BOARD APPROVED

MAY 1 3 2025

SCHOOL CITY OF EAST CHICAGO

COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE
SCHOOL CITY OF EAST CHICAGO

AND

LOCAL 73
SERVICE EMPLOYEES INTERNATIONAL UNION

SECURITY EMPLOYEES

January 1, 2025 – December 31, 2025

MEMBERS OF BOARD OF SCHOOL TRUSTEES

Pattie Jo Gibson-King, President
Diane Smith, Vice-President
Maria Mercedes Taylor, Secretary
Jesse Gomez, Trustee
Joel Rodriguez, Trustee

ARTICLE I
RECOGNITION AND DEFINITIONS

Section 1: Recognition

This agreement is entered into between the Board of School Trustees of the School City of East Chicago, Indiana, hereinafter referred to as the "Employer," and Local 73 of the Service Employees International Union, hereinafter referred to as the "Union " The Employer recognizes and acknowledges that the Union is the sole and exclusive representative of all the employees in all classification of work covered by this agreement The Security Unit shall include the security positions cited in the wage rates

Section 2: Bargaining Unit

The bargaining unit shall consist of all Security Unit employees

Section 3: Employee

Unless otherwise indicated, the term "employee(s)" when used hereinafter in this Agreement, shall refer to employees in the bargaining unit, and references to a specific gender shall be understood to include both genders Substitutes shall be excluded from the meaning of "employee(s)."

Section 4: Board

The term "board" shall mean the Board of School Trustees of the School City of East Chicago.

Section 5: Employer

The term "Employer" shall mean the Board, administrators, supervisors, and any other person(s) authorized to act on behalf of the Board in dealing with its employees.

Section 6: Union

The term "Union", shall mean the Local 73, Service Employees International Union

Section 7: Classification Seniority

The term "classification seniority" shall be defined as the length of service within a job classification.

Length of service within a job classification shall include periods while on an unpaid leave of absence and periods of layoff.

Length of service within a job classification shall commence with the first day of work within the job classification provided continuous service within the bargaining unit had not been broken.

An employee may not hold seniority in more than one job classification at a time

Section 8: Union Security

Since all employees coming within the job classifications of this agreement, whether members of the Union or not, have equal representation by the Union under this agreement, it is considered only fair that each such employee bear his/her share of the cost to the union of its administration of agreement All employees coming within the job classifications of this Agreement, whether members of the Union or not, beginning on the 30th day following the beginning of such employment or on the effective date of this agreement, whichever is the latter, pay to the Union each month of their employment thereafter, if a uniform assessments, and if not a Union member, then as a service charge, an amount equal to the assessments uniformly required by all Union members, all as certified in writing by the Secretary-Treasurer of the Union

Section 9: Dues Check-Off

The Employer will deduct from the employee's pay dues as designated by the Secretary-Treasurer of Local 73 on the basis of individually signed deduction authorization cards in form agreed to by the Employer and Union Deduction from an employee's pay shall commence with the paycheck for the payroll period in which his/her authorization card is received

The failure of the employer to make agreed upon deductions will not exempt the member from his/her responsibility of paying his/her dues within the month they are due. In case earnings for any period are insufficient to cover dues payment for such dues shall be made by the employee directly to the Union

The Union agrees to indemnify and hold the Employer harmless against any liability which may arise by reason of any action taken by the Employer in complying with the provisions of this Article.

Section 10: COPE

The District, upon receipt of a payroll deduction authorization card signed by the employee, shall deduct from the wages of such employee the amount specified on the card as a regular contribution to Service Employees' International Union **C**ommittee **O**n **P**olitical **E**ducation (SEIU COPE) The district will regularly remit such sums deducted for that purpose to Union. The employee may at any time revoke his/her authorization of the SEID COPE payroll deduction

Section 11: Union Stewards

It is agreed that the Union may establish a reasonable steward system The Union shall notify the employer in writing of the names of the employees named as stewards If an administrator schedules a meeting at which the Union Steward is requested to attend, the Union

