

Collective Bargaining Agreement

between

The Millis Teachers Association

Unit C

and

The Millis School Committee

September 1, 2019 - August 31, 2022

AGREEMENT  
Between the MILLIS SCHOOL COMMITTEE  
and the  
MILLIS TEACHERS ASSOCIATION

Unit C

**1. AGREEMENT**

This agreement is made and entered into this 1<sup>st</sup> day of September 2019, in accordance with the provisions of Section 1078 of Chapter 150E of the General Laws of Massachusetts by and between the School Committee of the Town of Millis (hereinafter sometimes referred to as the Committee) and the Millis Paraprofessionals.

**2. RECOGNITION AND SCOPE**

For the specific purpose of collective bargaining with respect to wages, hours and other conditions of employment, the School Committee of the Town of Millis recognizes the Millis Teachers Association, affiliated with the Massachusetts Teachers Association and with the National Educational Association, as the exclusive bargaining agent and representative of a bargaining unit, Unit C, comprised of all regular full-time or part-time employees of the paraprofessional staff, including the following positions: paraprofessional, Registered Behavior Therapists (RBTs) Library Aides, and Bus Monitors. The term "paraprofessional" shall include Registered Behavior Therapists (RBTs), Library Aides, and Bus Monitors, unless explicitly deemed otherwise.

**3. PROCEDURE**

The Committee and the Millis Paraprofessionals do hereby agree that the following procedures should be adhered to in regard to communication between the groups:

**A. Meetings**

The parties will meet upon the written request of either party provided the request contains a specific reason for meeting.

**B. Directing Requests**

The Millis Paraprofessionals will make its request directly to the School Committee. The School Committee will make their requests known to the Bargaining Representative of the Millis Paraprofessionals. The affected parties will agree to a mutually convenient meeting date within a reasonable period of time.

**C. Exchange of Facts and Views**

Facts, opinions, proposals, and counter proposals will be freely exchanged in good faith during the meeting or meetings and between meetings, if advisable.

#### **4. RIGHTS OF COMMITTEE**

Under the laws of Massachusetts, the Committee, elected by the citizens of Millis has final responsibility for establishing the educational, financial and business policies of the public schools of Millis. The Committee is a public body established under and with powers provided by the statutes of the Commonwealth of Massachusetts and nothing in this contract shall be deemed to derogate from or impair any power, right or duty conferred upon the Committee by statute or any rule or regulation of any agency of the Commonwealth. As to every matter not specifically mentioned or provided for in this contract, the Committee retains all the powers, rights and duties that it has by law and may exercise the same at its discretion without any such exercise being considered in any way to be in violation of the terms of this contract.

#### **5. BENEFITS**

##### **A. Terms of Employment**

The normal Work Year for employees covered by this Agreement shall consist of one hundred and eighty (180) days with students in attendance, one (1) professional development day prior to the first student day, and two (2) professional development days during the school year. For the two (2) professional development days held during the school year, the District may divide such days into four (4) separate half days. The parties agree that nothing in this article shall be construed to create a right to employment for the period defined herein as the Work Year for the employees covered by this Agreement, as the District retains the right to determine the appropriate level of services required based on its needs.

Part-time employees will be those who work less than twenty (20) hours per week and will be entitled to any quantifiable benefits outlined in this Agreement on a prorated basis.

Upon employment, an employee will be informed in writing of his/her assignment, work location, and rate of pay, with the understanding that such assignments are subject to change at any time to meet the needs of the District.

The District will endeavor to provide notices of non-renewal to employees covered by this Agreement on or before June 15<sup>th</sup> of each year. Failure to provide a notice of non-renewal by the aforementioned date shall not preclude the District from effectuating a reduction in force, consistent with the terms of the Agreement.

When feasible, the District will provide written notification no later than one (1) week in advance of the start of the Work Year, as defined herein, informing employees of their assignments, anticipated work hours, and rate of pay effective for the following school year, with the understanding that such assignments are subject to change at any time to meet the needs of the District.

