

MEMORANDUM OF AGREEMENT

During the course of negotiations for a successor agreement, the School Board raised the concern of excessive absenteeism by some members in the bargaining unit, including a disproportionate use of sick leave and family illness leave. The parties recognize that excessive absenteeism adversely impacts the operations of the District and student learning, results in loss of productivity, and unduly burdens fellow employees and District resources. The parties mutually recognize that it is their joint obligation to ensure that the terms of the collective bargaining agreement are honored and the benefits contained therein are not abused. The Board shall direct its administrators and supervisors to appropriately monitor leave usage, including requiring documentation as permitted under the terms of the contract. The Association agrees that it shall remind bargaining unit members that paid leaves provided under the contract may only be used for legitimate reasons.

BOARD OF DIRECTORS



BY: BOARD CHAIR

SEACOAST EDUCATION ASSOCIATION



BY/PRESIDENT