

**Baltimore Teachers Union
Proposed Paraprofessional Agreement
School Years 2003-2004 and 2004-2005**

October 1, 2003

Subject to Ratification by the Membership, BTU's Negotiating Committee Has Tentatively Agreed to a New Two Year Agreement. The Following Is a Summary of the Major Changes in Contract Language. While it Fairly States All New Terms, this Summary Is Not Intended to Be an Exact Statement of All the Terms Agreed.

Article III Checkoff and Union rights

Sec. L. Principals will be advised that Paraprofessional positions cannot be abolished if the purpose of abolishing the position is to hire ~~so that~~ similar employees ~~can be hired~~ on the temporary ~~SES~~ payroll.

Article VIII Leaves

Sec. F. Sick Leave

Sick leave shall accumulate to a maximum of two hundred fifteen (215) ~~(200)~~ days effective July 1, 2003.

Sick Leave Conversion

Payment

There shall be no annual sick leave conversion for December 2003.

Article IX Summer School Employment

In filling Summer School positions, the following criteria shall be considered by the appointing officer:

D. Summer School **employment** salaries shall be same as the regular school year.

E. Priority shall be given to qualified Paraprofessionals assigned during the regular school year to the summer **employment** school site.

Article XIV Health and Welfare

Sec. A. 1.

Effective 1/1/04:

The employer and the employee percentage contribution to any self funded health insurance premium including Blue Cross/Blue Shield Preferred Provider and Blue Cross/Blue Shield Traditional shall be 85% of the premium paid by the employer and 15% paid by the employee.

Sec. B. 2.

A Joint Committee, named by the Board and named by the Union shall be established to monitor the health program **and to work collaboratively to achieve sustainable savings in health care. The committee shall meet on a monthly basis and shall submit a report to the Board of School Commissioners.**

Article XIX Compensation

Sec. A.

Effective 7/1/03

Eligible employees shall move one step on the 7/1/02 Wage Scale.

Those eligible for longevity increments will receive them.

Effective December 2003

Those at the top of the Wage Scale who did not receive a step increase will receive a one time lump sum payment equal to 1% of the base salary earned from January 1, 2004 through June 30, 2004.

Effective 7/1/04

Eligible employees shall move one step on the 7/1/02 Wage Scale, and those eligible for longevity increments will receive them, **with a contract opener for negotiations limited to an increase on the Wage Scale**

Article XXIV Termination, Change or Amendment

Length of Agreement -- **From July 1, 2003 through June 30, 2005.**