

AGREEMENT

AMONG

MARTHA'S VINEYARD SUPERINTENDENCY UNION # 19 SCHOOL COMMITTEE
MARTHA'S VINEYARD REGIONAL HIGH SCHOOL DISTRICT COMMITTEE
UP-ISLAND REGIONAL SCHOOL DISTRICT COMMITTEE
THE SCHOOL COMMITTEES OF EDGARTOWN, OAK BLUFFS AND TISBURY
AND
MARTHA'S VINEYARD EDUCATORS ASSOCIATION
MARTHA'S VINEYARD REGIONAL TEACHERS AND EDUCATORS ASSOCIATION

EDUCATIONAL SUPPORT PROFESSIONALS

SEPTEMBER 1, 2013 – AUGUST 31, 2016

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ARTICLE I
RECOGNITION

Pursuant to the provisions of Chapter 150E of the General Laws of Massachusetts, this Agreement is made by the School Committees of Martha's Vineyard, the Martha's Vineyard Regional Teachers and Educators Association and the Martha's Vineyard Educators Association. The Union Committee, The Martha's Vineyard Regional High School District Committee, the Up-Island Regional School District Committee, and the School Committees of the various towns (hereinafter referred to as the Committee) recognize the associations for the purpose of collective bargaining as the exclusive representative of a unit consisting of all regular full-time and part-time Educational Support Professionals employed by the Martha's Vineyard Regional High School District Committee and the School Committees of Tisbury, Oak Bluffs, and Edgartown, excluding all managerial and confidential employees and all other employees of the Committees.

Unless otherwise indicated, the employees in the above unit will hereinafter be referred to as Educational Support Professionals and references to female Educational Support Professionals will include male Educational Support Professionals.

The Committee agrees not to negotiate with any organization other than the above-named Associations as the exclusive bargaining agent pursuant to M.G.L. Chapter 150E.

ARTICLE II
MANAGEMENT RIGHTS

The Committee is a public body established under and with powers provided by the Statutes of the Commonwealth of Massachusetts, and nothing in this Agreement shall be deemed to derogate from, or impair, any power, right or duty conferred upon the Committee by statute or by any rule or regulation of any agency of the Commonwealth.

Subject only to the terms set forth herein, and as to every matter not specifically mentioned or provided for in this Agreement, the Committee retains all powers, right and duties that it has by law and may exercise the same at its discretion without any such exercise being made the subject of a grievance and/or arbitration procedure hereunder.

ARTICLE III
GRIEVANCE PROCEDURE

A. GENERAL

1. The term "grievance" shall mean a complaint that there has been a violation or misinterpretation of any of the provisions of this Contract as applied to an employee or a group of employees.
2. Failure to institute a grievance within the time limits set forth in this Article shall be conclusively deemed a waiver of all rights under this Article.

B. PROCEDURE

1. *Level One - Immediate supervisor:*

An employee with a grievance shall present it in writing to their immediate supervisor within ten (10) school days of the event on which the grievance is based.

2. *Level Two - Principal:*

If the grievance cannot be settled at Level One, the original written grievance may be submitted to the principal within ten (10) school days of the receipt of written notification of an adverse decision by an immediate supervisor. When a group of employees allege a grievance, a class action may be brought and may be initiated at the principal's level. The Principal will provide a written response within ten (10) school days of receipt of the grievance.

3. *Level Three - Superintendent of Schools:*

When and where appropriate, the matter may be brought to the attention of the Superintendent of Schools within ten (10) school days of an adverse decision at Level Two. The Superintendent will provide a written response within ten (10) school days of receipt of grievance.

4. *Level Four - School Committee:*

Should the matter remain unresolved at Level Three, the written grievance may be brought to the attention of the appropriate School Committee within ten (10) school days of an adverse decision by the Superintendent of Schools.

