

MEMORANDUM OF UNDERSTANDING

The School Board of St. Johns County and The St. Johns Education Support Professional Association

2026-2027 School Year

"Paid Parental Leave"

This memorandum is written to serve as an agreement between the St. Johns County School District and St. Johns Education Support Professional Association.

Effective July 1, ~~2025~~ **2026**, the parties agree to ~~fifteen (15)~~ **five (5)** ~~five (5)~~ **six (6)** days of paid parental leave for the ~~2025-2026~~ **2026-2027** year.

Eligibility for Paid Parental Leave:

Employees who have been actively employed for at least three (3) years without a break in service (break in service shall be considered any period of time a person serves as a non-employee after previously being considered an employee, this may be due to resignation, retirement, non-reappointment, or termination) will be eligible for paid parental leave upon the birth or adoption of a child. Rehires, who have not retired, shall be entitled to this leave, if the break in service is less than 180 calendar days.

Paid Parental Leave:

An eligible employee as defined above will receive ~~fifteen (15)~~ **five (5)** ~~five (5)~~ **six (6)** days of fully compensated paid parental leave time. These days will not be charged against the employee's sick or personal leave. 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 or adoption of the child. Employees may combine Paid Parental Leave with accrued sick leave and other approved leave types during their leave.

Application for Paid Parental Leave:

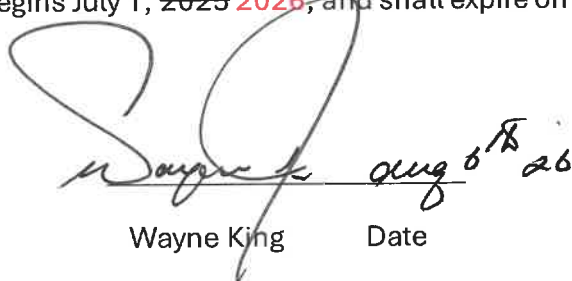
An eligible employee, as defined above, shall submit a long-term leave request form to their supervisor at least 30 days in advance, except in case of an emergency.

This Memorandum of Understanding begins July 1, ~~2025~~ **2026**, and shall expire on June 30, ~~2026~~ **2027**.

 8/6/26

Bethany Koch

Date

 Aug 6th 26

Wayne King

Date