MEMORANDUM OF AGREEMENT

The Worcester School Committee and the Educational Association of Worcester on behalf of the Therapy Assistants agree to the following specific modifications to the Collective Bargaining Agreement between the Parties. Unless specifically modified herein, the terms and conditions of the collective bargaining agreement covering the period from July 1, 2013 – June 30, 2016, as amended by the Memoranda of Agreement for the periods of July 1, 2016 through June 30, 2017 and July 1, 2017 through June 30, 2020 and July 1, 2020 through June 30, 2022, and July 1, 2022 through June 30, 2023 shall remain in effect with the following amendments:

1. **ARTICLE XIII DURATION OF AGREEMENT**. The Parties have agreed to a three-year collective bargaining agreement for the period from July 1, 2023 through June 30, 2026.

2. **ARTICLE IX SALARY and SALARY SCALES**. The Parties have agreed to the following reconfiguration of the salary scale on the following effective dates:

   a. COTA/PTA Scale: Effective on the first day of the 2023/2024 school year, eliminate steps 1 through 3 of the base column; then apply three percent (3%) increase to remaining steps 4 through 10 of the base column; and then add three new steps to the base column with a difference of two and one-half percent (2.5%) between the new steps; and then renumber steps accordingly.

   b. SLPA Scale: Effective on the first day of the 2023/2024 school year, apply a three percent (3%) increase to steps 1 through 3 of the Base and B +15 columns; and add a new step 4 with a difference of two and one-half percent (2.5%) between step 3 and the new step 4 of both columns.

   c. SLPA Scale: Effective on the first day of the 2025/2026 school year, add a new step 5 to the Base and B+15 columns with a difference of two and one-half percent (2.5%) between step 4 and step 5.

   d. Movement to Reconfigured COTA/PTA Scale. Employees on the prior steps 1 through 3 prior to reconfiguration shall move to the new step 1 after reconfiguration. All other employees shall transition to the newly reconfigured wage scale by moving over to the step which represents the amount of their current step from prior year plus three percent and then up one step (using base column without educational differential for placement and movement purposes and comparisons). Examples of contemplated step movement for the first day of the 2023/24 school year are as follows:

      1. Step 3 (2022/2023): $41,052 moves to new Step 1 (2023/2024): $43,631 (w/o Bachelor's Degree);

      2. Step 3 (2022/2023): $41,052 moves to new Step 1 (2023/2024): $43,631 + $1,000 assuming Bachelor's Degree = $44,631;

3. Step 5 (2022/2023): $43,665 moves to new Step 3 (2023/2024): $46,324 (w/o Bachelor's Degree);

4. Step 5 (2022/2023): $43,665 moves to new Step 3 (2023/2024): $46,324 + $1,000 assuming Bachelor's Degree = $47,324;

5. Step 10 (2022/2023): $50,207 moves to new Step 8 (2023/2024): $53,006 (w/o Bachelor's Degree); and

6. Step 10 (2022/2023): $50,207 moves to new Step 8 (2023/2024): $53,006 + $1,000 assuming Bachelor's Degree = $54,006.

e. Also, revise language of Article IX, Section A to reflect that following implementation of the newly reconfigured wage scales, step number will no longer correlate with years of service for existing employees at the time of the reconfiguration.

f. Also, include any additional necessary language and clarify existing language to reflect that step advancement will take place on the first day of the school year rather than on an employee's anniversary date. In order to qualify for a step advancement on any first day of the school year, the employee must have served in his/her position for a minimum of half of the prior contract year.

The agreed reconfiguration of the salary scales is reflected in the attached salary scales.

3. **ARTICLE IX SALARY and SALARY SCALES**. The Parties have agreed to add the following Educational Columns to the salary scales on the following effective dates:

a. COTA/PTA Scale: Effective on the first day of the 2023/2024 school year, add a Bachelor's Column at an annual differential of One Thousand Dollars ($1,000.00). Effective on the first day of the 2025/2026 school year, increase the Bachelor's Column annual differential to One Thousand Five Hundred Dollars ($1,500.00).

b. SLPA Scale: Effective on the first day of the 2023/2024 school year, add a Bachelor's + 30 Column at an annual differential of One Thousand Dollars ($1,000.00). Effective on the first day of the 2025/2026 school year, increase the Bachelor's+ 30 Column annual differential to One Thousand Five Hundred Dollars ($1,500.00).

These new educational columns are reflected in the attached salary scales.

