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Contract Database Metadata Elements

Title: **Massapequa Union Free School District and Massapequa Paraprofessional Association, New York State United Teachers (NYSUT), American Federation of Teachers (AFT), AFL-CIO (2009)**

Employer Name: **Massapequa Union Free Central School District**

Union: **Massapequa Paraprofessional Association, New York State United Teachers (NYSUT), American Federation of Teachers (AFT), AFL-CIO**

Local:

Effective Date: **07/01/2009**

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GEN/5576

AGREEMENT

BOARD OF EDUCATION

MASSAPEQUA UNION FREE SCHOOL DISTRICT

And

**MASSAPEQUA PARAPROFESSIONAL ASSOCIATION, NYSUT,
AFT.**

July 1, 2009 - June 30, 2012

This agreement made and entered into this 15th day of September 2010 by and between the Board of Education, Massapequa Union Free School District (hereinafter referred to as the "Board") and the Massapequa Paraprofessional Association, NYSUT, AFT. (hereinafter referred to as the "Association").

Term: July 1, 2009 to June 30, 2012

ARTICLE I: RECOGNITION

The Board recognizes the Association as the exclusive bargaining agent with respect to salaries, hours for work, grievances and other terms and conditions of employment for the following categories of employees:

Monitors (including but not limited to cafeteria, hall, playground, reception, attendance, computer and health aides).

Teaching Assistants (including but not limited to Special Education, computer, Eagle Program).

Chapter Teachers (including but not limited to Kindergarten Support Specialists, Part-Time support subject teachers).

Substitutes and all other employees are excluded.

ARTICLE II: SALARY

A. The salaries for personnel covered by this agreement for the 2009-2010 through 2011-2012 school years shall be in accordance with the attached salary schedules A and B.

B. The summer instructional program salaries for members of this unit who are employed by the District in one of its summer instructional programs shall be in accordance with the attached salary schedule C.

C. Part-time members of this unit whose regular assignment is in an office setting with SASI or Library Automation responsibilities or as a Computer Aide will be compensated as attendance Monitors.

D. Longevity:

1. Monitors, Title I Teachers and Part-Time Teaching Assistants longevity payments shall be as follows:

After 5 years of consecutive service in the district - 15 cents per hour

After 10 years of consecutive service in the district - additional 25 cents per hour

After 15 years of consecutive service in the district - additional 30 cents per hour

The foregoing shall be paid in accordance with Business Office Procedure.

2. Effective July 1, 2009, all full-time computer assistants and full time teaching assistants, after completion of ten (10) years of full-time service in such capacity will receive an annual longevity of \$600.00. Furthermore, full-time Computer Assistants and full-time Teaching Assistants who have completed fifteen (15) years of full-time service in such capacity will receive an additional annual longevity of \$700.00.

ARTICLE III: WORKING CONDITIONS

- A. Employees will be advised prior to the end of the school year as to the continuation of their employment in the following school year.
- B. Employees will work on all days when schools are in session in accordance with the school calendar adopted by the Board.

Special Education Teaching Assistants will also work on Orientation Day and one fall Superintendent's Conference Day.

Classroom Education Teaching Assistants will work no more than 140 days commencing on or about October 1st and ending on or about May 31st and one fall Superintendent's Conference Day, unless the Superintendent authorizes such teacher assistants in writing, to work in excess of 140 days when schools are in session.

Chapter teachers will work at least 140 days when school is in session, Orientation day, and one fall Superintendent's Conference Day, unless the Superintendent authorizes such Chapter teachers in writing to work in excess of 140 days when schools are in session.

- C. Part-time employees who have been in the employ of the Board for more than three years will receive paid vacation days in accordance with the following schedule.

Completion of 3 years of service:	5 paid-vacation days
Completion of 4 years of service:	6 paid vacation days
Completion of 5 or more years of service:	7 paid vacation days

Paid vacation days may be selected during Christmas or Easter Recess by submission of a vacation voucher.

- D. In the event that a school is closed (due to inclement weather, special observances, or emergency situations), and such days are not rescheduled as a school day, all employees shall be paid for the number of hours they are regularly scheduled to work.
- E. Employees of this unit shall be afforded preference for occasional additional unit work assignments that arise from time to time including additional hours authorized by the principal when a substitute is not available.

