

	ELMWOOD PARK CUSTODIAN/ MAINTENANCE ASSOCIATION AGREEMENT July 1, 2026 to June 30, 2030

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ARTICLE 1

RECOGNITION AND DEFINITIONS

1.1 Recognition

The Board of Education of Elmwood Park School District No. 401, Cook County, Illinois (hereinafter referred to as the "Employer" or the "Board") recognizes the Elmwood Park Custodian Association, an affiliate of IEA/NEA, (hereinafter referred to as the "Association" or the "Union") as the sole and exclusive bargaining representative for all full-time and part-time custodial and maintenance personnel employed by the Board in the following job titles/categories: Head Custodian, Part-Time Custodian, Custodian/Courier, Grounds Maintenance, Building Maintenance, Night Supervisor, and HVAC and Buildings Control Technician (District-Wide), hereinafter referred to as the "Employee" or "Bargaining Unit Member." The following positions are excluded: Director of Buildings and Grounds, and all supervisory, managerial, confidential, or short-term employees as defined in Section 2 of the Illinois Educational Labor Relations Act, 115 ILCS 5/1, et seq.

1.2 Part-Time Employees

Employees included in the bargaining unit, employed less than full-time shall receive compensation and benefits on a pro-rata basis.

1.3 Definitions

A. Employee

1. **Full-Time:** An Employee who is employed at least forty (40) hours per week.
2. **Part-Time:** An Employee who is employed less than forty (40) hours per week, but at least 20 hours per week.
3. **School-Year Bargaining Unit Members/Employees:**
Bargaining Unit Members employed to work on all teacher employment days and including ten (10) working days before and after the school year except designated holidays.
4. **Full-Year Bargaining Unit Members/Employees:**
Bargaining Unit Members who are employed to work on a twelve (12) month basis, under the following classifications: Head Custodian, Building or Grounds Maintenance, Night Supervisor, Full or Part-time Custodian, and Courier.

1 **B. Days**

2
3 The term "days" when used in this Agreement shall, except where otherwise
4 indicated, mean working days.
5

6 **C. Superintendent**

7
8 The title Superintendent shall indicate the Superintendent of Schools or his/her
9 designee.
10

11 **D. Employer**

12
13 The term Employer, Board or Board of Education shall indicate the Board of
14 Education.
15

16 **E. Association**

17
18 The term Association or Union shall indicate the sole and exclusive bargaining
19 representative as certified by the Illinois Educational Labor Relations Board.
20

21
22 **ARTICLE 2**

23 **GRIEVANCE PROCEDURE**

24
25
26 **2.1 Definitions**

27
28 A. Any claim by the Association or an Employee that there has been a violation,
29 misinterpretation or misapplication of the terms of this Agreement shall be a
30 grievance.
31

32 B. As used herein, the term "days" shall mean days on which the school business
33 office is open. The time limits specified in this procedure may be extended in any
34 specific instance by mutual agreement of the parties in writing.
35

36 **2.2 Informal Procedure**

37
38 The parties hereto acknowledge that it is usually most desirable for an employee and the
39 employee's immediately involved supervisor to resolve problems through free and
40 informal communications. If, however, the informal process fails to satisfy the employee
41 or the Association, a grievance may be processed as follows:
42

43 **2.3 Formal Procedure**

44
45 A. **Step One:** The employee and/or Association may present the grievance in
46 writing to the immediately involved supervisor. The grievance shall set forth the
47 facts of the grievance, the section or sections of the contract allegedly violated

1 and the remedy requested. The supervisor shall arrange for a meeting to take
2 place within fifteen (15) days after receipt of the grievance. Such grievance shall
3 be submitted within five (5) days of the occurrence of the grievance or within five
4 (5) days of when such occurrence should reasonably have become known,
5 whichever shall first occur. Within five (5) days of the meeting, the employee
6 and/or the Association shall be provided with the supervisor's written response.
7

8 **B. Step Two:** If the grievance is not resolved at Step One, the employee and/or
9 the Association may refer the grievance in writing to the Superintendent or
10 designee within five (5) days after receipt of the Step One answer. The
11 Superintendent or designee shall arrange for a meeting to take place within five
12 (5) days after the receipt of the appeal. The Superintendent or his designee shall
13 consult with the Board of Education at their next regularly scheduled meeting
14 following the Step Two grievance meeting. Within five (5) days of the
15 consultation, the employee and/or the Association shall be provided with the
16 written response of the Superintendent or designee.
17

18 **C. Step Three:** If the Association is not satisfied with the disposition of the
19 grievance at Step Two, the Association may submit the grievance to binding
20 arbitration. The American Arbitration Association shall act as the administrator
21 of the proceedings. If a written demand for arbitration is not filed within five (5)
22 days of the date for the Step Two answer, then the grievance shall be deemed
23 withdrawn.
24

25 The arbitrator shall consider and decide only the specific issues submitted to
26 him/her in writing and shall base the decision solely upon his/her interpretation of
27 the meaning or application of the specific terms of this Agreement to the facts of
28 the grievance presented.
29

30 **2.4 General Provisions**

31

32 **A.** Each party shall bear the full costs of its representation. The cost of the arbitrator
33 and AAA shall be divided equally between the parties. If either party requests a
34 transcript of the proceedings, that party shall bear the full costs for that transcript.
35 If both parties order a transcript, the cost of the transcripts shall be equally shared
36 between the Board and the Association.
37

38 **B.** The grievant is allowed representation of his choosing at any step of the process.
39 When an employee is not represented by the Association, the Association may be
40 present as an observer at all meetings.
41

42 **C.** To the greatest extent possible, the processing of a grievance shall be during an
43 employee's non-working time. If the grievant is required by the Board to be
44 involved in the processing of a grievance during work hours, he/she shall be
45 excused from work for such purposes without loss of pay.
46

- 1 D A grievance may be withdrawn at any level, but if withdrawn it shall be deemed
2 denied.
3
- 4 E. The failure of the grievant or Association to act within the time limits set forth
5 shall preclude further appeal of the grievance. Upon failure of the Board to meet
6 the time limits prescribed in this Article, the grievance shall be advanced to the
7 next highest level.
8
- 9 F. If the Association and Superintendent agree, Step One of the grievance procedure
10 may be bypassed and the grievance brought directly to Step Two.
11
- 12 G. The Association and Superintendent by mutual agreement may extend time lines
13 for purposes of investigating alleged grievances.
14
15

