



2021 – 2022 Bargaining **Tentative Agreements Only**

The words and items in **BOLD** are changes or additions to the contract based on the current NIPSCO tentative agreements.

Non-bolded words and items are current NIPSCO contract terms.

The Agreements in this document have not been ratified by the NIPSCO unit member or SCPS School Board.

Please refer to the NIPSCO 20/21 contract for all other terms of the agreement.

ARTICLE VIII
EMPLOYEE RIGHTS

Section 3.

- A. Employees shall have the right to a duty-free lunch.
- B. Employees shall be only required to work their contracted number of hours
- C. Employees have the right to be treated with civility and respect as stated in Board Policy.
- D. Employees shall be informed in advance of the purpose for any meeting that may result in disciplinary action.
- E. Employees have the right to union representation at any investigatory meeting/interview that may lead to any disciplinary action from administration. These rights are known as the Weingarten Rights (NLRB v. J. Weingarten, Inc., 420 U.S. 251 (1975)).
- F. Employees have the right to a work environment free of all forms of harassment or discrimination as stated in, but not limited to, Board Policy.
- G. Employees have the right to raise concerns about workplace morale and the quality of their working environment free from retribution.**

ARTICLE XX
WORKING CONDITIONS

Section 13.

Custodians are eligible to be selected to participate in worksite Building Committees and/or Collaborative Improvement Teams (CIT).

ARTICLE XX
WORKING CONDITIONS

Section 9.

- A. When a custodian in a cost center of three or more custodians, who in addition to his/her regular assigned custodial duties, is required to direct the other custodial staff shall be classified as a head custodian and be paid the appropriate pay grade.
- B. The principal, or his designee, supervisor, or cost center director/manager may require input by employees who have been designated the responsibilities of directing other employees in their work assignments. **In no case will the head custodian be required to discipline or otherwise evaluate other custodians in accordance with Article VII, Section 8 (B).**

ARTICLE XX
WORKING CONDITIONS

Section 11.

- A. **After** notification by and in consultation with the employee, **when the administration** determines an unhealthy or hazardous condition **exists**, employees shall not perform tasks under such conditions.
- B. The Environmental Department and the Risk Management Department will provide information to each cost center regarding safety at the work sites. Services and contact persons will be included in the information.
- C. No custodian shall be requested or required to store, mix, apply or dispose of pesticides **or the like.**
- D. **Should an employee's health be placed at risk through exposure to dangerous working conditions as defined in Section 11 (B), the employee/s will be notified immediately of the danger by their supervisor.**

APENDIX G
CAREER LADDER

HEAD CUSTODIAN (JOB CODE: 1628)

Head Custodian I- **\$200**

- Second shift duty hours (shift begins at noon or later)

Head Custodian II- **\$300**

- Successfully complete training course and
- Coordinates the work of 5, but less than 10 custodians

Head Custodian III- **\$400**

- Successfully complete training course and
- Coordinates the work of 10 or more custodians

ARTICLE XX
WORKING CONDITIONS

Section 7B.

- B.** Vehicle mechanics, school bus mechanics, small engine mechanics, **pest control mechanics, courier equipment mechanics, maintenance mechanics, HVAC controls technicians, fire alarm technicians, electronics repair mechanics,** and welders will receive reimbursement up to **\$300.00** if tools of their particular trade need repair or replacement.

ARTICLE XIV
OTHER FRINGE BENEFITS

R. Sick Leave Payment

Any employee, at his/her option may choose to receive payment for sick leave earned during the year which is unused at the end of the year. Any such payment must be for the total number of unused sick leave hours earned during the year, must be based on the hourly rate of pay of the employee multiplied by 50 percent, and all hours for which payment is received must be deducted from the employee's accumulated leave balance. Sick leave used during a current year will be charged against the most recently earned sick leave. Hourly rate of pay is the hourly rate at the end of the contract year.

ARTICLE XIV
OTHER FRINGE BENEFITS

N. Work Apparel

1. a. Full-time (7½ or 8 hour) employees employed in the positions below will receive a clothing allowance from the School Board:
Maintenance and Operations Employees, Transportation Mechanics, Couriers, Warehouse Deliverymen, Custodians, Plant Maintenance Employees, Printers and Security Officers.
- b. All food service employees will receive an allowance paid by the Board.
2. Such allowance as stated in A. above will be in the amount of **two hundred (\$200.00)** to include purchase and income tax offset.

ARTICLE XX
WORKING CONDITIONS

Section 13.

1. **Employees within the NIPSCO Bargaining Unit, who hold CDL license and regularly perform the additional duty of substitute bus driving, will receive up to an \$800 annual supplement.**

Starting in the 2021-2022 school year the annual supplement shall be paid as follows:

- a. **NIPSCO Bargaining Unit employees who hold a Commercial Driver's License (CDL) and substitute drive school buses regularly during the first quarter will receive a supplement of \$200.00.**
- b. **NIPSCO Bargaining Unit employees who hold a Commercial Driver's License (CDL) and substitute drive school buses regularly during the second quarter will receive a supplement of \$200.00.**
- c. **NIPSCO Bargaining Unit employees who hold a Commercial Driver's License (CDL) and substitute drive school buses regularly during the third quarter will receive a supplement of \$200.00.**
- d. **NIPSCO Bargaining Unit employees who hold a Commercial Driver's License (CDL) and substitute drive school buses regularly during the fourth quarter will receive a supplement of \$200.00.**

APPENDIX D
SALARY SCHEDULES

1. All current SECA and NIPSCO employees will receive a \$1.00 per hour raise that will be retroactive to July 1, 2021.

SECA Cost with Benefits (FICA & FRS): \$1,815,875.00
Percentage raise increase is 2.65% to 8.70%

NIPSCO Cost with Benefits (FICA & FRS): \$992,825
Percentage raise increase is 3.19% to 9.20%

2. All current SECA and NIPSCO employees will receive a one-time supplement based on the following years of experience:

Years of Experience	Supplement
10-14	\$300
15-19	\$400
20-24	\$600
25-29	\$800
30+	\$1000