

LETTER OF AGREEMENT
Between
CHARLOTTE PUBLIC SCHOOL DISTRICT
BOARD OF EDUCATION
And
CHARLOTTE PARAPROFESSIONAL ASSOCIATION, MEA/NEA

RE: ARTICLE 14 – COMPENSATION

1. This Letter of Agreement is entered into between the Charlotte Public Schools Board of Education (the "District") and the Charlotte Paraprofessional Association, MEA/NEA (the "Association").
2. For the 2023 Summer School program, assigned paraprofessionals shall be compensated at a rate of \$18.00 per hour worked (Eighteen Dollars Per Hour), less normal withholdings, during the District established summer school session. Training may be required prior to the start of the summer school session. If training specific to Summer School duties occurs during the normal school year and outside of the paraprofessional's normal assigned work schedule, they will be paid at the hourly rate stated above.
3. Paraprofessionals will be expected to fulfill the entire obligation of the assigned Summer School session. Paraprofessionals will not have access to paid or unpaid leave under the existing collective bargaining agreement.
4. Paraprofessionals will abide by all District policies and procedures.
5. Paraprofessionals will be required to apply for summer school positions and will be selected based on past performance, job related experience, certification, training, and educational requirements as well as any job qualifications established by relevant district, state, or federal statute or regulations. If all qualifications are equal, seniority as paraprofessional at Charlotte Public Schools will prevail.
6. Paraprofessionals are expected to work in-person at the building they are assigned according to the established Summer School schedule. Paraprofessional duties will include but are not limited to: student support during student drop off, recess, lunch, class activities, and student pick up.
7. All paraprofessionals who are assigned to work five (5) or more hours per day shall be entitled to a duty-free, uninterrupted lunch period of thirty (30) consecutive minutes, without pay.

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8. Nothing in this Letter of Agreement shall constitute a precedent, practice or established working condition for prior circumstances involving the application or interpretation of the current Agreement between the District and the Association or any successor collective bargaining agreement between them.
9. This Letter of Agreement expires on June 30, 2023.

CHARLOTTE PARAPROFESSIONAL
ASSOCIATION

By: Beth Monroe
Its: Unit Representative

By: Alex M. Buckel
Its: Unit Representative

Date: 3/27/2023

CHARLOTTE PUBLIC SCHOOLS
BOARD OF EDUCATION

By: Mark Byers
Its: President

By: M. Stewart
Its: Superintendent

Date: 3/27/2023