

**MEMORANDUM OF UNDERSTANDING**  
**AFSCME Council 65 Local 2195-4 Para/Dietary Bargaining Unit**  
**Paraprofessional Required LETRS Training Compensation**

WHA ISD #113 and AFSCME Council 65 Local 2195-4 agree to the following terms:

The district is requiring a Paraprofessional to complete LETRS training as is expected of teachers. This is a change in the terms and conditions of employment and the district and union agree that she be compensated at a higher rate of pay, for any time devoted to the LETRS training, than her contract salary.

The online reading and homework total 48.5 hours for the first year of the two-year program. The parties agree to pay the increased rate of \$35.00 per hour for this component of required training and homework.

The parties agree to hourly compensation of \$35.00 for any hours dedicated to the LETRS training, if the training hours replace hours currently scheduled as a paraprofessional, the pay would replace the existing pay.

Paraprofessionals required to complete LETRS will receive a \$35.00 per hour for all hours of work in the required LETRS Training for the ~~2023-2024~~ school year. <sup>10/12/24</sup>

~~2024-2025~~ <sup>11/12/24</sup>

The parties agree that this MOU is not precedent setting and shall expire at the conclusion of the 2024-2025 school year unless mutually agreed upon by the parties.

Signed: \_\_\_\_\_  
ISD#113 Superintendent

Date: \_\_\_\_\_

\_\_\_\_\_  
ISD # 113 Schol Board Chair  
  
\_\_\_\_\_  
AFSCME Council 65 Staff Representative

Date: \_\_\_\_\_

Date: 11-7-24

  
\_\_\_\_\_  
AFSCME Local 2195-4 Local Union President

Date: 11-12-24