

Amendments
To the
AGREEMENT
Between the
BOARD OF SCHOOL TRUSTEES
Of the
SCHOOL CITY OF EAST CHICAGO
And the
SERVICE EMPLOYEES INTERNATIONAL UNION
Local 73
On behalf of the Custodial Employees

January 1, 2022 through December 31, 2026

BOARD APPROVED
MAR 26 2024
SCHOOL CITY OF EAST CHICAGO

AMENDMENTS

1. Article V, Section 15 – Donation of Sick Days

Effective January 1, 2024, employees shall be allowed to donate sick days to fellow members of their collective bargaining unit if said employee has exhausted all sick, personal, and vacation leave time. Employees may only receive as many days as needed, for a maximum of five (5) donated days per fiscal year. A request for such a donation must be made through their Union. Completed forms will be submitted to the Director of Human Resources for review. A doctor's certificate must confirm the illness and be submitted with the donation form. The donated days have no value and cannot be bought or sold.

2. Article X, Section 5 – Professional Development

Effective January 1, 2024, the Superintendent or their designated representative has the authority to decide when mandatory OSHA training will be offered to employees, and the District will cover the associated costs. Additionally, it is a requirement that all service employees undergo at least one training specific to their field, and the District will bear the expenses of this training. This training will be facilitated during the scheduled workday.

3. Article X, Section 6 – Custodian and Matron Separation of Duties

Effective January 1, 2024, there will be a separation of duties and responsibilities for matrons and custodians, specifically during the breakfast and lunch periods. Provisions related to the separation of duties and responsibilities for these roles may include.

- Matrons are responsible for supervising food handling, preparation, distribution, and general maintenance and cleaning of the kitchen and food service equipment
- Custodians are responsible for carrying out the cleaning and maintenance tasks in the dining areas, which includes the proper collection and disposal of trash containers.

4. Article X, Section 7 – Custodian Seniority (Next in Line)

Effective January 1, 2024, Next in Line duties refer to the job duties that an employee is responsible for if the person who usually performs those duties is absent or unable to do so. This can be due to illness, vacation, or any other reason. The employee Next in Line will be selected based on seniority in the building in which the employee is assigned to FIRST. If a custodian that is assigned to the building is not available to assume the additional duties a custodian outside of the building will be selected from the districts seniority list.

5. Article X, Section 8 – Recognition of National Custodial Worker’s Day

Employees will be recognized by the School City on October 2nd of each year in appreciation of those who keep our schools and school buildings clean, safe, and well-maintained.

MEMORANDUM OF UNDERSTANDING

Three Percent Raise and One-Time Stipend

The Board of School Trustees of the School City of East Chicago and Local 73 of the Service Employees International Union, hereby agree that each Custodial employee employed by the School City of East Chicago on January 1, 2024, shall receive a three percent (3%) wage increase based on his/her 2023-2024 school year base salary and a one-time stipend of seven hundred dollars (\$700.00) The one-time stipend shall be paid to the employee on the second pay date of 2024.

TERM OF AGREEMENT

The effective date for these amendments shall be January 1, 2024.

This Agreement shall be in full force and effect from January 1, 2024 through December 31, 2026.

This Agreement has been approved by:

Local 73
Service Employees International Union

President

Secretary

Bonnie Baker

Representative

Date

Board of School Trustees
of the School City of East Chicago

Joe A. Hoag

Representative

[Signature]

Representative

Representative

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