**B. Sick Leave**

1. Beginning on the contract date, Paraprofessional employees shall be granted sick leave at the rate of one and one quarter (1 ¼) days per month of actual service beginning with the first day of the calendar month following employment. Such leave shall be cumulative to one hundred twenty (120) days. Use of sick days beyond ninety (90) days needs the permission of the Superintendent.
2. Sick leave may be used only when an employee is unable to perform his or her duties because of sickness or other physical incapacity.
3. Subject to the approval of the Superintendent, sick leave may be used when a medical emergency occurs within the household, which requires his or her presence.
4. When an employee finds it necessary to be absent due to sickness or other physical incapacity, excluding pregnancies, he or she shall notify the Principal as soon as possible. Sick leave will not be granted unless such a report is made.

**C. Sick Leave Bank**

1. There is a voluntary Sick Leave Bank for the use of professional personnel who have exhausted their accumulated and annual sick leave days and require additional leave to make full recovery from illness and would otherwise lose pay through such continued illness. In order to participate, members must be employed for one calendar year.
2. The Bank shall be maintained by contributions from members of the professional staff covered by this agreement. Those who wish to participate in the Bank shall contribute one (1) of their annual sick leave days by October 1 in order to fund the Sick Leave Bank, provided that no member shall be denied use of the bank because such member did not contribute one sick day to the bank due to it having reached the maximum outlined in Section C, Paragraph 7.
3. These days deposited in the Bank will be used to provide members of the Bank extended sick leave at full pay upon exhaustion of their own individual sick leave both annual and accumulated. Employees may draw from the Bank as many additional sick leave days with full pay as may be necessary to make full recovery from extended illness.
4. Members may receive benefits of the Sick Leave Bank subject to the following rules:
  - a. Application for benefits shall be in writing to the Superintendent of Schools accompanied by a doctor's certificate as to the need for extended recovery time for the illness.
  - b. Application for benefits may be made prior to the employee's exhaustion of his/her own personal sick leave to expedite benefits, but drawings upon the Bank will not

actually commence until the employee's own sick leave benefits are exhausted and adequate medical certification has been provided.

c. Sick days drawn from the Bank shall be actual workdays in which school was in session excluding weekends, holidays, school closings and vacation periods.

5. Days placed in the Bank and unused at the end of the school year shall remain in the bank and shall accumulate from year to year for use by employees in subsequent years.

6. A four (4)-member committee composed of two members of the Millis Paraprofessionals and two School Committee members or their designees shall administer the Sick Leave Bank. The Sick Leave Bank Committee shall determine the eligibility for the use of the Bank and the number of days to be granted. Additional allotments may be requested, if needed, by following the procedure outlined in C-4. The decision of the Sick Leave Bank Committee with respect to eligibility and allotment shall be final and binding and not subject to grievance and arbitration.

7. The total accumulated sick leave in the Sick Leave Bank shall not exceed four (4) days per member of the professional staff, except to allow for new employees or new contributors to contribute a day to the sick bank to be eligible for participation in the bank. Members who contributed at least one day in the year prior will be eligible to apply for use of sick days drawn from the sick bank, even if such member does not have sick time available to contribute to the bank of the current year. When the accumulated sick leave in the Sick Leave Bank falls below two (2) days per member of the professional staff, it shall be replenished by a contribution of (2) days per member of the paraprofessional staff to be taken from their annual or accumulated sick leave. In the event of a new contract and/or an extension of the existing one, the balance of days in the Sick Leave Bank are to be carried over to succeeding contracts

The Superintendent's Office shall issue a report at the beginning of each school year to the Millis Paraprofessionals indicating the number of sick days in the Sick Leave Bank and the number of days used during the preceding year. The Millis Paraprofessionals shall examine this accounting of Sick Leave Bank Days annually.

#### **D. Bereavement**

1. In the event of death in the immediate family of an employee, (spouse, father, mother, child) leave will be granted with pay in the amount of five (5) working days. Such leave shall not be charged to sick leave or vacation leave and further, that such employee shall be reimbursed only for days that are part of the employee's regular work schedule.

2. Three (3) days will be granted for the employee's sister, brother, grandmother, grandfather, mother-in-law, father-in-law, step-parent, grandchild, niece, nephew, brother-in-law, sister-in-law or relative living in the employee's household.

3. One (1) day shall be granted for aunt and uncle.

#### **E. Leave of Absence**

A member of the Millis Paraprofessionals, who has been employed by the Millis Public Schools for at least three (3) years, may be granted a leave of absence of up to one (1) year to enable that member to accept another position. Such leave may also be granted for personal or family responsibilities at the discretion of the Superintendent. After the start of a school year, a member requesting such a leave shall request said leave for the remainder of the school year so as to cause minimum disruption to the educational process in the class in which the paraprofessional serves. The Superintendent shall have the discretion to reinstate the paraprofessional prior to the expiration of the leave should another paraprofessional position become open.

