

Allen East Local Schools

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Mel Rentschler, Superintendent
Andrea Snyder, Treasurer/CFO
Heather Patterson, Elementary Principal
Jarrold Wehri, Middle School Principal
Keith Baumgartner, High School Principal
Bill Mattevi, Director of Operations

Memorandum of Understanding

The Allen East Education Association (AEEA) and the Allen East Board of Education (BOE) agree to enter into a Memorandum of Understanding (MOU) regarding Article V Leaves of Absence Section A Sick Leave #9 Sick Leave Bank.

Current language states, "When in the judgment of a teacher's physician, the teacher will exhaust all of his/her accumulated sick leave for the remainder of the school year due to catastrophic illness or injury of a teacher and/or his/her parents, spouse, siblings, or children and additional days are still needed, then he/she may request from the Allen East Education Association that additional days be transferred from other teachers' accumulated sick leave on a voluntary basis. The Association President and the Treasurer/CFO of the Board shall establish a procedure for the transfer."

Scope of New Language

The Allen East Education Association and the Allen East Board of Education both agree that a death is not a catastrophic illness or injury. Both AEEA and the BOE agree to make a one-time exception with limitations for the use of sick bank for the death of a spouse. It is agreed that this MOU is non-precedent setting and will expire on December 15, 2017.

Carve-Out Language

On October 13, 2017, Stephanie Zeller will have exhausted all of her sick days as well as the Board's advance of five sick days as a result of the untimely death of her husband. Beginning October 13, 2017, AEEA and the BOE agree to allow AEEA members to donate sick days to Stephanie Zeller for any work days that she would otherwise be unpaid through December 15, 2017. AEEA and the Board agree that a death is not a catastrophic illness or injury and this MOU does not set a precedent that a death qualifies for sick leave bank.

The MOU officially expires on December 15, 2017 and will not become a permanent part of the AEEA collective bargaining agreement.

<u>Bruce J. Wehberg</u> Allen East Board President	<u>10-17-17</u> Date	<u>Joyce A. Klein</u> AEEA Co-President	<u>10-4-17</u> Date
<u>Mel Rentschler</u> Allen East Superintendent	<u>10-17-17</u> Date	<u>Juliana Thompson</u> AEEA Co-President	<u>10.4.17</u> Date
<u>Andrea Snyder</u> Allen East Chief Financial Officer	<u>10-17-17</u> Date	_____	_____
		AEEA Representative	Date