

September 26, 2023

BESPA General Meeting

Our contract is available to view on our union website. Our contract was made available online in order to save money from having it printed.

Our MTA representative Camilla, has requested that our members sign a petition that the MTA is compiling. They are looking for 75,000 signatures to send to DESE and the legislature. The goal is that students will not have to pass MCAS in order to graduate from high school. Massachusetts is one of only eight states that still has that requirement. Camilla is looking for building reps who are willing to get members to sign it.

Sick and Personal time – Munis needs to be updated.

We will have 42 pay periods. Differentials will be doubled up the last week. It is strongly suggested that members keep track of their checks to make sure you get your correct differential by the end of the year.

Job Mentor ad closed on 9/27. Interviews will be conducted on 10/5. This program is funded by a grant. Each mentor will receive \$1,000. We are hoping the district will take over the cost at the end of the school year. A lot of work will be done after school. There will be four mentors, representing one of each of our four school zones. New Paraprofessionals could have a mentor that is at another school. Meetings will take place via Zoom.

Stacey MacDonald wants to know if your building has a building sub that is doing the work of a Paraprofessional. She also wants to know if your building has any sub-paras that are NOT covering for Paraprofessionals that are out on medical

leave or FMLA. We may have some sub-paras that have been here for years and don't even know they are considered substitutes.

It was clarified again that kindergarten Paraprofessionals have the right to refuse to sub unless it is a kindergarten assignment.

At this point every member should be signing in. You do not need to sign out unless you are leaving the building for lunch and will be returning. You do not need to sign out at the end of the day. These sign in sheets are not used for disciplinary action, to dock your pay, or for payroll purposes. If you are confronted by an administrator regarding the time you signed in please contact Stacey.

We are required by our contract to sign in.

For those that were returning to jobs this year after being pink or blue slipped, you must be doing your new job, not your old one. It's the only way the process is equitable.

As always, any questions or concerns please contact Stacey MacDonald or any member of the executive board (Sara Mann, Cyndi Colombo, and Chris Farber)