

**MEMORANDUM OF UNDERSTANDING
BETWEEN
COACHELLA VALLEY UNIFIED SCHOOL DISTRICT
AND
COACHELLA VALLEY TEACHERS ASSOCIATION**

December 20, 2023

This Memorandum of Understanding is entered into by and between the Coachella Valley Unified School District ("District") and the Coachella Valley Teachers Association ("Association").

RECITALS

This MOU will go into effect on December 20, 2023. The purpose of this MOU is to update contract language regarding Bereavement Leave. Bereavement Leave law was updated on January 1, 2023.

Current Bereavement Leave language allows unit members to take a maximum of three (3) days leave of absence if travel is required for less than 200 miles. In the updated law, there is an allowance for a minimum of five (5) days leave, although pay is not required.

This MOU is intended to update Article 14.3.1 to reflect the updated law and shall read as:

14.3.1 A unit member shall be entitled to a maximum of five (5) days leave of absence on account of the death of any member of the immediate family. If more than 200 miles of travel is required, the 5 days shall be granted without loss of salary, benefits, or accumulated leave. If less than 200 miles of travel is required, five (5) days of leave are allowed but only three (3) days shall be granted without loss of salary, benefits or accumulated sick leave, and the unit member may take the additional two (2) days of leave by using available sick or personal necessity leave. Should the unit member be out of other types of paid leave, they shall be allowed to use differential pay for the additional two (2) days. Unit members must complete the bereavement leave during the three (3) months after the death of the person for whom they are taking the leave.

Additionally, the district will conduct an accounting of anyone who may have taken Bereavement Leave between the dates of January 1, 2023 and December 20, 2023 to ensure that the new law was followed accordingly. Anyone who may not have used the entire five (5) days prior to the signing of this MOU may use the rest of the allowable days as described in this MOU but must complete the leave by January 31, 2024.

For the District:



For the Association:


