



**EDUCATION SUPPORT
EMPLOYEES ASSOCIATION**

**TEAMSTERS
LOCAL 14**



TENTATIVE AGREEMENT SUMMARY

FINANCIAL

1

Base wage increase (COLA) of 3.5% for all classifications effective the pay period that includes December 1, 2021.

2

- Five Percent (5%) Step Increase During This Contract Year**
- **Employees with anniversary dates between July 1, 2021, and November 30, 2021, receive their 5% step increase in the pay period that includes December 1, 2021.**
 - **Employees with anniversary dates between December 1, 2021 and June 30, 2022, will receive the 5% step increase in the pay period that includes your anniversary date.**

3

- Five Percent (5%) Step Increase in the 2nd Year of the Contract.**
- **Employees receive the 5% step increase in the pay period that includes your anniversary date.**

4

- New Salary Schedule Effective July 1, 2022**
- **New entry-level pay rate: Column A1 is eliminated and new hires start in Column B1; five percent (5%) higher than the current starting rate**
 - **A Freeze of the 5-year time frame between steps.**
 - **Five years between Column F and G ... Gone!**
 - **Five years between Column G and H ... Gone!**
 - **Five years between Column H and I ... Gone!**
 - **Creates a 7-year wage schedule: hire to top rate of Column I**
 - **Ends a 20-year wage schedule: hire to top rate of Column I**
 - **Employees currently in the five-year steps (F, G, H) will receive a 5% step increase on their anniversary date after July 1, 2022**
 - **Longevity steps and stipends eliminated effective July 1, 2022. Final payments to be made in July 2022.**

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Article 5 Responsibility Pay credited towards promotional probationary period, reducing the six-month timeframe for the step increase.

6

- Article 10 Call Back Pay: Emergency Remote Access Work from Home.**
- **Two hours at 1.5x pay**



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EMPLOYEE BENEFITS

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No increase in employee monthly premiums or reduction in benefits for Plan Year 2021-2022. CCSD agreed to cover the full premium increase (slightly above 5%) from United Healthcare. This saved our members \$4,500,000.00 in the 2021-2022 school year. You get to keep your wage increase(s).

8

Five Percent (5%) Increase in the District's Monthly Contributions to the Benefit Plan in Both Years of the Contract.

- **District Contribution Increase by 5% for 2021 = \$654.90/month**
 - \$4,304,220.00 new money
 - Total CCSD Payment towards benefits. \$90,376,200.00
- **District Contribution to Increase by 5% for 2022 = \$687.65/month**
 - \$4,519,500.00 new money
 - Total CCSD Payment towards benefits. \$94,895,700.00

9

Article 13 Bereavement Leave in Hourly Increments

10

Member Protections: Paid Leave Pending Investigations (Article 33-7 Suspension Pending Investigation).

- After reviewing the matter with the Employee, the Superintendent's designee may immediately place a Regular Status Employee on unpaid leave following the arrest or initiation of an investigation of the Employee by law enforcement or a government entity other than the School District, into the following allegations: conduct that adversely affects the physical or mental health or safety of a student (including but not limited to, sexual or physical contact with a student or child); felony arrest, charge, or conviction; conduct that would constitute a crime or other violation of state or federal law; or drug or alcohol-related offenses. The unpaid leave will continue pending resolution of the charge or conclusion of the investigation by appropriate authorities.
- If at the conclusion of the investigation the Employee is determined to not have engaged in any crime, violation of state or federal law, or misconduct that caused the unpaid leave, the Employee will receive back pay for the time the Employee was placed on unpaid leave pending investigation.

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MOA's Career Paths (Professional Development Pathways)

- FASA Training and Skilled Trades Apprentices Programs
- \$2 Million From CCSD to UNLV for the "Paraprofessional Pathway Project"