and other employers. Each employee also has the right to place therein written reactions to any of its contents. There shall be one (1) official personnel file for each employee.
- 2.3 Right to Organize/Non-Discrimination – Employees shall have the right to organize, join or not join and assist the Association and to participate in negotiations with the Board. The Board shall not discriminate against any employee with respect to hours, wages, terms and conditions of employment for reasons of his/her membership in the Association, participation in negotiations with the Board, or the institution of any grievance, complaint, or proceeding under this Agreement.

2.4 Dues Deductions – The Board shall deduct from each employee’s pay the current dues of the Association, provided that the Board has an employee-executed authorization for this dues deduction, the amount of which shall annually be certified by the Association. The authorization form shall be furnished by the Association. The Association shall indemnify and hold harmless the Board from any and all claims, demands, suits, and costs incurred in connection with any such claim, demand, or suit, resulting from any reasonable action taken or omitted by the Board for the purpose of complying with this paragraph. Upon the date of distribution of payroll to employees, all monies owned to the East Maine Custodial Maintenance Association due to payroll deduction shall be disbursed to the East Maine Custodial Maintenance Association within ten (10) business days.

2.5 Fair Share

- a) It is recognized that the Association’s duties as the sole and exclusive bargaining agent entail expenses for collective bargaining and contract administration which appropriately are shared by all employees who are beneficiaries of said Agreement. To this end, if an employee does not join the Association or execute a dues deduction authorization, as provided in Section 2.4 of this Article, the Board shall deduct a sum equivalent to the proportionate share of the cost of the services rendered by the Association for collective bargaining and contract administration in its role as the sole and exclusive bargaining agent in equal payments from the regular salary check of the employee in the same manner as provided in Section 2.4 of this Article provided:
 - 1) The Association has posted the appropriate notices of imposition of such fair share fee in accordance with the rules and regulations of the IELRB; and,
 - 2) The Association has annually certified in writing to the Board the amount of such fair share fee and has annually certified in writing to the Board that such notice has been posted.
- b) The Board shall begin such fair share fee deduction no earlier than 14 days (or any later period as required by the Rules and Regulations of the IELRB) after certification by the Association as described in paragraph (a) of Section 2.5 of this Article.
- c) The Association, the Illinois Education Association and the National Education Association agree to defend, indemnify, and save the Board harmless against any claim, demand, suit, or other form of liability which may arise by reason of any action taken by the Association or the Board in complying with the provisions of this Section, provided that this Section shall not apply to any claim, demand, suit or other form of liability which may arise as a result of the Board’s failure to comply with the lawful obligations imposed upon it by this Section.

- d) In the event an employee objects to the amount of such fee, the Board shall continue to deduct the fee and deposit such fee in escrow in accordance with rules and regulations of IELRB pending final determination on the appropriateness of the fee imposed. Such determination shall be made only after a full hearing before the Illinois Educational Labor Relations Board or any impartial fact finder appointed by the IELRB as provided by its rules and regulations. The Board shall transmit the fee (or the portion of the fee in dispute) to the IELRB which shall hold the fee in escrow in any account established for that purpose. The Board shall continue to transmit all such fees to the IELRB until further order of the IELRB. If the employee is entitled to a refund, the employee shall receive such refund plus any interest earned on the refund during pendency of the action.
- e) If a non-member employee declares that right of non-association based upon bona fide religious tenets or teaching of a church or religious body, such employee shall be required to pay an amount equal to the employee's proportionate share to a non-religious charitable organization mutually agreed upon by the employee and the Association. If the employee and the Association are unable to reach agreement on the matter, a charitable organization shall be selected from a list established and approved by the Illinois Educational Labor Relations Board in accordance with its rules.

2.6 Association/Use of Facilities – The Association shall not be denied the following:

- a) The use of school buildings for Association meetings of reasonable frequency and at reasonable hours, provided such do not interfere with the District's programs in any way. If special supervision or custodial services are required as a result of such meetings, the Association shall reimburse the Board for same; and,
- b) The use of employee mail boxes, and reasonable space on designated school bulletin boards for the purpose of internal Association communication. The use of mail boxes shall be limited to a reasonable volume, and a copy of all general announcements so distributed shall be concurrently made available to each building principal and to the Superintendent or his/her designee.

2.7 Negotiations Leave – The Board may grant release time, without loss of salary, for two (2) representatives of the day/night custodial staff to participate in negotiations provided that the Association compensate the Board for all salaries (at a time and one half hourly rate) expended to compensate the substitute who shall be recruited solely from the day or evening custodial staff. If a substitute is unavailable, then the designated representative shall not be excused to participate in negotiations. As an alternative, the Association may find voluntary replacements to do the work of such representatives. However, these replacements must be approved by the Director of Operations and Maintenance and the Association will notify the administration a minimum of 48 hours in advance that they plan to substitute a volunteer replacement rather than pay an overtime rate.

- 2.8 Copies of Agreement – Within thirty (30) days of ratification of the Agreement by both parties, the Board shall prepare and distribute a copy of the Agreement for each employee and for the President of the Association or his/her designee. The Association and Board shall share equally in the cost of reproducing, photocopying and distributing copies of the Agreement to employees. The District will give a copy of this Agreement to all initial hires as soon as reasonably possible and, in any event, within five (5) working days after their initial hire.
- 2.9 Requests for Information – The Board will grant reasonable requests from the Association for any readily available and pertinent information which may be relevant to negotiations or for the processing of a grievance. The Board shall not be required to do any research or assemble information in connection with any Association requests.
- 2.10 Association Leave – Should the Association send representatives officially designated, in writing, to local, state or national conferences or on other business pertinent to Association officers, these representatives shall be excused without the loss of salary provided (a) the total days requested by the Association for such leaves does not exceed six (6) days in the aggregate per year, (b) the Association secures the necessary substitutes and promptly reimburses the Board for the costs of such substitutes, and (c) a written notification for leave shall be submitted to the Superintendent by the President of the Association at least five (5) employment days in advance.
- 2.11 Use of District Equipment – The Association and its representatives shall have the right to use District telephones for non-toll calls only, typewriters, personal computers, calculators, audiovisual, duplicating equipment, fax machine, internet, e-mail and other district-wide use technology, to the extent that such use in no way interferes with District use of said equipment, or the employee's job responsibilities, and the Association will reimburse the District for any additional costs related to the Association's use of this equipment. Use of internet and e-mail shall be in accordance with the provisions of the District *Access to Electronic Networks* policy/guidelines.
- 2.12 Hold Harmless Provision – The Board acknowledges its obligation pursuant to The School Code to protect and indemnify employees covered by this Agreement from all claims, including the defense thereof, when damages are sought for negligent acts allegedly committed within the scope of employment or pursuant to Board direction.

