



Side Letter of Agreement
ACSD Board of School Directors and
Addison Central Educators Association


Now come the parties, the Addison Central School District and Addison Central Educators Association, agree as follows:

That the following rules shall apply to the Transfer of Licensed Behaviorists into the Teachers Unit:

1. Recognition: That all inaugural members of the Licensed Behaviorist group, by virtue of their initial petition to the Vermont Department of Labor and subsequent consent vote to join the ESP bargaining unit, be considered to have passed through that bargaining unit before being ultimately and formally recognized in Article I as members of the Teachers bargaining unit.
Members will be placed in the educational column that matches their recognized degree(s) and credits. Step placement will be based on the employees FY25 salary and the step in the FY25 pay scale most closely matching that salary with no reduction. If a member's FY25 salary exceeds the maximum salary in that column, the employee will be placed "off step" in that column.
2. Placement and YOE:
 - a. That all inaugural members of the Licensed Behaviorist group be held harmless from any reduction in wages as a result of their transfer into the Teachers bargaining unit.
 - b. That all future hires be placed on the scale **in accordance with the District's procedures regarding evaluation of educational degrees and credits, and years of experience.**
3. Conditional Licensure Cost Coverage
 - a. That the inaugural members of the Licensed Behaviorist group **will** be reimbursed by the ~~necessary~~ District for the costs they may incur to gain licensure. These costs are limited to tuition reimbursement in excess of the Master Agreement allowance and licensure fees, **including peer review, initial review, and initial license fees.** Reimbursement for credits will be fixed at the University of Vermont credit amount.

4. This side letter of agreement will not be considered status quo and the parties will be required to agree to terms for a successor agreement between the association and district pending the outcome of negotiations.
5. This Side Letter of Agreement shall not be construed as a past practice and shall not be admissible in any future grievance. It shall have no binding precedential impact.
6. This Side Letter of Agreement shall expire on 6/30/2026.

Agreed upon this _____ day of _____, 2024 . And signed by,


Lawrence O'Conner, ACEa Co-President


9-24-24
Date


Meghan Sears, ACEa Co-President

9/24/24
Date


Christopher Pratt, ACEa ESP Representative

9/24/24
Date


Dr. Wendy Baker, ACSD Superintendent

9/24/24
Date


Steve Orzech, ACSD Negotiations Cmte. Chair

9/24/24
Date