



NEW CONTRACT HIGHLIGHTS

ESP & CERTIFICATED

ESP Compensation



- **Salary Step/COLA:** One step and minimum 4% COLA for all eligible employees effective July 1, 2023, which includes a preliminary reorganization of the Secretaries and Assistants scale (we plan to continue this work in future contract negotiations)
- **Health Assistants:** \$1.00 hourly differential for health assistants who work in telemedicine school-based wellness centers
- **Paraeducators:** \$1.50 hourly differential for special ed paras who work in 'specialized' programs
- **Interpreters:** Guaranteed increases with future COLA increases applied to the "freelance" hourly rates that interpreters receive when working outside their duty day
- **Coaches/Advisors:** 20% increase to stipends and guaranteed increases tied to future COLA increases. New stipends for Graduation Coordinator, Mock Trial, and four additional National Honor Societies.
- **Secretaries/Assistants/Clerks:** compensation for after-school extension programs, attending/leading workshops, and extended field trips, plus guaranteed increases of these stipends tied to future COLA increases

ESP Leaves of Absence



- **More flexible leave use:** 10-month employees will now earn 6 sick days and 7 personal days annually; 11-month employees will now earn 7 sick days and 8 personal days annually; 12-month employees will stay at 12 sick days and 4 personal days annually
- **Personal Leave:** Can now accrue and carry-over up to 10 personal days each year; can use up to 6 personal days consecutively; personal days can be used in place of sick days if an employee runs out of sick days
- **Annual Days:** 12-month ESP with less than 10 years of service will receive one additional annual day.

Certificated Compensation



- **Salary Step/COLA:** One step and 4% COLA for all eligible employees effective July 1, 2023.
- **Industry & Trades Teachers:** New language that allows I&T teachers to make lane advancements on the salary scale.
- **Coaches/Advisors:** 20% increase to stipends and guaranteed increases tied to future COLA increases. New stipends for Graduation Coordinator, Mock Trial, and four additional National Honor Societies.
- **ITLs:** 20% increase to ITL stipends and guaranteed increases tied to future COLA increases
- **PTs/BCBAs/Audiologists:** \$3000 stipend for those with national certifications
- **School Counselors:** \$2000 stipend for those who become National Certified School Counselors (NCSCs) instead of NBCTs
- **Outside the Duty Day:** guaranteed increases to compensation for after-school extension programs and attending/leading workshops that are tied to future COLA increases

Certificated Leaves of Absence



- **More flexible leave use:** 10-month employees will now earn 6 sick days and 7 personal days annually; 11-month employees will now earn 7 sick days and 8 personal days annually; 12-month employees will stay at 12 sick days and 4 personal days annually since they also get paid annual leave
- **Personal Leave:** Can now accrue and carry-over up to 10 personal days each year; can use up to 6 personal days consecutively; personal days can be used in place of sick days if an employee runs out of sick days; can now be taken in ½ hour increments if a sub is not needed
- **Legal Leave:** Parity with the ESP contract which includes legal leave for cases unrelated to employment in certain circumstances