

## PSE of Deer Park Paraeducators and Deer Park School District Collective Bargaining 2017-2018

Key:

- ~~Strikethrough~~ – Current language proposed to be removed
- **Red language** – PSE proposed language

---

### **PSE Proposal #1**

Continue Memorandum of Understanding for 2018-2019 year with the following amendment:

1. The District will make available ~~twelve (12)~~ **fifteen (15)** hours of training in the 2018-2019 school year for each para educator. Para educators will be paid their regular hourly rate for attending the training.
2. The District will seek input from PSE leadership regarding training interests for para educators but retain the right to ultimately determine the agenda.

---

### **PSE Proposal #2**

#### **NEW Section 3.11. Supply Stipend**

The District shall provide eighty dollars (\$80) to each classified employee in the bargaining unit to be used for the purchase of necessary classroom supplies, seasonal clothing apparel, and/or supplies necessary for the position. Forty dollars (\$40) to be paid in September and another forty dollars (\$40) to be paid in February.

---

### **PSE Proposal #3**

#### **NEW Section 7.14. Paraeducator Training Program**

All Paraeducators completing the four day Paraeducator Training course will receive a \$0.50 per hour permanent increase once completed. Those Paraeducators that complete the advanced course will receive \$1.00 per hour permanent increase once completed. Those Paraeducators that complete the advanced course will qualify to be Emergency Substitute teachers in the classrooms where they normally work. Part time Paraeducators that receive the advanced training would qualify to substitute in any classroom during their non-regularly scheduled working hours. All Paraeducators meeting the requirements to be a substitute teacher/emergency substitute teacher shall earn seven dollars (\$7.00) more per hour than their regular hourly rate if they are asked to substitute in a classroom during their workday.

**PSE of Deer Park Paraeducators and Deer Park School District  
Collective Bargaining 2017-2018**

Key:

- ~~Strikethrough~~ – Current language proposed to be removed
  - **Red language** – PSE proposed language
- 

**PSE Proposal #4**  
**Schedule A 2018-2019**

- 8.6% increase to all bargaining unit positions
- All SPED Para's participating in the four day training course for the Paraeducator Pilot Program will receive a \$0.50 per hour permanent increase once completed. Those SPED Para's that complete the Advanced course will receive \$1.00 per hour permanent increase once completed.
- Family Service Coordinator moved to a separate line on the Schedule A
- Employees holding the following degrees shall receive a salary enhancement as follows:
  - AA degree = Fifty cents (.50) per hour
  - BA degree = One dollar (\$1.00) per hour

See attached

**SCHEDULE A**

**DEER PARK SCHOOL DISTRICT #414  
PARAEDUCATOR SALARY SCHEDULE**

**SEPTEMBER 1, 2018 – AUGUST 31, 2019**

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Year 6</u>	<u>Year 10</u>	<u>Year 15</u>	<u>Year 20</u>	<u>Year 25</u>
<b><u>PARAEDUCTORS</u></b>										
<b>Para I (Bus, Supervision)</b>	\$11.83	\$12.23	\$12.84	\$13.19	\$13.55	\$13.86	\$14.17	\$14.51	\$14.82	\$15.09
(No NCLB)										
<b>Proposed 2018/2019</b>	\$12.85	\$13.28	\$13.94	\$14.32	\$14.72	\$15.05	\$15.39	\$15.76	\$16.09	\$16.39
<b>Para II (SpEd, Behavior, Ins)</b>	\$12.33	\$12.74	\$13.36	\$13.71	\$14.07	\$14.40	\$14.71	\$15.07	\$15.39	\$15.66
(NCLB Required)										
<b>Proposed 2018/2019</b>	\$13.39	\$13.84	\$14.51	\$14.89	\$15.28	\$15.64	\$15.98	\$16.37	\$16.71	\$17.01
<b>Solutions Room</b>	\$13.31	\$13.67	\$14.74	\$15.08	\$15.46	\$15.80	\$16.11	\$16.50	\$16.81	\$17.09
(NCLB Required)										
<b>Proposed 2018/2019</b>	\$14.45	\$14.85	\$16.01	\$16.38	\$16.79	\$17.16	\$17.50	\$17.92	\$18.26	\$18.56
<b><u>OIA,ELL</u></b>	\$15.68	\$16.33	\$16.81	\$17.28	\$17.79	\$18.67	\$18.97	\$19.44	\$19.75	\$20.02
<b>Proposed 2018/2019</b>	\$17.03	\$17.73	\$18.26	\$18.77	\$19.32	\$20.28	\$20.60	\$21.11	\$21.45	\$21.74
After CC's/NC	\$15.99	\$16.64	\$17.12	\$17.59	\$18.09	\$18.97	\$19.27	\$19.75	\$20.05	\$20.33
<b>Proposed 2018/2019</b>	\$17.37	\$18.07	\$18.59	\$19.10	\$19.65	\$20.60	\$20.93	\$21.45	\$21.77	\$22.08
<b><u>COTA</u></b>	\$19.30	\$19.94	\$20.42	\$20.82	\$21.00	\$21.42	\$21.79	\$22.42	\$23.59	\$23.86
<b>Proposed 2018/2019</b>	\$20.96	\$21.65	\$22.18	\$22.61	\$22.81	\$23.26	\$23.66	\$24.35	\$25.62	\$25.91

**ECEAP**

<b>Family Service Coordinator</b>	\$15.99	\$16.64	\$17.12	\$17.59	\$18.09	\$18.97	\$19.27	\$19.75	\$20.05	\$20.05
<b>Proposed 2018/2019</b>	\$17.37	\$18.07	\$18.59	\$19.10	\$19.65	\$20.60	\$20.93	\$21.45	\$21.77	\$21.77
<b>Classified Lead Teacher</b>	\$15.99	\$16.64	\$17.12	\$17.59	\$18.09	\$18.97	\$19.27	\$19.75	\$20.05	\$20.33
<b>(NCLB Required)</b>										
<b>Proposed 2018/2019</b>	\$17.37	\$18.07	\$18.59	\$19.10	\$19.65	\$20.60	\$20.93	\$21.45	\$21.77	\$22.08
<b>Classified Associate Teacher</b>	\$12.19	\$12.53	\$13.60	\$13.96	\$14.32	\$14.63	\$14.95	\$15.30	\$15.62	\$15.89
<b>Proposed 2018/2019</b>	\$13.24	\$13.61	\$14.77	\$15.16	\$15.55	\$15.89	\$16.24	\$16.62	\$16.96	\$17.26
<b>After CC's/NC</b>	\$12.50	\$12.83	\$13.90	\$14.25	\$14.61	\$14.95	\$15.26	\$15.62	\$15.93	\$16.20
<b>Proposed 2018/2019</b>	\$13.58	\$13.93	\$15.10	\$15.48	\$15.87	\$16.24	\$16.57	\$16.96	\$17.30	\$17.59

**\*All SPED paraeducators participating in the four day training course for the Paraeducator Pilot Program will receive an additional \$0.50 per hour increase while participating in the pilot program.**

**\*\*Employees holding the following degrees shall receive a salary enhancement as follows:**

**AA degree = Fifty cents (.50) per hour**

**BA degree = One dollar (\$1.00) per hour**