

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

ELVERADO CUSD # 196

AND

**THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA,
THE SOUTHERN AND CENTRAL ILLINOIS LABORERS' DISTRICT COUNCIL
AND
LABORERS' LOCAL 773**

Duration: July 1, 2011 through June 30, 2014

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COLLECTIVE BARGINING AGREEMENT

ARTICLE 1 RECOGNITION

The Elverado Community Unit School District No. 196, Elkville, Illinois, (hereinafter referred to as the Employer), recognizes the Laborers' International Union of North America, The Southern and Central Illinois Laborers' District Council and Laborers' Local 773, (hereinafter referred to as the Union), as the sole and exclusive bargaining representative for all full-time and permanent part-time support staff in the classifications of: cooks, custodians, maintenance workers, maintenance supervisor, secretaries, library worker, bookkeeper, bus drivers, reading aide, special education aide, playground aide, bus driver aides, and substitute bus drivers. Excluded employees are: superintendent's secretary and all other persons employed by the Elverado Community Unit School District #196.

ARTICLE 2 MANAGEMENT RIGHTS

Except as specifically limited by the express provisions of this Agreement, the District retains the right to manage and direct the affairs of the District in all of its various aspects and to manage and direct its employees, including, but not limited to, all rights and authority exercised by the District prior to the execution of this Agreement. These rights include, but are not limited to, the following: To plan, direct, control and determine all of the operations and services of the District; to determine the District's budget and budgetary priorities; to supervise and direct the work forces; to require employees to accept extra duty assignments; to establish and amend the qualifications for employment; job descriptions (however, unless new qualifications or new terms of a job description are required by State or Federal law, rules or regulations, employees holding those positions at the time of the signing of this Agreement shall be entitled to retain the position), and to employ employees; and to contract work out to third party contractors (in the event the District determines to contract work to third party contractors, it agrees to negotiate on the effect of the same); to lay off employees; to schedule and assign work; to assign overtime; to determine the methods, means, organization and number of personnel by which operations are conducted; to maintain the efficiency of government operations; to determine whether goods or services shall be made or purchased; to make, alter, and enforce reasonable rules, regulations, orders and policies; to evaluate employees; to discipline, suspend and discharge employees for just cause; to change or eliminate existing methods, equipment or facilities requiring an employee to submit to a drug and alcohol testing pursuant to policy established by the District.

ARTICLE 3 UNION SECURITY

All current employees on the date of execution of this Agreement may maintain membership in the Union. All employees covered by this Agreement who are not members of the Union shall either join the Union or pay to the Union a fair share fee for services rendered as a condition of employment sixty (60) calendar days following the date of first employment or the effective date of this Agreement. "Fair Share Agreement" means an agreement between the Employer and an employee organization under which all or any of the employees in a Collective Bargaining Agreement are required to pay their proportionate share of the cost of the collective bargaining process, contract administration and pursuing matters affecting wages, hours and other conditions of employment, but not to exceed the amount of the dues uniformly required of members.

Employees who are members of the Bargaining Unit shall authorize dues deduction or fair share fee by presenting a Check-Off Authorization and Assignment Form (Appendix B) to the superintendent. Such authorization shall remain in effect until notified in writing by the employee to terminate the deduction. The Union shall be responsible for notifying the District as to the amount to be withheld. Deductions shall be remitted monthly to the Secretary/Treasurer of the local Union.

Any employee who is not a member of the Union shall be required to pay a fair share (not to exceed the amount of Union dues) of the cost of the collective bargaining process, contract of administration in pursuing matters affecting wages, hours, and other conditions of employment, but not to exceed the amount of dues uniformly required of members. The District shall deduct from the wages of an employee, the fair share financial obligation and forward the amount to the Secretary/Treasurer of the local Union. Such deduction shall be made monthly.

ARTICLE 4 DISCIPLINE

It is intended by this Agreement that the District shall have the right to implement appropriate disciplinary measures depending upon the nature, and/or the frequency, of the offense, and may include oral warnings, written warnings, suspensions, and discharge. In the event of disciplinary action against an employee, other than the issuance of an oral warning, the District will, within a reasonable period of time, furnish the employee with a clear and concise statement of the reasons for the action. The measure of discipline and the statement of reasons may be modified, in cases involving suspension pending discharge, after the investigation of the total facts and circumstances.

