

**MEMORANDUM OF UNDERSTANDING
BETWEEN
Dixon Public Schools #170
AND THE
Dixon Educational Support Personnel Association**

The Board of Education of the Dixon School District (District or Board) and the Dixon Educational Support Personnel Association (DEA) hereby enter into this Memorandum of Understanding ("MOU"),

ISSUE

The Parties have entered into a Collective Bargaining Agreement (CBA). This CBA provides:

15.1 Payment for Work (paragraph 2) Paraprofessionals will also work the entire scheduled workday on seven (7) school improvement in-service days but will not be required to work on the spring conference day. The district will inform the Employees what school improvement in-service days will be required workdays no later than the first institute day of each school year.

Originally, Paraprofessionals were informed that they would work on the October 8 SIP Day and not on the March 10 SIP Day. Both parties have agreed that it would be better if this were reversed. This decision is due to Parent Teacher conferences being held during the October 8 SIP Day. The Parties have discussed this issue and desire to change the dates to allow Paraprofessionals to be off on October 8 and work on March 10.

The MOU intends to address this specific work calendar update. Prior to the end of the current school year, both parties will endeavor to review the calendar to identify SIP dates that are conducive to professional development activities and/or support staff assisting teachers with instructional programing updates.

Future Matters

It is agreed that the Agreement in this instance shall not constitute precedent or establish past practice for future matters related to discrepancies created due to the school calendar.

Association Co-President,

Association Co-President

DATE

DATE

Board President

Board Secretary, Attest

DATE