

WORKING AGREEMENT GOVERNING REGULAR & PROBATIONARY MAINTENANCE EMPLOYEES

July 1, 2023 – June 30, 2026

THE DAVENPORT COMMUNITY SCHOOL DISTRICT Davenport, Iowa

It is the policy of the Davenport Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age, marital status, sexual orientation, gender identity and socioeconomic status in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination.

If you have questions or a grievance related to this policy please contact the District's Equity Coordinator:
Jabari Woods, Associate Director of Equity & Diversity, 1702 Main Street, Davenport, IA 52803; Telephone (563) 336-7496; Fax (563) 445-5950; Email: woods@j@davenportschools.org

Director of the Office for Civil Rights U.S. Department of Education, Citigroup Center, 500 W. Madison Street, Suite 1475, Chicago, IL 60661-7204; Telephone (312) 730-1560; Fax (312) 730-1576; Email: OCR.Chicago@ed.gov.

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PREAMBLE

It is hereby noted that the following document, entitled “Working Agreement Governing Regular and Probationary Employees”, herein after referred to as the “Contract”, has been negotiated in good faith by the Board of Directors of the Davenport Community School District, No. 82-1611 in the counties of Scott and Muscatine, State of Iowa, herein after known as the "Board" and the "Davenport Community School District Maintenance Employees Organization" herein after referred to as the "Organization" and they do hereby affirm that all parties concerned with this contract regardless of age, gender, race, creed, or national origin, shall be treated fairly and equitably.

The organization consists of all permanent full-time and part-time employees of the Davenport Community School District including Delivery Person, Building and Grounds Worker, Utility Support Worker, Painter, Plant Maintenance Mechanic I, Garage Technician, Energy Technician, Carpenter, Plant Maintenance Mechanic II, Garage Technician/Utility Team Leader, HVAC Specialist, and Electrician.

Excluded from the organization are: Department Director of Operations and Associate Director of Operations.

ARTICLE I

GENERAL CONDITIONS

SECTION 1 - PHYSICAL

- A. When a physical, psychiatric/psychological, tubercular, examination or laboratory test has been done by a physician acting at the request of the District subsequent to employment, a report of such examination will be furnished to the personal physician of the employee involved upon the request of the employee and his/her physician.

- B. Additionally, an employee returning to work following a period of absence from work, e.g., layoff or leave of absence, may be required by the District to take a physical examination.

SECTION 2 - SUPERVISOR

Wherever used in this contract, Supervisor means the Associate Director of Operations and/or his/her designee.

SECTION 3

Any employee specifically assigned by the District to work in a higher classification for fifteen (15) consecutive workdays or more will receive wages for that classification.

ARTICLE II

HOURS OF WORK AND OVERTIME

SECTION 1 - COMPUTATION RECORD

The established computation period for employees for the purpose of determining hours worked over forty (40) begins at midnight Sunday and extends to midnight the following Sunday during the fiscal year.

SECTION 2 - HOURS OF EMPLOYMENT

- A. The regular workweek for each full-time employee shall consist of five (5) eight-hour days or four (4) ten hour days per week. Every effort will be made to collaborate with employee(s) to accomplish tasks when there will be no disruption to the learning environment.
- B. The regular workweek is Monday through Friday unless special work requirements of a position require deviation.
- C. Any employee that has a regular shift starting time on or after 12:00 noon, shall be paid a shift premium of twenty (20) cents per hour. If a regular shift starting time is temporarily changed to start before 12:00 noon, at the request of an employee, the shift premium will not be paid on the day(s) in question.
- D. An additional five cents per hour will be paid for commercial pesticide applicator certification and/or any required asbestos certification.
- E. Any employee who is receiving a shift premium due to regular shift scheduling shall receive said premium for any and all holidays, vacation hours and health leave hours unless the shift is changed at the employee's request.