The District shall have the right to place an employee on Performance Probation not to exceed sixty (60) days for less than adequate job performance (i.e. notifying employee that his performance must improve or his employment will be terminated).

While on Performance Probation, an employee does not lose benefits or other contractual rights.

ARTICLE 5 GRIEVANCE/ARBITRATION

5.1 - Definition A grievance shall mean a written complaint by a member of the Bargaining Unit that there has been an alleged violation, misinterpretation, or misapplication of the specific provisions of this Agreement. All time limits consist of school days except when a grievance is submitted after the close of the school term or fewer than ten (10) days before the close of the school term, and then the time limits shall consist of all weekdays.

5.2 - Procedures The parties acknowledge that an employee and the District may resolve problems through free and informal communications. However, a grievance shall be processed as follows:

Step 1 - Immediate Supervisor - the grievant shall present the grievance in writing to the immediately involved supervisor, who will arrange for a meeting to take place within five (5) days after receipt of the grievance. The Union Steward, the grievant, and the immediately involved supervisor shall be present for the meeting. Within five (5) days of the meeting, the grievant and the Union shall be provided with the supervisor's written response.

Step 2 - Superintendent - If the grievance is not resolved at Step 1, then the Union may refer the grievance to the Superintendent or the Superintendent's official designee within five (5) days after receipt of the Step 1 answer. The Superintendent shall arrange, with the Union Steward, for a meeting to take place within five (5) days of the Superintendent's receipt of the appeal. Within five (5) days of the meeting, the Union shall be provided with the Superintendent's written response.

Step 3 - Board of Education - If the grievance is still unresolved, it may be presented by the Union and employee to the Board of Education in writing, within five (5) calendar days after the receipt of Step 2 response or after response to Step 2 is due, whichever is earliest. If the Board of Education, at its discretion, decides to review the grievance, the Board shall give its written answer within twenty-five (25) working days following the next regular Board meeting after the grievance has been submitted to the secretary of the Board. The Board of Education, at its option, may call for a meeting with the grievant to review the facts, and then under those conditions, its decision shall be issued in writing to the employee and the Union within twenty-five (25) working days after the meeting.

Step 4

A. If the Union or the Grievant is not satisfied with the disposition of the grievance at Step 3, the matter may be submitted to arbitration within fifteen (15) calendar days of the Board of Education's decision, or within fifteen (15) calendar days that a written decision is due, whichever is earliest. Within ten (10) working days after the matter has been submitted for arbitration, a representative of the District and the Union shall meet to select a mutually agreeable arbitrator. If the parties are unable to agree on an arbitrator within those ten (10) days, the parties shall request the Federal Mediation and Conciliation Service to submit a list of seven (7) arbitrators. Either party shall have the right to reject an entire list of arbitrators. The arbitrator shall be selected from the list of seven by alternate strikes by the District representative and the Union. The person whose name remains on the list shall be the arbitrator, provided that either party before striking any names shall have the right to reject one of the arbitrators on the list.

B. The District and the Union agree to attempt to arrive at a joint stipulation of facts and issues as outlined for the purpose of submission to the arbitrator.

C. The arbitrator shall amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement.

D. The expenses and fees of the arbitrator and any additional cost shall be shared equally by the parties. Nothing in this Article shall preclude the parties from agreeing to the appointment of a permanent arbitrator(s) during the term of this Agreement.

E. The decision and award of the arbitrator shall be final and binding on the District, the Union and the employee or employees involved, except that either party is entitled to file an appeal pursuant to law.

F. If either party desires verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record and makes a copy available without charge to the arbitrator. If the other party desires a copy, it shall pay for the cost of the same.

5.3 - Advance Grievance Step Filing Certain issues, which by nature are not capable of being settled at a preliminary step of the Grievance procedure may be filed at the appropriate, advanced step where the action-giving rise to the grievance was initiated. Mutual agreement shall take place between the appropriate Union

representative and the appropriate District representative at the step where it is desired to initiate the grievance.