5. *Level Five - Arbitration:*

If the grievance has not been resolved by the School Committee to the satisfaction of the Association, the Association may advance the grievance to arbitration by giving written notice to the School Committee and by filing, within fifteen (15) school days after receipt of the School Committee decision, a demand for arbitration to the American Arbitration Association, for disposition in

accordance with their rules. The request shall contain a statement of the grievance which shall be substantively similar to the written statement of the grievance filed with the Committee. The Arbitrator's decision will be final and binding and in writing and will set forth his/her findings of fact, reasoning, and conclusion on the issues as submitted by the parties.

The arbitrator is without authority to render a decision which requires the commission of an act prohibited by law or that violates the terms of this Agreement.

All cost for the services of the arbitrator shall be borne equally by the parties.

The arbitrator shall be without power or authority to render a decision which would alter, add to, or detract from or modify the terms of this Agreement or which involves any matter which by law or under the terms of this Agreement is within the exclusive authority or direction of the School Committee.

No arbitrator shall have the power or authority to make any award retroactive beyond thirty (30) school days prior to the date of the initial filing of the grievance.

ARTICLE IV

DEFINITIONS

The Committee retains the right to use Educational Support Professionals interchangeably. The Committee shall not interchange Educational Support Professionals as a means of reprisal.

It is recognized that the teacher is primarily responsible for the conduct of the classroom and the design of curriculum and instruction. An Educational Support Professional's job description will not include: designing lesson plans and assessments, relaying information to parents regarding students, or attending parent conferences. In the absence of the classroom teacher, in which the Educational Support Professional has chosen to take on the role of a substitute teacher, the Educational Support Professional will be compensated in accordance with Article XXIV.

A full-time Educational Support Professional is one who has been assigned to work on a regular basis at least thirty (30) hours per week.

ARTICLE V

NON-DISCRIMINATION

This Agreement shall be administered impartially and without regard to age, race, color, sex, age, religion, national origin, sexual orientation or disability.

ARTICLE VI

TERM OF HIRE

Educational Support Professionals will continue to be hired on a year-to-year basis. When possible, Educational Support Professionals will be notified by June 1 if they are to be rehired but, in any event, they will be notified of rehire no later than July 1.

ARTICLE VII

EXIT INTERVIEW

Educational Support Professionals who are non-renewed will have the right, if they so elect, to appear before the Superintendent, with a representative of their choice.

ARTICLE VIII

WORK YEAR

Under normal circumstances, the length of the full-time employee's school year shall be one hundred eighty (180) pupil days. Effective September 1, 2014, the number shall be increased to one hundred eighty-one (181) pupil days and effective September 1, 2015 the number of pupil days shall be increased to one hundred eighty-two (182) and two (2) days before pupils report. The work year for part-time employees will be determined prior to the commencement of each school year and will not be reduced during the school year unless a reason is given.

Part-time employees may be required to work two (2) days immediately before and two (2) days immediately after the school year, at the discretion of the building administrator, and they will be compensated at their current wage. Full-time employees may be required to work two (2) days immediately after the school year, at the discretion of the building administrator. If employees are required to work immediately before or after the school year, they will be so notified at least fourteen (14) calendar days prior to the commencement of the additional work.

The day before Thanksgiving shall be counted as a full day for pay purposes, but Educational Support Professionals will be dismissed at the same time as teachers.

ARTICLE IX

JOB ASSIGNMENT AND HOURS

The school district reserves the right to determine the number, schedule and assignment of all Educational Support Professionals. Hours and workloads will be described in the individual work agreement. Such assignments, hours and workloads as determined prior to commencement of each school year, will not be reduced during the school year without a given reason. Educational Support Professionals will be assigned to such duties with input from the direct supervisor and the building administrator. Historically, these hours have been: High School – 6.75 hours; Elementary Schools – 6 or 6.5 hours, depending on assignment.

Employees shall be given their tentative assignments by August 15, in writing, stating hourly wage.

Educational Support Professionals will not be required to attend field trips, professional day workshops and open houses which extend beyond the normal work day. If an Educational Support Professional participates in a field trip, professional day workshop or open house as assigned by the building principal, he/she will be paid for his/her hourly rate for hours worked, effective in the second year of the contract.

