

**MASCONOMET PARAPROFESSIONAL UNION**

PROPOSALS #1 - #9

MARCH 7, 2025

1. Article II - Discipline, Probationary Period, Just Cause  
Amend Paragraph D to read as follows:

D. Just Cause. Except as set forth above, no Paraprofessional shall be dismissed, suspended, ~~or~~ disciplined, ~~or reduced in rank or compensation within the given school year~~ without just cause. This provision shall not apply to the non-renewal of a Paraprofessional's employment for a subsequent school year, *during his/her first year of employment, provided the non-renewal is based upon the employee's performance documented in his/her annual performance evaluation* which shall not be subject to the grievance and arbitration provisions of this agreement.

2. Article III - Paraprofessional Work Year, Hours of Work, and Remuneration  
Amend Paragraph G to read as follows:

G. Substituting. Paraprofessionals who substitute for a teacher ~~in a Special Education or inclusion class~~ will be paid an additional ~~twenty thirty~~ dollars ~~(\$20.00)~~ (\$30.00) for a ~~forty-five (45)~~ ~~thirty-six (36)~~ minute period, ~~or twenty-five dollars~~ ~~thirty-five dollars (\$25.00)~~, (\$35.00) for a ~~forty-nine (49)~~ minute period, or forty dollars (\$40.00) for a ~~sixty-eight (60)~~ (68) minute period. *If there are no substitutes available from the Masconomet Teachers Association unit*, based on the needs of students, the administration will ~~consider~~ *prioritize* the use of Paraprofessionals, ~~when possible~~, when scheduling substitute coverage for ~~special education~~ teachers. *A Paraprofessional who regularly works with students in a learning lab setting shall be given priority when scheduling substitute coverage for learning labs and shall receive the appropriate compensation as listed above. Any Paraprofessional required to proctor testing including but not limited to MCAS, PSAT, and SAT testing in lieu of a teacher, shall be compensated at the appropriate substitute rate.*

3. Article III - Paraprofessional Work Year, Hours of Work, and Remuneration  
Amend Article to add a new Paragraph H to read as follows:

H. Access to Technology. Paraprofessionals shall have access to technology which is reasonable and necessary to perform their duties. Each Paraprofessional shall have access to an iPad/laptop/Chromebook or similar device, and will be provided with an individual account login to access software applications under the Masconomet Digital Website, e.g. Adaptive Scheduler, E-SPED, and PowerSchool.

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4. Article V - Paid Holidays

A. Amend the list of paid holidays to read as follows:

Labor Day <sup>1</sup>
Columbus Day
Veteran's Day
1/2 Day Before Thanksgiving
Thanksgiving Day
Day After Thanksgiving
<b>Christmas Day</b>
<b>Day Before New Year's</b>
<b>New Year's Day</b>
Martin Luther King Day
Good Friday <sup>2</sup>
Memorial Day
<b>Juneteenth<sup>2</sup></b>

B. Amend Article to change note number 2 to read as follows:

<sup>2</sup> *Juneteenth will be observed as a paid holiday when it falls on the school calendar.*

5. Article IX - Transfers and Vacancies

A. Amend Paragraph B to read as follows:

B. Involuntary Transfers. *The District will solicit volunteers for reassignment from within the bargaining unit prior to making involuntary transfers.* When involuntary transfers are necessary, a Paraprofessional's **qualifications, experience,** length of service ~~in the system~~ and **his/her** demonstrated competence in specific areas shall be considered in determining who shall be so transferred.

B. Amend Paragraph C to read as follows:

C. Posting of Vacancies. Vacancies in positions within the system will be posted at least five (5) days prior to the close of applications for that position, **and each posting shall include:**

1. **A description of the position including required qualifications.**
2. **A list of the duties/responsibilities performed by someone in the position including but not limited to diapering/toileting, feeding, and a description of the student population served (e.g. medically fragile students).**
3. **Work location/building assignment of the position.**
4. **Number of hours/day and days/week for the position.**

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5. *Start date and End/date (if applicable) for the position.*

C. *Amend Paragraph D to read as follows:*

D. *Filling of Vacancies.* Whenever a vacancy occurs, Paraprofessionals shall be given adequate opportunity to apply for the position. ~~Qualified Paraprofessionals will be seriously considered to fill the position, and consideration will be given to the length of service within the system. If it is determined that a Paraprofessional is within the top five contenders by reason of qualifications with respect to the job specification, the Paraprofessional shall be considered for the position.~~ *Qualified members of the bargaining unit shall be considered before employees from outside the unit. When filling a vacancy, the employer will consider each applicant's qualifications, experience, length of service and his/her demonstrated competence in specific areas. In a case where the District determines that the qualifications, experience, and demonstrated competence of the applicants are relatively equal, seniority, as defined in Article X, shall govern when filling a position.*

6. Article X - Seniority - Layoff - Recall Rights

*Amend Paragraph C to read as follows:*

C. *Layoff.* *Whenever possible reductions in force will be accomplished by attrition.* In the event of a layoff due to a reduction in the work force, due consideration shall be given to qualifications, and continued demonstrated competence, and experience in the system. In cases where it is determined that qualifications and demonstrated competence are equivalent, seniority shall determine the order of layoff.

7. Article XII - General

*Amend Paragraph A to read as follows:*

A. *Information and Access to Members.* The District agrees to provide the Federation with information and access to members of the bargaining unit pursuant to M.G.L. c. 150E. *The District shall also provide the Federation with access to and information about members of the bargaining unit in accordance with Chapter 73 of the Acts of 2019. In addition, the District will notify the Federation, in writing, not later than 5 calendar days after the date an employee accepts a transfer/promotion, resigns, retires, or otherwise leaves employment, and shall provide the Federation with the: (i) name; (ii) title; (iii) worksite location; and (iv) the effective date.*

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**8. Article XXI - Salary Schedule**

**A. Amend Paragraph B to read as follows:**

~~B. Placement on the Salary Schedule. District reserves the right to hire Paraprofessionals above the minimum rate if warranted by qualifications and experience. Upon employment with the Masconomet Regional School District, a member of the bargaining unit shall be placed on the lowest Step of the Salary Schedule.~~

**B. Amend Paragraph F to change Longevity Stipend rates to read as follows:**

Masconomet Regional	Annual
Ten to Fourteen Years	\$800.00
Fifteen to Nineteen Years	\$1,000.00
Twenty to Twenty-Four Years	\$1,200.00
Twenty-Five Plus Years	\$1,400.00

**9. Article XXII - Duration**

**Amend article to change "2024" to read "2027", and "2021" to read "2024".**