16 ARTICLE 3

17 EMPLOYEE RIGHTS

18 3.1 Right to Organize and Participate

19
20 Employees shall have the right to organize, join and assist the Association, to participate
21 in negotiations with the Employer through representatives of their own choosing, and to
22 engage in other legal activities, individually or in concert, for the purpose of establishing,
23 maintaining, protecting or improving conditions of service and the quality of the
24 educational environment subject to the provisions of this Agreement.
25
26

27 3.2 Discipline/Discharge

28 After the probationary period, no employee shall be discharged without just cause.
29

30 Progressive discipline steps may include the following: oral reprimand, written
31 reprimand, suspension, and discharge. The District agrees in principle to the tenets of
32 progressive discipline for non-probationary employees; provided, however, that more
33 severe misconduct may justify more serious discipline (up to and including immediate
34 discharge) without any prior progressive discipline.
35
36

37 3.3 Employer Hearings/Employee Rights

38 When any employee is required to appear before the Board concerning any matter which
39 could directly and adversely affect the continuation of that employee's employment,
40 he/she will be entitled to have a representative of his/her choice at such meeting. When
41 any employee is required to appear before a member of central administration to discuss
42 that employee's proposed suspension or termination, he/she shall be entitled to have a
43 representative from the Association at such meeting.
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3.4 Break Period

Each employee shall be entitled to a duty free break period subject to such rules as may be established by the Board. Breaks shall be fifteen minutes in length.

Full time employee breaks are to be taken after the first two hours and during the last two hours.

Part-time employee breaks are to be taken after the first two hours of the shift.

No break is to be used in conjunction with the lunch break.

3.5 Rules and Regulations

Board policies and regulations relating to custodial personnel are available on the District website.

3.6 Employee Notification of Assignments

Absent unusual circumstances, an employee shall be given written notice of his/her regular assignment prior to the start of the forthcoming school term. In the event changes in such assignments are made, the employee shall be notified as soon as possible. If the employee is dissatisfied with his/her assignment, he/she may request a meeting with the Director of Buildings and Grounds.

3.7 Transfers

The parties agree that involuntary transfer of Bargaining Unit members are to be affected only for reasonable and just cause or for improving the work environment or overall operations of the school district. If the employee is dissatisfied with the transfer, s/he may request a meeting with the Association President and the Director of Buildings and Grounds.

ARTICLE 4

ASSOCIATION RIGHTS

4.1 Board Meetings - Notification

Notification of all School Board meetings are available on the District website: www.epcUSD401.org.

4.2 Board Minutes - Association Copies

Copies of all approved Board minutes (excluding closed session minutes) approved after the effective date of this Agreement are available on the District website: www.epcUSD401.org.

1
2 **4.3 Names and Addresses - New Employees**
3

4 Pursuant to Section 3(c)(2)(B) of the Illinois Educational Labor Relations Act, names and
5 addresses of newly hired employees shall be provided to the Association within fourteen
6 (14) days after their hiring.
7

8 **4.4 Association Rights - Exclusive**
9

10 The rights granted to the Association in this Agreement shall not be granted or extended
11 to any competing labor organization for the term of this Agreement, except for those
12 labor organizations certified as the exclusive representative of other employees of the
13 District.
14

15 **4.5 Payroll Deductions**
16

- 17 A. Proper authorization for membership payroll deduction shall be the signature of
18 the employee on an authorized form prepared by the Association and submitted to
19 the Superintendent or his/her designee. The terms and conditions of such payroll
20 deductions shall be consistent with said authorization subject to the following.
21
- 22 B. Authorizations submitted to the Superintendent or his/her designee by the 15th of
23 any month shall become effective by the first pay period of the following month.
24 Such payroll deductions shall be equally deducted over the remaining pay periods
25 and remitted to the Association within ten (10) calendar days following the date
26 of deduction.
27
- 28 C. The payroll deduction authorization shall remain in effect according to its terms,
29 provided such authorization may be revoked in writing by the employee at least
30 thirty (30) days prior to the date upon which such payroll deduction is to
31 terminate. Such authorization revocation shall be provided in writing to the
32 Business Office by the employee, with a copy provided by the employee to the
33 Association. Such authorization shall be deemed to be automatically revoked
34 upon termination of employment.
35
- 36 D. Pursuant to 115 ILCS 5/11.1(e), upon receipt by the Association of an appropriate
37 written authorization from an individual educational employee, written notice of
38 authorization shall be provided to the District and any authorized deductions shall
39 be made in accordance with law. The Association shall indemnify the District for
40 any damages and reasonable costs incurred for any claims made by an educational
41 employee for deductions made in good faith reliance on its notification.
42
- 43 E. All members of the bargaining unit shall use Direct Deposit for salary payments
44 unless exceptional circumstances exist, whereupon the Superintendent or designee
45 may grant a personal exception to this rule.
46
47

4.6 Association Use of District Facilities and Equipment

The Association shall be permitted the use of available school buildings for meetings of the Association pursuant to reasonable advance notice to the building principal, provided that this section shall not apply where there are more than fifteen (15) persons in attendance unless at least 90% of those in attendance are employees of the Board or members of their immediate family and provided that the Association shall promptly reimburse the Board for any expenses incurred therewith and for any damages that may arise there from. All Association members shall be entitled to attend not more than four (4) meetings in each school year even if such meeting conflicts with their regularly scheduled work time, provided such meetings shall not exceed one (1) hour in length, and shall be scheduled at such times as will affect the working hours of the fewest number of employees.

4.7 Bulletin Boards

The Association shall be permitted the use of a bulletin board in each school building designated by the administration for the purpose of internal communications, provided all such publications shall be identified as Association material and initialed by the authorizing office of the Association.

4.8 Restrictions on Association Use of District Facilities, Equipment and Bulletin Boards

The Association's rights under Paragraph 4.6 and 4.7 are contingent upon the absence of any need by the School District to use such equipment or property for any aspect of the school program and that such use by the Association shall be restricted to occasions where designated school employees are present.

4.9 Credit Union

The Employer shall provide an optional payroll deduction plan for the District designated Credit Union. Participation therein shall be subject to the policies, rules and regulations of said Credit Union.

4.10 Maintenance of Membership

This section has been removed based on the U.S. Supreme Court decision in *Janus v. AFSCME*, 138 S.Ct. 2448 (2018). During the term of this contract, in the event that the law changes to permit Fair Share provisions, the parties agree to meet and bargain the impact.

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ARTICLE 5

EMPLOYER'S RIGHT

- 5.1** The Employer retains its statutory right to manage the school district as respect to matters of inherent managerial policy, which shall include, but not be limited to, such areas of discretion or policy as the functions of the Employer, standards of services, its overall budget, the organizational structure and selection of new employees and direction of new employees. Implementation of these rights shall be consistent with the Agreement and with the Illinois Educational Labor Relations Act.

ARTICLE 6

WORKING CONDITIONS

6.1 Work Day

A. Full-Time Employees

The standard workweek for all full-time employees shall be forty (40) hours per week and eight (8) hours per day. Each employee shall be entitled to a lunch or dinner break of thirty (30) minutes, which shall not be included within the forty (40) hour week or eight (8) hour day. See section 3.4 regarding Break Period.

Any full-time employee required to work in excess of forty (40) hours per week shall be paid at the rate of one and one-half (1.5) times the normal rate of pay.

Head Custodians shall conduct weekend and holiday building inspections as part of their regular duties. On weekends and holidays, the expectation for heat checks by the Head Custodian is one (1) remote check and one (1) in-person check; however, if the temperature is below 15 degrees, additional in-person checks are expected. In addition, if a Head Custodian discovers a lack of heat or another building-related issue, the Head Custodian is responsible for addressing the issue. If a Head Custodian is not available to complete the building/heat checks, the employer reserves the right to assign the appropriate employee.

The Employer retains the right to assign at least one custodian per building on a Tuesday through Saturday shift as well as realign the shifts (days or hours) of all Custodial/Maintenance personnel. Such assignment can be implemented upon one-week notice to the affected employee.

Any full-time employee required to work:

- **The first emergency call:** On a Sunday or Holiday – paid a two (2) hour minimum, at two (2) times (double-time) the rate of pay. On Monday through Saturday – paid a two (2) hour minimum, at the overtime rate of pay.

- If an additional emergency call is necessary for the same situation at the (same building) – the employee will be paid for actual time worked at the appropriate rate of pay (time and a half after 40 hours, Sunday or Holiday pay--see above) after the initial two hours.

A full-time employee will be paid at the rate of one and one-half (1.5) times the employee's normal rate of pay for snow removal required to be performed outside of the employee's scheduled work hours.

Any full-time employee required to work on a Sunday or holiday will receive pay at the rate of two (2) times (double-time) the normal rate of pay for hours worked on the Sunday or holiday in excess of forty (40) hours for the relevant workweek.

In calculating hours worked for overtime purposes, the calculation will include actual hours worked, paid vacation, paid bereavement leave, and paid holidays. Other paid leave does not count toward the 40-hour requirement.

B. Part-Time Employees

Part-time employees employed for at least twenty (20) hours per week, but less than forty (40) hours per week, shall be provided one (1) fifteen (15) minute break for every workday of at least four (4) hours in length. Part-time employees employed for any workday for more than four (4) hours shall also be entitled to one (1) twenty (20) minute food break which shall not be included within the workday. All breaks must be separated by at least sixty (60) minutes.

6.2 Holidays

Employees shall be provided 15 paid holidays per year, with the schedule to be determined annually. The Superintendent or designee will notify employees of the schedule when the District calendar is approved.

In order to receive holiday pay, the employee must work the scheduled work days immediately, prior to, and after the scheduled holiday.

Eligible employees shall be paid for those holidays approved annually by the Board and reflected on the school calendar. Any such holidays shall be paid provided the holiday is celebrated on a scheduled workday. In order to be eligible for holiday pay, the employee must work the scheduled workdays immediately before and after the holiday, unless absent due to a scheduled vacation. In the event Christmas Eve, Christmas Day, New Year's Eve or New Year's Day falls on a weekend day, the relevant scheduled workday immediately preceding or following the holiday shall be paid, provided school is not in session. In the event Independence Day falls on a weekend day, the relevant scheduled work day immediately preceding or following the holiday shall be paid as declared by the Board and provided school is not in session.

6.3 Uniforms and Equipment Provided

- A. The employer shall provide, without cost to the employee, uniforms in a style and color for appropriate employees as determined by the employer. The employee may select up to \$300 worth of uniforms annually from the District-approved vendor catalog.
- B. The Board shall provide, without cost to the employee, such equipment as is deemed necessary by the Board for the employee to perform his/her duties.
- C. The Board shall provide, without cost to the employee, colored safety vests for employees performing outdoor duties.
- D. Each employee in the position of Head Custodian or Grounds/Maintenance will be reimbursed up to \$300 per year during the period of this collective bargaining agreement, for work-appropriate outerwear for cold weather. Receipts for outerwear purchases must be provided by the employee to the Director of Buildings and Grounds. Reimbursement will be issued to the employee after he/she provides an appropriate receipt.

6.4 Overtime

- A. Eligible employees working assigned, pre-approved time in excess of forty (40) hours shall be given overtime pay at the rate of one and one-half (1.5) times the employee's regular rate of pay.
- B. In the event overtime is required, the Director of Building and Grounds or designee shall solicit volunteers to fill the overtime positions. Overtime shall be offered based on a simple rotation of bargaining unit members assigned to the building at which the overtime work is needed, unless the job requires special skills, beginning with the most senior member. If a member accepts the offer, or if they refuse the offer, their name goes to the bottom of the rotation list following that assignment. Training will be offered for members accepting overtime assignments involving tasks with which they are unfamiliar. In the event no volunteers are available or the volunteers available are unqualified in the opinion of the Director of Building and Grounds or designee, overtime may be assigned. Every effort will be made to provide at least forty-eight (48) hours' notice to employees assigned overtime.
If a designated assignment is refused more than three (3) times, a written reprimand may be executed.
- C. All overtime hours worked must be pre-approved in writing by the Director of Buildings and Grounds and submitted on a timesheet to the Director of Buildings and Grounds in accordance with business office procedures for processing payroll.

- 1
2 D. In the event an employee's regular permanent assignment requires the
3 performance of duties in more than one job classification, the overtime pay rate to
4 be used to calculate compensation for the employee for the overtime work shall
5 be the rate of the classification which caused the employee to work such overtime
6 hours.
7

8 **6.5 Attendance and Call In Procedure** 9

- 10 A. If you are a day employee, your absence must be called in to the Director of
11 Buildings and Grounds at least one hour prior to the starting time on the day of the
12 absence. If you are a night employee, your absence must be called in to the Director
13 of Buildings and Grounds prior to noon on the day of the absence. In the event that
14 you are unable to meet these timelines due to a personal emergency, please contact
15 the Director as soon as possible.
16
17 B. When an employee is absent, the employee will enter the absence in the electronic
18 employee absence management system.
19
20 C. All employees are required to fob in and out immediately before and after completing
21 their shift. When additional time is needed to go beyond the regular work day,
22 approval must be granted by the Director of Buildings and Grounds prior to working
23 the extra time, or, in the event of an emergency, a text or phone message must be sent
24 to the Director providing information about the request for extra time.
25
26 D. Fobbing out for lunch is required when you leave your assigned building. Fobbing is
27 required upon your return.
28
29 E. All employees are required to start their shift at the designated time. If an employee
30 is late, the employee will be docked for that amount of time. All employees are
31 required to end their shift at the designated time. Make-up time at the end of a shift is
32 not allowed.
33
34

35 **ARTICLE 7** 36

37 **LEAVES** 38

39 **7.1 Sick Leave** 40

41 Employees will be awarded twelve (12) sick days annually, granted on July 1 of each
42 year. New employees may have their sick day allocation pro-rated depending on their
43 starting date. Partial months are not counted unless ten (10) or more days are worked.
44 Total accumulation of sick days shall not exceed 240 days.
45

46 Sick leave shall include absence because of death or serious illness in the immediate
47 family, including husband, wife, sister, brother, father, mother, children, grandparents,

uncles, aunts, nephews, nieces, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, and for funerals of these relatives. In the case of illness, a doctor's certificate may be required by the Board of Education before such pay is given.

If a paid holiday occurs during a time of sick leave absence, non-certificated personnel shall not be charged a day of sick leave for said holiday.

7.2 Paid Bereavement

- Five (5) bereavement days will be granted annually for the death of a parent, sibling, spouse or child.
- One (1) bereavement day will be granted per occasion for the death of other immediate family members of employee or spouse. Immediate family is defined in sick leave. Up to five (5) days will be granted annually.
- Use of sick time is permitted if additional days are needed.

7.3 Personal Leave

Full-time employees shall be granted two personal days annually. Such days shall be granted only for reasons which cannot be scheduled except during an employee's designated work time, and which affect the financial welfare of the employee, for court appearances, for religious holidays, for illness or death (non-relative), and for emergencies approved by the Superintendent or his designee. Such days shall not be available in the event of a work stoppage of any kind.

- A. Employees shall make application through the Director of Buildings and Grounds forty-eight (48) hours in advance. Applications submitted to the Director of Buildings and Grounds must be signed by the Business Manager or designee.
- B. Personal distress days shall not be granted the day before or the day after a school holiday or vacation.
- C. Unused personal distress days shall accumulate as sick leave.
- D. A third day, which shall be non-cumulative, may be granted by the Superintendent or his designee in accordance with the above procedures. The decision of the Superintendent or his designee shall be non-grievable and non-precedential. An amount equal to the base pay of the substitute will be deducted from the employee's pay.

7.4 Accident or Injury Leave

Any absence incurred by an employee which results from an accident or injury incurred while performing duties for School District No. 401 shall not be charged against an employee's sick leave days and the Board shall pay the employee's wages and benefits in full until the employee becomes eligible to apply for Worker's Compensation benefits. If

1 the employee remains unable to work for fourteen (14) or more days due to the accident
2 or injury, the employee will remit any Worker's Compensation benefits awarded for the
3 waiting period days (i.e., 3 days) to the District within fourteen (14) days of receipt of
4 said benefits. If the employee fails to remit said benefits within the 14-day time period,
5 the Board may deduct from the employee's pay an amount equal to the Worker's
6 Compensation benefits for the 3-day waiting period, provided that the deduction-related
7 requirements of the Illinois Wage Payment and Collection Act are met. The Board shall
8 not be responsible for the payment of wages or benefits of an employee once that
9 employee is eligible to apply for Worker's Compensation benefits. However, while an
10 employee is receiving temporary total disability (TTD) worker's compensation payments,
11 the employee may use one (1) accumulated sick day for every three (3) days of worker's
12 compensation leave. Generally, a position is held for the period of time the doctor
13 (worker's comp. doctor) disallows returning to work. However, this does not apply if the
14 employee has reached maximum medical improvement and is unable to return to his/her
15 position. In addition, if the employee fails to return to work upon the physician release,
16 the position will no longer be held. While an employee is off work on unpaid leave, the
17 employee will not accumulate sick leave or vacation leave unless the unpaid leave is in
18 conjunction with FMLA or Worker's Compensation leave.

19 20 **7.5 Jury Duty**

21
22 Employees must notify the Superintendent or designee as soon as possible after being
23 summoned for jury duty and must furnish satisfactory evidence that jury duty was
24 performed on the days for which salary is claimed. Employees who are required to serve
25 on jury duty at times when they would be working shall be paid their regular salary.
26 Employees may retain any amounts paid while performing jury duty as expenses for jury
27 duty.

28
29 An employee shall experience no loss in pay or paid leave benefits because the employee,
30 pursuant to a subpoena issued by the clerk of the court and served upon the employee,
31 attends as a witness upon trial or to have his/her deposition taken in any school related
32 matter pending in court. Employees required to appear for such trial or deposition shall
33 immediately provide the principal with a copy of the subpoena.

34 35 **7.6 Release Time**

36
37 When negotiations, grievances, arbitrations, or any other usual and normal function of
38 labor-management relations are conducted during an employee's regular work hours,
39 release time shall be provided for any and all employees involved without loss of pay.

