

**AGREEMENT BETWEEN
THE LOWER PIONEER VALLEY EDUCATIONAL
COLLABORATIVE BOARD OF DIRECTORS**

AND

**THE LOWER PIONEER VALLEY EDUCATIONAL
COLLABORATIVE EDUCATORS' UNION, UNIT B**

July 1, 2025 – June 30, 2028

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Preamble

Whereas, the LPVEC Board of Directors (hereinafter referred to as the “Employer”), and the LPVEC Educators Union (hereinafter referred to as the “Union”), a labor organization within the meaning of applicable law, are committed to providing education of the highest quality possible for the students attending the Lower Pioneer Valley Educational Collaborative.

The Employer and the Union enter into the following Agreement, believing that positive professional conditions are an essential component in creating a productive learning and teaching environment. Good morale among the teaching staff and a collegial environment are critical to achieving that goal.

The intent of this Agreement is to assure that these services are rendered economically, efficiently, and without interference or interruption in a work environment that fosters mutual respect in a professional atmosphere; provide a constructive, cooperative, and harmonious relationship between the Employer and the Union; and provide fair and equitable rates of pay, hours of work, benefits, working conditions, and other conditions of employment.

To these ends, the parties mutually enter into this Agreement, which sets forth the terms and conditions of employment of employees covered by this Agreement and provides equitable and peaceful means for the adjustment of differences with respect to the interpretation or application of this Agreement.

This Preamble shall not be used as grounds for disciplinary action and cannot be grieved.

Article 1 - Dignity And Respect

1.1 The parties agree that all employees shall be treated with dignity and respect. This includes not only supervisors and managers treating bargaining unit employees with respect and dignity, but also bargaining unit employees and Union representatives treating staff, supervisors, and managers with dignity and respect. Additionally, bargaining unit employees shall treat the individuals the Employer serves, their families, and their guests with dignity and respect.

1.2 The Employer maintains anti-harassment, anti-bullying, and anti-discrimination policies that employees are encouraged to access should the need arise. These policies provide procedures for filing complaints, ensure confidentiality to the extent appropriate, and prohibit retaliation.

Article 2 – Union Recognition

Pursuant to the Certification of the Department of Labor Relations of August 7, 2023, Case No. WMAM-23-10111, the Employer recognizes the Union as the sole and exclusive representative for collective bargaining of:

All full-time and regular part-time employees employed by the Lower Pioneer Valley Educational Collaborative in the positions of Classroom Assistants, Teaching Assistants, Individual Aides, Board Certified Assistant Behavior Analysts, Speech Language Pathologist Assistant, administrative assistant, and clerical staff, but excluding all confidential employees, managerial employees, casual employees, all non-professional employees, and all other employees employed by the Lower Pioneer Valley Educational Collaborative.

Article 3 – Effect of Agreement

3.1 This Agreement incorporates the entire understanding of the parties on all issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter, whether or not covered by this Agreement and whether or not within the knowledge or contemplation of the parties at the time they negotiated or signed this Agreement.

3.2 No addition to, alteration, modification, or waiver of any of the terms or provisions of this Agreement shall be valid, binding, or of any force or effect unless it is made in writing and executed by the Board and the Union.

3.3 If any provision of this Agreement or any application thereof affecting members of the Union is found to be contrary to law, they shall remain in effect to the extent permitted by law. Still, all other provisions of this Agreement shall continue in full force and effect.

3.4 The failure by the Board or the Union in one or more instances to observe or enforce any provisions of this Agreement shall not be construed as a waiver of said provisions.

3.5 Not later than December 15 of the calendar year preceding the calendar year in which this agreement expires, the Union may request that the Board enter into negotiations concerning a successor Agreement in a good faith effort to reach an agreement concerning wages, hours, and other conditions of their employment.

3.6 This Agreement incorporates the entire understanding of the parties on all items which were or could have been the subject of negotiations. Its terms shall remain in full force and effect during the life of the Agreement, unless changed by mutual agreement of the parties.

3.7 The Union and the Board agree that in the event the contract expires before a new contract is agreed upon, the terms of the final year of the most recent contract will be extended until a new agreement has been reached.

Article 4 - Management Rights

4.1 The Board and the Executive Director are provided with powers under the laws of the Commonwealth of Massachusetts, and nothing in this Agreement shall be deemed or construed to derogate from or impair any power, right, or duty conferred upon the Board or the Executive Director by law or any rule or regulation of the Commonwealth. Except as is otherwise expressly provided by the terms of this Agreement, the determination of educational policy, the operation of the schools, and the direction of the working forces are exclusively that of the Executive Director and/or the Board in accordance with the laws of the Commonwealth.

4.2 Nothing in this Agreement shall limit the Board, its Executive Director, or any of its agents in the exercise of their functions of management and in the direction and supervision of LPVEC. This includes, but is not limited to, the right to: add or eliminate departments; require and assign overtime; increase or decrease the number of jobs; change process; assign work and work to be performed; schedule shifts and hours to work and lunch or break periods; hire; suspend, demote, discharge or otherwise discipline; transfer or promote; layoff because of lack of work or lack of funds; establish rules, regulations, job descriptions, policies and procedures; conduct

orderly operations; establish new jobs, abolish existing jobs; determine where, when, how and by whom work will be done; determine standards of proficiency in job skills, except where any such rights are specifically modified or abridged by terms of this Agreement.

4.3 Management also reserves the right to decide whether, when and how to exercise its prerogatives, whether or not enumerated in this Agreement. Accordingly, the failure to exercise any right shall not be deemed a waiver. Past practice and course of dealings shall not be a basis for altering the plain, ordinary meaning of the terms of this Agreement.

4.4 The parties agree that each side had a full opportunity during the course of negotiations to bargain over all mandatory subjects, whether or not included in this Agreement. Accordingly, with respect to any such matter over which the Agreement is silent, the Board retains the right to make changes, but only after prior consultation with the Union, involving notice and an opportunity to bargain, if the Union so requests, to the point of agreement or impasse.

4.5 Furthermore, it is agreed that consuming alcoholic beverages or taking illegal drugs on the job or being under the influence of alcohol or illegal drugs during any period of the day may be grounds for discharge from employment with LPVEC.

Article 5 – No Strike/No Lockout

5.1 In consideration of the Employer's commitments as outlined in this Agreement, the Union, its officers, agents, representatives, stewards, committee members, and all other employees shall not, in any way, directly or indirectly, instigate, lead, engage in, authorize, cause, assist, encourage, participate in, ratify, or condone any strike, sympathy strike, slowdown, work stoppage, picketing, hand billing, boycotting (whether primary or secondary), public disparaging of the Employer, or any other economic action of whatsoever nature, or any interference with or interruption of work at any of the Employer's operations during the term of this Agreement or any extension thereof, nor shall any employee refuse to cross a picket line of any union for any reason. The Union and its members further agree that during the term of this Agreement or any extension thereof, they will not engage in any boycott, hand billing, leafletting or picketing of the Employer at any Employer other location, or engage in any form of conduct or expression (including on publicly accessible social media) disparaging to the Employer, its management, employees, services, clients, students or students' family members.

