

Harvard Education Association Most Recent Offer

After nine months of negotiations, including two months of mediation, the professional educators and educational support personnel of the Harvard Education Association (HEA) and the Board of Education have reached tentative agreements on several items and developed the following proposals in a good-faith effort to meet the needs of the school district, students, parents, community members, professional educators, and educational support personnel. The HEA remains committed to reaching an agreement that benefits students, educators and the Harvard community.

The HEA recognizes its role within the larger educational community which is dedicated to providing exceptional experiences for learners and committed to maintaining a high-quality educational environment which attracts and retains the best, brightest and most highly credentialed personnel, which is why HEA is proposing planning time language. This time is used by educators to make sure they are meeting the needs of all of their students. However, the board’s language on the subject means planning time is optional and could be taken away. The HEA believes our students deserve better.


Given the growing teacher and education support staff shortages in Illinois, the HEA is also proposing several items that will help Harvard keep experienced, seasoned teachers and support staff in the district while also attracting new, talented employees. With all of that in mind, the HEA presents the following tentative agreements and proposals:


<b>SUMMARY</b>	
<b>TENTATIVE AGREEMENTS</b>	<p><b><u>Signed</u></b>                      Article 1, Section A                      Article VIII, Section B, Co-Curricular Activities                      Article VIII, Section J (new), Assigning 1:1 Associates                      Article VIII, Section K (new), Traveling Teachers                      Article X, Teacher Evaluation                      Article XII, Section G, Unpaid Parental Leaves                      Article XVII, Section G, Salary-Teachers Only, #2b                      Article XVII, Section N (deletion)</p> <p><b><u>Unsigned</u></b>                      Article XVI, District Retirement Options                      Article XVII, Section D, Dental &amp; Vision Insurance                      Article XVII, Section F, Teacher Retirement Contribution                      Article XVII, Section G, Salary-Teachers Only, #1                      Article XVII, Section J, Course Approvals &amp; Tuition Reimbursement                      Article XVII, Section L, Academic &amp; Co-Curricular Stipends                      Article XVII, Section Q, Wages-Educational Support Personnel Only, #3 (deletion)                      Article XVII, Section R, Longevity-Educational Support Personnel Only                      Article XIX, Effect of Agreement, Sections D &amp; F                      Appendix B, Co-Curricular Classifications (&amp; proposed increases)</p>

	Appendix E, Stipends, except as noted below
<b>PROPOSALS REGARDING UNRESOLVED ISSUES</b>	Article VIII, Section D, Workday Article VIII, Section J, Preparation Time (New Language) Article IX, Section B, Holidays-ESPs Article XVII, Section B, #1, Health Insurance-Teachers Only Article XVII, Section B, #2, Health Insurance-Teachers Only Article XVII, Section C, Health Insurance-ESPs Only Appendix A, Language for Teacher Salary Increases Appendix C, Educational Support Personnel Matrix Appendix E, Stipends

**PROPOSALS REGARDING UNRESOLVED ISSUES**

**ARTICLE VIII, Section D, Workday**

HEA's PROPOSAL	BOARD of EDUCATION's PROPOSAL	COST	RATIONALE
<p>The teacher workday shall consist of seven and one-half (7 ½) consecutive hours <del>if no assigned duties require earlier or later attendance</del>. Teachers are to arrive at their work location fifteen (15) minutes prior to the building's scheduled student arrival time. The monthly building staff meeting that follows the Board of Education meeting may occur outside of the regularly-scheduled workday. Teachers are expected to attend this meeting, unless previously agreed to by the building principal. <del>In addition to parent-teacher conferences and one meet and greet event, during the school year teachers shall</del> may be required to attend no more than <del>two</del> three (3) events before or after the regularly-scheduled teacher workday. Brief duties, lasting 15 minutes or less, that occur immediately before and/or after the teacher workday shall be assigned as needed on a rotating basis among all licensed staff members. No regularly scheduled meetings will be held on the last day of the work week. Lesson plans will be completed for the next week and shall be available on a daily basis if</p>	<p>The teacher workday shall consist of seven and one-half (7 ½) consecutive hours, <del>except as provided herein. if no assigned duties require earlier or later attendance</del>. Teachers are to arrive at their work location fifteen (15) minutes prior to the building's scheduled student arrival time. The monthly building staff meeting that follows the Board of Education meeting may occur outside of the regularly-scheduled workday. Teachers are expected to attend this meeting, unless previously agreed to by the building principal. <del>In addition to parent-teacher conferences and one (1) meet and greet event, during the school year teachers shall be required to attend</del> no more than five (5) events per semester before or after the regularly-scheduled teacher workday. This limitation on the number of required before or after school events does not apply to band, music, or choir teachers. No regularly scheduled meetings will be held on the last day of the work week. Lesson plans will be completed for the next week and shall be available on a daily basis if requested by the Principal.</p>	<p></p> <p>Neutral</p> <p>No compensation accompanies the HEA's proposal.</p>	<p>The current language has been exposed as much too vague and has revealed the possibility of <u>unlimited</u> required after- or before-school activities. The HEA supports a healthy school-life balance.</p> <p>Our proposed language clarifies the largely <b>uncontroversial</b> before- and after-school bus duties (used mostly at the elementary level), and suggests a reasonable number (3) of evening (6:00 p.m. or later, for example) events that teachers can be required to attend each year.</p> <p>The Board's language keeps the vagueness as is, and expands the number of possibly required evening events to <b>10</b> per year. Their language also inexplicably adds the possibility of even more events for band, music, and choir teachers.</p>