4. **ARTICLE IX SALARY and SALARY SCALES**. The Parties have agreed to the following percentage increases to the salary scales on the following effective dates:

A. COTA/PTA Scale:

1. Effective on the first day of the 2024/2025 School Year: Three Percent (3%) Increase to all steps on the Base Column; and

2. Effective on the first day of the 2025/2026 School Year: Three Percent (3%) Increase to all steps on the Base Column.

B. SLPA Scale:

1. Effective on the first day of the 2024/2025 School Year: Three Percent (3%) Increase to all steps on the Bachelor's and Bachelor's + 15 Columns; and

2. Effective on the first day of the 2025/2026 School Year: Three Percent (3%) Increase to all steps on the Bachelor's and Bachelor's + 15 Columns.

These increases are reflected in the attached salary scales.

5. **ARTICLE IX SALARY**. Paragraph D. Effective on June 1, 2024, increase hourly rate for summer work from $35.00 to $40.00. Effective on June 1, 2025, increase hourly rate for summer work from $40.00 to $45.00.

6. **LONGEVITY**. Effective July 1, 2023, increase and revise annual longevity benefit to the following:

10 years $1000

15 years $1250

20 years $1500

25 years $1750

30 years $2000

7. **ARTICLE III SICK LEAVE.** Add a new Section I as follows: "Therapy Assistants shall be included in the Educational Support Professional Sick Leave Bank." The precise language of the ESP Sick Bank shall be in accordance with the attached Appendix A.

8. **ARTICLE IV LEAVES OF ABSENCE.** Section A. Leaves with Pay. Replace language of Subsection 1 with the following: "A Therapy Assistant is entitled to a leave of absence of up to five consecutive days, or Memorial Week for people of the Jewish faith, without loss of salary upon the death of their spouse, domestic partner, parent, child, sibling, grandparent, grandchild, person living in the same household, or someone who has acted in loco parentis. All step- and in-laws are included in the previous sentence. Such leave to take effect from the date of death. If the death occurs on a school day and the Therapy Assistant has worked all or part of said day the five days will commence the following day. Such five consecutive days include vacation periods. Saturdays, Sundays and Holidays are

specifically excluded and shall not be counted. In the event that the funeral services are not held immediately after the death, then the bereavement leave may be delayed to better coincide with the funeral services. Such delay may be requested by the employee and approved by the Human Resources Manager, which approval will not be unreasonably withheld. When the bereavement leave is delayed pursuant to this paragraph, such leave shall be delayed to the date of the funeral and shall be taken only in consecutive days, with no splitting up of the benefit days. Saturdays, Sundays and Holidays are specifically excluded and shall not be counted."

Also, at Paragraph 2 delete reference to "brother-in-law" and "sister-in-law".

9. **ARTICLE IV LEAVES OF ABSENCE.** Section B. Leaves Without Pay. Add a new subparagraph 3 as follows: "Any Therapy Assistant, upon their written request, will be granted an unpaid leave by the School Committee to serve as President of the Educational Association of Worcester if so elected."

10. **ARTICLE IV LEAVES OF ABSENCE.** Section B. Leaves Without Pay. Add a new subparagraph 4 as follows: Any Therapy Assistant, upon their written request, will be granted an unpaid day of leave by the School Committee to attend a meeting for the EAW, MTA, or NEA. In no case will more than two (2) members of this bargaining unit be granted such leave on the same day. If a request includes multiple consecutive days, the Quadrant Manager will review and may approve."

11. **PREGNANCY LEAVE/PARENTAL LEAVE.** Add the following language to the collective bargaining agreement as its own Article and remove any duplicative or inconsistent language appearing elsewhere in the collective bargaining agreement:

"A. **PREGNANCY LEAVE**

1. A Therapy Assistant, upon request, shall be granted pregnancy leave in accordance with 29 USC Chapter 28, the Family Medical Leave Act (FMLA), and Mass. G.L. c. 149, Section 105D, the Massachusetts Parental Leave Act (MPLA). An eligible member for purposes of pregnancy leave under the FMLA is one who has been employed full time by the Worcester Public Schools for at least twelve (12) months (the summer counts for purposes of FMLA) and worked at least 1250 hours during the twelve months immediately preceding the leave; and for purposes of the MPLA if they have been employed full time by the Worcester Public Schools for at least three consecutive months.

2. An eligible member under the FMLA may take up to twelve (12) weeks of leave, and under the MPLA up to eight (8) weeks of leave, for purposes of giving birth. The periods of FMLA and MPLA may run concurrently, however, leave taken due to complications from pregnancy may be designated as FMLA, whereas MPLA leave

commences upon the birth of the child. In the case of multiple births, the MPLA provides for eight (8) weeks of leave for each child.

3. Employees who are pregnant will be supported by the District in their continued employment during their pregnancy to the extent that such continued employment does not pose a danger to the employee or students under their supervision. Pregnant employees are encouraged when necessary to work with the Human Resources Department to address any need for accommodations that may arise during pregnancy.

4. An eligible member must provide at least two (2) weeks' notice of their anticipated date of departure and probable return date, although eligible members are encouraged to provide notice of greater length if possible in order to assist the District in planning and the provision of appropriate coverage.

5. Eligible members on pregnancy leave may apply their accumulated sick leave days or personal days to up to eight (8) weeks of their period of disability that occurs from the birth of a child due to vaginal birth and up to ten (10) weeks due to caesarian section. The eight (or ten) week period during which an eligible member may use paid leave are calendar weeks and could include the two (2) weeks prior to birth. Paid leave may only be used for days on which parent liaisons are expected to work. Otherwise, pregnancy leave shall be without pay or increment.

6. If, for documented medical reasons, more than the forty (40) consecutive work days (eight weeks) of accrued paid sick leave are required, additional weeks of accrued sick time may be paid. In order to qualify for such benefit, the eligible member must provide satisfactory medical documentation to the Human Resources Department prior to the conclusion of the original period of pregnancy leave.

7. In addition to leave available under the FMLA and MPLA, an eligible member may take leave for such longer period of time as they may be disabled from performing their usual professional responsibilities because of their pregnancy or other pregnancy related condition. An eligible employee on such medical leave shall return to work as soon as they are able.

8. Beyond the statutory periods of leave addressed above, and disability leaves addressed in Paragraph 7 above, an eligible member may request to extend pregnancy leave by taking discretionary leave for a specified period of time up to the start of the second school year following the commencement of their pregnancy leave. In no case will the combined pregnancy and discretionary leaves exceed two (2) school years. A pregnancy leave of absence that begins in the summer (i.e., child is born in July or August) will be granted for the full school year immediately following the birth of the child.

9. When returning from pregnancy leave, the eligible member shall be returned to the same subject or grade level they held when the leave commenced. If the same position is not available, the eligible member will be assigned the most nearly equivalent position which is available at the time of their return and for which they are qualified.

Exceptions to this language may be made in the event that there has been a reduction in force, in which case, the provisions of the Reduction In Force Article will prevail.

B. PARENTAL LEAVE

1. Bargaining unit members who are not eligible for leave under the Pregnancy Leave Section A above, shall, upon request and after completion of three (3) consecutive months of employment, be granted parental leave. Such leave is provided to any employee in the case of a newborn child in the home or the placement of a child pursuant to a court order or adoption where the child is under the age of eighteen (18), or under the age of twenty-three (23) if the child is mentally or physically disabled.

2. Such leave, when requested, will be granted as follows:

    a. For a period of up to twelve (12) weeks, consistent with the provisions of the FMLA;

    b. For up to eight (8) weeks for any other adoption or new placement of a foster child, consistent with the provisions of the Parental Leave Law. Under the Parental Leave Law, a bargaining unit member is eligible for eight weeks of leave per child.

3. Beyond the statutory periods of leave addressed above, a bargaining unit member may request to extend parental leave by taking a discretionary leave for a specified period of time up to the start of the second school year following the commencement of their parental leave but in no case will the combined parental leave and discretionary leaves exceed two (2) school years.

4. The periods of FMLA and MPLA may run concurrently.

5. Use of paid sick leave while on parental leave shall be as follows:

    a. Upon adoption or placement of child by employee's immediate family, employees will be allowed to utilize four (4) weeks of accumulated paid sick leave during authorized absence at the time of the adoption. This is in addition to 10 family sick days to the extent not already utilized.

    b. Upon birth of their child, employees will be allowed to utilize four weeks of accumulated paid sick leave during an authorized absence at the time of birth of the child. This is in addition to 10 family sick days to the extent not already utilized."

