

Contract Negotiations Summary – CCPS and AFSCME

ARTICLE 17: HOLIDAYS – Policy Changes

- Unit members shall be authorized to observe fifteen (15) holidays as specified below:
Added: Juneteenth.

ARTICLE 18: WORK HOURS, WORKDAYS, WORK WEEK AND WORK YEARS

Added: Juneteenth to holidays.

D. The number of workdays in a work year for specific job types is as follows:

Job	Months Employed	Workdays	Holidays	Total Days
Professional Technical	12	246	15	261
All other 12 Month + Secretary	12	246	15	261
Secretary Clerical	11	212	14	226
Secretary Clerical	10.5	203	14	217
Secretarial Clerical	10	194	13	207
Instructional Assistant **	10	190	0	190
Food Service Manager Assistant Manager***	10	191	0	191
Food Service Manager***	12	246	15	261
Food Service Worker***	10	184	0	184

ARTICLE 19: LEAVES

Added:

B. Sick Leave

The Board agrees that an employee who has completed 12 consecutive months of service may be granted an extended leave of absence for a maximum of two years without pay and without credit of experience for sick leave.

C. Personal Leave

If an employee terminates or retires prior to the end of the contract year, advanced personal leave will be prorated based on the number of contracted days worked prior to separation.

H. Parental Leave

The Board agrees that an employee who has completed 12 consecutive months of service may be granted an extended leave of absence for a maximum of two years without pay and without credit of experience, to care for the infant child of the employees

ARTICLE 22: REIMBURSEMENTS

A. Tuition – Tuition reimbursement from \$2500 to \$3000

Unit members shall be reimbursed up to \$3,000.00 per fiscal year or the actual cost, whichever is less, for costs associated with job-related college course work and/or specialized training and conferences. Requests for reimbursement must have the approval of the Superintendent or his or her designated agent prior to enrollment in the college course and/or training program or conferences.

ARTICLE 24: SALARIES AND WAGES

A. The Board offers the following salary adjustments effective July 1, 2022:

In FY 2023, all Unit 3 and Unit 4 employees will receive a ONE LEVEL pay increase and a 5% COLA.