

PARAEDUCATORS CONTRACT 2025-2027

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 284.83 FTEs and approximately 341 employees.

Year One:

- New starting pay rates:
 - Support Paraeducators: \$16.75 per hour
 - Instructional Paraeducators:
Sped/EL/Classroom/Media: \$18.75 per hour
 - Advanced Paraeducators:
Level IV/SPED Leads /Behavior Instruction: \$20.75 per hour
- 2.65% increase in hourly wages for all current employees hired prior to January 1, 2025
- Increase longevity rates as follows: (3y=\$.25, **5y=\$.85, 10y=\$1.50, 15y=\$1.90, 20y=\$2.40, 25y=\$2.85**)
- Increase in District Insurance Contribution to Single Plans effective October 1, 2025 (\$640/month)
- Caps on the Single EME Contribution (\$945.44/month) and the Family EME Contribution (\$2,181.90/month)
- Beginning January 1, 2026, add Paid Family and Medical Leave Statutory Contribution of .44% of wages

Year Two:

- New starting pay rates:
 - Support Paraeducators: \$17.00 per hour
 - Instructional Paraeducators: \$19.00 per hour
 - Advanced Paraeducators: \$21.00 per hour
- 2.25% increase in hourly wages for all current employees hired before January 1, 2026

Total 2-Year Cost: 5.86%

Tentatively Scheduled for Board Approval: November 19, 2025