

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made by and between the WAPAKONETA BOARD OF EDUCATION (hereafter "Board") and the WAPAKONETA CLASSIFIED ASSOCIATION (hereafter "Association").

WHEREAS, the Board and the Association are parties to a collective bargaining agreement ("Master Agreement") in effect July 1, 2018, through June 30, 2021; and,

WHEREAS, the Board and the Association have determined to set forth certain agreements related to maternity leave; and

NOW, THEREFORE, BE IT AGREED by and between the Board of Education and the Association, as follows:

1. An employee shall be granted a leave of absence for the purpose of maternity leave, for the adoption of a child, or for the care of an infant child. Of this leave, the employee may use up to six (6) calendar weeks of accumulated sick leave for work days missed immediately following the birth in accordance with the medically-accepted post-partum recovery period, and any other additional leave used to extend the post-partum recovery period shall be deemed as unpaid leave of absence. This leave shall begin on a date specified by the employee, but the employee's written application for the leave must be submitted to the Superintendent thirty (30) days before such date, unless emergency arises (ex: early maternity delivery). Before beginning the leave, the employee must advise the Superintendent in writing of the anticipated date of return from the leave. The leave of absence shall not exceed one year. The employee may return to active service before the anticipated expiration date if thirty (30) days prior notice is given.
2. This MOU shall expire on June 30, 2021, unless an extension is mutually agreed upon, in writing, by the parties.
3. Nothing in this MOU is intended to alter other provisions of the collective bargaining agreement except as expressly stated herein.

WAPAKONETA
BOARD OF EDUCATION

WAPAKONETA
CLASSIFIED ASSOCIATION

By: _____

By: Robin Handley

Date: _____

Date: 1/6/21