

**Substitute Tentative Agreement (TA) for 2024-2026:
Overview of New Contract Language and Wins**

**NEW
Contract Language**

Article 2: Association Rights

- 5 members released for bargaining
- More can be released upon mutual agreement

Article 6: Discipline Process

- Streamlined process

Article 7: Substitute Rights

- Added more protections on being given climate plans and more knowledge on potential student behaviors as needed

Article 8: Substitute Lists

- Kept the 20 day min work requirement, but no longer do they have to be in certain semesters
- Moved most of the content of this article into either Article 6 or Article 9, as it made more sense to do so

Article 9: Work Hours and Work Days

- A half day is paid as a half day

Article 12: Insurance

- Insurance eligibility is lowered to only 55 days worked (for insurance the following year)
- Prorated if you start in 2nd Semester, to only 26 days worked (for insurance the following year)

Article 13: Compensation and Incentives

- For the rest of 2024-2025, Rate of Pay will still be at 86.5%, but now moved up to Step C (of the BA+15 column of the regular educators' salary schedule) (2024-2025 School Year- \$266.14 /day)
First independent Pay Increase substitutes have received in 22 years!
- For 2025-2026, Rate of Pay moves up to 87% of Step C (of the BA+15 column of the regular educators' salary schedule) (2025-2026 School Year- \$275.82 /day)
- Work Incentive
- Pilot Agreement for Regional Subs that will allow some to earn a higher daily rate, insurance, sick days
- Incentive Pay reverts back to previous language (\$15 Full Day/\$10 Half Day)
- Pay Rates will only go into effect after Ratification by both PAT and PPS; No Retro Pay*

Article 14: Duration

- Our contract will be in line with the broader Unit and will expire on June 30, 2026

**Previous
Contract Language**

Article 2: Association Rights

- 3 members released for bargaining

Article 6: Discipline Process

- Complicated process to determine discipline level

Article 7: Substitute Rights

- Safety only covered immediate danger

Article 8: Substitute Lists

- Convoluted min workday requirement of 20 days, but 5 had to be in the first semester and 5 in the second semester

Article 9: Work Hours

- The half day determination was cumbersome

Article 12: Insurance

- Had to work 70 days (for insurance the following year)

Article 13: Compensation and Incentives

- Rate of Pay was at 86.5% of Step B (of the BA column of the regular educators' salary schedule) (2024-2025 School Year- would have been \$257.38 /day)
- Incentive School MOA (\$50 Full Day/\$35 half day)
Expired June 30, 2024

Article 14: Duration

- Contract Expired on June 30, 2024

***New Pay Rates only go into effect after ratification by both PAT & PPS; No Retro Pay.**