

**SIDE LETTER OF AGREEMENT
BETWEEN
FRAMINGHAM SCHOOL COMMITTEE
AND PUBLIC EMPLOYEES LOCAL UNION 1156 OF THE LABORERS'
INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO**

This SIDE LETTER OF AGREEMENT is entered into by and between the Framingham School Committee (hereinafter the "Committee") and the Public Employees Local Union 1156 of the Laborers' International Union of North America, AFI-Cio ("Union").

WHEREAS, the Committee and the Union are parties to a Collective Bargaining Agreement for the period of July 1, 2021 through June 30, 2024.

WHEREAS, the Committee and the Union negotiated changes in Article 48, Employee Development and Educational Improvement.

NOW, THEREFORE, in consideration of the mutual promises and covenants set forth herein, the Committee and the Union agree as follows:

1. The terms and conditions set forth in the Collective Bargaining Agreement for the period July 1, 2021 through June 30, 2024 and including moving forward, continue in full force and effect.
2. Effective July 1, 2022, Article 48 should be changed as indicated in Attachment 1 of this side letter.

WHEREFORE, the Committee and the Association have caused this **SIDE LETTER OF AGREEMENT** to be executed by their duly-authorized representatives this 28 day of September, 2022.

**On behalf of the
Framingham School Committee**

By: 
Dr. Robert Tremblay
Superintendent

Framingham Public Local Union 1156

By: 
Robert Ortiz Jr.
LIUNA Local 1156

ARTICLE 48 EMPLOYEE DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

The School Committee shall allocate five thousand dollars (\$5,000.00) per fiscal year for the purpose of reimbursing Unit C employees for fees, tuition costs, books and/or reading materials related to satisfactorily completed credit courses taken at a degree granting institution accredited by the U.S. Department of Education.

~~Upon ratification, each Unit C employee shall be eligible for up to six hundred dollars (\$600) individual allotment per academic year on a first come first serve basis. To meet the six hundred dollars (\$600) limit, an employee shall be eligible to make multiple reimbursement submissions until May 1. If there are funds remaining after May 1, each Unit C employee shall be eligible to submit by May 15 additional requests for reimbursement for subsequent course(s) up to an additional six hundred dollars (\$600). Should the number of requests between May 1 and May 15 exceed the amount of funds remaining, the remaining funds will be divided proportionally among all Unit C employees who have submitted for additional 30 reimbursements between May 1 and May 15. If a course is completed after May 1, the Unit C employee can apply for reimbursement per the provisions of this Article out of the following academic year's fund.~~

A. Upon ratification, each Unit C employee shall be eligible for up to six hundred dollars (\$600) individual allotment per academic year for fees, tuition costs, books and/or reading materials related to satisfactorily completed credit courses taken at a degree-granting institution accredited by the U.S. To meet the six hundred dollars (\$600) limit, an employee shall be eligible to make multiple reimbursement submissions for qualifying courses completed by June 30 and submit by July 15. If there are funds remaining after May 1, each Unit C employee shall be eligible to submit by June 30 additional qualifying requests for reimbursement for subsequent course(s) up to an additional six hundred dollars (\$600). Should the amount of requests between May 1 and June 30 exceed the amount of funds, the funds will be divided by an equal percentage among all Unit C employees who have submitted additional reimbursements between May 1 and June 30. If a course is completed after June 30, the Unit C employee can apply for reimbursement per the provision of this Article out of the following academic year's fund.

In addition to the regular work year and work day, each employee may be required to attend up to fifteen (15) hours of training, for which they shall be compensated at their appropriate rate of pay. All newly hired staff shall be required to participate in a staff induction program of not more than eight (8) hours duration at the employee's hourly rate