Steward will not lose any pay, or be considered absent, as a result of attending the meeting. The Union agrees that stewards shall perform their duties as expeditiously as possible

ARTICLE II
EMPLOYMENT PROCEDURES

Section 1: Seniority

Seniority shall be defined as the employee's continuous length of service from his/her last date of hire by the Board of School Trustees Seniority shall be broken by resignation, termination or failure to report to work from an approved leave of absence without reasonable cause, or failure to report to work from a layoff after written notification without reasonable cause

All decisions which are subject of seniority application will be made based on the most recent seniority list which has been reviewed and approved by the Union

Section 2: Work Loads and Job Descriptions

The Administration shall endeavor to assign employees a reasonable workload. There shall be a written job description for each employee classification Upon request of the Union, the job description for each job within each classification shall be reviewed by a committee of bargaining unit members appointed by the Union and Administrators

Section 3: Evaluating Service of Employees

If an employee is evaluated, it shall be at least on an annual basis by their immediate supervisor who regularly observes them on the job.

Section 4: Appeal of an Evaluation

An employee who feels their evaluation is unjust may request a meeting with their immediate supervisor to discuss the evaluation. If the employee is not satisfied with the determination of their immediate supervisor, the employee may request a meeting with the Director of Human Resources to discuss the evaluation.

The employee may submit a written response to the evaluation within thirty (30) calendar days after signing the evaluation The response will be attached to the evaluation The content of an evaluation shall not be subject to the grievance procedure; however, in the event of a suspension or discharge, the content of the employee's evaluation and employee's written response may be introduced into evidence by either party at any step of the grievance procedure

ARTICLE III
EMPLOYER'S RIGHTS

Except to the extent expressly abridged by a specific provision of this Agreement, the Union recognizes and agrees that the employer shall have the sole and exclusive authority to

manage and direct the operations and activities of the school corporation to the full extent authorized by law. The sole and exclusive authorities of the employer which are not abridged by a specific provision of the Agreement shall include but not be limited to the right of the employer to.

1 Direct the work of its employees,
2. Establish policy,
3 Hire, promote, demote, transfer, assign and retain employees;
4 Suspend or discharge its employees in accordance with any applicable law;
5 Maintain the efficiency of school operations;
6. Relieve its employees from duties because of lack of work or other legitimate reason,
7 Take actions necessary to carry out the mission of the schools as provided by law, and
8 These actions listed above shall not be done in an arbitrary or capricious manner

ARTICLE IV
HOURS OF WORK AND SCHEDULES

Section l: Work Day and Work Week

Employees shall be paid for all time worked.

Section 2: Overtime

Hours worked in excess of eight (8) hours per day or in excess of forty (40) hours per week shall be compensated for at the rate of time-and-one-half No overtime shall be worked without prior approval from their immediate supervisor.

ARTICLE V
LEAVES

Section 1: Paid Leaves

A. **Sick Days**

1. Sick Days

Sick days shall be taken in segments of one-half of a scheduled workday. Each year a full-time employee of the East Chicago Schools shall be eligible to receive full pay for eight (8) days of absence due to illness The rate of accumulation shall be one (1) day of an accumulative sick leave for every four (4) weeks on the payroll, not to exceed eight (8) days per school year

2. Accumulation

Each calendar year thereafter, upon reporting to work for one full day, an employee is allowed eight (8) days effective the first day of the new school year, which days shall be cumulative without limit. No more than eight (8) sick days are distributed in a given school year.

3. Doctor's Certificate

A statement on the absentee form by the employee specifying the nature of the illness will usually suffice for any absence less than five (5) consecutive workdays A doctor's written statement specifying the nature of the illness and the approval of returning to work will be required for absences of five (5) consecutive days or longer.

