

AGREEMENT

-between-

BOARD OF EDUCATION OF THE  
NORTH SHORE CENTRAL SCHOOL DISTRICT

-and-

UNITED PUBLIC SERVICE EMPLOYEES UNION  
(Custodial Unit)

July 1, 2024 - June 30, 2029

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AGREEMENT made this 24<sup>TH</sup> day of September, 2025, by and between the  
BOARD OF EDUCATION OF THE NORTH SHORE CENTRAL SCHOOL DISTRICT  
(hereinafter referred to as the "District") and 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, and maintenance personnel, excluding bus dispatchers, part 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. In accordance with § 208 of the Taylor Law, the District shall deduct regular membership dues from the wages of those unit members who submit duly executed authorization permitting such payroll deductions.

ARTICLE II. SALARIES

A. Effective July 1, 2024, the wages for unit members shall be retroactively increased by 2.0% and increments will be paid as due. Effective July 1, 2025, the wages for unit members shall be increased by 2.0% and increments will be paid as due. Effective July 1, 2026, the wages for unit members shall be increased by 2.0% and increments

will be paid as due. Effective July 1, 2027, the wages for unit members shall be increased by 2.0% and increments will be paid as due. Effective July 1, 2028, the wages for unit members shall be increased by 2.0% and increments will be paid as due. Retroactive increases will be applied to all current unit members in all job titles. The salary schedule is annexed hereto as Appendix "A". Effective February 15, 2025, direct deposit of paychecks shall be mandatory for all unit members.

1. if a Unit Member begins working for the School District on and between July 1 and December 31 of a given school year, the Union member would be entitled to a salary Step increase in the salary schedule in the following school year if he/she remains working for the School District as a Unit Member; and
2. if a Unit Member begins working with the School District on and between January 1 and June 30 of a given school year, the Unit Member would not be given a salary Step increase in the following school year but would remain on the same salary step to which he/she was initially assigned.

B. The District will reimburse mechanics who drive a school bus, the cost of renewal of their commercial driver's license ("CDL"), 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**

A. 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 on or after July 1, 2024 may in the

discretion of the District be assigned a Tuesday-Saturday work-week. The District shall determine the workweek and hours of these employees and may change them on an ongoing and as needed basis. In order to advance to the next higher salary step, a unit member must have worked a minimum of 6 months in the preceding year which includes time on workers' compensation leave.

B. 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.

C. 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. During the summer break and recess periods those assigned by the District to a modified shift will receive night differential for any hours worked past 4pm. The District reserves its rights under Article XX Management Rights to assign personnel as needed. During the summer break and recess periods those with a position as Night Lead assigned by the district to a modified shift will receive night lead pay, which shall be calculated at 10% of the custodians base salary. However, in the event a custodian receiving night lead pay requests to work a modified shift during any hours prior to 4 pm, the custodian will receive night lead pay only for any hours worked past 4 pm. In the event the District assigns a unit member to substitute for the night lead, the unit member will be paid the differential after five days of service as night lead. The District reserves its rights under Article XX "Management Rights" to assign personnel as needed."

D. 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 employee's continuous day shall be paid at the applicable rate.

E. Whenever school is closed due to snow and staff other than custodians are not required to report to work, custodians who are ordered to report to work and do so will receive 1½ times their rate of pay for each snow day worked.

F. On occasions when the Director of Facilities and/or his/her designee determines that snow removal is necessary at District facilities, unit members will be contacted and required to report for snow removal duties. Such reporting is mandatory, except for good cause shown at the discretion of the District. A unit member's failure to appear at work upon being recalled to perform snow removal or other emergency may be subject to disciplinary action.

G. 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". Effective July 1, 2022, unit members will receive 16 paid holidays per year. For the 2022-23 school year, the existing method will be followed for proposing and approving the additional 16<sup>th</sup> paid holiday.

