

Memorandum of Understanding
between
El Camino Community College District
and
El Camino College Federation of Teachers

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, AFL-CIO (“Federation”) to provide, due to unforeseen CalSTRS/PERS service credit issues, an exception to the language of Article 8, Section 15 ratified as part of the July 1, 2022 – June 30, 2025 Collective Bargaining Agreement:

- 1) All full-time Counselors shall transition to the 200-workday contract (40 contracted weeks) effective upon signed agreement of this MOU. This mid-year workday transition is a one-time exception to the ratified language noted in Article 8, Section 15(a) and shall not be precedent setting or an on-going change to the process and deadlines detailed in Article 8, Section 15(a) of the July 1, 2022 – June 30, 2025 Collective Bargaining Agreement.
- 2) Full-time Counselors who transition to the 200-workday contract shall be compensated in accordance with Appendix C-3 (200-Workday Salary Schedule.)
- 3) For the 2023-2024 academic year, the four tenured Counselors who opted in to the 175-workday contract may commit up to 4 less contracted weeks than the normally required 40 contracted weeks. The four tenured Counselors will not be held to the requirement of scheduling 4 of the 40 weeks during July 2023 or January 2024. Pay and possibly service credit will be prorated accordingly based on the chart below:

# of Work Weeks	# of Workdays	% of Salary
36 weeks	175.00 workdays	87.50% of Class/Step on 200-Workday Salary Schedule
37 weeks	181.25 workdays	90.60% of Class/Step on 200-Workday Salary Schedule
38 weeks	187.50 workdays	93.75% of Class/Step on 200-Workday Salary Schedule
39 weeks	193.73 workdays	96.80% of Class/Step on 200-Workday Salary Schedule
40 weeks	200.00 workdays	100.00% of Class/Step on 200-Workday Salary Schedule

Counselors must submit their revised work week schedule to the appropriate Dean or Associate Dean no later than December 15, 2023. Revised schedules are subject to the Dean/Associate Dean’s approval.

- 4) The eight newly hired, tenure-track Counselors who were contracted on the 175-workday schedule starting in the 2023-2024 academic year will be required to schedule 4 additional contracted weeks. One week must be scheduled in January 2024. The remaining three weeks

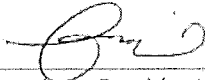
may be scheduled anytime between the months of December 2023 and June 2024. Counselors who do not schedule all four additional weeks will have their pay and possibly service credit prorated in accordance with the table noted in item #3.

- 5) After the 2023-2024 academic year, any Counselor committing to less than a 200-workday schedule will have their pay and possibly their service credit prorated. Pay will be prorated based on the chart below:

# of Work Weeks	# of Workdays	% of Salary
36 weeks	175 workdays	87.5% of Class/Step on the 200-Workday Salary Schedule
40 weeks	200 workdays	100% of Class/Step on the 200-Workday Salary Schedule

After the 2023-2024 academic year, full-time Counselors may change their workday contract with the Dean's approval following the process and deadlines detailed in Article 8, section 15(a).

For the Federation:

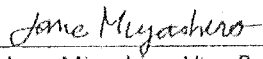


 Kelsey Iino, President
 El Camino College Federation of Teachers

12/14/2023

 Date

For the District:



 Jane Miyashiro, Vice President of Human Resources
 El Camino Community College District

12/13/2023

 Date