

**MEMORANDUM OF UNDERSTANDING**

December 10, 2012

This Memorandum of Understanding ("MOU") is entered into by and between the Santa Monica Community College District (the "District") and the California School Employees Association Chapter 36 ("CSEA") as of this 10<sup>th</sup> day of December, 2012.

WHEREAS, on October 12, 2012, the District and CSEA entered into an MOU concerning salary and benefits; and

WHEREAS, the MOU was ratified by the parties and became fully effective with the passage of Proposition 30; and

WHEREAS, the District and CSEA desire to revise the MOU as set forth below,

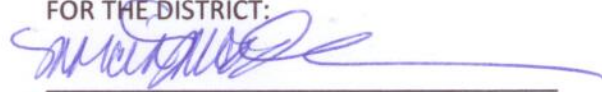
NOW, THEREFORE, in consideration of the mutual agreements set forth herein, the parties agree as follows:

1. Paragraph 1 of the October 12, 2012, MOU is revised to read: "The salary schedules shall be increased by a percentage equal to 1.25% effective on January 1, 2013."
2. The one-time bonus required by Paragraph 2 of the October 12, 2012, MOU may be paid early by the District during the 2012-13 fiscal year, but shall be paid no later than July 2013.
3. All other terms of the October 12, 2012 MOU remain unchanged.

FOR THE ASSOCIATION:

  
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FOR THE DISTRICT:

  
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