12. **ARTICLE V WORK YEAR AND HOURS**. Add a new Section D as follows: "D. The Parties have agreed to a pilot program for the duration of the collective bargaining agreement from July 1, 2023 through June 30, 2026 providing for preparation,

documentation, and Medicaid billing time for therapy assistants. Under the terms of the pilot program, all therapy assistants will receive a daily preparation period of twenty (20) consecutive minutes at either the beginning or the end of the workday. This preparation period shall be duty free and shall be scheduled by mutual agreement with the building principal. This pilot program will expire on its own terms on June 30, 2026 without any further action required of the Parties. Any extension of the program would require mutual agreement of the Parties and would be subject to future negotiations."

13. **ARTICLE VI GENERAL.** Section B. Revise language to reflect that extra-paying positions will be posted on SchoolSpring or other similar computer platform in use by the District.

14. **ARTICLE VI GENERAL.** Section F. Agency Fee Language. Delete this section in its entirety, as well as any other references to "Agency Fee" or "Agency Service Fee" which may appeal elsewhere in the collective bargaining agreement.

    In addition, insert the following language in place of the deleted Section F: "The Committee agrees to have dues deducted by the Treasurer of the City of Worcester from the Therapy Assistants' salaries money for MTA, NEA, and EAW services and programs as said therapy assistants individually and voluntarily authorize the committee to deduct and to transmit the monies in one lump sum promptly to said Association. It is expressly understood that deductions which a therapy assistant may authorize the Committee to take from his/her earnings will be deducted in ten (10) equal installments from ten (10) paychecks received by said therapy assistant during the school year. The number of deductions is subject to the approval of the Treasurer of the City of Worcester.

    The EAW agrees to hold the City of Worcester, the Worcester Public Schools and the Worcester School Committee harmless from any liability arising from the operation of this section."

15. **ARTICLE VI GENERAL.** Add a new Section H as follows: "Just Cause. No employee working three (3) or more years shall be discharged, suspended, reduced in rank or compensation or reprimanded without just cause. The question of just cause may be a grievable matter at the discretion of the Association."

16. **HEALTH INSURANCE.** Bargaining Unit members have previously been advised of the fact that the Fallon Insurance plans will no longer be available to City employees effective on July 1, 2022. Accordingly, the City has explored other options and the subject has been discussed with the Insurance Advisory Committee and alternative coverages have been made available during the recent open enrollment period. The Union has agreed to such changes in coverage.

17. **FINANCIAL MANAGEMENT PLATFORM.** The City has begun the implementation of a new financial management platform through WorkDay Software. This will fully automate all payroll processing in the District, as well as connect to the District's

onboarding system – which will help to eliminate any double data entry into multiple systems for the same employee. It is expected that this project will take significant time and will involve different phases. Among the expected areas where this will be expected to intersect with the work of bargaining unit members is in the area of payroll processing and input of hours worked. For example, the intent is to utilize an employee centered portal where such tasks as address changes, changes to tax withholdings, and other similar tasks will be performed by employees. Also, during the implementation of this new platform, it is expected that there may be roles for employees to play with respect to inputting hours worked, such as in the case of after-school programs. It is also expected that employees will be able to review payrolls before they are run for accuracy. In addition, depending upon product offerings, AESOP may continue and be integrated into the platform or may be replaced by a different attendance program. The School Committee agrees that it will bargain over the impacts of the implementation of this new financial management platform should the need arise and the union so requests.

18. **OTHER POST EMPLOYMENT BENEFITS ("OPEB") STUDY COMMITTEE.** The Parties have agreed to the formation of an OPEB Study Committee comprised of an equal number of representatives from the Employer and the EAW. The Study Committee will be expected to focus on ways in which the Parties can work together in an effort to better understand and address concerns around reducing the City and School Department's OPEB liability associated with funding retiree health insurance. This Study Committee will complete its work no later than June 30, 2024. To the extent that any changes to the collective bargaining agreement are recommended by the Study Committee, any such changes would be subject to ratification by all Parties.

19. **SOCIAL JUSTICE STUDY COMMITTEE.** The Parties have agreed to the formation of a Social Justice Study Committee comprised of an equal number of representatives from the Employer and the EAW. The Study Committee will be expected to focus on areas raised in the EAW's Proposal 12. This Study Committee will complete its work no later than June 30, 2024. To the extent that any changes to the collective bargaining agreement are recommended by the Study Committee, any such changes would be subject to ratification by all Parties. The Parties may also discuss means to address this subject in ways other than in contract language.

