

Memorandum of Agreement

Childbirth Leave

This Memorandum of Agreement ("MOA") is entered into by and between West St. Paul-Mendota Heights-Eagan Area Schools District 197 (hereafter "District") and West St. Paul Federation of Teachers Local #1148 (hereafter "Union").

WHEREAS, the District and the Union have mutually agreed to establish a clear understanding and formalize the conditions under which teachers may use their earned accumulative sick leave for maternity leave, paternity leave, and adoption leave; and

WHEREAS, the District and the Union recognize the importance of supporting teachers during significant life events such as childbirth, the birth of a child to a partner, and the adoption of a child, while ensuring that teachers can maintain their earned benefits and job security.

NOW, THEREFORE, the District and the Union agree as follows:

This provision will apply to any present or future maternity leave, paternity leave, and adoption leave granted under the CBA.

- Teachers who meet the eligibility criteria for FMLA leave under the Family and Medical Leave Act will be entitled to up to 12 weeks of unpaid leave for qualified medical, family, or parental reasons, subject to the provisions of the District's policies and applicable law.
- Teachers who are eligible for maternity, paternity, or adoption leave under the District's leave policies will have the option to use up to 12 weeks of their earned accumulated sick leave for any of these types of leave.
- This provision applies to maternity leave, paternity leave, and adoption leave.

No Grievance or Precedent. The grievance process in the CBA does not apply to this MOA. This MOA does not establish or alter any precedent or practice, and neither party may rely on this MOA as evidence of any precedent or practice.

This MOA is separate from, and not part of, the CBA between West St. Paul-Mendota Heights-Eagan Area Schools District 197 and West St. Paul Federation of Teachers Local #1148.

This MOA will expire on June 30, 2025.

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Agreement to be executed as of the date written above.

West St. Paul Federation of Teachers Local #1148

Brian M. Early
Authorized Representative

11/22/2024
Date

INDEPENDENT SCHOOL DISTRICT NO. 197

Sarah Larsen
School Board Chair

12/9/24
Date

[Signature]
School Board Clerk

12/9/24
Date