

**SIDEBAR AGREEMENT BETWEEN THE RANDOLPH
BOARD OF EDUCATION AND THE RANDOLPH EDUCATON ASSOCIATION**

WHEREAS, the Randolph Board of Education ("Board") and the Randolph Education Association ("Association") are parties to a collective negotiations agreement ("CNA") in effect for the period July 1, 2011 through June 30, 2014; and

WHEREAS, the Agreement encompasses the terms and conditions of employment for various staff employed by the Board; and

WHEREAS, Ms. Anita Howe has recently been reassigned from a Confidential Non-affiliated Central Office Secretary to an affiliated High School Secretary; and

WHEREAS, the parties wish to modify the Agreement to preserve certain benefits accrued by Ms. Howe in her capacity as a non-affiliated Central Office Secretary;

NOW, THEREFORE, the Board and the Association agree as follows:

1. Ms. Howe's salary shall remain off-guide and frozen at her current salary of \$68,787.00 until the salary guide catches up to said salary.
2. The Board shall continue to match up Ms. Howe's contribution into her tax-sheltered annuity plan up to 6% so long as she continues to work up to twenty (20) hours per week, per Board policy.
3. Ms. Howe shall be paid for her unused sick days at retirement at the rate of \$86.00 per day (1/3 of her then per diem rate per diem rate (\$67,438/260)). Her balance of unused sick days accumulated as an exempt employee is one hundred and sixty-six (166) days upon the execution of this agreement. Any payment for unused accumulated sick days after July 1, 2013 shall be paid at the rate contained in the CNA at the time. The total payment for unused sick days under this section shall not exceed \$10,000.00.
4. All other terms and conditions of the Agreement shall remain unchanged.
5. This sidebar shall remain in full force and effect so long as Ms. Howe remains an employee of the Board. This sidebar only applies to Ms. Howe and to no other REA member.

FOR THE ASSOCIATION:



Beth Bauer, REA Co-President

Dated: 2-26-14



Nick Lios, REA Co-President

Dated: 2-26-14

FOR THE BOARD:



Tammy MacKay, Bd. President

Dated:



Anita Howe

Dated: 2/21/14