

C O N T R A C T
B E T W E E N
BOARD OF EDUCATION OF CAHOKIA SCHOOL DISTRICT #187
A N D
SERVICE WORKERS COUNCIL
O F T H E
CAHOKIA FEDERATION OF TEACHERS
LOCAL #1272, IFT-AFT, AFL-CIO

JULY 1, 2021 – JUNE 30, 2025

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RECOGNITION

The Board of Education of the Cahokia Unit School District #187, Cahokia, Illinois (hereinafter referred to as the "Board" or "Employer"), agrees to recognize and does hereby recognize the Service Workers Council of the Cahokia Federation of Teachers, Local 1272, IFT-AFT, AFL-CIO (hereinafter referred to as the "Union" or the "Council"), as exclusive bargaining agency for all employees employed in the bargaining unit described below.

The District shall not be required to bargain over matters of inherent managerial policy, which shall include such areas of discretion or policy as the functions of the employer, standards of services, its overall budget, the organizational structure and selection of new employees, and direction of employee. The District shall bargain collectively, though, with regard to policy matters directly affecting wages, hours, and terms and conditions of employment as well as the impact thereon upon request by the Union. This agreement represents the complete and full agreement by the parties in respect to wages, hours and terms and conditions of employment addressed in this agreement.

1. BARGAINING AGENT

The Board of Education recognizes the Union as the sole bargaining agent for all full-time custodial, maintenance, transportation (bus drivers and bus aides), security, and supply employees; and all other type work covered by the jurisdiction of the Union as classified in regards to wages, hours, and all other conditions of employment. All new employees may become members thereof upon completion of their probationary periods.

2. PROBATIONARY PERIODS

- a. All new employees shall be required to serve a probationary period for the first 80 working days of employment of the new employee. During the probationary period, employees may be dismissed without respect to seniority. No employees shall be required to serve a second probationary period unless their continuous employment has been interrupted by five or more years. Custodians promoted into maintenance must serve a probationary period of 60 working days before the assignment becomes permanent. The employee who does not qualify must be given the reason in writing.
- b. Any supervisor who steps down can exercise seniority in his/her area of experience. If the supervisor does not have experience in the department in which he/she wishes to bump, he/she shall revert to the least senior position in the department in which he/she is qualified.
- c. Present Supervisors must withdraw from the union.
- d. Any supervisory position that becomes open, first consideration will be given to internal candidate. Qualified bidders will be given first consideration. The selection of supervisory positions remains solely within the purview of the Board. In the event an employee is awarded a position in a different classification and fails to qualify for such position within 40 working days, he/she shall be disqualified and revert to the former position.

3. SENIORITY AND VACANCY FOR TWELVE-MONTH EMPLOYEES

- a. Seniority shall be the length of service as a service worker in the district as determined by the date of employment of the individual as recorded in official Board minutes. In the case of two or more individuals having the same date of employment, the individual having the earliest beginning date of actual work shall be determined to have the most seniority. In the event a tie still exists, the order in which the individuals' names appear on the Board minutes shall be the determining factor. Names of new hires shall be listed in

alphabetical order in the Board minutes. When school is not in session, custodial assignments shall be based on seniority within any building and Board of Education seniority policy.

- b. In the event of a vacancy, or if a new position is created within the service departments, applications will be received from all twelve month employees who have successfully served a probationary period. However, the final selection of the employee to fill such vacancy or new position shall be up to the Board of Education and shall be judged on the employee's seniority and qualifications.

If the hours are changed more than two hours, if the job is abolished, or if the job description is changed in a manner that results in an increase in work load, the affected employee has the right to bump or bid. Job description changes as well as bumping and/or biddings sessions will be done twice yearly as needed. The first bumping/bidding session will be held on or before June 30; the second bumping/bidding session will be held prior to the start of the second semester. Any changes in job descriptions will be shared with the union prior to either bumping and/or bidding session. Notice of such vacancies shall be posted, with job description, in all buildings for five working days for the purpose of receiving bids.

When a qualified employee wants to bid out of the maintenance, security, or transportation maintenance departments, his/her selection as the successful bidder will be determined on the basis of whether the school district can afford to lose that person's skills or qualifications as well as on his/her seniority, provided that no employee may be involuntarily retained in his/her current position for more than 12 months from the date that the school district exercises its right in a particular case to reject an employee's bid on the grounds that the district cannot afford to lose that person's skills or qualifications. The final decision in such cases shall rest with the administration and the Board of Education.

When there is no bid on the job, the supervisor responsible shall ask the probationary employees, starting with the first hired, if he or she wants to be placed on the job. The last probationary employee asked must accept the job on a temporary basis. Refusal of probationary employees to accept the job shall be in writing. It will be the responsibility of Local 1272 to post and submit to the Board of Education, in order of seniority, all bids presented for any job, and certify that the proper time requirements have been met.

- c. In the event an employee is awarded a position in a different classification and fails to qualify for such position within the first 40 working days in the new position, he/she shall be disqualified and revert to the former position.
- d. Job vacancies in the maintenance department shall be filled from within the maintenance department first. If maintenance vacancies are not filled in this manner, then the bids shall be posted for custodians and security personnel. The final selection to fill such vacancies shall be up to the Board of Education and shall be based upon seniority and qualifications. Basic qualifications for a Maintenance position shall be either: (1) At least three post-high school courses in areas such as Industrial Electricity, Electrical Control systems, or Air Conditioning and Refrigeration, or (2) A demonstration of ability and/or qualifications based on previous work experience in a maintenance related field. In either case, all maintenance applicants must pass a test of basic maintenance skills. Assignment to special areas within the maintenance department may require successful completion of additional testing. New employees shall not be hired into the maintenance department provided that qualified employees can be secured through the process above. If a question about qualifications exists, the Supervisor, Union Management, and the Superintendent or his/her designee shall make a joint recommendation.
- e. Employees in the maintenance department shall be classified as certified maintenance if they are certified in one or more of the following areas: Heating, Ventilation, and Air Conditioning (HVAC), Electrical, Plumbing, Welding, or Auto Mechanics. Proof of certification shall be defined as either holding a license

in a certified maintenance area, or holding a certificate in a certified maintenance area earned through the completion of 30 hours or more of course work from an accredited college, university, or technical school.

- f. Job vacancies in the security department shall be filled from within the security department first. If security vacancies are not filled in this manner, then the bids shall be posted for custodians and maintenance personnel. The final selection to fill such vacancies shall be up to the Board of Education and shall be based upon seniority and qualifications as follows.

FOR ENTRANCE POSITION:

1. A two-year degree in law enforcement with approval by the Superintendent/appointee and with approval of the Board.
2. (Or) two years college credit toward another degree field approved by the Superintendent/appointee and with approval of the Board.
3. (Or) two years experience with a law enforcement agency including police academy training or its equivalent with approval of the Superintendent/appointee and decision of the Board.
4. (Or) two years experience in a security related field.
5. Ongoing training for all security personnel will continue in conjunction with the CPD and/or SILEC on a schedule of needs approved by the Superintendent/appointee and decision of the Board.

Further training components through police training school and higher education, designated by the Superintendent or his/her designee will be required to continue employment. Curriculum shall include, but not limited to, courses in search and seizure, civil rights, human relations, reports, firearms training, first aid, handling of juveniles, conflict resolutions, physical training, civil disorder, sociology or delinquency prevention. Refresher and in-service courses in the above areas, advanced courses, training for supervisory responsibilities and other subjects and fields selected by the board will be expected. Utilization of security personnel needs to be planned in conjunction with Superintendent or his/her designee. Emergency situations will be cleared with Supervisor. There shall be two (2) ten (10) month security positions. All remaining security positions shall be nine and one-quarter (9 ¼) month positions. Security personnel will be offered the opportunity to work for one (1) additional month during the summer as a custodian, and will be paid the union custodial rate of pay. After completion of the one (1) month of summer work as a custodian at the union custodial rate of pay, security personnel may perform additional custodial work but additional custodial work will be paid at the substitute custodial rate of pay. The decision on whether there is a need for additional summer custodial work rests solely at the discretion of the Superintendent. New employees shall be hired into the security department if qualified employees are not available through the above process.

- g. Where two or more employees are relatively equal within their classification in qualifications, the position shall be awarded to the senior applicant.
- h. An employee who successfully bids a job that does not require board action must be placed on said job within 48 hours after the bid comes down.

- i. Any new union position will have a job description prior to being posted. Job descriptions must be posted with job bid notices.

4. LAYOFFS FOR TWELVE-MONTH EMPLOYEES

- a. In case of layoffs of custodians or maintenance employees, the youngest employee in point of seniority in the department affected must be laid off first. Reciprocally, between the custodial and maintenance departments, there shall be an arrangement permitting laid off personnel in one department to take up employment in other departments if their seniority and other qualifications would permit such action. When laid off custodial or maintenance employees are called back, the procedure shall be reversed; the oldest employee in terms of seniority shall be called back first.
- b. In the event it is necessary to eliminate the job of a custodian in a particular building, the custodian from that building shall bump any custodian with less seniority. The bumped custodian then can bump any custodian with less seniority.
- c. All seniority rights shall be forfeited on termination of employment except in cases of layoff.
- d. In the event a custodian is bumped, or his/her job is abolished and this job is re-opened within a calendar year, the year to begin from the time the job was abolished or custodian was bumped, then this custodian may return to the job that he/she was bumped from, or the abolished job, unless he/she has successfully bid on a job. Custodians can bump and bid simultaneously.
- e. No full time employee will be replaced with a substitute. Union employees on layoff will be offered sub work before substitutes are hired; however, they will be paid at the sub rate.

5. WORK DAY, WORK WEEK FOR CUSTODIAL, MAINTENANCE, TRANSPORTATION (BUS DRIVERS AND BUS AIDES), SUPPLY EMPLOYEES, AND SECURITY EMPLOYEES

- a. The work day shall be eight consecutive hours in any 24-hour period except for the bus drivers, bus aides, and cafeteria workers. For the purpose of calculating an hourly rate, the work year for 12-month employees shall constitute 2080 hours, and for the purpose of establishing a daily rate, such rate shall be determined by the annual salary divided by actual paid days within each year.
- b. Employees working on Sundays shall receive double time, except regularly scheduled employees. Employees doing the same job or type of work shall receive the same pay regardless of sex.
- c. Five such consecutive eight-hour days, Monday through Sunday, shall constitute a week of work except for bus drivers and bus aides. Each employee's scheduled days off shall be consecutive within the work week, except by the consent of the affected employee. Time worked in excess of eight hours in one day shall be at time and one-half. In cases when an employee receives a full day off for a listed paid holiday, any hours that employee works in excess of 32 during that week shall be at the overtime rate. If an employee works on a listed holiday, he/she will receive one and one-half times his/her regular pay plus the paid holiday unless he/she is regularly scheduled. Security persons who work on holidays shall receive eight hours pay plus two days accumulated leave time.
- d. All employees called to work other than their regularly scheduled hours shall be paid a minimum of two hours.
- e. All employees working at least four hours overtime shall be paid for one-half hour lunch break.