B. **Personal Business Leave**

Two (2) days personal business leave shall be allowed each year These days are not to be deducted from cumulative sick leave These days shall be taken in segments of one-half of a scheduled workday A request for personal leave will not be granted for days before or after recess days without approval from the employee's supervisor If personal business days are not used, they shall be added to the person's accumulated sick days on June 30th of each year

C **Holiday Pay**

Security employees shall be paid for the following holidays during the 2024/2025 school year:

1. Martin Luther King Day
2 Presidents' Day
3. Good Friday
4 Memorial Day
5. Juneteenth
6 Independence Day (4th of July)
7. Labor Day
8. Veteran's Day
9. Thanksgiving and the Friday after
10 Christmas Eve
11. Christmas Day
12 New Year's Eve
13. New Year's Day

When students are in session on a holiday, employees will be given a different day off and will not be given holiday pay for working the day in questions.

D **Leave on Account of Injury**

If an employee incurs an injury during the course of employment, the employee must fill out an accident report promptly after the employee becomes aware of an injury If the injury incapacitates him/her for work, it shall be understood that during the first (5) working days of incapacity the employee shall receive full pay without any reduction or charges against his/her

accumulated sick leave. If the Worker's Compensation Board rejects an employee's claim, the employee will be charged against his/her accumulated sick days. If the employee does not have sick days, the employee shall return all money paid to him/her.

E. **Assault and Battery Cases**

An employee who is a victim of an assault and battery or other criminal act resulting in injury, while performing the duties of his/her employment must report the incident to the appropriate authorities and file a police report.

F **Bereavement**

An employee is entitled to seven (7) calendar days immediately following the death of a parent, brother, sister, child, stepchild, spouse, grandparent, grandchild, mother-in-law, father-in-law, or stepparent These days will not be deducted from sick days, when applicable, and these days are not cumulative

An employee may submit a written request to the Superintendent or the Superintendent's designee to have all or a portion of the bereavement leave delayed for cases of delayed internment or delayed memorial service. A sheet from the funeral director or an obituary will normally suffice for verification of bereavement leave.

G **Abuse of Leave**

If there is suspicion of abuse of sick leave or other leave, the administration may require the submission of a physician's statement certifying illness or other evidence substantiating the need for such leave

Section 2: Unpaid Leaves

Leaves of absence, not to exceed one (1) year, may be granted for reasons listed below. Requests for leaves of absence without pay must be filed in writing with the Superintendent or his designee at least two (2) weeks before the leave is to commence Requests must state the reason in detail and specify the length of time for which the leave is desired. Employees desiring to modify the length of the approved leave must request the Modification prior to the end of the leave requested.

Maternity—An employee shall be permitted to work as long as she is able to satisfactorily perform the duties of her position, provided she submits to the Human Resources Director three (3) months prior to the anticipated birth of the child, a doctor's statement certifying satisfactory health and physical condition. Unpaid leaves may commence either before or right after childbirth.

Military Service—An employee will be permitted to take an unpaid leave of absence due to service in the military or military reserves

Jury Duty—An employee, if required to perform jury duty or subpoenaed as a witness to appear in court, shall receive their regular pay reduced by the amount of per-diem pay received from the court. Legal commitments involved in this section do not cover court appearances where the individual appears in court regarding matters of a personal nature such as plaintiff/petitioner, or a respondent in a civil action resulting in a judgment against the employee or as a defendant in a criminal action resulting in a conviction.

Union Leave—A leave of absence not to exceed one (1) year without pay, will be granted to an employee who is elected, delegated or appointed to participate in duly authorized business of the Union which requires absence from the job. Such leave may be extended by mutual agreement of the parties. Employees duly elected as delegates of the Union will be allowed time off Without pay, to attend State and National conferences, conventions and Stewards training related to the Union Seniority will be retained during a Union leave of absence. An employee will not accumulate sick or vacation time during a Union leave of absence

Family and Medical Leave Act—An employee may be eligible for paid benefits while on unpaid leave of absence for up to twelve (12) weeks pursuant to the Family and Medical Leave Act An employee who believes that benefits to which the employee is entitled under the Family and Medical Leave Act have been denied may file a grievance at Step 2 of the grievance procedure The grievance will not be process beyond Step 2; however, if the dispute is not resolved at Step 2, the employee may file a complaint with the U S. Department of Labor.

