

Dr. Kevin Dirth
Superintendent

Martha Gagner
Business Manager

Julie Regimbal
Special Ed Director

Joanne Wells
Assistant Special Ed Director



Kathy Finck
Human Resource Director

Dr. Sean O'Dell
Curriculum Director

Michelle Spence
Early Childhood Programs

Andrea Racek
Assist to Early Childhood Programs

SIDE LETTER OF AGREEMENT FOR PERSONAL TIME INCENTIVE

TO: Maple Run EA

As agreed to during negotiations, the Maple Run Education Association and the MRUSD Board are entering this Side Letter to the collective bargaining agreement between them beginning July 1, 2017 and ending June 30, 2020 (the "Agreement").

Under the conditions noted herein, professional staff shall have the following additional benefit:

Professional staff using no more than five (5) days of sick leave by the end of the school year may trade in unused personal days, up to **four (4)**, for the amount of **\$125.00** per day.

1. Employees must be full time to enjoy the full benefit. A prorated adjustment for days and payout amount for part-time employees will be based on their scheduled FTE.
2. Employees must make the request for reimbursement by the end of the school year and the request is subject to verification of payroll records and supervisor approval.
3. The employee may utilize this benefit for each of the years covered by this agreement, provided they have met all requirements.
4. Payment will be made through payroll by the end of June for the appropriate school year, with all appropriate payroll tax withholdings deducted.

This side letter and the contents as stated herein will automatically expire on the expiration date of the Master Agreement: June 30, 2020. This benefit shall not be considered part of the "status quo" terms of employment should a successor to this Agreement not be ratified by said expiration date.

The signatures of the Chief Negotiators of each party below indicate their respective parties' acceptance of all of the terms stated herein and understanding that they are bound by them.

Sincerely,

A handwritten signature in black ink, appearing to read "M. Gagner", written over a horizontal line.

For the Maple Run EA, duly authorized

A handwritten date "6/19/17" written in black ink over a horizontal line.

Date

A handwritten signature in black ink, appearing to read "James C. Farr", written over a horizontal line.

For the MRUSD Board, duly authorized

A handwritten date "6/5/17" written in black ink over a horizontal line.

Date