

RIVERSIDE COMMUNITY COLLEGE DISTRICT
and
RIVERSIDE COMMUNITY COLLEGE DISTRICT FACULTY ASSOCIATION, CCA/CTA/NEA
MEMORANDUM OF UNDERSTANDING

Unit Member Parental Leave
October 10, 2017

The AGREEMENT is made and entered into on October 10, 2017 by and between Riverside Community College District and the Riverside Community College District Faculty Association CCA/CTA/NEA (hereinafter collectively called the "Parties").

This MOU addresses the specifics of Parental/Child Bonding Leave per Education Code 87780.1, effective January 1, 2017. This leave is for reason of the birth of a child of the unit member, or the placement of a child with a unit member in connection with the adoption or foster care of the child by the unit member.

Under the Education Code, a unit member may use his or her sick leave for purposes of parental leave for a period of up to 12 workweeks. When a unit member has exhausted all available sick leave and continues to be absent from his or her duties on account of such parental leave, unit members are paid 50% of their salary, whether or not a substitute is employed, for the remaining portion of the 12 workweek period. Such salary rate will be set using the unit member's current salary.

Parental/Child Bonding leave must be taken within 12 months of the date of birth/placement of the child. The 12 work weeks do not have to be taken consecutively. The 12 weeks are workweeks, so if a unit member is scheduled to work four days a week, they are entitled to 12 four-day weeks off. This leave is proportional, based on a unit member's most-recent workload at the most-current pay rate in effect.

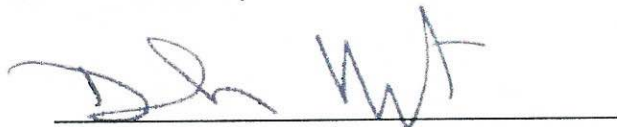
To be eligible, unit members must have been employed by the district for a period of 12 months prior to taking the leave, which does not include summer/winter intersession. As academic employees, the requirement of working at least 12 months is satisfied by completing two consecutive semesters.

Unit members are only entitled to one 12-workweek period of Parental/Child Bonding leave in any 12-month period. If both parents are employees of the District, both shall be entitled to take this leave. The District and Association agree to these terms effective immediately.



For the District: Chancellor

Dr. Michael Burke



For the Faculty Association: RCCD FA President

Dr. Dariush Haghghat