- f. Transportation employees shall receive pay for time consumed in any orientation or other meeting. They are given assigned runs prior to the start of the school year, with a minimum of 2 hours pay.
- g. The Board reserves the right to solicit bids, investigate and research outside contractors services. Outside contracting would not include services within the capacity and ability of our service employees staff. These services purchased from specific crafts (i.e., areas in plumbing, electricity, etc.) can be contracted so long as such temporary services do not replace current employees.
- h. On teacher institute days and emergency days, all custodial employees should be able to work days unless required for other activities. On abbreviated teacher days, Supervisors may schedule custodians in the most effective manner to accomplish needed projects in the affected buildings. This must be coordinated with the building principal.

6. WORKING CONDITIONS

- a. The term "local working conditions" as used herein means specific practices or customs which reflect detailed application of the subject matter within the scope of wages, hours of work or other conditions of employment and includes written agreements on such matters. It is recognized that it is impractical to set forth in this agreement all of these working conditions, or to state specifically in this agreement which of these matters should be changed or eliminated. The following provisions provide necessary guidelines for the parties hereto, and the arbitrators.
- b. It is recognized that an employee does not have the right to have a local working condition established in any given situation where such condition has not existed during the term of this agreement or to have an existing working condition changed or eliminated except to the extent necessary to require the application of a specific provision of this agreement.
- c. In no case shall working conditions be effective to deprive any employee of rights under this agreement. Should any employee believe that a working condition is depriving him/her of the benefits of this agreement, he/she shall have recourse to the grievance procedure and arbitration, if necessary, to require that working condition be changed or eliminated to provide the benefits established by this agreement.
- d. Past practices that provide fringe benefits that are in excess or in addition to the benefits in this agreement need to be defined or identified. Past practices shall be defined as practices understood by both parties over a lengthy period of time. All of us should strive for, as a goal, the "best practices" dependent upon financial ability and efficiency.

7. BUILDING USE AND OVERTIME

Due to the fact that the school buildings are used by many organizations not directly connected with school activities, both at night and also on Saturdays and Sundays, it is often necessary for employees to work overtime in order that classes may be held on schedule. In such cases, however, the custodian is not to report to work until his services are actually required. No supervisory personnel shall be eligible to receive overtime pay, nor shall the supervisory personnel drive a bus or work in the place of any employee to prevent overtime. It is understood that overtime is necessary because of additional work, or due to illness of an employee, and it shall be the responsibility of the supervisor to divide up the building as equally as possible.

8. WORK ASSIGNMENTS

- a. The work assignments of all employees in excess of nine months shall be designated by the administrator responsible and at the discretion of the Board of Education. Assignments to the maintenance and security departments shall be based on seniority and qualifications while custodial assignments shall be based upon seniority only.
- b. Duties for the mechanics, assistant mechanics, and drivers will be assigned by the Director of Operations or designee.
- c. Duties for the security persons will be assigned by the administrator in charge.
- d. When the administration contemplates a change in a job description or the abolishment of a job, it shall discuss the proposed change with the union president and executive board member of that department involved before the action is taken.
- e. Sub custodians shall not be used to supplant regularly established full time positions or to eliminate overtime the district would ordinarily require. Employees on layoff will be called in before subs but at the sub rate. If extra help is needed to assist full-time maintenance workers, the District will assign a full-time custodian to do that work according to seniority and availability provided that the custodian is qualified to work as a maintenance worker per Article 3 of this Agreement.
- f. All bus routes shall be posted and drivers shall be allowed to choose their routes by seniority per the terms of Articles 24 and 25 below.
- g. Bus drivers shall be permitted to bid on bus aide vacancies.

9. PAY DAYS

- a. All non-certified employees shall be paid monthly.
- b. All non-certified employees' checks must reflect the number of regular and overtime hours worked.
- c. Ten-month salaried employees' wages will be spread over 12 months.

10. DEDUCTIONS

The District shall honor all employees' individual authorized deductions forms consistent with State and Federal Law.

In regards to deductions related to Union dues, fees, or assessments, ("Union Deductions"), the District shall honor all employees' individually authorized Union Deduction forms. The District shall not be liable for any errors or omissions in complying with Union Deductions. The Union shall indemnify and hold harmless the District, its Board of Education, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of complying with the Union Deduction provisions of this article, or in reliance on any list, notice, certification, affidavit, or reassignment furnished under any such provisions.

11. HOLIDAYS FOR ALL EMPLOYEES REPRESENTED BY LOCAL #1272

- a. The following days shall be observed as legal and board-granted holidays without loss of pay:
1. Martin Luther King, Jr's Birthday
 2. Presidents' Day
 3. Casimir Pulaski's Birthday (this holiday will be observed on the Wednesday before Thanksgiving)
 4. Good Friday
 5. Memorial Day
 6. Juneteenth
 7. Independence Day*
 8. Labor Day
 9. Columbus Day
 10. Veteran's Day
 11. Thanksgiving Day
 12. Friday after Thanksgiving
 13. Dec. 24 through Jan 1
 14. Other legal school holidays

*Twelve month employees and summer school drivers only.

- b. Whenever a legal holiday falls on Saturday or Sunday, the Friday prior, or Monday following, shall be the school holiday. This shall not apply to the December 24 to January 1 Christmas break.
- c. Employees shall work the day before and the day after a holiday in order to be eligible for holiday benefits, in the case of bona fide illness or other extenuating circumstances.

12. VACATION FOR TWELVE-MONTH EMPLOYEES

All employees employed on a twelve month basis shall receive vacation according to the following formula.

Employees who have been employed on a twelve month basis for six (6) years or less shall earn ten (10) days of vacation, which will be awarded on July 1. After completion of their probationary period, new employee will receive a prorated number of vacation days based on the amount of time they will work during that contract/fiscal year, not to exceed ten (10) days. An employee who works two (2) quarters or more during their first contract/fiscal year of employment shall receive a full year of credit for this fractional year in the following years.

Employees who have been employed on a twelve month basis for more than six (6) years, but less than fourteen (14) years, shall earn fifteen (15) vacation days, which will be awarded on July 1.

Employees who have been employed on a twelve month basis for fourteen (14) years or more shall earn twenty (20) vacation days, which will be awarded on July 1.

All vacation days earned during a contract/fiscal year must be used by the end of the contract/fiscal year (June 30). At that time, any unused vacation days shall be converted to sick days.

Employees assigned to a school building may take no more than two (2) weeks vacation during the school year when students are in attendance. A conscious effort will be made by the employee in choosing his/her vacation time to avoid particular problem periods in his/her respective position. All vacation must be approved by an employee's supervisor and/or the Superintendent before vacation may be used.

All employees shall arrive ready to work at the proper and expected date and time. The failure to arrive ready to work at the proper or expected date and time shall be considered a tardy violation of this Article.

Any abuse of the sick leave/tardy policy shall subject the employee to the following discipline:

1. First warning written notice
2. Second warningthree days off without pay
3. Third warning..... five days off without pay
4. Fourth warning.....ten days off without pay
5. Fifth warning..... termination

The Union shall be present for all meetings involving an employee’s progressive discipline unless the employee requests the Union not be present, and the Union President shall receive copies of all letters.

15. PERSONAL LEAVE

The Superintendent, or his/her designee, shall allow five (5) days of absence per year, (non-accumulative), for conducting business which necessitates the person’s presence and/or which cannot be done at another time. This clause is not for personal pleasure, shopping, or recreation. One day’s prior notice should be given to the building principal if at all possible.

The words “personal days” shall be sufficient statement of reason when requesting the use of a personal day prior to the use of a personal day. When reporting the use of a personal day as the reason for absence on an absence form, the term personal day shall be sufficient. After the use of a personal day, the purpose of a personal day may only be questioned by the Superintendent or his/her designee if abuse is suspected.

Should an employee who has exhausted all accumulated sick and/or personal days require the use of a personal day(s), that employee may request administrative leave.

Use of personal days before or after a holiday, the last day of school, or on a teachers’ institute day will not be permitted unless approved by the Superintendent or his/her designee.

Unused personal business days shall be converted to accumulated sick leave.

Legally mandated time off such as Jury Duty, Military Service, and time off required by court actions not initiated by the employee shall be granted without loss of pay or benefit days.

16. NON-PROBATIONARY DISCHARGE AND SUSPENSION

- a. It is hereby agreed that all members of the Union shall comply with all working rules and perform in a satisfactory manner the duties assigned and in the manner prescribed.
- b. The School Board's appointed representatives, the administrators in charge, shall not suspend employee(s) without just cause.
- c. The following is a list of offenses that warrant termination without placement on the progressive discipline procedure contained in section d of this article:
 1. Willfully causing any bodily injury to any person upon the school premises or while working in a District capacity. District capacity is defined as performing his/her duties during working hours

and/or as designated, including during paid breaks. District capacity does not include times outside of working hours or during non-paid breaks. Nothing in the definition of district capacity limits discipline under this provision for bodily injury willfully caused upon school premises.

2. Possession of intoxicants or drugs unless prescribed by physicians, and/or being intoxicated or drugged on school premises. Testing positive for the presence of intoxicants or drugs, unless prescribed by physicians, during any drug/alcohol test. Use of any alcohol or illegal substance is prohibited. (Drug policy is based upon School District Policy.) Any employee found in possession of drugs or alcohol prohibited by board policy or under the influence of drugs or alcohol shall be subject to disciplinary action, up to and including termination.

No alcohol or illegal substance is permitted at any school or on any district property, or school buses, or at organized student activities, at any time or under any circumstances by any employee. The school district will discipline employees for the possession, use or distribution of illicit drugs or alcohol on its property or at its activities. Any employee who is present in the work place while showing signs of being under the influence of alcohol or any illicit substance will be subject to immediate alcohol/drug testing.

3. Stealing school property, money, financial compensation, or property of others.
4. Willful destruction of school property or damage to school property because of gross carelessness and neglect, or not following instructions pertaining to the care and operation of such property and equipment.
5. Being willfully insubordinate.
6. Sleeping on the job when it endangers life, poses a risk of bodily harm, and/or poses a danger to property.
7. The use of abusive or threatening language, or action toward the foreman, supervisor, or other employees, guests, parents, guardian or other visitors upon the school premises. If the basis of enforcement of this provision is for abusive or threatening language toward a guest, parent, guardian or other visitor upon school premise then the occurrence must be witnessed by an administrator or supervisor or be substantiated by more than one employee.
8. Any employee who leaves a job during regular employment hours without consent of the immediate supervisor, unless the departure was caused by an emergency.
9. Use of school vehicles, machines, tools, etc., for personal or private use without the proper approval of the superintendent of schools or his/her designated representative.
10. Job abandonment. Job abandonment occurs when an employee who has exhausted all sick leave and personal leave and does not report to work and has not received approval from the Superintendent or his/her designee for additional leave days without pay. Approval may be granted after the absence occurs. When an employee has five or less available sick leave days the employee in his/her sole discretion may convert any unused vacation leave to sick leave. The employee may exercise this right to convert unused vacation leave to sick leave on one occasion per contract/fiscal year, which is the period July 1st through June 30th.

