

**Memorandum of Agreement (MOA)
Between the Board of Education of
Elmwood Park School District 401 and
Elmwood Park Custodian and Maintenance Association, IEA/NEA**

HVAC and Maintenance Position

The Board of Education of Elmwood Park Community Unit School District No. 401 (Board) and the Elmwood Park Custodian and Maintenance Association (Association) mutually seek to amend the parties' 2022-2026 collective bargaining agreement (Agreement) by adding a new position to the bargaining unit. The parties hereby agree to amend *Article 11.2 Classifications within Bargaining Unit* and *Article 15 Salaries* to reflect the addition.

- 1) The following changes shall be made to the Agreement upon execution of this MOA:

11.2 Classifications within Bargaining Unit

For purposes of this Agreement, all bargaining unit members shall be placed in one of the following classifications based on their current assignments:

- A. *Custodial*
- B. *Building Maintenance*
- C. *Part-Time Custodial*
- D. *Head Custodian*
- E. *Grounds Maintenance*
- F. *Courier*
- G. *Night Supervisor*
- H. *HVAC and Buildings Control Technician (District wide)*

In the event that a custodian has served as a maintenance employee, he shall receive seniority credit for such time served. In the event a maintenance employee has served as a custodian, he shall receive seniority credit for such time served.

In the event that an employee moves to another classification, seniority credit will not be lost. In addition, an employee moving to a higher paid classification will be paid at the higher non-probationary salary. An employee moving to a lower paid classification will be paid at the lower non-probationary salary. Part-time custodians who move to a full-time position will begin at the probationary salary for that position.

15. Custodial Salaries

<u>Position</u>	<u>New Employees - 1st Year</u>
Head Custodian	25.00
Night Supervisor	21.00
Grounds Maintenance	19.95
Building Maintenance	30.00
<u>HVAC and Buildings Control Technician (District wide)</u>	<u>35.00</u>
Custodian/Courier	19.95
Part Time Custodian	15.20

Note: Second shift differential is .20 cents per hour. This night differential is paid in the summer, even if the work is performed during the day.

*Head Custodians shall be paid a 62 cent differential for all hours worked, **which is in lieu of any additional compensation for building and heat checks.***

The above chart represents the starting salaries for new employees.

An employee who is involuntarily transferred to a lower-paid position will have their hourly wage frozen at the current level for the remainder of the current school year.

Wage rates will be determined as follows, for an employee who voluntarily transfers, an employee who is involuntarily transferred to a higher-paid position, or an employee who has completed the wage rate freeze period referenced above:

Effective upon the date of transfer (or the end of the wage rate freeze period), the employee's hourly wage rate will be increased or decreased by a differential equal to the starting salary differential for the relevant positions. For example, for an employee who is promoted from Custodian to Night Supervisor, the employee's hourly rate will be increased by a dollar amount equal to the dollar amount difference in the hourly rates between a 1st-Year Custodian and a 1st-Year Night Supervisor. This paragraph does not apply to (and such salary modifications will not be implemented for) position category adjustments made due to negotiated changes in position category designations.


This contract will be in effect from July 1, 2022 through June 30, 2026.

Salaries for the 2022-2023, 2023-2024, 2024-2025 and 2025-2026 school years will be as follows:

- 1. New employees will receive the hourly rates listed in the "1st Year" column above.*
- 2. For each returning employee, increases to the employee's hourly rate will be as follows:*

<i>2022-2023</i>	<i>Three and ¾ percent (3.75%)</i>
<i>2023-2024</i>	<i>Three and ½ percent (3.50%)</i>
<i>2024-2025</i>	<i>Two and ½ percent (2.50%)</i>
<i>2025-2026</i>	<i>Two and ¼ percent (2.25%)</i>

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- 2) This Memorandum of Agreement is not precedential in effect and shall not constitute a practice or precedent under the CBA, any Successor CBA, or any other collective bargaining agreement.
 - 3) The Memorandum of Agreement is subject to the grievance/arbitration provisions of the parties' Collective Bargaining Agreement.
 - 4) To the extent of any conflict or inconsistency between this Memorandum of Agreement and the CBA or any Successor CBA, the provisions of this Memorandum of Agreement shall control.



Association President

03-19-26
Date

Frank Perini
Board of Education

3/18/2026
Date