ARTICLE VI
WAGES AND BENEFITS

Section 1: Wage Rates

Employees shall be paid in accordance with the wage rates set forth in Appendix A of this Agreement.

Section 2: Equal Pay

Differences in pay shall not be based upon race, color, religion, sex, sexual orientation, national origin or age

Section 3: Emergency Closing of School

In the case of emergency closing of school due to severe weather conditions or any other emergency, employees shall not be expected to report for work, unless otherwise notified, and shall not be paid When, however, employees are scheduled to work on a school day which has been rescheduled because of an emergency school closing earlier in the school year, they shall be paid at their regular rate of pay

Section 4: Emergency Early Closing of School

In case of early closing of school, an employee who has reported to work at his/her regularly scheduled time, or at the request of the employer, shall be paid for two (2) hours at the employee's regular rate of pay or-for actual hours worked whichever is greater

Section 5: Lunch

Employees shall receive one (1) hour "Unpaid Lunch " Lunch schedules will be scheduled at the School City of East Chicago's discretion.

Section 6: NO CALL-OFF INCENTIVE STIPEND

The Employer will pay a quarterly stipend in the amount of One Hundred Dollars ($100 00) to a teacher without any call-offs for the previous quarter.

ARTICLE VII
SECURITY 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 security employee that is assigned to the building is not available to assume the additional duties a security employee outside of the building will be selected from the District's seniority list.

ARTICLE VIII
POSTING AND FILLING OF WORK ASSIGNMENTS

Section 1: Posting of Open Positions

All bargaining unit positions which become vacant shall be posted for seven (7) calendar days The open position shall be posted in all school buildings on the SEIU bulletin board and a copy sent to the President of the Union or his/her designee. The posting shall include the job duties, qualifications required, classification, location, wage rate, number of hours per day, and the deadline for filing an application. In order to bid on a posted work assignment, an employee must submit a written application to the Human Resources Department during the seven (7) calendar day posting period. The Unit Chair or his/her designee may submit a written application to the Human Resources Department on behalf of an employee who is unable to submit a written application because the employee is on apaid or unpaid leave.

Section 2: Bidding on Posted Work Assignments

When awarding posted work assignments, when qualifications such as skill, ability as outlined in the job description, and past performance are equal, first consideration shall be given to the applicant with greater seniority

Section 3: Change in Work Assignments

When it becomes necessary for the Employer to change an employee's work assignment, the employer shall notify the employee and Division Director as soon as practicable. The movement will not be retaliatory in nature.

Section 4: Elimination of Work Assignments

In the event it becomes necessary to eliminate a work assignment, the employee whose work assignment is eliminated will have the right to bump the employee with the least amount of unit seniority; provided the employee whose work assignment was eliminated, is qualified to perform the assignment of the bumped employee

Section 5: Notice to Union

A list of posted work assignments, along with the name of the employee who was awarded the posted work assignment, will be sent to the Division Director and made available to any employee upon request

ARTICLE IX
GRIEVANCE PROCEDURE

Section 1: Definitions

A "grievance" is a claim by one or more employees or the Union of an alleged violation of a specific section of the contractual agreement

A "day" for the purposes of this grievance procedure shall mean a calendar day.

All time limits contained herein shall be strictly adhered to unless the employer and the Union agree in writing to an extension of time limits. If the employei fails to meet the specified time limits as stated in policy, the Union may proceed to the next step of the grievance procedure. If the grievant or the Union fail to meet the specified time limits as stated in this policy, the grievance shall be deemed abandoned.

Section 2: Retaliation

The employer and the Union agree that no reprisals will be taken by either party against any party in interest as a result of participation in the grievance procedure.

