



**COLLABORATIVE AGREEMENT
Between the
Colonial School District Board of Education**

**And the
Colonial Paraprofessional Association DSEA/NEA
MEMORANDUM OF UNDERSTANDING**

This agreement is entered into this 08 day of March 2022, 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, governs the time period August 1, 2021 through July 31, 2024; and

WHEREAS, the Parties desire to address the issue of working conditions related to district paraprofessionals who have been accepted into the teacher preparation residency program (“Program”) in cooperation with recognized Institutes of Higher Education (“IHE”); and

WHEREAS, the Parties share an interest in attracting, retaining, and promoting locally developed educators; and

WHEREAS, to meet the staffing needs of the Colonial School District, the Parties desire to provide compensation for paraprofessionals in the Program as substitute teachers.

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

1. Participation by paraprofessionals in the Program is voluntary. Selection or denial for participation in the Program is not subject to the provisions of Article 3 – Collaborative Problem Solving/Grievance Procedure outlined in the CBA.
2. Qualified paraprofessionals, as identified by IHE requirements, will be selected to participate in a Paraprofessional-to-Teacher Residency program.
3. Depending on the Program requirements, as defined by the IHE, the paraprofessional will enter into a commitment: whereby, during the initial phase of the residency, the participating paraprofessional will remain a paraprofessional under the CBA. Once the paraprofessional fulfills the initial requirements as outlined by the Program, the paraprofessional will

transition to a teacher position outside of the Colonial Paraprofessional Bargaining Unit as defined in Article 1 - Recognition of the CBA and will have the option of joining the Teacher Bargaining Unit.

4. Participants in the Program will continue to receive all compensation and benefits afforded in Article 12 – Salary and Fringe Benefits of the current CBA. Participants will also receive the additional \$80.00 per day afforded in Article 7 – Working Conditions, Section 7:5.1(a) when they fill the role of a substitute teacher beyond one day per week.
5. The following CBA provisions will be modified for Participants in the Program:
 - 7.2.2 The workday for participants will be 7 ½ hours as specified in state law.
 - 7.2.4 The work year for participants will be one hundred eighty-eight (188) days or equivalent hours.
 - 7.2.6 Participants will be expected to put forth the necessary additional time as reasonably necessary to carry out their duties without additional compensation. This includes attendance at faculty meetings, professional development days, and up to (3) 45-minute meetings per month beyond the employee's normal in-school workday. These meetings may be added before or after the normal in-school workday.
 - 7.2.7 In lieu of two (2) 15-minute breaks, participants will be afforded the same planning and preparation time as afforded in Article 10 – Time Requirements of the collective bargaining agreement between the Colonial Education Association and the Board of Education of the Colonial School District.
 - 7.5 Participants will be working towards a teacher certification; therefore, they will follow the requirements identified by the IHE with a goal of becoming the teacher of record after completing the initial phase of the residency. Therefore, participant duties will reflect the requirements of a teacher which include independent lesson development and delivery.

This Memorandum of Understanding may be amended only by written agreement signed by each of the parties involved.

This Memorandum of Understanding shall be effective beginning with the date of the last signature hereon and ending August 31, 2024.

Colonial School District
NEA



Superintendent of Schools

Date:

3/9/2022

Colonial Paraprofessional Association / DSEA /

Joyette Hartsfield

President
Colonial Paraprofessional Association

Date:

03/14/2022



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