

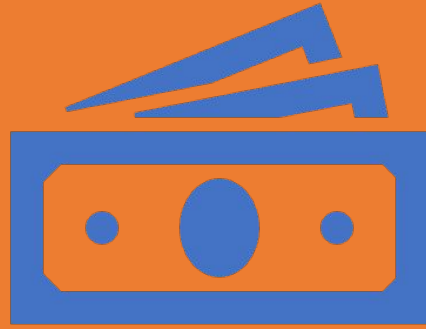


What does the TOTEM Association do for you!

PRSP-Paraprofessional and School-Related Personnel

-per last ASD download-Totem employees 1059

TOTEM DUES PAYING members 673



Breakdown of dues

\$59.79 F/T

Employee 30-40 hours per week

\$31.20 P/T

Employee 15-30 hours per week

Union dues breakdown is based on full time employees contribution and prior to the 12 cents increase on Sept 1st 2023.(at the time of printing)

\$59.79 divided as follows:

PER YEAR

\$.60 AD&D a year

\$23.00 TOTEM Association a year

12 months dues taken out over 9 month pay period

PER MONTH

- \$19.83 APEA operations
- \$19.98 AFT National Per Capita
- \$0.20 Central Labor Council per Capita
- \$1.70 State AFL-CIO per Capita
- \$0.75 EPIC (Employee Public information Committee)

Topics of bargaining

- ★ Full Time Release President.
- ★ 8 hours per day, 5 days per week.
- ★ There is no overtime allotted.
- ★ Mandatory to hold seat on EPIC board.
(outside business hours)
- ★ Sits on other boards as a volunteer.
- ★ Annual draw of 3 hours unless more is needed. If we have less members then additional draws may occur.
- ★ Elected by TOTEM members
- ★ Paid by the TOTEM wage Scale
- ★ Based on the same step increases.
- ★ **APEA gives TOTEM Association \$60.00 per dues paying member as a discount for a Full Time Release President.**

Topics of bargaining

Wellness day-each TOTEM employee allotted one per year. It is use it or lose it.

Sick Leave Bank-TOTEM member opts in to make donations to the bank. Employee can apply for when out of leave for personal illness only. Eligibility based on years of service and hours per day worked.

Catastrophic Leave-catastrophic illness or extreme hardship submit to TOTEM President.

Bereavement Leave-In the event of a death of immediate family. May use 5 days of accrued leave.

Unpaid Leave-Unpaid leave shall not be granted until compensatory time and annual leave have been exhausted, with the exception of Winter and Spring breaks as identified on the school calendar.

Overtime-Mandatory prior supervisor approval only.

Holiday-Holidays

Oct 9th and April 19th. NEWs from ASD.

★ Only guaranteed for the current contract, must be negotiated in each contract



- ★ Spring Conference Classes
Example: 1st aid/CPR, Conscious Discipline, Data collection, Mindful brain, SEL, Keeping your cool, etc.
- ★ Trainings and Professional Leave for meetings, conferences seminars, and or classes.
- ★ Trainings ASD requires for specific job titles
- ★ 1st Aid/CPR
- ★ NCI
- ★ Behavior
- ★ Additional resources needed.

Topics of bargaining

You can increase your pay if you have any of these degrees. Submit to Talent Management.

Professional Certificates-determines increase added to pay rate.

A. Professional Standards Program (PSP) Certificate Increase

Basic 2%

Associate Professional 2%

Associates Degree 3%

Advanced I 4%

Advanced II 4%

Advanced III 6%

Bachelor's Degree 6%

Master's Degree 7%

Doctorate Degree 7%

Certified Administrative Professional (CAP) Certificate 6%

Certified Administrative Professional Specialty 6%

Topics of bargaining

- District Reclassification Committee (October and March) Refer to guidelines in the contract.
- Pay differential-based on job titles and/or step P.
- *Bilingual/Bi-literate/ASL (when required) 4%*
- Health insurance-optional for 6 hour or more employees.
Negotiated cap on employee costs
- ASD pays \$1850 per employee towards your health care costs per month.

Job trainings

Specific Health Benefits

PERS based on State

HQ (Federal Guideline)

FMLA (Federal Guideline)

Job responsibilities

Management Rights

Non-bargaining
topics by
Federal, State,
and ASD

Not governed by
the TOTEM
contract



Presentation by Amanda Marley and Tammy Hanson

Totem Board

*Sandy Thompson-Wallace *Alicia Woods *Felicia Woods *Amey Tamagni *Denise Tilley
*Tammy Hanson *Amanda Marley *Carrie Agate
*APEA Field Rep Barbara Strong