

AGREEMENT BETWEEN

THE BOARD OF EDUCATION

CENTRALIA SCHOOL DISTRICT #135

AND

**CENTRALIA CITY SCHOOLS
TEACHER ASSOCIATION**

(EDUCATIONAL SUPPORT PERSONNEL)

2023-2024

2024-2025

2025-2026

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ARTICLE I

RECOGNITION

- 1.1 The Board of Education of School District 135, hereinafter referred to as the "Board", recognizes the Centralia City Schools Teacher Association/Educational IEA/NEA, hereinafter referred to as the "Association" as the sole and exclusive negotiating representative for full-time and part-time secretaries, custodians and maintenance employees, instructional paraprofessionals, individual instructional paraprofessionals, cafeteria employees, computer technician(s), and delivery employed by the Board except all supervisory, managerial and confidential employees as defined by the Act.

ARTICLE II

FUTURE NEGOTIATIONS

2.1 Contract Modification

The party desiring a modification to this agreement shall notify the other by May 1 of the year this agreement expires. Bargaining shall begin within 45 days.

2.2 Mediation

It is agreed that the parties will jointly request the Federal Mediation and Conciliation Service (FMCS) if either party to this Agreement determines that the assistance of a mediator would be helpful. Should FMCS be unavailable, the parties shall immediately commence discussion as to a replacement. In the event that the parties cannot agree upon a replacement, the Illinois Educational Labor Relations Board shall be notified.

2.3 Printing and Distribution of the Agreement

Within thirty (30) days after this Agreement is signed, an electronic copy of the Agreement will be provided to each bargaining unit member.

ARTICLE III

GRIEVANCE PROCEDURE

3.1 Grievance

Any claim by an employee or the Association that there has been a violation, misinterpretation or misapplication of the terms of this Agreement shall be a grievance.

3.2 Time Limits

All time limits consist of school days, except that when a grievance is submitted fewer than ten (10) days before the close of the current school term or during the summer, time limits shall double and shall consist of all weekdays.

3.3 Procedure

Nothing contained herein shall be construed as limiting the right of any employee having a complaint to discuss the matter informally with his/her immediate supervisor. If, however, the informal process fails to satisfy the employee or the Association, a grievance may be processed as follows:

3.4 Step 1

The grievant may file a grievance within thirty (30) days of the event giving rise to the grievance, or the grievant's knowledge of the same, whichever is later, with the Building Principal of the building in which the employee has his/her principal duties, or with his/her immediate supervisor if the employee is not employed primarily at an attendance center. The Building Principal or immediate supervisor shall arrange for a meeting to take place with the grievant within ten (10) days of receipt of the grievance. The Principal or immediate supervisor shall issue his/her written response within ten (10) days of the STEP 1 meeting. The failure of an employee or the Association to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and an administrator's failure to give a decision within the prescribed time limits shall permit the grievant to proceed to the next step.

ARTICLE III
GRIEVANCE PROCEDURE

3.5 Step 2

If the grievant is not satisfied with the disposition of the grievance at STEP 1, the grievance shall be submitted to the Superintendent or the Superintendent's designee within ten (10) days of the administrator's response under STEP 1 (or the date the administrator should have responded under STEP 1 if the administrator fails to do so). The Superintendent shall arrange a meeting to take place with the grievant within ten (10) days of receipt thereof and shall issue his/her written response within ten (10) days of the date he (or his designee) received the grievance.

3.6 Step 3

If the Association is not satisfied with the disposition of the grievance at STEP 2, it may within thirty (30) days of the STEP 2 response submit the grievance to final and binding arbitration under the voluntary labor arbitration rules of the American Arbitration Association, which shall act as the Administrator of the proceedings. The arbitration proceedings shall be conducted by an arbitrator selected by the two (2) parties within seven (7) days after the notice is given to the Superintendent of the Association's desire to arbitrate the matter. However, if the parties fail to reach an agreement on an arbitrator within seven (7) days, the American Arbitration Association will be requested to provide a panel of arbitrators. Either party may reject an entire panel. If either side rejects a panel AAA will be requested to provide a second panel of seven (7) arbitrators and each of the parties will alternately strike one name until only one name remains who shall be the arbitrator.

Expenses for the arbitrator services shall be borne equally by the Board and Association.

The arbitrator shall have no power to add or delete from the Agreement. The arbitrator's decision shall be limited to interpretation and application of the express relevant language of the Agreement.

ARTICLE III
GRIEVANCE PROCEDURE

3.6 Step 3 (continued)

By-pass to arbitration. If the Board and the Association agree, a grievance may be submitted directly to arbitration without proceeding through STEP 1 and STEP 2.

The Board and Administration acknowledge the right of any employee to have representation in the processing of a grievance at any formal step. When such right is exercised, the person hearing the grievance may elect to have a stenographer present. No employee shall be required to discuss his or her grievance, if the representative is absent. Grievances will be heard during non-school hours at a time agreed upon by both parties.

Grievances shall be reduced to writing and shall set forth the specific action complained of in the specific contractual provision or provisions of this Agreement which are violated by such action.

3.7 Class Grievance

Grievances involving employees at more than one work location may be initially filed by the Association at Step 2.

3.8 No Reprisals

No reprisals shall be taken by the district against any employee because of the employee's participation or refusal to participate in a grievance.

3.9 Grievance Withdrawal

Grievances may be withdrawn at any level without establishing precedent.

3.10 Grievance Records

All records related to a grievance shall be filed separately from the personnel files of the employees.

ARTICLE IV
ASSOCIATION RIGHTS

4.1 Payroll Deductions

- A. The board agrees to deduct Association membership dues uniformly levied by the Association from the pay of those employees who individually request it on a form approved by the Board.
- B. Upon receipt of such written authorization Association dues shall be deducted in accordance with the procedures of the Board from the pay of each employee and shall be remitted to the Association within ten (10) days of the last day of the month, for that month.
- C. The amount of deductions shall be specified by the Association to the payroll secretary at least ten (10) days prior to the scheduled payroll date.
- D. In the event an employee leaves employment or is terminated, any Association dues which are still outstanding shall be deducted from the employee's final payroll check, to the extent such funds are sufficient to pay remaining dues. In the event of death or retirement of an employee, any Association dues which are still outstanding for actual months worked shall be deducted from the employee's final check. The Association is responsible for providing an accurate statement of accounting of dues that will be deducted to the Administrative Assistant/Bookkeeper within fifteen (15) days of an employee ceasing to be employed by District No. 135.
- E. The Board is relieved of all liability for dues in arrears from insufficient earnings to cover remaining dues, irrespective of the cause thereof.
- F. The Association shall indemnify, defend and hold the Board, the District and Administration harmless against any claim, demand, suit or liability arising out of any action taken by the Board in complying with this Article.

