

Unit E

Contract Summary

COMPENSATION

Pay - choose 21 checks (during school year) or 26 checks (biweekly year round). See pay charts in appendices (p. 5-6 and appendices p. 24-25)

Longevity - starts after 5 years experience. See details in contract (p. 9-10)

WORK DAY

School Aides, EAs, ABA Tutors: 6 hours 30 minutes (p. 6)

SLPAs and COTAs: 7 hours, including a 30 minute prep at the end of the day (p. 6)
EAs, ABA Tutors, SLPAs, and COTAs have option of staying - paid - for first faculty meeting of month (p. 7)

Duty free lunch of at least: Pre-K - 30 minutes, Elementary - 25 minutes, GMS - 23 minutes, CHS - 22 minutes (p. 7)

WORK YEAR

EAs, ABA Tutors, SLPAs, COTAs -182 days - 2 days before the school year for students begins, and 180 student days (p. 5)

School Aides - 180 student days (p. 5)

Athletic Trainer - approximately 1300 hours per year (p. 6)

WHO IS IN UNIT E?

Unit E is Educational Assistants (EAs), ABA Tutors, School Aides, Certified Occupational Therapy Assistants (COTAs), Speech-Language Pathology Assistants (SLPAs), and Athletic Trainer (p. 1)

Athletic Trainer - no paid time off, approximately 1300 hours per year (p. 6)

GRIEVANCES

Contact officers ASAP if contract violation is not informally resolved with the relevant building administrator. We only have 20 days to file, so time is of the essence (p. 2-5)

SUB PAY

When an EA substitutes for more than 30 consecutive minutes, they receive additional pay based on the position that they are substituting for:

- Teacher: \$10 per hour (p. 20)
- ABA Tutor: \$5 per hour (p. 20)

Fill out the form available in the main office to document the time you substituted in order to get paid.

If a Unit E member is serving as a long-term sub for a Unit A position, they retain some of their union rights. Please see p. 20-21 for details.

EVALUATION

Evaluations done yearly, includes a mid-year conference and final written evaluation (p. 19)

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LEAVE

Sick days - 15 per year (except School Aides get 12 and AT does not get any), up to 10 can be used for family illness, can accrue an unlimited number. Can join sick leave bank. (p. 12-15)

Bereavement leave - separate from all other types of leave, up to the following:

Spouse, parent, child, household member - 5 days

Grandparent, grandchild, brother, sister, parent-in-law, sibling-in-law - 3 days

Nephew, niece, other relative - 1 day (p. 15-16)

Personal leave - 3 days per year, separate from sick leave, must submit them at least 3 days in advance except in emergency situations, they roll over to sick leave if not used (p. 15)

Parental leave - All parents employed at least 3 months are eligible for 20 days paid (independent of their sick time) leave following birth or adoption of a child. An employee who gives birth can use sick time for an additional 8 weeks (total of 12 weeks). Those who have worked 3+ years can also elect to take additional unpaid time. (p. 16-18)

ASSAULT

Report all cases of assault at work on district form. (p. 21-22)

QUESTIONS?

Read the contract (printed copy or on website)
If you can't find an answer, ask a building rep or officer

CONTACT INFO

Website: canton.massteacher.org

Facebook Group: Canton Educators Association Members

Facebook Page: Canton Educators Association

Instagram: @canteducators

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