**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, provided however, employees hired on or after July 1, 2025, shall pay 22% 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, 2024 - June 30, 2025: \$800.00 per full-time employee per year  
July 1, 2025 - June 30, 2026: \$800.00 per full-time employee per year  
July 1, 2026 - June 30, 2027: \$800.00 per full-time employee per year  
July 1, 2027 - June 30, 2028: \$800.00 per full-time employee per year  
July 1, 2028 - June 30, 2029: \$800.00 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 | years or more.. | 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.

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. 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.
3. N.Y. Retirement and Social Security Law Section 41(j)- Upon approval by the New York State Employees' Retirement System, the parties agree to adopt Section 41j for the Employees Retirement System (ERS).
  - a. A unit member must accrue a minimum of fifty (50) sick leave days upon retirement, in order to be eligible for section 41(j).

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. Bereavement days may only be taken within 25 days of the immediate family member's death, provided the employee submits evidence of the date of death within two weeks of the employee's return to work following such leave.

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. For the purposes of family illness leave, immediate family is defined as the employee's spouse, children, mother, father, sister, or brother.

**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:**

1. 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. The District will provide one jacket per the term of each Collective Bargaining Agreement to employees required to perform outside work. Employees shall be required to wear their uniforms.
2. Safety Shoe Reimbursement - A safety shoe reimbursement, up to \$100.00 per year will be provided for the purchase of one pair of school approved safety shoes for use at work. Approval of shoes is

to be made by the Director of Facilities. Receipts must be provided to the District, for reimbursement to occur.

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.

E. The parties agree to meet quarterly for labor management meetings. The committee will include two (2) unit members, and one UPSEU Representative for the Union, and up to three (3) members for the District.

#### **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 XXI. 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 LAIV OR BY PROVIDING THE ADDITIONAL FUNDING 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, 2025, and shall remain in full force and effect to and including June 30, 2029, 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, 2029, 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 written above.

