

MEMORANDUM OF UNDERSTANDING

Between The

NORTON BOARD OF EDUCATION

And The

NORTON CLASSROOM TEACHERS ASSOCIATION

This Memorandum of Understanding (hereinafter “the Memorandum”) is made and entered into by and between the Norton Board of Education (“District”) and the Norton Classroom Teachers Association (hereinafter “the Association”).

WHEREAS, the Board and the Association are parties to a Negotiated Agreement having a term of July 1, 2021 through June 30, 2024; and,

NOW, THEREFORE, THE PARTIES HEREBY AGREE:

To amend Article IX – Leaves of Absence to read as follows:

9.02 SICK LEAVE

B. USE OF SICK LEAVE

2. Acceptable reasons for leave with pay are personal illness, pregnancy, *adoption*, injury; exposure to contagious disease which could be communicated to others, a doctor’s appointment which cannot be scheduled except during an employee’s workday, illness, injury, or death in the employee’s immediate family; ex cetera

a. * Adoptions in the United States

A bargaining unit member is eligible, upon adoption of a child in the United States, to use accumulated sick leave for up to a total of twenty (20) days, which may be taken after the Board receives documentation of the adoption. Such leave must be taken within a 12-month period, during which period custody is received. If both adoptive parents are Board employees, either or both may use sick leave under this provision with the understanding that the combined sick leave taken by both will not exceed twenty (20) days.

b. * Adoptions Outside the United States

If a child outside of the United States is adopted, a bargaining unit member will be able to use accumulated sick leave for up to a total of twenty (20) days, which may be taken after the Board receives documentation of the adoption. Such leave must be taken within a 12-month period, during which period custody is received. Further, accumulated sick leave may be used for up to a total of ten (10) days for the adoption process, prior to receiving custody of the child. The scheduling of leave for the adoption process will be arranged between the bargaining unit member and the Superintendent. If both adoptive parents

are Board employees, either or both may use sick leave under this provision with the understanding that the combined sick leave taken by both will not exceed thirty (30) days.

- c. Bargaining unit members will not be charged adoption leave on non-work days.

8.07 RECALL RIGHTS

C. This procedure shall continue until all employees on layoff status have been recalled, have retired under an Ohio state retirement system, have voluntarily resigned, or, in the case of limited contract employees, have not accepted an offer of recall within (2) years from the effective date of layoff.

The Board and the Association agree that all other provisions of the Agreement will remain in place, and this agreement is only for the purposes mentioned above, and will expire on June 30, 2024.

This Memorandum of Understanding is hereby entered into this ____ day of March 2022, by and between the following:

NORTON BOARD OF EDUCATION
ASSOCIATION

NORTON CLASSROOM TEACHERS

_____ Board President

_____ Association President

_____ Superintendent

_____ Treasurer

_____ Date