

Des Plaines Community Consolidated School District 62
and
The Custodial-Maintenance Association, IEA-NEA

**MEMORANDUM OF UNDERSTANDING REGARDING EXTENDING THE FY2020-FY2024
COLLECTIVE BARGAINING AGREEMENT**

Through the Amendment, the parties agree to extend the July 1, 2019 - June 30, 2024 Collective Bargaining Agreement ("Agreement") through June 30, 2028 with the following modifications:

1. Appendix A-1 - Salary Information

Salaries

Salary shall increase for the term of this agreement, for both the Custodial and the Maintenance Classifications, based upon percent increase following the criteria noted below:

All CMA employees will have future salary increases calculated based on their 2022-2023 annualized salary and all future annual increases, as noted below:

Year	Percent Increase
FY24*	5.0%
FY25	4.75%
FY26	4.5%
FY27	4.5%
FY28	4.5%

*Any employee subject to this agreement that is classified as a Custodian and whose FY23 base salary was less than \$42,000 in FY23 will have their FY24 pay adjusted to \$42,000. Thereafter, Custodians will receive annual increases as shown in the table above.

2. Appendix A-2 Custodial and Maintenance I Classification and Salary Limitations

	Year 1	Year 2	Year 3	Year 4	Year 5
Classification	FY24	FY25	FY26	FY27	FY28
Custodian	\$42,000	\$43,680	\$45,427	\$47,244	\$49,134
Roving Day Custodian*	\$61,256	\$63,706	\$66,254	\$68,905	\$71,661
Head Custodian*	\$61,256	\$63,706	\$66,254	\$68,905	\$71,661
Maintenance*	\$63,710	\$66,259	\$68,909	\$71,666	\$74,532
Night Foreman*	\$66,165	\$68,811	\$71,564	\$74,426	\$77,403
District Engineer*	\$66,165	\$68,811	\$71,564	\$74,426	\$77,403

*Existing employees moved into these positions shall receive the salaries in the chart above OR the dollar amount listed below as an increase if current pay is over the amount listed above.

	Year 1	Year 2	Year 3	Year 4	Year 5
Classification	FY24	FY25	FY26	FY27	FY28
Roving Day Custodian	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000
Head Custodian	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000
Maintenance	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000
Night Foreman	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
District Engineer	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000

3. Elimination of all existing salary increase limitations outlined in the existing agreement.

4. Article 8, Section 13. Retirement Incentive Plan Section 1 is amended as follows:

a. Retirement benefit and limitation as defined below:

In lieu of the retirement benefit increase of 5.16% as outlined in section 8.13.2, the employee can elect to receive 35% of their base salary, excluding any fringe benefits or supplemental pay, in the final year of employment, paid in two monthly accounts payable checks starting within 60 days of retirement and spanning three years.

b. Eligibility

- 1) In order to participate in the Voluntary Early Retirement Program, the employee shall have served satisfactorily for a minimum of ten (10) years immediately preceding his/her retirement.
- 2) The employee shall be eligible to collect an IMRF retirement pension upon leaving the district
- 3) The employee shall give written notice to the Superintendent of his/her desire to participate in the program by November 1st prior to the end of their full year of employment. The Board shall approve or disapprove participation and shall notify the applicant of its decision before December 1st. The employee must submit a letter of resignation by February 1 of the retirement year.

c. Notice

The employee shall give written notice using the form provided in Appendix D of the Agreement to the Superintendent of his/her desire to participate in the program by November 1st prior to the end of their full year of employment. The Board shall approve or disapprove participation and shall notify the applicant of its decision before December 1st. The employee must submit a letter of resignation by February 1 of the retirement year.

5. Appendix B - Holidays with Pay

APPENDIX B HOLIDAYS WITH PAY

Each employee shall be granted the following paid holidays. Overtime applies only if an employee is called to work on any of these days.

1. Labor Day - 1st Monday in September (Double Time)
2. Columbus Day/Indigenous People's Day - 2nd Monday in October (Time-and-a-Half)
3. Election Day - 2nd Tuesday in November when it is a State Holiday (Time-and-a-Half)
4. Veteran's Day - has become a "banked day or floater day" that will be applied at another time during the school year when students are not in attendance. (Time-and-a-Half)
5. Thanksgiving Day - November (Double Time)
6. Friday after Thanksgiving - November (Time-and-a-Half)
7. December 24:
This holiday will be paid for only when it falls on a Monday through Friday. One-and-one half times the basic hourly rate will be paid for any time worked on this day. If Christmas Eve falls during the week, then the employees will be given the full day off.
8. Christmas Day - December 25 (Double Time)
9. New Year's Day - January 1 (Double Time)
10. Martin Luther King's Birthday - January 15 (Time-and-a-Half)
11. President's Day or Lincoln's Birthday - per school calendar (Time-and-a-Half)
12. Spring Holiday - March or April (Time-and-a-Half)
13. Memorial Day - 4th Monday in May (Double Time)
14. Independence Day - 1st week in July (Double Time)
15. Juneteenth - June 13 - This holiday will be paid for only when it falls on a Monday through Friday. One-and-one half times the basic hourly rate will be paid for any time worked on this day.
16. Casimir Pulaski Day - has become a "banked day or floater day" that will be applied at another time during the school year when students are not in attendance. (Time-and-a-Half)

NOTE: In the event one or more of the above days become student attendance days, whereby a waiver of the celebration were to be approved by the state, a 'floating holiday' shall be substituted on a day when other district staff and students are not in attendance. The Board and CMA shall mutually agree upon this day not later than June 30th of the year before. (Example: in past years since the district received approval to waive Pulaski Day, the 'floating holiday' was scheduled in conjunction with the fourth of July weekend.)


6. Section XV, Article 5 - Effect of Agreement

15.5 This agreement shall be effective July 1, 2023 and shall continue in effect through June 30, 2028.


This Amendment is signed this 12th day of March 2023.

In Witness Whereof:

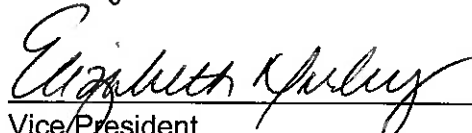
For the Custodial Maintenance Association: For the Board of Education District 62:



CMA President



President



Vice President