5.4 - No Reprisals Clause No reprisals shall be taken by the District or the Union against any employee because of the employee's participation or refusal to participate in a grievance.

5.5 - Withdrawal of Grievance A grievance may be withdrawn at any time prior to the completion of Step 2 without establishing precedent, and will be deemed as to never having been filed.

5.6 - Filing of Materials All records related to a grievance shall be filed separately from the personnel files of the participants.

5.7 - Release Time Step 1 through Step 3 hearings will be scheduled outside work time unless mutually agreed. Arbitration hearings shall be scheduled during the workday with release time provided at no loss of pay.

5.8 - Union Participation - Employee Represented The District acknowledges the right of the Union's grievance representative to participate in the processing of a grievance at any level, and no employee shall be required to discuss any grievance if the Union's representative is not present.

5.9 - Union Participation - Employee Not Represented When an employee is not represented by the Union, the Union shall reserve the right to have its representative present to state its views at any formal stage of the grievance procedure. Any settlement reached when a member of the bargaining unit is not represented by the Union shall be consistent with the terms and conditions of the Collective Bargaining Agreement and Board Policy. Within ten (10) days of any settlement, the Business Manager of the Union will be furnished, in writing, all of the terms and conditions of the settlement.

ARTICLE 6 SENIORITY

6.1 - Definition Seniority shall be defined as the length of an employee's full-time continuous service with the District in years, months and days from his most recent first date of continuous service. Full-time employees are those individuals who work at least thirty-two (32) hours per week for a continuing period of nine (9) months or more.

6.2 - Accrual of Seniority Seniority shall not accrue during an unpaid absence, but shall resume when the employee returns from leave. Seniority will not be affected or interrupted due to utilization of approved leaves of absence, vacation or normal breaks in the contractual year.

6.3 - Loss of Seniority All seniority shall be lost upon resignation, retirement and dismissal, layoff when recall rights expire or when an employee has two (2) consecutive days of unauthorized absence without proof of illness. If an employee retires and comes back as part-time, he will not be allowed to split time and will return as a substitute employee and shall be paid at that sub-pay rate and be placed on the seniority list by their date of hire as a sub driver.

6.4 - Categories of Positions For purpose of determining seniority among the support staff in the Bargaining Unit, the following categories of positions shall exist:

- Cook
- Custodian
- Maintenance Worker
- Maintenance Supervisor
- Secretary
- Library Worker
- Bookkeeper
- Bus Driver
- Reading Aide
- Special Education Aide
- Playground Aide
- Bus Driver Aide
- Substitute Bus Driver
- Teachers Aide
- EOC Aide
- Program Aide

The Board will, in consultation with the Union, each year, establish a list, categorized by positions, showing the length of continuing service of each full-time educational support personnel employee who is qualified to hold any such positions. When an educational support employee is dismissed by the Board as a result of a decrease in the number of employees or discontinuance of the employee's job, the employee with the shorter length of continuing service with the District, within the respective category of position, shall be dismissed first.

The Union or any effected employee shall have thirty (30) days from February 1st of each year to file exceptions to the seniority list. Failure to file exceptions shall be deemed approval of the list. Exceptions shall be filed with the Superintendent and shall state the specific reasons for the exception.

6.5 - Seniority for Part-Time Employees A regularly employed part-time employee shall be defined as one who regularly works less than thirty-two (32) hours per week and is regularly scheduled to work for nine (9) consecutive months or more. In consultation with the Union, categorized by positions, showing the length of part-time service of the employee who is qualified to hold any such positions.

6.6 - Reduction in Force If an educational support personnel employee is removed or dismissed as a result of a decision of the School Board to decrease the number of educational support personnel employees employed by the Board, or discontinue some particular type of educational support service, written notice will be mailed to the employee and also given to the employee either by certified mail, return receipt requested or personal delivery with receipt at least thirty (30) days before the employee is removed or dismissed, together with a statement of honorable dismissal. The employee with the shorter length of continuing service with the District, within the respective category of position, shall be dismissed first.

