

Article 10, ESSENTIAL AND RELATED SERVICE SUPPORT EDUCATORS (E&RSE)

- A. E&RSE include employees in the following role groups:
 - 1. Counselors
 - 2. Nurses
 - 3. Social Workers
 - 4. Interpreters
 - 5. Audiologists
 - 6. Speech Language Pathologists
 - 7. Occupational Therapists
 - 8. Physical Therapists
 - 9. Diagnosticians
 - 10. School Psychologists
 - 11. Transition Specialists/Rehabilitation Counselors
 - 12. Athletic Trainers
 - 13. BCBA's

- B. New hire salary placement
 - 1. Salary placement will be based on PED licensure level and degrees as specified below in 10.C.
 - 2. Credit within each salary matrix shall be given for all years of qualified experience in a licensed educational role.
 - 3. One year of qualified experience is designated as at least five hundred seventy (570) hours of verifiable experience.
 - a. ADN nurses, Certified Occupational Therapist Assistants (COTAs), and Physical Therapy Assistants are paid on the TAN schedule which is ninety (90) percent of the appropriate column of salary matrix.

- C. Advancement in pay matrices
 - 1. Advancement from Level 1 to Level 2 is based on the following:
 - a. Years of Experience
 - b. Successful yearly evaluations
 - c. PED licensure level
 - 2. Advancement from Level 2 to Level 3 is based on the following:
 - a. Years of Experience
 - b. Successful yearly evaluations
 - c. PED licensure level
 - d. A master's degree
 - 3. Advancement requires a minimum of three (3) years of experience at each level.
 - a. Three (3) years is defined as at least one hundred sixty (160) days of work in a year or the equivalent of four hundred eighty (480) days over three (3) years.
 - b. ADN and LPN nurses, Certified Occupational Therapist Assistants (COTAs), and Physical Therapy Assistants (PTAs) eligible to advance to Level 2 based on:
 - 1.) Three (3) years of experience at Level 1
 - 2.) Successful yearly evaluations

- D. Movement between role groups
 - 1. The District and Federation agree that the opportunity to move to a new educational role and remain in APS benefits both the employer and the employee.
 - a. E&RSE employees who are qualified and interested in moving to the New Mexico Teacher 3-Tiered Licensure System and teachers who are qualified and interested in moving to a E&RSE role may do so without reduction in current compensation level.
 - 1.) Although the employee's current salary will be held harmless, employees in a new role group will be responsible for all the terms and conditions of the New Mexico 3-Tiered Licensure system for that role and must advance in the state system to the commensurate level of compensation within eight (8) years.
 - 2.) These rights also apply to educators new to APS with out-of-district experience.

- E. Reciprocity

1. Essential and Related Service personnel with verified experience in private sector work as a licensed practitioner in the same role group will count toward salary placement. For example, if the employee has six (6) completed years of related experience and the appropriate credentials, they will be placed at Level 3, step 7. If the employee has three (3) completed years of out of district experience, they will be placed at Level 2, Step 4. If the employee has fewer than three (3) years of directly related experience, they will be placed at Level 1 and the step will correspond with their completed years in that field.
2. Employees receiving reciprocity for salary placement based on private sector experience, employees will be responsible for all the terms and conditions of the New Mexico 3-Tiered Licensure system for that role and must advance in the state system to the commensurate compensation level of compensation within eight (8) years.
 - a. To receive reciprocity employees must provide verification of licensed experience by September 15 to the Department of Human Resources.
 - b. Essential and Related Service personnel who leave employment in APS to work in the private sector or other district, and then return to APS will be given credit for the years in private sector work on the salary matrix.
 - c. Nurses will be granted credit for positions that require professional licensure as a nurse (LPN, RN, and PN). (Moved from Article 6)

F. Verifiable Experience

1. For Counselors, Nurses, Social Workers, Interpreters, Audiologists, Speech Language Pathologists, Occupational Therapists, Physical Therapists, and Athletic Trainers one year of qualified experience is designated as at least five hundred seventy (570) hours of verifiable experience.
2. For educational diagnosticians, transition specialists, licensed school psychologists, and BCBA's one year of qualified experience is designated as at least six hundred (600) hours of verifiable experience (W-2 forms are acceptable verification of experience).
 - a. Days or hours of experience in different school years may be totaled for experience.
3. Verification forms must be submitted with documents for employment.

G. E&RSE Reimbursements & Certification Differentials

1. E&RSE shall be reimbursed up to:
 - a. \$200.00 a year for professional association fees.
 - b. \$200.00 for licensure fees.
 - c. \$500.00 per year for professional development/CEUs.
 - 1.) Reimbursement for subscription access to CEU courses must also be accompanied with verification of completed courses and/or CEUs earned from that subscription.
2. Differential pay in the amount of \$1,300.00 shall be offered to E&RSE servicing students on a verifiable caseload in the following District Programs:
 - a. Intensive Global Support 1 (IGS1)
 - b. Intensive Global Support 2 (IGS2)
 - c. Social Communication Support (SCS2 or SCS3)
 - d. Social Emotional Support 1 (SES1)
 - e. Social Emotional Support 2 (SES2)
 - 1.) Educators must submit the Differential Eligibility Form for the occasional loss of lunch and preparation due to servicing students in the above programs.
3. A credential differential of \$1000.00 shall be paid for additional relevant professional certifications and endorsements to E&RSE staff and Community School Coordinators.
 - a. An agreed-upon list of current and applicable credential differentials will be co-created and distributed by the District and the Federation within the first month of each school year.
 - b. Educators may submit up to ten (10) of these differentials annually.
 - c. Items submitted for reimbursement may not also be submitted for certification differential.
4. Annual Certification Review Process
 - a. Federation Representatives from all the constituency groups will be invited to meet at the end of April to update/refine the certification criteria for the following year.

