

HALF HOLLOW HILLS CENTRAL SCHOOL DISTRICT

AGREEMENT BETWEEN

BOARD OF EDUCATION

HALF HOLLOW HILLS CENTRAL SCHOOL DISTRICT

TOWNS OF HUNTINGTON AND BABYLON

SUFFOLK COUNTY, NEW YORK

With

LOCAL 237, INTERNATIONAL BROTHERHOOD OF TEAMSTERS

July 1, 2021 to June 30, 2026

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AGREEMENT made and entered into this 6th day of January 2022 by and between the BOARD OF EDUCATION OF HALF HOLLOW HILLS CENTRAL SCHOOL DISTRICT, Towns of Babylon and Huntington (hereinafter referred to as the "Board" or the "District") and LOCAL 237, INTERNATIONAL BROTHERHOOD OF TEAMSTERS (hereinafter referred to as the "Union").

WITNESSETH:

WHEREAS, by resolution of the Board dated October 27, 1975, the Union has been recognized as the collective negotiations representative for the majority of the unit members within the bargaining unit described in Article I herein: and

WHEREAS, the parties have met and negotiated for the purpose of arriving at an agreement between them relating to wages, hours and other conditions of employment, and it is their desire to establish and maintain harmonious relations between the District and the unit members, and to that end provide for the fair and peaceful adjustment of any disputes which may arise between them.

NOW, THEREFORE, in consideration of the mutual covenants herein contained the parties hereto do agree as follows, for the five year period from July 1, 2021 through June 30, 2026.

ARTICLE 1 - RECOGNITION

The Board recognizes the Union as the exclusive bargaining agent for unit members in the following categories: chief custodian, head custodian, custodial worker, head groundskeeper, groundskeeper, maintenance mechanic and maintenance foreman.

ARTICLE 2 - WORK PERIODS

A. School Year

The school fiscal year and work year commences July 1 and terminates the following June 30. This Agreement shall commence on July 1, 2021 and terminate on June 30, 2026, unless otherwise extended by mutual consent of the parties hereto in writing. (See Appendix A – Adjustment of Schedules)

B. Work Week

1. The work week for all full time maintenance, custodial and grounds unit member shall consist of five eight hour work days for a total of forty work hours in any given week exclusive of a one-half hour lunch period, Monday through Friday.
2. The work week for ten-month custodial worker unit member shall consist of five seven hour work days for a total of thirty-five work hours in any given week exclusive of a one-half hour lunch period.
3. The District will determine in which buildings/departments unit members will be assigned to a flex schedule, Tuesday through Saturday. The flex schedule may be assigned to unit members up to 42 weeks, based on the needs of each building/department. The flex schedule will be determined prior to September 1st each year and, once determined, will remain fixed through August 31st.
 - Unit members on the flex schedule for the full 42 weeks shall receive two additional vacation days per year; unit members scheduled to work less than 42 weeks on flex schedule will receive additional vacation days prorated to the half day.

- The flex schedule will be addressed first by volunteers and then by inverse order of seniority.
- A new employee will be assigned a flex schedule if a present unit member is no longer interested in the flex schedule.
- Existing substitutes will be responsible for the Monday assignments.

C. Overtime

1. All overtime must be approved prior to unit members working said overtime. Overtime work for all unit members covered by this Agreement shall consist of work in excess of the daily and weekly hours above noted. Pay therefore shall be at the rate of one and one-half times the regular hourly rate. Unit members who work beyond eight hours of overtime in a twenty-four hour period, from the beginning of the normal shift report time, shall be paid for hours beyond the initial eight hours of overtime at double-time rate.
2. Overtime work assignments, as far as may be practicable, shall be equitably assigned to all unit members equally within a department in a specific school on a rotating basis. Every effort should be made to assign such overtime work to that department which normally would furnish the particular service involved. In the event the number of such unit member are insufficient to furnish the particular service involved in a particular school, such work shall be equitably assigned to other unit member in that department in other schools on a rotating basis.

D. Night Shift

A shift differential of 10% additional salary shall be granted to custodial, maintenance and grounds unit member whose work schedule commences after 1:00 p.m. and is concluded prior to 8:00 a.m. Night shift custodians shall work eight hours exclusive of a one-half hour meal period and receive a shift differential of 10% additional salary.

ARTICLE 3 - SALARY

- A. Salaries of unit members covered by this Agreement are set forth in the salary schedules. The percentage increase for each year of the contract will be 1.5%. Unit members hired on or after July 1, 2011, will follow the new salary schedule.
- B. New custodial workers hired after July 1, 2003, but before July 1, 2011, will be placed on the salary schedule at pre-step A (which shall be fixed at \$4,000 less than step 1 for custodians) for one year. At the end of one year, such employees shall move to pre-step B for one year, following which such employees shall move to step 1 on the salary schedule. Anniversary dates shall be determined as indicated in Section 3-C hereinafter.
- C. For the purpose of determining the anniversary date of the completion of one year's service for advancement to the next successive step, all unit members appointed during the period of July 1 and December 31, shall be advanced to the next step of the salary schedule commencing the following July 1. Those appointed between January 1 and June 30, shall remain on the same step of said salary schedule until July 1 of the following year, at which time such unit members shall advance to the next step. The procedures set forth in the preceding sentences will be the same for each year of the contract. For the purposes of placement on salary step and determination of vacation allowances, permanent appointment shall be retroactive to the date of initial hiring.
- D. In the event a unit member covered by this Agreement changes position from one classification to another and receives permanent appointment in such latter classification (e.g., custodian to head custodian), the unit member's salary in such new position shall be determined by identifying the salary in the new column nearest to but more than the unit member's current salary. Night differential and stipends shall not be considered in calculating the new salary.

- E. A \$1500 per year stipend shall be given to the following:
- Chief Custodians @ High School East, High School West, Candlewood Middle School and West Hollow Middle School
 - Grounds Foreman

ARTICLE 4 - BENEFITS

During the course of this Agreement, the parties agree that the employer, in consideration of the faithful performance by the unit members of their respective duties, in addition to the salary payments to be made to the unit members as herein above provided, at its own cost and expense, except as hereinafter may be otherwise provided, shall extend to the unit members hereinafter mentioned, the following benefits:

A. Vacation

1. Full time 12 month non-teaching unit members hired before July 1, 1996, shall receive a paid vacation allowance in accordance with the following schedule:
 - 10 days per 1 to 3 completed years of full time, 12 month service in permanent status.
 - 15 days per 4 to 8 completed years of full time, 12 month service in permanent status.
 - 20 days per 9 or 10 or more completed years of full time, twelve month service in permanent status.
 - 21 days per 11 or more completed years of full time, twelve month service in permanent status.
 - 22 days per 12 or more completed years of full time, twelve month service in permanent status.
 - 23 days per 13 or more completed years of full time, twelve month service in permanent status.
 - 24 days per 14 or more completed years of full time, twelve month service in permanent status.

25 days per 15 or more completed years of full time, twelve month service in permanent status.

2. Twelve month full time unit members hired after July 1, 1996 but prior to July 1, 2021, shall receive 20 vacation days after 9 completed years of service, and 25 vacation days after 25 completed years of service. Twelve month full time unit members hired on or after July 1, 2021, shall receive 20 vacation days after 10 completed years of service as their maximum entitlement.
3. Vacation days may be accumulated in accordance with the following schedule:
 - a. Unit members hired prior to July 1, 2007, who presently have accumulated fewer than 200 vacation days will be entitled to accumulate vacation days to a maximum of 300 days.
 - b. Unit members hired prior to July 1, 2007, who presently have accumulated more than 200 vacation days will be entitled to accumulate vacation days to a maximum of 500 days.
 - c. Unit members hired on or after July 1, 2007, will be entitled to accumulate vacation days to a maximum of 120 days.
4. Vacations may not be scheduled during the two weeks immediately preceding the opening of school in September unless authorized by the Superintendent or his designee under special circumstances which shall not be unreasonably withheld.
5. Vacations may be scheduled at any time during the year, provided all other requirements of the contract are complied with.
6. The status of earned vacation time shall be determined as of June 30. In order to receive the payout for vacation days that are earned upon completion of the year, unit members must work through the end of the fiscal year. No pro-rata adjustments shall be made, except, however, that with regard to unit members in their first year of contractual service, such

unit members, for every month of service in such first year, shall be entitled to vacation time equivalent to 5/6th of a day of vacation for every month of contractual service, providing such service commenced prior to April 1 of their first year of employment.

7. Any unit member who has accrued 20 or more vacation days must use a minimum of ten vacation days each year. A unit member who has accrued at least 20 vacation days who does not use ten or more vacation days will forfeit the difference between the days taken and ten days.
8. With regard to unit members in their second or more years of contractual service, if such unit members, in the past, commenced such service during the months of July and August, then for the purposes of this section of this Agreement, such unit members shall be deemed to have earned completed years of service, for vacation purposes as of June 30.
9. Should a holiday fall during a unit member's vacation, the unit member shall receive an additional day's pay, or another day's vacation, by mutual consent.
10. Unit members will be given the opportunity to sell back vacation days in excess of ten days from their current annual entitlement at a rate of one day's pay for two vacation days. This is only for their annual entitlement. Notice must be given by May 1st of the preceding year of the unit member's intent on selling back days for the upcoming year.
11. Unit members hired on or after July 1, 2007, must have completed ten years of continuous District service in order to be eligible to receive payment for unused vacation days upon separation from the District, provided, however, that a unit member who has been terminated or who resigned in lieu of charges shall not be eligible for such payment.
12. If a unit member retires prior to June 30th of the work year, the yearly allotment of vacation days shall be prorated.
13. Payment of unused vacation days shall be made at the rate of 1/260th of the

unit member's annual salary.

B. Leave (With Pay)

1. Sick/Personal Leave

a. For unit members hired prior to July 1, 2007, sick leave with pay shall be earned by full time employees at the rate of eleven days per year for twelve month employees (.916 day/month), cumulative to 200 days, and nine days per year for ten month employees (.9 day/month), cumulative to 175 days. In addition, such unit members shall receive three personal days. Unused personal days accumulate as sick days.

b. For full time unit members hired on or after July 1, 2007:
Such members hired July 1 through December 31 will receive 8 sick and 2 personal days upon hire. Such unit members will receive "year 2 of employment" entitlements (see below) the following July. Each July thereafter, unit members will receive the next yearly entitlement of sick and personal days as noted below. Such unit members hired between January 1 and June 30 will receive 0 sick and 0 personal days upon hire. On July 1 following their initial employment, these unit members will receive "year 1 of employment" entitlements (see below). Each July thereafter, unit members will receive the next yearly entitlement of sick and personal days as noted below." For all unit members hired on or after July 1, 2007, sick leave with pay shall be earned cumulative to 200 days for twelve month employees.