5.2 The failure or refusal on the part of any employee to comply with the provisions of this Article shall be cause for immediate discipline, including discharge, at the sole discretion of the Employer. The failure or refusal by a Union officer, agent, representative, steward or committee member to comply with the provisions of Section 1 of this Article constitutes leading and instigating a violation of said Section 1, it being specifically agreed that the Union officers, agents, representatives, stewards and committee members, if employed by the Employer, by accepting such positions, have assumed the responsibility of affirmatively preventing violations of Section 1 of this Article by reporting to work and performing work as scheduled and/or required by the Employer.

5.3 During the term of this Agreement, or any amendment thereto, the Association shall not cause, or sponsor, and no Unit B member shall cause or participate in, any strike or work stoppage. The Association will take all reasonable steps to end any violation of this Article by individual Association members. If the Association disclaims in writing to the Board responsibility for any acts of individual Association members prohibited hereby,

it shall not be liable in any way therefore. Unit B members who participate in any such acts may be disciplined or discharged without recourse to arbitration, except as provided by law, provided, however, that the question of their participation shall itself be subject to the grievance and arbitration procedure.

Article 6 – Union Business

6.1 Union Use of Premises

Union representatives shall be permitted access to the Employer's premises for the performance of official business, provided that such access does not disrupt operations.

6.2 Union Communications

- A. The Union shall have the use of a faculty bulletin board at LPVEC-owned facilities for the purpose of posting notices of Union business, including but not limited to notices of Union elections, notices of Union appointments and results of union elections, and notices of Union recreational and social affairs.
- B. The Union shall have free access to all employees' mailboxes at all employer facilities for Union business.
- C. The Union will have up to thirty (30) minutes at the new hire orientation to conduct Union business.

6.3 Employer Provision of Information

- A. The Employer will provide to the Union a list of bargaining unit employees, including work location, date of first employment, full-time equivalency, annual salary, employee ID, and dues deduction amount (if applicable) on or before October 1st and April 1st of each contract year.
- B. Not later than 10 calendar days after the date a prospective school employee accepts an offer of employment, the Employer shall provide a spreadsheet with the following information: name, job title, employee ID worksite location, date of hire, step placement, and annual salary, home address, work telephone number, home email address, and home and personal cell phone numbers.

Article 7 – Dues Deduction

7.1 The Union shall have the exclusive right to the check-off and transmittal of Association dues on behalf of each employee. The Collaborative agrees to deduct from the salaries of employees who have on file with the Collaborative a dues deduction authorization, dues for the Lower Pioneer Valley Educational Collaborative Educators Union, Massachusetts Teachers Association, and/or the National Education Association, and to transmit the monies to the Lower Pioneer Valley Educational Collaborative Educators Union Treasurer. Employee authorization shall be in the form of the Membership form for new members, so long as it is clear that the employee is authorizing the deduction of dues from their wages. Any employee desiring to have the Collaborative discontinue deductions they have previously authorized must give the Collaborative and the Association sixty (60) days' notice.

7.2 The Collaborative will submit the amount deducted to the Association Treasurer as soon as is reasonably possible after the issuance of the paycheck from which the deductions were taken. The Union will certify to the Collaborative in writing the current rate of its membership dues. Any change to the rate of its membership dues will require thirty (30) days' written notice to the Collaborative before the effective date of such change.

7.3 The provisions of this Article 7 shall be subject to the requirements of Section 17C of Chapter 180 of the General Laws including the requirement that the Treasurer of The Association, shall be satisfied by such evidence as s/he may require that the Treasurer of the Association has given to the Association a bond in the form approved by the Commissioner in a sum and with such surety or sureties as are satisfactory to either or both of the above described Treasurers, as the Collaborative may be.

7.4 The Association shall indemnify and save the Board of Directors harmless against any claim, demand, suit, or other form of liability that may arise out of, or by reason of, action taken or not taken by the Board for the purpose of complying with this Article or in compliance with any dues deduction authorization furnished to the Board.

Article 8 - Discipline and Discharge

8.1 All newly hired employees will remain on probation for the first ninety days. An employee who has passed their probationary period shall not be disciplined, reprimanded, reduced in rank or compensation, terminated, or deprived of any professional advantage without just cause.

8.2 If an employee has been reprimanded, disciplined, or terminated (not to include non renewals at the end of a school year or terminations in the probationary period) by the Director of Special Education and or the Principal Director of Career and Technical Education or the Executive Director, the employee shall be provided with the reasons for the action. Any non renewals related to licensure requirements shall apply only where such licensure is relevant to the employee's assigned role and responsibilities.

8.3 The employee shall have an opportunity to address the supervisor who is issuing a suspension or termination, and the employee may have a representative(s) of the Association present with her/him during such a meeting or interview.

8.4 An employee who leaves LPVEC in good standing and is rehired one (1) year after their separation date shall suffer no loss of seniority upon rehire. This shall mean that seniority at the time of separation is restored upon rehire, not including any period of separation. Further, this shall mean that any sick time earned before separation shall be restored, not including time that would have been earned during the period of separation.

Article 9 – Work Year

9.1 Length of Work Year.

- A. The work year for school-year employees shall be 184 days, of which 180 shall be teaching days and 4 shall be for professional activities.

B. The work year for twelve-month employees shall consist of all business days, as defined by the Collaborative, within the twelve month fiscal year.

9.2 Employees new to the Collaborative may be required to attend one (1) additional orientation day before the opening of school.

9.3 The establishment of the annual school calendar shall be a function of the Board; however, before a school calendar is established or changed, the Union shall be consulted.

9.4 To adjust for school schedules and changes in operating conditions, the starting and ending times of daily work schedules may be adjusted from time to time by the administration, provided that reasonable notice of such change is provided.

9.5 Employees will serve on committees and Task Forces that meet outside of the workday only voluntarily unless the work is paid by stipend. The evaluation of employees will not reflect Committee/Task Force participation or non- participation.

9.6 Employees are expected to attend all scheduled professional staff meetings and special education Team Meetings. With the exception of special education Team Meetings, the total number of meetings beyond the school day shall not exceed five (5) meetings up to two (2) hours in duration. The Joint Labor Management Committee shall meet each May to provide suggestions on topics for professional staff meetings. A schedule of professional staff meetings for the following school year will be provided by the Administration each May. Changes to the schedule for professional staff meetings may occur due to unforeseen circumstances. In such instances, employees can request an exception to attending the rescheduled meeting by reaching out to their direct supervisor two weeks prior to the rescheduled date. The direct supervisor shall provide a written response to the request within 5 business days.

