

AGREEMENT

BETWEEN

INDEPENDENT SCHOOL DISTRICT #99

ESKO, MINNESOTA

and

**AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES
AFL-CIO**

LOCAL UNION NO. 545

JULY 1, 2019- JUNE 30, 2021

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**ARTICLE I
Purpose**

This Agreement is entered into between Independent School District No. 99, Esko, Minnesota, hereinafter referred to as the School District, and Custodians and Transportation Employees of Local #545 of the American Federation of State, County and Municipal Employees, affiliated with the American Federation of Labor and the Congress of Industrial Organization, hereinafter referred to as the Union, as exclusive representative, pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended, hereinafter referred to as the P.E.L.R.A., to provide the terms and conditions of employment for custodians and bus drivers during the duration of this Agreement.

**ARTICLE II
Recognition of Exclusive Representative**

In accordance with the P.E.L.R.A., the School District recognizes the Union as the exclusive representative for custodians, and bus drivers employed by the School District, which exclusive representative shall have those rights and duties as prescribed by the P.E.L.R.A. and as described in the provisions of this Agreement.

**ARTICLE III
Definitions**

SECTION 1. TERMS AND CONDITIONS OF EMPLOYMENT: The term, "terms and conditions of employment," shall mean the hours of employment, the compensation therefor, including fringe benefits except retirement contributions or benefits other than School District payment of, or contributions to, premiums for group insurance of retired employees or severance pay, and the School District's personnel. Terms and conditions of employment is subject to the provisions of the P.E.L.R.A.

SECTION 2. DESCRIPTION OF APPROPRIATE UNIT: For purposes of this Agreement, the terms, "custodians" and "bus drivers," shall mean all persons in the appropriate unit employed by the School District in such classifications excluding the following: confidential employees, teacher aides, clerical, dietary, and part-time employees whose services do not exceed the lesser of 14 hours per week or 35% of the normal work week in the employees bargaining unit, employee's who hold positions of a temporary or seasonal character for a period not in excess of 67 working days in any calendar year, and emergency employees. **Exception:** by mutual agreement of both parties, 1-route drivers shall be a part of the bargaining unit. **Definition of Single- and 2-Route Bus Drivers:**

- a. A single-route bus driver is regularly assigned by the District to transport students either for the morning route or afternoon route, but not both.
- b. A 2-route bus driver is regularly assigned by the District to transport students for the morning and afternoon routes.

SECTION 3. SCHOOL DISTRICT: For the purposes of administering this Agreement, the term, "School District" or "District" shall mean the School Board or its designated representative

SECTION 4. DAYS: The word, "days," shall be workdays as assigned by the District.

the School District harmless from any and all actions, suits, claims, damages, judgements and executions or other forms of liability, liquidated or unliquidated, which any person may have a claim to have, now or in the future, arising out of or by reason of deduction of the dues specified by the Union as provided in the Agreement.

SECTION 4. MEET AND NEGOTIATE: Public employees through their certified Union, have the right and obligation to meet and negotiate in good faith with their employers regarding grievance procedures and the terms and conditions of employment, but such obligation does not compel the Union to agree to a proposal or require the making of a concession. The School District, by negotiating in good faith with the Union regarding grievance procedures and the terms and conditions of employment, is likewise not obligated to agree to a proposal or require the making of a concession.

ARTICLE VI Grievance Procedure

SECTION 1. DEFINITIONS:

Subd. 1. Grievance: The word, "grievance," shall mean an allegation in writing by an employee that the employee has been injured as a result of a dispute or disagreement between the employee and the School District as to the interpretation or application of specific terms and conditions contained in this Agreement.

Subd. 2. Group of Employees: A group of employees may file a grievance if a complaint arises out of the same transaction or occurrence and the facts and claim are common to all members of the group. Such grievance must be in writing and signed by all grievants in the group.

SECTION 2. REPRESENTATIVE: The grievant(s), administrator(s), or School Board may be represented during any step of the procedure by any person or agent designated by such party to act in that party's behalf.

SECTION 3. DEFINITIONS AND INTERPRETATIONS:

Subd. 1. Extension: Time limits specified in this Agreement may be extended by mutual written agreement.

Subd. 2. Days: Any reference to the word, "days," regarding time periods in this procedure shall refer to working days. The term, "working day," is defined as all week days not designated as holidays by state law.

