

Memorandum of Understanding

Service Employees Local Number 226 (Local 226) and Douglas County School District No. 0001 (District) are currently parties to a collective bargaining agreement covering the Paraprofessionals Division which was adopted by the Board of Education on July 17, 2023, for the 2023-2026 school years.

Local 226 and District desire to enter into a Memorandum of Understanding amending Article 19 of the collective bargaining agreement to increase the hourly rate of pay for bargaining unit members who serve as special education paraprofessionals beginning with the 2024-2025 school year. The Parties agree special education paraprofessionals shall be paid 110% of the paraprofessional hourly rate. The salary tables for the 2024-2025 and 2025-2026 school years set forth in Article 19 of the collective bargaining agreement shall be stricken and the salary tables attached hereto as Exhibit A shall be inserted instead.

Local 226 and District agree that, other than as specifically provided herein, all other terms and provisions of the Paraprofessionals Division Negotiations Agreement remain unaltered and in full force and effect.

IN WITNESS WHEREOF, the parties have executed this MOU in duplicate on the dates set forth below.

DOUGLAS COUNTY SCHOOL DISTRICT 0001

By: _____

Name/Title: Spencer Head, Board President

Date: 5/16/24

Attest:

By: _____

Name/Title: Anne MacFarland, Board Secretary

Date: 5/16/24

SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 226

By: _____

Name/Title: President Local SEIU 226

Date: 5-1-24

EXHIBIT A

2024-2025		2025-2026	
Educational Paraprofessional (60M)		Educational Paraprofessional (60M)	
185 Days Annually		185 Days Annually	
Step	Hourly	Step	Hourly
1	\$18.48	1	\$18.90
2	\$18.65	2	\$19.08
3	\$18.83	3	\$19.25
4	\$19.00	4	\$19.43
5	\$19.17	5	\$19.60
6	\$19.34	6	\$19.78
7	\$19.52	7	\$19.96
8	\$19.69	8	\$20.13
9	\$19.86	9	\$20.31
10	\$20.03	10	\$20.48
11	\$20.21	11	\$20.66
12	\$20.38	12	\$20.84
13	\$20.55	13	\$21.01
14	\$20.72	14	\$21.19
15	\$20.90	15	\$21.36
16	\$21.07	16	\$21.54
LSI	\$779.59	LSI	\$796.98

2024-2025		2025-2026	
Special Educational Paraprofessional I (61M)		Special Educational Paraprofessional I (61M)	
185 Days Annually		185 Days Annually	
Step	Hourly	Step	Hourly
1	\$20.33	1	\$20.79
2	\$20.52	2	\$20.99
3	\$20.71	3	\$21.17
4	\$20.90	4	\$21.37
5	\$21.09	5	\$21.56
6	\$21.27	6	\$21.75
7	\$21.47	7	\$21.95
8	\$21.66	8	\$22.14
9	\$21.85	9	\$22.35
10	\$22.03	10	\$22.52
11	\$22.23	11	\$22.72
12	\$22.42	12	\$22.93
13	\$22.61	13	\$23.12
14	\$22.79	14	\$23.31
15	\$22.99	15	\$23.50
16	\$23.18	16	\$23.70
LSI	\$857.55	LSI	\$876.68

2024-2025		2025-2026	
Educational Paraprofessional (63M)		Educational Paraprofessional (63M)	
261 Days Annually		261 Days Annually	
Step	Hourly	Step	Hourly
1	\$18.48	1	\$18.90
2	\$18.65	2	\$19.08
3	\$18.83	3	\$19.25
4	\$19.00	4	\$19.43
5	\$19.17	5	\$19.60
6	\$19.34	6	\$19.78
7	\$19.52	7	\$19.96
8	\$19.69	8	\$20.13
9	\$19.86	9	\$20.31
10	\$20.03	10	\$20.48
11	\$20.21	11	\$20.66
12	\$20.38	12	\$20.84
13	\$20.55	13	\$21.01
14	\$20.72	14	\$21.19
15	\$20.90	15	\$21.36
16	\$21.07	16	\$21.54
LSI	\$1,099.85	LSI	\$1,124.39

