

AGREEMENT

between the

SILVER LAKE REGIONAL SCHOOL COMMITTEE

and the

AIDE EMPLOYEES

2019-2022

General Provisions

1. All Aide personnel are directly responsible to the School Administration or their designee.
2. Aides working fewer than twenty (20) hours per week are not entitled to receive benefits.
3. Aide personnel are responsible for all duties connected with their employment in and around the school building as designated by the School Administration.
 - a. Aide personnel fall into two groups: Instructional Aides and Other Aides. Instructional Aides provide instructional support to students. Other Aides work in other roles, such as but not limited to, clerical services, cafeteria, and playground supervision.
 - b. All Instructional Aides in school-wide Title I schools must be Highly Qualified by NCLB (No Child Left Behind) standards.
 - c. All Instructional Aides in Targeted Assistance Title I schools, paid with Title I or II funds, must be Highly Qualified by NCLB standards.
4. Newly employed Aides will be placed on Step 1 except as noted in #12.
5. Advancement of steps will start at the beginning of a school year with the recommendations of the School Administration.
6. Holiday pay shall be given as follows to eligible Aide employees who are regularly scheduled to work twenty (20) hours or more per week, provided that such holiday falls on a day which would be a scheduled workday for such employee if it were not a holiday:

Labor Day	New Year's Day
Columbus Day	Martin Luther King Day
Veterans Day	Good Friday
Thanksgiving Day	Memorial Day
Friday after Thanksgiving	
7. Aides and Paraprofessionals during their first year of employment shall be entitled to one (1) sick day per month up to a maximum of ten (10) sick days during the school year. At the commencement of the second year of employment, the employee shall be credited with an additional ten (10) sick days. A day is defined as equal to the number of hours a day that the Aide is assigned to work. The school district reserves the right to require at its discretion a doctor's note in case of an absence of five (5) or more consecutive workdays or repeated absence of short duration. For regular full time aides the maximum accumulation of sick time is 30 days.

8. Aides will receive a full day for any snow days or other weather related day called – as long as they are counted as a full day for students and do not have to be made up.
9. Aides who work at least twenty (20) hours per week may be allowed one (1) day leave for self-improvement with pay per year which shall be non-accumulative and shall have prior permission from the principal or her/his designee. Aides who work at least twenty (20) hours per week may attend and be paid for the two (2) system-wide Professional Development days per year. Aides who work at least twenty (20) hours per week are eligible to voluntarily participate in the district professional development programs after school and during the summer.
10. The employer shall grant all regular full time aides one personal day with pay for the purpose of conducting necessary and important personal business provided that the employee submits a timely written request in advance setting forth reason therefore. It will be up to the Superintendent's discretion whether to allow employee(s) such days preceding or following holidays or vacation periods.
11. Aides who work at least twenty (20) hours per week and have been employed in a capacity covered by this contract shall be entitled to longevity payments as follows:

Years of Employment	Longevity Pay
10	\$450
15	\$600
18	\$650
20	\$700

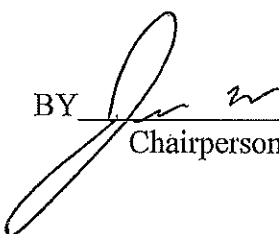

12. Bereavement leave will be a maximum of three (3) week days up to and including the day of the funeral for immediate family—spouse, child, mother, father, son-in-law, daughter-in-law, mother-in-law, father-in-law, sibling, grandparent or grandchild—of aide personnel, or a significant family member.
13. Any employee of the Silver Lake Regional School District regularly scheduled to work twenty (20) hours or more per week is eligible to participate in the Group Insurance Plans offered in the Silver Lake Regional School District.
14. The Superintendent reserves the right to hire any non-teaching personnel at a higher step than minimum, if in the opinion of the Superintendent the applicant possesses skills essential to the well-being of the system.
15. For the purpose of interpretation the work year shall be from the first regular day of school in one calendar year to the last regular day of school in June of the next calendar year.

16. The Agreement shall be effective July 1, 2019 and shall continue in effect to and including June 30, 2022. The Agreement shall thereafter automatically renew itself for successive terms of one year, unless by October 1 prior to expiration of the Agreement, either the Committee or the employee shall have given the other written notice of its desire to amend or terminate this agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed by their duly authorized officers and representatives on the day and year first above written.

SILVER LAKE REGIONAL SCHOOL
DISTRICT COMMITTEE

SILVER LAKE AIDE EMPLOYEES

BY		
	Chairperson	Representative
	Date	Date

Silver Lake Regional School District

Aides Salary Schedule

July 1, 2019 through June 30, 2020 (3%)					
FY20	Step 1	Step 2	Step 3	Step 4	Step 5
	16.09	16.73	17.51	18.44	19.67

July 1, 2020 through June 30, 2021 (1.5%)					
FY21	Step 1	Step 2	Step 3	Step 4	Step 5
	16.33	16.98	17.77	18.71	19.97

July 1, 2021 through June 30, 2022 (1.5%)					
FY22	Step 1	Step 2	Step 3	Step 4	Step 5
	16.57	17.23	18.04	18.99	20.27

