

MEMORANDUM OF AGREEMENT

Made as of October 12, 2015, by and among the Loudonville-Perrysville Education Association ("L-PEA") and the Loudonville-Perrysville Exempted Village School District Board of Education ("Board of Education"). The parties agree as follows:

1. Article III.A. ("Sick Leave") of the parties' Collective Bargaining Agreement ("CBA") shall be amended to include the new, underlined contract language, as follows:
 1. All members who are employed by the Board shall be entitled to 15 sick leave days with pay for each year under contract, which shall be credited at the rate of one and one fourth (1-1/4) days per month. Members may use sick leave for absence due to medical appointments, illness, injury, pregnancy related illnesses (six (6) weeks following the birth of a child, unless otherwise medically indicated for a pregnancy related illness), adoption of infants, exposure to contagious disease which could be communicated to other members, illness, injury, or death in the immediate family, or death of a close relative.

2. Article III.C. ("Family Medical Leave") of the CBA shall be amended to include the new, underlined contract language, as follows:
 - C. Family Medical Leave

An employee who is working for the district is eligible for FMLA leave during a 12-month period. FMLA shall be without pay unless using accrued paid sick leave for a qualified reason under the Sick Leave provisions set forth in Article III.A., above. The 12-month period shall be September 1 through August 31 of each calendar year.

2. The amended language, identified above, shall be effective July 1, 2015.

3. This MOA applies only to the unique circumstances described herein. The parties mutually agree this MOA shall set no binding precedent or practice between the parties. This MOA specifically supersedes any conflicting provisions of the CBA. The L-PEA waives any and all right to file a grievance or ULP, or to assert a claim in any other forum relating to the facts that gave rise to this MOA or the actions taken pursuant to or arising from this MOA. This MOA also shall not be admissible in any arbitration hearing, agency proceeding or other action, except one for enforcement of its terms.

L-PEA




Association President

9/29/15


Date

LOUDONVILLE-PERRYSVILLE EXEMPTED VILLAGE SCHOOL DISTRICT BOARD OF
EDUCATION




Board of Education President

10-12-2015
Date



Superintendent/CEO

10-12-2015
Date



Treasurer/CFO

10-12-2015
Date