

Eastmont School District  
 ParaEducator Negotiations UPDATE

January 31, 2008

**Frequently Asked Questions (FAQ's)**

<b>Q.</b>	<p><b>Where are we in the process?</b></p> <p>The Parties last met on January 15, 2008. At that time, the Association expressed concerns that Wenatchee School District's ParaEducator salary schedule paid higher wages than Eastmont's salary schedule, including a \$.25 per hour longevity stipend.</p> <p>After a short break during bargaining, the District responded by <i>offering Eastmont ParaEducators the identical salary schedule as provided in Wenatchee</i>. The proposal included an offer to duplicate language in Wenatchee's agreement that pertained to ParaEducators. Wenatchee concluded bargaining in August, 2007, and has an agreement with their ParaEducators through 2009.</p>																																																																
<b>Q.</b>	<p><b>What does Wenatchee School District's ParaEducator salary schedule look like?</b></p> <table border="1" style="width: 100%; border-collapse: collapse; margin: 10px 0;"> <thead> <tr> <th style="text-align: left;">2007-2008</th> <th style="text-align: center;">I a (Wenatchee)</th> <th style="text-align: center;">Classification I (Wenatchee)</th> <th style="text-align: center;">Classification II (Wenatchee)</th> <th style="text-align: center;">Classification III</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">\$8.76</td> <td style="text-align: center;">\$9.31</td> <td style="text-align: center;">\$11.15</td> <td style="text-align: center;">\$11.68</td> </tr> <tr> <td style="text-align: center;">2</td> <td></td> <td style="text-align: center;">\$9.75</td> <td style="text-align: center;">\$11.69</td> <td style="text-align: center;">\$11.81</td> </tr> <tr> <td style="text-align: center;">3</td> <td></td> <td style="text-align: center;">\$10.17</td> <td style="text-align: center;">\$12.22</td> <td style="text-align: center;">\$12.72</td> </tr> <tr> <td style="text-align: center;">4</td> <td></td> <td style="text-align: center;">\$10.53</td> <td style="text-align: center;">\$12.48</td> <td style="text-align: center;">\$12.99</td> </tr> <tr> <td style="text-align: center;">5</td> <td></td> <td style="text-align: center;">\$11.05</td> <td style="text-align: center;">\$13.12</td> <td style="text-align: center;">\$13.66</td> </tr> <tr> <td style="text-align: center;">10</td> <td></td> <td style="text-align: center;">\$11.30</td> <td style="text-align: center;">\$13.37</td> <td style="text-align: center;">\$13.91</td> </tr> <tr> <td></td> <td style="text-align: center;">Child Care for numbers &amp; Summer School (&lt;18 yrs)</td> <td style="text-align: center;">ParaEducator Child Care</td> <td style="text-align: center;">ParaEducator Special Ed Para</td> <td style="text-align: center;">ParaEducator + BA Technical Para*</td> </tr> </tbody> </table> <p><b>*TECHNICAL PARA = Self-Contained Special Ed, Head Day Care, Technical Resource Asst., Juvenile Detention Center Para</b></p> <p><b><u>ANNUAL STIPENDS:</u></b></p> <table style="width: 100%; margin: 10px 0;"> <tr> <td style="width: 60%;">Basic Professional Standards</td> <td style="width: 20%; text-align: center;">\$0.553</td> <td style="width: 20%;">per hour</td> </tr> <tr> <td>AA Degree</td> <td style="text-align: center;">\$0.553</td> <td>per hour</td> </tr> <tr> <td>Associate/Advanced Professional Standards Cert</td> <td style="text-align: center;">\$0.647</td> <td>per hour</td> </tr> <tr> <td>BA Degree</td> <td style="text-align: center;">\$0.647</td> <td>per hour</td> </tr> <tr> <td>Apprenticeship/WSD Bilingual/Biliterate Translators Cert</td> <td style="text-align: center;">\$0.647</td> <td>per hour</td> </tr> <tr> <td>Completion of Core Competencies</td> <td style="text-align: center;">\$0.553</td> <td>per hour</td> </tr> <tr> <td>SDMT Member Stipend</td> <td style="text-align: center;">\$0.553</td> <td>per hour</td> </tr> </table> <p><b><u>LONGEVITY</u></b></p> <table style="width: 100%; margin: 10px 0;"> <tr> <td style="width: 60%;">10 years of service</td> <td style="width: 20%; text-align: center;">\$0.250</td> <td style="width: 20%;">per hour</td> </tr> </table>	2007-2008	I a (Wenatchee)	Classification I (Wenatchee)	Classification II (Wenatchee)	Classification III	1	\$8.76	\$9.31	\$11.15	\$11.68	2		\$9.75	\$11.69	\$11.81	3		\$10.17	\$12.22	\$12.72	4		\$10.53	\$12.48	\$12.99	5		\$11.05	\$13.12	\$13.66	10		\$11.30	\$13.37	\$13.91		Child Care for numbers & Summer School (<18 yrs)	ParaEducator Child Care	ParaEducator Special Ed Para	ParaEducator + BA Technical Para*	Basic Professional Standards	\$0.553	per hour	AA Degree	\$0.553	per hour	Associate/Advanced Professional Standards Cert	\$0.647	per hour	BA Degree	\$0.647	per hour	Apprenticeship/WSD Bilingual/Biliterate Translators Cert	\$0.647	per hour	Completion of Core Competencies	\$0.553	per hour	SDMT Member Stipend	\$0.553	per hour	10 years of service	\$0.250	per hour
