



**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:

1. **Notwithstanding the provisions of Article 6.2, overtime will be calculated as follows:** For the purpose of calculating overtime, all leave time (sick, personal, vacation) or District holidays set forth in Article VII or VIII of the Master Agreement, respectively, shall be counted towards an ESP employee's total weekly hours. The District shall pay ESP employees at the overtime rate of time and one half for all hours in excess of forty (40) hours during such a week.
2. The parties desire to make a change to Article 12.2 to the ACEa ESP Master Agreement. Night shift custodial staff will earn an additional \$2.00 an hour during night shifts for the duration of the FY25 and FY26 Master Agreement. Night shift is classified as working during any custodial shift that ~~extends beyond 10:00 p.m.~~ **begins after student dismissal. Begins at or after 2:30 PM or as otherwise noted by management.**
3. **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.**
4. 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.
5. **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



Megan 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