

# PTA Proposal D2

## Longevity

*Presented by Pembroke Teachers Association on Tuesday, February 11, 2025*

The Pembroke Teachers Association proposes the following changes to Article XIII Longevity for Unit D for the 2025-2028 collective bargaining agreement:

### ARTICLE ~~XIII~~ **13** LONGEVITY

**~~Any paraprofessional first employed before September 1, 2011 shall receive the following compensation:~~**

**Members shall receive the following compensation for their service:**

Years of Completed Service	Longevity Payment
1 <b><u>through</u></b> 5 years	5 x per diem rate +\$450.00
6 years	6 x per diem rate +\$450.00
7 years	7 x per diem rate +\$450.00
8 years	8 x per diem rate +\$450.00
9 years	9 x per diem rate +\$450.00
10 years	10 x per diem rate +\$550.00
11 years	11 x per diem rate +\$550.00
12 years	12 x per diem rate +\$550.00
13 years	13 x per diem rate + <del>\$550.00</del> <b><u>\$650.00</u></b>
14 years	14 x per diem rate + <del>\$550.00</del> <b><u>\$650.00</u></b>
15-19 years	15 x per diem rate + <del>\$600.00</del> <b><u>\$700.00</u></b>
20 <b><u>through 24</u></b> years +	20 x per diem rate + <del>\$650.00</del> <b><u>\$750.00</u></b>
<b><u>25 through 29 years</u></b>	<b><u>25 x per diem rate +\$850.00</u></b>
<b><u>30 years +</u></b>	<b><u>30 x per diem rate +\$950.00</u></b>

**~~Any paraprofessional first employed on or after September 1, 2011 shall receive the following:~~**

<b><del>Years of Completed Service</del></b>	<b><del>Longevity Payment</del></b>
<b><del>7 years</del></b>	<b><del>\$1,200</del></b>
<b><del>10 years</del></b>	<b><del>\$1,450</del></b>
<b><del>14 years</del></b>	<b><del>\$1,700</del></b>
<b><del>19 years</del></b>	<b><del>\$1,950</del></b>
<b><del>24 years</del></b>	<b><del>\$2,200</del></b>
<b><del>29 years</del></b>	<b><del>\$2,450</del></b>

The longevity payment shall be added to the annual salary of eligible employees and paid out each year in one lump sum payment in the first paycheck of December.