

## APPENDIX A

### Maintenance/Custodian Starting Salaries (Includes Board paid IMRF)

	2009/2010	2010/11	2011/12	2012/13
Grounds Keeper	\$16.69	\$17.02	\$17.36	\$17.71
Dist Driver	\$17.05	\$17.39	\$17.74	\$18.09
Maintenance Tech	\$21.61	\$22.04	\$22.48	\$22.93
HS Night Sup	\$17.57	\$17.92	\$18.28	\$18.65
Preventative Maint Tech	\$18.38	\$18.75	\$19.12	\$19.51
Head Painter/Mechanic/Grounds	\$19.82	\$20.22	\$20.62	\$21.03
Engineer A: ELC, OP	\$17.47	\$17.82	\$18.18	\$18.54
Engineer B: CHC, FC, LB, PP, WLF, TW, LC, BH, SB, GP, HC, HM	\$18.22	\$18.58	\$18.96	\$19.34
Engineer C: EV, TH, TR, BE, PL, OC3	\$19.71	\$20.10	\$20.51	\$20.92
Engineer D: OEH, OHS	\$20.82	\$21.24	\$21.66	\$22.09
Custodian	\$11.46	\$11.69	\$11.92	\$12.16

#### OCMA Pay Rate Increases

Employees will receive a 2.0% increase on an annual basis through the 2009-10 school year over the previous year's hourly salary. Employees are only eligible for a pay rate increase if they have completed six (6) active months of work prior to July 1.

During the 2010 through 2013 contract years the hourly percentage increase will be determined according to the CPI. However, hourly increases will not be less than 2.0 percent but will not be greater than 2.5 percent. CPI is defined as the Consumer Price Index for All Urban Consumers for all items published by the United States Department of Labor as is defined under 35 ILCS 200/18-185 of Illinois School Code.

Starting salaries will be increased 2.0% each year of the contract (already reflected in the chart above.)

#### Lead Custodian Differential

Effective 09/10 school year, a Lead Custodian position will be established at each Junior High School. A Lead Custodian is an existing custodian in the building. The Lead Custodian will be appointed by the Principal and will be evaluated on an annual basis. The Lead Custodian will be re-evaluated in two years to determine possible expansion to the elementary level. Upon appointment, the Lead Custodian will receive an hourly differential of .50 per hour (includes IMRF.) Please note: the Lead Custodian .50 per hour differential does not transfer to another employee in the event the Lead Custodian is absent from work.

Duties of the Lead Custodian include but are not limited to serve as the main contact for setup and teardown for building rentals and/or building activities.

#### Building Engineer Leave Coverage

In the event a Building Engineer is on a planned absence of more than five (5) days, the custodian who fills in for the Building Engineer will receive an pay rate not less than the starting Building Engineer A hourly rate. Building Engineer leave coverage must be noted on the custodian's timecard in order to process the pay adjustment.