requested by the Principal.			
<b>ARTICLE VIII, Section J, Preparation Time (New Language)</b>			
HEA's PROPOSAL	BOARD of EDUCATION's PROPOSAL	COST	RATIONALE
<p>Because adequate planning and preparation is necessary for the success of any teacher and his/her students, the District will provide all teachers with collaborative and individual preparation time, based on a master schedule designed by the Administration, in consultation with representatives of the teaching staff. For teachers in grades pre-K through 5, the District will provide teachers with a minimum of ninety (90) sixty (60) minutes per day. For teachers in grades 6 to 8, the District will provide teachers with a minimum of one (1) block per day. At the high school level, the District will require of teachers no more than a total of sixty-eight (68) mins of student contact time per week. During planning/preparation time, teachers will not be required to substitute internally for their colleagues.</p> <p>Teachers asked to attend IEP meetings during their planning/preparation times will receive internal substitute pay.</p>	<p>The Board and the Association agree that planning and preparation time enhances student learning in the District. A reasonable effort will be made to provide collaborative planning and individual preparation time in consecutive minutes, based on a master schedule designed by the Administration, in consultation with teaching staff. The Board will endeavor to provide effective collaborative planning and individual preparation time for all teachers at all levels. The number of minutes of collaborative planning and preparation time is not defined so as to provide flexibility to each building.</p>	<p></p> <p>Neutral</p> <p>The proposed language reflects largely current practice.</p>	<p>Our contract currently does not ensure plan time.</p> <p>Our proposal reflects what is already believed to be happening in our buildings.</p> <p>Planning time enables teachers to meet and collaborate on important work and decision making about students and instruction. It also allows individual teachers an opportunity to reflect and make adjustments for the lessons that follow. Additionally, it allows teachers to do other necessary activities such as calling parents, making copies, gathering materials, and setting up activities. By putting a minimal time in the contract it ensures that ALL teaching staff will receive planning time.</p>

ARTICLE IX, Section B, Holidays-ESPs			
HEA's PROPOSAL	BOARD of EDUCATION's PROPOSAL	COST	RATIONALE
<p>Employees shall receive an allotment of paid holidays, consistent with the holiday schedule approved by the Board on an annual basis, as follows:</p> <ol style="list-style-type: none"> <li>1. Full time, Twelve Month: Fourteen (14) days.</li> <li>2. Full time, 220-Day: <del>Ten (10)</del> Eleven (11) days.</li> <li>3. Full time, Nine Month: <del>Seven (7)</del> Eight (8) days.</li> <li>4. Part-time: Seven (7) days</li> </ol>	<p>Employees shall receive an allotment of paid holidays, consistent with the holiday schedule approved by the Board on an annual basis, as follows:</p> <ol style="list-style-type: none"> <li>1. Full time, Twelve Month: Fourteen (14) days.</li> <li>2. Full time, 220-Day: Ten (10).</li> <li>3. Full time, Nine Month: <del>Seven (7)</del> Eight (8) days.</li> <li>4. Part-time: Seven (7) days</li> </ol>	<p>Based on the District's spreadsheet, for full time, 220-Day ESPs, the projected cost is \$1059.57 to \$1145.43.</p>	<p>The Board of Education's most recent proposal raises the holidays for full time, nine month ESPs from seven (7) to eight (8) days, identical to the HEA's proposal. However, the Board's proposal keeps the number of holidays for 220-Day/11 month ESPs at ten (10) days.</p> <p>Full-time, 220-Day ESPs (secretaries who do not work in July) currently receive four fewer paid holidays than full time, twelve month employees, even though they only work one less month.</p>

