**Memorandum of Understanding**

**New Collective Bargaining Agreement Negotiations**

This agreement is between the Citrus College Faculty Association (“Association”) and the Citrus Community College District (“District”) and is entered into to reflect the agreed upon process for negotiations for a new collective bargaining agreement. These agreed upon terms are in response to the Association’s demand to negotiate concerning salary and the District’s invitation to negotiate a new collective bargaining agreement in recognition of changes in the state budget and to respond to new teaching/learning challenges and opportunities that have developed during the COVID-19 pandemic. This memorandum of understanding does not reflect agreed upon changes to the collective bargaining agreement, except as stated in paragraph 5. The District and the Association agree as follows:

This memorandum of understanding reflects the desire of the Association and the District to engage in collaborative negotiations which will address the aspirations for improved salary and contract language to reflect mutually identified best practices for the areas described below.

1. Negotiations for a new collective bargaining agreement will address the following areas of the current collective bargaining agreement: Article 5- related to online assignments, assignment of classes, Article 8 -salaries, Article 10- Unit Member Benefits, limited to section 10.2- Duplicative Health Insurance and 10.6.2 Retirement Options, Article 20- Evaluations related to online teaching/student services and Diversity, Equity, Inclusion and Accessibility issues as required pursuant to Title 5 Regulations and, Article 19-Duration of Contract. The District and the Association may mutually agree to include additional items during negotiations.

2. Upon the adoption of this memorandum of understanding, the Association and the District will each submit an initial proposal for negotiations to be included on the information portion of the agenda for the board meeting immediately following the adoption of this memorandum of understanding.

3. Upon submission of initial proposals, the District will complete the public notice process in compliance with AP 2610.

4. Negotiations will begin as soon as practicable after completion of the public notice process. The District and the Association will set a schedule for negotiations, with the intent to reach agreement prior to the conclusion of the fall 2022 semester.

5. Effective with the pay period following the date of the adoption of this memorandum of understanding, the salary schedule and the derivative salary schedules set forth in the current agreement will be increased by 2%, thereby ending the current 2% off-schedule payment. This increase will be placed on the schedule without a sunset provision.