

GROUNDKEEPER/FLOATER AGREEMENT

THIS AGREEMENT is by and between the BOARD OF EDUCATION OF EAST AURORA SCHOOL DISTRICT NO. 131 ("BOARD") and the SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 73 ("UNION"), sometimes collectively referred to as the Parties.

WHEREAS, the BOARD and the UNION wish to memorialize their agreements reached regarding the creation of a new job category of Groundskeeper/Floater.

NOW, THEREFORE, BE IT RESOLVED and agreed by the BOARD and UNION as follows:

Section 1. The recitals set forth above are incorporated into this Agreement.

Section 2. Effective August 27th 2024, the following Bargaining unit members represented by the UNION will be transferred to the new job category of Groundskeeper/Floater:

- A. Adam Zepeda
- B. Deshaun Moore
- C. Pablo Juarez

Section 3. The employees named in Section 2, who are currently under the Custodian job classification, will be transferred to the new job category and shall be covered by the current Collective Bargaining Agreement.

Section 4. The Parties agree that the employees moved to this new job classification shall maintain their date of hire, will not lose their seniority date, and shall not be required to serve a probationary period unless they are new hires. Employees in this position will have a 12-month work year, a year-round regular workday from 6 a.m. to 2:30 p.m., will be paid at the rate of \$23.91

per hour, and will be eligible for all wage increases under the CBA. Future employees succeeding the three employees named above will have the working conditions described in Section 5 below.

Section 5. The BOARD will also post vacancies for three additional Groundskeeper/Floater positions. Employees hired into these positions, and any employees who succeed the three employees named in Section 2, will also be paid \$23.91 per hour and will have a 12-month work year divided as follows:

A. March 15 to November 30 – Groundskeeping – 6 a.m. to 2:30 p.m.

B. December 1 to March 14 – Floater Custodian – 2:30 p.m. to 11 p.m.

Slight deviations from the dates set forth above may be necessitated by weather conditions or operational needs.

Section 6. The job description for Groundskeeper/Floater is attached hereto as Exhibit A and incorporated by this reference. Training will be offered by the District annually to a reasonable number of employees who have expressed interest in developing their skills in operating commercial groundskeeping equipment.

Section 7. This Agreement will be in effect until the end of the current CBA, at which time the job description shall be added and incorporated into the next contract.

Section 8. This Agreement may be modified only in a writing signed by the Parties.

Section 9. This Agreement contains all the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter, whether oral or written.

IN WITNESS WHEREOF, the BOARD and UNION, by their duly authorized representatives and agents, have signed and executed this Agreement on the dates set forth below.

BOARD OF EDUCATION

UNION

By: _____

Date: _____

By:  _____

Date: 8/27/24

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