RESOLUTION
OF THE
GOVERNING BOARD OF
THE SAN LEANDRO UNIFIED SCHOOL DISTRICT

RESOLUTION NO.

WHEREAS, Section 45132 of the California Education Code permits a Governing Board to establish four-consecutive-day work week where: 1) due to the work location and duties performed, the employees' services are not required for five consecutive days; and 2) the change in workweek has the concurrence of the concerned employees and/or class of employees.

WHEREAS, the Governing Board of the San Leandro Unified School District has determined that by reason of the work location and duties actually performed by the following classes of employees that, during the period June 17, 2016, through August 5, 2016, their services are not required for a workweek of five consecutive days:

1. Classified Employees working a 12-month calendar at the SLUSD District Office represented by CSEA; and
2. Classified and Certificated Management and/or Confidential Employees.

WHEREAS, the establishment of a Monday through Thursday, four-day workweek schedule has the concurrence of CSEA, the employee organization representing a majority of the affected employees; and

WHEREAS, the total number of hours in the respective workweeks of the affected employee classes identified above will remain unchanged.

WHEREAS, in an effort to reduce district's vacation liability, affected employees may also choose to work their normal hours for the four-day workweek and use accrued vacation time on the fifth day, Friday; and

WHEREAS, converting to a four-day workweek will save money by reducing the need for various utilities on Fridays;

NOW, THEREFORE, BE IT RESOLVED that a four-consecutive-day workweek is established for 1) Classified Employees working a 12-month calendar at the SLUSD District

Office, represented by CSEA; and 2) Classified and Certificated Management and/or Confidential employees for the time period June 17, 2016, to August 5, 2016.

PASSED AND ADOPTED on May 10, 2016, by the Governing Board of the San Leandro Unified School District, County of Alameda, State of California, at a meeting of the Governing Board by the following vote:

AYES:

NAYS:

ABSENT:

ABSTAIN:

I certify that the foregoing is a full, true and correct copy of a resolution passed at a Regular Meeting of the Governing Board of the San Leandro Unified School District held on May 10, 2016.

_____

Secretary of the Governing Board
San Leandro Unified School District

MEMORANDUM OF UNDERSTANDING
between the
SAN LEANDRO UNIFIED SCHOOL DISTRICT
and the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
Chapter 94

May 10, 2016

Four-Day Workweek for June-August 2016

The San Leandro Unified School District (District) and the California School Employees Association (CSEA) enter into this memorandum of understanding (MOU) to alter summer work schedules for twelve (12) month employees in the bargaining unit working in the SLUSD District Office as follows:

A. The time period will commence on June 17, 2016, through and including August 5, 2016.

B. Fridays that will either be non-workdays or vacation days will be June 17, June 24, July 1, July 8, July 15, July 22, July 29, and August 5.

C. Twelve-month employees working in the SLUSD District Office only will work a 9 hour 23 minute workday from Monday through Thursday (not including a duty-free lunch) during each week except for July 4 - 8. During the week of July 4 - 8, employees will work a 10 hour workday from Tuesday through Thursday (not including a duty-free lunch).

D. During the week of July 4 – July 8 the 7.5 work hours normally scheduled for Friday, July 8 will be divided between July 5, July 6, and July 7 resulting in longer work hours during this week due to the Monday, July 4 holiday. Alternatively, employees may take a vacation day on Friday, July 8 and work 7.5 hour work days on July 5-7. Employees working the 10 hour workday during this week shall be allowed three (3) ten-minute rest periods during their workday as designated by the supervisor.

E. Any employee wishing to keep their regular 7.5 hour work schedule will be required to use a vacation day for Fridays on affected workweeks.

This MOU is not precedent setting and is for the above time frame only

FOR THE DISTRICT:

John Thompson, Ed.D.
Assistant Superintendent, Human Resources

4/26/16
Date

CSEA Labor Relations Representative

FOR CSEA:

Carol Alvarez
CSEA Local Chapter 94 President

4/27/16
Date

4/26/16
Date