20. **HEALTH AND SAFETY STUDY COMMITTEE.** The Parties have agreed to the formation of a Health and Safety Study Committee comprised of an equal number of representatives from the Employer and the EAW. The Study Committee will be expected to focus on areas raised in the EAW's Proposal 13. This Study Committee will complete its work no later than June 30, 2024. To the extent that any changes to the collective bargaining agreement are recommended by the Study Committee, any such changes would be subject to ratification by all Parties. The Parties may also discuss means to address this subject in ways other than in contract language.

21. **COLLABORATION ON PROFESSIONAL DEVELOPMENT.** The Parties have agreed to explore the best ways to ensure that the Parties have the opportunity to collaborate on subjects of professional development activities, recognizing however that the final decision on professional development rests with the District Administration.

22. **CLARIFICATION OF TITLE.** Replace "Director of Special Education" with "Manager of Special Education and Intervention Services" throughout the contract.

23. **Integrated Contract Document**. The Parties agree that in the event of a ratification of this Memorandum of Agreement by all Parties, the Parties will cooperate in the preparation of a fully integrated collective bargaining agreement reflecting the changes contained in this Memorandum of Agreement and the Memoranda of Agreement for the periods of July 1, 2016 through June 30, 2017 and July 1, 2017 through June 30, 2020 July 1, 2020 through June 30, 2022 and July 1, 2022 through June 30, 2023.

24. This Agreement is subject to ratification by the Union and ratification and funding by the School Committee.

For the Union:

Dated: December 5, 2023

For the School Committee:

Dated: December , 2023

APPENDIX A –
ESP SICK BANK LANGUAGE

A. ESP SICK LEAVE BANK COMMITTEE

1. The ESP Sick Leave Bank Committee shall consist of three (3) representatives from the Association and three (3) representatives of the Committee and/or Administration. The quorum shall be four (4) members for the purpose of enacting business and voting. A simple majority vote of those representatives attending is required for approval of sick leave bank days.
2. The ESP Sick Leave Bank Committee shall meet at least once during each month, except July. The ESP Sick Leave Bank Committee shall determine the following year's meeting schedule no later than the last meeting of the current school year.
3. The ESP Sick Leave Bank Committee shall designate one member to receive all sick leave bank applications and present the applications to the ESP Sick Leave Bank Committee.
4. The ESP Sick Leave Bank Committee shall designate one member to record ESP Sick Leave Bank Committee meeting minutes and distribute these minutes to all members. The meeting minutes shall be approved by the ESP Sick Leave Bank Committee at the following meeting.
5. The ESP Sick Leave Bank Committee shall govern all phases of the ESP Sick Leave Bank process and make all final decisions. The ESP Sick Leave Bank Committee's final decisions are not subject to the grievance process provided in the contract.
6. The ESP Sick Leave Bank Committee shall review all ESP Sick Leave Bank applications and shall determine member eligibility for ESP Sick Leave Bank benefits.
7. The ESP Sick Leave Bank Committee may review all medical statements sent by applicant's physician before reaching a decision. These documents may only be reviewed at the time of the meeting and must neither be kept nor copied. By agreement, the ESP Sick Bank can make a determination based upon a written statement from the employee.
8. The ESP Sick Leave Bank Committee shall notify the applicant of the number of approved days after sick leave bank days have been granted.
9. The ESP Sick Leave Bank Committee shall notify the applicant of the rationale if sick leave bank days have been denied.

B. ELIGIBILITY FOR MEMBERSHIP

1. All members of the Therapy Assistants unit are eligible to participate in the ESP Sick Leave Bank.
2. Upon the ratification of this agreement:
   a. Employees who are sick leave bank members will not contribute days until the sick leave bank needs to be re-seeded.

b. Employees who are not yet sick leave bank members will be notified by the District that they have ten (10) work days to opt-out of the sick leave bank or else automatically contribute earned sick days to the sick leave bank as follows:
   i. An employee who has been with the Worcester Public Schools for more than five years shall contribute five earned sick days. These employees will also contribute days when the sick leave bank needs to be re-seeded.
   ii. An employee who has been with the Worcester Public Schools for five years or less shall contribute two earned sick days. These employees will also contribute days when the sick leave bank needs to be re-seeded.

3. Newly hired employees will be notified by the District that they have ten (10) work days to opt-out of the sick leave bank or else automatically contribute two days and become sick leave bank members.
4. A participating member of the ESP Sick Leave Bank is one who has contributed the required number of days from their own sick leave reserve.
5. ESP Sick Leave Bank benefits shall apply only during the period when the employee is a participating member.

