

**Memorandum of Understanding
Between
Cambrian School District
And
California School Employees Association, Cambrian Chapter 641**

The Cambrian School District ("District") and the California School Employees Association, Cambrian Chapter 641 ("CSEA"), enter into this Memorandum of Understanding ("MOU") regarding the declaration of January 9, 2025 as a National Day of Mourning to honor the life of former President Jimmy Carter. The Day of Mourning was declared by the President of the United States on December 30, 2024.

Whereas, the collective bargaining agreement between the District and CSEA states in Article 7.2 that "(E)very day declared by the President of the United States, or Governor of this state as public fast, mourning, thanksgiving or holiday, or any day declared a holiday by the Governing Board under Education Code Sections 5202, 5202.1, or 877 or their successors shall be a paid holiday for all employees in the bargaining unit."

Whereas, due to the last minute notice of this Day of Mourning and the timing of the Day of Mourning falling on a school day, the District and CSEA desired to provide a paid day off to all Classified bargaining unit members on an alternative date.

Therefore, the parties agree that April 7, 2025 will be a paid holiday during the 2024-25 school year for all classified employees.

The MOU expires by its own terms after the implementation of the paid holiday on April 7, 2025.

The Parties acknowledge that this MOU does not create an annual holiday or annual right to an additional paid holiday.

The Parties also acknowledge that this MOU does not create a past practice but is intended only to address the January 9, 2025, Day of Mourning described above.

For the District:



Natalie Gioco
Assistant Superintendent of Personnel
Cambrian School District

3/6/25
Date

For CSEA:



Beverly Merrel
President, Cambrian Chapter 641

3/6/25
Date



Julissa Limatu
Labor Relations Representative
CSEA

3/6/25
Date