Memorandum of Understanding
between
California School Employees Association (CSEA), Chapter 237
and the Fremont Union High School District

The purpose of this Memorandum of Understanding (MOU) is to ensure bargaining unit members that work less than twelve (12) months receive statutory benefits for work performed during the summer months per Education Code 45102.

"Affected employees" shall be defined as bargaining unit members that work less than twelve (12) months.

"Statutory benefits" shall be defined as sick and vacation leave credit. Sick leave shall be prorated for part-time employees on a proportionate basis based upon the number of hours the part-time employee works in comparison with a full-time employee.

For school years 2020-2021, 2021-2022, and 2022-2023, affected current employees that worked during the summer months (regardless of the number of days), outside of their regular work year, shall be credited with two (2) sick days and two (2) vacation days for each school year. For example, if an affected employee worked all three summers, they would be credited with six (6) sick days and six (6) vacation days.

Bargaining unit members shall be in paid status no less than ten (10) days each month to be credited with vacation and sick leave. This has been the long-standing past practice.

The district shall credit affected bargaining unit members vacation and sick leave credit for work performed during the summer months, outside of their regular work year.

The district shall ensure CalPers credit is granted for all work performed in accordance with CalPers guidelines.

It should be noted that the district has appropriately granted holiday credit for bargaining unit members.

Any misinterpretation or misapplication of this MOU shall be subject to the grievance procedure.

For the District:

6/21/2024

Date:

For CSEA:

President CSEA

Date: 6/21/24