

**ADDITIONAL 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: April 8, 2024

7. Article VII Leaves with Pay. Section A. Add the following to this Article and Section.
“At any time, the Superintendent or designee may require an employee, who, on the basis of evidence has established a pattern of absences that appears to indicate misuse of sick leave, to verify by a physician’s certification that the absence is due to the illness or injury of the employee, and absent that certification the absence will be unpaid.”