

February 20, 2024
2023-25 Custodial & Maintenance Negotiations

Key:

Additions: blue / bold / italics / underlined

Deletions: blue / strikethrough

Package Proposal

District Response to Union Proposal of Feb 20 2024

1. PELRA Additions

Article V: Employee Rights

Section 3. Request for Payroll Deduction, Authorization and Remittance.

Employees have the right to request and be allowed payroll deduction for the Union and for the Union's political action committee. The District will commence deductions within thirty days of receiving notice from the Union of the authorized deduction(s). The District will remit deductions to the Union within thirty days of the deduction.

The notice will include certification from the Union that the Union has and will maintain a signed authorization from the employee for whom deductions will be made. A valid signed authorization includes, but is not limited to, an electronically signed authorization. The District may require a copy of the signed authorization form only if a dispute arises about the existence or terms of the authorization. The dues deduction authorization remains in effect until the District receives notice from the Union that an employee has changed or canceled their authorization in writing in accordance with the terms of the original authorizing document.

The Union will indemnify the District for any successful claims made by an employee for unauthorized deductions made in reliance upon certification or information received from the Union.

The District is not inclined to add language to the master agreement that is already captured in state statute, including PELRA. However, we will review the Union's proposals to ensure that there is no current master agreement language that directly conflicts with state statute; if we identify any, we reserve the right to provide specific counter proposals at a later date.

4. Rates of Pay

Please see District rate sheet.

5. Retro Pay

The District does not agree.

5a. Vacations

The District is willing to accept the Union's revisions to Article VIII, Section 5, Subd 1 if the Union accepts the package as a whole.

5a. Holidays

Please see District proposal below.

6. Group Insurance

Please see District proposal below.

Tentative Agreements (Feb 20 2024)

1.

Article V: Employee Rights

Section 1. Right to Views: Nothing contained in this Agreement shall be construed to limit, impair or affect the right of any employee or ~~his~~ the employee's representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designated to and does not interfere with the full, faithful and proper performance of the duties of employment or circumvent the rights of the exclusive representative.

2.

Article VI: Rates of Pay

Section 1. Rates of Pay:

Subd. 1. The wages ~~and salaries~~ reflected in Appendix A, attached hereto, shall be a part of the Agreement ~~for the period commencing July 1, 2021 and continuing through June 30, 2022.~~

Subd. 2. The wages ~~and salaries~~ reflected in Appendix B, attached hereto, shall be a part of the Agreement ~~for the period commencing July 1, 2022 and continuing through June 30, 2023.~~

Subd. 3. The School Board reserves the right to withhold a salary wage increase in individual cases when it can be shown that a demonstrable deficiency in the performance of an individual employee necessitates such action.

Subd. 4. Salary Wage increases shall be effective on July 1st of each contract year. Those employed prior to January 15th will qualify for the full second step. Those employed January 15th or later will qualify for a pro-rated raise.

Subd. 5. ~~Beginning in the 2019-2020 school year a~~All custodians will be paid for hours worked based on hours recorded in the electronic time clock each pay period.

Employees will be paid two times each month on the 15th and the 30th. There will be a two-week delay between hours worked and the payroll period hours are paid.

Subd. 6. Seniority Rights: The Board recognizes that the purpose of seniority is to provide a declared policy as to the order of lay-off and recall of employees, and advancement or promotion. Employees with the least continuous service shall be laid off first. If any opening subsequently occurs, the laid off employee with the most continuous service shall be the first recalled. If a former employee elects not to return to work when recalled, he shall lose his seniority rights. An employee who is properly discharged or resigns shall forfeit his seniority and, in the event of re-employment, his seniority rights shall begin as of the date of his re-employment. **Promotion will be based on seniority and the applicant's qualifications to fit the job description.**

Subd. 7. Layoff: **In the event the District restructures custodial positions, as has been the past practice, the District shall allow the members of the custodial bargaining unit to determine, who will take what position.**

3.

Article VI: Rates of Pay

Section 3. Uniform and Footwear Allowance: The employer will pay \$475.00 for school year ~~2021-2022~~ **2023-24** and \$475.00 for school year ~~2022-2023~~ **2024-25** payable on the July 30th paycheck, towards the purchase of designated school custodial uniforms. New employees will receive their uniform allowance upon completion of the probationary period.

