

Initial District Monetary Package Proposal

September 11, 2025

1. Salary Schedule

- FY 2026: 2.5% Increase
- FY 2027: 1% Increase
- FY 2028: 1% Increase

2. Shift Differential Change

- Article 17.A, Shift Differential
 - The District shall pay a shift differential of ~~forty (40) cents per hour~~ **a 3.75% increase over their basic hourly wage** to all employees assigned to work the swing shift, and ~~sixty (60) cents per hour~~ **a 7.5% increase over their basic hourly wage** to all employees assigned to work the graveyard shift.

3. Life Insurance Change

- Article 28.A and 28.C, Life Insurance
 - Article 28.A: Life insurance coverage in an amount equal to **two (2) times** the employee's annual salary rounded to the next highest thousand will be provided by the District at no cost to all eligible employees. An employee may increase coverage to a maximum of double **triple** her/his **their** salary by paying the additional premium. In the event of accidental death, the insurance shall pay double the specified amount.
 - Article 28.C: Term life insurance in the amount of **ten-thousand-dollars** (\$10,000) or the employee's annual salary, whichever is less, shall be provided for the spouse of the employee at no additional cost to the employee. The **ten-thousand-dollar** (\$10,000) coverage does not apply when both husband and wife **spouses** are employees of the School District.

4. Sick Leave Pre-Credit

- Article 25, Sick Leave
 - New Article 25.A: **Employees shall be credited, at the beginning of their employment year, or upon hire, with sick leave equal to the amount that would accrue over the course the remaining fiscal year, calculated at the following rates:** Each permanent eight (8) hour employee shall accrue sick leave from the date of employment at the rate of one and one-third (1 1/3) days per month, per pay period according to an employee's personnel action form with unlimited accumulation, regardless of status. A minimum of one (1) hour will be used for each absence. Absences that exceed one (1) hour will be recorded in 15-minute increments.
 - 1. Each employee working less than eight (8) hours shall accrue sick leave from the date of employment on a prorated basis per month with unlimited accumulation. A minimum of one hour will be used for each absence. Absences that exceed one (1) hour will be recorded in 15-minute increments.

5. Health Care Status Quo

6. Finalize Definitional Sections and Initial District Proposals