



Minneapolis Federation of Teachers and ESPs
A Union of Professionals



Standing Together for Students!

Proposal

ESP Bargaining 2019

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Article: 13.11

Page:

Topic: Retention Bonus

Language Proposed : Create a new article in which ESP at these sites will receive a \$3,000 retention bonus in accordance with the following yearly schedule:

1. **Non-probationary employees:**
 - a. non-probationary employees will receive a \$1,500 bonus by December 31st. The remaining 1,500 will be paid out by June 30th at the end of the school year for employees who complete the entire school year or duty days at these sites.
2. **Probationary employees:**
 - a. Upon completion of probation, employees will be paid \$1,500 by Dec 31st. If probationary period is finished after Dec 31st, first payment will be paid out upon completion of probationary period. The remaining \$1,500 will be paid out by June 30th at the end of the school year for employees who complete the entire school year.
3. **Non-completion of duty days:** employees who don't complete duty days at these sites by December 31st and June 30th each school year will not be paid the years retention bonus in accordance with this article.