

February 29, 2024

The SPA and SC teams discussed the following topics:

- Annualized or stretch pay
- Health Insurance Cost Mitigation
- Toileting Stipend
- Longevity Pay
- Religious Holidays
- Guaranteed payment for the Juneteenth holiday
- Education Differential
- Child Specific Stipends
- Substitute Pay

The SC presented its first financial counteroffer:

- 1) Guaranteed payment of the Juneteenth holiday, regardless of whether school is in session. The creates a 12th paid holidays for all categories except ABA Techs, who would have (13) paid holidays as they also receive July 4th. Cost in Fiscal Year 2025 is \$ 47,447.
- 2) Provide compensation for the equivalent of 1.5 workdays for Professional Development. Cost in Fiscal Year 2025 is \$ 71,171.
- 3) Increase the child-specific aide stipend from \$ 300 to \$ 600. Cost in Fiscal Year 2025 is \$ 50,168.
- 4) Provide a COLA increase of 2.5% for the NC-3 category for each year of the three-year contract and 2.25% for all other roles for each year. Cost in Fiscal Year is about \$ 250,000.

Drop the first two steps on the existing NC-3 schedule and add a new step that is 2% higher than the current top step.

Year 1 total percentage increases in compensation based on above:

NC-3s not on top step: 3.85%

NC-3s on top step: 5.92%

NC-3 Child Specific Aides not on top step: 5.2%

NC-3 Child Specific Aides on top step: 7.03%

ABAs: 3.38% to 3.44%

Media Aides/Tutors/Certified Occupational Therapy Assistants (COTAs)/Speech Language Pathology Assistants (SLPAs): 3.52% to 3.59%

Range of increases for Year 1: 3.38% to 7.03%