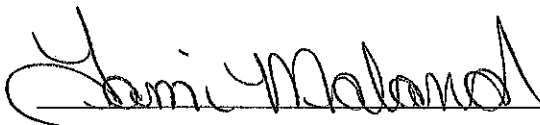


## Memorandum of Understanding

The parties agree the purpose of this MOU is to clarify the agreed to items relative to the use of incremental leave on Personal Days and Sick Days by GCSEC Paraprofessionals.

The following shall not be interpreted by either party as an alteration or change to the fully bargained and ratified language in the Collective Bargaining Agreement. Further, this Memorandum of Understanding will be incorporated into the CBA upon expiration of the current contract.

1. Paraprofessionals may use their sick and personal leave time in increments of  $\frac{1}{4}$  days.
2. If the paraprofessional has adequate sick and/or personal days, he/she may access the incremental leave.
3. The  $\frac{1}{4}$  incremental leave is defined as a period of ninety (90) minutes.
4. Leave may be taken in  $\frac{1}{4}$ ,  $\frac{1}{2}$ ,  $\frac{3}{4}$ , or full day increments.
5. Any use of personal leave requires prior approval from the paraprofessional's immediate supervisor.
6. Incremental leave may not be utilized as unpaid time off work.
7. This MOU will be in effect the first day of work for the 2025-2026 school year.



Tami Maland SEEGC President

For the Special Education Employees Grundy County (SEEGC)

Date 3-13-25



Neil Sanburg GCSEC Executive Director

For the Grundy County Special Education Cooperative (GCSEC)

Date 3.19.25