**BOARD OF EDUCATION OF  
NORTH SHORE CENTRAL  
SCHOOL DISTRICT**

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

By \_\_\_\_\_

By: \_\_\_\_\_

Date: 10/9/25

Date: \_\_\_\_\_

# APPENDIX A

## NORTH SHORE CENTRAL SCHOOL DISTRICT 2024-25 Salary Schedule

### NORTH SHORE CENTRAL SCHOOL DISTRICT CUSTODIANS 2024-25 SALARY SCHEDULE (2.00%)

|    | <b>Grounds-<br/>keeper<br/>Cleaners</b> | <b>Custodians</b> | <b>Maintainers</b> | <b>Automotive<br/>Servicers</b> | <b>Head<br/>Custodian<br/>1</b> | <b>Head<br/>Custodian<br/>2</b> | <b>Senior<br/>Maintainer</b> | <b>Head<br/>Custodian<br/>3</b> |
|----|---|-------------------|--------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------|---------------------------------|
| 1  | \$48,843                                | \$53,504          | \$56,480           | \$56,480                        | \$56,223                        | \$59,187                        | \$59,187                     | \$64,353                        |
| 2  | \$50,364                                | \$55,022          | \$58,010           | \$58,007                        | \$58,447                        | \$61,408                        | \$61,408                     | \$66,576                        |
| 3  | \$51,870                                | \$56,532          | \$59,529           | \$59,783                        | \$60,663                        | \$63,624                        | \$63,624                     | \$68,799                        |
| 4  | \$53,402                                | \$58,060          | \$61,048           | \$61,680                        | \$62,884                        | \$65,841                        | \$65,841                     | \$71,009                        |
| 5  | \$54,930                                | \$59,587          | \$62,577           | \$63,521                        | \$65,097                        | \$68,051                        | \$68,051                     | \$73,221                        |
| 6  | \$56,827                                | \$61,485          | \$64,473           | \$65,572                        | \$67,308                        | \$70,280                        | \$70,280                     | \$75,439                        |
| 7  | \$58,735                                | \$63,397          | \$66,387           | \$67,633                        | \$69,533                        | \$72,483                        | \$72,483                     | \$77,658                        |
| 8  | \$60,636                                | \$65,288          | \$68,290           | \$69,699                        | \$71,751                        | \$74,698                        | \$74,698                     | \$79,873                        |
| 9  | \$62,534                                | \$67,199          | \$70,190           | \$71,727                        | \$73,960                        | \$76,927                        | \$76,927                     | \$82,081                        |
| 10 | \$64,435                                | \$69,093          | \$72,096           | \$73,776                        | \$76,182                        | \$79,137                        | \$79,137                     | \$84,308                        |
| 11 | \$64,874                                | \$69,536          | \$72,528           | \$74,214                        | \$76,623                        | \$79,579                        | \$79,579                     | \$84,750                        |
| 12 | \$65,318                                | \$69,974          | \$72,969           | \$74,655                        | \$77,069                        | \$80,023                        | \$80,023                     | \$85,201                        |
| 13 | \$65,758                                | \$70,414          | \$73,405           | \$75,091                        | \$77,513                        | \$80,468                        | \$80,468                     | \$85,638                        |
| 14 | \$66,198                                | \$70,854          | \$73,840           | \$75,532                        | \$77,954                        | \$80,910                        | \$80,910                     | \$86,084                        |
| 15 | \$66,638                                | \$71,294          | \$74,284           | \$75,976                        | \$78,401                        | \$81,353                        | \$81,353                     | \$86,527                        |
| 16 | \$68,066                                | \$72,721          | \$75,710           | \$77,401                        | \$79,830                        | \$82,785                        | \$82,785                     | \$87,953                        |
| 17 | \$68,503                                | \$73,156          | \$76,148           | \$77,838                        | \$80,273                        | \$83,229                        | \$83,229                     | \$88,395                        |
| 18 | \$68,941                                | \$73,592          | \$76,587           | \$78,279                        | \$80,715                        | \$83,675                        | \$83,675                     | \$88,835                        |
| 19 | \$69,378                                | \$74,031          | \$77,032           | \$78,721                        | \$81,163                        | \$84,116                        | \$84,116                     | \$89,278                        |
| 20 | \$71,979                                | \$76,636          | \$79,637           | \$81,329                        | \$83,791                        | \$86,750                        | \$86,750                     | \$91,907                        |