#### **F. Personal Day**

1. Two (2) days may be used for personal, legal, business, household, or family matters, which require absence during work hours. Application for this personal leave must be made at least twenty-four (24) hours before the taking of such leave, except in the case of emergency. Personal days shall not be used immediately before or after a vacation period. In the case of weddings or graduations that are immediately before or after vacations or holidays, the member shall be granted approval to use a personal day if that member provides sixty (60) days' notice to the appropriate supervisor.

2. Members may accumulate personal days from one (1) year to the next up to a total of no more than four (4) days. No more than two (2) consecutive personal days shall be taken at any one time except in extraordinary circumstances with the advance approval of the Superintendent of Schools. In the event of extraordinary circumstances, members must provide the Superintendent with the reason for seeking more than two (2) consecutive personal days.

3. A member of this unit will be granted up to three (3) days for observation of religious holy days, where such observance is required by the tenets of the employee's religion.

#### **G. Vacations**

1. Vacation allowances shall be granted as of September 1<sup>st</sup> based on actual service time worked during the previous school year as follows:

- a) Employees who have been employed for less than nine (9) months as of June 30<sup>th</sup> in the current school year shall be granted vacation leave of one (1) day with full pay for every two (2) months of employment, as calculated from the first day of employment, provided that this leave credit shall not exceed five (5) days.
- b) Vacation leave of two (2) weeks with two (2) weeks regular pay shall be granted to employees who, as of June 30<sup>th</sup> have been employed for at least one (1) year but less than five (5) consecutive years.

- c) Vacation leave of three (3) weeks with three (3) weeks regular pay shall be granted to employees who, as of June 30<sup>th</sup>, have been employed for five (5) consecutive years or more.
  - d) Vacation leave of four (4) weeks with four (4) weeks regular pay shall be granted to employees who, as of June 30<sup>th</sup>, have been employed for (10) consecutive years.
  - e) One (1) additional day of vacation leave with one (1) day of regular pay will be added for each year of consecutive employment after the completion of twenty (20) consecutive years within this bargaining unit. Such additional days shall be capped at five (5).
2. An employee may elect to carryover up to a maximum of five (5) unused vacation days from one year to another for use in any other year. Carryover shall be non-cumulative and in no event will an employee be allowed to carryover more than five (5) vacation days from year to year.
  3. An employee may, with the permission from his or her supervisor, take accrued vacation time during school year vacation periods.
  4. An employee may elect to cash out any unused vacation time at the end of each school year, provided that the employee notifies his or her appropriate building supervisor by June 1<sup>st</sup>. Payment to members following a request to cash out vacation time will be made, when feasible, no later than June 30<sup>th</sup>.
  5. After the completion of the first year, employees who terminate before June 30<sup>th</sup> of the current year shall be granted on termination that proportion of their vacation earned by actual service from the previous June 30<sup>th</sup> up to the date of termination.
  6. Vacation schedule as prescribed in above paragraphs (1a-1b-1c-1d-1e) shall be in full force for the Millis Paraprofessionals during the term of this agreement.

#### **H. Paid Holidays**

1. The following days shall be regarded as paid holidays: New Year's Day, Martin Luther King Jr.'s Birthday, President's Day, Patriot's Day, Memorial Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, the Friday following Thanksgiving Day, and Christmas Day.
2. Employees shall be paid their normal compensation for such days.

#### **I. Severance Pay**

Members of the Millis Paraprofessionals, upon retirement, shall be granted payment at the rate of eight (\$8.00) dollars per day for remaining unused accumulated sick leave, not to exceed one hundred twenty (120) days.

**J. Professional Development**

1. The Committee will maintain in each year a Professional Development Fund of \$1000.

a. It is understood that members of the Association must have completed one (1) year of service in the Millis Public Schools as a paraprofessional in order to be eligible to participate in any program or course paid for entirely or in part by this fund. No one member may be reimbursed for more than \$200 in any one contract year.

b. Subject to approval of the Superintendent, in a situation where additional training is required as a condition of employment, funds may be used by a first-year paraprofessional, if such funds are available.

c. The member's immediate supervisor and the Superintendent must approve use of these funds in advance.

