NOW COMES the Concord School District (the "District") and the Concord Educational Office Professionals Association ("CEOPA") and say as follows:

WHEREAS, the District and CEOPA are participants in a Collective Bargaining Agreement (2018-2021) which contains language in Article XXIV—Pay Periods concerning the number of pay periods for less than 12-month per year employees as noted below:

XXIV. PAY PERIODS

All employees will be paid in equal, bi-weekly installments. Employees who are scheduled/contracted to work twelve (12) months per year, will be paid in twenty-six (26) equal, bi-weekly installments. Employees who are scheduled/contracted to work less than twelve (12) months may elect to be paid in either twenty-one (21), twenty-two (22) (21 or 22 is dependent on the school payroll calendar), or twenty-six (26) equal, bi-weekly installments, however, regardless of the employee's election, all contractual wage obligations will be satisfied by June 30th each year. Those electing to be paid in twenty-six (26) equal, bi-weekly installments will receive the balance of their annual contractual wage in June of each year.

NOW, THEREFORE, the parties agree this same provision of the 2018-2021 collective bargaining agreement noted above should read as follows:

XXIV. PAY PERIODS

All employees will be paid in equal, bi-weekly installments. Employees who are scheduled/contracted to work twelve (12) months per year, will be paid in twenty-six (26) equal, bi-weekly installments. Employees who are scheduled/contracted to work less than twelve (12) months may elect to be paid in either twenty-three (23), twenty-two (22) (21 or 22 is dependent on the school payroll calendar), or twenty-six (26) equal, bi-weekly installments, however, regardless of the employee's election, all contractual wage obligations will be satisfied by June 30th each year. Those electing to be paid in twenty-six (26) equal, bi-weekly installments will receive the balance of their annual contractual wage in June of each year.

CONCORD SCHOOL DISTRICT

Larry Prince,
Director of Human Resources

Date

CONCORD EDUCATIONAL OFFICE PROFESSIONALS ASSOCIATION

Alex Dyment,
CEOPA President

Date