40 41 **7.7 In-Service Training**

42
43 There may be three (3) in-service days for employees during a regular year, if requested.
44 Employees may submit ideas for in-service trainings to the Director of Buildings and
45 Grounds to consider. Each employee may attend in-service training outside the district
46 by providing the Superintendent with the time, place and general overview of the in-
47 service taking place at least five (5) days prior to the event taking place. The in-service

1 must be approved by the Superintendent or designee. For in-service trainings approved
2 by the Superintendent (or designee), the District will pay the cost of the in-service or
3 reimburse the employee for the cost of the in-service.
4

5 In the event of a major training (more than two (2) days of training), the employee will
6 discuss the feasibility of such training with his/her immediate supervisor.
7

8 The provisions granted in this article are in addition to those granted under the Illinois
9 School Code, Section 3-11.
10

11 **7.8 Family and Medical Leave Act (FMLA)**

12
13 Employees will be eligible for and have access to leave under the Family Medical Leave
14 Act, as provided in the Act. The Board's Family and Medical Leave Act
15 Policy shall be included in the Board Policy Manual. Required FMLA notices shall be
16 posted at the District's schools where they may be readily seen by employees.
17

18 The FMLA form can be obtained on the District's intranet.
19

20 **7.9 Waiver of Cook County Paid Leave**

21
22 Pursuant to Section 42-5 of the Cook County Paid Leave Ordinance, enacted by the Cook
23 County Board of Commissioners on December 14, 2023, as compiled into the Cook
24 County Code of Ordinances at Chapter 42, Article I, Division 1, effective December 31,
25 2023, and as amended from time to time thereafter ("the Ordinance"), the Association, on
26 behalf of itself and the members of the bargaining unit, hereby waives its/their rights
27 under the Ordinance.
28

29 The Association's waiver of its/their rights under the Ordinance is understood by both
30 parties as being non-precedential and such waiver will neither be implicitly nor explicitly
31 expected as a requirement for bargaining of future contracts between the Association and
32 the Board/District.
33
34

35 **ARTICLE 8**

36 **VACATIONS**

37 **8.1 Vacation Scheduling**

38
39 Full-time employees shall be entitled to paid vacation time as set forth in Section 8.2
40 below. Vacation time shall be scheduled on a form prepared by the Director of Buildings
41 and Grounds. Whenever possible, the requested scheduled time for each eligible
42 employee shall be granted, subject to the maintenance needs of the building and the
43 approval of the principal or designee upon at least **four (4) weeks** advance notice from
44 the employee(s). If unforeseen circumstances occur, vacation requests may be
45 considered with less than four weeks notice, but the request may be subject to rejection.
46
47

1 In instances where conflicts in scheduling arise, the employee with the greatest seniority
2 shall be given preference.
3

4 Employees are not permitted to use vacation time during the first week of each school
5 term or the preceding week. No more than one (1) employee per school building will be
6 allowed to use paid vacation time during other weeks in the month of August. Requests
7 for vacation time during permitted weeks in August are to be submitted no earlier than
8 the preceding September 1 and will be considered on a first-come, first-served basis.
9

10 No more than one (1) employee per school building is permitted to use vacation time
11 during the last week of each school term or the preceding week.
12

13 **8.2 Vacation - Annual Allotment**

14
15 Full-time employees shall accrue vacation time on the following schedule based on a
16 July 1 - June 30 fiscal year.
17

18 Less than one (1) year -- one (1) day per full month worked not to exceed ten (10)
19 days
20

21 One (1) year to five (5) years -- ten (10) days
22

23 Six (6) years to fifteen (15) years -- fifteen (15) days
24

25 More than fifteen (15) years -- twenty (20) days*
26

27 * Except that any employee who received 22 vacation days during the 2019-2020
28 school year will continue to receive 22 vacation days annually.
29

30 With reference to "part-time employees": (see section 1.2), vacation accrued for part-time
31 employees is prorated based on the employee's full-time equivalency (FTE). If a part-
32 time employee becomes full-time, accrual begins at year one.
33

34 **8.3 Use and Accumulation of Vacation Time**

35
36 On June 30, up to five (5) unused vacation days may be:
37

- 38 1. Paid to the employee at their per diem rate (provided that a prior written request
39 for payment is made by June 1); or
- 40 2. Rolled over to the subsequent fiscal year. Vacation days rolled over but unused
41 by the following December 31 will be forfeited.
42

43 Otherwise, vacation days may not be accumulated and must be used in the year in which
44 they were awarded or will be forfeited.
45
46
47

1 **8.4 Vacation Pay Upon Termination**

2
3 Upon termination an employee shall be paid for all unused vacation time on a pro-rata
4 basis.
5

6
7 **ARTICLE 9**

8
9 **EMPLOYEE EVALUATIONS**

10
11 **9.1 Formal Evaluations**

12
13 All formal evaluations of the work of each employee shall be conducted with the
14 knowledge of the employee. Informal evaluations may occur on a daily basis. All
15 evaluations remain permanently in a worker's personnel folder. The Director of Buildings
16 and Grounds will provide an annual written evaluation for all bargaining unit members.
17 The Director of Buildings and Grounds will also be evaluated in written form. Input will
18 be provided by the administration for all evaluations.
19

20 **9.2 Notification of Evaluation Process**

21
22 Within a reasonable period of time after the beginning of the school term, the Board or
23 designee shall familiarize each employee under his/her supervision with the evaluation
24 process. Such notification of the evaluation process shall continue each year for new
25 employees or, in the event of a change in such process, for all employees.
26

27 **9.3 Evaluation - Frequency**

28
29 The Board or designee shall evaluate each employee at least once during each school
30 year. If an employee requests a formal evaluation at least one (1) such evaluation shall
31 be conducted during that school year or within thirty (30) days if the request is made
32 during June of the school year.
33

34 **9.4 Post-Evaluation Conference and Procedure**

35
36 Within ten (10) employment days following the formal observation, the evaluator shall
37 convene a meeting with the employee to discuss the evaluation. The employee shall be
38 given a copy of the written evaluation at said conference. If the employee disagrees with
39 the evaluation, he/she may submit a written response, which shall be attached to the file
40 copy of the evaluation in question.
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ARTICLE 10

SUBCONTRACTING

- 10.1** The Board may enter into a contract for custodial or maintenance services currently and routinely performed by custodial or maintenance staff as permitted by Section 5/10-22.34c of the *Illinois School Code*. Nothing herein shall restrict the right of the Board to employ outside contractors or individuals to perform painting services or other limited time or specialized services needed by the District.

