

MEMORANDUM OF UNDERSTANDING
FOR CUSTODIAL COLLECTIVE BARGAINING AGREEMENT

July 1, 2018 - June 30, 2023

This Memorandum of Understanding to the Collective Bargaining Agreement, July 1, 2018 - June 30, 2023 ("hereinafter MOU") is entered into by the Board of Education of Winnetka Public Schools, District # 36 (hereinafter "the Board"), and the Service Employees' Union Local # 73 (hereinafter "the Union").

Recitals

WHEREAS, the Board and the Union entered into a Collective Bargaining Agreement for July 1, 2013 - June 30, 2018 (hereinafter "the CBA") which provided for wages and annual wage increases for all employees covered by the CBA during the relevant time period; and

WHEREAS, the Board and the Union mutually agree that in order to remain competitive, fill vacant positions and attract quality employees, increasing the hourly rate of some bargaining unit positions is in the Board's and Union's joint interest.

NOW, THEREFORE, in consideration of the terms and conditions contained in this MOU and other good and valuable consideration, the Board and the Union agree that the CBA is amended as follows:

1. All employees in the bargaining unit shall receive an increase to wages, effective July 1, 2022, as provided in Article 13, Paragraph B of the CBA, other than as provided below, in paragraphs 2 and 3.
2. Current employees whose current hourly wage is below \$20.00 per hour shall have their pay increased by an additional \$2.50 per hour, inclusive of the negotiated wage increase, effective July 1, 2022. Such affected employees' hourly wages are detailed in Attachment 1 to this MOU.
3. Current employees whose current hourly wage is between \$20.01 and \$23.00 per hour shall have their pay increased by an additional \$1.50 per hour, inclusive of the negotiated wage increase, effective July 1, 2022. Such affected employees' hourly wages are detailed in Attachment 2 to this MOU.
4. Starting pay for all job classifications, as provided in Article 13, Paragraph C of the CBA, shall be increased as follows, effective July 1, 2022.

Custodial

Custodian	\$17.29
Assistant head custodian	\$18.81
Elementary head custodian	\$19.98
Middle school head custodian	\$20.50

Maintenance

Journeyman maintenance	\$21.09
Skilled maintenance	\$21.98

5. Other than as provided in this MOU, all remaining language in the parties' CBA shall remain enforceable and unchanged.
6. This MOU does not constitute and shall not be deemed an admission on the part of either of the parties of any wrongdoing, liability, error or violation of the parties' CBA. Nor shall this Agreement be precedential, create a past practice by the Board, alter the past practice established by the bargaining relationship between the parties, or be subject to or introduced in a grievance arbitration proceeding.

Service Employees' Union, Local # 73

By: B. Thurst
Authorized Representative

Date: 6/21/22

Board of Education of Winnetka Public Schools, District 36

By: Eric J. Rhee
President

Attest: Maxie Clarke
Secretary

Date: 6/14/22