

MEMORANDUM OF AGREEMENT

By and between

Jefferson County Board of Education (hereinafter JCBE) and
Teamsters Local 783 (hereinafter Teamsters)

The parties to this agreement are the Jefferson County Board of Education and Teamsters Local 783. The JCBE and Teamsters hereby agree to the following:

WHEREAS, Article 11 - Leaves of Absence (2) states:

Sick leave with pay will be granted to employees when they are incapacitated for the performance of their duties because of sickness or injury, or in case of serious illness in the employee's immediate family. The immediate family consists of employee's spouse, children (including stepchildren), parents spouse's parents without regard to the location of the residence of said relative and including step status of any of the above. Procedures for employee leaves and absences shall be managed in accordance with the Jefferson County Board of Education (JCBE) policy No. 03.223 AP.2...

Therefore, in accordance with sick leave procedures for non-exempt employees; sick leave may be taken in whole days only, except that an employee may take one-half (½) day sick leave for personal illness or the illness of immediate family not more than six (6) times per work year. Abuse of sick leave may subject an employee to progressive discipline up to and including discharge. A pattern of sick leave use (i.e. consistent use of sick days following or preceding holidays) and/or the failure to accumulate it, may be determined to be abuse of the sick leave privilege. An employee who has been cited in writing for abuse of sick leave may be required by the Employer to produce a medical/doctor's statement at any time.

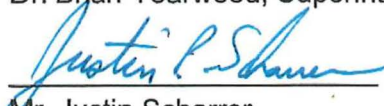
This specific agreement is recognized as being of no precedent, shall not be construed in any way to be precedent, nor used to substantiate any present or future claim by any party to rights by past practice.

Dr. Corey Shull, Chairperson, JCBE

Date

Dr. Brian Yearwood, Superintendent

Date



Mr. Justin Scharrer
President, Teamsters Local 783



Date

Dr. Stephanie White
Executive Director
Labor Management & Employee Relations

Date