ARTICLE IV

ASSOCIATION RIGHTS

4.2 Board Meetings - Notification

The President of the Association shall be given written notice or emailed notice of any regular or special meeting or a notice of any emergency meeting of the Board, together with a copy of the agenda or statement of purpose for such meeting, if one exists.

4.3 Association Leave

In the event the Association desires to send representatives to local, state or national conferences or to attend special meetings concerning Association business, those representatives shall be excused without loss of salary providing:

- A. The total amount of time so taken does not exceed a maximum of twenty (20) days per school year by all employees and the total amount of time so taken by an employee does not exceed seven (7) days per school year.
- B. The Association or employee reimburses the District for the cost of a substitute, if one is hired, or overtime if the Association leave causes a regular employee to be assigned overtime work. The District will make every reasonable effort to obtain a substitute for such absences for all buildings and all categories.
- C. No more than four (4) employees shall be excused for the same day under this provision.
- D. Association leave may not be used in increments of less than one-half (1/2) days.
- E. Association leave may not be used the day before or after a holiday unless prior approval is granted by the Superintendent.

ARTICLE IV

ASSOCIATION RIGHTS

4.3 Association Leave (continued)

- F. At least three (3) days prior written notice or emailed notice is given to the appropriate supervisor and Superintendent of the expected use of such leave.
- G. Association leave shall not accumulate.
- H. A night custodian may attend Association meetings during the scheduled work time as long as the employee makes up any time missed on the same day as taken. Notification shall be given to his/her supervisor twenty-four (24) hours in advance.

4.4 Board Policy Manual

Annually updated board policy shall continue to be made available to employees in each building.

4.5 Meetings, Notices and General Information

The Association shall have the right to use the following:

- A. School buildings for meetings of the Association upon appropriate notice to the building principal and providing normal school operations or previously scheduled use by others are not interrupted.
- B. To the extent they otherwise exist, employee mailboxes and inter-school mail for the purpose of internal communications. In addition, the Association shall have the right to utilize one (1) employer designated bulletin board per building.
- C. Office equipment, faxes, computers, printers and photocopy machines upon the approval of the building principal, and providing the Association pays \$35.00 to the District, by May 31, of each year, for the expenses.

ARTICLE V

EMPLOYEE RIGHTS

5.1 Right of Representation

When an employee is required to appear before the Board for purposes of discipline or discharge, the employee shall be entitled to written notice of the reasons for such meeting within a reasonable time prior to such meeting. The employee shall be entitled to have a representation of his/her choosing present at any such meeting. When an employee is required to appear before a supervisor or administrator and is subject to an investigatory interview which the employee reasonably believes might result in discipline, the employee may request representation before proceeding with the interview.

5.2 Personnel Files

- A. Only one (1) official file shall be kept for each employee in the District and such file shall be kept in the Central Administration offices.
- B. Each employee may review the contents of his/her personnel file upon reasonable notice during normal business hours, provided such inspection does not interfere with the operations of the Central Office. During any inspection, the Administration may have a representative present.
- C. Employees may not remove any material from their files, provided any items of personal value are available to the employee at the time of termination of employment upon request. Non-classified materials may be copied, and the employee will be charged the then prevailing rate for same.
- D. All discipline that results in time off shall remain in an employee's personnel file for 5 years. All other disciplinary actions can be removed at the employee's request after three years. If any employee feels that material in his/her personnel file is inaccurate, incomplete or unjust, the employee may put any objections or clarifications in writing and have it become a part of the file. Employees shall be provided with a copy of all official letters of reprimand placed in the personnel file.

ARTICLE V

EMPLOYEE RIGHTS

5.3 Written Notice of Assignments

With the exception of individual paraprofessionals, all employees shall be given written notice of their assignments at least thirty (30) days preceding the first day of the new school term. In the event changes in such assignments are proposed, the employee affected shall be notified promptly and consulted. Consulted will be defined as a meeting between the affected employee and the supervisor or administrator. If the employee disagrees with the assignment, he/she may resign without penalty.

ARTICLE VI

WORKING CONDITIONS

6.1 Emergency Shutdown

Employees shall not lose pay or benefits when buildings are shut down for emergency, crisis, weather, or Acts of God.

Those employees who are required to work on emergency shutdown days shall make every reasonable effort to report to work. If road conditions make it impossible to report to work, employees shall notify the building Principal, or Superintendent, and may take a personal or vacation day. Twelve (12) month employees who have not acquired vacation time (that can be used during the school year) may use a summer vacation day for an emergency shutdown. However, if no central office employee is able to report to work because of road conditions, the District will not deduct a personal or vacation day from any other employee.

6.2 Status of Employment

Any newly hired employee shall be considered to be on probation for the first year of employment. The District may, at its sole discretion, terminate a probationary employee. The termination shall not be a grievable item. Upon completion of a probationary period, an employee shall be deemed to be a permanent employee.

6.3 Just Cause Discipline

No employee shall be disciplined without a just cause. Discipline includes, but is not limited to, written warnings, reprimands, suspensions, and discharges of permanent employees. At the time such action is taken written notice of the specific grounds forming the basis for disciplinary action shall be delivered to the employee and the association. The Board reserves the right to establish and modify work rules for which employees may be disciplined, but no rules shall subject employees to discipline until employees affected are provided copies of rules.

ARTICLE VI

WORKING CONDITIONS

6.4 Resignation

An employee who is resigning from his/her position shall give two (2) weeks advanced notice. Part or all of the notice may be waived by mutual consent. Any earned vacation shall be paid according to the proportion of full months worked to the employees total work year.

6.5 Work Year, Work Week and Work Day

The normal work week shall be five (5) consecutive days. The normal work day, excluding lunch, for a full-time employee shall be:

<u>Category</u>	<u>Hours/Days</u>	<u>Maximum Days/Year</u>
Cook	6 1/2	179
*Cooks shall work three days in addition to scheduled work days.		
Computer Technician	8	260
Custodians	8 1/2 (during school term)	260
	8 (during summer)	
General Repair	8	260
Maintenance Coordinator	8	260
Paraprofessional	7	179
Individual Paraprofessional	7	179
Secretaries	8	185
For busing and class division		3
*Additional days kindergarten pre-registration		5
*Additional days C.J.H.S. pre-registration mailings		10
*Additional days C.J.H.S. end of year scheduling		10

ARTICLE VI

WORKING CONDITIONS

6.5A Individual Paraprofessionals/Individual Instructional Paraprofessionals

If an individual paraprofessional's assigned student is absent, they will be assigned to other duties by administration. This is to include all buildings within Centralia City Schools District #135 regardless of their assigned building.

