

MEMORANDUM OF UNDERSTANDING

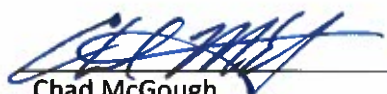
PRESCHOOL EXTENDED ILLNESS LEAVE:

WHEREAS, the District and the Menifee Teachers Association ("MTA") (collectively "Parties") recognize Permit Teachers are on a different salary schedule than Certificated Teachers and recognize the compensation inequity regarding extended leave.

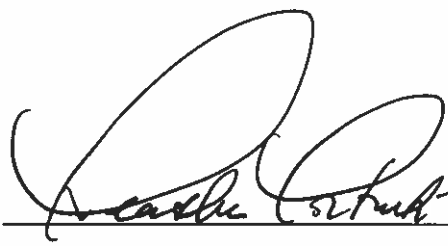
Effective July 1, 2019 if a **Permit teacher** has utilized all accumulated sick leave and is still absent from duties on account of illness or accident for a period of five (5) school months or less, then the amount of salary deducted in any such month shall not exceed ~~the substitute's salary per diem during the period of absence.~~ **more than 50% of the teacher's contract salary.** The period during which the above deductions occur shall not begin until all other paid sick leave provisions for which the employee is eligible have been exhausted. An employee shall not be provided more than one five (5) month period per illness or accident. However, if a school year terminates before the five (5) month period is exhausted, the employee may take the balance of the five (5) month period in a subsequent school year.

The parties agree to meet prior to March 1, 2020 to discuss the effectiveness of this Memorandum of Understanding.

Date: May 30, 2019

 5/30/19
Chad McGough,
Assist. Superintendent of Personnel Services

1:16 pm

 5/30/19
Heather Tortoreti,
MTA Negotiations Chair
1:16pm