

APPENDIX Q
MEMORANDUM OF UNDERSTANDING

In-District Leaves of Absence

The following constitutes an agreement between SEA and District 186 regarding in-district leaves of absence.

It is agreed to by the Board of Education and the Springfield Education Association to eliminate the practice of giving leaves of absences to teachers to assume another position in the District will be eliminated effective with the 2005-06 school year with regards to the following stipulations:

1. Any employee currently on an approved leave of absence of this type will be allowed to continue for the contractual two-year duration.
2. Any employee whose leave of this type has been extended will be treated consistent with Article 12.18 – Extensions of Leave.
3. Any employee transferred into a position covered previously by an internal leave of absence will be treated consistent with provisions of Article 17.3 – Surplus and Displaced Teachers.
4. Employees who split regular allocated positions with federally funded positions and/or other grant established positions are treated consistent with article 17.3 – Surplus and Displaced Teachers.