

**SERVICE EMPLOYEES INTERNATIONAL  
UNION, LOCAL 199  
CUSTODIANS  
2021 – 2022**



**Agreement Between  
The  
Clinton Community School District  
and  
Service Employees International Union, Local  
199 – Custodians**

## **PREAMBLE**

The parties to this Agreement recognize and declare their objective is to provide the best public service possible for the youth of this district. The attainment of this objective requires understanding between the Board and the Union.

## **AGREEMENT**

This Agreement made and entered into this 1st day of July, 2021 by and between the Clinton Community School District Board of Education, Clinton, Iowa, hereinafter called the Employer, and Local 199 (Clinton Community School District Custodians), affiliated with Service Employees International Union (AFL-CIO), hereinafter called the Union, on behalf of the Employees in the bargaining unit, recognized and described in the Recognition of this Agreement.

## **RECOGNITION**

### **Section 1**

The employer recognizes the Union as the exclusive bargaining representative for all the full-time custodians, ground crew employees and skilled trades under the jurisdiction and/or in the employ of the Clinton Community School District, Board of Education, Clinton, Iowa, as determined by Iowa Public Employment Relations Board in Case No. 4978.

### **Section 2**

The Union recognizes the Clinton Community School District Board of Education as the duly elected representative of the people of Clinton Community School District and as such, realize on all statutory matters, the legal responsibility of a final decision is vested in the Board and cannot be delegated.

## **GENERAL PROVISIONS**

### **Section 1**

It is understood and agreed that employees covered by this Agreement have the right to join and/or assist the Union or engage in concerted activities insofar as any such activity is not prohibited by any law of the State or by the terms of this Agreement. Conversely, it is understood and agreed that any employee covered by this Agreement may refuse to join and/or participate in the activities of the Union, including the payment of any dues, fees or assessments or service fees of any type.

### **Section 2**

The Union's certified business and/or international representative shall have access at reasonable times to work areas of those employees as described in the recognition section regarding matters relative to the administration of this Agreement, provided:

- A. Notification of desired visit has been submitted to the Director of School Plant Services or his designated representative for approval, indicating reason for visitation, and,

B. Such visit shall not interfere with or interrupt normal operation of the Employer.

### Section 3

Separability – If any provision of this agreement is determined to be contrary to law, then such provision shall not be valid and subsisting, but all other provisions of this agreement shall remain in full force and effect.

### EFFECT OF AGREEMENT

- A. The employer and the Union mutually agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitments between the parties.
- B. If any article, section, paragraph, clause, or sentence of this Agreement should be declared invalid or unconstitutional, such decision(s) shall not void the remaining articles, sections, paragraphs, clauses, or sentences, and they shall remain in full force and effect for the duration of this Agreement.

### WAGES

Base (starting) wages are as follows for the 2021-2022 fiscal year:

<b>PAY CLASS I</b> Regular Custodians	\$16.73
<b>PAY CLASS II</b> Delivery/Head Custodian Administration Bldg. Head Custodian Whittier Groundskeepers	\$17.02
<b>PAY CLASS III</b> Head Custodian Jefferson Head Custodian Bluff Head Custodian EH	\$17.10
<b>PAY CLASS IV</b> Head Custodian CHS Head Custodian CMS Licensed Groundskeeper - Herbicide Applicator	\$17.73
<b>PAY CLASS V</b> Crew Leader Grounds Trades Boilerman I	\$19.75

Shift Differentials: 2<sup>nd</sup> shift - \$.20 per hour; 3<sup>rd</sup> shift - \$.30 per hour

Current employees shall receive a \$.50 pay increase,  
Pay Class IV will receive a \$.86 pay increase


**TERM OF AGREEMENT**

This Agreement, which supersedes and takes the place of the current Agreement, shall become effective on the first day of July 1, 2021, and thereafter remain in full force and effect until the last day of June 30, 2022.

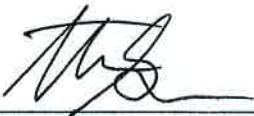
FOR THE UNION - SEIU NO. 199

  
\_\_\_\_\_  
President SEIU Local 199

7-6-2021  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Chapter President

7/13/21  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Chief Negotiator

7/6/21  
\_\_\_\_\_  
Date

FOR THE CLINTON COMMUNITY SCHOOL DISTRICT BOARD OF EDUCATION

  
\_\_\_\_\_

6/24/21  
\_\_\_\_\_  
Date

\_\_\_\_\_

\_\_\_\_\_  
Date