2. Paraprofessionals will appoint one (1) paraprofessional member to the Professional Development Committee, as outlined in the Unit A Collective Bargaining Agreement, Article XXIII, Section C.

3. A draft professional development calendar for the academic year shall be made available to all members no later than October 1<sup>st</sup>, when possible. Amendments to this calendar will be posted monthly if needed.

**K. Longevity**

5 years	\$450
10 years	\$550
15 years	\$650
20 years	\$750
25 years	\$1000

**L. Worker's Compensation**

In the case of an absence due to an industrial accident, the employer agrees to make up the difference between the employee's regular wages and the amount received from Workmen's Compensation, from any sick leave allowance to which the employee may be entitled.

However, when the employee has exhausted the vacation pay and sick leave allowance, such person is entitled only to the wages allowable under Workmen's Compensation.

**M. Jury Duty**

Any employee required to be absent from his/her employment to serve on a jury shall be paid his/her regular wages, less any pay received (excluding allowances) for service on said jury, for such time as the employee is required to be absent. Such absences shall be supported by a statement signed by the Clerk of the Court certifying as to each day of jury duty.

**N. Reduction in Force**

When The Committee deems it necessary to effectuate a reduction in force among bargaining unit employees, the Committee shall give preference to retention of the employee or employees whom it judges most qualified based upon past work performance, attendance at work, experience, professional training, and other relevant factors. If the Committee determines that two or more employees are approximately equal in terms of these factors, then seniority shall control and the last person hired within the classification will be the first person laid off in effectuating a reduction in force. For purposes of this article, "classification" includes paraprofessional, Registered Behavior Technicians/Applied Behavior Analysis Therapists, and Bus Monitors.

**O. Recall**

Employees who are laid off due to a reduction in force shall be on a recall list for the first twelve (12) months of such layoff and shall, if qualified, have preference over new applicants for any new position or vacancy, within the specific categories set forth herein, that the Committee intends to fill. For purposes of any recall, an employee may only be recalled to one of the following four (4) categories from which such employee was laid off: Primary (Grades PreK-1); Intermediate (Grades 2-5); Middle School (Grades 6-8); and High School (Grades 9-12)

In making a decision as to which of two or more qualified employees on the recall list will be recalled first, the Superintendent shall recall employees within the categories listed above in the inverse order of layoff, with the first paraprofessional laid off during this fiscal year recalled first. Employees shall receive notice of recall via certified mail at their last address of record. The failure of a employee to accept the recall assignment within fifteen (15) school days of the postmark of notification thereof shall result in the automatic removal of such employee from the recall list and the termination of all recall rights for such employee, provided, however, that the employee has the option to decline a position that represents a reduction in hours and/or pay without forfeiting his or her place on the recall list, so long as the employee notifies the Superintendent in writing within fifteen (15) school days of the postmark notification of such recall opportunity.

**P. Consultation**

Any employee covered by this Agreement may, when a need arises, request approval from his/her supervisor to dedicate a period of time not to exceed thirty (30) minutes in any one school week for consultation between appropriate building-based professionals. Such building-based professionals include special educators, classroom teachers and/or related service providers (including but not limited to BCBA, Counselors, Speech & Language Pathologist, Occupational Therapist, and Physical Therapist). Consultation time will not be unreasonably withheld, if the District determines that it is consistent with the needs of the District and would not adversely impact the level of services being offered.

**Q. Joint Committee on Performance Evaluations and Job Descriptions**

The Parties agree to establish a joint labor management committee to develop a procedure to evaluate the performance of Unit C bargaining unit members and to develop job descriptions for bargaining unit members. The committee will consist of four (4) members appointed by the Association and four (4) members appointed by the School Committee or Superintendent. This committee will be charged with developing a performance evaluation procedure and job descriptions to be brought forward to both parties for review on or before December 31 2020. Either party may request a reasonable extension of this deadline and it will not be unreasonably denied.

**R. Grievance Procedure**

**A. Definitions**

1. A “Grievance” is a claim based upon an event or condition, which affects the welfare and/or conditions of employment of a paraprofessional or group of paraprofessionals and/or the interpretation, meaning or application of any of the provisions of this Agreement or any subsequent Agreement entered into pursuant to the Agreement.
2. An “aggrieved person” is the person or persons making the claim.
3. A “party in interest” is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

**B. Purpose**

1. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solution to the problems which may from time to time arise affecting the welfare or working conditions of paraprofessionals. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
2. Nothing herein contained will be construed as limiting the right of any paraprofessional having a grievance to discuss the matter informally with any appropriate member of the administration, and having the grievance adjusted without intervention of the Association, provided the adjustment is not

inconsistent with the terms of this Agreement and that the Association has been given the opportunity to be present at such adjustment and to state its views.

