

SIGN LANGUAGE INTERPRETER CONTRACT 2023-2025

We are pleased to report that we have a proposed settlement with the Sign Language Interpreter Unit of School District 742. The proposed contract, if adopted, would represent a total settlement cost within range of 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 contract 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 bargaining unit represents 7.25 FTE and 8 employees

Year One:

- 5.00% increase in hourly wages for certified staff
- 3.00% increase in hourly wages for non-certified staff
- Add a longevity step after 3 years at \$0.25
- Increase in District Insurance Contribution to Single Plans (\$615/month)
- Increase Wellness Pay percentage to 80% of eligible hours
- Add Juneteenth Holiday for staff working during the summer session
- Modify severance calculation method from payout of accumulative leave days to a years of service model

Year Two:

- 5.00% increase in hourly wages for certified staff
 - 3.00% increase in hourly wages for non-certified staff
 - New Starting Pay Rate: Certified \$33.09 / Non-Certified \$28.67
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Total 2-Year Cost: 6.29%

Tentatively Scheduled for Board Approval: August 2, 2023