# NORTH SHORE CENTRAL SCHOOL DISTRICT

## 2025-26 Salary Schedule

### NORTH SHORE CENTRAL SCHOOL DISTRICT CUSTODIANS 2025-26 SALARY SCHEDULE (2.00%)

|    | <b>Grounds-keeper Cleaners</b> | <b>Custodians</b> | <b>Maintainers</b> | <b>Automotive Servicers</b> | <b>Head Custodian 1</b> | <b>Head Custodian 2</b> | <b>Senior Maintainer</b> | <b>Head Custodian 3</b> |
|----|--------------------------------|-------------------|--------------------|-----------------------------|-------------------------|-------------------------|--------------------------|-------------------------|
| 1  | \$49,820                       | \$54,574          | \$57,610           | \$57,610                    | \$57,347                | \$60,371                | \$60,371                 | \$65,640                |
| 2  | \$51,371                       | \$56,122          | \$59,170           | \$59,167                    | \$59,616                | \$62,636                | \$62,636                 | \$67,908                |
| 3  | \$52,907                       | \$57,663          | \$60,720           | \$60,979                    | \$61,876                | \$64,896                | \$64,896                 | \$70,175                |
| 4  | \$54,470                       | \$59,221          | \$62,269           | \$62,914                    | \$64,142                | \$67,158                | \$67,158                 | \$72,429                |
| 5  | \$56,029                       | \$60,779          | \$63,829           | \$64,791                    | \$66,399                | \$69,412                | \$69,412                 | \$74,685                |
| 6  | \$57,964                       | \$62,715          | \$65,762           | \$66,883                    | \$68,654                | \$71,686                | \$71,686                 | \$76,948                |
| 7  | \$59,910                       | \$64,665          | \$67,715           | \$68,986                    | \$70,924                | \$73,933                | \$73,933                 | \$79,211                |
| 8  | \$61,849                       | \$66,594          | \$69,656           | \$71,093                    | \$73,186                | \$76,192                | \$76,192                 | \$81,470                |
| 9  | \$63,785                       | \$68,543          | \$71,594           | \$73,162                    | \$75,439                | \$78,466                | \$78,466                 | \$83,723                |
| 10 | \$65,724                       | \$70,475          | \$73,538           | \$75,252                    | \$77,706                | \$80,720                | \$80,720                 | \$85,994                |
| 11 | \$66,171                       | \$70,927          | \$73,979           | \$75,698                    | \$78,155                | \$81,171                | \$81,171                 | \$86,445                |
| 12 | \$66,624                       | \$71,373          | \$74,428           | \$76,148                    | \$78,610                | \$81,623                | \$81,623                 | \$86,905                |
| 13 | \$67,073                       | \$71,822          | \$74,873           | \$76,593                    | \$79,063                | \$82,077                | \$82,077                 | \$87,351                |
| 14 | \$67,522                       | \$72,271          | \$75,317           | \$77,043                    | \$79,513                | \$82,528                | \$82,528                 | \$87,806                |
| 15 | \$67,971                       | \$72,720          | \$75,770           | \$77,496                    | \$79,969                | \$82,980                | \$82,980                 | \$88,258                |
| 16 | \$69,427                       | \$74,175          | \$77,224           | \$78,949                    | \$81,427                | \$84,441                | \$84,441                 | \$89,712                |
| 17 | \$69,873                       | \$74,619          | \$77,671           | \$79,395                    | \$81,878                | \$84,894                | \$84,894                 | \$90,163                |
| 18 | \$70,320                       | \$75,064          | \$78,119           | \$79,845                    | \$82,329                | \$85,349                | \$85,349                 | \$90,612                |
| 19 | \$70,766                       | \$75,512          | \$78,573           | \$80,295                    | \$82,786                | \$85,798                | \$85,798                 | \$91,064                |
| 20 | \$73,419                       | \$78,169          | \$81,230           | \$82,956                    | \$85,467                | \$88,485                | \$88,485                 | \$93,745                |