Any time over forty (40) hours must be compensated at time and a half as per the Fair Labor Standards Act.

ARTICLE X

LEAVE

A. SICK LEAVE

Full-time Educational Support Professionals will receive fifteen (15) days of sick leave each year for absences resulting from illness or accident to the Educational Support Professionals. Such sick leave may accumulate, to the extent it is not used, up to one hundred fifty (150) days. Part-time Educational Support Professionals will have sick leave pro-rated on the basis of their assignment hours and will be allowed to accumulate sick leave up to one hundred twenty (120) days.

An Educational Support Professional's personal sick leave days may be used in the event of serious family illness (i.e. mother, father, spouse, or children). An employee's sick leave days may be used in the event of a death in the immediate family (i.e. mother, mother-in-law, father, father-in-law, spouse, brother, sister, or child).

The Superintendent may at his discretion, request a doctor's certification of any illness which is the basis for use of sick leave. The sick leave allowable for any year shall be available in full at the commencement of the year.

After fifteen (15) years of continuous service, Educational Support Professionals retiring from a local school system shall be paid for accumulated sick leave at the rate of twenty dollars (\$20.00) per day. Upon the death of an Educational Support Professional who has worked for a local school system for fifteen (15) or more years, his/her estate will receive payment for accumulated sick leave at the above rate.

An Educational Support Professional moving to a teaching position within the same school shall retain his or her accumulated sick days.

B. BEREAVEMENT LEAVE

The Committee shall give an employee a reasonable leave of absence with pay because of a death in the immediate family or siblings, in-laws, grandparents or grandchildren, for a period not to exceed three (3) days. An employee may take two (2) additional days leave of absence for this purpose, which will be deducted from his/her sick leave. "Immediate family" as used in this section, includes parents, spouse, children and spousal equivalents.

C. PERSONAL LEAVE

Each Educational Support Professional shall be allowed up to five (5) days of leave with full pay during each school year, for the purpose of transacting or attending to personal, legal, business, *religious*, household or family matters which require absence during school hours. No more than three (3) of these days may be used consecutively. However, upon notification to and approval by the principal, a Educational Support Professionals may use more than three days consecutively, for valid reasons. It is the intention of the parties that leave under this article shall be available for reasons of hardship or pressing need and not merely for personal convenience. Decisions of the principal in this regard shall not be grievable or arbitrable. The days used as personal days shall be deducted from sick leave.

Personal days shall not be used to extend legal holidays or vacations. However, upon notification to and approval of the building principal, an Educational Support Professional may use personal days for valid reasons as set forth above on the day before or after a holiday or vacation without pay.

D. EXTENDED LEAVES WITHOUT PAY

1. Maternity leave without pay shall be granted in compliance with applicable state and federal laws and regulations.

2. Other leaves without pay may be granted by the School Committee at its discretion. Due consideration will be given to each request.

For those employees who have served for more than three (3) consecutive school years, approval of said request for leave may not be unreasonably withheld.

All benefits and wages to which an employee was entitled at the time of his/her leave of absence commenced shall be restored to him/her upon return, and (s)he shall be returned to a comparative assignment within the school to that which (s)he held immediately prior to going on leave.

E. JURY/COURT LEAVE

An Educational Support Professional who is required to serve jury duty or who is subpoenaed to court in a case in which he/she is not a party will receive leave with pay to fulfill said obligation. The Educational Support Professional must reimburse the school for fees received in serving this obligation.

ARTICLE XI

EVALUATION

- A. All evaluation monitoring or observation of an Educational Support Professional's job performance shall be conducted openly by the Director of Special Education or the building Principal or Assistant Principals, where applicable.
- B. All Educational Support Professional in the Martha's Vineyard Public Schools (MVPS) shall be evaluated with the same instrument.
- C. All Educational Support Professionals will meet with his/her evaluator in September of each school year in order to review the MVPS Educational Support Professional Evaluation Instrument and complete the necessary components.
- D. Evaluations will be conducted annually by the Director of Special Education, or building Principal, or Assistant Principals, where applicable. An Educational Support Professional's evaluation will include input from all teachers with whom he/she works.
- E. Each Educational Support Professional shall be given a copy of any formal evaluation and will have the right to discuss said evaluation with his/her supervisor at the end of the year. The ESP may submit a written response which would be included in the personnel file.

