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SPRINGFIELD PUBLIC SCHOOLS - SPRINGFIELD, MASSACHUSETTS

Dear Paraprofessionals:

The Springfield Federation of Paraprofessionals and the School Committee entered into a new contract on October 5, 2017. We recognize that you play a key role in the education and development of our students; and coming to work is critical to that role. A key provision in the new contract that we would like to highlight is the ability to earn up to eleven (11) paid incentive days as a benefit for good attendance.

Members of Unit D may use the paid incentive days that they earned the previous school year, during the following school year when school is closed due to weather or vacation periods. For example, a paraprofessional who has earned incentive days may elect to use earned incentive days to get paid during February vacation when school is not in session. The earned incentive day language is contained in two separate provisions of the contract as detailed below.


The first provision allows a member of the paraprofessional bargaining unit the ability to earn one (1) incentive day for each school month in which the employee does not have any absences, up to a maximum of ten (10) days. The language in the contract specifically provides as follows:

“Effective with the 2013-14 school year employees will earn incentive leave days based on their attendance from the previous school year (if employed by the Springfield public schools for the entire school year as a member of the bargaining unit) pursuant to the formula below. Employees with earned incentive days from the previous school year will notify their school clerk when they wish to use an incentive day. Incentive days may be used any time during the school year for days when school is closed due to weather or vacation periods. Unused incentive days will be paid in the final payroll in June. . . . Jury duty leave and bereavement leave shall not count as an absence under this paragraph. . . . Effective with the 2017-18 school year employees will earn one incentive day (based on their regular daily rate of pay) for each school month (September-June) in which the employee does not have any absences. The maximum number of days that can be earned in a school year is ten (10).

A second section was added to the contract to allow a member of the bargaining unit the ability to earn an additional incentive day if they use four (4) or fewer sick and disability days. That new section specifically states:

Effective with the 2017-18 school year employees (if employed by the Springfield public schools for the entire school year as a member of the bargaining unit) who utilize four (4) or fewer sick and disability leave days will earn an incentive day to be used in the following school year for pay on unpaid weekdays when school is not in session (i.e. snow days or unpaid school vacation days).

We hope you take advantage of the new incentive day provisions in the contract and thank you for your part in providing our students with essential support services critical to their success.

Sincerely,

Catherine Mastronardi, President
Springfield Federation of Paraprofessionals


Daniel J. Warwick, Superintendent
Springfield Public Schools