

MEMORANDUM OF UNDERSTANDING

Between the Crosby-Ironton School District

and

The American Federation of State, County and

Municipal Employees, AFL-CIO, Local Union No. 1691

regarding

Temporary Reassignment of Paraprofessional to Teacher Position

This memorandum is created to address a unique staffing need in the Crosby-Ironton School District. A situation has arisen where a Special Education teacher is either temporarily or permanently unable to perform teaching duties. During the initial absence, the teacher position was filled by a long-term substitute teacher, who does not possess a special education teaching license, and does not wish to continue to work in the position long-term. An option exists where a paraprofessional who has worked in the special education classroom where the teacher vacancy has occurred, and where the paraprofessional does possess a teaching license and is enrolled in post-secondary coursework to become certified as a special education teacher, would be available to temporarily fill in during the regular teacher's absence. This assignment may be temporary or it could become permanent.

The School District is requesting the AFSCME bargaining unit to consider a one-time, non-precedent setting, request to allow the paraprofessional to take leave from the paraprofessional position to serve as the special education teacher. In order to facilitate this temporary job reassignment, it is requested that the paraprofessional be granted a temporary leave from the AFSCME paraprofessional position and, upon the return of the regular teacher, be able to return to the paraprofessional position without loss of seniority, step on the salary schedule, or benefits. This temporary leave would be no longer than the end of the current 2024-2025 school year or the return of the regular teacher, whichever occurs first.

In addition, the paraprofessional hired to replace the paraprofessional leaving to take the special education teaching assignment shall be assigned to a different paraprofessional position in the School District in the event that the teaching paraprofessional returns to a paraprofessional assignment and shall not have employment terminated due exclusively to the return of the teaching paraprofessional to a paraprofessional position.

This Memorandum of Understanding would expire upon the return of the regular teacher or June 30, 2025, whichever occurs first. If an extension is needed, AFSCME and the School District will negotiate the terms of the extension, as may be necessary.

IN WITNESS WHEREOF, the parties have executed this Agreement as follows:

FOR:

BOARD OF EDUCATION

Independent School District No. 182

Crosby-Ironton, Minnesota

FOR:

LOCAL UNION No. 1691

American Federation of State, County

and Municipal Employees, AFL-CIO

Board Chair

Staff Representative

Board Clerk/Treasurer

President

Amy Pearson Feb 10th 25

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