

**PACKAGE OFFER OF THE SPRINGFIELD SCHOOL COMMITTEE  
TO THE  
AFT, SPRINGFIELD FEDERATION of PARAPROFESSIONALS, LOCAL 4098**

**For a Successor Agreement to the Collective Bargaining Agreement Which Expired on  
June 30, 2020**

December 8, 2021

**ARTICLE XXIII DURATION:** The School Committee proposes a one year contract covering the period of July 1 2020 through June 30, 2021 followed by a three year contract covering the period of July 1, 2021 through June 30, 2024.

**ARTICLE XIX COMPENSATION:** See Attached Wage Proposal which includes, effective July 1, 2021, a new paraprofessional salary schedule with steps added and an hourly differential for low incidence paraprofessionals included. The low incidence differential will assist the District in recruiting and retaining paraprofessionals for these types of assignments and will also benefit those serving in such roles through increased earnings. In order to mitigate the expense of establishing the new scale with steps, the District will agree to grandfather employees currently eligible for the “Thirty Hour Paraprofessional Professional Development” benefit under Article XI, Section C capped at their current rate as of the date of ratification of this agreement but will discontinue that benefit as to any employees hired after ratification of this agreement. In addition, the proposal includes a revised salary schedule for LPNs. Adoption of the new salary schedules will necessitate changes to language in the Compensation Article.

**FROM THE UNION’S PROPOSALS:**

**ARTICLE I FEDERATION RECOGNITION AND DEFINITIONS.** The School Committee can agree to the use of Para-educator in place of Paraprofessional. The precise changes in the language of this article, including the apparent proposal to add new definition language requires further discussion.

**ARTICLE V WORKING CONDITIONS. B. School Facilities.** The School Committee will agree to the proposed revision to Section B (2) to read as follows: “~~To the extent possible~~ 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 V WORKING CONDITIONS. F. Length of Work Day and Work Year.** The School Committee is open to discussions around adjustments to the length of work day for certain positions covered by collective bargaining agreement. This requires further discussion.

**ARTICLE V WORKING CONDITIONS. O. Job Site Paraprofessionals.** The School Committee can agree to the inclusion of the position title of “Job Site Paraprofessional” within the main collective bargaining agreement, however such agreement is dependent upon negotiating any position specific duties and responsibilities and other terms and conditions. The

School Committee is not agreeing to the contemplated wage proposal of the Association as it relates to this position.

**ARTICLE VII LEAVES WITH PAY. H. Bereavement Leave.** The School Committee will agree to 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.”**

**ARTICLE VII LEAVES WITH PAY. K. Holidays.** The School Committee will agree to add “Juneteenth” to the list of paid holidays to the extent that it is observed on a date that falls within the school year.

**ARTICLE XI IN-SERVICE TRAINING B. In-Service Training Programs.** The School Committee can agree to include “COTA’s or PTA’s” to the list of classifications eligible for reimbursement of up to \$150.00 of continuing education credit each year, provided such courses are approved in advance by an appropriate administrator and subject to any other limitations imposed by the applicable language of the collective bargaining agreement.

**FROM THE SCHOOL COMMITTEE’S PROPOSALS:**

**ARTICLE V WORKING CONDITIONS. N. Employment.** Increase the probationary period from 120 working days to 180 working days.

**ARTICLE VI TRANSFERS OR RE-ASSIGNMENT. C. Pilot Transfer Program.** Make the Pilot Transfer Program permanent and revise language as necessary to align with agreement to make this a permanent section of the collective bargaining agreement.

**ARTICLE VII LEAVES WITH PAY. A. Disability and Emergency.** Revise first sentence of Subsection A(2) to read as follows: “Upon absence of ~~more than~~ three (3) consecutive days, the Superintendent or his designee may require a certificate by a physician in order to qualify for continued disability and emergency benefits.”

**ARTICLE VII LEAVES WITH PAY. A. Disability and Emergency.** Revise Section 7(a) to read as follows: Any clothing or other personal property damaged or destroyed as the result of an assault suffered in the course of his/her employment, **but not to exceed a value of \$100.00.**”

**ARTICLE VII LEAVES WITH PAY. A. Disability and Emergency.** Revise Section 7(b) to read as follows: “The cost of any medical or hospital services (over and above the amount of any insurance reimbursement and Workman’s Compensation received by said paraprofessional) incurred as the result of any assault suffered in the course of his/her employment, **but not to exceed \$1,000.00.**”

**ARTICLE XI IN-SERVICE TRAINING. C. Thirty Hour Paraprofessional Professional Development.** Add the following language to this Section: **“An employee completing a training program under this section must inform the Human Resources Department in**

**writing within 30 days of completion of the program in order to be eligible for this increase in compensation.”**

**ARTICLE XIII PARAPROFESSIONAL PROTECTION. B. Damage or Loss of Property.** Revise Section 3(a) to read as follows: “Any clothing or other personal property damaged or destroyed as the result of an assault suffered in the course of his employment, **but not to exceed \$100.00.**”

**ARTICLE XIII PARAPROFESSIONAL PROTECTION. 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 Compensation received by said paraprofessional) incurred as the result of any assault suffered in the course of his employment, **but not to exceed \$1,000.00.**”

**ARTICLE XIX COMPENSATION. A. Basic Salary Schedule.** Add the following language to this Section: “**Employees must notify the Human Resources Department in writing within 30 days of qualifying for a compensation change due to education attainment referenced in Appendix A.**”

**ARTICLE XIX COMPENSATION. A. Basic Salary Schedule.** Revise 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 **or as a paraprofessional outside of the district.**”

The Parties would agree to make such housekeeping changes as are necessary at the time of integration of any agreed changes herein into the collective bargaining agreement. Any housekeeping changes would require mutual agreement.