

**AGREEMENT**  
**BETWEEN**  
**BOARD OF EDUCATION**  
**OF**  
**NOKOMIS COMMUNITY UNIT SCHOOL DISTRICT #22**

**And**

**LOCAL UNION NO. 148, AFL-CIO**  
**INTERNATIONAL UNION OF OPERATING ENGINEERS**  
**SCHOOL DISTRICT #22 TRANSPORTATION AND**  
**CUSTODIAL EMPLOYEES**

**2019 - 2024**

## TABLE OF CONTENTS

|  |           |
|--|-----------|
| <b>Article 1 – Contract Administration</b> | <b>4</b>  |
| 1.1 Recognition                            | 4         |
| 1.2 Part-Time Employees                    | 4         |
| 1.3 Complete Understanding                 | 4         |
| 1.4 Savings Clause                         | 4         |
| 1.5 No Discrimination                      | 4         |
| 1.6 Use of Facilities                      | 5         |
| 1.7 Bulletin Boards                        | 5         |
| 1.8 No Strike                              | 5         |
| 1.9 Negotiating a New Contract             | 5         |
| 1.10 Dues Check Off                        | 5         |
| <br>                                       |           |
| <b>Article 2 – Grievance Procedure</b>     | <b>6</b>  |
| 2.1 Definitions                            | 6         |
| 2.2 Days                                   | 6         |
| 2.3 Procedures                             | 6         |
| 2.4 Bypass to Arbitration                  | 7         |
| 2.5 Class Grievance                        | 7         |
| 2.6 Time Limits                            | 7         |
| 2.7 Arbitration Expense                    | 7         |
| 2.8 Authority of the Arbitrator            | 8         |
| <br>                                       |           |
| <b>Article 3 – Seniority</b>               | <b>8</b>  |
| 3.1 Reductions in Force                    | 8         |
| 3.2 Seniority – Categories of Position     | 8         |
| 3.3 Seniority During Leaves                | 9         |
| 3.4 Vacancies                              | 9         |
| <br>                                       |           |
| <b>Article 4 – Discipline</b>              | <b>9</b>  |
| 4.1 Disciplinary Action                    | 9         |
| 4.2 Probation                              | 9         |
| 4.3 Personnel File                         | 9         |
| <br>                                       |           |
| <b>Article 5 – Leaves</b>                  | <b>10</b> |
| 5.1 Vacation Time                          | 10        |
| 5.2 Sick Leave                             | 10        |
| 5.3 Unused Sick Leave at Separation        | 11        |
| 5.4 Bereavement Leave                      | 11        |
| 5.5 Personal Leave                         | 12        |
| 5.6 Emergency Leave                        | 12        |
| 5.7 Leaves of Absence (Without Pay)        | 12        |
| 5.8 Court Leave                            | 12        |

|  |           |
|--|-----------|
| <b>Article 6 – Holidays</b>              | <b>13</b> |
| 6.1 Holidays                             | 13        |
| <b>Article 7 – Health Insurance</b>      | <b>13</b> |
| 7.1 Group Hospital and Medical Insurance | 13        |
| <b>Article 8 – Working Conditions</b>    | <b>14</b> |
| 8.1 Extra Trips                          | 14        |
| 8.2 School Closings                      | 14        |
| 8.3 Exams                                | 14        |
| 8.4 Work Hours                           | 14        |
| 8.5 Overtime                             | 14        |
| 8.6 Subcontracting                       | 15        |
| 8.7 Supervisors Doing Work               | 15        |
| 8.8 Miscellaneous                        | 15        |
| 8.9 Compensatory Time                    | 15        |
| 8.10 Minimum Hours for Bus Drivers       | 16        |
| <b>Article 9 – Compensation</b>          | <b>17</b> |
| <b>Article 10 – Term</b>                 | <b>17</b> |
| 10.1 Duration                            | 17        |

**ARTICLE 1**  
**CONTRACT ADMINISTRATION**

**1.1 Recognition**

The Board of Education of School District 22, Nokomis, Illinois, hereinafter referred to as the “Board,” recognizes the International Union of Operating Engineers, Local 148, hereinafter referred to as the “Union,” as the sole and exclusive bargaining agent for the transportation employees of Nokomis School District 22, (Transportation Director, Bus Drivers, Substitute Drivers, and Bus Aides) as certified by the Illinois Educational Labor Relations Board on October 3, 2005, in case number 2006-RC-0002-S; and the custodial employees of Nokomis School District 22, (Custodians) as certified by the Illinois Educational Labor Relations Board on January 18, 2008, in case number 2008-RS-0007-S as the same may hereafter be amended.

