



Geneva Community Unit School District 304  
Donna V. Oberg - Assistant Superintendent - Business Services  
227 North Fourth Street, Geneva, IL 60134  
Phone: (630) 463-3030 Fax: (630) 463-3031  
E-mail – [doberg@geneva304.org](mailto:doberg@geneva304.org)

## Memorandum

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To: Kent Mutchler, Superintendent  
CC: Board of Education

From: Donna Oberg, Assistant Superintendent – Business Services

Date: June 3, 2015

Re: Operations Working Conditions Agreement – Year 3 Salary Increase

The Working Conditions Agreement between the Board of Education and Operations personnel will be in its third year of a three year agreement next year. The agreements compensation for the third year was agreed at 2.0% minimum with a final rate to be determined.

Mark Grosso, Mary Stith, Craig Collins, Scott Ney and I met with the Working Conditions Committee on May 14<sup>th</sup>. The third year salary was discussed as well as hourly rates for the staff. Our hourly rates of pay for some categories of Operations Staff do not compare favorably with neighboring school districts. To bring these rates up to other school district rates, we want to adjust pay rates for three groups of employees: maintenance, grounds, and head custodians.

The recommendation for the rate increase for FY 2015-2016 is 2.5% for all Operations employees. The estimated cost of this increase is \$46,000. We recommend a \$1.00 per hour increase for the maintenance, grounds, and head custodians for the next two years. This will help to close the gap with neighboring districts. The estimated annual cost is \$42,000.

The increases are in the budget calculations for FY 2015-2016 that were presented to the Board.