

**SIDE LETTER OF AGREEMENT  
BETWEEN  
FRAMINGHAM SCHOOL COMMITTEE  
AND THE FRAMINGHAM TEACHERS ASSOCIATION ON BEHALF OF UNIT S**

**ARTICLE 21 SECTION H, PAY DATES FOR 2023-2024 SCHOOL YEAR, FY 24**

This **SIDE LETTER OF AGREEMENT** is entered into by and between the Framingham School Committee (hereinafter the "Committee") and the Framingham Teachers Association on behalf of Unit C, Secretaries ("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 21, SALARY, Section H, given that in the 2023-2024 school year (SY) FY 24 there are fifty-three (53) Fridays occurring between September 1<sup>st</sup> and August 31<sup>st</sup> immediately following.

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

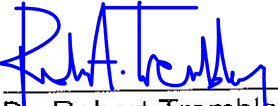
1. The terms and conditions set forth in the Collective Bargaining Agreement for the period July 1, 2021, through June 30, 2024, and including moving forward, continue in full force and effect.
2. Any ten (10) month bargaining unit employee shall continue to have the option of electing to receive twenty-one (21) or twenty-six (26) equal, bi-weekly payments, as outlined in Section G.
3. For the 2023-2024 school year (SY), (FY 24) only, the ten (10) month bargaining unit employees choosing not to elect twenty-one (21) payments, shall receive twenty-seven (27) equal, bi-weekly payments, not twenty-six (26), to avoid an extended gap in pay periods.
4. Deductions shall be applied to all twenty-one (21) equal, bi-weekly paychecks, with the following changes to all twenty-seven (27) equal, biweekly paychecks:
  - a. Deductions for taxes and retirement shall be deducted from all twenty-seven (27) paychecks.
  - b. Other voluntary individual deductions, including but not limited to GIC, Dental, Vision, Union Dues, FSA, etc. shall be deducted from twenty-six (26) paychecks.
5. The date of the last paycheck for the 2022-23 SY (FY 23) will vary for employees based on whether they receive 21 or 26 paychecks as follows:
  - a. twenty-one (21) paychecks will be 6/9/23.
  - b. twenty-six (26) paychecks will be 8/18/23.

6. The date of the first paycheck for the 2023-24 SY (FY 24) for all ten (10) month Unit S employees is 9/1/23.
7. The date of the last paycheck for the 2023-24 SY (FY 24) will vary for employees based on whether they receive 21 or 27 paychecks as follows:
  - a. twenty-one (21) paychecks will be 6/7/24.
  - b. twenty-seven (27) paychecks will be 8/30/24.
8. For the 2024-2025 SY (FY 25), those bargaining unit employees choosing not to elect twenty-one (21) payments, shall receive twenty-six (26) equal, bi-weekly payments, as referenced in Article 21, section G.
9. The date of the first paycheck for the 2024-25 SY (FY 25) for all ten (10) month Unit S employees is 9/13/24.
10. Effective with the 2023-2024 school year, FY 24, Article 21, SALARY, Section H, shall be implemented as described herein with pay dates indicated in Attachment 1 of this side letter.
11. This Agreement is subject to ratification and approval by the Parties.

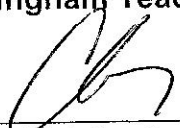
**WHEREFORE**, the Committee and the Association have caused this **SIDE LETTER OF AGREEMENT** to be executed by their duly authorized representatives this 15th day of March, 2022.

On behalf of:

**Framingham School Committee**

By:   
Dr. Robert Tremblay  
Superintendent

**Framingham Teachers Association**

By:   
Christine L. Mulroney  
FTA President

**SY 2023-24, FY 24 PAY CYCLE/PAY DATES FOR UNIT A & UNIT S : Attachment 1**

F			UNIT S - 12 MONTH			UNIT S - 10 MONTH					
FY23	FY24	FY25	FY23	FY24	FY25	FY23	FY24	FY25			
1	9/2/22	9/1/23	9/13/24	1	7/15/2022	7/21/2023	7/19/24	1	9/2/22	9/1/23	9/13/24
2	9/16/22	9/15/23	9/27/24	2	7/22/2022	8/4/2023	8/2/24	2	9/16/22	9/15/23	9/27/24
3	9/30/22	9/29/23	10/11/24	3	7/29/2022	8/18/2023	8/16/24	3	9/30/22	9/29/23	10/11/24
4	10/14/22	10/13/23	10/25/24	4	8/5/2022	9/1/2023	8/30/24	4	10/14/22	10/13/23	10/25/24
5	10/28/22	10/27/23	11/8/24	5	8/12/2022	9/15/2023	9/13/24	5	10/28/22	10/27/23	11/8/24
6	11/11/22	11/10/23	11/22/24	6	8/19/2022	9/29/2023	9/27/24	6	11/11/22	11/10/23	11/22/24
7	11/25/22	11/24/23	12/6/24	7	8/26/2022	10/13/23	10/11/24	7	11/25/22	11/24/23	12/6/24
8	12/9/22	12/8/23	12/20/24	8	9/2/2022	10/27/23	10/25/24	8	12/9/22	12/8/23	12/20/24
9	12/23/22	12/22/23	1/3/25	9	9/9/2022	11/10/23	11/8/24	9	12/23/22	12/22/23	1/3/25
10	1/6/23	1/5/24	1/17/25	10	9/16/2022	11/24/23	11/22/24	10	1/6/23	1/5/24	1/17/25
11	1/20/23	1/19/24	1/31/25	11	9/23/2022	12/8/23	12/6/24	11	1/20/23	1/19/24	1/31/25
12	2/3/23	2/2/24	2/14/25	12	9/30/2022	12/22/23	12/20/24	12	2/3/23	2/2/24	2/14/25
13	2/17/23	2/16/24	2/28/25	13	10/7/2022	1/5/24	1/3/25	13	2/17/23	2/16/24	2/28/25
14	3/3/23	3/1/24	3/14/25	14	10/14/2022	1/19/24	1/17/25	14	3/3/23	3/1/24	3/14/25
15	3/17/23	3/15/24	3/28/25	15	10/21/2022	2/2/24	1/31/25	15	3/17/23	3/15/24	3/28/25
16	3/31/23	3/29/24	4/11/25	16	10/28/2022	2/16/24	2/14/25	16	3/31/23	3/29/24	4/11/25
17	4/14/23	4/12/24	4/25/25	17	11/4/2022	3/1/24	2/28/25	17	4/14/23	4/12/24	4/25/25
18	4/28/23	4/26/24	5/9/25	18	11/11/2022	3/15/24	3/14/25	18	4/28/23	4/26/24	5/9/25
19	5/12/23	5/10/24	5/23/25	19	11/18/2022	3/29/24	3/28/25	19	5/12/23	5/10/24	5/23/25
20	5/26/23	5/24/24	6/6/25	20	11/25/2022	4/12/24	4/11/25	20	5/26/23	5/24/24	6/6/25
21	6/9/23	6/7/24	6/20/25	21	12/2/2022	4/26/24	4/25/25	21	6/9/23	6/7/24	6/20/25
22	6/23/23	6/21/24	7/4/25	22	12/9/2022	5/10/24	5/9/25	22	6/23/23	6/21/24	7/4/25
23	7/7/23	7/5/24	7/18/25	23	12/16/2022	5/24/24	5/23/25	23	7/7/23	7/5/24	7/18/25
24	7/21/23	7/19/24	8/1/25	24	12/23/2022	6/7/24	6/6/25	24	7/21/23	7/19/24	8/1/25
25	8/4/23	8/2/24	8/15/25	25	12/30/2022	6/21/24	6/20/25	25	8/4/23	8/2/24	8/15/25
26	8/18/23	8/16/24	8/29/25	26	1/6/2023	7/5/24	7/4/25	26	8/18/23	8/16/24	8/29/25
27		8/30/24		27	1/13/2023					8/30/24	
				28	1/20/2023						
				29	1/27/2023						
				30	2/3/2023						
				31	2/10/2023						
				32	2/17/2023						
				33	2/24/2023						
				34	3/3/2023						
				35	3/10/2023						
				36	3/17/2023						
				37	3/24/2023						
				38	3/31/2023						
				39	4/7/2023						
				40	4/14/2023						
				41	4/21/2023						
				42	4/28/2023						
				43	5/5/2023						
				44	5/12/2023						
				45	5/19/2023						
				46	5/26/2023						
				47	6/2/2023						
				48	6/9/2023						
				49	6/16/2023						
				50	6/23/2023						
				51	6/30/2023						
				52	7/7/2023						