

PARAEDUCATORS CONTRACT 2023-2025

We are pleased to report that we have a proposed settlement with the Paraeducators 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 272.33 FTEs and approximately 331 employees.

Year One:

- New starting pay rates:
 - Support Paraeducators
(Student Support/Clerical): \$16.00 per hour
 - Instructional Paraeducators
Sped/EL/Classroom/Media: \$18.00 per hour
 - Advanced Paraeducators:
 - Level IV/SPED Leads /Behavior Instruction: \$20.00 per hour
- BSS positions move to Behavior Instruction Paraeducators at a rate of \$20.50 per hour
- 6.0% increase in hourly wages for all current employees (except Behavior Instruction Support Paraeducators who are new to this bargaining unit)
- 3.0% compression adjustment for Instructional and Advanced Paraeducators hired prior to 7/1/21
- 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

Year Two:

- New starting pay rates:
 - Support Paraeducators: \$16.50 per hour
 - Instructional Paraeducators: \$18.50 per hour
 - Advanced Paraeducators: \$20.50 per hour
- 3.50% increase in hourly wages for all current employees

Total 2-Year Cost: 12.33%

Tentatively Scheduled for Board Approval: August 16, 2023