

**MEMORANDUM OF AGREEMENT (“MOA”):  
Paraprofessional Teacher’s Assistant Pilot Program**

This Memorandum of Agreement (“MOA”) is entered into by and between Independent School District No. 834 (“District”) and St. Croix Paraprofessional Association (“Union”).

WHEREAS, the District and Union are parties to a collective bargaining agreement (“CBA”) governing the negotiated terms and conditions of employment for paraprofessionals who are employed by the District;

WHEREAS, the District desires to implement a pilot Paraprofessional Teacher’s Assistant position to support elementary instruction and student learning; and

WHEREAS, the parties agree that such position shall be included within the SCPA bargaining unit; and

WHEREAS, the parties desire to establish the terms and conditions applicable to this pilot position without otherwise modifying the collective bargaining agreement;

NOW, THEREFORE, the parties agree as follows:

1. **PURPOSE.** The purpose of this Memorandum of Agreement (“MOA”) is to establish a pilot Paraprofessional Teacher’s Assistant position within the SCPA bargaining unit to support elementary instruction, including district literacy initiatives and to define the compensation and related terms applicable to employees assigned to this position.
2. **BARGAINING UNIT STATUS.** The Paraprofessional Teacher’s Assistant position shall be included in the SCPA bargaining unit and shall be subject to all applicable provisions of the collective bargaining agreement, except as specifically modified by this MOA.
3. **PILOT PROGRAM.** The Paraprofessional Teacher’s Assistant position shall be implemented as a pilot program beginning during the 2026-2027 school year on a date determined by the District and continuing through June 30, 2027, unless extended or modified by mutual written agreement of the parties. The District retains the sole discretion to determine the number of positions, assignments, assignment locations, and operational parameters of the pilot program, consistent with applicable law.
4. **COMPENSATION.** Employees assigned by the District to the Paraprofessional Teacher’s Assistant position shall receive an additional Two Dollars (\$2.00) per hour above their regular hourly rate for all hours worked in the Paraprofessional Teacher’s Assistant assignment.
  - a. This differential:
    - i. applies only to hours worked in the Paraprofessional Teacher’s Assistant assignment;
    - ii. shall not create a new wage class or modify Appendix A of the collective bargaining agreement;
    - iii. shall not apply to employees who are not assigned to the Paraprofessional Teacher’s Assistant position; and

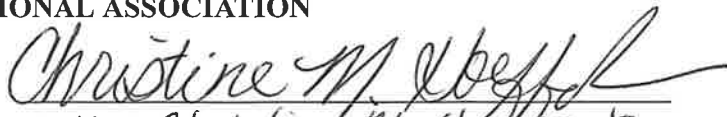
iv. shall cease upon the employee's transfer from or conclusion of assignment to the Paraprofessional Teacher's Assistant position.

5. **QUALIFICATIONS.** The District may establish and apply qualifications for the Paraprofessional Teacher's Assistant position consistent with the job description, including qualifications that exceed those of standard paraprofessional positions.
6. **POSTING AND SELECTION.** Vacancies in the Paraprofessional Teacher's Assistant position shall be posted in accordance with Article XII of the collective bargaining agreement, and the District retains discretion to choose the most qualified candidate, regardless of seniority. The District's hiring decisions are not subject to the grievance procedure.
7. **NO WAGE RE-OPENER.** The parties agree that this MOA is not a wage re-opener and, instead, addresses terms and conditions of employment for the 2024-2026 CBA.
8. **GRIEVANCE.** This MOA is not grievable. No party to this MOA has an objection to the MOA and each party hereby waives any right they may have to file a grievance or pursue any other action and/or remedy against the District regarding any matter that arises out of or relates to the parties entering into this MOA, or any of the items stated above.
9. **NO PRECEDENT.** This MOA is intended as a pilot agreement only and shall not establish a past practice, precedent, or binding interpretation of the collective bargaining agreement. This MOA shall not require the District to continue the position or the compensation differential beyond the term of this agreement, and the job duties outlined herein shall not become "bargaining unit" work.
10. **FULL AGREEMENT.** This MOA constitutes the full and complete agreement between the parties regarding the Paraprofessional Teacher's Assistant pilot position. All other terms and conditions of the collective bargaining agreement remain in full force and effect.
11. **DURATION.** This MOA shall become effective upon execution by both parties and shall remain in effect through June 30, 2027, unless extended by mutual written agreement.

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

**SAINT CROIX PARAPROFESSIONAL ASSOCIATION**

Date: 4-15-2026

  
President Christina M. Hoessle

**INDEPENDENT SCHOOL DISTRICT NO. 834**

Date: \_\_\_\_\_

\_\_\_\_\_  
School Board Chair