9.7 No employee shall be required to report to work when classes have been canceled due to inclement weather in the community in which the employee's class is located or in the building where the employee is located.

9.8 The Calendar will reflect the vacation periods observed by the majority of member districts, which typically include a winter and spring vacation of one (1) week duration.

9.9 Length of Workday

A. The normal length of the workday for school year employees shall not exceed seven hours (7) and twenty (20) minutes. This time shall start at least twenty (20) minutes prior to the students' start and shall include a regular thirty (30) minute duty-free lunch period. This does not prohibit the Unit B member from being released by special permission from the Principal or their designee.

B. The normal length of the workday of the twelve-month employees and the Early Learning Center employees shall not exceed eight hours (8) hours, and shall include a regular thirty (30) minute duty-free lunch period.

Article 10 – Leaves of Absence

10.1 All Unit B members returned from leaves of absence granted in this article shall be restored to the position they held at the time the leave was granted, provided such position is still in existence. All benefits to which a Unit B member was entitled at the time their leave of absence commenced, including unused accumulated sick leave, will be restored upon their return.

10.2 A statement by a health care provider substantiating the absence was for medical reasons, and clearing the employee to return to work will be required by the employee's supervisor for all absences exceeding three (3) consecutive school days before the employee's return to work. Further, the Executive Director may require that a Physician designated by the Collaborative certify the employee's fitness for return to work. If the Collaborative designates the physician, the Collaborative shall be responsible for paying for the examination. The employee's supervisor may also request medical documentation in cases of suspected abuse of sick leave or to support an accommodation request.

10.3 Accrued Leave with Pay

- A. Full-time employees shall be entitled to fifteen (15) days of accrued leave without loss of pay per year. Unused leave days will accumulate to a maximum of 212 days (pro-rated for part-time employees). Employees will earn leave time monthly over the course of the school year at the rate of 1.5 days earned per month (not to include the summer months if the employee is not working then). For employees who are not scheduled to work full-time, a day of absence shall be prorated in accordance with their teaching schedules. At the start of their first year, all new Unit B employees will have the opportunity to borrow up to three (3) days of leave into the negative of their earned time. If separation of employment occurs prior to earning those days taken, the amount owed to LPVEC will be taken out of the employee's final paycheck.
- B. Leave shall be available for the following purposes only: personal sickness and family illness, personal (up to three days per year), and religious reasons.
- C. In addition to the above accrued leave, twelve-month employees shall be entitled to ten (10) days of accrued vacation as of their original date of hire with LPVEC, accrued on a monthly basis. In case of transfer from another department, all continuous service will be applied to this article.
 - a. Upon each additional year of service, one (1) additional day will be added to the total accrual of vacation, for a maximum of up to twenty (20) total vacation days per year.
 - b. Upon twenty (20) years of continuous service, twelve-month employees will be entitled to twenty-five (25) days of vacation per year, accrued on a monthly basis.
 - c. The carry over limit for unused vacation days shall be ten (10) days, for a maximum accumulation of no more than twenty-five (25) days into the following fiscal year. Vacation time not used by July 31 that is beyond the carry over limit shall not be forfeited.

- d. Vacation requests will be made through Employee Self Service, as far in advance as possible. The employee's direct supervisor has the discretion to grant or deny such requests. Such request shall not be unreasonably denied.
- D. Requests for leave must be made through forms designated by LPVEC and must be made as far in advance as possible, except in extraordinary, unanticipated, or emergency situations. The Collaborative will make best efforts to approve or deny requests within five (5) school days. Requests for leave will not be unreasonably denied.
- E. Leave time used for personal reasons is limited to personal business that cannot otherwise be conducted outside the work day. Personal days before and after holidays and vacations will not be granted except in rare cases of extreme emergency. Personal time without pay will not be approved if paid personal time is available.
- F. Absences due to illness or medical appointments before or after holidays or school vacations will require a licensed medical provider's note to HR to use accrued leave time. Absences of three (3) consecutive school days or more will require medical documentation received by an employee's supervisor prior to the employee's return to work.
- G. The Executive Director may grant additional unpaid leave time upon the request of the employee.
- H. The amount of sick leave each employee has accrued shall be available on the portal.
- I. When an employee provides coverage for teachers they will be compensated an additional \$40 a day. Said compensation will be paid upon receipt of the employee's timesheet, on the pay day immediately following receipt of the timesheet, as a separate deposit. If an employee has concerns about their ability to provide adequate coverage, they should bring those concerns to their direct supervisor.

10.4 Long-Term Illness

The Board will offer long-term disability coverage at employee cost. The terms of the Board's chosen policy will control.

10.5 Jury Duty

Employees who are required to perform jury duty shall receive leave with pay for the duration of such duty. Compensation shall be the difference between jury duty pay and the employee's regular pay (including any or all of the compensation for stipendiary positions held at the time of jury duty). Appropriate documentation should be provided to the employee's supervisor with as much advance notice as possible.

10.6 The Employer agrees to abide by the provisions of all applicable leave laws.

10.7 Sick Leave Bank – effective July 1, 2026

- A. The Board will maintain a sick leave bank. All employees will contribute one of their sick days each September.
- B. Should the sick leave bank fall below one hundred (100) days in a given year, each participating employee will contribute one additional day per year. Upon agreement by the Union and the Sick Leave Bank Committee, additional days of an employee's accumulated sick leave may be contributed by participants to the bank.
- C. The Sick Leave Bank shall be administered by a Sick Leave Bank Committee consisting of four members. Two members shall be designated by the Union and two members shall be designated by the Administration.

The Sick Leave Bank Committee shall determine the eligibility for the use of leave to be granted and has discretionary authority to review and grant individual requests according to the provisions of this contract. Application for use of Sick Leave from the Bank shall be made, in writing, to the Sick Leave Bank Committee.

- D. The following criteria shall be used by the Sick Leave Bank Committee in administering the Bank and determining eligibility and amount of leave:
 - 1. Adequate medical evidence of serious illness or injury.
 - 2. Illness or injury requiring absence from work for fifteen (15) or more consecutive days.
 - 3. Prior utilization of all eligible sick leave.
 - 4. Days may be withdrawn to permit an individual to stay at home to care for a member of the family.
 - 5. Days may not be withdrawn for purposes of maternity only in extreme instances if unforeseen and serious medical complications arise.
 - 6. Sick leave granted from the Sick Leave Bank shall be granted only upon majority vote of the Sick Leave Bank Committee.
- E. The decision of the Sick Leave Bank Committee is final and cannot be appealed to the Board of Directors.
- F. The Administration will be responsible for an accounting of the additions and disbursements to and from the Bank and shall provide timely access to such accounts when requested by the Association. Report of use and contributions of the Sick Leave Bank shall be reported annually to the Association, and Collaborative Board by the Sick Leave Bank Committee.

