

Woonsocket School Committee – Woonsocket Teachers’ Guild Paraprofessionals Chapter Agreement

Contract Reference	SC or WTG	Date of Action	Proposal																																																																																																														
Title Page	WTG		CONTRACT BETWEEN THE SCHOOL COMMITTEE OF THE CITY OF WOONSOCKET, RHODE ISLAND AND WOONSOCKET TEACHERS' GUILD, AFT, LOCAL #951 (PARAPROFESSIONALS' CHAPTER) JULY 1, 2010 - JUNE 30, 2013																																																																																																														
4-1 Section	SC		<p>The salary of each employee shall be paid in accordance with the appropriate rate of pay set out in the schedules below. (Based on 180 days of employment).</p> <p>2010-13 Salary Scale - 180 Days Longevity</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Step</th> <th>Daily Rate</th> <th>Annual Wage</th> <th>Completion of Years</th> <th>Rate</th> </tr> </thead> <tbody> <tr><td>1</td><td>88.77</td><td>15,979</td><td>10-14 Years</td><td>1,750.00</td></tr> <tr><td>2</td><td>90.10</td><td>16,217</td><td>15-19 Years</td><td>2,050.00</td></tr> <tr><td>3</td><td>91.42</td><td>16,455</td><td>20-24 Years</td><td>2,750.00</td></tr> <tr><td>4</td><td>92.74</td><td>16,693</td><td>25-29 Years</td><td>3,950.00</td></tr> <tr><td>5</td><td>97.38</td><td>17,529</td><td>30+ Years</td><td>4,200.00</td></tr> <tr><td>6</td><td>101.35</td><td>18,243</td><td></td><td></td></tr> <tr><td>7</td><td>105.99</td><td>19,078</td><td></td><td></td></tr> <tr><td>8</td><td>106.65</td><td>19,198</td><td></td><td></td></tr> <tr><td>9</td><td>107.31</td><td>19,317</td><td></td><td></td></tr> <tr><td>10+</td><td>109.63</td><td>19,734</td><td></td><td></td></tr> </tbody> </table> <p style="text-align: center;">(Adjusted salary on June 30, 2013 - Salary on June 30 2013 To be paid on last day of last pay period)</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Step</th> <th>Daily Rate</th> <th>Annual Wage</th> <th>Completion of Years</th> <th>Rate</th> </tr> </thead> <tbody> <tr><td>1</td><td>90.13</td><td>16,224</td><td>10-14 Years</td><td>1,750.00</td></tr> <tr><td>2</td><td>91.48</td><td>16,466</td><td>15-19 Years</td><td>2,050.00</td></tr> <tr><td>3</td><td>92.82</td><td>16,708</td><td>20-24 Years</td><td>2,750.00</td></tr> <tr><td>4</td><td>94.16</td><td>16,950</td><td>25-29 Years</td><td>3,950.00</td></tr> <tr><td>5</td><td>98.88</td><td>17,798</td><td>30+ Years</td><td>4,200.00</td></tr> <tr><td>6</td><td>102.91</td><td>18,523</td><td></td><td></td></tr> <tr><td>7</td><td>107.62</td><td>19,371</td><td></td><td></td></tr> <tr><td>8</td><td>108.29</td><td>19,492</td><td></td><td></td></tr> <tr><td>9</td><td>108.96</td><td>19,613</td><td></td><td></td></tr> <tr><td>10+</td><td>111.32</td><td>20,037</td><td></td><td></td></tr> </tbody> </table>	Step	Daily Rate	Annual Wage	Completion of Years	Rate	1	88.77	15,979	10-14 Years	1,750.00	2	90.10	16,217	15-19 Years	2,050.00	3	91.42	16,455	20-24 Years	2,750.00	4	92.74	16,693	25-29 Years	3,950.00	5	97.38	17,529	30+ Years	4,200.00	6	101.35	18,243			7	105.99	19,078			8	106.65	19,198			9	107.31	19,317			10+	109.63	19,734			Step	Daily Rate	Annual Wage	Completion of Years	Rate	1	90.13	16,224	10-14 Years	1,750.00	2	91.48	16,466	15-19 Years	2,050.00	3	92.82	16,708	20-24 Years	2,750.00	4	94.16	16,950	25-29 Years	3,950.00	5	98.88	17,798	30+ Years	4,200.00	6	102.91	18,523			7	107.62	19,371			8	108.29	19,492			9	108.96	19,613			10+	111.32	20,037		
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4-1 Section Continued		Credit for advancement on the salary and longevity scales will only be granted for paraprofessionals who work for 92 or more days in a given school year. Paraprofessionals who work 91 or less days in a given school year shall not advance on the salary scale.
5-1	SC	<p>Change medical insurance plan to Health Mate Coast to Coast Deductible Plan (as agreed upon)</p> <p>All employees covered by this Agreement shall be provided medical insurance benefits in accordance with the current agreed upon Blue Cross deductible plan contract as incorporated into this contract in Appendix C and the following at no cost to the employee:</p> <p>a. Delta Dental Plan - Family- Membership - Level IV (Membership Code #10,005)</p> <p>b. The Committee may provide medical insurance benefits equal to those described above from a source other than Blue Cross/Blue Shield of Rhode Island, but only after approval of the plan by the Guild.</p> <p>c. Any employee who commences continuous employment on or after November 1, 1994, shall pay 5% 10% of the cost of medical coverage whether family or individual (only employees on continuous employment receive medical coverage). The copayment shall be withheld in advance proportionately, at the discretion of the Woonsocket Education Department, from the employee's salary. School Department will reimburse employees when they expend up to \$500 of the deductible after proof of expenditure is provided.</p> <p><i>Employees who contribute towards the cost of medical coverage shall be eligible to participate in a Section 125 Premium Only Plan, as defined by the Internal Revenue Code.</i></p>
5-2.1	SC	<p>Eliminate "Buy Back" payment</p> <p>Employees who are hired for forty-two (42) weeks or more may waive the benefits listed in Article V, Section 1, in consideration of payment of \$1,500 to the employee by the Woonsocket Education Department. The right to elect such waiver is subject to the following conditions:</p> <p><i>a.</i> The Woonsocket Education Department must receive written notice of the employee's election to waive not later than August 1.</p> <p><i>b.</i> The waiver shall automatically be effective for 12 months.</p> <p><i>c.</i> Half of the payment shall be made to the employee by January 30 following the election to waive <i>and the additional payment will be made by no later than June 30.</i> The payment shall be reduced, pro rata, for any period during the school year that the employee has not been or will not be entitled to the benefits listed in Article V, Section 1.</p> <p><i>d.</i> The election to waive benefits and receive payment as provided in this Section 2- a shall automatically be extended annually each year that the option is available, unless prior to August 1 the Woonsocket Education Department receives written</p>

