

Coastal Education Association
Educators
Maine Paid Family Medical Leave Act

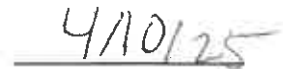
This Memorandum of Understanding is made the 9th day of April 2025, by and between the RSU No. 5 Board of Directors (the "Board") and the Coastal Education Association (the "Association").

Effective January 1, 2025 - June 30, 2025 the Board of Directors will assume the full one (1) percent premium associated with the Maine Paid Family Medical Leave Act. Beginning July 1, 2025, the parties agree that the employees covered by this Agreement shall pay one half (.5) and the Board of Directors shall pay one half (.5) of the one (1) percent premium associated with the Maine Paid Family Medical Leave Act.

Employees may request to be paid from their accumulated sick leave time the difference between the amount of their regular pay and the amount they receive pursuant to the Maine Paid Family Medical Leave Act. In no case will an employee receive double compensation under both the sick leave policy and the Maine Paid Family Medical Leave Act.



Coastal Education Association



Date



RSU No. 5 Board of Directors



Date