

SIDE AGREEMENT BETWEEN
EVERGREEN SCHOOL DISTRICT
AND
EVERGREEN TEACHERS ASSOCIATION

The Evergreen School District and Evergreen Teachers Association agree to this Side Agreement relating to the use of extended sick leave pursuant to Education Code section 44977 for paternity and maternity purposes.

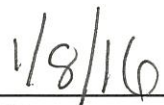
1. Effective January 1, 2016, during each school year, if an employee has exhausted all available sick leave, including all accumulated sick leave, and continues to be absent from his/her duties on account of maternity or paternity leave taken pursuant to the CFRA/FMLA for a period of up to 12 school weeks, whether or not the absence arises out of or in the course of the employment of the employee, the employee shall receive the difference between his/her salary and that of a substitute, whether or not a substitute has been employed.
2. The 12-week period referenced in Paragraph 1 above shall be reduced by any period of sick leave, including accumulated sick leave, taken during a period of maternity or paternity leave taken pursuant to the CFRA/FMLA.
3. An employee shall not be provided more than one 12-week period per maternity or paternity leave. However, if a school year terminates before the 12-week period is exhausted, the employee may take the balance of the 12-week period in the subsequent school year.
4. For purposes of this Agreement, "maternity or paternity leave" is defined as leave for reason of the birth of a child of the employee, or the placement of a child with an employee in connection with the adoption or foster care of the child by the employee.




Evergreen Teachers Association



Evergreen School District



Date



Date