

Article 13 ~~Salaries~~ Wages

13.1 Schedules: Appendix A and B, attached hereto and incorporated herein, shall be the schedule of hourly ~~salaries~~ wages for employees.

13.1.1 Wage Schedule Improvements

See Appendix A for grouping of current MPS ESP into four (4) classifications.

Appendix A

New Classification	Current Positions
Class 1	SSPA, AE (Truancy)
Class 2	OTA, PTA, CCW, Coordinator Gear Up, AVID Lead, Interpreter, FCLCCW, Intervener
Class 3	AE, SEA, BPA, CCA, FCL, FLCCA, AVID
Class 4	Child Care Helper

Article 13.1.2

ESP will be able to accumulate professional development hours to earn wage movement between Tiers (I, II, III). The following hours are required to move up a Tier.

Tier I – All ESP will start on Tier I and will advance to Tier II upon completion of 96 hours of District provided professional development.

Tier II – All ESP will advance to Tier III upon completion of 192 hours of District provided professional development.

Tier III – Tier III is the highest Tier an ESP may advance to on the ESP wage scale.

Article 13.1.3

Starting the 2022-2023 school year, 90% of all ESP positions will be 40 hour a week positions. 10% of ESP positions may be part time positions that are less than 40 hours a week. In addition school day assignments, ESP assignments will include but not be limited to bus duty, after school programming, professional development, collaboration with education teams, required trainings, before and after school care, and other assignments previously considered “straight time for additional work” or “Extended Time.”

## Step Movement

### 13.2.1 Date of Step Movement

a. Step movement is effective July 1<sup>st</sup> of each year.

~~b. 2019-2020 — No step movement~~

~~eb. **General Statement:** To be eligible for a step increase in a given job classification, an employee must have been actively employed in that job classification for at least one hundred fifty (150) calendar days during the contract year preceding the year, in which steps are being awarded.~~

~~**Step Movement during Negotiations:** Employees shall not advance a step on the salary schedule after June, 30 2019 while the parties are negotiating the successor Agreement. Step advance after June 30, 2019 is dependent upon the outcome of the negotiations for the successor Agreement.~~

Appendix A

New Position	Current Positions
Class 1	SSPA, AE (Truancy)
Class 2	OTA, PTA, CCW, Coordinator Gear Up, AVID Lead, Interpreter, FCLCCW
Class 3	AE, SEA, BPA, CCA, FCL, FLCCA, AVID
Class 4	Child Care Helper

Appendix B

Tier I – (0-96 PD Hours)

Position	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
Class 1	<del>\$26.28</del>	\$31.81	<del>\$27.12</del>	\$32.76	<del>\$27.96</del>	\$33.74	<del>\$28.76</del>	\$34.41	<del>\$29.63</del>	\$35.44	<del>\$31.38</del>	\$37.57
Class 2	<del>\$23.49</del>	\$28.40	<del>\$24.07</del>	\$29.25	<del>\$24.67</del>	\$30.13	<del>\$25.29</del>	\$30.72	<del>\$25.91</del>	\$31.64	<del>\$27.38</del>	\$33.54
Class 3	<del>\$19.83/\$15.35</del>	\$23.91	<del>\$20.67</del>	\$24.87	<del>\$21.58</del>	\$25.86	<del>\$22.54</del>	\$27.15	<del>\$23.27</del>	\$28.24	<del>\$25.03</del>	\$30.22
Class 4	\$15.45		\$15.94		\$16.42		\$16.96		\$17.49		\$18.21	

Tier II (97-192 PD Hours)

Position	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
Class 1		\$34.56		\$35.61		\$36.41		37.74		38.58		40.29
Class 2		30.90		31.83		32.79		33.65		34.22		36.05
Class 3		26.02		\$27.05		28.14		29.74		30.73		32.48
Class 4	\$15.45		\$15.94		\$16.42		\$16.96		\$17.49		\$18.21	