**1.2 Part-time employees**

A “part-time” employee shall be any employee regularly scheduled for less than thirty (30) hours per week. Part-time employees shall be included in the bargaining unit but shall receive pro-rationed salary, sick leave, and personal leave as negotiated per this Agreement. Part-time employees shall receive no other benefits except as may be specifically stipulated to the contrary elsewhere herein.

**1.3 Complete Understanding**

The terms and conditions set forth in this Agreement represent the full and complete and only understanding between the parties hereto. The terms and conditions of the Agreement may be modified by alteration, change, addition to, or deletions only through the voluntary mutual consent of the parties in a written amendment hereto. It is further understood that the provisions of this Agreement are binding on both parties.

**1.4 Savings Clause**

Should any article, section, or clause of this Agreement be declared illegal by a body 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.

**1.5 No Discrimination**

The Board agrees that there will be no discrimination against any bargaining unit employee because of Union activities or affiliations.

## **1.6 Use of Facilities**

The Union shall have the right to request use of school buildings, facilities and equipment for Union purposes which use shall not be unreasonably withheld. Any costs associated with such use shall be paid by the Union including additional custodial cost, costs of materials expended, damage, rents and other incidental cost. No use shall be reasonable which conflicts with previously scheduled school activities.

## **1.7 Bulletin Boards**

The District shall provide space on bulletin boards for the posting of Union notices.

## **1.8 No Strike**

In compliance with Section 10(c) of the Illinois Educational Labor Relations Act, the Union and its individual members agree not to strike nor to picket, slow down or engage in any concerted stoppage of work or any other similar intentional concerted interruption of operations, including sympathy strikes at Nokomis School District for the duration of this Agreement. In addition, the Board agrees that it will not lock out the employees covered by this Agreement for the duration of this Agreement.

## **1.9 Negotiating a New Contract**

Either party to this Agreement shall be permitted to open negotiations for a new contract ninety (90) days prior to the expiration of this Agreement.

## **1.10 Dues Check Off**

Upon receipt of a written signed authorization form from a bargaining unit employee, the Employer shall deduct the amount of Union dues set forth in such form and any authorized increases therein, and shall remit such deduction monthly to the International Union of Operating Engineers, Local 148, at the address designated by the Union in accordance with the laws of the State of Illinois. The Union shall advise the Employer of any increases in dues, in writing, at least thirty (30) days prior to the effective date of such increase(s).

**ARTICLE 2**  
**GRIEVANCE PROCEDURE**

**2.1 Definitions**

A Grievance shall be:

Any claim by the Union or any employee that there has been a violation, or misapplication of the terms of this Agreement.

**2.2 Days**

Except as otherwise expressly provided, all time limits consist of school days.

**2.3 Procedures**

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

Step I – The employee or the Union may present the grievance in writing to the immediately involved supervisor within thirty (30) calendar days of the event giving rise to the grievance. The immediately involved supervisor shall arrange with the grievant for a meeting to take place within ten (10) days of the immediately involved supervisor's receipt of the grievance. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within ten (10) days of the meeting, the Union shall be provided with the immediately involved supervisor's written response.

Step II – In the event a grievance has not been satisfactorily resolved at the First Step, the grievant may file a copy of the grievance with the Superintendent or designee within ten (10) days of the First Step.

Within ten (10) days after such written grievance is filed with the Superintendent under this Second Step, the Superintendent shall arrange with the grievant for a meeting to take place within ten (10) days of the Superintendent's receipt of the grievance. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within ten (10) days of the meeting, the Union shall be provided with the Superintendent's written response.

Step III – If the grievance is not resolved at Step II, then the grievant may refer the grievance to a closed session of the Board within ten (10) days after receipt of the Step II

answer. The Board shall arrange with the grievant for a hearing to take place at the next regularly scheduled Board meeting.

Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within ten (10) days of the meeting, the grievant and the Union shall be provided with the Board's written response.

Step IV – If the Union is not satisfied with the disposition of the grievance of Step III, the Union may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of the Federal Mediation and Conciliation Service that shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date for the Step III answer, then the grievance shall be deemed withdrawn and final provided, however, that such withdraw shall not prevent the Union from bringing a similar claim based on a subsequent incident.

#### **2.4 Bypass to Arbitration**

If the Superintendent and the Union agree, a grievance may be submitted directly to arbitration.

#### **2.5 Class Grievance**

Class grievance involving one or more employees or one or more supervisors, and grievance involving an administrator above the building level may be initially filed by the Union at Step II.

#### **2.6 Time Limits**

If no written decision has been rendered within the time limits indicated by a step, then the grievance may be processed to the next step. If the Union fails to pursue a grievance within the time limits indicated by a step, then the grievance shall be considered waived and final, provided however, such waiver shall not prevent the Union from bringing a similar claim based on a subsequent incident. The time limits set forth in this Article of the Agreement may be extended by mutual agreement between the parties; said extensions shall be documented in writing.

#### **2.7 Arbitration Expenses**

The fees and the expenses of the arbitrator; the costs of the meeting room, if any; and the costs of the court reporter and transcript, if any, shall be shared equally by the parties; provided, however, that each party shall be responsible for compensating its own representatives and witnesses.

## **2.8 Authority of the Arbitrator**

The arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the provisions of this Agreement. The arbitrator shall only consider and make a finding with respect to the specific issues submitted to him/her by the Board and the Union, and shall have no authority to make a finding on any other issue not so submitted to him/her. The findings shall be based solely on his/her interpretation of the meaning and application of the express terms of this Agreement, as applicable to the facts of the grievance presented. The decision of the arbitrator shall be final and binding.

## **ARTICLE 3** **SENIORITY**

### **3.1 Reductions In Force**

The Board and the Union recognize the principle of seniority in the application of this Agreement concerning reduction in force. In the event of a layoff, employees shall be laid off from the affected job classification by inverse seniority order. An employee, who as a result of a layoff loses his/her position, may accept the layoff or may bump into another bargaining unit position, provided they are senior to the employee in that position and have the qualifications to perform the work of that position. It is understood that substitute drivers shall not have bumping rights under this section.

Employees who are laid off shall be considered on layoff status, with no loss of seniority, for a period as outlined in the School Code. During this period of layoff status, if there is a recall to the job classification from which a layoff occurred, employees who are still on layoff status shall be recalled in the inverse order of their layoff. No new employee shall be hired into a bargaining unit classification until employees from that classification who are on layoff status have been offered recall. Moreover, employees who are laid off will be recalled to another bargaining unit position, if qualified to perform the work of that position, before hiring outside of the bargaining unit. Notice of recall shall be sent to the employee by certified mail, provided that the employee must notify the Employer of his/her intention to return within three (3) business days after receiving notice of recall. The Employer shall be deemed to have fulfilled its obligations by mailing the recall notice by certified mail, return receipt requested, to the mailing address last provided by the employee, it being the obligation and responsibility of the employee on layoff status to provide the employer with his/her current mailing address.

### **3.2 Seniority - Categories of Position**

Employees shall begin to acquire seniority on the date they commence employment with the employer. If more than one (1) employee has the same start date, seniority ranking shall first be determined by prior employment in a bargaining unit position. If none of the employees involved have prior bargaining unit employment, seniority ranking shall be alphabetical by the last name with first in alphabet, first in seniority; if the last names

are the same it shall be determined by lot. Separate seniority lists shall be maintained for bus drivers, bus aides, and substitute bus drivers.

### **3.3 Seniority During Leaves**

Employees on approved leaves of absences shall continue to accrue seniority within the employee's most recent category of position for up to one (1) year. Any employee continuing on leave for more than one (1) consecutive year shall lose all seniority.

### **3.4 Vacancies**

Except in cases of emergency, all permanent vacancies, including driver's route assignments, within the bargaining unit shall be posted for a one (1) week period. All employees under this Agreement may submit an application in writing for any vacancy that is posted. If the vacancy occurs during a time when school is not in session, then the Union President shall be notified during the posting period.