Subd. 3. Computation of Time: In computing any period of time prescribed or allowed by procedures in this Article, the date of the act, event, or default for which the designated period of time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, a Sunday, or a legal holiday, in which event, the period runs until the end of the next day which is not a Saturday, a Sunday, or a legal holiday.

Subd. 4. Filing and Postmark: The filing or service of any notice or document required by this Agreement shall be timely if it is personally served or if it bears a certified postmark of the United States Postal Service within the time period.

SECTION 4. TIME LIMITATION AND WAIVER: A grievance shall not be valid for consideration unless the grievance is submitted in writing, signed by the grievant, to the School District's

Subd. 1. Request: A request to submit a grievance to arbitration must be in writing signed by the aggrieved party, and such request must be filed in the office of the Superintendent within 10 days following the decision in Level III of the grievance procedure.

Subd. 2. Prior Procedure Required: No grievance shall be considered by the arbitrator which has not first been duly processed in accordance with the grievance procedure and appeal provisions.

Subd. 3. Selection of Arbitrator: Either party may request the Commissioner of the Bureau of Mediation Services (Commissioner) to submit a panel of 7 arbitrators to the parties, pursuant to the P.E.L.R.A., provided such request is made within 20 days after request for arbitration. The request shall ask that the panel be submitted within 10 days after the receipt of said request. Within 10 days after receipt of the panel, the parties shall alternately strike names, and the remaining name shall be the arbitrator to hear the grievance. The order of striking will be determined by lot. Failure to agree upon an arbitrator or the failure to request an arbitrator from the Commissioner within the time period as provided in this Article shall constitute a waiver of the grievance.

Subd. 4. Hearing: The grievance shall be heard by a single arbitrator, and both parties may be represented by such person(s) as they may choose and designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator. The proceeding before the arbitrator shall be a hearing denovo.

Subd. 5. Decision: Both parties have no bearing on how long the arbitrator's decision will take. 30 to 60 days may be typical. Decisions by the arbitrator in cases properly before him/her shall be final and binding upon the parties, subject, however, to the limitations of arbitration decisions as provided in the P.E.L.R.A. The arbitrator shall issue a written decision and order including findings of fact which shall be based upon substantial and competent evidence presented at the hearing. All witnesses shall be sworn upon oath by the arbitrator.

Subd. 6. Expenses: Each party shall bear its own expenses in connection with arbitration, including expenses relating to the party's representatives, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript or recording of the hearing shall be made at the request of either party. The parties shall share equally the fees and expenses of the arbitrator, the cost of the transcript or recording if requested by either or both parties, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration. However, the party ordering a copy of such transcript shall pay for such a copy.

Subd. 7. Jurisdiction: The arbitrator shall have jurisdiction over disputes or disagreements relating to grievances properly before him/her pursuant to the terms of this procedure. The jurisdiction of the arbitrator shall not extend to proposed changes in terms and conditions of employment as defined herein and contained in this Agreement; nor shall an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined in this Article; nor shall the jurisdiction of the

ARTICLE VIII Hours of Work

SECTION 1. CUSTODIAL STAFF: Custodians will perform services as assigned by the District.

Subd. 1. Basic Work Week: A regular work week shall consist of 40 hours, Monday through Friday, exclusive of lunch, for full-time employees.

Subd. 2. Part-time Employees: The School District reserves the right to employ such personnel as it deems desirable or necessary on a part-time or casual basis.

Subd. 3. Shifts and Starting Time: All employees will be assigned starting time and shifts as determined by the School District.

Subd. 4. Lunch Period: Employees shall be provided a duty free lunch period of 30 minutes.

Section 2. Bus Drivers: Drivers will perform services as assigned by the District.

Section 3. Transportation Director: The position of transportation director will perform duties as assigned by the District.

Section 4. Bus Mechanic: The position of bus mechanic will perform duties as assigned by the District.

Section 5. School Closings: When schools are closed due to inclement weather or other unforeseeable circumstances and such closure has been officially announced, custodial employees shall report to their respective buildings as soon as safety permits unless otherwise directed by the Administration.

ARTICLE IX Seniority

SECTION 1. SENIORITY CLASSIFICATIONS: Seniority shall be by job classifications using the following classes:

- a. custodian,
- b. bus drivers,
- c. bus mechanic.
- d. housekeeper.
- e. transportation director.

