

AGREEMENT
between
BRIDGEWATER-RAYNHAM REGIONAL SCHOOL DISTRICT
and
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
AFL-CIO, STATE COUNCIL 93, LOCAL 1700
(Secretaries/Clerks)

THIS AGREEMENT entered into by the Bridgewater-Raynham Regional School Committee (hereinafter referred to as the Committee) and Local 1700, State. Council 93. American Federation of State County and Municipal Employees. AFL-CIO (hereinafter, referred to as the Union) has as its purpose the promotion of harmonious relations between the Employer and the Union, an establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work and other conditions of employment.

July 1, 2015 through June 30, 2018

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ARTICLE I
Recognition

The Committee recognizes the Union as the sole and exclusive bargaining agent for the purposes of establishing wages, hours, and other, conditions of employment for all full-time (52 week/academic), clerks and regular part-time clerical employees excluding the three (3) secretaries to the Superintendent of Schools. (MCR-4329).

ARTICLE II
Union Dues and Initiation Fees

Employees shall tender the initiation fee (if any) and monthly membership dues by signing the authorization dues form. During the life of this Agreement and in accordance with the terms of the form or authorization of check-off of dues hereinafter set forth. The Employer agrees to deduct Union membership dues levied in accordance with the constitution of the Union from the pay of each employee who executes or has executed such form and remit the aggregate amount to the Treasurer of the Union along with a list of employees who have had said dues deducted. Such remittance shall be made weekly.

The Union hereby agrees to indemnify the Committee and hold it harmless from any and all claims, liabilities or costs which may arise out of the enforcement of this Article.

ARTICLE III
Agency Service Fee Provision

Each employee in the Bargaining Unit shall, as a condition of employment, pay to the Union, the exclusive bargaining agent and representative, an amount of money equal to the employee's pro rate share of the collective bargaining, contract administration and grievance administration costs borne by the Union in accordance with M.G.L. Chapter 150E. Section 12. Such remittance shall be made monthly.

AUTHORIZATION FOR PAYROLL DEDUCTIONS

BY: _____
Name of Employee

TO: _____
Name of Employer

Effective _____ I hereby request and authorize you to deduct from my earnings each _____ the amount of \$ _____.
(payroll period)

This amount shall be paid to the treasurer of Local Union and represents payment of my Union dues.

These deductions may be terminated by me by giving a thirty day (30) written notice in advance or upon termination of my employment.

Employee's Signature: _____ Address: _____

ARTICLE IV
Grievance and Arbitration Procedure

In order to be processed, a grievance must be reduced to writing and shall include: (1) a clear statement of the Grievance (2) reference to the specific provision or provisions of the Agreement allegedly violated, and (3) the specific remedy requested. The grievance must be instituted in accordance with the procedures set forth herein within five (5) working days following the date of the occurrence of the facts giving rise to the grievance or within (5) working days from the date on which the employee first becomes aware or should have become aware of such facts.

STEP 1: The allegedly aggrieved employee, with or without the Union Steward and/or Representative, shall present the grievance orally to immediate Supervisor within five (5) working days. The immediate Supervisor shall respond to the allegedly aggrieved employee within five (5) working days, (in writing).

Grievances involving secretaries in the Superintendent's office shall be presented to the Superintendent of Schools.

STEP II: If the Grievance is not resolved at Step 1, the grievant may present the grievance in writing, as set forth above, to the Superintendent of Schools within ten (10) working days following the response at Step 1. The Superintendent of Schools shall respond in writing within ten (10) working days.

In the event that the grievance affects discharge of an employee covered by this Agreement, the processing of the grievance shall begin at Step II.

STEP III: If the grievance is not resolved at Step II, the Union may within thirty (30) working days after the reply of the Superintendent is due, by written notice to the Superintendent of Schools, present the grievance for arbitration before a single arbitrator, designated by the parties.

If the parties are unable to agree on the single arbitrator, the Labor Relations Connection will be requested to submit a list of five (5) names of arbitrators to the parties. The parties shall attempt to agree on one of the names on the list and filling this, they shall alternately strike the names until one remains, who shall be the arbitrator. The rules of the Labor Relations Connection shall apply to the conduct of the arbitration hearing. The arbitrator shall have Jurisdiction solely over the joint written submitted issue presented to him and shall have no authority to alter, amend or modify this Agreement in any way. The arbitrator's award shall be final and binding upon the parties insofar as permitted by law. The arbitrator shall be requested to issue his decision within thirty (30) days following the conclusion of testimony and argument and the presentation of briefs.

