

AGREEMENT

BETWEEN THE BELLEVILLE TOWNSHIP HIGH SCHOOL BOARD OF EDUCATION AND LOCAL UNION #116 SERVICE EMPLOYEES UNION, FOR THE PERIOD FROM JULY 1, 2026 TO JUNE 30, 2029

This working agreement mutually entered into this **1st day of July, 2026**, by and between the **Belleville Township High School Board of Education, District 201**, hereinafter referred to as the employer, party of the first part, and **Service Employees Union, Local No. 116**, hereinafter referred to as the Union, party of the second part.

The School Board, as the employer herein, recognizes the said union as the sole and exclusive bargaining agent for all custodial and maintenance employees for the purpose of negotiation in respect to the rates of pay, hours of work, and for the purpose of adjusting any grievance or complaint which may now exist or shall arise in the future.

The parties agree to the following:

I WAGES

Employees hired after January 1, 1985 will have a starting salary as listed in the salary schedules in this contract. Employees may, on their anniversary dates, move to the next highest salary scale based on an administrative merit recommendation. Employees hired after July 1, 2016 shall have a probationary period of 12 months, and during that period shall receive \$15.00 per month less than the salary listed in Article IV.

Should the Board fail to approve an eligible employee's movement to a higher scale, the following procedures will be in effect.

1. The employee will receive a letter of remediation specifying areas to improve and detailing the acceptable level of performance in each area.
2. The employee will have six months to improve job performance to an acceptable level.
3. Near the end of the six-month period, a supervisory evaluation will occur, and the administration will submit a recommendation for Board consideration.
4. If the employee's job performance has improved to an acceptable level by the end of the six-month remediation period, the employee will be placed on the appropriate scale at the indicated pay rate, subject to administrative recommendation.
5. If the employee's job performance has failed to improve to an acceptable level by the end of the six-month remediation period, the employee may be dismissed.

II INSURANCE

The Board agrees to provide comprehensive major medical insurance for each employee and/or dependents.

For the 2026-2027 and 2027-2028 school year, the Board will pay for insurance up to Seven Hundred Seventy-One and 00/100 Dollars (\$771.00) per month, and the Board and employee shall share equally in any cost in excess of those amounts. In addition to the payment for health insurance, the Board will pay a maximum of 50% of the cost of the Employee and Family coverage of the current insurance plan/coverage Dental High Plan (or equivalent) voluntary dental insurance plan made available by the Board.

For the 2028-2029 school year, the Board will pay for insurance up to Eight Hundred Twenty-One and 00/100 Dollars (\$821.00) per month, and the Board and employee shall share equally in any cost in excess of those amounts. In addition to the payment for health insurance, the Board will pay a maximum of 50% of the cost of the Employee and Family coverage of the current insurance plan/coverage Dental High Plan (or equivalent) voluntary dental insurance plan made available by the Board.

Included in the above coverage shall be a major medical provision with a lifetime maximum benefit in effect by comparable insurance plan/coverage or applicable law. The District shall provide each employee with access to a document outlining coverage under the health insurance plan. Term life insurance in the amount of Ten Thousand and 00/100 Dollars (\$10,000.00) shall be provided for the employee only.

The District's Insurance Committee, comprised of up to two administrators and one member from each of the affected Unions, shall be empowered to review and make recommendations to the District regarding any changes in health coverage. A committee meeting will be held each year soon after the insurance plan/coverage releases its recommended changes for the following year and before the meeting at which the insurance plan/coverage votes on changes.

The District shall provide the Union President and membership insurance committee any changes to the insurance plan/coverage within (10) days of approval or formal initiation of the change.

Subject to the approval of the insurance carrier, retired bargaining unit members may participate in the group insurance program, for any insurance coverage they have at the time of retirement, until eligible for Medicare, by paying their own premium at the rate paid by the District.

III WORK SCHEDULE

The regular workweek for employees except boiler room workers shall consist of forty (40)

hours, five (5) consecutive eight (8) hour days, Monday through Friday. Boiler room workers shall work the schedule posted. All scheduled days shall be at the regular rate. Work performed on unscheduled days shall be paid at the overtime rate of one and one-half (1 1/2) times the basic rate of pay for the first unscheduled day of each week and two (2) times the basic rate of pay for work performed on the second unscheduled day.