Employees interested in being considered for such additional work hours shall advise the building principal and their names shall be placed on an "Extra Work Assignment Rotational Roster" in order of their length of service in the district. The building principal or designee shall make assignments on a rotation basis in such a manner that reflects as near as possible the equal assignment of work on a bi-monthly basis (2). No one employee may be assigned on a regular basis, which exceeds 15 days in any one month without the specific approval of the Superintendent of Schools.

- F. All part-time members of the bargaining unit shall be entitled to four (4) days of paid sick leave per school year. Unused sick leave shall be cumulative up to a maximum of twenty-five (25) days. A "day" for this purpose means the number of hours the employee is normally scheduled to work. Sick leave shall be credited on the first work day of September each year. New employees hired after completion of the first semester shall be credited with one sick leave day upon employment.

Monitors, Title I Teachers and part-time Teaching Assistants shall be entitled to one personal day per school year. Unused personal days may not be accumulated.

- G. Full-time Computer Assistants will:

- a) be appointed to a three (3) year probationary period as Teaching Assistants.
- b) follow the same school calendar as teachers including conference and orientation days.
- c) not be afforded additional vacation days.
- d) follow a teacher workday specific to the building in which they are employed.
- e) be provided with a daily lunch period of forty (40) minutes duration.
- f) be entitled to ten (10) sick days and one (1) personal day per year. Unused sick leave and personal days shall be cumulative as sick leave up to a maximum of 100 days.

- H. All full-time Teaching Assistants shall be provided with a daily lunch period of forty (40) minutes duration.

- I. Special Leave of Absence: Up to one year's absence without pay will be considered to allow full-time tenured computer teaching assistants and full-time tenured Teacher Assistants to pursue an approved plan of study at an accredited university or

an approved plan of educational travel; or to assume local, state or national elective office or elective office in a national or state teaching assistants organization upon the recommendation of the Superintendent of Schools and the approval of the Board of Education. The foregoing itemization shall not preclude consideration of other reasons.

- J. Full-time Teaching Assistants shall be entitled to ten (10) sick days and one (1) personal day per year. Unused sick leave and personal days shall be cumulative as sick leave up to a maximum of one hundred (100) days. Full-time teaching assistants who have completed at least three (3) consecutive years of District service in such position, and have accumulated at least thirty (30) unused sick days, shall be permitted to cash-out a maximum of three (3) such sick days per year, taken from their annual sick day allotment, with a conversion rate of two (2) accumulated days for every one (1) day cashed out, paid at fifty (\$50) dollars per day.
- K. Central Administration, in its discretion, may add up to 15 hours per year to the work calendar of Computer Teaching Assistants and Teaching Assistants without additional wages or other compensation. These hours can be scheduled as either full days before the start of the school year, or after the end of the school year, or as hours at the end of the regular school day throughout the year, or a combination of the aforementioned days and hours.

Should a full day(s) prior to the commencement of the school year be required, the District will make every effort to notify the Teaching Assistants and/or Computer Teaching Assistants by June 15th of the preceding school year.

- L. Faculty Meetings/Departmental Meetings: At the discretion of the Building Principal, full-time and/or part-time (excluding monitors) bargaining unit members may be required to attend no more than one (1) faculty or departmental meeting per month. The one (1) meeting per month limitation shall not apply to faculty meetings called by Building Principals on an emergency basis. There will be no additional compensation associated with this provision.
- M. Back to School Night/Parent Teacher Conferences: Full-Time and Part-Time unit members (excluding monitors) may be required by the Building Principal in such Principal's discretion to attend Back to School Nights and Parent-Teacher Conferences. There shall be no additional compensation associated with this provision.

- N. 1. Eagle Program-Summer Work: In the discretion of the Superintendent or his/her designee, the District may determine that there is a need for full-time and part-time teaching assistants to work a minimum of six (6) additional weeks during the summer in such program for which, in the first instance, the District will request volunteers. In the event that administration determines there is an insufficient number of volunteers, Administration may assign full-time and/or part-time teaching assistants to work the aforementioned summer time periods in

the program. Therefore, Eagle Program teaching assistants may be required to work in the Summer Eagle Program. Unit members working during the aforementioned summer months in the program shall be paid at the same regular hourly rate they received during the regular work year.

2. Computer Teaching Assistants who are required to work in the summer by Administration, shall be paid at the same regular hourly rate they received during their regular work year.

