

**Memorandum of Understanding
Between
Longview School District and the SEIU Local 925
Regarding Paraeducator and Related Positions**

To address recent issues around paraeducator work and positions that the Parties have discussed in limited contract reopening bargaining, the Parties agree as follows:

1. Section 19.10 of the collective bargaining agreement currently in effect between the parties shall be amended to read as follows:

Section 19.10 – High Needs Student Support Paraeducators

High Needs Student Support Paraeducators are defined as Paraeducators who are assigned to self-contained special education classrooms or one-on-one student support positions due to a student's behavior requirements. Human Resources shall notify the Union of all positions designated high Needs Student Support Paraeducators each September 1. Employees may request that the Human Resources Director consider their position for designation as a High Needs Student Support Paraeducator if their schedule or ongoing assignment regularly consists of working with students with designated behavior support requirements when no other staff support is specifically provided for the student(s). Any designation of partial assignment high needs work will be reviewed on a monthly basis. Employees interested in a review must submit documents to Human Resources within thirty (30) days of the signature date of this Agreement. Payment at the high needs rate will start the day following designation by Human Resources.

2. Effective January 3, 2024 the wage schedule shall be amended to include the CBT Paraeducator position. This position shall be paid High Needs Student Support Paraeducator position at each step. Also effective January 3, 2024 the pay rate for high needs paraeducators shall be increased above the September 1, 2023 rate by thirty cents (30¢) per hour at each step.
3. Any Union positions, including CBT positions, that have become open since October 1, 2023 or become open in the future shall be posted as required by the collective bargaining agreement. Any Union positions currently filled by the Maxim staffing agency shall be discontinued the earlier of when a qualified applicant for District employment has accepted or the end of the 2023-24 work year, and shall, to the extent the position is needed in the future, be posted as required by the collective bargaining agreement. In the event the District determines that contracting for work is necessary it will comply with § 1.3 of the collective bargaining agreement.
4. This agreement expires August 31, 2025.

For the District



Dan Zorn, Superintendent


Date: 2/5/24

For the Union:



Shawn Nyman, Representative

Date: _____



Crystal Tift, President

Date: _____