

MEMORANDUM OF AGREEMENT

THIS AGREEMENT, made and entered into this ___ day of June, 2023, by and between the Burlington, Vermont School District (BSD) and the Burlington Education Association Inc. Paraeducators Unit, NEA-Vt (BEA) shall be as follows:

1. BEA has requested to add the positions of Occupational Therapist (OT) and Physical Therapist (PT) to the above referenced Unit. BSD agrees to the inclusion of such positions in the Unit.
2. The Unit has recently concluded negotiations with BSD for a renewed collective bargaining agreement (CBA) with a duration of August 15, 2022 to August 14, 2025 that included retroactivity of the first year's increase to 8-15-2022. Such first-year increase shall also be implemented for the OT and PT positions retroactively to 8-15-22 as promptly as administratively possible. The FY 24 and FY 25 increases included in such CBA shall also be applicable to the OT and PT positions.
3. Sections 1.5 (Rights of the Board), 1.6 (Duration), 1.7 (Notification), 1.8 (Extension), 2.2 (Modification), 2.3 (Resolution of Differences-No Strike), 2.4 (Consistent with Law), 2.6 (No Discrimination-Equal Treatment), 2.7 (Notice under Agreement), 2.8 (Confidentiality), 2.9 (Collective bargaining Rights), 2.10 (Legal Rights), 2.11 (Rights of Citizenship), Article 3 (Negotiating Procedure), 4.2 (Probation), 4.3a (Payroll Deductions), 4.3b (Lists of Members), 4.5c (Just Cause), 4.5d (Complaints), 4.5e (Right to Representation), 4.5f (Suspension), 4.7 (Personnel Files), Article 5 (Grievance) and Article X (Miscellaneous Provisions) of the Paraeducators CBA shall be considered applicable to the OT/PT positions.
4. Article IX (Reduction in Force) shall be applicable to the OT/PT positions, but OT and PT shall each be regarded as separate and distinct positions with displacement rights of incumbents limited in application to other incumbents in the same position.
5. In all other respects the current status quo as to payments, benefits and operating conditions between BSD and the OT/PT positions will remain in full force and effect until the same may change through bargaining between the parties for the Paraprofessional Unit's renewed CBA commencing 8-15-2025.

IN WITNESS WHEREOF, this Agreement is executed by duly authorized representatives of BSD and BEA as of the above date.

BSD

By: 

BEA

By: 