Year 1 of employment – 8 sick, 2 personal
Year 2 of employment – 9 sick, 2 personal
Year 3 of employment – 10 sick, 3 personal
Year 4 and thereafter – 11 sick, 3 personal

2. Sick Day Buy-Back

Unit members who have already accumulated thirty days in their sick bank, are able to maintain said thirty days after a sale of sick days in excess of

thirty days and has good attendance, which is defined as being absent no more than six days in a given school year, shall be entitled to sell back to the District up to fourteen unused sick days per year from the current year's entitlement, at the unit member's current daily rate of pay. Payment for same will be made on or about November 15th of each year. Unused personal days from the current year's entitlement may be used for buyback purposes.

A yearly statement of accumulated sick leave will be presented to each unit member on or about September 1 of each year.

Where a unit member has been absent on sick leave for three or more consecutive days, the Superintendent or his/her designee may request that the unit member on his return shall furnish a physician's note evidencing such sickness. However, if the employer determines that the unit member has been abusing sick leave benefits, the District may require medical verification for any absence whatsoever, whether consecutive or not. Moreover, where an isolated sick leave day is taken on a Friday or Monday or on both the Friday and Monday bracketing a weekend, the Superintendent or his/her designee may require the unit member to furnish a physician's note evidencing such sickness.

3. Personal Days

Personal days may be used for purposes of personal leave with pay upon request, submitted in writing, upon five working days' notice to the unit member's administrator, except in case of emergency when advanced notice cannot be given. Unit members need not specify the exact nature of the use of such personal days if for the reason hereinafter set forth:

- a. Legal matters: House closings, income tax hearings, adoption proceedings and court appearances for traffic violations, probating wills, obtaining licenses and other personal matters.
- b. Funerals: Attendance at the funeral service of a person, the nature of whose prior relationship to the unit member warrants such

attendance.

- c. Ceremonies: Graduation of unit member, spouse or child, a day for a wedding ceremony, participation in religious ceremonies such as baptism, confirmation, circumcision of child, awards ceremonies involving the unit member or immediate family, honeymoon.
 - d. Miscellaneous: Required parental visits by parents to colleges, professional advancement, taking college students to and from college, sickness in the immediate family, such immediate family being defined as husband, wife, minor child or parent.
 - 4. Except as above provided, the unit member requesting approval of personal leave may list "Personal Business" as a reason for the absence providing that such personal business is for one of the above-mentioned reasons; if the reason is not set forth above, the unit member is to state the specific reason for review and approval by the Administrator.
- C. Additional leave with pay shall be granted, non-cumulative, for the following reasons:
- 1. Maximum of five days per year, in the event of the death of a spouse, child or parent, brother, sister, grandparent, father-in law or mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild.
 - 2. Up to three religious holidays per year, only if the school calendar does not provide for closing in such holidays, and further provided that the tenets of the non-teaching unit member's religion, as practiced by that individual, requires the attendance at religious services during school hours, or prohibit the performance of his/her professional duties on that day.
 - 3. Jury duty, except that the unit member shall reimburse the employer to the extent of any compensation (other than mileage) received by the unit member as a result of such jury duty.
 - 4. Compulsory court attendance as a result of a subpoena to testify as a witness.

D. Leave of Absence (Without Pay)

1. A leave of absence without pay, not to exceed one year, may be granted to a unit member by the Board of Education. Notice of such leave of absence shall be given to the Civil Service Commission. Where a leave of absence without pay has been granted for a period which aggregates one year, a further leave of absence without pay shall not be granted unless the unit member returns to his/her position and serves continuously therein for three months immediately preceding the subsequent leave of absence. Notice of such subsequent leave of absence shall also be given to the Civil Service Commission. Absence on leave for more than one year shall be deemed the equivalent of a resignation from the service upon the date of the commencement of such absence, except as provided in Subdivision 2 of this section.
2. In an exceptional case, the Board of Education may, for good cause shown, waive the provisions of this rule to permit an extension of the leave of absence for an additional one year period. In no case may such leave of absence exceed in aggregate two years from the date of commencement of the leave.

E. Health Insurance

1. The Board of Education shall assume 85% of the cost of the Empire Health Insurance Plan. The same dollar amount shall be applied to the other plan (H.I.P.).
2. Effective July 1, 2004, unit members whose base salary is between \$60,000 and \$100,000 shall contribute 20% toward their health insurance premium; unit members whose base salary is \$100,000 or higher shall contribute 25% of their health insurance premium.
3. The District reserves the right, so long as the level of benefits is not decreased, to change the various insurance carriers or plans in its sole, unreviewable discretion, provided such change is made on a district wide basis.

F. Waiver of Health Insurance Benefits

Unit members employed by the District for at least one year may submit a waiver of health insurance benefits and receive the sum of \$1,200 if an individual and \$2,000 if family, so long as coverage is not picked up by a spouse employed by Half Hollow Hills. If the unit member has to re-enroll because of an unforeseen event, the unit member can pick up the district's coverage provided the unit member pays his/her proportionate share for same for that year's coverage and the requisite unit member contribution thereafter. Similarly, if the unit member has been employed by the District for at least one year with family coverage, the unit member will receive \$1,000 if he/she first switches from family to individual coverage and family coverage is not picked up by the spouse employed by the Half Hollow Hills School District. However, if both are district employees, the unit member cannot drop the coverage and receive the waiver of premium money and have the spouse pick up the coverage. Payment for the waiver of health insurance benefits will be paid in the first payroll in January and the first payroll in June. If the unit member is eligible after the payment date then the reimbursement will take place at the next semi-annual payment date. A completed and signed waiver form must be on file in the benefits office prior to the payment dates.

G. Flexible Benefit

The Flexible Benefit plan shall be provided by the district.

H. Disability Insurance and Workers' Compensation

1. The Board of Education agrees to carry on behalf of the unit member Disability Benefits Insurance and Workers' Compensation Insurance, both as defined under the Workers' Compensation Law of the State of New York. In the event of disability, a unit member shall have the option of first utilizing his/her accrued sick leave prior to his/her utilization of the benefits afforded to him/her under either Disability Insurance or Workers' Compensation, or the receipt of the benefits of such insurance. The Board of Education, however, shall have the right, in the event the unit member first utilizes his/her sick leave, to seek reimbursement from its insurance carrier for such

time that the unit member utilizes sick leave in lieu of insurance benefits. In such event, to the extent that the School District is reimbursed by its insurance carrier, the unit member shall not lose the continued earning or accrued sick leave, holiday or recess pay and vacation pay as a result of such disability.

2. The Board of Education agrees to obtain information describing the benefits to unit members under Disability Benefits Insurance and Workers' Compensation Insurance and to disseminate such information to the Union by delivering to the officers of the Union such information in sufficient quantity as to enable such officers to distribute it to the members of the Union.

I. Holidays

The school year calendar, as adopted by the Board of Education, shall be observed by the parties to the Agreement, and such school year calendar shall determine those paid holidays to be observed during such school year. The list of holidays shall be posted no later than July 1st of each year after the Board of Education has approved the calendar.

In the event a unit member is called upon to work on any such holiday, additional pay therefore shall be at two times the regular hourly rate of pay. However, the Board of Education reserves the right, subsequent to the adoption of such school calendar, to observe school on any of such declared holidays, in which event the unit members shall work on such day or days without additional compensation. The Board of Education, however, shall make up such holiday by substituting a different day, mutually agreed upon with the Union, in lieu thereof. In the event a unit member is called upon to work on such substituted day, compensation therefore shall be at the additional pay of two times the regular hourly rate, regardless of the number of hours worked. Independence Day and Labor Day shall be deemed to be paid holidays for twelve month unit members only.

There shall be a total of sixteen paid holidays for each twelve month unit member in each year of the contract. The said holidays shall coincide with the

holidays listed on the school calendar and shall be determined by the superintendent of schools in consultation with the Union.

Unit members called upon to work on a holiday, outside their regularly scheduled shift, will be paid for a minimum of three hours.

J. Longevity

Longevity payments are included in the salary schedule.

K. Uniforms

1. The District shall supply up to two pairs of safety shoes to full time groundsman, maintenance men and custodians. Such safety shoes shall be supplied in the form of a reimbursement of up to \$250 in each year of the contract. The District shall reimburse unit members for the purchase of safety shoes to a maximum \$250 per year upon submission of original receipts, UPC code from box, and a completed district reimbursement form adhering to the proper timeline and other guidelines contained therein. There will be no reimbursement for shoes purchased within 3 months of retirement or resignation.

The safety shoes must contain at least the following attributes:

- A neutral main or base color of black, brown or grey
- Work boot height should be 5 inches or greater but may vary as appropriate to work performed
- Safety toe (composite, carbon-fiber or steel)
- Waterproof and/or water-resistant membrane
- Traction (oil and slip resistant)

Such safety shoes must be worn as part of the uniform on the job at all times. The failure to wear safety shoes will be considered out of uniform and it will be included and it will be included in the evaluation process. In such event, the unit member will be subject to disciplinary procedures.

2. The District will supply custodians, groundsman, and maintenance mechanics with:
 - Five t-shirts

- Two sweatshirts, for the life of the contract
- Five bottoms (inclusive of winter-weight pants, standard pants, and/or shorts)
- One light-weight jacket
- One winter jacket

The District will replace these items on an as needed basis for wear and tear. New employees serving less than a full year must reimburse district for all components of uniform except shoes.

Upon request, the District will supply the following to unit members as needed for their job function:

- Safety glasses (non-prescription)
- disposable coveralls

The failure to wear the District uniform, inclusive of the items above, and the issued ID badge, or wearing other clothing over the uniform, will be included in the evaluation process. In such event, the unit member will be subject to discipline.

L. Training

1. Each unit member shall be required to attend up to four hours of training courses annually at the direction of the District. Attendance at such training courses shall be mandatory, shall be scheduled during work hours, and shall be without compensation.
2. In addition, all unit members will participate in Automated External Defibrillator (AED) training, which shall be provided by the District during the workday.

ARTICLE 5 – PAYROLL AND DUES DEDUCTION

- A. The District will notify the Union of the starting date and building assignment of all new employees eligible for membership in the Union within 5 school days of start date.

