

MEMORANDUM OF UNDERSTANDING

Paid Parental Leave

The Leon County School District and the Leon Educational Staff Professional Association (LESPA) hereby tentatively agree to the provisions set out below and will support the ratification of such provisions by the members of the LESPA bargaining unit and the Leon County School Board. Both parties agree this Memorandum of Understanding will sunset June 30, 2026.

The Leon County School District and the Leon Educational Staff Professional Association believe that Paid Parental Leave provides a positive benefit to employees, which affects employee well-being, morale and retention. Therefore, both parties agree to the following terms and conditions to establish a trial period for Paid Parental Leave. This trial is intended to assist the parties in determining effective program parameters, scope, and the fiscal impact associated with Paid Parental Leave. The trial period shall encompass the 2025/2026 contract year. Provided that the program is fiscally sustainable, the program may be adjusted, as deemed appropriate and extended through a Memorandum of Understanding in future years. In such case, the School Board may consider annually, upon recommendation of the Superintendent, an appropriation to fund the Paid Parental Leave program.

The Paid Parental Leave program will provide up to five (5) days of paid leave to active employees due to the birth of a child, or placement of a child for adoption. Employee may combine Paid Parental Leave with accrued Sick Leave and other approved leave types during their Leave of Absence.

In order to be eligible for Paid Parental Leave, an employee must formally apply for, meet eligibility requirements, and submit appropriate medical certification for Family Medical Leave in accordance with Article 11.25(D), which stipulates that the employee must have been employed by the District for a minimum of twelve (12) months and worked at least 775 hours or 60% of the hours in the employee's annual appointment, whichever is greater, during the preceding twelve (12) months of employment. Employees who fail to meet the requirements shall be deemed ineligible for Paid Parental Leave. Any leave granted pursuant to this section will count toward the employee's Family and Medical Leave Act (FMLA) entitlement.

Paid Parental Leave may be used on any regularly scheduled work day falling within the contracted school year, for a period of six (6) weeks following the birth of the child or placement for adoption. The time period for utilization of the Paid Parental Leave may be extended based on medical necessity, as indicated by the employee's physician.

Notice of an anticipated leave should be given at least thirty (30) days in advance. If the employee learns of the birth or adoption less than thirty (30) days in advance, the employee shall give the notice as soon as reasonably possible. For the purpose of calculating service anniversary dates, years of experience, and eligibility criteria for Paid Parental Leave the employee's absence from work is considered a leave of absence and shall not count as time worked.


Employees meeting the established criteria, are eligible to receive the Paid Parental Leave on no more than two (2) separate occasions throughout their cumulative employment with Leon County Schools. This

provision has no impact on the number of times an individual may receive Unpaid Parental Leave in accordance with the Family and Medical Leave Act (FMLA).

Paid Parental Leave granted pursuant to this article shall only be applicable to contracted work days and shall in no event extend beyond the end of the contracted work year or cause the employee to be paid in excess of the total salary allocated to be paid in the contract year. Paid leave under this agreement shall be paid at one hundred percent (100%) of the employee's hourly rate of pay for the standard workday.

 02/25/2025
Brett Shively Date
Divisional Director, Human Resources

 02/25/25
Chris Segal Date
Executive Director, FEA

 2/25/25
Rocky Hanna Date
Superintendent

 02-25-25
Valencia Hargrett Date
President, LESPA