ARTICLE XVII, Section B, Health Insurance-Teachers Only			
HEA's PROPOSAL	BOARD of EDUCATION's PROPOSAL	COST	RATIONALE
<p>The Board will provide a group health insurance plan for the District. The Board will contribute a flat dollar amount per employee for payment of the premium as follows:</p> <p>Single: If the teacher selects single coverage, the Board will pay the premium for such single coverage up to a maximum of <del>\$8100.00</del> \$8200.00 (years 1 &amp; 2), \$8400.00 (years 3 &amp; 4); Employee + Spouse, <del>\$10,650.00</del> \$10,750.00 (years 1 &amp; 2), \$10,950.00 (years 3 &amp; 4); Employee + Child(ren), <del>\$10,650.00</del> \$10,750.00 (years 1 &amp; 2), \$10,950.00 (years 3 &amp; 4); Family, <del>\$14,600.00</del> \$14,700.00 (years 1 &amp; 2), \$14,900.00 (years 3 &amp; 4).</p>	<p>The Board will provide a group health insurance plan for the District. The Board will contribute a flat dollar amount per employee for payment of the premium as follows:</p> <p>Single: If the teacher selects single coverage, the Board will pay the premium for such single coverage up to a maximum of \$8100.00; Employee + Spouse, \$10,650.00; Employee + Child(ren), \$10,650.00; Family, \$14,600.00.</p> <p style="text-align: center;">STATUS QUO</p>	<p>Based on the District's spreadsheet, 199 teachers take insurance through the District. The proposed cost increase for the District is \$600 more per teacher using the insurance, or \$119,400.</p>	<p>Both parties have agreed to a four-year agreement; however, the Board does not intend to increase its contributions towards premiums. Under the Board's proposal, employees would absorb all premium increases.</p> <p>The Board recently voted to hire a different insurance broker, without any input from the HEA or its insurance committee (defined by the CBA). In the past, the insurance committee was highly functioning, and was able to make decisions that resulted in no increases or minimal increases to premiums. The HEA does not believe the current insurance committee to be functioning at the same high level. While there are many unknowns, the HEA believes its proposal represents a small increase over the life of the Agreement.</p>

ARTICLE XVII, Section B, Health Insurance-Teachers Only			
HEA's PROPOSAL	BOARD of EDUCATION's PROPOSAL	COST	RATIONALE
<p>The group health insurance plan provides for the following:</p> <p>(a) An HMO Option.</p> <p>(b) A PPO option with a \$500 (maximum \$1,000) deductible and a \$40 office visit copay.</p> <p>(c) A prescription card with co-pays of \$10 - \$35 - \$60.</p> <p>(d) Unlimited lifetime maximum for all benefits.</p> <p style="text-align: center;">STATUS QUO</p>	<p>The group health insurance plan provides for the following:</p> <p>(a) An HMO Option.</p> <p>(b) A PPO option <del>with a \$500 (maximum \$1,000) deductible and a \$40 office visit copay.</del></p> <p>(c) A prescription card <del>with co-pays of \$10 - \$35 - \$60.</del></p> <p><del>(d) Unlimited lifetime maximum for all benefits.</del></p>	<p>This proposal does not represent any additional cost to the District beyond what was previously described in this document.</p>	<p>The Board has suggested removing specific language regarding deductibles, prescription card co-pays, and unlimited lifetime benefits, citing the need for flexibility to make changes that result in premium savings. The Board also referenced a highly functioning insurance committee (as defined by the CBA).</p> <p>The HEA is concerned about the Board's decision to hire a different insurance broker, without input from the HEA or its insurance committee. Additionally, the HEA does not believe the insurance committee is functioning at a high level (see above). Since members of the HEA are primarily the ones using the insurance, we want to make sure we continue to have input on all policy changes.</p> <p>Providing a reasonable deductible and reasonable prescription card co-pays will help insured persons afford doctor visits, medications, etc.</p>

ARTICLE XVII, Section C, Health Insurance-ESPs Only			
HEA's PROPOSAL	BOARD of EDUCATION's PROPOSAL	COST	RATIONALE
<p>The Board will contribute a flat dollar amount per ESP for payment of the premium for any District provided health insurance coverage in the amount of <del>\$8,100.00</del> \$8200.00 (years 1 &amp; 2); \$8400.00 (years 3 &amp; 4).</p> <p><del>The Board and the ESP shall contribute toward a member's single coverage through the District's group health insurance plan as follows: Premium Sharing — Board pays 90% of total premium/the ESP pays 10% of total premium.</del></p>	<p>The Board will contribute a flat dollar amount per ESP for payment of the premium for any District provided health insurance coverage in the amount of \$8,100.00.</p> <p><del>The Board and the ESP shall contribute toward a member's single coverage through the District's group health insurance plan as follows: Premium Sharing — Board pays 90% of total premium/the ESP pays 10% of total premium.</del></p>	<p>Based on the District's spreadsheet, 66 ESPs take insurance through the District. The proposed cost increase for the District is \$600 more per ESP using the insurance, or \$39,600.</p>	<p>The HEA's proposal reflects the same Board contribution for ESPs as what is paid for single coverage for teachers.</p>



