

# Contract Language Changes 2024-2026

- Cover date change
- Pg 3, Section 1 Correcting grammar
- Pg 3, Section 2 2nd paragraph add: The 1:1 ESP shall notify their supervisor when their 1:1 student is absent.
- Pg 5, Section 2 Remove a sentence starting: Employees in an appropriate unit shall have the right by secret ballot...
- Pg 5, Section 4 Subd. 1-3 Add sections
- Pg 5, Section 4 Subd. 4 Request for dues check off
- Pg 6, Article 5, Section 1, Subd 1 Changing dates
- Pg 6, Section 1, Subd. 4 Remove Beginning the 2022-2023 school year
- Pg 6, Section 1, Subd. 5 Remove this section and if we remove this than the next section would become 5
- Pg 6, Section 1, Add Subd 5 Adding language for travel between buildings
- Pg 6, Section 1, Add Subd 6 clarify longevity payment
- Pg 6-7, Section 1, Add Subd 7 Highly qualified para
- Pg 7, Section 3, HRA is changed to \$1224 from \$1215 for easily diving by 9
- Pg 8, Article 7, Section 1, Subd. 1 Change 37.5 to 35 the actual hours we work in a week
- Pg 8, Article 7, Section 1, Subd. 2 Sick leave. Turn in 100 hours from 80 unused sick leave hours and add sunset language.
- Pg 8, Article 7, Section 1, Subd 3 changing words to be unified with cover to ESP and a grammar change.
- Pg 8, Article 7, Section 1, Subd. 4 Remove as Law was repealed and replaced with MN statute 181.9447
- Pg 8, Article 7, Section 1, Subd. 5 Add the words When permissible by law, and after the 3rd consecutive day of absence,

- Pg 9, Section 4, Personal Leave Subd. 2 Add or sick hours and with Superintendent's instead of District approval.
- Pg 10, Section 7, should be FMLA
- Pg 11 Family and Medical leave act Change to ESP and grammar
- Pg 11, Article 8, Section 1 change 30 hrs to 35
- Pg 11, Section 5 Adding ESP
- Pg 11-12, Subd 3 add MN statute 120A.414
- Pg 12, Subd 4 changing all language to ESP
- Pg 13, Section 1 Paid Holidays changing all language to ESP
- Pg 14-15, Section 4 Progressive Discipline changing the language to clarify the disciplinary steps and add right to have a union representative present
- Pg 16, Section 5 Letter of Assignment Changing language to ESP and grammar
- Pg 20, Article 18 Section 1 Changing dates
- Pg 22, Schedule A, Changing longevity increments
- Pg 22 change in wage schedule