- d. For any offense that does not result in termination, these offenses include all failures by the employee to

comply with all working rules and failure to perform in a satisfactory manner the duties assigned and in the manner prescribed other than offenses covered by Article 14, the following progressive discipline procedure shall be followed.

Progressive Discipline Procedure

- 1. First warning written notice
- 2. Second warning.....three days off without pay
- 3. Third warning..... five days off without pay
- 4. Fourth warning.....ten days off without pay
- 5. Fifth warning..... termination

Once an employee on the progressive discipline procedure’s performance has been satisfactory for one (1) year, that employee shall be removed from the progressive discipline procedure, and the incident or incidents that precipitated the progressive discipline shall not be used as basis for future discipline. However, a copy of all written letters of warning or reprimand shall remain in the employees’ personnel file.

The Union shall be present for all meetings involving an employee’s progressive discipline unless the employee requests the Union not be present, and the Union President shall receive copies of all letters.

- e. The discharge of an employee will be handled in the following manner:

The administration shall arrange a hearing in front of the Personnel Committee of the Board of Education or the full Board of Education at mutually agreeable date and time. If a hearing takes place before the Personnel Committee then the Personnel Committee will then make a recommendation to the full Board. Any employee who has a pending discharge hearing will be suspended pending the final decision of the Board.

- f. If an employee commits an offense listed in paragraph c 1-10 of this Article the Board may, in its sole discretion, elect not to terminate the employee. If the Board decides not to terminate an employee for the commitment of an offense listed in paragraph c 1-10 of this Article, the Board may place the employee on any step of the progressive discipline procedure outlined in paragraph d of this Article. If an employee is placed on the progressive discipline procedure in lieu of termination for the commitment of an offense listed in paragraph c 1-10 of this Article, any subsequent failure by the employee to comply with all working rules and failure to perform in a satisfactory manner the duties assigned and in the manner prescribed will result in the employee’s progression on the progressive discipline schedule as contained in paragraph d above, except for offenses covered by Article 14. Nothing in this paragraph f shall constitute a waiver by the Board that the offenses listed in paragraph c 1-10 of this Article constitute cause for immediate termination without placement on the progressive discipline schedule in paragraph d of this Article. The Board’s exercise of its rights under this paragraph f cannot be used as a past practice.

17. GRIEVANCE PROCEDURE

Definition: A grievance shall mean a claim that there has been a violation, misinterpretation, or misapplication of the provisions of this agreement or established Board policy. The Union as an organization shall not initiate a grievance.

General Provisions:

1. No employee at any stage of the Grievance Procedure will be required to meet with any administrator or supervisor without a Union representative.
2. In all steps of the Grievance Procedure, when it becomes necessary for individuals to be involved during work hours, they shall be excused with pay for that purpose.
3. If a grievance arises from the action of an authority higher than the principal of the school, the Union may present such a grievance at the appropriate steps of the grievance procedure.
4. If a grievance is of such a nature as to require immediate action in such as may be necessary in transfer cases, the person acting for the Union may appeal immediately to the office or person empowered to act, and said office or person will resolve the matter jointly with the Union representative. If the matter is not satisfactorily resolved, it may be appealed through the grievance procedure beginning with Step 3.
5. An employee who participates in the Grievance Procedure shall not be subject to disciplinary action or reprisal because of such participation.
6. The employee and his/her Union representative have the right to be present at all hearings and meetings concerning his/her grievance.
7. All parties shall have copies of all written testimony and all materials submitted by other parties concerned in the grievance.
8. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit lodging and appeal at the next step of this procedure within the time allotted had the decision been given.
9. In any instance where the Union is not representing the grievant, the administrator or supervisor receiving the grievance or making the decision shall notify the Union in writing of all meetings, hearing and resolution at any level. The Union may appeal any decision which would seem either to violate any terms of the Agreement or to affect working conditions of the employees in the bargaining unit.
10. Conferences held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons entitled to be present to attend.
11. Unless otherwise stated all references to days shall mean school days, except that between the end of the school year in June and the beginning of the next school year, days shall mean days when the district's business offices are open.
12. All time limits may be extended by mutual agreement between the parties.
13. No materials relevant to grievances shall be inserted in the employee's official Board file unless requested by the employee.
14. Grievances must be filed in writing within six (6) months of the occurrence of the event that created the alleged violation.

Procedure for Adjustment of Grievance

Informal Conference:

A complaint shall first be discussed with the object of resolving the matter informally.

Written Grievance:

Step One:

In the event the matter is not resolved informally, the grievant or the Union shall present a written statement on an official grievance form of the alleged violation to the principal or other appropriate supervisor. The principal shall, within ten (10) school days of the receipt of the grievance, confer with the grievant and/or his/her Union representative to try to resolve the grievance. Within ten (10) school days after the completion of the conference, the principal shall give his/her written decision. A copy of the decision shall be given to the Union.

Step Two:

In the event the grievance has not been resolved in the first step, the Union or the grievant may file an appeal to the Superintendent or his/her designee. The appeal shall be made within ten (10) school days after the receipt of the principal's decision. Within ten (10) school days of the receipt of the appeal, the Superintendent or his/her designee shall confer with the Union and grievant in an effort to resolve the grievance. The Superintendent, within ten (10) school days following the conference, shall file his/her written decision with the grievant and the Union.

Step Three:

In the event the grievance has not been resolved in the second step, the Union or grievant may submit a written appeal to the Board of Education. Such appeal shall be made within thirty (30) school days after receipt of the Superintendent's decision. No later than thirty (30) school days after receiving the appeal, the Board shall hold a hearing on the grievance. Within fifteen (15) school days after the hearing, the Board shall communicate its decision in writing, and state its reasons, if requested, to the Union and the grievant.

Step Four:

Within thirty (30) school days after receiving the decision of the Board, the Union may submit the grievance to binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association (AAA). The arbitrator shall follow the standard rules of the AAA and his/her decision shall be binding for all parties. Expenses for the arbitration services shall be borne equally by the Board and the Union.

18. STRIKES

Members of Local 1272 shall not engage in a strike except as allowable under Illinois Law as amended, (115 ILCS 5/1 et seq. and 80 Ill.Admin.Code 1130 et seq.).

19. ATTENDANCE AT UNION MEETINGS DURING WORKING HOURS

Whenever a member of Local 1272 attends a meeting of his/her organization during the shift he/she is working, it would be deemed impractical for him/her to make up the time consumed by speeding up his/her work. Rather, he/she shall extend the time worked in this particular day by the number of hours consumed in going to and from the meeting, plus time spent at the meeting. No safety meeting shall be scheduled at the time of a regular union meeting.

20. INSURANCE BENEFITS

- a. The parties agree to the following for health insurance benefits:
 - (a) The Board of Education agrees to pay up to and no greater than \$7,979.00 annually towards the health insurance premium cost for the individual/single employee coverage. The employee will be responsible to pay any health insurance premium cost for the individual/single employee coverage in excess of \$7,979.00 annually.
 - (b) The Board of Education agrees to pay up to and no greater than \$3,692.00 annually towards the health insurance premium costs for family/dependents coverage. The employee will be responsible to pay any health insurance premium cost for family/dependents coverage in excess of \$3,692.00 annually.
- b. The parties agree to the following for dental insurance benefits: The Board of Education agrees to pay the full dental insurance premiums for the group dental plan. The Board will pay 50% of the premium cost for the group dental plan for dependents. The employee will pay the difference.
- c. While any employee is on approved IMRF or Social Security disability leave, School District 187 shall pay its fair share of the employee's insurance premiums for the first six months of his/her disability. The district will pay its fair share of the employee's premiums starting with the application for disability and will continue to do so for the six months with the provision, however, that if IMRF or Social Security disapproves the applicant, the district will deduct the premium amount it paid from the employee's future pay.
- d. The parties agree to the following for life insurance benefits: The Board of Education agrees to pay the full life insurance premiums for the employee up to a policy worth \$10,000.00.

21. LEAVES OF ABSENCE

Leaves of absence without pay may be granted to employees for educational purposes, union business, or legitimate reasons agreed upon by both the Board of Education and the union. Such leaves shall extend for a maximum of one (1) year, with the privilege of one renewal, upon approval of the Board of Education. During the term of such leave, the employee shall not accumulate sick leave, vacation time, etc.

22. UNPAID PARENTAL LEAVE

- a. Any employee may ask for a parental leave of absence by submitting a request in writing to the office of the superintendent for official action by the Board of Education. Leave for the purpose of meeting adoption regulations shall be considered the same as parental leave. With the submission of the request for leave, the employee shall provide a statement of verification from a physician or adoption official indicating the date on which the child is expected. Notification of the commencement of this leave must be given 30 days in advance, with the stipulation that if the arrival of the child comes before the due date, the leave commences immediately. When the termination of the leave is desired, the employee is obligated to notify the office of the superintendent 30 calendar days prior to the date duties are to be resumed. The superintendent reserves the right to request a physician's statement verifying the employee's ability to return to work. The maximum length of time for a parental leave shall be 19 calendar months with a maximum of 15 calendar months after the arrival of the child.
- b. In the event of an interrupted pregnancy or still birth, the employee may return to work upon approval of

her physician.

- c. When an employee goes on parental leave, seniority will continue to accrue.

23. EMPLOYEES CLOTHING/UNIFORM ALLOWANCE

As needed, the School District shall provide an allowance not to exceed \$200 per year for clothing/uniforms for each employee in the maintenance/utility and security departments. It will be the sole discretion of the School District to determine when and if this allowance is approved annually.

24. RUNS FOR TRANSPORTATION (BUS AIDES) EMPLOYEES

- a. The Union and Administration shall meet annually during the month of July to mutually agree as to the manner and method of awarding bus aides regular runs and non-regular runs for the forthcoming school year. The Parties will memorialize the agreed upon manner and method of awarding bus aides regular runs and non-regular runs for each school year. In the event that the Parties cannot mutually agree as to the manner and method of awarding bus aides regular runs and non-regular runs for a forthcoming school year then the manner and method for the preceding school year shall continue in effect.
- b. When bus aides are required for an Out-of-District Run which requires staying overnight, he/she shall be compensated for a maximum of eight hours per day while gone. If, however, the return trip is a morning trip, compensation shall be for actual time worked. If the return trip is an afternoon or evening trip, the bus aides shall be compensated for actual cost of lodging and meals. When a trip does not require staying overnight, the rate of pay will be regular pay.
- c. Any time a bus aides is called out on a run other than his/her Regular Run, or a previously assigned and agreed upon Extra Pay Run as defined in subparagraph (d) of this Article he/she shall receive a minimum of two hours pay if he/she is not assigned to a continuous-driving situation. Continuous-driving situation is construed to mean that one run is assigned to begin within 20 minutes of the termination of a previous run and is assigned before the bus aides has gone home from work. In a continuous-driving situation, the bus aides is to be paid at his/her regular rate of pay, or the overtime rate if that applies, for the actual time worked. If the bus aides is called out and qualifies for the two hour call-out rate, and the run lasts less than two hours, the bus aides may be assigned to other work in his/her classification to fill out the two hour period. When a bus aides takes children home early, it will be considered part of his/her regular run.
- d. All bus aide jobs must be filled by bus aides when a bus aide is available.
- e. Bus aides are guaranteed a minimum of two hours pay per Regular Run. This paragraph shall not apply for runs operated by the District but financed via grants outside the District's control.
- f. It shall be the responsibility of all bus aides qualified to attend a minimum of two safety meetings per year at the regular rate of pay. These meetings will be planned and conducted by the supervisor of transportation. Safety shields are to be installed on the back of the driver's seat to protect the drivers.

