

LETTER OF AGREEMENT

Between Richmond Community Schools Board of Education and
Teamsters State, County and Municipal Workers Local 214 – Educational Paraprofessional Unit

ARTICLE 25 - COMPENSATION

Section 1.

Employees will be given the option of receiving twenty (20) or twenty-four (24) equal paychecks. To select the preferred payment option, employees must submit a request to the Business Office at least thirty (30) days prior to receipt of the first paycheck of the school year. Once the preferred payment option is selected, it will remain in place for the entire school year.

Beginning with the 2020-21 school year, employees shall be paid based on hours worked and/or leave time utilized as reported in the absence management system and on the district-approved timeslip following the regular pay schedule for the school year.

Each employee shall be provided with an itemized statement of his earnings and of all deductions made for any purpose.

2018-19 1% Increase. If the FY19 blended-count student count, as determined by the State of Michigan formula, exceeds the student FTEs budgeted in the FY19 Budget by ten (10) FTEs, Educational Paraprofessionals shall receive an addition one-half (1/2) percent increase, on schedule, beginning second semester of the 2018-19 school year, as outlined below.

	2018-19 School Year (1%)		2018-19 School Year Second Semester (1/2 %) (Enrollment Dependent)	
	Based on 2017-18 1% only	Based on 2017-18 Second Semester ½%	Based on 2017-18 1% only	Based on 2017-18 Second Semester ½%
Media Center Paraprofessionals	\$ 10.20	\$ 10.25	\$ 10.25	\$ 10.30
Special Education Paraprofessionals	\$ 12.71	\$ 12.78	\$ 12.77	\$ 12.84
Title I Paraprofessionals	\$ 12.76	\$ 12.83	\$ 12.83	\$ 12.90

2018-19 Signing Bonus.

If the contract extension through June 30, 2024, is ratified by the Educational Paraprofessional Unit and the Richmond Community Schools' Board of Education on or before March 25, 2019, each Educational Paraprofessionals shall receive a \$200.00 off-schedule payment in their April 10, 2019, pay.

2019-20 school year - 2% Increase

Media Center	\$ 10.51
Special Education	\$ 13.10

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Title I	\$ 13.16
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2020-21 school year - 2% Increase

Media Center	\$ 10.72
Special Education	\$ 13.36
Title I	\$ 13.42

2021-22 school year - 2% Increase

Media Center	\$ 13.26
Special Education	\$ 13.63
Title I	\$ 13.69

2022-23 school year – 3% Increase

Media Center	\$ 13.66 <u>\$15.00 *</u>
Special Education	\$ 14.04 <u>\$15.25 *</u>
Title I/31a	\$ 14.10 <u>\$15.25 *</u>
Culinary Arts	\$14.04 <u>\$15.25 *</u>
EL Language Support	\$14.10 <u>\$15.25 *</u>

A ~~\$250.00~~ \$500.00 off-schedule *Retention Bonus* for Educational Paraprofessionals who worked the 2021-22 School Year and through November 30, 2022, shall be paid on the December 10th payroll.

*** The rate of pay increase shall begin on November 26, 2022, pending Educational Paraprofessional membership and Board of Education approval on or before November 14, 2022.**

2023-24 school year – 3% Increase

Media Center	\$ 14.07 <u>\$15.45</u>
Special Education	\$ 14.46 <u>\$15.71</u>
Title I/31a	\$ 14.52 <u>\$15.71</u>
Culinary Arts	\$14.46 <u>\$15.71</u>
EL Language Support	\$14.52 <u>\$15.71</u>

A ~~\$250.00~~ off-schedule *Retention Bonus* for Educational Paraprofessionals who worked the 2022-23 School Year and through November 30, 2023, shall be paid on the December 10th payroll.

2024-25 school year – 3% Increase

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Media Center	\$ 14.49 <u>\$15.91</u>
Special Education	\$ 14.89 <u>\$16.18</u>
Title I/31a	\$ 14.96 <u>\$16.18</u>
Culinary Arts	\$14.89 <u>\$16.18</u>
EL Language Support	\$14.96 <u>\$16.18</u>

In addition, it is mutually agreed that the elementary, middle school, and high school Media Center Paraprofessionals duties shall include before- and after-school crossing guard duties and assist with building health check and sanitation to reduce the spread of contagious viruses.