4.

Article VII: Leaves of Absence

Section 1. Sick Leave:

Subd. 3. Sick leave with pay shall be allowed by the School District whenever an employee's absence is found to have been due to illness which prevented ~~his~~ **the employee's** attendance at school and performance of duties on that day or days.

Employees out on sick leave may be requested to provide a doctor's note indicating that illness prevented the employee's attendance at work.

Section 2. Personal Leave: An employee may be granted two (2) days of personal leave per year. An additional personal leave day shall be granted to all employees, at the beginning of the fiscal year of their 20th year of service to the School District. This additional personal leave day, shall be used only on non-student contact day. Personal leave days may be taken without stating a reason, provided that 24-hour notice is given to the ~~building principal~~ **the Superintendent or designee.**

Subd.1. ~~Beginning in the 2021-2022 school year, e~~**E**ach year that a custodian carries over sixty-one (61) days or more of accrued, unused sick leave into the following year, the custodian will receive one (1) additional personal day.

Subd.2. ~~Beginning in the 2021-2022 school year, u~~**U**pon successful completion of the probationary period the employee will receive one additional personal day.

Section 5. Child care Leave:

Subd.5. An employee returning from childcare leave shall be reinstated in a position for which ~~he/she~~ the employee is qualified unless previously discharged or laid off.

Subd.9 The parties further agree that a child care leave of absence shall be granted within one of the following conditions:

- a. Child Birth Leave: Child birth leave with pay utilizing sick leave for a part ~~of or~~ all of ~~a~~ female employee's leave per FMLA.

Section 6. Worker's Compensation:

Subd. 5. An employee who is absent from work as a result of an injury compensable under the Worker's Compensation Act who elects to receive sick leave or vacation pursuant to this policy shall show ~~his~~ the Worker's Compensation check to the School District prior to receiving payment from the School District for the absence.

5.

Article VIII: Hours of Service

Section 1. Work Week: The work week shall be eight (8) hours per day five (5) consecutive days per week unless otherwise requested by the employee and concurred with by the District.

Qualified senior workers shall have the choice of shifts, subject to the approval of the administration and job requirements. All work over forty (40) hours shall be paid at the overtime rate of time-and-one-half (1 ½). Overtime must be approved in advance by the ~~administration~~ the Superintendent or designee. For the purpose of calculating overtime, the work week shall be considered ~~Monday~~ Sunday through ~~Sunday~~ Saturday. Night shifts shall be defined as a shift ending after 7:00 p.m. or starting after 3:00 p.m. To be eligible for the weekly night shift differential, workers must serve on at least three night shifts in the work week. If a paid holiday or vacation day falls during the work week, the employee must serve on at least two (2) night shifts in the work week to be eligible for the weekly night shift differential. All work completed between Saturday at 9:00 p.m. and Sunday at midnight shall be at the rate of time-and-one-half (1 ½).

Section 2. Work Day Changes: In the event of emergencies, the regularly scheduled work day may be changed by the ~~Supervisor of the employee~~ the Superintendent or designee.

6.

Article VIII: Hours of Service

Section 4. Daily Work Schedule: The individual employee's daily work program, including starting and quitting time, will be guided by the needs for best operation of the school building as determined by the ~~Principal or Supervisor~~ the Superintendent or designee.

Section 5. Vacations:

Subd. 1. ~~Effective July 1, 2016 e~~Each employee will be granted a vacation period on July 1 on the following basis:

Subd. 4. Upon resignation or retirement all earned but unused vacation leave will be paid out at the employee's daily rate of pay on the first payroll following the separation date. Any extended vacation (two-weeks or longer) in the month prior to retirement or resignation must be pre-approved by the Superintendent, or designee.

Subd. 5. The employer reserves the right to schedule all vacations. Vacations earned shall be granted upon three (3) days advance notice and approval of the ~~Direct Supervisor~~ the Superintendent or designee.

a. Employees are prohibited from taking vacation five (5) working days before school starts in the fall and five (5) working days after school ends in the spring.

b. One (1) employee per building will be allowed to be on vacation at a time unless the ~~Building Principal~~ the Superintendent or designee makes exception to this requirement.

7.

