

AMENDMENT TO MEMORANDUM OF UNDERSTANDING
By and Between
KERN COMMUNITY COLLEGE DISTRICT
and the
KERN COMMUNITY COLLEGE DISTRICT COMMUNITY COLLEGE
ASSOCIATION (CCA/CTA/NEA)

The Kern Community College District ("District") and the Kern Community College District Community College Association/CTA/NEA ("CCA") hereby agree to the following Amendment to the original Memorandum of Understanding (MOU) dated June 30, 2020.

The purpose of this MOU is to address the budgetary, and potential budgetary, impacts of the global COVID-19 pandemic on the state budget and its corresponding impact on the District's budget, as it relates to faculty salaries. This MOU is not intended to change the terms of the current Collective Bargaining Agreement between CCA and the District ("CBA") but is instead a one-time, non-precedent setting agreement that may not be used as the basis of a past practice by either party.

Based on the above the District and CCA agree to the following:

1. For the 2020-2021 academic year, KCCD shall provide a one-time payment of 3% of full-time faculty bargaining unit employees annual base salary to each unit member on a separate pay warrant no later than June 30, 2021.
2. For the 2020-2021 academic year, KCCD shall provide a one-time payment of 3% of compensation for adjunct faculty bargaining unit employees who worked in Fall 2020 and/or Spring 2021 on a separate pay warrant no later than June 30, 2021. This includes instructional and student services (for example, library and counseling adjunct faculty) load only and excludes all special compensation.
3. Full-time faculty who submit their intent to retire shall be excluded from the step increase suspension and made whole.
4. This amendment does not alter any other components of the original MOU and is non-precedent setting.

Dated: March 24, 2021

For the District:

Dena Rhoades

Dena Rhoades
Interim Vice Chancellor, Human Resources
Human Resources, KCCD

For CCA:

Matthew Crow

Matthew Crow
President
KCCD/CCA