

MEMORANDUM OF UNDERSTANDING

This MEMORANDUM OF UNDERSTANDING ("MOU") is entered into by and between the SAN LUIS OBISO COUNTY COMMUNITY COLLEGE DISTRICT ("District"), the CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909 ("Federation").

TERMS

The District and the Federation have agreed as follows:

1. Faculty that are teaching enhanced non-credit English as a Second Language (ESL) will be moved from the non-credit, unrepresented status to the Cuesta College Federation of Teachers (CCFT) collective bargaining unit as of July 1, 2015;
2. The names of the impacted non-credit ESL faculty are attached; these faculty currently teach, have taught, or may teach courses in the following ESL course sequence including 701, 702, 703, 704, 705, and 706 that have been offered as part of Community Programs.
3. The faculty teaching these courses will be governed by the CCFT collective bargaining agreement, including pay schedules, salary placement, salary step advancement, union dues and evaluation cycles with considerations as noted:
 - a. The initial salary step placement will be in accordance with the CCFT collective bargaining using the original date of hire;
 - b. Accumulated sick leave will transfer over unadulterated and remain available for the faculty;
 - c. Union dues are 1.22% of salary or the current rate outlined in the CCFT collective bargaining agreement and the faculty will have the option to opt out of paying Fair Share dues;
 - d. Evaluation cycles will carry over from the faculty member's last evaluation. The first evaluation after incorporating into the bargaining unit will include two faculty members on the Peer Evaluation committee.

By their signatures below, the signatories certify that they are the authorized representatives of either the District or the Federation and that any and all actions necessary for the parties to ratify and accept this MOU as a binding agreement have been completed in the manner required by that party. Upon the affixing of the signatures below, this MOU is entered into without the need for further ratification and acceptance.

ACCEPTED AND AGREED TO:

Debra Stakes

4/22/2015

Debra Stakes, President

Date

CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909

Gilbert H. Stork

4/22/2015

Gilbert H. Stork, Ed.D.

Date

Superintendent/President

CUESTA COLLEGE COUNTY COMMUNITY COLLEGE DISTRICT

As noted in item 2 above:

Term	Dept	ID	Faculty Name	Workload	Work Hours
Spring 2015	ESLN	900234146	Barragan, Ashley F.	30	4.5
Spring 2015	ESLN	900000559	Biddison, Nicole H.	30	4.5
Spring 2015	ESLN	900243047	Carson, Kit J.	60	9
Spring 2015	ESLN	900138599	Compton, William E.	60	9
Spring 2015	ESLN	900011613	de Pasquale, Diann M.	20	3
Spring 2015	ESLN	900244403	Lynett, Kathleen M.	60	9
Spring 2015	ESLN	900168160	Olmos-Arreola, Roberto	30	4.5
Spring 2015	ESLN	900007899	Pritzlaff, Rosalie T.	60	9
Spring 2015	ESLN	900160590	Rangel, Minerva	0	0
Spring 2015	ESLN	900011154	Schouten, Theresa	60	9
Spring 2015	ESLN	900002458	Soto, Minerva	60	9
Spring 2015	ESLN	900009204	Taylor, Karin B.	30	4.5