

MEMORANDUM OF UNDERSTANDING
BETWEEN
SOUTHWESTERN COMMUNITY COLLEGE DISTRICT (COLLEGE DISTRICT)
AND
SOUTHWESTERN COLLEGE EDUCATION ASSOCIATION (SCEA)

May 26, 2026

Advancing Equity Teaching Academy (AETA) Compensation

1. **PARTIES:** By this Memorandum of Understanding (“MOU”), the Southwestern College Education Association (“SCEA”), and the Southwestern Community College District (“District” or “SWCCD”) (hereinafter collectively referred to as the “Parties”) agree to the following with respect to compensation for the Advancing Equity Teaching Academy (“AETA”).
2. **PURPOSE:** The purpose of this MOU is to establish the terms and conditions under which the AETA (Advancing Equity Teaching Academy as outlined in Appendix A) participants and mentors will be compensated.
3. **TERM:** This MOU will take effect upon ratification of both Parties and will stay in effect unless otherwise negotiated or with notice of the end of AETA.
4. **AETA PARTICIPANTS (MENTEES): Stipend Compensation:** Faculty participants (“mentees”) who complete the entire AETA program, as defined by the program requirements, shall receive a total stipend of Fifteen Thousand Dollars (\$15,000), subject to the terms and conditions below:
 - a. Payment Structure:
 - i. The stipend shall be earned and paid as follows:
 1. Year 1: Five Thousand Dollars (\$5,000) stipend, paid upon successful completion of the AETA program in the first academic year of participation.
 2. Years 2 and 3 (Post-Completion): The remaining Ten Thousand Dollars (\$10,000) shall be earned and paid in equal installments of Two Thousand Five Hundred Dollars (\$2,500) per Fall or Spring semester, over up to four (4) semesters following program completion.

Each \$2,500 installment is separately earned and contingent upon eligibility during the applicable semester.

- b. Employment Requirement: Eligibility for each stipend installment requires that the faculty member be actively employed by the District during the applicable semester for which the stipend installment is earned.

For purposes of this section, “actively employed” means the faculty member is providing assigned service to the District during the applicable semester. Periods during which a faculty member is not providing assigned service, including periods covered by an approved break-in-service letter pursuant to Article 15.2.4 or approved leave status, shall not constitute active employment for purposes of earning a stipend installment.

- c. Non-Eligibility: If a faculty member:
- does not complete all required AETA program requirements; or
 - is not actively employed during a semester in which a stipend installment would otherwise be earned.

The stipend installment for that semester shall not be earned and therefore shall not be paid, except as otherwise provided in subsection (d).

Stipend installments are not cumulative, and a stipend installment not earned in a given semester shall not be carried forward, reinstated, or made up in a subsequent semester, except as provided in subsection (d).

Stipend installments shall not be accelerated, combined, or paid in advance. Under no circumstances shall more than one (1) stipend installment be paid for the same semester of eligibility.

- d. Approved Interruption and Deferral (Part-Time Faculty Only)

For part-time faculty participants, a stipend installment that is not earned due to an approved break in service pursuant to Article 15.2.4 or approved protected leave may be deferred for up to two (2) additional semesters.

Deferral of a stipend installment is permitted only in cases of an approved break in service or approved protected leave and shall not apply to periods in which a faculty member does not hold an assignment and does not have an approved status as described above.

Eligibility for a deferred stipend installment shall resume upon the faculty member’s return to active employment with the District. A deferred stipend installment shall be paid only upon completion of the applicable return semester during which eligibility is reestablished.

Deferral of a stipend installment shall extend the payment schedule by the same number of semesters as the approved interruption.

- e. Limit on deferral and Payment Period: All stipend eligibility and payments under this section shall conclude no later than eight (8) semesters from the faculty member's initial entry into the AETA program.

Any stipend installment not earned within this period shall not be paid and shall not be recoverable.

- f. Compensation Processing: All stipend payments shall be processed through the faculty member's regular payroll in accordance with the collective bargaining agreement.
5. **AETA MENTORS**: Compensation for AETA mentors who serve for the entire program year, as defined by the AETA program requirements, shall be in the form of stipends in the amount of Two Thousand Five Hundred Dollars (\$2,500) per semester (totaling \$5,000 for a full academic year). One stipend shall be paid at the conclusion of the Fall semester and one at the conclusion of the Spring semester. Mentor participation and stipend payment is contingent upon the mentor's continued employment with the District during the respective semester and completion of all assigned duties. If an AETA mentor does not complete all required activities or is not employed by the District during a semester, the stipend for that semester will not be paid (with no further penalty).

