

MEMORANDUM

TO: Members of the School Board and Superintendent Holmberg
FROM: Dan Melde
DATE: October 20, 2025
RE: Centennial Paraprofessional Contract Settlement

The Centennial Paraprofessionals and the Centennial ISD 12 Negotiations Team have reached an agreement on the contract for the 2025-2027 contract years for Paraprofessionals in the district. The agreement has been ratified by the members of the unit. The Negotiations Committee recommends approval of this agreement. Highlights of the agreement are as follows:

- Steps both years
- Health Insurance: 2% for Single; 4% for E+1 and Family effective January 1, 2026; 2% for Single; 4% for E+1 and Family effective January 1, 2027
- Add \$31 contribution to Dental Insurance effective January 1, 2024.
- Renew current MOUs.
- Language Changes
- Salary Schedule Increase:
 - Year 1: 2%
 - Year 2: 2%
- Holidays:
 - Year 1: Add 1 holiday- Day after Thanksgiving
 - Year 2: Add 1 holiday- Good Friday

Salary Table for Paraprofessionals:

Step	2023-2024	2024-2025
1	18.50	20.00
2	18.75	20.00
3	19.00	20.00
4	19.25	20.25
5	19.50	20.50
6	19.75	20.75
7	20.00	21.00
8	20.25	21.25
9	20.50	21.50
10	20.75	21.75
11	21.00	22.00
12	21.25	22.25
13	21.50	22.50
14	21.75	22.75
15	22.00	23.00
16	22.25	23.25

Salary Table for LCS's:

Step	2023-2024	2024-2025
1	27.75	28.75
2	28.00	29.00
3	28.25	29.25
4	28.50	29.50
5	28.75	29.75
6	29.00	30.00
7	29.25	30.25
8	29.50	30.50
9	29.75	30.75
10	30.00	31.00

- Additional \$2.00 if the employee has their RN license.