

MEMORANDUM OF UNDERSTANDING -
MILITARY LEAVE


District Proposal #1
March 21, 2007

This memorandum of understanding is entered into between the Santa Monica Community College District (hereinafter "District") and the California School Employees Association and its Chapter 36 (hereinafter "Association") for the purpose of providing a continuation of paid status for employees who may be ordered into active military duty. The District and the Association agree as follows:

1. Any employee of the bargaining unit who is ordered into active military duty as set forth in the Military and Veterans Code Sections 389 through 399.5 shall continue to receive full pay from the District including health benefits for the tour of duty, not to exceed 18 months starting from the date in which the employee is ordered into active military duty. An employee who is called into active military duty shall immediately inform the District as to the beginning and end date of his or her service and shall provide the District with a copy of written orders.
2. Any employee covered under the provisions of section 1 above, shall as a condition of continuing to receive their full district salary, provide the District with the specific amount of salary that he/she will earn from military duty. The amount of pay to be received from military duty shall be deducted from the amount normally paid to the employee as his/her regular salary. It is the intent of this agreement to provide an employee called into active military duty no more than his or her regular salary including any amount paid by the State or Federal Government as salary for military duty.
3. This agreement shall terminate on June 30, 2009 unless otherwise agreed to between the District and the Association.

Dated: March 21, 2007


For the Association


For the District

BOARD OF TRUSTEES	ACTION
SANTA MONICA COMMUNITY COLLEGE DISTRICT	July 9, 2007

VIII. CONSENT AGENDA

Any recommendation pulled from the Consent Agenda will be held and discussed in Section IX, Consent Agenda – Pulled Recommendations

RECOMMENDATION:

The Board of Trustees take the action requested on Consent Agenda Recommendations #5-#16.

Pulled from the agenda – No action taken

Recommendation No. 12-B, Facilities: Change Orders No. 39 and 40, Music and Performing Arts Complex, Madison Campus,

Recommendations pulled for separate action and discussed in

Section IX, Consent Agenda – Pulled Recommendations: #6-A, #6-C, #6-I, #7

Action taken on Consent Agenda, excluding #6-A, #6-C, #6-I, #7

MOTION MADE BY: Rob Rader
 SECONDED BY: David Finkel
 STUDENT ADVISORY: Aye
 AYES: 6
 NOES: 0
 ABSENT: 1 (Quiñones-Perez)

BOARD OF TRUSTEES	Action
Santa Monica Community College District	July 9, 2007

CONSENT AGENDA: HUMAN RESOURCES

RECOMMENDATION NO. 8 MEMORANDUMS OF UNDERSTANDING WITH CSEA

Approval of the following Memorandums of Understanding (MOU) between the Santa Monica Community College District and the California School Employees Association Chapter 36:

Military Leave

Provides a continuation of paid status for employees who may be ordered into active military duty.

Grievances in Abeyance

The parties believe it is in their best interests to hold pending grievances regarding the transfer of bargaining unit work and/or contracting out of bargaining unit work, for a limited time, in order to allow the parties to devote their attention to the joint evaluation committee and to permit the parties to seek to resolve issues related to the transfer and/or contracting out of bargaining unit work. All pending grievances involving complaints over the alleged transfer and/or contracting out of bargaining unit work shall be held in abeyance until the earlier of the date on which the parties reach agreement on the issue and September 1, 2007 (the "abeyance period").

February 8, 2008 Holiday Pay

February 8, 2008 which is a regular pay day for CSEA members, has been designated a legal holiday. Unit members who are legally prohibited from having their pay checks directly deposited into a bank or other deposit account and who travel to the District to receive their paychecks on February 8, 2008 shall be entitled to be paid for their reasonable travel time at a straight time rate.

Comment: Agreement of the Memorandums of Understanding was reached by the District and CSEA in spring 2007.