Section 3: Back Pay

In any claim for back pay, the employer shall not be required to pay back wages for more than fifteen (15) working days prior to the date the employee first knew or had reason to know of the act or condition upon which the alleged grievance is based, in which case the employer shall

not be required to pay back wages for more than 120 calendar days prior to the date the grievance was first presented to the employer

Section 4: Procedure

Step 1

In the event an employee believes there is a basis for a grievance, the employee shall, within fifteen (15) working days of the date the employee first knew or had reason to know of the act or condition upon which the alleged grievance is based, submit the grievance in writing to their principal or to their immediate supervisor. Within fifteen (15) days after the grievance is submitted, the principal or immediate supervisor shall conduct a meeting at which the grievant may have Union representation and will render a decision.

Failure of the immediate supervisor to render a decision within the time limits shall entitle the grievant to file the grievance at Step 2 without a decision.

Step 2

The Union, on behalf of the grievant, may proceed to Step 2, if not satisfied with the decision of the building principal within fifteen (15) days of receiving the decision. In Step 2, the Superintendent or his/her designee, shall conduct a hearing and render a decision within thirty (30) days of the filing of the grievance at Step 2.

Step 3

If the grievant is not satisfied with the grievance answer in Step 2, the Union, on behalf of the grievant, may proceed to Step 3, by submitting such grievance within fifteen (15) days of receiving the answer at Step 2 to the Board of School Trustees The Board of School Trustees shall conduct a hearing on the grievance within thirty (30) days of the date of the filing of the grievance at Step 3 Within thirty (30) days after hearing the grievance, the Board of School Trustees shall render its decision in writing on the grievance

Step 4

If the Union is not satisfied with the disposition or lack of disposition of the grievance by the Board, the Union may submit the grievance to the American Arbitration Association. The Union may give notice of its intent to do so in writing to the Board within fifteen (15) working days of the receipt of the written disposition by the Board, or, in the event the Board fails to issue a disposition within the time limit, within thirty (30) working days of the submission of the formal written grievance at Step 3.

At any time thereafter, either party may request in writing that the grievance proceed to non-binding arbitration, in which case the moving party shall submit the grievance to non-binding arbitration by giving notice in writing to the American Arbitration Association with a copy to the other party. The parties agree to abide by the rules of the American Arbitration Association

Either party may request, no less than twenty (20) working days prior to the non-binding arbitration hearing, a conference which shall be scheduled by agreement of the parties no less than ten (10) working days prior to the non-binding arbitration hearing, the purpose of which shall be.

- To stipulate to as many facts as possible,
- To identify which facts and/or issues remain unresolved;
- To exchange lists of witnesses, the nature of their testimony and exhibits; and
- To resolve the grievance if possible, at this conference

Neither party shall be permitted to assert in the non-binding arbitration hearing any grounds or to introduce into evidence any testimony or exhibits not previously disclosed to the other party at the conference or within a reasonable time thereafter

Arbitration Provisions

A The decision of the arbitrator shall be non-binding on both parties

B The arbitrator shall have no power to make any decision or recommendations inconsistent with the law or the terms and conditions of this agreement The arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement

C. The fee and expenses of the arbitrator shall be shared by the parties Each party shall assume the cost of presenting his case before the arbitrator.

ARTICLE X
DISCIPLINE AND EMPLOYEE RIGHTS

Section 1: Discipline and Employee Rights

Any administrator, who summons an employee to a conference which could reasonably be expected to result in disciplinary action, shall inform the employee in advance that employee has the right to have a Union representative of his or her choice attend the conference

If during a conference with an administrator an employee becomes apprehensive that the conference might lead to disciplinary action, the employee may request that the conference be rescheduled when a Union representative may be present

Section 2: Notice of Intention

If the Employer feels it necessary to demote, transfer, suspend or terminate an employee covered by this agreement, the Employer agrees to notify the Union representative of Local 73, five (5) working days in advance of such action. This 5-day provision does not apply if the violation is of such nature that warrants immediate action. In this case, notification shall be as soon as practicable.

