

Memorandum of Understanding
between
El Camino Community College District
and the
El Camino College Federation of Teachers
Local 1388, AFT, CFT, AFL-CIO

RE: Anti-Racist Equity Professional Development

This Memorandum of Understanding (MOU) is entered into between the El Camino Community College District (“District”) and the El Camino College Federation of Teachers, Local 1388, AFT, CFT, AFL-CIO (“Federation”).

El Camino College’s mission is to make a positive difference in people’s lives and provide innovative and excellent comprehensive educational programs and services that promote student learning, equity, and success in collaboration with our diverse communities. Hence, it is imperative that faculty engage in Senate-approved professional development that unpacks, interrogates, and identifies strategies to vigilantly mitigate and dismantle systemic racism and/or addresses racial equity, diversity, and inclusion (EDI).

It is mutually agreed as follows:

10-month full-time faculty are currently required to complete 24 hours of professional development activities annually per Article 8, Section 21 of the collective bargaining agreement. Beginning with the 2021-2022 school year, all 10-month tenured and tenure-track faculty will be required to complete four (4) hours of equity focused professional development training outside of the mandated fall and spring professional development day general session each academic year. Completion of senate approved racial equity focused trainings shall count toward the completion of the required 24 hours of professional development hours for 10-month faculty.

Beginning with the 2021-2022 school year, all part-time faculty will be paid to complete two hours of mandated, Senate-approved racial equity focused professional development each academic semester when employed with an active contract (fall/spring). Completion of equity focused professional development hours shall be counted separately from required District trainings per (Article 10, Section 9(h)). The remaining one hour, if the part-time faculty member is eligible for more than two (2) hours, shall be paid based on contracted hours per Article 8, Section 21e. Professional development hours shall be paid at the appropriate column and step of Appendix D-1, Lecture rate.

Some examples are as follows based on Article 8, Section 21e and the preceding text:

1. A PT faculty member with a six (6) unit load (eligible for three (3) paid hours of PD per CBA)
 - a. If the PT faculty member completes one (1) hour of EDI PD and two (2) hours of non-EDI PD, they shall be paid for three (3) hours at the appropriate D-1 lecture rate.

- b. If the PT faculty member completes three (3) hours of non-EDI PD, they shall be paid for three (3) hours at the appropriate D-1 lecture rate.
- 2. A PT faculty member with a four (4) unit load (eligible for two (2) paid hours of PD per CBA)
 - a. If the PT faculty member completes three (3) hours of EDI PD, they shall be paid for two (2) hours at the appropriate D-1 lecture rate.
 - b. If the PT faculty member completes three (3) hours of non-EDI PD, they shall be paid for two (2) hours at the appropriate D-1 lecture rate.
- 3. A PT faculty member with a two (2) unit load (eligible for one (1) paid hour of PD, per CBA)
 - a. If the PT faculty member completes two (2) hours of EDI PD, they shall be paid for two (2) hours at the appropriate D-1 lecture rate.
 - b. If the PT faculty member completes two (2) hours of non-EDI PD, they shall be paid for one (1) hour at the appropriate D-1 lecture rate.

For the Federation:

MELISSA FUJIWARA

Melissa Fujiwara
El Camino College Federation of Teachers

7/18/2021

Date

For the District:

Jane Miyashiro

Jane Miyashiro
El Camino Community College District

7/15/2021

Date