MEMORANDUM OF UNDERSTANDING BETWEEN
RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT AND THE
FACULTY ASSOCIATION OF RANCHO SANTIAGO COMMUNITY COLLEGE
DISTRICT CCA/CTA/NEA

April 16, 2026.

This Memorandum of Understanding ("MOU") is entered into by and between the Rancho Santiago Community College District ("District") and the Faculty Association of Rancho Santiago Community College District CCA/CTA/NEA ("FARSCCD"), and collectively "the Parties") and is expressly made pursuant to the Educational Employment Relation Act and the current Collective Bargaining Agreement ("CBA"). This MOU represents a one-time, non-precedent setting agreement between FARSCCD and the District.

The purpose of this Memorandum of Understanding is to document an agreement between the District and FARSCCD to implement the Board of Trustees' approval to update the name of "César Chávez Day" to "Farmworkers Day." All references to "César Chávez Day" in the applicable Collective Bargaining Agreement (CBA) shall be removed and replaced with "Farmworkers Day."

Background

On March 26, 2026, California Governor, Gavin Newsom signed Assembly Bill 2156 (AB 2156) into law, immediately renaming the state's March 31 holiday from César Chávez Day to Farmworkers Day. This change shifts the focus to honoring the contributions of agricultural workers.

Agreement

In consideration of the above, the District and FARSCCD agree as follows:

All references to "César Chávez Day" in the applicable Collective Bargaining Agreement (CBA) shall be removed and replaced with "Farmworkers Day."

This MOU shall be effective upon execution by both parties and shall remain in effect unless modified by mutual written agreement or superseded by a successor collective bargaining agreement.

For the District:	For FARSCCD:
Kristin Olson (May 1, 2026 08:52:11 PDT)	Madeline Grant
Kristin Olson Vice Chancellor, Human Resources	Madeline Grant President, FARSCCD
May 1, 2026	May 1, 2026
Date	Date

FARSCCD MOU - Farmworkers Day

Final Audit Report 2026-05-01

Created:	2026-05-01 (Pacific Daylight Time)
By:	Jaymee Hunt (Hunt_Jaymee@rsccd.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAkdDp23liUoF6oRe755NNbtqpIIJ2TOEW

"FARSCCD MOU - Farmworkers Day" History

Document created by Jaymee Hunt (Hunt_Jaymee@rsccd.edu)
2026-05-01 - 8:43:56 AM PDT- IP address: 198.188.254.140

Document emailed to Madeline Grant (grant_madeline@sac.edu) for signature
2026-05-01 - 8:46:17 AM PDT

Email viewed by Madeline Grant (grant_madeline@sac.edu)
2026-05-01 - 8:47:19 AM PDT- IP address: 99.74.242.52

Document e-signed by Madeline Grant (grant_madeline@sac.edu)
Signature Date: 2026-05-01 - 8:47:38 AM PDT - Time Source: server- IP address: 99.74.242.52

Document emailed to Kristin Olson (Olson_Kristin@rsccd.edu) for signature
2026-05-01 - 8:47:39 AM PDT

Email viewed by Kristin Olson (Olson_Kristin@rsccd.edu)
2026-05-01 - 8:52:01 AM PDT- IP address: 104.47.56.254

Document e-signed by Kristin Olson (Olson_Kristin@rsccd.edu)
Signature Date: 2026-05-01 - 8:52:11 AM PDT - Time Source: server- IP address: 204.75.252.2

Agreement completed.
2026-05-01 - 8:52:11 AM PDT