

**SANTA MONICA COLLEGE  
MEMORANDUM OF UNDERSTANDING  
March 3, 2010**

This Memorandum of Understanding ("MOU") is entered into by and between the Santa Monica Community College District (the "District") and the California School Employees Association Chapter 36 ("CSEA") as of this 3<sup>rd</sup> day of March 2010.

WHEREAS, Article 8 – Holidays -- of the collective bargaining agreement between the parties provides a list of paid holidays to be granted to bargaining unit employees;

WHEREAS, Article 8.1.1 further provides that the District provides one additional paid holiday to be called "Cesar Chavez Day" and that for eleven month employees, the Cesar Chavez Day holiday shall be the District flex day in May;

WHEREAS, the District moved the Flex Day from May to March in order to better meet the District's academic mission; and

WHEREAS, the parties have met and conferred over the change;

NOW THEREFORE, in consideration of mutual agreements set forth herein, the parties agree as follows:

1. For eleven (11) month employees who were employed by the District on or before Cesar Chavez Day (March 31), the holiday shall be taken as a floating holiday between March 31<sup>st</sup> and December 31<sup>st</sup> of each year, with the exact date to be scheduled by mutual agreement between each 11-month employee and his or her immediate supervisor.
2. This Memorandum of Understanding shall expire upon ratification of a successor collective bargaining agreement.
3. This Memorandum of Understanding shall be subject to ratification by both parties.

FOR THE ASSOCIATION:

Bernie Rosenbloom

FOR THE DISTRICT:

MARCIA MORALES