

**MEMORANDUM OF UNDERSTANDING AMONG THE CHRISTINA SCHOOL BOARD,
THE SUPERINTENDENT OF SCHOOLS FOR THE CHRISTINA SCHOOL DISTRICT, AND
CHRISTINA PARPROFESSIONAL ASSOCIATION**

This Memorandum of Understanding ("New CPA MOU") is entered into by and among the Christina School Board ("CSB"), the Superintendent of Schools for the Christina School District ("CSD"), and the Christina Paraprofessional Association ("CPA"), collectively referred to in this New CPA MOU as "Parties". The Parties acknowledge that this New CPA MOU is effective as of the date provided for in paragraph 1 below.

WHEREAS, the CSB, CSD, along with Christina Education Association, the Delaware Department of Education and the Office of the Governor, are parties to a memorandum of understanding directed to improving the educational, social, emotional and health outcomes of the children and families of Wilmington (the "Wilmington MOU");

WHEREAS, CPA and the CSB are parties to a collective bargaining agreement ("Existing CBA") which governs the paraprofessionals of the CSD;

WHEREAS, the Parties engaged in good faith negotiations resulting in this proposed New CPA MOU, which allows for continuous input and collaboration among the Parties;

WHEREAS, the Parties acknowledge that this New CPA MOU remains subject to ratification by CPA membership and CSB;

NOW, THEREFORE, the Parties do hereby agree to the following:

Effective Date

The Parties agree that this New CPA MOU shall only become effective upon ratification by (a) CPA membership, at an election to be held in accordance with CPA by-laws on or before May 14, 2019, and (b) CSB, at a board meeting held in accordance with Board policy and procedures on or before May 15, 2019.

Interplay between Existing CBA and New CPA MOU

The Parties agree that to the extent not expressly modified by the New CPA MOU, all CPA bargaining unit members shall be subject to the Existing CBA.

Term of this Agreement

The Parties agree that this New CPA MOU shall terminate at the conclusion of the 2020-2021 school year, unless extended by a written agreement signed by each of the Parties.

Modification of this Agreement

This New CPA MOU may be amended from time to time only by written agreement signed by each of the Parties.

School Year

Bancroft, Bayard and Stubbs for grades K-8 will have an extended school year not to exceed 20 additional instructional days. Paraprofessionals who are required to work additional days pursuant to this section will be paid their per diem rate.

Current City Paraprofessionals Letter of Interest and Assignments

Paraprofessionals who are currently employed in a city school by the Christina School District, on a permanent contract and who have expressed interest in continuing their position in a city school will be given first consideration for placement in a city school.

To express an interest in a building, a paraprofessional may submit their information electronically following the guidelines provided by the District no later than May 20, 2019.

Current city paraprofessionals on a permanent contract who have chosen to remain in the city schools shall receive communication through District email of their building assignment no later than June 3, 2019.

When placing paraprofessionals in buildings, the District and CPA agree to the concept that every effort will be made for the paraprofessionals to follow their students.

City Paraprofessional Voluntary Transfer Process

ALL CSD paraprofessionals will fill out their voluntary transfer requests, as outlined in the current collective bargaining agreement, during the voluntary transfer period dates specified by the district. During the 2018-2019 voluntary transfer period only, current paraprofessionals at Stubbs, Palmer, Pulaski, Bancroft and Bayard will be given first priority to transfer on a seniority basis to available positions, with the exclusion of special programs/schools (DAP, REACH, DSD, SPA). It is understood that the number of transfers granted will depend on the number of available openings and the number of paraprofessionals requesting a transfer.

City Paraprofessionals may be unassigned for the 2019-2020 and 2020-2021 school years based on seniority as a result of declining pupil enrollment, educational program changes, and/or adjustments in the staff allocations in the city schools. Unassigned paraprofessionals will be able to participate in the voluntary transfer process as outlined in articles 9:1.2 and 9:9.4.

City Paraprofessionals Layoff (Reduction in Force)

If a layoff (reduction in force) is necessary beyond normal attrition, city paraprofessionals will be laid off from the field of their current seniority classification on the basis of seniority.

Right to Return

Employees will be recalled in seniority order based on the classification from which he/she was laid off. Paraprofessionals who do not work in a city school who are excessed for any reason can be offered a position in a city school but will not be involuntarily transferred to a city school.

Paraprofessionals who have been excessed will not lose their place in the right to return process because they have declined a position in a city school.

Transfer Language for All Other District Paraprofessionals

Paraprofessionals who are currently employed in a non-city school by the Christina School District, on a permanent contract, will have the opportunity to be considered for a position in one of the city schools using the normal voluntary transfer process. Non-city paraprofessionals who have been offered a position in a city school will be notified in writing through District email. The communication will provide the assigned building and seniority category. The specific assignment will be confirmed once the majority of paraprofessionals have been identified for the school. Employees who are offered a position will have three (3) working days (72 hours) to accept or decline the offer from when the offer was received.

Current non-city paraprofessionals who decline the offer will remain in their current position subject to the terms of the Collective Bargaining Agreement (CBA) and Delaware Law.

Paraprofessionals on temporary contracts would apply as an external applicant.

Seniority Roster

The 2020 Seniority Roster will be modified to include separate categories for paraprofessionals who have agreed to work in a city school. The categories shall be as listed:

City – Instructional

City – Monitoring

If a Reduction in Force (RIF) is necessary due to a decline in student enrollment or education programs, the reduction of paras shall only affect the categories in which the positions are eliminated.

Shared Decision Making

The Association and the Board agree that shared decision-making is the process of remodeling our educational system to meet the needs of all students in order to maximize individual student achievement.

One paraprofessional shall be included in the Teacher Leadership Team in each of the city schools as described in the MOU agreed upon by the District and CEA, which by email dated January 10, 2019, advised the District that CEA approved the inclusion of a paraprofessional on the Teacher Leadership Team as required by this paragraph. The selection of the paraprofessional member of this team shall be based on a democratic procedure established by each building. The paraprofessional member can participate in any meeting and decision process established by the team.

Incentives starting the 2019-2020 School Year for Bancroft, Stubbs, and Bayard

- City Paraprofessionals may participate in available professional development on Trauma Informed Schools, Self-Care and Restorative Justice at the administrator's discretion.
- Paraprofessionals will have access to the staff lounge and a district computer during their breaks and duty-free lunch.

City Wage Tax

City K-8 paraprofessionals who are required to pay the city of Wilmington wage tax due to working in the City of Wilmington shall receive a supplement to cover the total cost of the city wage tax as long as they continue to be subject to the City Wage Tax and covered by this agreement.



Superintendent



President Christina School District
Christina Paraprofessional Association

5/17/2019

Date

5-15-19

Date



Board President

5/15/19

Date