

**MEMORANDUM OF UNDERSTANDING
REGARDING FULL-TIME COUNSELORS
BETWEEN
EL CAMINO COMMUNITY COLLEGE DISTRICT
AND
EL CAMINO COLLEGE FEDERATION OF TEACHERS,
LOCAL 1388, AFT, AFL-CIO**

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").

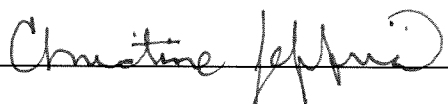
To meet the demands of counseling, the District will establish a pool of an additional 150 per diem days. Counseling resources will be assigned based on student demand during non-contract periods.

The Dean of Counseling & Student Success in consultation with the Dean of Student Support Services will distribute the additional days as needed based on the following guidelines:

1. Based on the calendar established by the College, counselors will identify their per diem days for the year including up to five additional days (max 30 days), if desired, no later than July 1 (September 1st for 2017).
2. If more than 150 additional days are requested for 2017-2018, these will be awarded based on seniority.
3. If not all 150 days are allocated, counselors may request additional days.
4. For 2018-2019, eligibility for additional per diem days will be distributed to those who did not use extra days in 2017-18 followed by seniority.
5. For 2019-2020, eligibility for additional per diem days will be distributed in the following order: those who did not use extra days in 2017-18, 2018-19, those who used extra days in 2017-18 or 2018-19 followed by seniority.
6. From 2020-21 forward, per diem priority will be determined by Article 9 Section 5.

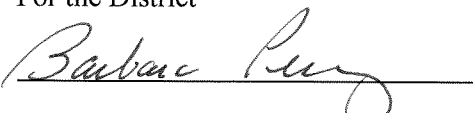
This MOU will be re-evaluated in spring 2019.

For the Federation



Dated: June 8, 2017

For the District



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