ARTICLE IV: BEREAVEMENT LEAVE

All members of the unit shall be entitled to up to five (5) days of bereavement leave with pay in connection with a death in the immediate family. Such days shall commence on the day immediately following the death of the immediate family member and shall include weekends and/or holidays. Unusual circumstances associated with the commencement of these days shall be considered by the Superintendent of Schools or her/his designee. Immediate family shall include: mother, father, sister, brother, spouse, brother-in-law, sister-in-law, father-in-law, mother-in-law, child, grandparent, grandchild, stepparents or any other relative living in the employee's immediate household. Such days will not be charged as sick or personal leave and cannot be accumulated.

ARTICLE V: NY STATE CERTIFICATION

All Teaching Assistants and Computer Assistants employed prior to February 2, 2004, shall meet New York State Teacher Assistant Certification requirements in effect as of February 2, 2004. Teaching Assistants and Computer Assistants who fall into this category shall be required to complete the requirements for at least Level I certification on or before September 1, 2005.

ARTICLE VI: SENIORITY, LAYOFF AND RECALL

- A. Seniority shall be defined as the number of years of consecutive service as an employee of the Board within a particular job classification, namely:

Job Classification I: Aide/Monitor/Receptionist;
Job Classification II: ~~Special Education Teaching Assistant;~~
Job Classification III: Classroom Teaching Assistant;
Job Classification IV: Computer Teaching Assistant;
Job Classification V: ESL Chapter Teacher;
Job Classification VI: Kinder Skills Chapter Teacher;
Job Classification VII: Elementary Chapter Reading Teacher;
Job Classification VIII: Elementary Chapter Math Teacher;
Job Classification IX: Secondary Chapter Math Teacher;
Job Classification X: Secondary Chapter Writing Teacher.

District wide seniority is initially established on the date of appointment to the district; building wide seniority is established from the date of appointment to a particular building.

- B. In the event it becomes necessary to abolish unit positions in a particular building, excessing shall be made on the basis of inverse order of district wide seniority within job classification of those holding positions of similar hours.
- C. All employees who are excessed shall be placed on a recall list in order of district wide seniority. Should a position within job classification of similar hours become available, the employee shall be notified of the open position. All such individuals shall be given the right to refuse two recalls before having his/her name removed from the list.

ARTICLE VII: POSTING OF VACANCIES

Actual or expected vacancies in the district shall be posted for a period of five school days in an announced, designated place in each building in sufficient time to permit convenient application therefore.

The notice shall contain a brief description of the qualifications required. Preference in filling such positions shall be given to qualified employees in the district, but this shall not preclude the Board from inviting and considering applications from outside the district.

ARTICLE VIII: ASSOCIATION RIGHTS

A. Meetings between Principal and Building Representatives

The principal of the school and the designated Association building representative shall meet at a mutually agreed upon time to consult informally on matters of concern to the employees in the building, and to facilitate the implementation of this contract. The building representative shall be a member of the building's staff.

B. Meetings Between the Superintendent of Schools and the President of the Association

The Superintendent of Schools or his representative and the President of the Association or his/her representative, shall meet at a mutually agreed upon time to consult informally on matters of district wide concern to the employees and to facilitate the implementation of this contract.

C. Communications

Authorized representatives of the Association shall be allowed to use interschool telephones for official Association communications, so long as such use does not disrupt the administrative or the instructional program.

Authorized representatives of the Association shall be allowed to use interschool mail for official Association communications. It is not intended that this apply to material for bulk distributions, and such mailings shall be limited to intra-district points.

D. Association Meetings

The Association shall be entitled to use appropriate school facilities to hold meetings after school hours upon approval of a written request by the Building Principal or his representative. Such requests shall be made on the organization's "Request for use of School Facilities" form as early as possible prior to the meeting and shall be expeditiously answered and shall be granted except when in conflict with scheduled faculty meetings or for other good cause. Where a request is denied, the Building Principal or his representative shall indicate the reason for denial and shall inform the Association of the earliest date on which the meeting may be held. Meetings as described herein may be held at any time which does not interfere with the instructional program or the supervision and dismissal of children.

E. Bulletin Board

A portion of a conveniently located bulletin board shall be designated in each building for the use of the organization.

F. The officers of the Association shall have the use of a total of four (4) days per year for the purpose of attending out of district conferences and meetings pertaining to association business. Employees so designated by the Association shall file a personal day slip marked "Association Business" with their immediate supervisor.

