

MEMORANDUM OF UNDERSTANDING
Between the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS SAUGUS CHAPTER #112
and the
SAUGUS UNION SCHOOL DISTRICT

This Memorandum of Understanding reflects the full and complete agreement of the California School Employees Association and its Saugus Chapter #112 (hereinafter "Association") and the Saugus Union School District (hereinafter "District") regarding the Juneteenth Holiday.

On June 17, 2021, the President signed the Juneteenth National Independence Day Act which enacted a new law recognizing Juneteenth (June 19) as a federal holiday. Because June 19, 2021 fell on a Saturday, the federal holiday was observed on June 18, 2021. Given the lack of notice and the inability to cancel programs overnight, the District continued its programs with students and employees reporting to school and work that day.

In or about November 2021, CSEA presented a claim to the District seeking compensation on behalf of classified employees impacted by the designation of the federal holiday. CSEA also provided an offer to the District to settle CSEA's claim over the Juneteenth holiday, provided that the District agree to provide compensation or time-off to classified employees for June 18, 2021, as specified therein. The parties agree to settle their claims over the Juneteenth holiday.

Therefore, in resolution of the above-recited matters, in accordance with CSEA's offer of settlement, and in the interest of harmonious labor relations, the District and CSEA agree to the following:

1. All bargaining unit members who actually worked on June 18, 2021 shall be provided one (1) additional vacation day.
2. CSEA agrees not to sue, pursue, or support any claims or actions against the District for compensation for the Juneteenth holiday. Unit members who did not work on June 18, 2021, due to leave (e.g., sick, vacation, etc.) shall have their leave balances reinstated.
3. Effective January 1, 2022, Article 20, "Holidays," Section 20.3 in the Collective Bargaining Agreement shall be modified to include Juneteenth (June 19) as a district paid holiday. Juneteenth shall be subject to the same rules and restrictions that are applicable to the other paid holidays under Article 20. However, if it is later determined by a court of competent jurisdiction, legislative act or other authority that Juneteenth does not constitute a holiday within the meaning of the Education Code, then it will no longer be designated a holiday for the District.
4. Disputes arising out of this Memorandum of Understanding shall be resolved via the grievance procedures as set forth under Article 9, "Grievance Procedure," of the parties' Collective Bargaining Agreement.

5. CSEA, in its representative capacity as the exclusive employee representative of the classified employees of the District, agrees that this MOU resolves all claims brought on behalf of these employees as presented in the Claim Against Public Entity dated November 9, 2021.
6. This Memorandum of Understanding is subject to ratification of by the Association membership (pursuant to Association Policy 610) and adoption by the Saugus Union School District's Governing Board.
7. The parties' signatures on this Memorandum of Understanding constitute full and final settlement of this matter.
8. This Memorandum of Understanding is entered into voluntarily, is final and binding on the parties, and satisfies the District's obligation to meet and negotiate the matters described herein.
9. By signing below, the parties warrant that they are authorized to execute this Memorandum of Understanding on behalf of their principals.

Dated: 12/15/2021

FOR THE ASSOCIATION:

FOR THE DISTRICT:

DocuSigned by:
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Lead Negotiator
CSEA, Chapter 112

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Assistant Superintendent Human Resources
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CSEA Labor Representative