

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“Agreement”) is by and between the Girard School District (“District”), Girard Federation of Teachers (“Federation”), and Nicole Fries (“Fries”).

The Parties state as follows:

- A. The District and Federation are Parties to a Collective Bargaining Agreement that is effective from July 1, 2026 until June 30, 2029.
- B. Fries is a bargaining unit member of the Federation.
- C. In April of 2026, Fries submitted a request for Family and Medical Leave Act (“FMLA”) leave for child rearing purposes.
- D. The District approved Fries for FMLA leave effective from May 14, 2026 through October 28, 2026 and for unpaid child-rearing leave effective from October 28, 2026 through January 1, 2027.
- E. Due to changes in circumstances, the Parties have agreed to revisit Fries’ leave.
- F. The District acted in good faith when engaging with Fries and the Federation in the requests for Fries’ leave, and no Party is admitting fault.
- G. The Parties acknowledge that this Agreement serves as an opportunity to review FMLA leave procedures.

THEREFORE, intending to be legally bound, the Parties agree as follows:

- 1. The District shall change Fries’ original FMLA leave designation to instead be effective from October 1, 2026 through September 30, 2027, not to exceed 60 days, in accordance with Board Policy 335. This request replaces and nullifies the FMLA request approved at the June 22, 2026 Board of Education meeting.

2. The District shall recalculate Fries' hours worked to determine Fries' FMLA eligibility, taking into account the new FMLA leave start date as well as Fries' time worked during the Summer Academy Professional Development and in the Special Education Liaison Position.

3. The District shall re-code Fries' days absent from May 19, 2026 through June 2, 2026 (half-day) from Sick-FMLA to SICK-FAMILY, totaling eight and a half (8.5) days of paid family sick days.

4. Within thirty (30) days after the execution of this Agreement, the District and Federation shall meet and discuss FMLA procedures.

5. This Agreement and arrangement are specific to this situation for Fries. This Agreement does not set a practice nor precedent, regardless of the similarity of circumstances.

6. This Agreement and any related discussions thereof shall not limit the District's managerial authority.

The parties have executed this Agreement on _____, 2026.

GIRARD SCHOOL DISTRICT

GIRARD FEDERATION OF TEACHERS

By: _____

By: _____

NICOLE FRIES