Article VIII: Hours of Service

Section 6. Holidays: There shall be ~~eleven (11)~~ twelve (12) paid holidays for all employees covered under this Agreement.

Subd. 3. On New Year's Eve, employees will not be scheduled to work beyond 7:00 p.m. except in emergency situations. Employees that volunteer to work a community or school event shall be paid 1.5x the employee's hourly rate for each hour worked after 7:00 p.m.

8.

Article VIII: Hours of Service

Section 7. Job Posting:

Subd. 1. Head and Night Lead Custodians: New positions or vacancies will be posted ~~in each building~~ on the District's webpage for a period of five (5) days ~~on a bulletin board provided in the custodial/maintenance area~~. The posting shall include the available shift, which is subject to change as deemed necessary. Applications of the interested parties should be sent to the District Office. The leading candidates whose background and abilities best meet the requirements of the posted position will be called in for an interview by the Superintendent or designee. Movement during the probationary period will be limited and allowed only with approval by the Superintendent, or designee.

The Superintendent or designee, utilizing the various data which has been made available, will recommend the **senior** leading candidate.

The selection of the candidate for the position will be made in not less than ~~seven (7)~~ five (5) working days after the completion of the posting of the position. Notification will be made to the candidate(s) selected for the position and the appropriate supervisor.

Seniority shall prevail for all positions and the position will be filled by the senior qualified employee who applies.

Any senior applicant not granted a position has the right to request through the Union steward the reasoning behind the administration's rejection of his application with the

intent being to increase or correct any qualifications that are lacking in order to be considered in future job postings.

Subd. 2. Expedite Posting Process:

Custodians: New positions or vacancies will be posted in each building for a period of five (5) days on a bulletin board provided in the custodial/maintenance area. The posting shall include the available shift, which is subject to change as deemed necessary.

A Union meeting will follow within one (1) week of the expiration of each posting to follow the steps below. Any Custodian interested in moving to any position that may come open during the process must be at the meeting. **The District reserves the right to pause after any of the following steps in order to identify open positions that the District does not intend to repost.**

Step 1 - The position(s) that open following a posting will be filled by the most senior member of the Custodial union that is at the meeting and expresses interest in said position(s).

Step 2 - The position(s) open by the process in Step 1 will be filled by the most senior member of the Custodial union that is at the meeting and expresses interest in said position(s).

Step 3 - The position(s) open by the process in Step 2 will be filled by the most senior member of the Custodial union that is at the meeting and expresses interest in said position(s).

Step 4 – This process will continue until there is no longer any interest in the open position(s).

Step 5 - At that time, the District will post externally for the open position(s).

Seniority shall prevail for all positions and it will be filled by the senior qualified employee who applies.

If put before the Union membership of this unit by a majority vote, the District may request upon a job opening, an expedited posting day. During this day, the opening will be offered by seniority. The senior applicants' subsequent opening likewise will be offered by seniority and the process will continue, until the Union body has had the opportunity to fill all available positions, with the final open position filled by standard posting procedure. This would not apply to open lead positions, which will continue to be posted.

Article VIII: Hours of Service

Section 8. Safety:

A. All regulations and laws of the State of Minnesota and O.S.H.A. governing the safety of employees and building occupants shall be complied with by the employer and employees.

B. Custodial/maintenance employees who are assigned to work in a building when they are the only person in the building will not be assigned tasks which are considered hazardous by the employee and ~~his supervisor~~ **the Superintendent or designee**. Examples of such tasks are: ladder climbing, electrical circuit repair, tunnel crawling, outside patrolling and pursuit of vandals and services required in aquatic areas.

10.

Article VIII: Hours of Service

~~Section 9. Time Off Provision: A public employer must afford reasonable time off to elected officers or appointed representatives of the exclusive representative for the purposes of conducting the duties of the exclusive representative and must upon request provide for leaves of absence to elected or appointed officials of the exclusive representative.~~

12.

Article IX: Group Insurances

Section 3. Dental Insurance:

Subd. 2. Dental Insurance: The School ~~Board~~ **District** shall contribute a sum of up to \$90.00 per month for the ~~2021-2022~~ **2023-24** school year and \$90.00 per month for the ~~2022-2023~~ **2024-25** school year toward the premium of a dental insurance policy. This policy will be available for each full-time custodial employee of the School District who qualifies for and is enrolled in the School District dental insurance plan. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction.

