MEMORANDUM OF UNDERSTANDING
BETWEEN THE
CERRITOS COMMUNITY COLLEGE DISTRICT
AND THE
CERRITOS COLLEGE FACULTY FEDERATION (LOCAL 6215, CFT/AFT, AFL-CIO)

Compensation for Laboratory Assignments

April 2, 2014

This Memorandum of Understanding (MOU) solely addresses faculty workload and compensation values for laboratory and activity class assignments; as such assignments proportionately correspond to faculty workload and compensation values for lecture class assignments.

1. The main unit of measure for determining faculty teaching workloads shall be the Lecture Hour Equivalent (LHE). The LHE values are converted to the PeopleSoft system for administrative and payroll purposes, as is the current practice.

2. Full-time faculty employment remains predicated on a 40-hour week for all full-time academic employees. For the purpose of implementing this MOU, the committee will recognize that a full-time instructional faculty assignment shall be 15 Lecture Hour Equivalents (LHE) per week per semester during the academic year.

3. The District and the CCFF agree to form a joint task force. The task force shall include four members appointed by the District and four faculty members appointed as follows: three members appointed by CCFF and one member appointed by the Faculty Senate.

4. The Laboratory Compensation Task Force shall:
   a. explore models for determining laboratory compensation values
   b. anticipate secondary effects
   c. identify criteria for laboratory and activity assignments
   d. make recommendations to the negotiating teams addressing workload and compensation values of laboratory and activity classes.

5. Task force will begin meeting in Spring 2014. Recommendations will be presented by the task force to the District and CCFF by the end of Fall semester 2014.
6. Once the task force recommendations are received, the parties agree to develop and negotiate an implementation plan.

7. Lecture and laboratory/activity workload formulas and/or classifications shall be incorporated into an Assignment article.

For the District:

Dr. Linda L. Lacy
President/Superintendent

Dr. Mary Anne Gularte
Vice President, Human Resources/
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M. Gularte 4-7-14

For the Cerritos College Faculty Federation:

Dr. Solomon Namala
President

Mr. Armando Soto
Vice President

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