

Hastings Area Public Schools - ISD 200
School Board Meeting Agenda

Wednesday, September 13, 2023
Special Meeting of the Hastings School Board
Middle School Media Center

- I. **Call Meeting to Order**
 - a. Attendance
- II. **Pledge of Allegiance**
- III. **Motion to approve the agenda/table file**
- IV. **Items for Discussion**
 - a. ESP MOU Agreement
- V. **Adjournment**



**MEMORANDUM OF AGREEMENT
ESP Working Hours for 2023-2024
September 6, 2023**

This Memorandum of Understanding (MOU) is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "School District") and the Ed MN Hastings - Educational Support Professionals (hereinafter referred to as the Union").

WHEREAS, the District has been working collaboratively with the Union to recruit candidates to fill open special education paraprofessional positions; and

WHEREAS, the District has been unable to hire/retain sufficient staff to meet the staffing levels desired for the last two school years, particularly as it relates to special education paraprofessionals; and

WHEREAS, the District and the Union mutually agree that one factor that is potentially impacting the hiring and/or retention of staff is the limited number of scheduled work hours per day.

NOW THEREFORE, it is mutually agreed by and between the parties, for the 2023-2024 school year only, as follows:

1. At the option of each individual, special education paraprofessionals employed at least 5.75 hours per day but less than 6.25 hours per day shall be increased to 6.25 hours per day beginning September 21, 2023; and
2. At the end of the 2023-2024 school year, employees' rights to hours per days will revert back to what they were regularly scheduled to work at the conclusion of the 2022-2023 school, if employed at that time; and
3. Effective with the start of the 2024-2025 school year, employees hired into special education paraprofessional positions and starting their employment during the 2023-2024 school year shall have job rights to 5.75 hours per day; and
4. This temporary increase in hours will be used as a monitoring period to determine if the increased number of hours has a positive impact on hiring/retention; and
5. This MOU will be effective for the 2023-2024 school year only, and shall sunset at the conclusion of the 2023-2024 school year.

ED MN - Educational Support Professionals

DATE: _____

BY: _____

HASTINGS PUBLIC SCHOOLS - ISD 200

DATE: _____

BY: _____

FOR THE DISTRICT