



## **Education Support Professionals (Classified Employees) Compensation Agreement**

Interest Based Bargaining Team Members:

- Jen Bramson -PCCEA Representative
- Andrew Caplan - PCSD Board President
- Gina Cox - PCCEA Representative
- Wendy Crossland - PCSD Board Vice President
- Josh Dukes - EIG Representative
- Dr. Jill Gildea - Superintendent, PCSD
- Cynthia Hair - EIG Representative
- Dr. Shad Sorenson - Chief Human Resources Officer, PCSD
- Mike Tanner - Chief Operating Officer, PCSD
- Randall Upton - Business Administrator, PCSD

After training and actively engaging in the Interest Based Bargaining process, the Education Support Professionals team has reached a three-year compensation agreement. This agreement is based on available funding over the contract period in accordance with the following parameters:

- A. Economic Triggers that need to be met:
  - a. WPU minimum increase 4% per year
  - b. Property tax revenue growth minimum increase 3% per year
  - c. Inflation rate less than 6%
- B. Outcomes of economic triggers
  - a. Met - compensation package advances as agreed upon
  - b. Not Met - negotiation team reconvenes to discuss mitigating measures that may be implemented and reach agreement for the particular fiscal year in question.

Pending Ratification by the Board of Education and the Educational Support Professionals (Classified) Employee Groups the following represents agreement by the negotiations teams for a three year contract that includes fiscal years 2024, 2025, and 2026.

## FY 2024-2026

- Thirty+ hr/per/week employees continue to be eligible for all district Insurance plans.
- District insurance changes as recommended by the Insurance Committee.
- Longevity (Step 21+) \$750 lump sum
- Recognition for years of service:
  - 20 years = \$2,000 one-time recognition
  - 25 years = \$2,500 one-time recognition
  - 30 years = \$3,000 one-time recognition
- Professional learning for ESP's funded at \$25,000 for up to eight (8) hours of professional learning for eligible classified employees beyond the regular contract. Any additional hours beyond the 8 hours of optional staff development will be considered on a case-by-case basis by a committee composed of the employee's supervisor, HR Director, and Business Administrator. Total optional hours may not exceed 16 hours.
- Market adjustment to bring Lane D Step 1 to \$20 to create a \$20 Minimum Wage.
- Market Adjustment made throughout ESP schedule
- CSA rate of \$1.09 is included in tasks completed by ESP employees and built into the salary schedule.
- RHTA - \$1,200

## FY 2024

- 16% increase to each step and lane
- Administratively create a new salary schedule for hourly non-contracted (Lifeguards, Sub Bus Drivers, etc.)

## FY 2025

- 6% COLA

## FY 2026

- 6% COLA

Dated this 30th day of May, 2023



Gina Cox, PCCEA Chair



Andrew Caplan, Board President



Cynthia Hair, EIG Chair



Wendy Crossland, Board Vice President