

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding entered into by and between Lakeville Community Schools, (hereinafter the "District"), and the Lakeville Paraprofessional Association, MEA/NEA (hereinafter the "Association").

WITNESSETH:

WHEREAS, both the District and the Association are desirous of filling temporary, short-term vacancies without any undue delays, controversies or concerns relating to the 2016-2018 Collective Bargaining Agreement and without any potentially detrimental effect to any bargaining unit members and/or the District; and the District and the Association desire to enter into this MOU to memorialize their agreement.

THEREFORE, the District and the Association agree to add language to Article 9 of the Collective Bargaining Agreement as follows:

1. Substituting for Teachers - Whenever a paraprofessional certified as a substitute teacher is asked to substitute for a certified teacher, he/she shall be compensated at the current rate for substitute teachers for such time, or at their current rate of pay, whichever is greater.

Substituting for Paraprofessionals - Whenever a paraprofessional is asked to substitute for another paraprofessional, he/she shall be compensated according to the classification for which they are substituting, or at their current classification rate of pay, whichever is greater.

FURTHERMORE, any payments made to bargaining unit members to substitute for another paraprofessional within the 2017-2018 school year that does not reflect the greater of the two rates (as outlined above) will be adjusted and any payment due will be paid in the next pay period.

IN WITNESS WHEREOF, the parties execute this Agreement by their duly authorized representatives having affixed their signatures below:

Lakeville Paraprofessionals Association

Lynn Horne
Name

Carol Meidgen
Name

12-18-17
Date

Lakeville Board of Education

[Signature]
Name

12/18/17
Date