# NORTH SHORE CENTRAL SCHOOL DISTRICT

## 2026-27 Salary Schedule

### NORTH SHORE CENTRAL SCHOOL DISTRICT CUSTODIANS 2026-27 SALARY SCHEDULE (2.00%)

|    | <b>Grounds-keeper Cleaners</b> | <b>Custodians</b> | <b>Maintainers</b> | <b>Automotive Servicers</b> | <b>Head Custodian 1</b> | <b>Head Custodian 2</b> | <b>Senior Maintainer</b> | <b>Head Custodian 3</b> |
|----|--------------------------------|-------------------|--------------------|-----------------------------|-------------------------|-------------------------|--------------------------|-------------------------|
| 1  | \$50,816                       | \$55,665          | \$58,762           | \$58,762                    | \$58,494                | \$61,578                | \$61,578                 | \$66,953                |
| 2  | \$52,398                       | \$57,244          | \$60,353           | \$60,350                    | \$60,808                | \$63,889                | \$63,889                 | \$69,266                |
| 3  | \$53,965                       | \$58,816          | \$61,934           | \$62,199                    | \$63,114                | \$66,194                | \$66,194                 | \$71,579                |
| 4  | \$55,559                       | \$60,405          | \$63,514           | \$64,172                    | \$65,425                | \$68,501                | \$68,501                 | \$73,878                |
| 5  | \$57,150                       | \$61,995          | \$65,106           | \$66,087                    | \$67,727                | \$70,800                | \$70,800                 | \$76,179                |
| 6  | \$59,123                       | \$63,969          | \$67,077           | \$68,221                    | \$70,027                | \$73,120                | \$73,120                 | \$78,487                |
| 7  | \$61,108                       | \$65,958          | \$69,069           | \$70,366                    | \$72,342                | \$75,412                | \$75,412                 | \$80,795                |
| 8  | \$63,086                       | \$67,926          | \$71,049           | \$72,515                    | \$74,650                | \$77,716                | \$77,716                 | \$83,099                |
| 9  | \$65,061                       | \$69,914          | \$73,026           | \$74,625                    | \$76,948                | \$80,035                | \$80,035                 | \$85,397                |
| 10 | \$67,038                       | \$71,885          | \$75,009           | \$76,757                    | \$79,260                | \$82,334                | \$82,334                 | \$87,714                |
| 11 | \$67,494                       | \$72,346          | \$75,459           | \$77,212                    | \$79,718                | \$82,794                | \$82,794                 | \$88,174                |
| 12 | \$67,956                       | \$72,800          | \$75,917           | \$77,671                    | \$80,182                | \$83,255                | \$83,255                 | \$88,643                |
| 13 | \$68,414                       | \$73,258          | \$76,370           | \$78,125                    | \$80,644                | \$83,719                | \$83,719                 | \$89,098                |
| 14 | \$68,872                       | \$73,716          | \$76,823           | \$78,584                    | \$81,103                | \$84,179                | \$84,179                 | \$89,562                |
| 15 | \$69,330                       | \$74,174          | \$77,285           | \$79,046                    | \$81,568                | \$84,640                | \$84,640                 | \$90,023                |
| 16 | \$70,816                       | \$75,659          | \$78,768           | \$80,528                    | \$83,056                | \$86,130                | \$86,130                 | \$91,506                |
| 17 | \$71,270                       | \$76,111          | \$79,224           | \$80,983                    | \$83,516                | \$86,592                | \$86,592                 | \$91,966                |
| 18 | \$71,726                       | \$76,565          | \$79,681           | \$81,442                    | \$83,976                | \$87,056                | \$87,056                 | \$92,424                |
| 19 | \$72,181                       | \$77,022          | \$80,144           | \$81,901                    | \$84,442                | \$87,514                | \$87,514                 | \$92,885                |
| 20 | \$74,887                       | \$79,732          | \$82,855           | \$84,615                    | \$87,176                | \$90,255                | \$90,255                 | \$95,620                |

