

**PROPOSALS OF THE SPRINGFIELD SCHOOL COMMITTEE  
FOR CHANGES TO THE COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
THE SPRINGFIELD SCHOOL COMMITTEE  
AND  
THE SPRINGFIELD FEDERATION OF PARAPROFESSIONALS, LOCAL 4098,  
AMERICAN FEDERATION OF TEACHERS, AFL-CIO**

**WHICH EXPIRES ON JUNE 30, 2024**

**Dated: March 26, 2024**

1. **ARTICLE XXIII DURATION.** The Employer proposes the maximum allowable contract duration under applicable statute.
2. **ARTICLE VIII LEAVES OF ABSENCE WITHOUT PAY.** Section G. FMLA. Change “1,000 hours or more” to “1,250 hours or more”.
3. **ARTICLE VI TRANSFERS OR RE-ASSIGNMENT.** Add language to this Article that prohibits an employee hired to fill a 1-to-1 or other low incidence assignment from applying for any other vacancies that are posted during the work year, except those appearing during the contractually established transfer period. This would preclude an employee from voluntarily separating from employment in order to fill a particular vacancy which they would not otherwise be eligible to fill as an active employee.
4. **ARTICLE VII LEAVES WITH PAY.** Section G. Religious Leave. Add language to this section as follows: *“In connection with its determination of whether to grant this benefit, the Employer reserves the right to require written documentation that the requested religious leave day meets the requirements specified in this paragraph.”*
5. **LOW INCIDENCE AND 1-to-1 ASSIGNMENTS STUDY COMMITTEE.** The Employer proposes to establish a study committee to discuss issues relating to its need to fill low incidence and 1-to-1 assignments, including increased training opportunities and job duties.
6. **HOUSEKEEPING CHANGES.** The Employer proposes to make such housekeeping changes as may be necessary, including the deletion of outdated or inoperative language in the collective bargaining agreement. It is proposed that this would be the result of a joint review of the collective bargaining agreement by representatives of the District and the Union.
7. The School Committee reserves the right to make additional proposals at a later point in the negotiations.