ARTICLE 11

SENIORITY

11.1 Definition

Seniority shall be defined as the number of months of continuous service that a full-time employee has worked in a particular job classification in the District. Seniority shall accumulate on a monthly basis and an employee who works at least fifteen (15) workdays in a month shall be credited with one (1) month seniority. Sick days, paid holidays and vacation days shall count toward the monthly number of days worked. Unpaid leaves of absence, layoffs, suspension days, unpaid sick days, etc., shall not count toward the monthly number of days worked. In the event individuals have equal seniority, ties in seniority shall be broken by lot. No seniority credit is accrued by part-time employees.

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

1 be paid at the lower non-probationary salary. Part-time custodians who move to a full-
2 time position will begin at the probationary salary for that position.

3 4 **11.3 Maintaining and Posting Seniority Lists**

5
6 The Board shall annually prepare and distribute a seniority list to employees covered by
7 this Agreement on or before February 1. An employee shall have until February 15 to
8 challenge his/her placement on the seniority list. Thereafter the list shall be deemed
9 permanent. A copy of the final seniority list shall be provided to the Association.

10 11 **11.4 Loss of Seniority**

12
13 An employee shall lose his/her seniority upon:

- 14 A. Resignation
 - 15 B. Dismissal for Cause
 - 16 C. Retirement
- 17
18

19 **ARTICLE 12**

20 21 **REDUCTION IN PERSONNEL, LAYOFF AND RECALL**

22 23 **12.1 Notice**

24
25 If the bargaining unit member(s) is/are removed, dismissed or laid off as a result of a
26 decision by the Board to decrease the number of bargaining unit employees or to
27 discontinue a particular type of bargaining unit service, written notice shall be given to
28 the employee(s) by certified mail at least thirty (30) calendar days before the employee is
29 removed, dismissed, or laid off, together with a statement of honorable dismissal and the
30 reasons therefore.

31 32 **12.2 Procedure**

33
34 The employee(s) with the shorter length of seniority within the respective classifications,
35 as defined in Section 11.2 of this Agreement, shall be dismissed first.

36
37 For purposes of implementing this provision, employees with ten (10) or more years of
38 service in the School District shall have seniority calculated based upon total years of
39 service to the School District. Employees with less than ten (10) years of experience
40 shall have seniority calculated based upon years of experience within the classification of
41 position held at the time the reduction in force or layoff occurs. Ties in seniority shall be
42 broken by lot.

43 44 **12.3 Substitution**

45
46 A laid off employee shall, upon application of the employee on a form provided for that
47 purpose, be granted priority status on the substitute list based upon his/her seniority. If

1 the employee declines substitute service twice, he/she shall lose priority standing. An
2 employee may appeal to the Superintendent or designee the removal of his/her name
3 from the substitute list upon submission of bona fide evidence of illness or incapacity.
4 The decision of the Superintendent or designee shall be final and non-grievable.
5

6 **12.4 Recall Rights**

7

8 If the Board has any vacancies for the following school term or within one calendar year
9 from the beginning of the following school term, the position thereby becoming available
10 within the specific classification as defined in Section 11.2 of this Agreement shall be
11 tendered to the employee(s) so removed or dismissed from that classification so far as
12 they are qualified to hold such position. Recall shall be in order of seniority, with the
13 most senior employee being recalled first. Notice of recall shall be sent by certified mail
14 to the last known address as shown in the personnel records of the Business Office. The
15 recall notice shall state the time and date on which the employee is to report back to
16 work.
17

18 **12.5 Employee's Obligation to Respond to Recall**

19

20 It shall be the employee's responsibility to keep the Board notified as to his/her current
21 mailing address. A recalled employee shall be given ten (10) calendar days from the
22 mailing of a recall notice, excluding Saturday, Sunday and holidays, to report to work.
23 The Board may fill a position on a temporary basis until the recalled employee can report
24 for work providing the employee reports on the assigned date. Employees recalled to
25 full-time work are obligated to take said work. An employee who declines recall to full-
26 time or fails to report on the assigned date shall forfeit his/her seniority rights.
27

28 **ARTICLE 13**

29

30 **VACANCIES AND TRANSFERS**

31

32 **13.1 Definition**

33

34 A vacancy shall be defined as a newly created position or a present position that is not
35 filled within the job classification established in Paragraph 11.2. Only the first two (2)
36 vacancies need to be posted if an employee is chosen to fill the vacancy.
37

38 **13.2 Posting of Vacancies**

39

40 All vacancies shall be posted in a conspicuous place in each building of the district for a
41 period of five (5) workdays and the District Human Resources Department will email the
42 posting(s) to the Association President to the President's work email address. Said
43 posting shall contain the following information:
44
45
46

- A. Type of Work
- B. Location of Work
- C. Classification

13.3 Application

An employee may apply in writing to the Superintendent or his designee for a vacancy or promotional vacancy at any time during the posting period. After six months probation, an employee shall be granted an interview if he/she so desires. The granting of an interview for a vacancy or promotional vacancy does not presume the employer must award the position to the interviewing employee. The Board shall have the exclusive and sole right to determine who is employed to fill any vacancy.

13.4 Notification to the Applicants

The Board shall advise any employee seeking to fill a vacancy of its decision after the position has been filled.

13.5 Permanent Employees

Effective with this Agreement, when a temporary worker has worked one hundred twenty (120) consecutive days they will be recognized as a permanent employee and member of the bargaining unit. Beginning on the one hundred twenty-first (121st) day, they will receive the salary, benefits and all rights and privileges of a bargaining unit member. This provision will not apply to substitute employees who are filling the position of a regular employee on an approved or required leave of absence who has a contractual or statutory right to return to his or her position at the end of such leave.

ARTICLE 14

COMPENSATION AND RELATED BENEFITS

14.1 Life Insurance

The Board shall pay the premium cost of term life insurance with a benefit amount equal to each employee's salary, but not to exceed \$50,000. The District will purchase an income protection plan, which shall provide the employee 60% of his/her annual compensation until age 65 for any disability due to illness or accident, when considered in conjunction with any benefits from the disability section of the Illinois Municipal Retirement System. The maximum monthly benefit shall be limited to \$2,000.00 per month. The waiting period shall be three (3) months.

