

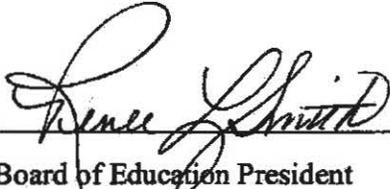
Memorandum of Understanding

The Board of Education of the Bluffton Exempted Village School District and the Bluffton Education Association agree to this Memorandum of Understanding under Article XIII section C. Adoption Leave to add the following language: A teacher who adopts a child, who is of kindergarten age or older, may take up to four (4) weeks of accumulated sick leave as adoption leave, including travel time. If the child is able to attend school before the four (4) weeks are exhausted, then the teacher would come back to work at that time.

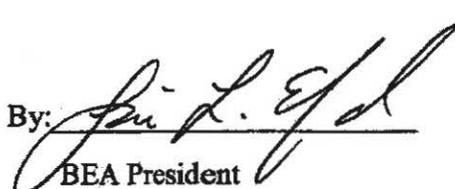
Bluffton Exempted Village School District

Bluffton Education Association

By:


Board of Education President

By:


BEA President

November 16, 2015

November 13, 2015