

**Wachusett Regional School District
and the
Wachusett Regional Education Association, Inc.**

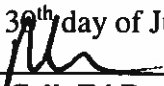
Memorandum of Agreement

Sick Leave Bank

The undersigned, Darryll McCall, Ed.D, Superintendent of Schools for the Wachusett Regional School District, hereinafter the "District," and Heidi Lahey, President, Wachusett Regional Education Association, Inc. hereinafter the "WREA," do hereby agree as follows:

1. This Memorandum of Agreement ("MOA") shall go into effect upon execution of this agreement.
2. The District and the WREA agree to modify the Sick Bank Language contained within the 2018-2021 agreement between the parties as shown below with the remainder of the section unchanged:
 1. Any actively employed member of the bargaining unit covered by this agreement is eligible for membership in this sick bank. WREA members will notify the Sick Bank Committee by October 1st, or within thirty (30) calendar days of hire, that they want to contribute to the sick bank.
 2. Any contributing member of this sick bank is eligible to receive benefits.
 3. Membership in this bank shall be voluntary. Each member shall make an initial non-returnable contribution of two (2) sick days effective on the first pay period of enrollment in the bank.
 4. If the bank's total number of accumulated days falls below three hundred (300), members shall contribute one (1) day each year until the balance of days in the bank exceeds three hundred (300).
3. The District and the WREA further agree that for any current member that is a member of the Sick Bank but has not yet had two (2) days deducted from their personal sick leave accumulation, the two (2) days shall be deducted in September 2019. In the event that the member wishes to withdraw from the Sick Bank, the member shall notify the Director of Human Resources on or before September 1, 2019.

Dated this 30th day of July 2019



Darryll McCall, Ed.D.
Superintendent of Schools
Wachusett Regional School District



Heidi Lahey
President
Wachusett Regional Education Association, Inc.