

CUSTODIAN CONTRACT 2025-2027

We are pleased to report that we have a proposed settlement with the Custodial Unit of School District 742. The proposed contract, if adopted, would represent a total settlement cost within the budgeting parameters established by the School Board for settlement with this employee group.

In considering and comparing the cost of settlement packages in our various bargaining and employee groups, it is important to note that costing percentages are composed of the sum of lane improvement, longevity, step improvement, salary schedule improvement, insurance and retirement contributions. Further, in addition to board authorized monies for contract settlement, employee groups may realign existing monies within their contract to achieve a tentative agreement.

This group represents 89.50 FTE and approximately 90 employees

Year One:

- New starting pay rates:
 - Class 1 \$17.00
 - Class 2 \$18.44
 - Class 3 \$18.71
 - Class 4 \$19.67
 - Class 5 \$21.49
 - Class 6 \$24.63
 - Class 7 \$27.63
- 2.75% increase in hourly wages for all current employees hired before July 1, 2025
- Increase longevity rates as follows: **3y=\$.25, 5y=\$.85, 10y=\$1.50, 15y=\$1.90, 20y=\$2.40, 25y=\$2.85** retroactive to July 1, 2025
- Increase in District Insurance Contribution to Single Plans effective October 1, 2025 (\$640/month)
- Caps on the Single EME Contribution (\$945.44/month) and the Family EME Contribution (\$2,181.90/month)
- Beginning January 1, 2026, add Paid Family and Medical Leave Statutory Contribution of .44% of wages

Year Two:

- New starting pay rates:
 - Class 1 \$17.25
 - Class 2 \$18.85
 - Class 3 \$19.12
 - Class 4 \$20.10
 - Class 5 \$21.96
 - Class 6 \$25.17
 - Class 7 \$28.24
- 2.20% increase in hourly wages for all current employees hired before July 1, 2026
- Increase in District Insurance Contribution to Single Plans effective October 1, 2026 (\$660.00/month)
- Increase in District Insurance Contribution to Family Plans effective October 1, 2026 (\$1,193.00/month)
- Increase to Certification Pay: Special (\$0.25), Second (\$0.50), First (\$0.75), Chief (\$1.00)

Total 2-Year Cost: 6.37%

Scheduled for Board Approval: February 4, 2026