

MEMORANDUM OF UNDERSTANDING
BETWEEN
SOUTHWESTERN COMMUNITY COLLEGE DISTRICT
AND
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS SOUTHWESTERN #524 (CSEA)
FEBRUARY 22, 2024

EDUCATIONAL INCENTIVE PROGRAM – Article 18

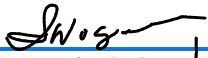
1. This Memorandum of Understanding (hereinafter, “MOU”) is entered into by and between the Southwestern Community College District (hereinafter, “District”) and the California School Employees Association, and its Southwestern Chapter #524 (hereinafter, “CSEA”) for educational incentives.
2. The District and CSEA agree to the following procedural requirements through a temporary amendment to Provision 18.1.3 of the collective bargaining agreement between the District and CSEA:

Article 18.1.3 Prior Approval Required:


 - a. **Outside Regular Work Schedule:** To receive credit for participation in any educational incentive activity, the Bargaining Unit Member must receive prior approval from the Human Resources Office for any courses, workshops, seminars, etc. taken outside the Bargaining Unit Member’s regular work schedule.
 - b. **During Regular Work Schedule:** Prior approval from their immediate supervisor and/or the cognizant area Vice President is only required if the proposed educational incentive activity is scheduled during the Bargaining Unit Member’s regular work schedule.
3. This MOU is effective upon both parties internal approval process, and shall remain in effect through April 30, 2024, but shall be extended automatically if the parties have not agreed to new terms.
4. Either party may request changes to this MOU. Any changes, modifications, revisions or amendments to this MOU which are mutually agreed upon by and between the parties to this MOU shall be incorporated by written instrument, and effective when executed and by all parties to this MOU.

5. This MOU, consisting of two (2) pages, represents the entire and integrated agreement between the parties and supersedes all prior negotiations, representations and agreements, whether written or oral.
6. Any dispute regarding compliance with the terms of the MOU shall be adjudicated in accordance with the grievance procedure in Article 16 of the current collective bargaining agreement.
7. In witness whereof, the parties to this MOU through their duly authorize representatives have executed this MOU on the days and dates set out below, and certify that they have read, understood, and agreed to the terms and conditions of this MOU as set forth herein.

For CSEA:



Silvia Nogales (Feb 22, 2024 13:04 PST) Feb 22, 2024

Silvia Nogales, President Date



Kyler T. Miller, CSEA Representative Date

For SWCCD:



Angela Riggs, AS/VP of HR Date