

Memorandum of Agreement

This Memorandum of Agreement is entered into between the Board of Education of Des Plaines Community Consolidated School District 62, Cook County, Illinois ("the Board" or "the District") and the Des Plaines Custodial/Maintenance Association/IEA ("CMA"), jointly referred to as "the Parties."

WHEREAS, the Board and the CMA are Parties to the 2020-2024 Collective Bargaining Agreement;

WHEREAS, the Parties agree that the District is in need of new positions to address current needs of the District;

WHEREAS, the Parties have negotiated in good faith on the titles, hours, responsibilities, RIF order, and pay structure for these new positions;

NOW, THEREFORE, the Parties agree to:

Create the positions of Roving Head/Day Custodian and Night Foreman. The Collective Bargaining Agreement, and specifically Article VI, Article XI, and Appendix A-2, shall be amended as set forth in Exhibit A to this Memorandum of Agreement to reflect the addition of these two positions and the details pertaining thereto.

This Memorandum of Agreement is made part of the Collective Bargaining Agreement. It will become effective upon the signing by both Parties.

FOR THE BOARD



7-31-20

Date

FOR THE ASSOCIATION



7-31-20

Date

EXHIBIT A

Article VI

Hours of Work

6.1 Hours of Work

The standard workday schedule shall consist of eight (8) consecutive hours Monday through Friday. After July 1, 2011, the District reserves the right to hire up to three (3) additional custodial rovers on a flexible work schedule that includes Saturday hours.

Both the standard and flexible work week shall consist of forty (40) hours.

Maintenance Personnel	6:30 AM to 3:00 PM
Head Custodian Middle School	6:30 AM to 3:00 PM
Head Custodian Grade School	6:45 AM to 3:15 PM
Day Custodian	9:30 AM to <del>6:00 PM</del> 6:30 PM
Night Custodian Middle School	2:45 PM to 11:15 PM
Roving Custodian	6:30 AM to <del>11:15 PM</del> 11:30 PM
Roving Head/Day Custodian	6:30 AM to 6:30 PM
Night Foreman	9:30 AM to 11:30 PM

Upon mutual agreement of the association and the District, hours may be adjusted for special circumstances.

Summer, winter, and spring break working hours remain the same for maintenance personnel. All district custodian personnel hours shall be from 7:00 AM to 3:30 PM.

# ARTICLE XI

## REDUCTION IN STAFF

- 11.1 (a) If it is necessary to reduce the size of the staff, it shall be done in the reverse order of seniority with in the classifications which are custodian, **roving head/day custodian rover**, head custodian, maintenance, **night foreman** and district engineer, assuming that the remaining employees are qualified and able to immediately and effectively perform the available work.

In the event a district engineer, **night foreman**, a maintenance employee, **head custodian or roving head/day custodian rover** ~~or head-custodian~~ is laid off, he shall have the right to replace the least senior employee in the next lower rated classification, provided he is qualified and able to immediately and effectively perform the available work. Only classification seniority will be exercised in determining movement into or out of the **roving head/day custodian rover**, head custodian, maintenance, **night foreman** or district engineer classifications.

In the event a district engineer, **night foreman**, a maintenance employee, **head custodian or roving head/day custodian rover** ~~or head-custodian~~ is laid off but has insufficient classification seniority to replace an employee in a lower rated classification, he shall have the option to replace the custodian with the least seniority, provided his total district seniority is greater. Total district seniority shall be credited in making placement on the custodial salary schedule in the event the aforementioned option to be exercised by an employee in a higher rated classification.

- (b) If the Administration increases the number of custodial-maintenance employees within one (1) year after a lay-off, the Administration shall first offer reemployment to the employees laid off in the reverse order of the lay-off by job classification provided that the employee is qualified and able to immediately perform the available work. This provision shall not apply to probationary employees.
- (c) Any such employee so rehired shall be returned to his seniority position at the time of lay-off.
- (d) All full-time custodial /maintenance personnel employed as of the end of the 2005-2006 school year shall be guaranteed employment in the district according to the terms and conditions of the contract during its duration.

## Appendix A-2

### CUSTODIAL AND MAINTENANCE I CLASSIFICATION AND SALARY LIMITATIONS

The following tables provide information related to increases in the event a CMA employee advances through job classifications.

	Year 1	Year 2	Year 3	Year 4	Year 5
Classification	FY20	FY21	FY22	FY23	FY24
Custodian	\$35,020	\$36,250	\$37,520	\$38,830	\$40,190
Roving Head/Day Custodian		\$54,990 or \$6,000*	\$56,910 or \$6,000*	\$58,900 or \$6,000*	\$60,960 or \$6,000*
#Head Custodian 2 person bldg	\$51,000 or \$5,000*	\$52,790 or \$5,000*	\$54,640 or \$5,000*	\$56,550 or \$5,000*	\$58,530 or \$5000*
Head Custodian 3 person bldg	\$53,130 or \$6,000*	\$54,990 or \$6,000*	\$56,910 or \$6,000*	\$58,900 or \$6,000*	\$60,960 or \$6,000*
Maintenance	\$55,260 or \$6,000*	\$57,190 or \$6,000*	\$59,190 or \$6,000*	\$61,260 or \$6,000*	\$63,400 or \$6,000*
Night Foreman		\$59,390 or \$10,000*+	\$61,470 or \$10,000*+	\$63,620 or \$10,000*+	\$65,850 or \$10,000*+
District Engineer	\$57,380 or \$7,000*	\$59,390 or \$7,000*	\$61,470 or \$7,000*	\$63,620 or \$7,000*	\$65,850 or \$7,000*

\*The employee shall receive whichever amount is greater, as calculated off of the employee's current year's salary.

+The employee shall receive an additional \$100 per year of service as a head custodian or maintenance staff member.

#All head custodians will be recognized as Head Custodian 3-person building for the duration of this agreement.