ARTICLE 3

GRIEVANCE PROCEDURE

- 3.1 (a) Any claim by the Association or an employee that there has been a violation, misinterpretation, or misapplication of the terms of this Agreement shall be a grievance.
- (b) All time limits consist of work days.

- (c) The grievance shall be filed with Step 1 no later than twenty (20) days following the occurrence of the alleged violation, misinterpretation, or misapplication or within twenty (20) days from the time the grievant could reasonably have become aware of the occurrence of the alleged violation.

3.2 Procedures – The parties hereto acknowledge that it is usually most desirable for an employee and his/her immediately involved supervisor to resolve problems through free and informal communications. When requested by the employee, an Association representative may accompany the employee to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the employee or the Association, a grievance may be processed as follows:

- a) Step 1. The employee or the Association may present the grievance in writing to the Director of Operations and Maintenance (head custodian, day custodian, and night custodian shall report to Building Principal), who will arrange for a meeting to take place within ten (10) days after receipt of the grievance. The Association's representative, the grievant, and the Director of Operations and Maintenance (or Building Principal) shall be present for the meeting. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the Director of Operations and Maintenance's (or Building Principal's) written response, including the reasons for the decision.
- b) Step 2. If the grievance is not resolved at Step 1, then the grievant or the Association may refer the grievance to the Superintendent or his/her official designee within ten (10) days after receipt of the Step 1 answer or within twelve (12) days after the Step 1 meeting, whichever is later. The Superintendent or his/her designee shall arrange with the Association representative for a meeting to take place within ten (10) days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within ten (10) days of the meeting the Association shall be provided with the written response of the Superintendent or designee, including the reasons for the decision.
- c) Step 3. If the Association is not satisfied with the disposition of the grievance at Step 2 or the time limits expire without the issuance of the Superintendent's written reply, the Association may submit the grievance to final and binding arbitration under the Labor Arbitration Rules of the American Arbitration Association which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within twenty (20) days of the date for the Step 2 answer, then the grievance shall be deemed withdrawn.
 - 1) The arbitrator shall have no power to alter the terms of this Agreement. The arbitrator's decision must be based solely upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

- 2) The arbitrator is empowered to render such award as shall be within his/her lawful authority.
- 3.3 Bypass to Superintendent – If the Association and the Superintendent agree, Step 1 of the grievance procedure may be by-passed and the grievance brought directly to Step 2.
- 3.4 Bypass to Arbitration – If the Superintendent and the Association agree, a grievance may be submitted directly to arbitration.
- 3.5 All records relating to the processing of the grievances shall be filed separately from the personnel files of the participant(s).
- 3.6 Time limits may be extended by written mutual agreement.
- 3.7 The Association may designate one member of the bargaining unit to attend an arbitration hearing as its representative without loss of pay provided (a) the Association secures a substitute and promptly reimburses the Board for the costs of such substitute, and (b) a written notification shall be submitted to the Superintendent by the President of the Association at least five (5) employment days in advance of the start of the hearing.
- 3.8 If the Association or any member files a claim or complaint in any court of law or other appropriate governmental agency other than through the grievance procedure of this Agreement, then the Board shall not be required to process the same claim or set of facts through this grievance procedure. This Paragraph shall not prohibit the Illinois Educational Labor Relations Board from deferring a dispute to arbitration in accordance with its rules.

ARTICLE 4

PROBATIONARY PERIOD

- 4.1 A new employee shall be termed a “probationary” employee. The probationary period shall be one hundred eighty (180) calendar days. Upon the completion of the probationary period, the employee shall be placed on the seniority list as a regular employee. Having passed the probationary period and having become a regular employee, such an employee will be considered a continuing employee from year to year unless the employee is terminated in accordance with Article 5, “Employee Termination”. A probationary employee may be discharged without recourse any time prior to the end of the probationary period. The discharge of a probationary employee shall not be subject to the grievance and arbitration provisions as set forth in Article 3 and shall not be otherwise challengeable under any other of the provisions of this Agreement.

4.2 Evaluation

- a) Notification – Upon initial employment, employees shall be advised of the District’s evaluation procedures. Each employee shall have the opportunity to respond in writing to an evaluation. Each evaluation will become part of an employee’s personnel file.
- b) Association Input – The District will provide the Association with a copy of any evaluation instrument prior to the adoption of such an instrument and will consider comments of the Association concerning such instrument.

ARTICLE 5
EMPLOYEE TERMINATION

- 5.1 Employees, but not including probationary employees described in Article 4 of this Agreement, shall not be dismissed or suspended as a disciplinary sanction except for a just cause. This section does not apply to investigatory suspension with pay.
- 5.2 Prior to the issuance of a written notice of termination, the appropriate administrator shall have a conference with the employee, including, if requested, a review of the employee’s personnel file. If requested by the employee, an Association representative may be present at such conference.

ARTICLE 6
HOLIDAYS

- 6.1 Each employee shall be granted as a paid holiday during the school term any normal work day which is calendarized by the Board as a school holiday and the Central Office is closed.
- 6.2 Each full-time, full year employee shall be entitled to and shall receive holiday pay for no less than twelve (12) days per calendar year. Such days shall include all legal school holidays, the Fourth of July, and if school is closed on such day, the first day of Rosh Hashanah and Yom Kippur. If the foregoing totals less than twelve (12) days, such employee shall be entitled to a floating holiday(s) on a date mutually selected by the Association and/or employee and the Superintendent or designee.
- 6.3 Emergency Closings – In the event of an emergency school closing that includes all twelve (12) month employees, any employee who reports for work that day shall be entitled to a floating holiday on a date mutually selected by the employee and the Director of Operations and Maintenance, and subject to final approval by the Principal.

