

# Proposal - AFSCME 1993 04.05.24

Proposal	Description
PTO Buy Back	Separation – 20%, 30%, 40%, 50% Retirement – 45%, 55%, 65%
New Wage Schedules	Represents average 3% increase each year for 3 years of contract
Dental / Vision Care	LCPS MESSA Product
Degree – PD Stipends	Available to all members with a committee approved job-related degree
Wellness Stipend	Members scheduled 32 or more hours per week

## Summary of Tentative Agreement Letters regarding Language Change

(ACTUAL LANGUAGE OF SIGNED TA'S PREVAILS)

- Contract 01.01.24 through 12.31.27
- PTO may be used adjacent to holidays & school closures with prior approval
- PTO return & wages after completion of jury duty
- Para pros may attend student evening events with pay
- Child Care Program Director stipend
- Substitute Teacher pay \$26.00 per hour

This proposal does not include health care

TA  
 ADW  
 05-01-24  
 5-1-24  
 LR  
 5-1-24  
 J. Neal  
 5-1-24  
 C. Burrier