AGREEMENT
BY AND BETWEEN
THE BALLSTON SPA CENTRAL SCHOOL DISTRICT
AND
THE BALLSTON SPA TEACHERS ASSOCIATION

WHEREAS, Mr. Jeffrey Grogan is employed by the Ballston Spa Central School District ("District") as registered nurse and is a member of the Ballston Spa Teachers Association ("Association"); and

WHEREAS, Mr. Jeffrey Grogan is currently facing a severe personal illness; and

WHEREAS, the Association wishes to assist Mr. Jeffrey Grogan in his time of need, the Association has requested that its members be allowed to contribute a portion of their accumulated days to Mr. Jeffrey Grogan; and

WHEREAS, the District also wishes to assist Mr. Jeffrey Grogan.

NOW, THEREFORE, the parties hereto agree as follows:

1. Mr. Jeffrey Grogan's accumulated days in his retirement bank shall be converted to personal illness days.

2. The District will allow a "donation bank" for Mr. Jeffrey Grogan to use to cover his leave related to his illness and will allow members of the Association to contribute their accumulated personal illness days and/or days in their retirement bank for such use.

3. Any Association member who wishes to participate may contribute from their accumulated days to this bank to allow Mr. Jeffrey Grogan to remain on the District's payroll.

4. Mr. Jeffrey Grogan may use the donated days in the personal illness bank and may remain on the District's payroll and receive all benefits thereunder until the exhaustion of all days in such bank.

5. This personal illness bank is established solely for the use of Mr. Jeffrey Grogan.

6. It is clearly understood that this agreement is made without precedent and does not bind the District to agree to such a personal illness bank in the future regardless of the similarity of situations between Mr. Jeffrey Grogan and any future Ballston Spa Central School District employee.

7. As with all terms and conditions of employment, the matter of a personal illness bank may be raised by either party and is subject to future negotiations between the parties.

So, agreed on this date of May____2025:

FOR THE BOARD OF EDUCATION

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Mr. Jason Fernau, President

FOR THE DISTRICT



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Dr. Gianleo Duca, Superintendent

FOR THE ASSOCIATION



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Ms. Kimberly Pusatere, President