

MEMORANDUM OF UNDERSTANDING
UPDATING OF COMPENSATION STRUCTURE FOR FACULTY PRESIDENTS

This Memorandum of Understanding ("MOU") is entered into by and between the Santa Monica Community College District (the "District") and the Santa Monica College Faculty Association ("FA") as of this 9th day of July, 2026.

WHEREAS, the proposed compensation structure does not increase the salary of the faculty presidents, and;

WHEREAS, the proposed compensation structure does not increase District expenses.

NOW, THEREFORE, in consideration of the covenants and agreements herein contained, the parties agree as follows:

1. The contract language changes in Attachment A shall be effective beginning with the 2026-27 academic year, and entered into the next collective bargaining agreement.
2. The salary schedule in Attachment B shall be effective beginning with the 2026-27 academic year, and entered into the next collective bargaining agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hand by their respective representatives as of the date first set forth above.



PETER MORSE
For the FA

TRE'SHAWN HALL-BAKER
For the District

APPENDIX A:

Strike-through version re Article 3.8 (agreed to at the table on April 30, 2026):

- 3.8 The Faculty Association shall receive 3.0 FTE of released time per fiscal year. Such released time shall be assigned as the Faculty Association determines. The appropriate Vice President shall be notified of the assignment, in as timely a manner as possible to accommodate schedule preparation. One semester prior to the expiration of a contract through the semester in which a new agreement is signed the Association shall receive 2.0 FTE each semester. In the event that the Faculty Association and the District agree to negotiate during an intersession, the Faculty Association shall receive .2 FTE of released time for such intersession which may be used for members of the Association's negotiating team. This shall constitute "reasonable periods of release time" within the meaning of Government Code Section 3543.1c.
- 3.8.1 In addition, the Association may purchase up to five (5) FTE (full-time equivalent), (150 LHE) per fiscal year to be assigned as the Association determines. The additional reassigned time will be billed as follows: Load factor 1.0 reassignments: Group VI, Step 2; assignments at load factor other than 1.0: Group II, Step 4. ~~The Association may purchase up to an eight (8) step advancement on Appendix A-1 for the serving FA president. The serving FA President shall be placed on the "Faculty Presidents Salary Schedule" (Appendix A-7) at the same step as their current placement on Salary Schedule A-1. The step advance ends at~~At the end of the FA President's service, they shall return to the faculty salary schedule A-1. ~~The FA shall notify the District of its intent to make such a purchase no later than June 30 each year and may terminate such an advance with 30 day's notice. The purchase cost shall be determined annually and shall cover the actual step shift difference between the salary on A-1 and A-7 and all associated benefit costs. The District will invoice the Association by no later than the eighth week of each semester. Amounts billed on a timely basis will be due by the end of the fiscal year in which the reassignments and step advancements~~ placement on Salary Schedule A-7 occur.
- 3.8.2 The Association shall notify the departments and the appropriate vice president of any change in assignment as soon as such a change in assignment is approved by the Association, and in time to allow the departments to staff resulting vacant assignments. The Association shall confirm the total schedule of District and Association-paid reassigned time at the beginning of each semester or intersession.

Clean Version re Article 3.8 (agreed to at the table on April 30, 2026):

- 3.8 The Faculty Association shall receive 3.0 FTE of released time per fiscal year. Such released time shall be assigned as the Faculty Association determines. The appropriate Vice President shall be notified of the assignment, in as timely a manner as possible to accommodate schedule preparation. One semester prior to the expiration of a contract through the semester in which a new agreement is signed the Association shall receive

2.0 FTE each semester. In the event that the Faculty Association and the District agree to negotiate during an intersession, the Faculty Association shall receive .2 FTE of released time for such intersession which may be used for members of the Association's negotiating team. This shall constitute "reasonable periods of release time" within the meaning of Government Code Section 3543.1c.

