

AGREEMENT
BETWEEN
EASTON SCHOOL COMMITTEE
AND
EASTON EDUCATORS' ASSOCIATION
UNIT B
CONTRACT PERIOD
SEPTEMBER 1, 2018
TO
AUGUST 31, 2021

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PREAMBLE

The Easton School Committee and the Easton Educators' Association, Unit B, recognize that in a democratic society, education must be a continuous evaluation and active promotion of all universal truths; that each child is entitled to an educational program designed to meet his specific educational needs, that each child is entitled to instruction by Personnel professionally qualified and adequate in number in order that education of the highest quality may be the effective result; that more attention should be devoted to the constructive guidance of leisure time and in-school time activities of students; that commensurate with quality education is the need for good morale within the teaching staff that both the Committee and the Association view the consideration of matters of mutual concern as a joint responsibility.

ARTICLE I RECOGNITION

The Committee recognizes the Association, Unit B, as the exclusive collective bargaining representative in regard to wages, hours, and other conditions of employment for all Assistant Principals, Director of Guidance, and Special Education Coordinators (including the Early Childhood Coordinator).

ARTICLE II NEGOTIATION PROCEDURE

- A. This Agreement is a complete Agreement between the parties. No other agreements, understandings, or practices shall be controlling or construed in any way to add to, subtract from, or otherwise modify the provisions of this Agreement.
- B. The failure by the Committee or any of its agents or by the Association in one or more instances to observe or enforce any specific provision of this Agreement shall not be construed to be a waiver or modification of said provision.
- C. Not later than February 15 of the last year of this contract, the Committee agrees to enter into negotiations with Unit B over a successor Agreement. Any Agreement reached between the Committee and Unit B of the Easton Educators' Association will be reduced to writing and signed by the Committee and the Association. This will not begin earlier than negotiations with Unit A.
- D. In the event that during the term of this Agreement the Committee or its agents make a change in the job description of any position covered by this Agreement which substantially increases the duties and/or responsibilities of such position, then in such event, the Committee and the Association will meet to negotiate the impact of such changes.

**ARTICLE III
GRIEVANCE PROCEDURE**

A. A "grievance" is hereby defined as a written complaint from an individual or group that there has been a violation or misinterpretation of a specific provision or provisions of this Agreement. Any matter which is not covered by the provisions of this Agreement shall not be subject to a grievance.

B. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to problems or disputes which may arise from time to time. Both parties agree that these proceedings should be kept as informal and confidential as may be appropriate at any level of this procedure.

A grievance which affects a group of administrators (from more than one building) may be submitted, in writing by the Association, to the Superintendent directly, and the processing of such grievance shall be commenced at Level Two.

Nothing herein contained will be construed as limiting the right of any individual or group having a grievance to discuss the matter with any appropriate members of the administration; and the grievance may be adjusted without intervention of the Association, provided that the adjustment is not in conflict with the provisions of this Agreement, and that the Association has been given the opportunity to be present at such conference.

No reprisals of any kind shall be taken by any party of this contract against any party-in-interest, any witness, or any other participant in the grievance procedure for reason of such participation.

A grievance not initiated within the time specified below shall be deemed waived. Failure to appeal a written decision on a grievance within the time limits specified below, unless an extension of time is mutually agreed upon, will mean the grievance shall be considered settled on the basis of the decision made, and shall not be eligible for further appeal.

For purposes of this Article, the phrase "when school is not in session" shall mean "when school has recessed for the summer."

C. Level One

An individual or group with a grievance shall, with or without representation of the Association, file it with the appropriate Principal or immediate Supervisor within ten (10) school days (or when school is not in session, fifteen working days, excluding Saturdays, Sundays, and holidays) from the day of the event upon which the grievance is based, or from the date when the individual or group had or should have had knowledge of the event.

1. In the event that the grievance shall not have been disposed of to the satisfaction of the aggrieved individual or group at Level One, or in the event that no decision has been reached within eight (8) school days (or when school is not in session ten calendar days) after filing the grievance at Level One, the grievance shall be referred in writing, to the

Superintendent of Schools within four (4) school days (or when school is not in session, five calendar days) of the disposition under Level One.

2. Within eight (8) school days (or when school is not in session, ten calendar days) after the receipt of the written grievance by the Superintendent, he or his designee from the administration, shall meet with the aggrieved individual or group and said President and/or members of the Association designated by him/her, in an effort to settle the grievance.

