

Revised Offer from 3/18/21
08/24/21

1. Four-year contract for 2019-2021, and 2021-2023.
2. **Tentative Agreements:**
 - a. Dues Check Off
 - b. Paraprofessional membership/seniority list 4x's a year
 - c. Job postings more accurate to specific positions
 - d. Payment of health care through summer in event of layoff for the following year
 - e. Notification of student history of violent/aggressive behavior
 - f. Notification of continuing employment via email
 - g. Continuation of MOU for paraprofessional credentials
 - h. Changing any associated job title to include paraprofessional
 - i. Overpayment/Underpayment
 - j. Labor Management Committee (LMC) – The District agrees to non-binding LMC. If training is provided by the Bureau of Mediation Services and costs incur, each party will pay for 50% of the costs. LMC topics will include:
 - i. Sick Bank
 - ii. DAL
 - iii. Bereavement
 - iv. DAL Committee
 - v. Workers Comp
 - vi. Workplace violence
 - vii. Professional development
 - viii. Orientation
 - ix. Evaluation forms
 - k. Lay off/Transfer language – Those identified for reassignment will be allowed to choose from available open positions at that time based on their seniority. If a position opens up later in the year, the individual would need to post for it.
3. **President Release Time** – The District will forgive the outstanding President release time balance for President Release time invoices totaling \$13,177.15 for 16-17 and 17-18. Bills moving forward must be paid according to the practice between the District and the Unit, and per contract negotiation notes from 2007-09. President Release time is not rolled into the contract for future contracts with this offer.
4. **Wages** – Please see below for the proposed wage schedules for the 2019-2021 & 2021-2023 contracts. Please note – beginning 2020-21, a \$0.10 increase is added to Special Education paraprofessionals:

2019-2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Class I	14.17	14.81	15.45	16.10	17.32	18.54
Class II	14.67	15.65	16.62	17.58	18.89	20.21
Class III	15.06	16.21	17.37	18.51	19.87	21.23

2020-2021

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Class I	14.45	15.11	15.76	16.42	17.67	18.91
Class II	14.96	15.96	16.95	17.93	19.27	20.61
Class III	18.00	18.25	18.50	19.00	20.27	21.65
Class IV Sped	18.10	18.35	18.60	19.10	20.37	21.75

2021-2022

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Class I	14.80	15.48	16.15	16.82	18.10	19.37
Class II	15.33	16.35	17.37	18.37	19.74	21.11
Class III	18.44	18.70	18.95	19.47	20.77	22.18
Class IV Sped	18.54	18.80	19.05	19.57	20.87	22.28

2022-2023

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Class I	15.10	15.79	16.47	17.16	18.46	19.76
Class II	15.64	16.68	17.72	18.74	20.13	21.53
Class III	18.81	19.07	19.33	19.86	21.19	22.62
Class IV Sped	18.91	19.17	19.43	19.96	21.29	22.72