

CLERICAL CONTRACT 2023-2025

We are pleased to report that we have a proposed settlement with the Clerical Unit of School District 742. The proposed contract, if adopted, would represent a total settlement cost within the budgeting parameters established by the School Board for settlement with this employee group.

In considering and comparing the cost of settlement packages in our various bargaining and employee groups, it is important to note that costing percentages are composed of the sum of lane improvement, longevity, step improvement, salary schedule improvement, insurance and retirement contributions. Further, in addition to board authorized monies for contract settlement, employee groups may realign existing monies within their contract to achieve a tentative agreement.

This group represents 64.75 FTE and approximately 65 employees

Year One:

- Steps for employees hired on or before January 1, 2023
- 4.50% increase in hourly wages for all employees
- Additional 2.75% increase in hourly wages for employees in Class III & IV as market adjustment based on compensation study
- Add a 3 year longevity step and hold other longevity rates as follows: (3y=\$.25, 5y=\$.85, 10y=\$1.65, 15y=\$1.95, 20y=\$2.45, 25y=\$2.80)
- Increase in District Insurance Contribution to Single Plans (\$615/month)
- Add new level of vacation at 11-15 years as follows:
(0-5y=11days, 6-10y=16 days, 11-15y=18 days, 16y+=22 days)
- Add "Special Leave" (2 days per year) for 10-Month Employees
- Increase Wellness Pay percentage to 80% of eligible hours
- Reemployment After Resignation language for within 18 months
- Longevity eligibility across all non-licensed work groups.
- Add Juneteenth Holiday for staff working during the summer session
 - New starting pay rates:
 - Class I \$16.32
 - Class II \$17.77
 - Class III \$19.84
 - Class IV \$21.35

Year Two:

- Steps for employees hired on or before January 1, 2024
- 1.80% increase in hourly wages for all current employees
- Eliminate Step 1
- New starting pay rates:
 - Class I \$17.46
 - Class II \$19.01
 - Class III \$21.14
 - Class IV \$22.62

Total 2-Year Cost: 11.29%

Scheduled for Board Approval: December 20, 2023