Effective July 1, 2003, all Title I, and if required Special Education, paraprofessional must meet the highly qualified standard of one of the following ways:

- Two (2) years of study at an institution of higher education; or
- An Associate's Degree; or
- Meeting the standards on a formal assessment approved by the Michigan Department of Education (e.g., Michigan test for Teacher's Certification or ACT Work Keys Assessment). The District will reimburse employees for the cost of such assessments.

Section 2.

The longevity pay schedule will be as follows:

At the end of five (5) years of seniority One Hundred Fifty Dollars (\$150.00) shall be paid. This is to continue through the 10th year.

At the end of ten (10) years of seniority One Hundred Fifty Dollars (\$150.00) additional to the above shall be paid (Total \$300.00). This is to continue through the 15th year.

At the end of fifteen (15) years of seniority One Hundred Fifty (\$150.00) additional to the above shall be paid (Total \$450.00.)

At the end of twenty (20) years of seniority One Hundred Fifty (\$150.00) additional to the above shall be paid (Total \$600.00.)

Longevity will be paid to each employee on the first paycheck in July of each year.

Payment will be paid for the service completed in the previous school year. Leaves of absence, including layoff shall not be included in calculating longevity. However, layoff by Board action up to one (1) year maximum shall be included for purposes of calculating longevity.

Employees hired after March 26, 2012, will not be eligible for longevity.

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Section 3.

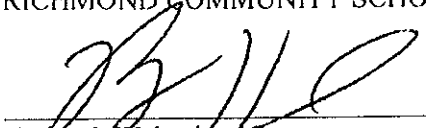
Terminal Pay - A participating terminal pay program shall be initiated as follows:

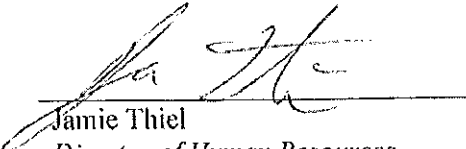
Employees, upon termination of employment, will receive a terminal leave payment of Sixty Dollars (\$60.00) per year of accumulated seniority. An employee must have a minimum of ten (10) years seniority to qualify.

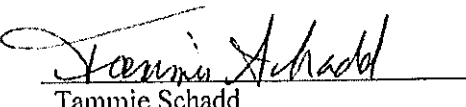
In lieu of the above, an employee may choose to participate in the terminal pay program:

1. The employee, upon termination of employment, will receive a terminal leave payment of Sixty Dollars (\$60.00) per year of accrued seniority for the first ten (10) continuous years.
2. After ten (10) years of seniority, the Board will match up to a maximum of Sixty Dollars (\$60.00) per fiscal year deductions for tax sheltered annuities.
3. After twenty (20) years of seniority the Board will match up to a maximum of One Hundred Twenty Dollars (\$120.00) per fiscal year deductions for tax sheltered annuities.
4. Effective March 26, 2012, terminal pay will no longer be offered to new hires.

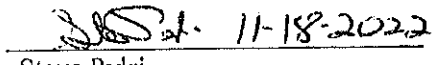
RICHMOND COMMUNITY SCHOOLS

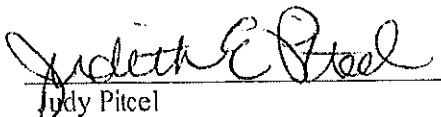

Brian J. Walmsley
Superintendent

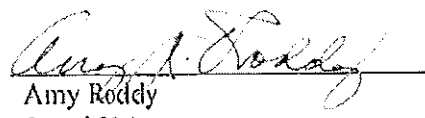

Jamie Thiel
Director of Human Resources


Tammie Schadd
Director of Business &
Management Services

TEAMSTERS STATE, COUNTY AND
MUNICIPAL WORKERS LOCAL 214


Steve Pedri
Chief Steward


Judy Pitcel
Steward


Amy Roddy
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Teamsters, Representative