

AGREEMENT

-between-

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

-and-

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

July 1, 2020 – June 30, 2024

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AGREEMENT made this 25th day of October, 2022, 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, bus drivers 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, 2020, the wages for unit members shall be retroactively increased by 2.0% and increments will be paid as due. Effective July 1, 2021, the wages for unit members shall be retroactively increased by 2.0% and increments will be paid as due. Effective July 1, 2022, the wages for unit members shall be increased by 2.0% and increments will be paid as due.

Effective July 1, 2023, 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".

- 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 1½ times their rate of pay for each snow day worked.

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". 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 16th 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.

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, 2020 - June 30, 2021: \$778.00 per full-time employee per year
July 1, 2021 - June 30, 2022: \$778.00 per full-time employee per year
July 1, 2022 - June 30, 2023: \$800.00 per full-time employee per year
July 1, 2023 - June 30, 2024: \$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. 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 a1 fi) 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:

- 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, 2020, and shall remain in full force and effect to and including June 30, 2024, 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, 2024, 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: _____



Dated: _____

11/10/22

By: _____



Dated: _____

10/25/22

**NORTH SHORE CENTRAL SCHOOL DISTRICT
2020-21 Salary Schedule**

**NORTH SHORE CENTRAL SCHOOL DISTRICT
CUSTODIANS 2020-21 SALARY SCHEDULE (2.00%)**

	Cleaners Grounds- keepers	Custodians	Maintainers	Custodian- Bus Drivers	Automotive Servicers	Head Custodian 1	Head Custodian 2	Senior Maintainer	Head Custodian 3
1	\$45,123	\$49,429	\$52,179	\$52,179	\$52,179	\$51,941	\$54,679	\$54,679	\$59,452
2	\$46,528	\$50,831	\$53,593	\$53,593	\$53,590	\$53,995	\$56,732	\$56,732	\$61,506
3	\$47,920	\$52,227	\$54,996	\$54,996	\$55,230	\$56,044	\$58,778	\$58,778	\$63,559
4	\$49,335	\$53,639	\$56,398	\$56,398	\$56,983	\$58,095	\$60,826	\$60,826	\$65,602
5	\$50,747	\$55,050	\$57,812	\$57,812	\$58,683	\$60,140	\$62,869	\$62,869	\$67,644
6	\$52,500	\$56,802	\$59,564	\$59,564	\$60,577	\$62,181	\$64,927	\$64,927	\$69,694
7	\$54,262	\$58,569	\$61,331	\$61,331	\$62,482	\$64,238	\$66,964	\$66,964	\$71,743
8	\$56,018	\$60,317	\$63,089	\$63,089	\$64,390	\$66,287	\$69,009	\$69,009	\$73,791
9	\$57,772	\$62,081	\$64,845	\$64,845	\$66,265	\$68,327	\$71,069	\$71,069	\$75,830
10	\$59,528	\$63,831	\$66,605	\$66,605	\$68,158	\$70,380	\$73,111	\$73,111	\$77,887
11	\$59,933	\$64,240	\$67,005	\$67,005	\$68,562	\$70,788	\$73,519	\$73,519	\$78,296
12	\$60,343	\$64,645	\$67,412	\$67,412	\$68,970	\$71,200	\$73,929	\$73,929	\$78,712
13	\$60,751	\$65,051	\$67,816	\$67,816	\$69,373	\$71,610	\$74,339	\$74,339	\$79,117
14	\$61,156	\$65,459	\$68,217	\$68,217	\$69,779	\$72,017	\$74,749	\$74,749	\$79,528
15	\$61,563	\$65,864	\$68,626	\$68,626	\$70,189	\$72,430	\$75,158	\$75,158	\$79,937
16	\$62,882	\$67,182	\$69,944	\$69,944	\$71,506	\$73,750	\$76,481	\$76,481	\$81,254
17	\$63,286	\$67,585	\$70,349	\$70,349	\$71,911	\$74,160	\$76,890	\$76,890	\$81,664
18	\$63,691	\$67,987	\$70,755	\$70,755	\$72,318	\$74,568	\$77,302	\$77,302	\$82,070
19	\$64,094	\$68,393	\$71,166	\$71,166	\$72,725	\$74,982	\$77,711	\$77,711	\$82,478
20	\$66,497	\$70,800	\$73,572	\$73,572	\$75,135	\$77,410	\$80,143	\$80,143	\$84,908

