

The following provisions of Articles 10, 14, 15 are offered by ASK ESP as a package:

ARTICLE 10 LEAVE OF ABSENCE WITH PAY

D. Personal Leave

6. Unused personal leave will move to the employee's sick leave at the end of each fiscal year or at the end of their employment.

I. Inclement Weather and Emergency Closures

The district will provide all classified employees with two days of paid "Inclement Weather" leave to use during District-called delays or closures. Employees will be paid their full daily pay for each Inclement Weather Leave day used, or portion thereof. Employees are not required to use their personal accruals on these days. After exhausting the two Inclement Weather Leave days, employees may use their personal and/or vacation accruals to supplement their hours during District-called delays or closures.

ARTICLE 14 RATES OF PAY

A. Salaries

1. The base schedule will be increased by 7.0% for fiscal year 2023-2024 retroactive to July 1, 2023, 3.75% for fiscal year 2024-2025, and 4.0% for fiscal year 2025-2026. by 4.5% for fiscal year 2026-2027.

ARTICLE 15 INSURANCE

A. District Contribution

1. The maximum District contribution for plans selected will be ~~\$1,510 for the 2023-2024 insurance year, beginning the month following ratification and \$1,550 for the 2024-2025 insurance year, and \$1,575~~ \$1,630 per month for the ~~2025-2026 2026-2027~~ insurance year.

5. The District will ~~contribute \$100~~ \$125 a month amount to all eligible employees' Health Savings Accounts (HSA) who elect a qualifying high deductible insurance plan through the District.