

BESPA Proposal #7
BESPA Counter Proposal #1
November 13, 2024

2023-2024 Differentiated Pay for Educational Support Personnel

High Risk of Personal Injury

- A. Full-time paraprofessionals (6 hours or more) or Licensed Practical Nurses at Margaret K. Lewis School in Millville, Margaret K. Lewis at Surfside, St. Andrew School, and New Horizons and Rosenwald High School (schools with high risk of personal injury due to students with a history of aggressive behavior) will receive a supplement of ~~\$535.00~~ **\$700** to be paid in ~~two~~ equal installments **of the employee's remaining paychecks, with the supplement beginning in the first paycheck following the employee starting in the eligible position.** Those paraprofessionals and Licensed Practical Nurses working less than full-time will receive a prorated supplement amount based on the number of hours they work per day at a qualifying site. ~~The first installment will be paid the last check in December. The second installment will be paid in the final check of the school year.~~
- B. Full-time bus paraprofessionals and school bus drivers who work more than half the year on routes to and/or from Margaret K. Lewis School in Millville, Margaret K. Lewis at Surfside, St. Andrew School, New Horizons and/or Rosenwald High School will receive an annual supplement of ~~\$250~~ **\$350** per year. To be eligible for this supplement, bus paraprofessionals and school bus drivers must not miss more than five (5) full or partial days of work annually and be employed at the end of the school year. This supplement will be paid in the final check of the school year.

Autism

Full-time paraprofessionals (6 hours or more) working in the District's specially designed classes for children with autism (excluding those at ESE center schools) will receive a supplement of ~~\$535~~ **\$700** to be paid in ~~two~~ equal installments **of the employee's remaining paychecks, with the supplement beginning in the first paycheck following the employee starting in the eligible position.** Those paraprofessionals working less than full-time will receive a prorated supplement amount based on the number of hours they work per day in a specially designed class for autism. ~~The first installment will be paid the last check in December. The second installment will be paid in the final check of the school year.~~

TA'D on _____

Josh Balkom, BDS Chief Negotiator

Carol Croon, BESPA President

Michael Petty, MSSU Executive Director

Deleted language is identified with a ~~strikethrough~~.
New language is identified in **boldface and is underlined**.