

**MARLBOROUGH SCHOOL COMMITTEE AND MARLBOROUGH  
PARAEDUCATORS, SEIU, LOCAL 888**

**VOLUNTARY RECOGNITION AGREEMENT**

**JOB COACH ACRETION**

This Voluntary Recognition Agreement (hereinafter "the Agreement") is made by and between the School Committee for the City of Marlborough (hereinafter "the Committee"), whose members act hereunder in their representative capacity only and without any personal liability to themselves, and the Marlborough Paraeducators, SEIU, Local 888 (hereinafter "Union") (hereinafter, collectively, "the Parties").

*Whereas*, the Committee is a public employer under M.G.L. c. 150E; and,

*Whereas*, the Union seeks to represent all full-time and regular part-time job coaches employed by the Committee and to accrete such positions into the existing bargaining; and

*Whereas*, the duly-authorized representatives of the Committee and the duly authorized representatives of the Union have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate over the inclusion of such positions; and

*Now, Therefore*, in consideration of mutual promises and covenants, the Parties hereto agree as follows:

1. Subject to any applicable provisions of state or federal law or regulations now or hereafter in effect, the Committee voluntarily recognizes the Marlborough Paraeducators, SEIU, Local 888 as the exclusive bargaining representative for the job coaches (hereinafter, employed by the District and to accrete these positions into the existing Paraeducators Union subject to the completion of negotiations over the wages, benefits and working conditions for these positions, including which part or parts of the existing collective bargaining agreement would apply to these positions; and,
2. This Memorandum is subject to ratification by the Parties. The Parties agree to use their best efforts to obtain ratification by their respective bodies.

This Memorandum may be signed in counterparts, which together shall constitute an original. The Parties agree that signatures by fax and/or scanned and sent via email are acceptable as originals.

Signed by the duly authorized bargaining representatives on the dates set forth below:

**MARLBOROUGH SCHOOL COMMITTEE**

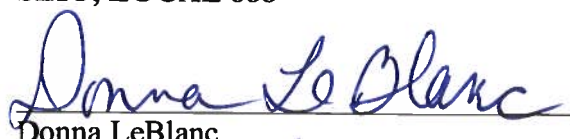
**MARLBOROUGH PARAEDUCATORS  
SEIU, LOCAL 888**



Heidi A. Matthews

Date:

9/14/21



Donna LeBlanc

Date:

9/2/21