- b. Federation Representatives from all the constituency groups will be invited to meet at the end of May to review the certifications and develop the "Annual List of Approved Certifications" for the following year, based on survey information (if necessary).
 - c. Forms (with directions and submission deadlines) and the "Annual List of Approved Certifications" will be posted on the ATF website <https://atfunion.org>.
 - d. Federation Representatives will be invited to meet with a representative of ATF and APS after the fall and spring submission periods to review and process the applications.
5. Criteria for Certification Differentials
- a. Enhances skills for your professional role in the educational setting.
 - b. Training provided by a credentialed professional or through a specialized business providing education and certification opportunities in the field of the presented material.
 - c. Minimum of 6 hours of coursework that culminates in either an exam or an assessed presentation of skills learned. You must be able to provide a certificate of completion or a copy of passing test results.
 - d. Some certifications may last for multiple years and therefore will be paid out one time per year until the certification expires.
 - e. Some certifications do not expire and therefore will be paid out one time per year until they no longer meet the rubric criteria.
6. Speech and Language Pathologists (SLP) and SLP Evaluators who possess a current Bilingual or ESL endorsement shall receive a differential of \$500.00 effective the beginning of the school year. (Note, this may change if we agree to add bilingual Evaluators)
- a. Credential Compensation for Speech and Language Therapists (SLP) and SLP Evaluators
 - 1.) Additional \$2,500.00 for TESOL endorsement.
 - 2.) Additional \$5,000 for Bilingual endorsement.
 - 3.) Additional \$5,500 for both TESOL and Bilingual endorsements

H. ADN & LPN Hiring Practices

1. Hiring of Associate Degree Nurses (ADN)
- a. The parties recognize that while the hiring of a BSN-prepared nurse is a current requirement and would always be the preferred option, the district has been unable to fill all current nursing positions and has had to utilize agency nurses, some of whom are ADN nurses. The parties further recognize that agency nurses are expensive to employ.
 - b. Given that ADNs hold the same nursing license from the New Mexico Board of Nursing and that they take the NCLEX exam and must pass this exam to be called a Registered Nurse, they are held to the same Standards of Care and hold the same liability as a BSN-prepared nurse. The significant difference between the ADN and BSN is that the BSN has completed a four-year degree and the ADN has two to three years of college hours.
 - c. Given these facts, the parties agree to the following stipulations that would make hiring ADN nurses permissible:
 - 1.) ADN nurses with at least three years of nursing experience may be hired provided that they are actively pursuing a bachelor's degree in nursing.
 - 2.) ADN nurses shall be given two years to complete their degree. If, due to unforeseen circumstances, more than two years are needed to complete the degree requirements, individuals would need to apply for an extension, this would be approved on a case-by-case basis.
 - 3.) ADN nurses with three years of nursing experience may enter at 90 percent of Level II pay.
 - 4.) Upon completing a BSN, the employee will be moved the following year to 100 percent of the appropriate step of Level 2.
 - 5.) The expectation for those ADN nurses entering under these conditions would be that they are performing at, and are evaluated based on, Level II competencies.
2. Hiring Licensed Practical Nurses (LPN)

- a. LPNs are licensed to specifically practice under the direction of an RN.
 - 1.) The New Mexico School Health Manual (page 9) states, " The principle role of the school Licensed Practical Nurse (LPN) is to assist the licensed school nurse with the implementation of the school health program by providing practical nursing care for students in the health room and by meeting the complex needs of medically fragile/severely disabled students."
 - 2.) The LPN must be supervised by the RN school nurse.
 - 3.) LPNs are assigned in schools with a high enough acuity to require more than one nurse.

I. Athletic Trainers

- 1. An Athletic Trainer with a teaching license, who is eligible to advance in the teacher licensure system may only do so in the 3-Tiered Teacher Licensure system and as such must submit and pass a professional development dossier (PDD).
 - a. An Athletic Trainer will continue at their current level and step, or advance to a higher level and step, based on verifiable years of experience. Starting in 2016-2017, verifiable years of service outside of APS shall count towards step and level within APS.
 - b. An Athletic Trainer who does not possess a teaching license may advance based on:
 - 1.) Three (3) years of experience at Level 1
 - 2.) Successful yearly evaluations
 - c. An Athletic Trainer who has a teaching license, but no longer requires that license to complete job responsibilities, may choose to advance using either the state dossier system or as stated above in Section C above.
- 2. The Athletic Trainer (AT) position is a full-time equivalent consisting of a 6.5-hour duty day.
- 3. The duty day may vary from a continuous period of time by mutual agreement between the administrator(s), and the Athletic Trainer.
- 4. The duty day may be flexed based on a consensus agreement between the school's administrator(s) and the Athletic Trainer.
- 5. Athletic Trainers shall utilize the short form below to establish their respective duty days at their site.
 - a. All Athletic Trainers will be allocated a 1.0 to fulfill their athletic training duties. Additional class assignments within the duty day shall be subject to the approval of the Principal and the Zone Associate Superintendent for a .2 extended contract.
- 6. Athletic Trainers will receive a differential of \$7,092.00.
 - a. The differential is intended to compensate for additional related duties outside of the 6.5-hour duty day including but not limited to:
 - 1.) Assignments that begin prior to the start of the school year.
 - 2.) Weekday evenings, Saturdays, and other time periods as specified in the APS Athletic Handbook.
 - 3.) Athletic Trainers shall be reimbursed up to \$500.00 for CEU's necessary to keep their license.