

BAEA
Proposals to Modify
the Contract with the District
June 2024

1. Duration: 2 years
2. Wages:
 - a. General Increase 5% each year to the entire schedule
 - b. Steps
 - i. Add steps 6 and 7 at \$1 above the one before.
 - ii. Allow eligibility for steps based on when a contract was signed, rather than the first day of work (difficulty is winter break).
 - c. Increase the minimum wage to \$20 and each step above as needed
 - d. Longevity
 - i. Add longevity increment after 24 years at \$.50 over the one before.
 - ii. Increase longevity increments by \$.25 each
 - e. HOUSEKEEPING: Renumber the steps (so that the first one is #1)
3. Health Insurance
 - a. Increase Employer contribution for family plans to 83% (now 70%)
 - b. Keep Employer contribution for Single at 95% of the premium
 - c. Update on Short Term Disability RFP/MOU?
4. Attendance incentive
 - a. Add steps so that people who need to use sick days still have an incentive to reduce absences for the rest of the year
 - b. Increase benefit amounts to account for increased wages
 - c. New schedule
 - i. 1 day or less=\$500
 - ii. 1+-3 days=\$400
 - iii. 3+-5 days=\$300
 - iv. 5+-7 days=\$200
5. Holidays
 - a. Add Juneteenth when assigned to work the school day before and the school day after.
 - b. Add 4th of July when assigned to work the school day before and the school day after.
 - c. Allow new hires to get paid holidays (currently at 4 years)
6. EAs as a Professional Position
 - a. Add Floating EAs to allow for more consistent quality and availability on substitutes

- b. Have new hires shadow current EAs for 2 days before placed to work by themselves into position.
 - c. Base Hours
 - i. Add an extra 30 minutes a week available to paras for collaboration, preparation, debriefing, and recording.
 - ii. Add 2 more days of paid Professional development a year and discuss PD/training opportunities
7. Grow Your Own-
- a. Is the District working to apply for funds/programming? Could the Union partner on that or publicize it?
8. Assignments
- a. Locations/schedule changes
 - i. Notice to the Union and Employee before the school year ends for the next school year.
 - ii. Offer a choice of vacancies in the same classification prior to a forced transfer, by seniority.
 - iii. Where schedule changes by more than 30 minutes or there is a building/campus changed
9. When paras replace teachers/1.5x language
- a. Discuss intents and factors and then clarify situations in a joint FAQ or language as needed, particularly for non-traditional situations: ie. Media Center, Early Childhood and where there is no in-person teacher assigned.
10. Retirement
- a. Increase Deferred comp match to \$2,000 (now \$1,400)
 - b. Expand match to cover new hires (now only eligible in 3rd year)
 - c. Increase lifetime cap to \$45,000 (now \$25,000)
11. Leave
- a. Update maternity leave section
 - b. Discuss recent legislation and what benefits apply here and possible changes to account for those.
 - c. Bereavement leave
 - i. Add all current categories to the 5 day benefit
 - ii. Add discretionary 10 days for the District to approve if unique reasons, such as travel out of town or multiple deaths in a family.
 - d. Allow new hires to get paid holidays
12. Paychecks
- a. Discuss an option to pick 9 month pay structure.

13. Discuss

- a. New legislation/PERA changes

14. Housekeeping;

- a. Update the emergency closures days, discuss possible joint FAQ at the back of the Contract that could be sent out each year. Change contract language to update for legal/current practice. (for example they are paid but they DO need to report)
- b. Update "time reporting system" in holiday section.
- c. Take out reopener.
- d. Update Appendix A "Management Educational Assistant"