

**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 XXIV-Pay Periods** concerning the number of pay periods for less than 12-month per year employees as noted below:

XXIV. PAY PERIODS

All employees will be paid in equal, bi-weekly installments. Employees who are scheduled/contracted to work twelve (12) months per year, will be paid in twenty-six (26) equal, bi-weekly installments. Employees who are scheduled/contracted to work less than twelve (12) months may elect to be paid in either twenty-one (21), twenty-two (22) (21 or 22 is dependent on the school payroll calendar), or twenty-six (26) equal, bi-weekly installments, however, regardless of the employee's election, all contractual wage obligations will be satisfied by June 30th each year. Those electing to be paid in twenty-six (26) equal, bi-weekly installments will receive the balance of their annual contractual wage in June of each year.

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

XXIV. PAY PERIODS

All employees will be paid in equal, bi-weekly installments. Employees who are scheduled/contracted to work twelve (12) months per year, will be paid in twenty-six (26) equal, bi-weekly installments. Employees who are scheduled/contracted to work less than twelve (12) months may elect to be paid in either twenty-three (23) ~~one (21), twenty-two (22) (21 or 22 is dependent on the school payroll calendar)~~, or twenty-six (26) equal, bi-weekly installments, however, regardless of the employee's election, all contractual wage obligations will be satisfied by June 30th each year. Those electing to be paid in twenty-six (26) equal, bi-weekly installments will receive the balance of their annual contractual wage in June of each year.

CONCORD SCHOOL DISTRICT



Larry Prince,
Director of Human Resources

5/14/18
Date

CONCORD EDUCATIONAL OFFICE
PROFESSIONALS ASSOCIATION



Alex Dymont,
CEOPA President

5/14/2018
Date