

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered on this 8th day of June, 2018, by and between the Boardman Local School District Board of Education (“Board”) and the Boardman Education Association (“Association” or “BEA) and member Shana Craig-Yardas (“Ms. Craig-Yardas”).

WHEREAS, the Board and the Association are parties to a collective bargaining agreement the effective dates of which are June 30, 2017, through June 29, 2020 (hereinafter referred to as the “Contract”); and

WHEREAS, the Association and Ms. Craig-Yardas have initiated a grievance based upon application by the Board of the Family Medical Leave Act (FMLA); and

WHEREAS, the Contract currently does not contain a specific provision dedicated to the FMLA, nor a definition of the “12-month period” for purposes of determining leave entitlement; and

WHEREAS, the parties are desirous of resolving issues relating to Ms. Craig-Yardas prospective FMLA leave request;

IT IS NOW THEREFORE AGREED as follows:

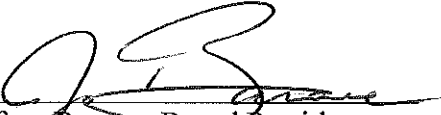
1. For her upcoming unpaid parental leave, currently scheduled beginning September 17, 2018 or when released by the doctor and continuing through November 19, 2018, Ms. Craig-Yardas will be continued on Board provided insurance coverage (with only standard employee contribution to be paid by Ms. Craig-Yardas) during the months of September and November, 2018; however, for the month of October, 2018, Ms. Craig-Yardas will be responsible for the entire premium cost.
2. The parties further agree that for purposes of clarification and for the duration of the current Contract, an additional provision, consistent with Board policy, will be added to Article IV, “Leave Policies” through new Section 4.11 “FMLA Leave” and provide as follows:

Teachers are entitled to leave as provided in the Family Medical Leave Act (FMLA) and its associated regulations. For purposes of this section, “12-month period” is defined as the 12-month period measured forward from the date that the employee’s first FMLA leave begins (i.e., the leave is specific to each employee). The teacher is entitled to 12 weeks of leave during the 12-month period beginning on the first date FMLA leave is taken. The next 12-month period commences the first time FMLA leave is taken after the completion of any previous 12-month period. In accordance

with Board policy, applicable unpaid leave will run concurrently with FMLA leave.

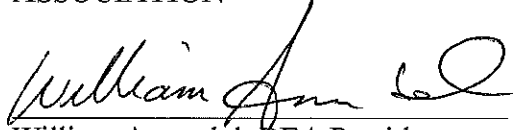
3. Acknowledging that each party is free to make proposals in successor contract negotiations, it is the intention of the parties that the aforementioned provision will be deemed as current contract language for purposes of such successor negotiations.

BOARDMAN LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION



Jeffrey Barone, Board President

6 28 18
Date

BOARDMAN EDUCATION
ASSOCIATION


William Amendol, BEA President

Date


Nicholas Ciarniello, Treasurer

6/28/18
Date


Shana Craig-Yardas

6/28/18
Date