

**MEMORANDUM OF UNDERSTANDING BETWEEN
WILLIAM S. HART UNION HIGH SCHOOL DISTRICT AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS WILLIAM S HART CHAPTER #349
REGARDING PARENTAL LEAVE**

The following Memorandum of Understanding ("MOU") is entered this 19th day of December, 2018, between the William S. Hart Union School District (hereinafter referred to as "District") and the California School Employees Association and its William S Hart Chapter #349 (hereinafter referred to as "Association") (collectively referred to herein as "the Parties") regarding Article XV and Parental Leave.

Whereas, the Parties' Collective Bargaining Agreement ("CBA"), Article XV, Leaves, Section 15.14, provides for parental leave rights as authorized by Education Code section 45196.1, and

Whereas, AB 2012 amended Education Code section 45196.1 to provide a classified employee, who has exhausted all available sick leave and continues to be absent from his or her duties on account of parental leave, and to be compensated at no less than 50% of his or her regular salary for the remaining portion of the 12-workweek period.

IT IS, THEREFORE, NOW AGREED BY AND BETWEEN THE PARTIES THAT:

1. This MOU shall become effective on the date of its execution and approval by each party.
2. Amend Section 15.14.1 as follows:

When the unit member has exhausted all available sick leave, and continues to be absent from his or her duties on account of parental leave pursuant to the California Family Right Act ("CFRA" Government Code 12945.2), the unit member shall receive differential pay, or fifty percent (50%) of his or her regular salary, whichever is greater, for the remaining portion of the twelve (12) workweeks of parental leave.

Dated: 12-19-18

FOR THE ASSOCIATION:

Jessica Morrow
Labor Relations Representative
Jessica Morrow

Kathy Hefferon
Chapter President CSEA Hart 349
Kathy Hefferon

FOR THE DISTRICT:

Michael Vierra
Assistant Superintendent, Human Resources
Michael Vierra, Ph.D.