1. Members shall be entitled to have membership dues for the Union

collected via payroll deduction. Such authorization shall continue from year to year unless revoked in writing by the member. Upon receipt of a written authorization from the member directing payroll deduction, the District shall deduct and remit the biweekly dues from the regular salary of each employee. For new hires, such deduction is to begin as soon as practicable – no later than 30 days – after the effective date of employment, provided written authorization for payroll deduction has been received.

2. Should a member who has authorized dues deduction be removed from the District's payroll or placed on a voluntary or involuntary unpaid leave, such employee's membership in the Union shall be continued upon his or her return to the payroll.
- B. The Union will certify to the Board, in writing, the current rate of the membership dues of the Union.
 - C. No later than October 30 of each year, or as soon thereafter as is practical, the Board will provide the Union with a list of those employees who have voluntarily authorized the Board to deduct dues for the Union. The Board will notify the Union of any changes in said list.
 - D. Any member desiring to have the Board discontinue the deduction he/she has authorized must notify the Board and the Union concerned in writing within the window period of August 1-31 for that year's dues. In the event an employee notifies the District that he or she has revoked his or her membership from the Union, irrespective of payroll deduction status, the District must notify the Union of the member's statement within two (2) business days of the notice provided by the employee to the District.

ARTICLE 6 - EMPLOYMENT AND PROBATION

- A. Qualification
All unit members must meet the physical and health requirements necessary to enable them to be efficient unit members. The Board of Education reserves the

right to request a medical examination of any unit member by the school physician at any time.

B. Probationary period

With regard to all unit members, such unit members shall be placed on probation for a period of 180 days worked. If at the end of the probationary period the unit member's work is satisfactory, the unit member shall be considered to be a permanent employee of the District. New unit members shall be entitled to life insurance, health insurance and disability insurance from the commencement of employment; however, sick leave, personal leave and vacation leave benefits shall not begin to accrue until after the first sixty days of employment.

C. Unit members agree to continue to participate in the electronic sign-in/ sign-out system, currently used by all members prior to ratification of this agreement, which utilizes biometric identifying technology. Members shall be required to sign-in at the commencement of the day and shall sign-out at the end of the day.

ARTICLE 7 - EMERGENCY WORK

A. It is hereby agreed that the Union and its members shall extend cooperation to remedy an emergency.

B. Should a unit member be called to work other than his normal starting time, his pay shall commence from the time of call provided, however, the unit member shall make every effort to arrive as soon as possible.

C. Any unit member called in for an emergency on a day other than a normal working day shall be guaranteed two paid hours of work. If such unit member is called in for emergency work after six o'clock p.m., he shall be guaranteed a minimum of three paid hours of work. No additional compensation shall be made for travel time.

D. On snow days, all unit members who are assigned to work on snow emergency shall be paid at a rate of 2 ½ times the regular unit member's rate for hours worked.
(See Appendix B – Snow Operation Procedures/Payments)

E. In the event a unit member is called in to perform building check, such unit member shall receive two paid hours. No additional compensation shall be made for travel

time.

- F. In the event of any emergency, whether caused by snow, flood, rain, hurricane, fire or any other unforeseen situation, it shall be the responsibility of the unit member to contact the designated representative of the District for instructions regarding report time and place of duty assignment. In the event the emergency occurs on a weekend, normal building or District procedures as presently exist shall apply.

ARTICLE 8 - RETIREMENT

- A. Participation in the New York State Retirement System is mandatory for unit member of the competitive and noncompetitive class.
- B. Any actual change in status of the Social Security and Retirement Law of the State of New York and any contemplated changes by the Board of Education under such law shall be made known to the Union.
- C. The Board of Education shall provide the 75I retirement plan.
- D. For all unit members who have been hired by the District in the bargaining unit prior to July 1, 1987, the District will pay 85% of the cost of the Empire Health Insurance Plan, or HIP, upon said unit member's retirement, for their life. For all unit members hired after July 1, 1987, the District will pay 75% of their health insurance upon retirement. For those unit members hired after July 1, 2007, unit members must be employed a minimum of ten continuous years with the Half Hollow Hills School District to be eligible for District provided health insurance benefits in retirement.

ARTICLE 9 - RETIREMENT BENEFITS

- A. In order to be eligible for retirement benefits as outlined in this article, unit members must be 55 years of age (unless retiring under Disability Retirement), must be retiring from a NYS Retirement System, must submit a copy of retirement paperwork and submit written notice to the school district a minimum of three months prior to retirement.

Unit members hired on or after July 1, 2007, must also have a minimum of ten

years continuous District service.

1. Payment of unused sick leave days shall be made at the rate of 1/260th of the unit member's annual salary.
2. If a unit member retires prior to June 30th of the work year, payment of unused sick days shall be prorated.
3. Sick days will be reimbursed to a maximum of 200 days for twelve month unit members and a maximum of 175 days for ten month unit members.
4. Payment of the benefits described below shall be made on the unit member's actual date of termination from work.

B. Unit members hired prior to July 1, 2007, shall receive payment for unused sick leave in accordance with the following:

1. Less than 10 years service: 33 1/3% of the total of unused sick leave days
2. 10 but less than 15 years of service: 50% of the total of unused sick leave days
3. 15 but less than 20 years of service: 75% of the total of unused sick leave days
4. 20 or more years of service: One day for each day of unused sick leave days

C. Employees hired on or after July 1, 2007, shall receive payment for unused sick leave in accordance with the following:

1. 10 – 19 years of completed service: shall receive one day for each of three days of unused sick leave
2. 20 or more years of completed service: shall receive one day for each of two days of unused sick leave.

ARTICLE 10 - SAFETY COMMITTEE

The Board agrees to the establishment of a Safety Committee to be comprised of two unit members designated by the Union and two persons to be designated by the Administration, whose primary function shall be to review and consider any recommendations and/or complaints from unit members or the Union concerning the safety of any materials and/or equipment utilized by the unit members covered by this agreement and where appropriate, to make recommendation to the Administration and/or the Board.

ARTICLE 11 - WORK RULES COMMITTEE

The Board agrees to the establishment of a work Rules Committee to be comprised of two unit members designated by the Union and two persons to be designated by the Administration, who shall meet at mutually agreed times to review existing work rules and discuss and consider recommendations to the Administration for the adoption of new work rules or any other topics mutually agreed upon.

ARTICLE 12 - WORKING CONDITIONS

- A. Seniority, recognition and ability will be considered in filling positions of higher status and for movement to lateral positions. A memorandum of the existence of any vacancy in employment or the establishment of a new position shall be forwarded to the Union and a copy posted upon the bulletin board in each of the buildings of the School District. Such memorandum shall state the job classification, the location of such position, together with a deadline date prior to which applications must be received.

The parties understand that many of such positions may require the passing of an appropriate Civil Service examination.

- B. The District shall endeavor to require that any individual, group or organization using school facilities state their requirements in sufficient time prior to their use so that such equipment may be furnished to them, and to further require such user to leave the premises in the condition that they were found, and to otherwise be

responsible for furniture, equipment, apparatus and any other facilities furnished to such user by the School District.

- C. A unit member's work shift or the hours of such shift may be changed in temporary cases occasioned by emergency or sickness of other unit members. A permanent change shall not be made, however, before the superintendent or his designee has consulted with a Union representative and in any event not until he has solicited a volunteer to change to a different shift or hours.
- D. Any unit member hired to work twenty hours or more per week shall be considered a full time unit member so far as benefits provided under this Agreement are concerned.
- E. Job assignments shall be assigned to all unit members by immediate supervisors.
- F. The parties recognize that painting is an ordinary custodial activity that can be assigned to be performed during school recess periods at straight time or during an overtime activity. Coveralls, as chosen by the District, shall be made available for unit member when assigned to painting duties.
- G. Should the District contemplate any change in classifications, or establish new classifications, such action will not become final until there is full discussion with the Union.
- H. A five percent differential shall be granted to a unit member taking over a position of higher status beginning on the first day. Vacation time differential shall begin from the first day.
- I. No new unit member shall be hired on a step other than Step 1, with the exception of custodians who shall be hired on Pre-step A, without the employer first consulting with the Union.
- J. An officer and/or representative of the Union, who is requested by the Administration to perform certain duties, including the area of labor relations, shall not suffer any loss of pay.
- K. The District will afford Union Shop Steward proper recognition.
- L. Upon request by the Local 237 unit member, permission shall be granted to examine the unit member's official personnel file and the unit member shall be

allowed, at his or her own expense, to copy and/or photocopy any of the material in the file. The copy or photocopy shall be made in the District-wide Administration Office. No original material may be taken from the Office.

- M. The unit member shall have the right to answer any material filed in his or her personnel file and the answer shall be attached to such material filed in the unit member's personnel file.
- N. There shall be two custodians on all night time work shifts, provided same does not require an increase in staff members. It is the intention of the parties that for safety reasons, no worker should be allowed to remain in a building alone for more than a one hour period during night time shifts. This clause shall not apply if one of the two assigned custodians is sick, on leave or vacation.
- O. All unit members will be required to enroll in direct deposit.
- P. The evaluation procedures annexed hereto and described as Exhibit 2 shall be incorporated into this contract.
- Q. Preference shall be given for shift changes, based on seniority, provided the unit member has satisfactory evaluations.
- R. A current seniority list shall be distributed at the beginning of each year to the union liason.
- S. Unit members required to travel between buildings while working a split shift shall receive \$500 mileage compensation in the last paycheck in June each year.
- T. Unit members required by the District to have a Commercial Drivers License (CDL) shall be paid \$500 per year. The number of such unit members shall not exceed eight.
- U. Representatives of the union may, after signing in, visit members of their organization during the time unit members are not on duty. Union representatives will not conduct union business with members while on duty without administration approval.

ARTICLE 13 - ADVISORY COUNCIL OF NON-TEACHING UNIT MEMBER

Officers and/or representatives of the Union, from time to time, shall meet with the Superintendent or his designee and the Assistant Superintendent for District-wide Administration with a view towards a frank discussion of their mutual problems concerning the employment policies, practices and any recommendations concerning the working conditions of the unit members covered by this Agreement, and the affairs of the School District with reference to the nature of the work performed by such unit members. The foregoing, however, shall not preclude such officers and/or representatives from discussing with the Superintendent of Schools any of the foregoing items subsequent to their meeting with the superintendent or his designee and the Assistant Superintendent for District-wide Administration. The second Wednesday of each month from 3:00 p.m. to 4:00 p.m. shall be set aside by the Superintendent or his designee for a meeting between not more than three representatives of the Union and said Superintendent or his designee to discuss problems of mutual concern. The Union shall notify said Superintendent or his designee at least two school days in advance if they wish to meet.

