

MEMORANDUM OF UNDERSTANDING

This Agreement is entered into this 27th day of May, 2016, by and between the Board of Education of the New Albany-Plain Local School District, Franklin County, Ohio, hereinafter referred to as the "Board," and the Plain Local Education Association, Franklin County, Ohio, hereinafter referred to as the "Association."

WHEREAS the Board and the Association have executed a Collective Bargaining Agreement effective from June 30, 2015, to June 30, 2017, hereinafter the "Agreement" and;

WHEREAS the Board and the Association have established in Article V, section 5.10 of the Agreement how the Family and Medical Leave act of 1993, as amended shall be implemented and;

WHEREAS the Board and Association agree that the language needs to be clarified;

NOW THEREFORE be it resolved that the Board and the Association agree to the following:

1. FMLA shall run consecutively to paid sick leave.
2. If a member is utilizing paid sick leave, the member will not need to be presented with the Department of Labor FMLA forms to complete.
3. In order to utilize FMLA, the member will notify the District and then will be provided with the appropriate Department of Labor Forms to complete.
4. If the member does not complete the required Department of Labor FMLA Forms, the District shall have the discretion to determine if the leave is an appropriate leave under FMLA.

All other provisions of the Collective Bargaining Agreement currently in effect between the parties hereto not altered by this Memorandum of Understanding shall remain in full force and effect for the term of the Collective Bargaining Agreement and no other agreements shall serve to alter the provisions of the Collective Bargaining Agreement unless agreed to, in writing, between the parties hereto.

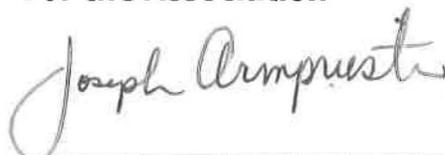
For the Board

 6-1-16

Superintendent

Date

For the Association

 06/01/16

President

Date