

SAN DIEGO UNIFIED SCHOOL DISTRICT  
MEMORANDUM OF UNDERSTANDING  
with  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, and its CHAPTER 788  
for the  
San Diego Schools Police Officers' Association

Regarding 328 Vacation Hour Overages and Payout

August 14, 2020

**WHEREAS**, the Parties have met in good faith to negotiate terms associated with vacation balance accruals greater than 328;

**WHEREAS**, the current Collective Bargaining Agreement between the Parties expired on June 30, 2020;

**WHEREAS**, the Parties agree that the Coronavirus pandemic has created uncertain financial times for the District and limited the ability for POA employees to take vacation during the 2019-2020 fiscal year.

**NOW THEREFORE**, the Parties agree as follows:

In recognition of the unprecedented times and the financial status of the District, POA unit members will not be forced to take vacation by August 31, 2020 in order to bring current vacation balances below 328 hours. POA unit members who will exceed the vacation cap of 328 hours by August 31, 2020 will not receive payment for hours in excess of 328 and must create an annual plan with their supervisor to bring their vacation balance below the 328 cap by August 31, 2023.

**FOR THE DISTRICT:**

**FOR POA:**

DocuSigned by:  
*Jessica Falk Michelli* August 20, 2020  
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Jessica Falk Michelli Date  
Executive Director, Labor Relations

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*Jay Gresham* August 20, 2020  
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Jay Gresham Date  
President

DocuSigned by:  
*Melissa Lucio* August 20, 2020  
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Melissa Lucio Date  
Director, Human Resources