All day employees shall start work at 6:45 a.m. and quit at 3:15 p.m. including a thirty (30) minute lunch period. Second shift custodians shall start work at 3:00 pm and quit at 11:00 pm. Third shift custodian shall start work at 11:00 pm and quit at 7:00 am. All other employees may have their starting times designated by the Superintendent or his designee, but no employee shall work longer than eight (8) hours from the starting time, including a thirty (30) minute lunch period. The time for lunch period and all breaks may be assigned by the superintendent or his designee.

IV PAY CONSIDERATIONS

All other hours or days worked other than the regular work week of forty (40) hours as outlined in Article III shall be construed as overtime, and the employee shall be compensated for such work at the rate of one and one-half (1 1/2) times the basic rate of pay, plus ten (10) cents for all overtime.

For work performed on Sundays and holidays the employee shall be paid at the rate of two (2) times (double) base pay. Boiler room employees, who are members of the Service Employees' Union, will not receive overtime pay for regular Saturday and Sunday shift work. They will, however, receive overtime pay (double) for work performed on holidays, such overtime pay being in lieu of a day off as was the former practice. Boiler room employees on second shift shall receive ten (10) cents per hour shift differential; those working third or swing shifts shall receive fifteen (15) cents per hour shift differential.

Should graduation be held on a Saturday or Sunday, then all employees who perform duties at, or in anticipation of, graduation shall receive an eight (8) hour compensatory day which shall be taken between the conclusion of the regular school year and June 30 of the year in which it is earned.

Employees may also volunteer to work up to three (3) days during the Christmas holiday break. If an employee volunteers for duties during this time period, the employee shall earn one eight (8) hour compensatory day for each day volunteered, up to a maximum of three (3) days. These days shall then be applied first to the next three (3) PTO days taken by the employee.

All community functions shall be paid the base overtime rate of pay until 10:00 p.m., after which double times basic pay will be paid. Saturdays, Sundays, and holidays will be paid double times the basic rate of pay.

An employee who is assigned work under a higher job classification will be paid at the rate of the higher classification for the time worked. An employee assigned work under a lower job classification will be paid at the rate of his or her normal job classification, not at the lower rate.

Employees shall be paid according to the pay schedules included in this agreement. The employer will pay each employee's 4.5% IMRF contribution during the period of this agreement.

Employees' union dues will be taken out of each regular semi-monthly paycheck on a prorated basis.

All employees shall be paid through direct deposit. The bank chosen by the individual must be a member of the Automated Clearing House.

Boots and Safety equipment: Parties jointly acknowledge that they are committed to safety and ensuring that all employees have access to the appropriate safety equipment. In lieu of an equipment allowance, the employer shall make available a catalog of safety equipment, including steel-toed boots that the employer may utilize from time to time to requisition safety equipment when an employee makes a reasonable request for such new or replacement safety equipment.

V PAID VACATIONS

Two weeks' vacation with pay shall be granted all employees with one year and up to seven (7) years of service. All employees with more than seven (7) years of service and up to twenty (20) years of service shall receive three (3) weeks vacation with pay. Those with more than twenty (20) years of service shall receive four (4) weeks vacation with pay.

Vacation for employees hired after July 1 will be prorated on a monthly basis up to twelve (12) months. If an employee's date of employment is the first working day of the month, even if it is not the first calendar day, that month shall count toward vacation time. If the date of employment is after the first working day of the month, that month shall not count toward vacation time.

2 months service -- 1 day vacation
4 months service -- 2 days vacation
5 months service -- 3 days vacation
6 months service -- 4 days vacation
7 months service -- 5 days vacation
8 months service -- 6 days vacation
9 months service -- 7 days vacation
10 months service -- 8 days vacation
11 months service -- 9 days vacation
12 months service -- 10 days vacation

Vacations of employees with six (6) years service, but less than seven (7), as of July 1 will be prorated on a monthly basis as follows:

6 years service -- 10 days vacation
6 years 3 months -- 11 days vacation

6 years 6 months -- 12 days vacation
6 years 9 months -- 13 days vacation
6 years 11 months-- 14 days vacation
7 years service -- 15 days vacation

Employees with more than nineteen (19) years, but less than twenty (20) years, as of July 1 will be prorated as follows:

19 years service -- 15 days vacation
19 years 3 months -- 16 days vacation
19 years 6 months -- 17 days vacation
19 years 9 months -- 18 days vacation
19 years 11 months-- 19 days vacation
20 years service -- 20 days vacation

Three days of additional vacation shall be granted to each employee. These days are to be used during the Christmas break when they can be worked out satisfactorily to the benefit of the District. In cases where the vacation cannot be worked out satisfactorily during Christmas break, the days may be taken during summer vacation if mutually agreed upon by the employee and the District.