10.8 Paid bereavement time is provided for the purpose of enabling an employee to attend to matters pertaining to the death of a relative and to attend the funeral or memorial service. An employee shall be granted:

Up to five (5) work days taken consecutively or non-consecutively upon the death of a spouse, domestic partner, child or step-child, parent, or other member of the employee's household.

Up to three (3) work days upon the death of a son-in-law, daughter-in-law, grandparent, grandchild,

mother-in-law, father-in-law, sibling, step-parent, step-sibling.

Up to (1) work day upon the death of their aunt, uncle, niece, nephew, brother-in-law, or sister-in-law.

Proof of death and relationship to the deceased may be required. Bereavement time will not be deducted from the employee's accrued time.

The Executive Director may grant additional days, including requests for bereavement leave for individuals not listed above, upon request. The Executive Director's decision whether or not to grant additional days shall not be subject to the grievance or arbitration process.

10.9 Holidays

The following days shall be recognized and observed as paid holidays, but not with additional pay unless work is performed on this day, for twelve-month employees:

New Year's Day	Labor Day
President's Day	Columbus Day
Memorial Day	Veteran's Day
Independence Day	½ Day the Day before Thanksgiving
Patriot's Day	Thanksgiving Day
Christmas Day	Day after Thanksgiving
Martin Luther King's Birthday	Good Friday
Juneteenth	

Whenever any of the holidays listed above shall fall on Saturday, the preceding Friday shall be observed as the holiday.

Whenever any of the holidays listed above shall fall on Sunday, the succeeding Monday shall be observed as the holiday.

10.11 Unpaid Personal Leave of Absence

An employee may request an unpaid personal leave of absence for a period of up to one (1) school year. Such a leave of absence confers upon the employee the right to return to the same or similar position and assignments as held before the leave.

Such leave of absence may be granted for study, travel, independent research, employment, or personal reasons. A refusal to grant leave under this section shall not be subject to arbitration under this Agreement. Additional leaves may be granted if the reasons are reasonable and within the parameters of this Article. Benefits will not be earned during the leave, and LPVEC will not pay its share of the employee's health insurance premium during the leave. The employee will be offered COBRA coverage to maintain health insurance during the leave.

10.12 Professional Leave/Professional Development

An employee whose application has been approved by the Executive Director may be granted up to two (2) days of leave annually to attending a conference or training for professional purposes. This application shall also note whether reimbursement for conference fees or other costs is being requested. Applications may be submitted 60 days in advance of the anticipated absence. Employees may be required to produce a report as a result of this professional leave. If an honorarium is provided for speaking at a conference, the day should be taken as a personal day. The Executive Director may grant additional days upon request.

10.13 Part-time Employees' Leave

All leave for part-time employees (less than 1.0 F.T.E.) shall be prorated. For example, a one-half full-time equivalent employee (1/2-time employee) would be granted 15 half days of sick leave per year. If the employee worked 2 1/2 days per week and were ill for a half day, the employee would be charged with a 1/2 day of leave. If the employee were ill on a scheduled full day, the employee would be charged with two 1/2 days of sick leave for that absence. An employee returning from such leave shall be restored to the same or a similar position and assignment as held before such leave.

Article 11 – Evaluations

11.1 Unit B members will be evaluated yearly by their direct supervisors. The Principal/Director will also sign the evaluation.

11.2 Following the evaluation of any Unit B member, the evaluator shall, upon request, meet with the Unit B member to discuss the evaluation report. The meeting shall be at the mutual convenience of the Unit B member and the evaluator.

11.3 After the discussion, the Unit B member shall sign the report. The Unit B member's signature does not necessarily indicate agreement with the contents.

A. The Unit B member shall also have the right to make a written reply, which shall be attached to the report.

11.4 A copy of each evaluation report shall be filed in the Unit B member's personnel file and a copy provided to the employee upon request.

11.5 Nothing in this Agreement precludes ongoing, non-disciplinary informal evaluation. Informal evaluation may be included in the formal evaluation.

Article 12 - Seniority and Layoff

12.1 Natural attrition and/or retirement shall be taken into account before invoking the provisions of this Article.

12.2 In the event it becomes necessary to reduce the number of employees in the bargaining unit, the laid-off employee, or the employee whose position is eliminated, shall, if a position exists:

Be transferred to an open position for which they are qualified; or

Replace an employee with the lowest seniority within the system whose job they have the qualifications and ability to perform satisfactorily.

12.3 Notification of Layoff

Employees will be notified of their impending layoff by June 15 of the year in which the reduction in force is to occur. Layoffs shall be conducted within categories based on a Unit B member's qualifications, job performance, and the best interest of the students, which is defined as follows: the employee's past summative overall evaluation ratings as compared to other employees in their position, with rating of Proficient and Exemplary being considered equal. The number of summative evaluations compared will include all those evaluations written for the employee during the time equal to the most recently hired in the targeted category. If there is a tie using the above criteria, the tie shall be broken by seniority, with the least senior Unit B member in the discipline targeted laid off first.

12.4 To preserve a specific program, the Executive Director may deviate from the principle of layoff by inverse seniority provided, however, that the Executive Director must clearly demonstrate that this deviation is the only way to preserve the specific program in question and that the employee actually impacted by such a layoff be the next least senior employee within the appropriate department.

12.5 To preserve a specific program, a more senior Unit B member who is taking the position of a less senior Unit B member due to a reduction in force may be required by the Executive Director to be retrained in the specific duties of the program in question. In addition, a Unit B member who is moving into an open position in a department in which they have not taught within the last five (5) years may be required by the Executive Director to be retrained in the specific duties program in question. The Executive Director and the affected member shall agree upon the appropriate retraining program.

12.6 Recall Rights

Employees laid off under this section shall have recall rights for one (1) school year.

Laid-off staff shall be recalled in the reverse order of seniority of the initial layoff for positions for which they are qualified. The Executive Director or designee shall maintain an up-to-date recall list and shall be available to the Association upon request.

12.7 Employees shall be recalled by first-class mail, phone, and electronic mail to the most recent address on file with the Executive Director. Employees are responsible for notifying the Executive Director of any address change. Within three (3) business days of receipt of the phone call, the employee must inform the Executive Director of their intention to accept the position. An employee who declines recall to a full-year position equivalent to the one s/he had shall forfeit all rights and benefits provided for in this Agreement, including the right to recall. Union will be notified of employees to be recalled.