D. Level Two

1. In the event that the grievance shall not have been disposed of to the satisfaction of the aggrieved individual or group at Level One, or in the event that no decision has been reached within eight (8) school days (or when school is not in session ten (10) calendar days) after filing the grievance at Level One, the grievance shall be referred, in writing, to the Superintendent of Schools within four (4) school days (or when school is not in session, five (5) calendar days) of the disposition under Level One.
2. Within eight (8) school days (or when school is not in session ten (10) calendar days), after the receipt of the written grievance by the Superintendent or designee from the administration, the Superintendent or designee shall meet with the aggrieved individual or group and said President and/or members of the Association designated by him/her, in an effort to settle the grievance.

E. Level Three

In the event that the grievance shall not have been disposed of at Level Two, or in the event that no decision has been rendered within eight (8) school days (or when school is not in session, ten (10) calendar days) after the Level Two meeting, the grievance shall be referred, in writing to the School Committee. At its next regular School Committee meeting or at a special meeting called for the purpose of considering the grievance, the School Committee shall meet with the Association in an effort to settle the grievance. In the event that either the Association or the Committee elects to retain counsel to present its views at the Level Three meeting, the party so electing shall inform the other at least four (4) school days prior to the Level Three meeting.

F. Level Four

In the event that the grievance shall not have been settled to the mutual satisfaction of the Association and the Committee at Level Three, or in the event that no decision has been rendered within eight (8) school days (or when school is not in session, ten (10) calendar days) after the Level Three meeting, either the Association or the Committee may elect to submit the grievance to arbitration by submitting written notice to the other party under the following procedures and conditions.

1. The arbitrator is to be mutually selected by the Committee and the Association. If the Committee and the Association cannot agree on arbitrator selection within twelve (12)

school days or sixteen (16) calendar days after receipt of written intent to seek arbitration, either party may request the American Arbitration Association to provide a panel of arbitrators, said arbitrator then to be selected according to the rules of the American Arbitration Association.

2. The fees of the American Arbitration Association and of the arbitrator and the expenses of any required hearings shall be shared equally by the Committee and the Association, but each party shall bear the expense of its representatives, participants, witnesses, and for the preparation and representation of its case.
3. The arbitrator's decision shall be in writing and shall set forth his findings of fact with reasoning and conclusions. He shall arrive at his decision solely upon facts, evidence and contentions presented by the parties through the arbitration proceeding. The arbitrator shall have no power to add to, subtract from, or modify any of the provisions of this Agreement, and in reaching his decision shall interpret the Agreement in accordance with the commonly accepted meaning of words used herein and the principle that there are no restrictions intended on the rights or authority of the Committee other than those expressly set forth in this Agreement. Subject to the foregoing, the decision of the arbitrator shall be submitted to the Committee and the Association and shall be final and binding upon the Committee, the Association and the individual or group who initiated the grievance.
4. Notwithstanding anything to the contrary, no dispute or controversy shall be the subject for arbitration unless it involves the interpretation or application of one or more specific provisions of this Agreement.

ARTICLE IV SALARIES

The starting salary of each Unit B member shall be determined upon hire by the Superintendent of Schools. When negotiating a starting salary with a candidate, the Superintendent shall make available to the candidate the range of salaries applicable to various positions in Unit B.

The salaries of Unit B members shall be increased as follows:

Effective July 1, 2018	1%
Effective July 1, 2019	2.5%
Effective July 1, 2020	2.5%

Effective July 1, 2019, a Unit B member who is appointed to serve as attendance officer shall receive a stipend of \$750 per year, to be paid at the end of the year in a lump sum. This stipend is provided in light of the employee's obligation to attend court hearings and thus work beyond his/her typical work day in order to address work associated with the employee's regular position.

Maximum Annum Salary Adjustment*

1. After eight (8) years of service in the Easton Public Schools, bargaining unit members shall receive an annual stipend of seven hundred dollars (\$700.00)
2. After fourteen (14) years of service in the Easton Public Schools, bargaining unit members shall receive an annual stipend of eleven hundred dollars (\$1100.00).
3. After twenty (20) years of service in the Easton Public Schools, bargaining unit members shall receive an annual stipend of fifteen hundred dollars (\$1500.00).
4. After twenty-six (26) years of service in the Easton Public Schools, bargaining unit members shall receive an annual stipend of twenty-eight hundred dollars (\$2800.00).
5. After thirty-one (31) years of service in the Easton Public Schools, bargaining unit members shall receive an annual stipend of thirty-three hundred dollars (\$3300.00).

Administrators shall have the option of having Maximum Annum Salary adjustments added to their annual salary or receiving such compensation in a lump sum, separate check on the Wednesday next following the first pay period in September.

**These provisions reflect changes regarding years of service and amounts that are effective September 1, 2019.*

**ARTICLE V
PAYROLL DEDUCTIONS**

A. Dues

The Committee agrees to deduct, from the salaries of its employees, dues for the Easton Educators' Association, Massachusetts Teachers' Association, and the National Education Association, as said employees individually and voluntarily authorize the Committee to deduct and to transmit the monies promptly to such association or associations. Employees' authorization will be in writing in the form set forth by the Massachusetts Teachers' Association.

B. Financial Institution

Upon written request by Unit B members, payroll deductions will be made for membership and participation in any financial institution authorized by specific agreement between the School Committee and the Easton Educators' Association and authorized Massachusetts statutes.

**ARTICLE VI
TUITION PAYMENT**

- A. The Easton School Committee shall reimburse nine hundred dollars (\$900.00) per school year for courses, workshops, seminars, or institutes which show a direct relationship to the

individual's current assignment. These courses, workshops, seminars, or institutes must be approved by the Superintendent of Schools prior to their being taken, and a transcript from the college or institution, along with a receipt of tuition paid, must be presented upon completion of the course or institute in order to qualify for payment. Membership in MESPA (Massachusetts Elementary School Principals Association) or NASSP (National Association of Secondary School Principals) will be funded by the School Committee.

B. If a course is taken for degree credit, it must meet the requirements of the college or university, and the grade must insure continuation in the program.

ARTICLE VII POSITION NOTIFICATION

When a position of a professional nature is open or reopened within the school system, administrators will be notified prior to soliciting applications externally.

(During the summer months, July and August, only those personnel who have expressed a desire for a position change will be notified.)

ARTICLE VIII WORKDAY AND YEAR

- A. Assistant Principals, Director of Guidance, and Special Education Coordinators or their representatives will be present in their school building or other school buildings in Easton where their students are participating.
- B. Assistant Principals will be on a twelve (12) month work year.
- C. Assistant Principals will receive twenty-five (25) vacation days.
- D. Special Education Coordinators will work the school year as defined in the Unit A contract plus an additional twelve (12) days to be determined by the Special Education Director in collaboration with the Special Education Coordinators. The Director will endeavor to establish a schedule for these days for each school year no later than June 30. Generally, nine (9) days will be scheduled immediately before or after the start of the school year, and three (3) days will be reserved for use over the summer or other school vacation periods on an as-needed basis. When scheduling days over the summer or other school vacation, the Director will consider the needs of students and District operations, as well as the personal plans of the Coordinator.
- E. Director of Guidance will be grandfathered in at two-hundred and fifteen (215) days. This position will be reduced to two-hundred and six (206) days upon the resignation/retirement/departure of the current director.

- F. Unit B personnel are expected to take earned vacation time each year. If vacation days during the life of this three-year agreement are lost either because of a requirement of the Superintendent or because of the demands of the position, up to five (5) vacation days can be carried over into each subsequent year of this agreement. It is understood that the carryover of five days is not cumulative from year to year, as the maximum allowable carryover amount would be five (5) days.

ARTICLE IX TRAVEL FUNDS

Members of Unit B are entitled to attend out-of-state conferences contingent upon the availability of funding and the approval of the Superintendent.

A Unit B member serving as attendance officer and the Special Education Coordinators shall be reimbursed for mileage for out-of-district travel required in the performance of their responsibilities. In lieu of mileage reimbursement, the Early Childhood Coordinator shall receive a stipend of \$300 per year to cover both in-district and out-of-district travel required in the performance of his/her responsibilities.

Approved travel will be at the prevailing rate set by the Town of Easton.

