

TENTATIVE AGREEMENT

7.6 Premium Pay

a. Working Foreman and Leads

1. Premium pay shall be paid to a temporary working foreman who is charged with directly supervising the work of three (3) or more employees on an assigned job when such supervision is not part of the supervising employee's job description. A premium of one dollar and fifty cents (\$1.50) per hour shall be paid to the working foreman.
2. Employees who are in positions designated as "Lead" positions by the Human Resources Department will receive a premium of two dollars (\$2.00) per hour.
3. When the need arises for the District to appoint Leads, the District shall inform the employees in the appropriate job classification. The employees shall have the opportunity to express their interest for the position. The District has the sole right to designate these individuals and to make changes when deemed appropriate.

b. Classroom Oversight

When all other classroom coverage options have been exhausted, the principal may ask a classified employee to fill the substitute teacher role. Designation is at the principal's discretion, however, no classified employee will be required to accept a substitute teacher assignment.

Total additional compensation will be in half and full day increments as follows:

Half day (1-3.5 hours): ~~\$15 total~~ **\$22.50**

Full day (3.6-7 hours): ~~\$30 total~~ **\$45.00**

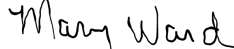
c. Healthcare Worker Oversight

Registered Nurses (RN) who are required to oversee Licensed Practical Nurses (LPN) and/or Health Aides (HA) shall receive an additional four dollars (\$4.00) per hour.

Special Education Teacher Aides/Sign Communication with Students

DocuSigned by:

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 Ivory McDaniel-Ilgenfritz Date
 District Chief Spokesperson

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 Mary Ward Date
 ESSA Spokesperson

TENTATIVE AGREEMENT

Positions that require the ability to communicate with deaf and hearing impaired students through signing at a basic or intermediate level throughout the school day will meet the requirements indicated on the vacancy posting.

Special education teacher aides who are required to perform sign communication with students as a part of their teacher aide duties will be compensated an additional two dollars (\$2.00) per hour above their regular placement on the ESSA wage schedule.

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District Chief Spokesperson

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Mary Ward 7/20/2023

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