All paraprofessionals will attend/work the afternoons of half day in-services unless excused by the building principal. Hourly rate of compensation will apply if attendance at meeting is required. All paraprofessionals will work/attend the Tri-County Institute unless excused by the building principal.

Paraprofessionals with a substitute teacher license may choose to substitute in a classroom where a teacher is absent and receive the district daily teacher substitute pay in addition to their paraprofessional pay.

6.5B Building Checks

The district will offer building checks as outlined in the contract on an as-needed only basis as determined by the Superintendent based on the need of the district starting June 1, 2021.

6.6 Duty-Free Lunch

With the exception of cooks, all employees who work four (4) hours a day shall be entitled to at least a thirty (30) minute duty-free unpaid lunch period.

Secretaries may be excused from work without pay on the afternoons of half day in-services at the building principal's discretion.

ARTICLE VI
WORKING CONDITIONS

6.7 Breaks

With the exception of cooks, full-time employees shall be entitled to two (2) ten (10) minute breaks each day or shift. Cooks and part-time employees shall be entitled to one (1) ten (10) minute break each day or shift.* Times of breaks shall be scheduled with the approval of the building principal to assure student needs are met.

* Not including building security checks on weekends and holidays.

6.8 Job Descriptions

The District will provide each employee with a copy of the District's job description for the employee's category or position. The substance of job descriptions shall not be grievable. The only issue grievable shall be whether or not the employee has been given a copy of the job description.

6.9 Parent-Teacher Conferences

Custodian and secretaries shall work their regular hours during Parent-Teacher Conferences. Custodians and secretaries shall be paid overtime for work performed outside of normal work hours in excess of 40 hours.

6.10 PTO and Volunteer Community Organizations Custodial Tasks

The Centralia Educational Association Educational Support Personnel and Board of Education agree that PTO and other volunteer community organizations may perform their own custodial tasks.

6.11 Uniforms

Cook and Custodian/Maintenance uniforms will be shirts provided by the district. These employees will be able to give input on the selection of shirts before ordering.

ARTICLE VII

VACANCIES AND TRANSFERS

7.1 Vacancies

- A. A vacancy shall be defined as newly created position within the scope of the recognition clause or a previously existing position which has been vacated permanently.
- B. When a vacancy occurs during the school year, the notice shall be emailed to all district employees. Such notices shall be accompanied by a job title and the minimum qualifications. Vacancies which occur during the summer vacation, shall be emailed to all district employees.
- C. No vacancies shall be filled within seven (7) working days after posting, providing nothing herein shall prevent the Administration from filling a vacancy on a temporary basis.
- D. When a confirmed vacancy exists any employee may apply, and shall be entitled to a meeting with the Superintendent to discuss interest, qualifications and reasons for applying.
- E. In the event an employee does not receive the position he/she shall be notified by the Superintendent, and given the reasons in writing. The decision of the Superintendent is final, and the substance thereof is not grievable.

7.2 Transfers

The Board of Education reserves the right to assign a sufficient number of employees to attend to the needs of the District. Assignments and all transfers shall be the responsibility of the Superintendent.

ARTICLE VIII

LEAVES

8.1 Sick Leave

The Board of Education shall grant employees fourteen (14) sick leave days per year without loss of pay or benefits. Sick leave may be used for an appointment with a doctor, dentist or other recognized practitioners, for the employee or immediate family, personal illness, or serious illness or death of a member of the employee's immediate family. The Superintendent may require a physician's certificate as a basis of pay during a leave after an absence of three (3) consecutive working days for personal illness, or as it may deem necessary in other cases.

Immediate family of the employee shall be defined as parents, spouse, sisters, brothers, children, grandparents, grandchildren, brother/sister-in-law, father/mother-in-law, son/daughter-in-law. Unused sick leave may accumulate to three hundred fifty (350) days. Employees at the maximum accumulation shall not be precluded from using their new allotment of sick leave days at the beginning of each school year.

One sick day may be fractionalized down to the hour. This fractionalized time is dependent upon Principal coordinating coverage. Fractionalized time may be denied if coverage cannot be found.

Each employee may use three (3) sick leave days annually for bereavement purposes for persons not defined in this provision.

Each employee may use up to five (5) sick leave days annually for mental anguish due to tornado, earthquake, fire, flood or other personal disaster.

For each quarter, any employee who uses no sick leave days shall receive \$200.00. the combined total of the 4 quarters shall not exceed \$800.00. The payment will be included in the June payroll as a reward for good attendance.

ARTICLE VIII

LEAVES

8.2 Personal Leave

Employees shall be entitled to two (2) personal leave days per school year with no loss of pay subject to the following:

- A. No reason need be given if five (5) days prior notice is given.
- B. With less than five (5) days notice, written or emailed reason must be given to the immediate supervisor.
- C. No days may be used the day before or after a holiday unless prior approval is granted by the Superintendent.
- D. One day of personal leave may be fractionalized down to one-hour increments. This dependent upon the Principal coordinating coverage. Fractionalized time may be denied if coverage cannot be found. The Association and the district agree to a one-year trial of fractionalized personal leave. This practice may continue by mutual agreement after the first year.

These days, if unused, shall accumulate as sick leave to a three hundred fifty (350) day maximum.

Any employee who uses no personal leave days or sick days during a school year shall receive \$200.00 included in the June payroll as a reward for good attendance.

8.3 Leaves of Absence

- A. Leaves of absence may be granted without pay to employees who have rendered satisfactory service to the District and who desire to return to employment in a similar capacity upon termination of said leave.

ARTICLE VIII

LEAVES

8.3 Leaves of Absence (continued)

- B. Each approved leave of absence shall be of the shortest possible duration required to meet the purpose of the leave consistent with a reasonable continuity of operation of the District. Leaves of absence without pay for not more than one (1) year may be granted to permanent employees according to the following conditions:
1. Written requests for leaves of absence without pay should be made at least three (3) months before the leave is desired, subject to approval by the Board.
 2. Dates of departure and return must be acceptable to the administration and determined prior to initiating the request.
 3. Leaves of less than one (1) month, if acceptable to and approved by the Administration, will not require Board approval nor three (3) months' notice.
 4. Leaves may be granted for:
 - a. Advanced study leading to a degree at an approved university.
 - b. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program. (Does not include personal vacations.)
 - c. Military service.
 - d. Parental purposes.
 - e. Other reasons acceptable to the Board.