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall be considered to be a maximum and every effort shall be made to expedite the process. The time limits specified may, however, be extended by mutual agreement in writing. For the purposes of this provision, the consent will be provided by the Superintendent of Schools.

ARTICLE V
Seniority

Continuous length of service of the employee, in a position covered by this Agreement, from her original date of hire shall determine the seniority of the employee. Seniority shall not be broken by vacation time, sick time, injury leave, layoff or

authorized leave of absence as defined in this Agreement. An approved unpaid leave of absence shall not be deemed to interrupt continuous service; however, employees on an unpaid leave of absence will not accrue seniority. Seniority shall be broken by resignation or termination. In the case of transfers, the candidate must be qualified for said position.

The principle of seniority shall govern and control in all cases of decrease or increase of the working force and choice of vacation period.

In the event of a layoff and the Superintendent determines that a vacancy exists, the least senior employee in the classification affected by the layoff, provided the senior employee possesses the qualifications to perform the duties, shall be laid off first.

Laid off employees shall have recall rights for a maximum period of two (2) years.

Employees laid off during the term of this agreement shall be paid for earned vacation days and any longevity payments due them, at the end of the school year in which they have been laid off.

The Committee shall provide the Union with an annual seniority list by November 1 * of each year.

ARTICLE VI

Job Posting and Bidding

When a position covered by this Agreement becomes vacant as determined by the Superintendent of Schools-, or a new position is created by the School Committee, such position shall be first posted in a conspicuous place listing the pay, duties, and qualifications for the unit members. A copy of the posting will be directed to the Steward of the Union. The notice of the available position shall remain posted for seven (7) working days. Applicants interested shall apply in writing within the seven (7) day period. The Superintendent will award the position to the most qualified applicant within seven (7) days of the posting, period.

When a non-bargaining unit position to perform clerical work over the summer becomes available, as determined by the School Committee, the position shall be posted internally for seven (7) days to provide bargaining unit employees the first opportunity to apply for such positions. The terms of employment including the rate of pay, for said summer position shall be determined solely by the School Committee.

Newly hired candidates for any newly posted position may be placed on Step 1 through Step 3 at the discretion of the Superintendent of Schools. Postings for new positions, which are generated during the summer months, shall be mailed to all interested employees covered under this agreement, provided they have provided self-addressed, postage paid envelopes to the Superintendent's office at the end of each school year covered by this agreement.

In cases of emergency, positions need not be posted for seven (7) working days. For purposes of this article only, emergency situations shall be defined as a position which becomes vacated within ten (10) working days of the start of the school year, or a position which becomes vacated during the one hundred ninety-eight (198) day work year.

Job Postings shall be posted on the District's recruitment site.

The Union Steward will be notified of all new appointments.

ARTICLE VII
Hours of Work

All full-time employees hired after the execution of this Agreement shall work forty (40) hours per week including a 1/2 hour paid lunch. It is further agreed that employees who transfer from one bargaining unit position to another after said date of execution shall assume the new position's work week of forty (40) hours including a 1/2 hour paid lunch.

Academic year secretaries shall work one hundred ninety-eight (198) days per year which shall include the two (2) weeks prior to the start of the school year; the week after the school year; and the one hundred-eighty (180) days in which school is in session and three (3) other days as determined- by the Superintendent of Schools.

School year secretaries who are asked by their immediate supervisor, with the prior approval of the Superintendent of Schools or his/her designee, to work days beyond his/her regular work year will be compensated for such days at his/her hourly rate.

Each employee shall be scheduled to work a shift with regular starting and quitting, times as established by the appropriate supervisor on an annual basis.

SUMMER HOURS: (For 52 week secretaries) - One (1) week after school is out, secretaries will have the choice of working either thirty-five (35) hours per week and be paid for thirty-five (35) hours per week, or working their regular weekly hours and be paid for those regular weekly hours. Each secretary shall state their choice prior to the start of the summer schedule. The summer schedule shall end two (2) weeks prior to the start of the school year. It is further agreed that secretaries who take vacation during the summer shall be paid at their regular hourly rate even if they choose the thirty-five (35) hour work week during the summer.

