

JESUP COMMUNITY SCHOOLS

“High Expectations, High Achievement”



Minutes for Meeting of the Labor-Management Committee- Paraeducators

October 20, 2021, 4:00 P.M
PK-8 Media Center



- **Call Meeting to Order and Record Committee Members Present and Absent**
 - Meeting was called to order at 4:00 p.m. Present: Char Weber, Heather Kane, Bobbi Hickman, Nathan Marting, James Masteller, Andrea Covington. Absent: Trisha King

- **Discussion on Successes and Challenges From Past Month**
 - Overall friendliness and welcoming attitude of support staff was recognized as a strength.
 - Positive feedback from teachers was shared in the value and appreciation of the work paraeducators do.

- **Discussion Items**
 - Wages
 - Discussion on need to remain competitive not only with other school districts, but also local private businesses
 - A review of current employee pay rates as compared to the hiring schedule will be conducted.
 - Discussion on sub pay rates as compared to para rates when subbing outside of the duties as a paraeducator.
 - Supplemental Pay
 - A review of paid vs unpaid leave for coaches when leaving for coaching responsibilities
 - A review of paraeducator certification bonus as it applies to non-traditional job duties.
 - Leave/Absences
 - A review of the change to sick leave being able to be used for either personal or family sick and the implications of having to use all current allocation of leave before using banked leave.
 - A review of personal sick leave for paraeducators when their 1:1 student is absence the same day.
 - Discussion on a reduction in total sick leave, but increased flexibility.

- **Other General Discussion Items**
 - Updates on ADA accessibility throughout the district

- Discussion on individual request for changes in key card access times
 - Discussion on changes in food condiment access for non-paid lunches
 - Discussion on paraeducator access to IEP meetings when parent requested as well as access to IEP documentation for paraeducators
 - A review of last year's meeting progress monitoring document
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- **Adjournment**
 - Meeting adjourned at 5:37 p.m.