

## **ELESPA 2025-2027 CBA TA - Summary of Changes**

The information below provides a summary of changes made to the TA. Please refer to the revision-tracked version that correspond with the summary of changes listed below.

1. **Formatting of Contract** - Will take place following ratification from the union and board approval.
2. **Table of Contents** – Will be updated following ratification from union and board approval.
3. **Article 1.B** – Clarification was added for which paras receive \$.75/per hour pay.
4. **Article 6.A** – Language was clarified/updated to be consistent with other CBAs and reflect what is current practice.
5. **Article 10.K** – Language was clarified/updated to be consistent with other CBAs.
6. **Article 11.A** – Replaced Sick Leave language with Earned Sick Time language. This is consistent with other CBAs
7. **Article 11.B** – Language was updated for ease of reading and converted to sub section instead of all information in one paragraph.
8. **Article 11. C** – Updated STD/LTD subsection for ease of reading.
9. **Article 11.C** (old language) – Remove language related to medical examinations. This is no longer current practice.
10. **Article 11.D** - Updated to Jury Service and Subpoena section (previously Jury Service and Court Appearance. New language is consistent with other CBAs.
11. **Article 11.E** - Updated Personal Business Leave language.
12. **Article 11.F** – Created Personal Business Day Lottery section. This is offered in other CBAs bargained this year.
13. **Article 11.H.4** – Changed Article reference to Article 8.B.
14. **Article 11.5.h** – Moved FMLA reference to its own subsection.
15. **Article 11.I** – Formatting changes to FMLA section and removal of last bold wording.
16. **Article 13.A** – Clean up language to reflect current practice.

17. **Article 13.C** – Created an Overtime subsection. All language remained the same from previous contract.
18. **Articles 13.D and 13.E** – Change “employee in another category” to “unit member.” Categories of paras no longer exist.
19. **Article 13.G** – Move to Article 14
20. **Article 14.A** – New article labeled Retirement (previously 13.G)
21. **Article 15** – New Article labeled Evaluation Procedure (previously Article 14)
22. **Article 16** – New Article labeled Working Conditions (previously Article 15)
23. **Article 16.A.1 and 16.A.3** – Hours Language updated to reflect correct number of hours paras work.
24. **Article 16.B** – Created a Professional Development subsection and updated language to reflect how PD days work for paras.
25. **Article 16.A.7 and 16.A.8** – Sections were previously in the Professional Development section. Agreed to move to the hours to Article 16.A.
26. **Article 16.K** – New section and language for paras working during the summers school program.
27. **Article 17** – New article, plan offering change and updated language – Employee Earned Benefits (previously Insurance Article 16).
28. **Article 18** – New Article WC. Same language as previous contract.
29. **Article 19** – Continuing Education language updated for clarity.
30. **Article 20.A** – Remove outdated language.
31. **Article 21** – Update Duration of Agreement.
32. **Appendix A** – Two Year Wage Schedule
33. **Appendix A** – Retroactive Compensation only applies to the 25-26 school year.
34. **Appendix B** – Evaluation form is updated to a fillable PDF. No changes are made to the contents of the eval.
35. **Appendix C** – Continuing Education Application is updated to a fillable PDF.