

L. 12 Month Employees

1. This contract shall include both 10 month and 12 month positions
2. Initial placement into the newly created 12 month positions will be voluntary.
3. Positions which become vacant for both 10 month and 12 slots will be posted. Any internal candidates will be placed into these positions by seniority. Vacancies which cannot be filled internally will be filled with outside candidates.

TA
Joseph
01/27/2023

NEG FOR UPA
11/27/23

Wage counter offer to IUPA 11/27/2023

1. All current School Resource Officers will receive a 4% increase in pay retroactive to July 1, 2023. This in addition to the .5% increase received on July 1, 2023.
2. All current employees will receive a 2% one-time supplement.
3. The new starting salary for SRO's will be 30.00.

Night Differential –

1. Employees with a shift start time on or after 12:00 pm will receive an additional 5% added to their base hourly rate.
2. In those cases where management assigns a temporary shift change during periods of school breaks (over summer, winter break, spring break, etc.) employees shift differential will not be decreased.
3. The night shift positions will be filled voluntary and based upon seniority. However, if night shift positions need to be filled management reserves the right to reassign officers to the shift vacancies. This will occur by assigning the least senior employee to the open shift positions. This applies to vacant positions.

TA



11/27/2023

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11/27/23