ARTICLE X LEAVES

A. Sick Leave

1. During the first year of employment in Easton: Special Education Coordinators and Director of Guidance employed prior to July 1, 2019 and all Assistant Principals will be entitled to five (5) days sick leave, without loss of pay, after the first five (5) days of active employment and shall thereafter accrue paid sick leave at the rate of one (1) day per month up to a total of eighteen (18) days per year. Special Education Coordinators and Director of Guidance hired on or after July 1, 2019 shall accrue five (5) days of sick leave after the first five days of active employment and shall thereafter accrue sick leave at a rate of one (1) day per month up to a total of fifteen (15) days per year. Sick leave may be accumulated from year to year.
2. After completing the first year of employment in Easton: All Special Education Coordinators and the Director of Guidance employed prior to July 1, 2019 and all Assistant Principals shall be entitled to eighteen (18) days of sick leave without loss of pay during each school year as of the first official day of said year whether or not they report for duty on that day. All Special Education Coordinators and Director of Guidance hired on or after July 1, 2019 shall be entitled to fifteen (15) days of sick leave without loss of pay during each school year as of the first official day of said year whether or not they report for duty on that day.

3. Unit B members shall accumulate sick leave from year to year without limit. Upon exhaustion of accumulated leave, the Unit B member may petition the Unit A sick leave bank for additional sick leave days in twenty (20) day blocks.

4. Unit B members moving from Unit A to Unit B shall keep sick days already accrued.

B. Funeral Leave

In the event of a death, up to five (5) days of leave will be granted. The Superintendent of Schools may grant additional days in extenuating circumstances.

C. Personal Business Leave

Special Education Coordinators and the Director of Guidance employed prior to July 1, 2019 and all Assistant Principals shall be entitled to four (4) additional days leave of absence, without loss of pay, for religious, personal, legal, business, household, or family matters which require absence during school hours. Notification of such leave will be delivered to the Superintendent's office before the close of business, no later than two (2) working days prior to such personal leave day, except in cases of emergency. Special Education Coordinators and the Director of Guidance employed on or after July 1, 2019 shall be entitled to three (3) days of leave under this paragraph.

D. Jury Duty

An employee required to serve on jury duty shall be paid by the Committee the difference between his/her regular compensation and the compensation received for jury duty, upon presentation of certification of compensation paid by the court. Travel allowance shall not be included in the compensation paid by the court.

E. Career Change Leave

Section 1. Subject to the conditions set forth in this Article, a leave of absence will be granted to bargaining unit members to explore the possibility of a career change.

Section 2. To be eligible, an employee must have eight (8) or more years of seniority at the time the written application for the leave is filed with the Committee. Self-employment is considered to be employment for purposes of this Article only if it is bona fide.

Section 3. All leaves will be for a period of one year commencing on September 1 and ending on August 31. An employee shall be eligible for only one (1) such leave during the term of his/her service in Easton.

Section 4. In case of a large number of applicants, the Committee reserves the right to establish a ration in the best interest of the Easton School System. The ration shall be as follows:

No more than ten percent (10%) of the persons covered under this Agreement may be granted leave at one time. The Committee reserves the right to deny the leave if it feels the department, school, and/or grade level will be seriously affected by the leave.

Seniority should be a consideration but not the deciding factor in determining the recipients of leave requests.

Section 5. A person returning from a leave under this Article, unless there has been a reduction in force that would have affected him/her, will be returned to the same or a similar position to which he/she was assigned at the commencement of the leave, with all benefits (including seniority) that he/she has accrued at the commencement of the leave.

- a. Similar means when an administrator leaves as a full-time administrator, the administrator returns as a full-time administrator.
- b. The leave will not break seniority but will not be included to determine one's total length of service.

Section 6. Employees taking this leave may continue group health insurance and life insurance coverage during the time of the leave, as provided by the Committee to members of the bargaining unit, by reimbursing the Committee for full premium cost. Failure to forward full premium payments to the Committee and to comply with all other conditions imposed by the insurance carrier will terminate this option.

Section 7. Notification Requirements

- a. The Committee must be notified of the request no later than the March 1 directly preceding the year in which the leave is to be taken.
- b. The Committee must notify the applicant, in writing, of its decision regarding the request, no later than the April 1 directly preceding the year in which the leave is to be taken.
- c. If approval is granted to the applicant, the leave will not be rescinded after the seventh day from the date of approval.
- d. If the employee taking the leave does not notify the Committee of his/her intent to return by the March 15 directly preceding the end of the leave, the absence of notification will be considered a resignation.

