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

July 19, 2011

FURLOUGH DAYS and PERSONAL NECESSITY LEAVE

The San Leandro Unified School District (District) and the California School Employees Association (CSEA) have entered into this Memorandum of Understanding (MOU) for Furlough Days and an extension of Personal Necessity sick leave allotment for the 2011-12 school year.

CSEA wished to contribute to minimizing the impact of the budget crisis. As a result, for the 2011-12 school year, the District and CSEA agree to modify the CSEA ratified and SLUSD Board of Education approved April 7, 2011, memorandum of understanding.

1. The classified work year will be reduced: All CSEA unit members agree that one (1) scheduled paid day shall be taken as an unpaid non-duty day (a furlough day).

2. The scheduled unpaid non-duty day referenced in #1 shall be taken on May 25, 2012. CSEA employees who work 120 or 150 days shall take the furlough day on their last scheduled workday.

3. There shall be no change in service credit reported towards retirement, annual fringe benefits, vacation days earned, holiday pay, and sick leave benefits due to this agreement.

4. There shall be no substitute employee or volunteers for unit members' positions on furlough days.

5. Pay deduction due to the furlough day shall be divided evenly through the year.

6. CSEA agrees to take the designated furlough day to minimize the impact of the budget crisis on classified employees and retain positions. CSEA therefore demands the savings from the furlough days listed above be used to reinstate CSEA lost positions and that CSEA has input as to how the positions reduced or laid-off are reinstated.

7. The District recognizes that the reduction in classified work days/hours will impact the distribution of work. This alone shall not negatively affect the evaluations of classified unit members.

8. CSEA personal necessity leave, as described in Article 8, Section 7, of our Agreement, shall be increased from seven (7) to ten (10) days for the 2011-12 school year only. The three (3) additional personal necessity days shall only be granted for use while on leave in FMLA or for reasons described in Article 8, Section 7, Subsections a – d.

9. This MOU shall only be effective for the 2011-12 school year and expires on June 30, 2012. Effective July 1, 2012, the current contract language for workdays shall prevail unless a new agreement is reached by the District and CSEA.

FOR THE DISTRICT:

BY: _____

DATE: 7/19/11

FOR CSEA:

BY: _____

DATE: 7/19/11

Donna J. Vinita, LRR