ARTICLE 14 - GRIEVANCE PROCEDURES AND REGULATIONS

- A. Unit members may present grievances, free from coercion, interference, restraint, discrimination or reprisal.
- B. "Grievance" shall mean any claimed violation, misrepresentation or inequitable application of the existing laws, rules, procedures, regulations, administrative orders or work rules pertaining to the unit members covered by this Agreement or of the provisions of this Agreement provided, however, that such term shall not include any matter involving an unit member's rate of compensation (unless the unit member is claiming that he is being denied his proper compensation under the terms of this Agreement), retirement benefits, disciplinary proceeding or any matter which is otherwise reviewable pursuant to law or any rule or regulation having the force and effect of law.
- C. A unit member shall be permitted to be represented at any stage by a person of his

own choosing. The Union shall be permitted to file a grievance and same may be initiated at Stage 2.

D. Procedures for the grievance machinery shall be as follows:

Step 1. Any unit member may either orally or in writing present a grievance to his immediate superior within thirty working days after he knows, or should have known, of the event giving rise to the grievance. The supervisor shall answer the grievance either orally or in writing within seven working days.

Step 2. If the grievant is not satisfied with the answer in Step 1, a duly designated representative of the Union may submit the grievance in writing to the Superintendent or his designee within five working days after the answer in Step 1 is given to the grievant. The Superintendent or his designee shall answer the grievant in writing within fourteen working days after the grievance is submitted to him.

Step 3. If the Union is not satisfied with the answer to the grievance in Step 2, it may within five working days after receiving said answer, submit the grievance to the Board or its designee. The Board or its designee shall answer the grievance in writing within twenty working days thereafter.

If any such timely grievance is not disposed of in the foregoing grievance procedure, the Union may, within ten working days after receipt of the answer in Step 3, give to the Board written notice of its desire to submit the grievance to arbitration.

Within ten working days after the Board receives such notice, the Union may request the American Arbitration Association (AAA) to appoint the first available arbitrator from the panel of five mutually acceptable permanent arbitrators the parties submit to him to hear and determine the grievance. The AAA shall appoint the first available arbitrator from said panel, using the order in which the parties listed the arbitrators' names. If the AAA has appointed an arbitrator hereunder, the AAA shall place the arbitrator's name at the bottom of the list. For subsequent arbitrators, he shall follow the same procedure. The arbitrator shall be considered "available" hereunder if he is free to hear the grievance within forty-five days from

the date the AAA first contacts him.

Failure to submit any matter to arbitration within the time limit prescribed above shall be deemed a waiver of right to process the grievance further.

The arbitrator's authority shall be strictly limited to applying and interpreting the express terms and conditions of this Agreement. He will not have authority to add to, subtract from or otherwise amend or modify the terms of this Agreement.

The arbitrator's award upon matters properly before him shall be final and binding on the parties.

The parties shall bear equally the fees and expenses of the arbitrator.

ARTICLE 15 - LIFE INSURANCE

The Board agrees to pay the premium cost of a group term life insurance program providing each unit member covered by this Agreement with a \$10,000 life insurance policy.

ARTICLE 16 - MANAGEMENT RIGHTS

- A. The Union recognizes its responsibility to at all times act in good faith in carrying out any and all provisions of this Agreement.
- B. The Union recognizes the right of management to direct and control management policies subject to the obligations of the Agreement. Unit members will cooperate with management within the obligations of this Agreement to facilitate operation.

ARTICLE 17 - PAST BETTER CONDITIONS

- A. No provision of this Agreement shall be construed as to lower the weekly, daily or hourly wage rate of any unit member covered by this Agreement.
- B. All past written terms and conditions of employment contained in the 1978-81 Agreement between the parties hereto, as well as any improved conditions implemented in 1978-81, except as otherwise modified herein, shall remain in full force and effect for the duration of this Agreement.

- C. No part of this Agreement shall be construed as to preclude the School District from giving any further benefits to its unit members.

ARTICLE 18 - JOB SECURITY

- A. During the term of this Agreement, those members of the bargaining unit, employed as of July 1, 1982, shall not be laid off or terminated due to economic reasons. However, in the event that any of the aforesaid persons die, resign or are otherwise voluntarily terminated, the Board of Education, in its sole discretion, may not fill such vacancy and may abolish the same.
- B. Notwithstanding the foregoing, the Board may abolish any of the positions in the bargaining unit for any reason; however, the incumbent of said position, if employed on or before July 1, 1979, shall be given a job within any of the divisions of the bargaining unit, to wit, custodial, grounds men and/or maintenance, without a break in employment. Such unit member shall be paid the applicable wage rate for the division within which he has been re-employed, on the same step as his prior position. (It is understood by the parties hereto, that such re-employment elsewhere in the bargaining unit may result in a reduction or increase in wages, but not in a changing step.)

ARTICLE 19 - TAYLOR LAW

It is agreed by and between the parties, in accordance with Article 14, Section 204-a of the Taylor Law, that any provision of this Agreement requiring legislative action to permit its implementation by amendment of the law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals the day and year first above written.

Local 237, International Brotherhood
of Teamsters

By: 

Ben Carezza

International Brotherhood of Teamsters

Board of Education

Half Hollow Hills CSDE

By: 

David Kaston, President

EXHIBIT 1

STANDARDS OF CLEANLINESS AND CUSTODIAL CARE

Locker Rooms

- Daily Requirements:
1. Wash and disinfect toilet bowls, urinals and sinks
 2. Clean mirrors daily.
 3. Refill paper and soap dispensers
 4. Spot wash partitions and lockers as needed.
 5. Clean and disinfect showers.
 6. Dust as needed.
 7. Disinfect trash containers.
 8. Clean chrome fixtures.
 9. Mop and disinfect floors.
 10. Lock windows.
 11. Check room temperature.
 12. Check light replacement need - change tube and light bulbs as needed.
 13. Note any maintenance needs.
 14. Leave the room in a clean and orderly condition.
- Weekly Requirements:
1. Machine wash floors.
 2. Wash and disinfect walls.
 3. Wash partitions and lockers.

Note #1: Any tasks in addition to those outlined above which are necessary to maintain an environment conducive to the educational program will be required as needed.

School Grounds Care

Daily Requirements: 1. Police the lawn and parking lot areas surrounding the building.

Weekly Requirements: 1. Mowing and care of the lawn areas around the building.

Periodic Requirements 1. Spray and removal of weeds in sidewalk and plaza areas.
 2. Removal of weeds growing near the building.
 3. Trimming and care of shrubs and plants surrounding the school.
 4. Policing of adjoining athletic facilities on the campus.
 5. Removal of glass from parking lots.
 6. Removal of snow in conjunction with the grounds crew.

Note #1: Any tasks in addition to those outlined above which are necessary to maintain an environment conducive to the educational program will be required as needed.

Gymnasiums

- Daily Requirements:
1. Clean floor with treated mops.
 2. Spot wash walls and bleachers as needed.
 3. Clean under the bleachers.
 4. Dust as needed.
 5. Clean and disinfect mats.
 6. Clean and disinfect drinking fountains.
 7. Lock windows.
 8. Close shades or drapes.
 9. Check room temperature.
 10. Check light replacement need - change tubes and light bulbs as needed.
 11. Note any maintenance needs.
 12. Leave the hallway in a clean and orderly condition.

Note #1: Any tasks in addition to those outlined above which are necessary to maintain an environment conducive to the educational program will be required as needed.

Note #2: Summer cleaning requirements will be established differing from the academic year requirements outlined above.

Hallways

- Daily Requirements:
1. Clean floor with treated mops.
 2. Wet mop as needed.
 3. Spot wash walls as needed.
 4. Spot wash lockers as needed.
 5. Clean entrance and exit glass.
 6. Dust as necessary.
 7. Clean and disinfect drinking fountains.
 8. Lock windows.
 9. Close shades or drapes.
 10. Check temperature.
 11. Check light replacement need - change tubes and light bulbs as needed.
 12. Note any maintenance needs.
 13. Leave the hallway in a clean and orderly condition.

- Recess Requirements:
1. Strip and wax floors.
- (Two times per year)
2. High dusting.
 3. Wash interior windows.

Note #1: Any tasks in addition to those outlined above are necessary to maintain an environment conducive to the educational program will be required as needed.

Note #2: Summer cleaning requirements will be established differing from the academic year requirements outlined above.

Note #3: The frequency of floor buffing should be arranged on an individual building basis.

Classrooms

- Daily Requirements:
1. Empty wastepaper basket.
 2. Empty pencil sharpener.
 3. Dust mop or vacuum floor.
 4. Wash chalkboards and trays.
 5. Spot wash walls, doors, switch plates as necessary.
Clean desk tops as needed.
 6. Spot mop floor as necessary.
 7. Dust furniture and counter tops, align furniture.
 8. Lock windows.
 9. Close shades or drapes.
 10. Check room temperature.
 11. Check light replacement need - change tubes and light bulbs as needed.
 12. Note any maintenance needs.
 13. Leave the room in a clean and orderly condition.

- Recess Requirements:
1. Strip and wax floors.

(Two times per year)

2. High dusting.

Note #1: Any tasks in addition to those outlined above which are necessary to maintain an environment conducive to the educational program will be required as needed.

Note #2: Summer cleaning requirements will be established differing from the academic year requirements outlined above.

Toilet Rooms

- Daily Requirements:
1. Wash and disinfect toilet bowls, urinals and sinks.
 2. Clean mirrors.
 3. Refill paper and soap dispensers.
 4. Spot wash partitions as needed.
 5. Dust as needed.
 6. Disinfect trash containers.
 7. Clean chrome fixtures.
 8. Mop and disinfect floor.
 9. Lock windows.
 10. Check room temperature.
 11. Check light replacement need - change tube and light bulbs as necessary.
 12. Note any maintenance needs.
 13. Leave the room in a clean and orderly condition.
- Weekly Requirements:
1. Machine wash floor.
 2. Wash and disinfect walls.
 3. Wash partitions.

Note #1: Any tasks in addition to those outlined above which are necessary to maintain an environment conducive to the educational program will be required as needed.

Cafeteria

- Daily Requirements:
1. Wet mop floors.
 2. Spot wash walls.
 3. Wash furniture as needed.
 4. Clean and disinfect water fountains.
 5. Disinfect trash containers.
 6. Lock windows.
 7. Close shades or drapes.
 8. Check room temperature.
 9. Check light replacement need - change tubes and light bulbs as needed.
 10. Note any maintenance needs.
 11. Leave the room in a clean and orderly condition.

- Recess Requirements:
1. Strip and wax floors.

