

Memorandum of Understanding

This Memorandum of Understanding (MOU) is an understanding of language for the contract year of 2019-2020 related to the carryover of personal leave days.

Section 1: Upon execution of this MOU, the provisions of Article IX, Section 4, Subdivision 3 will be modified to the following language:

If the teacher has used less than eight (8) days of sick leave (excluding family Medical Leave Act) in the 2019-2020 school year, they will be able to carry one (1) or two (2) unused paid personal leave days into the next school year, or choose to receive payment of \$100 for each unused day of personal leave. Teachers may accumulate to a maximum of four (4) personal leave days without loss of pay or substitute costs. Each teacher must inform the Cooperative by May 31 if his/her unused personal leave days are to accumulate. In the event a teacher does not inform the Cooperative in writing by May 31, any unused personal leave for the current year will be reimbursed and will not accumulate.

The terms of the Memorandum of Understanding expire on June 30, 2020.

FOR:

Southern Plains Education Cooperative Education Association

President

Secretary

Chief Teacher Negotiator

Dated this _____ day of _____, 2020

FOR:

School District #0915-52

Superintendent

Board Member

Board Member

Dated this _____ day of _____, 2020