

AGREEMENT

-between-

BOARD OF EDUCATION

NORTH SHORE CENTRAL SCHOOL DISTRICT

-and-

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

July 1, 2016 – June 30, 2020

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AGREEMENT made this 2nd day of August, 2018, 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, 2016, the wages for unit members shall be increased by 1.5% and increments will be paid as due. Effective July 1, 2017, the wages for unit members shall be increased by 1.5% and increments will be paid as due. Effective July 1, 2018, the wages for unit members shall be increased by 1.5% and increments will be paid as due. Effective July 1, 2019, the wages for unit members shall increase by 1.5% and increments will be paid as due. The salary schedule is annexed hereto as Appendix "A".

- i. 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

- ii. 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 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

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 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.

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.
- 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 1 ½ times their rate of pay for each snow day worked according to the following schedule:
- i. 2017-2018 – the regular rate of pay will be paid for the first three (3) snow days; members will be paid 1 ½ times rate of pay for any snow days thereafter.
 - ii. 2018-2019 – the regular rate of pay will be paid for the first two (2) snow days; members will be paid 1 ½ times rate of pay for any snow days thereafter.
 - iii. 2019-2020 the regular rate of pay will be paid for the first snow day; members will be paid 1 ½ times rate of pay for any snow days thereafter.
 - iv. June 30, 2020 – members will be paid 1 ½ times rate of pay for the any snow days thereafter.
 - If a custodian is absent during a snow day he/she was otherwise called into work or supposed to report for work, that custodian would need to work the requisite number of snow days at their regular rate of pay per the above schedule before they would qualify for 1 ½ times their rate of pay.

F. 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, 2016 – June 30, 2017:	\$778.00 per full-time employee per year
July 1, 2017 – June 30, 2018:	\$778.00 per full-time employee per year
July 1, 2018 – June 30, 2019:	\$778.00 per full-time employee per year.

July 1, 2019 – June 30, 2020: \$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.

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 41(j) 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.

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:**

- i. 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.
- ii. **Safety Shoe Reimbursement** – A safety shoe reimbursement, up to \$50.00 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.

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 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, 2016, and shall remain in full force and effect to and including June 30, 2020, 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, 2020, or any subsequent January 15, of its desire to make changes herein or to terminate this Agreement.

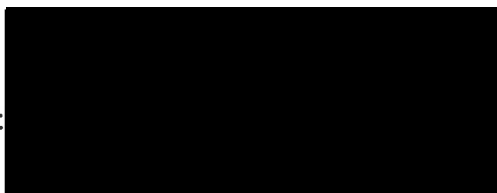
ARTICLE XXIV. RE-OPENER CLAUSE

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.

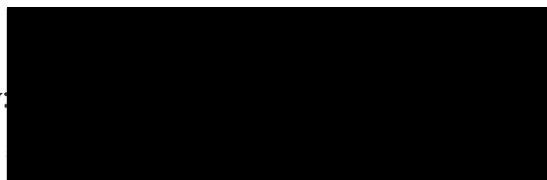
**NORTH SHORE CENTRAL
SCHOOL DISTRICT**

By:



**UNITED PUBLIC SERVICE
EMPLOYEES UNION**

By:



**NORTH SHORE CENTRAL SCHOOL DISTRICT
2016-2017 Salary Schedule**

**NORTH SHORE CENTRAL SCHOOL DISTRICT
CUSTODIANS 2016-17 SALARY SCHEDULE (1.50%)**

Step	Cleaners Grounds Keeper	Custodians	Maintainers	Custodian Bus Drivers	Automotive Servicer	Head Custodian 1	Head Custodian 2	Senior Maintainer	Head Custodian 3
1	42,305	46,343	48,921	48,921	48,921	48,699	51,265	51,265	55,740
2	43,624	47,657	50,247	50,247	50,244	50,624	53,190	53,190	57,666
3	44,928	48,966	51,563	51,563	51,782	52,545	55,107	55,107	59,591
4	46,255	50,290	52,877	52,877	53,426	54,468	57,029	57,029	61,507
5	47,579	51,613	54,202	54,202	55,019	56,386	58,944	58,944	63,421
6	49,223	53,255	55,845	55,845	56,794	58,299	60,873	60,873	65,342
7	50,874	54,912	57,501	57,501	58,581	60,227	62,783	62,783	67,264
8	52,520	56,551	59,150	59,150	60,369	62,149	64,700	64,700	69,184
9	54,165	58,206	60,796	60,796	62,128	64,061	66,632	66,632	71,096
10	55,812	59,845	62,446	62,446	63,902	65,985	68,546	68,546	73,025
11	56,191	60,229	62,822	62,822	64,282	66,368	68,929	68,929	73,408
12	56,576	60,608	63,203	63,203	64,664	66,755	69,313	69,313	73,798
13	56,959	60,989	63,581	63,581	65,042	67,139	69,698	69,698	74,178
14	57,338	61,372	63,958	63,958	65,423	67,521	70,082	70,082	74,564
15	57,719	61,753	64,341	64,341	65,807	67,908	70,465	70,465	74,947
16	58,956	62,988	65,578	65,578	67,041	69,145	71,705	71,705	76,181
17	59,335	63,366	65,958	65,958	67,422	69,530	72,089	72,089	76,566
18	59,714	63,743	66,338	66,338	67,803	69,913	72,476	72,476	76,946
19	60,092	64,123	66,723	66,723	68,184	70,301	72,859	72,859	77,329
20	62,346	66,379	68,978	68,978	70,443	72,576	75,140	75,140	79,607