**NORTH SHORE CENTRAL SCHOOL DISTRICT
2021-22 Salary Schedule**

**NORTH SHORE CENTRAL SCHOOL DISTRICT
CUSTODIANS 2021-22 SALARY SCHEDULE (2.00%)**

	Cleaners Grounds- keepers	Custodians	Maintainers	Custodian- Bus Drivers	Automotive Servicers	Head Custodian 1	Head Custodian 2	Senior Maintainer	Head Custodian 3
1	\$46,025	\$50,418	\$53,223	\$53,223	\$53,223	\$52,980	\$55,773	\$55,773	\$60,641
2	\$47,459	\$51,847	\$54,665	\$54,665	\$54,662	\$55,075	\$57,867	\$57,867	\$62,736
3	\$48,878	\$53,272	\$56,096	\$56,096	\$56,335	\$57,165	\$59,953	\$59,953	\$64,830
4	\$50,322	\$54,712	\$57,526	\$57,526	\$58,123	\$59,257	\$62,042	\$62,042	\$66,914
5	\$51,762	\$56,151	\$58,968	\$58,968	\$59,856	\$61,343	\$64,126	\$64,126	\$68,997
6	\$53,550	\$57,938	\$60,755	\$60,755	\$61,788	\$63,425	\$66,226	\$66,226	\$71,087
7	\$55,347	\$59,741	\$62,557	\$62,557	\$63,732	\$65,522	\$68,303	\$68,303	\$73,178
8	\$57,139	\$61,523	\$64,351	\$64,351	\$65,677	\$67,612	\$70,389	\$70,389	\$75,267
9	\$58,927	\$63,323	\$66,142	\$66,142	\$67,591	\$69,693	\$72,490	\$72,490	\$77,346
10	\$60,719	\$65,107	\$67,937	\$67,937	\$69,522	\$71,788	\$74,573	\$74,573	\$79,445
11	\$61,132	\$65,524	\$68,345	\$68,345	\$69,934	\$72,204	\$74,989	\$74,989	\$79,862
12	\$61,550	\$65,937	\$68,760	\$68,760	\$70,350	\$72,624	\$75,407	\$75,407	\$80,287
13	\$61,966	\$66,352	\$69,172	\$69,172	\$70,761	\$73,042	\$75,825	\$75,825	\$80,700
14	\$62,379	\$66,768	\$69,581	\$69,581	\$71,175	\$73,457	\$76,244	\$76,244	\$81,119
15	\$62,794	\$67,182	\$69,998	\$69,998	\$71,593	\$73,879	\$76,661	\$76,661	\$81,536
16	\$64,140	\$68,526	\$71,343	\$71,343	\$72,936	\$75,225	\$78,010	\$78,010	\$82,879
17	\$64,552	\$68,937	\$71,756	\$71,756	\$73,349	\$75,643	\$78,427	\$78,427	\$83,298
18	\$64,965	\$69,347	\$72,170	\$72,170	\$73,764	\$76,059	\$78,848	\$78,848	\$83,712
19	\$65,376	\$69,761	\$72,590	\$72,590	\$74,179	\$76,482	\$79,265	\$79,265	\$84,128
20	\$67,827	\$72,216	\$75,043	\$75,043	\$76,638	\$78,958	\$81,746	\$81,746	\$86,606

**NORTH SHORE CENTRAL SCHOOL DISTRICT
2022-23 Salary Schedule**

**NORTH SHORE CENTRAL SCHOOL DISTRICT
CUSTODIANS 2022-23 SALARY SCHEDULE (2.00%)**

	Cleaners Grounds- keepers	Custodians	Maintainers	Custodian- Bus Drivers	Automotive Servicers	Head Custodian 1	Head Custodian 2	Senior Maintainer	Head Custodian 3
1	\$46,946	\$51,426	\$54,287	\$54,287	\$54,287	\$54,040	\$56,888	\$56,888	\$61,854
2	\$48,408	\$52,884	\$55,758	\$55,758	\$55,755	\$56,176	\$59,024	\$59,024	\$63,991
3	\$49,856	\$54,337	\$57,218	\$57,218	\$57,461	\$58,308	\$61,152	\$61,152	\$66,127
4	\$51,329	\$55,806	\$58,676	\$58,676	\$59,285	\$60,442	\$63,283	\$63,283	\$68,253
5	\$52,797	\$57,274	\$60,147	\$60,147	\$61,053	\$62,570	\$65,409	\$65,409	\$70,377
6	\$54,621	\$59,097	\$61,970	\$61,970	\$63,024	\$64,693	\$67,550	\$67,550	\$72,509
7	\$56,454	\$60,936	\$63,808	\$63,808	\$65,006	\$66,833	\$69,669	\$69,669	\$74,641
8	\$58,282	\$62,753	\$65,638	\$65,638	\$66,991	\$68,965	\$71,797	\$71,797	\$76,772
9	\$60,106	\$64,589	\$67,465	\$67,465	\$68,942	\$71,087	\$73,940	\$73,940	\$78,893
10	\$61,933	\$66,409	\$69,296	\$69,296	\$70,912	\$73,223	\$76,064	\$76,064	\$81,034
11	\$62,354	\$66,835	\$69,712	\$69,712	\$71,332	\$73,648	\$76,489	\$76,489	\$81,459
12	\$62,781	\$67,256	\$70,135	\$70,135	\$71,757	\$74,077	\$76,915	\$76,915	\$81,892
13	\$63,206	\$67,679	\$70,555	\$70,555	\$72,176	\$74,503	\$77,342	\$77,342	\$82,314
14	\$63,627	\$68,103	\$70,973	\$70,973	\$72,598	\$74,927	\$77,769	\$77,769	\$82,741
15	\$64,050	\$68,525	\$71,398	\$71,398	\$73,025	\$75,356	\$78,194	\$78,194	\$83,167
16	\$65,422	\$69,896	\$72,770	\$72,770	\$74,395	\$76,730	\$79,570	\$79,570	\$84,537
17	\$65,843	\$70,316	\$73,192	\$73,192	\$74,816	\$77,156	\$79,996	\$79,996	\$84,963
18	\$66,264	\$70,734	\$73,614	\$73,614	\$75,240	\$77,581	\$80,425	\$80,425	\$85,386
19	\$66,683	\$71,156	\$74,042	\$74,042	\$75,663	\$78,012	\$80,850	\$80,850	\$85,810
20	\$69,183	\$73,661	\$76,544	\$76,544	\$78,171	\$80,537	\$83,381	\$83,381	\$88,338