When days are to be taken at Christmas break, it is agreed that approximately one-half (1/2) of the work force shall be on duty. When there is a choice to be made among the employees as to time of vacation, seniority will be followed. Days granted in this section shall be considered vacation and not holidays. Boiler room workers shall take their three days during the summer. Generally all vacation shall be used during the period between the day after the last graduation date for the year and one week prior to the beginning of school for the fall. Exceptions shall be made upon approval of the superintendent or his representative. Vacation dates set for this time frame may be changed, within this time frame, for extenuating circumstances at the discretion and through the judgment of the campus engineering staff in consultation with the chief engineer. No more than five (5) vacation days may be carried over from the summer to the school year without prior permission from the chief engineer. Employees must give notice and receive permission from an engineer before being granted a vacation day. Exceptions may be made at the discretion of the chief engineer. If the chief engineer is unavailable, the Superintendent or Assistant Superintendent may approve an exception.

VI HOLIDAYS

The following named days shall be holidays: New Year's Day and the day before or after, Decoration Day, Juneteenth, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day and the day before and after, and Christmas Day and the day before or after. When any of the days named fall on a Sunday, the day observed by the State or nation or by proclamation shall be recognized as the holiday, and any other holidays designated by the Board as holidays for the school. Teachers' conventions and examinations are not considered as holidays.

VII SENIORITY

The seniority of employees as presently existing is hereby recognized and confirmed. An employee shall acquire seniority status upon the completion of thirty (30) days' employment and upon the completion of which his seniority shall date back to his first day of employment.

- A. Seniority shall govern the reduction of forces and the reemployment of employees covered by this agreement; the last employee hired shall be the first to be laid off, and so on, in that order. When employees are recalled, the last one laid off shall be the first to be recalled, and so on, in reverse to that in which they were laid off, in accordance with their seniority.
- B. Effective July 1, 1997, when employees hired after July 1, 1997, are involved, every other vacancy to be filled must be other than a boiler room position. Boiler room workers hired prior to July 1, 1997, may bid out of the boiler room, even after July 1, 1997, subject to the following stipulation. It is agreed that Service Union members employed in the boiler room hired specifically for this work are not to bid out of these jobs until they have worked in the boiler room for a period of at least twelve (12) months.
- C. It is agreed that if a custodian assigned to the boiler room cannot perform his duties in the boiler room due to illness or otherwise, but can perform custodial duties for the district, he will be given an opportunity for a job in other parts of the school. This shall apply to Service Union members specifically employed for the boiler room. When a man must leave the boiler room because of illness, the following procedures will be utilized. The position will be bid as any other position. If no one bids the boiler room positions, then the low man on the seniority list who is not in a boiler room will fill the position in the boiler room until the next opportunity to bid out. The man leaving the boiler room may bid on any open position other than a boiler room job for which he would normally be eligible according to seniority. If there is no bid, he shall be assigned to the job vacated by the low man by seniority assigned to the boiler room.
- D. Any service employee may bid any other job opening. Employees will be chosen to fill open positions based on seniority and the ability to perform the work.
- E. No custodian may voluntarily give up his or her position without administrative approval. If a request to give up a job is honored, the employee vacating the position will be assigned the last vacant job at the end of the bidding process.

VIII RECOGNITION OF MANAGEMENT RIGHTS

It is expressly understood and agreed that all functions, rights, powers or authority of the Board which are not specifically limited by the express language of this Agreement are retained by the Board.

IX LEAVES

Sick leave shall accumulate at the rate of sixteen (16) days per year. Beginning in July of each year, sixteen (16) days shall be added to the employee's accumulated sick leave until a total of two hundred forty (240) days have been accumulated. If an employee reaches two hundred forty (240) days, he/she may use from his/her sixteen (16) days for the current year, but may not have more than two hundred forty (240) days accumulated at the close of the year to carry forward to the next year.