**NORTH SHORE CENTRAL SCHOOL DISTRICT
2017-2018 Salary Schedule**

**NORTH SHORE CENTRAL SCHOOL DISTRICT
CUSTODIANS 2017-18 SALARY SCHEDULE (1.50%)**

	Cleaners Grounds			Custodian	Automotive	Head	Head	Senior	Head
Step	Keeper	Custodians	Maintainers	Bus Drivers	Service	Custodian 1	Custodian 2	Maintainer	Custodian 3
1	42,940	47,038	49,655	49,655	49,655	49,429	52,034	52,034	56,576
2	44,278	48,372	51,001	51,001	50,998	51,383	53,988	53,988	58,531
3	45,602	49,700	52,336	52,336	52,559	53,333	55,934	55,934	60,485
4	46,949	51,044	53,670	53,670	54,227	55,285	57,884	57,884	62,430
5	48,293	52,387	55,015	55,015	55,844	57,232	59,828	59,828	64,372
6	49,961	54,054	56,683	56,683	57,646	59,173	61,786	61,786	66,322
7	51,637	55,736	58,364	58,364	59,460	61,130	63,725	63,725	68,273
8	53,308	57,399	60,037	60,037	61,275	63,081	65,671	65,671	70,222
9	54,977	59,079	61,708	61,708	63,060	65,022	67,631	67,631	72,162
10	56,649	60,743	63,383	63,383	64,861	66,975	69,574	69,574	74,120
11	57,034	61,132	63,764	63,764	65,246	67,364	69,963	69,963	74,509
12	57,425	61,517	64,151	64,151	65,634	67,756	70,353	70,353	74,905
13	57,813	61,904	64,535	64,535	66,018	68,146	70,743	70,743	75,291
14	58,198	62,293	64,917	64,917	66,404	68,534	71,133	71,133	75,682
15	58,585	62,679	65,306	65,306	66,794	68,927	71,522	71,522	76,071
16	59,840	63,933	66,562	66,562	68,047	70,182	72,781	72,781	77,324
17	60,225	64,316	66,947	66,947	68,433	70,573	73,170	73,170	77,714
18	60,610	64,699	67,333	67,333	68,820	70,962	73,563	73,563	78,100
19	60,993	65,085	67,724	67,724	69,207	71,356	73,952	73,952	78,489
20	63,281	67,375	70,013	70,013	71,500	73,665	76,267	76,267	80,801