G. Every member of the Bargaining Unit who is not a member of the Association shall, as a condition of continuing employment, within 30 days after the initial date of employment or within 30 days after this section becomes effective, whichever is later, pay to the Association an Agency Fee. Such fee shall be equal to the membership dues of the association and its affiliates. Such fee shall be deducted by the District and transmitted to the Association.

ARTICLE IX: PAYROLL DEDUCTION OF DUES

Association dues, as certified by the President of the Association to the Board, shall be deducted in ten equal installments from the pay checks of members who submit dues

deduction authorization cards signed by individual employees. Such deduction shall be made within forty-five days of receiving the dues deduction authority and shall be made retroactive to the payroll deduction period, succeeding the date of the authorization.

The Association shall forward a list of employees who have authorized deduction of dues. The district shall certify that dues were deducted from those on the list. The amounts deducted shall be transmitted to the Association at an address designated in writing by the President of the Association, no later than seven days after such deductions are made.

Members who desire to revoke their payroll deduction authorizations must notify the Association and the Board in writing at least thirty (30) days before the effective date of any such revocation.

ARTICLE X: MANAGEMENT RIGHTS

Except as otherwise provided herein, the Board shall continue to:

- A. Direct and assign the work of its employees;
- B. Maintain the efficiency of the school operation;
- C. Determine the services to be rendered by the public schools;
- D. Take such action as may be necessary to carry out the mission of the public schools;
- E. Determine from time to time the methods, means, and personnel by which operations are to be carried on;
- F. Be the policy making and governing body of the public schools; and
- G. Take any other action which is authorized and which it is empowered to do under the Education Law of the State of New York or other applicable statutes.

ARTICLE XI: MISCELLANEOUS

- A. It is agreed by and between the parties hereto that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.
- B. If any provision of this agreement shall be found contrary to law, then such provision shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions and applications will continue in full force and effect.

- C. It is agreed that all negotiable items have been discussed during the negotiations leading to this agreement and that negotiations will not be reopened on any item, whether contained herein or not, during the life of this agreement.
- D. This agreement shall be effective as of July 1, 2009 and be effective through June 30, 2012.
- E. So long as the Association is the exclusive negotiating representative as aforesaid, the Association agrees to comply with the Taylor Law prohibition against strikes, as said law is now in effect or may hereafter be amended.
- F. Copies of this agreement shall be reproduced at the Board's expense within a reasonable time after the Agreement is signed. Distribution to the members of the bargaining unit shall be made by the Association.

**ARTICLE XII: HEALTH INSURANCE FOR FULL-TIME
COMPUTER ASSISTANTS
AND FULL-TIME TEACHING ASSISTANTS**

- A. Effective January 1, 1998, each full-time Computer Assistant will contribute to the cost of the District's premiums for either individual or family health and hospitalization insurance. Ten percent (10%) of the cost of such premiums will be deducted from each unit member's salary. Effective July 1, 2004, fifteen percent (15%) of the cost of such premiums will be deducted from each such unit member's salary. Each full-time Computer Assistant shall select one of three statewide plans currently being carried by the District.

Effective January 1, 2001, each full-time teaching assistant who has completed one (1) year of full-time service to the District in this capacity will contribute to the cost of the District's premiums for either individual or family health and hospitalization insurance. Fifty percent (50%) of the cost of premiums for individual coverage will be deducted from each such unit member's salary. Effective July 1, 2004, sixty-five percent (65%), less an additional one hundred dollars (\$100) of the cost of such premiums for family coverage will be deducted from each such unit member's salary. Effective July 1, 2006, sixty-five percent (65%), less an additional two hundred dollars (\$200) of the cost of such premiums for family coverage will be deducted from each such unit member's salary. Effective July 1, 2010, forty-four (44%) percent of the cost of premiums for individual coverage will be deducted from each such unit member's salary; and sixty (60%) percent of the cost of such premiums for family coverage will be deducted from each such unit member's salary. Each full-time teaching assistant shall select one of the plans currently being carried by the District.

