

Tentative Agreement
By and Between
State Center Community College District
and
State Center Federation of Teachers, Local 1533 (Full-Time Faculty)
August 25, 2020

This non-precedent setting Memorandum of Understanding and Agreement ("MOU") is entered into by and between the **State Center Community College District** (hereinafter referred to as "**District**") and the **State Center Federation of Teachers, Local 1533** (hereinafter referred to as "**Exclusive Representative**" or "**Federation**"). The parties have reached a tentative agreement on the provisions set forth below.

The Federation and the District agree as follows:

- This Agreement shall amend the terms of the existing full-time faculty collective bargaining agreement ("CBA") only as provided herein, and in no other way modify, change, alter, diminish, or increase the existing terms or conditions of the CBA.
- Unless a provision of the CBA has sunset or was set to sunset, and except as modified herein, all other provisions of the July 1, 2018, through June 30, 2021, CBA remain as set forth in the CBA and are extended to June 30, 2022.
- The District specifically does not agree, without further negotiation, to any increased District costs, including but not limited to, increases in wages, salaries, stipends, any form of compensation, or any benefits.
- The term of the CBA, which currently expires on June 30, 2021, is extended to June 30, 2022.
- Additional Reopener(s): During this extension, should the District or the Federation request to meet and confer on any CBA article and/or any subject or matter due to economic challenges, safety concerns related to COVID-19, and/or unanticipated fiscal impacts to the District, the other party agrees to immediately (no later than two weeks from written request) reopen negotiations for the sole purpose of meeting and conferring regarding only proposed safety concerns and/or economic concessions (including but not limited to, decreases in wages, salaries, stipends, any form of compensation, and/or any benefits), furloughs, and/or the impacts of layoffs.
- Due to Madera Community College gaining full college status and subject to Article IX, Section 15, A1 and D1, the Federation requests and the District agrees to an additional six-tenths (.60) FTEF release time annually for the conduct of Federation activities. The Federation agrees to pay the District according to the preestablished ratio, detailed in Article IX, Section 15, A3.
- Article IX, Section 15, A3 will be modified to read, "The cost of one and ninety-five hundredths (1.95) FTEF and any additional overages shall be billed to the Federation monthly dues payments by the District at the end of the fiscal year for actual time used. The District shall be responsible for only the amount up to sixty-five hundredths (0.65) FTEF which shall be utilized before the Federation is charged."

By affixing their signatures to this agreement, the parties acknowledge that the matters set forth are agreement. The signatories signify that they are the authorized representatives of the District and the Federation, as the proper parties to this agreement, and that all actions necessary for the parties to ratify and accept this agreement as a binding and bilateral agreement will be immediately completed in the manner required by that party or by law.

This MOU is made the _____ day of August 2020, in the City of Fresno, County of Fresno, State of California.

State Center Community College District

State Center Federation of Teachers

Julianna D. Mosier
Vice Chancellor, Human Resources



Keith Ford
President



John Fitzer
Chief Negotiator