

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
SOUTHWESTERN COMMUNITY COLLEGE DISTRICT  
AND  
SOUTHWESTERN COMMUNITY COLLEGE DISTRICT ADMINISTRATORS ASSOCIATION (SCCDAA)**

**June 10, 2020**

In recognition of the District's current budget deficit, the District and SCCDAA agree to manage SCCDAA member's excess vacation accruals valued at \$127,693 for 2019/2020 as indicated in the following attachment. This plan is for the purpose of reducing vacation buy-out costs to the District.

Employees scheduled for vacation during the month of June will submit their vacation request into WebAdvisor by June 11, 2020.

**For the District:**



**Rose DelGaudio  
Executive Assistant Superintendent/  
Vice President, Human Resources**

**For SCCDAA:**

Fernando Poveda

**Fernando Poveda  
President, SCCDAA**

**VACATION REDUCTION AND ROLLOVER TO 20/21**

Employee	Hourly Rate	Vacation Excess 6/4/20	Excess Vacation Cost	Vacation Usage 6/15 to 6/19	Vacation Excess 6/30/20	Vacation and Rollover Savings	
Ochoa, Yolanda	\$44.3126	41.50	\$1,838.97	20.00	21.50	-\$1,838.97	\$0.00
Orihuela, Omar	\$77.1515	24.50	\$1,890.21	30.00	0.00	-\$1,890.21	\$0.00
Ayala, Aurora	\$52.9962	129.00	\$6,836.51	40.00	89.00	-\$6,836.51	\$0.00
Milkovich, Patrice	\$73.3082	44.00	\$3,225.56	40.00	4.00	-\$3,225.56	\$0.00
Hernandez, Linda	\$61.1986	394.95	\$24,170.39	40.00	354.95	-\$24,170.39	\$0.00
			<b>\$37,961.64</b>			<b>-\$37,961.64</b>	<b>\$0.00</b>

**VACATION REDUCTION AND PAY OUT**

Employee	Hourly Rate	Vacation Excess 6/4/20	Excess Vacation Cost	Vacation Usage 6/15 to 6/19	Vacation Excess 6/30/20	Savings value of one week vacation	District Buy-out Cost
Stavenga, Mink	\$84.9820	224.00	\$19,035.97	40.00	184.00	-\$3,399.28	\$15,636.69
Odu, Michael	\$80.7685	176.00	\$14,215.26	40.00	136.00	-\$3,230.74	\$10,984.52
Spillers, James	\$79.7020	136.00	\$10,839.47	40.00	96.00	-\$3,188.08	\$7,651.39
Harris, Andre	\$50.2019	480.97	\$24,145.61	40.00	440.97	-\$2,008.08	\$22,137.53
Chavez, Juan	\$36.4404	158.21	\$5,765.24	40.00	118.21	-\$1,457.62	\$4,307.62
			<b>\$74,001.54</b>			<b>-\$13,283.79</b>	<b>\$60,717.75</b>

**EXCESS VACATION BUY-OUT (CATEGORICALLY FUNDED)**

Employee	Hourly Rate	Vacation Excess 6/4/20	Excess Vacation Cost	Vacation Usage 6/15 to 6/19	Vacation Excess 6/30/20	Savings	District Buy-Out Cost
Fitzgerald, Daniel	\$59.7096	102.00	\$6,090.38	0.00	102.00	\$0.00	\$6,090.38
Jackson, Marquise	\$69.0100	4.70	\$324.35	0.00	4.70	\$0.00	\$324.35
Barrera, Zeidy	\$55.4481	168.00	\$9,315.28	0.00	168.00	\$0.00	\$9,315.28
			<b>\$15,730.01</b>			<b>\$0.00</b>	<b>\$15,730.01</b>

	Excess Vacation Cost Value	Savings value of one week vacation and rollover	District Buy-Out Cost
<b>TOTALS</b>	<b>\$127,693.19</b>	<b>-\$51,245.43</b>	<b>\$76,447.75</b>






# MOU SCCDAA Excess Vacation

Final Audit Report

2020-06-10

Created:	2020-06-10
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