

PTA Proposal E3

Longevity

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

The Pembroke Teachers Association proposes the following changes to Unit E Article XIII Longevity for the 2025-2028 contract year:

- Editorial changes
- Increases to the current longevity rates as listed below
- Adoption of the same longevity scale as Unit D
- Change to payment deadline

Article ~~XIII~~ **13** Longevity

- A. Permanent ~~cafeteria employees~~ **Members** shall be paid ~~\$750.00~~ **eight hundred dollars (\$800)** for longevity ~~after for each of their ten~~ **after for each of their 10th through 14th** years of consecutive service ~~in any position in Pembroke Public Schools. at the beginning of the ensuing school year~~
- B. Permanent ~~cafeteria employees~~ **Members** shall be paid ~~\$800.00~~ **one thousand dollars (\$1,000)** for longevity ~~after for each of their ten~~ **after for each of their 15th through 19th** years of consecutive service ~~in any position in Pembroke Public Schools. at the beginning of the ensuing school year~~

Members shall receive the following compensation for their service:

Years of Completed Service	Longevity Payment
1 through 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 + \$550.00 \$650.00
14 years	14 x per diem rate + \$550.00 \$650.00
15-19 years	15 x per diem rate + \$600.00 \$700.00
20 through 24 years +	20 x per diem rate + \$650.00 \$750.00
25 through 29 years	25 x per diem rate +\$850.00
30 years +	30 x per diem rate +\$950.00

Unit E	
10 years	\$750
15 years	\$800

- C. Years of consecutive service shall include years employed in the Silver Lake Regional School District.
- D. Longevity payments shall be made in a separate deposit no later than June 30 of the year in which they have been earned.