Subd. 1. Seniority Defined: Seniority standing shall be granted to all employees in accordance with the length of continuous service for the School District by classification.

a. New Employees: Each new employee shall be placed on the seniority list as of the first day of employment upon completion of his/her probationary period.

Subd. 2. Change of Assignment and Seniority

In the event an employee moves from one job classification to another within different employee groups, (i.e., custodian group or driver group), his/her accrued seniority in the previously held job shall be frozen, and seniority shall accrue on his/her new job

SECTION 4. PART-TIME AND TEMPORARY EMPLOYEES: Employees covered under this article are those part-time employees eligible to be represented under the provisions of the P.E.L.R.A. Part-time employees whose service exceeds 14 hours per week or 35% of the normal work week shall be entitled to benefits, salaries, and obligations of a full-time employee except that these benefits, salaries and obligations shall be reduced proportionally to the fractional part of the work day for which services are rendered.

SECTION 5. PROBATION: A new employee shall serve a probationary period of 1 calendar year in the School District from the official date of hire by School Board action during which time the School District shall have the unqualified right to suspend, without pay, discharge, or otherwise discipline such employee; and during his/her probationary period, the employee shall have no recourse to the grievance procedure, insofar as suspension, discharge, or other discipline is concerned.

SECTION 6. LAY-OFF AND RECALL: In the event of a lay-off, employees shall be laid off according to classification seniority in the inverse order of hiring. Employees shall be rehired according to classification seniority in the inverse order of lay-offs. Employees shall be eligible for recall 2 years from the date of lay-off.

ARTICLE X Job Postings/Temporary Vacancies

SECTION 1. VACANCY POSTING PROCEDURE: Notice of all vacancies and newly created positions shall be posted on the employee bulletin board, and the employees shall be given a period of 7 calendar days in which to make application to fill the vacancy or new position.

Subd. 1. Posting: Newly created positions or vacancies are to be posted in the following manner: the type of work, the place of work, the rate of pay, the hours to be worked, and the classification.

Extra Daytime Runs: All drivers shall be notified of all extra daytime runs becoming available.

Subd. 2. Seniority and Qualifications: The senior employee, by classification and by submitting the appropriate application, shall be transferred to fill the vacancy or new position, provided he/she has the necessary qualifications to perform the duties of the job involved.

Subd. 3. Qualifications: A period of 30 working days shall be provided to the employee for the purpose of justifying his/her qualifications.

Subd. 4. Determination and Recourse: The School Board or its designated representatives shall determine if the employee has the necessary qualifications. In the event the Union does not concur in the determination, the employee shall have the right of appeal through the grievance procedure.

SECTION 2. TEMPORARY VACANCIES:

excused illness, leave, or on vacation under these provisions.

ARTICLE XII Vacations

Vacations shall be available only to employees who are regularly employed on a 12-month basis. For employees who work less than 40 hours per week, vacation shall be on a pro rata basis.

SECTION. 1. EARNED VACATION: Employees covered under these provisions shall be eligible for vacation as follows:

0 through 1	year	0	days,
On first anniversary of official School Board hire, see Section 2.			
1 through 5	years	10	days,
6 through 10	years	15	days,
11 through 15	years	20	days,
16 through 20	years	25	days,
21 years and	above	30	days.

The Head Custodian will have 3 additional vacation days for years 4 and 5. Beginning with year 6 and beyond the Head Custodian will follow the regular vacation schedule.

SECTION 2. APPLICATION: Eligibility for vacations after the first year of employment will be July 1 of each year. Employees will be eligible for a percentage of 10 days of vacation on the first anniversary of employment. On the anniversary date of employment which is the effective date of official board hire, vacation accrues prorated based on months worked between hire date and July 1 (example: Start on March 1, the July 1 accrued vacation of 4 months x .83days per months employed). For each subsequent July 1, employees will accrue the full year complement of earned vacation days described in Section 1 with no carryover.

SECTION 3. SCHEDULING: The scheduling of all vacation time shall be determined by the School District.

ARTICLE XIII Leaves of Absence

SECTION 1. SICK LEAVE: All full-time, 12-month employees and full-time, 2-trip drivers shall be allowed 15 days of sick leave, accumulative to 145 days. Part-time employees will accumulate 9 days per year, accumulative to 72 days. Sick leave shall be computed as of July 1 of each year, including 1-trip drivers.