SECTION 3 - WORK SCHEDULE

All employees shall be assigned a schedule which shall have a regular starting and quitting time unless special work requirements of the position require deviation.

SECTION 4 - OVERTIME

- A. In a five (5) day forty (40) hour workweek, all time worked in excess of eight (8) hours in any one (1) workday shall be overtime and shall be paid at the rate of time and one-half of the employee's regular straight-time hourly rate. In a four (4) day forty (40) hour workweek, all time worked in excess of ten (10) hours in any one (1) workday shall be overtime and shall be paid at the rate of time and one-half of the employee's regular straight-time hourly rate. Paid leave hours shall be considered as hours worked for the purpose of computing overtime. All hours worked before or after starting and/or quitting times shall be considered overtime.

An employee may request compensatory time off at time and one-half (1½) in exchange for overtime worked. The request may be granted at the discretion of the Supervisor of Maintenance or the Director of Support Services. No compensatory time shall be utilized except with written approval. Compensatory time cannot be accumulated to more than forty (40) hours and can be utilized in one (1) hour increment minimums. Compensatory time shall be taken at such times that will not interfere with normal or special work projects that have been scheduled. No compensatory time shall be utilized except with written approval of the supervisor or his/her designee.

- B. Based on the operational needs of the District, overtime will be rotated and distributed by seniority so as to provide overtime opportunities for all interested qualified employees where the involved assignment is directly related to their normal work duties.
- C. In order to be eligible for overtime pay in a week where a health leave follows a day when overtime is worked, the employee shall provide a physician's statement confirming necessity of such absence stating the employee was too ill to perform his/her responsibilities.

ARTICLE III

HOLIDAYS AND VACATIONS

SECTION 1 - HOLIDAYS AND VACATION

- A. The District shall recognize the following twelve holidays:

- Independence Day
- Labor Day
- Thanksgiving Day and Friday after
- Christmas Holidays (2)
- New Year's Eve Day and
- New Year's Day
- Martin Luther King Day
- Veterans Day
- Spring Break (1) Day*
- Memorial Day

*Specific dates for the Spring Break holiday will be designated by the District once the calendar is finalized each year.

- B. Employees shall not receive pay for holidays enumerated above under the following conditions:
 - 1. If they are temporary employees.
 - 2. Employees laid-off due to lack of work, suspended or discharged.
 - 3. Holidays occurring during an employee's unpaid leave of absence.

4. Employees who refuse to report for work on such holidays when requested by the Supervisor. In the sole discretion of the Supervisor, the requested employee may be excused from reporting for sufficient stated reasons.
- C. If an employee works on a holiday, he/she shall be paid time and one-half for all hours worked in addition to his/her holiday pay.

SECTION 2 - VACATIONS

Vacations shall be taken at such times that will not interfere with normal or special work projects that have been scheduled. Earned vacation hours may be accumulated and carried forward from one year to the next. Hours accumulated and carried forward must not exceed the number of hours earned in the present year of employment. Earned vacation time in excess of the maximum allowable is cancelled. Vacation requests must, except in cases of emergency, and 1-day requests, be submitted to the Supervisor of Maintenance or the Director of Support Services at least four (4) working days in advance of the beginning date of the requested time. Vacation requests of one day must be submitted to the Supervisor of Maintenance or the Director or Support Services 24 hours in advance of the start of the employee's regular scheduled shift. Vacation leave shall not be granted in units of less than one (1) hour. No vacation time shall be authorized except with written approval of the Supervisor or his/her designee.

