## EPPING PARAPROFESSIONAL ASSOCIATION PROPOSED CBA 2024-2027

### **Highlights**

- Increase wages to be competitive with NH job market
- Offer health insurance to attract and retain employees
  - We are in our third year of having vacant para-professional positions
  - Current starting wage is far less than McDonalds
- Lower contracted service costs by offering a \$2 pay differential to para-professional with RBT certification

# **Highlights**

- Updated language to more closely match the Teacher's CBA
  - Bereavement
  - Personal Days
  - Sick Days
- Updated grievance process to include the School Board
- Updated probationary period to be consistent at 60 days
- Updated sick bank language
- Created an evaluation committee to update evaluation process

### Wages:

Year 1: 14% increase on wages plus step
Step One starting salary is \$15.33
Max Step salary is \$26.44
Year 2: 10% increase on wages plus step
Step One starting salary is \$16.87
Max Step salary is \$29.08

Year 3: 5 % increase on wages plus step •Step One starting salary is \$17.71 •Max Step salary is \$30.53

### Health Insurance:

Year 1: Single 90% coverage by employer 2P 60% coverage by employer Family 60% coverage by employer Year 2: Single 90% coverage by employer 2p 70% coverage by employer Family 70% coverage by employer Year 3: Single 90% coverage by employer 2P 80% coverage by employer Family 80% coverage by employer

<u>24-2025</u>	25-2026	<u>20</u>	<u>26-2027</u>	<u>20</u>	
FICA (.0765) \$9,342.68	FICA (.0765)	\$8,037.02	FICA (.0765)	\$4,910.03	
Life (.00158) \$192.96	Life (.00158)	\$165.99	Life (.00158)	\$101.41	
LTD (.0033) \$403.02	LTD (.0033)	\$346.69	LTD (.0033)	\$211.81	
WC (.004107) \$501.57	WC (.004107)	\$431.48	WC (.004107)	\$263.60	
Fringe Subtotal	Fringe Subtotal		Fringe Subtotal		
\$10,440.23	\$8,981.18		\$5,486.85	\$5,486.85	
Health, Dental, stipend	Health, Dental, stipend		Health, Dental, stipend		
Increases	Increases		Increases		
\$12,725.80	\$18,564.75		\$70,793.38	\$70,793.38	
Fringe Increase \$10,440.23	Fringe Increase \$8,981.18		Fringe Increase \$5,486.85	Fringe Increase \$5,486.85	
Salary Increase	Salary Increase		Salary Increase		
\$122,126.55	\$105,059.03		\$64,183.42	\$64,183.42	
Total Increase - Year 1	Total Increase - Year 2		Total Increase - Year 3		
\$145,292.59	\$132,604.96		\$140,463.65		