(Two times per year)

2. High dusting.

Note #1: Any tasks in addition to those outlined above which are necessary to maintain an environment conducive to the educational program will be required as needed.

Note #2: Summer cleaning requirements will be established differing from the requirements outlined above.

EXHIBIT 2

To the Evaluator:

After careful study, circle on the following pages the number that best represents your judgment of the custodial services rendered in that particular area. Transfer the scores to the summary table below. Comments relevant to the inspection may be noted in the space provided.

- Key: 1 - Unacceptable - Below Standard
2 - Acceptable - Up to minimum standards, passable
3 - Outstanding - Superior work, exceptional, very efficient

SUMMARY OF EVALUATOR'S RATING

	Score	Possible Score
1. Classrooms	_____	30
2. Hallways	_____	18
3. Auditorium/Gym	_____	18
4. Cafeteria	_____	21
5. Toilet Rooms	_____	24
6. Locker Rooms	_____	15
7. Stairways	_____	9
8. Entrances	_____	12
9. Outside Grounds	_____	12
10. Energy Use	_____	12
11. Teachers' Room	_____	15
12. Custodial Closet	_____	9
13. Boiler Room	_____	12
14. Motors	_____	6
15. Minor Repairs	_____	9
16. Custodial Unit member	_____	9
17. Reports/Records	_____	9
TOTAL SCORE	_____	240

EVALUATOR'S COMMENTS:

RATING SCALE FOR CUSTODIAL SERVICES

SCHOOL: _____ DATE: _____

EVALUATOR: _____ TIME: _____

WEATHER CONDITIONS: _____

STAFFING CONDITIONS: _____

1. Classrooms:

- | | | | | |
|----|---------------------------------------|---|---|---|
| a. | Floors appear clean | 1 | 2 | 3 |
| b. | Blackboards and trays are clean | 1 | 2 | 3 |
| c. | Room is free of dust | 1 | 2 | 3 |
| d. | Doors are free from marks and stains | 1 | 2 | 3 |
| e. | Shades are good and properly adjusted | 1 | 2 | 3 |
| f. | Lighting is good (no lights out) | 1 | 2 | 3 |
| g. | Rooms are properly heated | 1 | 2 | 3 |
| h. | Windows are clean and not broken | 1 | 2 | 3 |
| i. | Furniture clean and in good repair | 1 | 2 | 3 |
| j. | Rooms are tidy | 1 | 2 | 3 |

TOTAL: _____

2. Hallways

- | | | | | |
|----|---|---|---|---|
| a. | Floors appear clean | 1 | 2 | 3 |
| b. | Drinking fountains are clean | 1 | 2 | 3 |
| c. | Wainscoting is free of marks | 1 | 2 | 3 |
| d. | Lighting is proper | 1 | 2 | 3 |
| e. | Fire extinguishers are clean and ready | 1 | 2 | 3 |
| f. | Lockers or coat rooms are free of marks | 1 | 2 | 3 |

TOTAL: _____

3. Auditorium, All Purpose Room and/or Gymnasium:

- | | | | | |
|----|----------------------|---|---|---|
| a. | Floors appear clean | 1 | 2 | 3 |
| b. | Room is free of dust | 1 | 2 | 3 |
| c. | Furniture is clean | 1 | 2 | 3 |

- | | | | | |
|----|---------------------|---|---|---|
| d. | Lighting is proper | 1 | 2 | 3 |
| e. | Ventilation is good | 1 | 2 | 3 |
| f. | Shades are good | 1 | 2 | 3 |

TOTAL: _____

4. Cafeteria or Lunch Room:

- | | | | | |
|----|--------------------------------|---|---|---|
| a. | Floors appear clean | 1 | 2 | 3 |
| b. | Walls are clean | 1 | 2 | 3 |
| c. | Room is free of dust | 1 | 2 | 3 |
| d. | Chairs are neatly arranged | 1 | 2 | 3 |
| e. | Drinking fountains are clean | 1 | 2 | 3 |
| f. | Barrels are clean and odorless | 1 | 2 | 3 |
| g. | Table tops are washed | 1 | 2 | 3 |

TOTAL: _____

5. Toilet Rooms

- | | | | | |
|----|--|---|---|---|
| a. | Mopped clean daily | 1 | 2 | 3 |
| b. | Toilet bowls cleaned daily | 1 | 2 | 3 |
| c. | Sinks cleaned daily | 1 | 2 | 3 |
| d. | Urinals clean and free from odor | 1 | 2 | 3 |
| e. | Soap, towel and toilet paper dispensers filled | 1 | 2 | 3 |
| f. | Walls are clean | 1 | 2 | 3 |
| g. | Room is properly ventilated | 1 | 2 | 3 |
| h. | Room smells clear and clean | 1 | 2 | 3 |

TOTAL: _____

6. Shower Rooms:

- | | | | | |
|----|---------------------------------------|---|---|---|
| a. | Mopped clean daily | 1 | 2 | 3 |
| b. | Lockers clean and in good repair | 1 | 2 | 3 |
| c. | Shower heads do not leak | 1 | 2 | 3 |
| d. | Good housekeeping - room smells clean | 1 | 2 | 3 |
| e. | Walls, windows and lights are clean | 1 | 2 | 3 |

TOTAL: _____

7. Stairways:

- | | | | | |
|----|-------------|---|---|---|
| a. | Swept clean | 1 | 2 | 3 |
|----|-------------|---|---|---|

b.	Hand rails are clean	1	2	3
c.	Wainscoting is clean	1	2	3
		TOTAL: _____		
8. Entrances:				
a.	Doors are clean and free of marks	1	2	3
b.	Lobby is neat and clean	1	2	3
c.	Floors are mopped up	1	2	3
d.	Fire and exit doors closed and working properly	1	2	3
		TOTAL: _____		
9. Outside Grounds:				
a.	Lawns are well kept	1	2	3
b.	Shrubs are well trimmed	1	2	3
c.	Walks are free of ice and dirt	1	2	3
d.	Area has been policed	1	2	3
		TOTAL: _____		
10. Energy Conservation:				
a.	Building temperature within limits	1	2	3
b.	Building de-lamped	1	2	3
c.	Lights off in areas not in use	1	2	3
d.	Security lighting timed properly	1	2	3
		TOTAL: _____		
11. Teachers' Rooms				
a.	Floors appear clean	1	2	3
b.	Drapes and rugs are clean	1	2	3
c.	Rooms are well dusted	1	2	3
d.	Toilets and sinks are clean	1	2	3
e.	Rooms are tidy	1	2	3
		TOTAL: _____		
12. Custodial Closets:				
a.	Appear neat and clean	1	2	3
b.	Supplies properly stored	1	2	3
c.	Equipment well kept and orderly	1	2	3

TOTAL: _____

13. Boiler Room and Basement:

- | | | | | |
|----|---------------------------|---|---|---|
| a. | Swept and clean | 1 | 2 | 3 |
| b. | Tools are tidy | 1 | 2 | 3 |
| c. | Boilers are well painted | 1 | 2 | 3 |
| d. | There are no fire hazards | 1 | 2 | 3 |

TOTAL: _____

14 Motors:

- | | | | | |
|----|----------------------|---|---|---|
| a. | Are properly oiled | 1 | 2 | 3 |
| b. | Are properly cleaned | 1 | 2 | 3 |

TOTAL: _____

15. Minor Repairs:

- | | | | | |
|----|--|---|---|---|
| a. | Minor repairs are made properly | 1 | 2 | 3 |
| b. | Minor repairs are made promptly | 1 | 2 | 3 |
| c. | Repairs which cannot be made by custodian
are reported by requisition | 1 | 2 | 3 |

TOTAL: _____

16. Custodial Unit member Appearance and Personal Habits:

- | | | | | |
|----|-----------------------------------|---|---|---|
| a. | Custodial staff is in uniform | 1 | 2 | 3 |
| b. | Displays cooperative attitude | 1 | 2 | 3 |
| c. | Custodial/Teacher-Pupil relations | 1 | 2 | 3 |

TOTAL: _____

17. Reports and Records:

- | | | | | |
|----|--|---|---|---|
| a. | Reports are made on time | 1 | 2 | 3 |
| b. | Copy of all reports is on file in the
Custodian's office. | 1 | 2 | 3 |
| c. | All records, requisitions and reports
are kept neat and clean | 1 | 2 | 3 |
| d. | Minor repairs are made promptly | 1 | 2 | 3 |

TOTAL: _____

Adjustment of Schedules during Summers and Breaks/Recess Periods Contractual Language Clarification



Regarding employees adjusting their scheduled start and end times during summers and breaks, the parties agree to the following:

- If all Grounds employees agree to shift their schedule during the summer earlier by one hour (from 7:00 am to 3:30 pm TO 6:00 am to 2:30 pm), then all Grounds employees shall work from 6:00 am to 2:30 pm during the summer.
 - "Summer" schedule adjustment shall refer to the time period beginning with the Monday following the District's official "last day of school" as indicated on the official school calendar through and including the last Friday prior to teachers returning to Superintendent's Conference Day. In the event that ending the summer schedule on the last Friday would not allow for at least two weekdays for facilities staff to work regular shifts, the last day of the summer schedule will be the Tuesday prior to Superintendent's Conference Day.
 - *For example, for the summer of 2019, the summer schedule noted herein would end Tuesday, August 27, 2019 (meaning the facilities staff work their regular shifts Wednesday, Thursday and Friday of that week). For the summer of 2020, the summer schedule would commence on Monday, June 29, 2020 and end Friday, August 28, 2020 (projecting Superintendent's Conference Day on Friday, September 4, 2020).*
- If all Custodial employees currently assigned to the 1:00 pm to 9:30 pm shift agree to adjust their schedule during the summer to 7:00 am to 3:30 pm, then all Custodial employees currently on the 1:00 pm to 9:30 pm shift shall work from 7:00 am to 3:30 pm during the summer.
 - Night differential payment shall remain during the established summer schedule shift.
 - "Summer" schedule adjustment shall refer to the time period beginning with the Monday following the District's official "last day of school" as indicated on the official school calendar through and including the last Friday prior to teachers returning to Superintendent's Conference Day. In the event that ending the summer schedule on the last Friday would not allow for at least two weekdays for facilities staff to work regular shifts,

the last day of the summer schedule will be the Tuesday prior to Superintendent's Conference Day.