ARTICLE VIII

LEAVES

8.3 Leaves of Absence (continued)

5. Employees on approved leaves will retain seniority, subject to the provisions of the Reduction in Force-Seniority Section of this Agreement.
6. Employees on such leave may continue insurance benefits if they reimburse the District for any pro-rata costs of premiums for which they apply.
7. Employees will not accrue seniority rights or other benefits of employment while on any approved leave of absence.

8.4 Conference and Visitation Leave

After application to and with the approval of the Superintendent or designee, employees may be released with full pay to attend conventions, workshops, conferences, visit exemplary programs, and participate in other work-related growth activities.

The Board of Education agrees to reimburse employees using conference and visitation leave for mileage at the rate of pay (IRS rate) per mile, registration fees plus the cost of banquet and luncheon tickets. In cases where it is necessary to stay overnight, the Board will reimburse the employee for hotel and motel expense.

8.5 Jury Duty or Other Related Appearances

Any employee called to jury duty or who is subpoenaed to testify during work hours in any judicial or administrative matter, shall be paid his/her full compensation for such time with no loss of any leaves, seniority or other benefits. This provision is not applicable if the employee is a witness against the District, the Board of Education, or its representatives as a result of any action commenced by or on behalf of an employee.

ARTICLE VIII

LEAVES

8.5 Jury Duty or Other Related Appearances (continued)

Daily rates received for such duties or appearances shall be reimbursed to the District for those days when the employee was absent with the exception that there shall be no reimbursement for compensation received for food or travel.

8.6 Accident or Injury Leave

If an employee receives payments under the Illinois Worker's Compensation Act for injuries suffered while in the employ of the Board the employee may elect 1) to surrender all such payments to the District and utilize his/her sick leave entitlements, or 2) retain such payments in lieu of use of sick leave, or 3) if such payments are less than the employee's daily rate of pay, request the Board to pay the difference, provided that the employee's sick leave entitlement will be adjusted on the appropriate prorated basis.

Any employee that requires doctor appointments, physical therapy, or any other medical appointment associated with the current active workman's compensation claim shall be required to use sick, personal, or vacation days to attend these appointments. It shall not be used against the "no usage of the bonus" for sick or personal days.

ARTICLE IX

VACATIONS AND HOLIDAYS

9.1 Vacations

Vacations for those employed on a twelve (12) month basis shall be provided as follows:

- | | |
|--------------------------|---|
| After one (1) year | -two (2) weeks |
| After six (6) years | -two (2) weeks plus one additional day per year up to three weeks at ten (10) years. |
| After fifteen (15) years | -three (3) weeks plus one additional day per year to twenty (20) years maximum of four (4) weeks. |

Vacation days for new employees will be issued July 1st with a prorated amount based on months of service.

Vacation may be used any time, with administrative approval. Vacation used during the school year will be limited to five (5) consecutive days at a time.

9.2 Holidays

The following days will be observed as holidays for employees:

- | | |
|--|-------------------------------|
| New Year's Eve | Independence Day |
| New Year's Day | Labor Day |
| Martin Luther King's Birthday
(Third Monday in January) | Columbus Day |
| *President's Day | General Election Day |
| Casmir Pulaski's Birthday
(First Monday in March) | Veteran's Day |
| Good Friday | Thanksgiving Day |
| Memorial Day | Friday following Thanksgiving |
| Juneteenth | Christmas Eve |
| | Christmas Day |

ARTICLE IX

VACATIONS AND HOLIDAYS

9.2 Holidays (continued)

*President's Day will be taken as long as a State approved waiver is in effect for Lincoln's Birthday.

In the event Casimir Pulaski Day is used as a school attendance day in the Official School District Calendar on a given year, then in that year all twelve (12) month employees shall be eligible for one (1) accrued holiday to be used as a flexible holiday that can be used in one of two ways. This flexible holiday could be utilized as an additional day off during Christmas or Easter break. The flexible holiday could also be used during the summer vacation months or during the school year if the employee is eligible to take vacation time during the school year. If flexible holiday is not used it will be transferred to a sick day at the end of the school year. The flexible holiday must have the approval of the Superintendent. In the event that Casimir Pulaski Day is used as a school attendance day in the official School District Calendar on a given year, employees shall work at the normal rates of pay on this day.

If an above listed holiday except for Veteran's Day or President's Day falls on a Saturday, the Friday preceding the holiday will be given off. If a holiday except for Veteran's Day or President's Day falls on a Sunday, the Monday following the holiday will be given off.

In the event Christmas Day and New Year's Day fall on Saturday, the scheduled day off will be determined by the Superintendent.

During Summer Hours, if Juneteenth or Independence Day fall on a Friday or Saturday it will be observed on the prior work day. If Juneteenth or Independence Day fall on a Sunday, it will be observed on the following Monday. Both holidays will be paid as a 10 hour day.

In the case of an emergency or for the continued operation and maintenance of school facilities, or property, the District may require school district employees to work on a legal school holiday. Such employees shall receive from their supervisor notice that their presence is required in the school district on a legal school holiday.

ARTICLE X

SENIORITY

10.1 Seniority

- A. Seniority shall be defined as the length of service of an employee in a particular category of position within the District as a member of the bargaining unit. When two (2) or more employees are hired on the same day in the same category, an employee who has been employed previously or in another category by Centralia City Schools shall be found to be the most senior employee for that category on that particular date of hire. In the event that two (2) or more employees are hired on the same day in the same category with none of the employees having been previously employed by Centralia City Schools, seniority shall be determined by the drawing of lots. This drawing of lots shall be conducted by two (2) representatives of the CEA-ESP and two (2) representatives appointed by the School Board. Employees shall acquire seniority in each category of position in which he/she works, and shall not be deemed to have lost previously accrued seniority due to change in category of position in which he/she is employed. Seniority within categories of position shall accumulate without regard to whether the employee's service is part-time.
- B. Seniority continues to accrue during paid leaves granted by the Board, or required by this contract. Seniority shall not accrue during unpaid leaves, whether or not the Board has taken formal action upon an unpaid leave request, and whether or not the leave was paid at its inception.

C. Break in Service

All seniority is lost when an employee leaves service, or when recall rights expire and when an employee is terminated. Seniority is not lost during the time an employee on layoff has recall rights. Seniority shall not accrue while on layoff.