## **ARTICLE 4** **DISCIPLINE**

### **4.1 Disciplinary Action**

No non-probationary employee shall be discharged, suspended, demoted, arbitrarily or capriciously transferred, or disciplined in any manner without just cause. Should an employee be required to appear before the Board on any matter that could reasonably lead to the employee's discipline, demotion, or transfer, the employee shall be given proper timely notice of said appearance and shall be entitled to Union representation. Nothing in this Section shall be interpreted to prevent the Board from restructuring bus routes or positions and making any necessary changes to assignments that may be required thereafter.

### **4.2 Probation**

Employees shall be classified as probationary until they have continuously been employed for six (6) months in their classification.

### **4.3 Personnel File**

Each employee shall have the right during regular business hours, and upon reasonable advance notice, to inspect the non-confidential contents of the employee's personnel file; an employer representative may be present at such review. The employee shall be provided copies of materials contained in the file upon request. This section shall be subject to limitations imposed by the Illinois Personnel Records Review Act.

**ARTICLE 5**  
**LEAVES**

**5.1 Vacation Leave**

All full-time, 12-month employees hired prior to June 30, 2019 shall receive paid vacation each year as follows:

| <u>Years of Completed Service</u> | <u>Hours of Vacation</u> |
|-----------------------------------|--------------------------|
| 1                                 | 1 week                   |
| 2                                 | 2 weeks                  |
| 7                                 | 3 weeks                  |
| 15                                | 4 weeks                  |

All full-time, 12 month employees hired on or after July 1, 2019 shall receive paid vacation each year as follows:

| <u>Years of Completed Service</u> | <u>Hours of Vacation</u> |
|-----------------------------------|--------------------------|
| 1                                 | 1 week                   |
| 3                                 | 2 weeks                  |
| 10                                | 3 weeks                  |

An employee shall be deemed to have completed one year of service on his or her anniversary date on which they commenced employment in a full-time, 12-month position. Vacation time will be taken in increments of half or full days.

Vacation must be used within the year it is credited and unused vacation shall not accumulate. Vacations shall be selected and scheduled on a seniority basis. The scheduling of vacation must be approved by the Superintendent (after recommendation by the building administration); due consideration shall be given to schedule the vacation at a time suitable to the employee.

If an employee is hospitalized during a period of vacation, he shall have the right to cancel the remainder of that vacation period and schedule it for some later time. If the canceled vacation time cannot be taken in the remainder of that calendar year, an allowance for the unused vacation time will be paid.

Subject to the provisions of the Illinois Wage Payment and Collection Act, upon termination of employment, including retirement, employees shall be compensated for any unused vacation leave.”

**5.2 Sick Leave**

All employees who are eligible to participate in the Illinois Municipal Retirement Fund under the “600-Hour Standard” established, or under such other eligibility participation

standard as may from time to time be established, by rules and regulations now or hereafter promulgated by the Board of that Fund under Section 7-198 of the Illinois Pension Code, as now or hereafter amended shall be granted sick leave of 10 days per year; prorated for part-time employees or those hired after July 1 and before June 30. If any such employee does not use the full amount of annual leave thus allowed, the unused amount shall be allowed to accumulate.

Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness in the immediate family or household. For purposes of this Section, "immediate family" shall include parents, step-parents, spouse, brothers, sisters, children, step-children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians." (A step-child is defined as a child of the employee's current family.) Sick leave may be used in one-half day increments.

The school board may require a certificate from a physician licensed in Illinois to practice medicine and surgery in all its branches, an advanced practice nurse who has a written collaborative agreement with a collaborating physician that authorizes the advanced practice nurse to perform health examinations, or a physician assistant who has been delegated the authority to perform health examinations by his or her supervising physician, or if the treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis for pay during leave after an absence of three (3) days for personal illness, or as it may deem necessary in other cases. If the school board does require a certificate as a basis for pay during leave of less than three (3) days, the school board shall pay, from school funds, the expenses incurred by the employees in obtaining the certificate.

