

MEMORANDUM OF UNDERSTANDING
Between the
BELLWOOD-ANTIS SCHOOL DISTRICT
and
SEIU LOCAL 32 BJ

This Memorandum of Agreement is entered into on the 10th day of August 2021 by and between the SEIU Local 32BJ (Union) and Bellwood Antis School District (District).

WHEREAS, the Union and District are parties to a Collective Bargaining Agreement;
and

WHEREAS, the parties previously negotiated a Collective Bargaining Agreement covering the period July 1, 2019 through June 30, 2022; and

WHEREAS, the parties subsequently discussed adding Paraprofessionals to the terms of the Collective Bargaining Agreement; and

WHEREAS, as an outgrowth of discussions, the parties agree as follows:

1. Under Article 1, Recognition, it is understood and agreed to between the parties that Paraprofessionals shall be added to the Recognition clause.
2. Under Article II, Definitions, B. Classification of Jobs, it is understood and agreed between the parties to add the following:

“Paraprofessionals” working normally up to a maximum of 6 hours per day, but not more than 30 hours per week unless daily coverage is needed.
3. Work years for Paraprofessionals shall align with student days in attendance, and otherwise as needed for extended school year.
4. Paraprofessionals shall receive the following benefits:

Article IV – Benefits

- A. Personal Days - 3 days
- B. Term Life Insurance - \$40,000.
- D. Bereavement Days – Sections 1 and 2 apply.

Article V – Wages and Salary Provisions

- A. Paraprofessionals shall receive the same increases as all other bargaining unit members:

\$0.37 per hour effective 7/1/2020

\$0.38 per hour effective 7/1/2021

Starting rate for Paraprofessionals shall be \$12.07 for the length of the current Agreement.

Inservice for Paraprofessionals. BASD may use scheduled in-service days to conduct training sessions for Paraprofessionals.

Article VII – Holidays

Paraprofessionals shall receive 10 holidays per year.

Article VII – Sick Leave

Paraprofessionals shall receive up to seven (7) sick leave days per year. The actual sick day shall reflect the number of hours the employee actually works on a regular basis.

It is understood and agreed that Paraprofessionals are not entitled to Healthcare Coverage or Vacation.

5. The following shall be applicable to Paraprofessionals as it relates to job assignments:

It is distinctly understood and agreed that the assignment of Paraprofessionals is based upon student and the operational/program needs of the District.

- a. Paraprofessionals shall not be permitted to bump or otherwise bid on other Paraprofessional openings and/or assignments.
- b. When a child is exited and/or no longer in need of service or is absent from school for a prolonged period of time, the District will make every effort to reassign the impacted Paraprofessional to another position. If no position exists to which the Paraprofessional can be reasonably assigned, they may be laid off.

The provisions of Article IX Working Conditions, and more specifically Section 2 entitled “Job Vacancies and Transfers” shall not apply to Paraprofessionals due of the nature of the position.

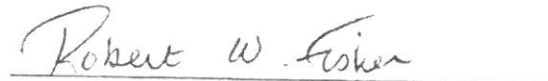
6. It is understood and agreed between the parties that when the parties negotiate a successor Agreement covering the period after July 1, 2022, these provisions shall be incorporated into the four corners of the Collective Bargaining Agreement.

IN WITNESS WHEREOF and intending to be legally bound hereby, the parties have caused this Memorandum to be duly executed as of the day and year first written above.

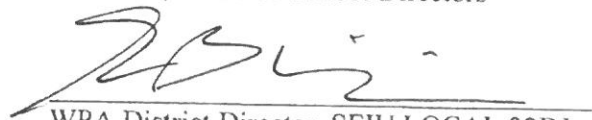
ATTEST:

BELLWOOD-ANTIS SCHOOL DISTRICT


Secretary


President, Board of School Directors

ATTEST:


WPA District Director, SEIU LOCAL 32BJ