- *For example, for the summer of 2019, the summer schedule noted herein would end Tuesday, August 27, 2019 (meaning the facilities staff work their regular shifts Wednesday, Thursday and Friday of that week). For the summer of 2020, the summer schedule would commence on Monday, June 29, 2020 and end Friday, August 28, 2020 (projecting Superintendent's Conference Day on Friday, September 4, 2020).*
- If all Custodial employees currently assigned to the elementary buildings agree to adjust their schedule during the summer to 7:00 am to 3:30 pm, then all Custodial employees currently assigned to the elementary buildings shall work from 7:00 am to 3:30 pm during the summer.
 - Night differential payment shall remain during the established summer schedule shift.
 - "Summer" schedule adjustment shall refer to the time period beginning with the Monday following the District's official "last day of school" as indicated on the official school calendar through and including the last Friday prior to teachers returning to Superintendent's Conference Day. In the event that ending the summer schedule on the last Friday would not allow for at least two weekdays for facilities staff to work regular shifts, the last day of the summer schedule will be the Tuesday prior to Superintendent's Conference Day.
 - *For example, for the summer of 2019, the summer schedule noted herein would end Tuesday, August 27, 2019 (meaning the facilities staff work their regular shifts Wednesday, Thursday and Friday of that week). For the summer of 2020, the summer schedule would commence on Monday, June 29, 2020 and end Friday, August 28, 2020 (projecting Superintendent's Conference Day on Friday, September 4, 2020).*
- Other than those specifically described above, all other schedule shifts – no matter the employee, shift, and/or time of year (i.e. individual days schools are closed, full recess periods) – are at the discretion of Management such that should Management decide that individual and/or group requests for schedule adjustments – no matter how slight – are not in the best interest of the District for whatever reason then such requests shall be denied (individually and/or collectively) without any further recourse by the employee. Should a schedule shift be approved, night differential (if applicable) shall remain.

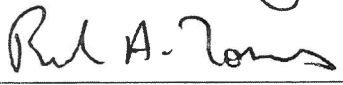
- For example, an employee who works a mid-day or evening shift at a secondary-level building requests to work during the day in the summer due to his own personal preference. If the District determines that such shift does not benefit the District, then that employee's request will be denied with no further recourse by said employee to have the District reevaluate given the ability for others to adjust their schedules pursuant to this agreement.
- For example, an employee who works a mid-day or evening shift at a secondary-level building requests to work during the day in the summer due to a special project occurring at the building. If the District determines that such shift change benefits the District, then that employee's request will be approved for a specific period of time as established by the District with no further recourse by said employee to have the District reevaluate given the ability for others to adjust their schedules pursuant to this agreement.
- For example, an employee who works a mid-day or evening shift at a secondary-level building requests to work during the day during a particular recess period due to his own personal preference. If the District determines that such shift does not benefit the District, then that employee's request will be denied with no further recourse by said employee to have the District reevaluate given the ability for others to adjust their schedules pursuant to this agreement.
- For example, a group of employees requests to shift their schedule earlier by several hours during a specific recess period. If the District determines that such schedule shift does not benefit the District, then that employee's (or group's) request will be denied with no further recourse by said employee/group to have the District reevaluate given the ability for others to adjust their schedules pursuant to this agreement.

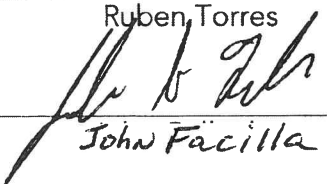
The above accurately reflects the expectations and agreement regarding employees adjusting their schedules during summers and breaks/recess periods.

Agreed to and understood by the Half Hollow Hills School District and the Teamsters Union:

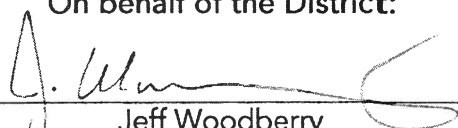
On behalf of the Union:

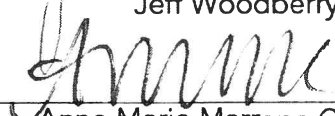

Ben Carenza

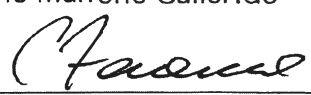

Ruben Torres


John Facilla

On behalf of the District:


Jeff Woodberry


Anne Marie Marrone Caliendo


Carlo Ferrero

Snow Operation Procedures/Payments and Contractual Language Clarification



- DELAYED OPENINGS AND EARLY DISMISSALS
 - If the District calls a delayed opening or early dismissal, unit members do not receive "prime time" pay for any hours worked during these days.
- CLOSURE
 1. When the District calls a full school closure, unit members shall receive "prime time" pay for the hours actually worked beginning with midnight of the day (and for the subsequent 24 hours) of the closure except when a unit member's regular shift crosses over two calendar days. In this situation, refer to bullet number two below. Any hours worked on snow removal the day before the closure are not at "prime time" pay.
 - *For example, if a unit member works overtime from 9:00 pm on "day one" through 2:00 am on "day two" (when "day two" was deemed a school closure due to inclement weather), said unit member shall receive "prime time" pay for the time period midnight to 2:00 am on "day two".*
 2. If a unit member's standard work schedule crosses two calendar days (i.e. 5:00 pm to 1:30 am shift), such unit member shall be paid "prime time" pay only for such hours worked after his regular shift ends.
 - *For example, if such unit member works from 5:00 pm on "day one" through until 4:00 am on "day two" (when "day two" was deemed a school closure due to inclement weather) said unit member shall receive "prime time" pay for the time period 1:30 am on "day two" until 4:00 am on "day two".*
 3. When unit members ARE given advance notice regarding the District's snow removal plans during an emergency situation, the following procedure will be followed:
 - Unit members shall receive payment for all hours worked beginning with the point of arrival (finger scan) at the District.
 - *For example, a unit member is contacted at 9:00 pm on "day one" or "day before" regarding the need for him to be at work at 4:00 am on "day two" or "day of" to address snow removal. The unit member is expected to be at work at 4:00 am on "day two" and will be paid from that point forward.*
 - For the purposes of this agreement, the definition of unit members being given advance notice regarding the District's plans refers to unit members receiving a call from the District the evening before the school closure (even if at that point the school closure has not been called yet).
 - *For example, if unit members are contacted at 9:00 pm on "day one" or "day before" regarding the need for them to be at work at 4:00 am on "day two" or "day of" to handle snow removal, then this is considered "advance notice".*

- Should something change with the weather which requires the District to contact unit members on the "day of" with an adjusted (earlier) arrival time than what was previously communicated to them, the unit members who work would be paid from the point of call with the adjusted arrival time. The expectation is that all unit members shall arrive at the building in a safe but timely way. Unit members who arrive beyond a reasonable period of time as determined by Administration shall be required to attend a meeting for the purposes of reviewing how/if said member(s) will be compensated for the time taken to arrive at the building after the point of call.

Meal breaks:

- A unit member working eight or more continuous hours is required to take a half hour meal break for their own health and safety. As a result, unit members working eight or more continuous hours will have a half hour meal deduction automatically removed from his total hours worked.

Communication:

- During emergency situations, unit members are expected to be reachable on the phone number they have designated on the District's Emergency Contact List.

The above details accurately clarify the procedures/payments to be followed in the event of a delayed opening/early dismissal and/or building closure due to a severe weather condition or other emergency.

Agreed to and understood by the following parties who were in attendance at a meeting at Central Office on October 22, 2018:

On behalf of the Union:

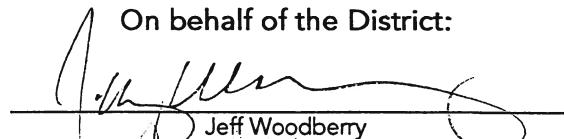

Ben Carenza

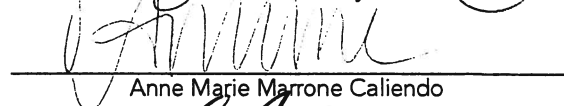

Ruben Torres


Greg Vaccaro


John Gallagher

On behalf of the District:


Jeff Woodberry


Anne Marie Marrone Caliendo


Carlo Ferrero

HALF HOLLOW HILLS CENTRAL SCHOOL DISTRICT
CUSTODIANS, MAINTENANCE MECHANICS, GROUNDS KEEPERS
Salary Schedule for Employees Hired Before July 1, 2011
July 1, 2021 - June 30, 2022

STEP	GROUNDS KEEPER or		GROUNDS FOREMAN or		MAINTENANCE MECHANIC		MAINTENANCE FOREMAN	
	CUSTODIAN	HEAD CUSTODIAN	CHIEF CUSTODIAN					
Pre-step A	\$52,891							
Pre-step B	\$55,109							
1	\$57,778	\$65,112	\$68,570		\$67,112		\$70,570	
2	\$59,939	\$67,275	\$71,366		\$69,275		\$73,366	
3	\$62,089	\$69,435	\$74,394		\$71,435		\$76,394	
4	\$64,248	\$71,583	\$76,980		\$73,583		\$78,980	
5	\$66,406	\$73,745	\$79,788		\$75,745		\$81,788	
6	\$68,561	\$75,903	\$82,597		\$77,903		\$84,597	
7	\$73,351	\$80,959	\$88,576		\$82,959		\$90,576	
8	\$73,351	\$80,959	\$88,576		\$82,959		\$90,576	
9	\$73,351	\$80,959	\$88,576		\$82,959		\$90,576	
10	\$73,351	\$80,959	\$88,576		\$82,959		\$90,576	
11	\$74,438	\$82,051	\$89,663		\$84,051		\$91,663	
12	\$74,438	\$82,051	\$89,663		\$84,051		\$91,663	
13	\$74,438	\$82,051	\$89,663		\$84,051		\$91,663	
14	\$74,438	\$82,051	\$89,663		\$84,051		\$91,663	
15	\$74,438	\$82,051	\$89,663		\$84,051		\$91,663	
16	\$75,529	\$83,139	\$90,754		\$85,139		\$92,754	
17	\$75,529	\$83,139	\$90,754		\$85,139		\$92,754	
18	\$75,529	\$83,139	\$90,754		\$85,139		\$92,754	
19	\$75,529	\$83,139	\$90,754		\$85,139		\$92,754	
20	\$75,529	\$83,139	\$90,754		\$85,139		\$92,754	
21	\$76,798	\$84,408	\$92,024		\$86,408		\$94,024	
22	\$76,798	\$84,408	\$92,024		\$86,408		\$94,024	
23	\$76,798	\$84,408	\$92,024		\$86,408		\$94,024	
24	\$76,798	\$84,408	\$92,024		\$86,408		\$94,024	
25	\$76,798	\$84,408	\$92,024		\$86,408		\$94,024	
26	\$78,070	\$85,678	\$93,295		\$87,678		\$95,295	

