

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

August 5, 2025

Advancing Equity Teaching Academy (AETA) Compensation 2025-2026

1. 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. The purpose of this MOU is to establish the terms and conditions under which the AETA (Advancing Equity Teaching Academy) participants and mentors will be compensated through the 2025-2026 Academic Year.
3. This MOU will take effect upon ratification of both Parties, and will expire at the close of business on June 30, 2026.
4. AETA PARTICIPANTS/MENTEES: Compensation for faculty, participants/mentees, who complete the entire AETA as delineated in the program agreement, will take place as follows:
 - The equivalent of 15 lecture hour equivalent (LHE) OR
 - a one-time \$3,000 stipend while funds remain available

Faculty must select their compensation option by the Fall deadline provided during the program. Compensation for faculty, participants/mentees, will occur as outlined in the collective bargaining agreement.

Faculty participation and compensation will be contingent upon the existence of an employment contract with the District during the Fall and Spring semesters during the academic year of participation. If a participant elects to opt out, or not complete all of the activities delineated in the agreement, or if the faculty member does not receive an employment contract for academic year of AETA participation, they will not be eligible for participation and/or compensation and will not be penalized.

5. AETA MENTORS: Compensation for AETA mentors, who serve for the entire year as delineated in the agreement, will take place in the form of two \$2500 stipends to be paid at the end of each semester.

AETA Mentor participation and compensation will be contingent upon the existence of an employment contract with the District for Fall and Spring during the academic year of AETA participation, and completion of all duties. If an AETA mentor elects to opt out, or not complete all of the activities delineated in the agreement, or if the AETA Mentor does not receive an employment contract for Fall or Spring during the academic year of AETA participation, they will not be eligible for participation and/or stipend and will not be penalized.

6. 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. 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. 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. 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. 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. 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 Alvares Riggs
Chief Negotiator, District
Assistant Superintendent/
Vice President
Human Resources

Date: Aug 6, 2025

For SCEA:



Candice Taffolla-Schreiber
SCEA President

Date: Aug 6, 2025