

# PTA Proposal AB-2

## Longevity

Presented by PTA on Thursday, March 6, 2025

---

PTA makes the following proposal related to longevity pay, removing it from Article X and placing it in its own article:

### **New Article 11: Longevity**

- A. Annual longevity payments ~~will~~ **shall** be made to ~~employees-Members~~ who have completed the prescribed number of years of continuous service in the Pembroke Public Schools as stated below.
- B. Only ~~employees-Members~~ on active paid status for at least ninety-two (92) work days shall be credited with a year of service and shall receive the longevity payment.
- C. ~~Employees-Members~~ hired from the Silver Lake Regional School District as a result of Pembroke's withdrawal from the Region and who began work for Pembroke during the 2004-2005 school year shall have their continuous service in both systems counted for the purpose of longevity entitlement hereunder.
- D. Years of Service Longevity Payment

| Years of Service                  | Value of Longevity Payment               |
|-----------------------------------|------------------------------------------|
| <b><u>5 through 9 years</u></b>   | <b><u>\$1,000</u></b>                    |
| 10 <b><u>through 14 years</u></b> | <del>\$1,100</del> <b><u>\$1,500</u></b> |
| 15 <b><u>through 19 years</u></b> | <del>\$1,350</del> <b><u>\$2,000</u></b> |
| 20 <b><u>through 24 years</u></b> | <del>\$1,550</del> <b><u>\$2,500</u></b> |
| 25 <b><u>through 29 years</u></b> | <del>\$1,850</del> <b><u>\$3,000</u></b> |
| <b><u>30+ years</u></b>           | <b><u>\$3,500</u></b>                    |

- E. The longevity payment shall be **distributed annually as a separate deposit to added to the annual salary of** eligible ~~employees-Members~~ **at the time of or before the last pay period in June of the year in which the longevity pay has been earned. and paid out each year in one lump sum payment in the first paycheck of October.**