

**FLORA COMMUNITY UNIT SCHOOL DISTRICT NO. 35**

**AMENDMENT TO AGREEMENT**

The Board of Education of the Flora Community Unit School District No. 35, Clay County, Illinois, and the International Brotherhood of Electrical Workers, Local 702, hereby agree to amend the contractual agreement between them that is in effect for the period July 1, 2009 until June 30, 2012, as follows:

- A. Incorporate into the negotiated agreement new Appendix C, Custodian and Maintenance Employee Wage Schedule, applicable for years 2010-2011 and 2011-2012, as attached:
  
- B. Incorporate into the negotiated agreement new Appendix D, Custodian and Maintenance Employee Wage Summary, effective July 1, 2010, as attached:

**THIS AMENDMENT** is signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**IN WITNESS WHEREOF:**

For the International Brotherhood  
of Electrical Workers, Local 702

For the Board of Education,  
Flora Community Unit School  
District No. 35

\_\_\_\_\_  
Business Manager

\_\_\_\_\_  
President

\_\_\_\_\_  
Business Representative

\_\_\_\_\_  
Secretary

APPENDIX C

FLORA COMMUNITY UNIT SCHOOL DISTRICT NO. 35

Custodian and Maintenance Employee Wage Schedule

Effective July 1, 2010

	Revised <u>2009-10</u>	<u>2010-11</u>	<u>2011-12</u>
Beginning wage rate	\$ 9.80	\$10.04	\$10.24
Upon completion of two years employment	10.30	10.54	10.74
Upon completion of four years employment	10.80	11.04	11.24
Upon completion of six years employment	11.30	11.54	11.74
Upon completion of eight years employment	11.80	12.04	12.24
Upon completion of ten years employment	12.30	12.54	12.74
Upon completion of twelve years employment	12.80	13.04	13.24
<b><u>Off Schedule</u></b>			
Young	14.10	-	-
Mcknight, W.	14.10	14.34	14.54
Eckleberry	16.60	16.84	17.04
Gaines	15.65	15.89	16.09

**NOTES:**

1. All wage increases are effective as of July 1st of each year. The date of employment must be prior to October 1st in order to count as a year of employment for moving from one category to the next.
2. Lead custodians shall be paid an additional \$ .50 per hour. Lead custodians are those custodians who direct and supervise other custodians. Currently the custodians who qualify as lead custodians are Wasion and Yates.  
  
To transition to this change those custodians currently receiving extra pay for being lead custodians, although not supervising other custodians (Eastin and Stoecklin) are "grandfathered" to receive the additional \$ .50 per hour for the term of this agreement.
3. Those employees listed as "off schedule" will be paid the wages set forth. These wages take into consideration the current wages received by these individuals, including any additional stipends and/or salary cap stipends being received.
4. The beginning wage rate for new employees shall be determined by the Board of Education based upon the qualifications and experience of the applicants but in no event will the wage rate be less than the wage rate of a beginning employee or more than the wage rate for an employee who has completed six (6) years of employment with the School District as set forth on this wage schedule.

APPENDIX D

FLORA COMMUNITY UNIT SCHOOL DISTRICT NO. 35

Custodian and Maintenance Employee Wage Summary

Effective July 1, 2010

<u>Step</u>	<u>7-1-09</u>	<u>Step</u>	<u>7-1-10</u>	<u>Step</u>	<u>7-1-11</u>
Crays, D	9.80		10.04	10.54	10.74
Jeralds, D	9.80		10.04	10.54	10.74
McKneely, K	9.80	10.30	10.54		10.74
Cordrey, C.	10.80		11.04		11.24
Yates, B.	11.30*		11.54*		11.74*
Mcknight, J.	10.80		11.04	11.54	11.74
Bradham, D.	10.80		11.04	11.54	11.74
Stoecklin, D.	12.30**		12.54**		12.74**
Lister, C.	11.80		12.04		12.24
Eastin, K.	12.30**	12.80**	13.04		13.24**
Wasion, S.	12.30*	12.80*	13.04*		13.24*
<b><u>Off Schedule+</u></b>					
Mcknight, W.	14.10+		14.34+		14.54+
Eckleberry, G.	16.60+		16.84+		17.04+
Gaines, L.	15.65+		15.89+		16.09+

**NOTES:**

- \* Employees receiving additional 50¢ per hour for being lead custodian.
- \*\* Employees "grandfathered" to receive an additional 50¢ per hour for the term of this contract because previously receiving this extra pay for being lead custodian but no longer qualifying.
- + Employees receiving salary cap stipend. Wage rates as set forth take into consideration previously paid salary cap stipends and lead custodian pay.