

APPENDIX I

Memorandum of Agreement  
Between the Belle Plaine Education Support Professionals  
And  
ISD 716, Belle Plaine Schools

Effective September 1, 2015 Preschool (PS) and ECFE paraprofessionals will become part of the BPESP union contract. Below are the specifics of this change:

1. PS and ECFE paraprofessionals will be added to the BPESP salary schedule effective September 1, 2015. Retroactive pay will be paid back to September 1, 2015.
2. PS and ECFE paraprofessionals BPESP salary schedule placement will be according to current years of service. The following will be the step placements and hourly rate:
  - a. Cindy Hetzel- Step 1- \$12.35
  - b. Mary Kessler-Clements- Step 4- \$13.23
  - c. Kerri Nagel- Step 1- \$12.57
  - d. Kathy Voss- Step 3- \$12.97
  - e. Doreen Liebhard- Step 22+- \$16.82
  - f. Jessica Kirschner- Step 4- \$13.23
  - g. Ann Woefel- Step 2- \$14.40
3. PS and ECFE paraprofessionals will pay appropriate union dues effective September 1, 2015 which will be deducted from the retro pay and will be deducted monthly going forward.

\_\_\_\_\_  
President

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School Board Chair

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Clerk

\_\_\_\_\_  
Chief BPESP Negotiator

\_\_\_\_\_  
Chief School Board Negotiator

Dated this \_\_\_\_ day of \_\_\_\_\_ 20\_\_

Dated this \_\_\_\_ day of \_\_\_\_\_ 20\_\_