

Memorandum of Understanding  
between  
San Rafael City School District ("District")  
and  
San Rafael Federation of Teachers ("SRFT")

June 20, 2016

AB 375 was signed by the Governor on October 1, 2015 and expands differential pay to cover certificated employees who are absent because of maternity or paternity leave, adds section 44977.5 to the Education Code and takes effect January 1, 2016.

This MOU is intended to implement the provisions of SB 375 effective January 1, 2016 even though it states that *"If this requirement conflicts with a collective bargaining agreement entered into before January 1, 2016, the AB 375 requirements do not go into effect until expiration or renewal of that agreement"*. Section 7.3 of the SRFT Collective Bargaining Agreement outlines the provisions under the FMLA and the CFRA, but does not allow for the expansion of the AB 375 provisions.

The parties agree to implement the provisions of SB 375 effective January 1, 2016 in advance of the contract term ending June 30, 2016. The parties understand that this implementation is six (6) months in advance of the effective date under AB 375, which would become effective when the current contract expires (June 30, 2016). The parties further agree that this MOU will provide the impacted SRFT bargaining unit members who were absent because of maternity or paternity leave between January 1, 2016 and June 30, 2016, with differential pay if they are determined to be eligible under the provisions of AB 375.

This agreement is a one-time agreement and shall be non-precedential setting.

FOR THE DISTRICT

FOR SRFT

 6/30/16  
Name: Chris Thomas  
Title: CBO

  
Name: Chris Simenstad  
Title: President, SRFT

 6/30/16  
Name:  
Title: Assistant Superintendent

Name:  
Title: