

ALL WAGES

CUSTODIAL/MAINTENANCE WAGES 2019-23

	2019-20	2020-21	2021-22	2022-23
CUSTODIAL	14.20	14.63	15.06	15.52
MAINTENANCE	18.41	18.96	19.53	20.12
MAINTENANCE LICENSED	20.72	21.34	21.98	22.64
MAINTENANCE/ FOOD SERVICE DRIVER	18.41	18.96	19.53	20.12

All employees will receive a 3% increase for each year of the contract.

Longevity Increase: There will be a \$.10 (ten cent) an hour longevity increase for any employee who completes five (5) years of service. This increase will be paid twice a year: in the pay period that includes January 1 and the pay period that includes July 1, and will be paid retroactive to that anniversary date.

- A custodian hired prior to July 1, 2007, who moves to a general maintenance position will retain his/her current wage or if the current wage is less than the General Maintenance New Hire Base wage, he/she will receive the General Maintenance New Hire Base rate of pay. (New hires to the District will earn the New Hire Base Wage determined for that position.)
- A custodian or maintenance employee hired prior to July 1, 2007, who moves to a licensed maintenance position and who holds the appropriate licensure will have their current hourly wage multiplied by 1.10 to compute the new hourly rate of pay. (New hires to the District will earn the New Hire Base Wage determined for that position.)
- Employees currently laid off and who are rehired within the eighteen (18) months would return to their pre-laid off wage rate.

TRANSPORTATION DIVISION
(Language in previous Articles is applicable to Transportation
except in instances below)

ARTICLE 1
SELECTION OF PERSONNEL

Section 1. Interview

Prospective employees shall be interviewed to determine their qualifications for the position.

Section 2. Discrimination

In the selection of new employees, there shall be no discrimination because of race, creed, color, sex, age, sexual orientation or disabling conditions. All new employees shall be physically capable of performing the required duties as outlined in the job descriptions and must pass the physical required as well as the drug screening and background check. The physical exam, drug screening, background check and sex offender screening shall be provided by the School District.

Section 3. Miscellaneous

New employees shall be informed of the Union's representation responsibilities. All employees shall be neat in appearance, of good moral character, and able to work harmoniously with all school personnel as well as students.

Section 4. Probationary Period

New employees shall serve a probationary period of six months. During this period, it will be determined whether or not the employee is to continue as a member of the staff. During the probationary period, dismissal from duties may be made without recourse to the grievance procedure. No employee shall be required to serve a second probationary period unless their continuous employment has been interrupted for five (5) or more years. The probationary employee shall be evaluated two (2) times during the course of the six month period by the immediate supervisor. Evaluations shall be accomplished using the proper District evaluation form. Evaluations shall take place at the job site.

ARTICLE 2
TRANSPORTATION EMPLOYEES DUTIES AND RESPONSIBILITIES

Section 1. Transportation employees shall be under the supervision of the Director of Finance and Operations or his/her designee during the school calendar year for work assigned on a job description prepared by Director of Finance and Operations. Supervisor has the responsibility to change work assignments on a temporary basis when need arises.

Section 2. A spirit of cooperation and professionalism should prevail at all times between the transportation employee, teachers, and Principals.

Section 3. Transportation employees shall be required to attend an in-service training program once a year. Additional training and/or informational meetings may be scheduled. The time and place of the training shall be arranged by Management. The purpose of these sessions shall be to improve work skills and to provide better service to the District.

Section 4. Drivers will supervise students unless a teacher is present.

Section 5. All transportation employees shall maintain a functioning telephone and make the telephone number available to the Transportation Coordinator.

Section 6. Personal cell phones are to be turned to "silent or vibrate" and not used except for District business.

Section 7. Smoking is prohibited on school property per the Illinois School Code (105 ILCS 5/10-20.5b)

ARTICLE 3 WORK DAY

1. The work day shall be as assigned by the Transportation Coordinator, and may vary from day to day.
2. Employees shall be paid as per Article 19 of the Custodian/Maintenance portion of this contract.

ARTICLE 4 OVERTIME

Section 1. Overtime

Overtime shall be defined as authorized hours of work in excess of 40 hours during the period Saturday (12:01 AM) through Friday (midnight) excluding sick leave, personal leave and vacation days. Holidays are considered an authorized work day. Overtime shall be compensated at the rate of one and one-half times the regular hourly rate of the employee for actual hours worked.

Section 2. Trips

Trips will be assigned by the Transportation Coordinator as deemed necessary. In the event no drivers wish to drive a required trip which would result in overtime, the driver with the least seniority would be assigned the overtime hours.

Section 3. Submission of Overtime

All overtime work shall be turned into the Transportation Coordinator the next workday after work is completed.

**ARTICLE 5
SENIORITY**

Section 1. Seniority means length of full-time service in category to the school district. When more than one person is hired on the same day, seniority shall be determined by lottery on the first day of work. Numbers corresponding to the number hired shall be drawn by those hired, lowest number shall be highest in seniority. The lottery shall be conducted by the Transportation Coordinator and a Union Steward.

- a) Seniority will become effective after a probationary period of six months. Determination of an employee's seniority shall be based upon the date of hire in a permanent full-time position.
- b) Qualifications of any position must meet standards required for the job. Qualifications and standards will be furnished to union representatives prior to the filling of any position.
- c) When a job is abolished by the Board of Education, termination will be based upon full-time seniority in that category of position. The last person hired will be laid off and will become eligible for call person work and part-time work. Re-employment will occur in the order of seniority for a period of eighteen months.
- d) If a transportation employee transfers to another position within the district and then, returns to a transportation position, he or she will retain seniority in the district but will be placed at the bottom of the transportation seniority list.
- e) Transportation employees cannot bid on custodial/maintenance positions and custodial/maintenance employees cannot bid on transportation positions.

**ARTICLE 6
TRANSPORTATION DRIVERS WAGE SCHEDULE**

TRANSPORTATION WAGES

Transportation Drivers	2019-20	2020-21	2021-22	2022-23
	14.20	14.63	15.06	15.52

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