

CUSTODIAN CONTRACT 2023-2025

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 91 employees

Year One:

- New starting pay rates:
 - Class 1 \$16.52
 - Class 2 \$17.60
 - Class 3 \$17.85
 - Class 4 \$18.77
 - Class 5 \$20.50
 - Class 6 \$23.50
 - Class 7 \$27.50
- All employees in Class 1-4 will receive a 4.25% increase in hourly wages, plus a 2.25% compression adjustment for all employees with a start date between January 1, 2013 and July 1, 2021.
- All employees in Class 5-7 will receive a 4.25% increase in hourly wages or the new starting rates, whichever is greater.
- Increase longevity rates as follows: (3y=\$.25, 5y=\$1.00, 10y=\$1.25, 15y=\$1.50, 20y=\$2.00, 25y=\$2.50)
- Increase in District Insurance Contribution to Single Plans (\$615/month)
- Increase Wellness Pay percentage to 80% of eligible hours
- Add Juneteenth Holiday
- Add certification pay for all members as follows: (Chief \$.60, 1st \$.50, 2nd \$.20, Special \$.10, Pool \$.10)
- Add reimbursement for Engineer Academy costs toward boiler license certification
- Reclassify Head Grounds position to Class 5

Year Two:

- New starting pay rates:
 - Class 1 \$16.85
 - Class 2 \$17.95
 - Class 3 \$18.21
 - Class 4 \$19.14
 - Class 5 \$20.91
 - Class 6 \$23.97
 - Class 7 \$28.05
- 3.25% increase in hourly wages for all current employees

Total 2-Year Cost: 9.64%

Scheduled for Board Approval: September 6, 2023