SCHOOL VACATIONS: For fifty-two (52) week secretaries may choose to work either seven (7) hour days or their regular hours during the school vacation periods in December, February and April and be paid for the hours actually worked.

SNOW DAYS: Secretaries will be expected to arrive-at school by 10:00 a.m. on days of "No School" because of weather. Academic year secretaries/clerks are not required to work when school is closed due to snow. In the event that 52 week secretaries/clerks do not report to work, they shall have the option of utilizing either of the following: accrued vacation days, personal days, or take a no pay day

ARTICLE VIII OVERTIME:

Employees covered by this Agreement shall be paid overtime at the rate of one and one-half (1 1/2) times his/her regular base rate of pay after an 8 hour day or 40 hour week.

ARTICLE IX
Union Representatives

The name of the Union Steward shall be furnished to the Employer immediately after his/her designation and the Union shall notify the Employer of any changes.

ARTICLE X

Working out of Classification

Employees assigned to a position of a higher pay grade will be paid at the higher grade of pay after seven (7) consecutive days.

ARTICLE XI

Meal Periods

All employees shall be granted a paid meal period of one-half (1/2) hour.

ARTICLE XII

Rest Periods

All employees' work schedules shall provide for a fifteen (15) minute rest period during each one-half (1/2) workday. The rest period shall be scheduled at the middle of each one-half (1/2) work-day.

ARTICLE XIII

Holidays

The following shall be considered to be paid holidays for employees covered by this Agreement. Christmas holiday pay will be granted to all secretaries/clerks.

- | | |
|------------------------|------------------------|
| New Year's Day | Veterans' Day |
| Martin Luther King Day | Thanksgiving Day |
| Washington's Birthday | Day after Thanksgiving |
| Good Friday ** | ½ Day Christmas Eve |
| Patriots' Day | Christmas Day |
| Memorial Day | ½ Day New Year's Eve |
| Independence Day* | Labor Day |
| Columbus Day | |

* academic secretaries; only if required to work that week
** only if school is not in session

If any above listed holiday shall fall on a Saturday of the regular work week of an employee covered by this Agreement, the said employee will be paid for said holiday.

Holiday pay shall be at the straight time rate. If the holiday occurs within an employee's vacation period, he/she shall receive an additional day's vacation with pay.

ARTICLE XIV

Sick Leave

Each employee covered by this Agreement shall be credited with sick leave with pay at the rate of 20 days per year for 52 week secretaries and 15 days per year for academic year secretaries. Attendance reports shall be provided to each employee covered

under this agreement no later than November 1st of each year.

Effective July 1, 2012 during the first year of employment, each new employee will be entitled to annual sick leave of twenty (20) days per fiscal year for 52 week secretaries and 15 days per year for academic year secretaries which shall accumulate each calendar month. After the first year of employment, each employee will be credited with twenty (20) sick days for 52 week secretaries and fifteen (15) for academic year secretaries on July 1 of each year. Sick leave shall be accumulated to 260 days for 52 week secretaries and 185 for academic year secretaries. Any accumulation which present employees have at the effective date of this Agreement shall be retained.

A doctor's certificate stating the nature and continuance of the disability may be required for any absence taken under this Article which continues longer than five (5) consecutive working days.

Employees absent because of any industrial accident shall be entitled to convert any unused vacation credit in that year to sick leave.

In the case of a serious illness or incapacitation of a husband, wife, child, child-in-law, grandchild, parent of either spouse, or a person living in the immediate household of the employee, the employee will be granted sick leave benefits not to exceed seven (7) working days during a fiscal year. Further extensions may be granted by the Superintendent of Schools. A doctor's certification stating the nature and continuance of the disability may be required for any absence taken under this paragraph which continues longer than five (5) consecutive workdays.

An Educational Assistant of the School District who becomes a bargaining unit employee will be allowed to transfer up to ten (10) days of accumulated sick days.

