

AGREEMENT

-between-

BOARD OF EDUCATION

NORTH SHORE CENTRAL SCHOOL DISTRICT

-and-

**UNITED PUBLIC SERVICE EMPLOYEES UNION
(Custodial Unit)**

July 1, 2012 – June 30, 2016

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AGREEMENT made this 2nd day of ~~July~~ ^{August}, 2013, by and between the NORTH SHORE CENTRAL SCHOOL DISTRICT (hereinafter referred to as the "District") and the UNITED PUBLIC SERVICE EMPLOYEES UNION (hereinafter referred to as the "Union").

WITNESSETH

ARTICLE I. RECOGNITION

A. The District hereby recognizes the Union as the exclusive representative of all custodial workers, mechanics, bus drivers and maintenance personnel, excluding bus dispatchers, par timers and summer employees, for the purpose of negotiating collectively and in the administering of all grievances arising under the terms and conditions of employment and for the purpose of entering into written agreements in determining such terms and conditions of employment.

B. The Union shall be entitled to unchallenged representation status for the maximum period permissible by law.

C. The District shall deduct regular membership dues from the wages of those unit members who submit duly executed authorization permitting such payroll deductions.

No later than thirty (30) days after the effective date of this Agreement or thirty (30) days after the effective date of employment, whichever is later, each unit member who is not a member of the Union will pay to the Union each month a service charge toward the administration of this Agreement and the representation of such unit member; provided, however, that each unit member will have available to him/her membership in the Union on the same terms and conditions as are available to Union members. The Union shall certify the amount of the service charge to the District. The District shall deduct such fee in the same

manner the membership dues are deducted, provided that the Union certifies to the District that it has established a refund plan pursuant to Civil Service Law §208(3), and the Union complies with all statutory requirements regarding agency fee.

The District shall supply the Union with the names of new unit members prior to the deduction of any agency fee for those unit members.

The Union shall indemnify the District and any representative of it and hold the District and any of its employees and officers harmless against any and all claims, demands, suits, or other forms of liability that may arise out of, or by reason of any action taken by the District or any of its representatives for the purpose of complying with provisions of this Agreement and/or state law mandating that an agency fee deduction be made from the wages of those members of the bargaining unit who choose not to be members of the Union. In addition, the Union shall reimburse the District for any and all legal expenses associated with the defense of any such claim, demand, or suit.

ARTICLE II. SALARIES

A. Effective July 1, 2012, the wages for unit members shall be increased by 1.25% and increments will be paid as due. Effective July 1, 2013, the wages for unit members shall be increased by 1.25% and increments will be paid as due. Effective July 1, 2014, the wages for unit members shall be increased by 1.25% and increments will be paid as due. Effective July 1, 2015, the wages for unit members shall increase by 1.25% and increments will be paid as due. The salary schedule is annexed hereto as Appendix "A".

B. The District will reimburse maintainers and custodian bus drivers who drive a school bus, the cost of renewal of their commercial driver's license ("CDC"), such cost not to exceed \$120 per renewal.

C. An additional payment of 10% of the unit member's annual salary will be paid to any unit member regularly assigned to a shift that commences on or after 4:00 P.M.

ARTICLE III. HOURS AND OVERTIME

The workweek for all employees shall be forty (40) hours per week, Monday through Friday, with one hour for lunch each day. During July and August, the lunch period shall be reduced to one-half hour and the employees shall be permitted to leave work one-half hour earlier. Employees hired after the ratification of this agreement may in the discretion of the District be assigned a Tuesday – Saturday workweek. The District shall determine the workweek and hours of these employees and may change them on an ongoing and as needed basis.

For the Christmas, Winter and Easter (Spring) breaks when school is not in session, the lunch period shall be one-half hour and the employee shall be permitted to leave work one-half hour earlier.

Overtime shall be assigned to unit members on a rotating and nondiscriminatory basis in the buildings and/or departments. Custodial workers required to work on Sunday and/or holidays designated as custodial days off shall be compensated at double time.

