

MEMORANDUM OF AGREEMENT

Marion Central School District,

- and -

Marion School Unit 9104, Wayne County Local 859

CSEA, Inc., Local 1000, AFSCME, AFL-CIO

This Agreement is entered into by and between the Marion Central School District (the "District") and the Marion School Unit 9104, Wayne County Local 859, CSEA, Inc., Local 1000, AFSCME, AFL-CIO (the "Association"), (collectively referred to as the "Parties").

Whereas, the Association and the District are parties to a 2023-2027 collective bargaining agreement (hereinafter referred to as the "CBA"); and

Whereas, the CBA at Article VII – **Fringe Benefits**, Section 1(J), Personal Leave provides that All non-instructional personnel employed on a regular full-time basis shall be entitled to three (3) days of personal leave; and

Whereas, the District wishes to provide personal leave for all employees of the District.

Now, therefore, the Parties agree as follows:

- 1) Article VII – Fringe Benefits, Section 1(J), Personal Leave, subsection 1 shall, in pertinent part, be amended as follows:

J. Personal Leave

1. All non-instructional personnel employed on a regular ~~full-time~~ basis shall be entitled to three (3) days of personal leave, other than sick leave, for matters which must be attended to during the school day. In the case of a regular full time employee, Any personal days not used at the end of the school year will be added to the employee's accumulated sick leave. For all other employees, personal leave shall not be cumulative.
- 2) The above changes will take effect when this Agreement is fully executed, and approved by the Board of Education. The changes to this section shall be prospective only from the effective date of approval, and in no way shall be applied retroactively.
- 3) The Parties acknowledge that the terms of this Agreement shall be incorporated into any successor agreement to the CBA.
- 4) All other components of the CBA shall remain unaltered.

Dated:

9/16/23.



Dr. Ellen Lloyd, Superintendent

Dated:

9/18/23



Kim Wemesfelder, CSEA President

Dated:

9/15/23



Paul Markwitz, CSEA Labor Relations Specialist