Appendix E, Stipends			
HEA's PROPOSAL	BOARD of EDUCATION's PROPOSAL	COST	RATIONALE
<u>High School Division Chairs</u> <del>\$2,800.00</del> \$2,900.00 (22-23) \$2,950.00 (23-24) \$3,000.00 (24-25) \$3,100.00 (25-26)	<u>High School Division Chairs</u> <del>\$2,800.00</del> \$2,900.00 (22-23) \$2,950.00 (23-24) \$3,000.00 (24-25) \$3,000.00 (25-26)	There are seven high school division chairs and 42 team leads, according to the District's spreadsheet.  The additional cost of the HEA's proposal for division chairs is \$700.00, and for team leads \$9450.00 over the life of the Agreement.	Compensation for high school division chair and team lead positions has not increased since the positions were created. However, the expectations have grown every year. The HEA is proposing small increases yearly for these positions knowing that more work/ training will be expected each year.  The team lead increases are proposed in the same dollar amount increments as the division chairs for equity as the positions mirror each other for most tasks/requirements.
<u>Team Leaders</u> <del>\$1,800.00</del> \$1,900.00 (22-23) \$1,950.00 (23-24) \$2,000.00 (24-25) \$2,100.00 (25-26)	<u>Team Leaders</u> <del>\$1,800.00</del> \$1,900.00 (22-23) \$1,925.00 (23-24) \$1,950.00 (24-25) \$1,950.00 (25-26)		

Appendix C, Educational Support Personnel Matrix			
HEA's PROPOSAL	BOARD of EDUCATION's PROPOSAL	COST	RATIONALE
<p><u>Four tiers:</u> The HEA is in agreement with the tier definitions and incentives presented in the District's proposal of August 25, 2022. We also propose that employees in the following categories, non-instructional associates, instructional associates, and health services, may advance tiers as additional credits/degrees are earned. As credits/degrees are earned, tier advancement will be applied once per contract year. For employees in the remainder of the categories, technology, secretary/clerical, and building and grounds, tier advancement may be applied once per contract year. Tier advancement will be applied after the annual evaluation is complete and pending the recommendation of the immediate supervisors. All educational support personnel (ESP) will be placed into a category and tier.</p> <p><u>Increases:</u> The HEA agrees to the starting hourly base rates by tier proposed by the District on August 25, 2022.</p>	See Attachment A (six pages)	<p>Neutral</p> <p>The HEA &amp; the Board are in agreement on compensation for ESPs, with the exception of the ability to move tiers. Without knowing who might move tiers, we cannot predict what the cost would be.</p>	The District, its families, and its students will benefit from employees who take classes or seek additional training in order to improve their knowledge and skills. These employees deserve to be recognized for their efforts; therefore, all educational support personnel need to be placed into a tier, as well as provided guidelines for advancing to the next tier. HEA's proposal for ESPs reflects a growth mindset, identical to what is already in place for licensed teaching staff. As teachers take classes and earn advanced degrees, they move lanes and receive additional compensation.

We also propose that all current ESPs, those hired before May 27, 2022, will be awarded percentage increases as follows:

- Year 1: 4.65%, or the starting hourly base rate by tier, whichever amount is greater.
- Year 2: 4.55%
- Year 3: 4.50%
- Year 4: 4.50%

The parties agree that current maintenance staff hourly rates will be determined by their base plus the maintenance differential before providing their percentage raise.

