

**Side Letter to the 2020 – 2022 Collective Bargaining Agreement between the  
Winooski School District (WSD) Board of School Trustees and the  
Winooski Education Association – Support Staff Unit**

This document shall serve as a “side letter” to the 2020 – 2022 Collective Bargaining Agreement (CBA) between the Winooski School District Board of School Trustees (hereinafter “Board”) and the Winooski Education Association – Support Staff Unit (hereinafter “Association”).

Becoming an antiracist school district is something that the Winooski School District (WSD) has committed to. To move that effort forward we have established an Equity Visioning and Professional Development Committee to develop an equity vision statement and strategic plan along with short term and long term professional development plans. Given that during this time it is in the best interests of our students and community to do this planning work and it is valuable to have support staff contributing to the work of this Equity Visioning and Professional Development committee, the Board and the Association have agreed to the following:

1. Support staff will be paid \$40 per hour for working with the Equity Visioning and Professional Development Committee from September 1st, 2021 until this committee has been dissolved. Any Equity Visioning and Professional Development Committee work taking place during regularly contracted working hours will not qualify for this rate of compensation.

This side letter agreement is in effect from the date of signature by both parties until June 30, 2022. It may or may not be renewed as necessary.

This side letter agreement does not set a precedent or establish a past practice for either party to this agreement.

For the Board:



Tori Cleiland or Authorized Designee  
Board President, Winooski School Board of Trustees

For the Association:



Matt Gile or Authorized Designee  
President, Winooski Education Association