### **5.3 Unused Sick Leave at Separation**

Upon retirement or termination of employment or resignation, bargaining unit employees shall use up to two hundred twenty-one (221) said days of unused sick leave to gain additional service credit towards their IMRF pension per the IMRF rules and any days over two hundred twenty-one (221) be paid out \$20 per day prorated for part-time employees. The employee shall be compensated at twenty (\$20) dollars per each day of unused sick leave prorated for part-time employees. If the employee is not vested in IMRF, then the accumulated unused sick days will be paid out at twenty (\$20) dollars per days (prorated for part-time employees).

### **5.4 Bereavement Leave**

A leave of absence with pay of three (3) working days shall be allowed in the event of the death of an employee's spouse, son, daughter, father, mother, step-father, step-mother, brother, sister, mother-in-law, father-in-law, grandchild, legal guardian or step-child. (A step-child is defined as a child of the employee's current family.) In the event of the death of an employee's grandmother, grandfather, brother-in-law or sister-in-law, Uncle or Aunt, one (1) working day shall be allowed off with pay. In the event of multiple deaths in the employee's immediate family, namely spouse, son, daughter, father, mother, step-father, step-mother, brother, sister, mother-in-law, father-in-law, grandchild, legal

guardian or step-child, an employee shall be allowed five (5) working days without loss of pay. This benefit must be taken at the time of death and/or funeral.

If an employee is on vacation and there is a death in his family, he may elect to receive pay for the death in family and cancel his vacation, and reschedule the death in family day in accord with the paragraph above.

To be eligible for payment under this Section the employee must attend the funeral of the designated relative unless special circumstances preclude such attendance.

## **5.5 Personal Leave**

Two (2) paid personal days (~~or 16 hours~~) per year shall be granted to each bargaining unit employee, except substitute drivers. The Employer shall not obstruct an employee's entitlement to the two (2) or three (3) days but may deny individual requests wherein more than two (2) non-certified employees requests district-wide are received for a given day. Except in an emergency, at least three (3) days' advance notice requesting leave must be given in writing to the building Principal or his/her designee. As a bargaining unit category, no more than 2 bus drivers may use personal days on a given day.

In the event that a bargaining unit employee does not use more than half of their sick leave days for a school year, the Board will grant the employee one additional personal day the following school year. These additional personal days are not accumulative, therefore, no more than three (3) personal leave days will be allowed in any single school year.

Personal days may be taken in increments of half days. Personal days may not be requested before and after the same holiday. Employees shall have the option of being paid for unused personal leave days at the end of a school year, or accumulating them as sick days. Except in an emergency, personal leave days shall not be scheduled during the first five (5) days or the last five (5) days of the school year.

## **5.6 Emergency Leave**

Paid emergency leave may be granted at the discretion of the Employer not to exceed three (3) days. Emergency is defined as an event of a personal and serious nature occurring on a school attendance day, which could not have been anticipated or avoided. Emergency days may only be requested and granted after all sick, personal, and vacation days have been used.

## **5.7 Leaves of Absence (Without Pay)**

Employees may be permitted leaves of absence without pay or dock days upon request of the Board of Education. Application shall be in writing. Upon granting of a leave of absence, the Superintendent shall inform the applicant in writing of the terms and duration of such leave.

## **5.8 Court Leave**

If an employee is required to appear in court, involving no moral turpitude (offense of a criminal nature) on the part of the employee, the Employer shall pay the difference between remuneration received by the employee and the employee's regular salary.

## **ARTICLE 6** **HOLIDAYS**

### **6.1 Holidays**

Custodial employees shall receive a holiday allowance of eight hours pay at their straight time hourly rate for the following holidays, New Year's Day, Martin Luther King's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve Day, Christmas Day. In order to receive this allowance under any paragraph of this Section, an employee must work his last scheduled shift before, his regular scheduled shift on the holiday and his next scheduled shift after the holiday, except that an employee who does not work these shifts or a part of them but who is either excused or is paid for the time not worked due to the use of the holiday, vacation or a personal day shall not be disqualified from receiving the holiday allowance by such absence.

If an employee (including employees in the bus driver division) is required to work on one of the above holidays, which is also one of his regular work days, he shall receive a holiday allowance and time and one-half pay for work performed during his regular eight hours, and time and one-half pay for work performed outside of his regular eight hours. "Regular eight hours" shall be considered to be the hours worked by the employee on his regular work schedule.