14.2 Board Payment to Illinois Municipal Retirement Fund

From the Compensation Schedule, the Board shall deduct and remit for each employee eligible to participate in the Illinois Municipal Retirement Fund (hereinafter

"employee(s)"), a sum equal to the Board's share of the current year's IMRF requirement. It is the intent of the parties, by this Agreement, to qualify these payments as "picked-up" contributions within the meaning of Section 4.14(h)(2) of the Internal Revenue Code so as to be excludable from the gross income of all such employees. Such employees shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from the Illinois Municipal Retirement Fund.

No such employee shall have the option of choosing to receive the amounts contributed by the Board directly and the assumption and payment of such employees' required contribution to the Illinois Municipal Retirement Fund is a condition of employment made in order to secure each employee's future services, knowledge and experience.

The balance of the amount due each such employee pursuant to such Compensation Schedule shall be payable to the employee as salary installments as otherwise provided herein, provided the Board shall deduct there from all monies as required by law or as authorized by the employee pursuant to this Agreement, or as otherwise authorized by the Board. Such withholding shall include any and all additional amounts required to be paid to the Illinois Municipal Retirement Fund for the amount of such employee.

14.3 Hospitalization, Medical, and Dental Insurance

Until June 30, 2027: For employees commencing work July 1, 2010 and thereafter, the Board will contribute 80% towards the cost of the monthly premium for single coverage, 60% towards single plus one dependent coverage, or 50% towards family coverage. For employees employed prior to July 1, 2010, and employees beginning their fifth year of service, the Board shall contribute 90% towards the cost of the monthly premium for single coverage, 70% towards single plus one dependent coverage, or 65% towards family coverage.

Starting July 1, 2027, the Board will contribute the following amounts toward the monthly premiums for insurance coverage:

Until the employee completes three (3) full school years of employment with the District:

Coverage	Board Contribution Toward Premium
PPO Single	80%
PPO Single +1	60%
PPO Family	50%
HMO Single	80%
HMO Single +1	70%
HMO Family	60%

After three (3) full school years of employment with the District:

Coverage	Board Contribution Toward Premium
PPO Single	90%
PPO Single +1	70%
PPO Family	65%
HMO Single	90%
HMO Single +1	75%
HMO Family	70%

For purposes of the above rates, an employee's first year of employment will count as a full school year if the employee begins work on or before August 31.

14.4 Mileage Within District

Employees shall be compensated for all mileage at the current I.R.S. rate of each school year, as a result of personal use of the employee's car in order to perform assigned duties, provided such use has received a written prior approval of the Superintendent or designee.

14.5 Pay Days

Paydays shall be on the 15th and the last day of the month. In the event a regular payday falls on a holiday or day when the Business Office is closed, such payday will be the last office working day before the regular pay date.

14.6 Medical Insurance After Retirement

All retiring employees covered under the Illinois Municipal Retirement Fund shall be eligible for coverage under group hospital and major medical insurance at their own expense. (In accordance with 215 ILCS 5/367j (1994), Municipal Employee's Continuance Privilege.) Eligibility for said group hospital and major medical insurance will cease when retiree becomes eligible for Medicare.

14.7 Pay Schedule

The pay schedule shall be as set forth in Appendix A which is attached to and incorporated in this Agreement.

14.8 Severance Award

Any bargaining unit member who is at least sixty (60) years of age and retires from the District with at least 15 continuous years of service will receive a severance bonus equal to \$100 for each year of continuous service in the District. A bargaining unit member may declare his/her intention to retire up to two (2) years prior to the actual retirement date. If notice of the intent to retire is received by June first of the year before or two years before the retirement date the District will apply as much of the severance bonus as

possible to increase the bargaining unit member's salary up to a maximum of 6% over the previous year's salary. If there is any of the severance bonus remaining after increasing the member's salary to 6% that money will be paid in a single lump sum to the bargaining unit member between 35 and 60 days following the date of retirement. If a bargaining unit member gives two (2) years notice of the intent to retire, the severance award will be applied equally to the last two year's salary in an attempt to increase the salary by a maximum of 6%.

14.9 Pay Upgrade

When the District requires a bargaining unit member to do the work of a position that has a designated pay rate greater than that of the position the bargaining unit member holds, the District will pay the bargaining unit member the differential between the two (2) starting pay rates beginning on the sixth (6th) consecutive day that the bargaining unit member is doing the work of this higher grade position.

14.10 Probation

New employees must successfully complete a probationary period of nine (9) consecutive months. Probationary employees may be dismissed at any time during the probationary period, without recourse. Upon hiring for full-time status, the probationary period begins regardless of the time spent as a substitute in the District.

14.11 Advanced Training Programs

A. The benefits listed in this section are available after successful completion of the following programs:

1. Facilities Engineering Technology Certificate (33 credit hours) through Triton College.
2. Facilities Engineering Technology Associate Degree in Applied Science through Triton College.

B. In order to be eligible for the benefits listed in this section, the employee must:

1. Obtain prior written approval from the Assistant Superintendent for Finance & Operations/CSBO, before beginning the program; and
2. Successfully complete the program and be awarded the Certificate or Associate Degree, as applicable; and
3. Provide the District with appropriate documentation of successful completion of the program and receipt of the Certificate or Associate Degree, as applicable.

