

10-MED-03-0362
K 27036
1258-01

MEMORANDUM OF AGREEMENT
BETWEEN
WILLOUGHBY-EASTLAKE TEACHERS ASSOCIATION
AND
WILLOUGHBY-EASTLAKE BOARD OF EDUCATION

This Memorandum of Agreement is made by and between the Willoughby-Eastlake Teachers Association and the Willoughby-Eastlake Board of Education.

WHEREAS, the Willoughby-Eastlake Teachers Association (WETA) and the Willoughby-Eastlake Board of Education (Board) are parties to a Collective Bargaining Agreement (Agreement) effective September 1, 2010 through August 31, 2012; and

WHEREAS, this Agreement contains provisions in Article XIV, (B) Unpaid Maternity and Paternity Leave and (K) Family Medical Leave; and

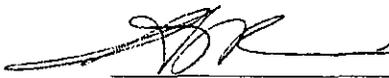
WHEREAS, through discussions between the parties the following is agreed upon:

1. In an effort to clarify the "natural break" terminology used in (B) for Maternity/FMLA leave, it will be understood that individuals on this leave must return at the following times:
2. half-way through an academic quarter (4.5 weeks);
3. at the end of the academic quarter;
4. end of semester;
5. end of school year.

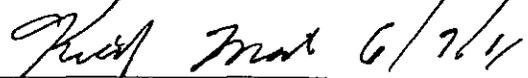
NOW AND THEREFORE, the parties mutually agree to the above criteria by placing their signatures on the line provided.

For The Association

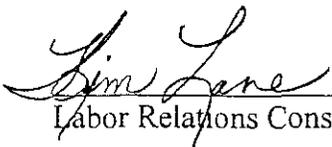
For The Board



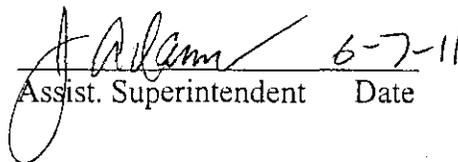
WETA President 6/8/11
Date



Superintendent 6/7/11
Date



Labor Relations Consultant 6/8/11
Date



Assist. Superintendent 6-7-11
Date