

**SECOND ADDENDUM TO THE
AGREEMENT
BETWEEN THE
INDEPENDENCE EDUCATIONAL SUPPORT PERSONNEL
AND THE
SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI
JULY 1, 2017-JUNE 30, 2022**

WHEREAS, the School District of the City of Independence, Missouri (hereinafter the "District") and the Independence Education Support Personnel, an affiliate of the Missouri-National Education Association, (hereinafter the "Association") have entered into the sixth and final negotiation session which concluded on Tuesday May 8, 2019; and,

WHEREAS, the Parties have reached certain understanding they desire to confirm in this Addendum to the Collective Bargaining Agreement between the Parties originally entered into in June 2017 (the "Agreement"); and,

In consideration of the preceding mutual covenants, this Addendum to the Agreement (the "Addendum") is entered into between the District and the Association this _____ day of _____, 2019 (the "Effective Date") in order to modify the Agreement as outlined below.

The Association and District agree to incorporate the following terms into the Agreement:

1. 9.4 Sick Leave and Personal Leave:
 - a. An employee can sell back accumulated sick leave once they have in excess of 75 days. Days sold back will be reimbursed at a rate of \$50/a day. No more than 20 days may be sold back in one year, paid in December. Upon selling days back, the employee's sick leave balance cannot fall below 75 days due to the sell back. Upon retirement, the remaining balance may be sold back up to a MAXIMUM of 75 days at a rate of \$50/a day;
 - b. Full time employees are allowed sick leave of nine (9) days per school year plus one (1) day for each additional full contract month beyond the regular nine-month contract;
 - c. These changes would be reflected in the BOE regulation 4320.

2. Salaries for 2019-20 School Year
 - a. Employees eligible shall advance one step movement;
 - b. In addition the District has increased the current salary schedule and added an additional step;

- c. Nutrition Services/Custodians (aka 50/50's) shall receive equal pay as a custodian on the same step during summer work schedules.
- 3. Health and Dental Insurance
 - a. The District will cover the cost of the base health and dental plan for the 2019-20 school year.

All other terms within the Agreement shall remain unchanged.

The parties, by the signatures below, represent that this Addendum has been executed by their duly authorized representatives as of the Effective Date.

INDEPENDENCE EDUCATION SUPPORT PERSONNEL

BY: _____

President

SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI

BY: _____

President, Board of Education

ATTESTED BY: _____

Secretary, Board of Education

**INDEPENDENCE SCHOOL DISTRICT
FACILITIES
SALARY SCHEDULE
2019-2020**

Step	NS/Cust	Custodian	Full Time Sub Custodian	Small Elem	Large Elem	Middle Schools & Academy	High Schools	Wrhse/ Grounds	Grds/Maint	Maint*
1	12.50	15.00	15.10	15.70	16.10	16.60	17.10	15.80	16.85	19.30
2	13.00	15.50	15.60	16.20	16.60	17.10	17.60	16.30	17.35	19.80
3	13.50	16.00	16.10	16.70	17.10	17.60	18.10	16.80	17.85	20.30
4	14.00	16.50	16.60	17.20	17.60	18.10	18.60	17.30	18.35	20.80
5	14.50	17.00	17.10	17.70	18.10	18.60	19.10	17.80	18.85	21.30
6	15.00	17.50	17.60	18.20	18.60	19.10	19.60	18.30	19.35	21.80
7	15.50	18.00	18.10	18.70	19.10	19.60	20.10	18.80	19.85	22.30
8	16.00	18.50	18.60	19.20	19.60	20.10	20.60	19.30	20.35	22.80
9	16.50	19.00	19.10	19.70	20.10	20.60	21.10	19.80	20.85	23.30
10	17.00	19.50	19.60	20.20	20.60	21.10	21.60	20.30	21.35	23.80
11	17.50	20.00	20.10	20.70	21.10	21.60	22.10	20.80	21.85	24.30
12	18.00	20.50	20.60	21.20	21.60	22.10	22.60	21.30	22.35	24.80
13	18.50	21.00	21.10	21.70	22.10	22.60	23.10	21.80	22.85	25.30
14	19.00	21.50	21.60	22.20	22.60	23.10	23.60	22.30	23.35	25.80
15	19.50	22.00	22.10	22.70	23.10	23.60	24.10	22.80	23.85	26.30

Small Elem Elementary Head Custodians with buildings of less than 55,000 square feet and MS Asst. Head Custodian

Large Elem Elementary Head Custodians with buildings larger than 55,000 square feet and HS Asst. Head Custodian

*Facilities Employees completing advanced training in requested areas of maintenance will receive \$1.00 more per hour for initial certification and \$1.50 more per hour for multiple certifications.

New employees may enter the scale from Step 1 to 7 based on previous experience or specialized skills.

Part Time Custodian	\$ 12.26
Part Time Sub Custodian	\$ 12.26
Sub Maintenance/Grounds	\$ 12.26
Custodial Trainee	\$ 10.81