

# PTA Proposal X15

## Cell Phone Reimbursement

*Presented by Pembroke Teachers Association on Wednesday, June 11, 2025*

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The Pembroke Teachers Association proposes the following new language, to be added to the appropriate compensation portion of the CBA for each unit:

**When a Member is required to have a personal communication device for their work and/or as an employee of the District:**

- A) The District shall pay the Member a monthly premium of one hundred dollars (\$100) per month.**
- B) Examples of conditions that may qualify as a requirement to have a cell phone for work or as an employee of the District include but are not limited to:**
  - (1) Requirement to have or use a personal communication device for communication with the main office/administration, including for field trips and out-of-district travel.**
  - (2) Requirement to use an app to access benefits, report on grades/student behavior/educational plans/work performance/building conditions, or track personal or student attendance.**
  - (3) Requirement to use an app or personal communication device to access secure spaces and respond to emergencies**