12.8 Notification of Vacancies and Placement on Substitute List

Employees on layoff shall be notified in writing of all long-term professional vacancies of ninety (90) or

more teaching days. They shall be given preference on the substitute list if they so desire. If the employee refuses an appointment to a long-term professional vacancy as described, s/he will be removed from the recall list.

12.9 Definition of Seniority

For this Agreement, seniority shall be defined as continuous employment by the Collaborative in a bargaining unit position.

12.10 Accrual of Seniority

Employees who have been laid off shall retain all accrued seniority before being laid off for a period of one(1) year.

12.11 Definition of Layoff

For this Article, a layoff may be due to declining enrollments, financial constraints, or changes in educational programs.

12.12 When layoff action occurs, the Union shall be notified, in writing, of all Unit B members to be laid off.

12.13 The Union shall be notified of any recall action taken if there are people on layoff.

Article 13 – Transfer and Vacancies

13.1 Involuntary Transfers

- A. When transfer within a school or program is necessary, and when all factors that constitute ability, if time allows, and qualifications are relatively equal, then volunteers will be transferred first.
- B. When a change in assignment or transfer to a different worksite is necessary, an employee's area of competence, licensure, major/minor field of study, quality of performance, length of service, and location of primary residence will be considered in determining which employee is transferred. An involuntary transfer will be made only after a meeting between the employee involved and the Administration. At that time, the employee will be notified of the reasons for the transfer. The affected employee shall be provided with written notice thirty (30) days before the anticipated date of transfer, if possible.
- C. The employee may request to meet with the Executive Director and an Association Representative to discuss the reasons for the change of assignment. Transfer decisions are not subject to the grievance and arbitration process. Violations of Sections 13.1(A) and 13.1(B) remain subject to the arbitration and arbitration process.

13.2 Voluntary Transfer

When there are open positions within the bargaining unit, an employee may request a voluntary transfer to one of them. Qualified employees, according to their areas of competence, fields of study, licensure, and quality of performance, will be given preference over an outside applicant of equal quality.

When a vacancy occurs mid-year, and an employee's transfer request has been approved, the Executive Director shall grant the transfer to the employee in writing. The effective date of the transfer will be no later than the first day of school the following year.

13.3 Posting of Vacancies for Positions of at Least One Year Duration

Whenever a permanent vacancy, temporary vacancy of at least one school year, or new professional position to be in existence for one year or more occurs, it will be publicized by the Executive Director or designee by means of an email to all bargaining unit members at least ten (10) calendar days in advance of the appointment. In the vacancy notice, the qualifications for the position and its duties will be clearly stated.

13.4 Positions Outside of the Bargaining Unit

All employees shall be allowed to apply for promotions outside the bargaining unit, and the Board agrees to give due weight to the professional background and attainments of all internal applicants.

13.5 The employee being transferred or reassigned will be provided with an educational or operational rationale for the transfer or reassignment in writing by the Administrator. The employee can request a meeting with the Director to discuss the transfer or reassignment further. The Collaborative will attempt to provide training (e.g., consultation, mentoring, coaching, workshops, etc.) on the curriculum and instruction relevant to the employee's new grade level or subject area.

Article 14 - Personnel Files

14.1 Only one (1) official personnel file shall be maintained for each employee in compliance with M.G.L. Ch. 149 § 52 C. Said file shall be kept in the Collaborative office.

14.2 Any employee may, upon request, review the contents of their personnel file and make copies of such contents. An employee may, at their discretion, have a representative of the Association present during any such review. The Executive Director and/or their designee may be present during any such review.

14.3 The Collaborative shall notify an employee within 10 days of placing in the employee's personnel record any information that has been used or may be used to negatively affect the employee's qualifications for employment, promotion, transfer, additional compensation or the possibility that the employee will be subject to disciplinary action.

14.4 If there is a disagreement with any information contained in a personnel record, removal or correction of such information may be mutually agreed upon by the employer and the employee. If an agreement is not

reached, the employee will have the option to submit a written statement explaining the employee's position, which shall thereupon be contained therein and shall become a part of such employee's personnel record.

Article 15 – Consultation On Professional Concerns

15.1 Upon request, the Executive Director shall meet with the Executive Board of the Association.

15.2 Upon request of the Association, the Executive Director may arrange an agreed-upon agenda item for the Association to meet with the Board of Directors.

15.3 Joint Labor Management Committee

- A. The Collaborative and the Union, consisting of both Unit A and Unit B of the Union, agree to establish one Joint Labor Management Committee (JLMC) for the purpose of enhancing the collaborative relationship and cooperatively addressing contractual and non-contractual issues as they arise.
- B. The JLMC will consist of a total of four (4) Union representatives made-up of both Unit A and Unit B members, appointed by the President, and a total of four (4) representatives of the Administration as designated by the Executive Director. Within forty-eight (48) hours' notice, either side may bring individuals with specific subject-matter knowledge or expertise to consult on an issue.
- C. The parties agree that the JLMC will meet monthly during the school year at mutually agreed-upon times. The JLMC may conduct additional meetings at its discretion.
- D. Agenda items shall be exchanged forty-eight (48) hours in advance of a scheduled meeting, unless the members of the JLMC agree otherwise. If no agenda items are submitted by this time, the meeting will be canceled. Otherwise, the Joint Committee will establish procedures for the conduct of the meeting.
- E. The JLMC is an advisory committee only and may not modify terms and conditions of the collective bargaining agreement and/or past practice without agreement of the Collaborative Board and the Association.

Article 16 - Grievance and Arbitration

16.1 The Board and the Union agree that the exclusive method for the adjustment, processing, and settlement of a grievance as defined herein shall be in accordance with the grievance procedure prescribed in this Article.

16.2 A grievance is a claim by an employee that there has been a violation, misinterpretation, or misapplication of the express terms of this Agreement. As used in this Article, the term "employee" means (1) an individual employee, (2) a group of employees having the same grievance, or (3) the Association.

16.3 The purpose of the procedure set forth hereafter is to produce prompt and equitable solutions at the lowest level to those problems covered by this Contract, which from time to time may arise and affect the conditions of employment of employees covered by this Contract. The Board and the Union desire that such procedure shall always be as informal and confidential as may be appropriate for the grievance involved at the procedural level

involved. The Board and the Union agree that nothing in this Contract shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with an appropriate member of the administration.