- A. Employees who have completed less than five (5) years of continuous service shall be entitled to six (6) hours and forty (40) minutes of vacation per month computed on the basis of the regularly established hourly rate.
- B. Employees who have completed five (5) years of continuous service shall be entitled to ten (10) hours of vacation per month with pay computed on the basis of the regularly established hourly rate.
- C. Employees who have completed ten (10) years of continuous service shall be entitled to thirteen (13) hours and twenty (20) minutes of vacation per month with pay computed on the basis of the regularly established hourly rate.
- D. Section D applies only to employees hired prior to July 1, 2000. Employees who on the anniversary of twenty (20) and twenty-five (25) years of continuous service shall be entitled to sixteen (16) hours and forty (40) minutes of vacation per month that year only. Employees shall receive sixteen (16) hours and forty minutes of vacation per month for thirty (30) years of continuous service, and all subsequent years.
- E. When a scheduled holiday(s) intervene(s) during the employee's vacation, such holiday(s) shall not be charged as vacation leave.
- F. Upon separation in good standing, an employee is entitled to accrued earned yearly vacation, not to exceed two hundred (200) hours or 160 hours for employees hired after July 1, 2000.
- G. Any employee who enters the employ of the District on or prior to the fifteenth of the month shall earn vacation leave for that month. If an employee enters employment with the District after the fifteen of the month, he/she will begin accumulating vacation leave

the following month. If an employee leaves the District before the fifteenth of the month, he/she will not accumulate vacation leave for that month.

- H. Any employee on paid leave shall accrue vacation during that leave.

ARTICLE IV

SENIORITY

SECTION 1 - DEFINITIONS

- A. Seniority shall be computed from the date an employee of the District was originally hired by the Board with continuous employment. If two (2) or more employees have the same seniority date, the relative order of seniority among them for purposes of this Agreement shall be determined by their relative qualifications as determined by the Supervisor of Maintenance, in his/her sole discretion. The Organization will receive a seniority list in October of each year. The District will post said list in the Operations Center and the vehicle maintenance garage.
- B. Classification shall refer to job title within a wage class.

SECTION 2 - PROBATIONARY PERIOD

- A. The first one hundred and eighty (180) days of active employment (or such lesser period as the District may determine) during the employee's last period of employment is a probationary period during which period there shall be no responsibility on the part of the District for the continued employment of such new employees, and the termination of such probationary employees shall not be subject to challenge or made the subject of a grievance. Said period shall begin on the date the employee first reports to work.
- B. When the probationary period is satisfactorily completed, seniority will date back to the beginning of the probationary period.
- C. After a new employee has acquired seniority, the name of the employee and his/her seniority date shall be placed on the classification list of the District at the time of completion of the probationary period.
- D. Newly hired probationary employees shall be paid \$.65 less per hour than the regular wage for the pay class into which they are hired.

SECTION 3 - LOSS OF SENIORITY

The seniority of the employee shall terminate upon the occurrence of any one of the following events:

- A. If employee quits, either by (1) notifying the Director of Human Resources, or (2) remaining away from work three (3) or more consecutive working days without a reason satisfactory to the Director.

- B. Discharge.
- C. If, after a layoff, employee fails to report for work within five (5) working days after being notified in writing at employee's last known address to do so, unless prevented by illness or other reasons satisfactory to the Director of Human Resources. Employees laid off and desiring to retain seniority rights must keep their address known to the District.
- D. If employee is laid off by the District for a period of time equal to employee's length of service prior to layoff or a period of two (2) years, whichever is the lesser.

ARTICLE V

GRIEVANCE PROCEDURE

SECTION 1 - DEFINITION

A grievance is a claim by an employee or the employee's bargaining unit alleging a violation of a specific provision(s) of the Agreement; an employee can be represented by himself/herself and a maximum of four (4) other individuals in the grievance procedure.

SECTION 2 - PROCEDURE

An attempt shall be made to resolve the alleged grievance in an informal discussion between the grievant and the Supervisor of Maintenance and/or his/her designated representative. If requested by the allegedly aggrieved employee and/or representatives, the appropriate representative of the employee may participate in this informal discussion. It is understood that any specific grievance shall be presented within five (5) working days from the date on which the act or condition complained of occurred. All grievances shall be processed during non-duty hours. The Union or the district may request an extension of time for any step in this procedure. The length of the extension will be jointly agreed to by both parties.