When an employee, because of an accident while on duty, receives a Workmen's Compensation insurance payment, such payment will be used to reinstate as much sick leave as the payment will cover according to the following procedures.

1. The employee will use sick leave throughout the duration of his or her absence, with each absence deducted from the employee's accumulated sick leave.
2. Each payday, the district will forward applicable workmen's compensation checks with enough district pay to equal the employee's regular pay.
3. At the end of the absence, the district will reinstate as much sick leave as covered by the employee's Workmen's Compensation amount (total workmen's comp. pay divided by the daily rate equals days reinstated).

An employee who has exhausted his/her accumulated sick leave may borrow up to sixteen (16) extra days, against the next year, with a promissory note. The administration may require a statement as to the illness of the employee from his/her medical practitioner. However, any employee that terminates his/her employment shall repay the school system the amount owed for sick leave advanced under this plan.

In the event of death or serious illness in the immediate family, employees may use their sick leave. The term "immediate family" shall be interpreted to include wife, husband, son, daughter, father, mother, brother, sister, grandfather, grandmother, and corresponding in-laws.

Each employee will be allowed up to three (3) days, deductible from sick leave, for a death outside the immediate family.

Employees may use up to two (2) days of sick leave for personal reasons with pay per year. No reason need be given for the use of personal leave, but personal leave shall not be used for personal pleasure or profit. Except in case of an emergency, the employee must request the use of personal leave from the Chief Engineer writing at least forty-eight (48) hours prior to the intended leave. No more than two (2) employees per campus may use personal leave on the same day. Personal leave will not be granted before or after a holiday or to extend a vacation period, but the Superintendent may make an exception for unusual or extraordinary circumstances. Personal leave cannot be used in increments of less than one (1) hour.

1. After the employee has used the two (2) leave days for personal reasons (referred to in paragraph 5,) the Superintendent or his designee may, at his/her discretion, grant up to one (1) additional day of excused absence per year for emergencies and/or other business matters that cannot be handled other than during school time. This day shall not be approved for personal pleasure or personal profit. Except in case of emergency, the employee shall give forty-eight (48) hours notice. The granting or denying of such emergency day is at the sole discretion of the Superintendent or his designee. The employee shall be required to give a brief statement regarding the nature of the emergency or business.
2. After the employee has used the two (2) leave days referred to in paragraph 5, and the one (1) leave day referred to in paragraph 6, the Superintendent or his designee may grant three (3) additional emergency days per year, at his/her discretion, beyond the days outlined above.

X RETIREMENT BONUS

Upon death or retirement, a retirement bonus shall be paid based on the number of years of service in the district and the employee's current daily rate. Payment upon bona fide retirement or death shall be at the following rate.

Years of Service to the District	Number of Days to Pay
At least ten (10)	45.0
At least twelve (12)	54.0
At least fourteen (14)	63.0
At least sixteen (16)	72.0
At least eighteen (18)	81.0
Twenty (20) or more	95.0
At least twenty five (25)	105.0
Thirty (30) or more	115.0

Upon leaving the district for reasons other than bona fide retirement or death, the employee shall receive severance pay as follows.

At least ten (10) years	\$1,000
At least fifteen (15) years	\$1,750
At least twenty (20) years	\$2,500

Retirement Benefit Provisions

Employees must be eligible to receive a retirement annuity from IMRF in order to qualify for a retirement benefit.

Employees who are four years from being eligible for retirement and have submitted their written notification of an eligible retirement will begin to receive the benefit. Notification must be made by May 1 of the year prior to the start of the benefit.

In the event that an employee's gross earnings for any year exceed the employee's gross earnings for the previous year by the greater of 6% or 1.5 times the annual increase of the Consumer Price Index-U, as established by the United States Department of Labor for the preceding September, then the amount by which the employee's increase in gross earnings over the previous year exceeds the greater of 6% or 1.5 times the aforesaid annual increase in the Consumer Price Index-U shall be paid to him or her in a lump sum within 30 days from the receipt by the employee of his or her last paycheck.

In the event that Illinois law or rules and regulations change after the effective date of their contract so that the early retirement benefit would result in the District incurring a financial, actuarial, or other penalty of any kind, this article will immediately become null and void and the parties will renegotiate the terms of this article. It is the intent of the parties that the District not incur a penalty as the result of the implementation of the early retirement benefit program.

