

EDESA Negotiations

01/05/2022 Proposal

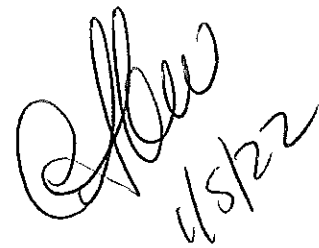
1. Three-year contract. Feb. 1, 2022 to January 31, 2025

ARTICLE XXI Duration of Agreement

~~This Agreement shall become effective on the 1st day of February 2021 and shall continue in effect until 11:59 PM the 31st day of January 2022.~~

This Agreement shall become effective on the 1st day of February 2022 and shall continue in effect until 11:59 PM the 31st day of January 2025.

TA'd
Patty Duvalde
01/05/2022
w/eros
1/5/22
N 1/5/22


1/5/22

Current Hourly Scale 2020-2021
SCHEDULE A

EDESA Negotiations . 01.05.2022

Level		Tier 1	
		Employees Hired Prior to July 1, 2011 2020-2021	Employees Hired on or after July 1, 2011 2021-2022
1	ADMIN ASST FOR: Elementary Split Position High School Attendance Middle School Office Summer Work	\$18.25	\$15.25
2	ADMIN ASST FOR: Middle School Principal HS Asst. Principal/Dean of Students HS Counseling HS Athletics Alternative Ed/Virtual Academy Elementary Principal	\$19.14	\$16.26
3	ADMIN ASST FOR: Food Services High School Principal	\$20.05	\$17.26

SHIFT PREMIUM - additional 20 cents per hour for afternoon shift. Any shift starting at 12:01 p.m. or later on a normally scheduled shift or work day will qualify for the premium differential.

*Summer Work - See Page 9

Job Descriptions for the above-listed positions are available upon request from Human Resources in coordination with EDESA Leadership. Job Descriptions will be reviewed/updated by the EDESA Leadership team in coordination with Human Resources by the end of the school year or when job postings become necessary.

The District reserves the right to reclassify or modify current positions. Job Description changes initiated by the District shall be discussed with the EDESA Executive Board.

PROPOSED 11.22.2021
SCHEDULE A

EDESA NEGOTIATIONS
01.05.2022

Economic Provisions:

Revised STEP scale with 7% on scale (see below)

EDESA will receive a 5% end of year bonus FY 2022 off schedule funds

EDESA will receive a 5% end of year bonus FY 2023 off schedule funds

EDESA will receive a 5% end of year bonus FY 2024 off schedule funds

Level	Position Type	Step 1	Step 2	Step 3	Step 4
1	ADMIN ASST FOR: Elementary Split Position High School Attendance Middle School Office *Summer Work	\$16.31	\$17.38	\$18.45	\$19.52
2	ADMIN ASST FOR: Middle School Principal HS Asst. Principal/Dean of Students HS Counseling HS Athletics Alternative Ed/Virtual Academy Elementary Principal	\$17.40	\$18.42	\$19.44	\$20.48
3	ADMIN ASST FOR: Food Services High School Principal	\$18.46	\$19.45	\$20.44	\$21.45

SHIFT PREMIUM - additional 20 cents per hour for afternoon shift. Any shift starting at 12:01 p.m. or later on a normally scheduled shift or work day will qualify for the premium differential.

*Summer Work - See Page 9

Job Descriptions for the above-listed positions are available upon request from Human Resources in coordination with EDESA Leadership. Job Descriptions will be reviewed/updated by the EDESA Leadership team in coordination with Human Resources by the end of the school year or when job postings become necessary.

Add language under Schedule A salary scale: "Beginning with the 2022-2023 school year, employees eligible for step movement on the salary schedule will not in fact move if the District projects that its fund balance is less than eleven percent (11%) for the previous school year, retroactive to the beginning of that school year. 'Fund balance' is undesignated and/or unassigned general fund balance, and it would not include general fund revenues generated by sale of capital and/or financial gifts given to the District. It is further understood and agreed that any cost associated with new programs or new initiatives should not increase the total year-over-year total budgetary expenditures by more than three percent (3%) unless such general fund expenditures are made to support or implement programs and initiatives required by federal and/or state mandates."

TA/d
01/15/2022
P. Alexander
w/ans
1/15/22
AL 1/15/22

[Signature]
1/15/22