

Paraprofessionals and Nutritional Aids Summary

ARTICLE 16 INSURANCE

Section 1. The School District shall contribute ~~\$375.00~~ \$450 per month, in all twelve months, toward the premium for health insurance for each employee who qualifies for, and is enrolled in, the Employer's group health plan. The District contribution shall increase to ~~\$400~~ \$500 on July 1, 2026.

~~Section 4. Para Wage Matrix~~

~~Education:~~

~~Parapro test — 1 point~~

~~Associate's Degree from an accredited educational entity — 2 points~~

~~Bachelor's Degree from an accredited educational entity — 3 points~~

~~Master's Degree from an accredited educational entity — 4 points~~

~~Related Work Experience at an Educational Institution*~~

~~Each year of work — 1 point —~~

~~Step Placement Matrix~~

~~Step 1 = 1 point~~

~~Step 2 = 2 to 3 points~~

~~Step 3 = 4 to 5 points~~

~~Step 4 = 6 to 7 points~~

~~Step 5 = 7+ points~~

~~Section 4: Placement on the salary the placement of a new hire will be decided at the sole discretion of the school district.~~

Year one dropped from 5 steps to 2. Year 2 is 3%

	2025-2026	2026-2027
Step 1	\$21.00	\$21.75
Step 2	\$23.25	\$24.00

Some Minor language changes