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### **Ratification Recommended by Union Leadership**

The MEAA Executive Council and the MTEA Executive Board have voted to recommend that EA members ratify the 2007-08 MBSD/MTEA Educational Assistant Contract.

### **Ratification Document**

Your union is working with the MPS Labor Relations Department to print a comprehensive ratification document. It will contain the new language for all of the changes and the 2007 and 2008 hourly rates for all EA job classifications:

- General
- Paraprofessional
- School Safety
- Child Care
- Deaf and Hard-of-Hearing Interpreters
- Lead

### **Document/Ballots - April 30**

This document will be delivered to the schools on Thursday, April 30, along with the ballots to vote on ratification.

### **Questions: Please Wait**

If you have a question on the tentative agreement, please wait until you have an opportunity to read the new language that will be printed in the ratification document. Today's Negotiations News gives you only a summary.

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## **Contract Agreement Reached!**

The MTEA educational assistant bargaining team has reached a tentative agreement on a new contract with the School Board's team. The new provisions are explained below.

- ◆ **Two-year contract** - for the 2007 and 2008 calendar years.
- ◆ **Two retroactive salary raises:**
  - **2%** for 2007
  - **2.25%** for 2008

- ◆ **Posting of EA vacancies on the MPS portal Web site.**

Currently, EAs must drive to the MPS central office to find out if there are any vacancies. Each vacancy is posted on a separate sheet for five working days. EAs must sign the posting sheet for each vacancy that interests them.

Under the new contract, as soon as portal access to EA vacancies is implemented, EAs will have the option of checking for vacancies online and submitting their transfer request electronically.

EAs will still have the option of coming to central office to apply for a transfer until June 30, 2010.

After June 30, 2010, the postings at central office will be eliminated. All postings and transfer applications will be processed electronically on the MPS portal.

- ◆ **Voluntary, paid inservice during 2009-10.**

Next school year, all EAs will have the opportunity to attend three hours of inservice, paid at their individual hourly rate - in addition to their regular work schedule.

A joint committee of four MTEA representatives and four School Board representatives will meet to determine when the inservices will be held. There will be a variety of times - after school, Saturdays, and on one of the October convention days.

Some of the inservice topics are: use of technology, special education, PBIS, and instructional support - curriculum, reading/math.

These inservices will be held on an experimental basis for the 2009-10 school year.

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## Pay Raise Examples

The new salary rates for the EA job classification schedules will be printed in the ratification document.

Here are three examples to give you an idea of what your hourly rate will be when the **2%** raise for 2007 and the **2.25%** raise for 2008 are applied.

### General EA

If you are a general educational assistant at the salary schedule maximum (over 4600 hours), you are currently paid **\$11.85/hour** - the 2006 rate. For 2007, your rate will be **\$12.09**; for 2008, it will be **\$12.36**.

You'll receive retro pay of **\$0.24/hour** for the hours you worked in 2007, and **\$0.51/hour** for hours worked in 2008 and in 2009.

### School Safety

If you are a school safety at the salary schedule maximum (after 5 years of service), you are currently paid **\$16.47/hour** - the 2006 rate. For 2007, your rate will be **\$16.80**; for 2008, it will be **\$17.18**.

You'll receive retro pay of **\$0.33/hour** for the hours you worked in 2007, and **\$0.71/hour** for hours worked in 2008 and in 2009.

### Paraprofessional

If you are a paraprofessional at the salary schedule maximum (over 4600 hours), you are currently paid **\$16.22/hour** - the 2006 rate. For 2007, your rate will be **\$16.54**; for 2008, it will be **\$16.92**.

You'll receive retro pay of **\$0.32/hour** for the hours you worked in 2007, and **\$0.70/hour** for hours worked in 2008 and in 2009.

### Other Classifications

Similar amounts of pay raises and retro salary will be paid to child care assistants, deaf and hard-of-hearing interpreters, and lead assistants.

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Both MTEA and MPS will urge EAs who have not already activated their MPS user ID to attend inservice training on the use of technology.

◆ Establish three specific criteria for the Board's determination of courses eligible for EA tuition reimbursement; district need, benefit to MPS in delivering instruction, and within budget limits.

◆ Increase the employee's out-of-pocket payments for malicious auto damage at work to \$40 per incident. (Currently you pay the first \$35.)

◆ Include "color" and "sexual orientation" to the non-discrimination section of the contract, to comply with federal law.

◆ Reduce the number of extra copies of the printed contract which the Board provides to the MTEA to 375 (currently 500).

◆ Move the date that EAs must notify MPS if they plan to retire at the end of the school year to March 1. Currently, for EAs who qualify for the Board-paid health insurance during retirement and wish to guarantee a higher Board premium payment amount, the deadline is April 1.

### For School Safety Assistants Only

◆ **Background:** Your union filed a group grievance on behalf of school safety assistants because MPS was violating their rights for overtime assignments at multiplex buildings. As a resolution to the grievance, step-by-step, seniority-based rotation procedures were jointly developed for multiplex overtime assignments.

The new contract will make these multiplex overtime assignment steps a permanent part of the contract. The language will be added to the school safety assistants' overtime provision.

### Possible Future Changes - Tied to Teacher Contract

◆ A negotiating note for bargaining a change that would prevent two MPS employees who are married from switching from family coverage to two singles prior to retirement. (The switch costs the Board more in premium payments during retirement.) This provision would be bargained with EAs only if the teacher contract includes it in the future.

◆ A negotiating note for a new provision to avoid employer and employee Social Security deductions on severance pay. This provision would become a part of the EA contract only if the teacher contract includes it in the future.

### Bargaining on Next Contract to Start Soon

◆ Agreement to exchange proposals to start bargaining the 2009-10 EA contract by June 1, 2009 - unless the parties mutually agree to a later date prior to the end of the school year.

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## Retroactive Pay

Your union negotiators have started discussions with the MPS compensation department on when the new salary rates will take effect and when retroactive salary will be paid.

Implementation cannot take place until after both the EA members and the School Board members ratify the tentative agreement. The EA membership vote will be completed by mid-May, and the Board will vote later in the month.

**We will print the timeline for retro pay as soon as MPS sets it.**

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