

MEMORANDUM OF UNDERSTANDING BY AND BETWEEN  
THE AGAWAM PUBLIC SCHOOLS  
AND  
THE AGAWAM EDUCATION ASSOCIATION  
PARAPROFESSIONAL ASSOCIATION, UNIT B

This Memorandum of Understanding ("MOU") is made and entered into by and between the Agawam Public Schools, hereinafter referred to as the "School District", and the Agawam Education Association, Paraprofessional Association, Unit B, hereinafter referred to as the "Association".

BACKGROUND:

The School District employs paraprofessionals to support educational activities within its schools. The Association represents the interests of these paraprofessionals.

PURPOSE:

The purpose of this MOU is to establish an agreement between the School District and the Association regarding the employment terms of paraprofessionals during the summer break.

TERMS OF AGREEMENT:

Summer Break Employment:

During the summer break, paraprofessionals covered by this MOU shall not be required to work, unless they voluntarily agree to do so. There will be no mandatory summer assignments for paraprofessionals.

Voluntary Summer Assignments:

Paraprofessionals may choose to work during the summer break on a voluntary basis. Paraprofessionals may apply to job postings for open assignments. Any such voluntary

assignments will be offered based on the needs of the School District and the availability of paraprofessionals. The School District shall determine which, if any, paraprofessionals are selected to work the assignments.

Compensation for Voluntary Summer Assignments:

Paraprofessionals who choose to work during the summer break on a voluntary basis and are chosen to do so shall be compensated at their contractually agreed upon hourly rate.

Notification:

The School District shall provide timely notification to paraprofessionals regarding any voluntary summer assignments and the terms of compensation.

Duration:

This agreement shall remain in effect until June 30, 2025, unless terminated, extended, or amended by mutual written agreement of the School District and the Association.

Governing Law:

This MOU shall be governed by the laws of Massachusetts and any disputes arising from it shall be resolved in accordance with applicable laws and regulations.

Signatures:

This MOU shall become effective upon signature by authorized representatives of the School District and the Association.

IN WITNESS WHEREOF, the Parties hereto have executed this Memorandum of Understanding as of the date first above written.

AGAWAM PUBLIC SCHOOLS

By: \_\_\_\_\_  
Agawam School Committee Chair

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

THE AGAWAM EDUCATION ASSOCIATION

PARAPROFESSIONAL ASSOCIATION, UNIT B

By: \_\_\_\_\_  
Association President

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