ARTICLE 7
VACATIONS

- 7.1 Vacation time shall accrue to full-time employees as follows:

Year 1	.4166 days per pay period (10 days per year)
Years 2 through 5	.4583 days per pay period (11 days per year)
Years 6 through 10	.625 days per pay period (15 days per year)
Year 11 +	.8333 days per pay period (20 days per year)

Vacation time shall be scheduled so as to cause minimal disruption to the instruction program. Vacation time may not be accumulated in excess of twenty (20) days. Once an employee accumulates twenty (20) days of vacation no additional days will accrue until the accumulated vacation time balance is less than twenty (20) days. The Personnel Department will provide a vacation balance statement twice monthly to coincide with each pay period.

- 7.2 No later than May 1st employees shall indicate their preferences for specific vacation periods in writing to the Director of Operations. To the extent feasible, such preferences for vacation schedules will be honored on the basis of seniority. Any subsequent vacation requests shall be submitted at least ten (10) working days in advance.
- 7.3 An employee who terminates his/her employment for any reason shall be compensated for the unused portion of vacation time to a maximum of twenty (20) days.
- 7.4 If during an employee's vacation period a paid holiday occurs which could have excused such employee from working if he/she had not been on vacation, such holiday shall not be counted as part of the vacation period.
- 7.5 Vacation time may be taken in increments of eight (8) hours, or four (4) hours at the start or end of the employee's shift (unless otherwise approved by the Director of Operations and Maintenance or designee).

ARTICLE 8
HOURS OF WORK AND OVERTIME

- 8.1 Each full-time employee shall be entitled to a half hour consecutive, duty free non-paid lunch period during each eight (8) hour work shift, and one 15 minute break per each four hours worked.
- 8.2 In the event an employee is required to work at more than one building during any one shift, travel time shall be considered part of the regular work shift. In addition, employees required to work at more than one building and/or use their own vehicle for approved school business shall be compensated at the rate approved by the Board of Education for travel.
- 8.3 Any work beyond forty (40) hours per week shall be considered overtime work.
- 8.4 Every effort shall be made to notify employees of the necessity for overtime work as soon as possible. Where custodian overtime is required at a particular building, overtime

opportunities will be offered to custodians assigned full-time to that particular building before offering it to other bargaining unit members.

- 8.5 Overtime work shall be paid at one and one-half (1-1/2) times the employee's regular hourly rate, provided overtime worked on Sundays and holidays declared by the Board shall be paid at two times the employee's regular hourly rate.
- 8.6 When an employee is called to work outside his/her regular work schedule, he/she shall be paid a minimum payment of three (3) hours pay (at the employee's rate). If an employee returns home and is called to work again, each such incident shall be treated as a separate incident for purposes of compensation as noted herein. This paragraph shall not be applicable to early call-in time or hold-over time, i.e., an extension either at the beginning or the end of an employee's regular shift.
- 8.7 Paid holidays and paid leave days shall be counted as days worked when determining overtime pay.
- 8.8 There shall be no pyramiding of overtime payments in any of the above provisions.

ARTICLE 9 **LAYOFFS**

- 9.1 If necessary to reduce the size of the staff, it shall be done in the reverse order of seniority within the separate classifications which are: Maintenance Men, Head Custodian/Floater, and Day/Night Custodian. The classification shall be: Rank 1 – Maintenance; Rank 2 – Head Custodian/Floater Custodian; and Rank 3 – Day/Night Custodians. In the event a Maintenance Man or Head Custodian is laid off, he/she shall have the right to replace the least senior employee in the lower rank of classification provided his/her total seniority entitles him/her to do so.
- 9.2 If the Board increases the number of employees within one (1) year after a lay-off, the Board shall first offer reemployment to the employee(s) laid off in the reverse order of the lay-off.
This provision shall not apply to probationary employees.
- 9.3 Any such employees so recalled shall not be deemed to have suffered a break in employment as a result of such lay-off, but the employee shall not earn any benefits, including seniority, for the period of such lay-off.
- 9.4 When any condition arises that reduces the work load to the extent that a layoff is contemplated, the Board will first meet and confer with the Association regarding any district layoff plan before instituting such plan.

Regular part-time and probationary employees shall be laid off prior to full-time members of the bargaining unit.

- 9.5 As used herein, “seniority” shall mean continuous full-time employment commencing with the completion of the probationary period. Seniority shall terminate upon dismissal, resignation, retirement, or any other permanent cessation of employment. Seniority shall not terminate upon entering a leave of absence, but an unpaid leave of absence of more than ninety (90) continuous calendar days shall not be included in the computation of seniority.

ARTICLE 10
HEALTH AND SAFETY

- 10.1 Employees shall not be required to work under conditions which are clearly injurious to health and safety, provided such shall not excuse the performance of duties reasonably necessary for the protection of students and employees.

ARTICLE 11
NEGOTIATIONS PROCEDUES

- 11.1 The parties agree that their duly designated representatives shall negotiate in good faith with respect to terms and conditions of employment. Each party shall select its own representatives. Negotiations shall begin no later than May 15 of the calendar year in which this Agreement terminates unless both parties agree to an alternate date. Meetings shall be held as necessary at times and places agreed to by both parties.
- 11.2 If an agreement is not reached within thirty (30) days of the commencement of negotiations, either party may declare to the other in writing that an impasse exists and call for a mediator.
- 11.3 When an impasse has been declared, the Federal Mediation and Conciliation Service shall be requested by the parties to appoint a mediator from its staff. The mediator shall meet as soon as possible with the parties or their representatives, or both, either jointly or separately, and shall take such steps as he/she may deem appropriate to persuade the parties to resolve their differences and effect a mutually acceptable agreement.

ARTICLE 12
LEAVES

- 12.1 Sick Leave – Each employee shall be entitled to fifteen (15) days of sick leave per school year without loss of pay. Sick leave shall accumulate without limit. Sick leave shall be interpreted to mean personal illness or the serious illness or death in the immediate family or household or birth, adoption, or placement for adoption. The immediate family for purposes of this Article shall include: parents, spouse, brothers, sisters, children, step-children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

- 12.2 Personal Business Leave – Each employee shall be entitled to use three (3) days of personal business leave without loss of pay. Except in the case of an emergency, written application, including a general description of the necessity for personal business, shall be submitted forty-eight (48) hours in advance to the Superintendent or designee. Leave shall be granted if the employee cannot reasonably complete such business during non-work hours.