Section 3: Personnel File

An employee shall be informed and have the right to respond in writing if anything of a derogatory nature is to be placed in the employee's personnel file. Such signing of the material shall not be construed to indicate agreement as to the contents of the material If the employee chooses to respond in writing, the employee shall do so within thirty (30) calendar days of receipt of the document, and the employee's written response shall be attached to the material and placed in the employee's personnel file The contents of the personnel file shall not be subject to the grievance procedure; however, in the event of a suspension or discharge, the content of the materials and the written response may be introduced into evidence by either party

An employee shall be permitted to make arrangements with the Human Resources Director to see, review, and copy any material in the employee's personnel file. The review shall be made in the presence of the Human Resources Director or his/her designee and standard school district copy fees will apply This review should take place within a reasonable period of time from the submission of the written request to the Director of Human Resources.

Section 4: Non-Discrimination Clause

It is agreed that there shall be no discrimination against employees because of Union affiliation or Union activities or because of, or based upon race, color, religion, sex, age, sexual orientation or national origin.

Section 5: Just Cause

No employee who has been employed for a period more than (90) days calendar days shall be disciplined without just cause

ARTICLE XI
NO WORK STOPPAGE

There shall be no strikes, work stoppages, interruptions or impeding of work. There shall be no lock-outs No representative of the Employer or the union shall authorize, instigate, aid, or condone any such activities. No employee shall participate in any such activities.

ARTICLE XII
LAYOFF

Section 1: Advance Notice of Reduction

Other than for emergencies, the Employer shall notify impacted employees and the Union of an anticipated reduction in force at least thirty (30) days in advance of the effective date. This notification will occur sooner if necessary to comply with legal requirements

Section 2: Layoff Clause

Seniority, within a respective category, within a respective classification, will control when it is necessary to effect a reduction in the work force provided the employee is able to perform the essential functions of the position

During employee recall from reduction in force, seniority, within a respective category, within a respective classification will be implemented An employee on layoff status will lose the right of recall if the employee refuses a written offer of a permanent position.

An employee recalled from layoff status shall retain all seniority, and other benefits that the employee had at the time the employee was placed on layoff status Seniority shall continue during the period the employee is on layoff status.

All vacancies that occur during the peliod of time while an employee is on layoff status shall be posted and filled as provided for elsewhere in this agreement During the posting process, employees on layoff status shall be called back in the order of their seniority, within their respective groups to fill vacant positions on a tempoiary basis After the posting process is completed, the resulting vacancy shall be filled on a permanent basis by the most senior employee on layoff status from the group the vacancy falls under provided the employee can perform the essential functions of the position

Laid off employees shall have the right to remain on the recall list for a period of two (2) years.

ARTICLE XIII
SAFETY COMMITTEE

Effective January 1, 2024, the Employer and the Security Unit hereby agree to establish a Safety Committee The Safety Committee shall study and update safe work rules for the benefit of both parties. The Chairman of the Safety Committee shall be the Director of Support Services or his designee. Representatives of the committee will be designated by the Unions and by the Employer The Safety Committee is mandated to meet at least once each quarter and when called by the Chairman or when called by a majority of the committee members

ARTICLE XIV
MISCELLANEOUS PROVISIONS

Section 1: Identification Cards

The School City, as soon as possible, shall provide all bargaining unit employees with identification cards which shall be of the type that the employee wears and then can detach and place in wallet or purse for identification purposes Employees shall be required to wear same while at work

Section 2: Training

A mandatory training program may be instituted by the employer. Any such training shall be during working hours or on paid time.

Section 3: Monthly Meeting

When practicable, the parties shall have a monthly meeting on the first Thursday of each month for the purpose of discussing and resolving mutual concerns.

Section 4: Access to Telephone

Employees shall have a telephone available to them during the entire work shift for emergency calls only

Section 5: Job Description Review

Within sixty (60) days following the ratification of this agreement a committee of four (4) union members and the Human Resources Director or his/her designee shall meet to review all job descriptions. The employer shall take under advisement all recommendations made by the Union committee.