ARTICLE XII
STUDENT DISCIPLINE

If a student is sent to the Supervisor for disciplinary reasons with a written note from the Educational Support Professional, the Supervisor will acknowledge receipt of the note in writing and the fact that the matter has been dealt with.

ARTICLE XIII
REDUCTION IN FORCE

When and if the Committee reduces the number of employees included in the bargaining unit, the Committee shall make a reasonable effort to accomplish said reductions by attrition.

In determining the order in which Educational Support Professionals are to be laid off within their bargaining unit the Committee shall consider seniority, overall competence and the needs of the school. In considering competence, evaluations shall be considered.

Employees who have served more than three (3) consecutive school years and who have been laid off under the terms of this Contract shall be allowed a recall period of twelve (12) months from September 1 immediately following layoff.

Employees shall be recalled in each separate school system at the discretion of the particular School Committee.

ARTICLE XIV
JOB PROTECTION

No employee who has completed ninety (90) work days of their first year of employment shall be discharged, suspended or docked in pay during the school year without just cause.

During the first three (3) school years of an employee's service, (s)he shall be considered a probationary employee and his/her renewal or non-renewal is at the discretion of the Committee.

After serving three (3) consecutive school years, a non-renewal cannot be based on arbitrary or unreasonable grounds.

ARTICLE XV
ASSOCIATION DUES

The Committee agrees to deduct from the salaries of employees dues for the Martha's Vineyard Educators Association, The Martha's Vineyard Regional High School Teachers Association, the Massachusetts Teachers Association, and the National Education Association, provided that the employees individually and voluntarily authorize the Committee to deduct on a form mutually acceptable to both parties. Deductions shall be made in five (5) equal installments from the 1st payroll of the following months: October, November, January, February and March.

The amount of dues to be deducted for each school year must be certified by the Associations to the School Committee by September 15.

Every employee covered by this Agreement who is not a member in good standing of the Associations shall pay, or by payroll deduction shall have paid, to the Association an agency service fee of eighty percent (80%) of the annual dues per year, provided, however, that in no case shall such condition arise before the thirtieth day next following the date of the beginning of the employee's employment or the effective date of this Agreement, whichever date shall be the later.

OTHER DEDUCTIONS

Educational Support Professionals agree that insurance annuities may be deducted from their salaries over a period of time and in accordance with appropriate law.

ARTICLE XVI
VACANCIES

The Associations will be notified in writing when a teacher vacancy becomes available.

ARTICLE XVII
MILEAGE

Educational Support Professionals who are required, as part of their daily or weekly schedule, to travel between schools shall be paid for such travel at the applicable IRS rate.

ARTICLE XVIII

INSURANCE

Seventy-five percent (75%) of the cost of a Regional School health insurance plan will be paid by the employer for those Educational Support Professionals employed by the Regional School District who work twenty (20) hours or more per week.

The employer shall have the option to offer health insurance plans in addition to those specified herein so long as doing so is consistent with the requirements and limitations of Mass. G.L. c. 32B.

Educational Support Professional retirees are entitled to the same percentage contribution and the same plan provided by the Town(s) to its/their retired employees, and as provided by the Region(s) to its/their retired employees.

Educational Support Professionals employed by separate town School Committees who work Twenty (20) hours or more per week will be eligible for insurance coverage consistent with the vote of the respective town. Premiums will be deducted from the paychecks of eligible and participating employees.

Effective September 1, 2014, the Committee and the Association agree to the establishment of a "cafeteria" or 125 Plan for Martha's Vineyard Regional High School and Up-Island Regional Schools. Districts will assume the set-up costs for this program, but ongoing third party administrative costs will come from the fund itself.