**NORTH SHORE CENTRAL SCHOOL DISTRICT
2018-2019 Salary Schedules**

**NORTH SHORE CENTRAL SCHOOL DISTRICT
CUSTODIANS 2018-19 SALARY SCHEDULE (1.50%)**

Step	Cleaners Grounds Keeper	Custodians	Maintainers	Custodian Bus Drivers	Automotive Servicer	Head Custodian 1	Head Custodian 2	Senior Maintainer	Head Custodian 3
1	43,584	47,744	50,400	50,400	50,400	50,170	52,815	52,815	57,425
2	44,942	49,098	51,766	51,766	51,763	52,154	54,798	54,798	59,409
3	46,286	50,446	53,121	53,121	53,347	54,133	56,773	56,773	61,392
4	47,653	51,810	54,475	54,475	55,040	56,114	58,752	58,752	63,366
5	49,017	53,173	55,840	55,840	56,682	58,090	60,725	60,725	65,338
6	50,710	54,865	57,533	57,533	58,511	60,061	62,713	62,713	67,317
7	52,412	56,572	59,239	59,239	60,352	62,047	64,681	64,681	69,297
8	54,108	58,260	60,938	60,938	62,194	64,027	66,656	66,656	71,275
9	55,802	59,965	62,634	62,634	64,006	64,997	68,645	68,645	73,244
10	57,499	61,654	64,334	64,334	65,834	67,980	70,618	70,618	75,232
11	57,890	62,049	64,720	64,720	66,225	68,374	71,012	71,012	75,627
12	58,286	62,440	65,113	65,113	66,619	68,772	71,408	71,408	76,029
13	58,680	62,833	65,503	65,503	67,008	69,168	71,804	71,804	76,420
14	59,071	63,227	65,891	65,891	67,400	69,562	72,200	72,200	76,817
15	59,464	63,619	66,286	66,286	67,796	69,961	72,595	72,595	77,212
16	60,738	64,892	67,560	67,560	69,068	71,235	73,873	73,873	78,484
17	61,128	65,281	67,951	67,951	69,459	71,632	74,268	74,268	78,880
18	61,519	65,669	68,343	68,343	69,852	72,026	74,666	74,666	79,272
19	61,908	66,061	68,740	68,740	70,245	72,426	75,061	75,061	79,666
20	64,230	68,386	71,063	71,063	72,573	74,770	77,411	77,411	82,013

**NORTH SHORE CENTRAL SCHOOL DISTRICT
2019-2020 Salary Schedules**

**NORTH SHORE CENTRAL SCHOOL DISTRICT
CUSTODIANS 2019-20 SALARY SCHEDULE (1.50%)**

Step	Cleaners Grounds Keeper	Custodians	Maintainers	Custodian Bus Drivers	Automotive Servicer	Head Custodian 1	Head Custodian 2	Senior Maintainer	Head Custodian 3
1	44,238	48,460	51,156	51,156	51,156	50,923	53,607	53,607	58,286
2	45,616	49,834	52,542	52,542	52,539	52,936	55,620	55,620	60,300
3	46,980	51,203	53,918	53,918	54,147	54,945	57,625	57,625	62,313
4	48,368	52,587	55,292	55,292	55,866	56,956	59,633	59,633	64,316
5	49,752	53,971	56,678	56,678	57,532	58,961	61,636	61,636	66,318
6	51,471	55,688	58,396	58,396	59,389	60,962	63,654	63,654	68,327
7	53,198	57,421	60,128	60,128	61,257	62,978	65,651	65,651	70,336
8	54,920	59,134	61,852	61,852	63,127	64,987	67,656	67,656	72,344
9	56,639	60,864	63,574	63,574	64,966	66,987	69,675	69,675	74,343
10	58,361	62,579	65,299	65,299	66,822	69,000	71,677	71,677	76,360
11	58,758	62,980	65,691	65,691	67,218	69,400	72,077	72,077	76,761
12	59,160	63,377	66,090	66,090	67,618	69,804	72,479	72,479	77,169
13	59,560	63,775	66,486	66,486	68,013	70,206	72,881	72,881	77,566
14	59,957	64,175	66,879	66,879	68,411	70,605	73,283	73,283	77,969
15	60,356	64,573	67,280	67,280	68,813	71,010	73,684	73,684	78,370
16	61,649	65,865	68,573	68,573	70,104	72,304	74,981	74,981	79,661
17	62,045	66,260	68,970	68,970	70,501	72,706	75,382	75,382	80,063
18	62,442	66,654	69,368	69,368	70,900	73,106	75,786	75,786	80,461
19	62,837	67,052	69,771	69,771	71,299	73,512	76,187	76,187	80,861
20	65,193	69,412	72,129	72,129	73,662	75,892	78,572	78,572	83,243

APPENDIX B

NORTH SHORE SCHOOLS

CIVIL SERVICE HOLIDAY CALENDAR - 2018-2019

CUSTODIAL UNIT

July 4, 2018	Independence Day
September 3, 2018	Labor Day
October 8, 2018	Columbus Day
November 12, 2018	Veteran's Day
November 21, 2018	Day before Thanksgiving
November 22, 2018	Thanksgiving Day
November 23, 2018	Day after Thanksgiving
December 24, 2018	Christmas Eve
December 25, 2018	Christmas Day
December 26, 2018	Day after Christmas
December 31, 2018	New Year's Eve
January 1, 2019	New Year's Day
February 18, 2019	President's Day
April 22, 2019	Day after Easter
May 27, 2019	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.

Additionally, for the 2018-2019 school year, custodial unit members DID NOT elect for Martin Luther King Day on January 21, 2019. This will be a regular working day at the regular rate of pay for this school year.

**04/26/18
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