Subd. 1. Earning: A regular, full-time employee shall earn sick leave at the rate of 15 days for each year of service in the employ of the School District. Annual sick leave shall accrue monthly as it is earned on a proportionate basis to the employee's work year.

Subd. 2. Hardship Clause: The District will allow an employee that does not have any accumulated sick leave days available in his/her account to "overdraw" his/her

not to be granted for days preceding or following holidays or vacations, nor the first or last day of the school years.

SECTION 3. FAMILY AND MEDICAL LEAVE (FMLA):

Subd. 1. Purpose: FMLA Leave shall be granted pursuant to applicable law.

Subd. 2. FMLA requests and inquiries are to be made through the District Office. The Superintendent will accept all FMLA requests and inquiries.

Subd. 3. FMLA information can be obtained through the District Office and also on the District Bulletin Board outside the District Office.

SECTION 4 WORKER'S COMPENSATION: Pursuant to Minnesota Statutes Ch. 176, an employee injured on the job in the service of the School District and collecting workers' compensation insurance may draw sick leave and receive full salary from the School District, the salary to be reduced by an amount equal to the insurance payments, and only that fraction of the days not covered by insurance will be deducted from accrued sick leave.

All injuries sustained, no matter how trivial they appear to be, must be reported to the Superintendent's office within 24 hours of the time of the accident. The Superintendent's office must report the accident to the insurance company within 7 days of the accident.

SECTION 5. JURY SERVICE: An employee who serves on jury duty shall be granted the day or days necessary as stipulated by the court to discharge this responsibility without any salary deduction or loss of basic leave allowance. The compensation received for jury duty service shall be remitted to the School District.

SECTION 6. COURT SERVICE: An employee who is called to testify on behalf of the District shall be granted the day or days necessary (or shall be compensated for time beyond the normal work assignment) for services as stipulated by the court to discharge this responsibility without any salary deduction or loss of basic leave allowance. Any compensation received for this service shall be remitted to the School District. Any District compensation must be pre-approved in writing by the Superintendent.

SECTION 7. MILITARY LEAVE: Military leave shall be granted pursuant to applicable law.

**ARTICLE XIV
Group Insurance**

SECTION 1. ELIGIBILITY: Employees covered under this article are those employees eligible to be represented under the provisions of the P.E.L.R.A.

Subd 1. Part Time Employee Benefits:

a. Health and Hospitalization Insurance: Part-time employees whose service exceeds 14 hours per week or 35% of the normal work week shall be entitled to health benefits of a full-time employee except that those benefits shall be reduced proportionally to the fractional part of the work day for which services are rendered. Employees working less than 35% of the normal work week will not be entitled to said benefits.

b. Life Insurance: Part-time employees whose service exceeds 20 hours per week shall be entitled to life insurance benefits of a full-time employee except that those benefits shall be reduced proportionally to the fractional part of the work day for which services are rendered. Employees working less than 20

insurance plan. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction.

Subd. 2. Dependant Coverage: The School District shall pay 77.5% of the premium for dependent coverage for each full-time employee employed by the School District who qualifies for and is enrolled in the School District's VEBA 830 1200/2400 insurance plan. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction.

Subd. 3.—Premium Contribution: Premium contribution by the School District is based on District's current health and hospitalization plan.

Subd. 4 VEBA Accounts: In addition to the School District's premium contribution, the School District shall contribute to the VEBA account of each eligible, participating employee, according to the following schedule:

Single:		Family:	
Year 1:	83% of deductible	Year 1:	83% of deductible
Year 2:	83% of deductible	Year 2:	83% of deductible
Year 3:	73% of deductible	Year 3:	73% of deductible
Year 4:	68% of deductible	Year 4:	68% of deductible
Year 5 and thereafter:	63% of deductible deductible	Year 5 and thereafter:	63% of deductible

2020-2021 PEIP PLAN

- Beginning July 1, 2020, the Exclusive Representative and the School District have agreed to participate in a Public Employee Insurance Program (PEIP) pursuant to Section 501(c) (9) of the Internal Revenue Code and the adoption of a health savings account (HSA) for members. The Exclusive Representative and the School District intend to execute a PEIP Plan and HSA to facilitate the benefits of the health and hospitalization provisions of the Article.