In the event an employee is recalled to work to perform snow removal or other emergency work, he/she shall be guaranteed a minimum of two (2) hours' pay at the applicable

rate. This provision shall not apply to building checks. Snow removal or other emergency work performed as part of the employees continuous day shall be paid at the applicable rate.

If school is closed due to snow, unit members who were not required to work overtime and did not extend their regular shift on the day that school is closed, may, in the discretion of the Director of Facilities, based on the needs of the District, be permitted to go home one (1) hour early.

ARTICLE IV. HOLIDAYS

Fifteen (15) paid holidays shall be provided in accord with the Holiday Schedule annexed hereto as Appendix "B".

ARTICLE V. INSURANCE

A. The District shall continue to provide on behalf of the members of the bargaining unit the Health and Major Medical Insurance Plan as negotiated by the District and North Shore Schools Federated Employees Teachers Unit. Employees shall pay 20% of the premium cost of their family and individual health insurance coverage.

B. The District is enrolled in the New York State Disability Insurance Program, requiring both employee and employer contributions for the provision of disability insurance benefits.

C. The District shall provide unit employees with life insurance in an amount equal to their salary. The District shall pay the full premium.

D. The District shall contribute the following amounts to the United Public Service Employees Union Fund for all full time unit members which cost shall be as follows:

July 1, 2012 – June 30, 2013: \$778.00 per full-time employee per year

July 1, 2013 – June 30, 2014: \$778.00 per full-time employee per year
July 1, 2014 – June 30, 2015: \$778.00 per full-time employee per year.
July 1, 2015 – June 30, 2016: \$778.00 per full-time employee per year.

Contributions shall be used solely for dental benefits.

E. Disability Insurance:

The District shall deduct from the wages of those unit members wishing to participate in a disability insurance program sponsored by the Union. All contributions shall be made by the employee. The Union shall indemnify the District and any representative of it and hold the District and any of its employees and officers harmless against any and all claims, demands, suits, or other forms of liability that may arise out of, or by reason of any action taken by the District or any of its representatives for the purpose of complying with this provision of this Agreement. In addition, the Union shall reimburse the District for any and all legal expenses associated with the defense of any such claim, demand or suit.

ARTICLE VI. VACATION

A. Personnel covered by this Agreement shall receive paid vacation in accord with the following:

1. Personnel having served the District for more than one (1) year but less than five (5) years shall be entitled to a ten (10) day vacation period with pay.

2. Personnel having served the District for five (5) years or more but less than ten (10) years shall be entitled to fifteen (15) days' vacation with pay.

3. Personnel having served the District for more than ten (10) years shall be entitled to vacation as follows:

11 years.....	16 days
12 years.....	17 days
13 years.....	18 days
14 years.....	19 days
15 or more years.....	20 days

4. Vacation time may not be carried over from year to year absent express written approval of the Assistant Superintendent for Business.

B. Upon termination of employment, employees shall receive reimbursement for accumulated unused vacation days at their current rate of salary. Employees who resign must give two weeks written notice in order to receive accumulated vacation, unless in the discretion of the District, requiring notice would be unreasonable.

C. No vacations shall be taken during the last two weeks of school and the two weeks prior to the opening of school. Vacation requests shall be submitted on or before June 1. For requests submitted prior to June 1, seniority will be controlling. When requests are submitted after June, the earlier filed request shall be given preference. In case requests are filed the same day, seniority will be controlling. Custodian-Bus Drivers shall also submit vacation requests to the Transportation office.

All vacation requests must be approved by the building principal or the Director of Facilities. If the building principal or the Director of Facilities denies a vacation request, an appeal may be lodged with the Assistant Superintendent for Business whose decision shall be final and not subject to review.

ARTICLE VII. PERSONAL BUSINESS DAYS

In the event that personal business cannot be accomplished outside of working hours, an employee shall submit his/her request for such time in writing to his/her immediate supervisor.