- 3.8.1 In addition, the Association may purchase up to five (5) FTE (full-time equivalent), (150 LHE) per fiscal year to be assigned as the Association determines. The additional reassigned time will be billed as follows: Load factor 1.0 reassignments: Group VI, Step 2; assignments at load factor other than 1.0: Group II, Step 4. The serving FA President shall be placed on the "Faculty Presidents Salary Schedule" (Appendix A-7) at the same step as their current placement on Salary Schedule A-1. At the end of the FA President's service, they shall return to the faculty salary schedule A-1. The purchase cost shall be determined annually and shall cover the difference between the salary on A-1 and A-7 and all associated benefit costs. The District will invoice the Association by no later than the eighth week of each semester. Amounts billed on a timely basis will be due by the end of the fiscal year in which the reassignments and placement on Salary Schedule A-7 occur.
- 3.8.2 The Association shall notify the departments and the appropriate vice president of any change in assignment as soon as such a change in assignment is approved by the Association, and in time to allow the departments to staff resulting vacant assignments. The Association shall confirm the total schedule of District and Association-paid reassigned time at the beginning of each semester or intersession.

Strike-through version re Article 6.22 (agreed to at the table on April 30, 2026):

- 6.22 Academic Senate President: The Academic Senate President shall receive 15 LHE of reassigned time in each Fall and Spring semester ~~and a step shift of 6 during the period of their tenure as president.~~ Additionally, a total of 6.0 LHE shall be awarded to the Academic Senate President for Senate duties to be used in intersessions as determined by the Academic Senate President. The serving Academic Senate President shall be placed on the "Faculty Presidents Salary Schedule" (Appendix A-7) at the same step as their current placement on Salary Schedule A-1. At the end of the Academic Senate President's service, they shall return to the faculty salary schedule A-1.

Clean Version re Article 6.22 (agreed to at the table on April 30, 2026):

- 6.22 Academic Senate President: The Academic Senate President shall receive 15 LHE of reassigned time in each Fall and Spring semester. Additionally, a total of 6.0 LHE shall be awarded to the Academic Senate President for Senate duties to be used in intersessions as determined by the Academic Senate President. The serving Academic Senate President shall be placed on the "Faculty Presidents Salary Schedule" (Appendix A-7) at the same step as their current placement on Salary Schedule A-1. At the end of the Academic Senate President's service, they shall return to the faculty salary schedule A-1.

APPENDIX B:

(Agreed to at the table on April 30, 2026)

Appendix A-7: Faculty Presidents Salary Schedule							
Year 2 - Effective August 25, 2026							
Step	GRP1	GRP2	GRP3	GRP4	GRP5	GRP6	GRP7
1	81,272	85,124	88,977	92,824	96,678	100,530	104,558
2	84,172	88,022	91,879	95,729	99,576	103,430	107,459
3	87,073	90,925	94,773	98,630	102,480	106,334	110,361
4	89,973	93,824	97,679	101,529	105,380	109,234	113,260
5	92,874	96,726	100,580	104,428	108,282	112,132	116,160
6	95,773	99,628	103,477	107,330	111,183	115,033	119,061
7	98,676	102,527	106,377	110,230	114,085	117,933	121,963
8	110,746	114,594	118,445	122,300	126,149	130,001	134,029
9	113,644	117,497	121,349	125,199	129,048	132,905	136,932
10	116,544	120,394	124,248	128,098	131,952	135,803	139,834
11	119,444	123,299	127,148	130,998	134,851	138,703	142,731
12	122,341	126,197	130,051	133,900	137,750	141,604	145,634
13	125,245	129,095	132,947	136,801	140,653	144,504	148,528
14	128,147	131,999	135,851	139,701	143,555	147,406	151,433
15	131,047	134,899	138,754	142,602	146,453	150,306	154,336
16	133,947	137,799	141,651	145,505	149,355	153,207	157,233
17	136,850	140,702	144,552	148,402	152,257	156,108	160,135
18	139,752	143,604	147,457	151,302	155,153	159,005	163,034
19	142,651	146,506	150,358	154,204	158,056	161,904	165,932
20	145,556	149,407	153,257	157,105	160,959	164,806	168,839
21	148,457	152,307	156,161	160,002	163,863	167,710	171,743
22	151,359	155,210	159,061	162,900	166,765	170,611	174,645
Appendix A-7 is Appendix A-1 plus the difference between A-1 Step 16 and Step 22, Group 7.							