- B. Health Insurance in Retirement

Full-time teaching assistants will be eligible for health insurance in retirement if the member's retirement is approved and accepted by the Teachers' Retirement System and who is enrolled in the District's health insurance plan for at least twelve (12) months immediately preceding the effective date of such retirement. In order to be eligible for such health insurance in retirement, unit members must have been employed by the District in such unit for at least ten (10) consecutive years without any breaks in service. For the purposes of this provision, layoffs of bargaining unit members and/or Board approved leaves of absence shall not be considered breaks in service for employees who return to the bargaining unit after such layoffs and/or such leaves. The levels of coverage and the District's contribution toward the payment of premiums for same in retirement, shall be the same as the levels of coverage and contribution made by the District during the last year of each employee's active employment in the District immediately prior to retirement.

C. Declination of Coverage

1. Each full-time Teaching Assistant who has completed one year of full-time service to the District in this capacity shall have the option to withdraw from or elect not to participate in the health and hospitalization insurance family plan provided they are covered under a spouse's health plan. Eligible full-time Teaching Assistants who exercise this option shall notify the District of their intentions in writing by June 1. Effective July 1, 2004, each such eligible Teaching Assistant exercising this option shall receive a sum equal to \$1,850 per year (hereinafter referred to as the "declination benefit").
2. Each full-time Computer Assistant shall have the option to withdraw from or elect not to participate in the health and hospitalization insurance family plan provided they are covered under a spouse's health plan. Full-time Computer Assistants who exercise this option shall notify the District of their intentions in writing by June 1. Effective July 1, 2004, each such Computer Assistant exercising this option shall receive a sum equal to \$4,700 per year (hereinafter referred to as the "declination benefit").
3. Full-time Computer Assistants and full-time Teaching Assistants who have withdrawn from the health and hospital insurance plan shall, upon request, be reinstated to coverage subject to the rules and regulations of the health insurance plan in effect at the time of reinstatement. If the eligible member requests reinstatement during the school year for which the employee had exercised his/her option as described in paragraphs B.1 or B.2 above, the employee shall receive a prorated portion of the declination benefit based on the premium in effect the preceding January 1.
4. Dual Coverage – Full-Time Computer Assistants and full-time Teaching Assistants whose spouses are also employed by the district and eligible for participation in the District's health and hospital insurance plan shall be entitled to only one family health and hospital plan between the two employees. Such

individuals will have the following choices with regard to their District-provided health and hospital coverage:

- i. One family plan, one individual plan, and no declination benefit.
- ii. Two individual plans and no declination benefit
- iii. One family plan, no individual plan, and one declination benefit.

D. Flexible Benefits Program

Each full-time Computer Assistant and full-time Teaching Assistant shall be eligible to participate in a Flexible Benefits Program administered by the District through Western Suffolk BOCES.

ARTICLE XIII: GRIEVANCE PROCEDURE

It is the declared objective of the parties to encourage the prompt and informal resolution of differences as they arise and before recourse is had to the more formal procedures described herein. Nothing contained herein shall be construed to prevent any unit member from informally discussing a problem with any administrator in the District.

Formal grievances shall originate in a written complaint stating the specific grievance, and the decision at each step shall be communicated in writing to the aggrieved unit members and to the Association.

A. Definitions: A grievance is a complaint concerning the violation of the provisions of this contract. As used in this Article, the term "aggrieved unit member" shall also mean the aggrieved employee.

B. Appearance and Representation:

1. Meetings held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present to attend; when such meetings are during school hours all unit members who are present at the meeting shall be excused with pay for that purpose.
2. ~~Either the Board of Education or the Association may present and process~~ grievances. Such Board or Association grievances shall be initiated in writing at the appropriate step.
3. At the first two steps of this procedure, an aggrieved unit member may choose to be represented by the Association or he/she may represent himself/herself.

4. The Association shall be advised of all grievances filed, and shall be notified of the time and place of any meetings. It may, if it wishes, be represented at each meeting and make its view known.

C. Adjustment of Grievances:

Step 1. Immediate Supervisor

The unit member and/or an Association representative on such unit member's behalf shall present the grievance to his/her immediate supervisor (generally the Building Principal or his/her representative). For those grievances which claim that such immediate supervisor violated the contract, the grievance may be presented to the Superintendent's designee for such purposes. The principal, his/her representative, or the Superintendent's designee will render a written decision within three (3) school days after the receipt of the written grievance. If the matter is not satisfactorily resolved at Step 1, then the aggrieved unit member or his/her representative on such unit member's behalf may within five (5) school days after receipt of the Step 1 decision, appeal in writing to the Superintendent of Schools or his/her designated representative.

