



MOU Between the
MiraCosta Community College District &
MiraCosta Community College District – Associate Faculty
21-02

This Memorandum of Understanding ("MOU") is entered into by and between the MiraCosta Community College District (hereinafter referred to as "District") and the MiraCosta College Academic Associate Faculty (hereinafter referred to as "MCCAFA") (hereinafter collectively referred to as the "Parties"), and is expressly made pursuant to the Educational Employment Relations Act and the current Collective Bargaining Agreement ("CBA"). The purpose of this Memorandum of Understanding is to address mandatory training requirements on unit members' wages, hours, and working conditions.


TERMS

Mandatory Training

- 1) The Parties agree that unit members shall be required to complete mandated training as directed and assigned by the District.
- 2) Depending on the topic, the training may be required on annual, biennial, or triennial basis. Unit members shall have a minimum of 30 days to complete any newly assigned training.
- 3) Unit members shall be compensated at their respective non-teaching hourly rate of compensation as specified in section 17.3 of the Academic Associate Faculty CBA for actual time spent on mandatory training assigned by the District. "Actual time spent" shall be understood to mean the length of each training module.
- 4) Unit members who have completed mandatory sexual harassment training in accordance with AB 1343 through another employer within the two-year compliance period may submit verification of compliance to the Human Resources Department (HR_Department@miracosta.edu) to satisfy this training requirement.
- 5) Unit members shall be compensated for mandatory training in the semester in which it was completed.
- 6) The Parties agree that unit members are required to complete mandated training in addition to their Flex obligations as outlined in Article 16 of the CBA. All mandated training is ineligible for compensation as Flex.
- 7) Failure to complete mandated training as directed and assigned may be cause for loss of future assignments with the District.

This agreement will become effective upon approval. It shall expire on June 30, 2023.

Sunita V. Cooke, Ph.D.


_____ 3/31/2021
Signature Date
Superintendent/President
MiraCosta Community College District

Krista Warren


_____ 3/21/21
Signature Date
President
Associate Faculty