ARTICLE X

SENIORITY

10.1 Seniority (continued)

- D. Seniority in the category of Paraprofessionals shall be determined by original date of hire in an aide category for all current employees previously classified as Teacher Aide/Certified and Teacher Aide/Non-Certified upon meeting State and No Child Left Behind highly qualified requirements.

10.2 Categories of Position

The following are established as categories of position within the bargaining unit:

- A. Building Secretary
- B. Cook
- C. Computer Technician
- D. Custodian
- E. General Repair
- F. Maintenance Coordinator
- G. Paraprofessional

10.3 Maintaining and Posting Seniority Lists

The administration shall prepare and post a seniority list. The initial seniority list shall be prepared and posted in all buildings within the District within thirty (30) days after the effective date of this Agreement. Thereafter, the list shall be provided not later than February 1 of each year.

ARTICLE X

SENIORITY

10.4 Notification of Reduction in Force

When a reduction in the number of employees is imminent as determined by the Board, the Association shall be notified no later than five (5) days prior to any final action being taken. The affected employee shall be notified at least sixty (60) days prior to the effective date of the layoff. This employee shall be considered for a position available within the district in their category before being terminated. Any position being filled by a sub may be offered to the employee before terminating said employee. The employee should be able to fill vacancies without having to go through the application process as long as they are out of their probationary period of one (1) year. Notwithstanding the foregoing, if any employee is employed in respect to a particular student, and that student ceases being a student of the District without notice to the District, then that position may be reduced in force upon two (2) weeks notice.

Example: A paraprofessional is employed to assist a particular student.

Without notice to the District, on March 1st, the student and his family move to another State. That position may be terminated upon two (2) weeks notice.

Any reduction in force shall be based on position seniority within job classification, with the least senior employee being laid off first.

A senior employee who is laid off pursuant to this Section shall be permitted to bump an employee with less seniority in a position.

An employee who is laid off pursuant to this Section shall be permitted to bump an employee with less seniority in another category of position in which the laid off employee had previously accrued seniority (as per 10.1A).

Example: Employee A has accrued five (5) years of seniority in the category of paraprofessional and is transferred to a position of custodian. Employee A accrues two (2) years of seniority as custodian.

In a reduction in force employee A is laid off as a custodian. Employee A has the right to bump into the position of paraprofessional if any paraprofessional, as of the effective date of employee A's layoff as a custodian, has accrued less than five (5) years of seniority as a paraprofessional.

ARTICLE X

SENIORITY

10.5 Re-employment Procedures after Layoff

An employee who is laid off from a specific category of position shall have the right to a recall in reverse order of layoff for any job vacancy which occurs within that category of position for one (1) calendar year from the beginning of the school term following layoff.

It shall be the responsibility of the employee subject to recall to apprise the Board in writing of said employee's mailing address at the time of layoff and of each mailing address change during the recall period. The Board's obligation to recall shall be met when it sends an offer to recall an employee on layoff by certified mail, posted to the employee at the last mailing address the employee has provided the Board. The employee shall have ten (10) days from the date of receipt of such recall offer to respond to such offer. If the Board does not receive such response before the ten (10) day period has elapsed, the employee will be presumed to have rejected the offer. Any Board offer of a position to an employee on layoff and subject to recall, rejected by the employee, will discharge all Board obligations to the employee to offer future recalls from the instant layoff.

In no case shall a new employee be hired by the Board while there are laid-off bargaining unit members with right of recall who are qualified for a vacant or newly created position and who have not otherwise rejected an offer for said position.

Any recalled employee shall not be deemed to have lost any previously accrued contract rights.

Per State Law: 105 ILCS 5/10-23.5 (ch.122, par.10-23.5)

If the board has any vacancies for the following school term or within one calendar year from the beginning of the following school term, the positions thereby becoming available within a specific category of position shall be tendered to the employees so removed or dismissed from that category or any other category of position, so far as they are qualified to hold such positions.

ARTICLE XI

RETIREMENT BENEFITS

11.1 Employee Retirement Benefits

Upon retirement into IMRF, each employee shall have the option of receiving credit for unused sick leave days with IMRF and/or receiving payment for a portion of such days under the following guidelines:

Each employee shall receive payment for one-half (1/2) of his/her unused accumulated sick leave days up to a maximum of three hundred fifty (350) days, with the payment made 60 days after final regular payment.

11.2 Medical Insurance after Retirement

Any employee who has retired and is currently on the district's medical insurance may continue their comprehensive major medical insurance coverage subject to the conditions and requirements of the group carrier. Such coverage shall be at the expense of the retiree. From this point on, no retiree who is not currently enrolled shall be allowed to remain on the district's health insurance plan after retirement.

11.3 Life Insurance after Retirement

Any employee who retires from the District may continue his/her life insurance coverage subject to the conditions and requirements of the group carrier. Such coverage shall be at the expense of the retiree.

11.4 Retirement Bonus

To recognize the contributions of those employees who have provided long and effective service to the youth of the District, the Board agrees the following bonus amount to each employee who qualifies. Payment will be made 60 days after final regular payment.

ARTICLE XI

RETIREMENT BENEFITS

11.4 Retirement Bonus (continued)

The following bonus will be applied to the employee's current year's salary:

- 5-10 years service in District #135 - 2%
- 11-20 years service in District #135 - 3%
- 21+ years service in District #135 - 6%

To be eligible, the employee must be eligible for IMRF retirement, and have submitted to the Superintendent by October 1st of the last year of employment a formal letter of retirement indication the employee will retire at the end of that school year. The bonus will be paid 60 days after final regular payment. An employee will be allowed to rescind this letter of retirement in the event of the death or job loss of a spouse or due to other qualifying events as approved by the Board of Education.

ARTICLE XII

COMPENSATION AND FRINGE BENEFITS

12.1 Wage Scales

2023 - 2024	10% increase plus step
2024 - 2025	3% increase plus step
2025 - 2026	3% increase plus step

12.2 Pay Scale

Employees shall be placed on the salary schedule (see Appendix) according to their years of service to the district. Initial placement on the salary schedule of custodians shall be made July 1 following one year of employment. Initial placement of all other employees shall be made on September 1 following one year of employment.

12.3 Early Dismissal

There shall be no decrease in employee hours counted toward wages solely due to early dismissal in regard to employees who are allowed to leave early.

