



RECOMMENDED APPROVAL OF 2024-2025 MOU RE HOURS FOR EDUCATIONAL SUPPORT PROFESSIONALS (ESP)

April 24, 2024

In September of 2023, the Board approved an MOU allowing for an increase in paraprofessional hours to 6.25 per day, for special education paras who were at least 5.75 hours per day but less than 6.25. Administration is recommending approval of a second MOU that would increase all special education and EL paraprofessionals to 6.25 hours per day, for the 2024-2025 school year only. Administration will consider the need and required funding to continue the increase after this time, by the end of the 2024-2025 school year.

Submitted by: Cathy Moen, Director of Human Resources



MEMORANDUM OF AGREEMENT
ESP Working Hours for 2024-2025
April 24, 2024

This Memorandum of Understanding (MOU) is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "District") and the Ed MN Hastings - Educational Support Professionals (hereinafter referred to as the "Union").

WHEREAS, the District has been working collaboratively with the Union to recruit candidates to fill open special education paraprofessional positions; and

WHEREAS, the District has been unable to hire/retain sufficient staff to meet the staffing levels desired for the last two school years, particularly as it relates to special education paraprofessionals; and

WHEREAS, the District and the Union mutually agree that one factor that is potentially impacting the hiring and/or retention of staff is the limited number of scheduled work hours per day; and

WHEREAS, through mutual agreement, the District allowed staff to opt into increasing their hours to 6.25 hours per day for the 2023-2024 school year only; and

WHEREAS, the District has determined that it would be beneficial to extend the increased hours for one additional year, through the 2024-2025 school year.

NOW THEREFORE, it is mutually agreed by and between the parties, for the 2024-2025 school year only, as follows:

1. Special education and EL paraprofessionals employed with rights to positions of at least 5.75 hours per day but less than 6.25 hours per day shall be increased to 6.25 hours per day; and
2. Such increase shall be a requirement of all impacted positions, unless otherwise determined by the District; and
3. At the end of the 2024-2025 school year, employees' rights to hours per days will revert back to what they were regularly scheduled to work at the conclusion of the 2022-2023 school, if employed at that time; and
4. Effective with the start of the 2025-2026 school year, employees hired into special education and/or EL paraprofessional positions and starting their employment during the 2023-2024 and 2024-2025 school years shall have job rights to 5.75 hours per day; and
5. This MOU will be effective for the 2024-2025 school year only, and shall sunset at the conclusion of the 2024-2025 school year.

ED MN - Educational Support Professionals

DATE: _____

BY: _____

HASTINGS PUBLIC SCHOOLS - ISD 200

DATE: _____

BY: _____
FOR THE DISTRICT