No reason other than "personal business" need be given for the absence, except for days taken before or after school holidays. The supervisor, in turn, will refer the matter with his/her recommendation to the Superintendent (or his/her official representative). With the approval of the Superintendent (or his/her official representative) such absence on personal business for contract employees, for the time necessary, will be allowed with full compensation not to exceed two (2) days per year. Where any additional time may be needed, the employee will be docked for each day's absence over the two (2) compensated days. Custodian-Bus Drivers shall also submit personal day requests to the Transportation office.

Unused personal business days may be rolled into sick leave.

ARTICLE VIII. PROMOTIONS

All promotions and vacancies shall be posted in all buildings five (5) days prior to filling. Seniority shall be an important consideration in evaluating an applicant's qualifications.

ARTICLE IX. NEGOTIATIONS

One member of the bargaining team assigned to the night shift shall be permitted to attend negotiating sessions, provided, however, that the excused time is made up and the assigned work is complete.

ARTICLE X. IN-SERVICE TRAINING

The District shall pay the cost for approved in-service training courses provided written approval is secured in advance from the Superintendent or his/her designated representative. When an employee is required to use his/her own vehicle, he/she shall be reimbursed for his/her mileage.

ARTICLE XI. UNION BUSINESS

A. The District shall make available to the Union, without charge, space for the conduct of general meetings of the membership and individual committee meetings.

B. No Union business meetings shall be conducted during working hours, except as granted by the Assistant Superintendent for Business.

C. A Union representative may enter the premises for Union business upon prior notice to the Assistant Superintendent for Business. Entry will be after working hours when school is not in session, unless prior approval is given by the Assistant Superintendent for Business.

D. The Union shall have free and unhindered use of school boxes for the purpose of distributing material to its membership provided such use does not interfere with official use by the District.

ARTICLE XII. RETIREMENT

The District shall provide for coverage of permanent employees pursuant to Section 75(i) of the New York State Employees' Retirement Plan.

ARTICLE XIII. EXAMINATIONS

The employees covered by this Agreement agree to comply with the District's policy regarding medical examinations as set for all employees of the District.

ARTICLE XIV. GRIEVANCE PROCEDURE

Each employee shall be entitled to a representative of his/her own choice at each step of the grievance procedure.

Any disputes arising concerning the interpretation or application of the terms of this contract, or the rights claimed to exist there under, may be the subject of a grievance and shall be processed and resolved in accordance with the following:

A. A grievance shall be presented by the employee to his/her principal, in writing, within ten (10) working days after the alleged grievance arises, or where this does not apply, to the administrator immediately superior. Within five (5) working days after receipt of the written grievance, the administrator or immediate supervisor shall confer with the aggrieved and his/her representative, if the employee so desires.

B. In the event such grievance is not resolved, in writing, within five (5) working days following such presentation, it shall be presented, in writing, within five (5) working days after receipt of reply, to the Assistant Superintendent for Business, by the employee.

C. Within five (5) working days after receipt of the written grievance, the Assistant Superintendent for Business shall confer in person with the aggrieved and his/her representative, if he/she so chooses. In the event such grievance is not satisfactorily resolved, in writing, at the Assistant Superintendent's level within ten (10) working days after presentation, the grievance shall be presented in writing within ten (10) working days after receipt of reply to the Superintendent of Schools for settlement. Within five (5) working days after receipt of the written grievance, the Superintendent of Schools shall confer in person with the aggrieved and his/her representative, if he/she so chooses.

D. In the event such grievance is not satisfactorily resolved, in writing, at the Superintendent's level within ten (10) working days after presentation, the grievance shall be

presented, in writing, within ten (10) working days after receipt of the reply to the Board of Education for settlement. The decision of the Board of Education shall be final and binding.

E. A reasonable amount of time will be granted to handle any emergency grievances that may arise during working hours. It is understood that such activity shall be handled as quickly as possible.

ARTICLE XV. SICK LEAVE, BEREAVEMENT LEAVE AND FAMILY ILLNESS

A. Sick Leave:

1. Employees shall be entitled to fifteen (15) paid sick leave days per year of service, accumulative to ninety (90) days, at which point they shall be entitled, thereafter, to ten (10) paid sick leave days per year of service accumulative to one hundred fifty (150) days. Once an employee reaches ninety (90) days for the first time, forever after their entitlement shall be ten (10) days per year even though use of sick leave may reduce the accumulation below ninety (90) days.

