


LETTER OF AGREEMENT
BETWEEN
LAKEVIEW SCHOOL DISTRICT BOARD OF EDUCATION
AND
LAKEVIEW SCHOOL BUS DRIVER CHAPTER 331 (COUNCIL 25, AFSCME, AFL-CIO)

ARTICLE 16, UNPAID LEAVES OF ABSENCE: Both parties agree to the following changes to Article 16, Paragraph A3, D and the addition of A7:

ARTICLE 16
UNPAID LEAVES OF ABSENCE

- A. Unpaid leaves of absence for periods not to exceed one (1) year shall be granted by the Superintendent of Schools for:
1. Personal illness or injury leave (physical or mental) - must be certified by a doctor.
 2. Unpaid leave of absence may be granted to an employee for a maternity leave upon a written statement of her physician. During the time of a maternity leave, the Employee may utilize sick time for the period she is physically unable to perform the duties of her position. Upon return from maternity leave, the employee shall return to her position held at the time of the maternity leave. It is recognized that the District is required to grant leaves for this purpose to eligible employees under the Family and Medical Leave Act.
 3. Prolonged illness in the immediate family as defined in Article ~~24~~ **18**.
 4. Leaves as set forth above may be extended for like cause as approved by the Superintendent of Schools.
 5. A leave of absence shall not be available to serve as a member of the Michigan Legislature.
 6. Leave by members of the union selected to attend a function of the union, such as conventions or conferences shall not count toward the thirty (30) unpaid working day period.
 7. **Meritorious Leave. Unpaid leaves for other reasons may be granted for reasons deemed meritorious by the Superintendent or Designee.**
- B. All of the above leaves must be requested in writing except in cases of emergency.
- C. Employees shall accrue seniority while on any paid leave.
- D. Employees, upon conclusion of their leave, shall be eligible to return to the position held at the time the leave was granted. This applies to Article ~~19~~ **16**, Subsections A-1 through A-4.

FOR LAKEVIEW SCHOOL DISTRICT

By: 

Its: Asst. Sup. for H.R.

Dated: 5/13/22

FOR THE UNION

By: 

Its: AFSCME Council 25 Staff Representative

Dated: May 13, 2022