

SIDE LETTER OF AGREEMENT

between the

Fall River School Committee

and the

Fall River School Department Civil Service Clerical Employees Association

The Fall River School Committee and the Fall River School Department Civil Service Clerical Employees Association hereby mutually agree to the following terms as a side letter of Agreement.

It is agreed that the following terms shall govern:

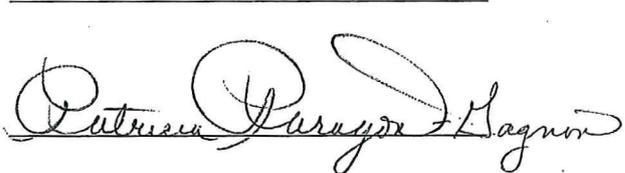
1. This Agreement is temporary and will expire on June 30, 2012, at which point the terms and conditions set forth in the collective bargaining agreement shall govern.
2. Article XXIII, Section 1 shall be modified as follows:
 - ❖ Within the time period between January 4, 2012 and February 17, 2012, a meeting will be held between the employee and the supervisor to discuss relevant goals for the year
 - ❖ Each employee will be made aware of the expectations of his/her particular position. Therefore, the supervisor and employee will mutually determine goals and the actions necessary to achieve them, and such shall be recorded.
 - ❖ Between April 2, 2012 through April 16, 2012 an informal discussion between the supervisor and employee will be held to review progress made toward goals.
3. For purposes of this agreement "year's end" in Article XXIII, Section 2 shall mean June 30, 2012
4. All clerks who have conducted goal setting for the current year will have their mid- year time line adjusted to the option indicated above so that all employees are on one single timeline.

SIGNED AND SEALED THIS 4 DAY OF JANUARY 2012.



Fall River School Department

Les M. Cowser



Fall River School Department Civil Service
Clerical Employees Association