

**MEMORANDUM OF AGREEMENT re: PILOT PROGRAM**

THIS MEMORANDUM OF AGREEMENT (MOA) is made and entered into this 3<sup>rd</sup> day of October 2019, by and between the Woodbridge Board of Education (the "Board") and CSEA/SEIU, Local 760 (the "Union") (the Board and the Union are referred to hereinafter collectively as the "Parties").


**RECITALS:**

- A. Article XXVIII, Section F of the collective bargaining agreement between the Parties (the "CBA") provides that bargaining unit members shall not be entitled to holiday pay if they do not work the work day immediately preceding or the work day immediately following the holiday unless they experience either a significant medical event requiring inpatient or outpatient hospitalization or surgery, or bereavement for a family member.
- B. Said provision does not provide an exception for the use of an approved personal day.
- C. The Parties wish to implement a pilot program to allow for such and to study the implications thereof for a one year period.

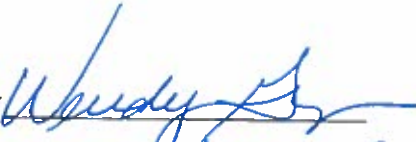
NOW, THEREFORE, the Parties agree as follows:


- 1. For the 2019-20 school year only, each employee shall be permitted to use one of their available personal days under Article XII, Section G. of the CBA the day before or the day after a holiday without losing eligibility for holiday pay provided: (1) use of a personal day before or after the holiday is approved in advance by the Superintendent, and (2) the personal day otherwise meets the conditions of Article XII, Section G of the CBA. The approval or denial of the personal day and eligibility for holiday pay under this provision shall be in the sole discretion of the Superintendent.
- 2. The Parties agree to evaluate this pilot program at the end of the year and to consider an extension or modification.
- 3. If the Parties do not agree in writing to extend it, this Memorandum of Agreement shall automatically terminate June 30, 2020, and neither this Memorandum of Agreement, nor the existence of the pilot program, shall set a precedent or be introduced in any interest arbitration proceeding.

Woodbridge Board of Education

By  10/3/19  
Robert F. Gilbert,  
Superintendent of Schools

CSEA/SEIU, Local 760

By   
Printed Name Wendy Glynn

By   
Printed Name Shari Földy

By N/A  
Printed Name \_\_\_\_\_