

**MEMORANDUM OF UNDERSTANDING**

**This MEMORANDUM OF UNDERSTANDING (“MOU”) is entered into by and between the SAN LUIS OBISO COUNTY COMMUNITY COLLEGE DISTRICT (“District”), the CUESTA COLLEGE CLASSIFIED UNITED EMPLOYEES (“CCCUE”)**

**TERMS**

The District and CCCUE have agreed as follows:

Article 6.9 of the CBA is amended to reference Education Code 88196.1.

Article 6.9.1 of the CBA is amended to the following:

A classified employee may use their sick leave for purposes of parental leave for a period of up to 12 workweeks. When an employee has exhausted all available sick leave, including all accumulated sick leave, and continues to be absent from their duties on account of parental leave, the amount deducted from the salary due to them for any of the remaining portion of the 12-workweek period in which the absence occurs shall not exceed the sum that is actually paid a substitute employee employed to fill his or her position during their absence, but cannot be less than 50% of the employee’s regular pay.

Employees who elect to not utilize nor exhaust their sick leave during parental leave are not eligible for differential and therefore parental leave will be unpaid.

By their signatures below, the signatories certify that they are an authorized representative of either the District or CCCUE and that any and all actions necessary for the parties to ratify and accept this MOU as a binding agreement have been completed in the manner required by that party. Upon the affixing of the signatures below, this MOU is entered into without the need for further ratification and acceptance.

ACCEPTED AND AGREED TO:

*Rebecca Carter*

Jun 25, 2024

Rebecca Carter  
President, CUESTA COLLEGE CLASSIFIED UNITED EMPLOYEES

Date

*Jill Stearns*

Jun 25, 2024

Jill Stearns, Ph.D.  
Superintendent/President  
SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

Date