Section 6: Threats Made Against Employees

The School City of East Chicago shall take appropriate action in any case of threats made against employees

Section 7: Access to Email Accounts

When practicable, employees may be given a School City of East Chicago e-mail account This may be dependent on the number of accounts given to the School City of East Chicago by their account provider

Section 8: Labor Management Committee

Committee of both Union members and Administration shall meet periodically to discuss concerns in the workplace in an effort to resolve the issues before they become grievances.

Section 9: 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 Teamster and craft employees undergo at least one training specific to their field, and the District will be the expenses for this training This training will be facilitated during the scheduled workday.

Section 10: 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.

Section 11: Primary Method of Communication

The School City prioritizes the safety of their students and security personnel and therefore the primary method of communication for security employees shall be radios. Cellular devices shall only be used in cases of emergency

Section 12: Summer School

"Next in Line Seniority" will be implemented for summer school If there is a cause for two employees to work at a school, "Next in line Seniority" and overall seniority will go into effect

Section 13: School Operations

On E-Leaming and professional development days, if schools are open, security will be required to work

ARTICLE XV
SAVINGS CLAUSE

Section 1: Legal Savings Clause

Should any Article, Section, or Clause of this agreement be declared illegal by a court of competent jurisdiction, said Article, Section, or Clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining Articles, Sections, and Clauses shall remain in full force and effect for the duration of the agreement if not affected by the deleted Article, Section, or Clause Should any Article, Section, or Clause similar to none contained m this agreement be declared illegal by a court of competent jurisdiction, the Parties will meet to negotiate on changes necessary to make the Article, Section, or Clause legal.

ARTICLE XVI
COMPLETE AGREEMENT

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the right and opportunity to make demands and proposals with respect to wages, hours of employment and other related conditions of employment, and that the understandings and agreement arrived at by the parties after the exercise of that right and opportunity are set forth in

this Agreement Therefore, the Employer and the Union, for the life of this Agreement, shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered by this Agreement; unless the parties, by supplemental written agreement hereto, mutually agree to conduct additional bargaining on said subjects or matters. This provision shall not affect the bargaining of a successor Agreement not the bargaining of wages, hours of employment and other related conditions of employment for new positions within the bargaining unit

This Agreement sets forth the full and complete understandings of the parties hereto and cancels and supersedes any and all agreements and contracts heretofore entered into between the parties and cancels and supersedes any and all Board rules, regulations, policies, and practices, written or oral, which me in conflict with this Agreement

ARTICLE XVII
SUCCESSORS

This Agreement shall be binding upon the parties, their successors, and assigns In the event the Employer's facilities are sold or assigned, the Employer shall notify the Union in writing and give notice to the purchaser or assignee of the existence of, and operations covered by, this Agreement and the terms and conditions shall be recognized.

ARTICLE XVII
DURATION AND TERMINATION

Section A

The effective date for this Agreement shall be January 1, 2025

Section B

This agreement shall remain in full force and effect through December 31, 2025.

On or before November 1 of each year that this agreement is in effect, the parties shall meet to discuss wages and wage related fringe benefits.

SIGNATURES ON NEXT PAGE

This Agreement, made and entered into on this the 13th day of May 2025 is attested to by the parties whose signatories appear below.

BOARD OF SCHOOL TRUSTEES:

President

Secretary

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 73:

President

Secretary

APPENDIX
WAGE RATES
Effective January 1, 2025

Position	Hourly Wages
Safety Specialist (Security)	$16.45

All employees shall receive a three percent (3%) raise and a Seven Hundred Dollar ($700.00) stipend. Retroactive to January 1st 2024.

All employees will received holiday pay retroactive to August 7th 2023.

2025 AMENDMENTS

1. After School (Special Events)

When bargaining unit employees are working special events, bargaining unit hourly rate will increase to $20 per hour.

2. Wages

Year 1 Three percent (3%) raise plus a stipend in the amount of $800 00

3. Discipline Steps

1. Verbal
2. Written Warning
3 Final Written Warning up to including Involuntary Transfer
4 Termination