

BROAD OVERVIEW OF PROPOSED CHANGES

AGREEMENT BETWEEN THE RAYMOND SCHOOL DISTRICT

AND

**THE RAYMOND EDUCATIONAL SUPPORT STAFF,
AFT-NH Local #4823, AFL-CIO**

Duration

Three Year Agreement: **July 1, ~~2017~~ 2019- June 30, ~~2019~~ 2022**

Insurance Contributions (currently 97.5%)

For employees hired before July 1, 2019:

Effective July 1, 2019, the School District will pay 96% of the single, two-person or family plan.

Effective July 1, 2020, the School District will pay 95% of the single, two-person or family plan.

Effective July 1, 2021, the School District will pay 94% of the single, two-person or family plan.

For employees hired on or after July 1, 2019:

Effective July 1, 2019, the School District will pay 90% of the single, two-person or family plan.

Effective July 1, 2020, the School District will pay 88% of the single, two-person or family plan.

Salary Increases - Current Employees

Employees shall receive annual increases each year of the contract in the following amounts:

2019-20 \$.60/hr. Increase from 2018-19 wage rate

2020-21 \$.60/hr. Increase from 2019-20 wage rate

2021-22 \$.50/hr. Increase from 2020-21 wage rate

Adjusted Pay Ranges-Grades

New hires shall be hired within the following pay ranges based on pay grade. Pay range will be commensurate with experience.

GRADE	MINIMUM	MAXIMUM
1	\$9.75 \$10.75	\$14.00 \$15.00
2	\$10.75 \$11.75	\$15.00 \$16.00
3	\$11.75 \$12.75	\$16.00 \$17.00
4	\$12.25 \$13.25	\$17.50 \$18.50
5	\$12.75 \$13.75	\$18.00 \$19.00

Pay Grades

Pay Grades are defined as follows:

Pay Grade 1: Cafeteria Worker

Pay Grade 2: Nurse's Aide, Para-educators **I**

Pay Grade 3: Custodian, **Para-educator II, Licensed Nursing Assistant,**

Pay Grade 4: Cafeteria Manager, Head Custodian, Night Lead Custodian, **Licensed Practical Nurse**

Pay Grade 5: Secretary, Receptionist, Accounts Payable, Payroll, Financial Assistant

Stipends

Certification as Paraeducator I or SNA I ~~\$350~~ **\$450**

Certification as SNA II ~~\$400~~ **\$500**

Associates Degree or Certification as
Paraeducator II ~~\$450~~ **\$550**

Bachelor's Degree ~~\$650~~ **\$750**

Longevity

Effective July 1, 2019

11-15 years of service	\$500.00 (Clarification: After completing 10 years of service.)
16 or more years of service	\$750.00 (Clarification: After completing 15 years of service.)
20 or more years of service	\$1,000 (Clarification: After completing 20 years of service.)

Effective July 1, 2021

11-15 years of service	\$600.00 (Clarification: After completing 10 years of service.)
16 or more years of service	\$850.00 (Clarification: After completing 15 years of service.)
20 or more years of service	\$1,000 (Clarification: After completing 20 years of service.)

Language Adjustments

- Full time definition changed from 35 hours to 30 hours per week
- Term 'Aides' changed to para-educators
- Union activity - rights clarified (use of facilities and equipment, dissemination of information, etc.)

Other adjustments (highlights)

- ~~Nurse's Aide~~ Licensed Nursing Assistant and Licensed Practical Nurse added to recognition clause
- Probationary period shortened to 30 days
- From 3 sick days per year to 4 sick days per year
- Increase professional leave by 1 day
- Members can *apply* for up to 12 weeks of unpaid leave

Total Cost: *New Money*

Year 1: \$75,702

Year 2: \$83,131

Year 3: \$72,395

Total Over Three Years: **\$231,228**

Questions?

