

SIDEBAR AGREEMENT

July 1, 2018 – June 30, 2021

NOW COMES the Concord School District (the "District") and the Concord Educational Office Professionals Association ("CEOPA") and say as follows:

WHEREAS, the District and CEOPA are participants in a Collective Bargaining Agreement (2018-2021) which contains language in Article XIII-Leaves of Absence, A-Annual Leave:

XIII. LEAVES OF ABSENCE

A. Annual Leave

Employees hired on or after July 1, 2015, and who are scheduled/contracted to work twelve (12) months per year, shall be entitled to twelve (12) days of annual leave per year for the first five (5) years of continuous service. Annual leave will accrue at a rate of one (1) day per month (or any part thereof).

Employees who are scheduled/contracted to work twelve (12) months per year and have five (5) years but less than 25 years of continuous service or more, shall be entitled to 18 days per year, which will accrue at a rate of 1.5 days per month (or any part thereof). Employees who are scheduled/contracted to work twelve (12) months per year and have twenty-five (25) years of continuous service or more, shall be entitled to 20 days per year, which will accrue at a rate of 1.67 days per month (or any part thereof).

All other employees shall be entitled to one-quarter (.25) day per month (or any part thereof) annual leave during the first five (5) years of employment in the District; after five (5) years, these employees shall be entitled to one-half (.50) day per month (or any part thereof) annual leave. Annual leave may be accrued for a period not to exceed sixty (60) days for fifty-two (52) week employees only. Less than fifty-two (52) week employees shall exhaust accrued annual leave during the contract year. Less than fifty-two (52) employees who do not exhaust all of their accrued annual leave during the contract year will be paid for unused annual leave, up to a maximum of two (2) days of unused annual leave, on the last day of the fiscal year. Annual leave will not accrue during unpaid leaves of absence.

NOW, THEREFORE, the parties agree this same provision of the 2018-2021 collective bargaining agreement noted above should read as follows:

XIII. LEAVES OF ABSENCE

A. Annual Leave

Employees hired prior to July 1, 2015 who are scheduled/contracted to work twelve (12) months shall be entitled to a maximum accrual of 60 days :

- Five (5) but less than twenty-five (25) years of service: 18 days per year
Accrualable at a rate of 1.5 days per month (or any part thereof)

- Twenty-five (25) years of service or more: 20 days per year
Accrualable at a rate of 1.67 days per month (or any part thereof)

(12) Employees hired prior to July 1, 2015 who are scheduled/contracted to work less than twelve months shall be entitled to:

- 0 to 5 years of service: 2.5 days per year
Accruable at a rate of .25 days per month (or any part thereof)
- 6+ years of service: 5 days
Accruable at a rate of .50 days per month (or any part thereof)

There is no carryover of unused annual leave from year to year. Members will be paid up to two (2) days of unused annual leave at the end of each school year.

Employees hired on or after July 1, 2015 who are scheduled/contracted to work twelve (12) months per year shall be entitled to a maximum accrual of 60 days:

- 0 to 5 years of service: 12 days per year
Accruable at a rate of 1.0 day per month
- 6+ years of service: 18 days per year
Accruable at a rate of 1.5 days per month

Employees hired on or after July 1, 2015 who are scheduled/contracted to work less than twelve (12) months shall be entitled to: per year shall accrue annual leave

- 0 to 5 years of service: 2.5 days per year
Accruable at a rate of .25 days per month (or any part thereof)
- 6+ years of service: 5 days
Accruable at a rate of .50 days per month (or any part thereof)

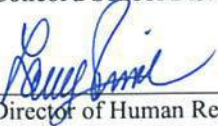
There is no carryover of unused annual leave from year to year. Members will be paid up to two (2) days of unused annual leave at the end of each school year.

Annual leave will not accrue during unpaid leaves of absence.

~~All other employees shall be entitled to:~~

~~One quarter (.25) day per month (or any part thereof) annual leave during the first five (5) years of employment in the District; after five (5) years, these employees shall be entitled to one half (.50) day per month (or any part thereof) annual leave. Annual leave may be accrued for a period not to exceed sixty (60) days for fifty two (52) week employees only. Less than fifty two (52) week employees shall exhaust accrued annual leave during the contract year. Less than fifty two (52) employees who do not exhaust all of their accrued annual leave during the contract year will be paid for unused annual leave, up to a maximum of two (2) days of unused annual leave, on the last day of the fiscal year. Annual leave will not accrue during unpaid leaves of absence.~~

Concord School District



Director of Human Resources

12/18/18
Date

CEOPA



CEOPA Local President

12-18-18
Date