MEMORANDUM OF UNDERSTANDING

PALO VERDE COMMUNITY COLLEGE DISTRICT

AND

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, PALO VERDE COLLEGE CHAPTER 180

This Memorandum of Understanding between the Palo Verde Community College District ("District") and the California School Employees Association and its Palo Verde College Chapter 180 ("Association") (collectively "Parties") is entered into with respect to the following:

Whereas, all classified employees are afforded holidays on Friday, March 30, 2012, Thursday, April 5, and Friday, April 6; and

Whereas, the District's Spring Break for faculty and students begins on Friday, March 30th and ends Friday, April 6th, 2012; and

Whereas, there are currently three (3) working days for classified employees during this period: Monday, Tuesday, and Wednesday, April 2, 3, and 4, 2012; and

Whereas, in these times of fiscal crisis at the District the closing of the entire campus from March 30th through April 6th provides significant cost savings;

Therefore, the Parties have reached agreement on the following items:

1. The Parties agree that the entire District will be closed on Monday, Tuesday, and Wednesday, April 2, 3, and 4, whereby all employees shall take vacation or accrued comp time in order to remain in paid status on these three days.

2. The Parties further agree that no classified employee shall be placed in unpaid status or otherwise "docked" pay for failure to have accrued vacation or comp time available on April 2, 3, or 4, 2012; instead, classified employee without vacation or comp time will be "fronted" vacation or time not yet accrued at the time of Spring Break in order to remain in paid status on April 2, 3, or 4, 2012, with such "fronted" vacation time being debited from that which will be subsequently earned in April, May, and June 2012.

3. Exceptions for certain classified employees may be needed in order to maintain basic staffing levels during Spring Break, with such exceptions justified and approved by the immediate supervisor and the Superintendent/President or designee, with notification to CSEA as to who is approved to work on April 2, 3 and/or 4, 2012.

4. This MOU shall not be considered precedential, nor shall it create any binding practice.

5. This MOU is subject to ratification by the CSEA Chapter 180 Membership.

Agreed to this March 22, 2012, pending Board of Trustees approval, at Blythe, California.

FOR THE DISTRICT	**FOR THE ASSOCIATION**
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Denise Whittaker Interim Superintendent/President	Rich Soto, President CSEA Chapter 180 at Palo Verde CC