

# JESUP COMMUNITY SCHOOLS

“High Expectations, High Achievement”



## Agenda for Meeting of the Labor-Management Committee- Paraeducators

November 17, 2021, 4:00 P.M

PK-8 Media Center



### **1. Call Meeting to Order and Record Committee Members Present and Absent**

Called to order at 4 p.m. Present: Trisha King, Heather Kane, Bobbi Hickmam, James Masteller, Andrea Covington, Nathan Marting Absent: Char Weber

### **2. Discussion on Successes and Challenges From Past Month**

- Cupcakes for American Education Week were greatly appreciated
- Noted that the changes made in the high school in regards to paras were positive

### **3. Discussion Items (Follow-ups)**

#### **a. Wages**

- i. Hiring schedule and pay for current employees was determined to be in line with one another
- ii. Substitute pay for employees working outside of their regular areas was determined to be appropriate
- iii. Insurance was reviewed. To offer an insurance stipend to all staff not currently covered would be in the range of \$346,000 to \$575,000 depending on coverage. The district is continuing to look at all possible options to consider.
- iv. A review of current pay rates to comparable markets was reviewed in order to remain competitive.

#### **b. Supplemental Pay**

- i. The differences between salaried and hourly employees who need to leave early for coaching responsibilities was discussed.
- ii. The application of para certifications for specific job duties was discussed as well as reviewed by the administrative team.

#### **c. Leave/Absences**

- i. Expanded use of family sick leave was discussed.
- ii. Concept of converting accumulated sick leave to personal or mental health days was discussed.
- iii. Concept of developing shared sick leave banks was discussed.

### **4. Other General Discussion Items**

- Update on vaccine mandate- now hearing that it may be put on hold but waiting for official notice
- eSports being added to the Supplemental Schedule as a paid position
- Continued discussion on options for health insurance coverage for support staff
- Possibility of Central Rivers AEA offering in-house para certification was discussed
- The restrictions on condiments being restricted for individuals who bring their own lunches was discussed.
- Para educators can be present (and paid) to attend IEP meetings only when requested by the parent.
- Changes to individual key card access time can be approved if requested

## **5. Adjournment**

- a. Meeting adjourned at 4:50 p.m.