

**MEMORANDUM OF AGREEMENT
BETWEEN THE
FRAMINGHAM SCHOOL COMMITTEE
AND THE
FRAMINGHAM ADMINISTRATORS ASSOCIATION
PAY DATES FOR SCHOOL YEAR 2023-2024**

WHEREAS, the Framingham Administrators Association (“the FAA”) and Framingham School Committee (“the School Committee”) are parties to a Collective Bargaining Agreement that is effective from July 1, 2021 – June 30, 2024 (“the Contract”);

WHEREAS, Article IV, Section C of the Contract provides that, in those years in which fifty-three (53) Fridays occur between July 1 and the June 30 immediately following, the parties may agree that on the second Friday following the twenty-sixth (26th) payment, no payment will be made because the entire annual compensation will have been paid, or the parties may agree that total annual compensation be paid in twenty-seven (27) equal payments;

WHEREAS, during the school year (“SY”) 2023 – 2024 pay cycle for Ten Month Administrators (i.e. September 1, 2023 – August 31, 2024), fifty-three (53) Fridays occur;

NOW, THEREFORE, having bargained collectively pursuant to Chapter 150E of the General Laws, the FAA and the School Committee agree to the following terms and conditions:

1. The terms and conditions set forth in the Contract for the period July 1, 2021 through June 30, 2024, and including moving forward, continue in full force and effect.
2. The terms of this Agreement shall only be applicable to Ten Month Administrators. Twelve Month Administrators shall not be impacted by this Agreement.
3. All members of the FAA’s Bargaining Unit shall continue to have the

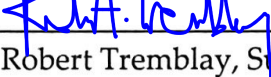
option of electing to receive twenty-one (21) equal, bi-weekly payments pursuant to Article IV, Section C of the Contract.

4. For the 2023-2024 SY (FY24) only, those Ten Month Administrators 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.
5. Deductions shall be applied to all twenty-one (21) equal, bi-weekly paychecks, with the following changes to all twenty-seven (27) equal, bi-weekly 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.
6. The date of the last paycheck for the 2022 – 2023 SY (FY23) will vary for Ten Month Administrators based on whether they receive twenty-one (21) or twenty-six (26) paychecks as follows:
 - a. Twenty-One (21) paychecks will be June 9, 2023.
 - b. Twenty-Six (26) paychecks will be August 18, 2023.
7. The date of the first paycheck for the 2023-2024 SY (FY24) for Ten Month Administrators is September 1, 2023.
8. The date of the last paycheck for the 2023-2024 SY (FY24) will vary for Ten Month Administrators based on whether they receive twenty-one (21) or twenty-seven (27) paychecks as follows:
 - a. Twenty-one (21) paychecks will be June 7, 2024.
 - b. Twenty-seven (27) paychecks will be August 30, 2024.

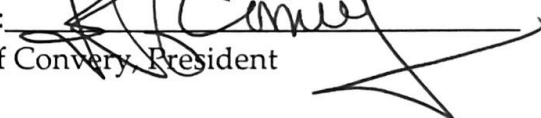
9. For the 2024-2025 SY (FY25), those Ten Month Administrators choosing not to elect twenty-one (21) payments shall receive twenty-six (26) equal, bi-weekly payments.
10. The date of the first paycheck for the 2024-2025 SY (FY25) for Ten Month Administrators is September 13, 2024.
11. The pay dates for all FAA Members for school years 2022-2023, 2023-2024 and 2024-2025 are listed as per the attached document.

Signed in the City of Framingham on this __ day of January, 2023.

FRAMINGHAM SCHOOL COMMITTEE

By: 
Dr. Robert Tremblay, Superintendent

FRAMINGHAM ADMINISTRATORS
ASSOCIATION

By: 
Jeff Convery, President