25. CONTINUING EDUCATION REIMBURSEMENT

Employees will be reimbursed the normal cost of tuition and fees for post-high school courses that meet the following criteria:

- a. The class has been pre-approved by the supervisor and finance office.

- b. The employee receives at least a "C" grade in the class.
- c. Reimbursement will be limited to \$200 for Quarter classes and \$300 for Semester classes.

Requests for reimbursements under the Continuing Education Stipend provision must be submitted for payment no later than three (3) months following the close of any quarter or semester.

Payment of Continuing Education Stipend requests shall be made within ten (10) working days after submission to and approval by the Board of Education. Total annual expenditures for same shall not exceed five thousand dollars (\$5,000) for 2012-2013, five thousand dollars (\$5,000) for 2013-2014, and five thousand dollars (\$5,000) for 2014-2015.

26. WAGES

- a. Any employee temporarily assigned to a higher paying position shall be paid at the rate for such position during such assignment.
- b. In the event this agreement expires before a new agreement is signed, wage increases, fringe benefits, and holidays will become retro-active to the expiration date of this contract, and back pay shall be payable in a lump sum at the first opportunity following settlement of the contract.
- c. Custodial/Maintenance employees shall receive one hour of compensation time for each hour of work performed by the employee on an emergency day due to snow/ice.

27. RETIREMENT SEVERANCE

Section 1 – Eligibility Requirements

- A. On the effective date of retirement, the employee must be between the ages of fifty-five (55) and sixty-five (65) years and eligible to receive a retirement annuity from IMRF.
- B. On the effective date of retirement, the employee must have been employed by the District for twelve (12) consecutive years.
- C. The employee must notify the Superintendent, or his/her designee, in writing up to five (5) contract/fiscal years, but no later than May 1 of the fiscal year in which retirement becomes effective.
- D. The employee must fulfill the contract year(s).
- E. In order to be eligible to receive a retirement severance, an employee must retire no later than the first year he/she is eligible to receive a non-discounted retirement annuity from IMRF.
- F. The employee shall be entitled to all rights and privileges of a retiree under applicable laws, policies, and provisions of the District.

Section 2 – Severance Payment Procedure

- A. After the Board's acceptance of the notice of the employee's irrevocable intent to retire, eligible employees shall receive a severance equal to 6% increase of the employee's previous year's base salary, and subsequent year(s) up to a total of five (5) years. For purposes of the calculation of the severance, "employee's base salary" shall be the employee's base salary only, and does not include extra-curricular

sponsorships, coaching, stipends, or any other earnings deemed as creditable earnings by IMRF. An example of the calculation of the severance package is attached to this Agreement as ERI Example #1.

B. The severance may be payable at the discretion of the employee as follows:

- i. The employee can elect to take equal annual installments of the severance.
- ii. The employee can elect to take the entire amount or a specified amount of the severance post-retirement.
- iii. The employee can elect to receive an annual payment of the severance in each of the last five years of employment. This election shall be made no later than June 1st of each year in which the employee is eligible for such payment.
- iv. If the employee fails to make an election by June 1st, then the severance payment will be divided by the number of years' notice given and paid in equal annual installments in each of the years prior to the employee's retirement.
- v. All payments contained in this Section 2(B) are subject to the provisions contain in Section 2(C).

C. Notwithstanding Section 2(A) and 2(B) of this Article, any portion of the severance that would cause the employee's creditable earnings to exceed 6% over the previous year's creditable earnings shall be held and paid post-retirement in a lump sum in the second month following receipt of the employee's last pay check in the employee's year of retirement. Please note that this 6% maximum increase includes base salary as well as additional creditable earnings from activities including but not limited to extra-curricular sponsorships, coaching, and any other earnings deemed as creditable earnings by TRS.

Section 3 – Additional Considerations

- A. In the event that an employee is promoted to a position that allows for a wage increase in excess of 6% without a penalty to the District, then the employee may elect to either (a) forfeit their remaining lump sum retirement incentive and accept the salary for the employee in the promotion position, or (b) continue receiving their pre-promotion salary and continue their eligibility for the lump sum retirement incentive under the new position for the remaining years until retirement. The acceptance of a promotion does not change the date of retirement. No salary increase is permitted if it results in financial and/or actuarial penalty or liabilities of any kind to the District from IMRF. An example of this paragraph is attached to this Agreement as ERI Example #2.
- B. In the event an employee bids or otherwise voluntarily elects to take a position with a lower base salary than the position the employee held during the previous contract/fiscal year, then the lump sum retirement severance of the employee will be recalculated based upon the base salary for the position that he/she elects to take and will be computed by taking the base salary that the employee would have earned the previous contract/fiscal year. An example of this paragraph is attached to this Agreement as ERI Example #3.
- C. In the event that the applicable law is changed, then the retirement severance in this article shall comply with the then state of the applicable law so that the District incurs no financial and/or actuarial penalties or liabilities of any kind from IMRF. This includes any employee who has exercised his/her rights under this early retirement incentive prior to the change in the applicable law.

An employee who applies for this benefit during the term of this agreement shall be eligible to receive the benefits of this provision even after the termination date of this agreement. In addition, any employee currently in a District early retirement plan may convert to this lump sum retirement plan if they choose.

28. TRANSPORTATION INCENTIVE PAY

Nine-month transportation employees will receive two hours of transportation incentive pay per year of service up to 30 hours per year. For every “dock” day, two hours of incentive pay will be deducted. It will be paid before the beginning of the next school year based on the driver’s last full year of service.

29. DRUG TESTING

The Union agrees to random drug testing by an outside agency according to the agency’s rules and regulations.

- a. All employee tests must be free of the presence of drugs; and
- b. All employee tests must be free of the presence of the following amount of alcohol:
 - i. if the employee’s sample is obtained within the first hour of a particular employee’s regular work day, then the blood alcohol concentration of the employee must be less than .02%;
 - ii. if the employee’s sample is obtained after the first hour and before the end of the second hour of the particular employee’s regular work day, then the blood alcohol concentration of the employee must be less than .01%; and
 - iii. if employee’s sample is obtained after the second hour of the particular employee’s regular work day, the blood alcohol concentration of the employee must be free of the presence of any alcohol.
- c. If the employee fails the drug/alcohol test as described in subparagraphs a and b of this Article 30, then the employee will be subject to the following discipline in lieu of termination for one time during his/her employment with the District:
 - i. Employee will immediately enroll, participate and complete the Employee Assistance Program of the District and provide the District with proof of his/her enrollment, participation and completion of the Employee Assistance Program.
 - ii. Employee will be placed on Step 4 of the Progressive Discipline Schedule as outlined in Article 16 of this Agreement, including suspension without pay for a period of ten (10) working days.
 - iii. Employee agrees to submit himself/herself to random drug/alcohol testing each time the District conducts the random drug/alcohol testing pursuant to this Article 30 for a period of forty-eight (48) months. The drug/alcohol testing will be performed pursuant to procedures for the random drug/alcohol testing as outlined in this Article 30. All drug/alcohol testing results must be free of any drugs or alcohol, excluding prescription drugs or legal over the counter medications. After successful completion of the forty-eight (48) months of random drug/alcohol testing, the employee will be subject to drug/alcohol testing like any other District employee covered by this Article 30.
 - iv. After the expiration of the forty-eight (48) month period of drug/alcohol testing described in subparagraph (c)(iii) of this Article, the employee agrees that if any future drug/alcohol testing demonstrates the presence of any drugs and/or alcohol, then the employee be subject to immediate termination, subject only to the Board’s sole discretion to place the employee

on progressive discipline in lieu of termination as contained in Article 16(d) of this Agreement and subject to the terms as described in Article 16(f) of this Agreement.

- d. The failure of the employee to comply with all the requirements as contained in paragraphs c(i), c(ii), c(iii), and c(iv) of this Article will result in the immediate termination of the employee.
- e. If the employee tests positive for the presence of alcohol in amounts less than the amounts specified in b(i), b(ii) and b(iii) of this Article, then the employee will be subject to progressive discipline as contained in Article 16(d) of this Agreement and employee agrees to submit himself/herself to random drug/alcohol testing each time the District conducts the random drug testing pursuant to this Article 30 for a period of eighteen (18) months.

30. LIGHT DUTY

The Union agrees that the Board of Education can establish “light duty” jobs for medical purposes as needed, with the beginning and ending of the job to be determined by the medical need, as approved by the superintendent or his designee.

31. LABOR/MANAGEMENT COMMITTEE

The Union Council President and one Union representative from each department (Food Service, Transportation, Custodial, Maintenance, and Security) will meet at no cost to the District with the Superintendent and/or other administrators every two months, or as requested by either the Union or the District to discuss operational, health, and safety issues, including but not limited to compliance with the Occupational Safety and Health Administration (OSHA). The Labor/Management Committee will report to the Board’s Building and Grounds Committee and make recommendations for consideration by the Building and Grounds Committee. This Labor/Management Committee is advisory only.

32. SAFETY

- a. Local 1272 and the Board of Education agree to abide by applicable safety provisions promulgated by the Occupational Safety and Health Act (O.S.H.A.) or by other state or federal authorities on employee safety and health.
- b. In cases of work stoppages, whether called primarily by Local 1272 or in sympathy with other union groups, all supervisory personnel shall be granted dispensation to enter any or all buildings owned by the Cahokia Unit School District without hindrance or any retaliatory action being taken against such supervisors.
- c. In cases of work stoppages, whether called primarily by Local 1272 or in sympathy with other union locals, security personnel shall be granted dispensation to enter or secure, on a daily basis, any and all buildings owned, leased, or operated by the Cahokia Unit School District for the purpose of securing such buildings from vandalism or other damage. Such security employees shall not be deprived of any rights or benefits under this agreement as a result of such coverage during a work stoppage.

33. MANNER OF PAY

Non-certified personnel should be paid each month in the same manner as District 187 teachers.

34. ATTENDANCE INCENTIVE

Employees shall be eligible for an attendance bonus based on the following:

No sick or personal days missed	\$300
One sick or personal day missed	\$200
Two sick or personal days missed	\$100

Members eligible for this bonus shall be paid by check no later than the June paycheck of the year the bonus was earned.

35. MILEAGE REIMBURSEMENT

All bargaining unit members driving personal vehicles for approved district business shall be reimbursed for mileage at the Federal Mileage Reimbursement Rate. If the Federal Mileage Reimbursement Rate increases, the district mileage reimbursement rate will increase by the Federal Mileage Reimbursement Rate increase or \$0.03 per mile, whichever is less. If the Federal Mileage Reimbursement Rate increase is greater than \$0.03 per mile resulting in the District mileage reimbursement rate to be less than the Federal Mileage Reimbursement Rate then the district mileage reimbursement rate will be increased \$0.03 per mile each year until the rate reaches the Federal Mileage Reimbursement Rate.

36. HALL MONITORS

The work day for hall monitors shall be eight (8) hours for full time position.

1. Hall monitors will work on days when school is in session.
2. Hall monitors may work in the custodial department during all breaks when classes are in session at the custodian substitute rate of pay when requested to do so by a supervising employee and only after having passed a physical requirement test instituted by the District.
3. Hall monitors shall be placed on the pay scale at the equivalent of a step one bus aide.

37. SEVERABILITY

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.

38. ILLINOIS MUNICIPAL RETIREMENT FUND

The Board of Education shall pay and deduct from the salary of, and in the name of the IMRF eligible employee, all employee contribution amounts required to be paid by the employee to the Illinois Municipal Retirement Fund as tax sheltered monies.

TERM OF AGREEMENT

This salary agreement and formal contract shall be effective July 1, 2021 through June 30, 2025.

ADDENDUM

Procedure

Custodial supervision should be carried out first by the custodian. (Utilize a check list). This should be developed by the principal, the designated supervisor of custodians and the custodian of each building. Ongoing supervision and evaluations can be utilized as necessary, but, at the least, twice yearly formal evaluations will be performed by the supervisor of the department, or their designee in conjunction with the building principals. Formal evaluations will be done no more than six (6) weeks prior to the bi-annual bidding sessions defined in Article 3, subparagraph (b) of this agreement. Once completed, the employee shall be provided with a written copy of their evaluation. The employee shall have the right to make a written response to their evaluation and have that written response included in their personnel file.

Nine month employees will be called on a rotating seniority basis when regular substitutes are not available. (Summer work only and work at a sub-custodial rate of pay.)

Security personnel will receive up to \$30 a month uniform cleaning allowance upon receipt of cleaning bill that specifically indicates uniform costs.

MEMORANDUM OF UNDERSTANDING

In the event that Illinois General Assembly amends and/or otherwise alters any provisions of the Illinois Pension Code (40 ILCS 5/1-101 et seq.) that affects the Illinois Municipal Retirement Fund, the parties agree to open and bargain Article 45 of this Agreement during the term of this Agreement. The parties agree that under this Memorandum of Understanding that the issues subject to bargaining will be limited solely to IMRF, including but not limited to employer contributions to IMRF and employee contributions to IMRF, and shall not apply to any other provisions contained in this Agreement.

CUSTODIANS 2021-22
Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$33,068.63	\$2,755.72	\$127.19	\$15.90	\$23.85
2	\$34,295.83	\$2,857.99	\$131.91	\$16.49	\$24.73
3	\$35,523.03	\$2,960.25	\$136.63	\$17.08	\$25.62
4	\$36,750.23	\$3,062.52	\$141.35	\$17.67	\$26.50
5	\$37,977.43	\$3,164.79	\$146.07	\$18.26	\$27.39
6	\$39,204.63	\$3,267.05	\$150.79	\$18.85	\$28.27
7	\$40,431.83	\$3,369.32	\$155.51	\$19.44	\$29.16
8	\$41,659.03	\$3,471.59	\$160.23	\$20.03	\$30.04
9	\$42,886.23	\$3,573.85	\$164.95	\$20.62	\$30.93
10	\$44,113.43	\$3,676.12	\$169.67	\$21.21	\$31.81
Step Cost	\$1,227.20			\$0.59	\$0.89
Raise Amount	\$727.67			\$0.35	
Top Step Non-Pipeline Stipend	\$1,000				

CUSTODIANS 2022-23
Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$33,812.68	\$2,817.72	\$130.05	\$16.26	\$24.38
2	\$35,039.88	\$2,919.99	\$134.77	\$16.85	\$25.27
3	\$36,267.08	\$3,022.26	\$139.49	\$17.44	\$26.15
4	\$37,494.28	\$3,124.52	\$144.21	\$18.03	\$27.04
5	\$38,721.48	\$3,226.79	\$148.93	\$18.62	\$27.92
6	\$39,948.68	\$3,329.06	\$153.65	\$19.21	\$28.81
7	\$41,175.88	\$3,431.32	\$158.37	\$19.80	\$29.69
8	\$42,403.08	\$3,533.59	\$163.09	\$20.39	\$30.58
9	\$43,630.28	\$3,635.86	\$167.81	\$20.98	\$31.46
10	\$44,857.48	\$3,738.12	\$172.53	\$21.57	\$32.35
Step Cost	\$1,227.20			\$0.59	\$0.89
Raise Amount	\$744.04			\$0.36	
Top Step Non-Pipeline Stipend	\$1,000				

CUSTODIANS 2023-24
Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$34,573.46	\$2,881.12	\$132.97	\$16.62	\$24.93
2	\$35,800.66	\$2,983.39	\$137.69	\$17.21	\$25.82
3	\$37,027.86	\$3,085.66	\$142.41	\$17.80	\$26.70
4	\$38,255.06	\$3,187.92	\$147.13	\$18.39	\$27.59
5	\$39,482.26	\$3,290.19	\$151.85	\$18.98	\$28.47
6	\$40,709.46	\$3,392.46	\$156.57	\$19.57	\$29.36
7	\$41,936.66	\$3,494.72	\$161.29	\$20.16	\$30.24
8	\$43,163.86	\$3,596.99	\$166.01	\$20.75	\$31.13
9	\$44,391.06	\$3,699.26	\$170.73	\$21.34	\$32.01
10	\$45,618.26	\$3,801.52	\$175.45	\$21.93	\$32.90
Step Cost	\$1,227.20			\$0.59	\$0.89
Raise Amount	\$760.79			\$0.37	
Top Step Non-Pipeline Stipend	\$1,000				

CUSTODIANS 2024-25
Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$35,351.37	\$2,945.95	\$135.97	\$17.00	\$25.49
2	\$36,578.57	\$3,048.21	\$140.69	\$17.59	\$26.38
3	\$37,805.77	\$3,150.48	\$145.41	\$18.18	\$27.26
4	\$39,032.97	\$3,252.75	\$150.13	\$18.77	\$28.15
5	\$40,260.17	\$3,355.01	\$154.85	\$19.36	\$29.03
6	\$41,487.37	\$3,457.28	\$159.57	\$19.95	\$29.92
7	\$42,714.57	\$3,559.55	\$164.29	\$20.54	\$30.80
8	\$43,941.77	\$3,661.81	\$169.01	\$21.13	\$31.69
9	\$45,168.97	\$3,764.08	\$173.73	\$21.72	\$32.57
10	\$46,396.17	\$3,866.35	\$178.45	\$22.31	\$33.46
Step Cost	\$1,227.20			\$0.59	\$0.89
Raise Amount	\$777.90			\$0.37	
Top Step Non-Pipeline Stipend	\$1,000				

MAINTENANCE 2021-22

Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$41,627.05	\$3,468.92	\$160.10	\$20.01	\$30.02
2	\$42,833.45	\$3,569.45	\$164.74	\$20.59	\$30.89
3	\$44,039.85	\$3,669.99	\$169.38	\$21.17	\$31.76
4	\$45,246.25	\$3,770.52	\$174.02	\$21.75	\$32.63
5	\$46,452.65	\$3,871.05	\$178.66	\$22.33	\$33.50
6	\$47,659.05	\$3,971.59	\$183.30	\$22.91	\$34.37
7	\$48,865.45	\$4,072.12	\$187.94	\$23.49	\$35.24
8	\$50,071.85	\$4,172.65	\$192.58	\$24.07	\$36.11
9	\$51,278.25	\$4,273.19	\$197.22	\$24.65	\$36.98
10	\$52,484.65	\$4,373.72	\$201.86	\$25.23	\$37.85
Step Cost	\$1,206.40			\$0.58	\$0.87
Raise Amount	\$916.00			\$0.44	
Top Step Non-Pipeline Stipend	\$1,000				

MAINTENANCE 2022-23

Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$42,563.66	\$3,546.97	\$163.71	\$20.46	\$30.69
2	\$43,770.06	\$3,647.50	\$168.35	\$21.04	\$31.56
3	\$44,976.46	\$3,748.04	\$172.99	\$21.62	\$32.43
4	\$46,182.86	\$3,848.57	\$177.63	\$22.20	\$33.30
5	\$47,389.26	\$3,949.10	\$182.27	\$22.78	\$34.17
6	\$48,595.66	\$4,049.64	\$186.91	\$23.36	\$35.04
7	\$49,802.06	\$4,150.17	\$191.55	\$23.94	\$35.91
8	\$51,008.46	\$4,250.70	\$196.19	\$24.52	\$36.78
9	\$52,214.86	\$4,351.24	\$200.83	\$25.10	\$37.65
10	\$53,421.26	\$4,451.77	\$205.47	\$25.68	\$38.52
Step Cost	\$1,206.40			\$0.58	\$0.87
Raise Amount	\$936.61			\$0.45	
Top Step Non-Pipeline Stipend	\$1,000				

MAINTENANCE 2023-24
Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$43,521.34	\$3,626.78	\$167.39	\$20.92	\$31.39
2	\$44,727.74	\$3,727.31	\$172.03	\$21.50	\$32.26
3	\$45,934.14	\$3,827.84	\$176.67	\$22.08	\$33.13
4	\$47,140.54	\$3,928.38	\$181.31	\$22.66	\$34.00
5	\$48,346.94	\$4,028.91	\$185.95	\$23.24	\$34.87
6	\$49,553.34	\$4,129.44	\$190.59	\$23.82	\$35.74
7	\$50,759.74	\$4,229.98	\$195.23	\$24.40	\$36.61
8	\$51,966.14	\$4,330.51	\$199.87	\$24.98	\$37.48
9	\$53,172.54	\$4,431.04	\$204.51	\$25.56	\$38.35
10	\$54,378.94	\$4,531.58	\$209.15	\$26.14	\$39.22
Step Cost	\$1,206.40			\$0.58	\$0.87
Raise Amount	\$957.68			\$0.46	
Top Step Non-Pipeline Stipend	\$1,000				

MAINTENANCE 2024-25
Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$44,500.57	\$3,708.38	\$171.16	\$21.39	\$32.09
2	\$45,706.97	\$3,808.91	\$175.80	\$21.97	\$32.96
3	\$46,913.37	\$3,909.45	\$180.44	\$22.55	\$33.83
4	\$48,119.77	\$4,009.98	\$185.08	\$23.13	\$34.70
5	\$49,326.17	\$4,110.51	\$189.72	\$23.71	\$35.57
6	\$50,532.57	\$4,211.05	\$194.36	\$24.29	\$36.44
7	\$51,738.97	\$4,311.58	\$199.00	\$24.87	\$37.31
8	\$52,945.37	\$4,412.11	\$203.64	\$25.45	\$38.18
9	\$54,151.77	\$4,512.65	\$208.28	\$26.03	\$39.05
10	\$55,358.17	\$4,613.18	\$212.92	\$26.61	\$39.92
Step Cost	\$1,206.40			\$0.58	\$0.87
Raise Amount	\$979.23			\$0.47	
Top Step Non-Pipeline Stipend	\$1,000				

