

**MEMORANDUM OF UNDERSTANDING**

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

Now, therefore, the District and the Federation have agreed as follows:

1. The use of regular and full-time faculty as substitutes is a common practice at Cuesta College.
2. There is no contractual language that covers this practice other than the designation of salary as dictated by Appendix B-5, section D.
3. Therefore, as an addendum to the contract, designated Appendix B-5, Section D.1, the District and the Federation have agreed that regular and part-time faculty will be deemed long-term substitutes when they are required to provide instruction for ten percent (10%) or more of the hours of the same class and section in any given academic semester.
4. A long-term substitute will be paid on either the Temporary, Part-Time and Full-Time Overload Lecture/Hourly Faculty Salary Schedule (Appendix B -2) or the Temporary, Part-Time and Full-Time Overload Lab/Hourly Faculty Salary Schedule (Appendix B-3) as determined by the designation of the class (lecture or lab) for which the faculty member is providing substitute instruction.

By their signatures below, the signatories certify that they are the authorized representatives 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:**


**SAN LUIS OBISPO COUNTY  
COMMUNITY COLLEGE DISTRICT**



Gilbert H. Stork, Ed.D.  
Superintendent/President

Date: 2/15/2011

**CUESTA COLLEGE FEDERATION  
OF TEACHERS, AFT Local 4909**



Allison Merzon  
President

Date: 2/15/2011