

**MEMORANDUM OF AGREEMENT  
BETWEEN  
RED CREEK CENTRAL SCHOOL DISTRICT  
-AND-  
RED CREEK TEACHERS ASSOCIATION**

The Red Creek Central School District (hereinafter referred to as the “District”), the Red Creek Teachers Association (hereinafter referred as the “RCTA”) (collectively referred to as the “Parties”) recognize:

1. The RCTA and the District are parties to a 2022-25 collective bargaining agreement (hereinafter referred to as the “CBA”), which includes Article IV, Sick Leave Bank;
2. The District and the RCTA have a collective interest in finding a transparent remedy to the number of days collected in the bank;
3. The District and the RCTA have made a mutual agreement to improve Article IV;
4. The Parties have met to discuss the situation and wish to resolve this matter amicably and in the best interest of both the RCTA and the District;
5. The language in this MOA will replace the current Article IV language in the contract and will be incorporated into the next successor agreement.

Therefore, the Parties agree as follows:

The language of Article IV Sick Leave Bank will be amended as follows.

- A. To be a member of the sick leave bank, a teacher must donate one (1) day of accumulated sick leave to the bank.
- B. The bank will be open for donations between the opening of school and September 30. A teacher hired after the official opening of school in September will have a period of thirty (30) days after the date of his/her employment to join the bank. Forms for donating to the bank will be supplied to the teachers by the District Office.
- C. The bank will contain only the number of days donated, but at no time can accept more than two hundred days. It is further agreed that the balance of the bank as of May 9<sup>th</sup>, 2023 is 506.75 days, which will remain in the bank for use until depleted to the point of needing replenishing.
- D. Effective March 1, 2023 through whenever the bank has less than 100 days and needs to be replenished, new sick bank members must sign a form to join but no new days will be accepted. Once the bank has less than 100 days, all regular rules as in A, B, C, E, F, G, H will apply.

- E. To be eligible to use the bank, a person must have exhausted their accumulated sick days, have a prolonged certified illness of twenty (20) consecutive or non-consecutive days or greater, and must apply to use the bank in writing to the Superintendent and accompanied by a letter from the member's doctor or relevant health care provider. This application, which must specify the number of sick days requested, will be reviewed by the Chief School Officer. Upon review of the application, the Chief School Officer will determine how many bank days may be used or if further documentation is required. In the event the allocated sick days are used up, the teacher may reapply to the superintendent for additional sick days. If the additional days are granted, there will be no interruption of sick day benefits. Sick Leave Bank days granted to the applicant shall not exceed 90 days during one school year.
- F. Once in the bank, a member cannot withdraw except in writing to the Superintendent, and the days contributed would be forfeited. Days donated to the bank remain in the bank.
- G. Twice a year, in September and February, the bank will be replenished if the bank has 100 or fewer days and members will be asked to donate one day.
- H. The accounting and administration of the bank other than stated above, is the responsibility of the District. The Association shall indemnify and protect the District against liability and claim which arise by reason of the District's compliance with this Article.

**For the District**

  
Greg Macaluso,  
Interim Superintendent of Schools

Date: 6/8/23

**For the RCTA:**

  
Robert Keim  
President, RCTA

Date: 5-9-2023