			notice that the employee chooses to rescind the waiver.
5-6.12	WTG		Paraprofessionals wishing to participate in a buy-back plan for personal day(s) may do so by requesting, in writing, that the school department pay them a rate of fifty dollars (50.00) per day in exchange for their personal day(s). Such requests shall be made by May 31.
6-3	SC		Retention of Seniority: Seniority expires after two years of no recall An employee who was a member of the bargaining unit who is laid off and who is recalled within twelve (12 42 24) months of the date of layoff shall regain the seniority and accrued sick days he/she had before he/she was laid off.
12-5 New	SC		Interview for all alternative program positions <ul style="list-style-type: none"> • Special skills and/or training may be required before being allowed to take a position or upon acceptance of position. • Probationary period (one year) for a TA transferring into one of these positions. Interview for PCA 1:1 positions - screen for lifting, toileting, autism training or other special skills <ul style="list-style-type: none"> • Acceptance of a position requires the individual to do all duties associated with position. Refusal to toilet, lift, etc., will preclude the individual from taking any other 1:1 position with similar duties. • The education of the student should override seniority when necessary – personality match. • A DCYF check will be required for all 1:1 teacher assistants (will not necessarily disqualify for employment) • Probationary period (one year) for a TA transferring into one of these positions A human Capitol Policy that is in accordance with the BEP will be developed mutually between the Woonsocket School Committee (or designee) and the WTG (or designee)
12-7	SC		Eliminate reference to 230-day program or full-year position Teacher Assistants working in an 230-day extended year program and teacher assistants working with an individual student requiring a full-year program shall have the right of first refusal of these posted positions. Contractual rights shall be extended through the summer program for said assistants. Teacher assistants who are in a substitute capacity for the summer programs will only be eligible for their contractual wage and no other benefits.
13-3	SC		This Agreement shall become effective July 1, 2010 , and shall continue in effect until June 30, 2013 .”
13.4	SC		Requests in writing to reopen negotiations shall be mailed to the other party on or before November 1, 2012 , and negotiations to effect a new contract shall commence on or before December 10, 2012 , or at a mutually agreed upon date.
Appendix D	WTG		When the need for a temporary Employee arises due to a student’s IEP calling for a 1-on-1 teacher assistant for a temporary period of time, laid-off teacher assistants shall be given priority for those positions. In the event that a decision is made to turn that position into a permanent position, the temporary teacher assistant assigned to that position shall remain in place for the remainder of the school year. When that job becomes permanent the teacher assistant will be placed on contract and their seniority will be retroactive to when they began that assignment. All other contractual benefits will

		<p>begin when the teacher assistant is appointed by the school committee which should take place at the first meeting of the school committee following the change from temporary to permanent status. If the child's IEP still calls for a 1-on-1 teacher's assistant for the following school year, then the position will be posted as per contract. The WTG will work with the WED to accommodate concerns that the 1-on-1 teacher assistant will be a good match for the student.</p> <p>The WTG shall be notified of any temporary position within one week of its creation.</p>
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AFFIRMATION
WOONSOCKET SCHOOL COMMITTEE

Marc A. Dubois
Chairman

Eleanor M. Nadeau
Vice-Chairwoman

Linda Majewski
Committee Member

Anita McGuire-Forcier
Committee Member

Vimala Phongsavanh
Committee Member

Robert J. Gerardi, Ph.D.
Superintendent of Schools

Stacey Busby
Director of Administration and Finance

Kathleen T. Lombardo
Director of Human Resources & Compliance

WOONSOCKET TEACHERS' GUILD
AFT 951 --- AFL-CIO

Richard A. DiPardo
President

John W. Boudreau, Jr.
Executive Vice President

Mark Kurtzman
Grievance Vice President

Leslie Talamini
Paraprofessional Vice President

George Morris, Jr.
Treasurer

Peter Moniz
Assistant to the President

Barbara Ozanian
Secretary

Robin Peters
Assistant to the President

Jeffrey Partington
Team Member

Lisa Tenreiro
Team Member

Glenn Boisvert
Team Member