

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**SOUTHWESTERN COMMUNITY COLLEGE DISTRICT**  
**And**  
**SOUTHWESTERN COLLEGE EDUCATION ASSOCIATION (SCEA)**

**May 16, 2022**

**Compensation for Off-Contract Committee Participation**

Effective May 28, 2022, a Unit member who serves on a screening committee for the hiring of a full-time unit member and/or serves on the Equivalency Committee beyond their scheduled 175 days, or 197 days for non-instructional Unit members or outside of a Department Chair's twenty-one (21) Additional Duty Days, will be paid at the Unit member's lab rate from the "Part-Time Overload" schedule as follows:

- Up to 25 hours of work completed with a committee beyond their scheduled workdays, including planning meetings, interviews, and deliberations.
- Up to five (5) hours of work completed for candidate screening if this work occurred beyond their scheduled workdays.
- Committee Chairs will be compensated an additional five (5) hours for their additional duties such as communication with the Human Resources Division and reference checks if these duties are completed beyond their scheduled workdays.
- All additional hours for committee participation, must be verified by the committee chair or lead.

This Agreement is non-precedential, will not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint,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 collective bargaining agreement.

**For the College District:**

*Janene McIntyre*

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**Janene McIntyre**  
**Assistant Superintendent/  
Vice President, Human Resources**

**For SCEA:**

*KY*

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**Ken Yanow,**  
**Faculty Bargaining Lead**

# SCEA Summer Compensation 2022 Final 05.18.22

Final Audit Report

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