



MEMORANDUM OF UNDERSTANDING

By and Between

**SAN BERNARDINO PUBLIC EMPLOYEES ASSOCIATION
and
SAN BERNARDINO COUNTY SUPERINTENDENT OF SCHOOLS**

This Memorandum of Understanding is made and entered into this 26th day of March 2015, between the San Bernardino Public Employees Association (hereinafter referred to as the "Association") and San Bernardino County Superintendent of Schools (hereinafter referred to as the "Superintendent").

Effective July 1, 2015, it is agreed as follows:

Article 7: Leave Provisions

7.1 Personal Illness and Injury Leave.

Full-time employees shall be entitled to twelve (12) days leave with full pay for each fiscal year for purposes of personal illness or injury for the following:

- a. Themselves, spouse, or **domestic partner** of unit member;
- b. Child, stepchild, legal ward, or a child to whom the employee stands in loco parentis;
- c. Parent, inclusive of **biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner (in-law), or a person who stood in loco parentis when the employee was a minor child;**
- d. **Grandparent;**
- e. **Grandchild;**
- f. **Sibling.**

Employees who work less than full-time shall be entitled to a prorated share of the twelve (12) days leave. ~~This leave is not an earned right to time off work, but is intended to be used in times of adversity to promote the health and welfare of the employee, or their child, parent, or spouse.~~

This MOU will expire during the next open contract wherein the language shall be included in the successor agreement.

FOR THE ASSOCIATION

Bonnie Escobar-Clarke
SBPEA Labor Representative

3/26/15
Date

FOR THE SUPERINTENDENT

Lisa Norman, Ed.D
Assistant Superintendent, Human
Resources

3/26/15
Date