ARTICLE XIX

DUTY - FREE LUNCH

The Committee and the Association agree that all Educational Support Professionals have a duty-free lunch period of thirty (30) minutes.

ARTICLE XX

LONGEVITY

Educational Support Professionals shall be recognized for years of service to the school system by an annual longevity payment in addition to regular salary or wages, as follows:

| | |
|--|------------|
| After completing ten (10) years of service | \$1,350.00 |
| After completing fifteen (15) years of service | \$1,550.00 |
| After completing twenty (20) years of service | \$1,950.00 |
| After completing twenty-five (25) years of service | \$2,250.00 |
| After completing thirty (30) years of service | \$2,750.00 |

ARTICLE XXI

RETIREMENT

Educational Support Professionals who are eligible for participation in the Dukes County Retirement System because of the total number of hours worked or total wages during one year must participate in the County Retirement System.

ARTICLE XXII

NEGOTIATION PROCEDURE

The Committee and the Association agree to enter into negotiations over a successor agreement no later than December 15 of the year preceding the expiration of this Contract.

ARTICLE XXIII

NO STRIKE CLAUSE

The Associations, on their own behalf and on behalf of each employee in this unit, agree that during the term of this Agreement they will not authorize, approve, participate in or in any way encourage any illegal strike, illegal work stoppage, illegal slow-down or the illegal withholding of services. The Associations further agree that they will not unlawfully interfere with or restrain any person from seeking employment with the School Committee during the term of this Agreement. They further agree that any employee covered by this Agreement who violates this provision, or any part thereof, subjects himself or herself to disciplinary action.

ARTICLE XXIV

PAY FOR SUBSTITUTING FOR A *TEACHER*

Members of the bargaining unit who perform the services of a substitute teacher for up to one (1) hour in a day will be paid Seven Dollars (\$7.00) in addition to their regular pay. Members of the bargaining unit who perform the services of a substitute teacher for more than one (1) hour but not more than three (3) hours in a day will be paid Fifteen Dollars (\$15.00) in addition to their regular pay. Those who perform said services for three (3) hours or more will be paid Thirty Dollars (\$30.00) in addition to their regular pay beginning on March 7, 2011. It is agreed by the Parties that in the case of short term substitute situations, if the Principal determines to utilize a substitute teacher in a classroom, the Educational Support Professionals assigned to that classroom will be given the first option to serve as the substitute teacher. This does not apply to long-term substitute situations and only applies if the Principal determines to utilize a substitute teacher on any given occasion. This Article does not operate to guarantee that a Principal will

determine to utilize a substitute teacher, nor does it guarantee that in the case that the Educational Support Professionals serves as a substitute teacher, that the Principal will hire a substitute Educational Support Professionals for that classroom. This applies only when a Educational Support Professionals is substituting for a teacher. Staffing decisions are a managerial prerogative.

ARTICLE XXV

PAY FOR WORKING WITH STUDENTS WITH INTENSIVE SPECIAL NEEDS

Educational Support Professionals, whose assignments include working with intensive special needs students when determined by the administration, shall receive a differential of \$3.00 per hour in addition to the regular hourly rate, for all hours during which they are providing direct services to such students. Determination of payment will be based upon the language in Appendix A.

Educational Support Professionals working with students with intensive special needs will be required to undergo appropriate training sponsored by the School District.

Should an Educational Support Professional fill in for another Educational Support Professionals who receives this additional stipend, he/she will only receive the stipend if he/she has received the appropriate training.

ARTICLE XXVI

ACCOUNTABILITY FOR TIME

Educational Support Professionals agree that each member will be responsible to account for his/her time spent working as Educational Support Professionals in accordance with the process and form established by the Superintendent and/or his designees.

ARTICLE XXVII

PROTECTION/ASSAULT

Employees shall report all cases of assault upon employees acting in the line of duty to their immediate supervisor and or principal. The immediate supervisor and/or principal and the employee shall conduct an investigation of each incident of alleged assault upon an employee acting in the line of duty. The Superintendent shall comply with any reasonable request from an employee for relevant information in the Committee's possession, not privileged under law, concerning the person or persons allegedly involved in an assault upon the employee.

