

**Memorandum Of Understanding (MOU)**  
**between the**  
**Palos Verdes Chapter 123 (CSEA)**  
**and the**  
**Palos Verdes Peninsula Unified School District**

Having met and negotiated in good faith, Palos Verdes Chapter 123 (CSEA) and the Palos Verdes Peninsula Unified School District agree to the following terms, conditions and/or changes to the current Collective Bargaining Contract Agreement (July 1, 2009 through June 30, 2012):

1. **Layoff / Reduction in Hours** – The District will rescind *Resolution 16 – Layoff of Classified Personnel (2009/10)* adopted by the Board of Education on April 22, 2010. Under current approved budget assumptions for 2010-11, and subject to other provisions of this agreement, the District has no intention of recommending further classified layoffs for 2010-11.  
  
The District and CSEA will continue to negotiate reductions for Pre-School Educator, Associate Pre-School Educator, Cash Control Clerk, Technology Aide, Intermediate Typist Clerk (BTSA) and Special Education Program positions.
2. **Furlough Days** - For the 2010-11 fiscal year, unit members will have a salary reduction implemented through the equivalent of six (6) scheduled furlough days. Five (5) full furlough days will be scheduled for August 23, November 12, December 30, February 25 and April 8. Four (4) other partial furlough days will be scheduled for 2 hours per day on November 24, December 17, April 1, and May 27. This assures that in any single payroll period there will be no more than a 1.25 furlough day deduction in pay.
3. **Frequency of Pay** – Section 11.9.1 of the current Contract Agreement which calls for the implementation of a once per month pay cycle beginning July 1, 2010, will be suspended for fiscal year 2010-11 and the current system of being paid twice per month will remain in place.
4. **Longevity** - Sections 11.4.1 through 11.4.2 of the current Contract Agreement will be suspended for the fiscal year July 1, 2010 through June 30, 2011. Normal longevity eligibility and award will resume in 2011-12. District service credit will accrue as normal during this suspension period.
5. **Step Increments** - Sections 11.5.1 through 11.5.4 of the current Contract Agreement will be suspended for the fiscal year July 1, 2010 through June 30, 2011. Normal step movement, a maximum of one step, will resume in 2011-12. District service credit will accrue as normal during this suspension period.
6. **Professional Growth Program** – The District will approve a new Professional Growth Program for classified employees.
7. **Budget** - Should the need arise, the District and CSEA agree to meet and discuss PVPUSD budget changes prior to any District action affecting classified employees.

The District and Chapter 123 (CSEA) agree that this Memorandum of Understanding shall be effective upon ratification of bargaining unit members and Board of Education approval.

  
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District Representative

  
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Chapter 123 (CSEA)  
President