16.4

- A. The Employer may not require any member of the bargaining unit to act as the Employer's representative at any level of the Grievance Procedure.
- B. Failure at any step of the Grievance Procedure to appeal within the specified time limits shall be considered acceptance by the employee of the decision rendered, rendering the grievance waived.
- C. Failure at any step of the Grievance Procedure to communicate a decision within the specified time limits shall be considered a denial by the employer and permit the employee to proceed to the next step.
- D. Time limits at any step may be extended by mutual agreement.
- E. All written communications, documents, and records relating to any grievance will not become a part of the employee's personnel file.
- F. Conferences with employees, necessary for processing grievances, shall be scheduled so that they do not interfere with the duties and responsibilities of the employee.
- G. The Union shall have the right to initiate a class action grievance or a grievance related to discipline issued by a Program Director at Level 2. All other grievances must be initiated at Level 1.
- H. Whenever a grievance is presented at any step by the employee personally, the Association representative shall be allowed to be present and state the views of the Association.

16.5 Employees who believe that they have grievable matters are encouraged to seek informal resolution before filing a grievance. Such efforts shall not extend the time limit for filing a grievance.

16.6 For a grievance to be considered under the procedure provided for in this agreement, the grievance must be formally initiated within fifteen (15) school days from the date when the grievant first knew or should have known of the occurrence of the acts or omissions upon which the grievance is based.

16.7 All time limits stated herein shall consist of school days for the period commencing with the first student attendance day at the beginning of a school year through the last student attendance day at the end of a school year. During the remainder of the year, the time limits shall consist of all weekdays (Monday-Friday, excluding legal holidays).

16.8 Grievances shall be processed in accordance with the following procedure:

Level One

- A. The employee or the Union shall present the written grievance to the Program Director within the time limits set forth above.
- B. The written grievance shall contain the following: the employee's name and assignment; the specific provision or provisions of the agreement claimed to be violated; the approximate time(s) and place(s)

the incident or action leading up to the grievance occurred; a summary of the facts involved, and the relief desired.

- C. The Program Director may meet with the employee and the Union, and the Director shall give a written answer within seven (7) school days.

Level Two

- A. If the grievance is not settled at Level One within five (5) school days of the written presentation to the Director, the Union shall, within five (5) school days after receipt of the immediate supervisor's answer, present the written grievance to the Executive Director or their designee.
- B. The Executive Director or their designee shall meet and confer with the aggrieved employee and the Union with a view to arriving at a mutually satisfactory resolution of the complaint. The Executive Director shall provide the employee and the Union with a written response within five (5) school days of the Level Two meeting.

Level Three

- A. If the grievance is not settled at Level Two, the Union may appeal it, by giving written notice of such appeal, five (5) school days after such receipt of the written answer of the Executive Director, to the Board of Directors, who shall discuss it with the Union representative at a meeting to be scheduled within thirty five (35) school days of receipt of the appeal by the Board of Directors during the school year and within 45 days of such date of receipt in the summer.
- B. The Chairman of the Board shall give a written answer within five (5) school days of the Level Three meeting.

Level Four

If the grievance is denied at Level 3, and in the event the Union elects to submit a grievance to arbitration, the arbitrator shall be selected according to, and shall be governed by, the procedures outlined in this Article. The Union must notify the Board of Directors in writing of its intention to arbitrate within twenty (20) school days following receipt of the Board's decision on the grievance.

Arbitration Procedure

1. The Union shall, within fifteen (15) school days of the submission of the Notice to Arbitrate to the Board, submit the grievance to the American Arbitration Association, Boston, Massachusetts, for the disposition in accordance with the labor arbitration rules of the American Arbitration Association.
2. Any arbitration hereunder shall be conducted in accordance with such rules, subject to the provisions of this Agreement. Each party to arbitration shall bear the cost of preparing and presenting its own case to the Board. The expenses of the arbitration proceedings, including the fees and expenses of the arbitrator, shall be borne equally by the Directors and the Union.

3. The arbitrator's decision shall be in writing and shall set forth in his/her findings of fact, reasoning, and conclusion. The authority of the arbitrator shall be limited to the terms and provisions of this Agreement and to the question or questions which are submitted. The provisions of this Agreement shall bind the arbitrator, and they shall not have any authority to establish wages or other compensation, nor to add to, subtract from, modify, or otherwise change any of the terms or provisions of this Agreement.
4. The decision of the arbitrator shall be final and binding upon the Board, the Union, and the aggrieved employee.

Article 17 – Working Conditions

17.1 Every effort will be made to provide employees with adequate workspace, facilities, and supplies to fulfill job requirements properly. No evaluation of any employee will reflect the inability of the Board to provide any of the above.

17.2 The Executive Director will work with building principals and the employees to ensure that adequate workspace and facilities are available. Should specific school systems have chronic problems, the Executive Director may seek assistance from the Board of Directors and the appropriate personnel within those systems to address them.

Article 18 – Professional Development & Tuition Reimbursement

18.1 All employees are expected to keep abreast of and alert to new developments in their special fields through coursework, workshops, lectures, and other special study. The Collaborative and the Union recognize the need to have a highly trained and highly qualified staff.

18.2 Reimbursement shall be limited to the amount budgeted in Section 3 below. Reimbursement is limited to courses or workshops taken which are:

- A. consistent with Collaborative goals;
- B. taken with an accredited college, institution or reliable vendor;
- C. with prior approval by the employee's supervisor.

18.3 Each bargaining unit member will be eligible for full reimbursement of one college course up to a maximum of \$850 per course subject to available funds within the fiscal year. The Collaborative will make a good-faith effort to process requests for reimbursement within thirty-five (35) school days of electronic submission to the Administration. Reimbursement will be made on a first-come, first-served basis. To be eligible for reimbursement, the course must be completed within the same fiscal year as the budget, and the employee must be in active employment with LPVEC at the time the reimbursement request is submitted. In addition, the employee must provide proof of a Grade B or better and proof of payment for the course.

18.4 If the Executive Director requires an employee to engage in coursework, the Collaborative will pay the full amount of the tuition.

18.5 Employees providing an approved professional development workshop for LPVEC for which they do not otherwise receive a stipend beyond the school day will be paid at the per diem hourly rate.

18.6 Educators who attend workshops, seminars, conferences, or other professional improvement sessions that have prior approval of the Administration will be reimbursed by the Board for any reasonable expense. Expenses may include registration fees, transportation, lodging, and meals.

18.7 Members shall be required to attend those training sessions that are relevant to their job assignment and/or program. When feasible, time to complete mandatory training for employees will be offered during professional development time. Employees are expected to take no more than the estimated amount of time, provided by the training platform, to complete the training. If an employee requires additional time to complete the training, they must stop the training and contact their supervisor about their need for additional time to complete the training.

Article 19 - Miscellaneous

19.1 Beginning with the 2027-2028 Employee Handbook, the Employee Handbook is incorporated by reference into this Agreement except where those provisions directly conflict with a specific and express provision of this Agreement, in which case this Agreement shall govern. The employer will provide the Union with written notice of any changes to the Handbook or policies affecting bargaining unit members at least 15 school days before implementation.

