

COLFAX-MINGO COMMUNITY
SCHOOL DISTRICT

and

AFSCME/IOWA COUNCIL 61

NEGOTIATIONS

FY 2018-2019 Contract
and
FY 2019-2020 Contract



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ARTICLE I: WAGES

Section 1 Wages

The employees covered under this contract have agreed to a per hour wage schedule for the 2018-2019 school year as follows:

| | <u>2018-2019 Hourly Wage</u> |
|---|---|
| <u>Associates</u> | |
| Base Hourly | \$13.65 |
| With Generalist Certification* | \$14.15 |
| <u>Administrative Support Staff</u> | \$14.70 |
| (Secretary, SIS Manager, Assistant to Business Manager) | |
| <u>Non-Administrative Support Staff</u> | \$14.70 |
| (At-Risk/Dropout Director Support) | |
| <u>Maintenance</u> | \$17.65 |
| <u>Custodian</u> | \$13.65 |
| <u>Nutrition Employees</u> | \$13.65 |

*After successful completion of Paraeducator Generalists Certification Program [See Appendix A for general program summary], Associates with a Generalist Certification will receive an additional \$0.50 upon the base hourly rate. Employees successfully completing the program during the 2018-2019 school year will receive a payment of the additional rate retroactive to the start of the school year in via a lump sum payment to be paid no later than May 30, 2019.

Section 2 Reopener for 2019-2020

Either party may request that this Agreement be reopened for the sole purpose of negotiating wages for the contract year July 1, 2019 through June 30, 2020.



ARTICLE II: TERMINATION OF AGREEMENT

The terms and conditions of this Agreement shall continue in full force and effect from July 1, 2018 through June 30, 2020.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their duty authorized representatives the 21 day of May, 2018.

AFSCME/IOWA COUNCIL 61,
LOCAL 2023

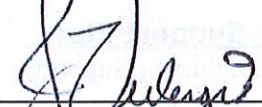


Adam Swihart, AFSCME Council 61 Rep.




Colfax-Mingo CSD AFSCME Rep.

COLFAX-MINGO
COMMUNITY SCHOOL DISTRICT



Jim Verlengia, CMCSO Superintendent



Mary Poulter, CMCSO Board President



Colfax Mingo CSD - 2018-19

Paraeducator Generalists Certification Online Courses

- 3 separate courses, each equal 2 credits
- Total of 6 credits/90 clock hours for the certification
- Certification valid for 5 years – 2 LR credits needed to renew within the 5 years
- Additional – Paraeducators who work in special education settings and who hold a generalist certification may complete course work to serve as an authorized substitute for the special education teacher they are assigned to (Substitute Authorization course offered by Heartland).

Location: Colfax-Mingo Elementary

Overview of Paraeducator Generalist Certification Courses (End of 2017-18)

- May 9, 2018 – 8:00am – 9:00am

Foundations Course I (Start of 2018-19)

- August 17th – 8:30am – 3:30pm w/hour for lunch
- August 29th – 3:30pm – 5:30pm (I think we will need this 2nd F to F with this course)
- Sept. 10th – 3:30pm – 4:30pm (Assignments due)

Instructional Support Course II

- October 3rd – 3:30pm – 5:30pm
- October 10th – 3:30pm – 5:30pm (If needed)
- October 24th – 3:30pm – 4:30pm (Assignments due)

Behavioral Supports Course III

- March 8th - 8:30am – 11:30am
- March 20th – 3:30pm – 5:30pm (If needed)
- April 1st – 3:30pm - 4:30pm (Assignments due)

Cost for Heartland Courses: Total of \$360 per person

- Paraeducator Generalist Foundations Course I = \$120 per person
- Paraeducator Generalist Instructional Support Course II = \$120 per person
- Paraeducator Generalist Behavioral Support Course III = \$120 per person

Cost for Certification Application through BoEE:

Total \$118

- Application fee - \$40
- Background Check fee - \$75
- Credit card use - \$3

Total \$115

- Payed by check

Fingerprinting can be done at the BoEE electronically, which is a part of the background check, or done at local law enforcement office. (Check into coming to the school?)

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Main Content

Paraeducator Certification

Often working without fanfare and behind the scenes, paraeducators are many times the lifeline for teachers to provide the individual attention students need to unlock their potential. Through continuous daily successes, students are frequently given the opportunity to maximize their education because of the efforts of paraeducators.

Why is certification beneficial?

A certified paraeducator is prepared to begin employment aware of instructional strategies, behavioral strategies, working with a diverse student population, working in a variety of educational settings, developing professional relationships with other educational staff members and ethical responsibilities of the profession.

As many school districts require paraeducators to hold an Iowa Paraeducator Certificate in order to be hired, a certified paraeducator is more likely to be hired over someone who is not certified.

Paraeducator Generalist Certification - Level I

Prerequisite for Obtaining Certification

The Iowa Board of Educational Examiners (BoEE) requires that all individuals applying for a Paraeducator Generalist Certification must be a minimum of 18 years of age and must have a high school diploma or graduate equivalent diploma (GED). The BoEE will accept the following types of verification:

- Photocopy of high school diploma
- Photocopy of high school transcripts with graduation date
- Photocopy of certificate of GED completion
- Letter from school district the applicant graduated from with year graduated listed
- Letter from GED program completed including year completed
- Letter from State Department of Education verifying graduation or GED completion

Paraeducator Generalist Certification Courses

To obtain a Paraeducator Generalist Certification, you must successfully complete the following three courses:

Course 1: Paraeducator Generalist Certification Program - Course I Introduction/Foundation

This course is the introduction to the necessary skills paraeducators will need to be prepared to meet the demands of their supportive roles within a classroom. Included in this course are the foundational skills for working as a paraeducator in Iowa schools and essential skills for providing ethical and professional practice.

Course 2: Paraeducator Generalist Certification Program - Course II Instructional Support

This course will include the essential skills for developing learning environments, content and instruction and ethical and professional practice competencies. Participants will gain the skills and strategies needed to implement, assist, support and maintain a safe environment, educational activities, team interventions and technology integration when working with colleagues, students, parents and others.

Course 3: Paraeducator Generalist Certification Program - Course III Behavioral Supports

Prerequisite: The participant must have completed Paraeducator Courses I and II before taking this course.

Participants will gain knowledge, skills and strategies to assist, support and maintain the positive social, emotional and behavioral development of children. This course will continue to include the essential skills for developing ethical and professional practice competencies.

Each of the three Paraeducator Generalist Certification courses involves face-to-face meetings and completion of online units. Participants need to have access to a computer and the Internet to complete these courses.