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North Reading Public Schools
North Reading, Massachusetts

North Reading Education Association

Side Letter of Agreement

The Parties agree as follows, effective immediately:

1. Article XII.D.9 will be amended to read:

   Whenever the number of days in the Family Wellness Bank falls below one hundred and fifty (150) days, the Family Wellness Bank Committee will call for a contribution and each member of the Family Wellness Bank will contribute one (1) day to the Bank.

2. Article XXII.B.1 will be amended to read:

   The work year of educators (other than new personnel who may be required to attend additional orientation sessions) will begin no earlier than September 1 and terminate no later than June 30. The professional work year will consist of 184 days. The "work year" will include days when students are in attendance, orientation days at the beginning of the school year, conference days, professional development days, and any other days on which educator attendance is required. The schedule of class days will not exceed five (5) days beyond that required by State Law. Beginning on July 1, 2024, the 184th day will consist of a day to be used for the purpose of classroom set-up and additional time for the completion of mandatory trainings. Access to the classroom and to the mandatory trainings will be made available by the building Principal within a window of time preceding the first day of school to be communicated no later than August 15, 2024.

   If an educator is taking an approved leave of absence at the beginning of a school year, and will not be in attendance on the first contractual in-person day, then the 184th day for classroom set-up and additional time for the completion of mandatory trainings will be charged against that leave of absence.

   Since part-time educators are being paid a prorated salary that is based upon 184 days, it is expected that they attend all orientation days at the beginning of the school year, conference days, professional development days and half-days, and any other days on which educator attendance is required in addition to the days when students are in attendance (which would be reduced daily or weekly depending upon their part-time assignment).If a professional development day or half-day is scheduled on a day (or during the hours) that the part-time educator is not required to work then the educator will be paid the contractual hourly rate for the time. These dates will be included on the school year calendar and made available prior to July 1st for the upcoming school year

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and attendance should be mutually agreed upon by the educator and the principal within the first week of the school year.

This amendment will be incorporated for the life of the current contract and revisited at the next contract negotiation.

FOR THE NORTH READING EDUCATION ASSOCIATION

Signed by:
Barbara Mantere
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Barbara Mantere, President

Signed by:
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Shellie Kerrigan, Vice President

FOR THE NORTH READING SCHOOL COMMITTEE

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Patrick Daly
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Patrick Daly, Superintendent

DocuSigned by:
Jeffrey Friedman
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Jeff Friedman Chair, North Reading School Committee