CERTIFIED MAINTENANCE 2021-22

Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$44,273.55	\$3,689.46	\$170.28	\$21.29	\$31.93
2	\$45,479.95	\$3,790.00	\$174.92	\$21.87	\$32.80
3	\$46,686.35	\$3,890.53	\$179.56	\$22.45	\$33.67
4	\$47,892.75	\$3,991.06	\$184.20	\$23.03	\$34.54
5	\$49,099.15	\$4,091.60	\$188.84	\$23.61	\$35.41
6	\$50,305.55	\$4,192.13	\$193.48	\$24.19	\$36.28
7	\$51,511.95	\$4,292.66	\$198.12	\$24.77	\$37.15
8	\$52,718.35	\$4,393.20	\$202.76	\$25.35	\$38.02
9	\$53,924.75	\$4,493.73	\$207.40	\$25.93	\$38.89
10	\$55,131.15	\$4,594.26	\$212.04	\$26.51	\$39.76
Step Cost	\$1,206.40			\$0.58	\$0.87
Raise Amount	\$974.23			\$0.47	
Top Step Non-Pipeline Stipend	\$1,000				

CERTIFIED MAINTENANCE 2022-23

Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$45,269.71	\$3,772.48	\$174.11	\$21.76	\$32.65
2	\$46,476.11	\$3,873.01	\$178.75	\$22.34	\$33.52
3	\$47,682.51	\$3,973.54	\$183.39	\$22.92	\$34.39
4	\$48,888.91	\$4,074.08	\$188.03	\$23.50	\$35.26
5	\$50,095.31	\$4,174.61	\$192.67	\$24.08	\$36.13
6	\$51,301.71	\$4,275.14	\$197.31	\$24.66	\$37.00
7	\$52,508.11	\$4,375.68	\$201.95	\$25.24	\$37.87
8	\$53,714.51	\$4,476.21	\$206.59	\$25.82	\$38.74
9	\$54,920.91	\$4,576.74	\$211.23	\$26.40	\$39.61
10	\$56,127.31	\$4,677.28	\$215.87	\$26.98	\$40.48
Step Cost	\$1,206.40			\$0.58	\$0.87
Raise Amount	\$996.15			\$0.48	
Top Step Non-Pipeline Stipend	\$1,000				

CERTIFIED MAINTENANCE 2023-24

Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$46,288.28	\$3,857.36	\$178.03	\$22.25	\$33.38
2	\$47,494.68	\$3,957.89	\$182.67	\$22.83	\$34.25
3	\$48,701.08	\$4,058.42	\$187.31	\$23.41	\$35.12
4	\$49,907.48	\$4,158.96	\$191.95	\$23.99	\$35.99
5	\$51,113.88	\$4,259.49	\$196.59	\$24.57	\$36.86
6	\$52,320.28	\$4,360.02	\$201.23	\$25.15	\$37.73
7	\$53,526.68	\$4,460.56	\$205.87	\$25.73	\$38.60
8	\$54,733.08	\$4,561.09	\$210.51	\$26.31	\$39.47
9	\$55,939.48	\$4,661.62	\$215.15	\$26.89	\$40.34
10	\$57,145.88	\$4,762.16	\$219.79	\$27.47	\$41.21
Step Cost	\$1,206.40			\$0.58	\$0.87
Raise Amount	\$1,018.57			\$0.49	
Top Step Non-Pipeline Stipend	\$1,000				

CERTIFIED MAINTENANCE 2024-25

Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$47,329.76	\$3,944.15	\$182.04	\$22.75	\$34.13
2	\$48,536.16	\$4,044.68	\$186.68	\$23.33	\$35.00
3	\$49,742.56	\$4,145.21	\$191.32	\$23.91	\$35.87
4	\$50,948.96	\$4,245.75	\$195.96	\$24.49	\$36.74
5	\$52,155.36	\$4,346.28	\$200.60	\$25.07	\$37.61
6	\$53,361.76	\$4,446.81	\$205.24	\$25.65	\$38.48
7	\$54,568.16	\$4,547.35	\$209.88	\$26.23	\$39.35
8	\$55,774.56	\$4,647.88	\$214.52	\$26.81	\$40.22
9	\$56,980.96	\$4,748.41	\$219.16	\$27.39	\$41.09
10	\$58,187.36	\$4,848.95	\$223.80	\$27.97	\$41.96
Step Cost	\$1,206.40			\$0.58	\$0.87
Raise Amount	\$1,041.49			\$0.50	
Top Step Non-Pipeline Stipend	\$1,000				

GROUNDS/UTILITY 2021-22

Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$35,958.78	\$2,996.56	\$138.30	\$17.29	\$25.93
2	\$37,165.18	\$3,097.10	\$142.94	\$17.87	\$26.80
3	\$38,371.58	\$3,197.63	\$147.58	\$18.45	\$27.67
4	\$39,577.98	\$3,298.16	\$152.22	\$19.03	\$28.54
5	\$40,784.38	\$3,398.70	\$156.86	\$19.61	\$29.41
6	\$41,990.78	\$3,499.23	\$161.50	\$20.19	\$30.28
7	\$43,197.18	\$3,599.76	\$166.14	\$20.77	\$31.15
8	\$44,403.58	\$3,700.30	\$170.78	\$21.35	\$32.02
9	\$45,609.98	\$3,800.83	\$175.42	\$21.93	\$32.89
10	\$46,816.38	\$3,901.36	\$180.06	\$22.51	\$33.76
Step Cost	\$1,206.40			\$0.58	\$0.87
Raise Amount	\$791.27			\$0.38	
Top Step Non-Pipeline Stipend	\$1,000				

GROUNDS/UTILITY 2022-23

Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$36,767.85	\$3,063.99	\$141.41	\$17.68	\$26.52
2	\$37,974.25	\$3,164.52	\$146.05	\$18.26	\$27.39
3	\$39,180.65	\$3,265.05	\$150.69	\$18.84	\$28.26
4	\$40,387.05	\$3,365.59	\$155.33	\$19.42	\$29.13
5	\$41,593.45	\$3,466.12	\$159.97	\$20.00	\$30.00
6	\$42,799.85	\$3,566.65	\$164.61	\$20.58	\$30.87
7	\$44,006.25	\$3,667.19	\$169.25	\$21.16	\$31.74
8	\$45,212.65	\$3,767.72	\$173.89	\$21.74	\$32.61
9	\$46,419.05	\$3,868.25	\$178.53	\$22.32	\$33.48
10	\$47,625.45	\$3,968.79	\$183.17	\$22.90	\$34.35
Step Cost	\$1,206.40			\$0.58	\$0.87
Raise Amount	\$809.07			\$0.39	
Top Step Non-Pipeline Stipend	\$1,000				

GROUND/UTILITY 2023-24

Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$37,595.13	\$3,132.93	\$144.60	\$18.07	\$27.11
2	\$38,801.53	\$3,233.46	\$149.24	\$18.65	\$27.98
3	\$40,007.93	\$3,333.99	\$153.88	\$19.23	\$28.85
4	\$41,214.33	\$3,434.53	\$158.52	\$19.81	\$29.72
5	\$42,420.73	\$3,535.06	\$163.16	\$20.39	\$30.59
6	\$43,627.13	\$3,635.59	\$167.80	\$20.97	\$31.46
7	\$44,833.53	\$3,736.13	\$172.44	\$21.55	\$32.33
8	\$46,039.93	\$3,836.66	\$177.08	\$22.13	\$33.20
9	\$47,246.33	\$3,937.19	\$181.72	\$22.71	\$34.07
10	\$48,452.73	\$4,037.73	\$186.36	\$23.29	\$34.94
Step Cost	\$1,206.40			\$0.58	\$0.87
Raise Amount	\$827.28			\$0.40	
Top Step Non-Pipeline Stipend	\$1,000				

GROUND/UTILITY 2024-25

Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$38,441.02	\$3,203.42	\$147.85	\$18.48	\$27.72
2	\$39,647.42	\$3,303.95	\$152.49	\$19.06	\$28.59
3	\$40,853.82	\$3,404.48	\$157.13	\$19.64	\$29.46
4	\$42,060.22	\$3,505.02	\$161.77	\$20.22	\$30.33
5	\$43,266.62	\$3,605.55	\$166.41	\$20.80	\$31.20
6	\$44,473.02	\$3,706.08	\$171.05	\$21.38	\$32.07
7	\$45,679.42	\$3,806.62	\$175.69	\$21.96	\$32.94
8	\$46,885.82	\$3,907.15	\$180.33	\$22.54	\$33.81
9	\$48,092.22	\$4,007.68	\$184.97	\$23.12	\$34.68
10	\$49,298.62	\$4,108.22	\$189.61	\$23.70	\$35.55
Step Cost	\$1,206.40			\$0.58	\$0.87
Raise Amount	\$845.89			\$0.41	
Top Step Non-Pipeline Stipend	\$1,000				

SECURITY 12 MONTH 2021-22

Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$44,142.40	\$3,678.53	\$169.78	\$21.22	\$31.83
2	\$45,348.80	\$3,779.07	\$174.42	\$21.80	\$32.70
3	\$46,555.20	\$3,879.60	\$179.06	\$22.38	\$33.57
4	\$47,761.60	\$3,980.13	\$183.70	\$22.96	\$34.44
5	\$48,968.00	\$4,080.67	\$188.34	\$23.54	\$35.31
6	\$50,174.40	\$4,181.20	\$192.98	\$24.12	\$36.18
7	\$51,380.80	\$4,281.73	\$197.62	\$24.70	\$37.05
8	\$52,587.20	\$4,382.27	\$202.26	\$25.28	\$37.92
9	\$53,793.60	\$4,482.80	\$206.90	\$25.86	\$38.79
10	\$55,000.00	\$4,583.33	\$211.54	\$26.44	\$39.66

Step Cost	\$1,206.40		\$0.58	\$0.87
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Top Step Non-Pipeline Stipend	\$1,000
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SECURITY 12 MONTH 2022-23

Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$45,135.60	\$3,761.30	\$173.60	\$21.70	\$32.55
2	\$46,342.00	\$3,861.83	\$178.24	\$22.28	\$33.42
3	\$47,548.40	\$3,962.37	\$182.88	\$22.86	\$34.29
4	\$48,754.80	\$4,062.90	\$187.52	\$23.44	\$35.16
5	\$49,961.20	\$4,163.43	\$192.16	\$24.02	\$36.03
6	\$51,167.60	\$4,263.97	\$196.80	\$24.60	\$36.90
7	\$52,374.00	\$4,364.50	\$201.44	\$25.18	\$37.77
8	\$53,580.40	\$4,465.03	\$206.08	\$25.76	\$38.64
9	\$54,786.80	\$4,565.57	\$210.72	\$26.34	\$39.51
10	\$55,993.20	\$4,666.10	\$215.36	\$26.92	\$40.38

