

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SOUTHWESTERN COMMUNITY COLLEGE DISTRICT
AND
SOUTHWESTERN COMMUNITY COLLEGE DISTRICT ADMINISTRATORS ASSOCIATION**

**January 6, 2021
Excess Vacation Leave Accruals**

Vacation Carry-Over 2020/2021: Employees who are anticipated to have more than 125 hours of excess vacation at the end of the fiscal year (June 30, 2021) will be allowed to reduce the balance to fifty (50) days or less of accumulated vacation by June 30th of the 2022-2023 fiscal year.

Such employee shall each year of this three (3) year program submit their requested vacation plan to their supervisor for approval, with the intent of reducing their vacation balance by the end of the fiscal year so as not to exceed 50 days on June 30, 2023.

Requirements for employees who were anticipated to have more than 125 hours of excess vacation by June 30, 2021:

1. Employees that have a projected 1 – 124 hours of accrued excess vacation leave will be drawing down their vacation balance during the 2020-2021 fiscal year.
2. Employees who have a projected 125 or more vacation excess hours are required to take a minimum 1/3 of their excess vacation each year of this 3-year program beginning with the 2020-2021 fiscal year.
3. Employees will not be paid out for any excess vacation accruals above the 50-day limit during the implementation of this three-year vacation draw down program unless the employee separates from the District.
4. At the end of the third year, on June 30, 2023 accrued vacation leave shall not exceed 50 days.

This Agreement is non-precedential, will not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint, administrative or legal proceeding as evidence of past practice or intent of the Parties or meaning or application of the collective bargaining agreement.

For the College District:



Rose DelGaudio,
Executive Assistant Superintendent/
Vice President, Human Resources

For SCCDAA


Fernando Poveda (Jan 8, 2021 14:15 PST)

Fernando Poveda
President, SCCDAA






SCCDAA Excess Vacation Leave Accruals 2020-21 MOU

Final Audit Report

2021-01-08

Created:	2021-01-07
By:	Maggie Croft (mcraft@swccd.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAsRk1rV6cXelfXYtBnPqRT-DpGGCGgwJQ

"SCCDAA Excess Vacation Leave Accruals 2020-21 MOU" History

-  Document created by Maggie Croft (mcraft@swccd.edu)
2021-01-07 - 11:56:50 PM GMT- IP address: 209.129.112.6
-  Document emailed to Fernando Poveda (fpoveda@swccd.edu) for signature
2021-01-07 - 11:57:19 PM GMT
-  Email viewed by Fernando Poveda (fpoveda@swccd.edu)
2021-01-08 - 10:14:53 PM GMT- IP address: 68.7.252.141
-  Document e-signed by Fernando Poveda (fpoveda@swccd.edu)
Signature Date: 2021-01-08 - 10:15:10 PM GMT - Time Source: server- IP address: 68.7.252.141
-  Agreement completed.
2021-01-08 - 10:15:10 PM GMT