

**HLWW SLPA Negotiations  
2023-24**

**Item #1 - Terms of Contract** - changed language to state day will be 7.5 hours per day (following the teacher day with 0.5 hour unpaid lunch)

**Item #2 - School Closings and Late Start/Early Dismissal** - Added language to mimic the Para contract in regard to late starts, early dismissals and e-learning/snow days because of inclement weather.

**Item #3 - Salary** - granted a \$2.25/hour raise; Christina Kittock \$28.25 and Lee Peterson \$27.25

**Item #4 - Flexible Benefit Plan** - changed date to reflect new open enrollment dates (January - December)

**Item #5 - Life Insurance** - Increased to \$50,000 polity from \$40,000.

**Item #6 - Leaves and Absences** - Added language to mimic the Para contract in regard to using sick leave for a death or serious illness of family members other than immediate family. Added the entire section regarding Jury Duty Leave to reflect the language in the Para contract.

**Item #7 - Worker's Compensation** - Added section to mimic Para contract

**Item #8 - Eyeglasses/Contacts/Hearing Aids and Clothing Reimbursement** - Added language to reflect \$500 for replacement of eye glasses, contacts or hearing aids that are broken or damaged by a student while an employee is fulfilling duties. The District may pay up to \$250.00 for replacement of clothing damaged by a student while an employee is fulfilling duties.

**Item #9 - Travel Time and Mileage** - Added Winsted Elementary to Holy Trinity and Humphrey Elementary to Head Start on the mileage chart.

Total: **8.67% increase for Christina Kittock and 9% increase for Lee Peterson**

Total **\$3,880.36 (decrease in hours for Christina from 8 to 7.5)**