**NORTH SHORE CENTRAL SCHOOL DISTRICT
2023-24 Salary Schedule**

**NORTH SHORE CENTRAL SCHOOL DISTRICT
CUSTODIANS 2023-24 SALARY SCHEDULE (2.00%)**

	Cleaners Grounds- keepers	Custodians	Maintainers	Custodian- Bus Drivers	Automotive Servicers	Head Custodian 1	Head Custodian 2	Senior Maintainer	Head Custodian 3
1	\$47,885	\$52,455	\$55,373	\$55,373	\$55,373	\$55,121	\$58,026	\$58,026	\$63,091
2	\$49,376	\$53,942	\$56,873	\$56,873	\$56,870	\$57,300	\$60,205	\$60,205	\$65,271
3	\$50,853	\$55,424	\$58,363	\$58,363	\$58,610	\$59,474	\$62,375	\$62,375	\$67,450
4	\$52,355	\$56,922	\$59,850	\$59,850	\$60,471	\$61,651	\$64,549	\$64,549	\$69,618
5	\$53,853	\$58,420	\$61,350	\$61,350	\$62,274	\$63,821	\$66,717	\$66,717	\$71,785
6	\$55,714	\$60,278	\$63,210	\$63,210	\$64,285	\$65,987	\$68,901	\$68,901	\$73,959
7	\$57,583	\$62,154	\$65,084	\$65,084	\$66,307	\$68,169	\$71,063	\$71,063	\$76,134
8	\$59,447	\$64,009	\$66,951	\$66,951	\$68,331	\$70,344	\$73,233	\$73,233	\$78,307
9	\$61,308	\$65,881	\$68,815	\$68,815	\$70,321	\$72,509	\$75,418	\$75,418	\$80,471
10	\$63,172	\$67,738	\$70,682	\$70,682	\$72,330	\$74,688	\$77,585	\$77,585	\$82,655
11	\$63,602	\$68,172	\$71,106	\$71,106	\$72,759	\$75,121	\$78,018	\$78,018	\$83,089
12	\$64,037	\$68,601	\$71,538	\$71,538	\$73,192	\$75,558	\$78,454	\$78,454	\$83,530
13	\$64,470	\$69,032	\$71,967	\$71,967	\$73,619	\$75,993	\$78,889	\$78,889	\$83,960
14	\$64,899	\$69,465	\$72,392	\$72,392	\$74,050	\$76,425	\$79,324	\$79,324	\$84,396
15	\$65,331	\$69,896	\$72,826	\$72,826	\$74,485	\$76,864	\$79,758	\$79,758	\$84,830
16	\$66,731	\$71,294	\$74,226	\$74,226	\$75,883	\$78,264	\$81,162	\$81,162	\$86,228
17	\$67,160	\$71,722	\$74,655	\$74,655	\$76,313	\$78,699	\$81,596	\$81,596	\$86,663
18	\$67,589	\$72,148	\$75,086	\$75,086	\$76,744	\$79,132	\$82,033	\$82,033	\$87,094
19	\$68,017	\$72,579	\$75,522	\$75,522	\$77,176	\$79,572	\$82,467	\$82,467	\$87,527
20	\$70,567	\$75,134	\$78,075	\$78,075	\$79,734	\$82,148	\$85,049	\$85,049	\$90,105

APPENDIX B

NORTH SHORE CENTRAL SCHOOL DISTRICT

CIVIL SERVICE HOLIDAY CALENDAR 2022-23

CUSTODIAL UNIT

Monday - July 4, 2022	Independence Day
Monday - September 5, 2022	Labor Day
Monday - October 10, 2022	Columbus Day
Friday - November 11, 2022	Veteran's Day
Thursday - November 24, 2022	Thanksgiving Day
Friday - November 25, 2022	Day after Thanksgiving
Monday - December 26, 2022	Christmas Break
Tuesday - December 27, 2022	Christmas Break
Wednesday - December 28, 2022	Christmas Break
Friday - December 30, 2022	Christmas Break
Monday - January 2, 2023	New Year's Day (observed)
Monday - February 20, 2023	Presidents' Day
Thursday - April 6, 2023	Holy Thursday
Friday - April 7, 2023	Good Friday
Monday - May 29, 2023	Memorial Day
Monday - June 19, 2023	Emancipation Day/Juneteenth

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