



COLLABORATIVE AGREEMENT
Between the
Colonial School District Board of Education
And the
Colonial Paraprofessional Association DSEA/NEA

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is entered into by and between the Colonial School District ("District") and the Colonial Paraprofessional Association ("Association").

The purpose of this MOA is to set forth parameters for paraprofessionals to be granted an unpaid leave of absence for the purpose of meeting student teaching requirements.

Whereas, the District is party to a collective bargaining agreement with the Association which covers all paraprofessionals duly certified by the Delaware Public Employment Relations Board, not including substitutes, supervisory or staff personnel of the District.

Whereas, said collective bargaining agreement between the District and the Association expires on July 31, 2017;

Whereas said collective bargaining agreement, only as it pertains to leaves of absence will be amended to allow for current paraprofessionals to meet student teaching requirements without loss of current position;

Now therefore, this 17th day of November, 2015, the parties agree as follows:

Amend Article 13, Leaves of Absence, as follows:

- 13:4 Educational Leave
- 13:4.1 Educational leave without pay for up to one semester may be granted, at the discretion of the district, for up to four(4) paraprofessionals who are enrolled in an accredited college or university to complete student teaching requirements to become a certified teacher.
- 13:4.2 Leaves of absence under this section shall not constitute a break in service; but neither shall such leave be credited toward seniority in the District or be a criterion for pay or other benefits, as set forth in this Agreement, except as otherwise provided in this Agreement.

- 13:4.3 Paraprofessionals on leaves under this section shall be eligible to continue to participate in board sponsored group benefit programs at their own expense provided the company providing such benefit agrees.

This Memorandum of Agreement may be amended only by written agreement signed by each of the parties involved.

This Memorandum of Agreement shall be effective beginning with the date of the last signature hereon and ending July 31, 2017.

Colonial School District

Colonial Paraprofessional Association
DSEA/NEA



Superintendent of Schools



President
Colonial Paraprofessional Association

Date: 16/17/15

Date: 11/16/15