### **C. Procedure**

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

In the event a grievance is filed on or after June 1 which, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein will be reduced so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as in practicable.

A grievance shall be presented in writing spelling out the alleged violation by Article and Section and the relief being sought.

- 1. LEVEL ONE (1)** A paraprofessional with a grievance will discuss it with his/her immediate supervisor; and if not resolved, with the Assistant Principal, if applicable, or the Principal, with the objective of resolving the matter informally.
  
- 2. LEVEL TWO (2)**
  - a.** If the aggrieved person is not satisfied with the disposition of his/her grievance at Level One, or if no decision has been rendered within then (10) school days after presentation of the grievance, he/she may file his/her grievance in writing with the Chair of the Association's Committee or Professional Rights and Responsibilities (hereinafter referred to as the PR&R Committee) within five (5) school days after the decision at Level One or fifteen (15) school days after the grievance was presented, whichever is sooner. Within five (5) school days after receiving the written grievance, the Chair of the PR&R will refer it to the Superintendent of Schools
  - b.** The Superintendent will represent the administration at this level of the grievance procedure. Within ten (10) school days after receipt of the written grievance by the Superintendent, the Superintendent will meet with the aggrieved person and the principal of his/her building in an effort to resolve it.
  - c.** If a paraprofessional does not file a grievance in writing with the Chair of the PR&R Committee and the written grievance is not forwarded to the Superintendent within twenty (20) school days after the paraprofessional knew or should have known of the act or condition on which the grievance is based, then the grievance will be considered as waived.
  
- 3. LEVEL THREE (3)** If the aggrieved person is not satisfied with the disposition of his/her grievance at Level Two, or if no decision has been rendered within ten (10) school days after he/she has first met with the Superintendent, he/she may file the grievance in writing with the Chair of the PR&R Committee within five (5) school days after a decision by the Superintendent, whichever is

sooner. Within five (5) school days after receiving the written grievance, the Chair of the PR&R Committee will refer it to the School Committee. Within twenty (20) school days after receiving the written grievance, the School Committee will meet with the Aggrieved person for the purpose of resolving the grievance. The ultimate decision on the grievance at Level Three will, however, be rendered by the School Committee.

#### **4. LEVEL FOUR (4)**

- a.** If the aggrieved person is not satisfied with the disposition of his/her grievance at Level Three, or if no decision has been rendered within ten (10) school days after he/she has first met with the Committee, he/she may, within ten (10) school days after a decision by the School Committee, request in writing the Chair of the PR&R Committee to submit his/her grievance to mediation. If, after communication and meeting separately with the aggrieved person and the School Committee within ten (10) school days during the school year or twenty (20) working days during the non-school period, the PR&R Committee determines that the grievance is meritorious and that submitting it to mediation is in the best interest of the Millis Teachers Association, it may submit the grievance to mediation within fifteen (15) school days after receipt of a request by the aggrieved person by providing written notice of such decision to the School Committee.
  
- b.** Within ten (10) school days of submitting written notice of mediation, the Committee and the PR&R Committee will endeavor to agree upon a mutually acceptable mediator and to obtain a commitment from said mediator to serve. If the parties are unable to agree upon a mediator or to obtain such a commitment within a reasonable time period, a request for a list of mediators may be made to the American Arbitration Association by either party. The mediator will be bound by any rules and procedures of the American Arbitration Association in the selection of a mediator.
  
- c.** The mediator so selected will confer with the School Committee and the PR&R Committee and hold a mediation session, or multiple sessions if so desired, and will assist the parties in reaching a resolution of the grievance. Any recommendations provided by the mediator shall be non-binding and shall not be admissible in any forum except for the pending mediation to which it relates. The mediator shall not add to, detract from, alter or otherwise modify the terms of this Agreement
  
- d.** The costs for services of the mediator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses, will be borne equally by the School Committee and the Association.

#### **D. Rights of paraprofessionals to Representation**

No reprisals of any kind will be taken by the School Committee or by any member of the administration against any party in interest, any School Representative, any member of the PR&R Committee or any participant in the grievance procedure by reason of such participation.

