Superintendent Approve Specialized Health Care Procedures - 5%  
Shift Differential - 5%  
Bilingual/bi-literate - 5%  
Bilingual - 2.5%  
the CSEA bargaining unit contract  
$500, FDA approved rectal emergency seizure medication (e.g. Diastat) $1,000, and Insulin injections $1,500 as outlined in Article 11.16 Administration of Emergency Medications of 

stipend (pro-rated on FTE) paid monthly in proportion to employee's work year  
Eligible unit members who have earned an Associate, Bachelor's, Master's or Doctorate Degree will receive a $250 annual RBT stipend (pro-rated on FTE) or will receive a $500 annual BCaBA Certification process through the Behavior Analyst Certification Board will receive a $250 annual RBT stipend (pro-rated on FTE) or will receive a $500 annual BCaBA

and two PPO plans. Each plan has an employee premium contribution amount for which the employee can utilize a tax sheltered Section 125 Plan  
Amounts are pro-rated based on FTE and a maximum of one degree educational incentive will be credited per employee per year  
follows: Associate Degree - $375, Bachelor's Degree - $750, Master's Degree - $1,500, Doctorate Degree (No Master's) - $1,500, or Doctorate Degree (with Master's) - $400.  
Unit members who have earned an Associate, Bachelor's, Master's or Doctorate Degree will be eligible to receive an annual educational incentive. Annual award amounts are as  
• Unit members who have earned an Associate, Bachelor's, Master's or Doctorate Degree will be eligible to receive an annual educational incentive. Annual award amounts are as  

• Eligible employees are entitled to receive vision, dental, and medical coverage for the employee and their eligible dependents. Employees can choose between three HMO plans  
March 2022-2023 on FTE paid monthly in proportion to employee's work year  
Eligible employees are entitled to receive vision, dental, and medical coverage for the employee and their eligible dependents. Employees can choose between three HMO plans and two PPO plans. Each plan has an employee premium contribution amount for which the employee can utilize a tax sheltered Section 125 Plan  
• Effective with the 2023-2024 plan year that begins October 1, employer contributes 70% of any increased premium cost based on the High HMO rate.  
• Eligible unit members who have completed the Registered Behavior Technician (RBT) Certification process or who have completed the Board Certified Assistant Behavior Analyst (BCaBA) Certification process through the Behavior Analyst Certification Board will receive a $250 annual RBT stipend (pro-rated on FTE) or will receive a $500 annual BCaBA stipend (pro-rated on FTE) paid monthly in proportion to employee's work year.  
• Eligible unit members who have completed the Registered Behavior Technician (RBT) Certification process or who have completed the Board Certified Assistant Behavior Analyst (BCaBA) Certification process through the Behavior Analyst Certification Board will receive a $250 annual RBT stipend (pro-rated on FTE) or will receive a $500 annual BCaBA stipend (pro-rated on FTE) paid monthly in proportion to employee's work year.