Appendix A, Language For Teacher Salary Increases			
HEA's PROPOSAL	BOARD of EDUCATION's PROPOSAL	COST	RATIONALE
<p><u>Teacher Salary Increases:</u> Teachers will receive the following annual salary increases during the term of this Agreement.</p> <ul style="list-style-type: none"> <li>● 2022-2023 school year – <ul style="list-style-type: none"> <li>○ Year 1: No % increase – will receive current salary amount</li> <li>○ Years 2+: 4.5% increase on 2021-2022 salary amount</li> </ul> </li> <li>● 2023-2024 school year – 4.0% increase on 2022-2023 salary amount</li> <li>● 2024-2025 school year – 4.0% increase on 2023-2024 salary amount</li> <li>● 2025-2026 school year – 3.5% increase on 2024-2025 salary amount</li> </ul> <p><u>Teacher Educational Credit:</u> Teachers will receive the following amounts for attainment of educational credit (i.e., “lane movement”).</p> <ul style="list-style-type: none"> <li>● All “lanes” through MS 45: \$800.00, except that for MS, will receive \$1,100.00</li> <li>● MS 60: \$1,350.00</li> <li>● EdD: \$2,400.00</li> </ul> <p>Lane movement will be granted before the annual salary percentage increases are applied.</p> <p><u>Newly Hired Teachers:</u> Following the 2022-</p>	<p><u>Teacher Salary Increases:</u> Teachers will receive the following annual salary increases during the term of this Agreement.</p> <ul style="list-style-type: none"> <li>● 2022-2023 school year – <ul style="list-style-type: none"> <li>○ Year 1: No % increase – will receive current salary amount</li> <li>○ Years 2+: 4.5% increase on 2021-2022 salary amount</li> </ul> </li> <li>● 2023-2024 school year – 4.0% increase on 2022-2023 salary amount</li> <li>● 2024-2025 school year – 4.0% increase on 2023-2024 salary amount</li> <li>● 2025-2026 school year – 3.5% increase on 2024-2025 salary amount</li> </ul> <p><u>Teacher Educational Credit:</u> Teachers will receive the following amounts for attainment of educational credit (i.e., “lane movement”).</p> <ul style="list-style-type: none"> <li>● All “lanes” through MS 45: \$800.00, except that for MS, will receive \$1,100.00</li> <li>● MS 60: \$1,350.00</li> <li>● EdD: \$2,400.00</li> </ul> <p>Lane movement will be granted before the annual salary percentage increases are applied.</p> <p><u>Newly Hired Teachers:</u> Following the 2022-</p>	<p>Potentially \$18,408.92, depending on the experience &amp; level of education of new hires going forward this school year.</p>	<p>Retention of staff is vitally important to the educational process and the growth of the students and district as a whole. Placing new staff above current staff creates an atmosphere that experience is not valued. Placements over the past years have created our current scenario. The intention of this language is to help rectify this situation.</p>

<p>2023 school year, newly hired teachers will receive the following base salary amounts during the term of this Agreement.</p> <ul style="list-style-type: none"> <li>● 2023-2024 school year - \$42,000.00</li> <li>● 2024-2025 school year - \$42,500.00</li> <li>● 2025-2026 school year - \$43,000.00</li> </ul> <p>Placement of new teachers will include adding to the base salary \$850.00 for each year of prior teaching experience up to ten years.</p> <p>As the District hires and places new teaching staff, it will verify that current teachers with identical educational attainment and years in District 50 will receive teaching salaries equal to or greater than newly hired teachers with identical educational attainment and credited years. If the percentage increases specified above do not allow current teachers to receive teaching salaries equal to or greater than newly hired teachers, the current teachers will receive teaching salaries equal to those of the newly hired teachers. Should these salary increases raise teachers' salaries above six (6) percent, the amount of the salary increase above six (6) percent will be applied to the following school year. This provision applies to current teachers with ten years or less of experience in District 50, and will only exist for the life of this Agreement.</p>	<p>2023 school year, newly hired teachers will receive the following base salary amounts during the term of this Agreement.</p> <ul style="list-style-type: none"> <li>● 2023-2024 school year - \$42,000.00</li> <li>● 2024-2025 school year - \$42,500.00</li> <li>● 2025-2026 school year - \$43,000.00</li> </ul> <p>Placement of new teachers will include adding to the base salary \$850.00 for each year of prior teaching experience up to ten years.</p>		
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**ATTACHMENT A**  
**Educational Support Personnel- Non-Instructional Associates**

*Positions included in this category:  
 Lunch / Recess Supervisors, Parent Community Liaisons, REACH Associates*

**Starting Hourly Base Rate by Tier:**

	2022-2023				2023-2024				2024-2025			
	I	II	III	IV	I	II	III	IV	I	II	III	IV
A	\$14.06	\$14.26	\$14.46	\$14.66	\$14.48	\$14.69	\$14.89	\$15.10	\$15.00	\$15.08	\$15.36	\$15.58

**Tier Definitions for new hire placement purposes only:**

- Tier 1: Paraprofessional License*
- Tier 2: 30 College Credit Hours*
- Tier 3: Associate Degree or 60 College Credit Hours*
- Tier 4: Bachelor Degree or 120 College Credit Hours*

**Current Employees receive the following raises to their base hourly rate:**

2022-2023	4.65%
2023-2024	4.55%
2024-2025	4.5%
2025-2026	4.5%

**Incentives:**

- Employees proficient in English and Spanish as determined through district assessment will receive a yearly stipend of \$375 paid in May of each year