Step 2. Superintendent of Schools

The Superintendent or his/her designated representative shall arrange for a hearing within five (5) days after receipt of an appeal from Step 1. The Superintendent or his/her designated representative will render a written decision within eight (8) school days after the hearing is concluded. If the matter is not satisfactorily resolved at Step 2, then the grievance may proceed to Step 3 by notice from the Association only, to the Superintendent or his/her designated representative in writing within ten (10) school days after receipt of the decision at Step 2. After the notice hereinabove referred to is submitted to the Superintendent or his/her designated representative, there shall be an allowance of ten (10) additional school days thereafter within which the request for arbitration must be sent to the American Arbitration Association by the grievant or the Association representative on the grievant's behalf.

Step 3. Arbitration

The matter shall be submitted to an arbitrator to be selected from the applicable list of the American Arbitration Association pursuant to its rules and Procedures.

The determination and award of the arbitrator shall be binding upon the parties.

The voluntary labor arbitration rules of the American Arbitration Association shall apply to the proceeding insofar as they relate to hearings, fees and expenses. The arbitrator's fees and expenses will be shared equally by the parties.

D. Special Procedures: Grievances arising from the action of officials other than the immediate supervisor may be initiated and processed with such official initially. Where appropriate, such grievances may be initiated at Step 2.

E. General:

1. The filing or pendency of any grievance under the provisions of this article shall in no way operate to impede, delay or interfere with the right of the Board to take the action complained of, subject however to the final decision of the grievance.
2. Failure at any step of the procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.
3. The time limits specified in any step of this procedure may be extended, in any specific instance, by mutual agreement.
4. A grievance will be deemed to have been waived unless presented within thirty (30) school days after the event or events on which the grievance is based is known or should reasonably have been known by the grieving party, whichever is earlier.
5. Nothing contained herein shall be construed to prevent any unit member from presenting a grievance on his/her own behalf.

F. Exclusivity:

This procedure shall be the sole and exclusive method for resolving unit member grievances in the Massapequa School District.

ARTICLE XIV: DURATION

The term of this agreement shall be from July 1, 2009 to June 30, 2012.

Massapequa Paraprofessional
Association, NYSUT, AFT.

Board of Education, Massapequa
Union Free School District

BY: Linda Moschella
Linda Moschella, President

BY: Christine Lupetin Perrino
Christine Lupetin Perrino, President
Board of Education

12/8/2010

PARAPROFESSIONAL UNIT
SALARY SCHEDULE -- July 1, 2009 thru June 30, 2012

Schedule A

CATEGORY	2008 - 2009	2009 - 2010	2010 - 2011	2011 - 2012
1ST THREE YEARS				
MONITORS	\$ 14.26	\$ 14.57	\$ 14.89	\$ 14.89
COMPUTER/ATTENDANCE MONITORS	\$ 16.03	\$ 16.38	\$ 16.74	\$ 16.74
	\$ -	\$ -	\$ -	\$ -
CHAPTER TEACHERS (Including ESL)	\$ 33.74	\$ 34.48	\$ 35.24	\$ 35.24
TEACHER ASSISTANTS P/T	\$ 18.31	\$ 18.71	\$ 19.12	\$ 19.12
MORE THAN THREE YEARS				
MONITORS	\$ 14.62	\$ 14.94	\$ 15.27	\$ 15.27
COMPUTER/ATTENDANCE MONITORS	\$ 16.03	\$ 16.38	\$ 16.74	\$ 16.74
	\$ -	\$ -	\$ -	\$ -
CHAPTER TEACHERS (Including ESL)	\$ 37.71	\$ 38.54	\$ 39.39	\$ 39.39
	\$ -	\$ -	\$ -	\$ -
TEACHER ASSISTANTS P/T	\$ 22.42	\$ 22.91	\$ 23.41	\$ 23.41
LONGEVITIES (P/T EMPLOYEES)				
AFTER 5 YEARS (Per Hour)	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15
AFTER 10 YEARS (Per Hour)	\$ 0.20	\$ 0.25	\$ 0.25	\$ 0.25
AFTER 15 YEARS (Per Hour)	\$ 0.25	\$ 0.30	\$ 0.30	\$ 0.30
LONGEVITIES (F/T EMPLOYEES)				
AFTER 10 YEARS	\$ 500.00	\$ 600.00	\$ 600.00	\$ 600.00
AFTER 15 YEARS (Additional)	\$ 500.00	\$ 700.00	\$ 700.00	\$ 700.00

NOTE: Part-time monitors in this unit whose regular assignment is in a designated office setting or as a Computer Aide will be compensated as Attendance Monitors.