ARTICLE XXVIII

SMOKING POLICY

Smoking is strictly prohibited in school buildings or on school grounds.

ARTICLE XXIX

TRANSPORTATION

Employees are not required to transport students in employee's vehicles.

ARTICLE XXX

REPRODUCTION OF CONTRACT

The Committee and the Association shall share equally the cost of producing copies of this Agreement. The Association shall distribute copies of this Agreement to each employee presently employed (within thirty [30] days after the signing of this agreement or by its effective date, whichever is later) and to each new employee hired during the term of this Agreement.

ARTICLE XXXI

SCOPE OF AGREEMENT

- A. This Agreement constitutes the sole and entire Agreement between the Committee and the Associations arrived at as the result of collective bargaining negotiations, except such amendments hereto as shall be reduced to writing and signed by the parties.
- B. The Parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Committee and the Associations, for the life of this Agreement, voluntarily and unqualifiedly waive the right to bargain collectively and agree that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been in the knowledge or contemplation of either or both parties at the time this Agreement was signed.

ARTICLE XXXII

DURATION

This Contract shall become effective the First Day of September, 2013 and shall continue in effect to and including the Thirty-first day of August, 2016, and shall be automatically renewed from year to year unless by December 15, 2013, or by December 15 in any succeeding year, either party notifies the other in writing of its desire to terminate the Contract.

The Wage Scale included herein shall be in effect for the period of September 1, 2013 to and including August 31, 2016 or as extended in successive years by mutual agreement of the parties hereto.

ARTICLE XXXIII

SAFETY AGREEMENT

The parties agree that safety is an ongoing concern and that from time to time safety policies will be established as conditions of employment, which will be set forth and promulgated in the Island-Wide Policy Manual.

ARTICLE XXXIV

TRANSFER BETWEEN ISLAND DISTRICTS

An employee who transfers from one Island School District to another Island School District without break in service will be allowed to carry over to the new school district his/her accumulated sick-leave.

ARTICLE XXV

DENTAL INSURANCE

Effective July 1, 1999, Fifty (50%) percent of the cost of a Regional High School and Up-Island Regional School dental insurance plan will be paid by the Employer - whether it is an individual or a family plan.

In the elementary systems, fifty (50%) of the premium cost will be paid by the Employer for those employees who voluntarily enroll in a Town dental plan if available. Proof of enrollment must be provided to the Employer.

ARTICLE XXXVI

ADVISORY BOARD

An Advisory Board will be established, parallel to the Teachers' Advisory Board, which will meet with the Superintendent four (4) times per year.

Among the issues to be discussed is an Island-wide policy on recruitment, training and ongoing support for all Educational Support Professionals in servicing students.

ARTICLE XXXVII
COURSE REIMBURSEMENT

Educational Support Professionals shall be permitted to request of the Superintendent prior approval for reimbursement for courses, workshops or conferences, provided that such requests are made through and with the recommendation of the principal and that these conferences, workshops or courses pertain to the present position of the Educational Support Professionals and not for course work taken toward personal certification.

Such reimbursements shall be subject to availability of funds and shall be limited to \$300.00 per year for an individual Educational Support Professionals.

In each year of this agreement, a pool of \$2,100.00 per year for each district will be made available for course reimbursement.

It is understood that such reimbursements shall be subject to the availability of funds.