2024-2025		2025-2026	
Special Educational Paraprofessional II (61R)		Special Educational Paraprofessional II (61R)	
185 Days Annually		185 Days Annually	
Step	Hourly	Step	Hourly
1	\$21.28	1	\$21.76
2	\$21.53	2	\$22.03
3	\$21.80	3	\$22.29
4	\$22.04	4	\$22.54
5	\$22.31	5	\$22.81
6	\$22.55	6	\$23.06
7	\$22.82	7	\$23.33
8	\$23.09	8	\$23.61
9	\$23.33	9	\$23.86
10	\$23.59	10	\$24.12
11	\$23.85	11	\$24.38
12	\$24.11	12	\$24.65
13	\$24.38	13	\$24.93
14	\$24.61	14	\$25.17
15	\$24.89	15	\$25.44
16	\$25.14	16	\$25.70
LSI	\$930.20	LSI	\$950.95

2024-2025		2025-2026	
Focus Special Educational Paraprofessional I (63O) 196 Days Annually		Focus Special Educational Paraprofessional I (63O) 196 Days Annually	
Step	Hourly	Step	Hourly
1	\$20.33	1	\$20.79
2	\$20.52	2	\$20.99
3	\$20.71	3	\$21.17
4	\$20.90	4	\$21.37
5	\$21.09	5	\$21.56
6	\$21.27	6	\$21.75
7	\$21.47	7	\$21.95
8	\$21.66	8	\$22.14
9	\$21.85	9	\$22.35
10	\$22.03	10	\$22.52
11	\$22.23	11	\$22.72
12	\$22.42	12	\$22.93
13	\$22.61	13	\$23.12
14	\$22.79	14	\$23.31
15	\$22.99	15	\$23.50
16	\$23.18	16	\$23.70
LSI	\$908.53	LSI	\$928.80

2024-2025		2025-2026	
Focus School Paraprofessional (63N) 196 Days Annually		Focus School Paraprofessional (63N) 196 Days Annually	
Step	Hourly	Step	Hourly
1	\$18.48	1	\$18.90
2	\$18.65	2	\$19.08
3	\$18.83	3	\$19.25
4	\$19.00	4	\$19.43
5	\$19.17	5	\$19.60
6	\$19.34	6	\$19.78
7	\$19.52	7	\$19.96
8	\$19.69	8	\$20.13
9	\$19.86	9	\$20.31
10	\$20.03	10	\$20.48
11	\$20.21	11	\$20.66
12	\$20.38	12	\$20.84
13	\$20.55	13	\$21.01
14	\$20.72	14	\$21.19
15	\$20.90	15	\$21.36
16	\$21.07	16	\$21.54
LSI	\$825.94	LSI	\$844.37

2024-2025		2025-2026	
Focus Special Educational Paraprofessional II (63P) 196 Days Annually		Focus Special Educational Paraprofessional II (63P) 196 Days Annually	
Step	Hourly	Step	Hourly
1	\$21.28	1	\$21.76
2	\$21.53	2	\$22.03
3	\$21.80	3	\$22.29
4	\$22.04	4	\$22.54
5	\$22.31	5	\$22.81
6	\$22.55	6	\$23.06
7	\$22.82	7	\$23.33
8	\$23.09	8	\$23.61
9	\$23.33	9	\$23.86
10	\$23.59	10	\$24.12
11	\$23.85	11	\$24.38
12	\$24.11	12	\$24.65
13	\$24.38	13	\$24.93
14	\$24.61	14	\$25.17
15	\$24.89	15	\$25.44
16	\$25.14	16	\$25.70
LSI	\$985.51	LSI	\$1,007.49