

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
AND THE
AMERICAN FEDERATION OF TEACHERS, LOCAL 2121
MODIFICATION OF ARTICLE 25 – CATEGORICAL EMPLOYEES**

This Memorandum of Understanding (“MOU”) is made effective January 1, 2018, and has been jointly prepared by the designated representatives of the San Francisco Community College District (“District”), and the designated representatives of the American Federation of Teachers, Local 2121 (“AFT”), the sole and exclusive representative of all academic employees in the District, excluding retired faculty, temporary administrators, supervisory, confidential and management employees, to modify provisions of the Collective Bargaining Agreement (“Agreement”) between the District and AFT for the period ending June 30, 2018, as follows:

WHEREAS the Agreement currently in effect between the parties contains a Side Letter re Categorical Employee Issues (2016) (“Side Letter”) stating in relevant part:

The District and AFT agree that they (1) are in conceptual agreement regarding changes to current CBA provisions and practices related to categorical employment and sick leave as specified below, and (2) will form an appropriate committee to meet promptly following resolution of the successor agreement, by means of which the parties will develop more specific and appropriate language, processes, forms, procedures, systems and timelines for implementing these conceptually agreed upon changes: . . .

(3) To the extent that it can be accomplished lawfully and without impairment of contractual or statutory obligations:

a. The separate sick leave scheme currently specified in CBA article 25.F shall be eliminated on a going forward basis and merged with the sick leave scheme generally applicable to general fund assignments.

b. As part of this merger, current sick leave accruals for categorical employment would be combined with sick leave previously accrued for general fund employment, and after said combination, the combined hours shall be usable as specified in the sick leave provisions generally applicable to general fund assignments.

c. This combination and merger of the categorical and general fund sick leave schemes and accruals shall occur, if at all, within one (1) year after resolution of the successor agreement.

WHEREAS, the parties are currently engaged in successor contract negotiations, including but not limited to, proposed changes to Article 25 – Categorical Employees; and

WHEREAS, the parties have reached agreement on proposed changes to Article 25 – Categorical Employees consistent with the provisions of the Side Letter; and

WHEREAS, the parties acknowledge that negotiations for a successor Agreement will not conclude by January 1, 2018; and

WHEREAS, the parties' intent is to implement the provisions of the agreed upon modifications to Article 25, detailed below, and replace the current language with the agreed upon language.

NOW THEREFORE the parties do hereby agree to replace Article 25 E. in its entirety and replace it with the following language effective January 1, 2018:

ARTICLE 25
CATEGORICAL EMPLOYEES

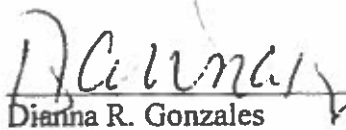
25. E. Sick Leave

1. Effective January 1, 2018, all District-funded and categorical and/or grant funded sick leave shall be merged.
2. Sick leave for faculty assigned to categorically and grant funded positions shall accrue and be used in the same manner as faculty in non-categorically and/or funded assignments as described in Article 17.C.
3. Faculty assigned to categorically and grant funded positions shall be eligible to participate in the Voluntary Sick Leave Bank the same manner as faculty in non-categorically and/or funded assignments as described in Article 17.E.

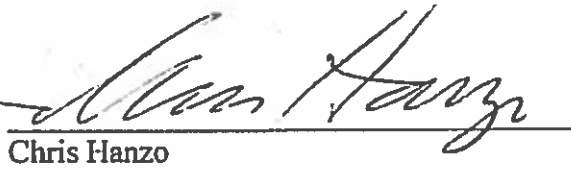
The parties further agree to update the table contained in Article 25 upon completion of successor contract negotiations to be consistent with the provisions described and agreed to herein.

For the District:

For the AFT:



Dianna R. Gonzales
Vice Chancellor Human Resources



Chris Hanzo
Executive Director, AFT