## Educational Support Personnel- Technology

*Positions included in this category: Technician, Help Desk, Library Tech Associate*

### Starting Hourly Base Rate by Tier:

	2022-2023				2023-2024				2024-2025			
	I	II	III	IV	I	II	III	IV	I	II	III	IV
A	\$14.35	\$15.20	\$16.10	\$20.00	\$14.64	\$15.50	\$16.42	\$20.40	\$15.00	\$15.90	\$16.85	\$20.81

### Tier Definitions for new hire placement only:

*Tier 1: Simple computer troubleshooting skills and customer service experience. Can install software and printers and diagnose issues related to connectivity*

*Tier 2: Simple computer repair. Can replace ram and hard drives. Can repair Chromebooks (replace screens, bezels, etc)*

*Tier 3: Advanced troubleshooting skills and some network experience. Can work in Windows Server OS and Google Admin Console*

*Tier 4: Advanced Networking skills. Can troubleshoot server connectivity issues, wireless issues, and printer issues.*

### Current Employees receive the following raises to their base hourly rate:

2022-2023 4.65%

2023-2024 4.55%

2024-2025 4.50%

2025-2026 4.50%

### Incentives:

- Employees proficient in English and Spanish as determined through district assessment will receive a yearly stipend of \$375 paid in May of each year
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### Educational Support Personnel- Secretarial / Clerical

*Positions included in this category: 9 month Secretary, 11 month Secretary, 12 month Secretary, Athletic Department Secretary, Guidance Office Secretary, Translators*

**Starting Hourly Base Rate by Tier:**

	2022-2023				2023-2024				2024-2025			
	I	II	III	IV	I	II	III	IV	I	II	III	IV
A	\$14.65	\$15.00	\$15.35	\$15.70	\$14.80	\$15.15	\$15.50	\$15.86	\$15.02	\$15.38	\$15.74	\$16.09

**Tier Definitions for new hire placement purposes only:**

Tier 1: *Perform Reception Duties; ability to communicate and interact with students, staff & community; demonstrates organizational skills, willingness and ability to learn*

Tier 2: *Tier 1 responsibilities and the ability to create requested documents, spreadsheets; maintains student attendance duties*

Tier 3: *Tier 1 and 2 responsibilities; maintains staff attendance, substitute organization, able to create communication as needed*

Tier 4: *Tier 1, 2, 3 responsibilities; demonstrates appropriate decision making in support of or in the absence of the supervising administrator; payroll management; excellent in specialized computer programs and applications; responsible for creating and initiating written and verbal communication; responsible for maintaining supervising administrator's calendar/schedule; responsible for office management, environment, and budgeting, responsible for coordination, organization, facilitation of building/department*

**Current Employees receive the following raises to their base hourly rate:**

2022-2023	4.65%
2023-2024	4.55%
2024-2025	4.50%
2025-2026	4.50%

**Incentives:**

- Employees proficient in English and Spanish as determined through district assessment will receive a yearly stipend of \$375 paid in May of each year



## Educational Support Personnel- Instructional Associates

*Positions included in this category: Sped 1 on 1 Associate, Sped Associate, Health Service 1 on 1 Associate, Bilingual Associate, Classroom Associate, Parent Educator*

### Starting Hourly Base Rate by Tier:

	2022-2023				2023-2024				2024-2025			
	I	II	III	IV	I	II	III	IV	I	II	III	IV
A	\$14.26	\$14.51	\$15.00	\$15.48	\$14.69	\$14.95	\$15.45	\$15.94	\$15.15	\$15.42	\$15.94	\$16.45

### Tier Definitions for new hire placement purposes only:

*Tier 1: Paraprofessional License*

*Tier 2: 30 College Credit Hours*

*Tier 3: Associate Degree or 60 College Credit Hours*

*Tier 4: Bachelor Degree or 120 College Credit Hours*

### Current Employees receive the following raises to their base hourly rate:

2022-2023 4.65%

2023-2024 4.55%

2024-2025 4.50%

2025-2026 4.50%

### Incentives:

- Employees proficient in English and Spanish as determined through district assessment will receive a yearly stipend of \$375 paid in May of each year
  - All ESP who regularly assist any student(s) with diapering and/or toileting needs shall receive \$1.50 per pay differential.
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## Educational Support Personnel- Health Services

