

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

**September 24, 2020**

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).

In recognition of the agreement between the District and Federation that it is important to promptly begin identification of “extensive laboratory” designation for courses at El Camino College as defined in Article 8 (Hour and Working Conditions), Section 5 (Instructor Teaching Load) and Appendix O (Extensive Laboratory Evaluation Procedures) of the master successor agreement (2020-2022) between District and the Federation, the District and Federation agree to make the following changes to the dates and deadlines outlined below for the 2020-2021 academic year. The changes outlined below will only be operative for the 2020-2021 academic year, after which the language will revert to that which currently exists in the text of the master successor agreement. These changes are representative of the spirit and content of the discussions and expressed intents of the District and Federation during negotiations of the master successor agreement and are being applied to allow for adequate time to properly assemble the relevant committees, collect applications, and allow for review by all parties without creating undue and unintended burden on any party.

Article 8 (Hours and Working Conditions) Section 5 (Instructor Teaching load) shall be modified as follows for the 2020-2021 academic year:

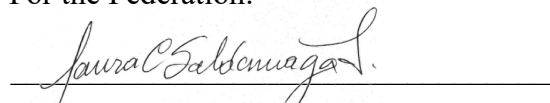
1. The deadline of October 15 to submit applications and supporting documents to the LPC (Sec. 5, (c) Lab/Lecture Parity Committee (LPC) Purpose) shall be extended until November 16.
2. The deadline for the LPC to forward final recommendations for “extensive lab” status to the VP of Academic Affairs (Sec. 5, (d)(2)→**SHOULD BE (e) LPC Review Process and Parity Implementation**) shall be extended until December 18.
3. The deadline for the VP of Academic Affairs to make final decisions for “extensive lab” status (Sec. 5, (d)(2)→**SHOULD BE (e) LPC Review Process and Parity Implementation**) shall be extended until January 15.
4. The deadline for the conclusion of negotiations for subsequent fall semester implementation (Sec. 5, (d)(5)→**SHOULD BE (e) LPC Review Process and Parity Implementation**) shall be extended until March 5.

Appendix O (Extensive Laboratory Evaluation Procedures) shall be modified as follows for the 2020-2021 academic year:

1. The deadline for the LPC to forward final recommendations for “extensive lab” status to the VP of Academic Affairs (Appendix O, 1. Procedure for Initial Classification as “Extensive Laboratories” (e)) shall be extended until December 18.
2. The deadline for the VP of Academic Affairs make final decisions for “extensive lab” status (Appendix O, 1. Procedure for Initial Classification as “Extensive Laboratories” (e)) shall be extended until January 15.
3. The Lab/Lecture Parity Application Faculty Checklist notes in the opening paragraph the procedures for lab/lecture parity criteria being defined in Article 8.6. The correct reference should be Article 8.5.

Article 8, Section 14 (Part-Time Faculty Members) – In light of the fact that ratification of the new Collective Bargaining Agreement (CBA) will not be finalized until the October 19, 2020 Board Meeting and Part-Time Faculty who have indicated their availability to work in Spring 2021 have been given assignments in alignment with the existing MOU for Part-Time Faculty Reemployment Priority List (RPL) up until October 19, 2020, it is agreed that following Board ratification of the successor CBA, that the District will assign all remaining assignments for Spring 2021 that are still available, in alignment with the revised parameters detailed in Article 8, Section 14. Following Spring 2021, the new RPL standards and procedures will be fully in effect going forward.

For the Federation:



Laura Saldarriaga, Chief Negotiator

9/29/20

Date

For the District:



Jane Miyashiro, Chief Negotiator

9/29/20

Date