

**AGREEMENT**

**Between**

**THE BOARD OF EDUCATION  
Of  
THE SCHOOL DISTRICT  
OF THE CITY OF HOLLAND**

**And**

**THE ORGANIZATION of  
INTERPRETERS FOR THE DEAF AND HARD OF HEARING**

**July 1, 2011 – June 30, 2012**

## Employee Status

- Full-time is considered to be the full school day, for the full school year on days students attend. All employee benefits are pro-rated for less than full-time.
- The work year is as needed for student coverage.

## Insurance Benefits

Continue Blue Cross/Blue Shield Options for HSA or HRA with employee paying \$150 single or \$300 of family deductible.  
HRA - \$10/\$40 Drug Co-Pay

**Full Family Dental** plan comparable to that afforded HESPA employees.

**Long Term Disability** plan comparable to that afforded HESPA employees.

**Vision Insurance** as comparable to that afforded HESPA employees. Premiums for vision coverage will be at the employee expense currently as follows:

Single:	\$7.84
2 Person:	\$14.88
Family:	\$21.84

It is the responsibility of the employee to complete the necessary documents for enrollment of insurance coverage. All forms are available in the Human Resources Office.

## Leave Benefits

Nine (9) **Sick Days** per year, cumulative to 100 days. Up to five (5) sick days may be used for illness in the immediate family.

Two (2) **Personal Days** per year. Unused personal days are credited to the sick leave accumulation. Personal days may not be used immediately before or after a normal school holiday or vacation.

**Emergency Leave** may be granted at the discretion of the Director of Human Resources. In order that the request may be given due consideration, such requests must initially be made in person and, upon preliminary approval, followed by a written request.

Interpreters shall receive regular pay for the following **Holidays**, provided that the Holiday falls within the scheduled work year and provided the employee works both days immediately before and after the holiday: Thanksgiving Day, Day After Thanksgiving, Christmas Day, Two Additional Days During Christmas Vacation, New Years' Day, Memorial Day.

**Professional Development:** One day will be paid every other year, if that day is taken on a non-student day. The professional development day needs to be approved by the Director of Student Services at least 48 hours in advance.

**Mileage reimbursement** at the IRS established rate will be paid by the district for those interpreters who are required by their assignment to travel between buildings. Such payment will be for any district assigned travel between the start and end of the interpreter's workday. Sufficient travel time will be allowed to safely travel between assignments.

**Duty free lunch** shall be interpreted to mean that the interpreter is free to use time on or off site without constraint.

Interpretation skills will be **Evaluated/Tested** in accordance with state requirements and procedures. Building principals, with input from teachers, will evaluate non-technical skills, such as but not limited to, interpersonal relationship skills, professional and ethical conduct, attendance, etc.

**Verification of qualifications will be required to be given to Human Resources each year by August 15.** EIPA and/or BEI and/or national designations will be used to determine hourly rates for interpreters each year (see pay scale). If the verification is not received in the Human Resources office on time, the interpreter will be paid as a Non-Verified. If and when the interpreter has an updated or new certification, the district will update the pay effective February 1 of the school year if new certification information is received by January 15.

**Method of Pay:** Interpreters are paid on an hourly basis, and will submit bi-weekly timesheets.

Any **Work Time Exceeding Contracted Hours** will be paid time, subject to prior administrator approval. District-wide PSD meetings may be attended, if requested by the Director of Student Services.

**Snow Days** - Interpreters shall not be paid if school is cancelled due to inclement weather. Interpreters may use personal leave time, if available, as compensation for the lost time, if they desire.

Interpreters will be available to support students during **Tulip Time Activities**. If, during their regularly contracted work hours, interpreters are not needed to support students, they will function as directed by the building principal or designee. The principal does have the option to allow interpreters to participate in school related Tulip Time activities.

**Interpreters for the Deaf and Hard of Hearing**  
**2011 – 2012 Hourly Wage Scale**

<b><u>Step</u></b>	<b>Non Verified</b>	<b>EIPA 3.0 – 3.49</b>	<b>BEL-I EIPA 3.5+</b>	<b>BEL-II EIPA 4.0 +</b>	<b>RID NIC BEL-III</b>
<b>1</b>	\$12.59	\$16.79	\$20.52	\$21.13	\$21.79
<b>2</b>	\$12.90	\$17.18	\$20.98	\$21.63	\$22.27
<b>3</b>	\$13.19	\$17.59	\$21.47	\$22.10	\$22.73
<b>4</b>	\$13.48	\$18.00	\$21.95	\$22.57	\$23.19
<b>5</b>			\$22.43	\$23.04	\$23.66
<b>6</b>			\$22.90	\$23.51	\$24.15
<b>7</b>			\$23.35	\$24.00	\$24.64
<b>8</b>			\$23.83	\$24.47	\$25.11
<b>9</b>			\$24.30	\$24.95	\$25.58
<b>10</b>			\$24.55	\$25.19	\$25.84
<b>11</b>			\$24.80	\$25.43	\$26.11