

Certified and Classified Employee Agreement Update 2024



PENN·HARRIS·MADISON

SCHOOL CORPORATION

Annual P-H-M Collective Bargaining Goals:

- I. Offer All Eligible Employees Fair and Comparable Salary Increases**

- II. Attract and Retain Quality Employees**

- III. Offer Competitive Benefits**
 - A. Medical**
 - B. Dental Insurance/ Vision**
 - C. Retirement – TRF & PERF**
 - D. Section 125**

Appreciation!

We appreciate our hard working and professional staff! We are pleased to dedicate our state allocated funding resources directly to YOU!

State of Indiana Education Funding Information

Education Fund increases, determined by the approved State Budget, are 5% in 2023-2024 and 2.8% in 2024-2025.

The P-H-M Administration has proposed 100% of the new dollars to fund staff raises!

This includes 5% in 2024 and 3% in 2025 for all work groups.

Successfully Ratified Agreements:

Work Group	2024 Raise	2025 Raise
Teachers	5%	3%
Auxiliary	5%	3%
Bus Operators	5%	3%
Custodial	5%	3%
Ex.Ed. Professionals	5%	3%
Food Service	5%	3%
Kids Club	5%	3%
Service Tech, Maintenance, & Food Service Distributors	5%	3%

Highest Historical Raises

**2023 - Received Highest Raise in P-H-M
History - 7%**

**2024 - 2nd Highest Raise in P-H-M
History - Proposed 5%**

2025 - Proposed 3%

Additions to Current Agreements for Ratified Classified Groups:

Two additional levels added for Longevity Stipend Pay:

5 years	-\$100.00
10 years	-\$200.00
15 years	-\$300.00
20 years	-\$500.00
25 years	-\$600.00
30 years	-\$700.00
35 years	-\$800.00 NEW
40 years	-\$900.00 NEW

Longevity stipends exist in all classified agreements to recognize and reward the length of employee tenures as they reach significant employment anniversaries.

Misconception about Insurance Increase:

A 5% increase is for medical insurance premiums. It is NOT 5% of your pay. It is 5% of the Employee Premium.

What does a 5% increase mean for our employees?

Example #1: A Plan B classified staff member carrying **family** insurance working 40 hours a week would incur a **\$201 annual premium increase.**

Ex. School Year (18 Pays) = \$11.17 per pay increase (Media Aide)

Ex. Year Round (26 Pays) = \$ 8.38 per pay increase (High School)

Example #2: A Plan B Classified staff member carrying **single** insurance working 40 hours a week would incur a **\$75 annual premium increase.**

Ex. School Year (18 Pays) = \$4.17 per pay increase (Media Aide)

Ex. Year Round (26 Pays) = \$ 3.12 per pay increase (High School)

Educational Services Personnel (E.S.P.) Not Ratified

Process:

- **Tentative Agreement with E.S.P. Board (9/27)**
- **E.S.P. leadership encouraged all members to reject the proposal (9/28-10/24)**
- **Membership votes to reject proposal (10/26)**

E.S.P. Membership voted to Reject:

***2-year agreement
5% raise for 2024
3% raise for 2025
Higher starting pay
Added Longevity pay for years 35 & 40***

Educational Services Personnel (E.S.P.) Board

<u>Board Member</u>	<u>School/Level</u>
Stacey Rach, Bookstore Manager/Treasurer	Penn (5)
Jennifer Dunderman, Athletic Secretary	Penn (5)
Robin Maden, Division Secretary	Penn (3)
Becky Callender, Guidance Secretary	Penn (3)
Marcia Abrams, Assistant Bookstore	Penn (5)
Courtenay Rowe, Office Aide	Bittersweet (2)
Tresur Whisman, Secretary/Treasurer	Bittersweet (4)

E.S.P. bylaws read that the board will consist of eight (8) members elected by the ESP membership from any support group.

**4 members should be elected from Clerical/Instructional Level 2
2 members should be elected from Clerical/Instructional Level 3.
2 members should be elected from Clerical Level 4 or 5.**

The Board should consist of at least one representative from Elementary, Middle, and the High School. If the nominating committee is unable to fill the slate for the specified levels(s) after 1 week, then the vacancy(ies) will be open to any person, in any level. Should any of these positions be vacated, or not filled, the Board would revert to a lesser membership.

E.S.P. Proposal

The Administration rejected Special Compensation proposals for individuals that were deemed not fair and comparable to the other employees of the E.S.P. Group.

Examples include:

1. **High School Administrative Athletic Secretary - Extra**
\$8,320.00 above and beyond collective bargaining pay proposal for other members.
 - a. \$1.00 per hour for accounting duties = \$4,160.00 over the 2-year agreement
 - b. \$1.00 per hour for bonding = \$4,160.00 over the 2-year agreement

2. **High School Administrative Secretary - Extra**
\$5,760.00 above and beyond collective bargaining pay proposal for other members.
 - a. \$1.00 per hour for accounting duties = \$4,160.00 over the 2-year agreement
 - b. Additional \$800 per year increase for Graduation Stipend = \$1,600.00 over the 2-year agreement

3. **One bonded, 261 day employee, at Penn High School - Extra**
\$5,824.00 above and beyond collective bargaining pay proposal for other members.
 - a. Increased \$0.40 per hour additive for bonding = \$1,664.00 over the 2-Year agreement
 - b. \$1.00 per hour for all year round = \$4,160.00 over the 2-year agreement

Grand Total for three (3) Individuals:

\$19,904.00

Ratified Agreements:

We look forward to bringing fair and comparable ratified classified agreements for approval at the November 13th board meeting.

Goal: All classified staff members with approved agreements will see salary increases in their January 19, 2024 paychecks.

Next Steps:

Despite the rejected proposal, the administration is hopeful for a 2-year agreement with a 5% increase for 2024 and a 3% increase for 2025 for all E.S.P Members.

The offer remains on the table for consideration.



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