

Procedure #4101
Category: Personnel
Title: DEAFBLIND INTERVENER PAY
Date of Initial Approval: 03-17-2022
Revision/Reauthorization Dates:
Reviewers: MSA Superintendent; MSA Human Resources; MSAD/MSAB Directors

I. BASIS:

The Minnesota State Academies has agreed (in the AFSCME Labor Supplemental Agreement) to pay DeafBlind Interveners \$1.00 of extra pay for each hour that they provide deafblind intervention services. The intervener pay is only applicable to full-time staff within the AFSCME union.

II. PURPOSE:

This procedure is to establish consistency in how this extra pay is applied and the procedures for documentation/record-keeping.

III. PROCEDURES:

- A. Certified deafblind interveners get extra pay only when they work with students who are deafblind and have a need for an intervener documented on their IEPs. If they are assigned to other types of SEPA assignments, including meetings or trainings, they do not receive extra pay. Those hours must be identified in their time entry with comments reflecting exact hours of intervener services provided. The only exception to this is participation in union meet-and-confer meetings that are scheduled during times that interveners are scheduled to work with their deafblind students (refer to Article 31, Section 3 of the AFSCME Labor Agreement).
- B. Based on hardship and/or school needs, directors may hire non-certified interveners to work with deafblind students – Directors must first make every effort to assign certified interveners to work with deafblind students before assigning non-certified interveners. Those employees must make plans to enroll and participate in intervener training. As soon as they are officially enrolled in deafblind intervener training, they may get extra pay identified in section 1 above up to one year. If they fail to acquire certification within one year, they will not get extra intervener pay until they acquire their certification. Non-certified interveners must enroll and pay for the training themselves but MSA will reimburse them for the costs of the training if/when the employee provides documentation of successful completion and certification.

- C. For temporary assignments due to shortage or unique circumstances such as late-enrolling students, summer school or ESY services, directors may also assign non-certified interveners for short-term assignments. Directors will continue to make every effort to find certified interveners to fill those positions but if no applicants are available, those non-certified interveners will receive temporary extra pay for that specific job assignment. If the non-certified intervener wishes to continue in this assignment during the next school year, they must enroll in intervener training (see #2 above). This does not apply to intermittent staff members who are assigned to work as substitutes.