

**A Review of some of the Paraprofessional Contract Benefits**

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Article IX - Compensation

A. Wage Scale and Step Plan "All eligible employees shall receive a step each year of the Agreement."

**NOTE:** This clause ensures an automatic yearly pay raise regardless of one's performance.

"Associate's Degree or Higher: \$0.50 per hour effective July 1, 2005 and \$0.75 per hour effective July 1, 2007."

**NOTE CHANGE:** Per page three (3) of the 10/07/08 letter this clause noted is under Stipend and Individual increases will be changed to \$ 0.81 per hour for the last 2 years of the contract.

YEAR OF CONTRACT	2005-2006 NEW STIPEND
2002-2003	
2003-2004	
2004-2005	
<b>2005-2006</b>	<b>\$0.50</b>
2006-2007	<b>\$0.50</b>
2007-2008	<b>\$0.75</b>
2008-2009	<b>\$0.75</b>
2009-2010	<b>\$0.81</b>
2010-2011	<b>\$0.81</b>

Under; Article VI – Working Conditions, AS STATED IN 2005-2008 CONTRACT

B. Teacher Aide to Assistant Upgrade.

"All Aides will be promoted to Teacher Assistant (TA) **after three (3) years of service** or upon completion of two (2) years of college."

**QUESTIONS**

1. Because of the new requirement by the NCLB that any Title 1 School is required to have paraprofessionals that have at least a two year degree, will the Contract pay scale be updated to add in the \$0.75 then the \$0.81 per hour for all Assistants or will it stay as a *Stipend* ?
2. Will this clause be eliminated in full from the 2008-2011 Contract?
3. How many Assistants do we have WITHOUT a two year degree?
4. How will the school deal with these Assistants WITHOUT a two year degree?

Article IX – C. Longevity

- If you have worked 10 - 14 years you will receive \$ 750.00 annually.
- If you have worked 15 or more years you will receive \$ 1,500.00 annually.

Article X – Leaves

B. Sick Leave

- a. Tier 1, 0-20 hours a week = 1 sick day a year
- b. Tier 2, 20-30 hours a week = 12 sick days a year
- c. Tier 3 , 30 plus hours a week = 15 sick days a year

**NOTE:** The 1<sup>st</sup> Paraprofessional Contract submitted had **TWO (2) additional Sick Days for ALL**

B. Personal Leave.

- a. Tier 1, 0-20 hours a week = 0 personal days a year
- b. Tier 2, 20-30 hours a week = 2 personal days a year
- c. Tier 3 , 30 plus hours a week = 3 personal days a year

I. Vacation Leave

- 2. Tier 3 , 30 plus hours a week

6 months – 1 year = 1 week  
1 through 4 year = 2 weeks  
5 through 9 years = 3 weeks  
10 or more years = 4 weeks

**NOTE:** In the 1<sup>st</sup> Paraprofessional contract submitted they had added; 20 years = 5 weeks

Article XI – Holidays

- a. Tier 1, 0-20 hours a week = 7 days a year
- b. Tier 2, 20-30 hours a week = 7 days a year
- c. Tier 3 , 30 plus hours a week = 12 days a year

Article XII – Fringe Benefits

**B. Health Insurance AS STATED IN 2005-2008 CONTRACT**

1. Tier 1 (working less than 20 hours a week) presently may purchase health insurance at their own expense.
2. Tier 2 (working between 20 – 30 hours a week) may purchase health insurance, “but the Board will pay fifty percent (50%) of the premium paid by the Board for Tier 3 employees.”

**NOTE:** This means we paid 40% of their total premium, paraprofessionals pay 60%.

**NOTE CHANGE:** This will change in the new contract. All employees working less than 30 hours a week will be responsible for 100% for their Health Insurance coverage for the first five years of their employment if they were hired after July 1<sup>st</sup>, 2008

After working 5 year they will be eligible for the 80%/20% split of single coverage  
After working 10 years they will be eligible for 80%/20% split of the two person coverage

NOTE; On page 3, of the 10/07/08 letter it was written; "We had to grandfather current employees..." No one has stated the exact number of employees this will affect. What was noted is that it currently costs the District, the TAXPAYERS, \$6400 per single person a year for Health Insurance, which means that person currently pays only \$1600 a year.

3. Tier 3 employees are eligible for 80%20% split for all plans

**NOTE: We believe these health insurance premium changes in this contract are taking the city down the path where the TAXPAYERS WILL EVENTUALLY BY PAYING FOR 80% of the insurance premiums for ALL FULL & PART TIME EMPLOYEES. The five and ten year waiting periods will all eventually vanish. It will all be written in the fine print which few persons pay attention too.**

C. Dental Insurance AS STATED IN THE 2005-2008 CONTRACT

1. Tier 1 may purchase dental insurance at their own expense through the District
2. Tier 2 may purchase dental insurance, "but the Board will pay fifty percent (50%) of the premium paid by the Board for Tier 3 employees."
3. Tier 3 are will be eligible for dental insurance with 100% premium coverage for single person
4. The employee has the option for additional coverage or expanded plan at their expense.

D. Workshop Reimbursement

Some money is available to cover these costs but must be approved in advance

**NOTE:** The new contract changes this amount from \$200 to \$250 a year.

E. Course Reimbursement

Available to employees is Course (Education) reimbursement. Per the Contract

Presently there is \$18,000 available annually for qualified courses.

**NOTE:** The new contract changes that amount as listed below;

2008-2009 @ \$18,000 total

2009-2010 @ \$22,000 total

2010-2011 @ \$24,000 total

**NOTE:** These monies with approval can cover courses paying for a two (2) year degree.