



COLLABORATIVE AGREEMENT
Between the
Colonial School District Board of Education
And the
Colonial Education Association DSEA/NEA
MEMORANDUM OF UNDERSTANDING

This agreement entered into this 9th day of June 2020, by and between the Board of Education of the Colonial School District (the "Board") and the Colonial Paraprofessional Association (CPA), hereinafter collectively "the Parties".

WHEREAS, the Parties entered into a Collective Bargaining Agreement (the "CBA") which, by its terms, governed the time period August 1, 2017 through July 31, 2020.

WHEREAS, the Parties were scheduled to conduct bargaining sessions on March 18-20, 2020, but cancelled due to COVID-19 concerns;

WHEREAS, the Parties jointly agree that conducting "virtual" bargaining sessions during the current State of Emergency will be difficult, and it is presently unknown how soon in-person sessions could be conducted;

WHEREAS, the Parties agree that there is a mutual benefit to both the employer and its employees to have a contract in place at the beginning of the 2020-2021 contract; and

WHEREAS, the Parties desire to extend the current CBA until such time as a successor agreement can be negotiated and ratified, but in no event, will the CBA be extended for a period of time in excess of one (1) year from its current expiration date.

NOW, THEREFORE, in consideration of the foregoing and mutual promises set forth herein, the Parties hereby agree as follows:

1. Negotiations for a successor contract shall be held in abeyance pending clear guidance from the State of Delaware regarding the operations of school buildings and employee interaction as defined under the State of Emergency currently in effect. To the extent either Party believes the working environment is conducive to resumption of bargaining for a successor agreement, that Party shall so notify the other and negotiations shall commence within thirty (30) days.
2. The term of the current CBA is hereby extended until such time as a successor agreement is negotiated and ratified, but in no event, will the CBA be extended for a period of time in excess of one (1) year from its current expiration date.


Colonial School District



Superintendent of Schools


Date: 6/11/2020

Colonial Paraprofessional Association / DSEA / NEA



President
Colonial Paraprofessional Association

Date: 7/30/2020



Colonial School Board President

Date: 6/11/20