*Positions included in this category: CNA, LPN, Registered Nurse, BSN*

**Starting Hourly Base Rate by Tier:**

	2022-2023				2023-2024				2024-2025			
	I	II	III	IV	I	II	III	IV	I	II	III	IV
A	\$14.45	\$18.25	\$28.25	\$30.50	\$14.88	\$18.60	\$28.60	\$30.85	\$15.33	\$18.95	\$28.95	\$31.20

**Tier Definitions for new hire placement purposes only:**

- Tier 1: CNA Certification
- Tier 2: LPN Certification
- Tier 3: Registered Nurse Certification
- Tier 4: BSN

**Current Employees receive the following raises to their base hourly rate:**

2022-2023	5.0%
2023-2024	5.0%
2024-2025	5.0%
2025-2026	4.5%

**Incentives:**

- Employees proficient in English and Spanish as determined through district assessment will receive a yearly stipend of \$375 paid in May of each year

## Educational Support Personnel- Building and Grounds

*Positions included in this category: Custodian, Maintenance, Courier, Groundskeeper*

### Starting Hourly Base Rate by Tier:

	2022-2023				2023-2024				2024-2025			
	I	II	III	IV	I	II	III	IV	I	II	III	IV
A	\$14.50	\$15.25	\$16.10	\$17.00	\$14.79	\$15.56	\$16.42	\$17.34	\$15.09	\$15.87	\$16.75	\$17.69

### Tier Definitions for new hire placement purposes only:

*Tier 1: Custodians, Courier - Maintenance/Groundskeeper: no experience*

*Tier 2: Maintenance/Groundskeeper: Basic knowledge of electrical, plumbing, carpentry, unit belts, and filter changes*

*Tier 3: Maintenance/Groundskeeper: Basic knowledge of BAS system, back knowledge of HVAC, skilled knowledge of electrical, plumbing, and carpentry*

*Tier 4: Maintenance/Groundskeeper: Skilled knowledge of BAS system, motors, actuators, and HVAC repairs and replacements*

Current Maintenance staff hourly rate will be determined by their base plus the maintenance differential before providing their percentage raise.

### Current Employees receive the following raises to their base hourly rate:

2022-2023	4.65%
2023-2024	4.55%
2024-2025	4.50%
2025-2026	4.50%

### Incentives:

- Night Shift Custodian = \$.50/hour: Night Shift Lead Custodian = \$1.00./hour: High School Night Shift Lead = \$2.00./hour:  
Lead day Custodian = \$.50/hour Maintenance Supervisor = \$2.00./hour
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YEARS of experience outside D50 2022-2023	BS	BS + 18 \$800	BS + 36 \$800	MS \$1100	MS + 15 \$800	MS + 30 \$800	MS + 45 \$800	MS + 60 \$1350	Ed.D. \$2400.00
	0	\$41,715	\$42,515	\$43,315	\$44,415	\$45,215	\$46,015	\$46,815	\$48,165
1	\$42,565	\$43,365	\$44,165	\$45,265	\$46,065	\$46,865	\$47,665	\$49,015	\$51,415
2	\$43,415	\$44,215	\$45,015	\$46,115	\$46,915	\$47,715	\$48,515	\$49,865	\$52,265
3	\$44,265	\$45,065	\$45,865	\$46,965	\$47,765	\$48,565	\$49,365	\$50,715	\$53,115
4	\$45,115	\$45,915	\$46,715	\$47,815	\$48,615	\$49,415	\$50,215	\$51,565	\$53,965
5	\$45,965	\$46,765	\$47,565	\$48,665	\$49,465	\$50,265	\$51,065	\$52,415	\$54,815
6	\$46,815	\$47,615	\$48,415	\$49,515	\$50,315	\$51,115	\$51,915	\$53,265	\$55,665
7	\$47,665	\$48,465	\$49,265	\$50,365	\$51,165	\$51,965	\$52,765	\$54,115	\$56,515
8	\$48,515	\$49,315	\$50,115	\$51,215	\$52,015	\$52,815	\$53,615	\$54,965	\$57,365
9	\$49,365	\$50,165	\$50,965	\$52,065	\$52,865	\$53,665	\$54,465	\$55,815	\$58,215
10	\$50,215	\$51,015	\$51,815	\$52,915	\$53,715	\$54,515	\$55,315	\$56,665	\$59,065
YEARS of experience outside D50 2023-2024	BS	BS + 18	BS + 36	MS	MS + 15	MS + 30	MS + 45	MS + 60	Ed.D.
	0	\$42,000	\$42,800	\$43,600	\$44,700	\$45,500	\$46,300	\$47,100	\$48,450
1	\$42,850	\$43,650	\$44,450	\$45,550	\$46,350	\$47,150	\$47,950	\$49,300	\$51,700
2	\$43,700	\$44,500	\$45,300	\$46,400	\$47,200	\$48,000	\$48,800	\$50,150	\$52,550
3	\$44,550	\$45,350	\$46,150	\$47,250	\$48,050	\$48,850	\$49,650	\$50,850	\$53,250
4	\$45,400	\$46,200	\$47,000	\$48,100	\$48,900	\$49,700	\$50,200	\$51,550	\$53,950
5	\$46,250	\$47,050	\$47,850	\$48,950	\$49,750	\$50,550	\$50,900	\$52,250	\$54,650
6	\$47,100	\$47,900	\$48,700	\$49,800	\$50,600	\$51,400	\$51,600	\$52,950	\$55,350
7	\$47,950	\$48,750	\$49,550	\$50,650	\$51,450	\$52,250	\$52,300	\$53,650	\$56,050
8	\$48,800	\$49,600	\$50,400	\$51,500	\$52,300	\$53,100	\$53,000	\$54,350	\$56,750
9	\$49,650	\$50,450	\$51,250	\$52,350	\$53,150	\$53,950	\$53,700	\$55,050	\$57,450
10	\$50,500	\$51,300	\$52,100	\$53,200	\$54,000	\$54,800	\$54,400	\$55,750	\$58,150

