

PTA Proposal X4

Translation Services

Presented by Pembroke Teachers Association on Wednesday, January 15, 2025 [Rough Draft]

The Pembroke Teachers Association proposes the following new article related to Translation Services.

Article ____: Translation Services

- A. Members who provide translation services to the District shall be compensated for their skills and service.
 - a. Incidental oral translations lasting less than a half hour in a single work day shall be compensated at a flat rate of twenty-five dollars (\$25.00).
 - b. Oral translations lasting more than a half hour in a single work day shall be compensated for real time of the service provided, reported on a timesheet, at the rate of fifty dollars (\$50) per hour.
 - c. Written translations for internal staff comprehension purposes shall be compensated at a flat rate of twenty dollars (\$20) per page.
 - d. Editorial review of documents written in the target language or translated by others shall be compensated at a flat rate of twenty dollars (\$20) per page.
 - e. Written translations for external and/or official communications shall be compensated at a flat rate of forty dollars (\$40) per page.
 - f. All compensation for translation services shall be in addition to the Member's normal compensation.
 - g. All compensation for translation services shall be paid to the Member within fifteen (15) days of when the translation services were provided.
- B. Members shall have the right to refuse to provide translation services.
- C. The District shall keep a record of all compensation paid to Members under the terms of the Article and provide Members with a copy of their accounting for translation work, hours, pages, and compensation by July 15 each year.

In order to settle this agreement, the parties will negotiate a translation services claim form, which shall be attached to this agreement as an appendix.