Personal business leave shall not be applicable to allow the employee to engage in travel, recreation, a job interview, other employment or a work stoppage. Such leave shall not be granted during the first five (5) or the last five (5) teacher employment days of each school term or the employment day immediately preceding or following a school vacation or holiday, provided this restriction shall not apply to recognized religious holidays, an emergency or unique circumstances which shall be explained. Each day of personal business leave used shall be deducted from accumulated sick leave.

- 12.3 Jury Leave – When a Jury Summons is received, the employee shall notify his/her immediate supervisor immediately. While serving on jury duty, the employee will receive full pay less the amount received for such service, exclusive of allowances for meals and/or mileage.
- 12.4 Military Leave – An employee who is a member of an armed service reserve, when called for summer camp or special duty, shall be granted special leave without pay up to thirty (30) calendar days to fulfill such duty.
- 12.5 Bereavement Leave – In the case of death in the immediate family, as defined in section 12.1 of this Article, and persons residing within the home, four (4) days leave shall be granted without loss of pay. Additional days leave may also be applied for to the Superintendent or his/her designee to be deducted as personal business leave. If all personal business days have been used, additional days may be applied for to be deducted as sick leave. If sick leave shall be exhausted, additional days may be applied for to the Superintendent or his/her designee as leave without pay. In the case of death of an aunt or uncle of the employee, leave shall be granted without loss of pay to attend the funeral of such aunt or uncle, provided the period of leave shall be deducted as personal business leave. If personal business leave is exhausted, the employee will be allowed to use sick leave up to three (3) days annually for bereavement leave to attend the funeral(s) of aunts or uncles. If sick leave has been exhausted, such leave may be taken without pay.
- 12.6 Workers' Compensation – An employee injured on the job and who is deemed eligible for benefits under the Illinois statutes governing Worker's Compensation for replacement of lost wages shall, at the employee's request, receive paid sick leave in an amount equal to the difference between the employee's regular salary (exclusive of overtime or stipends) and the amount received pursuant to such Worker's Compensation statute. Such sick leave payments shall be deducted from accumulated sick leave, but the benefits received pursuant to Worker's Compensation shall not be so deducted.

- 12.7 Other Leave of Absence – An employee may be granted a leave of absence by the Board for good cause and to the extent that the requirement of service to the District permit. Such leave shall be without pay or other benefits, provided however, the employee may, with the consent of the insurance provider, maintain all insurance benefits if permitted by the insurance carrier during the period of the leave by payment of all premiums due in reasonable intervals in advance to the Business Office. The grant of a leave of absence hereunder shall be within the sole discretion of the Board and shall be non-precedential with respect to such employee or any other employee regardless of similarity of circumstances. Should an employee not return upon the expiration of the leave of absence, or if the employee shall accept full-time employment elsewhere during such leave of absence, the employee shall be deemed to have submitted his/her resignation.
- 12.8 The Board acknowledges its obligation to adhere to the provisions of the Family and Medical Leave Act. Any alleged violation thereof shall be processed through the procedures established for this purpose by the U.S. Department of Labor and not through the grievance procedure of this Agreement.

ARTICLE 13
VACANCIES, PROMOTIONS, AND TRANSFERS

- 13.1 When a vacancy for either a promotional or new position occurs within the bargaining unit, such vacancy shall be posted and applications will be accepted from employees within the bargaining unit.
- 13.2 When a vacancy occurs in a promotional or new position, qualified employees shall on the basis of seniority be given every consideration before a permanent appointment is made. Employees who apply for a vacancy will receive written notice acknowledging that their application will be considered for such vacancy. Should an employee decline a promotion, it shall have no impact upon that employee's future rights to promotion. If an employee accepts a promotional appointment, he/she shall serve on a probationary basis therein for a period of one hundred eighty (180) calendar days. If during such probationary period, such employee shall be deemed to be not performing to the required level of that position, he/she shall be returned to a position equal to the compensation level received before accepting such promotional opportunity. Full-time non-probationary employees making application to fill a bargaining unit vacancy shall, upon request, be granted an interview by the appropriate supervisor.
- 13.3 If an employee is demoted, assigned or transferred to a position carrying a lower rate of pay, such lower rate of pay shall apply as long as the employer remains in such position.
- 13.4 Involuntary Transfers - Should an involuntary transfer of a bargaining unit employee be necessary, the involved employee(s) shall be notified as soon as practicable and shall promptly have an opportunity to meet with the Executive Director of Personnel and Pupil Services, or any other appropriate administrator, regarding the same.

ARTICLE 14
BOMB THREAT

- 14.1 In the event that a school official is notified of a bomb threat, the employees covered by this contract shall render all possible aid in the evacuation of the building. Said employees shall also make their knowledge of the building(s) available to the proper authorities, but they shall not otherwise be required to search for the bomb.

ARTICLE 15
UNIFORMS

- 15.1 The Board will provide for all employees any combination of uniform clothing from the authorized District uniform list not to exceed the cost of three (3) pairs of pants, three (3) shirts, and three (3) polo shirts. If the total cost of the uniform selection exceeds the cost of the shirts and pants, the employee will pay the difference in cost.
- 15.2 The Board shall annually reimburse each non-probationary employee for proper footwear applicable to his/her job classification, in an amount not to exceed \$175.00.
- 15.3 The Board shall annually provide the employee with up to three (3) pairs of protective gloves as are required in the performance of their assigned duties.
- 15.4 Failure of an employee to wear district authorized uniform clothing or to utilize safety equipment as required by law, or as directed by an appropriate supervisor shall be just cause for suspension without pay or dismissal, provided such shall be subject to accepted principles of progressive discipline.
- 15.5 The Association will be given the opportunity for input regarding the items included on the authorized District uniform list. However, the Board of Education retains final authority regarding the items to be included on the list.

ARTICLE 16
RESIGNATION

- 16.1 When an employee decides to resign, he/she shall notify his/her immediate supervisor in writing at least ten (10) workdays before the final day of work. The employee who is resigning will be compensated for the vacation time due him/her.