12.4 Health Insurance

The Board of Education shall provide hospitalization, medical, and major medical insurance program for more than half-time employees within the following guidelines:

Deductible:

- Individual in network \$600, out of network \$1200
- Family in network \$1800, out of network \$3600

Maximum out of Pocket:

- Individual in network \$1300, out of network \$3900
- Family in network \$4100, out of network \$12,300

The parties understand that these numbers may vary slightly from one insurance carrier to another as the limits are set by the terms of the policy. Any deviation from these limits must be agreed upon by the insurance committee.

ARTICLE XII

COMPENSATION AND FRINGE BENEFITS

12.4 Health Insurance (continued)

The Board will contribute 100% of the agreed upon plan for employee only coverage for eligible employees enrolled in the group health insurance plan. Employees will have the option to choose from the plan designs offered by the agreed upon insurance carrier and may apply that money towards any coverage level to include dental, or vision.

If an employee chooses a HDHP, which is a high deductible medical plan, they shall receive the difference between the employee only rate of the plan in effect at the time in a health savings account as allowed by federal law. Deposits will be made on a monthly basis.

An insurance committee consisting of two (2) administrators, two (2) non-certified personnel appointed by the ESP, two (2) certified personnel appointed by the CCSTA, and two (2) board members shall at least annually review the present group policy, or as dictated by circumstances and, if necessary, seek new proposals within the outlined coverage limits. And shall by its vote have the authority to enact changes in providers or other insurance related issues on behalf of the district. During the course of the contract.

On evaluation of these proposals by the committees, the plan which receives the majority (51%) of the votes shall become the group insurance policy for the Centralia City School District. The decisions and or changes agreed upon and enacted by the district by the vote of the Insurance Committee does not constitute a reopener of the collective bargaining agreement.

ARTICLE XII

COMPENSATION AND FRINGE BENEFITS

12.5 Overtime

Overtime at the rate of one and one-half (1 1/2) times the employee's normal rate of pay shall be paid for all work in excess of forty (40) hours per week. Except for regularly scheduled building checks, work on Sundays will be paid at the rate of two (2) times the employee's normal rate of pay.

Except for regularly scheduled building checks, work on holidays will be two and one-half (2 1/2) times the employee's normal rate of pay. Those employees who have been guaranteed two and one-half (2 1/2) hours of overtime per week will continue to be guaranteed the same. Any overtime needs to be approved by building principal and shall be compensated.

Time charged to sick leave, personal leave, vacation, or holidays shall be counted as time worked for computation of overtime.

12.6 Call Out Pay

Any employee who is required to return to work outside his/her regular work day shall be entitled to a minimum of two (2) hours pay.

12.7 IMRF

The Board shall deduct from the employee's pay the employee's contribution to IMRF (if any). It is the intention of this section to shelter such deduction from federal income taxation to the maximum extent permitted by law.

12.8 Electronic Payroll Distribution

All employees shall work a fourteen (14) day pay period. Electronic deposit shall be made on the last business day prior to payday.

12.9 Credit Union Deductions

The Board shall recognize payroll deductions for the IEA Credit Union. Except in case of hardship, such as death, serious illness in the family, or change in family status, the amount of payroll deductions shall not change, except during a fourteen (14) day period commencing September 1, December 1, March 1, or June 1, annually, to be effective, if practicable, with the next paycheck.

ARTICLE XII

COMPENSATION AND FRINGE BENEFITS

12.10 Alternate Maintenance Coordinator

Annually the Administration shall specify an alternate Maintenance Coordinator who would serve in the absence of the Maintenance Coordinator. After five (5) consecutive work days of substituting for an absent Maintenance Coordinator, the alternate for said position shall be paid the Maintenance Coordinator rate of pay for all subsequent days that he or she performs the duties of the absent Maintenance Coordinator.

The Alternate Maintenance Coordinator should be the General Repair person if they choose to accept the duties. Otherwise, one employee shall be designated as the Alternate Maintenance Coordinator by the Superintendent.

12.11 Special Adjustment Benefit for Custodians and Paraprofessionals

~~The Evening and Night Custodians shall receive an additional thirty-five cents (.35) per hour for those hours worked after 4:30 p.m. on normal work days.~~

~~Paraprofessionals with sixty (60) semester hours of college credit shall receive an additional twenty-five cents (.25) per hour differential pay for education.~~

12.12 Extra Duty Pay Jobs

All extra paid duties shall be shared equally between qualified certified and noncertified staff that has applied. The principal shall email all vacancies to the entire staff at the beginning of every school year or when vacancies become available. In the event that more staff members apply than positions are available, the principals shall divide the position equitably on a rotating basis.

12.13 ESP Training

A. Cafeteria employee trainings required by the State which pertains to their job attainability, shall be organized and presented by a District appointed trainer. Training and licensure fees will be reimbursed by the district. Cafeteria workers will be paid their normal daily pay rate to attend training.

ARTICLE XII

COMPENSATION AND FRINGE BENEFITS

12.13 ESP Training (continued)

B. Employees may at their own discretion, prior to the commencement of the school year undertake activities in their attendance center to complete required annual training and school year preparation. The employee will be compensated for such activities at their hourly rate, but not to exceed 8 hours of time. Each building principal will set dates/times for building access.

C. Professional Growth

The Board of Education shall establish a fund and make available the amount of \$150,000 dollars annually for the purpose of professional growth as outlined in this article. The Board of Education will pay up to 100% of tuition if less than \$150,000 in reimbursement is requested from the bargaining unit members. If requests for reimbursement exceed the budgeted amount of \$150,000 bargaining unit members will be reimbursed on a prorated basis with the funds being divided equally among applicants on a percentage basis. Requests for reimbursement along with all required documentation must be made prior to the end of the fiscal year. This amount is not cumulative, unused funds from one year do not roll over to the next. This provision of the contract will sunset June 30, 2026. Any continuation of this provision will have to be negotiated.

Approved tuition reimbursement for college/university courses taken guidelines:

1. Must be toward a degree or certification in a district related field.
 2. Must work for the district 5 years after completion or tuition reimbursement must be returned.
 3. Must have prior Superintendent approval for any class or program.
- All requests for payment of coursework must be made in writing to the Superintendent. Tuition reimbursement shall be given only for those courses that have been pre-approved by the Superintendent. Payment for courses will be made by check to the teacher after submission of a transcript indicating satisfactory completion of the course and proof of payment.

ARTICLE XII
COMPENSATION AND FRINGE BENEFITS

12.13 ESP Training (continued)

The Board agrees to reimburse employees up to a maximum of 15 semester hours annually with approval from the Superintendent. Employees may only take two classes for reimbursement at any given time during the school year.