ARTICLE XV *Vacations*

The vacation year shall be the period July 1 to June 30 inclusive. Employees entitled to vacations shall provide two (2) weeks notice of intent to take such vacation except in cases of single day vacations. All vacations shall be subject to approval by the Employer. During the first year of employment, vacation for new hires shall be pro-rated. Each member shall be credited as of June 30th with vacation pay as follows:

Fifty-two (52) week secretaries: Upon the completion of:

1 through 5 years of service in a position covered by this Agreement	12 days
6 through 10 years of service in a position covered by this Agreement	18 days
11 through 20 years of service in a position covered by this Agreement	24 days
21 years and over of service in a position covered by this Agreement	26 days

Academic year secretaries/clerks: Upon completion of:

1 through 5 years of service in a position covered by this Agreement	10 days
6 through 10 years of service in a position covered by this Agreement	15 days
11 through 20 years of service in a position covered by this Agreement	20 days
21 years and over of service in a position covered by this Agreement	25 days

Employees hired on or after January 1, 2006 who work the academic year will not earn vacation time.

Vacation or pay must be taken in the year following the year in which earned in which eligibility occurs. Upon termination, except for cause, of employment the employee shall receive payment equal to the amount of vacation pay he/she would have received had the termination not occurred. If the termination is caused by death, such payment shall be made to the employee's estate.

Academic year secretaries/clerks who are eligible for vacation and who provide two (2) weeks notice of intent to take their vacation during the December, February or April vacations will receive their pay for that week prior to the vacation week.

For 52 week secretaries hired after July 1, 2008, vacation must be taken during school recess periods (that is, December, February, April and the summer months); **exceptions must have prior approval from the Superintendent of Schools**, and such employees may not choose to be paid for unused vacation time. Any present academic year secretaries who are promoted to a 52 week position after July 1, 2008 may still take vacation as stated for the 52 week secretaries hired prior to July 1, 2008.

ARTICLE XVI

Other Benefits

Employees covered by this Agreement may participate in all life insurance, accidental death and dismemberment insurance, hospital, medical and surgical insurance benefits provided by an insurance plan adopted and maintained, by the Bridge water-Raynham Regional School System pursuant to applicable statutes. Retirees may remain in insurance plan with same benefits as listed in the teachers' contract.

Whenever an employee is absent from work as a result of personal injury compensable under worker's compensation while said person is in the performance of said person's duties, the Employer will make up the difference between the person's worker's compensation benefits and his/her regular salary provided said person has accumulated sick leave against which said difference may be prorated and charged.

All secretaries who successfully complete a course at an accredited institution and previously approved by the Superintendent, shall be entitled to reimbursement for tuition fees and textbook expenses up to and including the amount of \$200.00 per secretary per year, to be paid upon submission of evidence of successful completion of the course, together with evidence of expenditure for tuition and books in an amount not less than the reimbursement sought.

Secretaries will be allowed to attend workshops and professional conferences, meetings, as they apply to the educational secretary, expenses for same, including Massachusetts and National Membership dues (for 52 week secretaries), to be borne by the school district, such attendance will be permitted upon recommendation of the Principal and at the discretion of the Superintendent which cannot be grieved.

ARTICLE XVII

Funeral Leave

Upon the death of a secretary/clerk's spouse, child, son-in-law, daughter-in-law, parent, parent-in-law, sibling, grandparent, grandchild, or member of the immediate household of the employee, said employee will be granted five (5) days leave with

pay. One (1) additional funeral leave day may be granted at the discretion of the Superintendent of Schools.

ARTICLE XVIII

Personal Leave

Up to three (3) days off per. contract year will be granted employees covered by this Agreement for the purpose of personal business. Said days will be non-accruable from one year to the next and cannot be used to extend a holiday or vacation. Any unused personal days may be converted to accumulated sick days.

ARTICLE XIX

Jury Duty

The Superintendent agrees to compensate employees in accordance with the Massachusetts General Laws relative to jury duty.

ARTICLE XX

Classification Plan and Pay Rates

In this Agreement and made part of it as Appendix A, shall be established a classification and pay plan. It shall list all positions covered by this Agreement by title along with the wages for each position and their job description. (SEE ATTACHED)

The District shall provide job descriptions for each position in the bargaining unit. Secretaries will not be required to supervise students serving detention of any kind or supervise students serving in school suspension except in emergency situations.

In case of promotions, the successful applicant shall move to the step in the new position which results in an increase in her salary. In cases of transfer, the employee shall remain at the step she was at in the previous position.

