

MEMORANDUM OF AGREEMENT
between
The Springfield School Committee
and
The Springfield Federation of Paraprofessionals
(Re: *Paraeducator in Training*)

June 3, 2024

The parties to this Memorandum of Agreement (“MOA”) are the Springfield School Committee and the Springfield Federation of Paraprofessionals (“Union”). The parties to this MOA are also parties to a Collective Bargaining Agreement (“CBA”) for the period of July 1, 2021 through June 30, 2024.

WHEREAS, during the 2022 - 2023 school year, the Springfield Public Schools (“SPS”) hired *temporary classroom support staff* as part of a pilot program to assist with the new full-day Pre-School programs. As part of the pilot program *temporary classroom support staff* were encouraged to take the WorkKeys test and were provided by SPS with practical training in order to become highly qualified (HQ) paraeducators.

WHEREAS the parties are now desirous of expanding the use of *the temporary classroom support staff* for all grade levels and memorializing the former pilot program for the 2024-2025 school year.

NOW THEREFORE, the parties agree as follows:

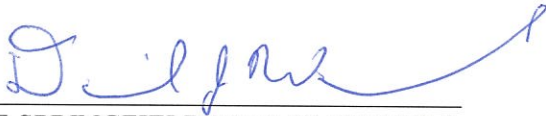
1. The previously referred to “*Temporary Classroom Support Staff*” will hereinafter be known as “*Paraeducators in Training*.” *Paraeducators in Training* will be a new category position in the bargaining unit effective July 1, 2023, for the 2024 – 2025 school year.
2. TEMPORARY POSITION: *Paraeducators in Training* are temporary in nature and a preparatory position to advance to that of a Paraeducator.
3. PROBATIONARY PERIOD: The Probationary Period for *Paraeducators in Training* shall be the same as the probationary period outlined and in accordance with the provisions of the CBA unless they continue in the position of *Paraeducator in Training* in accordance with numbered paragraph 3.b. below.
 - a. *Paraeducators in Training* shall: prepare for, take, and pass the WorkKeys test during their probationary period unless, they otherwise become HQ.
 - b. *Paraeducators in Training* who do not pass the WorkKeys test by the end of their probationary period or who do not become otherwise HQ will be subject to termination unless it is determined by the district that they made continuous progress toward obtaining HQ status and will remain in probationary period status as long as they continue to be a *Paraeducator in Training*.

The provisions of this Section 3 shall not be subject to the grievance and/or arbitration provisions of the collective bargaining agreement.

4. PARAEDUCATOR: Once the *Paraeducator in Training* becomes HQ, they will become a Paraeducator and will begin a new 120-day probationary period beginning on the first day that the employee is formally in the role of paraeducator.
5. HOURLY RATE: For Fiscal Year 2025 the hourly rate for *Paraeducators in Training* shall be \$18.54.

6. BENEFITS: *Paraeducators in Training* will receive only those benefits that are required by law, if they meet the minimum requirements, such as but not limited to Health Insurance, etc. They will also receive three (3) emergency and disability leave days which if hired after the start of the school year will be prorated.
7. *Paraeducators in Training* will be eligible to be substitutes as referenced in the CBA.
8. WORKDAY AND WORK YEAR: *Paraeducators in Training* will have the same length of workday and work year as Paraeducators.
9. LUNCH/BREAK: *Paraeducators in Training* will have the same duty-free lunch and break as Paraeducators as referenced in the CBA.
10. BUS MONITORS: *Paraeducators in Training* will be eligible to be Bus Monitors as referenced in the CBA.
11. DIAPERING/TOILETING STIPEND: *Paraeducators in Training* will be eligible for Diapering and Toileting stipend as referenced in the CBA.
12. This MOA is for FY' 2025 and will expire on June 30, 2025 on its own terms and without the necessity of any further action by the Parties. Any extension of the terms contained in this MOA would require agreement of all the Parties.
13. This MOA is non-precedent setting and does not establish a past practice.
14. This MOA is subject to ratification by the School Committee.

By their signatures below the parties bind their respective organizations.



FOR THE SPRINGFIELD PUBLIC SCHOOLS

6/3/24

DATE



FOR THE UNION

6/3/24

DATE