

MEMORANDUM OF UNDERSTANDING

This MEMORANDUM OF UNDERSTANDING ("MOU") is entered into by and between the SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT ("District"), the CUESTA COLLEGE FEDERATION OF TEACHERS (CCFT), AFT Local 4909, and the employees listed below.

TERMS

The parties have entered into this MOU for the purpose of setting forth their good faith understandings and commitments regarding certain permanent, part-time counselors. The terms of the agreement are as follows:

- The part-time counselors listed below shall, by this MOU, have their work hours permanently increased to the indicated percentages of full-time, which is defined as 197 days or 1,576 hours (of which 928.2 is direct student contact hours, less 46 hours of flex time = 882.2), as indicated below:

<u>Employee</u>	<u>%</u>	<u>Approx. hours as % of 882.2</u>
Katherine Blum	89.00%	785.00
Susan Gossard	82.00%	723.00
Andrea Devitt	79.00%	697.00
Catherine Machado	84.00%	741.00
Kathleen Porter	62.00%	547.00
Julie Smith	74.00%	653.00
Cindy Stever	76.00%	670.00

- Those counselors who, as a result of the aforementioned increases in hours, become eligible for fringe benefits contributions or additional fringe benefits contributions by the District, shall become eligible for such contributions, effective October 1, 2011.
- The aforementioned increases in hours shall be effective, October 1, 2012.
- The aforementioned increases in fringe benefits shall be applied retroactively, effective October 2011.
- Those counselors who choose may be exempted from the increases or choose a permanent increase which is less than the proposed increase but equal to or greater than their current hours. They must so notify the District of their intention by September 28, 2012.

By their signatures below, the signatories certify that they are the authorized representatives of either the District or CCFT. All terms and conditions of this MOU are subject to ratification by the CCFT Executive Board and approval of the San Luis Obispo County Community College District Board of Trustees. This agreement is non-precedential.

ACCEPTED AND AGREED TO:

Kather Blum
Katherine Blum 11/1/12

Date: Andree Dett
Andrea Devitt

Date: 11/1/12
Kathleen Porter
Kathleen Porter

Date: 11/6/12
Cindy Stever
Cindy Stever

Date: 11/2/12

Gilbert H. Stork
Gilbert H. Stork, Ed.D.
Superintendent/President, SLOCCD

Date: 11/7/2012

Susan Gossard
Susan Gossard

Date: 11/2/12
Catherine Machado
Catherine Machado

Date: 11/2/12
Julie Smith
Julie Smith

Date: 11/5/12

Allison Merzon
Allison Merzon
President, CCFT

Date: 10/31/2012