ARTICLE XXI

Miscellaneous Provisions

1. Bulletin Boards: Announcements shall be posted in conspicuous places where employees enter or leave the premises. Parties to this Agreement both of whom may use the bulletin boards for notices of routine nature, agree that it would be improper to post denunciatory or inflammatory written material on such bulletin boards.
2. Should any provision of the Agreement be found to be in violation of any Federal or State Law by a court of competent jurisdiction- all other provision of this Agreement shall remain in full force and effect for the duration of this Agreement.
3. Access to Premises: The Superintendent agrees to permit representatives of the American Federation of State, County, and Municipal Employees, AFL-CIO and/or Council 93 and/or Local 1700 to enter the premises for individual discussion of working conditions with employees, provided that such representative has secured permission from the Superintendent. Such permission will be granted by the Superintendent if in his judgment such a meeting does not interfere with the performance of the duties assigned to the employees and/or such a meeting will not be disruptive to the education programs. The representative shall secure the Superintendent's permission prior to any meeting on the property of the Bridge water-Raynham Regional School system.

4. School Committee's Rights: Except as otherwise expressly relinquished or modified by provision of this Agreement, the School Committee retains all rights which it would have in the absence of such Agreement. Without limiting the generality of the foregoing and by way of example and not limitation, such rights include the exclusive right to set its policy, to manage its business, to direct the working force, to determine the number of employees at any time, to determine the qualification for and to select its employees, to assign employees to jobs, to increase and decrease the working forces, to determine the work content of jobs, to determine the hourly, daily, and weekly schedules of work to determine the methods, processes, and means of accomplishing work, and to enforce discipline for violation of rules and other misconduct and to suspend or discharge its employees for just cause.

5. Waiver of Negotiations: The parties acknowledge that during, the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

6. Evaluation: Secretaries shall receive an annual written evaluation of their work by the immediate supervisor. The evaluation shall be signed by the employee although the signature does not necessarily indicate agreement. The evaluation document shall be placed in the employee's personnel file.

7. All employees shall participate in direct deposit and in the event that an employee is overpaid, the District shall inform the employee and the Union and discuss the manner in which repayment to the District shall be done.

8. In the event that the Committee institutes a bi-weekly pay schedule, all employees will be advised of the opportunity for assistance in this transition through the employee assistance program. Adequate notification shall be provided prior to the implementation of such a change.

9. With prior approval from the Superintendent of Schools, the Union Steward may be granted time to attend meetings regarding Union matters.

ARTICLE XXII

Longevity

At the beginning of the 10th year	\$ 400.00
At the beginning of the 15th year	\$ 600.00
At the beginning of the 20th year	\$ 900.00
At the beginning of the 25th year	\$1,100.00
At the beginning of the 30th year	\$1,300.00

Years of service in the District shall include all work for the District regardless of the bargaining unit. Longevity shall be effective on the anniversary date of the employee by using years of service. (Maximum of \$1,300 annually)

ARTICLE XXIII
Maternity Leave

Maternity leave shall be granted pursuant to Massachusetts General Laws, Chapter 149, Section 105(D)

ARTICLE XXIV
Sick Leave Bank

Purpose: A voluntary Sick Leave Bank will be maintained for use by qualified members whose sick leave accumulation is exhausted through illness or accident, and who require additional leave to make a full recovery from extended illness.

Membership: Employees who wish to join the new Bank will contribute, within thirty (30) days of the establishment of this Bank of thirty (30) days of becoming eligible under the terms set forth below, two (2) days of their accumulated sick leave to the Bank.

Administration of the Bank:

A. The Sick Leave Bank will be administered by a Sick Leave Bank Committee consisting of two (2) members designated by the Committee to serve and two (2) members designated by the Clerical Unit.

B. The decisions of the Sick Leave Bank Committee with respect to eligibility and entitlement shall be a majority of members voting and shall be final and binding and not subject to the grievance and arbitration provisions of this Agreement. Any appeal will be limited to an appeal to the Sick Leave Bank Committee itself.

Eligibility Requirements for Joining the Bank:

Qualified members of the Sick Leave Bank will be limited to employees covered by this Agreement who have accumulated at least 13 days to gain entry into the Bank.

Application for Benefits:

- a. Application to the Sick Leave Bank Committee for benefits must be in writing and must be accompanied by medical evidence of illness, submitted by certification, by a state-certified Medical Doctor, state-certified Chiropractor or a state-certified practicing medical specialist affiliated with a Medical Doctor. A second opinion by a specialist in the area of the illness may be requested by the Sick Leave Bank Committee.
- b. Application of benefits may be made prior to the employee's exhaustion of his/her own personal sick leave to expedite the process, but drawing upon the Bank will not actually commence until after the employee's own sick leave days are exhausted, adequate medical evidence has been provided, and the Sick Leave Bank Committee has approved the days; and, in no event, unless

the illness has exceeded ten (10) consecutive work days. Under unusual circumstances, the members may submit a written request on behalf of an eligible employee.