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<p><b>Q.</b></p>	<p><b>What are the main issues still at the bargaining table?</b></p> <ol style="list-style-type: none"> <li>1. <b><u>Compensation:</u></b> ParaEducators are requesting \$1.00 per hour + state COLA each year for the next two years, plus \$.50 per hour + state COLA in the third year of a three year agreement. <u>The cost of this proposal for one (1) year only is \$220,000.</u> <p>The district’s goal is to compensate ParaEducators comparable to other districts. In reviewing total compensation of ParaEducators in area districts, Eastmont’s total compensation is above other districts due to <u>vacation cash-out</u> (not provided in other districts), and <u>health care coverage access</u> extended to Para’s who work a minimum of fifteen (15) minutes per day (comparison districts must work between three (3) and four (4) hours per day to become eligible).</p> </li> <li>2. <b><u>Vacation Cash-Out:</u></b> The district continues to emphasize the large amount of compensation being paid to ParaEducators in the form of vacation cash-out. This is <u>in addition</u> to their hourly wage. Annual vacation cash-out, totaled over \$131,000 for all Para’s in June 2007, and is paid each year in a one-time lump sum. <u>\$131,000 of additional compensation translates to an additional \$.64 per hour on average.</u> When added to the base wage, Eastmont ParaEducators are paid above comparison districts. <p>Attempts by the district for the association to recognize this vacation cash-out as wages has been difficult. <u>Vacation, either in time off or in cash-out form, is not provided in any other comparison district.</u> It is not a common practice for educational employees working 180 out of 260 days a year; teachers do not receive this benefit.</p> </li> <li>3. <b><u>Assignment &amp; Transfer Language (Building Scheduler):</u></b> Current contract language requires building Principals to work with an elected Building Scheduler (ParaEducator) to assign ParaEducator staff and hours. Principals must meet with the elected ParaEducator scheduler for the purpose of developing the schedules of all building ParaEducators, and consult with them each time a position opens. <p><b><u>This is not working.</u></b> This highly unusual, cumbersome language does not allow Principals the ability to assign ParaEducators as needed to meet the needs of the students, as he/she would assign Teachers and Secretaries.</p> <p><b><u>The District is NOT interested in doing away with seniority.</u></b> In fact, the District has proposed that one-on-one special education paraeducators be provided the same continuing employment privileges as others receive. These valued ParaEducators would be moved to another assignment available in the District so there is no loss of highly trained, valued staff, rather than lose employment if the student moves.</p> </li> </ol>
<p><b>Q.</b></p>	<p><b>How does this compare to earlier offers by the District?</b></p> <p>The District offered an almost identical salary structure as Wenatchee at the beginning of the bargaining process; this is the second proposal the district has made. Higher hourly wages are possible by moving vacation cash-out dollars to the salary schedule, an amount of over \$131,000. The union has not responded with specific counter-proposals, other than speaking to Wenatchee’s salary schedule being more generous.</p>
<p><b>Q.</b></p>	<p><b>What’s next?</b></p> <p>The Parties will meet on February 5<sup>th</sup> to continue bargaining. The District continues to be committed to providing a fair and equitable contract for ParaEducators. We look forward to continued dialogue.</p> <p>Please visit <a href="http://www.eastmont206.org">www.eastmont206.org</a> for bargaining updates.</p>