Should an employee use sick leave that has been applied and paid to the retirement benefit, he/she will reimburse the District for all costs incurred.

XI NEGOTIATING NEW CONTRACT

Either party to this agreement shall be permitted to open negotiations for a new contract sixty (60) days prior to the expiration of this agreement.

XII APPLICATION OF AGREEMENT

The above-mentioned working conditions and salaries shall apply to all employees who are members of Local 116, Service Employees' International Union.

XIII GRIEVANCE PROCEDURE

Step 1

An employee may present written evidence of a violation of the terms and conditions of this Agreement as a grievance. Such written evidence shall be presented within ten (10) days of its occurrence.

Step 2

If the Committee of Local 116 establishes the grievance as being valid, the grievance shall be presented in writing to the immediate supervisor within fifteen (15) days of its occurrence.

He shall return a decision within ten (10) days of receipt of the written grievance. If his decision is not acceptable to the employee suffering the grievance and/or the Union Committee, the grievance shall proceed to Step 3.

Step 3

The grievance shall be registered with the Superintendent or his designee within ten (10) days. A decision shall be reached within ten (10) days of receipt by the Superintendent or his designee. If the decision is not acceptable to the employee suffering the grievance and/or the Union Committee, the grievance may proceed to Step 4.

Step 4

If the employee submitting the grievance and/or the grievance committee is not satisfied with the disposition of the grievance at Step 3, or the time limits expire without the issuance of the Superintendent's written reply, the grievance may be submitted to binding arbitration. The American Arbitration Association shall act as the administrator of the proceedings. If a written request for arbitration is not filed within five (5) school days of the date for the Step 3 answer, then the grievance shall be deemed withdrawn.

Each party shall have the right to present in the arbitration hearing such witnesses and documents as deemed necessary to present facts pertinent to the grievance.

The arbitrator shall consider and decide only the specific issues submitted to him/her in writing and shall be based solely upon his/her interpretation of the meaning or application of the specific terms of this Agreement to the facts of the grievance presented.

General Provisions of Arbitration

1. If either party requests a transcript of the proceedings, that party shall bear the full costs for that transcript. If both parties order a transcript the cost of the transcripts shall be divided equally between the Board and the Union.
2. The grievant is allowed representation of his choosing at any step of the process.
3. If an employee is required by the Board to be involved in the processing of a grievance during school hours, he/she shall be excused for such purposes without loss of pay.
4. The time limits specified in this procedure may be extended in any specific instance by mutual agreement in writing.
5. A grievance may be withdrawn at any level without establishing precedent and if withdrawn shall be treated as though never having been filed.

6. The failure of the employee or Union to act within the time limits set forth shall preclude further appeal of the grievance. Upon failure of the District to meet the time limits prescribed in this Article, the grievance shall be advanced to the next highest level.
7. No reprisals will be taken for the processing or participation in any grievance.

XIV EXTRA DUTY ASSIGNMENTS

If an employee is required to perform his or her duties and any other duties that may be assigned to him by the Superintendent and/or his representatives, including the parking of cars, other than his normal work day, he or she shall receive a minimum compensation of three (3) hours pay for any school function and any outside activity that cannot be classified as a function of the school. Attached to this agreement is a schedule as to the minimum of employees required to perform their duties efficiently. All of the above hours shall be based on the overtime rate of pay.

It is agreed that the employer or his authorized agent may reduce the work force stipulated on the schedule for football and basketball games when in good faith a greatly reduced attendance may be expected.

XV MEETINGS

Meetings should be held quarterly to evaluate the working environment for any problems or questions between the Chief Engineer, Union Stewards, and Lead Men.

XVI MEETINGS OF SERVICE EMPLOYEES

Upon the hiring of a new employee, the Union shall be allowed to meet with the new employee pursuant to the following procedure:

- A. Union Access. The Employer agrees to provide a designated Union representative up to thirty (30) minutes of paid time to meet with each newly hired employee.
- B. Timeline. This meeting shall occur during the new employee's regular working hours and must take place within five (5) working days of the employee's official date of hire.
- C. Employee Status. The newly hired employee shall be released from their regular job duties to attend this meeting. The employee shall suffer no loss of pay or benefits for the time spent in the meeting.
- D. Space. The Employer shall provide a private, confidential space at the worksite for this meeting to occur. If the employee works remotely, the meeting may take place via a secure virtual platform during work hours.

