ISD 728 /SEIU
ADMINISTRATIVE ASSISTANTS
2023 - 2025 Negotiations
District Proposal to SEIU
December 5, 2023

The following is in response to SEIU counter offer of November 21, 2023. The cost of the Union proposal would increase the contract by 23.04% or $1,335,333.75 over the two year contract period. The proposal far exceeds the financial parameters of the School District and if implemented would result in reductions of staff to remain financially viable.

The District proposes the following package proposal. Rejection of one item is considered a rejection of all proposals.

This proposal represents a 10.08% ($568,179.58) over the current contract.

1. **Health Insurance Effective July 1, 2024 - 12/5/23 Union Proposal 9 (Insurance Contributions)**

   Effective July 1, 2024 - Increase the district insurance contribution to the Double Gold, Open Access $500 deductible and High Deductible plans as follows;
   - $150 per month for single coverage
   - $250 per month for dependent coverage.

2. **Wages - 12/5/23 Union Proposal 7 (Wages)**

   Effective July 1, 2023 - 2.75% increase to all steps and grades plus step increases.
   Effective July 1, 2024 - 3.00 % increase to all steps and grades plus step increases.

3. **<u>Longevity Pay - 12/5/23 Union Proposal 10 (Longevity Pay)</u>**

   Effective July 1, 2023 increase longevity:
   Ten (10) years - $0.60
   Fifteen (15) years $0.80
   Twenty (20) years : $1.35

<u>Union Withdraws the Following Proposals</u>
- **Union Proposal 1: Non-Participation Benefit**
- **Union Proposal 2: Lowering Sick Leave Cap & Personal Leave**
- **Union Proposal 3: Sick Leave Conversion**
- **Union Proposal 4: Remote work for emergencies**
- **Union Proposal 5: Language concerning E-Learning**

- **Union Proposal 6: Remote Work for Workshop Days**
- **Union Proposal 10: Initial Placement**
- **Union Proposal 11: Article 4.3 Employee Rights**
- **Union Proposal 12: Article 4.4 Employee Rights**
- **Union Proposal 13: Article 4.5 Employee Rights**

<u>The District Will Withdraw</u>

- **District 1 - Layoff/Bump Process**

The School District reserves the right to amend or withdraw any proposal as well as submit any new proposals at any time prior to a full tentative agreement reached on a successor agreement.