SECTION 3

LEVEL ONE - Between the aggrieved employee and/or representatives and the Department Director of Support Services and/or designated representative.

- A. If the alleged grievance is not resolved informally in accordance with the provisions of Section 2 above, the grievance shall be reduced to writing on the District form and signed by the aggrieved employee and/or representatives within five (5) working days after the above informal discussion on the alleged grievance has been concluded. Any such grievance reduced to writing shall specify the specific Section(s) and/or Article(s) allegedly violated and shall also state the specific relief sought. The Department Director of Support Services and/or designated representative shall formally answer the grievance within five (5) working days from the receipt of the grievance.
- B. Any grievance which is not appealed to Level Two within five (5) working days from the receipt of the Department Director of Support Services and/or designated representative answer shall be deemed settled on the basis of said Level One answer.

LEVEL TWO - Between the employee and/or designated representatives and the Director of Human Resources.

- A. The appropriate School District representative(s) shall meet with the aggrieved employee and/or designated representatives within five (5) working days from the date of the appeal to Level Two and formally answer the grievance within five (5) working days after the meeting at which discussion of the grievance was concluded between the parties. This formal answer shall be presented to the aggrieved employee.
- B. Any grievance which is not appealed to Level Three within five (5) working days after the receipt of the School District representative's written answer in Level Two shall be deemed settled on the basis of said answer.

LEVEL THREE - SUPERINTENDENT

Grievances alleging a specific violation of this Agreement, and only such grievances, may be submitted to the Superintendent of Schools as provided below:

The aggrieved employee and/or designated representatives may, within five (5) working days after receipt of the Level Two response, request in writing a hearing with the Superintendent of Schools. Such hearing shall be scheduled within ten (10) working days from receipt of the written request for said hearing. The decision of the Superintendent of Schools shall be rendered within ten (10) days of the hearing.

SECTION 4

The time limits established in any level of the grievance procedure may be extended by mutual agreement between the parties.

SECTION 5

The aggrieved employee shall be present at any level of the grievance procedure when either party requests.

LEVEL FOUR - ARBITRATION

If the grievance is not satisfactorily resolved in Level Three, the Organization may request that the dispute be submitted to arbitration. Individual bargaining unit members shall not have any right to appeal grievances to this level of the grievance procedure. Grievances alleging a specific violation of this Agreement, and only such grievances, may be submitted to arbitration as provided below:

- A. Should the Organization desire to submit a grievance to Level Four (Arbitration), it shall give written notice to the Director of Human Resources or the designated representative within five (5) working days from the receipt of the school District's appropriate representative's answer in Level Three.
- B. Within ten (10) working days from date grievance is appealed to Level Four, the school District's representative and the Organization shall attempt to agree upon a mutually

acceptable arbitrator and obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period (i.e., ten (10) working days from appeal date), a written request for a list of arbitrators shall be made to the P.E.R.B. by either party. The requested list shall consist of three (3) arbitrators, and the parties shall determine by lot which party shall have the right to remove the first name from the list. The party having the right to remove the first name shall do so within two (2) working days from receipt of such list, and the other party shall have one (1) additional workday to remove one of the two remaining names. The person whose name remains shall be the arbitrator.

The arbitrator shall have no power to alter, change, detract from or add to the provisions of this Agreement, but shall have the power only to apply and interpret the provisions of this Agreement to the settlement arising hereunder.

The decision of the arbitrator shall be final and binding, shall be reduced to writing and each party shall be furnished a signed copy thereof.

Each party shall bear its own costs, including any lost wages of witnesses or representatives. The expenses of the arbitration proceedings, including the arbitrator's fee and travel expenses, shall be shared equally by the parties.

ARTICLE VI

LEAVES OF ABSENCE

SECTION 1 - DEFINITION

Days of pay, for purposes of this Article, refers to the number of hours the employee is regularly scheduled to work multiplied by the employee's regular straight-time rate, on days the employee, but for the leave, would be regularly scheduled to work.