YEARS of experience outside D50 2024-2025	BS	BS + 18	BS + 36	MS	MS + 15	MS + 30	MS + 45	MS + 60	Ed.D.
0	\$42,500	\$43,300	\$44,100	\$45,200	\$46,000	\$46,800	\$47,800	\$48,950	\$51,350
1	\$43,350	\$44,150	\$44,950	\$46,050	\$46,850	\$47,650	\$48,450	\$49,800	\$52,200
2	\$44,200	\$45,000	\$45,800	\$46,900	\$47,700	\$48,500	\$49,300	\$50,650	\$53,050
3	\$45,050	\$45,850	\$46,650	\$47,750	\$48,550	\$49,350	\$50,000	\$51,350	\$53,750
4	\$45,900	\$46,700	\$47,500	\$48,600	\$49,400	\$50,200	\$50,700	\$52,050	\$54,450
5	\$46,750	\$47,550	\$48,350	\$49,450	\$50,250	\$51,050	\$51,400	\$52,750	\$55,150
6	\$47,600	\$48,400	\$49,200	\$50,300	\$51,100	\$51,900	\$52,100	\$53,450	\$55,850
7	\$48,450	\$49,250	\$50,050	\$51,150	\$51,950	\$52,750	\$52,800	\$54,150	\$56,550
8	\$49,300	\$50,100	\$50,900	\$52,000	\$52,800	\$53,600	\$53,500	\$54,850	\$57,250
9	\$50,150	\$50,950	\$51,750	\$52,850	\$53,650	\$54,450	\$54,200	\$55,550	\$57,950
10	\$51,000	\$51,800	\$52,600	\$53,700	\$54,500	\$55,300	\$54,900	\$56,250	\$58,650
YEARS of experience outside D50 2025-2026	BS	BS + 18	BS + 36	MS	MS + 15	MS + 30	MS + 45	MS + 60	Ed.D.
0	\$43,000	\$43,800	\$44,600	\$45,700	\$46,500	\$47,300	\$48,100	\$49,450	\$51,850
1	\$43,850	\$44,650	\$45,450	\$46,550	\$47,350	\$48,150	\$48,950	\$50,300	\$52,700
2	\$44,700	\$45,500	\$46,300	\$47,400	\$48,200	\$49,000	\$49,800	\$51,150	\$53,550
3	\$45,550	\$46,350	\$47,150	\$48,250	\$49,050	\$49,850	\$50,500	\$51,850	\$54,250
4	\$46,400	\$47,200	\$48,000	\$49,100	\$49,900	\$50,700	\$51,200	\$52,550	\$54,950
5	\$47,250	\$48,050	\$48,850	\$49,950	\$50,750	\$51,550	\$51,900	\$53,250	\$55,650
6	\$48,100	\$48,900	\$49,700	\$50,800	\$51,600	\$52,400	\$52,600	\$53,950	\$56,350
7	\$48,950	\$49,750	\$50,550	\$51,650	\$52,450	\$53,250	\$53,300	\$54,650	\$57,050
8	\$49,800	\$50,600	\$51,400	\$52,500	\$53,300	\$54,100	\$54,000	\$55,350	\$57,750
9	\$50,650	\$51,450	\$52,250	\$53,350	\$54,150	\$54,950	\$54,700	\$56,050	\$58,450
10	\$51,500	\$52,300	\$53,100	\$54,200	\$55,000	\$55,800	\$55,400	\$56,750	\$59,150