Granting Days:

The initial grant of sick leave by the Sick Leave Bank Committee shall not exceed twenty (20) days.

- b. Upon completion of the twenty (20) day period, additional days may be granted by the Sick Leave Bank Committee upon demonstration of need by the applicant. It should be understood that it is not automatic that an employee will be covered for the entire illness.
- c. Days will not be granted to permit an individual to stay home to care for other members of the family.
- d. Days granted but not used by the applicant will be returned to the Bank.

General Criteria: In administering the Bank and in determining the amount of leave, the following general criteria shall be applied by the Sick Leave Bank Committee:

- a. Medical evidence of serious illness;
- b. Prior utilization of eligible sick leave; and
- c. Other factors as a majority of the Sick Leave Bank Committee may deem appropriate.

Return to Employment: Upon return from extended sick leave during which benefits were received through the Sick Leave Bank, the recipient shall be entitled to commence a new accumulation of individual sick leave on the same basis as other employees.

Funding:

- a. The unused days in the Sick Leave Bank shall be carried over from the current contract to successor contracts.
- b. In the event the Sick Leave Bank goes below forty (40) days, all qualified members, who wish to continue to be members, shall have their sick leave accumulation reduced by another day for deposit into the Bank.
- c. When an employee returns after using the Bank, he/she shall be required to deposit two (2) days into the Bank at the start of the next school year.

Yearly Notice: On or before November 1st of each school year a notice of days in the bank will be provided to the union steward for the purpose of recordkeeping

ARTICLE XXVI
Contract Duration, etc.

Effective date: The effective date of this Agreement shall be July 1, 2015 to and including June 30, 2018.

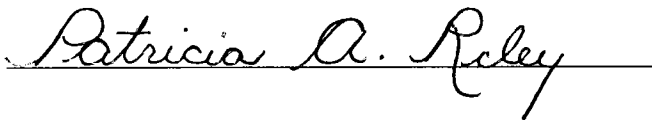
Termination Date: The Agreement will remain in effect for three (3) years. At the end of three (3) years, either party may terminate this Agreement provided such termination transmitted through the registered U.S. Mails to the responsible signatories to the Agreement. In no case may a termination notice be sent less than thirty (30) days prior to the termination date herein agreed.

Renewal: Should neither party to this Agreement send a notice of termination as described in Section 2 above, this Agreement will be considered to have been automatically renewed for another year.

Changes: Should either party to this Agreement wish to inaugurate collective bargaining discussion over changes they may wish to introduce into this Agreement, it is agreed that notice of the substance of the changes and the language with which such desired changes are to be expressed, shall be mailed to the authorized parties signatory to the Agreement prior to the thirty (30) days before termination date of this Agreement. The parties receive such notice of desired changes shall forthwith seek establishment of a meeting for purposes of discussion and amicable accommodation for the desired changes. Nothing in this article shall preclude the Union from modifying any previous proposals during the course of the negotiations.

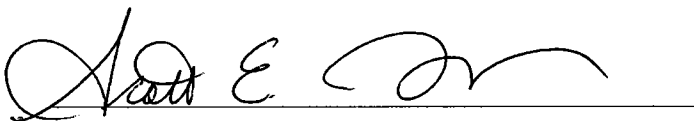
IN WITNESS WHEREOF, the parties to this Agreement, Bridgewater-Raynham Regional School Superintendent and AFSCME, AFL-CIO, Local 1700 contract, as of the date indicated with these signatures. This agreement entered into this _____ day of _____, 2015.

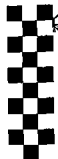
BRIDGEWATER-RAYNHAM REGIONAL SCHOOL DISTRICT



AFSCME COUNCIL 93, LOCAL 1700







2015-2018 Secretary Contract – Final I.I.2016

ARTICLE XXVI
Contract Duration, etc.

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BRIDGEWATER-RAYNHAM REGIONAL SCHOOL DISTRICT

Patricia A. Reley

AFSCME COUNCIL 93, LOCAL 1700

Carol McKenna

Karen Hathaway