SECTION 2 - GENERAL PROVISIONS

- A. An employee on leave, as specified in this Article, shall retain and accumulate seniority and shall be returned to the classification and assigned building held at the time of beginning such leave, provided the operation of the Seniority Article permits such return, and provided the employee returns to active employment at the expiration of such leave.
- B. To be eligible for voluntary leaves as specified in this Article, an employee shall properly notify his/her Supervisor or the Department Director of Support Services for such purposes, and complete the application forms.
- C. No leaves other than those specified in this Article are permitted.
- D. Any employee who fails to report to work at the expiration of a leave shall be considered as voluntarily terminated unless the employee has a reason satisfactory to the Director of Human Resources.

- E. Any leave granted shall be for only the amount of time necessary to accomplish the reason for the request, or to recuperate from illness. Proof and/or verification may be required at the discretion of the Supervisor of Maintenance for any absence from scheduled work hours.
- F. Every attempt shall be made by the employee to schedule medical appointments and other personal appointments at a time when not scheduled to work.

SECTION 3 - JURY SERVICE LEAVE

- A. An employee who is called for jury service or who is required by law to appear for examination by a jury commission prior to such jury service or is subpoenaed and reports for witness service in a proceeding to which the employee is not a party in a court of record will be excused for the time period they are required to be in attendance from duty with pay less the amount of compensation received for such service or appearance. Mileage payment for jury duty service is retained by the employee.
- B. In order for an employee to be eligible, the employee shall (1) immediately notify his/her immediate superior of receipt of summons for such service and (2) furnish his/her immediate superior proper evidence of amount of compensation received for such service.
- C. Any employee excused from service prior to the completion of his/her work schedule shall report for work to finish his/her workday. If any employee fails to report for work to finish his/her workday, he/she shall be reimbursed only for actual hours lost up to the time he/she was excused.
- D. An employee who has been notified of jury duty shall present said notification to the Supervisor of Maintenance or his designee. The employee's regular scheduled work hours, (if necessary), shall begin with the reporting time designated by the court for the duration of jury duty service. At the conclusion of each day of jury duty service the employee shall report to work if his/her revised shift is not yet concluded. Employees will not receive a shift premium while serving jury duty.

SECTION 4 - BEREAVEMENT LEAVE

- A. When death occurs in the immediate family of an employee, such an employee, upon request, shall be excused from his/her regularly assigned duties and shall be paid for a reasonable amount of time (excluding Saturdays, Sundays and holidays) because of such death, providing the employee attends the funeral, but in no event exceeding forty (40) normally scheduled hours except in the case of employee's spouse.
- B. An additional forty (40) normally scheduled hours shall be allowed, if necessary, in the event of the death of an employee's spouse or (step) child.
- C. Members of the immediate family of the employee shall include only the following: spouse, (step) child, parent, grandparent, grandchild, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother, sister, brother-in-law, sister-in-law, or other relatives permanently residing with the employee.

- D. The employee may use up to eight (8) hours bereavement pay for the funeral of a close friend or relative not covered above.

SECTION 5 - EMERGENCY LEAVE

Up to twenty-four (24) hours leave each year with pay shall be allowed in cases of emergency. All absences for emergency reasons shall be reported to the immediate Supervisor or Director of Support Services, prior to departure if at all possible. Requests for all such absences shall be submitted on the proper form. Listed below are the absences that shall be approved as emergency leave:

- Illness of son or daughter requiring emergency attention
- Inclement weather making it impossible for employee to get to work
- Subpoena to appear in Court
- Days of wedding: son or daughter
- Car accident

Other absences may be approved as emergency leave by the Director of Support Services or Supervisor of Maintenance; however, any such approval shall not be precedent setting, and the decision of the Administrator shall not be grieved.

One (1) emergency leave day each year shall be allowed for personal leave, but must be taken in a full day increment.

