

**Addendum to
1993 - 94
Memorandum of Understanding**

ARTICLE VI

- B. All paraprofessionals assigned to instruction shall work the same hours as teachers, 15 minutes before instruction and 10 minutes after instruction. The school day for paraprofessionals shall be six hours and 50 minutes.

ARTICLE VIII

- I. Religious Holidays
An employee may be absent, for up to two days, for the observance of traditional and customary religious holidays. Such holidays are to be interpreted as those days when members of the staff member's religious group, in the observance of their fundamental beliefs, engage in religious duties and do not carry on their regular professional or business activities. Religious holidays which occur on school holidays shall be without loss of pay.

ARTICLE XIV

Health and Welfare — under B.

5. A special joint Labor/Management Committee of the City and BTU shall be convened no later than October 1 to study the Health and Welfare Program. The committee of five BTU representatives and five city management representatives shall make a report to the Mayor by January 1, 1995.

ARTICLE XXI

Enterprise Schools

Definitions

- A. Individual schools have been granted authority to make decisions concerning their administrative and educational operations. This authority is derived from the Board of School Commissioners and the Superintendent. These decisions are to be made in accordance with labor agreements.

B. School Improvement Teams

School Improvement planning is a continuous process which provides direction and parameters for school operations. More important, school improvement planning is a process that allows key stakeholders the opportunity to collaborate on the mission, philosophy, goals, and strategies for improved management, teaching and learning at the school site.

To fully exercise the instructional and management decision-making authority inherent in the current school improvement process, each school must involve a school improvement team in the development and implementation of the school improvement plan. Each team must have core membership which shall include at least one paraprofessional.

ADDENDUM I
Paraprofessional Salary Scale
Effective July 1, 1994

Step	801	802	803	804	811	812	814	815	899
	H.S.	15 cdts.	30 cdts.	H.S. 90	1 Hr.	2 Hr.	4 Hr.	5 Hr.	
1	10,534	11,163	11,719	12,319	1,373	2,755	5,508	6,885	19,270
2	10,879	11,532	12,080	12,710	1,409	2,818	5,636	7,045	19,658
3	11,259	11,919	12,481	13,140	1,440	2,880	5,762	7,202	20,238
4	11,642	12,316	12,884	13,569	1,465	2,933	5,864	7,336	20,834
5	12,035	12,718	13,295	14,004	1,536	3,075	6,154	7,691	21,451
6	12,289	12,980	13,555	14,280	1,703	3,402	6,801	8,509	22,085
7	12,653	13,528	14,104	14,863					22,737
8	13,028	13,943	14,521	15,304					23,411
9	13,453	14,291	14,923	15,731					24,104
10	13,822	14,686	15,336	16,169					24,818
11	14,186	15,077	15,747	16,601					25,554
12	15,186	16,425	17,791	18,884					30,004

*12-month employees shall be pro-rated.

