

MEMORANDUM OF UNDERSTANDING

This MEMORANDUM OF UNDERSTANDING ("MOU") is entered into by and between the SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT ("District"), the CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909 ("Federation").

TERMS

The District and the Federation (CCFT) agree to the following:

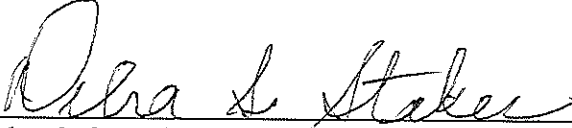
Cycle for Evaluation - Regular, Tenure-track, and Temporary Faculty

7.2 Regular, tenure-track, and temporary faculty shall be evaluated pursuant to paragraphs 7.2 through 7.12 inclusive, at least once every three (3) academic years. Temporary faculty shall be evaluated as set forth in paragraphs 7.2 through 7.7, inclusive (and may be evaluated as set forth in paragraphs 7.8 through 7.12, inclusive), at least once each semester during the first two (2) semesters of service. Temporary faculty who has two (2) or more semesters' service will be evaluated at least once every three (3) years. Full-time temporary faculty shall be evaluated pursuant to Article 7.16 and treated as first year probationary tenure-track faculty members with expanded peer review during their first semester and student evaluations only during their second semester.

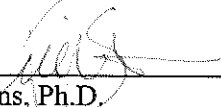
The terms of this MOU are non-precedential and do not create any historic practice.

By their signatures below, the signatories certify that they are authorized representative of either the District or the Federation and that any and all actions necessary for the parties to ratify and accept this MOU as a binding agreement have been completed in the manner required by that party. Upon the affixing of the signatures below, this MOU is entered into without the need for further ratification and acceptance.

ACCEPTED AND AGREED TO:



Debra Stakes, Ph.D. 2-14-19
President Date
CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909



Jill Stearns, Ph.D. 2-13-19
Superintendent/President Date
SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT