

## Paraprofessionals Contract Summary 24 -26

- 1) Added contract language surrounding union dues and contact with new staff, Article V, Section 3:

Subd 1. Employers must commence deductions within 30 days of notice of authorization from the exclusive representative and must remit the deductions to the exclusive representative within 30 days of the deduction. The failure of an employer to comply with the provisions of this paragraph shall be an unfair labor practice under section 179A.13, the relief for which shall be reimbursement by the employer of deductions that should have been made or remitted based on a valid authorization given by the employee or employees.

Subd 2. Remission of Withheld Funds. The aggregate of funds deducted and withheld from all employees in the bargaining unit shall be remitted by the Employer together with an itemized statement to the Minnesota School Employees Association no later than thirty (30) days following the end of each payroll period.

Subd 3. Bargaining unit information. Within 20 calendar days from the date of hire of a bargaining unit employee, a public employer must provide the following contact information to an exclusive representative in an Excel file format or other format agreed to by the exclusive representative: name; job title; worksite location, including location within a facility when appropriate; home address; work telephone number; home and personal cell phone numbers on file with the public employer; date of hire; and work email address and personal email address on file with the public employer.

Subd 4. Every 120 calendar days, a public employer must provide to an exclusive representative in an Excel file or similar format agreed to by the exclusive representative the following information for all bargaining unit employees: name; job title; worksite location, including location within a facility when appropriate; home address; work telephone number; home and personal cell phone numbers on file with the public employer; date of hire; and work email address and personal email address on file with the public employer.

Subd 5. A public employer must notify an exclusive representative within 20 calendar days of the separation of employment or transfer out of the bargaining unit of a bargaining unit employee.

2) Rates of pay increased by 3% year 1 and 2.5% year 2, Article VI Subd 1

24-25 Wage Schedule	Step	B22	C41	Wage Increase
	1	\$18.24	\$21.84	3%
	2	\$18.62	\$22.28	
	3	\$18.98	\$22.71	
	4	\$19.73	\$23.62	
	5	\$20.53	\$24.62	

25-26 Wage Schedule	Step	B22	C41	Wage Increase
	1	\$18.70	\$22.38	2.5%
	2	\$19.09	\$22.84	
	3	\$19.46	\$23.28	
	4	\$20.23	\$24.21	
	5	\$21.04	\$25.23	

3) Increase district contribution to health insurance, Article IX:

Beginning ~~July~~ ~~January 1, 2022~~ ~~2025~~, the district contribution for single coverage is ~~\$6,707~~ ~~\$7,378~~ and ~~\$11,237~~ ~~\$12,361~~ for family coverage for the fiscal year.

4) Increase district contribution to annuity plans, section 11:

Beginning the second (2) year of employment through the completion of the 5th year the District contribution to the match shall be up to \$550 during the 2024-2025 school year. The District contribution to the match shall be up to \$600 during the 2025-2026 school year.

Beginning the 6th year of employment through the completion of the 10th year the District contribution to the match shall be up to \$690 during the 2024-2025

school year. The district contribution to the match shall be up to \$750 during the 2025-2026 school year.

Beginning the 11th year of employment through the completion of the 15th year the District contribution to the match shall be up to \$790 during the 2024-2025 school year, The District contribution to the match shall be \$850 during the 2025-2026 school year

Beginning the 16th year of employment and beyond the district contribution to the match shall be up to \$830 during the 2024-2025 school year. The District contribution to the match shall be up to \$900 during the 2025-2026 school year

5) Allowance for paid leave of absence in-line with teachers, section 4, Subd. 5:

Subd. 5. Personal days or unpaid time cannot be used during the first ~~10~~ 5 student days and the last ~~10~~ 5 student days of the school year. Personal days or unpaid time may be granted during the first and last ~~10~~ 5 student days of the school year at the discretion of the Superintendent or supervising principal.

6) Changes will be retroactive to the expiration of the current contract