

Springfield Federation of Paraprofessionals

OFF-THE-RECORD PACKAGE PROPOSAL

MAY 26, 2021

Contract 1 July 1, 2020 – June 30, 2022

Agree to Mgmt Prop 2. Art. V.A.1 replace “on the school bulletin boards, and a copy furnished to the Federation Representative in each building.” with “electronically”.

Agree to Mgmt Prop 3. Art. V.A.3 delete and replace with “The names and school addresses of all members of the staff will be posted electronically.”

Counterproposal to Mgmt Prop 4

ARTICLE V WORKING CONDITIONS F. Length of Work Day and Work Year 3B

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** should be different **and should 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.

Agree to Mgmt Prop 5. Art. V.K.2g add “CNA’s” after “Health Assistants”

Agree to Mgmt Prop 6. Art. V.M. replace “Section I” with “Section J”

Agree to Mgmt Prop 12. Art. VI. A delete

Agree to Mgmt Prop 13 Art. VI. B second sentence delete “with a copy to the Federation in Boston.”

Agree to Mgmt Prop 14. Art. VI.C delete “Pilot” from section title. Delete first two sentences.

Counterproposal to Mgmt Prop 27

Art. VII.M add at beginning of second paragraph “An employee who has completed **120** days in Unit D,”

Agree to Mgmt Prop 37. Art. XVI.A.1 add “(alternatively the position may be posted on the School Department’s website).”

Agree to Mgmt Prop 38. Art. XVI.B.1 add “(in the event that the School Department posts the position electronically, applications must be filed electronically).”

Counterproposal to Mgmt Prop 48. In all instances where “he” or “she” appears replace with “he/she/**they**”

Counterproposal to Mgmt Prop 49. In all instances where “her” or “him” appears replace with “him/her/**them**”

Effective and retroactive to July 1, 2020 Increase Wage Scales on Appendix A by 3%

Effective July 1, 2021 increase Wage Scales on Appendix A by 3%

Contract 2 July 1, 2022- June 30, 2024

To be negotiated upon the ratification of Contract 1