Fenton Community High School District 100
Memorandum

To: Board of Education

From: Jason Klein, Superintendent

RE: Fenton Education Association Sick Leave Bank Memorandum of Understanding

Background

The Fenton Education Association (FEA) is the collective bargaining unit that represents licensed educators at Fenton High School who are not classified as school administrators. In the current collective bargaining agreement, there is a provision for a sick leave bank from which FEA members can draw if they qualify and have run out of sick days. As a result of last year's use of the sick leave bank in two instances, FEA requested that the administrative team collaborate to negotiate a Memorandum of Understanding (MOU) for the remainder of this collective bargaining agreement's time period in order to further define the use of the sick leave bank, the process for applying for the sick leave bank, and the management of the sick leave bank.

Specific Considerations

The attached Memorandum of Understanding (MOU) represents the culmination of work between FEA leadership and the administrative team. The result of the changes in language will not require any new expenditures by Fenton Community High School District 100, and these changes result in more specific language about the acceptable uses for accessing the sick leave bank and the process for requesting access to the sick leave bank. In addition to the strong collaboration throughout this process to make improvements that equally benefit the students, community, school district, and the employees as members of the FEA, this collaborative process has laid a foundation for continued collaboration to collectively solve problems together.

Recommendation to the Board

This administration recommends that the Board approve the Sick Leave Bank Memorandum of Understanding with the Fenton Education Association.