Subd. 1. Single Plan Contribution: For each full-time employee who is enrolled in one of the 3 single PEIP Health Plans or equivalent plan the School District shall contribute 87.5% of the monthly premium for full-time employees who qualify for and are enrolled in the School District's group health and hospitalization plan.

Subd. 2. Family Plan Contribution: For each full-time employee who is enrolled in one of the three Family PEIP Health Plans or equivalent plan the School District shall contribute 77.5% of the monthly premium for full-time employees who qualify for and are enrolled in the School District's group health and hospitalization plan.

Subd. 3. Premium Contribution: Premium contribution by the School District is based on the District's current health and hospitalization plan.

Subd. 4. Eligibility. An employee is eligible for School District contributions as provided in this Article as long as the employee is employed by the School District. Upon termination of employment, all School District participation and contributions shall cease effective on the last work day.

SECTION 2. RETIREMENT: The employee is required to become a member of PERA under the laws of the State of Minnesota.

ARTICLE XVI Basic Schedules and Rates of Pay

SECTION 1. RATES OF PAY:

Subd. 1. 2020-2021 Rates of Pay: The salaries reflected in Appendix A, shall be a part of the Agreement for the period commencing July 1, 2019, to June 30, 2021.

Subd. 2. Salary Advancement: Salary advancement shall be granted only at the beginning of the current fiscal (July 1) year.

Subd. 3. Additional Non Extra-Curricular Driving Assignment Compensation: Such assignments shall be compensated at a minimum of 1 hour at the prevailing rate. However, if a scheduled assignment such as the ALC, kindergarten, non-public, etc., route exceeds the 1-1/2 or 3-hour contractually defined period for 1- and 2-trip drivers, respectively, then the total work time compensated shall be rounded to the nearest 1/4 hour.

Subd. 4. Substitute Bus Driver Rate: Substitute drivers will be compensated at the same hourly rate as regular route drivers.

Subd. 5. Weekend Bus Driver Assignment Rate: Saturday and Sunday trips shall be at compensated at the rate of 1-1/2 times the prevailing wage, with maximum compensation for the assignment at \$280.00.

Subd. 6. Extra-Curricular Assignment: If the driver elects to accept an extra-curricular assignment, the first 1-1/2 hours of the extra-curricular run shall be at no charge to the School District with no deduction from the driver's regular salary, with maximum compensation for the assignment at \$280.00.

Subd. 7. Special Education 2-Trip Driver: The 2-trip driver rate for the special education run will be pro-rated to the nearest 1/4 hour with a 1 hour minimum. If the route is an extension of a regular route, the 15-minute pro-ration stands.

Subd. 8. Weekend Transportation Director and Mechanic Rate: The District will pay 1-1/2 times their normal rate for emergency call outs on the weekend or dispatching on the weekend.

Subd. 9. Advancement: During the duration of this Agreement, advancement on any salary schedule shall be subject to the terms of this Agreement. In the event a successor Agreement is not entered into prior to the expiration of this Agreement, an employee shall be compensated according to his current rate until a successor Agreement is entered into.

SECTION 2: CUSTODIAL LONGEVITY PAY

Subd. 1. After the completion of 5 years of continuous service in the custodial

ARTICLE XVII General Provisions

SECTION 1. TERMINATION OF EMPLOYMENT:

The School Board requires 30 days' written notice from an employee before termination of employment unless waived by mutual agreement of the District and the Union. In the event of failure to comply with the above time frame, the employee is subject to loss of accrued benefits without recourse. If 9-month employees do not intend to return to work at the start of the new school year, written notice of resignation must be received prior to the end of the current fiscal year, retirement excluded.

SECTION 2. DISCIPLINE, SUSPENSION, AND DISCHARGE:

Subd. 1. Purpose: Disciplinary action may be imposed on employees only for just cause and shall be corrective where appropriate.

Subd. 2. Representation: The School District shall not meet with an employee for the purpose of questioning the employee during an investigation that may lead to discipline of the employee without first advising the employee of the nature of the investigation and offering the employee an opportunity for Union representation.

Subd. 3. Disciplinary Action: Discipline includes the following, but not necessarily in this order:

- a. Oral reprimand, *
- b. Written reprimand,
- c. Suspension, paid or unpaid,
- d. Discharge.

