

Princeton Public Schools - Community Education Agreement

Update effective July 1, 2026

At-Will Employment

The District will employ Community Education employees, on an at-will basis, to perform the outlined duties. This is an at-will agreement where the District may discipline as the District sees fit. The District may also discharge Community Education employees and unilaterally terminate this Agreement as the District sees fit. The District is not required to provide advance notice or show cause in connection with disciplining or discharging Community Education employees from employment or in connection with terminating this Agreement. Community Education employees may resign from the District at any time and for any reason.

Childcare Pay Schedule Per Hour:

Tiger Club

Position	Year 1	Year 2	Year 3	Year 4+
Tiger Club SACC Site Supervisor	20.75	21.50	22.45	23.30
Tiger Club PREK Site Supervisor	20.25	20.75	21.45	22.05
<i>Tiger Club Classroom Lead</i>	19.75	20.25	20.95	21.55
<i>Tiger Club Classroom Assistant</i>				
<i>Student 16-18</i>	13.25	13.75	14.25	14.75
<i>High School Graduate/Adult</i>	15.25	15.75	16.25	16.75

School day paraprofessionals will need to punch-in at the Tiger Club rate.

Longevity After 15 Years of Consecutive Service \$.50

ECFE

Position	Year 1	Year 2	Year 3	Year 4+
ECFE Childcare	19.75	20.25	20.95	21.55
ECFE Classroom Assistant & Lead Childcare	20.75	21.50	22.45	23.30

Earned Sick and Safe Time (ESST)

Employees working a minimum of 80 hours per year from 1/1 to 12/31 are eligible for sick and safe leave. ESST is earned at a rate of 1 hour of paid sick and safe time for every 30 hours worked, up to 48 hours of accrued time per year and up to a maximum accrual of 80 hours. Unused ESST hours are not paid out upon separation from the district.

Community Education - Recreation and Enrichment

(The typical CE course is proposed by the instructor and individual agreements, based on these proposals, are established - most instructors, if paid, are paid a percentage of proceeds and based on individual instructor agreements minus administrative and supply costs.)

Position				
Community Education Instructor High School Graduate/Adult	\$16.00 - \$40.10 per hour based on proposal and number of participants			

Community Education Assistant	min. wage - \$14.50 per hour based on proposal and number of participants			
-------------------------------	---	--	--	--

Aquatics- Part time positions

Position	Class I	Class II	Class III	Class IV
Pool Coordinator	20.75	21.50	22.45	23.30
Lead WSI - (Swimming Lessons)	19.75	20.25	20.95	21.55
WSI - Assisting with Swimming Lessons	14.25	14.75	15.25	15.75
Lifeguard or Aide	14.25	14.75	15.25	15.75

LifeGuard with WSI certification = Additional \$0.25/hour

Class is based on work experience and hours completed prior to July 1.

Earned Sick and Safe Time (ESST)

Employees working a minimum of 80 hours per year from 1/1 to 12/31 are eligible for sick and safe leave. ESST is earned at a rate of 1 hour of paid sick and safe time for every 30 hours worked, up to 48 hours of accrued time per year and up to a maximum accrual of 80 hours. Unused ESST hours are not paid out upon separation from the district. .

Benefit Eligibility: Community Education Employees averaging 30 or more hours per week for 3 months will receive the following benefits.

Insurance Benefits

The Community Education Agreement will follow the Paraprofessional CBA (Collective Bargaining Agreement) regarding health insurance, dental insurance, life insurance, LTD (Long-term disability), and tax deferred matching plan (403b) for any employee who qualifies based on the definition of the Affordable Care Act. Currently, under the ACA, positions working less than 30 hours per week do not receive benefits.

Leaves of Absence

Sick Leave and Emergency Family Leave

The Community Education Agreement will follow the Paraprofessional CBA (Collective Bargaining Agreement) regarding sick leave and emergency family leave.

Personal Leave

Employees who are School Board approved to work 9 months or more in a school year will be eligible for two (2) days of personal leave per year, non-accumulative, for situations requiring the employee's personal attention.

Vacation

Employees who are School Board approved to work (12) twelve months in a school year will earn vacation on a monthly basis. Two (2) vacation days may be rolled over to the next year.

- a) Upon hire through year six (6) of consecutive employment, employees will earn one day of vacation per month. - 12 days (96 hours)
- b) Years 7 through 15 of consecutive employment, employees will earn 1.25 days of vacation per month. - 15 days (120 hours)

Paid Holidays

Employees who average 30 or more hours in a week and 9 months or more, may be granted the following holidays:

Independence Day	New Year's Eve Day
Labor Day	New Year's Day
Thanksgiving Day	President's Day (if not in session)
Day after Thanksgiving	Good Friday
Christmas Eve Day	Memorial Day
Christmas Day	Juneteenth

Holidays will be paid based on the employees regular scheduled duty day. Less than 12-month employees will receive all listed holidays that fall within their working calendar.