

Memorandum of Agreement
Between
The Dudley-Charlton Regional School District
And
The Dudley-Charlton Paraprofessionals Association

This Memorandum of Understanding (MOU) is entered into by and between the Dudley-Charlton Regional School District (the “District”) and the Dudley-Charlton Paraprofessionals Union (the “Union”), collectively referred to as “the Parties,” for the purpose of clarifying compensation and training expectations not explicitly addressed in the current collective bargaining agreement.

1. Holiday Pay Eligibility

Paraprofessionals will be eligible for holiday pay if any one of the following conditions is met:

- a. The paraprofessional works on both the last scheduled workday before the holiday and the first scheduled workday after the holiday;
- b. The paraprofessional uses an administrator-approved personal or vacation day on either or both of those workdays;
- c. The paraprofessional uses a sick day on either the last scheduled workday before or the first scheduled workday after the holiday and provides a doctor’s note to their building principal to verify eligibility for holiday pay.

2. Safety-Care Training Requirement

All paraprofessionals are required to complete Safety-Care Training, unless they submit appropriate medical documentation excusing them from participation. Medical exemptions will be reviewed and approved by the District's Human Resources Director in consultation with the Superintendent or designee. This will be incorporated into an updated Job Description during the 2025-2026 School Year.

3. Floating Holiday/Vacation Day

Paraprofessionals covered under this agreement who meet the criteria for holiday pay eligibility can elect to “float” the matching vacation day. This day must be used within the same fiscal year and scheduled with prior approval of the principal.

4. Full-Year Stipends

All annual stipends (e.g., as assigned in appendixes, longevity, specialized program support, etc.) will be paid in a separate check from the employee’s regular payroll. The District will ensure stipends are processed no later than the final June payroll following confirmation of eligibility and fulfillment of duties.

5. Enrollment of Children

A. Paraprofessionals who reside in the district will be allowed to enroll their children or stepchildren in a school or existing program within the district appropriate to the child's age, grade level and ability.

B. Paraprofessionals who reside in Massachusetts but outside of the district will be allowed to enroll their children or stepchildren in a school or existing program within the district appropriate to the child's age, grade level and ability. The number and location of openings under this section will be set by the school committee by May 1 of the preceding school year. Expenses in excess of the district per pupil costs shall be borne by the parent or guardian.

This MOU is non-precedent setting and shall not be interpreted as modifying any existing provision of the current collective bargaining agreement unless explicitly stated herein. This MOU shall remain in effect for the duration of the current contract cycle or until modified by mutual agreement of the Parties.

For the District:

Superintendent of Schools

Date: 07.10.2025

For the Union:

Christine Haro ce

DCPA President

Date: 7-10-25