

**Memorandum of Understanding (MOU) between  
San Joaquin Delta Community College District and  
San Joaquin Delta College Teachers Association**

This Memorandum of Understanding ("MOU") is made effective as of August 10, 2017, and has been jointly prepared by representatives of the San Joaquin Delta College Community College District ("District") and the designated representatives of the San Joaquin Delta College Teachers' Association ("SJDCTA"), the exclusively recognized employee organization within the District for all full-time and part-time faculty. The District and SJDCTA agree to the following.

There is no standardized rule on how "sick leave" time gets deducted when an employee is out.

Whereas sick leave for full time or contract employees can only be deducted in ½ or full day increments:

Effective Fall 2017, sick leave reporting regarding full-time or contract faculty will be as follows: Sick leave reporting of 3 hours or less (of class, counseling or library time), on any given day will result in a deduction of .5 (1/2) day. Sick leave of more than 3 hours (of class, counseling or library time), in any given day will result in a deduction of a 1 full day of Sick leave.

For overload or hourly work – sick leave will be reported and deducted on an hour per hour basis (regardless of how the full time hours are reported/deducted per day).

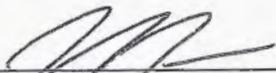
Additionally, sick leave will be charged ONLY for the days scheduled to work (i.e. class, counseling or library time), per the contract as assigned by the District. (For example, if a faculty member is schedule to be on campus only MWF (for class, counseling or library time) and is gone a full week due to illness, only the missed time on MWF will be charged to sick leave).

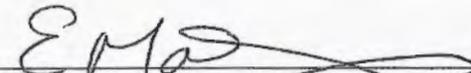
Since this has been an ongoing issue and has been in discussions for over a year, the following faculty employees who were on extended leave will have their sick leave balances adjusted (from the period of Summer 2016 – current) per this agreement. The faculty members are: [REDACTED] For all other faculty members this agreement is effective and applies as of August 10, 2017.

Office hours and service to the college are not included in this calculation and do not need to be made up in regards to this agreement.

District

SJDCTA

  
\_\_\_\_\_  
Dr. Jeff Menge  
District Chief Negotiator

  
\_\_\_\_\_  
Dr. Elizabeth Maloney  
SJDCTA Chief Negotiator