

**SIDE LETTER OF AGREEMENT
BETWEEN
THE OXFORD BOARD OF EDUCATION
AND
THE OXFORD EDUCATION ASSOCIATION**

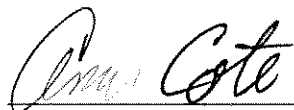
By agreement of the parties, and in settlement of outstanding litigation, Case A.C. 38642, Article 7 of the Collective Bargaining Agreement between the parties is hereby amended to include a new section C, as set forth below:

- C 1. Purpose – To provide members with additional leave when such members have exhausted sick leave due to their personal catastrophic illness or injury or combination thereof, and have provided competent medical certification of said catastrophic illness or injury or combination thereof.
2. Process for activating the sick leave bank - A member fitting the criteria set forth above may request that the Superintendent/Association activate the sick leave bank.
3. The bank shall be administered by the Superintendent or his/her designee and an Association representative.
4. Upon receipt of a request from a member to activate the sick leave bank, the Superintendent and the designated Association representative shall use the following criteria to determine the eligibility of a member to receive donations and to determine the number of days to be donated.
 - (a) A teacher must have a catastrophic illness or injury or combination thereof and must provide timely and competent medical certification of the catastrophic illness or injury or combination thereof.
 - (b) A teacher must have exhausted all accumulated sick leave.
 - (c) A teacher shall not be entitled to any other paid leave, remuneration from disability payments, workers' compensation, and/or other such benefits.
5. If the Superintendent and the Association representative have agreed to activate the sick leave bank, donations will be accepted by the Board on a first come, first serve basis until the number of days donated to the eligible member totals sixty (60) days. Teachers who donate paid days to the eligible member shall have the days deducted from their total accumulated sick leave. Once donated, the days shall no longer be available to the teacher who donated them. Donations shall be voluntary. Once donated, the donated days do not revert to the donating teacher. Teachers may not donate if such donations reduces his/her available sick days to fewer than 15 days.
6. Once donations have been accepted in compliance with Section 5 above, the Superintendent and the Association representative may issue a grant of days from the sick leave bank of no more than sixty (60) days to any individual teacher. In

the event of disagreement between the Superintendent and the Association representative regarding eligibility or the number of days to be granted, there shall be no grant of sick leave days from the bank.

7. The aggregate number of days that may be donated in any school year shall be a maximum of one hundred eighty (180) days.
8. The decisions of the Superintendent and the Association representative shall be final and binding and not be subject to the grievance procedure or arbitration.
9. The Superintendent shall notify the Board if the sick leave bank has been activated, including information regarding the number of days that has been allocated from the bank.

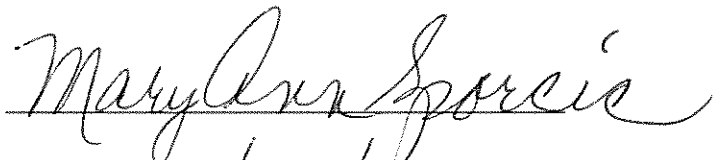
OXFORD BOARD OF EDUCATION



By: Amy Cote, Chair

Date: 5/19/16

OXFORD EDUCATION ASSOCIATION



Date: 5/17/16