

**SIDEBAR AGREEMENT  
DECEMBER 2, 2019 – JUNE 30, 2022**

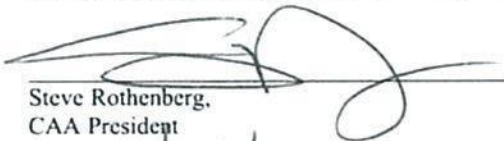
NOW COMES the Concord School District (the "District") and the Concord Administrators Association ("CAA") and say as follows:

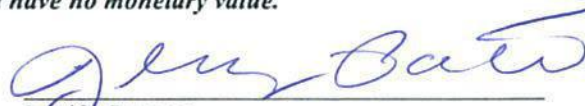
WHEREAS, the District and the CAA are participants in a Collective Bargaining Agreement (2012-2022) which contains language in **Article VI-Benefits, I Separation: Sick Day Payout/Career Longevity Payout, Paragraph 3** as noted below:

*"Regardless of the type of separation benefit, an Administrator may elect to announce their Administrator's retirement or voluntary termination by November 1 in the school year preceding retirement. An Administrator who elects to provide advance notice of retirement or voluntary termination is eligible to receive a cash payment on or before June 30 of the school year preceding the Administrator's scheduled date of retirement or voluntary termination (e.g. on or before June 30, 2016 if scheduled to depart or retire at the conclusion of the 2016-2017 school year) in an amount not greater than 30% of the total value of the anticipated payment for unused sick leave at retirement or voluntary termination ("the Announcement Payment"). However, an Administrator who wishes to receive an Announcement Payment must both notify the District in writing of the date of the Administrator's scheduled retirement or voluntary termination by November 1st and notify the District in writing of the Administrator's desire to receive an Announcement Payment by February 15 of the school year preceding the Administrator's scheduled retirement or departure date (e.g. by February 15, 2016 if scheduled to retire or depart at the conclusion of the 2016-2017 school year). The number of sick days reflected in the Announcement Payment shall be deducted from unused sick leave on the date the Announcement Payment is paid. Final compensation for unused sick leave upon retirement will be based upon the amount of unused sick leave on the date of retirement. The Administrator's decision to retire shall be final upon acceptance of any Announcement Payment."*

NOW, THEREFORE, the parties agree to add language to this provision as follows:

*Effective December 2, 2019, the remaining administrators still eligible for a sick day payout at separation will all receive cash payment for the balance of their unused sick days before June 30, 2021, regardless of their date of separation. The administrator will request in writing by December 15, 2019 to receive their 30% announcement payment, if requested. The remaining balance of unused sick days (less the announcement payment) will be subject to the terms and conditions of the sick day payout model as described in the above-referenced language. If the administrator is contracted for the subsequent year, the administrator will still accrue the normal number of sick days, however, at the time of actual separation, those sick days accrued will have no monetary value.*

  
Steve Rothenberg,  
CAA President  
11/26/19  
Date

  
Jennifer Patterson,  
School Board President  
12/9/19  
Date