



San Marcos Unified School District
San Marcos Educators Association

Memorandum of Understanding
Bereavement
January 9, 2023

This Memorandum of Understanding (“MOU”) is entered by and between San Marcos Unified School District (“District”) and the San Marcos Educators Association (“SMEA”).

The District and SMEA met in a collaborative manner and negotiated the terms of this MOU.

As required by AB 1949, effective January 1, 2023, the new language for Article 16.G shall read:

Bereavement Leave

Every unit member shall be entitled to a leave of absence due to the death of any member of the unit member’s immediate family. No deduction shall be made from the salary of such unit member nor shall such leave be deducted from leave granted by other sections of this Agreement. Five (5) days shall be granted for immediate family. Such bereavement days are not required to be consecutive. Bereavement leave shall be utilized within three (3) months of the date of the covered family member's death. The three month requirement may be extended under extenuating circumstances and with prior approval from the Human Resources and Development department.

This MOU is effective upon execution by the parties and approval by the Board, and shall remain in full force and effect through June 30, 2024. All other terms of the Master Contract between the parties and any current effective MOU’s, if any, shall remain unchanged. It is the intent of both parties to implement the terms of this MOU, and collaboratively determine if any language is to be added to the Master Contract after the 2023-24 school year. This MOU is applicable to the grievance process as stated in Article XII of the SMUSD/SMEA Master Contract. This MOU is non-precedential, will not bind the parties to any future action under similar conditions, is not evidence of past practice, intent of the parties, or meaning or application of the Master Contract, and shall not be considered the “status quo,” unless the parties agree otherwise.

San Marcos Unified School District

San Marcos Educators Association

Joel Garcia, Ed.D. 1/31/2023
Joel Garcia, Ed.D. Date
Assistant Superintendent
Human Resources and Development

Dale Pluciennik 1-31-23
Dale Pluciennik Date
President
SMEA