

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

**April 20, 2020**

**COVID-19 PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE**

During the COVID-19 crisis the District wishes to protect the health and welfare of its employees through providing paid sick leave and paid family and medical leave. This leave will be managed in alignment with the Families First Coronavirus Response Act (FFCRA) qualifying reasons related to COVID-19.

**TERMS**

- a. The period of applicability is March 16, 2020 – December 31, 2020.
- b. This benefit is for the purpose of FFCRA qualifying reasons only.
- c. In the event the FFCRA does not require the District to provide leave at a full rate of pay for a District employee for FFCRA qualifying reasons, the District will supplement the payment under Education Code 88199 and 87765 to maintain the unit members' full salary/pay during the period of applicability and for qualifying reasons.
- d. Once an employee exhausts his/her FFCRA leave rights, and Section 88199 or 87765 paid leave, other available employee paid and unpaid leaves will be taken pursuant to the CSEA Agreement, or Board Policies and Procedures.
- e. Employee accrued leaves will not be utilized for the purpose of FFCRA qualifying reasons.
- f. Employee accrued leaves will continue to be used for non-qualifying FFCRA leave purposes in accordance with the SCCDAA Bargaining Agreement.

This Agreement is non-precedential, will not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint,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 District:**

*Rose DelGaudio*

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

**For SCCDAA:**

Fernando Poveda

**Signature:** *Fernando Poveda*  
Fernando Poveda (Apr 21, 2020)

**Email:** fpoveda@swccd.edu

# SCCDAA Sick leave MOU

Final Audit Report

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