13.

Article IX: Group Insurances

Section 2. Long Term Disability Insurance:

Subd. 2. Contribution: The School Board shall contribute a sum of up to \$140.00 for the ~~2021-2022~~ **2023-24** school year and \$140.00 for the ~~2022-2023~~ **2024-25** school year toward the premium of a long-term disability insurance policy. This policy will be available for each full-time custodial employee of the School District who qualifies for and is enrolled in the School District's LTD insurance plan. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction.

14.

Article X: Grievance Procedure

Section 5. Adjustments of Grievance: The School Board and the employee shall attempt to

adjust all grievances which may arise during the course of employment of any employee within the School District in the following manner:

Subd. 2. Level II. In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the Superintendent of Schools, provided such appeal is made in writing within five (5) days after receipt of the decision in Level I. If a grievance is properly appealed to the Superintendent, the Superintendent or **his** designee shall set a time to meet regarding the grievance within fifteen (15) days after receipt of the appeal. Within ten (10) days after the meeting, the Superintendent or **his** designee shall issue a decision in writing to the parties involved.

16.

Article XIV: Deferred Compensation Matching Plan

Section 2. Custodian Match: The School District will make the foregoing matching contribution to only those custodians choosing to participate in an approved custodian's match account offered by the School District. The School District's matching contribution will be dollar-for-dollar as required under Minn. Stat. Section 356.24, up to 2% of gross salary. Custodians may contribute any dollar amount up to or in excess of the maximum yearly School District match, but the annual limit on the amount individual custodians may contribute to **his/her their** match account shall be governed by the applicable sections of the Internal Revenue Code and the regulations promulgated there under. If a custodian chooses not to match the School District annual contribution, the unmatched portion is forfeited for that year. If the employee contributes less than the maximum yearly allowed contribution, the School District portion will be equally reduced. The reduced amount is forfeited for that year.

Section 4. Intent to Participate/Enrollment Period: By September 8, eligible employees shall declare their intent to participate in the matching deferred compensation plan by submitting a signed salary reduction form to the payroll office. The plan year shall be from July 1st to the following June 30th.

The salary reduction form shall be binding until a new salary reduction form is submitted. The employee is solely responsible for filing a salary reduction form.

Failure to participate in any given year shall result in the loss of benefit for that year, which cannot be made up in subsequent years. If the employee stops **his/her their** contribution at any time during the year, it cannot be restarted until the following year.

17.

Article XV: Severance Pay

For employees hired before July 1, 2006. At the time of retirement, up to thirty-five (35) days of accrued sick leave and one (1) day for each year of service to the School District may be used for early retirement for each full-time custodial employee who has completed at least ten (10) years of continuous employment and is at least 55 years of age. This payment will be

distributed to the retiree's 403(b) account. In the event the employee dies and the other aforementioned requirements were met, the benefits will be paid to the employee's estate.

18.

Article XVI: Duration

Section 1. Term and Reopening Negotiations: This Agreement shall remain in full force and effect for a period commencing on July 1, ~~2024~~ 2023 through June 30, ~~2023~~ 2025 and thereafter until modifications are made pursuant to the P.E.L.R.A. of 1971.

If either party desires to modify or amend this Agreement commencing at its expiration, it shall give written notice of such intent no later than ninety (90) days prior to said expiration. Unless otherwise mutually agreed, the parties shall not commence negotiations more than ninety (90) days prior to the expiration of this Agreement.

In the event negotiations are not completed by July 1, ~~2023~~ 2025, terms of this contract will remain in full force and effect.

19.

APPENDIX A: ~~SALARY~~ WAGE SCHEDULE

BASIC ~~SALARY~~ WAGES: Covering period from July 1, ~~2024~~ 2023 through June 30, ~~2022~~ 2024

CUSTODIAL BASIC SCHEDULE

1st Year: ~~\$3,252.05~~ (\$18.76/hour)

2nd Year: ~~\$3,553.15~~ (\$20.50 /hour)

3rd Year: ~~\$3,854.25~~ (\$22.24 /hour)

4th Year: ~~\$4,160.18~~ (\$24.00 /hour)

20.