2. The policy of paid sick leave in cases of short-term illness shall be subject to the District's discretion. The District's discretion shall be exercised to deny sick leave where there is a determination that the individual is abusing the sick leave policy. In addition, the District may at its sole discretion, require an employee to provide a doctor's note for any employee seeking sick leave payments. The District may also require an employee calling in sick to be examined by the District's physician. Any co-payment charged for the doctor's visit not covered by the employee's insurance shall be reimbursed by the District.

B. Bereavement Leave:

An employee shall be entitled to up to a maximum of five (5) days of paid bereavement leave in the event of a death in the employee's immediate family. Immediate family is defined as the employee's mother, father, brother, sister (or corresponding in-law), spouse, child, grandparents or legal guardian. Such leave is in addition to other paid leave. Such leave may be extended at the sole discretion of the Superintendent.

C. Family Illness:

An employee may be granted up to five (5) days per year in the event of serious illness in the employee's immediate family requiring his/her presence at home. Immediate family is defined as the employee's spouse or child(ren).

ARTICLE XVI. OUT-OF-TITLE WORK

Any employee who is assigned to work above his/her classification to fill the position of another employee for more than five (5) consecutive working days shall, commencing with the 6th day of said assignment, be paid the pay scale he/she would be on if he/she were actually promoted to the higher classification. When an employee qualifies for the pay scale of the higher classification, he/she shall be paid retroactive to the first day of said assignment at the higher classification.

ARTICLE XVII. WORKERS COMPENSATION

Employees filing workers' compensation claims must use a physician or physicians designated by the District in order to process any claims.

Employees shall notify the building administrator of any work related accident or injury immediately after such incident occurs. All appropriate forms shall be completed prior to the

end of the workday. In the case of an accident occurring after hours, such employees must notify their supervisor as soon as practical, and in no event, no later than the next business day. Should the building administration be unavailable, the Director of Facilities or his designee shall be notified.

ARTICLE XVIII. PER-DIEM SUBSTITUTES

The District has the right to utilize per-diem substitutes when unit member are absent from work.

ARTICLE XIX. MISCELLANEOUS

A. Examination of Records:

Upon forty-eight (48) hours prior written notice to the Assistant Superintendent for Business, any employee will be permitted to review his/her own Personnel File excluding pre-employment information.

B. Uniforms:

The District shall provide two sets of uniforms per year to those employees required to wear uniforms. Employees shall place their orders for uniforms no later than May 15th provided forms are issued in a timely manner. Employees shall be required to wear their uniforms.

C. All employees, at the discretion of the District, shall be required to sign in before work and sign out prior to leaving work. No employee shall be required to sign a time sheet for another employee.

D. Employees seeking benefits under this agreement (e.g., vacation, personal leave, bereavement, etc.) must complete the necessary forms in a timely basis in order to receive the benefits. Failure to do so may result in the forfeiture of such benefits.

ARTICLE XX. MANAGEMENT RIGHTS

Notwithstanding any other provisions of this Agreement and applicable law, the District retains full responsibility and sole right of management of the District, its business affairs and property, including, but without limitation, the right to supervise, assign, direct and transfer the working forces; to plan, control, increase, decrease, transfer, or discontinue operations; to establish and modify work and school schedules; to establish, enforce and modify work rules; to hire, and promote employees; to increase or decrease the working force; and to suspend, discipline and discharge employees.

ARTICLE XXII. ILLEGALITY

In the event any part, provision, or term of this Agreement shall be determined or found to be contrary to law, then such provision shall not be applicable nor shall the term thereof be performed or enforced except to the extent permitted by law. However, all other terms and provisions of this Agreement shall continue in force and effect.