6.7 - Recall An educational support personnel employee who has been removed or dismissed as a result of a decision of the School Board to decrease the number of educational support personnel employees employed by the Board or because of a particular type of educational support service having been discontinued, such employee shall be entitled to recall into any full-time vacancy that exists for the following school term, or within one (1) calendar year from the beginning of the following school term. The positions becoming available within a specific category position shall be tendered to the employees so removed or dismissed from that category or position, so far as they are qualified to hold the same.

6.8 - Vacancies Defined A vacancy shall be defined as a position the District has determined to fill resulting from:

- resignation;
- death;
- retirement;
- dismissal;
- creation of a new position.

6.9 - Probationary Period All new employees shall serve a six (6) month probationary period. During the probationary period, the employee may be terminated at any time without resort to any provision of this Agreement, including any grievance procedure contained herein.

6.10 – Extra Duty Assignments Extra Duty assignments will be offered first to the most senior qualified employee. Once the seniority list has been exhausted, the qualified employee with the least seniority will be required to accept the extra duty assignment. Required extra duty assignments will be made on a rotating basis from the least to the most senior employee accordingly.

The District shall post on the Union bulletin boards, and in the office of each school building, a notice of all vacancies that occur or as they are anticipated. The District reserves the right to seek applications from persons who are not presently employed by the District. While seniority is an important factor, the District reserves the right to hire the most qualified individual seeking the vacant position. If qualifications are

equal with all interested parties the senior Union Elverado School employee shall be awarded the position.

ARTICLE 7 LEAVES

7.1 - Sick Leave Employees shall earn fifteen (15) days per year. Sick leave must be earned to be used. Part-time employees will receive sick pay equivalent to their regular workday hours.

Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. "Immediate family" shall include parents, stepparents, spouse, brothers, stepbrother, sisters, stepsister, children, stepchildren, grandparents, grandparents-in-law, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, civil union partner and legal guardians. Sick days may also be used in case of inclement weather, when school is closed.

The District may require a physician's certificate as a basis for pay during the leave of three (3) days for personal illness, or as it may be necessary in other cases. Sick leave is to be used exclusively for illness as defined in this section and employees violating the same will be subject to discipline.

If the employee uses Sick Leave for a doctor's appointment, except in an emergency, they shall give the District at least two (2) days notice.

Employees may accumulate sick leave to be used toward retirement in accordance with IMRF guidelines.

7.2 - Personal Leave Each employee shall be granted two (2) personal leave days per year. Employees will receive no compensation for unused personal days, but may be rolled over into the employee's sick time. Except in an emergency, use of a personal day must be scheduled at least forty-eight (48) hours in advance.

7.3 - Leave of Absence The District may grant requests for leaves of absence without pay to employees for a period not to exceed one (1) year. Requests for leave of absence without pay must be submitted to the Superintendent. Reasonable cause for the request must be shown and individual cases will be decided upon their merit.

7.4 - Military Leave

1. The District and the Union agree that each will fully comply with the requirements of the State and Federal laws in reference to Military Leave for an employee.

7.5 - Family Medical Leave Act

Both the Employer and the Union, on behalf of its bargaining unit members, agree to comply with all provisions of the FMLA and VESSA Act.

7.6 - Jury Duty The District will pay the employee's normal wages for days lost to jury duty. The employee shall be required to give to the District any jury duty pay received.

7.7- Funeral Leave In case of death in the immediate family of the employee, (wife, husband, father, mother, children, brother, sister, stepchildren, foster children, and civil union partner such employess may be granted three (3) days leave with pay. Mother-in-law, father-in-law, brother-in-law, sister-in-law, paternal and maternal grandparents, grandparents-in-law, such employees may be granted two (2) days leave with pay .

**ARTICLE 8
COMPENSATION AND BENEFITS**

8.1 - Holidays All Each full time employee that works the day before or after shall receive the following paid holidays. employed member of the Bargaining Unit shall receive the following paid holidays:

| | |
|-----------------------------|-------------------------|
| New Year's Day | New Year's Eve |
| Presidents' Day | Veterans' Day |
| Thanksgiving Day | Memorial Day (observed) |
| Day after Thanksgiving | July 4th |
| Christmas Day | Labor Day |
| Christmas Eve | Columbus Day |
| Martin Luther King Birthday | |

If the holiday falls during the summer on the weekend, it may be observed either the Friday or the Monday after the holiday. Employees who are not actively working during the summer are not entitled to holiday pay while off. The District may require members of the bargaining unit to work on a holiday, and if required to do so, the employee will receive one and one-half (1½) times his/her regular rate of pay plus holiday.