Employees enrolled as part of a cohort program or other classes similarly structured for working adults as approved by the Superintendent may be reimbursed for all classes taken up to the limit of the contractual benefit.

12.14 Non-Union Seasonal Employees

Non-union seasonal employees may perform summer maintenance/repair duties, summer school custodial duties and assist the custodial staff with summer projects. Under no condition shall the use of non-union seasonal employees or shall the use of substitute custodians reduce the hours of a bargaining unit member or reduce the number of bargaining unit members, as of the effective manning level beginning July 1, 2013. Any present custodian who is less than full time shall have first offer of any additional hours needed to perform clean up work for summer school. In no way does this memorandum restrict the right of management currently in place in the contract under Article 7.2 and Article 10.

12.15 Summer Hours

Beginning with the first full week after the end of the school term (beginning summer break), full-time custodians, maintenance personnel, and computer technicians shall work ten (10) hours per day, four (4) continuous days per week Monday-Thursday.

ARTICLE XII

COMPENSATION AND FRINGE BENEFITS

12.15 Summer Hours (continued)

All time worked in excess on ten (10) hours in one (1) work day or in excess of forty (40) hours in one (1) work week shall be overtime and paid at the rate of one and one-half (1.5) times the employee's regular rate of pay.

All time worked on any fifth and sixth consecutive workday shall be paid at the rate of one and one-half (1.5) times the employee's regular rate of pay. All time worked by an employee on the seventh consecutive workday shall be paid at the rate of two (2) times the employee's regular rate of pay.

Vacation days taken during summer hours will be calculated as 1.25 days.

12.16 Bus Driver/Monitor

White Activity Bus Driver will receive a minimum of two hours per trip at a rate of \$25/hour or current district rate, whichever is higher.

Yellow Bus Driver will receive a minimum two hours per trip at a rate of \$25/hour or current district rates, whichever is higher. Driver's license and fees will be paid for by the district.

Yellow Bus Monitor will receive a minimum of two hours per trip at a rate of \$17/hour or current district rates, whichever is higher.

ARTICLE XIII

EFFECT OF AGREEMENT

13.1 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties.

13.2 Contractual Amendments

The Agreement shall constitute a binding obligation of both the Employer and the Association and for the duration hereof may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of these parties in written and signed amendment to this Agreement.

13.3 Individual Contracts

Any individual contract between the Employer and an individual Association member heretofore executed shall be subject to and consistent with the terms and conditions of this Agreement. Any individual contract hereafter executed shall be expressly made subject to and consistent with the terms and conditions of this or subsequent Agreements to be executed by the parties. If an individual contract contains any language inconsistent with the Agreement, this Agreement, during its duration, shall be controlling.

13.4 Terms of Agreement

Should any article, section or clause of this Agreement be declared illegal or contrary to law, then that article, section or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections and clauses shall remain in full force and effect. In any event, should the affected provision subsequently become legal, valid or otherwise enforceable, it shall revert to the original agreement unless both parties agree otherwise.

ARTICLE XIII

EFFECT OF AGREEMENT

13.5 No Strike Clause

The Association and each employee covered by this Agreement agree that they will not, during the period of this Agreement, directly or indirectly engage in or assist in a strike, slowdown, or other refusal to render full and complete services to the Board.

13.6 Management Rights

It is expressly understood and agreed that all functions, rights, powers, or authority of the administration of the School District and the Board of Education which are not specifically limited by the express language of this Agreement are retained by the Board of Education, provided, however, that no such rights shall be exercised so as to violate any of the specific provisions of this Agreement.

13.7 Waiver of Additional Bargaining

The parties each voluntarily and unqualifiedly waive any rights which might otherwise exist under law to negotiate over any matter during the term of the Agreement, and each agrees that the other shall not be obligated to bargain collectively during the term of this Agreement with respect to any matter (except as otherwise specifically provided herein) even though such subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed the Agreement.

ARTICLE XIV


DURATION

This Agreement shall be in effect from the date of execution and shall remain in effect until July 1, 2026.

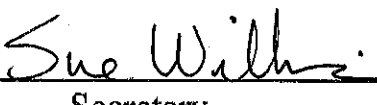
CENTRALIA CITY SCHOOLS
TEACHER ASSOCIATION IEA/NEA
(Educational Support Personnel Unit)

BOARD OF EDUCATION
SCHOOL DISTRICT NO. 135

BY: 
Bargaining Team Chairperson

BY: 
President

BY: 
Bargaining Team Secretary

BY: 
Secretary

DATE: 5/23/23

DATE: 5-23-23

2023-2024

	Building		Computer		General	Maintenance	Para-
Service	Secretary	Cook	Technician	Custodian	Repair	Coordinator	professional
0	24.19	23.71	33.64	26.94	31.35	37.92	25.66
1	24.31	23.83	33.80	27.07	31.50	38.10	25.80
2	24.43	23.95	33.98	27.20	31.67	38.29	25.92
3	24.55	24.06	34.14	27.35	31.82	38.49	26.05
4	24.67	24.18	34.31	27.48	31.98	38.68	26.18
5	24.79	24.30	34.47	27.61	32.13	38.86	26.30
6	24.92	24.42	34.65	27.74	32.30	39.05	26.43
7	25.04	24.53	34.82	27.89	32.45	39.25	26.57
8	25.16	24.65	34.98	28.02	32.60	39.44	26.69
9	25.28	24.77	35.16	28.15	32.76	39.62	26.82
10	25.40	24.89	35.32	28.28	32.92	39.81	26.95
11	25.52	25.01	35.49	28.42	33.08	40.01	27.07
12	25.64	25.12	35.65	28.56	33.23	40.19	27.20
13	25.76	25.25	35.83	28.69	33.39	40.38	27.34
14	25.88	25.37	35.99	28.82	33.55	40.57	27.46
15	26.00	25.49	36.16	28.96	33.70	40.77	27.59
16	26.13	25.60	36.33	29.10	33.86	40.95	27.72
17	26.25	25.72	36.50	29.23	34.01	41.14	27.84
18	26.37	25.84	36.66	29.36	34.18	41.33	27.97
19	26.49	25.96	36.84	29.50	34.33	41.51	28.11
20	26.61	26.08	37.00	29.63	34.49	41.71	28.23
21	26.73	26.19	37.17	29.77	34.64	41.90	28.36
22	26.85	26.31	37.33	29.90	34.80	42.09	28.49
23	26.97	26.43	37.51	30.04	34.96	42.27	28.61
24	27.09	26.55	37.68	30.17	35.11	42.47	28.74
25	27.21	26.66	37.84	30.31	35.27	42.66	28.88
26	27.34	26.79	38.02	30.44	35.43	42.85	29.00
27	27.46	26.91	38.18	30.58	35.59	43.03	29.13
28	27.58	27.03	38.35	30.71	35.74	43.23	29.26
29	27.70	27.14	38.51	30.84	35.89	43.42	29.38
30	27.82	27.26	38.69	30.98	36.06	43.60	29.51
31	27.94	27.38	38.85	31.12	36.21	43.79	29.65
32	28.06	27.50	39.02	31.25	36.37	43.99	29.77
33	28.18	27.62	39.19	31.38	36.52	44.18	29.90
34	28.30	27.73	39.36	31.52	36.69	44.36	30.03
35	28.42	27.85	39.52	31.66	36.84	44.55	30.15