**E. Miscellaneous**

1. If, in the judgment of the PR&R Committee, a grievance affects a group or class of paraprofessionals at a single building, the PR&R Committee may submit such grievance as a class action to the building principal. If the issue being grieved is a result of a system-wide policy initiated at the Superintendent’s level or if it affects paraprofessionals in more than one building, then a grievance may be submitted directly at Level 2.
2. Decisions rendered at Level One, Two and Three of the grievance procedure will be in writing setting forth the decision and the reason therefore and will be transmitted promptly to the parties in interest and to the Chairman of the PR&R Committee. Recommendations rendered at Level Four will be in accordance with the procedures set forth in Section C, Paragraph 4 (C).
3. All documents, communications and records dealing with the processing of a grievance will be filed separately from the personnel files of the participants.
4. Forms for filing grievances, serving notices, making appeals, making reports and recommendations and other necessary documents will be jointly prepared by the Superintendent and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.

**10. Wages (Salary Schedule Millis Paraprofessionals)**

It is understood by both parties that the wage grids below will be incorporated into the final collective bargaining agreement

**Contract Year One:  
September 1, 2019 – August 31,  
2020; Year One is retroactive to  
September 1, 2019.**

**Contract Year Two:  
September 1, 2020 –  
August 31, 2021**

**Contract Year Three:  
September 1, 2021 –  
August 31, 2022**

<b>Step</b>	<b>Para</b>	<b>Step</b>	<b>Para</b>	<b>Step</b>	<b>Para</b>
1	\$15.29	1	\$16.08	1	\$16.91
2	\$15.77	2	\$16.58	2	\$17.43
3	\$16.24	3	\$17.07	3	\$17.95
4	\$16.72	4	\$17.58	4	\$18.49
5	\$17.21	5	\$18.10	5	\$19.03
6	\$17.74	6	\$18.65	6	\$19.61
7	\$18.28	7	\$19.22	7	\$20.21
8	\$18.81	8	\$19.78	8	\$20.80

<b>9</b>	<b>\$19.38</b>	<b>9</b>	<b>\$20.38</b>	<b>9</b>	<b>\$21.43</b>
<b>10</b>	<b>\$19.97</b>	<b>10</b>	<b>\$21.00</b>	<b>10</b>	<b>\$22.08</b>
<b>SS-A-10</b>	<b>\$21.60</b>	<b>SS-A-10</b>	<b>\$22.71</b>	<b>SS-A-10</b>	<b>\$23.88</b>
<b>SS-B-15</b>	<b>\$22.67</b>	<b>SS-B-15</b>	<b>\$23.84</b>	<b>SS-B-15</b>	<b>\$25.06</b>
<b>SS-C-20</b>	<b>\$23.93</b>	<b>SS-C-20</b>	<b>\$25.16</b>	<b>SS-C-20</b>	<b>\$26.45</b>

Once an employee enters a Super Step level, such employee shall remain in that Super Step for a period of five (5) consecutive years before such employee progresses to the next Super Step.

Paraprofessionals who achieve a Registered Behavioral Therapist (RBT) certification shall receive an additional \$2.50 per hour if they are assigned to a posted RBT position. This differential rate applies only when employees are working as an RBT, as more employees will likely receive the RBT training and certification than the District has a need in some years.

Paraprofessionals who are not in an assigned RBT position but who successfully complete the RBT training and who keep their certification current through annual training shall receive an annual stipend of \$200.

- a.** It is agreed that for contract year September 1, 2019 through August 31, 2020, members of the Association will receive a two percent (2%) base pay increase (as reflected in the wage grids shown above).
- b.** It is agreed that for contract year September 1, 2020 through August 31, 2021, members of the Association will receive a two percent (2%) base pay increase (as reflected in the wage grids shown above).
- c.** It is agreed that for contract year September 1, 2021 through August 31, 2022, members of the Association will receive a two percent (2%) base pay increase (as reflected in the wage grids shown above).

This Agreement is subject to ratification by both parties. Both negotiating teams agree to recommend the above package for ratification.

FOR THE COMMITTEE:

FOR THE ASSOCIATION:

\_\_\_\_\_  
MILLIS SCHOOL COMMITTEE

\_\_\_\_\_  
MILLIS TEACHERS ASSOCIATION