## **ARTICLE 7** **HEALTH INSURANCE**

### **7.1 Group Hospital and Medical Insurance**

All full-time bargaining unit employees (those working six or more actual hours per day) shall continue to be provided health insurance benefits by the Employer for the life of this Agreement. Dependent coverage shall be available, but the additional cost shall be borne by the Employee. The Board will pay for the cost of single coverage of health insurance up to \$20 per month over the previous year's monthly premium. If, during the term of this Agreement, legislation alters this Section 7.1 ("Group Hospital and Medical Insurance"), the parties will bargain the impact of that legislation.

**ARTICLE 8**  
**WORKING CONDITIONS**

**8.1 Extra Trips**

All extra trips/routes will first be offered to drivers in the bargaining unit in seniority order and shall not be assigned to substitute drivers, managements employees, or contractors unless all other drivers in the bargaining unit have declined the opportunity to work them or have exceeded an average of 30 hours a week in the preceding 6 month period.

No fringe benefits, other than those mandated by state or federal law shall accrue due to overtime hours works.

**8.2 School Closings**

If a bus driver is not notified of a school closing the driver will be paid for two (2) hours at their regular rate of pay. The Board's obligation to notify is limited to placing a call to the bus driver or the established calling tree on a timely basis.

**8.3 Exams**

The Employer shall pay for any testing, health physicals, etc., employees are regularly required by the Employer, or due to State or Federal Rules or Regulations, to take to maintain their employment within the bargaining unit.

**8.4 Work Hours**

The work week for Custodial employees shall be from 12:00 a.m. Sunday to 11:59 p.m. on the following Saturday. Except as hereinafter otherwise provided, employees included in the classification of Custodian shall work 40 hours per week for full-time employees.

Custodial employees shall be allowed thirty (30) minutes duty free for a meal break no later than five (5) hours after the start of their work shift. The Custodial employees will receive time and one half pay for work on Sunday.

**8.5 Overtime**

The Employer has the exclusive right to determine when and if overtime is needed and the number of employees needed to complete the job. Overtime work must be authorized in advance by the appropriate supervisor. The Employer shall have the right to require overtime work. Overtime work shall first be offered on a seniority basis starting with the most senior person. If the overtime work is not filled, it shall be incumbent starting with the junior qualified employee(s) to work such overtime assignments.

Overtime will be compensated at the rate of one and one-half (1 ½) times the base rate of compensation unless otherwise provided for in this Agreement. Overtime compensation

for employees will be given for all hours worked in excess of forty (40) hours in a work week.

## **8.6 Subcontracting**

The Employer and the Union recognize the right of the Employer to subcontract work to meet operational needs; provided, however, the Employer shall not subcontract work for the purpose of undermining the bargaining unit or evading the terms and conditions of this Agreement. The Employer agrees that employees will not be laid off due solely to the Employer's subcontracting for services. Prior to subcontracting, the Employer shall meet with representatives of the Union to advise them of the extent and nature of the Employer's subcontracting.

## **8.7 Supervisors Doing Work**

The transportation supervisor and/or substitute drivers shall not transport student-athletes to away ballgames, activities, or miscellaneous routes unless all other drivers in the bargaining unit have declined the work for these said trips/routes. After a canvass of all regular bargaining unit drivers to drive the aforementioned trips/routes has been made and all regular bargaining unit drivers have declined to drive, the transportation supervisor shall have the right to assign drivers to said trips/routes. The above does not apply to teachers utilizing school vans to transport students for miscellaneous trips; however, it is understood that the utilization of school vans to transport students to and from school shall be performed by regular bargaining unit drivers.

## **8.8 Miscellaneous:**

1. – The Union shall have the same right to speak at Board meetings as do parents, students, other organizations, and members of the public.
2. – The bargaining unit representative shall be provided with a complete and updated policy book. He/she shall be provided with amended policies and new policies upon the first reading.
3. – All bargaining unit employees, including substitute employees, shall be allowed free admission to home games.
4. - Employees shall receive their paychecks in accordance with Board Policy.

## **8.8 Compensatory Time**

Should the method of compensation for authorized overtime hours worked be in the form of compensatory time off, the rate of compensation shall be the same as that provided for in Section 8.5 (Overtime) of this Agreement.