ARTICLE 17
SALARY AND FRINGE BENEFITS

- 17.1 Compensation for the employees will be paid pursuant to Appendices A and B attached hereto. Full-time employees will move one (1) step at the beginning of each year of the contract, except that employees with a hire date of January 1 through June 30 will not move one (1) step until completion of the next full year. *An exception is that employees*

with a hire date of January 1 through March 30 will move one (1) step at the beginning of the first year of this Agreement.

- 17.2 All full-time employees will be eligible for coverage under the District's medical insurance plan. The District will not change its medical insurance plan without first providing notice to the EMCMA as well as providing an opportunity for Association input. The premium for the lowest priced individual coverage will be paid for by the Board of Education. The insurance on all dependent (family) coverage will also be on a contributory basis regarding premium payment by the individual employee. Employees hired prior to July 1, 1994 may elect cash in lieu of insurance in the amount of \$2,500. It is understood that employees hired after July 1, 1994 do not have the option of choosing to receive cash in lieu of insurance benefits.

If at any time the insurance provider shall require a minimum level of participation, and an insufficient number of persons shall elect such coverage to satisfy such minimum participation, employees shall be required to participate in such program on an involuntary basis based upon the following:

1. Volunteers; and
2. In inverse order of seniority. ("Seniority" shall be defined in Section 9.5 of this Agreement.)

If persons employed by the School District other than those in the bargaining unit defined in Article 1 of this Agreement are affected by such insurance coverage, involuntary participation shall be pro rata in the same proportion as the total number of employees in the bargaining unit bears to the total number of persons employed by the School District who are covered by such insurance. The group term life insurance coverage provided by the Board for each full-time employee shall be equal to the employee's annual salary rounded to the nearest \$1,000.

17.3 Contract Salary – Hours of Employment

The contract salary shall be based upon an hourly rate predicated upon 2,080 hours of employment per year.

17.4 Retirement Benefit

- a. The District will pay full-time employees with fifteen (15) or more years of full-time continuous service with the District who retire into the Illinois Municipal Retirement Fund system from the District, \$175.00 for each year of service. This amount will be paid by the Board to the employee immediately after the last day of employment.
- b. The District will give credit for unused sick days of the retiree, which can be applied to IMRF creditable years of service.

17.5 Credit Union

On the day of payroll disbursement to EMCMA members, all monies withheld from credit union deductions shall be disbursed to the credit union within five (5) business days.

17.6 COBRA Rights

The Board acknowledges its responsibilities to provide employees terminating their service to be apprised of their rights under COBRA.

ARTICLE 18
EFFECT OF AGREEMENT

18.1 Complete Understanding – The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.

18.2 Savings Clause – Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.

18.3 Waiver of Additional Bargaining – The parties acknowledge that during the negotiations which resulted in this Agreement, each has had the unlimited right and opportunity to make demands, and proposals with respect to any subject or matter not removed by law and by specific agreement of the parties. Therefore, the Board and Association for the life of this Agreement each voluntarily and unqualifiedly waive any right which may otherwise exist to negotiate over a matter or subject area which either is referred to in this Agreement or which was referred to in a proposal or counter-proposal made by either party during the course of negotiations on this Agreement.

18.4 Board Rights – All functions, rights, and powers or authority of the Board which are not specifically limited by the express language of this Agreement are retained by the Board.

18.5 No Strike – During the term of this Agreement and any extension thereof, no employee covered by this Agreement, nor the Association, nor any person acting on behalf of the Association, shall ever or at any time engage in or authorize any strike, or other refusal to render full and complete services to the Board, or any activity whatsoever which would disrupt in any manner in whole or in part the operation of the School District.

18.6 Effective Date – This contract shall be effective upon the date of its execution and shall continue in effect until 11:59 June 30, 2013. Appendices A and B shall be effective July 1, 2008, 2009, 2010, 2011 and 2012, respectively.

This Agreement is signed this 4th day of June, 2008.

IN WITNESS WHEREOF:

FOR THE EAST MAINE CUSTODIAL-
MAINTENANCE ASSOCIATION

Robert Vade
President

Sanni R. Leason
Secretary

FOR THE BOARD OF EDUCATION
OF EAST MAINE SCHOOL
DISTRICT NO. 63

Bill O'Wayke
President

Katherine A. Ruh
Secretary

MEMORANDUM OF UNDERSTANDING

For the duration of the 2008-2013 Collective Bargaining Agreement, a Joint Health Insurance Committee will be convened and maintained to review options to contain or reduce the cost of health insurance coverage. The Committee shall be composed of representatives from each employee group, three (3) of whom will be named by the EMCMA and also the Board of Education. The Committee will be co-chaired by the Superintendent or designee and the EMEA President or designee, who shall both be responsible for scheduling meetings and preparing necessary documentation for each meeting. The Committee will meet as deemed necessary, but no less than quarterly each year. The Committee will maintain minutes of its meetings for distribution on the District intranet system.

Working in a collaborative fashion, Committee recommendations will be made by consensus. The Committee will have access to all relevant information, as allowed by law, necessary to function. The Committee may utilize individuals, who are not Committee members, as resources to assist in performing Committee work.

Recommendations, if any, of the Committee will be made to the Board of Education for review and consideration. Such recommendations may be used by the Board and the various bargaining unit representatives in future collective bargaining.

