

**MEMORANDUM OF UNDERSTANDING
BY AND AMONG
THE AGAWAM SCHOOL COMMITTEE, THE AGAWAM TEACHERS' ASSOCIATION
AND**

The Agawam Public Schools (hereinafter referred to as "Agawam"), the Agawam Teachers' Association (hereinafter referred to as "Association"), and Mary Lou Gelfuso (hereinafter referred to as "M. Gelfuso") hereby agree to the following terms, conditions, and understandings:

1. Agawam and the Association are parties to a collective bargaining agreement.
2. M. Gelfuso is a bargaining unit employee.
3. M. Gelfuso has encountered a personal illness and has exhausted all of her accrued paid leave time.
4. Agawam agrees that each bargaining unit A employee may donate, as a gift, up to 2 of their own accrued sick days to M. Gelfuso. Sick day grants under this paragraph will be credited to M. Gelfuso in full day increments based upon M. Gelfuso's regular work day. Agawam will accept a number of days to allow M. Gelfuso to receive paid leave through the end of the 2023-2024 school year. In the event an insufficient number of sick days are donated, M. Gelfuso will be placed on unpaid leave.
5. If the employee is able to return to work full-time as a classroom teacher, she will remain as an employee of the Agawam Public Schools for the 2024-2025 school year.
6. Notice of a gift of accrued sick days must be submitted to the Director of Business and Finance, in writing, in order to make the necessary adjustments in the employee sick leave records. Said written notice must be provided no later than February 7, 2024.
7. A gifted sick day will not count against the bargaining unit employee's recorded absences for the year.
8. This Agreement contains the complete agreement of the parties and there are no other verbal or written agreements among the parties regarding the subject matter of this Agreement.
9. This Agreement is not precedent setting for any same or similar circumstances in the future.
10. This Agreement may not be referred to or entered as evidence in any proceedings, except in an action to enforce the specific terms of the Agreement.

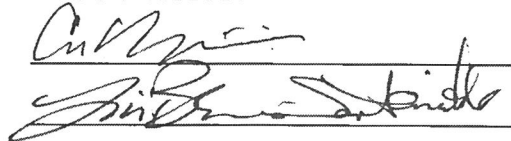
FOR THE AGAWAM PUBLIC SCHOOLS



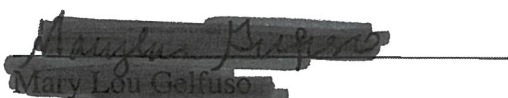
Chairperson, Agawam School Committee

Dated: 2/5/2023

FOR THE AGAWAM TEACHERS
ASSOCIATION



Dated: 2/6/24



Dated: 2-9-2023