

NORTHFIELD PUBLIC SCHOOLS

**WORKING CONDITIONS AND FRINGE BENEFITS OF
EDUCATIONAL INTERPRETERS FOR DEAF AND HARD OF HEARING**

July 1, 2010 through June 30, 2012

I. Hourly Wages

	<u>2010-11</u>	<u>2011-12</u>
Level A:	\$16.28	\$16.28
Level B:	\$18.14	\$18.14
Level C:	\$20.05	\$20.05

Level A: Interprets using sign language but does not meet requirements of Levels B or C.

Level B: Graduate of an approved interpreter training program or a bachelors degree in a related field but not certified by the agencies defined in Level C.

Level C: Graduate of an approved interpreter training program and certified by the National Registry of Interpreters for the Deaf, or National Association of the Deaf, or masters degree in one of the three following areas: Deaf Education, Rehabilitation for the Deaf and Hard of Hearing or Linguistics of American Sign Language.

II. Hours of Service

A. Work Day

The Special Education Coordinator or other designated supervisor shall establish the work schedule based on student needs and the demands of the job. The interpreter shall not work during hours that the student(s) is/are not in attendance at school, except as approved, and shall receive pay only for hours worked.

B. Work Year

The work year shall include days on which the student being served is in attendance at school plus additional days if needed as scheduled by the supervisor.

III. Fringe Benefits (for employees working 20 hours per week or more)

A. Holidays with Pay

Four per year - Memorial Day, Thanksgiving Day, Presidents' Day (when designated by School Board), and Labor Day. If President's Day is not designated as a holiday by the School Board, one (1) day will be substituted during winter break.

B. Sick Leave

Ten (10) days, prorated, accumulative to 178 prorated days.

C. Critical Illness/Bereavement Leave

Employees may be allowed up to ten (10) days per year of leave with pay in case of critical illness or death.

1. Bereavement leave may be used in the case of a death in the immediate family (immediate family is interpreted as spouse, children, mother, father, brother, sister, grandparents, grandchildren, or spouse's mother, father, brother, sister, brother-in-law or sister-in-law). Up to two (2) days leave allowance may be used for absence because of the death of friends or relatives outside the immediate family.
2. Critical illness shall mean an illness requiring hospitalization, or requiring medically necessary in home care of a child, spouse or parent, as defined in the Family and Medical Leave Act.

Time off for critical illness/bereavement shall be deducted from unused sick days.

D. Personal Leave

The employee may be granted a leave by the building principal or supervisor of no more than two (2) days, prorated, per year, non-accumulative, and with no loss of pay, the days used to be deducted from sick leave, for situations that arise requiring the employee's personal attention which are not covered by other provisions of this agreement.

E. School Conference and Activities Leave

In accordance with the provisions of MS.181.9412, the District will provide each employee with up to sixteen hours of school conference and activities leave during any twelve month period to attend school conferences or school related activities related to the employee's child, provided the conference, activity or observation cannot be scheduled during non-work hours. Such leave will be deducted from the employee's sick leave allowance.

G. Insurance

The employer will purchase the group insurance policies described in this section. The provisions of this section are merely descriptive of the coverage provided, and the eligibility of the employee for benefits shall be governed by the terms of the master insurance contracts in force between the employer and the insurers providing such coverage. The employer's only obligation under the policies described in this section is to make the premium payments as provided in this agreement, and no claim shall be made against the employer in the event of a denial of insurance benefits by the insurance carrier. Upon separation of employment, the district's contributions toward insurance benefits shall cease effective at the end of the month of the separation.

1. Health and Hospitalization

The employer will contribute \$442.76 toward the monthly premium for single coverage or \$884.60 toward the monthly premium for family coverage during the 10-11 school year and \$442.76 toward the monthly premium for single coverage or \$884.60 toward the monthly premium for family coverage during 11-12 school year under the district medical and hospitalization insurance plan if the employee wishes to enroll in the plan. If the employee works less than 32.5 hours per week, the employer contribution shall be prorated the same as for Education Assistants.

2. Life Insurance

The employer will pay the full premium for group term life insurance in the amount of \$25,000. The employee may purchase additional term life insurance in increments of \$25,000 up to a maximum of \$100,000 at the group rate upon evidence of insurability and acceptance by the carrier. The cost of such additional coverage shall be paid fully by the employee through payroll deduction.

3. Income Protection

The employer will pay the full premium for coverage under the district's long-term disability insurance plan. There shall be a 60-day waiting period before disability income protection goes into effect.

4. Dental Insurance

The employer will contribute up to \$20.62 per month per employee for single coverage, and \$50.66 per month for family coverage under the district's dental insurance plan. If the employee works less than 32.5 hours per week, the employer contribution shall be prorated the same as for Education Assistants.

F. Travel Expenses

The employee shall be eligible for a mileage reimbursement if a personal vehicle is used for School District business. The rate shall be established by the Board of Education.