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 position of Behavioral Interventionist (BI) to the above referenced Unit. BSD agrees to the inclusion of such position 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. The FY 24 and FY 25 increases included in such CBA shall be applicable to the BI position.
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 BI position.
4. Article IX (Reduction in Force) shall be applicable to the BI position, but BI shall be regarded as a separate and distinct position 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 BI position 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:_____