Article 20 – Salaries

20.1 A full-time employee's base annual salary during the term of this Agreement shall be determined as outlined in Appendix A of this Agreement.

20.2 During the term of this agreement, all personnel within the unit shall be paid in accordance with the applicable salary schedules for the payment of compensation, which are a part of or attached to this agreement. Employees shall receive their annual compensation-over twenty-six (26) pay periods, with the last four paychecks provided in June. Any employee who, prior to July 1, 2023, had their salary paid over 22 pay periods, may retain this payment schedule. If the employee wishes to move to a 26 pay period schedule, they must provide the business office written notice on or before the Third Friday of May of the year prior to the year in which they would like the change to take place.

20.3 There shall be deducted from an employee's pay an amount equal to one one-hundred and eighty-fourth (1/184) of the base of the annual salary as provided in this Agreement for each day on which s/he is absent other than on leave with pay.

20.4 An employee already employed by any member of the School Committee or with another public school and/or related experience will be fully credited for all years of experience upon employment by the

Collaborative, so long as their previous experience is relevant to the new position. An employee with relevant occupational experience will receive one year of credit for two years of relevant industry experience.

20.5 All part-time employees shall be paid on the salary scale on a pro-rated basis.

20.6 Longevity

For purposes of this section, longevity shall be defined as the length of continuous service in any capacity with the Collaborative.

Longevity compensation will be added to the employee's annual salary and be treated as regular earnings under Chapter 32 of MGL. Longevity will be paid at the end of the school year in one lump sum payment. Except in cases where an employee has been terminated for cause, an employee who leaves employment with the Collaborative before the end of the school year but has met the applicable years-of-service requirement, based on the anniversary of their hire date, to be eligible for a longevity payment that school year shall remain eligible to receive that school year's full longevity payment.

Employees shall receive longevity on the following schedule:

<u>Years of Service</u>	<u>Payment</u>
Upon completion of 10 years of service to 15 years of service	\$800
Upon completion of 16 years of service to 20 years of service	\$900
Upon completion of 21 plus years of service	\$1,200

20.7 Per Diem Hourly Rate

Individual Aides and Classroom Assistants shall be paid an hourly rate of \$25/hour, and Licensed Professionals and Administrative Assistants and Clerical Staff shall be paid an hourly rate of \$30/hour, for any additional time worked onsite beyond their contractual workday and year that is not otherwise compensated by a stipend, and that is required by administration.

20.8 Mileage Allowance

- A. Employees whose use of a personal car for school business is approved by the Administration shall be reimbursed for the use of said car at the current IRS standard mileage rate.
- B. Employees who are assigned to more than one (1) school per day shall be reimbursed at the

current IRS standard mileage rate.

Article 21 – Insurance And Other Benefits

21.1 The Board agrees to continue in effect at the present rate any existing health insurance benefit plan designs and associated cost-sharing arrangements to all currently eligible and future bargaining unit employees.

21.2 Worker's Compensation

Workers' Compensation shall be in accordance with the General Laws of Massachusetts, Chapter 152, Section 69. Beginning on the date of ratification of this Agreement, in cases where injuries are sustained on the job in the course of employment, and where the employee is unable to work their scheduled hours because of said injury and is eligible for workers compensation benefits as determined by the Department of Industrial Accidents ("DIA"), such employee shall not suffer loss in pay for a maximum of up to five (5) work days. If the employee thereafter receives worker compensation payments covering all or a portion of the first five (5) days of leave, they shall reimburse the employer through payroll deductions for the payments received under this Article.

Article 22 – CORI Checks

22.1 In compliance with the provisions of Chapter 385 of the Acts of 2002, the Executive Director or their designee shall request and review CORI checks. Such checks shall take place at least every three (3) years.

22.2 Unit members shall be made aware that CORI reports concerning them are being requested in the year in which they are requested. Unit members shall be made aware that, upon request, they shall be provided with a copy of the CORI report received by the Executive Director or their designee.

22.3 All CORI checks shall be kept in a separate secure file maintained in Human Resources. The Collaborative will follow all applicable laws regarding adverse decisions based on criminal records.

Article 23 – Employee Protection

23.1 Workplace Safety

The Board recognizes its responsibility to provide a safe and healthful workplace free from hazards or conditions that cause, or which are likely to cause, accidents, injury, or illnesses to the teaching staff. To this end, the Board agrees to take appropriate action to inform the Association. All affected Unit B members of hazards or conditions of which it is aware, which cause, or which are likely to cause accidents, injury, or illness, and that it will make a good faith effort to correct such hazards or conditions. The parties further agree that no member of the bargaining unit will be subject to reprisal for filing a report or requesting amelioration of an unsafe or unhealthy working condition.

23.2 Assaults

A. Employees shall be required to report any case of assault on Unit B members in connection with their employment to the Administration. The Administration shall acknowledge receipt of such. This should include an incident report completed by the school nurse and/or the administrator.

1. The Administration will investigate the alleged assault.
2. If the assault is by a person who is not a student or employee, Administration shall promptly report the incident to the School Resource Officer.
3. In either case (student or non-student), the Administration will render all reasonable aid to the Unit B member in connection with handling of the incident by law enforcement, legal, and medical authorities.

B. The Board shall reimburse an employee for:

Any clothing or other personal property damaged or destroyed because of assault suffered in the course of their employment, if reported within 30 days of the assault, and proper documentation for reimbursement of the replacement is provided.

23.3 Indemnification

The Board shall indemnify Unit B members from personal financial loss and expenses, including legal fees and costs, if any, as provided and to the extent permitted under Massachusetts General Laws, Chapter 258, Section 9.

Article 24 - Retirement

24.1 Sick Leave Buy Back

- A. After fifteen (15) or more years of service to the LPVEC, upon retirement or upon death after fifteen (15) or more years of service to the LPVEC, if the employee provides written irrevocable notice to the Executive Director of their retirement at least one year in advance of their retirement date, the Board of Directors will provide compensation for accumulated unused sick leave in excess of 125 days at a rate of \$100 per day.

Article 25 – Dress Code

Appropriate and professional personal attire is expected of all staff. At all times, staff must remain mindful of the impression their appearance may make on those around them, particularly the student body we serve. Clothing must be appropriate and should not offend others (e.g., visible undergarments, gang-related attire, graphics, or offensive language). Blue jeans, pajama pants, and hats are not considered appropriate attire. Work ID's must be visible at all times.

The type of shoe worn could affect one's ability to perform safely during an emergency. Therefore, the LPVEC prohibits the wearing of flip-flops, shoes, sandals, clogs, or wooden-soled shoes that do not fasten securely with a back or strap to keep the feet secure in the shoes at all times.

Staff may be required to return home to change if found in violation of this dress code.