SECTION 6 - EXTENDED LEAVES OF ABSENCE WITHOUT PAY

- A. Leaves of absence without pay for limited periods of six (6) months or twelve (12) months may be granted in the discretion of the District for a reasonable purpose upon application of the employee and approval of the Director of Human Resources.
- B. While on an extended leave under this Section, the employee's interest in retirement funds, accumulated sick leave and placement on the wage schedule shall be frozen. No additional benefits shall be provided by the District during this type of leave. However, the employee may purchase insurance programs available to other employees.
- C. Employees on such extended leave of absence are not eligible to draw any compensation or accumulated sick benefit.
- D. Seniority shall be retained during this type of leave up to the length of the approved leave.

SECTION 7 - HEALTH LEAVE

- A. New employees (hired on or after 7/1/07) to the school district shall earn health leave at the rate of ten (10) days of health leave per school year and shall accrue an additional day for each year of service up to the maximum of fifteen (15 days.) For employees hired before 7/1/2007, at the beginning of each year of service, a total of 120 hours of health leave allowance shall be credited to each employee's record. For employees hired after July 1, 2000, unused health leave shall be accumulated to a maximum of 180 days.
- B. All regularly appointed employees for less than full time shall receive the same number of days' allowance as full-time employees with the length of each day's allowance being

equal to the length of the day under contract. If such employee subsequently becomes a full-time employee, all accumulated health leave credit shall be carried forward on a prorated basis as full-time equivalent days to be used as full-time days.

- C. For employees hired prior to July 1, 2000, unused health leave shall be accumulated from year to year with no maximum limit. For employees hired after July 1, 2000, unused health leave shall be accumulated to a maximum of 180 days.
- D. In order to be eligible for health leave allowance, the employee shall notify his/her immediate superior as soon as possible regarding the illness. Upon request, the employee shall provide a physician's statement confirming necessity of such absence stating the employee was too ill to perform his/her responsibilities.
- E. Upon request, a physician's statement shall be submitted as evidence of the employee's ability to resume employment after a confining or disabling illness or accident.
- F. Employees, who return to the School District following a leave of absence, shall have cumulative health leave earned prior to such leave of absence credited to their health leave account.
- G. During the month of November each year, employees shall receive a record of their accumulated health leave from the Director of Human Resources.
- H. New employees whose services commence after the beginning of the school term shall be granted a pro rata share of the 120 hours allowed per year.
- I. Scheduled holidays which intervene during an employee's absence due to personal illness shall not be deducted from health leave allowance.
- J. If a new employee is unable to report for duty on the first day of the new contract and has no accumulated health leave on which to draw, compensation for health leave shall not be allowed under the new contract until the employee does report, whereupon it shall become retroactive.
- K. Employees may elect to supplement workers compensation benefits with accrued health leave in one-hour increments as necessary to restore daily compensation.
- L. Unused health leave may be used for credit for years of service for participation in a District early retirement program, if a District early retirement program is offered. The conversion shall be five (5) days of sick leave will equal one (1) calendar week of service.

SECTION 8 - FAMILY LEAVE

Employees covered under the terms and conditions of the Federal Family and Medical Leave Act. This act may provide for the rights and benefits in addition to those granted under this collective bargaining agreement. Employees may receive information concerning the Family and Medical Leave Act through the District Human Resources Office.

ARTICLE VII

WAGES

SECTION 1 - RATES OF PAY

Wages are reflected in Exhibit A.

SECTION 2 - TRANSFERRED EMPLOYEES

When an hourly-rated employee is permanently transferred to another job classification for any reason, such an employee shall be paid the established rate for the job classification to which he/she has been transferred.

SECTION 3 - PAY PLAN

- A. The beginning rate for new employees will be the probationary step in the established range for the classification in which the employee is hired.
- B. Employees shall be paid at the beginning of their shifts on the last workday on an every-other-week basis.