XVII UNION MEMBERSHIP

All new full-time permanent employees in job classifications covered by this Agreement may become members of the Service Employees' Union at the expiration of a ninety (90) day period, dating from date of employment.

The Board hereby recognizes the Union as the exclusive representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment of all maintenance men and custodians in the employ of School District #201.

The employer shall honor employees' individually authorized dues deductions forms, and shall make such deductions from the employee's weekly payroll in the amounts certified by the union for union dues, assessments, or fees. Employees that have executed a union dues deduction form may only revoke their authorization to withhold union dues between September 1 and October 1 each year. Employees that have not executed a union dues deduction form may only submit a dues deduction authorization form between September 1 and October 1. Newly hired employees will have 30 calendar days from the first day of work to complete a dues deduction authorization form and failure to do so will preclude the employee from authorizing dues deductions until the next open enrollment period (September 1 to October 1).

The Union shall indemnify and hold harmless the Board, its members, officers, agents and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of, or by reason of action taken by the Board for the purposes of complying with the above provisions of this Article, or in reliance on any list, notice, certification, affidavit, or assignment furnished under any such provisions.

XVIII NO DISCRIMINATION FOR UNION ACTIVITIES

The Board of Education agrees that there shall be no discrimination against any service employees because of union activities or affiliation.

XIX JURY DUTY

It is agreed that when a service employee is absent from work to serve as a juror that he will be paid his regular daily wage by the Board of Education but will turn over to the school his compensation for jury service. If the employee serves on a jury in Belleville, he will return his entire compensation for so doing to the school; if he should serve as a juror outside of Belleville, he will be entitled to keep that portion of his compensation necessary to defray transportation costs.

XX CONFORMITY TO LAW--SAVING CLAUSE

(A) The parties each voluntarily and unqualifiedly waive any right which might otherwise exist

under law to negotiate over any matter during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively 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 this Agreement.

- (B) If any provision of this agreement is or shall at any time to be contrary to law, then such provisions shall not be applicable or performed or enforced, except to the extent permitted by law, and any substitute action shall be subject to appropriate consultation and negotiation with the Union.
- (C) In the event that any provision of this agreement is or shall at any time be contrary to law, all other provisions of this agreement shall continue in effect.

XXI CATASTROPHIC ILLNESS

In addition to the days of sick leave accumulated in accordance with Section IX, leave days that may be used only in case of catastrophic illness may be accumulated by the employee who had the maximum of 240 days of sick leave. In no case shall the days for catastrophic illness be used to calculate pay for unused earned absences when an employee leaves the system. Furthermore, these days may be used only if: (1) the employee has exhausted all of his 240 days of sick leave plus the sixteen (16) days for the current year and (2) the Board of Education grants these days upon proper petition by the employee. A maximum of twenty-four (24) days may be accumulated for this purpose.

XXII NO STRIKE--NO LOCKOUT

In compliance with Section 10 (c) of the Illinois Educational Labor Relations Act, the Union and its individual members agree not to strike nor to picket, slow down or engage in any concerted stoppage of work or any other similar intentional concerted interruption of operations at Belleville Township High Schools (West and East), for the duration of this agreement.

XXIII EVALUATION PLAN

The District shall employ an evaluation plan. Each employee will receive a supervisory evaluation at least once a year.

XXIV DISCIPLINE POLICY

The employer shall adhere to the principles of progressive discipline, although nothing herein shall require the employer to begin with the first step of the disciplinary progression if the employee's misconduct is sufficiently serious to warrant beginning at a higher level. Neither shall

anything herein prevent the employer from skipping disciplinary levels if skipping levels is justified by the seriousness of the employee's misconduct.

Progressive discipline shall mean: 1. Oral warning, 2. Written warning, 3. Suspension without pay by the superintendent, 4. Dismissal. Each disciplinary event after oral warning shall be documented in writing, and copies shall be provided to the union president, the employee, and a copy shall be retained in the employee's personnel file. When the employer issues a written warning, the warning shall include the particulars of the incident(s) at issue.

The employee shall move back one step in the process after maintaining good standing with the district for one year. "Maintaining good standing" means the employee will receive no written disciplinary notices during that time.