# NORTH SHORE CENTRAL SCHOOL DISTRICT

## 2027-28 Salary Schedule

### NORTH SHORE CENTRAL SCHOOL DISTRICT CUSTODIANS 2027-28 SALARY SCHEDULE (2.00%)

|    | <b>Grounds-keeper Cleaners</b> | <b>Custodians</b> | <b>Maintainers</b> | <b>Automotive Servicers</b> | <b>Head Custodian 1</b> | <b>Head Custodian 2</b> | <b>Senior Maintainer</b> | <b>Head Custodian 3</b> |
|----|--------------------------------|-------------------|--------------------|-----------------------------|-------------------------|-------------------------|--------------------------|-------------------------|
| 1  | \$51,832                       | \$56,778          | \$59,937           | \$59,937                    | \$59,664                | \$62,810                | \$62,810                 | \$68,292                |
| 2  | \$53,446                       | \$58,389          | \$61,560           | \$61,557                    | \$62,024                | \$65,167                | \$65,167                 | \$70,651                |
| 3  | \$55,044                       | \$59,992          | \$63,173           | \$63,443                    | \$64,376                | \$67,518                | \$67,518                 | \$73,011                |
| 4  | \$56,670                       | \$61,613          | \$64,784           | \$65,455                    | \$66,734                | \$69,871                | \$69,871                 | \$75,356                |
| 5  | \$58,293                       | \$63,235          | \$66,408           | \$67,409                    | \$69,082                | \$72,216                | \$72,216                 | \$77,703                |
| 6  | \$60,305                       | \$65,248          | \$68,419           | \$69,585                    | \$71,428                | \$74,582                | \$74,582                 | \$80,057                |
| 7  | \$62,330                       | \$67,277          | \$70,450           | \$71,773                    | \$73,789                | \$76,920                | \$76,920                 | \$82,411                |
| 8  | \$64,348                       | \$69,285          | \$72,470           | \$73,965                    | \$76,143                | \$79,270                | \$79,270                 | \$84,761                |
| 9  | \$66,362                       | \$71,312          | \$74,487           | \$76,118                    | \$78,487                | \$81,636                | \$81,636                 | \$87,105                |
| 10 | \$68,379                       | \$73,323          | \$76,509           | \$78,292                    | \$80,845                | \$83,981                | \$83,981                 | \$89,468                |
| 11 | \$68,844                       | \$73,793          | \$76,968           | \$78,756                    | \$81,312                | \$84,450                | \$84,450                 | \$89,937                |
| 12 | \$69,315                       | \$74,256          | \$77,435           | \$79,224                    | \$81,786                | \$84,920                | \$84,920                 | \$90,416                |
| 13 | \$69,782                       | \$74,723          | \$77,897           | \$79,688                    | \$82,257                | \$85,393                | \$85,393                 | \$90,880                |
| 14 | \$70,249                       | \$75,190          | \$78,359           | \$80,156                    | \$82,725                | \$85,863                | \$85,863                 | \$91,353                |
| 15 | \$70,717                       | \$75,657          | \$78,831           | \$80,627                    | \$83,199                | \$86,333                | \$86,333                 | \$91,823                |
| 16 | \$72,232                       | \$77,172          | \$80,343           | \$82,139                    | \$84,717                | \$87,853                | \$87,853                 | \$93,336                |
| 17 | \$72,695                       | \$77,633          | \$80,808           | \$82,603                    | \$85,186                | \$88,324                | \$88,324                 | \$93,805                |
| 18 | \$73,161                       | \$78,096          | \$81,275           | \$83,071                    | \$85,656                | \$88,797                | \$88,797                 | \$94,272                |
| 19 | \$73,625                       | \$78,562          | \$81,747           | \$83,539                    | \$86,131                | \$89,264                | \$89,264                 | \$94,743                |
| 20 | \$76,385                       | \$81,327          | \$84,512           | \$86,307                    | \$88,920                | \$92,060                | \$92,060                 | \$97,532                |