ARTICLE XXII. TAYLOR LAW NOTICE

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE XXIII. DURATION OF THIS AGREEMENT

This Agreement shall be effective July 1, 2012, and shall remain in full force and effect to and including June 30, 2016, and shall be automatically renewed thereafter for periods of one (1) year unless either party notifies the other, in writing, by certified mail, on or before January 15, 2016, or any subsequent January 15, of its desire to make changes herein or to terminate this Agreement.

ARTICLE XXIV. RE-OPENER CLAUSE

In the event that the New York State Legislature enacts into law a statute establishing “caps” on school budgets, or on tax levies for school districts, or in any way imposes a statutory limit on any increases in the annual budgets or tax levies of school districts, and in the further event that such legislation becomes law, then either party may thereupon demand the initiation of re-opener negotiations respecting salary and health insurance.

IN WITNESS WHEREOF, this Agreement has been duly executed by the parties the day and year first above written.

**NORTH SHORE CENTRAL
SCHOOL DISTRICT**

By:  8/2/13

**UNITED PUBLIC SERVICE
EMPLOYEES UNION**

By:  Kevin E. Boyle, Jr.
8-2-2013

NORTH SHORE CENTRAL SCHOOL DISTRICT

CUSTODIANS 2012-13 SALARY SCHEDULE (1.25%)

Step	Cleaners Grounds Keeper	Custodian s	Maintainers	Custodian Bus Drivers	Automotive Servicer	Head Custodian 1	Head Custodian 2	Senior Maintainer	Head Custodian 3
1	40,155	43,987	46,435	46,435	46,435	46,224	48,659	48,659	52,907
2	41,406	45,235	47,693	47,693	47,690	48,051	50,487	50,487	54,736
3	42,645	46,477	48,943	48,943	49,151	49,875	52,307	52,307	56,562
4	43,903	47,734	50,191	50,191	50,710	51,700	54,130	54,130	58,381
5	45,160	48,990	51,448	51,448	52,223	53,521	55,949	55,949	60,199
6	46,722	50,548	53,007	53,007	53,908	55,336	57,780	57,780	62,021
7	48,288	52,120	54,579	54,579	55,603	57,165	59,592	59,592	63,846
8	49,851	53,677	56,144	56,144	57,302	58,991	61,412	61,412	65,668
9	51,412	55,248	57,708	57,708	58,971	60,805	63,246	63,246	67,482
10	52,976	56,804	59,272	59,272	60,655	62,631	65,063	65,063	69,315
11	53,336	57,167	59,630	59,630	61,015	62,996	65,426	65,426	69,677
12	53,701	57,528	59,991	59,991	61,377	63,362	65,791	65,791	70,046
13	54,064	57,889	60,350	60,350	61,737	63,726	66,156	66,156	70,409
14	54,425	58,254	60,708	60,708	62,098	64,090	66,520	66,520	70,774
15	54,786	58,614	61,071	61,071	62,462	64,456	66,884	66,884	71,138
16	55,960	59,787	62,245	62,245	63,635	65,631	68,061	68,061	72,309
17	56,319	60,146	62,606	62,606	63,996	65,996	68,426	68,426	72,675
18	56,680	60,504	62,967	62,967	64,357	66,360	68,792	68,792	73,036
19	57,038	60,864	63,331	63,331	64,719	66,728	69,157	69,157	73,399
20	59,178	63,006	65,473	65,473	66,863	68,887	71,321	71,321	75,562

