Memorandum of Understanding between the Rancho Santiago Community College District and the Faculty Association of Rancho Santiago Community College District CCA/CTA/NEA

Earth Science Discipline

January 15, 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 FARSCD and the District.

The purpose of this MOU is to document a determination made during the Fall 2025 semester regarding the organizational status of the Earth Sciences and Geography disciplines at Santiago Canyon College (SCC), to acknowledge that compensation for the Fall 2025 semester was processed in accordance with the FARSCCD Collective Bargaining Agreement, and to clarify the applicable Lecture Hour Equivalent (LHE) compensation treatment moving forward.

During the Fall 2025 semester, the District identified and reviewed the organizational structure of the Earth Sciences and Geography disciplines at Santiago Canyon College. As a result of this review, the District determined that Earth Sciences and Geography constitute two separate academic departments.

The District further confirms that, upon discovery of this matter, compensation for affected FARSCCD-represented unit members for the Fall 2025 semester was paid in accordance with the applicable provisions of the FARSCCD Collective Bargaining Agreement.

Agreement:

The District and FARSCCD agree as follows:

1. **Separate Departments**
   For purposes of academic organization and administration, Earth Sciences and Geography shall be recognized as two separate departments at Santiago Canyon College.
2. **Compensation**
   Notwithstanding their designation as separate departments, department chairs of Earth Sciences and/or Geography shall be compensated at the rate determined by appendix K-2, which currently is 3 LHE.
3. **Confirmation of Fall 2025 Payment**
   The parties acknowledge and confirm that compensation for the Fall 2025 semester was

issued in compliance with the FARSCCD Collective Bargaining Agreement as a result of the determination documented in this MOU.

4. **Scope and Duration**
   This MOU applies to the circumstances identified during the Fall 2025 semester and is intended to clarify the treatment described herein. This agreement does not modify the FARSCCD Collective Bargaining Agreement except as expressly stated.

For the District:

Kristin Olson, Esq.
Vice Chancellor, Human Resources

Date 1/15/26

For FARSCCD:

Madeline A. Grant
President, FARSCCD

Date 1.15.26