8.2 - Vacations Every regularly employed twelve-month full-time member of the Bargaining Unit shall receive two (2) weeks vacation after one (1) full year of employment. For every additional three (3) years of continuous employment, the

employee shall be granted one (1) additional day of paid vacation not to exceed fourteen (14):

- 1-3 years 10 days
- 4-6 years 11 days
- 7-9 years 12 days
- 10-12 years 13 days
- 13-15 years 14 days

After fifteen (15) years of continuous employment, the employee shall be granted one additional day of paid vacation, not to exceed fifteen (15) days, as follows:

- 16-19 years 15 days

After twenty (20) years of continuous employment, the employee shall be granted twenty (20) days vacation.

All other twelve (12) month employees under this Collective Bargaining Agreement shall receive Vacation time at a pro rated rate based on their normal average work week.

Vacation shall be scheduled to minimize disruption to the operation of the District and granting of vacation requests shall be dependent upon the operational needs of the District.

Vacation requests must be submitted to the superintendent for approval and scheduling at the Superintendents discretion, which approval will not unreasonably be withheld. Requests for vacation must be submitted by the 1st day of May of each year. Requests may not be denied because of the Union employee's Union activities.

Vacations shall be scheduled, wherever possible, to coincide with periods when school is not in session and will only be approved if no substitute is required for the vacationing employee. Unless approved by the Superintendent, a vacation shall not be scheduled to begin earlier than one week after the close of school nor extend into the week before school opens in the fall. If an employee terminates work during the year, no vacation will be granted for that year.

Vacation must be used and will not accumulate or carry over. Extra pay shall not be given in lieu of vacation leave.

8.3 - Work Period The workweek shall be Sunday through Saturday or the hours set by the District

8.4 - Breaks and Lunch An employee shall be given a fifteen (15) minute paid break after four (4) consecutive hours of employment. An unpaid thirty (30) minute

lunch break shall be provided to each employee who works at least six (6) hours in a workday at the approximate midpoint of the shift.

8.5 - Overtime Authorization Except in the event of an emergency, an employee shall not incur overtime unless approved in advance by the District. The District will treat overtime and compensatory time in a manner consistent with the provisions of the Federal Fair Labor Standards Act. The District reserves the right to require overtime, and will make an effort to distribute it in a fair and equitable manner.

8.6 - Health Insurance The rate of Board contribution for health insurance beginning July 1, 2006, shall be 100% of the employee premium for full-time twelve month employees. For all other (grandfathered) employees as of March 1st, 2006 at the time that this Agreement is entered into, the rate of Board contribution will be figured at a percentage of scheduled hours worked out of forty (40) hours in a workweek (i.e. twenty (20) hours a week will be factored at 50% of the premium costs). All new nine-month employees or part-time hourly employees hired after the March 1, 2006 execution of the Agreement will be offered insurance but will be responsible for the payment of premium.

In the event the Board negotiates an agreement with the teacher's union during the term of this agreement which provides for employee contributions toward health insurance coverage on a stated dollar basis (as opposed to the current percentage basis), the same arrangement will become effective for employees covered by the terms of this agreement at the same time as it becomes effective for employees covered by such other agreement.

The Employer agrees to have a committee which includes employees from each group within the bargaining unit to review all proposals and be a part of the voting committee for insurance.

8.7 - Pension The District will make the required Illinois Municipal Retirement Fund contributions for each employee who works six hundred (600) or more hours as required by law.

ARTICLE 9 PAST PRACTICE

The District is not bound by any past practice or custom covering wages, hours and working conditions that existed prior to the execution of this Agreement.

ARTICLE 10 NO STRIKE/NO LOCKOUT

The Union agrees on behalf of itself and its members that it will not call any strike, work stoppage or work slowdown. The Employer agrees that it will not lockout any employee at any time.