2024-2025

	Building		Computer		General	Maintenance	Para-
Service	Secretary	Cook	Technician	Custodian	Repair	Coordinator	professional
0	24.92	24.42	34.65	27.75	32.29	39.06	26.43
1	25.04	24.54	34.81	27.88	32.45	39.24	26.57
2	25.16	24.67	35.00	28.02	32.62	39.44	26.70
3	25.29	24.78	35.16	28.17	32.77	39.64	26.83
4	25.41	24.91	35.34	28.30	32.94	39.84	26.97
5	25.53	25.03	35.50	28.44	33.09	40.03	27.09
6	25.67	25.15	35.69	28.57	33.27	40.22	27.22
7	25.79	25.27	35.86	28.73	33.42	40.43	27.37
8	25.91	25.39	36.03	28.86	33.58	40.62	27.49
9	26.04	25.51	36.21	28.99	33.74	40.81	27.62
10	26.16	25.64	36.38	29.13	33.91	41.00	27.76
11	26.29	25.76	36.55	29.27	34.07	41.21	27.88
12	26.41	25.87	36.72	29.42	34.23	41.40	28.02
13	26.53	26.01	36.90	29.55	34.39	41.59	28.16
14	26.66	26.13	37.07	29.68	34.56	41.79	28.28
15	26.78	26.25	37.24	29.83	34.71	41.99	28.42
16	26.91	26.37	37.42	29.97	34.88	42.18	28.55
17	27.04	26.49	37.60	30.11	35.03	42.37	28.68
18	27.16	26.62	37.76	30.24	35.21	42.57	28.81
19	27.28	26.74	37.95	30.39	35.36	42.76	28.95
20	27.41	26.86	38.11	30.52	35.52	42.96	29.08
21	27.53	26.98	38.29	30.66	35.68	43.16	29.21
22	27.66	27.10	38.45	30.80	35.84	43.35	29.34
23	27.78	27.22	38.64	30.94	36.01	43.54	29.47
24	27.90	27.35	38.81	31.08	36.16	43.74	29.60
25	28.03	27.46	38.98	31.22	36.33	43.94	29.75
26	28.16	27.59	39.16	31.35	36.49	44.14	29.87
27	28.28	27.72	39.33	31.50	36.66	44.32	30.00
28	28.41	27.84	39.50	31.63	36.81	44.53	30.14
29	28.53	27.95	39.67	31.77	36.97	44.72	30.26
30	28.65	28.08	39.85	31.91	37.14	44.91	30.40
31	28.78	28.20	40.02	32.05	37.30	45.10	30.54
32	28.90	28.33	40.19	32.19	37.46	45.31	30.66
33	29.03	28.45	40.37	32.32	37.62	45.51	30.80
34	29.15	28.56	40.54	32.47	37.79	45.69	30.93
35	29.27	28.69	40.71	32.61	37.95	45.89	31.05

2025-2026

Service	Building Secretary	Cook	Computer Technician	Custodian	General Repair	Maintenance Coordinator	Para- professional
0	25.67	25.15	35.69	28.58	33.26	40.23	27.22
1	25.79	25.28	35.85	28.72	33.42	40.42	27.37
2	25.91	25.41	36.05	28.86	33.60	40.62	27.50
3	26.05	25.52	36.21	29.02	33.75	40.83	27.63
4	26.17	25.66	36.40	29.15	33.93	41.04	27.78
5	26.30	25.78	36.57	29.29	34.08	41.23	27.90
6	26.44	25.90	36.76	29.43	34.27	41.43	28.04
7	26.56	26.03	36.94	29.59	34.42	41.64	28.19
8	26.69	26.15	37.11	29.73	34.59	41.84	28.31
9	26.82	26.28	37.30	29.86	34.75	42.03	28.45
10	26.94	26.41	37.47	30.00	34.93	42.23	28.59
11	27.08	26.53	37.65	30.15	35.09	42.45	28.72
12	27.20	26.65	37.82	30.30	35.26	42.64	28.86
13	27.33	26.79	38.01	30.44	35.42	42.84	29.00
14	27.46	26.91	38.18	30.57	35.60	43.04	29.13
15	27.58	27.04	38.36	30.72	35.75	43.25	29.27
16	27.72	27.16	38.54	30.87	35.93	43.45	29.41
17	27.85	27.28	38.73	31.01	36.08	43.64	29.54
18	27.97	27.42	38.89	31.15	36.27	43.85	29.67
19	28.10	27.54	39.09	31.30	36.42	44.04	29.82
20	28.23	27.67	39.25	31.44	36.59	44.25	29.95
21	28.36	27.79	39.44	31.58	36.75	44.45	30.09
22	28.49	27.91	39.60	31.72	36.92	44.65	30.22
23	28.61	28.04	39.80	31.87	37.09	44.85	30.35
24	28.74	28.17	39.97	32.01	37.24	45.05	30.49
25	28.87	28.28	40.15	32.16	37.42	45.26	30.64
26	29.00	28.42	40.33	32.29	37.58	45.46	30.77
27	29.13	28.55	40.51	32.45	37.76	45.65	30.90
28	29.26	28.68	40.69	32.58	37.91	45.87	31.04
29	29.39	28.79	40.86	32.72	38.08	46.06	31.17
30	29.51	28.92	41.05	32.87	38.25	46.26	31.31
31	29.64	29.05	41.22	33.01	38.42	46.45	31.46
32	29.77	29.18	41.40	33.16	38.58	46.67	31.58
33	29.90	29.30	41.58	33.29	38.75	46.88	31.72
34	30.02	29.42	41.76	33.44	38.92	47.06	31.86
35	30.15	29.55	41.93	33.59	39.19	47.27	31.98