**NORTH SHORE CENTRAL SCHOOL DISTRICT
CUSTODIANS 2013-14 SALARY SCHEDULE (1.25%)**

Step	Cleaners Grounds Keeper	Custodian s	Maintainers	Custodian Bus Drivers	Automotive Servicer	Head Custodian 1	Head Custodian 2	Senior Maintainer	Head Custodian 3
1	40,657	44,537	47,015	47,015	47,015	46,802	49,267	49,267	53,568
2	41,924	45,800	48,289	48,289	48,286	48,652	51,118	51,118	55,420
3	43,178	47,058	49,555	49,555	49,765	50,498	52,961	52,961	57,269
4	44,452	48,331	50,818	50,818	51,344	52,346	54,807	54,807	59,111
5	45,725	49,602	52,091	52,091	52,876	54,190	56,648	56,648	60,951
6	47,306	51,180	53,670	53,670	54,582	56,028	58,502	58,502	62,796
7	48,892	52,772	55,261	55,261	56,298	57,880	60,337	60,337	64,644
8	50,474	54,348	56,846	56,846	58,018	59,728	62,180	62,180	66,489
9	52,055	55,939	58,429	58,429	59,708	61,565	64,037	64,037	68,326
10	53,638	57,514	60,013	60,013	61,413	63,414	65,876	65,876	70,181
11	54,003	57,882	60,375	60,375	61,778	63,783	66,244	66,244	70,548
12	54,372	58,247	60,741	60,741	62,144	64,154	66,613	66,613	70,922
13	54,740	58,613	61,104	61,104	62,509	64,523	66,983	66,983	71,289
14	55,105	58,982	61,467	61,467	62,874	64,891	67,352	67,352	71,659
15	55,471	59,347	61,834	61,834	63,243	65,262	67,720	67,720	72,027
16	56,660	60,534	63,023	63,023	64,430	66,451	68,912	68,912	73,213
17	57,023	60,898	63,389	63,389	64,796	66,821	69,281	69,281	73,583
18	57,389	61,260	63,754	63,754	65,161	67,190	69,652	69,652	73,949
19	57,751	61,625	64,123	64,123	65,528	67,562	70,021	70,021	74,316
20	59,918	63,794	66,291	66,291	67,699	69,748	72,213	72,213	76,507

**NORTH SHORE CENTRAL SCHOOL DISTRICT
CUSTODIANS 2014-15 SALARY SCHEDULE (1.25%)**

Step	Cleaners Grounds Keeper	Custodian	s Maintainers	Custodian Bus Drivers	Automotive Servicer	Head Custodian 1	Head Custodian 2	Senior Maintainer	Head Custodian 3
1	41,165	45,094	47,603	47,603	47,603	47,387	49,883	49,883	54,238
2	42,448	46,373	48,893	48,893	48,890	49,260	51,757	51,757	56,113
3	43,718	47,646	50,174	50,174	50,387	51,129	53,623	53,623	57,985
4	45,008	48,935	51,453	51,453	51,986	53,000	55,492	55,492	59,850
5	46,297	50,222	52,742	52,742	53,537	54,867	57,356	57,356	61,713
6	47,897	51,820	54,341	54,341	55,264	56,728	59,233	59,233	63,581
7	49,503	53,432	55,952	55,952	57,002	58,604	61,091	61,091	65,452
8	51,105	55,027	57,557	57,557	58,743	60,475	62,957	62,957	67,320
9	52,706	56,638	59,159	59,159	60,454	62,335	64,837	64,837	69,180
10	54,308	58,233	60,763	60,763	62,181	64,207	66,699	66,699	71,058
11	54,678	58,606	61,130	61,130	62,550	64,580	67,072	67,072	71,430
12	55,052	58,975	61,500	61,500	62,921	64,956	67,446	67,446	71,809
13	55,424	59,346	61,868	61,868	63,290	65,330	67,820	67,820	72,180
14	55,794	59,719	62,235	62,235	63,660	65,702	68,194	68,194	72,555
15	56,164	60,089	62,607	62,607	64,034	66,078	68,567	68,567	72,927
16	57,368	61,291	63,811	63,811	65,235	67,282	69,773	69,773	74,128
17	57,736	61,659	64,181	64,181	65,606	67,656	70,147	70,147	74,503
18	58,106	62,026	64,551	64,551	65,976	68,030	70,523	70,523	74,873
19	58,473	62,395	64,925	64,925	66,347	68,407	70,896	70,896	75,245
20	60,667	64,591	67,120	67,120	68,545	70,620	73,116	73,116	77,463

