

BAGLEY PUBLIC SCHOOLS
Custodian Work Agreement
July 1, 2025 - June 30, 2027

| | | | | |
|------------------|-----------|------------------|-----------|------------------|
| 1. Wages: | 2025-2026 | Step 1 - \$16.72 | 2026-2027 | Step 1 - \$17.05 |
| | | Step 2 - \$18.55 | | Step 2 - \$18.92 |
| | | Step 3 - \$19.02 | | Step 3 - \$19.40 |
| | | Step 4 - \$20.19 | | Step 4 - \$20.59 |
| | | Step 5 - \$21.64 | | Step 5 - \$22.08 |
| | | Step 6 - \$23.08 | | Step 6 - \$23.54 |

New and current custodial employees will be placed at steps that reflect their job-related skills and experience. A custodian can advance one step at any time by acquiring a Special Engineers Boiler License. Step 6 is subject to recommendation by the Maintenance Director to the Superintendent for final approval.

2. Overtime & Double time:

- Overtime paid for all pre-approved hours in excess of 40 hours per week. Any sick leave time will not be included in the determination of overtime eligibility. The eight hour allowance for approved holidays will be included in the determination of overtime.
- Double time on Sundays and Holidays worked as pre-approved.

3. Hospital and Medical Insurance: \$550 ~~\$550~~ \$650/month Single

Affordable Care Act Related Implications note.

In the event this Agreement causes or will cause penalties, fees or fines to be assessed against the School District, the parties agree to reopen negotiations that result in a new Agreement between the parties that eliminates or reduces penalties, fees, or fines to be assessed against the School District.

5. Sick Leave: 1 day per month worked accumulative to 125 days. Pursuant to M.S. 181.9413, employees may use personal sick leave benefits provided by the employer for absences due to an illness of or injury to the employee's child, adult child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent. For the purposes of this section, "child" and "grandchild" includes a stepchild, a step-grandchild, and a biological, adopted, and foster child or foster grandchild.

6. Vacation:

1-9 years of service: 15 days per year
10-19 years of service: 20 days per year
20+ years of service: 25 days per year

Employees may carryover a maximum of 3 unused vacation days to the following school year.

7. Late Shift Pay: ~~\$40~~ .45/hour (Additional late shift applies to full time staff starting their shift at 2:00 p.m. or later.)

8. Holidays: Full pay shall be granted for the following holidays:

| | | | |
|------------------------|-------------------|-----------------|------------------|
| Labor Day | Christmas Eve Day | President's Day | Juneteenth |
| Thanksgiving Day | Christmas Day | Good Friday | Independence Day |
| Day After Thanksgiving | New Year's Day | Memorial Day | |

If school is in session on President's Day, an alternative day will be established by the School Board.

9. Seniority pay based upon the following schedule:

| | |
|-------------------------------|---------------|
| Following 5 years of service | \$5.00/month |
| Following 10 years of service | \$10.00/month |
| Following 15 years of service | \$15.00/month |
| Following 20 years of service | \$20.00/month |
| Following 25 years of service | \$30.00/month |

10. Problem Resolution: In the event an employee believes there is a basis for a problem, he/she should initially discuss the problem with the immediate supervisor. If the employee feels that the problem has not been resolved following the discussion with the supervisor, the employee should discuss the problem with the Superintendent. If the problem remains unresolved, the employee may refer the problem to the School Board's Negotiating Committee. If the problem is not solved at that point the employee has the right to address the problem to the full School Board for final resolution.

11. Severance Pay: 35% of all unused sick leave will be paid upon retirement or resignation accepted by the School Board. Employees must work at least five consecutive years to qualify.

12. Uniform Allowance: Employees are allowed to receive 5 new uniform shirts each year. Vendor and uniforms must be pre-approved through the Director of Maintenance.

IN WITNESS WHEREOF, I have sub-
scribed my signature this _____
day of _____, 20_____.

Custodian

IN WITNESS WHEREOF, I have sub-
scribed my signature this _____
day of _____, 20_____.

School Board Clerk