

MEMORANDUM OF AGREEMENT
BETWEEN THE
FALL RIVER ADMINISTRATORS ASSOCIATION
AND THE
FALL RIVER SCHOOL COMMITTEE
SEPTEMBER 23, 2015

Having bargained collectively, the Fall River Administrators Association ("the Association") and the Fall River School Committee ("the School Committee") hereby mutually agree that the Memorandum of Agreement dated February 3, 2015 be modified as follows:

That Article XXIV, Sections E and G shall be deleted in their entirety and in substitution thereof the following shall be inserted:

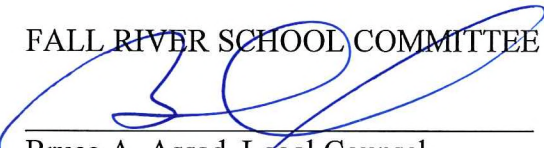
CONTRACT LANGUAGE
CLARIFYING RIGHTS PURSUANT TO
ARTICLE XXIV, SECTIONS E and G

- E. Except as provided in Section G, full credit for placement on the salary schedule will be granted upon initial employment in the administrative unit for all previous full-time administrative experience for each year of active military service up to a maximum of three years, and for each year of service in the Peace Corps up to a maximum of two years. Effective as of July 1, 2013, in the event that the foregoing credit for placement on the salary schedule pursuant to this Section E or Section G herein would result in a loss in compensation, Administrators who are promoted into their positions directly from a position held as a Teacher in the Fall River School System shall be placed at that salary level and step that is closest to, but not less than, the last salary level received by them in their teaching position before the promotion.
- G. Full credit, not to exceed ten (10) years, will be given to all Guidance and School Adjustment Counselors (hereinafter referred to as "Counselors") who are first hired into these positions after the date of ratification of this Agreement for previous full-time counseling experience as an appointed counselor at an accredited public or private school.
 - 1. Credit of one year for each year of active military service, not to exceed three (3) years, and credit of one (1) year for each year of Peace Corps work, not to exceed two (2) years, will be given to Counselors hired into those positions for the first time after the date of ratification of this Agreement upon their initial employment in those positions provided that official documentation is presented within ninety (90) days of the date of appointment.

2. Counselors who are first hired into their positions after the date of ratification of this Agreement who have previous counseling and/or teaching experience in the Fall River School System and who leave the System to serve as a Counselor or a Teacher, or for military or Peace Corps service will, upon returning to Fall River, receive full credit on the salary schedule for all counseling and/or teaching experience, military experience, and Peace Corps work up to the maximum set forth in this Section. All counseling personnel entering the Armed Forces as draftees, volunteers or reservists, will be compensated at the rate of one (1) year on the salary schedule for each year of involuntary service beyond the time for which they had been drafted, volunteered, or their period of activation. Counselors who have not been engaged in counseling on a full-time basis will, upon returning to Fall River, be restored to the next position on the salary schedule above that at which they left.
3. One-half of previously accumulated unused sick leave days will be restored to returning Counselors. Those Counselors on military leave, Peace Corps leave, or any other educationally related leave are furthermore entitled to one-half the sick days they might have accrued during these years of said leave.

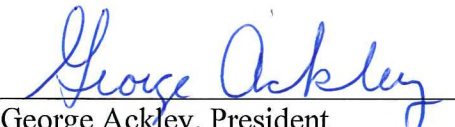
Signed in the City of Fall River on this 23rd day of September 2015.

FALL RIVER SCHOOL COMMITTEE

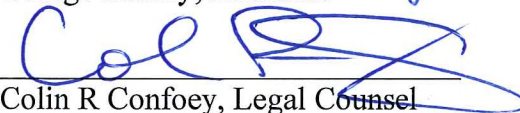


Bruce A. Assad, Legal Counsel
Fall River School Committee

FALL RIVER ADMINISTRATORS ASSOCIATION



George Ackley, President



Colin R Confoey, Legal Counsel