# NORTH SHORE CENTRAL SCHOOL DISTRICT

## 2028-29 Salary Schedule

### NORTH SHORE CENTRAL SCHOOL DISTRICT CUSTODIANS 2028-29 SALARY SCHEDULE (2.00%)

|    | <b>Grounds-keeper Cleaners</b> | <b>Custodians</b> | <b>Maintainers</b> | <b>Automotive Servicers</b> | <b>Head Custodian 1</b> | <b>Head Custodian 2</b> | <b>Senior Maintainer</b> | <b>Head Custodian 3</b> |
|----|--------------------------------|-------------------|--------------------|-----------------------------|-------------------------|-------------------------|--------------------------|-------------------------|
| 1  | \$52,869                       | \$57,914          | \$61,136           | \$61,136                    | \$60,857                | \$64,066                | \$64,066                 | \$69,658                |
| 2  | \$54,515                       | \$59,557          | \$62,791           | \$62,788                    | \$63,264                | \$66,470                | \$66,470                 | \$72,064                |
| 3  | \$56,145                       | \$61,192          | \$64,436           | \$64,712                    | \$65,664                | \$68,868                | \$68,868                 | \$74,471                |
| 4  | \$57,803                       | \$62,845          | \$66,080           | \$66,764                    | \$68,069                | \$71,268                | \$71,268                 | \$76,863                |
| 5  | \$59,459                       | \$64,500          | \$67,736           | \$68,757                    | \$70,464                | \$73,660                | \$73,660                 | \$79,257                |
| 6  | \$61,511                       | \$66,553          | \$69,787           | \$70,977                    | \$72,857                | \$76,074                | \$76,074                 | \$81,658                |
| 7  | \$63,577                       | \$68,623          | \$71,859           | \$73,208                    | \$75,265                | \$78,458                | \$78,458                 | \$84,059                |
| 8  | \$65,635                       | \$70,671          | \$73,919           | \$75,444                    | \$77,666                | \$80,855                | \$80,855                 | \$86,456                |
| 9  | \$67,689                       | \$72,738          | \$75,977           | \$77,640                    | \$80,057                | \$83,269                | \$83,269                 | \$88,847                |
| 10 | \$69,747                       | \$74,789          | \$78,039           | \$79,858                    | \$82,462                | \$85,661                | \$85,661                 | \$91,257                |
| 11 | \$70,221                       | \$75,269          | \$78,507           | \$80,331                    | \$82,938                | \$86,139                | \$86,139                 | \$91,736                |
| 12 | \$70,701                       | \$75,741          | \$78,984           | \$80,808                    | \$83,422                | \$86,618                | \$86,618                 | \$92,224                |
| 13 | \$71,178                       | \$76,217          | \$79,455           | \$81,282                    | \$83,902                | \$87,101                | \$87,101                 | \$92,698                |
| 14 | \$71,654                       | \$76,694          | \$79,926           | \$81,759                    | \$84,380                | \$87,580                | \$87,580                 | \$93,180                |
| 15 | \$72,131                       | \$77,170          | \$80,408           | \$82,240                    | \$84,863                | \$88,060                | \$88,060                 | \$93,659                |
| 16 | \$73,677                       | \$78,715          | \$81,950           | \$83,782                    | \$86,411                | \$89,610                | \$89,610                 | \$95,203                |
| 17 | \$74,149                       | \$79,186          | \$82,424           | \$84,255                    | \$86,890                | \$90,090                | \$90,090                 | \$95,681                |
| 18 | \$74,624                       | \$79,658          | \$82,901           | \$84,732                    | \$87,369                | \$90,573                | \$90,573                 | \$96,157                |
| 19 | \$75,098                       | \$80,133          | \$83,382           | \$85,210                    | \$87,854                | \$91,049                | \$91,049                 | \$96,638                |
| 20 | \$77,913                       | \$82,954          | \$86,202           | \$88,033                    | \$90,698                | \$93,901                | \$93,901                 | \$99,483                |

**NORTH SHORE SCHOOLS**

**CIVIL SERVICE HOLIDAY CALENDAR- 2025 - 2026**

**CUSTODIAL UNIT**

|                                      |                                    |
|--------------------------------------|------------------------------------|
| <b>Friday - July 4, 2025</b>         | <b>Independence Day</b>            |
| <b>Monday - September 1, 2025</b>    | <b>Labor Day</b>                   |
| <b>Monday - October 13, 2025</b>     | <b>Columbus Day</b>                |
| <b>Tuesday - November 11, 2025</b>   | <b>Veteran's Day</b>               |
| <b>Thursday - November 27, 2025</b>  | <b>Thanksgiving Day</b>            |
| <b>Friday - November 28, 2025</b>    | <b>Day after Thanksgiving</b>      |
| <b>Wednesday – December 24, 2025</b> | <b>Christmas Eve</b>               |
| <b>Thursday – December 25, 2025</b>  | <b>Christmas Day</b>               |
| <b>Friday – December 26, 2025</b>    | <b>Day after Christmas</b>         |
| <b>Wednesday – December 31, 2025</b> | <b>New Year's Eve</b>              |
| <b>Thursday – January 1, 2026</b>    | <b>New Year's Day</b>              |
| <b>Monday – January 19, 2026</b>     | <b>Martin Luther King Jr. Day</b>  |
| <b>Monday – February 16, 2026</b>    | <b>President's Day</b>             |
| <b>Friday – April 3, 2026</b>        | <b>Good Friday</b>                 |
| <b>Monday - May 25, 2026</b>         | <b>Memorial Day</b>                |
| <b>Friday– June 19, 2026</b>         | <b>Emancipation Day/Juneteenth</b> |

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

**The (16) days listed above are subject to negotiation.**

**03/05/25 / ls**