

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
NORTH CENTRAL EDUCATION ASSOCIATION
AND THE NORTH CENTRAL BOARD OF EDUCATION**

WHEREAS, The North Central Education Association and the North Central Board of Education are parties to a negotiated agreement in effect through June 30, 2015; and

WHEREAS, Article XII. Working Conditions, Section 5. Vacation does not address the carryover of accrued vacation; and,

WHEREAS, The North Central Board of Education and the North Central Education Association are in agreement that the carryover of accrued vacation needs to be addressed in the current negotiated contract; and

WHEREAS, the parties wish to modify the language in this section of the current negotiated contract to include the carryover of accrued vacation for 11 or 12-month bargaining unit members.

NOWHEREFORE, the parties agree to add the following language under Article XII.S. Vacations:

USE OF VACATION

Employees eligible for vacation shall be permitted to accrue such vacation and carry forward such vacation days to the next year. The maximum accrued vacation which may be carried from one year to the next shall be double the amount earned during the current contract year. (For example; if the bargaining unit member earns 10 days during the current contract year, he/she would be permitted to carry over 20 total days into the next year.)

When a separation from employment occurs, the bargaining unit member shall be paid vacation carryover days multiplied by their per diem/hourly rate at the time of separation.

This agreement becomes effective upon the signatures of the parties and is affixed to the Master Agreement.

Les Banta 8-1-2012
For the Association Date

[Signature] 8/1/12
For the Board Date

Ashley Stewart 8-1-2012
For the Association Date

[Signature] 8-1-12
For the Board Date