

# PTA Counter Proposal X4.1

## Translation Services

*Presented by Pembroke Teachers Association on Wednesday, April 30, 2025*

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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.~~
  - a. Oral translation and interpretation for parent conferences and/or other meetings without legal context (classified by DESE as Tier 2) lasting less than a half hour in a single work day shall be compensated at the flat rate of twenty-five dollars (\$25.00).
  - b. Oral translation and interpretation for parent conferences and/or other meetings without legal context (classified by DESE as Tier 2) 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 twenty-five dollars (\$25.00) per hour.
  - c. Oral translation and interpretation for specialized meetings including IEP meetings, 504 meetings, or other meetings with a legal context (classified by DESE as Tier 3) lasting less than a half hour in a single work day shall be compensated at the flat rate of fifty dollars (\$50.00).
  - d. Oral translation and interpretation for specialized meetings including IEP meetings, 504 meetings, or other meetings with a legal context (classified by DESE as Tier 3) 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 (\$50.00) per hour.
  - e. Written translations for internal staff comprehension purposes shall be compensated at a flat rate of twenty dollars (\$20) per page.

- f. 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.
  - g. Written translations for external and/or official communications shall be compensated at a flat rate of forty dollars (\$40) per page.
  - h. All compensation for translation services shall be in addition to the Member's normal compensation.
  - i. 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.*