**ARTICLE 11
SAVINGS CLAUSE**

If any provision of this Agreement, or the application of such provisions in this Agreement, should be determined to be declared as invalid by an appropriate court, or is determined to be inconsistent with federal or state law, the remaining parts or portions of this Agreement shall remain in full force and effect.

**ARTICLE 12
PAY PERIOD**

Pay periods shall be on the 9th and 23rd of each month.

**ARTICLE 13
SUB-CONTRACTING/OUT-SOURCING**

The Employer and the Union further agree to follow the 2008 new School Law HB 1347 Third Party Contracts.

**ARTICLE 14
CALLING OUT OF SUBSTITUTES**

At the beginning of each school year, the Employer shall prepare a list of suitable substitutes, and shall update the list from time to time as needed. The Employer shall provide a copy of the current list of suitable substitutes to the Union for use by the employees.

In the event of employee absence the employee shall promptly notify the Superintendent of the absence as soon as practical. The employee shall be responsible for obtaining a substitute from the approved list and provide the name of such substitute to the Superintendent

No substitute may be selected who is not on the approved list without prior approval of the Superintendent.

**ARTICLE 15
UNION STEWARD**

The Local Union Business Manager shall appoint a Steward who shall assist an employee in presenting a grievance to the employee's Supervisor. The Steward shall be the recognized representative of the Union during work hours and shall be subject to the

same terms and conditions of employment as any other employee. However, the Steward shall be given reasonable time off to conduct Union business.

**ARTICLE 16
LICENSE OR CERTIFICATION REIMBURSEMENT**

The District will reimburse employees for license and certifications required to perform their duties up to Seventy-Five dollars (\$75.00). The employee must present the District with a receipt and the Superintendent must sign the receipt as approved for payment. Travel cost incurred to obtain the license or certification will be at the employee's expense.

**ARTICLE 17
VACCINATIONS, PHYSICAL EXAMINATIONS AND DRUG TESTING**

20.1 Vaccinations The Employer shall provide free voluntary vaccinations of the Hepatitis B vaccine for any employee at risk of occupational exposure, which shall be provided for each nine-week grading period of the school year and at the beginning of the summer break. Inquires will be made of the Employer to see which inoculations for contagious diseases are available.

20.2 Physical Examinations/Drug Testing The Employer agrees to pay the entire cost of physical exams and drug testing at a doctor/clinic arranged for by the Employer.

**ARTICLE 18
LABORERS' POLITICAL LEAGUE**

If any Employee so desires, and upon written authorization, the Employer shall deduct from wages, an LPL contribution. Such contribution shall be sent to the Midwest Region Laborers' Political League each month.

**ARTICLE 19
GENDER CLAUSE**

The use of the masculine pronoun in this document is understood to be for clerical convenience only and it is further understood that the masculine pronoun includes the feminine pronoun as well.

**ARTICLE 20
BOARD POLICY**

Employees shall be familiar with all policies contained within the Board Policy Manual.

**ARTICLE 21
CONTINUOUS SERVICE SUBSTITUTE PAY**

Substitutes as of July 1, 2008 will be paid an additional ten cents (\$0.10) per hour for each year of continuous service within the District.

**ARTICLE 22
COMPLETE AGREEMENT**

The parties acknowledge that, during the negotiations, which preceded the agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining. The understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Subject matters not referred to in this Agreement or statutes applicable to matters covered by this Agreement shall not be considered a part of this Agreement and remain the exclusive Board and/or Administrative prerogative.

This Agreement shall continue in full force and effect from the first day of July 2011, through the 30th day of June 2014, and year to year thereafter. Either party desiring change in the Agreement shall notify the other party, in writing, of the change desired at least one-hundred twenty (120) days prior to the expiration date of the Agreement.

