

Non-Certified Advisory Council

Q&A

November 10, 2015

Our non-certified staff would like to know if they will be getting rewarded for perfect attendance?

*Employees who do not take sick days **can** use the days to increase the number of **months/years** they can add to their retirement. That in itself should make everyone realize the value of staying healthy. For example a 10 month employee earns 10 sick days per year. Multiply this over 20 years and you get 200 days. That means you can add a whole year to your retirement (21 years instead of 20). That is an **AWESOME REWARD** and a great way to increase your retirement checks. – Dianne Meiggs*

Will 12 month employees ever get built in annual leave days like the 10 month employees for Christmas & Spring Break?

*Annual Leave Days are Annual Leave Days. Ten month employees **MUST** use the "Built-In" annual leave days (10) as scheduled. Twelve month employees have the **OPTION** to work on the "Built-In" days or they can **CHOOSE** to use annual leave on those days.*

Regardless if you are 10 or 12 months everyone earns the days based on a formula: Example 12 month employees who have 0-5 years earn 14 Annual Leave Days, 5-10 years earn 17 Annual Leave Days, 10-15 years earn 20 Annual Leave Days, etc. If you are unsure about how many annual days you earn contact Dorothy Lamb, Benefits Specialist. – Dianne Meiggs

We recently had a required Professional Development day and an optional workday on October 29th and 30th. Now that some teacher assistants have been granted regular hours again, how are we to make up that time if we are not participating during the required Professional Development workdays? Are we allowed to participate during the required Professional Development workdays? Are there going to be workshops for teacher assistants during the required Professional Development workdays?

These questions were answered last month and are reprinted below. – Larry Cartner

The Teacher Assistants that kept their positions are now paid hourly. With the new budget, why were they not returned to salary and new hire to hourly?

Classified personnel are hourly employees. That is one reason why they clock in and out each day. ECPPS provides a courtesy for teacher assistants called "income averaging" for pay periods. That means that a teacher assistant that works 7.84 hours each day gets paid in equal checks for the school year. Some months have holidays, annual leave, and non-student days which would make checks smaller. ECPPS averages the total hourly time with all of the leave to make the checks equal each month so no one has a hardship especially during December and March. Your actual check is then adjusted if you take sick days or other leave. – Dianne Meiggs

Are non-certified staff members such as teacher assistants able to take part in professional development on mandatory teacher work days?

Example taking a technology class like google docs. We strongly encourage teacher assistants to participate in professional development activities. If you are interested in attending please make sure you complete the registration information. Sometimes we do have a limited number of seats. Note: If you are not scheduled to work on a Teacher Workday you may still attend but you will not be compensated for the time. – Dianne Meiggs