On occasion, the Collaborative will allow staff to “dress down” on specific days for charity. LPVEC staff may be allowed to dress down with a contribution to a charity, such as the Sunshine Fund and/or the LPVEC CTEC Scholarship Fund. Dress down for LPVEC employees may include blue jeans (without rips or tears).

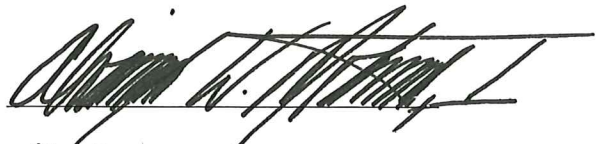
Article 26 – Duration

This Agreement shall be effective July 1, 2025, and will remain in full force and effect until June 30, 2028.

Executed by:

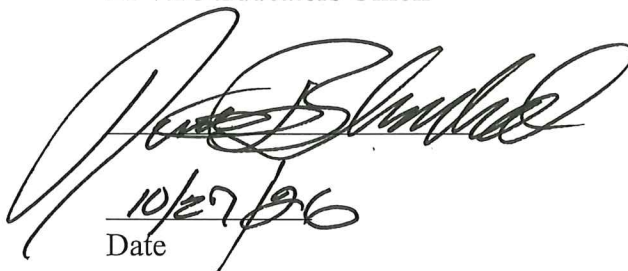
Lower Pioneer Valley Educational Collaborative

LPVEC Educators Union



10.27.26

Date



10/27/26
Date

Appendix A – Salaries

The salary scales shall be increased as follows and reflected in the charts below:

July 1, 2025 3%

Remove bottom two steps from Teaching Assistant and Health Assistant

July 1, 2026 3%

July 1, 2027 3%

184 DAYS

CLASSROOM ASSISTANTS

	24-25	25-26	25-26	26-27	27-28
1	23,647	23,647	24,356	25,087	25,840
2	24,834	24,834	25,579	26,346	27,137
3	25,449	25,449	26,212	26,999	27,809
4	26,215	26,215	27,001	27,811	28,646
5	27,002	27,002	27,812	28,646	29,506
6	27,543	27,543	28,369	29,220	30,097
7	28,093	28,093	28,936	29,804	30,698
8	28,655	28,655	29,515	30,400	31,312

LICENSED PROFESSIONALS

	24-25	25-26	25-26	26-27	27-28
1	34,220	34,220	35,247	36,304	37,393
2	35,931	35,931	37,009	38,119	39,263
3	37,730	37,730	38,862	40,028	41,229
4	39,615	39,615	40,803	42,028	43,288
5	41,597	41,597	42,845	44,130	45,454
6	43,677	43,677	44,987	46,337	47,727
7	45,860	45,860	47,236	48,653	50,112
8	48,153	48,153	49,598	51,086	52,618
9	49,116	49,116	50,589	52,107	53,670
10	50,098	50,098	51,601	53,149	54,743

TEACHER ASSISTANTS

	24-25	25-26	25-26	26-27	27-28
	26,250	26,250			
	26,775	26,775			
1	27,311	27,311	28,130	28,974	29,843
2	27,857	27,857	28,693	29,553	30,440
3	28,414	28,414	29,266	30,144	31,049
4		28,982	29,851	30,747	31,669
5		29,562	30,449	31,362	32,303

HEALTH ASSISTANTS

	24-25	25-26	25-26	26-27	27-28
	26,250	26,250			
	26,775	26,775			
1	27,311	27,311	28,130	28,974	29,843
2	27,857	27,857	28,693	29,553	30,440
3	28,414	28,414	29,266	30,144	31,049
4		28,982	29,851	30,747	31,669
5		29,562	30,449	31,362	32,303

ADMINISTRATIVE ASST

	24-25	25-26	FY26 1.025	FY27 1.03	FY28 1.03
1	74,969	74,969	76,843	79,149	81,523
2	77,690	77,690	79,632	82,021	84,482
3	80,501	80,501	82,514	84,989	87,539
4	83,425	83,425	85,511	88,076	90,718
5	86,449	86,449	88,610	91,269	94,007

CLERICAL

	24-25	25-26	FY26 1.025	FY27 1.03	FY28 1.03
1	43,310	43,310	44,393	45,725	47,096
2	45,687	45,687	46,829	48,234	49,681
3	48,198	48,198	49,403	50,885	52,412
4	50,856	50,856	52,127	53,691	55,302
5	53,650	53,650	54,991	56,641	58,340
6	56,600	56,600	58,015	59,755	61,548
7	59,708	59,708	61,201	63,037	64,928

INDIVIDUAL AIDES

	24-25	Hourly	25-26	Hourly		25-26	Hourly	26-27	Hourly	27-28	Hourly
1	22,839	19.10	22,839	19.10		23,524	19.67	24,230	20.26	24,957	20.87
2	23,296	19.48	23,296	19.48		23,995	20.06	24,715	20.66	25,456	21.28
3	23,762	19.87	23,762	19.87		24,475	20.46	25,209	21.08	25,965	21.71
4	24,237	20.27	24,237	20.27		24,964	20.87	25,713	21.50	26,484	22.14
5	24,721	20.67	24,721	20.67		25,463	21.29	26,227	21.93	27,013	22.59
6	25,216	21.08	25,216	21.08		25,972	21.72	26,752	22.37	27,554	23.04
7	25,720	21.51	25,720	21.51		26,492	22.15	27,286	22.81	28,105	23.50
8	26,235	21.94	26,235	21.94		27,022	22.59	27,833	23.27	28,668	23.97

Appendix B – Other Compensation

1. Stipends

- a. All annual stipends distributed in each academic year will be disbursed at the close of the school year upon completion of required documentation as provided by the Administration showing hours worked on the stipend work.
- b. If a Unit A member does not fill a stipend, a Unit B member may apply for it. This will not be unreasonably denied.
- c. Stipends will be prorated based on actual time worked.

Name of Stipend	Amount
ADVISORS STIPEND- BPA (2)	\$1,500
ADVISORS STIPEND- FFA (2)	\$1,500
ADVISORS STIPEND- SKILLS USA (2)	\$1,500
WEB PAGE STIPEND	\$1,000
FIRST AID/CPR STIPEND	\$1,000
GREENHOUSE STIPEND	\$1,000
EVENT CHAIR	\$500.00
Social/Emotional Program	July 1, 2025 - \$600 July 1, 2026 - \$700 July 1, 2027 - \$800
Autism Program	July 1, 2025 - \$800 July 1, 2026 - \$900 July 1, 2027 - \$1000

2. Summer School

- a. Work during the summer will be voluntary.
- b. Employees will be compensated at the flat hourly rate of \$25.00 per hour, which will be paid biweekly during the summer.

