



MEMORANDUM OF UNDERSTANDING

SSU/SEA Collective Bargaining Agreement 2015-2018

Re: Changes to Article 17 Leaves of Absence

WHEREAS, currently Article 17 Section 1. 3 specifies sick leave accumulates evenly per pay period and

WHEREAS, the University's change to BearTrax technology will not support this practice as leave is not tied to pay in the technology

WHEREAS, both parties agree that the faculty will accrue 120 hours in the year (12-month period).

THEREFORE, BE IT RESOLVED that the parties agree to the following modification to ARTICLE 17:

Article 17 Section 1.A.2

- After the first year of employment, and thereafter, sick leave shall accumulate evenly per pay period. A total of 120 hours ~~may~~ will be earned per ~~academic~~ year. ~~Faculty members' sick leave for a 12-month period is permitted to accumulate over 9 months.~~

Rick S. Kurtz 7/31/17

For the University:

Rick Kurtz, Ph.D. (date)

President, Shawnee State University

Eugene H. Burns, Jr. 7/28/17

For the Association:

Eugene Burns, PhD. (date)

President, Shawnee Education Association