

**MEMORANDUM OF AGREEMENT BETWEEN
SPRINGFIELD SCHOOL DISTRICT NO. 19 AND
SPRINGFIELD EDUCATION ASSOCIATION**

The Springfield Education Association ("Association") and Springfield School District ("District") are parties to a Collective Bargaining Agreement ("Agreement") with effective dates of July 1, 2022 through June 30, 2025.

The District and Association hereby enter into this Memorandum of Agreement ("MOA"), which adds **Article VII.K** of the Agreement as follows:

K. PAID LEAVE OREGON

The Paid Leave Oregon (PLO) program will apply to all members of the bargaining unit, subject to the following:

1. Throughout an employee's PLO leave the employee will be permitted to utilize any available paid leave accruals to make up the difference between the amount provided by PLO and the employee's normal workweek, based on assigned FTE. If the employee does not have available paid leave accruals, the District will allow the employee to utilize unpaid personal leave for the portion of each day not covered by PLO.
2. Employees on PLO leave will continue to accrue seniority and benefits, including health and pension benefits, on the same terms and conditions as if they were actively performing their job duties.
3. The District will ensure that the employee's PERS record remains in an active status while the employee utilizes PLO.
4. Employees requesting PLO time off will provide written notice, including an explanation for the reason the leave is requested, at least thirty (30) days before starting a period of family leave, medical leave, or safe leave. If the leave is not foreseeable (e.g., an unexpected serious health condition, premature birth of a child, unexpected adoption), the employee will be required to give notice within twenty-four (24) hours of the commencement of the leave. Failure to provide proper notice may delay PLO benefits to the employee.

Terms and Precedent

All other provisions of the Agreement not expressly modified by this MOA shall remain in full force and effect. Any dispute regarding an alleged violation, or the interpretation or application of this agreement shall be resolved pursuant to the grievance procedure in the Agreement between the two parties. This MOA shall not set precedent for any future actions.

This MOA shall become effective upon the signature of the parties.

Dated this 31st day of August, 2023.


For the Association


For the District