MEMORANDUM OF UNDERSTANDING
BETWEEN THE
CERRITOS COMMUNITY COLLEGE DISTRICT
AND THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER #161

Compensation for Classified Staff Employees

Bereavement Leave

Hours of Employment: Swing Shift

Hours of Employment: Police Work Schedule

Discipline (New Article)

Article 5: Compensation

Increase the 2013-14 classified salary schedule by 3.0%, effective July 1, 2013. Further, the parties agree that for 2014-2015, the District will automatically apply the COLA received from the State to the classified salary schedule. This does not prohibit CSEA or the District from bargaining further on this Article in negotiations in 2014-2015.

Article 14: Bereavement Leave

The parties agree to modify existing Article 14: Bereavement Leave, Article 14.1, as follows:

14.1 The District agrees to grant necessary leave of absence with pay at the unit employee’s regular rate not to exceed three (3) days, or five (5) days if 200 or more miles of one-way travel from the campus is required, on account of the death of any member of the immediate family of a unit employee. Members of the immediate family shall mean the father, mother, brother, sister, wife, husband, Registered Domestic Partner (as defined in California Family Code Section 297), child, grandchild, stepfather, stepmother, stepson, stepdaughter, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandmother, grandfather, grandson, granddaughter, of the spouse, grandmother of the spouse, nephew, niece, foster parents in lieu of father or mother, foster children, and former legal guardian or legal ward living in the immediate household. Any relative living in the employee’s immediate household. Further, the District agrees to grant necessary leave of absence with pay at the unit member’s regular rate not to exceed three days for the death of an aunt or uncle. Exceptions may be granted by the President/Superintendent or designee.
Articles 14.2, 14.3, and 14.4 remain status quo.

**Article 7: Hours of Employment**

7.12.1: Swing Shift

Status: CSEA and the District are continuing discussions on this item.

7.21: Police Work Schedule (new section)

Status: CSEA and the District have agreed to continue this item in the next set of negotiations.

**Article 28: Discipline (new Article)**

Status: CSEA and the District are continuing discussions on this item.

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For the District:

Dr. Mary Anne Gularte  
Vice President, Human Resources  
/Assistant Superintendent

Ms. Lynn Laughon  
President

Mr. Dave Ward  
Chief Negotiator