HALF HOLLOW HILLS CENTRAL SCHOOL DISTRICT
CUSTODIANS, MAINTENANCE MECHANICS, GROUNDS KEEPERS
Salary Schedule for Employees Hired Before July 1, 2011
July 1, 2022 - June 30, 2023

STEP	CUSTODIAN	HEAD CUSTODIAN or	GROUNDS KEEPER or	GROUNDS FOREMAN or	MAINTENANCE MECHANIC	MAINTENANCE FOREMAN
Pre-step A	\$53,684					
Pre-step B	\$55,936					
1	\$58,645	\$66,089		\$69,599	\$68,119	\$71,629
2	\$60,838	\$68,284		\$72,436	\$70,314	\$74,466
3	\$63,020	\$70,477		\$75,510	\$72,507	\$77,540
4	\$65,212	\$72,657		\$78,135	\$74,687	\$80,165
5	\$67,402	\$74,851		\$80,985	\$76,881	\$83,015
6	\$69,589	\$77,042		\$83,836	\$79,072	\$85,866
7	\$74,451	\$82,173		\$89,905	\$84,203	\$91,935
8	\$74,451	\$82,173		\$89,905	\$84,203	\$91,935
9	\$74,451	\$82,173		\$89,905	\$84,203	\$91,935
10	\$74,451	\$82,173		\$89,905	\$84,203	\$91,935
11	\$75,555	\$83,282		\$91,008	\$85,312	\$93,038
12	\$75,555	\$83,282		\$91,008	\$85,312	\$93,038
13	\$75,555	\$83,282		\$91,008	\$85,312	\$93,038
14	\$75,555	\$83,282		\$91,008	\$85,312	\$93,038
15	\$75,555	\$83,282		\$91,008	\$85,312	\$93,038
16	\$76,662	\$84,386		\$92,115	\$86,416	\$94,145
17	\$76,662	\$84,386		\$92,115	\$86,416	\$94,145
18	\$76,662	\$84,386		\$92,115	\$86,416	\$94,145
19	\$76,662	\$84,386		\$92,115	\$86,416	\$94,145
20	\$76,662	\$84,386		\$92,115	\$86,416	\$94,145
21	\$77,950	\$85,674		\$93,404	\$87,704	\$95,434
22	\$77,950	\$85,674		\$93,404	\$87,704	\$95,434
23	\$77,950	\$85,674		\$93,404	\$87,704	\$95,434
24	\$77,950	\$85,674		\$93,404	\$87,704	\$95,434
25	\$77,950	\$85,674		\$93,404	\$87,704	\$95,434
26	\$79,241	\$86,963		\$94,694	\$88,993	\$96,724

HALF HOLLOW HILLS CENTRAL SCHOOL DISTRICT
CUSTODIANS, MAINTENANCE MECHANICS, GROUNDS KEEPERS
Salary Schedule for Employees Hired Before July 1, 2011
July 1, 2023 - June 30, 2024

STEP	CUSTODIAN	HEAD CUSTODIAN or	GROUNDS KEEPER or	GROUNDS FOREMAN or	CHIEF CUSTODIAN	MAINTENANCE MECHANIC	MAINTENANCE FOREMAN
Pre-step A	\$54,489						
Pre-step B	\$56,775						
1	\$59,525	\$67,080			\$70,643	\$69,141	\$72,703
2	\$61,751	\$69,308			\$73,523	\$71,369	\$75,583
3	\$63,965	\$71,534			\$76,643	\$73,595	\$78,703
4	\$66,190	\$73,747			\$79,307	\$75,807	\$81,367
5	\$68,413	\$75,974			\$82,200	\$78,034	\$84,260
6	\$70,633	\$78,198			\$85,094	\$80,258	\$87,154
7	\$75,568	\$83,406			\$91,254	\$85,466	\$93,314
8	\$75,568	\$83,406			\$91,254	\$85,466	\$93,314
9	\$75,568	\$83,406			\$91,254	\$85,466	\$93,314
10	\$75,568	\$83,406			\$91,254	\$85,466	\$93,314
11	\$76,688	\$84,531			\$92,373	\$86,592	\$94,434
12	\$76,688	\$84,531			\$92,373	\$86,592	\$94,434
13	\$76,688	\$84,531			\$92,373	\$86,592	\$94,434
14	\$76,688	\$84,531			\$92,373	\$86,592	\$94,434
15	\$76,688	\$84,531			\$92,373	\$86,592	\$94,434
16	\$77,812	\$85,652			\$93,497	\$87,712	\$95,557
17	\$77,812	\$85,652			\$93,497	\$87,712	\$95,557
18	\$77,812	\$85,652			\$93,497	\$87,712	\$95,557
19	\$77,812	\$85,652			\$93,497	\$87,712	\$95,557
20	\$77,812	\$85,652			\$93,497	\$87,712	\$95,557
21	\$79,119	\$86,959			\$94,805	\$89,020	\$96,866
22	\$79,119	\$86,959			\$94,805	\$89,020	\$96,866
23	\$79,119	\$86,959			\$94,805	\$89,020	\$96,866
24	\$79,119	\$86,959			\$94,805	\$89,020	\$96,866
25	\$79,119	\$86,959			\$94,805	\$89,020	\$96,866
26	\$80,430	\$88,267			\$96,114	\$90,328	\$98,175

HALF HOLLOW HILLS CENTRAL SCHOOL DISTRICT
CUSTODIANS, MAINTENANCE MECHANICS, GROUNDS KEEPERS
Salary Schedule for Employees Hired Before July 1, 2011
July 1, 2024 - June 30, 2025

STEP	CUSTODIAN	HEAD CUSTODIAN or	GROUNDS KEEPER or	GROUNDS FOREMAN or	MAINTENANCE MECHANIC	MAINTENANCE FOREMAN
Pre-step A	\$55,306					
Pre-step B	\$57,627					
1	\$60,418	\$68,086		\$71,703	\$70,178	\$73,794
2	\$62,677	\$70,348		\$74,626	\$72,440	\$76,717
3	\$64,924	\$72,607		\$77,793	\$74,699	\$79,884
4	\$67,183	\$74,853		\$80,497	\$76,944	\$82,588
5	\$69,439	\$77,114		\$83,433	\$79,205	\$85,524
6	\$71,692	\$79,371		\$86,370	\$81,462	\$88,461
7	\$76,702	\$84,657		\$92,623	\$86,748	\$94,714
8	\$76,702	\$84,657		\$92,623	\$86,748	\$94,714
9	\$76,702	\$84,657		\$92,623	\$86,748	\$94,714
10	\$76,702	\$84,657		\$92,623	\$86,748	\$94,714
11	\$77,838	\$85,799		\$93,759	\$87,891	\$95,851
12	\$77,838	\$85,799		\$93,759	\$87,891	\$95,851
13	\$77,838	\$85,799		\$93,759	\$87,891	\$95,851
14	\$77,838	\$85,799		\$93,759	\$87,891	\$95,851
15	\$77,838	\$85,799		\$93,759	\$87,891	\$95,851
16	\$78,979	\$86,937		\$94,899	\$89,028	\$96,990
17	\$78,979	\$86,937		\$94,899	\$89,028	\$96,990
18	\$78,979	\$86,937		\$94,899	\$89,028	\$96,990
19	\$78,979	\$86,937		\$94,899	\$89,028	\$96,990
20	\$78,979	\$86,937		\$94,899	\$89,028	\$96,990
21	\$80,306	\$88,263		\$96,227	\$90,355	\$98,319
22	\$80,306	\$88,263		\$96,227	\$90,355	\$98,319
23	\$80,306	\$88,263		\$96,227	\$90,355	\$98,319
24	\$80,306	\$88,263		\$96,227	\$90,355	\$98,319
25	\$80,306	\$88,263		\$96,227	\$90,355	\$98,319
26	\$81,636	\$89,591		\$97,556	\$91,683	\$99,648

HALF HOLLOW HILLS CENTRAL SCHOOL DISTRICT
CUSTODIANS, MAINTENANCE MECHANICS, GROUNDS KEEPERS
Salary Schedule for Employees Hired Before July 1, 2011
July 1, 2025 - June 30, 2026

STEP	GROUNDS KEEPER or		GROUNDS FOREMAN or		MAINTENANCE MECHANIC		MAINTENANCE FOREMAN	
	CUSTODIAN	HEAD CUSTODIAN	CHIEF CUSTODIAN					
Pre-step A	\$56,136							
Pre-step B	\$58,491							
1	\$61,324	\$69,107	\$72,779			\$71,231		\$74,901
2	\$63,617	\$71,403	\$75,745			\$73,527		\$77,868
3	\$65,898	\$73,696	\$78,960			\$75,819		\$81,082
4	\$68,191	\$75,976	\$81,704			\$78,098		\$83,827
5	\$70,481	\$78,271	\$84,684			\$80,393		\$86,807
6	\$72,767	\$80,562	\$87,666			\$82,684		\$89,788
7	\$77,853	\$85,927	\$94,012			\$88,049		\$96,135
8	\$77,853	\$85,927	\$94,012			\$88,049		\$96,135
9	\$77,853	\$85,927	\$94,012			\$88,049		\$96,135
10	\$77,853	\$85,927	\$94,012			\$88,049		\$96,135
11	\$79,006	\$87,086	\$95,165			\$89,209		\$97,289
12	\$79,006	\$87,086	\$95,165			\$89,209		\$97,289
13	\$79,006	\$87,086	\$95,165			\$89,209		\$97,289
14	\$79,006	\$87,086	\$95,165			\$89,209		\$97,289
15	\$79,006	\$87,086	\$95,165			\$89,209		\$97,289
16	\$80,164	\$88,241	\$96,322			\$90,363		\$98,445
17	\$80,164	\$88,241	\$96,322			\$90,363		\$98,445
18	\$80,164	\$88,241	\$96,322			\$90,363		\$98,445
19	\$80,164	\$88,241	\$96,322			\$90,363		\$98,445
20	\$80,164	\$88,241	\$96,322			\$90,363		\$98,445
21	\$81,511	\$89,587	\$97,670			\$91,710		\$99,794
22	\$81,511	\$89,587	\$97,670			\$91,710		\$99,794
23	\$81,511	\$89,587	\$97,670			\$91,710		\$99,794
24	\$81,511	\$89,587	\$97,670			\$91,710		\$99,794
25	\$81,511	\$89,587	\$97,670			\$91,710		\$99,794
26	\$82,861	\$90,935	\$99,019			\$93,058		\$101,143

