

Contract Terms with Exeter Cooperative Paraprofessional Association

- ❖ 3 Year Agreement
- ❖ All Management Rights are retained. “At Will” language remains in the contract.
- ❖ Formal grievance procedure with Binding Arbitration
- ❖ Progressive discipline procedure
- ❖ Pay for unplanned delayed openings or closings
- ❖ Health Insurance – District to pay 65% of a one person HMO (the cost is equivalent to the current 50% of a one person plan under the Comp 100 plan)
- ❖ Course reimbursement – 3 credits at UNH rate – cap of \$10,000 for entire group each year
- ❖ Bereavement – 3 days per occurrence as opposed to current cap of 3 days per year
- ❖ Reduction in Force procedure – seniority to be taken into consideration but is not the sole determinate
- ❖ After a 60 day probationary period a two week notice is required before ending employment (District or employee)
- ❖ Salary Schedule: The salary schedule has been expanded from the current 12 steps to 17 steps. The steps have all been made uniform at \$0.30 for the Aides and \$0.35 for the Assistants (current schedule varies from \$0.25 to \$1.15). Each employee will move to the step that gives them at least a \$0.50 raise for the Aides and a \$0.60 raise for the Assistants. For each of the next two years the grid will be increased by \$0.25 for the Aides and \$0.30 for the Assistants resulting in a raise of \$0.55 for the Aides and \$0.65 for the Assistants.

Approximate financial impact of the contract:

Pay for unplanned delayed openings/closings	\$ 1,500
Course Reimbursement	\$ 10,000
Increased Pay	\$ 65,000
Health Insurance (Assumes additional 20 people)	<u>\$ 78,000</u>
<u>Total projected financial impact</u>	<u>\$155,000</u>