APPENDIX A

2008-09

Step	Hourly Rates			
	Custodian	Head Custodian	GJHS Head Custodian	Maintenance
0	\$14.63	\$16.70	\$16.90	\$17.94
1	\$14.84	\$16.92	\$17.12	\$18.16
2	\$15.07	\$17.14	\$17.35	\$18.38
3	\$15.29	\$17.36	\$17.57	\$18.61
4	\$15.52	\$17.59	\$17.80	\$18.84
5	\$15.76	\$17.83	\$18.03	\$19.07
6	\$15.99	\$18.06	\$18.27	\$19.31
7	\$16.23	\$18.30	\$18.51	\$19.55
8	\$16.47	\$18.55	\$18.75	\$19.79
9	\$17.67	\$18.70	\$18.91	\$19.84
10	\$18.07	\$19.11	\$19.32	\$20.25
11	\$18.49	\$19.53	\$19.73	\$20.67
12	\$18.92	\$19.95	\$20.16	\$21.09
13	\$19.35	\$20.39	\$20.59	\$21.53
14	\$19.87	\$20.91	\$21.12	\$22.05
15	\$20.41	\$21.45	\$21.65	\$22.58
16	\$20.41	\$21.45	\$21.65	\$23.15

2009-10

Step	Hourly Rates			
	Custodian	Head Custodian	GJHS Head Custodian	Maintenance
0	\$15.22	\$17.38	\$17.60	\$18.68
1	\$15.45	\$17.61	\$17.83	\$18.90
2	\$15.68	\$17.84	\$18.06	\$19.14
3	\$15.92	\$18.08	\$18.29	\$19.37
4	\$16.16	\$18.32	\$18.53	\$19.61
5	\$16.40	\$18.56	\$18.77	\$19.85
6	\$16.65	\$18.80	\$19.02	\$20.10
7	\$16.90	\$19.05	\$19.27	\$20.35
8	\$17.15	\$19.31	\$19.52	\$20.60
9	\$18.39	\$19.47	\$19.69	\$20.66
10	\$18.82	\$19.89	\$20.11	\$21.08
11	\$19.25	\$20.33	\$20.54	\$21.51
12	\$19.69	\$20.77	\$20.99	\$21.96
13	\$20.14	\$21.22	\$21.44	\$22.41
14	\$20.69	\$21.77	\$21.98	\$22.95
15	\$21.25	\$22.32	\$22.54	\$23.51
16	\$21.25	\$22.32	\$22.54	\$24.10

2010-11

Step	Hourly Rates			
	Custodian	Head Custodian	GJHS Head Custodian	Maintenance
0	\$15.91	\$18.16	\$18.39	\$19.52
1	\$16.15	\$18.40	\$18.63	\$19.75
2	\$16.39	\$18.64	\$18.87	\$20.00
3	\$16.64	\$18.89	\$19.12	\$20.24
4	\$16.89	\$19.14	\$19.37	\$20.49
5	\$17.14	\$19.39	\$19.62	\$20.75
6	\$17.40	\$19.65	\$19.88	\$21.00
7	\$17.66	\$19.91	\$20.14	\$21.26
8	\$17.92	\$20.18	\$20.40	\$21.53
9	\$19.22	\$20.35	\$20.57	\$21.59
10	\$19.68	\$20.79	\$21.01	\$22.03
11	\$20.11	\$21.24	\$21.47	\$22.48
12	\$20.58	\$21.70	\$21.93	\$22.94
13	\$21.05	\$22.18	\$22.40	\$23.42
14	\$21.62	\$22.75	\$22.97	\$23.99
15	\$22.20	\$23.33	\$23.55	\$24.57
16	\$22.20	\$23.33	\$23.55	\$25.18

2011-12

Step	Hourly Rates			
	Custodian	Head Custodian	GJHS Head Custodian	Maintenance
0	\$16.64	\$19.00	\$19.24	\$20.41
1	\$16.89	\$19.25	\$19.48	\$20.66
2	\$17.14	\$19.50	\$19.74	\$20.92
3	\$17.40	\$19.76	\$20.00	\$21.17
4	\$17.66	\$20.02	\$20.26	\$21.43
5	\$17.93	\$20.29	\$20.52	\$21.70
6	\$18.20	\$20.55	\$20.79	\$21.97
7	\$18.47	\$20.83	\$21.06	\$22.24
8	\$18.75	\$21.10	\$21.34	\$22.52
9	\$20.10	\$21.28	\$21.52	\$22.58
10	\$20.57	\$21.75	\$21.98	\$23.04
11	\$21.04	\$22.22	\$22.45	\$23.52
12	\$21.52	\$22.70	\$22.94	\$24.00
13	\$22.02	\$23.20	\$23.43	\$24.49
14	\$22.61	\$23.79	\$24.03	\$25.09
15	\$23.22	\$24.40	\$24.64	\$25.70
16	\$23.22	\$24.40	\$24.64	\$26.34

2012-13

Step	Hourly Rates			
	Custodian	Head Custodian	GJHS Head Custodian	Maintenance
0	\$17.51	\$19.99	\$20.24	\$21.48
1	\$17.77	\$20.25	\$20.50	\$21.74
2	\$18.04	\$20.52	\$20.76	\$22.00
3	\$18.31	\$20.79	\$21.03	\$22.28
4	\$18.58	\$21.06	\$21.31	\$22.55
5	\$18.86	\$21.34	\$21.59	\$22.83
6	\$19.14	\$21.62	\$21.87	\$23.11
7	\$19.43	\$21.91	\$22.16	\$23.40
8	\$19.72	\$22.20	\$22.45	\$23.69
9	\$21.15	\$22.39	\$22.64	\$23.75
10	\$21.64	\$22.88	\$23.12	\$24.24
11	\$22.13	\$23.37	\$23.62	\$24.74
12	\$22.64	\$23.88	\$24.13	\$25.25
13	\$23.16	\$24.40	\$24.65	\$25.77
14	\$23.79	\$25.03	\$25.28	\$26.39
15	\$24.43	\$25.67	\$25.92	\$27.04
16	\$24.43	\$25.67	\$25.92	\$27.71

For the years of this contract, employees hired prior to July 1, 2004 may earn step increase on an annual basis through step 16. It is understood that employees hired after July 1, 2004 will earn step increases on an annual basis, but not beyond step 8.

Longevity

Commencing with the 15th year of full-time service in the District - \$0.60 per hour.

Commencing with the 20th year of full-time service in the District - an additional \$0.40 per hour for a total longevity of \$1.00 per hour.