**ARTICLE XI
WORKER'S COMPENSATION**

Whenever an employee is absent from school as a result of personal injury (caused by an accident or assault) arising out of and in the course of the employee's employment, the employee may use any accrued paid sick time such that will, when combined with Worker's Compensation, be equal to the regular take home pay. The employee will not benefit and make

more money, nor take home less pay, while collecting Worker's Compensation. An employee who uses sick leave for initial absence due to a work-related injury and who is later found eligible for Worker's Compensation shall have his/her sick leave reinstated to reflect any portion of salary retroactively covered by Worker's Compensation payments.

ARTICLE XII MATERNITY LEAVE

A. Subject to the conditions set forth in this Article, a member of this unit who is pregnant shall be entitled to elect one (1) of the following types of maternity leave:

1. Upon receipt of at least two (2) weeks' written notice of her anticipated date of departure and intention to return a leave of up to eight (8) weeks shall be granted. The employee shall have the option of taking eight (8) weeks' leave or a leave specifically limited to the actual period of disability caused or contributed to by pregnancy, childbirth, and recovery there from. Such option must be elected on or before the date the leave begins. Under either option, an employee who takes a leave under this paragraph may apply her sick leave benefits under Article XI, A, to the period of disability caused or contributed by pregnancy, childbirth, and the recovery there from. However, if such employee does not return to her position for at least one (1) complete school year following the termination of the leave, the sick leave benefits paid shall be repaid to the School Committee or the Town of Easton, unless such return is not possible because of circumstances that were not known at the time that the leave commenced and that are beyond her control.

2. Upon receipt of at least four (4) weeks written notice of her date of departure and intention to return, a professional status female employee may take leave commencing at a time corresponding with the beginning of the school year, the beginning of a semester, or vacation period, and ending on either the September 1st following the birth, or the next September 1st. The return date must be elected at the time the notice of date of departure and intention to return is given. In addition, the person must notify the Superintendent in writing by March 15 in the calendar year in which her leave expires, of her intention to return to the school system. Failure to comply with this requirement will be considered as a resignation. A person who takes leave under this paragraph shall not be entitled to sick leave pay.

B. 1. A bargaining unit member shall, upon arrival of the child in the home of the child to be adopted, be granted a leave of absence without pay to take care of such child. The employee shall have the option of taking a leave of absence of up to eight (8) weeks, or an extended leave. In the case of an extended leave, the employee shall return to duty on the September 1st immediately following the commencement of the leave, or the next September 1st. The return date shall be elected at the time such leave commences. Written notice of intent to take leave under this section shall be submitted to the Superintendent as early as possible, and in no case, later than thirty (30) calendar days next prior to the commencement of the leave.

2. A male bargaining unit member may be granted a leave of absence without pay to care for his child. The employee shall have the option of a leave of absence of up to eight (8) weeks, or an extended leave. The male bargaining unit member shall be granted paid leave up to

five (5) sick leave days out of his accumulated sick leave due to delivery of a newborn child by his spouse. The Superintendent may grant additional leave at his discretion in extenuating circumstances. In the case of an extended leave, the employee shall return to duty on the September 1st immediately following the commencement of the leave, or the next September 1st. The return date shall be elected at the time such leave commences. Written request for leave under this section shall be submitted to the Superintendent as early as possible, and in no case later than thirty (30) calendar days next prior to the commencement of the leave.

C. In the event of miscarriage or death of the child prior to termination of the leave, the person may make written application for reinstatement prior to the previously established date. Such application may be granted by the School Committee upon recommendation of the Superintendent of Schools.

D. A person returning from a leave under paragraph A1 or A2 shall have a right to return to the position as well as to the school to which she was assigned at the commencement of the leave.

E. It is recognized that once a pregnant employee elects a particular type of leave provided for in this Article, that election may not be revoked.

ARTICLE XIII NO STRIKE

The Association agrees that they will not cause, condone or take part in any strike, walk-out, slowdown, sanction, or work stoppage including extracurricular services, while this contract is in effect.

The Association and its members, individually and collectively, agree that if there is a violation of this clause, any or all Unit B members violating this clause will, at the discretion of the School Committee, be subject to disciplinary action.

ARTICLE XIV EVALUATION

All employees will be evaluated with the Educator Evaluation documents identified for their positions. The parties will develop and compile such documents in order to allow for employee access.

