

The slide features a white background with abstract green geometric shapes on the left and right sides. The text is centered and reads: Springfield Federation of Paraprofessionals Contract Ratification Informational Session April 13, 2022.

Springfield Federation of
Paraprofessionals
Contract Ratification Informational
Session

April 13, 2022

Agenda

- ▶ Introductions and Thank You
- ▶ Review of MOA (Memorandum of Agreement)
- ▶ Ratification Process
- ▶ Questions/Comments?

Review of MOA

Length of the Agreement

July 1, 2020 - June 30, 2021

July 1, 2021 - June 30, 2024

Review of MOA- Housekeeping Items

- ▶ a. Art. V.A.1 replace “on the school bulletin boards, and a copy furnished to the Federation Representative in each building.” with **“electronically”**.
- ▶ b. Art. V.A.3 delete and replace with “The names and school addresses of all members of the staff will be posted **electronically.**”
- ▶ c. Art. V.K.2g add “CNA’s” after “Health Assistants”
(diapering exemption for health reasons)
- ▶ d. Art. V.M.(1) replace “Section I” with “Section J”
Correction

Review of MOA- Housekeeping Items

- ▶ e. Art. VI. A delete (old transfer language)

Section C. Pilot Transfer Program. Make the Pilot Transfer Program permanent and revise language accordingly to align with agreement to make this a permanent section of the collective bargaining agreement.

- ▶ f. Art. VI. B second sentence delete “with a copy to the Federation in Boston.”
- ▶ g. Art. VII.M change at beginning of second paragraph “Subject to the provisions of this Article each paraprofessional an employee who has completed 120 days in Unit D ,may” **(Sick bank language correction to reflect probationary period restriction)**
- ▶ h.ART. XV delete 5. Payment to Springfield Teachers’ Credit Union and **(no longer a bank)**

Review of MOA- Housekeeping Items

- ▶ i. Art. XVI.A.1 add “(alternatively the position may be posted on the School Department’s **website**).”
- ▶ j. Art. XVI.B.1 add “(in the event that the School Department posts the position **electronically**, applications must be filed **electronically**).”
- ▶ k. ARTICLE XIX COMPENSATION. Section A Basic Salary Schedule. Add a subsection A (2) as follows :“A. 2. Basis for Advancement in Degree Status
- ▶ l. In all instances where “he” or “she” appears replace with “**he/she/they**”
- ▶ m. In all instances where “her” or “him” appears replace with “**him/her/them**”

Review of MOA- Other Benefits

ARTICLE I FEDERATION RECOGNITION AND DEFINITIONS. The Parties have agreed to the use of the term “Para-educator” in place of “Paraprofessional”.

ARTICLE V WORKING CONDITIONS Section B. School Facilities. Revise Section B (2) to read as follows: “Each paraprofessional shall be provided with a space for his/her exclusive use in which he/she may securely store his/her personal belongings, instructional materials and supplies. Space as used above is intended to mean a locker, closet or file cabinet.”

ARTICLE VII LEAVES WITH PAY. Section H. Bereavement Leave. Add the following language to the end of Section 1(b): “The benefits of this paragraph would apply to step-parent, step-sibling, step-child, step-grandchild or step-grandparent.”

Review of MOA- Other Benefits

ARTICLE VII LEAVES WITH PAY. Section K. Holidays “When Juneteenth is observed on a date that falls during the school year, it shall be defined as a paid holiday.” (15 Paid Holidays)

ARTICLE XIII PARAPROFESSIONAL PROTECTION. Section B. Damage or Loss of Property. Revise Section 3(a) to read as follows: “Any clothing or other personal property damaged or destroyed as a result of an assault a battery suffered in the course of his employment, but not to exceed **\$1,000.00.**”

Review of MOA-Other Benefits

ARTICLE XIII PARAPROFESSIONAL PROTECTION. Section B. Damage or Loss of Property. Revise Section 3(b) to read as follows: “The cost of any medical, surgical or hospital services (over and above the amount of any insurance reimbursement and Workers Workmen’s Compensation received by said paraprofessional) incurred as the result of any assault a battery suffered in the course of his employment, but not to exceed **\$5,000.00.**”

ARTICLE XIX COMPENSATION. B. Other Payments
Paraprofessionals who serve as instructors to either Teachers or Paraprofessionals for a full day on Professional Development Day will receive a flat rate of **one-hundred-and-eighty dollars (\$180.00) plus their regular daily rate. Partial day-thirty dollars (\$30.00) per hour plus their regular/hourly rate.**”

Review of MOA-Other Benefits

ARTICLE XIX COMPENSATION. Section A Basic Salary Schedule. Revise existing sixth paragraph to read as follows: “Any Unit D member hired will be paid their contractual hourly rate according to years of service in Springfield, and at the discretion of the Human Resources Department, full years of service as a paraprofessional, teacher, or in another directly related type of position outside of the district . Whatever the credit allowed for experience or training when a staff member enters the system and whatever the salary fixed at that time, such credit and such salary stand as final, subject to adjustment only upon the approval of the Superintendent of Schools.”

ARTICLE XIX COMPENSATION. Section A Basic Salary Schedule. Add the following new paragraph after the existing sixth paragraph: “Current employees will be eligible to have their step placement adjusted based upon submission of satisfactory years of service proof of prior work experience as a paraprofessional, teacher, or in another directly related type of position outside of the district. Such proof shall be submitted no later than June 15, 2022 to the Human Resources Department. If approved, the adjustment shall be effective on the first day of the 2022/23 school year.”