APPENDIX B: ~~SALARY~~ WAGE SCHEDULE

BASIC ~~SALARY~~ WAGES: Covering period from July 1, ~~2022~~ 2024 through June 30, ~~2023~~ 2025

CUSTODIAL BASIC SCHEDULE

1st Year: ~~\$3,317.09~~ (\$19.14/hour)

2nd Year: ~~\$3,624.21~~ (\$20.91/hour)

3rd Year: ~~\$3,931.34~~ (\$22.68/hour)

4th Year: ~~\$4,243.38~~ (\$24.48/hour)

21.

APPENDIX C: LONGEVITY SCHEDULE

	<u>2021-2022</u> <u>2023-24</u>	<u>2022-2023</u> <u>2024-25</u>
Beginning at 10 years:	\$0.40 per hour	\$0.45 per hour
Beginning at 15 years:	\$0.50 per hour	\$0.55 per hour
Beginning at 20 years:	\$0.60 per hour	\$0.65 per hour
Beginning at 25 years:	\$0.70 per hour	\$0.75 per hour

District Proposal #2 (Feb 20 2024)

3.

Article VI: Rates of Pay

Section 5. Part-time: Part-time are those employees of the unit scheduled for less than 30 hours per work week.

Section 6. Temporary and/or Seasonal: Temporary and/or Seasonal employees are those hired for a stated term. Temporary and/or Seasonal employees may be full- or part-time.

6.

Article VIII: Hours of Service

Section 3. Lunch Break: Employees shall be provided a duty free lunch period of at least 30 minutes, the lunch period to be exclusive of the work day as designated. Where assignments are made that require an employee to be in the building for a continuous shift, he the employee will be paid 1½ times his the employee's normal pay for that time within this shift period. This meal time should be flexible to best protect the building and serve the public, but will be as close to normal meal time as possible.

7.

Article VIII: Hours of Service

Section 6. Holidays: There shall be eleven (11) twelve (12) paid holidays for all employees covered under this Agreement.

Subd. 1. The following days will be observed as holidays: Independence Day, Day before or after Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve Day, Christmas Day, New Year's Day, President's Day, Good Friday, Memorial Day, and Juneteenth ~~Good Friday, Friday after Thanksgiving, and Christmas Eve Day.~~

11.

Article IX: Group Insurances

Section 1. Hospitalization Insurance & Health Savings:

Subd. 2a. Health and Hospitalization Contribution: The School ~~Board~~ District shall contribute a sum of up to ~~\$1,810~~ \$1,903 per month for ~~2021-2022~~ 2023-24 school year and ~~\$1,903~~ TBD (Tina will share estimated range) per month for the ~~2022-2023~~ 2024-25 school year toward the premium for coverage for each full-time custodian employed by the School District who qualifies for and is enrolled in the School District group health and hospitalization plan. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction. For the purpose of this section, full time shall be defined by at least thirty (30) hours per week.

Subd. 2b. Health Savings: The District contribution will be as follows:

- Single Policy
 - District contribution of \$1,015 per year
- Family Policy
 - District contribution of \$2,000 per year

15.

Article XIII: Retirement and Resignation

Section 3. Retiree Insurance Benefits: Retiring employees may continue in the School District's group health insurance plan as provided by applicable law. For employees hired before July 1, 2024, retiring employees who have at least ten (10) years of service in the School District and who are at least age sixty (60) will be eligible to remain in the School District group insurance plans by purchasing either single or family policies. Participating employees will receive a District contribution toward the premium equal to the contribution granted to active employees taking single insurance coverage until the employee reaches Medicare eligibility.

22.

APPENDIX D: PAY DIFFERENTIALS

Head Custodians

1. Senior High Complex Head Custodian - ~~\$357.00 per month (\$2.06/hour)~~ over basic schedule for ~~2021-2022~~ 2023-24 and ~~\$364.14 per month (\$2.10/hour)~~ over basic schedule for ~~2022-2023~~ 2024-25.

2. Elementary Head Day Custodian - ~~\$357.00 per month~~ (\$2.06/hour) over basic schedule for ~~2021-2022~~ 2023-24 and ~~\$364.14 per month~~ (\$2.10/hour) over basic schedule for ~~2022-2023~~ 2024-25.