ARTICLE XV SCHOOL COMMITTEE RIGHTS

The Committee is a public body established under and with the powers provided by the Statute of the Commonwealth of Massachusetts. As elected representatives of the citizens of Easton, charged with the responsibility for the quality of education in, and the efficient and economical

operation of the Easton School System, it is acknowledged that the Committee has final authority for the determination and administration of educational policy, the direction, employment and reemployment of staff members, and the operation and management of the public schools in Easton.

Nothing in the Agreement shall be deemed to derogate or impair the power, rights, or duties conferred upon the Committee by the Statutes of the Commonwealth or the Rules and Regulations of any pertinent agency of the Commonwealth.

As to every matter not expressly covered by this Agreement and except as expressly or directly modified by the specific provisions of this Agreement, the Committee retains exclusively to itself all rights and powers that it has or may hereafter be granted by law and shall exercise the same without such exercise being made the subject of grievance or arbitration.

ARTICLE XVI REDUCTION IN FORCE

When it becomes necessary to reduce the number of employees included in the bargaining unit, the following procedure shall apply:

- A. The Committee shall attempt to accomplish said reductions by attrition.
- B. The Committee shall offer voluntary retirement to the most senior member with all benefits available under this contract. If the most senior member refuses, then the next most senior member shall be offered.
- C. In case of a layoff; the least senior administrator in the affected category shall be laid off first, subject to certification. For purposes of this Article, the categories shall be defined as Assistant Principal; Special Education Coordinator, including Early Childhood Coordinator; and Director of Guidance.
- D. The term "seniority" in this Article shall mean the length of continuous service in the Easton Public Schools. In the event of a tie, seniority shall be decided by lottery.
- E. Effective September 1, 1986 leaves of absence shall not constitute an interruption in continuous service.
- F. An administrator who has been reduced in force shall be entitled to recall rights for a period of two (2) years from the effective date of the respective layoff.
- G. During the recall period, laid off personnel will be notified by certified mail to their last address of record in the Superintendent's office, and given preference for positions as they develop, in the inverse order of their respective layoff. All benefits, including salary and tenure, to which an employee was entitled at the time of the layoff, shall be restored in full upon reemployment within the recall period.

H. Laid off employees may continue group health and life insurance coverage during the recall period as provided by the Committee to members of the bargaining unit by reimbursing the Committee for the full premium cost.

I. While members of the bargaining unit continue on layoff the committee agrees not to hire any new personnel to fill an open position unless all certified personnel on layoff have declined the offer to fill the position.

**ARTICLE XVII
GOOD CAUSE**

No employee shall be disciplined, reprimanded, suspended, reduced in rank or compensation, or terminated without good cause.

**ARTICLE XVIII
HEALTH INSURANCE**

The current GIC health insurance will be available to unit members in accordance with the PEC Agreement. The employer/employee splits will be as follows:

HMO – Employer 75% - Employee 25%
PPO – Employer 75% - Employee 25%
POS – Employer 75% - Employee 25%
State Indemnity – Employer 50% - Employee 50%

**ARTICLE XIX
SUBSTANCE ABUSE**

Alcoholism and drug abuse are recognized by the parties to be treatable illnesses. Without detracting from the existing rights and obligations of the parties recognized in the other provisions of this Contract, the Committee and the Association agree to cooperate in encouraging employees afflicted with alcoholism or drug abuse to undergo a program designed to rehabilitate the employee.

**ARTICLE XX
DURATION**

Except where stated differently in this Agreement and as provided herein the conditions of this Agreement will be effective as of September 1, 2018 and will continue and remain in force and effect through August 31, 2021.

IN WITNESS WHEREOF, THE COMMITTEE HAS CAUSED THIS AGREEMENT TO BE SIGNED IN ITS NAME AND BEHALF BY ITS CHAIRMAN, OR HIS/HER DESIGNEE ON THE SCHOOL COMMITTEE, HERETO DULY AUTHORIZED, AND THE ASSOCIATION HAS CAUSED THIS AGREEMENT TO BE SIGNED IN ITS NAME AND BEHALF BY ITS PRESIDENT HERETO DULY AUTHORIZED, ON THE DAY AND YEAR HERE BELOW WRITTEN.

For the Easton School Committee

Nancy DeLuca

Date: 9/3/19

For the Easton Educators' Association Unit B

Cynthia J. Hall
9/3/19