

School District #256

Custodial / Engineer / Maintenance Personnel Negotiations

Tentative Agreement Dated August 4, 2021

1. Change dates, outdated language, and other non-controversial items. See attached redline version for proposed revisions.
2. Change Section 9.2 Subd.1:  
  
Subd.1. Employees shall earn disability and/or illness leave at the rate of 0.75 days each month worked. Part-time employees shall earn disability and/or illness leave pro-rata to full-time employees. A full-time employee shall be granted a number of disability and/or illness days equal to the percent of his/her individual employment contract times nine (9) per school year. Part-time employees shall earn disability and/or illness leave pro-rata to full-time employees. Disability and/or illness leave shall accrue on a monthly basis, at the rate of 0.75 days each month worked, rather than on an annual basis. In order to be eligible to accrue a day of disability and/or illness leave in the first (1<sup>st</sup>) month of employment, an employee must begin work on or before the fifteenth (15<sup>th</sup>) of the month.
4. Section 10.4. Work Required on Holidays: Employees performing any work for the School District on paid holidays shall be compensated at two times his or her hourly rate of pay. ~~the overtime rate set forth in Section 7.2.~~
6. Section 16.1. Posting: In the event of a job opening, the vacancy shall be announced ~~by bulletin~~ online for a period of five (5) working days, and qualified employees shall be given the opportunity to apply for the position. The School Board, if no employee qualifies, has the right to assign the position outside the school system.

8. Change Section 17.2:

~~Section 17.2. Basis of Retirement/Severance Payment: The amount of retirement/severance payment for eligible employees shall be based on the following formula for every unused sick leave day to a maximum of 200 unused sick leave days:~~

~~days 1-50 @ \$65 per day  
days 51-100 @ \$70 per day  
days 101-150 @ \$75 per day  
days 151-200 @ \$80 per day~~

The amount of retirement payment shall be \$12.50/hour for every unused disability and/or illness leave hour to a maximum of 1600 unused disability and/or illness leave hours.

9. Appendix: Add Jefferson Elementary School Head Custodian
10. One-year agreement: 2% COLA on each step