In addition, no individual may receive compensation as both an AETA Mentor and an AETA Participant at the same time; any faculty member serving as an AETA Mentee must complete the three (3) year participant stipend cycle before becoming eligible for an AETA Mentor role and accompanying stipend.

- 6. **Other Terms**: All other terms and conditions of work shall be in accordance with the collective bargaining agreement between the Parties currently in effect. Unless otherwise agreed to by the Parties, upon the expiration of this MOU as stated below, all terms, conditions, and agreements stated in this MOU shall cease and return to those stated in the collective bargaining agreement between the Parties.
- 7. **Complete Agreement**: This MOU, consisting of a total of three (3) pages, represents the entire and integrated agreement between the parties and supersedes all prior negotiations, representations, and agreements, whether written or oral. All prior understandings, terms, or conditions are deemed merged into this Agreement.
- 8. **Modifications**: Either party may request changes to this MOU. Any changes, modifications, revisions, or amendments to this MOU must be mutually agreed upon by and between the

parties and must be incorporated by written instrument, to be effective when executed by all parties to this MOU.

9. **Dispute Resolution:** Any dispute regarding compliance with the terms of the MOU shall be adjudicated in accordance with the grievance procedure in Article 12 of the current CBA.
10. **Non-Precedent:** This MOU between the Parties is not intended to change the terms of the current CBA but is instead a one-time, non-precedent setting. This MOU will not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint, administrative or legal proceeding as evidence of past practice or intent of the Parties or meaning or application of the CBA.
11. **Execution and Ratification:** The Parties to this MOU, through their duly authorized 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. This Agreement is subject to the ratification procedures of each Party.

For the District:



Angela Alvarez Riggs, MAHRM
Chief Negotiator, District
Assistant Superintendent/
Vice President
Human Resources

Date: May 29, 2026

For SCEA:



Candice Taffolla-Schreiber
SCEA President

Date: May 29, 2026

Advancing Equity Teaching Academy

Are you wanting to deepen your impact as an educator and strengthen how your teaching supports student learning and success? Are you curious about how you might better support students whose experiences and ways of learning are different from your own? Are you interested in how the science of learning and equitable education can inform practical, meaningful approaches to your practice? Would you like to build community with faculty colleagues in a way that builds collective understanding and support? If your answer is yes to any of the above questions, we invite you to apply for the award winning* Advancing Equity Teaching Academy (AETA) Cohort VIII.

**California Community Colleges Council for Staff Development (4CSD) Outstanding Program Award, 2023*

What is AETA?

AETA is a year-long professional learning experience designed to close equity gaps and promote systemic change by developing equitable faculty leaders. Participants transform their own classrooms and learning spaces through equitable, inclusive practices while making a meaningful impact across their departments and the Southwestern College District. The first semester focuses on creating an environment conducive to learning and the second semester focuses on how the science of learning can inform your lessons. Approximately 193 hours.

What do I need to do to complete AETA?

AETA is completed in two parts: a three-day institute before Fall semester begins and a year-long virtual learning system. AETA is open to all Southwestern College faculty (teaching faculty from all disciplines, counselors, and librarians) who have not already completed the Academy.

Pre-Fall AETA Institute

Three-Day, In-person Institute
<ul style="list-style-type: none"> • August XX, XX, and XX from 9am to 4pm • In-person • Food provided • Engaging indoor and outdoor activities • Faculty are introduced to equitable educational concepts and participate in community building activities. <p>At the end of the pre-semester institute, faculty participants are placed into small groups (pods) with a faculty mentor and work in this pod for the rest of the program.</p>

Year-long Academy

Online Canvas Modules	Monthly Virtual, Live Meetings	AETA Capstone Project
Throughout the academic year, faculty will complete one (1) online module per month (four (4) per semester) in Canvas, about two (2) hours a week of work.	<p>At the end of each module, faculty will meet in person or via zoom for three hours. Mark your calendar. Times of meetings for each pod will be determined by the pod participants on the last day of the Institute.</p> <p>Fall 20XX</p> <p>September XX, 20XX</p> <p>October XX, 20XX</p> <p>November XX, 20XX</p> <p>December XX, 20XX</p>	At the end of the academic year, each participant develops a capstone project to be shared with the SWC Community.

	<p>Spring 20xx</p> <p>February XX, 20XX</p> <p>March XX, 20XX</p> <p>April XX, 20XX</p> <p>May XX, 20XX</p>	
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Who Can Apply?

Southwestern College faculty (teaching faculty from all disciplines, counselors, and librarians), who have not yet completed AETA and have an active SWC contract are eligible to apply.

Continuation into the second semester is contingent upon the faculty member having an active assignment with the District.