APPENDIX B

2008-09

Salaries

Step	Custodian	Head		Maintenance
		Custodian	GJHS Head	
0	\$30,420	\$34,730	\$35,161	\$37,316
1	\$30,876	\$35,186	\$35,617	\$37,772
2	\$31,339	\$35,649	\$36,080	\$38,235
3	\$31,809	\$36,119	\$36,550	\$38,705
4	\$32,286	\$36,596	\$37,027	\$39,182
5	\$32,771	\$37,081	\$37,511	\$39,666
6	\$33,262	\$37,572	\$38,003	\$40,157
7	\$33,761	\$38,071	\$38,502	\$40,657
8	\$34,268	\$38,578	\$39,009	\$41,163
9	\$36,749	\$38,904	\$39,335	\$41,274
10	\$37,594	\$39,749	\$40,180	\$42,120
11	\$38,459	\$40,614	\$41,045	\$42,985
12	\$39,344	\$41,499	\$41,930	\$43,869
13	\$40,249	\$42,403	\$42,834	\$44,774
14	\$41,335	\$43,490	\$43,921	\$45,861
15	\$42,451	\$44,608	\$45,037	\$46,976
16	\$42,451	\$44,608	\$45,037	\$48,151

2009-10

Salaries

Step	Custodian	Head		Maintenance
		Custodian	GJHS Head	
0	\$31,667	\$36,154	\$36,602	\$38,846
1	\$32,142	\$36,628	\$37,077	\$39,320
2	\$32,624	\$37,110	\$37,559	\$39,802
3	\$33,114	\$37,600	\$38,049	\$40,292
4	\$33,610	\$38,096	\$38,545	\$40,788
5	\$34,114	\$38,601	\$39,049	\$41,293
6	\$34,626	\$39,112	\$39,561	\$41,804
7	\$35,145	\$39,632	\$40,080	\$42,324
8	\$35,673	\$40,159	\$40,608	\$42,851
9	\$38,256	\$40,499	\$40,948	\$42,966
10	\$39,136	\$41,379	\$41,828	\$43,847
11	\$40,036	\$42,279	\$42,728	\$44,747
12	\$40,957	\$43,201	\$43,649	\$45,668
13	\$41,899	\$44,142	\$44,591	\$46,610
14	\$43,030	\$45,273	\$45,722	\$47,741
15	\$44,192	\$46,435	\$46,884	\$48,902
16	\$44,192	\$46,435	\$46,884	\$50,125

2010-11

Salaries

Step	Custodian	Head		Maintenance
		Custodian	GJHS Head	
0	\$33,092	\$37,781	\$38,250	\$40,594
1	\$33,588	\$38,277	\$38,745	\$41,090
2	\$34,092	\$38,780	\$39,249	\$41,593
3	\$34,604	\$39,292	\$39,761	\$42,105
4	\$35,122	\$39,810	\$40,279	\$42,623
5	\$35,649	\$40,338	\$40,807	\$43,151
6	\$36,184	\$40,872	\$41,341	\$43,685
7	\$36,727	\$41,415	\$41,884	\$44,228
8	\$37,278	\$41,966	\$42,435	\$44,779
9	\$39,977	\$42,321	\$42,790	\$44,900
10	\$40,897	\$43,241	\$43,710	\$45,820
11	\$41,838	\$44,182	\$44,651	\$46,761
12	\$42,800	\$45,145	\$45,613	\$47,723
13	\$43,784	\$46,128	\$46,597	\$48,707
14	\$44,966	\$47,311	\$47,779	\$49,889
15	\$46,180	\$48,524	\$48,993	\$51,103
16	\$46,180	\$48,524	\$48,993	\$52,381

2011-12

Salaries

Step	Custodian	Head		Maintenance
		Custodian	GJHS Head	
0	\$34,615	\$39,519	\$40,009	\$42,461
1	\$35,133	\$40,037	\$40,528	\$42,980
2	\$35,660	\$40,564	\$41,055	\$43,507
3	\$36,195	\$41,099	\$41,590	\$44,042
4	\$36,738	\$41,642	\$42,132	\$44,584
5	\$37,289	\$42,193	\$42,684	\$45,136
6	\$37,848	\$42,752	\$43,243	\$45,695
7	\$38,416	\$43,320	\$43,811	\$46,263
8	\$38,993	\$43,897	\$44,387	\$46,839
9	\$41,816	\$44,268	\$44,759	\$46,965
10	\$42,778	\$45,230	\$45,721	\$47,927
11	\$43,762	\$46,214	\$46,705	\$48,912
12	\$44,769	\$47,221	\$47,712	\$49,918
13	\$45,798	\$48,250	\$48,741	\$50,948
14	\$47,035	\$49,487	\$49,977	\$52,184
15	\$48,305	\$50,757	\$51,247	\$53,454
16	\$48,305	\$50,757	\$51,247	\$54,791

2012-13

Salaries

Step	Custodian	Head		Maintenance
		Custodian	GJHS Head	
0	\$36,415	\$41,574	\$42,089	\$44,669
1	\$36,960	\$42,119	\$42,635	\$45,215
2	\$37,515	\$42,674	\$43,189	\$45,769
3	\$38,078	\$43,237	\$43,752	\$46,332
4	\$38,648	\$43,807	\$44,323	\$46,902
5	\$39,228	\$44,387	\$44,903	\$47,483
6	\$39,816	\$44,975	\$45,491	\$48,071
7	\$40,414	\$45,573	\$46,089	\$48,668
8	\$41,020	\$46,179	\$46,695	\$49,275
9	\$43,991	\$46,570	\$47,086	\$49,408
10	\$45,003	\$47,582	\$48,098	\$50,420
11	\$46,038	\$48,618	\$49,134	\$51,455
12	\$47,097	\$49,677	\$50,193	\$52,514
13	\$48,180	\$50,759	\$51,275	\$53,597
14	\$49,481	\$52,060	\$52,576	\$54,898
15	\$50,816	\$53,396	\$53,912	\$56,233
16	\$50,816	\$53,396	\$53,912	\$57,640

For the years of this contract, employees hired prior to July 1, 2004 may earn step increase on an annual basis through step 16. It is understood that employees hired after July 1, 2004 will earn step increases on an annual basis, but not beyond step 8.

Longevity

Commencing with the 15th year of full-time service in the District - \$0.60 per hour.

Commencing with the 20th year of full-time service in the District - an additional \$0.40 per hour for a total longevity of \$1.00 per hour.