Step Cost	\$1,206.40		\$0.58	\$0.87
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Raise Amount	\$993.20		\$0.48	
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Top Step Non-Pipeline Stipend	\$1,000
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SECURITY 12 MONTH 2023-24

Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$46,151.16	\$3,845.93	\$177.50	\$22.19	\$33.28
2	\$47,357.56	\$3,946.46	\$182.14	\$22.77	\$34.15
3	\$48,563.96	\$4,047.00	\$186.78	\$23.35	\$35.02
4	\$49,770.36	\$4,147.53	\$191.42	\$23.93	\$35.89
5	\$50,976.76	\$4,248.06	\$196.06	\$24.51	\$36.76
6	\$52,183.16	\$4,348.60	\$200.70	\$25.09	\$37.63
7	\$53,389.56	\$4,449.13	\$205.34	\$25.67	\$38.50
8	\$54,595.96	\$4,549.66	\$209.98	\$26.25	\$39.37
9	\$55,802.36	\$4,650.20	\$214.62	\$26.83	\$40.24
10	\$57,008.76	\$4,750.73	\$219.26	\$27.41	\$41.11
Step Cost	\$1,206.40			\$0.58	\$0.87
Raise Amount	\$1,015.55			\$0.49	
Top Step Non-Pipeline Stipend	\$1,000				

SECURITY 12 MONTH 2024-25

Salary Based on 2080 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$47,189.56	\$3,932.46	\$181.50	\$22.69	\$34.03
2	\$48,395.96	\$4,033.00	\$186.14	\$23.27	\$34.90
3	\$49,602.36	\$4,133.53	\$190.78	\$23.85	\$35.77
4	\$50,808.76	\$4,234.06	\$195.42	\$24.43	\$36.64
5	\$52,015.16	\$4,334.60	\$200.06	\$25.01	\$37.51
6	\$53,221.56	\$4,435.13	\$204.70	\$25.59	\$38.38
7	\$54,427.96	\$4,535.66	\$209.34	\$26.17	\$39.25
8	\$55,634.36	\$4,636.20	\$213.98	\$26.75	\$40.12
9	\$56,840.76	\$4,736.73	\$218.62	\$27.33	\$40.99
10	\$58,047.16	\$4,837.26	\$223.26	\$27.91	\$41.86
Step Cost	\$1,206.40			\$0.58	\$0.87
Raise Amount	\$1,038.40			\$0.50	
Top Step Non-Pipeline Stipend	\$1,000				

SECURITY 9 1/4 MONTH 2021-22

Salary Based on 1560 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$31,220.29	\$2,601.69	\$160.10	\$20.01	\$30.02
2	\$32,125.09	\$2,677.09	\$164.74	\$20.59	\$30.89
3	\$33,029.89	\$2,752.49	\$169.38	\$21.17	\$31.76
4	\$33,934.69	\$2,827.89	\$174.02	\$21.75	\$32.63
5	\$34,839.49	\$2,903.29	\$178.66	\$22.33	\$33.50
6	\$35,744.29	\$2,978.69	\$183.30	\$22.91	\$34.37
7	\$36,649.09	\$3,054.09	\$187.94	\$23.49	\$35.24
8	\$37,553.89	\$3,129.49	\$192.58	\$24.07	\$36.11
9	\$38,458.69	\$3,204.89	\$197.22	\$24.65	\$36.98
10	\$39,363.49	\$3,280.29	\$201.86	\$25.23	\$37.85
Step Cost	\$904.80			\$0.58	\$0.87
Raise Amount	\$687.00			\$0.44	
Top Step Non-Pipeline Stipend	\$904.80				

SECURITY 9 1/4 MONTH 2022-23

Salary Based on 1560 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$31,922.74	\$2,660.23	\$163.71	\$20.46	\$30.69
2	\$32,827.54	\$2,735.63	\$168.35	\$21.04	\$31.56
3	\$33,732.34	\$2,811.03	\$172.99	\$21.62	\$32.43
4	\$34,637.14	\$2,886.43	\$177.63	\$22.20	\$33.30
5	\$35,541.94	\$2,961.83	\$182.27	\$22.78	\$34.17
6	\$36,446.74	\$3,037.23	\$186.91	\$23.36	\$35.04
7	\$37,351.54	\$3,112.63	\$191.55	\$23.94	\$35.91
8	\$38,256.34	\$3,188.03	\$196.19	\$24.52	\$36.78
9	\$39,161.14	\$3,263.43	\$200.83	\$25.10	\$37.65
10	\$40,065.94	\$3,338.83	\$205.47	\$25.68	\$38.52
Step Cost	\$904.80			\$0.58	\$0.87
Raise Amount	\$702.46			\$0.45	
Top Step Non-Pipeline Stipend	\$904.80				

SECURITY 9 1/4 MONTH 2023-24

Salary Based on 1560 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$32,641.00	\$2,720.08	\$167.39	\$20.92	\$31.39
2	\$33,545.80	\$2,795.48	\$172.03	\$21.50	\$32.26
3	\$34,450.60	\$2,870.88	\$176.67	\$22.08	\$33.13
4	\$35,355.40	\$2,946.28	\$181.31	\$22.66	\$34.00
5	\$36,260.20	\$3,021.68	\$185.95	\$23.24	\$34.87
6	\$37,165.00	\$3,097.08	\$190.59	\$23.82	\$35.74
7	\$38,069.80	\$3,172.48	\$195.23	\$24.40	\$36.61
8	\$38,974.60	\$3,247.88	\$199.87	\$24.98	\$37.48
9	\$39,879.40	\$3,323.28	\$204.51	\$25.56	\$38.35
10	\$40,784.20	\$3,398.68	\$209.15	\$26.14	\$39.22
Step Cost	\$904.80			\$0.58	\$0.87
Raise Amount	\$718.26			\$0.46	
Top Step Non-Pipeline Stipend	\$904.80				

SECURITY 9 1/4 MONTH 2024-25

Salary Based on 1560 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$33,375.43	\$2,781.29	\$171.16	\$21.39	\$32.09
2	\$34,280.23	\$2,856.69	\$175.80	\$21.97	\$32.96
3	\$35,185.03	\$2,932.09	\$180.44	\$22.55	\$33.83
4	\$36,089.83	\$3,007.49	\$185.08	\$23.13	\$34.70
5	\$36,994.63	\$3,082.89	\$189.72	\$23.71	\$35.57
6	\$37,899.43	\$3,158.29	\$194.36	\$24.29	\$36.44
7	\$38,804.23	\$3,233.69	\$199.00	\$24.87	\$37.31
8	\$39,709.03	\$3,309.09	\$203.64	\$25.45	\$38.18
9	\$40,613.83	\$3,384.49	\$208.28	\$26.03	\$39.05
10	\$41,518.63	\$3,459.89	\$212.92	\$26.61	\$39.92
Step Cost	\$904.80			\$0.58	\$0.87
Raise Amount	\$734.42			\$0.47	
Top Step Non-Pipeline Stipend	\$904.80				

**2021 -2022 SCHOOL
YEAR**

BUS DRIVERS		STEP	BUS AIDES	
HOURLY	O.T.		HOURLY	O.T.
\$15.03	\$22.54	1	\$12.26	\$18.39
\$15.54	\$23.31	2	\$12.70	\$19.05
\$16.05	\$24.08	3	\$13.14	\$19.71
\$16.56	\$24.85	4	\$13.58	\$20.37
\$17.07	\$25.62	5	\$14.02	\$21.03
\$17.58	\$26.39	6	\$14.46	\$21.69
\$18.09	\$27.16	7	\$14.90	\$22.35
\$18.60	\$27.93	8	\$15.34	\$23.01
\$19.11	\$28.70	9	\$15.78	\$23.67
\$19.62	\$29.47	10	\$16.22	\$24.33
\$0.51	\$0.77	Step Cost	\$0.44	\$0.66
\$0.33		Raise Amount	\$0.27	
\$500		Top Step Non-Pipeline Stipend	\$500	

**2022 -2023 SCHOOL
YEAR**

BUS DRIVERS		STEP	BUS AIDES	
HOURLY	O.T.		HOURLY	O.T.
\$15.36	\$23.05	1	\$12.53	\$18.80
\$15.87	\$23.82	2	\$12.97	\$19.46
\$16.38	\$24.59	3	\$13.41	\$20.12
\$16.89	\$25.36	4	\$13.85	\$20.78
\$17.40	\$26.13	5	\$14.29	\$21.44
\$17.91	\$26.90	6	\$14.73	\$22.10
\$18.42	\$27.67	7	\$15.17	\$22.76
\$18.93	\$28.44	8	\$15.61	\$23.42
\$19.44	\$29.21	9	\$16.05	\$24.08
\$19.95	\$29.98	10	\$16.49	\$24.74
\$0.51	\$0.77	Step Cost	\$0.44	\$0.66
\$0.34		Raise Amount	\$0.28	
\$500		Top Step Non-Pipeline Stipend	\$500	

**2023 -2024 SCHOOL
YEAR**

BUS DRIVERS		STEP	BUS AIDES	
HOURLY	O.T.		HOURLY	O.T.
\$15.71	\$23.56	1	\$12.82	\$19.22
\$16.22	\$24.33	2	\$13.26	\$19.88
\$16.73	\$25.10	3	\$13.70	\$20.54
\$17.24	\$25.87	4	\$14.14	\$21.20
\$17.75	\$26.64	5	\$14.58	\$21.86
\$18.26	\$27.41	6	\$15.02	\$22.52
\$18.77	\$28.18	7	\$15.46	\$23.18
\$19.28	\$28.95	8	\$15.90	\$23.84
\$19.79	\$29.72	9	\$16.34	\$24.50
\$20.30	\$30.49	10	\$16.78	\$25.16
\$0.51	\$0.77	Step Cost	\$0.44	\$0.66
\$0.35		Raise Amount	\$0.28	
\$500		Top Step Non-Pipeline Stipend	\$500	

**2024 -2025 SCHOOL
YEAR**

BUS DRIVERS		STEP	BUS AIDES	
HOURLY	O.T.		HOURLY	O.T.
\$16.06	\$24.09	1	\$13.10	\$19.66
\$16.57	\$24.86	2	\$13.54	\$20.32
\$17.08	\$25.63	3	\$13.98	\$20.98
\$17.59	\$26.40	4	\$14.42	\$21.64
\$18.10	\$27.17	5	\$14.86	\$22.30
\$18.61	\$27.94	6	\$15.30	\$22.96
\$19.12	\$28.71	7	\$15.74	\$23.62
\$19.63	\$29.48	8	\$16.18	\$24.28
\$20.14	\$30.25	9	\$16.62	\$24.94
\$20.65	\$31.02	10	\$17.06	\$25.60
\$0.51	\$0.77	Step Cost	\$0.44	\$0.66
\$0.35		Raise Amount	\$0.29	
\$500		Top Step Non-Pipeline Stipend	\$500	

