



Colchester School District

Administrative Offices, 125 Laker Lane, PO Box 27, Colchester, Vermont 05446

Phone: (802) 264-5999 • www.csdvt.org • Fax: (802) 863-4774

March 4, 2020

Dear Stephanie, Aimee, Katie and Carmel:

This is a proposed side letter of agreement that addresses three items contained in our current Education Support Staff Master Agreement: health insurance changes as a result of State HealthCare Negotiations, step changes as a result of eFinance software implementation, and a request regarding salaries from the Education Support Staff unit. If the terms and conditions stated in this letter are agreeable for the duration of the existing contract, please sign below for the Association.

Insurance Changes:

"Effective July 1, 2020, pursuant to 16 V.S.A. chapter 61 (Commission on Public School Employee Health Benefits) health care benefits and coverage, excluding stand-alone vision and dental benefits, but including health reimbursement arrangements and health savings accounts, shall be governed by the written agreement incorporating the terms of the statewide health insurance bargaining."

eFinance Implementation:

School Districts in Vermont are required to transition to eFinance, a financial software to be used by all schools across the state. eFinance does not allow districts to enter a "Step 0," as a result we will be eliminating "Step 0" from all Support Staff salary grids. New employees will begin at Step 1.

Salaries:

The parties, the Colchester School District and the Colchester Education Association, ESP unit, agree to increase all paraeducator salaries for the 2020-2021 school year, including starting salaries for new paraeducators, by \$2.00 per hour. See the attached grid. The parties also agree to compose a joint communication regarding this change.

The Board is aware that the current Support Staff agreement expires on June 30, 2021, and we would like to begin negotiations for the July 1, 2021 contract as soon as possible.

Sincerely,


Craig Kieny, School Board Vice Chair

Agreed to by the Colchester Education Association By:



Date: 13 Mar 2020

Amy Minor
Superintendent
of Schools

George Trieb
Business & Operations
Manager

Carrie Lutz
Director of Student
Support Services

Gwendolyn Carmolli
Director of Curriculum
& Instruction

Colchester School District

2020-2021 Paraeducator Wages

		Associates	Bachelors	Masters	Licensed Teacher	Interventionist
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
1	\$15.29	\$15.81	\$16.56	\$17.08	\$17.83	\$20.63
2	\$15.70	\$16.21	\$16.95	\$17.46	\$18.21	\$20.98
3	\$16.07	\$16.58	\$17.32	\$17.82	\$18.56	\$21.31
4	\$16.39	\$16.89	\$17.62	\$18.12	\$18.85	\$21.57
5	\$16.71	\$17.20	\$17.92	\$18.41	\$19.13	\$21.81
6	\$16.95	\$17.45	\$18.19	\$18.68	\$19.42	\$22.15
7	\$17.19	\$17.70	\$18.45	\$18.96	\$19.71	\$22.49
8	\$17.43	\$17.95	\$18.72	\$19.24	\$20.00	\$22.84
9	\$17.68	\$18.20	\$18.99	\$19.51	\$20.29	\$23.18
10	\$17.92	\$18.45	\$19.25	\$19.79	\$20.58	\$23.52
11	\$18.16	\$18.70	\$19.52	\$20.06	\$20.86	\$23.87
12	\$18.40	\$18.95	\$19.78	\$20.34	\$21.15	\$24.21
13	\$18.64	\$19.20	\$20.05	\$20.61	\$21.44	\$24.55
14	\$18.88	\$19.46	\$20.31	\$20.89	\$21.73	\$24.90
15	\$19.12	\$19.71	\$20.58	\$21.16	\$22.02	\$25.24
16	\$19.37	\$19.96	\$20.85	\$21.44	\$22.31	\$25.58
17	\$19.61	\$20.21	\$21.11	\$21.71	\$22.60	\$25.93
18	\$19.85	\$20.46	\$21.38	\$21.99	\$22.89	\$26.27
19	\$20.09	\$20.71	\$21.64	\$22.26	\$23.18	\$26.61
20	\$20.33	\$20.96	\$21.91	\$22.54	\$23.47	\$26.96