3. Middle School Head Day Custodian - ~~\$357.00 per month~~ (\$2.06/hour) over basic schedule for ~~2021-2022~~ 2023-24 and ~~\$364.14 per month~~ (\$2.10/hour) over basic schedule for ~~2022-2023~~ 2024-25.

4. Building Safety and Security Stipend: Payable to the Head Custodian of each school building: ~~\$123.63 per month~~ (\$0.71/hour) for the ~~2021-2023~~ 2023-25 school years.

5. In the event that a head custodian is assigned to oversee the custodial operational needs of an additional ~~program~~; building or location, the head custodian will receive an additional fifty percent (50%) of lead pay differential to provide head custodian services to both ~~programs~~; buildings or locations. To qualify for this stipend the staff member must perform all the duties assigned as outlined in the head custodian job description and provide custodial support, advanced mechanical repairs, and leadership skill for the district in order to provide a clean, safe, and healthy learning environment for students and staff. Examples include but are not limited to: Logging boilers during the heating season; tearing down boilers and getting boilers ready for inspections after the heating season; re-assemble the boilers after inspections; daily monitoring BAS systems; scheduling weekly building schedule for HVAC systems through a BAS (UHL, Alerton); troubleshooting HVAC issues; fixing or coordinate vendor repair of HVAC issues; capital request proposals; grass cutting; and/or snow removal.

Shift Differentials

6. Night Shift Lead Custodian ~~\$226.89 per month~~ (\$1.31/hour) over basic schedule for ~~2021-2022~~ 2023-24 and ~~\$231.43 per month~~ (\$1.34/hour) over basic schedule for ~~2022-2023~~ 2024-25.

7. Night Shift Differential Pay - ~~\$136.02 per month~~ (\$0.78/hour) over basic schedule for ~~2021-2022~~ 2023-24 and ~~\$138.74 per month~~ (\$0.80/hour) over basic schedule for ~~2022-2023~~ 2024-25.

8. Custodian or Night Lead Absence: Lead Custodian/Night Lead pay shall be paid to the substitute employee covering the position when the lead custodian is absent two (2) or more days.

Licenses

9. All custodians shall have the required boiler license prior to advancement to the position of head custodian or lead custodian. If the license is not presented to the Superintendent by the time the employee is first eligible for the higher rate of pay, the rate of pay shall be ~~\$15.00 per month~~ \$0.08 per hour less than listed in the contract.

10. The School District will provide the following amounts per year to custodial employees who hold the corresponding boilers license or CPO pool license:

License	2021-2022 <u>2023-24</u>		2022-2023 <u>2024-25</u>	
	<u>Monthly Differential</u>	<u>Yearly</u>	<u>Monthly Differential</u>	<u>Yearly</u>
Chief Boiler	\$100.00 \$0.58/hour	\$1,200.00	\$115.00 \$0.66/hour	\$1,380.00
1st Class Boiler	\$85.00 \$0.49/hour	\$1,020.00	\$100.00 \$0.58/hour	\$1,200.00
2nd Class Boiler	\$75.00 \$0.43/hour	\$900.00	\$90.00 \$0.52/hour	\$1,080.00
Special Boiler	\$70.00 \$0.40/hour	\$840.00	\$85.00 \$0.49/hour	\$1,020.00
CPO Pool	\$75.00 \$0.43/hour	\$900.00	\$85.00 \$0.49/hour	\$1,020.00

Subd.1. ~~Beginning in the 2022-2023 school year,~~ Employees holding the CPO Pool license will only receive the stipend for the pool license if they are working in a location with a pool.

Subd. 2. It is also understood that any individual wishing to receive the differential pay must submit a copy of their boiler license or CPO pool license to the ~~business manager~~ Human Resources department prior to receiving any payments. Effective immediately upon submission of the respective license either boiler or CPO pool or both, the employee shall begin to receive the differential. With respect to boiler licenses, employees shall be paid for the highest license held upon submission of the license.

11. The District will pay for license renewal and training. For boiler license trainings paid for by the district, the employee will submit test results before being eligible for additional paid boiler training.

Subd.1. Custodians will be paid their hourly rate for time taking the assessment which leads to a boiler or pool license if the assessment falls outside the work day or work week.

