



PEA Contract (CBA) Highlights

🕒 Time:

ESP	Paras	Teachers
2 days of bereavement leave for family members (obit/death cert req; 10.5)	2 days of bereavement leave for family members (obit/death cert req; 6.5)	2 days of bereavement leave for family members (obit/death cert req; 20.3)
30-minute, duty-free, unpaid lunch daily (60 minutes on non-student days; 12.13)	20-minute PAID, duty-free lunch (30 minutes starting 26-27 SY; 8.4-2)	30-minute, duty-free PAID lunch (starting 26-27 SY; 6.2-1)
2 hours monthly for medical/dental appts (12.12)	2 15-minute PAID, duty-free breaks (for full day paras; 8.4-3)	Staff meetings limited to 60 consecutive minutes on Teacher Work Days (3.3)
PAID birthday OFF* (look at language for summer and weekends; 12.10-1)	4 sick days credited after 1 month of service, 1 day earned monthly (6.1 & 6.2)	4 sick days credited, 1 day earned monthly (20.1 & 20.2)
2 rotating PAID holidays after ½ year of service (12.10-2)	CDAT planning time same as teachers for Early Release days (8.3-2)	ALL Early Release days are Teacher self-directed Planning Time (6.3-7)
Vacation time for 12-month ESPs (12.11)		45-minute, duty-free planning 4 times weekly (even during testing; 6.3-3 & 6.3-8) Admin can have 1 45-minute block weekly
		1 student day with no classes for change in assignment or classroom (17.1-2)
		2 students days with no classes for transfer to new school (17.1-3)

💰 Money:

ESP	Paras	Teachers
Terminal pay 100% during and after 13 years (14.1)	Terminal pay 100% during and after 13 years (12.1)	Terminal pay 100% during and after 13 years (12.1)
\$200 Title I supplement (T-CBA app. C)	\$200 Title I supplement (T-CBA app. C)	\$500 Title I supplement (T-CBA app. C)
\$20/hr (by ¼ hr) for translating OUTSIDE of normal duties (App.C)	\$20/hr (by ¼ hr) for translating OUTSIDE of normal duties (App.C)	\$20/hr (by ¼ hr) for translating OUTSIDE of normal duties (App.C)
Longevity supplement of \$45/mo after 15 years (+ every 5 additional years; app. C)	Longevity supplement of \$45/mo after 15 years (+ every 5 additional years; app. C)	Extra period pay for teaching extra class (22.8, 22.9, 22.10)
1.5 times hourly pay for work when scheduled on holidays (12.10-3)	Subbing for a full day = \$50 extra/\$25 for half day (8.2-8) <ul style="list-style-type: none"> No unfilled job number? Right to REFUSE! 	Regular rate of pay for subbing during planning (6.3c)
\$500-\$2400 for degree programs, starting at 30 hours (15.22)	\$500-\$2400 for degree programs, starting at 30 hours (19.13)	Coaching, Advisor, Chair, & Other Supplements (App. C)
	\$200 yr for completing 30-hour Paraprofessional PD program (19.11)	ISS Monitor Supplement (App. C)



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Working Conditions:

ESPs	Paras	Teachers
Transfer anytime after probationary period fulfilled* (see blackout dates; 9.1-1)	Transfer anytime after probationary period fulfilled* (see blackout dates; 10.1)	Transfer portal open from 1 week after students start to 7 days before pre-planning starts (17.4)
Eligible for unpaid personal leave after 7 yrs of employment (11.13)	Eligible for unpaid personal leave after 7 yrs of employment (7.13)	Eligible for unpaid personal leave after 7 yrs of employment (21.14)
Health insurance after 60 days of hire (clinics on start date; 12.4 & 12.6)	Health insurance after 60 days of hire (clinics on start date; 14.4 & 14.7)	Health insurance after 60 days of hire (clinics on start date; 23.4 & 23.6)
Grievance Procedure (7)	Grievance Procedure (18)	Grievance Procedure (28)
Insurance during unpaid internships completed within PCPS (11.9-2)	Insurance during unpaid internships completed within PCPS (7.9-2)	NO Dr. Note required for sick (unless previously disciplined for absenteeism; 20.1-1)
Anonymous survey for administrators and supervisors once a semester (5)	Anonymous survey for administrators and supervisors once a semester (4)	Anonymous survey for administrators and supervisors once a semester (4)
Appeals process for mid-year assignment changes (8)	Appeals process for mid-year assignment changes (8)	Appeals process for mid-year assignment changes (14)
Access to write referrals on triplicate form (4)	Access to write referrals on triplicate form (5)	Extreme behavior students removed for the day (10)
	Tentative assignment given by May 1st (8.2-1)	Renewals/Tentative Teaching Assignments given 2 weeks before last student day (14.7& 17.7-1)
		Lesson plan formats DON'T exist* (*for Category 2 teachers; 6.9)
		Feedback NOT to be given in front of students or peers (4.8-1)
		Paperwork ONLY with a form number (4.14)
		No more than 3 preps without signed approval* (6.3-3)
		Right to maintain student discipline & remove students (10.1 & 10.4-3)
		No observations for the first 5 student contact days (15)
		Earned PLC points awarded in NetConnect within 30 days of the end of each semester (6)