

Changes Incorporated into the 2024 – 2025 Collective Bargaining Agreement

The 2024 – 2025 Collective Bargaining Agreement (CBA) (Contract) includes changes from the Tentative Agreement dated October 27, 2023, which provides for a 9% increase in the salary schedule for 2024 – 2025 as well as a transition to district contribution for benefits equal to 100% of the Kaiser rates for both 2024 and 2025. These changes are reflected in the new versions of Article 14 Salaries and Article 16 Benefits.

To learn how benefits contributions will be determined after 2025, please refer to this [explanation of benefits cost sharing after 2025](#).

In addition, the new contract incorporates changes from the following Memorandums of Understanding (MOUs):

Change to Article 1 Terms and Conditions, to add the position of “Augmentative/Alternative Communications Specialist” to the list of represented positions per the MOU “Changes to the Augmentative/Alternative Communications Specialist” dated August 5, 2022

Changes to Article 6 Hours

6.1.1 Adds the new class size limit of 25 for Independent Study program for students in grades 9 – 12 per the [MOU Regarding Caseload in 9 – 12 Independent Study dated April 29, 2022](#)

6.1.13 Section added to define a workload limit for Independent Study program for students in grades 9 – 12 per the [MOU Regarding Caseload in 9 – 12 Independent Study dated April 29, 2022](#)

6.4.7 – 9.4.7.4 Sections added to define workload protections for the Extended School Year (ESY) Nurse per the [MOU for the Extended School Year \(ESY\) Nurse position dated December 7, 2022](#).

6.4.9.1 Section added to clarify parameters of experience credit for Counselors per the [MOU Regarding Salary Schedule Placement and Hiring Bonus and Retention Bonuses dated August 17, 2022](#).

(Note: The parameters for experience credit for everyone else are listed in Appendix A)

Date change in Article 13 Peer Assistance and Review (PAR) to continue to hold the PAR program in abeyance.

Change to Article 20 Special Education to update a section referencing Article 6 as a result of changes noted above, which changed the numbering of section 6.1.16.