Signed and sealed as of this day of

FOR THE ASSOCIATIONS



MARTHA'S VINEYARD EDUCATORS
ASSOCIATION

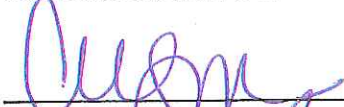


MARTHA'S VINEYARD REGIONAL
TEACHERS AND EDUCATORS


FOR THE SCHOOL COMMITTEES



MV SUPERINTENDENCY UNION # 19
SCHOOL COMMITTEE



MARTHA'S VINEYARD REGIONAL
HIGH SCHOOL DISTRICT



UP-ISLAND REGIONAL SCHOOL
DISTRICT COMMITTEE

APPENDIX "A"

2013/2014 (+2%)

| Class/Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Regular | 17.26 | 17.95 | 18.66 | 19.40 | 20.19 | 20.99 | 21.83 | 22.72 | 23.62 |
| w/Bachelors | 17.60 | 18.32 | 19.03 | 19.79 | 20.59 | 21.41 | 22.28 | 23.17 | 24.10 |
| w/Masters | 17.95 | 18.67 | 19.40 | 20.18 | 20.99 | 21.84 | 22.72 | 23.62 | 24.57 |

2014/2015 (+2%; Begins 183 Days)

| Class/Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Regular | 17.60 | 18.31 | 19.03 | 19.79 | 20.59 | 21.41 | 22.26 | 23.17 | 24.10 |
| w/Bachelors | 17.95 | 18.69 | 19.41 | 20.18 | 21.01 | 21.84 | 22.72 | 23.64 | 24.58 |
| w/Masters | 18.31 | 19.04 | 19.79 | 20.58 | 21.41 | 22.27 | 23.17 | 24.10 | 25.06 |

2015/2016 Days 1-84 (+2%; Begins 184 Days)

| Class/Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Regular | 17.96 | 18.68 | 19.41 | 20.18 | 21.00 | 21.84 | 22.71 | 23.63 | 24.58 |
| w/Bachelors | 18.31 | 19.06 | 19.80 | 20.59 | 21.43 | 22.27 | 23.18 | 24.11 | 25.08 |
| w/Masters | 18.68 | 19.42 | 20.18 | 20.99 | 21.84 | 22.72 | 23.63 | 24.58 | 25.56 |

SEE NEXT PAGE FOR SHIFT TO MATRIX BELOW

2015/2016 Days 85-184 (+2%; Begins 184Days; Begins Steps at 5%)

| Class/Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Regular | 17.96 | 18.85 | 19.80 | 20.79 | 21.83 | 22.92 | 24.06 | 25.27 | 26.53 |
| w/Bachelors | 18.31 | 19.22 | 20.18 | 21.19 | 22.25 | 23.36 | 24.53 | 25.76 | 27.05 |
| w/Masters | 18.68 | 19.61 | 20.59 | 21.62 | 22.70 | 23.84 | 25.03 | 26.28 | 27.59 |

* **HOURLY PAY DIFFERENTIAL FOR WORKING WITH STUDENTS WITH INTENSIVE SPECIAL NEEDS** (to be paid only for hours working with such students). These students may require constant supervision for safety or disciplinary reasons, frequent lifting or changes of position, toileting assistance or other supports involving a heightened level of personal or educational care.

2013- 2016 = \$3.00/hr in addition to their hourly pay according to the above scale.

2015-2016 STEP SHIFTS ONTO NEW MATRIX

TO MOVE BETWEEN THE FIRST AND THE SECOND 2015-2016 MATRIX, THE FOLLOWING WILL TAKE PLACE:

FOR STEPS 1 – 5

ESP's will remain on the assigned step in both matrices

FOR STEPS 6 – 9

ESP's will go back one (1) step on the second matrix

SEE CHART BELOW:

| | | | | | | | | | | |
|-------------|------------|---|---|---|---|---|---|---|---|---|
| Days 1-84 | Class/Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Days 85-184 | Class/Step | 1 | 2 | 3 | 4 | 5 | 5 | 6 | 7 | 8 |

APPENDIX "B"

INTERPRETER

The Committees agree that the position of Interpreter for the disabled is included in the Educational Support Professionals bargaining unit. This person is, therefore, entitled to the same contractual rights and benefits as all other members of the bargaining unit with the following exception:

The Interpreter may be asked to perform the functions of a substitute teacher or an assistant, without compensation, during periods or days when his or her assigned students are not in attendance.

INTERPRETER SALARY SCHEDULE

Effective September 1, 2011

\$ 23.50 per hour