

SIDE LETTER OF AGREEMENT

This side letter is entered into between the Addison Central Educators Association and the Addison Central School District and is otherwise subject to all the terms and conditions of the Master Agreement between the parties, covering the years 2024–2026.

Until the parties negotiate a successor agreement, the parties agree to apply the following conditions meant to clarify Article 6.13 Reduction in Force:

1. "Date of Hire" is defined as the day that the ACSD School Board votes to **ratify** the hire.
2. Seniority will accrue beginning on the "Date of Hire".
3. In the event that two (or more) employees have the same Date of Hire, the signature date on the original contracts will be used to determine seniority.
4. In the event an employee is notified of a reduction in force within their employment category and has previous ACSD employment history within a different category, an employee may retain the seniority they accrued in the previous category provided they left the position within that category as an employee in good standing. Additional seniority earned in the new category is not transferable to seniority in the previous category.
5. The parties shall not cite this agreement in advancing a past practice argument in any future related interpretation of the collective bargaining agreement.
6. The expiration of this agreement is June 30, 2026.

Agreed upon, this 10 day of 12 2025



Addison Central Educators Association

12/11/2025

Date



Addison Central School District

12/18/25

Date