Review of MOA-Medical Staff

ARTICLE V WORKING CONDITIONS. Section F. Length of Work Day and Work Year. Revise Section 1b to read as follows: “The workday for LPNs will consist of seven (7) hours exclusive of duty free lunch. **The workday for Health Assistants will consist of 7.5 hours, including a paid half hour lunch for which the Health Assistant will be required to remain in the building.**”

4. ARTICLE V WORKING CONDITIONS. Section F. Length of Work Day and Work Year. Revise Section 3B, 3rd paragraph as follows:
“These days will be for training of staff in areas appropriate and pertinent to their assigned tasks within the system. (Nurses Certified Nursing Assistants, Licensed Practical Nurses, Health Assistants, Occupational Therapy Assistants and Physical Therapy Assistants may be different and **may include content that will provide continuing education contact hours as required for certification/license renewal.**) The Federation will assist the School Department in developing the curriculum for these days.”

Review of MOA- Medical Staff

ARTICLE XI IN-SERVICE TRAINING Section B. In-Service Training Programs. Revise fifth paragraph to read as follows: “Unit members who serve in the Licensed Practical Nurse, Health Assistants (LPN), **COTA’s or PTA’s** classifications shall be entitled to reimbursement of up to \$150.00 of continuing education credit each year, provided such courses are approved in advance by an appropriate administrator. License renewals shall not be reimbursed under the provisions of this agreement.”

Review of MOA- Job Site Paraprofessionals

ARTICLE V WORKING CONDITIONS.

Job Site Paraprofessionals.

The Parties have agreed to incorporate the terms of the Memorandum of Agreement, dated May 15, 2019 regarding Job Site Paraprofessionals. That section of the MOA which refers to pay rates has been amended by virtue of the negotiated pay increases contemplated by this Memorandum of Agreement and the salary schedule for job site paraprofessionals will appear with all other salary schedules for this bargaining unit. Accordingly, Insert a New Section O as follows and re-letter remaining sections as necessary

WAGE PROPOSAL

2020-2021 2% INCREASE

2021-2022 5.33% INCREASE*
EXCEPTIONS

Para-educator/CNA 0-6 HQ 18.00/hour
Para-educator/CNA 0-6 Bachelors 19.00/hour
LPN/Health Assistant

0-5 years	6-10 years	11+ years
\$ 33.41	\$ 33.66	\$ 33.92
\$ 34.17	\$ 34.43	\$ 34.68

2022-2023 2% Increase

2023-2024 2% Increase

What you won't find in this agreement is just as important as what you will find..

No change to probationary period

No change to Incentive benefit

No change to 30 Hour Professional Development benefit

Year	Hourly	\$ Increase	Class	Tier/Stipend	Cummulative
1	\$18.00			\$0.00	\$0.00
2	\$18.00		\$540.00	\$540.00	\$540.00
3	\$19.23	\$1,622.99		\$1,622.99	\$2,162.99
4	\$19.23	\$1,622.99		\$1,622.99	\$3,785.97
5	\$19.23	\$1,622.99		\$1,622.99	\$5,408.96
6	\$19.23		\$576.90	\$576.90	\$5,985.86
7	\$21.36	\$2,810.54		\$2,810.54	\$8,796.39
8	\$21.36	\$2,810.54		\$2,810.54	\$11,606.93
9	\$21.36	\$2,810.54		\$2,810.54	\$14,417.46
10	\$21.36	\$2,810.54		\$2,810.54	\$17,228.00

11	\$21.36		\$640.80	\$640.80		\$17,868.80
12	\$21.36	\$1,000.00		\$1,000.00		\$18,868.80
13	\$21.36	\$1,000.00		\$1,000.00		\$19,868.80
14	\$21.36	\$1,000.00	\$640.80	\$1,640.80		\$21,509.60
15	\$21.36	\$2,000.00		\$2,000.00		\$23,509.60
16	\$21.36	\$2,000.00		\$2,000.00		\$25,509.60
17	\$21.36	\$2,000.00	\$640.80	\$2,640.80		\$28,150.40
18	\$21.36	\$3,000.00		\$3,000.00		\$31,150.40
19	\$21.36	\$3,000.00		\$3,000.00		\$34,150.40
20	\$21.36	\$3,000.00	\$640.08	\$3,640.08		\$37,790.48
21	\$21.36	\$4,000.00		\$4,000.00		\$41,790.48
22	\$21.36	\$4,000.00		\$4,000.00		\$45,790.48
23	\$21.36	\$4,000.00	\$640.08	\$4,640.08		\$50,430.56
24	\$21.36	\$5,000.00		\$5,000.00		\$55,430.56
25	\$21.36	\$5,000.00		\$5,000.00		\$60,430.56
26	\$21.36	\$5,000.00	\$640.08	\$5,640.08		\$66,070.64
27	\$21.36	\$6,000.00		\$6,000.00		\$72,070.64
28	\$21.36	\$6,000.00		\$6,000.00		\$78,070.64
29	\$21.36	\$6,000.00	\$640.08	\$6,640.08		\$84,710.72
30	\$21.36	\$7,000.00		\$7,000.00		\$91,710.72

Ratification Process

When the Poll appears on the screen you will see:

Ratification Vote

1. On the motion from the Negotiation Team to ratify the contract I vote (please check either yes or no)

Yes-I vote to approve the new contract

No-I vote against approving the contract

The poll will remain active until the voting period ends at 7pm on Wednesday April 13, 2022.

Questions?
Comments?

The right side of the slide features a decorative graphic composed of several overlapping, semi-transparent green triangles and polygons. The colors range from a light, pale green to a vibrant, bright green. The shapes are arranged in a way that creates a sense of depth and movement, with some shapes appearing to be layered in front of others. The overall effect is a modern, abstract design element.