Tier III (193 + PD Hours)

Position	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
Class 1		\$37.31		\$38.46		\$39.65		\$40.88		\$41.71		43.00
Class 2		\$33.41		\$34.41		\$35.45		\$36.57		\$36.79		\$38.55
Class 3		\$28.13		\$29.26		\$30.42		\$32.32		\$33.22		\$34.73
Class 4	\$15.45		\$15.94		\$16.42		\$16.96		\$17.49		\$18.21	



Eliminating Non-Benefitted Hours

## **Professional Development**

### **Article 6.4**

[New paragraph at end]

Any hours worked for a required training that goes beyond the contract hours of an ESP will be regular time that will accumulate vacation and sick time.

## **Bus Duty**

### **~~Article 15.5.4 Not Part of Regular Assignment~~**

~~Bus hours will not be considered part of an Educational Support Professional's regular assignment and bus hours will not be eligible to apply toward any sick leave or vacation accruals.~~

## **Summer School**

~~**18.2.3 No Additional Benefits** shall apply or be earned beyond those provided for in the employees normal work year and Article 8, Holidays, and Article 10.4 Sick Leave.~~

## Staff Development Presenting Rates of Pay Article 6

### 6.2.1

~~EA Staff Development Presenting/Prep (Site Based) \$22.42~~

~~Hourly Leadership Rate/Prep(District Wide) \$27.52~~

ESP Staff Development Presenting/Prep (Site Based) = Base rate of pay + \$2.50 per hour

Hourly Leadership Rate/Prep(District Wide) = Base rate of pay + \$2.50 per hour

## **Prior Experience**

### **Article 13.11 Prior Experience and Step Placement**

13.11.1 Beginning the 2022-2023 school year, newly hired ESP will be placed on Step 1 unless they meet the following criteria:

Newly hired ESP who have prior experience working in Minneapolis Public School and transferring into or returning to an ESP position will be credited and placed on the wage scale as follows:

1. For every year, ESP will receive one additional step for every year up to step 6.

Newly hired ESP who have prior experience working as an ESP or in a similar field outside of Minneapolis Public Schools will be credited and placed on the wage scale as follow:

2. For every two years, ESP will receive one additional step for every year up to step 6.

### **13.12 Hazard Pay**

If a public health crisis or other emergency is declared that requires ESP to work on site during a period of time that poses a greater than regular risk to their health, ESP shall be considered working under hazardous conditions and will be entitled to hazard pay. Hazard pay will be a premium rate of \$5 an hour in addition to the ESP's regular hourly rate of pay.



### **13.13 Language Premium**

When an ESP is assigned or authorized by a supervisor to use language skills other than English, they shall receive \$1.00 per hour in additional pay. This includes but is not limited to Associate Educators, Bilingual Program Assistants, and other ESP who have a second language requirement as part of their regular job description.

### **13.14 Substitute Pay & Work Above Classification**

13.14.1. In the event that an ESP is assigned to supervise a classroom without a licensed teacher present, the ESP shall receive the daily rate of a substitute teacher in addition to their regular hourly rate or a proportionate amount to the percentage of the student contact day worked in said assignment.

In the event that more than one ESP is assigned to supervise a classroom without a licensed teacher present, the ESP will evenly split the daily rate of a substitute teacher in addition to their regular hourly rate or a proportionate amount to the percentage of the student contact day worked in said assignment.

13.14.2. When ESP are assigned a role(s) or duties that are above their regular classification, ESP will receive the hourly rate of the position whose duties the ESP is covering, or if the position is salaried an amount equivalent to a salary rate converted to an hourly rate.

13.14.3



## **Article 18 Summer School**

**18.5 Pay Rate:** The pay rate for employees hired out of classification from Summer School session shall be the ~~first step of the classification for which they are hired.~~ the rate of pay closest to their current step without going under their current rate of pay.

**Article 8 Holidays**

8.1

[Add to the list of paid holidays]

Juneteenth