The use and scheduling of compensatory time must be applied for and approved in advance by the Employee. Compensatory time shall be taken at such times as will not interfere with the efficient operation of the school. The supervisor may limit the number of employees who can use compensatory time at the same time. If an employee requests compensatory time seven (7) days or more prior to the time they desire to use it, the supervisor will notify the employee concerning the status of their request at least seventy-two (72) hours before the time off requested. If an employee provides a supervisor with less than seven (7) days but more than forty-eight (48) hours notice of their desire to utilize compensatory time, the supervisor will advise the employee of the status of their request not later than twenty-four (24) hours prior to the time off requested. In any case, compensatory time off will not be taken in increments of less than (1) hour.

The Employer reserves the right to buy out unused compensatory time in the form of cash. No employee shall be allowed to earn more than forty (40) hours of compensatory time in any one fiscal year without prior written notice authorized by the Employer. An employee can elect to receive pay in lieu of such time off at the time the employee submits his/her hours for the pay period.

In the event of termination, an employee's employment with the Employer shall not be extended by compensatory time accrued. Upon separation of employment with the Employer, an employee will be compensated in the form of cash for all unused compensatory time earned.

## **8.9 Minimum Hours for Bus Drivers**

Bus drivers that report for duty and drive their regularly scheduled morning and afternoon student routes shall be compensated for a minimum of two (2) hours at their regular route pay for said routes.

Bus drivers that continue to drive immediately before or after their regularly scheduled morning or afternoon student routes for the purpose of picking up students at home/school or taking students to home/school shall continue to utilize a timesheet for their actual time which includes the two (2) hour minimum. If at any time a driver is called for additional routes during the school day, they shall be compensated for a minimum of one (1) hour at their regular route pay.

**ARTICLE 9**  
**COMPENSATION**

Bus Driver Unit Wage Rates:

| Position                     | 2019-2020        | 2020-2021        | 2021-2022        | 2022-2023        | 2023-204         |
|------------------------------|------------------|------------------|------------------|------------------|------------------|
| Bus Aide and Substitute Aide | \$16.45 per hour | \$16.86 per hour | \$17.20 per hour | \$17.54 per hour | \$17.93 per hour |
| Extra Trips                  | \$16.45 per hour | \$16.86 per hour | \$17.20 per hour | \$17.54 per hour | \$17.93 per hour |

Regular Route Bus Drivers

|           | 1 <sup>st</sup> Year and Substitute Drivers | Years 2-4        | Year 5+          |
|-----------|---|------------------|------------------|
| 2019-2020 | \$17.57 per hour                            | \$19.68 per hour | \$21.07 per hour |
| 2020-2021 | \$18.01 per hour                            | \$20.17 per hour | \$21.60 per hour |
| 2021-2022 | \$18.37 per hour                            | \$20.57 per hour | \$22.03 per hour |
| 2022-2023 | \$18.74 per hour                            | \$20.98 per hour | \$22.47 per hour |
| 2023-2024 | \$19.16 per hour                            | \$21.45 per hour | \$22.98 per hour |

Custodial Unit Wage Rates

|           | 1 <sup>st</sup> Year Custodian and Substitutes | Years 2-4        | Year 5+          | Head Custodian   |
|-----------|--|------------------|------------------|------------------|
| 2019-2020 | \$17.00 per hour                               | \$19.07 per hour | \$20.42 per hour | \$21.27 per hour |
| 2020-2021 | \$17.43 per hour                               | \$19.55 per hour | \$20.93 per hour | \$21.80 per hour |
| 2021-2022 | \$17.78 per hour                               | \$19.94 per hour | \$21.35 per hour | \$22.24 per hour |
| 2022-2023 | \$18.14 per hour                               | \$20.34 per hour | \$21.78 per hour | \$22.68 per hour |
| 2023-2024 | \$18.55 per hour                               | \$20.80 per hour | \$22.27 per hour | \$23.19 per hour |

**ARTICLE 10**  
**TERM**

**10.1 Duration**

This Agreement shall be in effect from the date of execution, through June 30, 2024.

DATED this 21st day of May 2019.

**International Union of Operating  
Engineers, Local 148**

**Board of Education of Nokomis  
Community Unit School District No. 22**

By \_\_\_\_\_  
**Its Business Manager**

By \_\_\_\_\_  
**Its President**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
**Board Secretary**