

✓ 2850 6/30/95

ParaProfessional Contract  
July 1, 1992 - June 30, 1995

COMPENSATION

\$10.82 1992-93 Plus 3% Retro  
\$11.14 1993-94 3% Increase  
\$11.47 1994-95 3% Increase

FRINGE BENEFITS (Employees working more than 4 hours)

Personal Leave - Two (2) days per year to transact personal business that cannot be transacted at any other time.

A maximum of 2 paid snow days

Sick Leave - At the beginning of each school year each Paraprofessional, shall be credited with sick leave allowance amounting to ten (10) days to be used for absences caused by illness or physical disability. Unused sick days may be accumulated up to 120 days.

Life Insurance - \$10,000.

Health Insurance - prorated.

Dental Insurance - prorated.

A ParaProfessional may choose, as an alternate to receiving Health and Dental Insurance, to receive not more than \$30.00 per month (\$300 per year) to be applied to one of the following.

Board Approved

- (1) Tax Deferred Annuity Program.
- (2) Tuition Reimbursement for additional college level course work

PAID HOLIDAYS

Labor Day  
Thanksgiving Day  
Day after Thanksgiving  
Christmas Day  
New Year's Day  
Good Friday  
Memorial Day

SENIORITY

Seniority rights will be honored whenever qualifications within a particular subject area are equal to or better than a lower seniority person's qualifications.

Airport Community Schools

more than \$30.00 per month (\$300 per year) to be applied to one of the following.

Board Approved

- (1) Tax Deferred Annuity Program.
- (2) Tuition Reimbursement for additional college level course work

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Seniority rights will be honored whenever qualifications within a particular subject area are equal to or better than a lower seniority person's qualifications.

Paraprofessionals will no longer be required to punch time cards.

**LAYOFF**

In the event of layoff - where a particular position is eliminated, the person in that position will be laid off, seniority does not prevail. Seniority does prevail however, in a like position.

**POSITION OPENINGS**

In the event there is an open position, members of the paraprofessional unit will have an opportunity to bid on that position. All things equal, the unit Paraprofessional will be given the new position.

**Paraprofessionals**

**Board of Education**

*Patricia Pattenmore*

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*Thomas J. Carroll*

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*Dolly Taborda*

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*Perry Migliore*

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