MEMORANDUM OF UNDERSTANDING
BETWEEN
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
AND
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION, CTA/NEA
AB 2393 - ARTICLE 18
January 24, 2018

WHEREAS: ARTICLE 18: establishes the provisions for leaves of absence; and

WHEREAS: Education Code Section 87780.1 establishes the provisions of Parental leave.

THEREFORE, BE IT AGREED THAT:

The following language in Article 18.G.12 shall be amended as follows:

d. Home Responsibilities. A leave for this purpose may be granted to a unit member to care for his/her immediate family member whose health temporarily requires the full-time attention of the unit member. The application for such leave must be supported by the written recommendation of a licensed physician or health practitioner.

(i) Family Care Leave: After two years of full-time service, the SBCCD will allow family care leave for care of disabled or seriously ill children, spouses, parents or other members of the immediate family as defined in Article 18 for a period of up to twelve (12) weeks. Sick leave may be used for this purpose. Upon exhaustion of sick leave, an employee may utilize difference in pay up to completion of the twelve (12) week period. During this leave, the District will continue health benefit coverage, sick leave and seniority will accrue, and pension contributions will be made by both District and employee.

Leave under (i) may not be taken more than once in any two-year period. Leave benefits under this section are in addition to other leave rights available to employees.

The following language shall be incorporated into Article 18.G.13 as follows:

13. Parental Leave.

a. If an employee has been employed by SBCCD for more than twelve months, the SBCCD will allow parental leave for a period of twelve (12) weeks, for an employee, within the first twelve (12) months following the birth of a child of the employee or the placement of a child with an employee in connection with the adoption or foster care of a child of the employee. An employee shall not be provided more than one twelve (12) week period for parental leave during any twelve (12) month period. During this leave, the District will continue health benefit coverage, sick leave and seniority will accrue, and pension contributions will be made by both District and employee (Education Code Section 87780.1).

b. Upon exhaustion of all available sick leave, including all accumulated sick leave, an employee may utilize difference in pay up to completion of the twelve (12) week period consistent with the Extended Sick Leave provisions of this Article (Article 18.G.2).

c. The eligible employee shall give 30 days' advance notice to the Human Resources of the employee's intent to take Parental Leave to the extent possible (even if an approximation). When
such advance notice is not possible (e.g. due to a medical emergency or change in circumstances), then the employee shall give notice as soon as practicable.

d. When both parents work for the District, each parent may take a maximum of twelve (12) weeks (combined total of 24 weeks) of baby-bonding/parental leave during any 12-month period.

e. Parental Leave provided herein shall run consecutively with California Family Rights Act (CFRA) baby-bonding/parental leave (Gov. Code Section 12945.2 s).

This memorandum is hereby executed by representatives of the District and the Association on the 24th day of January 2018.

San Bernardino Community College District
Amalia Perez, Director, Human Resources

San Bernardino Community College District Teachers Association
Sheri Lillard, President
SBCDCTA-CTA/NEA