

Administrative Assistant Proposed Collective Bargaining Agreement Overview of Major Changes  
School Committee Meeting  
Monday, April 3, 2023

- School Committee met in Executive Session on March 20<sup>th</sup> to discuss tentative agreement in greater detail
- This contract is a three-year contract: July 1, 2023 – June 30, 2026
- Wages
  - Year 1 – 3%
  - Year 2 – 3%
  - Year 3 – 3%
- Longevity Changes
  - Changing from being paid hourly to being paid Semi-annually
  - Longevity will be determined as of July 1 of the contract year
  - New - \$250 longevity bonus shall be paid to employees who have completed ten (10) years experience with the last ten (10) continuously in Sanford in any position of at least 955 hours per year, and said longevity is paid half in December and half in June.
  - New - \$500 longevity bonus shall be paid to employees who have completed fifteen (15) years experience with the last fifteen (15) continuously in Sanford in any position of at least 955 hours per year, and said longevity is paid half in December and half in June. The \$500 longevity bonus includes the \$250 longevity payment earned after 10 years experience.
  - Changed \$500 to - A \$1,000 longevity bonus shall be paid to employees who have completed twenty (20) years experience with the last fifteen (15) continuously in Sanford in any position of at least 955 hours per year, and said longevity is paid half in December and half in June. The \$1,000 longevity bonus includes the \$500 longevity payment earned after 15 years
  - Changed from \$1,500 to - A \$2,000 longevity bonus shall be paid to employees who have completed twenty-five (25) years experience with the last fifteen (15) years continuously in Sanford in any position at least 955 hours per year, and said longevity is paid half in December and half in June. The \$2,000 longevity bonus *includes* the \$1,000 longevity payment earned after 20 years of service.
  - Changed from \$2,500 to - A \$3,000 longevity bonus shall be paid to employees who have completed thirty (30) years of experience with the last fifteen (15) years continuously in Sanford in any position of at least 955 hours per year, and said longevity is paid half in December and half in June. The \$3,000 longevity bonus *includes* the \$2,000 longevity payment earned after 25 years of service.
- Insurance Protection: No Changes