Subd. 2. Custodians will also receive mileage reimbursement if travel is required to take the assessment.

Guidelines

12. Weekend and holiday building checks – Weekend building checks will be at one (1) hour overtime pay per day, holiday building checks will be at one (1) hour double time pay per day.

13. Emergency callback – Two (2) hours minimum overtime.

~~14. When hourly pay rates are used, they will be calculated by dividing the monthly salary by an average month of 173 1/3 hours.~~

15. Building Occupied: When a building is rented by an outside organization a custodian will be on duty. The Community Education Department will consult with the Head Custodian of the building to determine scheduling needed before, during and after the scheduled event. There will be a minimum of two (2) hours scheduled (at one time) for any Community Education event. If there is a disagreement between the Community Education department and the building Head Custodian on the scheduling of custodial time the situation will be referred to the Superintendent, or designee. If additional hours are needed for custodial services due to unforeseen circumstances, prior approval must be given by an administrator or designee. This provision is effective for all rental agreements signed beginning July 1, 2010. All Head custodians shall be provided copies of all current Community Education contracts which operate within their building.

23.

~~APPENDIX E: HEAD CUSTODIAN STIPEND~~

~~For the 2020-2021 school years, a stipend will be awarded equally to each head custodian at \$2,900. After the 2020-2021 school year, the stipend will be awarded commensurate with responsibilities, as determined by the Superintendent, or designee. The stipend will be payable in two payments; August 15 and October 15, based on final assessment and evaluation by the Superintendent, or designee.~~

District Drops (Feb 20 2024)

12.

Article IX: Group Insurances

Section 3. Dental Insurance:

~~Subd. 4. In the event that the District contribution for family and/or single hospitalization coverage for certified personnel of District #882 is increased, such increase will also be granted to personnel covered under this Agreement.~~

ISD 882 Monticello
Custodians
Rates

Proposal#2 District 02/20/24
7:00pm

WAGES - 2022-23

Steps	Annual	Monthly	Hourly
1st/FT	\$39,805.08	\$3,317.09	\$19.14
Prorate	\$39,811.20	\$3,317.60	\$19.14
2nd/FT	\$43,490.52	\$3,624.21	\$20.91
3rd/FT	\$47,176.08	\$3,931.34	\$22.68
4th/FT	\$50,920.56	\$4,243.38	\$24.48
Differentials	Annual	Monthly	Hourly
HS Head	\$4,369.68	\$364.14	\$2.10
MS Head	\$4,369.68	\$364.14	\$2.10
Elem Head	\$4,369.68	\$364.14	\$2.10
Night Shift Lead	\$2,777.16	\$231.43	\$1.34
Night Shift Pay	\$1,664.88	\$138.74	\$0.80
None	\$0.00	\$0.00	\$0.00
Licenses	Annual	Monthly	Hourly
Chief	\$1,380.00	\$115.00	\$0.66
1st Class	\$1,200.00	\$100.00	\$0.58
2nd Class	\$1,080.00	\$90.00	\$0.52
Special	\$1,020.00	\$85.00	\$0.49
None	\$0.00	\$0.00	\$0.00
Licenses-Pool	Annual	Monthly	Hourly
CPO Pool	\$1,020.00	\$85.00	\$0.49
None	\$0.00	\$0.00	\$0.00
Longevity	Annual	Monthly	Hourly
At 5 yrs	\$0.00	\$0.00	\$0.00
At 10 yrs	\$936.00	\$78.00	\$0.45
At 15 yrs	\$1,144.00	\$95.33	\$0.55
At 20 yrs	\$1,352.00	\$112.67	\$0.65
At 25 yrs	\$1,560.00	\$130.00	\$0.75
None	\$0.00	\$0.00	\$0.00
Safety & Security	Annual	Monthly	Hourly
Leadership	\$1,483.56	\$123.63	\$0.71