XXV EXTRA WORK FOR OUTSIDE ORGANIZATONS

All extra work shall be agreed upon by the Superintendent or his designee and the union upon acceptance of outside contract. All lights and clean up will be worked by custodians for any functions.

XXVI SCHEDULE FOR EXTRA WORK

Football games

West H.S. - 4 employees

East H.S. - 5 employees

Basketball games

West H.S. - 2 employees

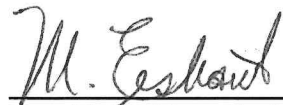
East H.S. - 3 employees

It is agreed that the employer or his authorized agent may increase the work force stipulated on the schedule for football or basketball games when in good faith a greater attendance may be expected. All other work shall be scheduled at the discretion of the superintendent or his designee.

IN WITNESS WHEREOF, the parties hereto have duly executed

this Agreement this 12th day of August, A.D., 2026.

**BELLEVILLE TOWNSHIP HIGH
SCHOOL DISTRICT #201**



President, Board of Education

**SERVICE EMPLOYEES' LOCAL
UNION #116**



President, Service Employees Union



**Kim Ellison, Secretary
Board of Education**



Secretary, Service Employees Union

BELLEVILLE TWP HS DIST 201
SERVICE EMPLOYEES UNION #116
2026-2027 Salary Schedule Contract Year

Appendix A

Schedule A: Those Employed Prior to January 1, 1985
or Those Who Have Completed Five (5) Years

		1st shift	2nd shift	3rd/Swing
Custodian - Class 1	\$60,896.20	\$29.28	\$29.38	\$29.43
Lead Man	\$65,950.23		\$31.71	
Maintenance/Boiler Room	\$64,812.80	\$31.16	\$31.26	\$31.31

Schedule B: Those Employed Prior to January 1, 1985
or Those Who Have Completed Four (4) Years

		1st shift	2nd shift	3rd/Swing
Custodian - Class 1	\$58,170.98	\$27.97	\$28.07	\$28.12
Lead Man	\$63,229.86		\$30.40	
Maintenance/Boiler Room	\$62,067.20	\$29.84	\$29.94	\$29.99

Schedule C: Those Employed Prior to January 1, 1985
or Those Who Have Completed Three (3) Years

		1st shift	2nd shift	3rd/Swing
Custodian - Class 1	\$55,422.80	\$26.65	\$26.75	\$26.80
Lead Man	\$60,498.60		\$29.09	
Maintenance/Boiler Room	\$59,342.40	\$28.53	\$28.63	\$28.68

Schedule D: Those Employed Prior to January 1, 1985
or Those Who Have Completed Two (2) Years

		1st shift	2nd shift	3rd/Swing
Custodian - Class 1	\$52,691.54	\$25.33	\$25.43	\$25.48
Lead Man	\$57,743.16		\$27.76	
Maintenance/Boiler Room	\$56,617.60	\$27.22	\$27.32	\$27.37

Schedule E: Those Employed Prior to January 1, 1985
or Those Who Have Completed One (1) Years

		1st shift	2nd shift	3rd/Swing
Custodian - Class 1	\$49,970.55	\$24.02	\$24.12	\$24.17
Lead Man	\$55,024.59		\$26.45	
Maintenance/Boiler Room	\$53,851.20	\$25.89	\$25.99	\$26.04

Schedule F: Beginning Salary

		1st shift	2nd shift	3rd/Swing
Custodian - Class 1	\$47,229.02	\$22.71	\$22.81	\$22.86
Lead Man	\$52,304.82		\$25.15	
Maintenance/Boiler Room	\$51,147.20	\$24.59	\$24.69	\$24.74

BELLEVILLE TWP HS DIST 201
SERVICE EMPLOYEES UNION #116
2027-2028 Salary Schedule Contract Year

Appendix B

Schedule A: Those Employed Prior to January 1, 1985
or Those Who Have Completed Five (5) Years

		1st shift	2nd shift	3rd/Swing
Custodian - Class 1	\$63,179.81	\$30.37	\$30.47	\$30.52
Lead Man	\$68,423.36		\$32.90	
Maintenance/Boiler Room	\$67,243.28	\$32.33	\$32.43	\$32.48

Schedule B: Those Employed Prior to January 1, 1985
or Those Who Have Completed Four (4) Years

