

Paraprofessional – Proposal

| Guideline Section | Paraprofessional Current | Paraprofessional Proposed | Management Proposal |
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| Section 12. Time Off Without Pay | <p>Each Paraprofessional request for time off without pay will be considered on an individual basis according to the situation. Paraprofessionals wishing to request time off without pay must do so in advance with a full explanation regarding the request. The Director of Human Resources will approve/disapprove all requests for time off without pay. Time off without pay will not be approved after the absence. The failure on the part of any Paraprofessional to comply with this regulation shall be considered an act of insubordination and appropriate disciplinary action will be taken. A Paraprofessional needing to use more than five (5) unpaid days in a year but not requiring an extended Corporation-approved unpaid leave of absence, may apply to the Director of Human Resources for permission to take additional unpaid days. The Director of Human Resources, at his/her discretion, may grant such request based upon a determination of existence of extenuating circumstances and determination that no substantial or material disruption will occur in school operations if the</p> | | <p>Each Paraprofessional's request for time off without pay will be considered on an individual basis according to the situation. Paraprofessional Employees wishing to request time off without pay must do so in advance, unless it is an emergency and unforeseen, with a full explanation regarding the request. The request should be submitted to the Building Administrator for initial approval. Requests will then be forwarded to Human Resources and the Superintendent for approval. All requests are submitted to the Board for final approval.</p> <p>The failure on the part of any Paraprofessional to comply with this regulation shall be considered an act of insubordination and appropriate disciplinary action will be taken.</p> |

| | request for extended leave were granted. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Section 15. Public Employees' Retirement Fund Participation | Any Paraprofessional participating in PERF will contribute that percentage of gross salary designated by PERF as the "employee's share" and the Board will contribute that percentage of gross salary designated as the "employer's share" under the laws, rules and regulations governing PERF contributions | | Modify language: Effective January 1, 2019 for Paraprofessional participating in PERF, the Board will contribute that percentage of gross salary designated by PERF as the "employee's share" and the Board will also contribute that percentage of gross salary designated as the "employer's share" under the laws, rules and regulations governing PERF contributions | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Section 18. Compensation | <table border="1"> <thead> <tr> <th><u>Years of Service</u></th> <th><u>Current 2016</u></th> <th><u>Proposed 01/01/2018</u></th> </tr> </thead> <tbody> <tr><td>Start:</td><td>\$10.26</td><td>\$12.57</td></tr> <tr><td>1</td><td>\$10.64</td><td>\$12.72</td></tr> <tr><td>2</td><td>\$11.02</td><td>\$12.87</td></tr> <tr><td>3</td><td>\$11.22</td><td>\$13.02</td></tr> <tr><td>4</td><td>\$11.50</td><td>\$13.16</td></tr> <tr><td>5</td><td>\$11.76</td><td>\$13.31</td></tr> <tr><td>6</td><td>\$11.92</td><td>\$13.61</td></tr> <tr><td>7</td><td>\$12.13</td><td>\$13.90</td></tr> <tr><td>8</td><td>\$12.35</td><td>\$14.20</td></tr> <tr><td>9</td><td>\$12.56</td><td>\$14.49</td></tr> <tr><td>10</td><td>\$12.78</td><td>\$14.79</td></tr> <tr><td>11</td><td>\$13.10</td><td>\$14.79</td></tr> <tr><td>12</td><td>\$13.36</td><td>\$14.79</td></tr> <tr><td>13</td><td>\$13.63</td><td>\$14.79</td></tr> <tr><td>14</td><td>\$13.90</td><td>\$14.79</td></tr> <tr><td>15</td><td>\$14.17</td><td>\$14.79</td></tr> <tr><td>16</td><td>\$14.25</td><td>\$14.79</td></tr> <tr><td>17</td><td>\$14.33</td><td>\$14.79</td></tr> <tr><td>18</td><td>\$14.41</td><td>\$14.79</td></tr> <tr><td>19</td><td>\$14.49</td><td>\$14.79</td></tr> <tr><td>20</td><td>\$14.58</td><td>\$14.79</td></tr> <tr><td>21</td><td>\$14.58</td><td>\$14.79</td></tr> <tr><td>22</td><td>\$14.58</td><td>\$14.79</td></tr> </tbody> </table> | <u>Years of Service</u> | <u>Current 2016</u> | <u>Proposed 01/01/2018</u> | Start: | \$10.26 | \$12.57 | 1 | \$10.64 | \$12.72 | 2 | \$11.02 | \$12.87 | 3 | \$11.22 | \$13.02 | 4 | \$11.50 | \$13.16 | 5 | \$11.76 | \$13.31 | 6 | \$11.92 | \$13.61 | 7 | \$12.13 | \$13.90 | 8 | \$12.35 | \$14.20 | 9 | \$12.56 | \$14.49 | 10 | \$12.78 | \$14.79 | 11 | \$13.10 | \$14.79 | 12 | \$13.36 | \$14.79 | 13 | \$13.63 | \$14.79 | 14 | \$13.90 | \$14.79 | 15 | \$14.17 | \$14.79 | 16 | \$14.25 | \$14.79 | 17 | \$14.33 | \$14.79 | 18 | \$14.41 | \$14.79 | 19 | \$14.49 | \$14.79 | 20 | \$14.58 | \$14.79 | 21 | \$14.58 | \$14.79 | 22 | \$14.58 | \$14.79 | | Proposed rates for 2019 have not changed |
| <u>Years of Service</u> | <u>Current 2016</u> | <u>Proposed 01/01/2018</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Start: | \$10.26 | \$12.57 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | \$10.64 | \$12.72 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | \$11.02 | \$12.87 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | \$11.22 | \$13.02 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | \$11.50 | \$13.16 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | \$11.76 | \$13.31 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 | \$11.92 | \$13.61 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 | \$12.13 | \$13.90 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8 | \$12.35 | \$14.20 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9 | \$12.56 | \$14.49 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10 | \$12.78 | \$14.79 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11 | \$13.10 | \$14.79 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 12 | \$13.36 | \$14.79 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 13 | \$13.63 | \$14.79 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 14 | \$13.90 | \$14.79 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 15 | \$14.17 | \$14.79 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16 | \$14.25 | \$14.79 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17 | \$14.33 | \$14.79 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 | \$14.41 | \$14.79 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19 | \$14.49 | \$14.79 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 | \$14.58 | \$14.79 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 21 | \$14.58 | \$14.79 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 22 | \$14.58 | \$14.79 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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|----|---------|---------|
| 23 | \$14.58 | \$14.79 |
| 24 | \$14.58 | \$14.79 |
| 25 | \$14.79 | \$14.79 |

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| Section 18. Compensation (continued) | | Group requested that Day Treatment/Intense Paraprofessionals receive an increase in pay | Administration will review/investigate for the next Meet & Confer |
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Revised 06/29/18