ARTICLE VIII

PARTICIPATION IN SECTION 125 PLAN

Section 125 Plan:

The District will provide employees the opportunity to participate in a Section 125 Plan.

ARTICLE IX

TRAINING

The Davenport Community School District will meet and confer with the Organization on training needs for employees within the guidelines established by the District and at the discretion of the Supervisor of Maintenance.

ARTICLE X

JOINT COMMITTEES

The parties agree to maintain one or more committees for the purpose of coordinating and making recommendations to the District on rules and procedures applicable to those issues that are illegal/excluded subjects of bargaining under Chapter 20 of the Iowa Code. The parties also agree to utilize this same process to coordinate and make recommendations related to the issue of employee absenteeism.

The structure of the committee(s) will be developed by the parties' through the existing labor-management committee process. The Union shall appoint all members representing the bargaining unit on the committee(s).

The committee(s) shall begin working from the applicable 2017-2020 contract language that was removed from that contract because it was illegal/excluded language under Chapter 20 of the Iowa Code.

ARTICLE XI

DURATION

This Agreement shall become effective on the first day of July, 2023 and thereafter remain in full force and effect until the 30th day of June, 2026. However, the parties will reopen this Agreement for the purpose of negotiating wages applicable to Contract year 2024-2025 and 2025-26. During the wage reopener, the District and Union may each select up to three (3) articles in addition to wages for negotiation and, in the event the Iowa Legislature makes changes to Chapter 20 of the Iowa Code, those topics newly made mandatory by the Legislature.

Signed this 18th day of AUGUST, 2023.

Josh Brackins
[Signature]
For Davenport Community
School District Maintenance
Employees Organization

[Signature]
For Davenport Community
School District Board
of Education

RAFE TURNER
[Signature] 8/18/23

Nicole Stroupe

ARTICLE 1

JOINT COMMITTEE

The purpose of this committee shall be to advise the Board of Directors on all matters relating to the financial affairs of the Corporation and to report to the Board on a quarterly basis.

The committee shall be composed of three members, one of whom shall be a member of the Board of Directors.

The committee shall have the right to call upon any officer or employee of the Corporation for information and to examine any books, records and documents of the Corporation.

ARTICLE 2

CHAPTER 1

The Board of Directors shall have the authority to make, alter, amend, suspend, repeal or rescind any bylaws of the Corporation, subject to the approval of the stockholders.

Done at New York, New York, this 15th day of August, 1923.

Wm. H. ...
Secretary

Nicole Stoop

John Bickel

Arthur ...

John ...

John ...

EXHIBIT A

**DAVENPORT COMMUNITY SCHOOL DISTRICT
MAINTENANCE CLASSIFICATIONS**

		<u>Step</u>	<u>2023-2024</u>	<u>2024-2025</u>	<u>2025-2026</u>
Class I	Delivery Person	1	\$ 17.39		
		2	\$ 17.75		
		3	\$ 18.13		
Class II	Building and Grounds Worker	1	\$ 21.51		
	Utility Support Worker	2	\$ 22.82		
		3	\$ 24.13		
Class III	Energy Technician		\$ 23.14		
Class IV	Painter		\$ 25.70		
Class V	Garage Technician		\$ 25.91		
	Plant Maintenance Mechanic I		\$ 25.91		
Class VI	Carpenter		\$ 26.66		
Class VII	Plant Maintenance Mechanic II		\$ 27.48		
	Garage Technician/Utility Team Leader		\$ 27.48		
Class VIII	HVAC Specialist		\$ 28.72		
Class IX	Electrical Specialist		\$ 28.77		
	Energy Management Specialist				
Longevity	\$0.21 5-9 years of service				
	\$0.41 10-14 years of service				
	\$0.61 15-19 years of service				
	\$0.81 20-24 years of service				
	\$1.01 25+ years of service				
Pesticide & Asbestos	\$0.05 per hour				