



PSRP Contract Ratification Info Session Questions

Q: I'm at the top of the pay scale as an instructional Para. Am I eligible for the retroactive 1.8% or the \$700.00?

Answer: Yes. Every member in the PSRP bargaining unit is eligible for the retroactive pay increase if the contract is ratified.

Q: Have pathways been created for movement between pay scales?

Answer: If you are at the top of a pathway, you can move to the next pathway based on a satisfactory, effective or highly effective rating.

Q: The contract states: Article 12: 7. Evaluations All employees shall be evaluated annually, with a mid-year performance review. Until such time as the Board has fully implemented an online evaluation, every employee subject to this Agreement shall be given a hard copy of their annual evaluation which shall be signed and dated by the supervisor and the employee. a. A committee shall be established comprised of six (6) persons, three (3) appointed by the Board and three (3) appointed by the

Union, who shall meet during the 2017-2018 school year to conduct a review of PSRP classifications and movement from one job title to another. Do we know if this was ever done and who might we be able to speak to to determine the outcome if it was addressed?

Answer: In negotiations we reviewed all PSRP job titles and added many job titles that will now be listed in Addendum II (up to 262 from 118). Obsolete job titles, remain, and are listed in Addendum II as well.

Q: Article X : 10. Salary changes for college credits earned will be made effective the beginning of the second payroll period following the receipt and recording of the credits. How do college credits earned equate to a salary change? How many credits are needed for advancement? Where and how are they submitted? Is the information stored in ERP similar to AUs for teachers?

Answer: College credits earned would place an individual on the paraeducator pay scale only. There are no AUs, and no interval movement similar to the Teacher Agreement.

Q: How do we find out where we are within our steps?

Answer: Steps no longer exist, and have not existed for the last few contracts. They are now called intervals. Likewise, salary lanes have been renamed pathways. You should be able to locate this information in ERP.

Q: How and when do you get a longevity increase for 10yrs and if you're actively taking college credits how do

you submit it as a para and do this change your pay rate?

Answer: Longevity increases should occur in the pay period after you reach 15 years. You cannot receive a pay increase for college courses unless you are moving from an instructional or non-instructional position into the paraeducator pathway.

Q: I had summer employment at North Avenue from July to mid August. Will I get retroactive on that work assignment as well?

Answer: No. The PSRP Agreement does not cover summer employment.

Q: Can you discuss longevity and college degrees?

Answer: Longevity is earned over time. After 15 years, get a bump in the para pay scales 1-9. There is no longevity bump for the other pay scales. College degrees allow you to change positions.

Q: If an employee started working in September 2020 are they eligible for the retro pay?

Answer: Yes.

Q: How do I find out if my steps are correct?

Answer: Previous years of experience and experience since. Reach out to your field rep.

Q: I'm at 15.7 years, will I receive a pay increase?

Answer: Should get retroactive pay increase as well as a longevity increase if on the para scales.

Q: Are secretaries addressed in this contract? Are they able to get credit for college or AUs or anything similar?

Answer: Secretaries are part of the PSRP bargaining unit. PSRPs do not get AUs or increases for college credit.

Q: I did not receive Longevity on my 25th year.

Answer: Depends on the date of hire, if before Jan 1 will see it Jan 1, if after Jan 1 will see it July 1

Q: I am a PreK Para. Is it true the State pays my salary, If so do I receive all these benefits?

Answer: Yes, you are within the PSRP bargaining unit so you receive all these benefits

Q: How do you see longevity on your paycheck?

Answer: You will see it on ERP and see the adjustment in your career pathways. It is not a lump sum. It is added to your hourly rate

Q: I am a secretary and have been in the system for 31 years. Am I eligible for any more step increases?

Answer: If you are at the top of the scale, no.

Q: Will Paras ever be entitled to pay all year?

Answer: No because you are considered hourly employees, not exempt (salary), so your pay can not be estimated and stretched out for a year.

Q: I never received my longevity pay ever. I'm a Paraeducator for 23 yrs.

Answer: Contact your field representative to look into it.

Q: What is the top scale amount for paras?

Answer: Depends on what pay scale you are in.

Q: When being hired recently (this summer), the job description for Staff Specialist had a salary cap. The cap did not take into account current education or previous years of service. Is there an opportunity for a salary review to be completed to ensure we are on the correct salary scale?

Answer: A field rep can help you with this, but if there is a cap on the payscale we cannot change that. But if it is not the correct payscale, that can be reviewed.

Q: Is a copy of the new job classifications listed so, we can see the new titles and responsibilities?

Answer: The contract has the names and pay scales, but not the job descriptions.

Q: I saw we are getting a 1.8% increase or \$700. How is

this determined?

Answer: You find the 1.8% or \$700 by taking the yearly amount you earn and multiply it by 1.8%. If it is higher than \$700 you get that higher amount. If it is lower than \$700 you get \$700. It gets added to your salary, not a lump sum.

Q: So what are the benefits for school secretaries in this contract? Are there any opportunities for upward mobility for School Secretary?

Answer: The benefits for secretaries are the same as all other members of the PSRP bargaining unit. No special ladders for secretaries.

Q: What is the year salary for a Special Ed Para 27 yrs?

Answer: That would be at the top of the payscale plus longevity.

Q: Why doesn't the Para's pay scale go up when their education level goes up? Ex. BA or MA degree?

Answer: The school system has never been interested in increased pay with additional education for PSRPs.

Q: I am a special education para educator and have been in the system for 16 years and on the 829 scale I just graduated with my AA degree with that said, will I be moved to another pathway/scale?

Answer: No, you get the 1.8% and longevity but no other

scale.

Q: What is an Opportunity Culture Reach Associate?

Answer: [Opportunity Culture](#) is a program that the school system brought in, mostly for the teacher bargaining unit. There is a position in the PSRP bargaining unit for assisting teachers in the program. It was a stipend position and we bargained for it to add \$2500 to base salary.

Q: Why is the pay increase so low? When Paras get an increase, it's no more than 50¢.

Answer: The 1.8% pay increase is the same as what the teachers negotiated. Unless the federal govt comes up with money to assist state and local funding, there will probably not be any raises in the next year of this contract.

Q: How are layoffs determined? Is it strictly by number of years in the system or are specific titles also considered? For example, would a para who is labeled as Prek remain on the job because Prek paras are essential, even though he or she may have less years in the system than a kindergarten para?

Answer: Layoffs occur in different areas and may have greater need in different areas. The union has no power in determining in what areas reductions occur. In addition to seniority, the district also applies your evaluation in consideration.

Q: So how can a Para move up in the school system after receiving their degree?

Answer: Would need to apply for another position in the system that requires that degree. Including moving to being a teacher (there is a PSRP to Teacher program).

Q: I arrived at the meeting late... can I view this information on the BTU website ?

Answer: Yes, on the BTU website PSRP tab...

<https://www.baltimoreteachers.org/psrps/>

Q: Can the union fight for more pay for those who have a BA or Masters degree?

Answer: There are positions that require a BA or MA degree and we fight for them as well.

Q: When I came into the school system over 14 years ago, they put me in a low pay rate with a degree. How can I get a better pay rate?

Answer: By applying for another position that requires that degree. If you feel your salary is incorrect, contact your field rep.

Q: For the hybrid model if you work with regular Ed pre-k/kindergarteners who are not coming to school right now, will they still be virtual?

Answer: Not sure how to answer that right now. Trying to get answers of what a partial or full hybrid will look like. Is why we are asking for a full virtual 1st semester. The CEO does have the power of assignment. But we will continue

to fight to stay virtual and keep people safe.