C. FUNDING

The ESP Sick Leave Bank will be funded according to the following provisions:

1. As measured on July 1st, if the number of sick leave bank days are less than 2000, then the sick leave bank will be re-seeded by each member contributing one (1) of their earned sick days.
2. Days placed in the Bank and unused at the end of the school year shall remain in the Bank and shall accumulate from year to year.

D. ELIGIBILITY FOR BENEFITS

1. Participating members must make written applications to the ESP Sick Leave Bank Committee requesting sick leave bank days using the ESP Sick Leave Bank Application.
2. There will be a waiting period of three (3) working days between the end of the applicant's current allowance of sick days and the beginning of withdrawal of ESP Sick Leave Bank days. Participating members of the ESP Sick Leave Bank may use accrued personal days for the three-day waiting period before utilization of ESP Sick Leave Bank days. The waiting period may be waived by a unanimous vote of the ESP Sick Bank Committee.
3. Conditions for the Awarding of Benefits:
   a. The applicant must be on an approved medical leave from the District.
   b. If the applicant's request is approved, then the sick leave benefits would apply retroactively to the date of application.

4. The date of the ESP Sick Leave Bank Committee meeting shall not affect the ability of members to access the ESP Sick Leave Bank in a timely manner. If the meeting occurs after the member has exhausted earned sick leave, then the sick leave bank benefits would apply retroactively to the date of application.

E. BENEFITS

1. Benefits of the ESP Sick Leave Bank are extended to any actively participating member who has fulfilled the requirements for eligibility and whose ESP Sick Leave Bank application has been approved by a majority of the ESP Sick Leave Bank Committee.
2. The ESP Sick Leave Bank Committee will award the number of sick days consistent with the medical need not to exceed 90 school days at one time.
3. Members are allowed a maximum of 300 Sick Leave Bank days during their WPS employment.

Certified Occupational Therapy Assistants

Step	First day of 2022/2023 3% QM0	First day of 2023/2024 Reconfigure & 3%	First day of 2023/2024 Reconfigure	First day of 2023/2024 Add Bachelor $1,000	First day of 2024/2025 3%	First day of 2024/2025 Add Bachelor $1,000	First day of 2025/2026 3%	First day of 2025/2026 Add Bachelor $1,500
1	$38,437	$0	$43,631	$44,631	$44,940	$45,940	$46,288	$47,788
2	$39,745	$0	$44,975	$45,975	$46,325	$47,325	$47,714	$49,214
3	$41,052	$0	$46,324	$47,324	$47,713	$48,713	$49,145	$50,645
4	$42,360	$43,631	$47,672	$48,672	$49,102	$50,102	$50,575	$52,075
5	$43,665	$44,975	$49,015	$50,015	$50,485	$51,485	$52,000	$53,500
6	$44,974	$46,324	$50,365	$51,365	$51,875	$52,875	$53,432	$54,932
7	$46,283	$47,672	$51,713	$52,713	$53,264	$54,264	$54,862	$56,362
8	$47,587	$49,015	$53,006	$54,006	$54,596	$55,596	$56,234	$57,734
9	$48,898	$50,365	$54,331	$55,331	$55,961	$56,961	$57,639	$59,139
10	$50,207	$51,713	$55,689	$56,689	$57,360	$58,360	$59,080	$60,580

Longevity	07/01/23
10 Years	$1,000
15 Years	$1,250
20 Years	$1,500
25 Years	$1,750
30 Years	$2,000

Paid at the close of the School Year

Speech & Language Assistants

First day of 2022/2023 (3%)		
Step	BA	BA+15
1	52,735	55,507
2	55,709	58,476
3	59,995	62,767

Longevity	07/01/23
10 Years	$1,000
15 Years	$1,250
20 Years	$1,500
25 Years	$1,750
30 Years	$2,000
Paid at the close of the School Year	

First day of 2023/2024 (3%)			Add $1,000
Step	BA	BA+15	BA+30
1	54,317	57,172	58,172
2	57,380	60,230	61,230
3	61,795	64,650	65,650
4	63,340	66,266	67,266

First day of 2024/2025 (3%)			Add $1,000
Step	BA	BA+15	BA+30
1	55,947	58,887	59,887
2	59,102	62,037	63,037
3	63,649	66,589	67,589
4	65,240	68,254	69,254

First day of 2025/2026 (3%)			Add $1,500
Step	BA	BA+15	BA+30
1	57,625	60,654	62,154
2	60,875	63,898	65,398
3	65,558	68,587	70,087
4	67,197	70,302	71,802
5	68,877	72,059	73,559