

COLA & STEPS and the EVERGREEN Clause in the Paraprofessional Contracts

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Per my request Mr. Hopkins provided the history of the past 6 years, 2 contracts, for the Paraprofessionals. Two things to remember;

1. These percentages are Across-The-Board per the Steps which is different from the ACTUAL raises. Other spread sheets have been created showing the ACTUAL raises given under the contracts.
2. All new or renewed contracts are required by State law to add the Evergreen Clause to them.
3. Per Mr. Hopkins the COLA and STEPS were separated out in the new 2008-2010 contract because of the addition of the **Evergreen Clause** which must be added. This was NOT mentioned in the 10/07/08 letter from Mr. Hopkins to Mr. Scruton. We do consider this added clause an important bit of information that we would have included in the letter. This Clause guarantees that if a new contract is not signed in a timely manner, the City will be required to continue to give the employees covered under that contract the STEP increases only.

NOTE: We realize this Evergreen Clause is mandated by the State and the City nor the School has any control over this being added to all contracts but we personally believe that this Clause takes away any incentive for a Union to accept any fair offer made by a City/School because most will continue to receive a raise, though it be small. Only those at the top on the Steps stay stagnant until a contract is signed. The DPW is the only union contract that presently has the Evergreen Clause which might be the reason why they're 16 months without a new contract.

A History of the Paraprofessional COLAs & STEPs

YEAR	COLA & STEPS
2002-2003	3.21%
2003-2004	2.85%
2004-2005	2.51%
2005-2006	4.77%
2006-2007	4.84%
2007-2008	4.89%

1ST PARAPROFESSIONAL REQUEST	
YEAR	COLA & STEPS
2008-2009	5.50%
2009-2010	5.20%
2010-2011	5.00%

2ND PARAPROFESSIONAL REQUEST		
COLA	STEPS	TOTAL
3.50%	1.50%	5.00%
3.00%	1.70%	4.70%
3.00%	1.50%	4.50%