APPENDIX B

2008-09					2009-10				
Salaries					Salaries				
Step	Custodian	Head Custodian	GJHS Head Custodian	Maintenance	Step	Custodian	Head Custodian	GJHS Head Custodian	Maintenance
0	\$30,420	\$34,730	\$35,161	\$37,316	0	\$31,667	\$36,154	\$36,602	\$38,846
1	\$30,876	\$35,186	\$35,617	\$37,772	1	\$32,142	\$36,628	\$37,077	\$39,320
2	\$31,339	\$35,649	\$36,080	\$38,235	2	\$32,624	\$37,110	\$37,559	\$39,802
3	\$31,809	\$36,119	\$36,550	\$38,705	3	\$33,114	\$37,600	\$38,049	\$40,292
4	\$32,286	\$36,596	\$37,027	\$39,182	4	\$33,610	\$38,096	\$38,545	\$40,788
5	\$32,771	\$37,081	\$37,511	\$39,666	5	\$34,114	\$38,601	\$39,049	\$41,293
6	\$33,262	\$37,572	\$38,003	\$40,157	6	\$34,626	\$39,112	\$39,561	\$41,804
7	\$33,761	\$38,071	\$38,502	\$40,657	7	\$35,145	\$39,632	\$40,080	\$42,324
8	\$34,268	\$38,578	\$39,009	\$41,163	8	\$35,673	\$40,159	\$40,608	\$42,851
9	\$36,749	\$38,904	\$39,335	\$41,274	9	\$38,256	\$40,499	\$40,948	\$42,966
10	\$37,594	\$39,749	\$40,180	\$42,120	10	\$39,136	\$41,379	\$41,828	\$43,847
11	\$38,459	\$40,614	\$41,045	\$42,985	11	\$40,036	\$42,279	\$42,728	\$44,747
12	\$39,344	\$41,499	\$41,930	\$43,869	12	\$40,957	\$43,201	\$43,649	\$45,668
13	\$40,249	\$42,403	\$42,834	\$44,774	13	\$41,899	\$44,142	\$44,591	\$46,610
14	\$41,335	\$43,490	\$43,921	\$45,861	14	\$43,030	\$45,273	\$45,722	\$47,741
15	\$42,451	\$44,606	\$45,037	\$46,976	15	\$44,192	\$46,435	\$46,884	\$48,902
16	\$42,451	\$44,606	\$45,037	\$48,151	16	\$44,192	\$46,435	\$46,884	\$50,125

2010-11					2011-12				
Salaries					Salaries				
Step	Custodian	Head Custodian	GJHS Head Custodian	Maintenance	Step	Custodian	Head Custodian	GJHS Head Custodian	Maintenance
0	\$33,092	\$37,781	\$38,250	\$40,594	0	\$34,615	\$39,519	\$40,009	\$42,461
1	\$33,588	\$38,277	\$38,745	\$41,090	1	\$35,133	\$40,037	\$40,528	\$42,980
2	\$34,092	\$38,780	\$39,249	\$41,593	2	\$35,660	\$40,564	\$41,055	\$43,507
3	\$34,604	\$39,292	\$39,761	\$42,105	3	\$36,195	\$41,099	\$41,590	\$44,042
4	\$35,122	\$39,810	\$40,279	\$42,623	4	\$36,738	\$41,642	\$42,132	\$44,584
5	\$35,649	\$40,338	\$40,807	\$43,151	5	\$37,289	\$42,193	\$42,684	\$45,136
6	\$36,184	\$40,872	\$41,341	\$43,685	6	\$37,848	\$42,752	\$43,243	\$45,695
7	\$36,727	\$41,415	\$41,884	\$44,228	7	\$38,416	\$43,320	\$43,811	\$46,263
8	\$37,278	\$41,966	\$42,435	\$44,779	8	\$38,993	\$43,897	\$44,387	\$46,839
9	\$39,977	\$42,321	\$42,790	\$44,900	9	\$41,816	\$44,268	\$44,759	\$46,985
10	\$40,897	\$43,241	\$43,710	\$45,820	10	\$42,778	\$45,230	\$45,721	\$47,927
11	\$41,838	\$44,182	\$44,651	\$46,761	11	\$43,762	\$46,214	\$46,705	\$48,912
12	\$42,800	\$45,145	\$45,613	\$47,723	12	\$44,769	\$47,221	\$47,712	\$49,918
13	\$43,784	\$46,128	\$46,597	\$48,707	13	\$45,798	\$48,250	\$48,741	\$50,948
14	\$44,966	\$47,311	\$47,779	\$49,889	14	\$47,035	\$49,487	\$49,977	\$52,184
15	\$46,180	\$48,524	\$48,993	\$51,103	15	\$48,305	\$50,757	\$51,247	\$53,454
16	\$46,180	\$48,524	\$48,993	\$52,381	16	\$48,305	\$50,757	\$51,247	\$54,791

2012-13				
Salaries				
Step	Custodian	Head Custodian	GJHS Head Custodian	Maintenance
0	\$36,415	\$41,574	\$42,089	\$44,669
1	\$36,960	\$42,119	\$42,635	\$45,215
2	\$37,515	\$42,674	\$43,189	\$45,769
3	\$38,078	\$43,237	\$43,752	\$46,332
4	\$38,648	\$43,807	\$44,323	\$46,902
5	\$39,228	\$44,387	\$44,903	\$47,483
6	\$39,816	\$44,975	\$45,491	\$48,071
7	\$40,414	\$45,573	\$46,089	\$48,668
8	\$41,020	\$46,179	\$46,695	\$49,275
9	\$43,991	\$46,570	\$47,086	\$49,408
10	\$45,003	\$47,582	\$48,098	\$50,420
11	\$46,038	\$48,618	\$49,134	\$51,455
12	\$47,097	\$49,677	\$50,193	\$52,514
13	\$48,180	\$50,759	\$51,275	\$53,597
14	\$49,481	\$52,060	\$52,576	\$54,898
15	\$50,816	\$53,396	\$53,912	\$56,233
16	\$50,816	\$53,396	\$53,912	\$57,640

For the years of this contract, employees hired prior to July 1, 2004 may earn step increase on an annual basis through step 16. It is understood that employees hired after July 1, 2004 will earn step increases on an annual basis, but not beyond step 8.

Longevity

Commencing with the 15th year of full-time service in the District - \$0.60 per hour.

Commencing with the 20th year of full-time service in the District - an additional \$0.40 per hour for a total longevity of \$1.00 per hour.