

Creston Community School District

Collective Bargaining Agreement

Classified Staff



July 1, 2023

AFSCME Local 3467
Effective July 1, 2023 through June 30, 2025

TABLE OF CONTENTS

<u>ARTICLE</u>		<u>PAGE</u>
1	WAGES AND SALARIES.	3
2	DURATION CLAUSE.	3
	INSCRIPTION	4

ARTICLE ONE WAGES AND SALARIES

Section 1. Method of Payment

Employees shall be paid by direct deposit. The employee will provide the name of the depository to the Board Secretary **twenty (20)** days before the first paycheck. Employees may change their depository by giving the Board Secretary **twenty (20)** days written notice.

Hourly employees shall be paid on the 20th of each month for recorded time worked the previous month. The days and hours worked in each pay period may vary and the deposited compensation will reflect the employees time worked as recorded by Frontline. When a pay date falls on a weekend or holiday, the payroll shall be distributed on the last previous business day. Any adjustments to compensation shall be made on the employee's next paycheck.

ARTICLE TWO DURATION CLAUSE

This Agreement shall be effective as of July 1, 2023. This Agreement shall continue in effect until June 30, 2025. Reopener Provision: Salary package will reopen for modification beginning January of each calendar year covered by the agreement with changes effective on July 1, of the next contract year.

Hourly Compensation Schedule				
Step	Bus Driver	Activity Driver	Custodian	Cook/Para
1	20.05	20.05	17.50	15.00
2	21.05	21.05	18.00	15.50

Probation Compensation Schedule (new hires 90 working days)				
	Bus Driver	Activity Driver	Custodian	Cook/Para
Substitute/90 day probation	\$19.55	\$19.55	\$17.00	\$14.55

*Employees who accept manager responsibilities shall be on probation for 60 days and shall receive an additional .50 per hour on their scheduled rate of pay. Employees who satisfactorily complete the 60 day probation period shall receive an additional .50 per hour on their scheduled rate of pay for a total of 1.00 per hour.

One year of service will be allowed if the employee has worked six consecutive months. All employees must be hired prior to January 1, or have completed six consecutive months since the last step increase in order to move to the next step in any year. These employees will advance to Step 2 following provisions outlined above.

INSCRIPTION

This contract is entered into by the following representatives:

Negotiating Committee for Creston
Community School District

Negotiating Committee for Federation of
State County and Municipal Employees,
AFL-CIO, Local **3467**

School Board Chairman
Don Gee

AFSCME Local 3467 Representative
Karen Stover

Superintendent
Deron Stender

AFSCME Council 61 Representative
Julie Dake Abel

AFSCME Local 3467 Representative

AFSCME Local 3467 Representative