

**CONCORD SCHOOL DISTRICT
AND
CONCORD EDUCATIONAL ASSISTANTS ASSOCIATION**

SIDE BAR AGREEMENT

WHEREAS, the Concord School District ("District") and Concord Educational Assistants Association ("CEAA") (collectively referred to as "the Parties") are parties to a Collective Bargaining Agreement effective beginning September 1, 2020 and ending August 31, 2023 ("CBA"); and

WHEREAS, the Parties agree to include new language in Article XVIII – Professional Improvement, Section F of said bargaining agreement;

NOW THEREFORE, the Parties hereby agree:

- I. That Article XVIII-Professional Improvement, Section F of the CBA shall be revised as follows effective May 1, 2021 (see **bold language below**):

- E. With regard to workshops which are required by the District, employees are eligible for conference and travel funds which may be expended subject to the discretion of Building Principals and Administrators, if any are available for expenditure.

An employee may request of his/her supervisor the opportunity to attend work related workshops, which requests shall not be unreasonably denied. If the District requests that the employee attend a work-related workshop, the employee shall not be required to expend his/her own funds for registration costs relating to said workshops.

- F. Following successful completion of each fifty (50) hours of administratively pre-approved work-related staff development hours completed on or after September 1, 1999, the District will pay an Assistant an additional \$0.25 per hour up to a cap of \$1.75 per hour. Any pay increase will be implemented at the beginning of the next contract year. **It is agreed that 25 hours will be the**

maximum credit allowed for coursework per course. It is also agreed that if the member requests to read a book for Professional Development, as the subject matter is related to their work, the maximum number to be given credit will be 5 hours per school year.

2. Initial work toward the attainment of an RBT (Registered Behavioral Technician) designation will be awarded at no more than forty (40) hours. Work toward re-certification will not be awarded.

3. Work performed in Occupational or Physical Therapy sessions with students will be awarded at no more than ten (10) hours per school year. The Therapist must approve this work on the CEAA Staff Development Log.

Agreed to on this 5th day of April, 2021.

CONCORD SCHOOL DISTRICT

CONCORD EDUCATIONAL ASSISTANTS
ASSOCIATION

By: 

Its Director of Human Resources

By: 

Its President