**Oral reprimands shall be identified as such to the employee, but shall be documented in writing in the employee's personnel file.*

Subd. 4. Discharge of Employees

- a. Due Process: The School District shall not discharge any employee without just cause. If the District believes just cause exists for the discharge, the employee will be notified, in writing, that he/she is to be discharged and shall be furnished with the reason(s) therefore, and the effective date of the discharge. The School District shall notify the employee that he/she may request an opportunity to hear an explanation of the evidence against him/her.
- b. Qualifiers: All employees who have worked in excess of 1 calendar year shall become permanent employees and may only be discharged for cause. No employee shall be discriminated against because he/she is not a member of the Union. with all causes to be disclosed to the Union upon written request and written permission of the employee.
- c. Causes: The causes for discharge are as follows, but are not limited to:

SECTION 2. SAFE DRIVING STANDARDS: Bus drivers must meet qualifications for school bus drivers as stated in Minnesota Rules 7414 and 7470 and conform to safe driving standards as outlined in Minnesota Statute §169.443 (Safety of school children; bus driver duties).

**ARTICLE XIX
Duration and Effect**

SECTION 1. TERM AND RE-OPENING NEGOTIATIONS: This Agreement shall remain in full force and effect for a period commencing on July 1, 2019, through June 30, 2021. In the event that a new Agreement is not agreed to by July 1, 2021, provisions of this Agreement will remain in effect. If either party desires to modify or amend this Agreement commencing on July 1, 2019, they shall give the other party written notice of such intent no later than May 1, 2021. Unless otherwise mutually agreed, the parties shall not commence negotiations more than 90 days prior to the expiration of this Agreement.

SECTION 2. EFFECT: This Agreement constitutes the full and complete Agreement between the School District and Union. The provisions of this Agreement relating to terms and conditions of employment supersede any and all prior Agreements, resolutions, practices, and School District policies, rules, or regulations concerning terms and conditions of employment inconsistent with these provisions. Nothing in this Agreement shall be construed to obligate the School District to continue or discontinue existing or past practices or prohibit the School District from exercising all management rights and prerogatives, except insofar as this exercise would be in express violation of any term or terms of this Agreement.

SECTION 3. FINALITY: Any matters relating to the terms and conditions of employment, whether or not referred to in this Agreement, shall not be open for negotiation during the term of this Agreement.

SECTION 4. SEVERABILITY: The provisions of this Agreement shall be severable, and if any such provision or the application of any such provision under any circumstances is held invalid, it shall not affect any other provisions of this Agreement or the application of any provision.

- The Letter of Agreement signed and executed as part of this Agreement will continue Tony Compo, Head Custodian as a salaried position will be moved forward and included as part of this Agreement for the 2019-2020 and 2020-2021 period.

Appendix A

Rate of Pay

SECTION 1: CUSTODIAL STAFF:

	<u>2019-2020</u>	<u>2020-2021</u>
Head Custodian	\$60,000/yr	\$62,250/yr
Custodial Maintenance Workers	\$19.50/hr	\$20.23/hr
Housekeeper	\$15.20/hr	\$15.77/hr

SECTION 2: BUS DRIVERS:

	<u>2019-2020</u>	<u>2020-2021</u>
One trip & Two trip	\$25.28/hr	\$26.23/hr
Extra Curricular	\$17.65/hr	\$18.31/hr

SECTION 3: TRANSPORTATION DIRECTOR:

<u>2019-2020</u>	<u>2020-2021</u>
\$22.47/hr	\$23.32/hr

SECTION 4. BUS MECHANIC:

<u>2019-2020</u>	<u>2020-2021</u>
\$22.47/hr	\$23.32/hr

Letter of Agreement

The parties agree to the following:

Tony Compo, Head Custodian, shall continue on a salary basis for the 2019-2020 and 2020-2021 contract years.

Tony Compo will be considered a full-time salaried employee and therefore not be eligible for overtime pay. He shall continue to receive all benefits as prescribed by the Agreement between the School District and the Union based on a 40-hour work week, including scheduled wage increases.

Either party may terminate this Letter of Agreement with 30 days' notice to the other party.

By:

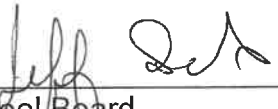

Staff Representative


Aaron Fischer, Supt.


President Local 545


School Board


Tony Compo, Head Custodian


School Board