		1st shift	2nd shift	3rd/Swing
Custodian - Class 1	\$60,352.39	\$29.02	\$29.12	\$29.17
Lead Man	\$65,600.98		\$31.54	
Maintenance/Boiler Room	\$64,394.72	\$30.96	\$31.06	\$31.11

Schedule C: Those Employed Prior to January 1, 1985
or Those Who Have Completed Three (3) Years

		1st shift	2nd shift	3rd/Swing
Custodian - Class 1	\$57,501.16	\$27.64	\$27.74	\$27.79
Lead Man	\$62,767.30		\$30.18	
Maintenance/Boiler Room	\$61,567.74	\$29.60	\$29.70	\$29.75

Schedule D: Those Employed Prior to January 1, 1985
or Those Who Have Completed Two (2) Years

		1st shift	2nd shift	3rd/Swing
Custodian - Class 1	\$54,667.47	\$26.28	\$26.38	\$26.43
Lead Man	\$59,908.53		\$28.80	
Maintenance/Boiler Room	\$58,740.76	\$28.24	\$28.34	\$28.39

Schedule E: Those Employed Prior to January 1, 1985
or Those Who Have Completed One (1) Years

		1st shift	2nd shift	3rd/Swing
Custodian - Class 1	\$51,844.45	\$24.93	\$25.03	\$25.08
Lead Man	\$57,088.01		\$27.45	
Maintenance/Boiler Room	\$55,870.62	\$26.86	\$26.96	\$27.01

Schedule F: Beginning Salary

		1st shift	2nd shift	3rd/Swing
Custodian - Class 1	\$49,000.11	\$23.56	\$23.66	\$23.71
Lead Man	\$54,266.25		\$26.09	
Maintenance/Boiler Room	\$53,065.22	\$25.51	\$25.61	\$25.66

BELLEVILLE TWP HS DIST 201
SERVICE EMPLOYEES UNION #116
2028-2029 Salary Schedule Contract Year

Appendix C

Schedule A: Those Employed Prior to January 1, 1985
or Those Who Have Completed Five (5) Years

		1st shift	2nd shift	3rd/Swing
Custodian - Class 1	\$65,707.00	\$31.59	\$31.69	\$31.74
Lead Man	\$71,160.29		\$34.21	
Maintenance/Boiler Room	\$69,933.01	\$33.62	\$33.72	\$33.77

Schedule B: Those Employed Prior to January 1, 1985
or Those Who Have Completed Four (4) Years

		1st shift	2nd shift	3rd/Swing
Custodian - Class 1	\$62,766.49	\$30.18	\$30.28	\$30.33
Lead Man	\$68,225.02		\$32.80	
Maintenance/Boiler Room	\$66,970.51	\$32.20	\$32.30	\$32.35

Schedule C: Those Employed Prior to January 1, 1985
or Those Who Have Completed Three (3) Years

		1st shift	2nd shift	3rd/Swing
Custodian - Class 1	\$59,801.21	\$28.75	\$28.85	\$28.90
Lead Man	\$65,277.99		\$31.38	
Maintenance/Boiler Room	\$64,030.45	\$30.78	\$30.88	\$30.93

Schedule D: Those Employed Prior to January 1, 1985
or Those Who Have Completed Two (2) Years

		1st shift	2nd shift	3rd/Swing
Custodian - Class 1	\$56,854.17	\$27.33	\$27.43	\$27.48
Lead Man	\$62,304.87		\$29.95	
Maintenance/Boiler Room	\$61,090.39	\$29.37	\$29.47	\$29.52

Schedule E: Those Employed Prior to January 1, 1985
or Those Who Have Completed One (1) Years

		1st shift	2nd shift	3rd/Swing
Custodian - Class 1	\$53,918.23	\$25.92	\$26.02	\$26.07
Lead Man	\$59,371.53		\$28.54	
Maintenance/Boiler Room	\$58,105.44	\$27.94	\$28.04	\$28.09

Schedule F: Beginning Salary

		1st shift	2nd shift	3rd/Swing
Custodian - Class 1	\$50,960.11	\$24.50	\$24.60	\$24.65
Lead Man	\$56,436.90		\$27.13	
Maintenance/Boiler Room	\$55,187.83	\$26.53	\$26.63	\$26.68