HALF HOLLOW HILLS CENTRAL SCHOOL DISTRICT
CUSTODIANS, MAINTENANCE MECHANICS, GROUNDS KEEPERS
Salary Schedule for Employees Hired After July 1, 2011
July 1, 2021 - June 30, 2022

STEP	GROUNDS KEEPER or		GROUNDS FOREMAN or		MAINTENANCE	
	CUSTODIAN	HEAD CUSTODIAN	CHIEF CUSTODIAN	MECHANIC	FOREMAN	
1	\$52,333	\$58,974	\$62,105	\$60,974	\$64,105	
2	\$53,249	\$60,006	\$63,192	\$62,006	\$65,192	
3	\$54,181	\$61,056	\$64,298	\$63,056	\$66,298	
4	\$55,129	\$62,125	\$65,424	\$64,125	\$67,424	
5	\$56,092	\$63,212	\$66,569	\$65,212	\$68,569	
6	\$57,073	\$64,320	\$67,735	\$66,320	\$69,735	
7	\$58,072	\$65,444	\$68,920	\$67,444	\$70,920	
8	\$59,088	\$66,589	\$70,125	\$68,589	\$72,125	
9	\$60,123	\$67,754	\$71,352	\$69,754	\$73,352	
10	\$61,176	\$68,940	\$72,601	\$70,940	\$74,601	
11	\$62,247	\$70,147	\$73,871	\$72,147	\$75,871	
12	\$63,336	\$71,374	\$75,164	\$73,374	\$77,164	
13	\$64,444	\$72,623	\$76,479	\$74,623	\$78,479	
14	\$65,572	\$73,894	\$77,818	\$75,894	\$79,818	
15	\$66,720	\$75,187	\$79,181	\$77,187	\$81,181	
16	\$67,886	\$76,503	\$80,566	\$78,503	\$82,566	
17	\$69,075	\$77,841	\$81,975	\$79,841	\$83,975	
18	\$70,284	\$79,203	\$83,410	\$81,203	\$85,410	
19	\$71,514	\$80,590	\$84,869	\$82,590	\$86,869	
20	\$72,764	\$82,000	\$86,353	\$84,000	\$88,353	

HALF HOLLOW HILLS CENTRAL SCHOOL DISTRICT
CUSTODIANS, MAINTENANCE MECHANICS, GROUNDS KEEPERS
Salary Schedule for Employees Hired After July 1, 2011
July 1, 2022 - June 30, 2023

STEP	GROUNDS KEEPER or		GROUNDS FOREMAN or		MAINTENANCE	
	CUSTODIAN	HEAD CUSTODIAN	CHIEF CUSTODIAN	MECHANIC	FOREMAN	
1	\$53,118	\$59,859	\$63,037	\$61,889	\$65,067	
2	\$54,048	\$60,906	\$64,140	\$62,936	\$66,170	
3	\$54,994	\$61,972	\$65,262	\$64,002	\$67,292	
4	\$55,956	\$63,057	\$66,405	\$65,087	\$68,435	
5	\$56,933	\$64,160	\$67,568	\$66,190	\$69,598	
6	\$57,929	\$65,285	\$68,751	\$67,315	\$70,781	
7	\$58,943	\$66,426	\$69,954	\$68,456	\$71,984	
8	\$59,974	\$67,588	\$71,177	\$69,618	\$73,207	
9	\$61,025	\$68,770	\$72,422	\$70,800	\$74,452	
10	\$62,094	\$69,974	\$73,690	\$72,004	\$75,720	
11	\$63,181	\$71,199	\$74,979	\$73,229	\$77,009	
12	\$64,286	\$72,445	\$76,291	\$74,475	\$78,321	
13	\$65,411	\$73,712	\$77,626	\$75,742	\$79,656	
14	\$66,556	\$75,002	\$78,985	\$77,032	\$81,015	
15	\$67,721	\$76,315	\$80,369	\$78,345	\$82,399	
16	\$68,904	\$77,651	\$81,774	\$79,681	\$83,804	
17	\$70,111	\$79,009	\$83,205	\$81,039	\$85,235	
18	\$71,338	\$80,391	\$84,661	\$82,421	\$86,691	
19	\$72,587	\$81,799	\$86,142	\$83,829	\$88,172	
20	\$73,855	\$83,230	\$87,648	\$85,260	\$89,678	

HALF HOLLOW HILLS CENTRAL SCHOOL DISTRICT
CUSTODIANS, MAINTENANCE MECHANICS, GROUNDS KEEPERS
Salary Schedule for Employees Hired After July 1, 2011
July 1, 2023 - June 30, 2024

STEP	GROUNDS KEEPER or		GROUNDS FOREMAN or		MAINTENANCE MECHANIC		MAINTENANCE FOREMAN	
	CUSTODIAN	HEAD CUSTODIAN	CHIEF CUSTODIAN					
1	\$53,915	\$60,757	\$63,983			\$62,817		\$66,043
2	\$54,859	\$61,820	\$65,102			\$63,880		\$67,163
3	\$55,819	\$62,902	\$66,241			\$64,962		\$68,301
4	\$56,795	\$64,003	\$67,401			\$66,063		\$69,462
5	\$57,787	\$65,122	\$68,582			\$67,183		\$70,642
6	\$58,798	\$66,264	\$69,782			\$68,325		\$71,843
7	\$59,827	\$67,422	\$71,003			\$69,483		\$73,064
8	\$60,874	\$68,602	\$72,245			\$70,662		\$74,305
9	\$61,940	\$69,802	\$73,508			\$71,862		\$75,569
10	\$63,025	\$71,024	\$74,795			\$73,084		\$76,856
11	\$64,129	\$72,267	\$76,104			\$74,327		\$78,164
12	\$65,250	\$73,532	\$77,435			\$75,592		\$79,496
13	\$66,392	\$74,818	\$78,790			\$76,878		\$80,851
14	\$67,554	\$76,127	\$80,170			\$78,187		\$82,230
15	\$68,737	\$77,460	\$81,575			\$79,520		\$83,635
16	\$69,938	\$78,816	\$83,001			\$80,876		\$85,061
17	\$71,163	\$80,194	\$84,453			\$82,255		\$86,514
18	\$72,408	\$81,597	\$85,931			\$83,657		\$87,991
19	\$73,676	\$83,026	\$87,434			\$85,086		\$89,495
20	\$74,963	\$84,478	\$88,963			\$86,539		\$91,023

HALF HOLLOW HILLS CENTRAL SCHOOL DISTRICT
CUSTODIANS, MAINTENANCE MECHANICS, GROUNDS KEEPERS
Salary Schedule for Employees Hired After July 1, 2011
July 1, 2024 - June 30, 2025

STEP	GROUNDS KEEPER or		GROUNDS FOREMAN or		MAINTENANCE	
	CUSTODIAN	HEAD CUSTODIAN	CHIEF CUSTODIAN	MECHANIC	FOREMAN	
1	\$54,724	\$61,668	\$64,943	\$63,759	\$67,034	
2	\$55,682	\$62,747	\$66,079	\$64,838	\$68,170	
3	\$56,656	\$63,846	\$67,235	\$65,936	\$69,326	
4	\$57,647	\$64,963	\$68,412	\$67,054	\$70,504	
5	\$58,654	\$66,099	\$69,611	\$68,191	\$71,702	
6	\$59,680	\$67,258	\$70,829	\$69,350	\$72,921	
7	\$60,724	\$68,433	\$72,068	\$70,525	\$74,160	
8	\$61,787	\$69,631	\$73,329	\$71,722	\$75,420	
9	\$62,869	\$70,849	\$74,611	\$72,940	\$76,703	
10	\$63,970	\$72,089	\$75,917	\$74,180	\$78,009	
11	\$65,091	\$73,351	\$77,246	\$75,442	\$79,336	
12	\$66,229	\$74,635	\$78,597	\$76,726	\$80,688	
13	\$67,388	\$75,940	\$79,972	\$78,031	\$82,064	
14	\$68,567	\$77,269	\$81,373	\$79,360	\$83,463	
15	\$69,768	\$78,622	\$82,799	\$80,713	\$84,890	
16	\$70,987	\$79,998	\$84,246	\$82,089	\$86,337	
17	\$72,230	\$81,397	\$85,720	\$83,489	\$87,812	
18	\$73,494	\$82,821	\$87,220	\$84,912	\$89,311	
19	\$74,781	\$84,271	\$88,746	\$86,362	\$90,837	
20	\$76,087	\$85,745	\$90,297	\$87,837	\$92,388	

HALF HOLLOW HILLS CENTRAL SCHOOL DISTRICT
CUSTODIANS, MAINTENANCE MECHANICS, GROUNDS KEEPERS
Salary Schedule for Employees Hired After July 1, 2011
July 1, 2025 - June 30, 2026

STEP	GROUNDS KEEPER or		GROUNDS FOREMAN or		MAINTENANCE	
	CUSTODIAN	HEAD CUSTODIAN	CHIEF CUSTODIAN	MECHANIC	FOREMAN	
1	\$55,545	\$62,593	\$65,917	\$64,715	\$68,040	
2	\$56,517	\$63,688	\$67,070	\$65,811	\$69,193	
3	\$57,506	\$64,804	\$68,244	\$66,925	\$70,366	
4	\$58,512	\$65,937	\$69,438	\$68,060	\$71,562	
5	\$59,534	\$67,090	\$70,655	\$69,214	\$72,778	
6	\$60,575	\$68,267	\$71,891	\$70,390	\$74,015	
7	\$61,635	\$69,459	\$73,149	\$71,583	\$75,272	
8	\$62,714	\$70,675	\$74,429	\$72,798	\$76,551	
9	\$63,812	\$71,912	\$75,730	\$74,034	\$77,854	
10	\$64,930	\$73,170	\$77,056	\$75,293	\$79,179	
11	\$66,067	\$74,451	\$78,405	\$76,574	\$80,526	
12	\$67,222	\$75,755	\$79,776	\$77,877	\$81,898	
13	\$68,399	\$77,079	\$81,172	\$79,201	\$83,295	
14	\$69,596	\$78,428	\$82,594	\$80,550	\$84,715	
15	\$70,815	\$79,801	\$84,041	\$81,924	\$86,163	
16	\$72,052	\$81,198	\$85,510	\$83,320	\$87,632	
17	\$73,313	\$82,618	\$87,006	\$84,741	\$89,129	
18	\$74,596	\$84,063	\$88,528	\$86,186	\$90,651	
19	\$75,903	\$85,535	\$90,077	\$87,657	\$92,200	
20	\$77,228	\$87,031	\$91,651	\$89,155	\$93,774	