HALL MONITORS 2021-22

Salary Based on 1520 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$18,631.70	\$1,552.64	\$98.06	\$12.26	\$18.39
2	\$19,315.70	\$1,609.64	\$101.66	\$12.71	\$19.07
3	\$19,999.70	\$1,666.64	\$105.26	\$13.16	\$19.75
4	\$20,683.70	\$1,723.64	\$108.86	\$13.61	\$20.43
5	\$21,367.70	\$1,780.64	\$112.46	\$14.06	\$21.11
6	\$22,051.70	\$1,837.64	\$116.06	\$14.51	\$21.79
7	\$22,735.70	\$1,894.64	\$119.66	\$14.96	\$22.47
8	\$23,419.70	\$1,951.64	\$123.26	\$15.41	\$23.15
9	\$24,103.70	\$2,008.64	\$126.86	\$15.86	\$23.83
10	\$24,787.70	\$2,065.64	\$130.46	\$16.31	\$24.51
Step Cost	\$684.00			\$0.45	\$0.68
Raise Amount	\$409.99			\$0.27	
Top Step Non-Pipeline Stipend	\$684.00				

HALL MONITORS 2022-23

Salary Based on 1520 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$19,050.91	\$1,587.58	\$100.27	\$12.53	\$18.80
2	\$19,734.91	\$1,644.58	\$103.87	\$12.98	\$19.48
3	\$20,418.91	\$1,701.58	\$107.47	\$13.43	\$20.16
4	\$21,102.91	\$1,758.58	\$111.07	\$13.88	\$20.84
5	\$21,786.91	\$1,815.58	\$114.67	\$14.33	\$21.52
6	\$22,470.91	\$1,872.58	\$118.27	\$14.78	\$22.20
7	\$23,154.91	\$1,929.58	\$121.87	\$15.23	\$22.88
8	\$23,838.91	\$1,986.58	\$125.47	\$15.68	\$23.56
9	\$24,522.91	\$2,043.58	\$129.07	\$16.13	\$24.24
10	\$25,206.91	\$2,100.58	\$132.67	\$16.58	\$24.92
Step Cost	\$684.00			\$0.45	\$0.68
Raise Amount	\$419.21			\$0.28	
Top Step Non-Pipeline Stipend	\$684.00				

HALL MONITORS 2023-24

Salary Based on 1520 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$19,479.56	\$1,623.30	\$102.52	\$12.82	\$19.22
2	\$20,163.56	\$1,680.30	\$106.12	\$13.27	\$19.90
3	\$20,847.56	\$1,737.30	\$109.72	\$13.72	\$20.58
4	\$21,531.56	\$1,794.30	\$113.32	\$14.17	\$21.26
5	\$22,215.56	\$1,851.30	\$116.92	\$14.62	\$21.94
6	\$22,899.56	\$1,908.30	\$120.52	\$15.07	\$22.62
7	\$23,583.56	\$1,965.30	\$124.12	\$15.52	\$23.30
8	\$24,267.56	\$2,022.30	\$127.72	\$15.97	\$23.98
9	\$24,951.56	\$2,079.30	\$131.32	\$16.42	\$24.66
10	\$25,635.56	\$2,136.30	\$134.92	\$16.87	\$25.34
Step Cost	\$684.00			\$0.45	\$0.68
Raise Amount	\$428.65			\$0.28	
Top Step Non-Pipeline Stipend	\$684.00				

HALL MONITORS 2024-25

Salary Based on 1520 Hours

STEP	ANNUAL	MONTH	DAY	HOUR	OT
1	\$19,917.85	\$1,659.82	\$104.83	\$13.10	\$19.66
2	\$20,601.85	\$1,716.82	\$108.43	\$13.55	\$20.34
3	\$21,285.85	\$1,773.82	\$112.03	\$14.00	\$21.02
4	\$21,969.85	\$1,830.82	\$115.63	\$14.45	\$21.70
5	\$22,653.85	\$1,887.82	\$119.23	\$14.90	\$22.38
6	\$23,337.85	\$1,944.82	\$122.83	\$15.35	\$23.06
7	\$24,021.85	\$2,001.82	\$126.43	\$15.80	\$23.74
8	\$24,705.85	\$2,058.82	\$130.03	\$16.25	\$24.42
9	\$25,389.85	\$2,115.82	\$133.63	\$16.70	\$25.10
10	\$26,073.85	\$2,172.82	\$137.23	\$17.15	\$25.78
Step Cost	\$684.00			\$0.45	\$0.68
Raise Amount	\$438.29			\$0.29	
Top Step Non-Pipeline Stipend	\$684.00				

2021-2025 SALARY

During each year of this agreement, the base level of all salary schedules shall be increased by two-point two five percent, (2.25%). This means that step 1 of each salary schedule is increased by two-point two five percent, (2.25%), and then each additional step shall be increased by the current step increase amount as contained in each salary schedule. Furthermore, each employee will progress one (1) step increase on his/her respective salary schedule in each year of this agreement, except for employees on the highest step who shall remain on the highest step; however, employees on the highest step, who are not participating in an Retirement Severance, will receive a stipend in an amount as follows:

- If the employee's respective salary schedule step is one thousand dollars, (\$1,000), or greater, then the employee will receive a stipend in the amount of one thousand dollars, (\$1,000).
- If the employee's respective salary schedule step is less than one thousand dollars, (\$1,000), then the employee will receive a stipend equal to the amount of a step increase on his/her respective salary schedule.

Said stipend will be paid as a separate check with the December paycheck.

Updated salary schedules shall be included in the CBA for each year of this agreement.

RETIREMENT SEVERANCE EXAMPLE #1

Employee A is working with a base rate of pay of \$60,000 annually when Employee A starts the retirement process. Employee A's severance is calculated as follows.

<u>Maximum Non-Penalty Salary</u>	<u>Severance</u>
Base Year – \$60,000.00	
Year 1 – \$63,600.00	\$3,600.00
Year 2 – \$67,416.00	\$7,416.00
Year 3 – \$71,460.96	\$11,460.96
Year 4 – \$75,748.62	\$15,748.62
Year 5 – \$80,293.53	\$20,293.53
<u>Total Severance = \$58,519.11</u>	

Please note that in most cases the employee will elect to receive the 6% salary increase in each year of the retirement process, which means the severance payment post-retirement will be lower than the total amount listed herein.

RETIREMENT SEVERANCE EXAMPLE #2

In the event that an employee is promoted to a position that allows for a wage increase in excess of 6% without a penalty or liability to the District, then the employee may elect to either (a) forfeit their remaining lump sum retirement severance and accept the salary for the employee in the promotion position, or (b) continue receiving their pre-promotion salary and continue their eligibility for the lump sum retirement severance. No salary increase is permitted if it results in financial and/or actuarial penalty or liabilities of any kind to the District from TRS and/or IMRF. For Example:

Employee A is working with a base rate of pay of \$60,000 annually when Employee A starts the ERI process. Employee A's severance is contained in Column 1.

While in the ERI process, Employee A moves or is promoted into new position with a higher rate of pay. At this point in time the District will take the new position rate of pay specific to Employee A, i.e. Employee A's appropriate position on the new position's salary schedule and then calculate the rate of pay in that new position based upon 6% raises as contained in the ERI from that year forward. Employee A's rate of pay in the new position is contained in Column 2.

Employee A will be permitted to choose the rate of pay he/she elects from either Column 1 or Column 2.

<u>Column 1 – Original Position</u>	<u>Column 2 – New Position</u>
Base Year – \$60,000.00	
Year 1 – \$63,600.00	
Year 2 – \$67,416.00	
Year 3 – \$71,460.96	\$80,000.00
Year 4 – \$75,748.62	\$84,800.00
Year 5 – \$80,293.53	\$89,888.00
<hr/> Severance = \$58,519.11	<hr/> Severance = \$14,688.00

By way of illustration if Employee A is promoted to the new position after year two (2) then Employee A's may choose to maintain his/her severance package as contained in Column 1 or convert to Column 2.

Please note that in most cases the employee will have already received the 6% salary increase in each year of the retirement process, which means the severance payment post-retirement will be lower than the total amount listed herein.

RETIREMENT SEVERANCE EXAMPLE #3

In the event an employee bids or otherwise voluntarily elects to take a position with a lower rate earned than the position the employee held during the previous contract/fiscal year, then the rate earned of the employee will be determined based upon the rate earned for the position that he/she elects to take and will be computed by taking the rate earned that the employee would have earned the previous contract/fiscal year in the new position and increasing that previous contract/fiscal year's rate earned by 6%. For example:

Employee A is working with a base rate of pay of \$60,000 annually when Employee A starts the ERI process. Employee A's rate of pay for the duration of the ERI process in this original position is contained in Column 1.

While in the ERI process Employee A voluntarily elects to take a new position with a lower rate of pay. At this point in time the District will take the rate of pay for the new position during the Base Year of ERI and calculate the rate of pay in that new position based upon 6% raises as contained in the ERI. Employee A's rate of pay in the new position is contained in Column 2.

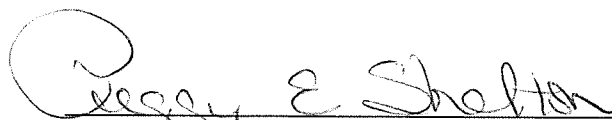
If Employee A voluntarily elects to take the new position with the lower rate of pay then Employee A will receive the rate of pay based upon the corresponding year in Column 2.

<u>Column 1 – Original Position</u>	<u>Column 2 – New Position</u>
Base Year – \$60,000.00	Base Year – \$40,000.00
Year 1 – \$63,600.00	\$42,400.00
Year 2 – \$67,416.00	\$44,944.00
Year 3 – \$71,460.96	\$47,640.64
Year 4 – \$75,748.62	\$50,499.08
Year 5 – \$80,293.53	\$53,529.02
Severance = \$58,519.11	Severance = \$39,012.74


By way of illustration if Employee A voluntarily elects to take the new position after year two (2) then Employee A's rate of pay in year 3 will be the year three (3) rate of pay contained in Column 2 or \$47,640.64 and the total severance will be \$24,028.10 from that point forward. The employee will still be able to include any retirement severance that was not paid out in the previous years prior to the change in position.

Please note that in most cases the employee will have already received the 6% salary increase in each year of the retirement process, which means the severance payment post-retirement will be lower than the total amount listed herein.

BY: BOARD OF EDUCATION



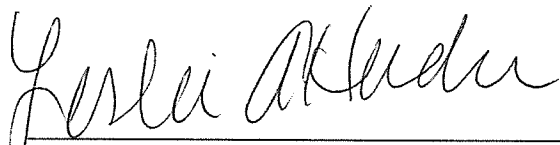
President, Board of Education




Secretary, Board of Education

4-11-22
Date

BY: CAHOKIA FEDERATION OF TEACHERS
LOCAL 1272, IFT-AFT



President



Council President

4-11-22
Date