

## Memorandum of Understanding

The Kern Community College District ("District") and the Kern Community College District Faculty Association, CCA/CTA/NEA ("Association") agree to the following modification to the language of their 2008-11 collective bargaining agreement. The purpose of such modification is to clarify the sick leave for Adjunct Faculty.

**Except as indicated below, the provisions contained in the 2008-2011 Agreement will remain unchanged.**

### ARTICLE TWELVE – ABSENCES AND LEAVES

#### B. 3. Leave of Absence/Sick Leave

- a. Adjunct faculty will earn sick leave at one (1) hour for each seventeen (17) hours of assigned activity completed.
- b. Effective with the beginning of the 2007/2008 academic year (i.e., Fall 2007) unused sick leave shall be accumulated without limit.
- c. The District may require that any absence due to illness or injury or quarantine which exceeds three (3) days duration be verified by a written statement by a licensed physician indicating the reasons for and length of disability.

KB 4/30/10  
AY 4/30/10  
LS 4/30/10  
BB  
HO

## SICK LEAVE

(1) Regular sick leave for faculty shall be charged as follows:

- The accumulated sick leave and/or the current year's sick leave become available annually on the first day of service in the college year.
- If a full-time faculty member misses a contract day, a full day of sick leave will be charged, regardless of the number of hours of the assignment and the nature of assignment.
- If a full-time faculty member misses part of the day's assignment, sick leave will be charged at the proportion of the assignment missed is to the full day's assignment.
- If an adjunct faculty member misses an assignment, or a portion thereof, the sick leave charged will be equivalent to the actual time of the assignment missed.

(2) Sick leave is **not** earned for per diem days worked. Contract faculty in specially funded programs (i.e., JTPA) may use regular sick leave for per diem days missed because of illness. Sick leave shall be charged as specified above.

(3) Faculty teaching for extra pay (continuing education, extended day, summer session) shall earn and accrue sick leave to be used **only** for extra-pay classes. It shall be earned at the following rate: one hour of sick leave for each sixteen through eighteen (16-18) hours taught. Sick leave shall be credited upon the completion of a course, but may be used during the course taught.

Dated: April 30, 2010

Abe Ali 4/30/10  
Abe Ali Date

Vice Chancellor- HR, KCCD

Bruce Barsook  
Bruce Barsook Date  
Legal Counsel, LCW

Andrea Garrison 4/30/10  
Andrea Garrison Date  
President, KCCD CCA/CTA/NEA

Karen Bishop 4.30.10  
Karen Bishop Date  
Chief Negotiator, KCCD CCA/CTA/NEA

Leif Syrdahl 4/30/10  
Leif Syrdahl Date  
Part-time Faculty Executive Officer,  
KCCD CCA/CTA/NEA