



NEW CONTRACT HIGHLIGHTS

ESP & CERTIFICATED

ESP Compensation



- **Salary Step/COLA:** One step and 2.25% COLA for all eligible employees effective July 1, 2024.
- **Paraeducators:** Restoration of \$18/hour compensation for subbing less than half a day
- **Special Ed Paraeducators:** \$.60 hourly differential for special ed paras who are ineligible for the \$1.50 differential for specialized programs
- **Secretaries/Assistants/Clerks/Food & Nutrition Services Assistants:** \$250 one-time bonus for employees who are ineligible as of June 30, 2024 for a step
- **Duties of a Higher Pay Grade:** Expansion of language guaranteeing compensation for ESP performing duties of a higher grade due to an absence or vacancy whether that position falls inside or outside ESP bargaining unit

ESP Non-Salary Items



- **Observations/Evaluations:** stronger language to ensure that observations being used for evaluative purposes are only conducted by supervisor; earlier deadline for admin to meet with employees whose overall performance is unsatisfactory (March 30 instead of 30 days before end of year).
- **15-minute Breaks:** New language that says breaks can only be eliminated or reduced once per week per employee.
- **Annual Days:** Can now be taken starting with half-hour increments
- **Probationary Employees:** no waiting period for use of personal/annual leave; supervisors cannot extend probationary period without written feedback/documentation
- **Emergency Closures:** new language clarifying 12-month school-based ESP cannot be the designated school emergency personnel in lieu of school admin and may telework at discretion of supervisor

Certificated Compensation



- **Salary Step/COLA:** One step and 2.25% COLA for all eligible employees effective July 1, 2024.
- **Starting Teacher's Salary:** \$60,000 effective July 1, 2024, one year in advance of Blueprint mandate
- **Coaches/Advisors (in the ESP contract too!):** New stipend for MS Theatre Director
- **Sprinkling:** addition of old MOU language around compensation for sprinkling
- **NBC raises:** The \$10k and related NBC raises will now be included in the calculation of any additional hourly pay (per diem) during the school year

Certificated Non-Salary

Items



- **Student Incidents (in the ESP contract too!):** When multiple incidents occur by one student towards one employee in a 2-week period, the employee may request a written plan specific to that student and admin is required to meet with the employee about it
- **IRs (in the ESP contract too!):** If admin doesn't accept/process an IR, they must give a written explanation
- **Grading & on-line modules time:** An extra day to enter grades for quarters 1 and 2; 2 Fall PIP periods set aside for completion of online modules
- **Casework time:** casework time for counselors and psychologists; option for special educators to replace preservice PD that isn't relevant to them with casework activities; RSPs providing caseload assistance to contractors given additional time during their duty day to do so
- **Leave:** When subs aren't available for PM half-day leave, teachers can use leave in ½ hour increments even when instructional time is involved