

MEMORANDUM OF UNDERSTANDING

Between

SOUTHWESTERN COMMUNITY COLLEGE DISTRICT

And

SOUTHWESTERN COLLEGE EDUCATION ASSOCIATION (SCEA)

May 28, 2023

Compensation for Off-Contract Selection Committee Participation

Effective May 28, 2023, 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, 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 for candidate screening during off-contract time.
- Committee Chairs will be compensated up to an additional five (5) hours for their additional duties such as communication with the Human Resources Division and reference checks.
- 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This Agreement is non-precedential, will not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint,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:



Angela Riggs
Acting Assistant Superintendent/
Vice President, Human Resources

For SCEA:



Ken Yanow
Faculty Bargaining Lead








MOU-Compensation for Off Contract Selection Committee Participation

Final Audit Report

2023-06-13

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