

# LICENSED PRACTICAL NURSES CONTRACT 2023-2025

We are pleased to report that we have a proposed settlement with the Licensed Practical Nurses 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 bargaining unit represents 14.83 FTEs and approximately 17 employees.

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## **Year One:**

- New starting pay rate: \$24.00 per hour
- 5% increase in hourly wages for all current employees
- 2% compression adjustment for employees hired prior to 7/1/22
- Increase longevity rates as follows: (3y=\$.25, 5y=\$.75, 10y=\$1.25, 15y=\$1.50, 20y=\$2.00, 25y=\$2.50)
- 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
- Add 20 additional hours per LPN for school year start-up and closing duties

## **Year Two:**

- New starting pay rate: \$24.60 per hour
  - 2.5% increase in hourly wages for all current employees
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**Total 2-Year Cost: 9.71%**

Tentatively Scheduled for Board Approval: August 2, 2023