

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**THE UNION TOWNSHIP BOARD OF EDUCATION**  
**AND**  
**THE UNION TOWNSHIP EDUCATION ASSOCIATION**

This Memorandum of Understanding (“MOU”) is made on this \_\_\_\_\_ day of \_\_\_\_\_ 2021 between the Union Township Board of Education (“Board”), and the Union Township Education Association (“Association”). The Board and the Association agree as follows:

**The Board and the Association agree to establish a Sick Leave Bank for members of the Association in accordance with N.J.S.A. 18A:30-10 and 11.**

**The Board and the Association will establish a Sick Leave Bank Committee, comprising of three (3) members selected by the Board of Education and three (3) members selected by the Association. The Sick Leave Bank Committee will then establish standards, procedures, and forms that it deems appropriate for the operation of the Sick Leave Bank. The Sick Leave Bank Committee will have the sole authority to approve or deny requests to withdraw days from the Sick Leave Bank.**

The MOU entered into between the Board and the Association for the establishment of a Sick Leave Bank shall become effective January 1, 2021, retroactively, and shall be incorporated into the successor collective bargaining agreement between the Board and the Association as executed as Article 11.09. The Board and the Association agree the MOU shall be hereby incorporated as a status quo item into the successor collective bargaining agreement negotiated between the Board and the Association.

Upon ratification of this MOU by the Association and the Board, the Unfair Practice Charge filed by the Association, which is the subject of P.E.R.C. Docket No. CO-2021-123, shall be deemed fully withdrawn.

UNION TOWNSHIP EDUCATION ASSOCIATION

UNION TOWNSHIP BOARD OF EDUCATION

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