Paraprofessional Unit Schedule A

July 1, 2009 - June 30, 2012

Salary Schedule

Elementary Teaching Assistants					
YEAR		2009- 2010	2010- 2011	2011- 2012	2011- 2012
				Sem 1	Sem 2
STEP					
1		19,677	20,110	20,311	20,514
2		20,021	20,461	20,666	20,873
3		20,461	20,911	21,120	21,331
4		20,870	21,329	21,542	21,758
5		21,268	21,736	21,953	22,173
6		21,663	22,140	22,361	22,585
7		22,121	22,608	22,834	23,062
8		22,564	23,060	23,291	23,524
9		23,215	23,726	23,963	24,203
10		23,879	24,404	24,648	24,895

Paraprofessional Unit Schedule A

July 1, 2009 - June 30, 2012

Salary Schedule

Secondary Teaching Assistants					
YEAR		2009- 2010	2010- 2011	2011- 2012	2011- 2012
				Sem 1	Sem 2
STEP					
1		21,081	21,545	21,760	21,978
2		21,453	21,925	22,144	22,366
3		21,892	22,374	22,597	22,823
4		22,330	22,821	23,049	23,280
5		22,741	23,241	23,474	23,708
6		23,156	23,665	23,902	24,141
7		23,594	24,113	24,354	24,598
8		24,118	24,649	24,895	25,144
9		24,600	25,141	25,393	25,647
10		25,488	26,049	26,309	26,572

Paraprofessional Unit Schedule A
July 1, 2009 - June 30, 2012

Salary Schedule

Computer Teaching Assistants					
YEAR		2009- 2010	2010- 2011	2011- 2012	2011- 2012
				Sem 1	Sem 2
STEP					
1		34,487	35,246	35,599	35,955
2		34,594	35,355	35,708	36,065
3		34,699	35,462	35,817	36,175
4		34,805	35,571	35,927	36,286
5		34,910	35,679	36,035	36,396
6		35,017	35,787	36,145	36,506
7		35,122	35,895	36,254	36,616
8		35,228	36,003	36,363	36,727
9		35,323	36,101	36,462	36,826
10		35,440	36,220	36,582	36,948

Paraprofessional Unit Schedule B

**Salary Schedule
July 1, 2009 - June 30, 2012**

Eagle Program Teaching Assistants

Year	2009 -2010	2010-2011	2011-2012	2011-2012
			Sem 1	Sem 2
Step				
1	20,877	21,337	21,550	21,765
2	21,242	21,710	21,927	22,146
3	21,709	22,187	22,409	22,633
4	22,143	22,630	22,857	23,085
5	22,565	23,062	23,292	23,525
6	22,984	23,490	23,725	23,962
7	23,470	23,987	24,227	24,469
8	23,940	24,467	24,712	24,959
9	24,631	25,173	25,425	25,679
10	25,336	25,893	26,152	26,413

Paraprofessional Unit Schedule C

**Summer Hourly Salary Schedule
July 1, 2009 - June 30, 2012**

Title	2008 - 2009	2009 - 2010	2010 - 2011	2011- 2012
3 Years or less in Summer School				
Monitor/Health Aide Hourly Rate	\$11.41	\$11.66	\$11.92	\$11.92
Computer/Attendance Monitor Hourly Rate	\$12.83	\$13.11	\$13.40	\$13.40
TA Hourly Rate	\$14.66	\$14.98	\$15.31	\$15.31
Computer TA Hourly Rate	\$19.28	\$19.70	\$20.14	\$20.14
More Than 3 Years in Summer School				
Monitor/Health Aide Hourly Rate	\$12.00	\$12.26	\$12.53	\$12.53
Computer/Attendance Monitor Hourly Rate	\$13.15	\$13.44	\$13.73	\$13.73
		\$0.00	\$0.00	
TA Hourly Rate	\$18.38	\$18.78	\$19.20	\$19.20
Computer TA Hourly Rate	\$20.62	\$21.07	\$21.54	\$21.54