- 1 C. An employee who satisfies the eligibility criteria will receive the following
2 benefits:
3
4 1. A salary increase of \$2 per hour, to be implemented after completion of
5 the Facilities Engineering Technology Certificate program and receipt of
6 the Certificate.
7
8 2. An additional salary increase of \$2 per hour, to be implemented after
9 completion of the Facilities Engineering Technology Associate Degree in
10 Applied Science program and receipt of the Degree.
11
12 D. After the employee obtains prior written approval from the Assistant
13 Superintendent for Finance & Operations/CSBO in accordance with Subsection
14 B(1), the District will pay the costs of the program (not to include any union
15 dues). The employee must repay the program costs advanced by the District if:
16 (1) the employee fails to successfully complete the program; or (2) the
17 employee's employment with the District ends, for any reason, during the two-
18 year period after the employee completes the program. The parties understand
19 and agree that nothing in this paragraph creates a right to employment with the
20 Board for any certain term.
21
22

23 **ARTICLE 15**

24 **EFFECT OF AGREEMENT**

25 **15.1 Complete Understanding**

26
27 The terms and conditions set forth in this Agreement represent the full and complete
28 understanding and commitment between parties.
29

30 **15.2 Contractual Amendments**

31
32 The express terms of this Agreement shall constitute a binding obligation of both the
33 Employer and the Association and for the duration hereof may be altered, changed, added
34 to, deleted from, or modified only through the voluntary, mutual consent of these parties
35 by written and signed amendment to this Agreement.
36
37

38 **15.3 Individual Contracts**

39 Any individual contract between the Employer and an individual bargaining unit member
40 heretofore executed shall be subject to and consistent with the terms and conditions of
41 this Agreement. Any individual contract hereafter executed shall be expressly made
42 subject to and consistent with the terms and conditions of this or subsequent agreement to
43 be executed by the parties. If an individual contract contains any language inconsistent
44 with the Agreement, this Agreement, during its duration, shall be controlling.
45
46
47

1 **15.4 Contract Versus Board Policy**

2
3 This Agreement shall supersede and have precedence over any rules, regulations or
4 practices of the Employer, which shall be contrary to or inconsistent with its terms. The
5 provisions of this Agreement shall be incorporated into and be considered part of the
6 established policies of the Employer.
7

8 **15.5 No Strike - No Lockout**

9
10 During the term of this Agreement and any extension thereof, the Board shall not lock-
11 out its employees and no employee covered by this Agreement nor the Association, nor
12 any person acting on behalf of the Association, shall ever or at any time engage in,
13 authorize, or instigate any picketing, any recognition of any picket line on the School
14 District's premises, any strike, slow-down or other refusal to render full and complete
15 services to the Board, or any activity whatsoever which would disrupt in any manner, in
16 whole or in part, the operation of the School District. In the event of any violation or
17 violations of any provisions of this section by the Association, its members or
18 representatives or by the employee, any violating employees shall be subject to discipline
19 or discharge as determined appropriate in the sole and unilateral discretion of the Board.
20

21 **15.6 Waiver of Bargaining**

22
23 The Association acknowledges that during the negotiations resulting in this Agreement, it
24 had the unlimited right and opportunity to make demands and proposals with respect to
25 any subject or matter not removed by law or by specific agreement of the parties and that
26 the understanding and agreements by the parties after the exercise of that right and
27 opportunity are set forth in this Agreement. Therefore, the Association, for the life of this
28 Agreement, voluntarily and unqualifiedly waives any right which otherwise may exist
29 under law, practice, or custom to negotiate over any matter during the term of this
30 Agreement, and it agrees that the Board shall not be obligated to bargain collectively with
31 regard to any matter or subject referred to or covered in this Agreement, or with respect
32 to any subject or matter not specifically referred to or covered in this Agreement even
33 though such subject or matter may not have been within the knowledge or contemplation
34 of either or both of the parties at the time that they negotiated or signed this Agreement,
35 except the Board and the Association shall be required to bargain over the impact of any
36 major change in working conditions. A major change in working conditions shall be
37 interpreted to mean subcontracting services as required by Article 10, an increase of work
38 responsibility of twenty percent (20%) or more, or the like.
39

40 This provision shall not be construed to prohibit the Board from making unilateral
41 changes in Board policy and practices provided such changes do not conflict with the
42 express provisions of this Agreement. Moreover, this provision shall be construed
43 subject to Article 5 of this Agreement.
44

45 **15.7 Duration**

46 This Agreement shall be effective with the start of normal business on July 1, 2026 and
47 shall remain in full effect until the close of business on June 30, 2030.
48

CUSTODIAL SALARIES

<u>Position</u>	<u>New Employees</u>
-----------------	----------------------

Head Custodian	27.00
Night Supervisor	25.00
Grounds Maintenance	22.00
Building Maintenance	32.00
Custodian/Courier	22.00
Part Time Custodian	15.20
HVAC/Buildings Control Technician (District-Wide)	35.00

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.

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, 2026 through June 30, 2030.

Salaries for the 2026-2027, 2027-2028, 2028-2029, and 2029-2030 school years will be as follows:

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

2026-2027	Five percent (5.0%)*
2027-2028	Four percent (4.0%)
2028-2029	Four percent (4.0%)
2029-2030	Four percent (4.0%)

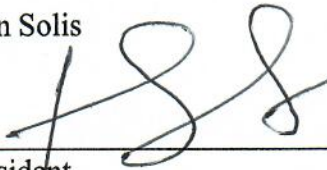
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2 * For any employee whose 2025-2026 hourly rate is less than the 2026-2027 starting
3 hourly rate for the employee's position (as stated above for new employees), the
4 employee will receive one of the following hourly rate increases for 2026-2027,
5 whichever is more:

- 6 • The employee's hourly rate will be increased to the 2026-2027 starting hourly rate
7 plus \$1.50, **or**
- 8 • The employee's 2025-2026 hourly rate will be increased by five percent (5.0%).
9

10 * In addition, for any employee employed in the Head Custodian position as of May 11,
11 2026: For purposes of applying the hourly rate increase for 2026-2027, the employee's
12 hourly rate shall include the previously-implemented \$0.62 cent differential.
13
14
15

1 ELMWOOD PARK CUSTODIAN
2 ASSOCIATION
3

4 Juan Solis

5 
6
7
8 President

9
10 Attest:

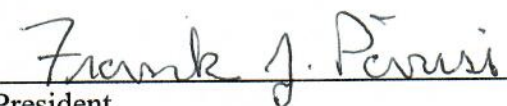
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12 Pete Torres

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15 Witness

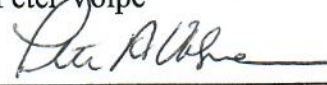
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18 Dated: 6/16/2026
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BOARD OF EDUCATION,
UNIT DISTRICT 401

Frank J. Parisi


President

Peter Volpe


Vice President

Dated: 6/16/2026

Signed on the above dates.