NORTH SHORE CENTRAL SCHOOL DISTRICT									
CUSTODIANS 2015-16 SALARY SCHEDULE (1.25%)									
Step	Cleaners Grounds Keeper	Custodian s	Maintainers	Custodian Bus Drivers	Automotive Servicer	Head Custodian 1	Head Custodian 2	Senior Maintainer	Head Custodian 3
1	41,680	45,658	48,198	48,198	48,198	47,979	50,507	50,507	54,916
2	42,979	46,953	49,504	49,504	49,501	49,876	52,404	52,404	56,814
3	44,264	48,242	50,801	50,801	51,017	51,768	54,293	54,293	58,710
4	45,571	49,547	52,096	52,096	52,636	53,663	56,186	56,186	60,598
5	46,876	50,850	53,401	53,401	54,206	55,553	58,073	58,073	62,484
6	48,496	52,468	55,020	55,020	55,955	57,437	59,973	59,973	64,376
7	50,122	54,100	56,651	56,651	57,715	59,337	61,855	61,855	66,270
8	51,744	55,715	58,276	58,276	59,477	61,231	63,744	63,744	68,162
9	53,365	57,346	59,898	59,898	61,210	63,114	65,647	65,647	70,045
10	54,987	58,961	61,523	61,523	62,958	65,010	67,533	67,533	71,946
11	55,361	59,339	61,894	61,894	63,332	65,387	67,910	67,910	72,323
12	55,740	59,712	62,269	62,269	63,708	65,768	68,289	68,289	72,707
13	56,117	60,088	62,641	62,641	64,081	66,147	68,668	68,668	73,082
14	56,491	60,465	63,013	63,013	64,456	66,523	69,046	69,046	73,462
15	56,866	60,840	63,390	63,390	64,834	66,904	69,424	69,424	73,839
16	58,085	62,057	64,609	64,609	66,050	68,123	70,645	70,645	75,055
17	58,458	62,430	64,983	64,983	66,426	68,502	71,024	71,024	75,434
18	58,832	62,801	65,358	65,358	66,801	68,880	71,405	71,405	75,809
19	59,204	63,175	65,737	65,737	67,176	69,262	71,782	71,782	76,186
20	61,425	65,398	67,959	67,959	69,402	71,503	74,030	74,030	78,431

**APPENDIX B
NORTH SHORE SCHOOLS**

CIVIL SERVICE HOLIDAY CALENDAR - 2012-2013

CUSTODIAL UNIT

July 4, 2012	Independence Day
September 3, 2012	Labor Day
October 8, 2012	Columbus Day
November 12, 2012	Veteran's Day
November 22, 2012	Thanksgiving Day
November 23, 2012	Day after Thanksgiving
December 24, 2012	Christmas Break
December 25, 2012	Christmas Break
December 26, 2012	Christmas Break
December 31, 2012	Christmas Break
January 1, 2013	Christmas Break
January 21, 2013	Martin Luther King, Jr. Day
February 18, 2013	President's Day
March 29, 2013	Good Friday
May 27, 2013	Memorial Day

03/16/12

Revision #1 – includes language below. This cancels and supersedes copy of 03/12/12.

Note: The actual school calendar/days designated for the observance of the listed holidays will be adjusted for each year of this agreement.

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**APPENDIX B
NORTH SHORE SCHOOLS**

CIVIL SERVICE HOLIDAY CALENDAR - 2013-2014

CUSTODIAL UNIT

July 4, 2013	Independence Day
September 2, 2013	Labor Day
October 14, 2013	Columbus Day
November 11, 2013	Veteran's Day
November 28, 2013	Thanksgiving Day
November 29, 2013	Day after Thanksgiving
December 24, 2013	Christmas Eve
December 25, 2013	Christmas Day
December 26, 2013	Christmas Break
December 31, 2013	New Year's Eve
January 1, 2014	New Year's Day
January 20, 2014	Martin Luther King Jr. Day
April 18, 2014	Good Friday
April 21, 2014	Spring Break
May 26, 2014	Memorial Day

Note: The actual school calendar/days designated for the observance of the listed holidays will be adjusted for each year of the agreement.

03/13/13
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