



# NEW CONTRACT HIGHLIGHTS

## ESP

### Compensation



Salary Step	Cost-of-Living Increase
1 full step for all eligible employees on the new scale	3% average increase to all step values

- **New scales:** Increase based off the *June 30, 2022* salary scales, not the *2021-2022 Temporary Scales* that are currently in place
- **Increased substitute pay for paraeducators:** Paraeducators who substitute for less than half a day will be paid \$18/hour *in addition to* their regular rate of pay (payable in 15 min. increments)
- **Food Service Employees:** Starting rate increased to \$15/hour

### Workdays and Hours



- **Telework:** Expanded language to allow school-based staff to telework when students aren't in the buildings. Non-school-based staff can request telework days through their supervisor.
- **More hours for Student Assistants:** Increased working hours (and pay) from 6.5 to 7 hours, which includes a 30-minute duty-free lunch.
- **Additional paid holidays:** Addition of Juneteenth to the official holiday calendar.
- **Non-student time for Paras:** Whenever possible, paras are allocated time during the work day to complete job-specific responsibilities that cannot be completed while working with students.

### Protection



- **Administrator must demonstrate support in evaluations:** Requires supervisor to include evidence that the employee has received assistance for observations less than satisfactory.
- **Due process rights:** Expanded "just cause" language to include discipline as well as termination.
- **Parity with Certificated unit:** For example, under both contracts, the Superintendent must be available upon request to meet with representatives of the Association. The language also now better reflects that the Association President can potentially be from the ESP unit.

### Leaves of Absence



- **Improvements to personal leave:** Removes previous limitations on the number of personal days that can be taken consecutively. 11-month and 12-month staff increases from 3 to 4 days a year. New employees can access leave at 60 days instead of 120.
- **Sick leave:** Staff who receive annual leave may now use sick leave for illness within their family (this was already available for staff who don't receive annual leave).
- **Increase annual leave for 12-month employees:** Minimum number of annual days increased from 12 to 18. New employees can access leave at 60 days instead of 120. Unused annual leave can now be accumulated up to 45 days. Can also receive termination pay for up to 45 days of unused annual leave.
- **Family Crisis Leave Exchange:** new provision allows for up to a 30-day donation of leave from your HCPSS-employed spouse (spouse can be in a different bargaining unit).

\*\*Please note, this is not an exhaustive list. Please see the HCEA website for full contract details.\*\*