WAGES - 2023-24

Steps	Annual	Monthly	Hourly	
1st/FT	\$40,999.20	\$3,416.60	\$19.71	3.0%
Prorate	\$41,005.56	\$3,417.13	\$19.71	3.0%
2nd/FT	\$44,795.28	\$3,732.94	\$21.54	3.0%
3rd/FT	\$48,591.36	\$4,049.28	\$23.36	3.0%
4th/FT	\$52,448.16	\$4,370.68	\$25.22	3.0%
Differentials	Annual	Monthly	Hourly	
HS Head	\$4,719.24	\$393.27	\$2.27	8.0%
MS Head	\$4,719.24	\$393.27	\$2.27	8.0%
Elem Head	\$4,719.24	\$393.27	\$2.27	8.0%
Night Shift Lead	\$2,860.44	\$238.37	\$1.38	3.0%
Night Shift Pay	\$1,714.80	\$142.90	\$0.82	3.0%
None	\$0.00	\$0.00	\$0.00	
Licenses	Annual	Monthly	Hourly	
Chief	\$4,164.00	\$347.00	\$2.00	201.7%
1st Class	\$3,120.00	\$260.00	\$1.50	160.0%
2nd Class	\$2,088.00	\$174.00	\$1.00	93.3%
Special	\$1,020.00	\$85.00	\$0.49	0.0%
None	\$0.00	\$0.00	\$0.00	
Licenses-Pool	Annual	Monthly	Hourly	
CPO Pool	\$1,020.00	\$85.00	\$0.49	0.0%
None	\$0.00	\$0.00	\$0.00	0.0%
Longevity	Annual	Monthly	Hourly	
At 5 yrs	\$832.00	\$69.33	\$0.40	#DIV/0!
At 10 yrs	\$1,040.00	\$86.67	\$0.50	11.1%
At 15 yrs	\$1,248.00	\$104.00	\$0.60	9.1%
At 20 yrs	\$1,456.00	\$121.33	\$0.70	7.7%
At 25 yrs	\$1,664.00	\$138.67	\$0.80	6.7%
None	\$0.00	\$0.00	\$0.00	
Safety & Security	Annual	Monthly	Hourly	
Bldg	\$1,483.56	\$123.63	\$0.71	0.0%
Leadership	\$0.00			

WAGES - 2024-25

Steps	Annual	Monthly	Hourly	
1st/FT	\$42,229.20	\$3,519.10	\$20.30	3.00%
Prorate	\$42,235.68	\$3,519.64	\$20.31	3.00%
2nd/FT	\$46,139.16	\$3,844.93	\$22.18	3.00%
3rd/FT	\$50,049.12	\$4,170.76	\$24.06	3.00%
4th/FT	\$54,021.60	\$4,501.80	\$25.97	3.00%
Differentials	Annual	Monthly	Hourly	
HS Head	\$4,908.00	\$409.00	\$2.36	4.00%
MS Head	\$4,908.00	\$409.00	\$2.36	4.00%
Elem Head	\$4,908.00	\$409.00	\$2.36	4.00%
Night Shift Lead	\$2,946.24	\$245.52	\$1.42	3.00%
Night Shift Pay	\$1,766.28	\$147.19	\$0.85	3.00%
None	\$0.00	\$0.00	\$0.00	
Licenses	Annual	Monthly	Hourly	
Chief	\$4,164.00	\$347.00	\$2.00	0.0%
1st Class	\$3,120.00	\$260.00	\$1.50	0.0%
2nd Class	\$2,088.00	\$174.00	\$1.00	0.0%
Special	\$1,020.00	\$85.00	\$0.49	0.0%
None	\$0.00	\$0.00	\$0.00	
Licenses-Pool	Annual	Monthly	Hourly	
CPO Pool	\$1,020.00	\$85.00	\$0.49	0.0%
None	\$0.00	\$0.00	\$0.00	
Longevity	Annual	Monthly	Hourly	
At 5 yrs	\$936.00	\$78.00	\$0.45	12.5%
At 10 yrs	\$1,143.96	\$95.33	\$0.55	10.0%
At 15 yrs	\$1,352.04	\$112.67	\$0.65	8.3%
At 20 yrs	\$1,560.00	\$130.00	\$0.75	7.1%
At 25 yrs	\$1,767.96	\$147.33	\$0.85	6.3%
None	\$0.00	\$0.00	\$0.00	
Safety & Security	Annual	Monthly	Hourly	
Bldg	\$1,483.56	\$123.63	\$0.71	0.0%
Leadership	\$0.00			MSBA 7.42%