

Carver Paraprofessional Contract Settlement Summary 2015/16 through 2017/18

Contract Language

- Job titles & grievance procedure clarifications
- Streamlined substitution language
- Paid at current rate for all hours worked
- Evaluation language clarifications
- Reimbursement for damaged personal belongings
- Mandatory document signing protection
- Vacancies, Transfers, Job Postings protocol
- Delay & Early Release language
- Good Friday 1/2 day language clarification
- Personal Care Assistance job duty language

Sick Leave/Personal Leave

- Sick days to accumulate to 100 from 65
- Days to care for sick immediate family members from 5 to 10
- Business Leave Day modifications
- Two days for Religious Leave

Pay Increase

- Substitute rate increase to \$6.50 per hour
- Longevity rate increase by \$25.00
- Additional \$1.00/hour for regularly assigned work away from building
- Additional \$1.00/hour for Bachelor's Degree (year 3)
- All Monitors on Wage Scale
- Increase in rate of pay for Specialized Therapeutic Paraprofessionals
- September 2015:
 - new Step 4 at \$15.26
 - modification of years spent on steps 1, 2 & 3
- September 2016:
 - 1.5% increase on steps 1-4
- September 2017:
 - new Step 5 at \$16.24
 - 1.5% increase on steps 1-4
 - New Bachelors Degree column at additional \$1.00/hour

Appendix A
Carver Paraprofessional Wage Schedule

Hourly rates for all Paraprofessionals, Job Coach and Monitors

15/16			16/17			17/18				
Year	Step	Clm 1	Year	Step	Clm 1	Year	Step	Clm 1		Clm 2 Bchlr's
1	1	\$13.78	1	1	\$13.99	1	1	\$14.20	1.5%	\$15.20
2	1	\$13.78	2	1	\$13.99	2	1	\$14.20		\$15.20
3	1	\$13.78	3	1	\$13.99	3	1	\$14.20		\$15.20
4	2	\$14.33	4	2	\$14.55	4	2	\$14.77		\$15.77
5	2	\$14.33	5	2	\$14.55	5	2	\$14.77		\$15.77
6	2	\$14.33	6	2	\$14.55	6	2	\$14.77		\$15.77
7	3	\$14.76	7	3	\$14.98	7	3	\$15.20		\$16.20
8	3	\$14.76	8	3	\$14.98	8	3	\$15.20		\$16.20
9	3	\$14.76	9	3	\$14.98	9	3	\$15.20		\$16.20
10+	4	\$15.26	10+	4	\$15.49	10	4	\$15.72		\$16.72
		\$0.50				11	4	\$15.72	\$16.72	
						12	4	\$15.72	\$16.72	
						13	4	\$15.72	\$16.72	
						14	4	\$15.72	\$16.72	
						15+	5	\$16.24	\$17.24	

1.5%
1.5%
Clm 1 plus \$1.00

Hourly rates for all Specialized Therapeutic Paraprofessionals

At the time of this Agreement, the following are considered to be Specialized Therapeutic Paraprofessionals: Speech Language Assistants, Certified Occupational Assistants, Physical Therapy Assistants, Board Certified Assistant Behavior Therapists, Registered Behavior Technicians, and Home Based Applied Behavioral Analysis Therapists.

Notwithstanding above, the following rates will apply during hours in which a Paraprofessional is providing specialized therapeutic services:

Hours of Experience	HS Degree	Bachelor's Degree and/or Certification
0-40	\$18.00	\$22.00
41-100	\$20.00	\$25.00
101-160	\$22.00	\$27.00
161-220	\$24.00	\$27.00
220 plus	\$26.00	\$27.00