



CWA Local 1037 / Leaguers – 10/2/26

CONTRACT SUMMARY

Due to the solidarity displayed by the CWA members who work here at the Leaguers, your Bargaining Committee was able to secure a great contract that accomplished the goals identified by members on the bargaining survey. This victory would not have been possible if the members didn't come together to show unity and determination.

1) Wage Increases

- Effective September 1, 2025, all District-funded employees received a 3% increase in salary.
- Effective September 1, 2026, all District-funded employees received a 2% increase in salary. Salaries for Family Advocates District, Food Service Workers District, and Maintenance Workers District are set by the Districts. Associate Teachers, Floating Associate Teachers, and Teachers are placed on their appropriate step on the District salary guides.
- Effective August 1, 2026, all EHS employees, including Child Care Providers (HS and EHS), Prenatal Educators, and EHS Teachers, shall receive a \$2.00 per hour increase to their base hourly wage.
- Effective August 1, 2026, all EHS employees, including Child Care Providers (HS and EHS), Prenatal Educators, and EHS Teachers, shall receive a one-time stipend of \$500.00 for 2025-2026 academic year.
- After the effective date of this agreement, any monies from funding sources, including school districts or municipalities, that are designated for employee salaries or benefits shall be passed through employees, consistent with funding guidelines.

2) Meals and Break Periods

- Each teacher shall be scheduled for a minimum of one 30-minute uninterrupted time block per week of preparation time. No teacher will lose a prep period in any given week except in an emergency, field trip, half day, professional development, school closure or absence. Teachers shall not be assigned to any other duties during their prep period.
- Every site should have a designated eating area for staff to eat their meals, unless the facility cannot support a designated eating area.

3) Placement Letter

- Letter to confirm placement and salary for the new school year to be received by August 1. The letter must include location (site), position, and salary information.

4) Overtime

- Employees are not obligated to remain on site past their scheduled working hours.

5) Disciplines

- Oral warnings that are more than one year old shall not be used for progressive discipline purposes. Oral warnings shall be expunged after one year if there is no further discipline.
- The employer, upon request, will make available to the Union information in its possession to which the Union is entitled to properly represent the employee. Management will provide the requested information within seven (7) business days from receipt of the request.

6) Holidays

- Eid al-Fatir, Juneteenth, and Veteran's Day were added.

7) Vacation

- Vacation shall accrue at the rate of two (2) per month for the first three months beginning February 1 and then .444 per month for the remaining (9) months.
- EHS Staff are entitled to (10) vacation days per year. The ten days are accrued at the rate of two (2) per month for the first three months beginning in February 1 and then .444 per month for the remaining (9) months. In February, March, and April, EHS Staff will accrue (2) days per month. From May to January, EHS Staff will accrue .444 per month, for a total of (6 days).
- $10 = 2 + 2 + 2 + .444 + .444 + .444 + .444 + .444 + .444 + .444 + .444$

8) Paid Sick Leave Benefits

- Employees no longer have to provide proof of illness after a pay day.
- All employees with a regular schedule will be able to carryover unused sick time from year to year and accrue sick time up to a maximum of twenty-five (25) days. (Head Start/ Abbott Teachers and Associate Teachers do not carry over sick days).

9) Reimbursement for Expense

- Employees authorized to use their personal vehicle for work-related purposes shall be reimbursed at the IRS Designated rate. The current IRS mileage rate is 76 cents per mile.

10) Dress Code

- Employees have a right to wear and display union insignias that would not jeopardize child safety, consistent with the law and consistent with the Leaguers' dress code.

11) Job Posting

- The Employer shall post all available vacant positions on its official website and shall send notice of all vacant positions to all employees at their work-provided

email addresses. A copy of each such notice shall be simultaneously sent to the Union at the designated Union email address.

12) Duration

- This agreement shall be deemed to take effect as of February 1, 2025, and continue until January 31, 2028, and from year to year thereafter, unless written notice of termination is given by either party to the other at least sixty (60) days prior to the expiration date or of any annual renewal date thereof.

**Your Bargaining Committee enthusiastically encourages
every member to vote “YES” in this ratification!**

In Solidarity From YOUR Bargaining Committee, [OBJ]

Angela Samuels
Ashley Pierce
Cassandra Gilchrist
Catrinah Metteaux
Davon Kennedy
Katina Ginyard
Kimberly Lofton
Lerna Christopher
Lisa Sylvester
Nicole Iles-Lancaster
Ira Mintz, Esq.
Patricia Villanueva, Esq.
Jim McAsey, CWA National Staff Representative
Tanisha Freeland, Supervising Staff Representative

P.S. One of our most important priorities as we prepare for the future is recruiting additional Shop Stewards. Our goal is to have a Shop Steward at every worksite to ensure that our members have a voice and representation where they work.

Can you volunteer to become a Shop Steward? If not, who would you recommend to represent your worksite? Please share your interest or suggestions with a member of the Bargaining Committee.

Our second priority is to sign up our non-member coworkers as full Union members. Union membership is essential to building our collective strength, and **only Union members are eligible to vote in the upcoming ratification election.** Encourage your coworkers to join the Union and make sure their voices are heard!

Together, we can build a stronger Union!