

MEMORANDUM OF AGREEMENT
Extended Leave and Paid Time Off

This MEMORANDUM OF AGREEMENT is made by and between the Ledyard Board of Education ("Board") and the Ledyard Education Association ("LEA"). The Board and the Association are sometimes referred to herein collectively as the "Parties" or individually as a "Party."

WHEREAS, The Ledyard Board of Education (hereinafter the "Board") and the Ledyard Education Association (hereinafter the "Union") are parties to a collective bargaining agreement (CBA) that covers the period from July 1, 2022 to June 30, 2026; and

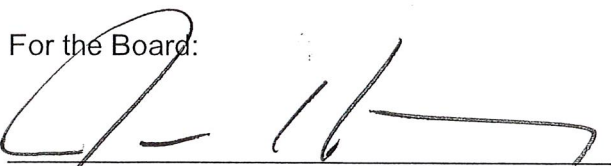
WHEREAS, the Board wishes to permit existing Union members (hereinafter "member") to utilize accrued paid time off in certain circumstances approved by the superintendent and the Board; and

WHEREAS, the CBA does not provide a mechanism for paid time off while on extended leave; and

NOW THEREFORE, the parties hereby agree as follows:

- A. In extraordinary circumstances related to medical issues for the member, the Superintendent may recommend, and the Board approve a member's use of paid time off while on extended leave beyond time permitted under FMLA;
- B. The decision to approve a member's use of paid time off and the period of time granted shall be determined at the sole discretion of the Board;
- C. The Board shall have access to medical documentation if so requested;
- D. The Board's decision is final and not subject to the grievance clause of the CBA;
- E. The Board shall notify the Union of these situations and confirm the amount of PTO available to the member.
- F. Should the member be unable to return to full duty by the end of the extended leave they shall resign from Ledyard Public Schools,;
- G. Members resigning shall be entitled to apply for open positions for which they are qualified and receive due consideration for such position;
- H. This Agreement shall not constitute a past practice or precedent for any future disputes or negotiations between the Parties.

For the Board:



Jason S. Hartling, Superintendent

12/19/2023
Date

For the Association:



Tiffany MacCall, LEA President

12/7/23
Date