

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding entered into this the twentieth day of

October, 2014 by and between the **NEW RICHMOND EXEMPTED VILLAGE SCHOOL DISTRICT BOARD OF EDUCATION** (hereafter the "Board") and the **NEW RICHMOND EDUCATION ASSOCIATION** (hereafter the "Association"),

WHEREAS, the Board and the Association are parties to a Collective Bargaining Agreement (hereafter the "Agreement"), the effective dates of which are July 1, 2014 through June 30, 2017; and

NOW THEREFORE, it is hereby **AGREED** as follows:

WHEREAS, the parties wish to create a sick leave donation committee (hereafter referred to as the "SLDC") which shall consist of the NREA Executive Committee. Any teacher desiring to apply to the SLDC for the donation of sick leave shall submit an application to the SLDC on the approved form. A teacher may only access the program if the requirements are met:

1. The teacher has exhausted all of his/her sick leave.
2. The teacher is not applying for disability.
3. The request is for a catastrophic illness or injury of the employee, spouse, or child, or the death of spouse or child. Catastrophic is defined as a severe illness or injury requiring prolonged or recurring hospitalization, treatment, or recovery. Examples would include coma, cancer, leukemia, heart attack, stroke, or illnesses of similar severity.

If the application is approved by the SLDC, the SLDC will solicit donations from members of the bargaining unity. Any member wishing to donate sick days shall submit the approved donation form to the SLDC, said form affirming the donation and indicating permission for the Treasurer's office to deduct the sick days from the donating teacher's accrued but unused sick leave. No teacher may donate more than three (3) days per school year. All donations are voluntary.

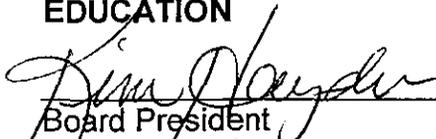
Bargaining unit members may not receive more than sixty (60) days per career.

Donated days will be banked for use by the requester. Any unused days in the bank at the end of the school year will be forfeited but will not count against the sixty (60) days.

The decision of the SLDC in regard to the approval of any request is not subject to the grievance procedure.

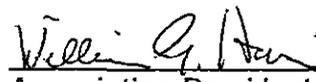
This Memorandum of Understanding will be reviewed in the summer after which it is first used.

**NEW RICHMOND EXEMPTED VILLAGE
SCHOOL DISTRICT BOARD OF
EDUCATION**


Board President


Board Treasurer

**NEW RICHMOND
EDUCATION ASSOCIATION**


Association President