

**Memorandum of Understanding
Between
Special Education District of Lake County and the SEDOL Support Staff Association
Regarding ESY Pay and Paraprofessional Placements in LASSO 3 Program**

This **Memorandum of Understanding** (the “MOU”) is made and entered into on **April 25, 2024** by and between the **Governing Board of the Special Education District of Lake County** (the “Board” or “SEDOL”) and the **SEDOL Support Staff Association, IEA-NEA (“SSSA”)** (collectively, the “Parties”).

WHEREAS, the Board and the SSSA are parties to a 2023-2026 Collective Bargaining Agreement (“CBA”); and

WHEREAS, Section 15.11 of the CBA states that staff who work the Extended School Year (“ESY”) receive pay for ESY on June 30 and July 31; and

WHEREAS, this payment schedule results in staff being paid in advance for ESY work not yet performed and has resulted in hardship to SEDOL in situations where staff have resigned after receiving pay but before completing the work; and

WHEREAS, Section 15.17 of the CBA provides that classroom paraprofessionals assigned to the LASSO 3 program who successfully complete eight (8) hours of SEDOL-provided professional development during the immediately preceding school term shall receive a premium of \$1.50 per hour so long as the employee is working in the LASSO 3 program; and

WHEREAS, due to staff restructuring, the Board anticipates a significant number of classroom paraprofessionals being reassigned to the LASSO 3 program in the 2024-2025 school year; and

WHEREAS, the Parties desire to provide classroom paraprofessionals reassigned to the LASSO 3 program the opportunity to begin receiving the \$1.50 premium during the 2024-2025 school year by completing professional development over the summer;

NOW THEREFORE, for, and in consideration of, the mutual covenants herein contained, the receipt of and sufficiency of which is hereby acknowledged, the Parties agree as follows:

- I. **ESY Pay**. The parties agree that for the duration of the current 2023-2026 Collective Bargaining Agreement (“CBA”) staff who work ESY will receive ESY pay on June 30 (covering workdays between June 1 – June 15), July 15 (covering workdays from June 16 – June 30), and July 31 (covering workdays from July 1 – July 15), notwithstanding any language in the CBA to the contrary. In the event that ESY extends beyond July 15th, then any days worked between July 16th – July 31st will be paid on August 15th. If the pay date falls on a

weekend, the ESY payment will be issued on the immediately preceding business day.

- II. **LASSO 3 Premium Pay.** Classroom paraprofessionals newly assigned to the LASSO 3 program for the 2024-2025 school year who complete eight (8) hours of SEDOL-provided professional development over the summer of 2024 shall receive the \$1.50 per hour premium pay beginning with the 2024-2025 school year and for as long as they remain assigned to the LASSO 3 program and complete professional development each school term as provided in Section 15.17 of the CBA.

- III. **Technical.** This Memorandum of Understanding is non-precedential. Unless specifically noted herein, this Memorandum of Understanding shall not modify, amend or supersede the terms or conditions set forth in the 2023-2026 Collective Bargaining Agreement between the Parties. This Memorandum of Understanding shall expire upon the expiration of the 2023-2026 Collective Bargaining Agreement.

IN WITNESS WHEREOF, the Governing Board and the SEDOL Support Staff Association have executed this Memorandum of Understanding on the dates indicated below.

Joanne H. Osmond
President
SEDOL Governing Board

Sandra Callahan
President
SEDOL Support Staff Association

Date: June 5, 2024

Date: May 07, 2024

ATTEST:
Stephen [Signature]
Secretary
SEDOL Governing Board

Date: June 5, 2024