FOR THE EMPLOYER:

**Elverado Community Unit School
District No. 196**

Board President

Date:

FOR THE UNION:

Laborers' Local 773

**John E. Taylor,
Business Manager**

Date:

**The Southern and Central Illinois
Laborers' District Council**

**Clint B. Taylor,
Business Manager**

Date:

**APPENDIX A
WAGE SCHEDULE**

INCREASE \$.40 July 1st 2011, \$.40 July 1st 2012 and \$.40 July 1st 2013

| JOB | CURRENT | 2011 | 2012 | 2013 |
|--------------------------------|-----------------|-----------------|-----------------|-----------------|
| Custodian | \$9.25-\$15.61 | \$9.25-\$16.51 | \$9.25-\$16.91 | \$9.25-\$17.31 |
| Cook | \$9.25-\$14.39 | \$9.25-\$15.29 | \$9.25-\$15.69 | \$9.25-\$16.09 |
| Secretary | \$9.80-\$10.55 | \$9.80-\$10.95 | \$9.80-\$11.50 | \$9.80-\$11.90 |
| Bus Driver | \$12.50-\$21.10 | \$12.50-\$21.50 | \$12.50-\$22.40 | \$12.50-\$22.80 |
| Maintenance | \$15.00-\$19.99 | \$15.00-\$20.39 | \$15.00-\$20.79 | \$15.00-\$21.19 |
| Book keeper | \$14.71-\$15.51 | \$14.71-\$15.91 | \$14.71-\$16.31 | \$14.71-\$16.71 |
| EOC Aide | \$8.25-\$8.84 | \$8.50-\$9.24 | \$8.50-\$9.64 | \$8.50-\$10.14 |
| Classroom Aide Library Aide | \$9.25 | \$9.25-\$9.65 | \$9.25-\$10.15 | \$9.25-\$10.55 |
| Bus Aide | \$8.25-\$11.58 | \$8.50-\$8.65 | \$8.50-\$8.90 | \$8.50-\$9.30 |

Leave the entry level at the same rate for the next three years of this agreement.

LONGEVITY PAY

Those employees who are actively employed by the Company as of the date of this Agreement shall be eligible for a longevity adjustment in accordance with the following schedule:

| | |
|--------------|----------|
| 5Years | 5 Cents |
| 10 Years | 15 Cents |
| 15 Years | 20 Cents |
| 20 Years | 30 Cents |
| 25 Years | 40 Cents |
| 30+ Years | 50 Cents |

Such adjustments will be calculated on the first Monday of each month.

If an Aide gets pulled to sub for a Teacher they shall receive the sub Teachers rate of pay for all hours working as a sub Teacher if certified.

**APPENDIX B
CHECK-OFF AUTHORIZATION AND ASSIGNMENT**

LABORERS' LOCAL 773
5102 Laborers' Way
MARION, IL 62959

AFFILIATED WITH
THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA

Elverado Community Unit School District No. 196

I, _____, (print name), do hereby assign to Laborers' Local Union No. 773, Laborers' International Union of North America, such amounts from my wages as shall be required to pay an amount equivalent to the initiation fees, readmission fees, membership dues, and assessments of the Local Union as may be established for its members from time to time. My Employer, including my present Employer and any future Employer, is hereby authorized to deduct amounts from my wages and pay the same to the Local Union and/or its authorized representative, in accordance with the Collective Bargaining Agreement in existence between the Union and my Employer.

This authorization shall become operative upon the effective date of each Collective Bargaining Agreement entered into between my Employer and the Union.

This authorization shall be irrevocable for a period of one year, or until termination of the Collective Bargaining Agreement in existence between my Employer and the Union, whichever occurs sooner; and I agree and direct that this authorization shall be automatically renewed and shall be irrevocable for successive periods of one year each, or for the period of any subsequent Agreement between my Employer and the Union, whichever is shorter, unless written notice is given by me to my Employer and the Local Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one (1) year, or of each applicable Collective Bargaining Agreement between my Employer and the Union, whichever occurs sooner. Furthermore, this check-off authorization shall continue in accordance with the above renewal and revocation provisions irrespective of my membership in the Union.

Union Dues and fees are not tax deductible as charitable contributions for federal income tax purposes. Local dues may qualify as business expenses, however, and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Service.

This assignment has been executed this _____ day of _____, 20_____.

(____) _____

Telephone Number

Employee Signature

Date of Birth

Social Security Number

Street Address

City

State

Zip Code

Initiation Fee

Date Employed

Dues