

Memorandum of Understanding
AFT/LBCCE and District: Comprehensive Package
Articles X, XII, XIII and XIV
December 16, 2011

1. ARTICLE X – HOURS AND OVERTIME

M. Summer School Assignment

When work normally and customarily performed by employees is required to be performed at times other than during the regular ~~August-May~~ academic year (fall and spring semester), the work shall be offered to employees in the appropriate classification(s) not regularly assigned during such times. In no event shall the compensation and benefits be less, except on a prorated basis, than the compensation and benefits received prior to such assignment.

2. ARTICLE XII – HOLIDAYS

D. Holiday Eligibility

1. Except as otherwise provided in this Article, an employee must be in paid status on the working day immediately preceding or succeeding the holiday to be paid for the holiday.
2. An employee who is not normally assigned to duty during the holidays of December 25 ~~or January 1~~ shall be paid for those holidays provided that he/she was in a paid status during any portion of the working day of his/her normal assignment immediately preceding or succeeding the holiday period. For School Session employees, December 24th shall be taken in lieu of the January 1st holiday.

3. ARTICLE XIII – LEAVES

B. LEAVES OF ABSENCE WITH PAY

1. Sick Leave

- a. Every full-time employee in a paid status shall be allowed full pay for absence caused by personal illness or personal accident regardless of the amount of service tendered during the year.

Twelve Calendar Month Employees 13 days
Eleven Calendar Month Employees 12 days
~~Academic-Year~~ School Session or ~~217-Day~~ 10 month Employees 11 days

- b. Employees working less than full-time assignments shall be entitled to receive on a pro-rata basis the sick leave amount provided above.

4. ARTICLE XIV – VACATION

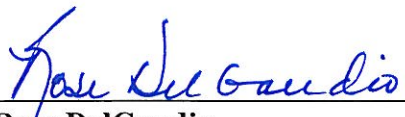
F. When Vacation is Taken

- 1. Eleven or twelve-month employees may take vacation at times requested by the employee and mutually acceptable to the employee and the District. No employee may be required to take days off without pay during any non-teaching period.
- 2. ~~The academic year~~ School session ~~or 217-day work year~~ employees will be expected to take vacation due them during Christmas and/or Spring vacation periods. However, they may be allowed to take vacation at other times upon approval of the appropriate supervisor and then will be relieved from duty without pay during the Winter or Spring vacation periods for a number of days equal to that of the vacation taken.

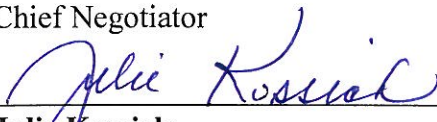
5. SALARY DEDUCTIONS

The current months of June and July for which no fringe benefit deductions are taken will be changed to January and July.

FOR THE DISTRICT



Rose DelGaudio
Chief Negotiator

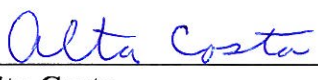


Julie Kossick
Director, Human Resources

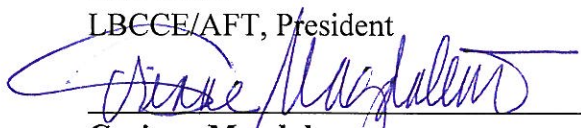
FOR LBCCE/AFT



Frank Oppedisano
LBCCE/AFT, Representative



Alta Costa
LBCCE/AFT, President



Corinne Magdaleno
LBCCE/AFT, Member

DATE: December 6, 2011