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

MEMORANDUM OF UNDERSTANDING  

Having met and negotiated in good faith, the Palos Verdes Peninsula Unified School District and CSEA Chapter 123 agree to the following terms and conditions for 2012-13:  

1. Furlough Days  

A. Both parties agree that five (5) calendar days during the 2012-13 school year will be designated as furlough days as part of this agreement. Those days will be January 28th, February 8th, April 22nd, May 17th and June 10th.  

B. Furlough days shall not affect employee vacation, overtime eligibility or sick leave accrual.  

C. Once the State Budget Act for 2012-13 is approved and enacted (including any link to an initiative on the November ballot and/or resulting trigger language adopted by the State Legislature), the extent to which the state provided revenue through the base revenue limit (BRL) per average daily attendance (ADA) or other state provided revenue for PVPUSD is affected will determine whether any or all of the furlough days scheduled will be rescinded.  

D. Base revenue limit (BRL) per unit of ADA as used herein refers to the District’s actual unrestricted ongoing funded base revenue limit per unit of average daily student attendance, after all deficit factors have been applied, including but not limited to, deficit reduction, equalization, and any other ongoing or one time changes to state funding support for any and all categorical funded programs.  

E. The chart below indicates under what funding conditions scheduled furlough days will be rescinded:  

<table>
<thead>
<tr>
<th>Increase / Reduction in per student funding compared to 2011-12</th>
<th>Classified Furlough Days - number of days to rescind</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. +$51 or more Increase</td>
<td>0 Days – Rescind 5 days</td>
</tr>
<tr>
<td>B. +$1 to +$50 Increase</td>
<td>1 Days – Rescind 4 days</td>
</tr>
<tr>
<td>C. $0 to -$26</td>
<td>2 Days – Rescind 3 days</td>
</tr>
<tr>
<td>D. -$27 to -$52 Decrease</td>
<td>3 Days – Rescind 2 days</td>
</tr>
<tr>
<td>E. -$53 to -$78 Decrease</td>
<td>4 Days – Rescind 1 day</td>
</tr>
<tr>
<td>F. -$79 or more Decrease</td>
<td>5 Days – Rescind 0 day</td>
</tr>
</tbody>
</table>

F. If any furlough days are to be rescinded, District and CSEA representatives shall meet and mutually agree to which specific days identified in #1 A. are to be rescinded.
2. Layoff and Reductions

A. Resolution No. 24 – 2011/12 adopted by the Board of Education on April 26, 2012, authorizing layoffs will not be enacted except for the elimination through layoff of the following:

- one (1) 8 hour custodian position (range 16),
- one (1) 8 hour Groundskeeper position,
- one (1) 8 hour Librarian position (effective January 18, 2013),
- sixteen (16) World Language Assistant positions,
- ten (10) 3.9 hour Special Education Assistant positions.

B. The length of the work day for the Behavior Interventionist Level II position shall be six (6) hours per day. An incumbent unit member in such a position currently assigned more than six (6) hours per day shall be reduced by not more than one (1) hour, but not below six (6) hours per day for each unit member in 2012-13. The reduction in hours shall occur 45 days from the date of ratification and adoption of this MOU.

C. There will be a reduction of one (1) Typist Clerk, Intermediate 8 hour position from 12 months to 11 months (PVPHS) and one (1) Typist Clerk, Intermediate 3.9 hour position from 12 months to 11 months (PVPHS).

3. Reopeners

Should the District receive additional Federal revenue in 2012-13, the District and CSEA shall meet and negotiate regarding the use of such funds.

William Franchini
Palos Verdes Peninsula USD
Director Human Resources

Gen Zientek, President
Palos Verdes Chapter 123 / CSEA

Gina Garcia
CSEA Labor Relations Representative