

## MEMORANDUM OF UNDERSTANDING

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

### TERMS

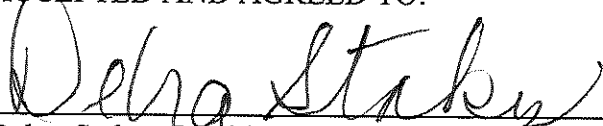
The District and the Federation have agreed as follows:

- The District agrees that part-time faculty who are loaded at 93% and above for a semester will have an MOU to reflect the contractual obligations of a full-time faculty member and also payment off of appendix B-1, Full-Time Faculty Salary Schedule. The District will not violate the Education Code section 87482.5.
- The District does not agree to put the savings onto the faculty salary schedule. The District cannot negotiate away unknown savings for unknown budget years.
- The District does not agree that the base pay should be considered the 100% of a faculty's reduced workload. If the District moves forward, subject to these negotiations, faculty currently on a reduced workload will have their current annual salary as their base pay.
- The District will agree resignation in lieu of retirement will be accepted.
- The incentive is on the "right side" of the 50% law.
- The District agrees that returning part-time faculty after accepting the retirement incentive will be considered level 3 and will remain on the same evaluation cycle as of the date of their retirement.

The terms of this MOU are non-precedential and do not create any historic practice.

By their signatures below, the signatories certify that they are authorized representative 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, President

CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909

3/9/19  
Date



Gilbert H. Stork, Ed.D.

Superintendent/President

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

3/5/2018  
Date