

Memorandum of Understanding

Para upgrade to .88 FTE

This MOU is between the SEIU and Unified School District 259, Wichita Public Schools hereafter referred to as "the district" regarding temporarily increasing FTE of para educator positions. Stakeholders, including parents, students and staff were given a survey asking stakeholders how COVID has impacted our schools. Principals and building staff also prepared a needs assessment for the 2023-24 school year. In reviewing feedback from administrators, parents, students and staff, almost every response included the need to address learning loss and close instructional gaps post-COVID.

In order to do this, many shared the need for more support within the building to allow for smaller groups and more individualized instruction. More hours are needed to support the high needs populations, including Special Education and English Language Learners, for whom the instructional gaps are greater than their regular education peers.

It is agreed upon that for the 2023-24 school year the district will extend an offer to all assistant and benefited paras, increasing them from their current FTE to .88 if they choose. If they choose this opportunity, they will receive all the benefits of working .88 FTE and will be required to work the hours at that level (35 hours per week). There is not an in between option – they choose .88 or remain at current FTE.

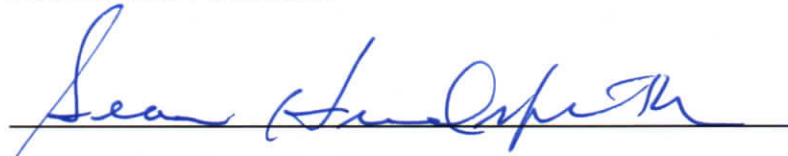
All existing vacancies will be changed from current FTE to .88. The district will evaluate the success of this post-COVID initiative annually. If deemed successful after each evaluation, this opportunity would be renewed annually for a period not to exceed three years ending June 30, 2024, using ESSER funds. The district will study the program's long-term success to determine if the district, after June 30, 2024, will seek to maintain the increase in hours through other funding. The district also reserves the right to scale back through attrition going into the 2023-24 school year if alternate funds are not available to support full-time paras in a long-term sustainable program. Should the program be unsustainable following the end of ESSER, the program will be dissolved through attrition. As para's turnover, new hires will be hired at a lower FTE. The district reserves its right to reassign para's to different buildings during the dissolution timeframe to meet student needs.

This agreement excludes the following positions and excludes any future positions that are not explicitly titled as a para educator:

- Accompanist
- Adult Ed and Literacy Asst
- Asst Para - Future Ready Advocate
- Certified Physical Therapy Asst 2
- Family and School Liaison Asst
- Family Literacy Program Asst
- Health Room Assistant
- Homeless Parent Facilitator
- Interpreter DHH
- Library Clerk
- Para Virtual School
- Paraeducator-Library
- Parent Involvement Worker 3
- Parent Teacher Resource Support
- Special Ed Safety Support
- Speech Language Pathologist Asst
- Technician, Special Projects
- Technology Assistant
- Translator
- Volunteer Involvement Worker
- Volunteer Site Coordinator

As a result of this MOU, the district will waive the part-time insurance premiums for all employees eligible for the health plan. Benefits would effective at the first day of the month following the first day of school each year (September 1st). This waiver of premium will also be reviewed on an annual basis and would continue should the district elect to continue this program as stated above.

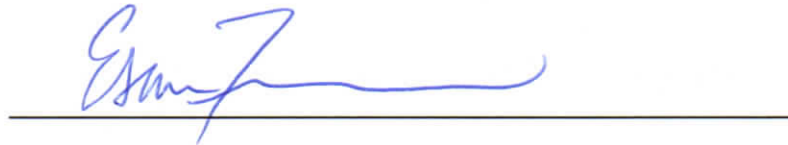
AGREED AND AFFIRMED:



Sean Hudspeth – CHRO



Date



Esau Freeman – SEIU Local 513



Date